

Code of Conduct



Code of Conduct

Code of Conduct bilong Newcrest i putim ples klia ol gutpela pasin bilong mipela long wokples. Em i aplai long ol wokmanmeri, ol opisa, ol dairekta, ol kontrakta, ol konsalten na tet pati husat i wok wantaim mipela.

Code of Conduct bilong mipela em i plen bilong rot mipela i save bihainim na wok. Em i putim wokmak bilong olgeta wokmanmeri bilong mipela na em i pos bilong mipela olgeta. Em i save halivim mipela tu long wokim strongpela desisen taim mipela pesim hevi long taim bilong wokim desisen.

Ol gutpela pasin bilong mipela em i stap insait long displa Code na em i bihainim: pasin bilong lukautim ol manmeri, gutpela na stretpela pasin, wok bung wantaim, pasin bilong stretim hevi, na gutpela wok. Bungim dispela olgeta, ol dispela

as bilong lo i soim rot long ol pasin bilong yumi, na halivim yumi long luksave long ol driman bilong yumi long kamap Miner of Choice. Ol dispela i sapotim tu as tingting bilong yumi – long kamapim gutpela sindaun bilong ol manmeri bihain taim bihainim rot bilong sef mining.

Plis ritim dispela Code of Conduct long save gut long wok bilong yu long halivim mipela long kamapim sef wokples we rispek i stap.



Wanem em Code of Conduct bilong yumi

Dispela Code em i tok klia long mak yumi sanap long em, wanem rot yumi bihainim long wokim bisnis wantaim ol lain na wanem samting ol i laikim long yumi. Em i soim rot long yumi taim yumi wok long traim long kamap gutpela kampani, gutpela binsnis na gutpela komuniti patisipen.

Dispela Code i karamapim:



Mipela save
lukautim ol wok
manmeri bilong
mipela



Mipela save wok
bung wantaim



Mipela save wok
wantaim gutpela
na stretpela pasin



Mipela save
lukautim ol risos
bilong mipela



Mipela save
promotim gutpela
na stretpela pasin
long rot bilong
yusim na lukautim
envaironenmen mipela
i wok insait long em

Bikos yumi save gohet long wok strong long mekim moa gut mak
bilong wok bilong yumi, dispela Code tu igat ol rot bilong givim
tok i kambek.



Mipela save lukautim ol wok manmeri bilong mipela



Raits Bilong ol Wokmanmeri na Niupela Pasin Slev

Nambawan pasin bilong mipela em bilong lukautim ol wokmanmeri bilong mipela bihainim pasin bilong rispekem ol raits bilong ol na ol lain mipela i wokim bisnis wantaim. Long simpol tem, dispela i min olsem 'noken mekim trabel'.

Mipela i lukluk tu long ol saplaia bilong mipela long ol i mas rispekem raits bilong ol wokmanmeri bilong ol na ol i mas bungim dispela ol mak i stap long Human Rights Policy bilong mipela. Ol saplaia i mas abrusim pasin bilong givim wok long ol pikinini na kalabusim ol wokmanmeri long wok na ol niupela pasin slev. Ol i mas putim banis long ol kain pasin bilong bagarapim ol wokmanmeri bihainim skin kala na glasim raits bilong wokmanmeri long gat rispek long freedom of expression.

Helt na Sefti

Helt na sefti bilong ol wokmanmeri bilong mipela i save go pas. Mipela i save lukautim sefti bilong tingting wankain olsem sefti bilong bodi. Mipela bilip olsem i gat rot long banisim ol bagarap long kamap. Long dispela as, mipela i mekим promis long banisim ol karangi pasin we i ken kamapim dai na bikpela bagarap long ol wokmanmeri.

Mipela i save mekim ol dispela bihainim ol rot hia:

1. Strongim sefti kalsa bilong yumi.
2. Bosim ol wok bilong kamapim bikpela hevi.
3. Yusim ol gutpela sistem na tul.

Sikiriti

Ol wokmanmeri bilong mipela i stap nambawan tru na nogat wanpela samting bai daunim sefti na sikiriti bilong ol. Lukluk bilong mipela long sikiriti i bungim ol lain mipela i wokim bisnis wantaim kain olsem ol lokol komuniti na gavman. Lukluk bilong mipela i soim tu promis bilong mipela long rispekem ol raits bilong ol wokmanmeri.

Pesenel na Hait Infomesen

Mipela gat rispek long ol hait infomesen bilong yu. Mipela oltaim save bihainim ol lo taim mipela kisim, bungim, yusim na tokaut long ol pesenel infomesen.



