

# 2018

SUSTAINABILITY  
REPORT  
GRI CONTENT INDEX





GRI Standard	Disclosure	Report Section	Omission
<b>GRI 102: General Disclosures</b>	<b>Organisational profile</b>	Front cover	
	Disclosure 102-1 Name of the organisation		
	Disclosure 102-2 Activities, brands, products, and services	Who We Are	
	Disclosure 102-3 Location of headquarters	Who We Are	
	Disclosure 102-4 Location of operations	Who We Are	
	Disclosure 102-5 Ownership and legal form	Who We Are	
	Disclosure 102-6 Markets served	Who We Are	
	Disclosure 102-7 Scale of the organisation	2018 Annual Report Data Tables	
	Disclosure 102-8 Information on employees and other workers	Who We Are Diversity and Inclusion Data Tables	
	Disclosure 102-9 Supply chain	Financial and Economic Sustainability	
	Disclosure 102-10 Significant changes to the organisation and its supply chain	Financial and Economic Sustainability	
	Disclosure 102-11 Precautionary Principle or approach	Newcrest follows the Precautionary Principle through implementation of the Environment Policy and Communities Policy and all standards.	
	Disclosure 102-12 External initiatives	How We Engage with Our Stakeholders	
Disclosure 102-13 Membership of associations	As at 30 June 2018, Newcrest is affiliated with or a member of the following organisations: <ul style="list-style-type: none"> <li>• Australia-Fiji Business Council;</li> <li>• Australia-Indonesia Business Council;</li> <li>• Australia-Latin America Business Council;</li> <li>• Australia-Papua New Guinea Business Council;</li> <li>• Australian Investor Relations Association;</li> <li>• Australian Maritime Safety Authority;</li> <li>• Australian Mines and Metals Association;</li> <li>• Australian Safety and Compensation Council;</li> <li>• Bulolo Chamber of Commerce;</li> <li>• Business and Biodiversity Offsets Program;</li> <li>• Business Council of Australia;</li> <li>• Business Council of Papua New Guinea;</li> <li>• Chamber of Minerals and Energy of Western Australia;</li> <li>• Corporate Tax Association of Australia;</li> <li>• Ecuadorian Chamber of Mines;</li> <li>• Employers' Federation of Papua New Guinea;</li> <li>• Extractive Industries Transparency Initiative;</li> <li>• Fiji Australia Business Council;</li> <li>• Fiji Commerce and Employers Federation;</li> <li>• Fiji Mining and Quarrying Council;</li> <li>• Indonesian Mining Association;</li> <li>• Institute of National Affairs, Papua New Guinea;</li> <li>• International Copper Association, Australia;</li> <li>• International Council on Mining and Metals;</li> <li>• International Cyanide Management Institute;</li> <li>• International Network for Acid Prevention;</li> <li>• International Tungsten Industry Association;</li> <li>• Lae Chamber of Commerce;</li> <li>• Minerals Council of Australia;</li> <li>• Mining Association – Groupement Professionels des Miniers de CÔte d'Ivoire;</li> <li>• New South Wales Minerals Council;</li> <li>• Papua New Guinea Chamber of Mines and Petroleum;</li> <li>• Port Moresby Chamber of Commerce;</li> <li>• Sustainable Minerals Institute – University of Queensland;</li> <li>• Suva Chamber of Commerce and Industry;</li> <li>• Transparency International, Australia;</li> <li>• Transparency International, Papua New Guinea;</li> <li>• Voluntary Principles on Security and Human Rights; and,</li> <li>• World Gold Council.</li> </ul>		

