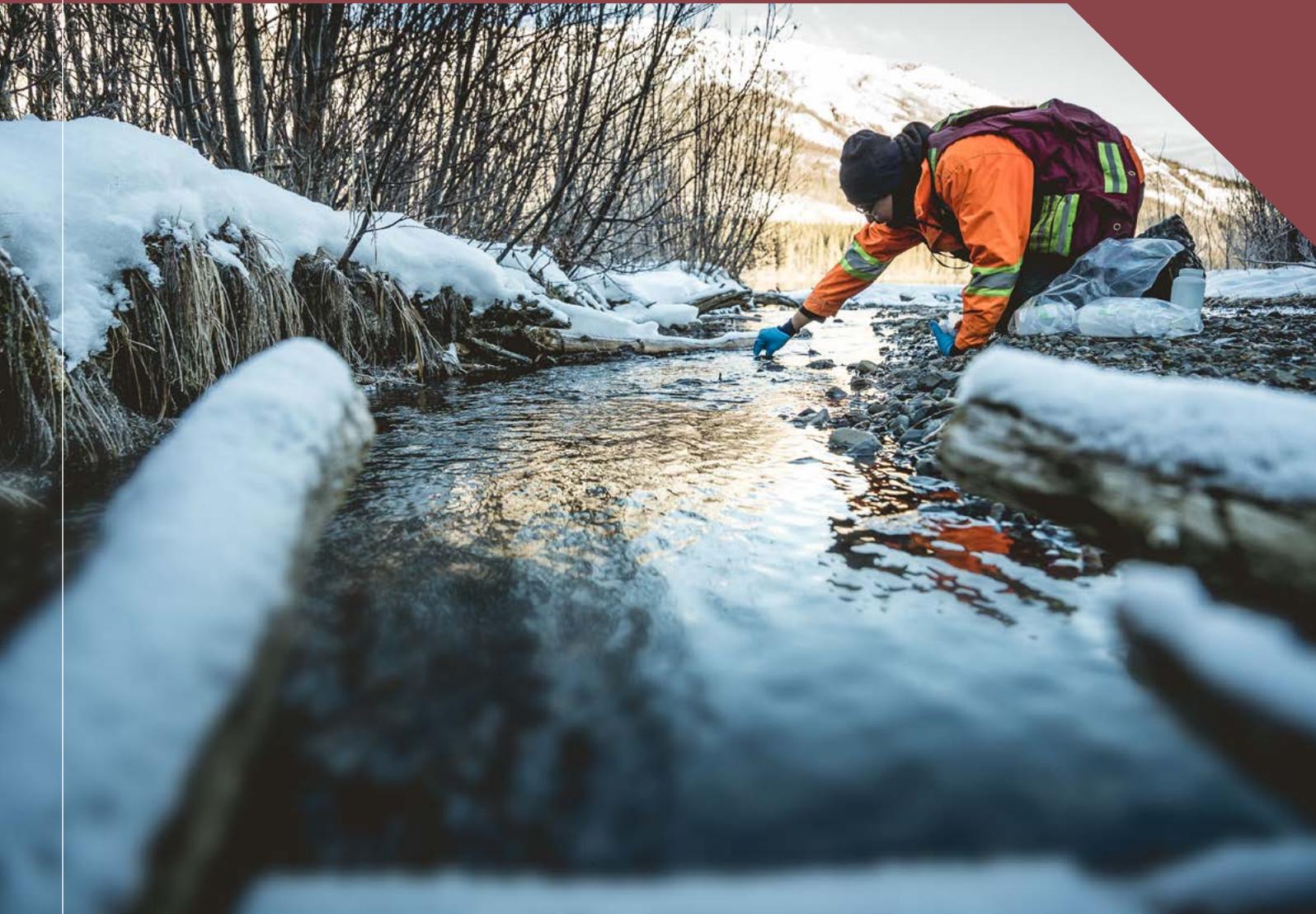




We promote sustainability

55 → Environment, Social and Governance

58 → Climate Change



Environment, Social and Governance

Sustainability is a vital component of our company vision to be the Miner of Choice.

