

## Human Rights

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Newcrest is committed to respecting the human rights of all stakeholders and the laws and regulations of the countries in which we operate. We seek to prevent or mitigate any negative impacts of our activities, and maximise our positive impacts, including in relation to human rights, and to ensure that our operations do not contribute to unlawful armed conflict. This commitment is fundamental to achieving our vision to be the 'Miner of choice'<sup>™</sup> for all stakeholders, and to acting in accordance with Newcrest's values.

In particular, Newcrest will:

- Respect human rights consistent with the Universal Declaration of Human Rights, international humanitarian law and the laws and regulations of the countries in which we operate.
- Seek to use our influence to prevent human rights abuses occurring in the vicinity of our operations, and will engage in dialogue with stakeholders to promote human rights.
- Recognise and respect the cultural values, traditions and beliefs of the communities where we operate, including indigenous peoples, and aim to create open and honest long-term partnerships that are mutually beneficial during Newcrest's presence and beyond, consistent with our Communities Policy and Community Standards.
- Work to ensure the respect of human rights by personnel, both private and public, providing security to Newcrest's operations, in accordance with our Security Policy.
- Strive to ensure a direct, honest and open relationship with employees that is built on mutual trust, and respect for the dignity and worth of each individual, and in particular:
  - Remain committed to the safety, health and well-being of all people involved in our business, in accordance with our Safety and Health Policy.
  - Not tolerate behaviour that can be perceived as bullying or a form of intimidation, nor do we tolerate sexual or workplace harassment, in accordance with our Code of Conduct and Workplace Behaviour Standard.
  - Recognise that employees have the right to belong, or not to belong, to an employee organisation, and comply with all applicable laws relating to freedom of association at the workplace, in accordance with our Employee Relations Policy and Employee Organisations Standard.
- Not engage in or condone forced, compulsory or child labour, and work to ensure that these are not present in our workforce.

- Work towards implementation of this Policy throughout our operations and continuous improvement in relation to human rights, and communicate this Policy and our expectation of compliance to all our people (including directors, employees and contractors) and conduct human rights training for key staff.
- Communicate this Policy, and our expectation for compliance with this Policy, to our business partners and suppliers, and seek ways to work with them to ensure their respect for human rights.

Newcrest is also a signatory to and participates in a number of voluntary initiatives that incorporate commitments in relation to human rights, in particular the Minerals Council of Australia's *Enduring Value Framework* and the World Gold Council's *Conflict-Free Gold Standard*.

All Newcrest's people (including its directors, employees and contractors) are required to comply with this Policy.

Managing Director and Chief Executive Officer  
Newcrest Mining Limited

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