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94	MASON		129	NATHAN . W
95	CASPER	B	130	THOMAS
96	TADO			
97	NIGEL	—		
98	JACK			
99	TEISO	—		And
100	CHARLES . D			
101	SOLOMON .			
102	RICHARD . I			
103	MICHEAL . P			
104	NELSON . P			
105	YOBIA			
106	JOE . C			
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● Full ● Partial ● No ○ Not Applicable

Profile Disclosure	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES			
1. Strategy and Analysis			
1.1	Statement from the most senior decision-maker of the organisation.	●	A Letter from Newcrest's CEO
1.2	Description of key impacts, risks, and opportunities.	●	A Letter from Newcrest's CEO
2. Organisational Profile			
2.1	Name of the organisation.	●	About Newcrest Mining
2.2	Primary brands, products, and/or services.	●	About Newcrest Mining
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	●	About This Report
2.4	Location of organisation's headquarters.	●	About Newcrest Mining
2.5	Number of countries where the organisation operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	About This Report
2.6	Nature of ownership and legal form.	●	About This Report
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	Our copper concentrate is shipped to Japan, Philippines, Korea and China for smelting. Our gold doré is refined in Australia, Indonesia and Switzerland.
2.8	Scale of the reporting organisation.	●	About Newcrest Mining
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	A Letter from Newcrest's CEO About Newcrest Mining Governance
2.10	Awards received in the reporting period.	●	Recognition
3. Report Parameters			
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	●	About This Report
3.2	Date of most recent previous report (if any).	●	Financial year 2012
3.3	Reporting cycle (annual, biennial, etc.)	●	About This Report
3.4	Contact point for questions regarding the report or its contents.	●	About This Report Corporate Directory
3.5	Process for defining report content.	●	Our Materiality Approach
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	●	About This Report
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	●	About This Report
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organisations.	●	About This Report
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	●	The emission factors outlined by the National Greenhouse and Energy Report (NGER) have been applied to Australian operations. Emission factors for international sites are unable to be determined. Newcrest tracks all injuries and time lost due to injuries using the metrics 'Total Recordable Injury Frequency Rate' (TRIFR) and 'Lost Time Injury Frequency Rate' (LTIFR). TRIFR and LTIFR record the rate of total recordable injuries and lost time injuries per million man hours worked respectively. The LTIFR enables Newcrest's records to be benchmarked against industry performance.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	About This Report
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	About This Report

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Profile Disclosure	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES continued			
3. Report Parameters continued			
3.12	Table identifying the location of the Standard Disclosures in the report.	●	GRI Content Index
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	About This Report Assurance Letter
4. Governance, Commitments, and Engagement			
4.1	Governance structure of the organisation, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organisational oversight.	●	Governance
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	Governance
4.3	For organisations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	●	Governance
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	Governance The Company has a Speak Out Policy, which encourages employees and contractors to raise concerns or to report instances of misconduct, or suspected misconduct, on an anonymous basis. Complaints are referred to an independent third party service provider for initial consideration. Stakeholders, including shareholders, can communicate with the Board by post and at our Annual General Meeting. For more information, please refer to our Annual Report at page 32.
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organisation's performance (including social and environmental performance).	●	About Newcrest Mining: Performing at Our Best
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	2013 Annual Report: Board Independence page 30.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental, and social topics.	●	Governance
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	●	Disclosures on Management Approaches http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	Governance 2013 Annual Report: Corporate Governance
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	Governance 2013 Annual Report: Corporate Governance
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	●	Newcrest follows the Precautionary Principle through implementation of the Environment Policy and Community Policy and all standards.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	●	– International Council for Mining and Metals (ICMM) Sustainable Development Principles – International Cyanide Management Code (ICMI) – Medicines for Malaria Venture (MMV) – The Extractive Industries Transparency Initiative (EITI)

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Profile Disclosure	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART I: PROFILE DISCLOSURES continued			
4. Governance, Commitments, and Engagement continued			
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organisations in which the organisation: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	●	Our Stakeholder Engagement
4.14	List of stakeholder groups engaged by the organisation.	●	Our Stakeholder Engagement
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	A stakeholder identification workshop is held each year. Stakeholder identification is a dynamic process, primarily focused at the site level. Key stakeholders are identified based on the site history and the experience of the people involved. The priority of stakeholders is determined based on risks dependant on site circumstance and materiality.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	Our Stakeholder Engagement Our Materiality Approach
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting.	●	Our Materiality Approach

