

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 is committed to respecting all internationally recognised human rights as set out in the International Bill of Human Rights (comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the ILO Declaration on Fundamental Principles and Rights at Work, in line with the United Nations Guiding Principles on Business and Human Rights.

## Commitments

Newcrest will:

- Respect the human rights of all stakeholders, including employees, local communities and others affected by its operations and activities, seek to use its leverage to encourage respect for human rights in its business relationships, and engage in dialogue with stakeholders to promote human rights;
- Recognise and respect the rights of local communities including in relation to land access and use, and engage and consult with them in relation to activities that may adversely impact them;
- Recognise and respect the cultural values, traditions and beliefs of Indigenous peoples and their special connections to land and waters, and work to obtain their free, prior and informed consent consistent with its Indigenous Relations Policy and the International Council on Mining and Metals Position Statement on Indigenous Peoples and Mining;
- Establish and implement security operations that are consistent with international standards and norms for dealing with security and human rights, as set out in its Security Policy;
- Recognise and respect the rights of all workers to freedom of association and collective bargaining and strive to ensure a direct, honest and open relationship with employees and contractors that is built on mutual trust;
- Provide a safe and healthy workplace that ensures respect for the dignity and worth of each individual, and not tolerate any form of discrimination or harassment;
- Not engage in or condone forced or compulsory labour, other forms of modern slavery or child labour, and work to ensure that these are not present in Newcrest's supply chain;
- Identify and address our environmental impacts, acknowledging the connections between these and human rights, including in relation to water and climate change and the need for a just transition to a low-carbon economy;

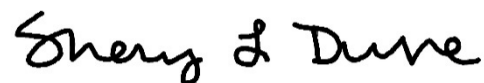
- Recognise and respect the important role and respect the human rights of human rights defenders, and condemn the use or threat of violence or intimidation against them;
- Undertake ongoing human rights due diligence to identify, prevent, mitigate and account for any adverse human rights impacts it may be involved in, paying particular attention to potential impacts on vulnerable or marginalised people;
- Maintain effective grievance mechanisms for stakeholders to raise complaints or concerns and, where it identifies that it has caused or contributed to an adverse human rights impact, provide for or cooperate in its remediation through legitimate processes;
- Comply with the laws of the countries in which it operates, and where conflicts exist between this policy and applicable local laws, comply with local laws while seeking to meet the commitments in this policy as far as possible;
- Track the effectiveness of its human rights approach and promote continuous improvement;
- Communicate this policy and its expectations to relevant stakeholders (including directors, employees, contractors, suppliers, operated and non-operated sites and joint venture partners); and
- Integrate human rights into risk management and other relevant processes, and provide human rights training to all employees and contractors in relevant roles;
- Report transparently on the implementation of this Human Rights Policy.

## Application

This policy applies to Newcrest's directors, employees and contractors and its operated projects and sites. Newcrest expects its suppliers to respect human rights and to meet its Supplier Performance Commitments which outline its expectations of them. Newcrest seeks to work with other third parties including joint venture partners who respect human rights.

Newcrest is a member of or committed to a number of voluntary initiatives and standards that incorporate human rights, including the *International Council on Mining and Metals*, *Voluntary Principles on Security and Human Rights* and *World Gold Council's Conflict-Free Gold Standard*.

Newcrest draws on a number of other standards and instruments in developing and implementing its approach including the *UN Declaration on the Rights of Indigenous Peoples* and *Convention on the Elimination of All Forms of Discrimination Against Women*.



**Interim Chief Executive Officer**  
Newcrest Mining Limited

September 2023