



We care about our people

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Human Rights and Modern Slavery

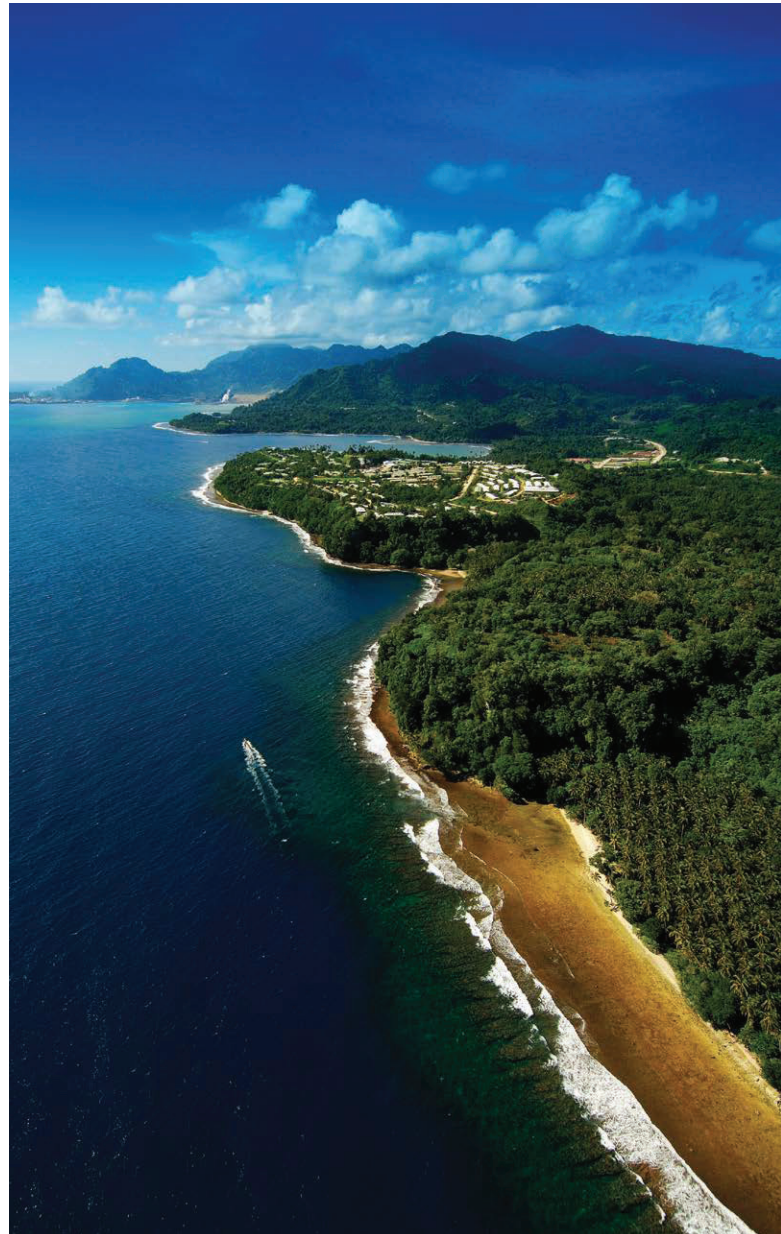
Central to our vision is our commitment to live by our values. The first of our values is caring about people.

This means that we prioritise safety and health – we look after the wellbeing of our people and the communities we work with.

Newcrest is committed to respecting the human rights of all our employees, stakeholders and the laws of the countries we work in. We care about how our operations could impact local communities and respect the rights of neighbouring communities. Respecting human rights means 'doing no harm'.

Our commitment to human rights is key to protecting Newcrest's reputation as an ethical business. These are the important issues that we focus on:

- In the workplace, we respect our employees' human rights.
- Our suppliers must respect human rights and meet the expectations we've set out in our Human Rights Policy, including preventing modern slavery. We expect our suppliers to prevent child and forced or compulsory labour and other forms of modern slavery, avoid discrimination and observe workers' rights by respecting freedom of expression.
- The communities we work in have the right to an adequate standard of living. This includes the right to water and housing. We're sensitive to how our operations could impact local communities and we remedy unavoidable adverse impacts related to our operations.
- As we protect our people, operations and product, we make sure we manage security in a responsible way. We respect the rights of neighbouring communities. We manage security risks in line with international standards on the proportionate use of force. International standards also govern our use of private security providers or government security forces.