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (ECONOMIC)				
and				
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (ECONOMIC)				
Economic				
DMA EC		Disclosures on Management Approach.	●	Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Economic performance				
CORE	EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●	2013 GRI Data Tables
CORE	EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	●	During the reporting period, Newcrest continued to actively participate in the Energy and Climate Committee of the Minerals Council of Australia to lobby the government on climate change legislation, including the Carbon Tax to provide industry perspectives. Risks associated with the potential impact of climate change on the sustainability of our operations were considered (e.g. potential impacts of sea level rise and tidal storm surges on port sites, viability of long-term objectives for post-closure land uses).
CORE	EC3	Coverage of the organisation's defined benefit plan obligations.	●	All employees have access to retirement/pension/superannuation plans on either an accumulation basis or by way of government funded schemes (no organisational liability for funding benefits). At its Australian operations, Newcrest contributes the statutory minimum contribution of 9% of Ordinary Times Earnings, not a defined benefits plan. Newcrest does not offer a defined benefits plan to employees. Due to superannuation legislation in Australia, employees can have the Company contributions directed to the Company provided default superannuation fund or to any other complying fund they nominate.
CORE	EC4	Significant financial assistance received from government.	●	2013 GRI Data Tables All of the tax and royalty disclosures are made on a cash basis. In Australia, Newcrest did not pay any cash tax due to the availability of carry forward losses from prior periods. Although there were benefits received related to research and development in Australia, the quantum of what was received did not make the difference between paying or not paying tax in FY2013, therefore these cannot be quantified using Newcrest's cash-based disclosure methodology. The Cote d'Ivoire government has a 10% ownership interest in 'LGL Mines CI SA', Newcrest's 89.89% owned subsidiary that owns and operates the Bonikro operation.
Market presence				
ADD	EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	●	2013 GRI Data Tables
CORE	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●	Our Social Responsibilities
CORE	EC7	Procedures for local hiring and proportion of senior management and workforce hired from the local community at significant locations of operation.	●	2013 GRI Data Tables Our International Employees Policy embraces our commitment to local hiring. A nationalisation strategy focuses on the internal succession aspect of nationalisation, providing the process and tools to support sites in implementing nationalisation plans. The strategy is closely linked to Talent and Succession Management and Performance Review processes. We must also comply with landholder obligations at some sites and meet prescribed levels of employment for local residents.
Indirect economic impacts				
CORE	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	●	Our Social Responsibilities: Investing in Our Communities
ADD	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	●	Indirect economic benefits that result from direct expenditure are diverse and difficult to measure. A review of our systems that assist in monitoring these indirect impacts on our local communities continued during the reporting period. Refer to 'Disclosures on Management Approaches: Economic' for further information.

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (ENVIRONMENT)			
and			
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (ENVIRONMENT)			
Environment			
DMA EN	Disclosures on Management Approach.	●	Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Materials			
CORE	EN1 Materials used by weight or volume.	●	2013 GRI Data Tables
CORE	EN2 Percentage of materials used that are recycled input materials.	●	2013 GRI Data Tables
Energy			
CORE	EN3 Direct energy consumption by primary energy source.	●	2013 GRI Data Tables
CORE	EN4 Indirect energy consumption by primary source.	●	2013 GRI Data Tables
ADD	EN5 Energy saved due to conservation and efficiency improvements.	●	2013 GRI Data Tables
ADD	EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	○	This indicator is not applicable to our products of gold and copper concentrate.
ADD	EN7 Initiatives to reduce indirect energy consumption and reductions achieved.	●	At CVO, a high pressure grinding roll (HPGR) is used which is up to 20% more energy efficient than traditional SAG and ball mills.
Water			
CORE	EN8 Total water withdrawal by source.	●	2013 GRI Data Tables All sites extract water from surface water, ground water, rainwater and waste water as permitted by their permits.
ADD	EN9 Water sources significantly affected by withdrawal of water.	●	2013 GRI Data Tables Londo River (at Lihir) was considered to be significantly effected by water withdrawal. This was due to plant operation and camp usage. This did not have a significant impact on biodiversity.
ADD	EN10 Percentage and total volume of water recycled and reused.	●	2013 GRI Data Tables
Biodiversity			
CORE	EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	Lihir Operation has land with high biodiversity value located adjacent to the special mining lease (SML). The area of the SML is 17.45km ² and the affected area of the SML is 7.7km ² . The <i>Megapodius eremita</i> (Melanesian Megapode) is protected against non-customary landowners under the PNG Fauna Protection and Control Act, which is listed under the IUCN Red List as a species of 'Least Concern'. The Sovi Basin Management Protection Area adjacent to the Namosi Project is a nationally defined area of conservation significance and comprises two river valleys – the Sovi and the Wainavadu Rivers. The Special Prospecting Lease 1420 overlaps part of the proposed area and encompasses an area of 824.93km ² .
CORE	EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●	There were no significant impacts on biodiversity at any of our sites.
CORE	MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.	●	2013 GRI Data Tables
ADD	EN13 Habitats protected or restored.	●	2013 GRI Data Tables Disclosures on Management Approaches: Environment
ADD	EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.	●	Not reported

