

Newcrest is committed to respecting Indigenous Peoples and preserving their cultures and customs in the communities in which we operate. Because we value - Caring about people, we are committed to building relationships with Indigenous Peoples to ensure successful, mutually beneficial outcomes are achieved. We do this in order to create long-term benefits for both Indigenous communities and our company, which is fundamental to achieving our vision to be the Miner of Choice™.



**Caring  
about people**

The purpose of this Policy is to provide a clear statement of Newcrest's commitment to Indigenous Peoples and their communities.

Newcrest defines 'Indigenous Peoples' as outlined in the United Nations Declaration on the Rights of Indigenous Peoples and acknowledges them, both past and present, as the Traditional Owners and custodians of the lands on which we work. We recognise that Indigenous Peoples are not generic but are made up of many different groups and unique peoples with their own languages and customs that vary across the globe. It is for this reason that throughout the engagement process each individual region is catered for differently and specific to the needs, cultural practices and traditions of the Indigenous Peoples in that area.

## Commitments

Newcrest will:

- Work to build constructive relationships between Indigenous Peoples within the communities in which we work, which are based on respect, meaningful engagement and mutual benefit.
- Respect and take regard for specific and historical cultural needs, places and customs, especially those unique characteristics in relation to rights and connection to land.
- Communicate and build awareness across Newcrest, relating to the invaluable contribution that Indigenous Peoples make to our business and the communities in which we operate.

## Objectives and Application

These commitments require Newcrest to adopt safe and inclusive approaches to both thinking and application of behaviours.

All Newcrest's stakeholders (including its directors, employees, contractors, its non-managed sites, joint ventures and suppliers) are required to comply with this Policy.

This Policy is aligned to the following Newcrest Policies and their wider commitments and approaches;

- Diversity and Inclusion
- Communities
- Human Rights

Managing Director and Chief Executive Officer

Newcrest Mining Limited

March 2018