

At Newcrest we are committed to building a diverse and inclusive workplace, where each of us contributes to our vision to be the Miner of Choice.

Our current strategic focus is on gender diversity and diversity in the local context of the sites and communities in which we operate. At Newcrest, we encourage respect and the value of differences in gender, ethnicity, religion, language, local customs, age, sexual preferences and physical abilities.

We recognise that our different backgrounds and perspectives help us find better ways to: solve problems; attract and retain the best people; explore, develop and produce more gold safely and profitably; and help make Newcrest a better place to work.

Our Standards and Procedures aim to encourage diversity and inclusion and address specific barriers to employees. Our Standards and Procedures comply with all anti-discrimination and equal opportunity legislation.

Building a diverse and inclusive workplace

The following key principles underpin our approach to diversity and inclusion:

- Diversity is embraced in **recruitment and promotion** activities at all levels
- We aspire to have **our people reflect** the communities we operate within
- Our **culture embraces diversity** in which differences are encouraged, and where leaders across Newcrest demonstrate and promote inclusive practices
- **Leadership and talent development programs** will be structured to improve the diversity pipeline
- We look to encourage **flexible work** to support a range of professional and personal circumstances aligned with business requirements.

Measurable objectives

Newcrest has measurable objectives for achieving diversity and inclusion outcomes. The Human Resources and Remuneration Committee and the Board set the measurable objectives, annually review both the objectives and Newcrest's progress in achieving these objectives. The Executive Committee is accountable for the implementation of our diversity and inclusion strategy and objectives, and regularly reviews progress in achieving the objectives.

Managing Director and Chief Executive Officer
Newcrest Mining Limited
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