Our expectations of our people

Everyone at Newcrest must respect human rights.

This means you:

- Must complete the online Human Rights awareness training.
- Encourage respect for human rights in your business relationships and support human rights in your relationships with our stakeholders.
- Recognise and respect the cultural values, traditions and beliefs of the communities in proximity of our operations. This includes Indigenous Peoples.
- Foster direct, honest and open relationships with other people at work, built on mutual trust and respect for every person's dignity and worth.
- Check for and manage the human rights risks in our operations and supply chain if it's your role to manage these relationships. Conduct human rights checks, known as due diligence, regularly.
- Make sure that security is managed responsibly and that human rights are respected if it's your role to secure Newcrest's operations.

Human rights risks can appear in any country and in any context, so look out for new or developing risks. Remain alert to and report any behaviour that doesn't feel right. Tell your line manager, Social Performance Team or your Ethics & Compliance Champion.

If a supplier, contractor or a community member wants to raise a concern or make a complaint they're encouraged to report via our Speak Out hotline. Newcrest's Speak Out Policy contains more information.

Learn more

- ➔ [Human Rights Policy](#)
- ➔ [Communities Policy](#)
- ➔ [Indigenous Relations Policy](#)
- ➔ [Environment Policy](#)
- ➔ [Procurement Policy](#)
- ➔ [Security Policy](#)

Who to contact for help

- Your line manager
- Ethics & Compliance Champion
- Group Manager Sustainability and Social Performance
- Legal Corporate Counsel
- Chief Legal, Risk and Compliance Officer

In practice

Scenario	Response
<p>I overheard a conversation at our workplace between a cleaner and her supervisor that worried me.</p> <p>The cleaner was complaining that she hasn't been paid for her work and that her supervisor is holding her identity documents so that she can't leave. The supervisor told her to shut up and keep working.</p> <p>What should I do?</p>	<p>Our Procurement Policy requires that our suppliers respect human rights and have procedures in place so they can do what's expected by our Human Rights Policy.</p> <p>It sounds like what you saw and heard is not what we expect from our suppliers.</p> <p>Raise the issue with your line manager, your Ethics & Compliance Champion or via one of our Speak Out channels.</p>
<p>At my site we're encouraged to offer jobs to the local community. Some of the people applying for jobs don't have official birth certificates.</p> <p>Is it ok to rely on the ages that people tell us as part of their application?</p>	<p>We take the risk of using child labour very seriously.</p> <p>For this reason you'll need to screen all job applicants in line with Newcrest's recruitment processes. For at-risk workers seek other reliable records.</p>



We do

Respect human rights and build a good understanding of our operating context in the countries where we work.

Make respect for human rights part of the way we work. We live out our value of caring for people and consider the impact our work has on others. We follow Newcrest's Human Rights Policy.

Listen to the opinions of others, support diversity and equal opportunity at work and contribute to a safe and healthy working environment.

Apply a human rights lens to our decision making and work. This includes new business processes, acquisitions, joint ventures and work with suppliers.

Take the online Human Rights Training course available via MyLearning. The Human Rights Training course covers all types of exploitation including those identified in Australia's Federal Modern Slavery Act.



We don't

Step back from our responsibility to look after people as caring for our people is one of our core values.

Ignore human rights as that would be contrary to our values and could lead to negative, legal, financial and operational outcomes and harm our reputation.

Think that the Human Rights Policy isn't relevant because we work outside Australia. The policy applies to every Newcrest employee and contractor no matter where we are located.

Avoid or take short cuts or risks in relation to supplier checks and due diligence.

Skip the requirement that we complete online Human Rights Training.

Health and Safety

The health and safety of our people and communities are our highest priorities. We want everyone to go home safe and healthy every day.

In our workplace we believe all injuries are preventable. We're committed to zero fatalities and zero life-changing injuries.

Our vision is to have a lasting positive impact on the health and safety of our people. We achieve this vision by identifying risks to health and wellness and put in place controls and safeguards. We set up health strategies to improve the health and prevent harm to our employees, contractors, customers and neighbouring communities.

