

CAMP LIFE

THRIVING IN FLY-IN FLY-OUT (FIFO)







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Thriving in FIFO: A Path to Success and Well-being

FIFO (Fly-In Fly-Out) in mining is a work arrangement where employees fly to a remote mine site, work for a rotational period, then fly back home for time off before the next shift. A Path to Success and Well-being working in a Fly-In Fly-Out (FIFO) job is more than just work—it's a way of life that offers great opportunities, good pay, and a sense of purpose. But to build a strong, lasting career, you need the right mindset, skills, and strategies. That's why Newmont is committed to supporting workers with the resources and knowledge needed to succeed in this unique lifestyle.

This workbook is your guide to not just getting by, but truly thriving in a FIFO job. Inside, you'll find useful tools, real advice, and proven strategies to help you:

- **Get ready for FIFO life, from travel plans to camp routines.**
- **Manage your time and energy to stay focused and motivated.**
- **Stay connected with family and loved ones while working away.**
- **Take care of your mental and physical health for long-term success.**
- **Understand and respect the cultural and environmental importance of the land you work on.**

This resource gives you a clear look at FIFO life—the challenges, the benefits, and how to make the most of your experience. You'll also learn about the support programs, wellness resources, and personal development opportunities Newmont offers to help you and your family to succeed.



Adventure. Growth. Balance. Respect.
It's all here at Newmont.

Welcome to FIFO Life at Brucejack Mine



Being a FIFO worker is more than just getting used to a work schedule—it's about doing well in a workplace that values safety, respect, sustainability, and growth. Newmont's core values help support workers both on and off the job. These values guide company rules, influence decisions, and build a strong team culture in a remote setting.

Your Future, Your Opportunity

At Newmont, you'll join a team that values safety, respect, and personal success. We create a positive workplace that supports well-being, growth, and a healthy work-life balance.

For FIFO workers, following Newmont's vision and values builds a strong connection to the company and a better work experience. Our focus on safety, sustainability, and community helps create a supportive and rewarding environment while respecting the land and local communities.

Newmont's Vision & Values

We're driven by a bold vision: *to create value and improve lives through sustainable and responsible mining*. We believe in making a positive impact on people, communities, and the environment.

Our five core values—**safety, integrity, sustainability, inclusion, and responsibility**—guide everything we do.

- 1. Safety First** – Your safety—both physical and mental—comes before anything else. Everyone looks out for each other, and safety is part of every job, ensuring you can work with confidence and go home safe.
- 2. Integrity Matters** – FIFO teams rely on trust. Being honest, accountable, and respectful makes camp life and work smoother. Newmont provides clear guidelines and reporting channels to keep the workplace fair and professional.

OUR VALUES



SAFETY



INTEGRITY



SUSTAINABILITY



RESPONSIBILITY



INCLUSION

3. Sustainability for the Long Run – FIFO life should be manageable and rewarding. Newmont supports structured rosters, wellness programs, and environmental responsibility, ensuring employees can build stable careers while balancing work and personal life.

4. Inclusion Creates Community – Working remotely can feel isolating, so Newmont fosters a welcoming environment for everyone. Through our initiatives, programming, and support services, FIFO workers feel valued and connected.

5. Responsibility Drives Success – Everyone plays a role in making FIFO work better. Whether it's speaking up about safety, taking initiative, or mentoring others, stepping up strengthens the entire team.

By living these values, FIFO workers can thrive in a positive, productive, and respectful workplace.



“Great vision without great people is irrelevant.”

JIM COLLINS



Brucejack Mine: Location, Land, and Connections

Welcome to Brucejack Mine, located about 65 kilometers north of Stewart, British Columbia. We acknowledge that the mine is on and near the traditional lands of the Nisga'a Nation, Tahltan Nation, Gitanyow Huwilp, and the Tsetsaut Skii km Lax Ha.

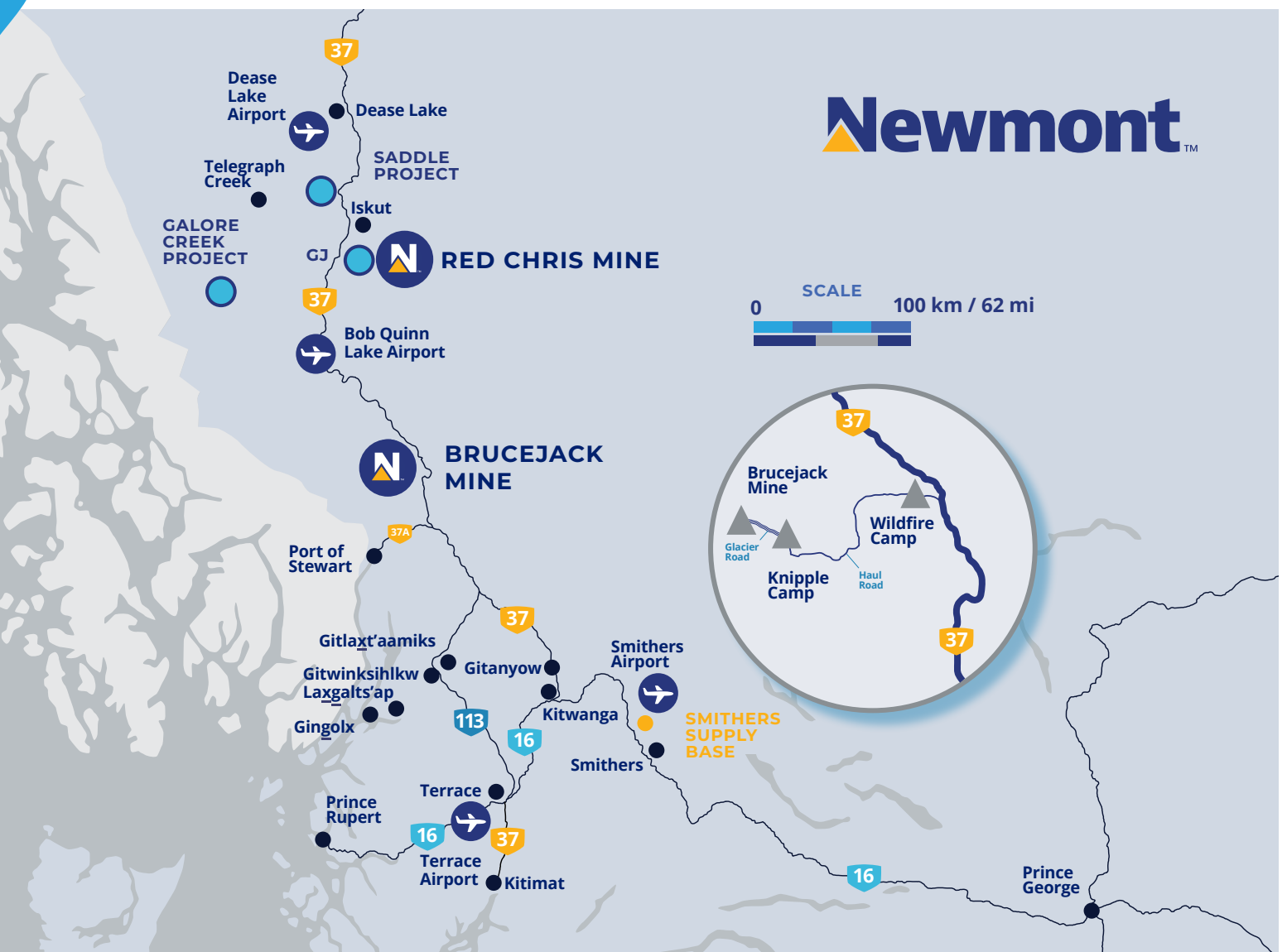
Covering around 1,200 square kilometers in the Golden Triangle—named for its shape and rich deposits of gold, silver, and copper—Brucejack is a high-grade underground gold mine. It uses advanced mining techniques and has strong potential for future exploration.

FIFO Lifestyle

Working at Newmont comes with the perks of the FIFO lifestyle:

- **Focused Work** – Stay productive while on-site.
- **Extended Time Off** – Enjoy longer breaks between rotations.
- **Career Growth** – Gain experience and build your future.
- **Personal Balance** – Spend time with family, friends, or hobbies.
- **Adventure & Opportunity** – Explore a rewarding and dynamic career.

This schedule helps you balance work, personal life, and new opportunities for you and your family.



Recognizing our Local Communities and their Connection to Brucejack Mine

We recognize the rich culture and contributions of Indigenous peoples in Canada and British Columbia. Brucejack Mine is on and near the traditional lands of the Nisga'a Nation, Tahltan Nation, Gitanyow Huwilp, and the Tsetsaut Skii km Lax Ha. We value our partnerships with these Nations and their ongoing connection to the land.

These communities are more than just locations—they are our employees, suppliers, and partners. Many of our workers and their families come from these areas, playing a key role in both our workforce and the success of our mining operation.

Our Local Communities Include:

Tahltan Communities

Telegraph Creek (Tlĕgōhĭn), Dease Lake (Tat'ah), and Iskut (Łuwechōn)



Nisga'a Communities

Gitlaxt'aamiks, Gitwinksihlkw, Laxgalts'ap, and Gingolx



Gitanyow Huwilp Community



And Surrounding Areas

Hazeltons, Stewart, Smithers, Terrace, and other local communities.

“There is endless opportunity for growth within Newmont.”