It's also key to our purpose of creating a brighter future for people through safe and responsible mining.

It's our aim to be:

- a safe and sustainable business where everyone goes home safe and healthy every day; and
- trusted by communities because of our environmental and social record.

Sustainable mining means:

- engaging with and respecting local communities;
- checking for and managing safety, social and environmental impacts; and
- making ethical and transparent strategic business decisions that take into consideration present needs as well as future requirements of neighbouring communities, stakeholders and the company.

Our integrated approach to sustainability can be seen across Newcrest. It starts with the charter of our Board's Safety and Sustainability Committee and our Sustainability Policy. Our Board's Safety and Sustainability Committee oversees the sustainability programs that are driven by our Executive Committee.

We've also made public commitments to sustainability that align with these industry memberships:

- International Council on Mining and Metals;
- World Gold Council; and
- Minerals Council of Australia.

We have a range of sustainability-related policies. They are about climate change, energy, biodiversity, water stewardship, human rights, Indigenous relations and community relations.

We also set annual business objectives for sustainability to drive a culture of continual improvement in sustainability across our business.

We focus on four key areas:

- everybody going home safe and healthy every day;
- caring for the environment;
- developing and maintaining strong relationships with our communities and governments; and
- acting ethically and transparently.

From an investor perspective, sustainability can be described as environment, social and governance (ESG). Newcrest can be compared with other companies through ESG indexes such as the Dow Jones Sustainability Index (DJSI).

We take a broad view of sustainability and each year we conduct a materiality assessment from the perspectives of our internal and external stakeholders. This assessment concentrates our efforts on important current and emerging risks and opportunities and guides our public disclosures.

Examples of material topics we focus on to achieve our vision includes:

- Improving safety and health.
- Working with our communities.
- Responding to climate change.
- Tailings management.
- Water management.
- Growth and financial sustainability.
- Respecting and protecting human rights.
- Transparent and ethical business.

Our expectations of our people

Whether you're an employee or a contractor:

- understand and follow our sustainability policies; and
- apply the principles of sustainability to your day-to-day activities.

Reduce and mitigate potential impacts to the environment or local communities through:

- carrying out regular risk assessments;
- applying management plans that meet regulatory requirements as a minimum and exceed them where relevant;
- putting in place safeguards to preserve and enhance our reputation as a sustainable company; and
- conducting reviews on the effectiveness of controls.

We also encourage you to identify and implement improvements that will increase sustainability where you work. We talk about and inspire others to continue to improve our sustainability.

We train our people in the principles of sustainability and we encourage sustainable thinking by engaging with our people about sustainability regularly.

Learn more

- [Corporate Governance Statement](#)
- [Sustainability Policy](#)
- [Climate Change Policy](#)
- [Environmental Policy](#)
- [Annual Sustainability Reports and Annual Reports](#)

Who to contact for help

- Your line manager
- Group Manager Sustainability and Social Performance
- Head of Environment
- General Manager Environment, Sustainability and Social Performance

In practice

Scenario	Response
<p>I injured myself at work but I don't want to report it because it'll hurt my team's good safety record.</p> <p>Is this ok?</p>	<p>No. Always report injuries and incidents so we can make sure you get the right medical treatment.</p> <p>We'll also need to understand the cause of your injury so that we can take action to prevent the injury from happening again.</p> <p>We want everyone to go home safe and healthy every day.</p> <p>Improving the safety of our workplace is key to the sustainability of our business.</p>
<p>At my site I feel our consultation with the local community is slowing us down. I think there could be restrictions put on our project.</p> <p>Why does Newcrest place such a high priority on having strong relationships with the community?</p> <p>Shouldn't our main goals be productivity and profit?</p>	<p>We build long-term relationships based on mutual respect and understanding. This is so we earn the trust and confidence of the communities where we operate.</p> <p>A trusted community relationship is the foundation that allows us to operate. It's key to the sustainability of our business.</p> <p>Disrespecting the community could lead to our customers, suppliers and the governments that regulate us losing trust in us – impacting our licence to operate.</p>



We do

Balance economic, social and environmental issues in our business.