We improve safety in three ways:

- We continuously strengthen our safety culture.
- Provide controls for every high-risk task.
- Use the right systems and tools.

To prevent fatalities and life changing injuries we identify high-risk tasks, develop safety controls and verify the controls. We also target wider system risks, such as the way our operating plants are designed, together with precautions for chemical and energy hazards.

Our expectations of our people

Everyone has a role to play in reducing the risk of injuries and harm to our health. You're expected to do your part to support a safe and healthy workplace. Each of us looks out for each other's health, safety and wellbeing. This means we all take responsibility for upholding a workplace that's free from unacceptable risk.

Only do tasks where you:

- have the skills, knowledge, experience (training and authorisation) and attitude to complete the task safely;
- understand the timing and quality requirements of the task;
- understand the task's hazards and the possible outcomes of the hazards;
- understand and agree to follow the hazard controls that are required; and
- are fit for work.

Speak up when you see unsafe or unhealthy situations. Report these to your line manager. Take steps to deal with these situations when it's safe to do so.

We each have a responsibility to make sure we're fit to do our job safely. This includes not being impacted by tiredness, alcohol or drugs. If you're not fit to work, you must tell your line manager.

You're empowered to make decisions that will keep you and other people you work with safe. This includes slowing down or stopping a task because it doesn't feel safe. No task is so important that it can't be done safely.

Learn more

- ➔ [Safety and Health Policy](#)
- ➔ [Safety Group Standard](#)
- ➔ [Health and Hygiene Standard](#)
- ➔ [Health, Safety and Security Portal](#)

Who to contact for help

Your line manager

Health, Safety and Security Team

Environment, Sustainability, Social Performance and Cultural Heritage (ESSPCH)

Employee Assistance Program

In practice

Scenario	Response
<p>I've recently been diagnosed with an illness and need to take medication every day.</p> <p>Do I need to tell my line manager about my medication?</p>	<p>You must ask your doctor how your illness and medication could impact your ability to safely do your job.</p> <p>If your fitness to work could be impacted or you could be harmed, you must tell your line manager. Your line manager will work with you to make sure you get the support you need.</p>
<p>I'm feeling pressured by my team to 'do what it takes' to get the work done. Sometimes this means we take shortcuts and don't put in place all the required safeguards.</p> <p>What should I do?</p>	<p>Everyone at Newcrest must follow health and safety controls for each and every task. No task should start or keep going without these controls in place.</p> <p>Tell your line manager about your concerns. Know that you'll be supported if you stop the task. If you don't feel comfortable talking to your line manager, talk to your Health and Safety Advisor or report via one of Newcrest's Speak Out channels.</p>



We do

Follow the health and safety controls that apply to us at work, including mandatory personal protective equipment (PPE). We also help others to follow our controls.

Stop work when conditions or people's behaviour create danger and report the circumstances immediately.

Report any unsafe conditions, unsafe actions, injuries, illnesses, incidents and near misses to our line manager.

Speak to our line manager if we're worried that a team member could be unfit for work or unable to work safely.



We don't

Assume that a health and safety problem has been solved by other people.

We ask, clarify and report.

Take shortcuts, rush or do tasks that we're not skilled to do.

Ignore or downplay the health and safety concerns raised by others.

Withhold declaring when we're impacted by tiredness or anything else that harms our fitness for work.

Security

Our people are our greatest asset and nothing is more important than their safety and security.

We put people at the centre of our decisions and strive to create a safe and secure workplace. Our approach to security takes into account all stakeholders such as local communities and governments. Our approach also shows our commitment to respecting human rights.

Our security programs focus on:

- protecting and respecting people;
- making sure that our security activities respect and protect human rights;
- protecting our product; and
- protecting our assets.

We review the effectiveness of our security programs regularly so we can continue to improve.

Our expectations of our people

- We all have a role to play in being aware of security risks and threats at work.
- If you see or hear something that doesn't seem right, we want you to speak up. Tell your line manager or raise the issue via one of Newcrest's Speak Out channels.