Mipela save wok bung wantaim



Pasin bilong Wokples

Olgeta lain igat rait long pilim sef taim ol i kam long wok. Olsem na mipela i lukautim wokples bai ol pasin bilong mipela i ken soim sapot na gutpla pasin bilong karim wok. Pasin bilong buli, givim trabel o bagarapim wanpela bihainim skin kala i ken kamapim bikpela hevi long skin o tingting i stap long bel bilong wanpela. Ino gat ples bilong ol kain pasin long Newcrest.

Wokbung wantaim Wokmanmeri bilong kainkain Ples

Mipela save oltaim lukluk long pulim, olim pas na kamapim ol kainkain tim na mipela save wok hat bai olgeta i ken pilim welkam na sef long Newcrest. Mipela givim skul na halivim long ol wokmanmeri bilong mipela long luksave long ol pasin bilong givim trabel, yusim strong long poretim wanpela long puspus, buli na bagarapim wanpela bihainim skin kala. Mipela i putim mak, sampela ol as tingting na ol tingting bilong bihain taim long halivim ol wokmanmeri bilong kainkain ples long wokbung wantaim.

Oi Komuniti na Indijines Manmeri

Mipela i wok strong long Free, Prior and Informed Consent (FPIC) lo, bihainim pasin bilong skelim tok na bungim ol komuniti husat i ken painim hevi long operesen bilong mipela.

Mipela i wok long sevim na laukautim tumbuna graun na pasin. Mipela i luksave long ol Asples, husat i bin stap long taim bipo na nau, olsem ol i Papa tru bilong graun mipela i wok long em.

Wok wantaim ol saplaia na tet pati

Olsem tasol ol tet pati i ken makim Newcrest insait long wok, ol i ken bagarapim nem bilong yumi. Long dispela as, mipela i makim ol saplaia husait i gat wankain pasin bilong wok olsem mipela. Mipela i mekim promis long stap nambawan insait long rot mipela wokim bisnis wantaim ol saplaia na tet pati.

Mipela i mekim promis tu long wok wantaim gavman na ol gavaman adjensi na wokmanmeri bihainim gutpela na stretpela pasin.



Mipela save wok wantaim gutpela na stretpela pasin



Conflicts of interest

Olsem wokmanmeri bilong Newcrest, nambawan samting tru em biahinim laik bilong Newcrest oltaim. Yumi mas painimaut, mekim klia na lukautim olgeta rot bilong conflicts of interest long banisim nem bilong olgeta wokmanmeri. Dispela em olsem harim tok sapos igat rot bilong wansait o conflict of interest namel long laik bilong yumi na wok bilong yumi long biahinim laik bilong Newcrest.

Gris long money na Giaman

Mipela i tambuim olgeta kain pasin bilong gris long money, giaman na ol narapla wokabaut we ino stret. Gris bilong money i karamapim pasin bilong givim, ofaim, kisim, tok promis o askim long samting biahin long mekim wok. Dispela kain pasin nogut i save krungutim lo na pundaunim bilip. Yumi ken painim hevi long ol samting ol tet pati husat save wok wantaim yumi mekim taim ol i makim yumi insait long wok. Sapos yu lukautim ol kain pasin wantaim ol tet pati o adjen, tingim long sekim ol kain samting long halivim yu long save long husat yu wok wantaim na rot ol dispela lain i biahinim long wokim bisnis.

Gif, Hospitaliti na Sponsored Trevel

Pasin bilong givim presen, poromanim ol lain na bungim han long baim walkabaut bilong wanpela i ken kamapim birua. Mipela i save lukluk gud long olgeta presen na kisim o givim biahinim Business Integrity Standard bilong mipela.

Insider Trading

Sapos yu gat ol hait bisnis infomesen bilong Newcrest, yu mas noken baim skel long Newcrest, pulim tingting bilong wanpela long baim skel long company, o givim ol infomesen igo long ol manmeri husait i baim skel long Newcrest.

Donesen, Sponsasip na Politikal Kontribiusen

As bilong ol donations na sponsorships em bilong kamapim ol gutpela pasin. Wantaim sponsorships, mipela save skelim rot we i ken halivim ol lain long kisim sapot na Newcrest wantaim. Newcrest i no save sapotim olgeta kain wok politik.



Mipela save lukautim ol risos bilong mipela



Protektim Newcrest na ol samting bilong Tet Pati

Ol risos bilong mipela i karamapim intellectual property bilong mipela, ol samting bilong mani na ol samting yumi ken olim. Mipela i was long ol dispela samting long inapim sefti, envaironmen, operesen, na ol mani mak na daunim ol birua na kost.

Intellectual property na ol hait infomesen em ol stretegik asset bilong yumi. Mipela no save tokaut o yusim ol dispela infomesen long rot we ino stret na yusim tasol long halivim kampani. Mipela save protektim ol hait infomesen bilong Newcrest na ol tet pati bilong mipela.