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (ENVIRONMENT) continued				
Environment continued				
Biodiversity continued				
CORE	MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place.	●	Lihir Operations and Hidden Valley both have Biodiversity Management Plans (BMP) in place. Lihir Operations has a BMP due to the presence of <i>Megapodius eremita</i> (Melanesian Megapode), which is listed under the IUCN Red List as a species of 'Least Concern'. Cadia Valley Operations requires a BMP to manage their biodiversity offsets, and as at the end of FY2013 was awaiting approval by the NSW Department of Planning.
ADD	EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	○	Not reported
Emissions, effluents and waste				
CORE	EN16	Total direct and indirect greenhouse gas emissions by weight.	●	2013 GRI Data Tables
CORE	EN17	Other relevant indirect greenhouse gas emissions by weight.	●	2013 GRI Data Tables
ADD	EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	Our Environmental Responsibilities 2013 Energy Efficiency Opportunities Public Report http://www.newcrest.com.au/sustainability/environmental/energy/
CORE	EN19	Emissions of ozone-depleting substances by weight.	●	2013 GRI Data Tables
CORE	EN20	NOx, SOx, and other significant air emissions by type and weight.	●	2013 GRI Data Tables
CORE	EN21	Total water discharge by quality and destination.	●	2013 GRI Data Tables
CORE	EN22	Total weight of waste by type and disposal method.	●	2013 GRI Data Tables The disposal method of our waste is determined by its type, location and nature of material. All non-hazardous wastes, such as packaging and office waste, are disposed of as landfill on site. All hazardous wastes are safely removed by an approved hazardous waste contractor and disposed of in conjunction with local legislative requirements relevant to each operation.
CORE	MM3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	●	2013 GRI Data Tables Our Environmental Responsibilities: Waste Management
CORE	EN23	Total number and volume of significant spills.	●	2013 GRI Data Tables One significant spill* (with an actual 'critical' environmental classification) occurred during the reporting period where a service truck drove over a drain obscured by water and fractured the main fuel fill pipe. Subsequently, the area was cleaned up and rehabilitated, resulting in no significant impact to the environment. *Significant spills are defined as having critical or catastrophic impact to the environment. These classifications are based on the type of liquid spilled, the volume of the spill and the receiving environment.
ADD	EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	●	2013 GRI Data Tables
ADD	EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	●	Not reported
Products and services				
CORE	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	○	Our products are gold and copper concentrate. Gold is inert and does not impact the environment. Copper concentrate is shipped in covered containers and labelled appropriately.
CORE	EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	●	Not relevant

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (LABOUR PRACTICES AND DECENT WORK) and STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (ENVIRONMENT and LABOUR PRACTICES AND DECENT WORK) continued				
Environment continued				
Compliance				
CORE	EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	There were no significant fines during the reporting period, however three fines resulting from non-compliance were imposed on Cadia Valley Operations. The total of these fines was \$8,000.
Transport				
ADD	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	○	Not reported
Overall				
ADD	EN30	Total environmental protection expenditures and investments by type.	○	Not reported
Labour Practices and Decent Work				
	DMA LA	Disclosures on Management Approach.	●	Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Employment				
CORE	LA1	Total workforce by employment type, employment contract, and region.	●	2013 GRI Data Tables
CORE	LA2	Total number and rate of employee turnover by age group, gender, and region.	●	2013 GRI Data Tables

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (LABOUR PRACTICES AND DECENT WORK) continued				
Labour Practices and Decent Work continued				
Employment continued				
ADD	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	●	<p>Life insurance, health care, disability/invalidity coverage, retirement provisions and stock ownership are not available to casual employees. Unpaid parental leave is an entitlement of casual employees.</p> <p>Standard benefits offered to full-time, part-time and fixed term employees across the Company dependent on site include:</p> <ul style="list-style-type: none"> – \$1,000 Employee Share Acquisition Plan (tax exempt) – Life, temporary and total disablement insurance – Workers compensation – Salary continuance – Employer superannuation guarantee contributions – Paid parental leave – Compassionate/bereavement leave – Long service leave – Additional shift payments – Gainshare program – Short- and long-term incentive plans – Annual leave – Ability to purchase up to four weeks additional annual leave per annum – Personal leave – Leave without pay, including career breaks – Time of in lieu for non-rostered days worked – Community service leave – Salary packaging, e.g. novated leases, remote flights, portable electronic devices, financial advice – Professional association membership – Education assistance – Service rewards for 5, 10, 15 and 20 years service – Employee benefits via negotiated supplier discounts (car, banking, insurance, travel, software, etc) – 25% casual employment loading – Service Bonus Scheme (SBS) & Life Improvement Program (LIP) – Project allowance – Underground allowance – Religious observance – Dependent children education funding – External living allowance – Meal and transport allowance for non-site based personnel – Spectacle allowance – Field break travel allowance – Medical insurance to national employees and dependants – Group health insurance for expatriate employees – Life, temporary and total disablement insurance – Special leave – marriage, birth and baptism – Site allowance – Responsibility bonus for those with team management responsibilities – Lodgings allowance – Condolence/burial assistance – Overtime payments – Commitment to Improved Performance (CIP) Program.