ARTHUR JOHNSON
(Nisga'a Nation)

Connecting with the Land: Respecting Indigenous Culture in Mining Operations



Respecting Indigenous rights and land stewardship is important. First Nations, government, and industry are working to build and create meaningful relationships. Many workers and companies want to learn, knowing that real teamwork is built on respect and understanding.

FIFO workers can gain a better view of mining by learning about Indigenous history and connections to the land. Brucejack operates on or near traditional territories where Indigenous communities have cared for the land for thousands of years. Recognizing this helps create a more respectful and inclusive workplace.

By understanding Indigenous traditions and land stewardship, workers can build stronger relationships, support reconciliation, and work with integrity and respect.



Indigenous Cultural Alliance Committee (ICAC): Building Respect & Unity

The Indigenous Cultural Alliance Committee (ICAC) works to bring Indigenous voices, traditions, and values into daily life at Brucejack, helping to create a more inclusive and respectful workplace. The committee includes both local Indigenous community members and non-Indigenous employees, working together to ensure initiatives reflect shared values as well as the distinct perspectives and cultural identities of Indigenous peoples.

What ICAC Does:

- Strengthens relationships between Indigenous and non-Indigenous employees.
- Encourages learning, open conversations, and cultural awareness.
- Ensures Indigenous perspectives are valued and integrated into workplace practices.
- Celebrates Indigenous culture through events and recognition of days of significance like **National Day of Awareness & Action for MMIWG2S** (May 5th), **National Indigenous Peoples Day** (June 21st) and **Truth and Reconciliation Day** (Sept 30th).



Why It Matters

By fostering cultural understanding, ICAC helps bridge gaps, build respect, and create a workplace where everyone feels valued. Recognizing Indigenous traditions makes Brucejack stronger and more united.

Cultural Initiatives in FIFO Work

ICAC leads initiatives that honor the land and celebrate Indigenous heritage, such as:

- **Inviting Elders** for special events to share wisdom and traditions.
- **Serving culturally significant meals** in collaboration with the culinary team.
- **Raising awareness** through important campaigns like Red Dress Day and the Moose Hide Campaign.

Brucejack is more than just a mine—it's a community built on respect, learning, and unity. Through these efforts, the workplace fosters a sense of pride and belonging for Indigenous and non-Indigenous employees to provide opportunities to share and exchange understanding and build stronger connections.



FIFO: A Continuous Cycle

FIFO offers great opportunities—career growth, skill development, and new experiences—but it also comes with long shifts, remote locations, and time away from family. Without the right strategies or approaches, these challenges can lead to stress and burnout.

By knowing how to overcome challenges before, during, and after each rotation, you can stay strong, energized, and balanced. These strategies help you and your family not just manage FIFO life but thrive in it, building a long, healthy, and successful career.

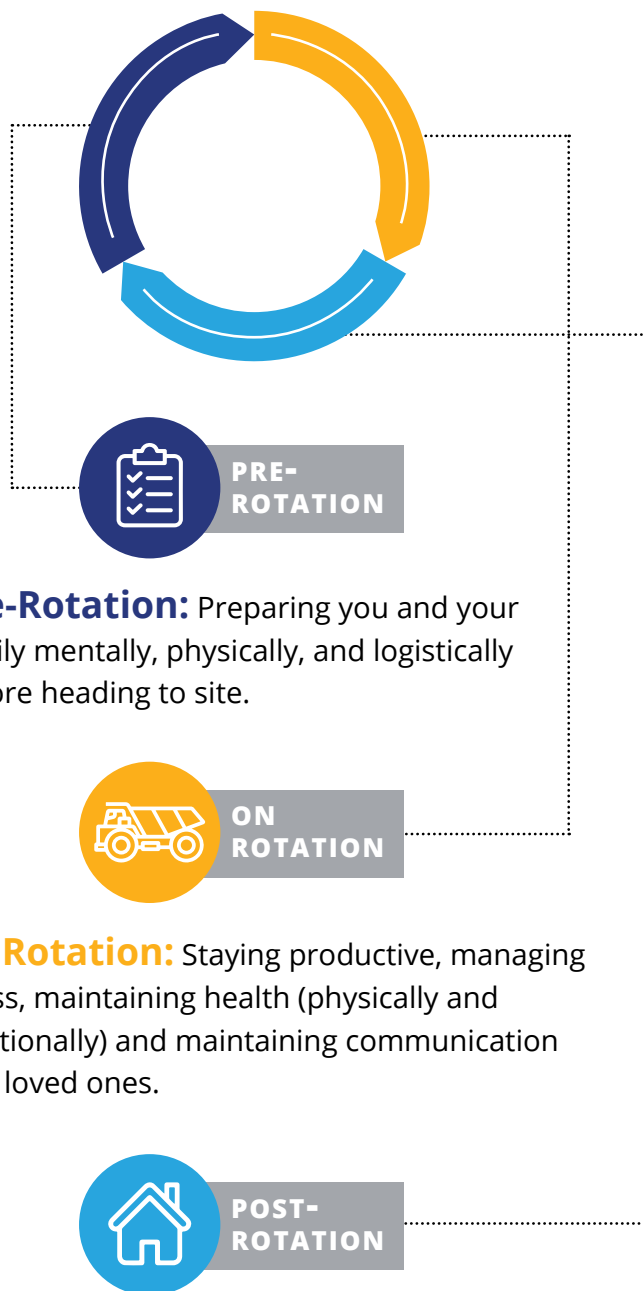
Strategies for Success

FIFO work isn't just about time on-site—it's an ongoing cycle that requires preparation, adaptation, and reflection for both you and your family. Each stage impacts the next, making it important to manage them well.

Unlike regular jobs, FIFO doesn't have a clear start or finish. Every rotation brings new challenges and adjustments, so having the right strategies helps you stay focused, resilient, and ready for success at every stage.

“*The best preparation for tomorrow is doing your best today.*”

JACKSON BROWN JR.



Pre-Rotation: Preparing you and your family mentally, physically, and logistically before heading to site.

On Rotation: Staying productive, managing stress, maintaining health (physically and emotionally) and maintaining communication with loved ones.

Post-Rotation: Reintegrating at home, reflecting on challenges, and preparing for the next cycle for you and your family.

Success in FIFO comes from understanding its cycle, making small improvements at each stage, and using the right strategies to stay balanced at work and home.

FIFO Work: Challenges, Rewards, and Finding the Right Balance

FIFO work offers a unique lifestyle with great opportunities, but it also comes with challenges. It's a great fit for those who thrive in structure and value the balance between hard work and personal time. While long shifts and time away from family can be tough, the rewards—financial stability, career growth, and flexibility—can make it worthwhile.

We support workers with resources to help manage stress and maintain a healthy work-life balance. If FIFO suits you, it can be an exciting way to achieve your goals while enjoying both structure and freedom.

NOTEWORTHY PROS



1. High Earning Potential

FIFO jobs offer competitive pay and cover living expenses, meals, and in-camp accommodation, making it easier to save money, invest, or enjoy personal goals like travel and hobbies.



2. More Job Opportunities

A job in a FIFO camp will allow you to explore broader employment, apprenticeship, and training opportunities within Brucejack, while still enjoying dedicated time at home with your family.



3. Career Growth

Gain specialized training and hands-on experience that can lead to higher-paying roles and long-term success in the mining industry.



4. Strong Community

Living and working together builds strong friendships, teamwork, and a close-knit support system, with cultural events adding to the experience.



5. Extended Time Off

The FIFO schedule allows extended time off, making it easier to spend time with family, travel, or reconnect with cultural traditions and personal passions.



6. Health-Focused Lifestyle

Camps offer nutritious meals, fitness facilities, and a structured routine, creating an ideal setting to focus on physical and mental well-being.



7. Predictable Routine

With set work schedules, provided meals, and housing, FIFO removes daily stressors, offering a simplified and distraction-free lifestyle.



8. Our Adventure

Work in Northern B.C.'s breathtaking landscapes and enjoy hiking, fishing, skiing, and exploring untouched wilderness.



Potential Downsides of FIFO Work: Challenges to Be Aware Of

FIFO offers great benefits, but it also comes with long periods away from home, emotional challenges, and the need for adjustment. Knowing these challenges helps you weigh the rewards, prepare, and decide if this lifestyle is right for you.

NOTEWORTHY CONS



1. Time Away from Family and Relationships

Being away for long periods can strain relationships, make it hard to support loved ones, and cause you to miss important milestones. Staying connected takes effort, and the separation can be emotionally challenging.



2. Isolation and Mental Health Challenges

Remote work can feel lonely or disconnected from the outside world, especially for those used to a busy social life. While friendships in camp help, some workers struggle with isolation.



3. Limited Personal Space

FIFO camps have shared communal spaces with little privacy, which can be tough for those who value personal space and quiet time.



4. Physical Fatigue

Long shifts and demanding work can lead to fatigue and burnout, especially for those on night shifts, which can disrupt sleep and impact overall health.



5. Limited Access to Amenities

While Brucejack provides comfortable living and recreation, there are fewer entertainment and dining options compared to city life, which can feel restrictive.



6. Limited Time for Personal Development at Home

Being away for long periods makes it hard to commit to certain personal passions or hobbies, education, or family activities at home such as coaching your child's hockey team, requiring strong time management to balance personal goals during time off.





Mastering the Balance: Succeeding in FIFO Work and Life

FIFO is more than just a job—it's a lifestyle that affects your work, relationships, and mental well-being. Finding balance between FIFO work, camp life, and home responsibilities takes effort, but with the right strategies, the rewards can outweigh the challenges. Planning ahead, building routines, and maintaining strong connections will help you thrive both on and off-site.