Take sustainability seriously. We follow all company policies.

Look for ways to increase our care for the environment as part of our work. We discuss our ideas with our line manager.

Commit to achieving long-term sustainability goals.

Immediately stop work that could contribute to a significant environmental or community incident, such as a spill, and speak up.



We don't

Disregard any element of sustainability – environmental, social or governance.

Participate in 'green washing'. This is lying to get investors or the community to think that a company is being responsible in its care for the environment – when it's not.

Turn a blind eye if we become aware of a community complaint or concern. Any feedback that we get from the local community needs to be passed onto our line manager.

Focus on short-term outcomes at the expense of long-term sustainability goals.

Climate Change

We are committed to the sustainable discovery, development and production of gold and copper.

As a responsible miner we must identify, assess and report our responses to challenges resulting from climate change.

We recognise that climate change is one of the most significant challenges facing the world today. We acknowledge the climate change science and support the Paris Agreement goals.

Newcrest has committed to a 30% reduction in greenhouse gas emissions intensity by 2030 as well as a goal of Net Zero Carbon emissions by 2050. We are committed to assessing our options to increase use of renewable energy and low emissions energy technologies.

We include Shadow Carbon Prices in our sensitivity analysis, in the absence of jurisdictional carbon prices. A shadow carbon price provides a hypothetical cost of carbon to each tonne of emitted CO₂-e. It is used as a method to reveal hidden risks and opportunities throughout our operations and supply chain. It will also support strategic decision making as we consider future capital investments.

We support the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations. Newcrest has taken a phased approach to reporting against the TCFD framework to make our climate-related risks and opportunities more visible and transparent. Supporting the TCFD means increased disclosures through our annual reporting, particularly through our Sustainability Report and our Annual Report.

Our expectations of our people

To understand Newcrest's Climate Change Policy and support its commitments, including:

- Identifying and managing climate change risks and opportunities.
- Partnering with technology developers as we transition to a low carbon future.
- Partnering with experts and research partnerships to identify potential physical threats from climate change as well as adaptation and mitigation measures.

Learn more

- [Climate Change Policy](#)
- [Sustainability Policy](#)
- [Annual Sustainability Reports](#)
- [Net Zero Carbon Emissions Program](#)
- [Site Greenhouse Gas Management Plans](#)
- [Site Greenhouse Gas Management Plans example](#)

Who to contact for help

Your line manager

Group Manager Sustainability and Social Performance

Manager Sustainability

In practice

Scenario	Response
<p>I'm interviewing applicants for a job in my team.</p> <p>Our preferred candidate asked me "what's Newcrest's position on climate change?"</p> <p>What do I tell her?</p>	<p>This is a great opportunity to talk about our purpose of creating a brighter future for people. This means we prioritise sustainable practices.</p> <p>We recognise that climate change is one of the most significant challenges facing the world today. We acknowledge the climate change science and support the Paris Agreement goals.</p> <p>We have committed to a 30% reduction in greenhouse gas emissions intensity by 2030 as well as a goal of Net Zero Carbon emissions by 2050.</p>
<p>One of Newcrest's customers has sent our team a questionnaire as part of their supply chain review. One question is:</p> <p>"Does Newcrest invest in renewable energy and other technologies?"</p> <p>How do I answer?</p>	<p>Our customers are important external stakeholders and their questions and priorities are important to us.</p> <p>To answer the question, Newcrest is committed to assessing options to increase our use of renewable energy and low emissions energy technologies. We're also committed to working with our suppliers and customers to reduce our Scope 3 emissions.</p>



We do

Use resources efficiently.

Identify opportunities to reduce our energy use and greenhouse gas emissions wherever possible.

Assess new mergers and acquisitions from a climate change impact perspective.

Look for renewable energy opportunities.

Work with our stakeholders to help address the causes and impacts of climate change.



We don't

Waste resources.

Deny climate science.

Ignore opportunities to recycle as much as possible.

Ignore procedures that protect the environment.

Minimise or downplay the importance of Newcrest's climate initiatives.

Operate in isolation from our stakeholders, including customers and suppliers.