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (LABOUR PRACTICES AND DECENT WORK) continued			
Labour Practices and Decent Work continued			
Labour/management relations			
CORE	LA4	Percentage of employees covered by collective bargaining agreements.	● 2013 GRI Data Tables
CORE	LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	● Newcrest does not nominate a timeframe. Notification is based on the type or nature of the change but the timeframe is nearly always 'as soon as reasonably practicable'.
CORE	MM4	Number of strikes and lock-outs exceeding one week's duration, by country.	● There were no strikes or lock-outs during the reporting period.
Occupational health and safety			
ADD	LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	● 2013 GRI Data Tables
CORE	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	● 2013 GRI Data Tables Our Employee Responsibilities
CORE	LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	● Education and training Workers: Malaria awareness and prevention; Hepatitis A & B vaccination program; HIV AIDS awareness. Workers' families: Malaria awareness and prevention. Counselling Workers: HIV AIDS counselling. Prevention and risk control Workers: Malaria: applied biological control and applied insecticide control; monitoring programs, including daily rainfall, daily air temperature readings, monthly larva monitoring controls and bi-monthly adult mosquito monitoring; ensure workplace and camp areas are in accordance with the malaria control program; formal malaria management review undertaken on- and off-site; mosquito nets, fogging, larvaciding, general awareness programs; travel guides and travel doctor advice provided; travel kits provided. Hepatitis A & B: vaccinations provided; health surveillance/ screening and testing conducted; general awareness. Workers' families: formal malaria management review undertaken on- and off-site; malaria prevalence studies. Community members: malaria prevalence studies. Treatment Workers: Hepatitis A & B vaccinations; TB treatments; malaria diagnosis and treatment and anti-malaria drugs. Workers' families: malaria prevalence studies.
ADD	LA9	Health and safety topics covered in formal agreements with trade unions.	● Gosowong and Bonikro have formal agreements in place with trade unions that cover health and safety. PPE is covered within the agreement with Gosowong while PPE, joint management-employee health and safety committees, training and education, periodic inspections, and commitments regarding target performance standards or level of practice, are covered within the Bonikro agreement.
Training and education			
CORE	LA10	Average hours of training per year per employee by employee category.	● 2013 GRI Data Tables

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (LABOUR PRACTICES AND DECENT WORK) continued			
Labour Practices and Decent Work continued			
Training and education continued			
ADD	<p>LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.</p>	●	<p>Details on employee assistance and training programs</p> <p>Internal training courses High-level internal programs include Mining for Non-miners, Project Management and Targeted Selection, and these apply across all Newcrest sites. Other internal training courses may include (dependent on site):</p> <ul style="list-style-type: none"> – Inductions – Frontline management – Superintendent course – Post trade and technical skills upgrade training – OHS and first aid training – Environmental awareness/management training – Rehabilitation awareness presentation – Jungle traversing – Basic defensive driving and 4WD training – Food safety training – Contractors integration training. <p>Funding support for external training or education Funding is available for formal, accredited education courses that lead to a recognised qualification, which are offered by external providers. This is provided via Newcrest’s Education Assistance Standard and applies to Australian-based employees only. At Gosowong, there is a scholarship program in place that is similar to Newcrest Education Assistance.</p> <p>At various Newcrest sites, funding is provided for:</p> <ul style="list-style-type: none"> – Traineeships – Apprenticeships – Cadetships (degree and post graduate programs) – Trainer/assessor and OHS qualification programs – Certificate II/III courses and programs – Attendance at selected professional development programs with AusIMM, AMMMA, MCA, SkillsDMC, Institute of Project Engineers, Australian Institute of Engineers). <p>The provision of sabbatical periods with guaranteed return to employment Employees with at least two years’ continuous service with Newcrest may apply for an unpaid career break absence. Career breaks offered (maximum 12 months) with guaranteed return to employment, but not necessarily for the same role. Applies across Newcrest sites.</p> <p>Programs to support retired or terminated employees</p> <p>Pre-retirement planning for intended retirees Sunsuper is Newcrest’s superannuation partner. They occasionally offer superannuation planning sessions, which Newcrest employees may attend.</p> <p>Retraining for those intending to continue working Newcrest provides career transition services for employees who are made redundant.</p> <p>Severance pay Severance pay takes into account years of service. The notice period for all fixed term contracts for Level 1 and 2 roles will be four weeks, or five weeks where the employee is older than 45 years with five years’ continuous service with Newcrest, unless otherwise stated in the contract of employment.</p> <p>Job placement Newcrest provides career transition services for employees who are made redundant and this is provided through an external outplacement service.</p> <p>Assistance Newcrest supports phased retirement plans and flexibility for older workers. This applies across all Newcrest sites. The Employee Assistance Program (EAP) is available for employees experiencing hardship or difficulties and who require counselling.</p>