Communication: The Key to FIFO Success

Clear and consistent communication is one of the most important skills for navigating FIFO life. It helps manage stress, strengthen relationships, and keep you connected to both your work and home life.



AT HOME – Staying in touch with loved ones helps maintain strong relationships and ease the emotional strain of time apart.



AT WORK – Good communication is essential for handling long shifts, meeting tight deadlines, and collaborating with diverse teams.



THROUGHOUT ROTATIONS – Open communication before, during, and after shifts makes transitions smoother and strengthens support systems.

Why It Matters

FIFO can impact your family, work-life balance, and mental health, making communication a lifeline in both personal and professional settings. The way you communicate should work for both you and those around you, and it requires effort from everyone involved.

By making communication a priority, you'll build stronger relationships, reduce stress, and set yourself up for long-term success in FIFO work and life.

Tips for a Balanced FIFO Life: Communication & Preparation



7 COMMUNICATION TIPS

1. Pre-Rotation Communication

Before heading to site, talk with your family, friends, and coworkers about what to expect. Planning ahead and setting clear expectations will help ease the transition for everyone.

2. Prepare for Emotional Impact

Being away can be tough on you and your loved ones. Discuss your schedule, set up check-ins, and find small ways to stay connected—like video calls, bedtime stories, or surprise messages.

3. Open Conversations with Family & Friends

Talk honestly about missing special moments and how to stay involved from afar. Plan for birthdays or holidays with video calls, gifts, or catch-up time when you're home.

4. Maintaining Intimate Relationships

Distance can create emotional gaps, so communicate openly about your needs and expectations. Small gestures like affectionate messages, future plans, and regular check-ins help maintain connection.

5. Set Clear Expectations for Communication

Decide how often and in what ways you'll stay in touch—calls, texts, or video chats—and stick to a schedule to keep relationships strong.



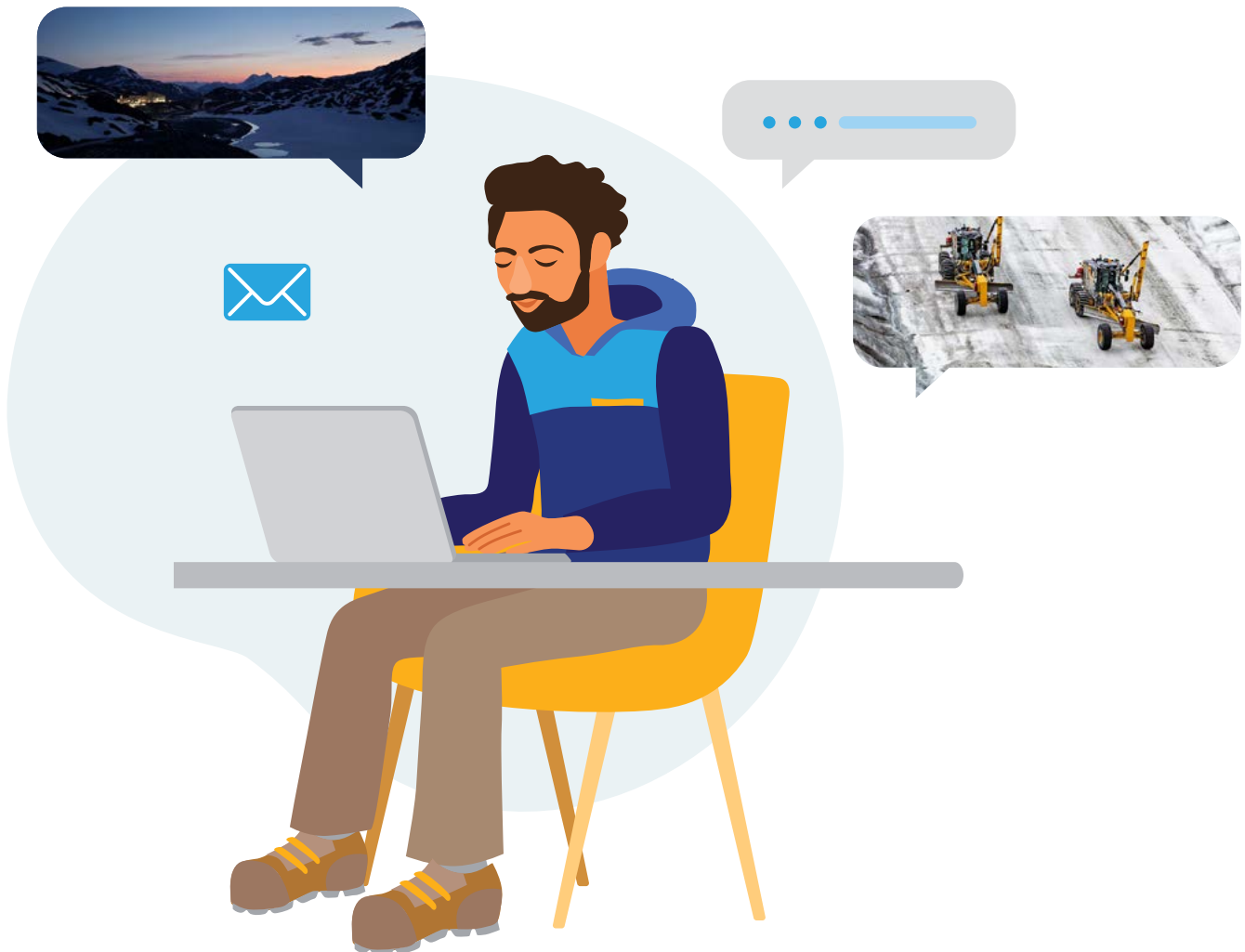
6. Teach Dependents How to Reach You

Ensure children, aging relatives, or caregivers know how to contact you and have access to messaging apps or emergency contacts.

7. Workplace Communication

Good communication at work builds trust, teamwork, and a smooth transition between rotations. Confirm schedules, responsibilities, and communication channels with your team before each shift.

By planning ahead and staying connected, you can balance FIFO work, camp life, and home responsibilities while keeping your relationships strong.





8 PREPARATION TIPS

1. Setting Expectations Before Rotation

Prepare yourself and your family before leaving to ensure a smoother transition. Set clear expectations for communication, daily routines, and emotional support to help everyone feel more secure while you're away.

2. Schedule Regular Check-Ins

Work with your family to create a consistent communication plan that fits everyone's needs. Agree on call times, preferred methods (phone, video, or text), and stick to the schedule to maintain connection and trust.

3. Discuss Communication Options & Challenges

- **Wi-Fi & Connectivity:** On-site Wi-Fi is available, but cell service is not. Set up Wi-Fi calling before you leave.
- **Best Apps:** WhatsApp and Facebook Messenger work well with camp Wi-Fi—make sure your family has them installed.
- **Emergency Plan:** Have a backup contact plan in case of Wi-Fi issues and ensure caregivers know how to reach you.

4. Know Your Shifts & Plan Ahead

Get your shift schedule in advance and share it with your family so they know when you'll be available. Plan ahead for vacations, family events, and quality time before and after rotations.

5. Planning for Care & Support

Make sure your family has a strong support network while you're away. Set up reliable care for children, dependents, or elderly family members and have backup options in place for emergencies.

- **Spouse Support:** Arrange help with daily tasks and emotional support.
- **Child & Dependent Care:** Ensure caregivers know routines, needs, and emergency contacts.
- **Backup Plans:** Have a trusted friend or family member available for last-minute situations.



6. Organize Home Affairs

Prepare your finances and legal documents to keep things running smoothly while you're away.

- **Financial Planning:** Budget for care needs and set up automatic bill payments to avoid missed deadlines.
- **Legal & Medical Needs:** Ensure medical records, insurance details, and legal documents are in place if someone needs to act on your behalf.
- **Emergency Contacts:** Give caregivers an emergency contact list with key phone numbers, including your worksite's emergency procedures.

7. Caring for an Elderly Family Member

If you're responsible for an aging parent, arrange in-home care, coordinate with family, and ensure medical needs are covered.

- **Support Network:** Have family or professional caregivers check in regularly.
- **Medical Needs:** Ensure medications, doctor appointments, and emergency contacts are arranged before you leave.



8. Personal Preparation

Take care of medical check-ups, dentist visits, prescriptions, and personal appointments before your rotation. Stock up on toiletries, work gear, and any essentials to ensure a smooth transition and a stress-free rotation.



FINAL TIP: **Preparation Reduces Stress!**

By planning ahead and setting up clear communication, care, and personal needs, you can focus on work with peace of mind and make the FIFO lifestyle easier for yourself and your loved ones.

Travel and Site Logistics



Managing Travel Demands and Logistics

Being prepared for travel is an important part of FIFO success. Knowing what to expect for your trip up to the site, including schedules, packing, and logistics, will help you start each rotation smoothly. Reviewing your itinerary, bus pickup times, and packing list ahead of time ensures you're ready, reduces stress, and sets you up for a successful shift. With the right preparation, you can focus on the experience ahead and make the most of your time on-site.



Travel Preparation PRO-TIP: A MUST!

Be sure download music, movies, and games before you go. The trip to camp can be long, so downloading music, movies, or games before you leave is a good idea to help pass the time. Since Brucejack is in a remote location, having entertainment ready ensures you won't have to rely on internet access and will have something to enjoy both during travel and in your downtime at camp.