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<b>GRI 102: General Disclosures</b>	<b>Strategy</b>	Message from the Chief Executive Officer	
	Disclosure 102-14 Statement from senior decision-maker		
	<b>Ethics and integrity</b>	Our Mission, Vision and Values; Our Approach to Sustainability; Ethics, Transparency and Disclosure	
	Disclosure 102-16 Values, principles, standards, and norms of behaviour		
	<b>Governance</b>	Governance	
	Disclosure 102-18 Governance structure		
	Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics	Governance	
	Disclosure 102-23 Chair of the highest governance body	Governance	
	Disclosure 102-24 Nominating and selecting the highest governance body	Governance	
	Disclosure 102-26 Role of highest governance body in setting purpose, values, and strategy	Governance	
	Disclosure 102-27 Collective knowledge of highest governance body	Governance	
	Disclosure 102-28 Evaluating the highest governance body's performance	Governance	
	Disclosure 102-29 Identifying and managing economic, environmental, and social impacts	Governance	
	Disclosure 102-30 Effectiveness of risk management processes	Governance	
	Disclosure 102-31 Review of economic, environmental, and social topics	Governance	
	Disclosure 102-32 Highest governance body's role in sustainability reporting	Governance	
	Disclosure 102-33 Communicating critical concerns	Governance	
	Disclosure 102-35 Remuneration policies	2018 Annual Report	
	Disclosure 102-36 Process for determining remuneration	2018 Annual Report	
	<b>Stakeholder engagement</b>	How We Engage with our Stakeholders	
	Disclosure 102-40 List of stakeholder groups		
	Disclosure 102-41 Collective bargaining agreements	Data Tables	
	Disclosure 102-42 Identifying and selecting stakeholders	How We Engage with our Stakeholders	
	Disclosure 102-43 Approach to stakeholder engagement	How We Engage with our Stakeholders	
	Disclosure 102-44 Key topics and concerns raised	How We Engage with our Stakeholders	
	<b>Reporting practice</b>	Inside front cover; Who We Are	
	Disclosure 102-45 Entities included in the consolidated financial statements		
	Disclosure 102-46 Defining report content and topic boundaries	Our Material Topics and Management Approach	
	Disclosure 102-47 List of material topics	Our Most Material Issues	
	Disclosure 102-48 Restatements of information	Inside front cover	
	Disclosure 102-49 Changes in reporting	Inside front cover	
	Disclosure 102-50 Reporting period	Inside front cover	
	Disclosure 102-51 Date of most recent report	Financial year 2017	
	Disclosure 102-52 Reporting cycle	Inside front cover	
	Disclosure 102-53 Contact point for questions regarding the report	Inside front cover	
	Disclosure 102-54 Claims of reporting in accordance with the GRI Standards	Inside front cover	
	Disclosure 102-55 GRI content index	2018 GRI Content Index	
	Disclosure 102-56 External assurance	Assurance Statement	

GRI Standard	Disclosure	Report Section	Omission
<b>High Material Topics</b>			
Multiple Material Issues (Financial and Economic Sustainability - Growth - Operational Disruption - Managing Community Impacts and Expectations)			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Financial and Economic Sustainability; Growth	
	Disclosure 103-3 Evaluation of the management approach	Project Edge; Management Operating Systems (MOS)	
<b>GRI 201: Economic Performance</b>	Disclosure 201-1 Direct economic value generated and distributed	Local Community Development and Investment	
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Managing Community Impacts and Expectations	
	Disclosure 103-3 Evaluation of the management approach	Sustainability Objectives	
<b>GRI 202: Market Presence</b>	Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Local Community Development and Investment Data Tables	Newcrest does not collect this data by gender.
	Disclosure 202-2 Proportion of senior management hired from the local community	Recruitment and Retention Data Tables	
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Financial and Economic Sustainability; Managing Community Impacts and Expectations	
	Disclosure 103-3 Evaluation of the management approach	Mechanisms for monitoring effectiveness are described within the disclosure, Supply Chain.	
<b>GRI 204: Procurement Practices</b>	Disclosure 204-1 Proportion of spending on local suppliers	Financial and Economic Sustainability Data Tables	
<b>Managing Community Impacts and Expectations</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Managing Community Impacts and Expectations	
	Disclosure 103-3 Evaluation of the management approach	Sustainability Objectives	
<b>GRI 203: Indirect Economic Impacts</b>	Disclosure 203-1 Infrastructure investments and services supported	Local Community Development and Investment	
	Disclosure 203-2 Significant indirect economic impacts	Local Community Development and Investment	
<b>GRI 413: Local Communities</b>	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	Local Community Development and Investment	
	MM6 Description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Indigenous Engagement	
	MM7 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	Indigenous Engagement	