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (HUMAN RIGHTS)			
and			
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (LABOUR PRACTICES AND DECENT WORK and HUMAN RIGHTS) continued			
Labour Practices and Decent Work continued			
Training and education continued			
ADD	LA12	Percentage of employees receiving regular performance and career development reviews.	● 2013 GRI Data Tables
Diversity and equal opportunity			
CORE	LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	● 2013 GRI Data Tables
CORE	LA14	Ratio of basic salary of men to women by employee category.	● 2013 GRI Data Tables
Human Rights			
DMA HR		Disclosures on Management Approach.	● Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Investment and procurement practices			
CORE	HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	● To date, human rights have not systematically been the subject of specific clauses in, or screening of, investment agreements. However, Newcrest has recently developed a Human Rights Policy and a Security Policy. The implementation of these policies will involve reviewing the Company's various internal processes and external business relationships for human rights factors. Newcrest will be able to report more fully on this indicator after these policies have been fully implemented.
CORE	HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	● To date, human rights have not systematically been the subject of specific criteria in, or screening of, supplier and contractor agreements. However, Newcrest has recently developed a Human Rights Policy and a Security Policy. The implementation of these policies will involve reviewing the Company's various internal processes and external business relationships for human rights factors. Newcrest will be able to report more fully on this indicator after these policies have been fully implemented.
ADD	HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	● 2013 GRI Data Tables
Non-discrimination			
CORE	HR4	Total number of incidents of discrimination and actions taken.	● There were no incidents of discrimination during the reporting period.
Freedom of association and collective bargaining			
CORE	HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	● During the reporting period, no operations were identified in which the right to exercise freedom of association and collective bargaining may be at significant risk.
Child labour			
CORE	HR6	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	● During the reporting period, no operations were identified as having significant risk for incidents of child labour.
Forced and compulsory labour			
CORE	HR7	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of forced or compulsory labour.	● During the reporting period, no operations were identified as having significant risk for incidents of forced or compulsory labour.
Security practices			
ADD	HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	● 2013 GRI Data Tables Certain relevant aspects of human rights are integrated into some operational training, e.g. site induction training covers topics such as non-discrimination, diversity, harassment and workplace safety, and at certain sites, security personnel receive specific human rights training. However currently, data provided for this indicator is under-reported. Newcrest is currently reviewing our training systems at our operations to improve data collection. Newcrest has recently developed a Human Rights Policy and a Security Policy. The implementation of these policies will involve reviewing the Company's various internal processes and external business relationships for human rights factors. Newcrest will be able to report more fully on this indicator after these policies have been fully implemented.

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (SOCIETY)			
and			
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (HUMAN RIGHTS and SOCIETY) continued			
Human Rights continued			
Indigenous rights			
CORE	MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities.	● 2013 GRI Data Tables
ADD	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	● There were no incidents of violations involving rights of indigenous people during the reporting period.
Society			
DMA 50	Disclosures on Management Approach.		● Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Community			
CORE	S01	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	<p>● Prior to entering the community Where applicable, sites carry out socio-economic and environmental impact assessments and have stakeholder engagement plans. This involves engaging with and consulting the relevant authorities and local community stakeholders prior to entering the community. Newcrest respects the various cultures of their local communities and as such, conducts cultural awareness training programs at the relevant sites to educate it employees, contractors and sub-contractors.</p> <p>While operating in the community Various programs are in place at our sites to assist in identifying and addressing community impacts through the course of mining-related activity. These include:</p> <ul style="list-style-type: none"> – Socioeconomic studies/monitoring programs – Environmental impact monitoring – Community baseline studies – Community sentiment surveys – Community complaints protocol – Village visits with stakeholder gatherings – Grievance mechanisms and grievance resolution tracking systems – Formal meetings with various levels of government – Community public meetings – Focus group and special interest group meetings – Individual stakeholder meetings. <p>While making decisions to exit the community All operations have mine closure plans in place that take into consideration the potential impact of mine closure and the views of local stakeholders.</p> <p>When we leave an an exploration site, the resolution of all pending grievances is ensured and the site is rehabilitated. Public information and consultation regarding the site closure is conducted.</p> <p>Data collection and community member selection Newcrest is currently reviewing this aspect in its community impact assessment programs with a view to update these studies every five years.</p> <p>Program effectiveness Newcrest will be rolling out its community standards in the next reporting period and undertaking a formal gap analysis and review. While we are confident that our programs are working well, it is expected that we will be able to offer accurate comment on effectiveness, supported by data, in the next report.</p>