Journey to Brucejack: Your Adventure Begins



With the logistics in place, you're now on your way to begin your rotation. Here's what you can expect:

Step 1: Making Your Way to Terrace

This information will vary depending on your starting location, but for many, the journey begins with a chartered flight arranged by Newmont. These charters depart from four major hubs—**Vancouver, Kelowna, Kamloops, and Prince George**. As you fly to Terrace, you'll get stunning aerial views of forests, mountains, and rivers—a perfect introduction to B.C.'s rugged northern wilderness.



Ground Transfers:

If you're not starting from one of the major air transfer pickup points, don't worry—Newmont has you covered. Ground transportation is arranged from Terrace, Smithers, Hazelton, Kitwanga, and Stewart.

Tailored Travel Solutions: Journeys for Every Need

Newmont takes a personalized approach for those who require additional arrangements. For anyone outside the major hubs or regular scheduled ground transports, Newmont will provide travel options based on a case-by-case basis. Rest assured your journey will be carefully coordinated.

Step 2: Exclusive Chartered Bus Service to Kitwanga



*[Time: Approximately **one hour** from Terrace]*

After deplaning, you will immediately locate your charter bus that will take you on your next leg of the journey.

IMPORTANT! Before boarding your bus, check the manifesto. Confirm with the bus driver that you're on the right bus. This will help ensure you're headed to the correct destination. And as a final check — be sure you're wearing the proper attire required for travel as specified in your on-boarding package prior to travel so you're not turned away before boarding.

1 hr

The great news is that the bus ride is comfortable, with many travelers enjoying the luxury of having two seats to themselves depending on the schedule. As you settle in, the scenic views of forests and rivers unfold, offering a glimpse of the vast wilderness ahead. Be prepared for any passenger pickups from select locations enroute to Kitwanga.

Step 3: Kitwanga to Wildfire Camp

[Time: **10/15 minute** stop in Kitwanga
| **Approximately 2.5 hours** to
Wildfire Camp]

Once you reach Kitwanga, the bus will make a quick 10-15-minute stop—this is your last chance for a bathroom break before Wildfire, the first Newmont camp, a few hours away. Take this opportunity to stretch, use the restroom, and call your loved ones to check in. Fill your water bottle and grab any last-minute snacks as it's still a long journey to Brucejack.

Exciting Upgrade for a More
Comfortable Journey!



Newmont has introduced a great new upgrade—Wi-Fi is now available on the bus until you reach Wildfire Camp! This is just one of many improvements aimed at making your travel experience more comfortable. Keep in mind - it's still a good idea to have your favourite downloads ready in case of connectivity issues.



Step 4: Wildfire Camp – Your First Taste of Camp Life

Wildfire Camp is your first checkpoint after leaving Kitwanga on the way to Brucejack. This small but important camp houses about 30 people and is where you'll go through security procedures before heading deeper into remote territory.

2.5 hr

Security Screening Process

Upon arrival, you'll go through a thorough security check, similar to an airport screening.

- Remove your boots and personal gear for inspection.
- Bags, equipment, and water bottles will be checked to ensure no contraband or alcohol is brought in.
- Brucejack is a dry site, and violations will not be tolerated to maintain a safe work environment.

After passing through security, you'll collect your gear and continue to the next camp. Water and coffee are available once you've cleared security.

Step 5: Onward to Knipple Camp – Dirt Roads and Majestic Views

[Time: Approximately **1.5 hours**]

From Wildfire, you'll continue to Knipple Camp, a slightly larger site with accommodations for about 150 people. Be prepared for the rougher roads as you journey further toward Brucejack but take a moment to appreciate the incredible beauty surrounding you—it's an experience like no other. If you are working at Knipple Camp, you have reached your destination. If not, you will continue on to Brucejack!



1.5 hr

45 / 50
mins

Step 6: Knipple Camp – Brucejack

[Time: Approximately **45/50 minutes**
depending on road conditions]

The real highlight of your journey is still ahead: the glacier crossing. It's a breathtaking experience—one that only a fortunate few will ever have.



PRO-TIP: The road from Knipple Camp to Brucejack is infamous for its rough, bumpy terrain, and conditions can vary greatly depending on the season. Be ready for a bumpy ride! Be sure to keep your water bottle full, and if you're prone to motion sickness, it's a good idea to pack something to help manage it and keep your journey more comfortable.

Step 7: Finally, Brucejack – The Heart of the Operations

Arrival: When you arrive, you will see the Accommodations Admin to get your assigned room and be given a walk-through orientation followed by a full-site orientation at a scheduled time. You'll learn about key areas like the dining facilities, muster points, and your private room. If you arrive late, a meal will be set aside for you. With everything covered, you can settle in quickly and focus on the job ahead.



Brucejack Facilities:

Comfort, Wellness, and Fun
for a Premium FIFO Experience

All our camps are designed for FIFO workers' comfort and convenience, offering private rooms with ensuite bathrooms, and laundry facilities to keep your clothes fresh. And Brucejack is no exception. There are scheduled mealtimes for the dining facility, but the bag up or lunchroom is open 24/7 with a wide selection for food and drink to choose from. Stay active with a full gym, fitness classes, and wellness activities, or unwind in the games room with a golf simulator. With social spaces, a focus on well-being, and top-tier amenities, Brucejack makes sure you have everything you need for a comfortable stay.

IMPORTANT:

No matter which camp you're working at (Wildfire, Knipple, or Brucejack), you'll have access to the same great amenities and a consistent experience across all three locations.



The Facility Breakdown: Key Features

Private Accommodations

You'll enjoy the comfort of a private room, complete with the luxury of a private bathroom—a standout feature in the industry. It's a level of convenience and privacy that sets us apart from many other camps.



Dining Facilities

The dining facility is another standout feature, with exceptional food and dining options that breaks the stereotype of "camp food" offering fresh, high-quality meals and a 24/7 snack bar with made-to-order sandwiches, wraps, and power bowls. Enjoy fun theme nights like a build-your-own sundae bar, salad bar, or comforting home cooked style meals. And don't miss the homemade baked goods that feel just like home.

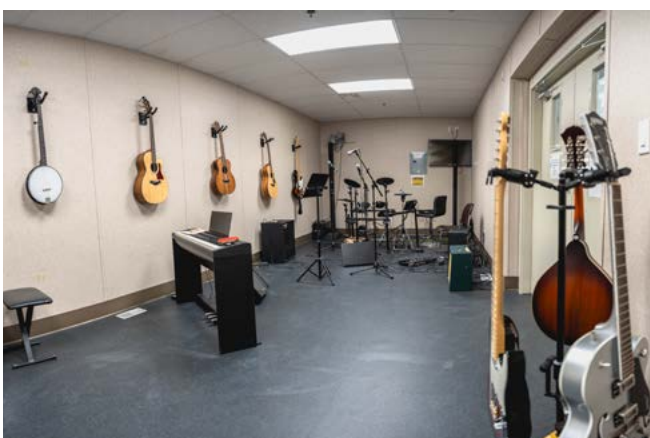


The dining hall is more than a place to eat—it's a social space to relax, connect, and unwind. To keep it welcoming, work clothes aren't allowed (that includes outside shoes), cell phones are restricted, but hats are just fine.



Games and Music Room

The games room is a great place to relax and unwind after a long day. Play a round on the golf simulator or just kick back and connect with coworkers in a fun, casual setting.



There's also a fully equipped music room with instruments like guitars and a piano—perfect for those with musical talents or anyone looking to pick up a new hobby.

Gym & Wellness Options

Stay active with cardio machines, weights, and stretching areas at our fully equipped gym. Join yoga, judo, or group fitness classes to relieve stress and stay energized. Seasonal activities like snowshoeing offer a great way to enjoy the outdoors and connect with others.



Laundry Facilities

We provide free on-site laundry with detergent and fabric softener, so you can pack light and stay fresh. If you have sensitive skin, feel free to bring your own detergent for extra comfort.





Packing for Success:

What to Bring and How to Prepare

Packing the right items helps you feel comfortable, prepared, and focused during your rotation. Since you won't have access to everything you're used to, bringing key essentials will make your stay easier.

Luggage & Weight Limits

You can bring one checked bag (50 lbs max) and one carry-on. Pack wisely to stay comfortable, including essentials, favorite snacks, and extra layers.



PRO-TIP: Pack light but practical. Packing under 50 lbs makes travel easier, especially when navigating rugged terrain at camp.

Clothing, Policies, and Preparing for Your Role

Newmont enforces strict clothing policies to keep workers safe. Check your communication package before you leave with specific packing instructions specific to you and your role.

- **Know your role** – Underground workers may not need heavy layers.
- **Casual & gym wear** – Pack clean clothes for the dining hall and proper shoes for the gym.
- **Emergency layers** – Keep warm travel clothes in case of delays.

Personal Care & Comfort Items

Since options are limited at camp, bring your daily essentials to maintain your routine.

- **Toiletries** – Pack shampoo, soap, deodorant, toothpaste, and personal items you rely on.
- **Towels & Facecloths** – Brucejack does NOT provide towels, so bring your own.

IMPORTANT – Brucejack does NOT provide towels or facecloths. You MUST bring your own—this is non-negotiable. If you forget, you will not have them during your rotation, so pack one before you go!



Comfort Items

Small comforts from home **can make a big difference in camp life.**

- Bring a **small pillow, coffee maker, or favorite snacks** to feel more at home.
- Bringing a Keurig or compact coffee maker along with your favorite coffee pods. Don't forget items like a small pillow or your favorite snacks to help you relax.

