

Newcrest is committed to respecting the Human Rights of all stakeholders and the laws 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 conflict. This commitment is fundamental to achieving our vision to be the Miner of Choice™ for all stakeholders, and to acting in accordance with Newcrest's values.



**Caring
about people**

The purpose of this Policy is to provide a clear statement of Newcrest's commitment to Human Rights.

Newcrest defines 'Human Rights' as outlined in the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, international humanitarian law and the laws of the countries in which it operates.

Commitments

Newcrest will:

- Seek to use its influence to prevent Human Rights abuses occurring in the vicinity of its operations, and engage in dialogue with stakeholders to promote Human Rights;
- Recognise and respect the cultural values, traditions and beliefs of the communities where it operates, including Indigenous Peoples;
- Work to ensure respect of Human Rights by personnel, both private and public, providing security to Newcrest's operations;
- 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;
- Not engage in or condone forced, compulsory or child labour, and work to ensure that these are not present in Newcrest's workforce or supply chain;

- Implement this Policy throughout Newcrest's operations and promote continuous improvement in relation to Human Rights;
- Communicate this Policy, and our expectation of compliance with this Policy, to all Newcrest's stakeholders (including directors, employees, contractors, non-managed sites, joint ventures and suppliers); and
- Conduct Human Rights training for key stakeholders.

Application

All Newcrest's stakeholders (including its directors, employees, contractors, its non-managed sites, joint ventures and suppliers) are required to comply with this Policy.

Newcrest is a signatory to and participates in a number of voluntary initiatives that incorporate commitments in relation to Human Rights which the Company shall adopt and implement, including the *Voluntary Principles on Security and Human Rights Initiative* and the World Gold Council's *Conflict-Free Gold Standard*.

Managing Director and Chief Executive Officer

Newcrest Mining Limited

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