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (SOCIETY) continued			
Society continued			
Community continued			
CORE	501	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. continued	<p>● Community engagement improvements Examples of how feedback and analysis of data on community impacts has been applied to improve upon community engagement include the following:</p> <p><i>CVO</i> Feedback from consultation and particularly the 2010 Community Sentiment Survey prompted the launch of the Cadia District Enhancement Project, which aims to work with the local community to identify a number of projects which can be implemented to enhance the value of property in the Cadia district for agriculture, mining and lifestyle choices. This Project was launched in 2011 with two brainstorming sessions, followed by a prioritisation session, a session on governance and funding and a timetable to implement preferred projects in 2013. The initiative has attracted good participation from the Cadia district community.</p> <p><i>Lihir Operations</i> Awareness of marginalised groups has led to development of a broad range of stakeholder engagement and communication programs. Social impact reporting is provided through the multi-stakeholder social and environmental impact-monitoring committee.</p> <p><i>Gosowong</i> Detailed demographic information on the communities and the other baseline data have provided the framework for the development and roll-out of the Sustainable Economic Development (SED) Program under the CSR.</p> <p><i>Namosi Project</i> A full re-work of the community engagement strategy/plans along with a new cultural awareness program has been developed as a result of the loss of access to the project area in late 2011. This has been based on data and cultural education provided from university, government, local people and professional anthropological work. Our intention is to start again with our community engagement, formally reintroduce ourselves and seek to build respectful relationships with all stakeholders.</p> <p><i>Wafi Golpu Project</i> Consultation has resulted in the significant needs of the community being met. These include classrooms, refurbishing aid posts and sawmills. Analysis of the current ESIA data will inform further refinements to the community and regional development program and will allow the program to look longer term as the project develops.</p> <p>Social inclusion All sites have measures in place to ensure the inclusion of local and/or minority groups. These include:</p> <ul style="list-style-type: none"> – SIA engagement programs; – stakeholder communication forums and informal information-sharing initiatives; – local community initiatives and funding of local community projects; and – employment of locals and nationals, including management and leadership roles. <p>These measures are adequate in engaging, communicating and involving local members. However, there are instances where measures can be improved. For example, at Lihir, involvement in the development planning process, especially at the level of current negotiation around the major benefits package agreement for the Lihirian community, has not always been fully inclusive and has been dominated by a small group of male landowners. Women and youth in particular have little political voice in this process.</p>

GRI G3 Content Index

Performance Indicator	Description	Reported	Reference or direct answer
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STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (SOCIETY) continued

Society continued

Community continued

Performance Indicator	Description	Reported	Reference or direct answer
CORE	MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples.	●	<p>2013 GRI Data Tables</p> <p>There were seven significant disputes at Lihir (1–4), Gosowong (5), Namosi Project (6) and Wafi-Golpu Project (7).</p> <ol style="list-style-type: none"> 1. The local level government and the landowners association are in dispute over the management of royalties, and it is being managed through a formal dispute resolution process chaired by the Mineral Resource Authority (MRA). 2. LMALA raised a dispute over the level of funding for the LMALA Administration budget, and the budget available for preparations for the Lihir Agreements Review. This led to the closure of the mine for two days in September 2012. 3. The Putput community raised a dispute over issues related to impacts from the mine, incomplete community projects, and participation in the Lihir Agreements Review. This led to the closure of the mine for two days in January 2013. 4. The Lihir operation is subject to a number of agreements with local landowners, which agreements cover (among other things) compensation and other benefits. The Lihir agreements are subject to periodic review, with an ongoing review at the time of this report. In the context of the current review, the Company and landowners have outlined matters that they would like addressed within the review, including the implementation of projects under the agreements, compensation payments (including distribution of benefits among landowners), the impacts of the mine and the impact of certain practices on the mine operations. These matters will be advanced as part of the ongoing Lihir agreements review. 5. The dispute is related to land of the NHM operation that was claimed to belong to the Pagu tribe. 6. As in FY2012, the landowners as represented by the TNLC raised a number of concerns associated with past and current exploration impacts and a number of related issues. 7. Peaceful protest turned into a police issue when many of the disputants locked WGJV staff and contractors in the camp and refused to follow police instructions to release those held captive. <p>Traditional reconciliation between Babuaf community leaders and WGJV personnel has taken place, but no reconciliation has taken place between Babuaf and the police as of yet as some court matters are still ongoing.</p>