Health & Medications

FIFO rotations can be tough on the body, so it's best to pack what you might need for minor health issues.

- **Basic meds** – High elevation can cause headaches, so bring cold medicine, Advil, and Gravol for motion sickness.
- **Prescriptions** – Bring enough medication for your entire rotation, along with vitamins or supplements.

PLEASE NOTE: If you are on a prescription drug that may have side effects you should advise the site medic. Also, if you have any food allergies, please advise the kitchen and the medics.



PRO-TIP:

While a medic is available for emergencies, it's easier to bring your own cold medicine, pain relievers, and allergy meds for minor health needs. The camp commissary sells basic toiletries and snacks, but selection is limited, so packing your own ensures you have everything you need.

Packing Tips: Clothing & Gear

- ✓ **Safety First:** Bring all required safety gear—check your packing list before leaving.
- ✓ **Pack for Your Job:** Know your clothing requirements.
- ✓ **Weather-Ready:** Pack layered clothing, workwear, winter boots and a waterproof coat to handle changing conditions.
- ✓ **Casual & Gym Wear:** Bring casual clothes and in-door shoes for the dining hall (no work gear permitted, but hats are fine).

- **Essentials:** Clothing and footwear suitable for late-night fire drills, gym clothes, and proper shoes for workouts, showers, and the common areas.



Emergency Prep: Always pack weather-appropriate travel clothes in case of delays or breakdowns. Keep essentials in your carry-on in case your luggage is late.



PRO-TIP:

Pack Smart and Practical

Avoid overpacking! Stick to essentials that will enhance your comfort and make your stay more enjoyable.

On-site storage is available, so you can leave items behind between rotations. This allows you to build a comfort kit over time without the hassle of packing and unpacking everything for each trip.



Make Your Own Packing Checklist

A personal packing checklist helps you stay organized and reduces stress before each rotation. While you'll get an essential packing list during onboarding, having your own ensures you're always prepared.

We've included a handy template to get you started with all the essentials. The best part? You can customize it for each trip, so you're always packed and ready to go!

PACKING CHECKLIST TEMPLATE

Clothing Essentials

Workwear:

- Work specific clothing/footwear
- Safety glasses (prescription if needed)
- Layered clothing (base layers, workwear, and a weatherproof coat)

Casual Attire:

- Clean clothes for the dining hall (no work gear permitted)
- Comfortable clothes to attend social events (like jeans, hoodie, T-Shirt, etc.)
- Clothing and footwear suitable for late night emergencies/fire drills
- Casual footwear (for dining hall and social events)
- Flip flops/Shower shoes

Gym Gear:

- Gym clothes and proper athletic shoes

Weather-Ready Emergencies:

- Travel in weather-appropriate clothing for winter or extreme conditions in case of delays enroute

Personal Care

- TOWEL
- Shampoo and conditioner
- Soap or body wash
- Deodorant
- Toothbrush and toothpaste
- Skincare products (moisturizer, sunscreen, hand cream in dry conditions, etc.)
- Hairbrush or comb
- Hair dryer (if desired)

- Hair ties or clips
- Styling products (if used)
- Contact lenses and solution (if applicable)
- Glasses (and backup if needed)
- Razor and shaving cream
- Nail clippers and tweezers
- Hand-held mirror
- Feminine hygiene products

Health & Medications

- Prescription medications (enough for the entire rotation)
- Over-the-counter meds (pain relievers, cold meds, allergy medication, etc.)
- Vitamins or supplements

Laundry

- Optional: Bring preferred detergent if you have sensitive skin

Technology & Preparation

- Phone charger
- Headphones/AirPods
- Laptop or iPad (for watching movies, etc.)
- Set up Wi-Fi-Calling on your mobile device
- Download movies, games, music, etc.

Extras

- Water bottle
- Small comfort items: Keurig or compact coffee maker with pods, favourite snacks, etc.
- Travel mug
- Tupperware containers (to keep leftovers)





Financial Literacy

FIFO Budgeting: What It Is and How to Make It Work

Budgeting is planning how to manage you and your family's income and expenses to cover essentials like housing, food, and savings while avoiding overspending. For FIFO workers and their families, a solid budget helps manage fluctuating income, stay on top of expenses, and save for future goals with less stress.

Why Budgeting Matters for FIFO Workers

- 1. Financial Control** – Helps you and your family prioritize spending, avoid debt, and stay in control of your money.
- 2. Reaching Goals** – Allows you and your family to save for a home, retirement, vacations, or family needs like education or caregiving.
- 3. Managing Irregular Income** – FIFO pay can fluctuate, so budgeting ensures you're prepared for time off and household expenses.
- 4. Emergency Fund** – Helps you set aside money for unexpected costs like medical bills, family emergencies, or travel.
- 5. Peace of Mind** – Reduces financial stress, ensuring you and your family are covered, even when you're away.

With the right budget, your income works for you, keeping you and your family financially secure and stress-free.

Saving & Long-Term Planning

Budgeting helps manage income, but saving builds financial security for you and your family's future. FIFO workers have unique opportunities to take advantage of employer benefits, plan for fluctuating income, and invest wisely. With the right strategies, you can maximize your earnings, prepare for time off, and grow your savings.



Money-Saving Tips: Making the Most of Your Income

Use Employer Benefits: Explore retirement savings plans, investment programs, and tax benefits offered by Newmont. If your employer matches RRSP contributions (refer to Newmont Benefit Harmonisation), maximize them to grow your savings faster.

Helpful Financial Tools:

- ✓ **RRSPs & Tax Deductions** – Contributing to an RRSP lowers your taxable income and helps your retirement savings grow tax-free until withdrawal. Keep track of work-related tax deductions to reduce taxes and get a bigger refund.
- ✓ **TFSA: A Flexible Savings Option** – A Tax-Free Savings Account (TFSA) allows your money to grow tax-free, and you can withdraw funds anytime without penalties—perfect for FIFO workers managing fluctuating income.
- ✓ **Understand Your Options**
 - **RRSP:** Lowers your taxes now, but you pay tax when withdrawing.
 - **TFSA:** No tax deduction upfront, but all earnings and withdrawals are tax-free.
 - **Tax Deductions:** Reduce taxable income and work with both RRSPs and TFSAs.
- ✓ **Take Advantage of FIFO Savings** – Since accommodation, food, and travel are covered, use the extra income to save for future goals.

- ✓ **Build an Emergency Fund** – If possible, consider setting aside three to six months of living expenses to help cover any unexpected costs, especially during time off. It's a helpful way to reduce financial stress, but not something everyone can do right away.
 - ✓ **Invest for the Future** – Grow your wealth over time by investing in stocks, mutual funds, property, or other long-term assets.
 - ✓ **Plan for Time Off** – Budget for reduced income during downtime to stay financially stable.
 - ✓ **Review & Adjust Regularly** – Keep track of your savings, investments, and financial goals to stay on track and make adjustments as needed.
- With smart planning and consistent saving, you can turn your FIFO income into long-term financial security.
- ✓ **Work with a Financial Advisor** – Many FIFO workers benefit from professional financial advice from a professional institution like your bank, for example.



Stories that Teach: Practical Examples of Success and Setbacks

A SUCCESS STORY |

A Life of Security through Smart Planning and Financial Choices

"Karen" is a true success story, and her achievements reflect the power of smart financial planning and making the most of opportunities. After graduating from university, she entered the mining industry, where careful budgeting and strategic financial decisions allowed her to support herself, care for her family, and live in a way that honored her cultural values.

Karen's financial planning secured her future and supported her mother, who had struggled for years on a fixed income. To help, Karen bought a duplex—one half for her mom and the other for rental income. This decision gave her mom stable, affordable housing and eased her financial burden, allowing her to live with peace of mind.

Today, Karen enjoys the rewards of her smart financial choices—RRSPs, health benefits, and long-term security. She recently bought a tiny home in Terrace to be closer to her mom in a care facility, ensuring she can visit and support her easily. For Karen, mining has been more than a job—it's given her stability, connection to tradition, and the ability to care for her family.



A CAUTIONARY TALE |

Living the Good Life

For years, "Mike" enjoyed a high-paying mining job, steady overtime, and the freedom to spend. He bought a new truck, took big vacations, and never worried about saving.

Then, everything changed. Hours were cut, layoffs hit, and the mine shut down. For seven years, there was no work. Some coworkers had savings, allowing them to retrain, relocate, or stay afloat.

Mike wasn't so lucky. With no savings and mounting bills, he sold his truck, moved in with family, and took lower-paying jobs. The lifestyle he built disappeared, and without a backup plan, recovery was tough.



The takeaway?

Mining is a great career, but like any industry, it can have its ups and downs. They say the first day of mining is the beginning towards closure. While the future is always uncertain no matter where you work, smart financial planning ensures you're prepared for whatever comes next. Having savings gives you options—whether it's riding out a slowdown, training for a new role, or just having peace of mind.





Workplace Communication

Talking the Talk: Effective Communication in FIFO Roles

Success in FIFO work isn't just about skills—it depends on strong communication at work and home. Clear and respectful communication builds trust, improves teamwork, and keeps the job running smoothly. Talking to coworkers and supervisors also helps with the emotional challenges of FIFO life, creating a supportive and connected work environment.

Communication with Your Supervisors

Good communication with supervisors is a shared responsibility—both sides need to stay open and proactive. Speaking up early builds trust, prevents issues from escalating, and helps keep work running smoothly. In FIFO, keeping your supervisor updated on safety, workload, and personal needs ensures efficiency and support. Face-to-face talks, like toolbox meetings, are great for asking questions and staying aligned as a team.