Learn more

- [Security Policy](#)
- [Human Rights Policy](#)
- [Security Operations Standard](#)
- [Security and Human Rights Standard](#)
- [Gold Security Standard](#)
- [Security Code of Conduct Procedure](#)
- [Health, Safety and Security Portal](#)
- [Environment, Sustainability, Social Performance and Cultural Heritage \(ESSPCH\) Portal](#)

Who to contact for help

- Your line manager
- General Manager Health, Safety and Security
- Group Manager Security
- Ethics & Compliance Champion

In practice

Scenario	Response
<p>I've recently noticed things missing from the storeroom on-site which seems suspicious to me. The items aren't costly and can be easily replaced.</p> <p>What should I do?</p>	<p>You should talk to your line manager about your concerns.</p> <p>Even though the items aren't costly, if the items are being stolen, over time they can add up to major costs for your site and Newcrest.</p> <p>We're committed to providing our people with a secure workplace. We want everyone to feel safe and secure at work. So it's important to speak up about suspicious activity.</p>
<p>How do I report a concern that I have about security without putting myself at risk?</p>	<p>If you're concerned about reporting an issue to someone you work with, you can raise it via one of our Speak Out channels. Or reach out directly to the Group Manager Security.</p>



We do

Treat everyone with care and respect. We safeguard people's dignity and privacy.

Respect and follow local laws.

Speak up or make a report if we see or hear something that doesn't seem right.

Play our part to prevent access to our workplace by people who shouldn't be there.

Take care with our keys and access cards.



We don't

Start, or continue to spread, inappropriate conversation about a person's private information that we are privy to due to our job.

As a foreigner in a country, defend our actions when deemed inappropriate or contrary to local laws by arguing that our actions are acceptable in our country of origin.

Ignore suspicious activities.

Hold security doors open for people who we don't know.

Lend our security passes to our team members.

Privacy and personal information

We respect your privacy. We always follow relevant laws when we collect, store, use and disclose personal information.

We're committed to making sure that when we collect, store, use or dispose of information about you, we do it properly and respectfully.

We only collect personal information from you if we need this information to carry out our business operations and to comply with applicable laws. Sometimes we may also collect sensitive information because it's required by workplace or equal opportunity laws and to improve our workplace diversity. For example, we may ask you for your vaccination status. At times we also need to do criminal record and medical checks as part of our work. If we need to collect sensitive information from you, we will get your consent first.

Contact our Privacy Officer to get access to, or correct, the personal information that we hold about you. We may need to verify your identity before giving you access to your personal information.

Our expectations of our people

We expect everyone at Newcrest to follow our Privacy Policy and Standard. This means that you:

- Only collect, store, use and disclose personal information where it's necessary to carry out our business and is allowed by law.
- Always treat the privacy and personal information of other people with care and respect.
- Let the Privacy Officer know if your or someone else's personal information has been compromised as soon as possible.

Learn more

- ➔ [Privacy Policy](#)
- ➔ [Privacy Standard](#)
- ➔ [Ethics & Compliance Portal](#)
- ➔ [Employee Records Standard](#)

Who to contact for help

Your line manager
Ethics & Compliance Champions
Group Manager Ethics & Compliance
Privacy Officer privacy.officer@newcrest.com.au
People Business Partner

In practice

Scenario	Response
<p>I've received a phone call from someone outside Newcrest asking for my team member's contact details.</p> <p>What should I do?</p>	<p>You mustn't disclose someone else's personal information without proper approval or consent.</p> <p>Ask your team member for their consent to disclose their information and seek advice from your Ethics & Compliance Champion if in doubt.</p>
<p>I and other members of my team have received an email containing sensitive employee information.</p> <p>What should I do?</p>	<p>It's possible that there's been a data security breach. Report the email to the Privacy Officer for investigation immediately.</p>



We do

Tell the Privacy Officer immediately if we suspect or know about a data breach related to our workplace.

Collect personal information directly from individuals.

Tell people why we're collecting personal information and how we plan to use the information.

Protect personal information from wrongful use, loss, unauthorised access, modification or disclosure.

Follow Newcrest's Privacy Policy, Standard and any relevant legal requirements.



We don't

Access personal information without proper approval.

Use personal information in a different way to the purpose it was collected for.

Keep personal information for longer than is required to carry out our business operations.

Share personal information to anyone inside or outside Newcrest without proper approval or consent.

Stop anyone from updating their personal information or making complaints about privacy concerns.