

Privacy

Newcrest respects people's privacy. Newcrest is bound by the Australian Privacy Principles in the Privacy Act 1988 (Cth) (the Privacy Act), as well as other applicable laws protecting privacy. All personal information that Newcrest handles is managed in accordance with those laws.

In this Privacy Policy:

Newcrest means Newcrest Mining Limited (ACN 005 683 625) and each of its subsidiaries; and

personal information means information or an opinion about an identified individual, or about an individual who is reasonably identifiable.

Newcrest may modify or update its Privacy Policy from time to time by publishing it on the Newcrest website (<http://www.newcrest.com.au>). Newcrest encourages individuals to check the Newcrest website periodically to ensure that they are aware of Newcrest's current Privacy Policy.

1.0 What personal information does Newcrest collect and why?

Newcrest collects the personal information it needs to provide its products and information to its customers and the community, for its business operations and to comply with the law. If an individual chooses not to provide certain personal information to Newcrest, Newcrest may not be able to do business with that person or their organisation, or provide them with the products or information they require.

If appropriate, Newcrest will generally tell an individual why it is collecting personal information when Newcrest collects the information and how Newcrest plans to use the information, or these things will be obvious when the information is collected by Newcrest.

The following are the main types of personal information collected by Newcrest and the main purposes for which they are collected.

1.1 **As part of Newcrest's general business operations**

Newcrest collects personal information about individuals who are contracted to, or employed by, Newcrest's suppliers (including third party service providers) and customers, and their related companies and agents. As required, this information may include an individual's name, contact details and other information necessary for Newcrest to conduct business with that person or their organisation. Newcrest may also collect

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personal information about individuals within the communities in which it operates, including a person's name and contact details, when necessary for conducting its operations in that locality.

1.2 Employees and contractors

Newcrest collects personal information about individuals who are employed by or contracted to Newcrest or its related companies. This information may include an individual's name, contact details, qualifications and other information necessary to maintain an employment or contractual relationship with that individual. In certain circumstances this may include sensitive information, such as health, racial or ethnic origin information used for compliance with applicable workplace or equal opportunity laws.

1.3 To manage on-site operations

When an individual visits a Newcrest site, Newcrest records personal information about that individual which can include their address, phone number and licence details, for health and safety, and security purposes.

1.4 To assist with queries

An individual may provide Newcrest with personal information including their name, email address or other contact details when he or she contacts Newcrest by phone, email, post or using its website. This information enables Newcrest to respond to these requests for information on matters such as corporate affairs, supplier information and investor relations. For example when an individual makes an enquiry using the Newcrest website, he or she may be asked to provide a name, email address and organisation he or she is associated with.

1.5 Shareholder information

Newcrest collects personal information about its retail shareholders, and individuals who may be employed by or contracted to institutional shareholders. This information includes names, contact details and other information required for the purpose of establishing and maintaining the shareholder relationship.

1.6 To consider applications from prospective employees or contractors

When an individual applies for a job or contract with Newcrest, Newcrest may collect certain information such as his or her name and contact details, information about his or her working history, relevant record checks and information on his or her professional interests. This may be

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collected from the individual directly, from any recruitment consultant and from the individual's previous employers and others, including referees and publicly available sources. This information is used to inform or assist Newcrest in its decision on whether or not to make the individual an offer of employment or engage the individual under a contract. As necessary and where appropriate, Newcrest may require prospective employees to undergo certain medical checks.

1.7 To comply with the law

Newcrest may otherwise collect information about an individual as required or permitted by law.

2.0 How does Newcrest collect personal information?

Newcrest will generally collect information directly from the individual to whom it relates. However, Newcrest may collect information about an individual from a third party, such as a contracting company or via third party service providers (including Newcrest's share registry service provider and Newcrest's recruitment management service providers). Newcrest may also receive third party personal information through its employees and contractors, including details of family members and next of kin. Newcrest may supplement the information it collects with information from other sources, such as generally available publications and other information accessible on the internet.

3.0 Use of personal information

Newcrest generally uses and discloses personal information for the purposes for which it was collected, as described above. This primarily involves carrying out Newcrest business operations, including in connection with a person's recruitment or employment; managing supplier, customer and investor relations; for site safety and security purposes; or as otherwise required or authorised by law. Some of this information may include sensitive information, including health, racial or ethnic origin information, and will only be used for compliance with applicable laws and regulations including workplace and equal opportunity laws.

In fulfilling these purposes, Newcrest discloses certain personal information to particular third party service providers. This includes external organisations that manage Newcrest's share register, recruitment information and employee information on behalf of Newcrest. For the purpose of its business operations,

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Newcrest may also disclose personal information to the joint ventures in which Newcrest has at least a 50% participating interest, including those located outside of Australia.

Where appropriate, Newcrest may handle personal information relying on exemptions that are available under applicable privacy laws, including, for example, the employee records exemption in the Privacy Act and provisions in the Privacy Act concerning the sharing of personal information among related bodies corporate.