Communication with Your Coworkers

FIFO coworkers often become like a second family, so strong communication builds trust and teamwork. Small language changes, like saying "everyone" instead of "you guys," help create an inclusive and respectful workplace. Active listening and being open to feedback also strengthen relationships and improve collaboration. Whether you're a leader or not, the way you communicate sets the tone for the team. Respectful, clear, and inclusive conversations create a positive work culture where people feel valued and supported. Strong communication makes it easier to work together, solve problems, and build lasting connections in a FIFO environment.



COMMUNICATION TIPS

Communication with Your Supervisors

- ✓ **Be proactive:** Start conversations with your team and supervisor to stay on the same page about tasks and expectations.
- ✓ **Take responsibility:** Communication goes both ways—it's not just up to your supervisor. Keep them informed and ask questions when needed.
- ✓ **Understand communication styles:** Learn how your supervisor prefers to get updates and feedback for smoother interactions.
- ✓ **Clarify expectations:** Confirm your schedule, tasks, and how you'll communicate to avoid confusion.
- ✓ **Keep your supervisor updated:** Let them know right away if you're sick or need time off.
- ✓ **Share location and task changes:** If you move around the site or change duties, inform your supervisor for safety.
- ✓ **Use face-to-face talks:** Toolbox meetings and pre-shift talks help ensure clear communication and teamwork.
- ✓ **Speak up about workload:** If you're struggling, let your supervisor know early to avoid bigger issues.
- ✓ **Handle issues early:** Don't wait—deal with problems quickly and professionally before they get worse.
- ✓ **Ask for help when needed:** If you're struggling, talk to your supervisor. Getting support shows you care about doing the job right.
- ✓ **Speak up if unsure:** If you don't understand a task, ask questions to make sure you do it correctly.

Communication with Your Coworkers

- ✓ **Learn about your team:** Get to know how your coworkers work and communicate to build strong relationships and teamwork.
- ✓ **Use inclusive language:** Choose words that make everyone feel welcome, like saying "hey everyone" instead of "hey guys." Small changes in language create a more respectful and supportive workplace.
- ✓ **Listen actively:** Pay attention when others speak, ask questions, and show that you value their opinions.
- ✓ **Support your coworkers:** Build connections with teammates to avoid feeling isolated and create a strong sense of teamwork.
- ✓ **Keep communication positive:** Be respectful and welcoming so everyone feels included and valued.
- ✓ **Lead by example:** No matter your role, show good communication skills to help your team succeed.

Remember!

Communication is essential in a FIFO environment and at home.

Embracing Mental Wellness for a Thriving FIFO Career

A successful FIFO career demands more than just hard work—it requires mental strength, resilience, and balance. Prioritizing your mental wellness isn't just about coping; it's about thriving. When you take care of your mind, you stay sharp, motivated, and prepared to handle the unique challenges of FIFO life. By recognizing what impacts your mental well-being and applying the right strategies, you can build a fulfilling, sustainable career—both on-site and at home.

Why Mental Wellness Matters

Your mental wellness is the key to a successful and balanced FIFO life. It helps you manage stress, stay focused, and juggle work and personal commitments. With long hours, time away from family, and tough physical demands, prioritizing your well-being is essential for staying strong and motivated.

“Mental health...is not a destination, but a process. It's about how you drive, not where you're going.”

NOAM SHPANCER

5 Common FIFO Challenges & How to Overcome Them

1. Beating Isolation: Stay Connected & Supported

Missing birthdays, holidays, and special moments with loved ones can be one of the toughest parts of FIFO life. Watching from afar can leave you feeling disconnected or questioning the sacrifice.

- ✓ **Stay connected**—schedule regular calls, build friendships with coworkers, and join site activities.
- ✓ **Create a routine**—having structure during downtime helps you feel purposeful and engaged.
- ✓ **Ensure you include** your family in creating a plan and routine



PRO-TIP: Make a "connection plan" before each rotation—set up calls with family, plan shared activities, or join online/social groups.

2. Navigating FOMO: Managing the Feeling of Missing Out

Seeing family and friends celebrating milestones without you can be tough. Fear of Missing Out (FOMO) is natural, but it doesn't have to define your experience.

- ✓ **Find ways to participate remotely**—plan virtual celebrations, send messages, or contribute from afar.
- ✓ **Set social media limits**—if scrolling makes you feel worse, take breaks and focus on the positives of FIFO life.



PRO-TIP: Build a "FOMO toolkit"—include coping strategies, fun distractions, and reminders of your long-term goals. A toolkit could include things such as creating a go-to feel good playlist, using the recreation room, going to events like paint nights, etc.

3. Handling Long Hours & Physical Stress

FIFO jobs are physically and mentally demanding. Without proper self-care, exhaustion can build up, leading to burnout or injury.

- ✓ **Prioritize recovery**—eat well, stay hydrated, and get enough rest.
- ✓ **Manage stress**—use deep breathing, mindfulness, or short breaks to recharge.



PRO-TIP: Create a "recovery routine"—include stretching, hydration, and relaxation after each shift.

4. Protecting Sleep: Stay Rested & Recharged

Shift work can mess with your sleep, leaving you drained and unfocused. Over time, poor sleep can weaken your immune system and affect your mood.

- ✓ **Build a sleep routine**—reduce screen time before bed, wind down properly, and stick to a consistent sleep schedule.
- ✓ **Improve your sleep environment**—use an eye mask, earplugs, or a white noise app to create a restful space.



PRO-TIP: Pack sleep essentials like an eye mask and earplugs to ensure quality rest anywhere.

5. Thriving Under Pressure: Managing High Expectations

FIFO jobs often come with high-stakes responsibilities. The pressure to perform can lead to stress, self-doubt, and mental fatigue.

- ✓ **Focus on what you can control**—break tasks into steps and celebrate small wins.
- ✓ **Communicate with your team**—ask for support and clarify expectations.



PRO-TIP: Use a "grounding strategy"—deep breathing, quick exercises, or short breaks to reset under pressure.

Strategies for Optimal Mental Wellness

Simple, Effective Tips for Well-Being

Managing stress and improving your mental health doesn't require fancy tools—just small, daily habits.

Psychological Safety – Feeling safe to share ideas, ask questions, and speak up is key in FIFO work. A supportive team builds trust, reduces stress, and helps you stay connected.



Stay Hydrated – Dehydration leads to fatigue and difficulty concentrating. Keep a water bottle handy and drink regularly throughout the day.



Prioritize Sleep – Quality sleep is essential for focus, energy, and stress management. Use free sleep-tracking apps to monitor your rest and improve sleep habits.



Establish a Routine – A structured day reduces stress. Plan time for work, meals, relaxation, and sleep to create balance.



Stay Active – Exercise boosts both mood and energy. Whether it's using the onsite gym, taking a yoga class offered through the wellness program, following a workout routine in your room, or just stretching, regular movement makes a big difference.



Stay Connected – Regular calls and messages with family and friends help combat loneliness. Even short check-ins make a big impact.



Take Time for Yourself – Simple solo activities like reading, listening to music, or unwinding in quiet moments can help recharge your mind.



Tools for In-the Moment Stress

Even with the best planning, stress can still hit unexpectedly. When it does, having simple, effective tools for in the moment can help you calm down and reset fast. These techniques require no special equipment—you can use them anytime, whether you're at work, in camp, or just feeling overwhelmed.

Here are some easy stress-management tools you can use right away:

Breathing Exercises – Focus on deep, slow breaths to calm your mind. Deep breathing helps ground you and reduce feelings of anxiety. You can simply google “breathing exercises,” there are many free options on the internet.



Meditation – Even just 10 minutes a day can make a difference. There are free meditation apps, like Insight Timer, that offer guided sessions to help you relax and clear your mind.



Counting – Take a quick timeout and count to 10 or focus on counting your breaths. This short break can give your mind a chance to reset.



Visualization Exercises – Imagine yourself in a peaceful place, like a cabin in the woods or a favorite vacation spot. Visualizing a calming environment can help ease stress.



Remember, these easy-to-use techniques can provide immediate relief when stress strikes, helping you feel more relaxed and in control.

Mental Health and Wellness: We've Got Your Back

Your mental well-being matters. Newmont supports and embraces cultural wellness practices and offers programs and resources to help you succeed both at work and at home.

- **Support when you need it**— Confidential counseling, wellness programs, and 24/7 helplines.
- **Tools for a strong mind** — Help with stress, loneliness, and the challenges of FIFO life.
- **You're never alone** – We're here to support you every step of the way.

No matter what challenges come your way, Newmont is committed to helping you and your family stay healthy, supported, and empowered.

Here's an overview of some of the resources available to you *and your family*:

- 1. Newmont Employee Committees** plan activities and events to build a sense of community and make camp life more enjoyable. From holiday celebrations to casual gatherings, these events help reduce loneliness and create connections. These events give employees something to look forward to, helping make camp feel more like home.
- 2. LYRA Health.** Lyra Health provides free, private mental health support for you and your family to help with stress, burnout, family issues, and more. Available to employees and their dependents, Lyra makes care easy and accessible.

The Lyra logo is displayed in white text on a teal-to-blue gradient rectangular background.

What Lyra Offers

- **Therapy & Coaching** – Talk to licensed therapists or certified coaches via video, phone, or in-person. Get help with stress, anxiety, substance use, finances, and relationships.
- **Digital Wellness Tools** – Use the app for self-guided programs on sleep, stress management, and emotional resilience—available anytime, anywhere.
- **Family Support** – Counseling is available for your loved ones to help them navigate the challenges of FIFO life.

