

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 Human Rights in its operations, 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 cultural values, traditions and beliefs of the communities where it operates, including Indigenous Peoples;
- 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;
- Strive to ensure a direct, honest and open relationship with employees and contractors that is built on mutual trust, and respect for the dignity and worth of each individual;
- 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;
- Work to assess, and take appropriate action regarding, the Human Rights risks in its operations and supply chain through ongoing human rights due diligence processes;
- 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 in relation to Human Rights to relevant stakeholders (including directors, employees, contractors, suppliers, non-managed sites and joint venture partners); and
- Ensure Human Rights training has been provided to employees and contractors in relevant roles.

Application

This policy applies to Newcrest's directors, employees and contractors. We expect our suppliers to respect Human Rights and to agree to our Supplier Performance Commitments which outline our expectations of them. We seek 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*.

Managing Director and Chief Executive Officer

Newcrest Mining Limited

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