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<b>Ethics, Transparency and Disclosure</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Ethics, Transparency and Disclosure	
	Disclosure 103-3 Evaluation of the management approach	Legal Governance Compliance Framework	
<b>GRI 205: Anti-corruption</b>	Disclosure 205-1 Operations assessed for risks related to corruption	Ethics, Transparency and Disclosure	
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Ethics, Transparency and Disclosure	
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Data Tables	
<b>GRI 206: Anti-competitive Behaviour</b>	Disclosure 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Data Tables	
<b>Climate Change - Energy</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Climate Change	
	Disclosure 103-3 Evaluation of the management approach	Sustainability Objectives	
<b>GRI 302: Energy</b>	Disclosure 302-1 Energy consumption within the organisation	Energy Data Tables	
	Disclosure 302-3 Energy intensity	Energy Data Tables	
<b>GRI 305: Emissions</b>	Disclosure 305-1 Direct (Scope 1) GHG emissions	Energy Data Tables	
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Energy Data Tables	
	Disclosure 305-4 GHG emissions intensity	Energy Data Tables	
<b>Waste and Tailings Management</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Waste and Tailings Management	
	Disclosure 103-3 Evaluation of the management approach	Mechanisms for monitoring effectiveness are described within the disclosure, Waste and Tailings Management.	
<b>GRI 306: Effluents and Waste</b>	Disclosure 306-3 Significant spills	Data Tables	
	MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Waste and Tailings Management Data Tables	Overburden and sludges are not reported.
<b>Mine Closure</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Mine Closure	
	Disclosure 103-3 Evaluation of the management approach	Mechanisms for monitoring effectiveness are described within the disclosure, Mine Closure.	
<b>Safety and Health</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Safety and Health	
	Disclosure 103-3 Evaluation of the management approach	Sustainability Objectives	
<b>GRI 403: Occupational Health and Safety</b>	Disclosure 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Safety and Health Data Tables	<ul style="list-style-type: none"> <li>Occupational diseases</li> <li>Lost day rate</li> <li>Absentee rate</li> </ul> Reported data is not collected by gender.
	Disclosure 403-3 Workers with high incidence or high risk of diseases related to their occupation	Data Tables	

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<b>Human Rights</b>			
<b>GRI 103: Management Approach</b>	Disclosure 103-1 Explanation of the material topic and its Boundary	Our Most Material Issues	
	Disclosure 103-2 The management approach and its components	Human Rights	
	Disclosure 103-3 Evaluation of the management approach	Sustainability Objectives	
<b>GRI 405: Diversity and Equal Opportunity</b>	Disclosure 405-1 Diversity of governance bodies and employees	Data Tables	
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	Diversity and Inclusion Data Tables	
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Data Tables	
<b>GRI 408: Child Labour</b>	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labour	Data Tables	
<b>GRI 409: Forced or Compulsory Labour</b>	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Data Tables	
<b>GRI 410: Security Practices</b>	Disclosure 410-1 Security personnel trained in human rights policies or procedures	Human Rights Data Tables	Percentage of security personnel excludes contractors and third-party organisations.
<b>GRI 411: Rights of Indigenous Peoples</b>	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	Indigenous Engagement	
	MM5 Operations taking place in or around Indigenous peoples territories	Indigenous Engagement	
<b>GRI 412: Human Rights Assessment</b>	Disclosure 412-2 Employee training on human rights policies or procedures	Human Rights	
<b>Medium Material Topics</b>			
<b>Water Management</b>			
<b>GRI 303: Water</b>	Disclosure 303-1 Water withdrawal by source	Water Management Data Tables	
	Disclosure 303-3 Water recycled and reused	Data Tables	
<b>Recruitment, Development and Retention</b>			
<b>GRI 401: Employment</b>	Disclosure 401-1 New employee hires and employee turnover	Data Tables	
<b>GRI 404: Training and Education</b>	Disclosure 404-1 Average hours of training per year per employee	Data Tables	Newcrest does not collect this data by gender.
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Data Tables	Newcrest does not collect this data by gender.