Why Use Lyra?

- **24/7 Support** – Get help anytime through phone or live chat on the Lyra Hub app.
- **Completely Confidential** – No personal info needed, just your company name.
- **100% Free** – No cost for therapy, coaching, or digital tools. Any external referrals will be clearly explained.
- **Accessible Anywhere** – Support is available online and by phone, making it easy to get help no matter where you are.
 - This is especially beneficial for those living in more remote locations with limited supports.

3. In-Person Counseling Services: We offer private, in-person counseling to help with emotional or mental health challenges. You're never alone. All contact information will be provided during your orientation.

✓ **Flexible & Accessible** – Counselors are on-site every other week, with schedules that adjust based on demand. They also join toolbox talks to provide workplace guidance when needed.

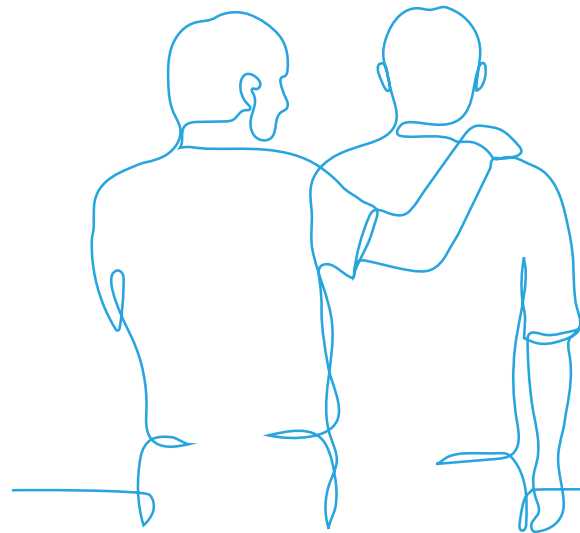
✓ **Easy & Private Booking** – Schedule an appointment discreetly using a QR code. Your privacy is protected, so you can seek support with confidence.

4. Alcoholics Anonymous (AA) Meetings.

We offer on-site AA meetings to support employees facing substance use challenges in a safe, confidential environment. These employee-led sessions provide a judgment-free space where participants can share their experiences and encourage one another.

All discussions are completely anonymous, allowing everyone to speak openly without fear of being judged. Whether you choose to share or simply listen, these sessions offer a supportive community to help you navigate challenges.

5. On-Site Information Boards. Staying connected and informed is key to mental wellness. Information boards are placed in key locations around the site, giving you easy access to important updates and resources. These boards share news from committees like The Recreation Committee and ICAC, along with general site updates, IT notices, and workplace programs. They also provide details on activities and well-being resources, helping you stay engaged and informed throughout your rotation.



“It’s great to see the wellness support Newmont provides for its employees.”

FREDA CAMPBELL, EMBA
Tatl'ah Training & Engagement
from community, for community

KEEP THIS IN MIND – Newmont is here to support you every step of the way. Prioritizing your mental wellness and using available support will help you and your family thrive in FIFO life.

Building a Long and Successful FIFO Career — Thriving

Success in FIFO work isn't just about doing your job—it's about how you contribute to the team. Those who thrive take proactive steps to build strong relationships, communicate well, and support a positive work culture. Respect, accountability, and teamwork create a strong foundation for success. By being proactive, avoiding unnecessary conflict, and engaging with workplace programs, you set yourself up for a long and rewarding career.

Proactive Steps for Workplace Success

Thriving at Newmont means making the right choices before problems arise. Some of the most successful workers are proactive, meaning they make smart choices before issues arise. Below are key areas where proactive workers stand out and build lasting careers.

1. Show Up Professionally

Professionalism means being reliable, accountable, and engaged. It's more than just doing your job—it's about being a valued team member.

- **Be punctual** – FIFO schedules are strict. Punctuality means being on time and ready to work when expected.
- **Follow site protocols** – Every department operates differently. Listen, ask questions, and respect decisions.



- **Respect the chain of command** – Follow leadership and work within team structures.
- **Take accountability** – Own your mistakes, learn from them, and avoid excuses.
- **Stay engaged** – Help where you can, learn from others, and contribute to team success.

Those who take these steps build trust, earn respect, and create strong careers.

2. Understand Expectations

Knowing what's expected of you helps you work confidently and avoid stress. Ask questions early about your job, policies, and camp rules—this shows initiative, not weakness. Your supervisor, HR, and team leaders are there to help.

Understanding safety rules and respect standards makes camp life smoother. Follow workplace policies, including zero-tolerance for harassment, and learn emergency procedures. By taking the time to understand expectations, you set yourself up for success and help create a safe, respectful worksite.

Key Takeaways

- **Prioritize Safety** – Above all, safety is the NUMBER ONE priority at Newmont. Learning emergency procedures and muster points ensures you're prepared for critical situations.
- **Know Your Role** – Understanding your job duties and expectations helps you work confidently and stay on track.
- **Ask Early, Ask Often** – Seeking clarification from supervisors or HR shows initiative and prevents confusion.
- **Follow Workplace Policies** – Respecting rules, including zero-tolerance for harassment, creates a positive work environment.
- **Understand Camp Rules** – Following guidelines, like seasonal clothing policies, keeps you comfortable and safe.

3. Maintain a Respectful Workplace

A respectful workplace is a safe and productive one. Respect is shown in how you talk to others, how you handle disagreements, and how you contribute to a positive culture.

- **Watch your words.** Think before you speak. What seems like a harmless joke or comment to you might be offensive to someone else.
- **Respect personal space and boundaries.** FIFO work means long shifts and shared communal spaces—be mindful of people's need for privacy and downtime.
- **Embrace diversity.** Brucejack is home to people of different backgrounds, cultures, and identities. Show respect to all colleagues, no matter their race, gender, religion, or background.
- **Recognize and reject discrimination.** Racism, bullying, harassment, and exclusion have no place here. If you see something inappropriate, report it through the proper channels.

Disrespectful behavior can quickly lead to performance management—or even termination.

Workers who show respect gain trust, build strong team relationships, and create a better workplace for everyone.

4. Be an Active Team Player

Success comes from working well with others. FIFO workers who support their team, communicate clearly, and keep a positive attitude stand out.

- **Step up when needed** – Offer help before a teammate has to ask. Small actions build strong teams.
- **Stay solution-focused** – Look for ways to solve problems, not just point them out.
- **Encourage a positive culture** – Avoid gossip and negativity. Support your team and recognize good work.
- **Know workplace expectations** – Understanding rules helps prevent misunderstandings.

Bottom line: If you want a long, successful FIFO career, don't wait for problems to happen—take action now. Be professional, respectful, and team-focused, and you'll set yourself up for success.

Training Programs that Support Workplace Respect

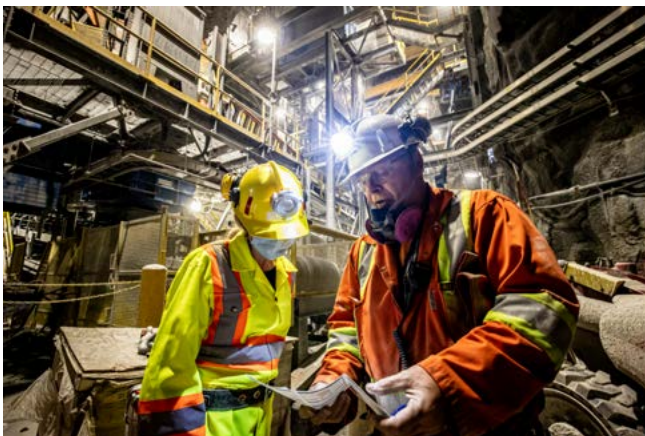
Newmont offers training to help workers build respect, solve conflicts, and handle challenges professionally. Respect is everyone's responsibility. Every worker deserves to feel safe, supported, and valued, and it's up to everyone to help create a positive workplace.

Listed are some core training programs to help you succeed long-term.

1. Upstander Training

Upstander Training helps employees recognize, respond to, and prevent disrespectful behavior at work.

All new employees must complete this training within their first three months. It helps you to handle tough situations, whether they affect you or someone else, and encourages speaking up to maintain a positive, professional workplace. By taking action when something isn't right, you help create a safer, more respectful work environment for everyone.



Upstander Training follows a three-step process:

1 RECOGNIZE

- Learn what disrespectful behavior looks like and how to safely address it.
- Understand the difference between disagreements and actual workplace misconduct.



2 ACT

- Gain safe and effective strategies to step in when you witness inappropriate behaviour.
- Learn when and how to intervene in a way that supports a respectful work environment.



3 FOLLOW UP

- Understand how to properly report concerns through the right channels.
- Learn how to ensure issues are handled appropriately so they don't continue or escalate.

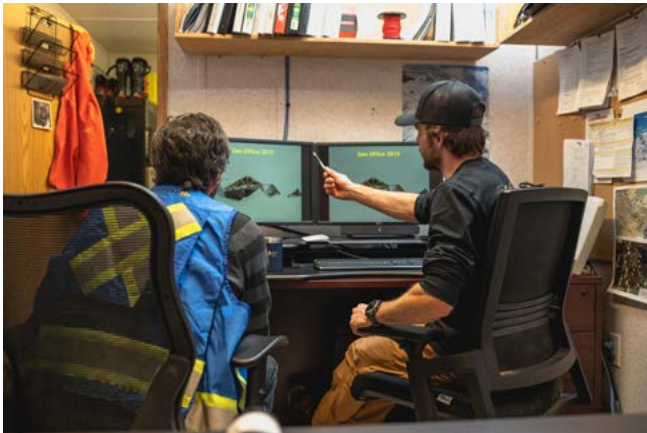


2. Respect at Work Committee & Workforce Group

These employee-led groups foster a more respectful, inclusive, and supportive workplace. In FIFO work, addressing small tensions early prevents them from becoming bigger issues.