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (SOCIETY) continued			
Society continued			
Community continued			
CORE	MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes.	●	<p>In relation to MM6, above:</p> <ol style="list-style-type: none"> 1. Status: The formal dispute resolution process, led by the MRA, is ongoing. The dispute is between the parties to the LSDP Agreement (2007), in particular the Lihir Mining Area Landowners Association and the Nimamar Local Level Government. Action taken: The formal dispute resolution process provided for in Clause 42 and 43 in the Revised MOA (2007) and Clause 44 and 45 in the LSDP (2007) was used for the MRA dispute resolution process. 2. Status: The issue was resolved through the Lihir Agreements Review process. Appropriate levels of funding were made available for LMALA for preparation for the Review. Action taken: Dispute resolved through negotiations between disputing parties and LGL Community Relations staff, Newcrest Management and the Independent Chairman for the Lihir Agreements Review. 3. Status: The issues were resolved through the Lihir Agreements Review process and there is an ongoing commitment to address and finalise these matters through the Review. Action taken: Dispute resolved through negotiations between disputing parties and LGL Community Relations staff, Newcrest Management and the Independent Chairman for the Lihir Agreements Review. 4. The Lihir Agreements review process is being conducted under a review framework agreed by all parties, including representatives of landowners, the State and the Company. 5. The dispute was addressed through communication with the Pagu tribe and government. 6. An accelerated rehabilitation action plan was developed and implemented. The Rehabilitation Action Plan was essentially completed in May 2012 and normal activities were subsequently recommenced. 7. Status: The dispute between the camp and the Babuaf community was resolved after three months. Action taken: Police were initially involved and arrests made after community disputants confronted police.
Artisanal and small-scale mining			
CORE	MM8 Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks.	●	<p>2013 GRI Data Tables</p> <p>Risks of ASM include health and safety risks (mercury poisoning), employee security, immediate health effects on persons using highly toxic chemicals, and environmental impacts on streams and rivers.</p> <p>Actions taken to manage and mitigate these risks (by operation):</p> <p>Gosowong: ongoing community awareness; security patrols; and, engagement with local police.</p> <p>Hidden Valley: information and awareness on boundaries of the mining lease through CA and APD patrols; sediment management plan; support training programs for ASM using more efficient and safer mining techniques; and, engagement with the Mineral Resources Authority to conduct studies on the status of ASMs.</p> <p>Bonikro: liaising with artisanal miners and working closely with the local government.</p> <p>Wafi Golpu: education; access controls and security; employment of local community members; and, use of baseline data to identify compensation.</p>
Resettlement			
CORE	MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.	●	2013 GRI Data Tables
Closure planning			
CORE	MM10 Number and percentage of operations with closure plans.	●	<p>2013 GRI Data Tables</p> <p>The total mine provision for Newcrest at 30 June 2013 was \$317 million.</p>

