

At Newcrest we are committed to building a diverse and inclusive environment where everyone feels safe, valued and supported to bring their whole unique self to work. Diversity and inclusion are essential parts of Newcrest's vision, values and company culture.



**Caring
about people**

We recognise that our different backgrounds and perspectives help us find better ways to: solve problems; attract and retain the best people; explore, develop and produce more gold safely and profitably; and help make Newcrest a better place to work.

Building a diverse and inclusive workplace

The following key principles underpin our approach to diversity and inclusion:

- Our culture embraces diversity in which differences are encouraged, and where everyone across Newcrest demonstrates and promotes inclusive practices;
- We are committed to have our people reflect the communities we operate within;
- Diversity is welcomed in recruitment, selection and promotion activities at all levels, as well as identifying and removing specific barriers to employment;
- Leadership and talent development programs are structured and implemented to improve diversity by upskilling, building awareness on the benefits of embracing an inclusive culture and developing our people to best prepare them for career success;
- We look to encourage flexible work to support a range of professional and personal circumstances aligned with business requirements;
- We recognise our people at all levels have domestic responsibilities, including parental and carer obligations and are committed to providing opportunities for our people, including those on extended parental leave, to maintain their connections with the business; and

- Discrimination, harassment, vilification and victimisation are not tolerated.

Measurable objectives

Newcrest has measurable objectives for achieving diversity and inclusion outcomes. The Human Resources and Remuneration Committee and the Board set the measurable objectives, annually review both the objectives and Newcrest's progress in achieving them. The Executive Committee is accountable for the implementation of the Diversity and Inclusion Strategy and measuring Newcrest's progress against both qualitative and quantitative commitments.

This policy is aligned to the Communities; Indigenous Relations; Human Rights; Code of Conduct; Safety & Health; and Family & Domestic Violence Policies and their wider commitments and approaches.

This policy is reviewed periodically to ensure that it is operating effectively.

Managing Director and Chief Executive Officer
Newcrest Mining Limited
August 2019