- **Respect at Work Committee** – Creates programs to ensure every worker feels safe, valued, and heard.
- **Workforce Group** – Made up of non-leadership employees, this group shares real workplace experiences to improve respect, diversity, and psychological safety.

By bringing employee voices into company decisions, these groups help build a stronger workplace culture.



3. First Responder Training

First Responder Training is part of the **Respect at Work Committee**. It teaches supervisors how to handle workplace concerns with care, using a trauma-informed approach to create a safe and supportive work environment.

First Responder Training helps by:

- Stopping issues early before they become bigger problems
- Making sure employees feel heard and supported
- Holding leaders responsible for fair and respectful behavior
- Encouraging trust and open communication

When employees know their concerns will be taken seriously, teamwork and job satisfaction improve.



Success isn't just about how much work you get done—it's about your attitude, teamwork, and growth. FIFO workers who take responsibility, show respect, and keep learning set themselves up for long-term success.



Thriving Beyond the Shift: Post-Rotation Success

FIFO work means balancing work cycles with time at home with your family. How you manage the transition between site and home affects your success, well-being, and relationships. Planning ahead helps you maintain a healthy work-life balance and build a sustainable career.

Five Post-Rotation Tips: Reintegrating Back Home Smoothly

1. Reflect and Improve After Each Rotation

Every FIFO rotation brings new experiences—some good, some challenging. Taking time to reflect helps you learn, adjust, and improve future rotations.

2. Reconnecting with your Family and Home Life

Coming home after a rotation isn't always easy for you or your family, and it takes time to settle back into routines. Home life is also part of the FIFO cycle, so being patient with yourself and your loved ones helps make the transition smoother.

- ✓ **Ease Back In** – Give yourself and your family time to adjust. Things may not be exactly as you left them, and that's okay.

- ✓ **Communicate Honestly** – If you're feeling exhausted or overwhelmed, let your loved ones know. Being open helps avoid misunderstandings and strengthens relationships.
- ✓ **Celebrate Missed Moments** – Instead of focusing on what you weren't there for, find ways to make up for it. Some families celebrate special occasions twice—once on the actual day and again when the FIFO worker is home.
- ✓ **Ask & Listen** – Find out what's happened while you were away. Share your experiences too but be sure to listen.
- ✓ **Show Appreciation** – A simple “thank you” to those who kept things running while you were gone makes a big difference.
- ✓ **Plan Together** – Talk about schedules, upcoming events, and ways to make future transitions smoother.

Staying connected isn't just about updates—it's about trust and maintaining strong relationships. Prioritizing these conversations makes FIFO life more sustainable for everyone.

3. Taking Care of You and Your Family's Well-Being

FIFO work is demanding, both physically and mentally for both you and your family. Taking care of each other while at home is just as important as performing well on-site.

- **Rest & Recover** – Give yourself and your family time to decompress before jumping into home responsibilities.
- **Stay Active** – Exercise and stay physically active. Even a short walk, can reduce stress, and improve sleep.
- **Prioritize Mental Wellness** – FIFO work can feel isolating. Make time for hobbies, social connections, and relaxation. If you or your family are struggling, reach out for support.
- **Maintain Healthy Habits** – Good nutrition, hydration, and sleep help make transitions between site and home easier.

You and your family's well-being is a continuous cycle. Taking care of yourself and each other post-rotation isn't just about recovery—it's about building the resilience needed for long-term success.

4. Managing Your Finances After Rotation

After each rotation, work together with your family to check your finances before heading back to site. It keeps you and your family secure and stress-free.

- **FIFO work runs in cycles**, and so should your money management. Reviewing your budget and expenses after every shift keeps you on track and ready for the next.
- **Small steps**—paying off debt, saving, or planning for time off—add up. Make financial check-ins a habit for long-term stability and peace of mind.

5. Preparing for Your Next Rotation

How you prepare for your next rotation directly impacts your performance and well-being on-site. Staying organized and planning ahead ensures a smoother transition back to work.

- **Restock and Repack Early:** Don't wait until the last minute—make sure your work gear, personal items, and essentials are ready to go.
- **Confirm Travel and Pick-Up Details:** Double-check your flight schedule, shuttle arrangements, and any pick-up times in advance to avoid last-minute stress or delays.
- **Check in with Work Updates:** Stay informed about any changes at the site so you know what to expect when you return.
- **Mentally Prepare for the Transition:** Shift your mindset back into work mode by reviewing safety protocols, job expectations, and personal goals. It's also a good idea to go over any up-and-coming plans for your family to make sure they're secure in your absence.

Taking the time to prepare properly will help you and your family feel more in control and focused, making it easier to settle back into your routine with confidence.

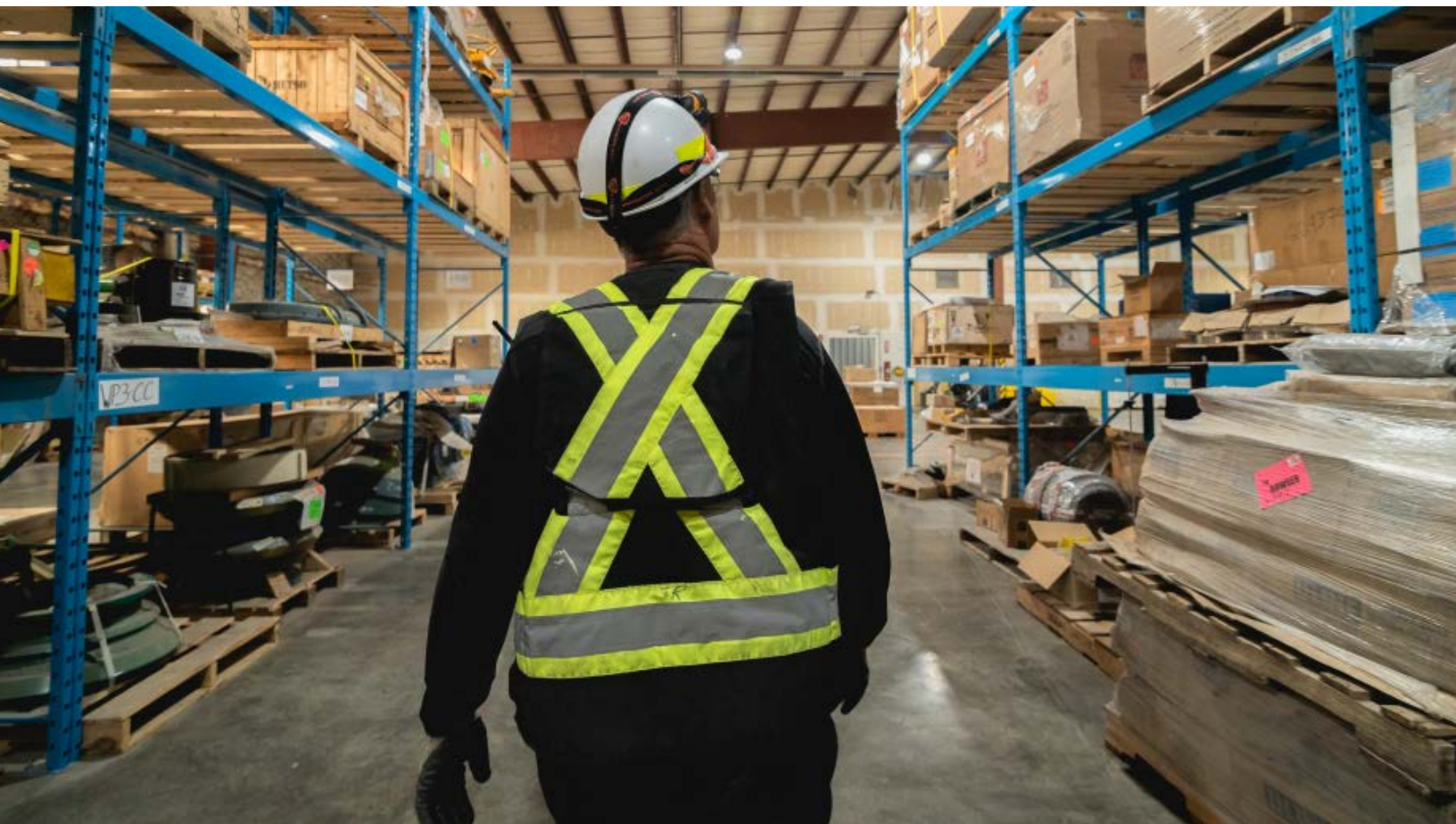


Final Thoughts: The FIFO Lifestyle

Success in a FIFO career isn't about just getting through one shift—it's about managing the full cycle of work, home life, and personal well-being.

By managing your post-rotation period effectively, you set you and your family up for long-term success, both on and off-site.

The better you manage the FIFO cycle, the easier it is to balance work and home life. Small changes in planning, self-care, and communication can make a big difference in how smoothly you switch between the two. FIFO is a long-term job, and learning to handle the cycle well will help you and your family succeed both on-site and at home.





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