4.0 Disclosure of personal information

For the purposes described in this policy, Newcrest may disclose personal information:

- 4.1 subject to any restrictions imposed by any relevant legislation, among the Newcrest entities covered by this Privacy Policy;
- 4.2 to Newcrest's suppliers, service providers, professional advisers and agents. The types of service providers Newcrest may disclose personal information to include:
 - 4.2.1 professional advisors such as lawyers, accountants and auditors;
 - 4.2.2 providers of systems for recruitment management;
 - 4.2.3 providers of Newcrest share registry services;
 - 4.2.4 data storage providers; and
 - 4.2.5 delivery supply contractors;
- 4.3 to joint ventures in which Newcrest has at least a 50% participating interest, either in Australia or offshore (including in Papua New Guinea and Indonesia);
- 4.4 to government agencies or regulatory bodies, where required;
- 4.5 to anyone to whom Newcrest's assets or business (or any part of it) is transferred;
- 4.6 where necessary to protect the rights or safety of any of its employees or a third party;

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- 4.7 where an individual to whom the personal information relates has consented to the disclosure; or
- 4.8 where otherwise required or permitted by law. For example, Newcrest may disclose information in response to a subpoena, warrant, or request from a government law enforcement agency, or as required under any laws or regulations applying to the mining industry.

5.0 Cross-border disclosures

As Newcrest has operations in a number of countries, Newcrest may disclose information to recipients that are located outside Australia. Newcrest may disclose personal information to joint ventures in which Newcrest has at least a 50% participating interest or to overseas contractors, and may use offshore servers for the purposes of data storage. Newcrest has a joint venture or has engaged contractors in each of Papua New Guinea, Indonesia, Singapore, Côte d'Ivoire, Fiji and certain other countries, and may disclose certain personal information to those entities. Newcrest may also disclose certain personal information to its related entities in those countries, although such information will typically only relate to employees and internal corporate matters as required as part of Newcrest's business operations.

Newcrest will take commercially reasonable steps to ensure that any overseas recipient will deal with such personal information in a way that is consistent with the Australian Privacy Principles.

6.0 Cookies and IP address tracking

The Newcrest website may use cookies for site administration purposes. If for any reason an individual wishes not to take advantage of cookies, the individual may have his or her browser not accept them (although this may disable or render unusable some of the features of the Newcrest website).

Newcrest's website may also detect and use an individual's IP address or domain name for internal traffic monitoring and capacity purposes or to otherwise administer the website. No personal information is obtained, rather the patterns of usage of visitors to the website may be tracked for the purposes of providing improved service and content based on aggregate or statistical review of user site traffic patterns.

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7.0 Links to other sites

The Newcrest website may contain links to other websites. Newcrest is not responsible for the privacy practices or the content of such other websites. The privacy policies applicable to such other websites may differ substantially from this Privacy Policy, so Newcrest advises individuals to read them before using those websites. Newcrest will not be liable for any use of those websites.

8.0 Security

Newcrest implements a number of physical and electronic measures to protect personal information. We restrict access to our physical and electronic databases, maintain firewalls and encrypt certain data where practicable to do so. Please note, however, that the internet is not a secure environment and although all care is taken, Newcrest cannot guarantee the security of information provided to it via electronic means.

9.0 Access and correction

An individual has a right to access and request correction to most personal information that Newcrest has about that individual. In some circumstances it may not be possible for Newcrest to provide the individual with all of his or her personal information or an exemption under the Privacy Act may apply. For instance, the employee records exemption may apply or Newcrest may not provide access to information if disclosing that information would impact on the privacy of another individual. Where Newcrest will not provide access to personal information held about an individual, Newcrest will tell the individual why.

When an individual requests access to personal information, Newcrest may need to take measures to verify the individual's identity before providing them with such information. If an individual thinks that any personal information Newcrest holds about him or her is inaccurate, the individual may contact the Newcrest Privacy Officer using the contact details below and Newcrest will take reasonable steps to ensure that the information is corrected.

If an individual submits an application for employment with Newcrest via its website, he or she can complete, correct or update his or her resume and personal information at any time by logging into their profile via the 'Already Applied' link on the careers section of the Newcrest website. Should an individual no longer wish for Newcrest to store their details on the applicant

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database, he or she may remove their personal details and applications by logging into their profile.

10.0 Complaints handling

If an individual wishes to make a complaint about the way Newcrest has handled his or her personal information (including if the individual thinks Newcrest has breached the Privacy Act) the individual may do so by contacting the Newcrest Privacy Officer in writing, by mail or email to the address or email address set out at the end of this Privacy Policy. If a complaint is made, please include your name and contact details such as an email, address and telephone number and clearly describe the complaint. The Newcrest Privacy Officer will investigate the complaint and respond promptly.

If the complainant considers that Newcrest has failed to resolve the complaint satisfactorily, the complainant can complain to the Office of the Australian Information Commissioner.

11.0 Further information

For further information about Newcrest's privacy policies or practices please contact the Newcrest Privacy Officer by mail, email or phone on the contact details below:

Postal address:

Privacy Officer
Newcrest Mining Limited
Level 8
600 St Kilda Road
Melbourne VIC 3004

Email address:

privacy.enquiries@newcrest.com.au

Telephone number:

+61 3 9522 5333

Managing Director and Chief Executive Officer
Newcrest Mining Limited

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