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Performance Indicator	Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART II: DISCLOSURES ON MANAGEMENT APPROACH (PRODUCT RESPONSIBILITY)			
and			
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (SOCIETY and PRODUCT RESPONSIBILITY) continued			
Society continued			
Corruption			
CORE	S02 Percentage and total number of business units analysed for risks related to corruption.	●	2013 GRI Data Tables
CORE	S03 Percentage of employees trained in organisation's anti-corruption policies and procedures.	●	2013 GRI Data Tables Activities involving bribery, corruption, payment of secret commissions and exercise of improper influence are strictly prohibited under Newcrest's Code of Conduct, Corrupt Practices Policy and related standards. Following the release of Newcrest's revised Code of Conduct, employees and some contractors undertook training in the Code of Conduct. Newcrest seeks to communicate these policies and procedures as effectively as possible and has developed online and e-learning platforms for such training.
CORE	S04 Actions taken in response to incidents of corruption.	●	2013 GRI Data Tables There were no incidents during the reporting year in which employees were dismissed or disciplined for corruption, or contracts had not been renewed due to violations related to corruption. There were no legal cases regarding corrupt practices brought against the Company or its employees.
Public policy			
CORE	S05 Public policy positions and participation in public policy development and lobbying.	●	Disclosures on Management Approach: Society Newcrest has appropriate relationships with regulatory and government officials in each of the jurisdictions in which it operates. Newcrest is a member of the minerals industry associations in each of these jurisdictions and contributes to the development of their policy positions to varying degrees depending upon the extent of the impact on Newcrest. Also from time to time, Newcrest makes representations in its own right where the matter is of particular significance or likely to have a disproportionate impact on the Company. For example, when the Ivorian Government proposed reforming its mining law, Newcrest was an active contributor via the industry association and made representations in its own right. Broadly, the Company approaches policy input from the perspective of maintaining the international competitiveness of the gold sector in each jurisdiction in which it operates.
ADD	S06 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	●	2013 GRI Data Tables Newcrest does not make cash or in-kind contributions to political parties or contribute to political fund-raising activities.
Anti-competitive behaviour			
ADD	S07 Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes.	●	There were no legal actions against the Company or its officers for anti-competitive behaviour, anti-trust, and monopoly practices during the reporting period.
Compliance			
CORE	S08 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	There were no international judicial sanctions or fines levied against Newcrest for failure to comply with laws or regulations during the reporting period. During the reporting period, the New South Wales Department of Industry and Investment prosecuted Newcrest for breaches of the NSW Workplace Health and Safety legislation in relation to a raise bore incident at Cadia East on 21 February 2010. There were no injuries as a result of the incident and Newcrest pleaded guilty to the charges. In February 2013, the New South Wales District Court imposed a penalty of A\$112,500.
Product Responsibility			
DMA PR	Disclosures on Management Approach.	●	Newcrest website: http://www.newcrest.com.au/sustainability/disclosures-on-management-approaches/
Materials Stewardship			
CORE	MM11 Programs and progress relating to materials stewardship.	●	Newcrest is a signatory to the International Code for Cyanide Management. For further information, please see the Newcrest website at http://www.newcrest.com.au/sustainability/environmental

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (PRODUCT RESPONSIBILITY) continued				
Product Responsibility continued				
Customer health and safety				
CORE	PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	●	<p>Newcrest's primary activities are in the extraction and production of gold doré and copper concentrate. We recognise there is a responsibility to manage the life cycle of any by-products that we may produce. These responsibilities apply to all stages of the supply chain, from product storage to transport, consumption, and disposal of our products and by-products.</p> <p>Our risk management framework, internal audit and assurance activities, and management systems are central to our approach to product stewardship of gold doré and copper concentrate. They allow environmental risks and health and safety risks regarding employees, contractors and communities, to be assessed, managed and mitigated.</p> <p>Our two products require the development and application of material safety data sheets (MSDS). A MSDS outlines the relevant health, safety and environmental aspects of these products and are provided to relevant customers and transporters. MSDS's are assessed for all copper concentrate and gold doré shipments.</p>
ADD	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	●	No non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services were identified for the reporting period.
Product and service labelling				
CORE	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	●	<p>There are procedures in place for information and labelling of Newcrest's copper concentrate and gold doré products. All products are covered and assessed for compliance with regard to these procedures.</p> <p>The following information is required for Newcrest product information and labelling:</p> <ul style="list-style-type: none"> – The sourcing of components of the product – Content, including content related to substances that might produce an environmental or social impact – Safe use of the product – Disposal of the product and environmental/social impacts. <p>Copper concentrate: Material Safety Data Sheets (MSDS) are provided for 100% of copper concentrate shipments. Packing declarations and TML certificates are also created for 100% of concentrate shipments. Placarding of 100% of concentrate road/rail transportation vehicles is also conducted. The placards identify the product as a Class 9 hazardous cargo and marine pollutant.</p> <p>Gold doré: Material Safety Data Sheets (MSDS) are provided for 100% of doré shipments.</p>
ADD	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	●	There were no incidents of non-compliance with the health and safety of products and services during the reporting year.
ADD	PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	●	There are currently no Newcrest-wide practices in place to assess and maintain customer satisfaction.
Marketing communications				
CORE	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	●	There are no codes or voluntary standards relating to market communications applied across Newcrest. Newcrest does not sell products which are banned in certain markets or is the subject of stakeholder questions or public debate.
ADD	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	●	There were no incidents of non-compliance concerning marketing communications during the reporting period.

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Performance Indicator		Description	Reported	Reference or direct answer
STANDARD DISCLOSURES PART III: PERFORMANCE INDICATORS (PRODUCT RESPONSIBILITY) continued				
Product Responsibility continued				
Customer privacy				
ADD	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	There were no complaints regarding breaches of customer privacy during the reporting period.
Compliance				
CORE	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	●	There were no administrative or judicial sanctions levied against Newcrest for failure to comply with laws or regulations concerning the provision and use of products and services. This includes international declarations, conventions, and treaties, and national, sub-national, regional, and local regulations concerning the provision and use of the Company's products.