Aset na Teknoloji Menesmen

Mipela i save protektim ol aset bilong mipela bihainim ol gutpela rot bilong operesen na teknikal lukaut wok bihainim ol samting i save kamap gen long laip bilong ol. Mipela i save lukautim ol samting bilong mipela bihainim stretpela operesen na teknikel lukaut wok long rait taim.

Saibasikiriti, Infomesen na Data Proteksen

Strongpela saibasikiriti em i as tru bilong banisim ol sistem na data. Ol sistem bilong yumi, aset na data, wantaim ol dispela bilong yu, em bilong Newcrest. Intanet and e- mel em bilong bisnis yus tasol.

Stretpela Rekod bilong Kampani

Mipela i kamapim ol kampani rekod olgeta taim mipela i salim e – mel o raitim pepa, ripot na wokim so – long dispela as tasol ol rekod i mas stap stret.

Toktok bilong Ausait

Olsem wanpela pablik kampani, mipela i bihainim ol lo bilong tokaut long ol infomesen long halivim ol investa long wokim gutpela ol desisen.

Sosel Midia

Taim yu wok wantaim ol toksave bilong mipela long sosel midia na tilim infomesen bilong Newcrest long pesenel sosel midia akaun bilong yu, ol tingting yu putim wantaim ol dispela toksave em kamap pablik long ol manmeri long olgeta ap graun long lukim. Mipela i was gut long givim toksave bihainim ol gutpela pasin na wok bilong Newcrest.



Mipela save promotim gutpela na stretpela pasin long rot bilong yusim na lukautim envaironmen mipela i wok insait long em



Envaironmen, Sosel na Gavanens

Sastainabiliti em i mak bilong driman bilong kampani long kamapim Miner of Choice. Mipela save kisim envaironmentel, sosel na gavanens (ESG) wok olsem bikpela samting.

Olsem gutpela main, mipela save wokbung wantaim lokol komuniti. Oltaim mipela save sekim sefti, sosel na envaironmentel impek. Mipela i save wokim tu ol desisen long halivim ol nid bilong mipela na ol komuniti na bisnis manmeri.

Senis long Klaimet

Mipela i mekيم promis long strongim gutpela pasin bilong painim na kamapim gol na kopa.

Mipela i luksave long senis long klaimet na sapotim ol gol bilong Paris Agreement. Mipela i tok promis long:

- Daunim ol grinhau gas emission igo long 30% long yia 2030.
- Kamapim ziro Carbon emission long yia 2050.

Spik Aut



Gutpela na stretpela pasin em i as tru bilong Code of Conduct bilong yumi.

Olgeta manmeri husat i wok long Newcrest mas biahnim displa Code wantaim bel na tingting. Mipela i tokout strong long olgeta wok man meri bilong Newcrest, ol opisa, ol man meri husat i save givim sevis igo long Newcrest o wokmanmeri bilong dispela ol lain, ol dairekta o sekretari bilong Newcrest o bilong wanpela kampani bilong Newcrest na ol lain pamili bilong ol wokmmanmeri bilong Newcrest olsem ol i mas tokaut na tokstret.

Mipela i sapotim yu long tokaut long ol kain pasin we ino stret, pasin bilong burukim lo o pasin ino gutpela, bikpela toktok bilong sefti, o ol kain pasin bilong burukim Code of Conduct bilong yumi, biahnim:

- pasin bilong giaman o givim bel long mekim samting ino stret biahnim laik bilong moni;
- pasin bilong mekim samting long burukim lo;
- pasin ino gutpela o pasin bilong burukim ol polisi bilong yumi we i ken kamapim bikpela hevi;
- pasin we i ken soim o kamapim hevi long yumi, ol lain bilong yumi o ol narapela lain yumi wok bisnis wantaim;
- ol pasin we i ken mekim yumi lusim moni o bagarapim nem bilong yumi;
- pasin bilong givim trabel, pasin bilong bagarapim wanpela biahnim skin kala, strongpela pasin bilong daunim ol narapela;

- pasin bilong burukim lo we i ken bagarapim wok bilong bisnis;
- o ol kain pasin ino stret.

Bai Yu Spik Aut i go long Husait?

- Spik Aut Proteksen Opisa
- Grup Menesa bilong Etiks na Komplaiens
- Pipel lida bilong yu
- Nambawan bos bilong Ligel, Ris na Komplaiens Opisa.

Pasin Bilong Krungutim Code

Yumi olgeta igat wok long ripotim ol pasin bilong burukim Code of Conduct na ol lo, ol pasin ino stret na ol konsen. Sapos yu lukim ol samting ino stret, toktok wantaim lain menesa bilong yu. Yu ken tok aut tu biahnim spik aut hotlain bilong Newcrest.

Wanem samting bai kamap sapos yu burukim Code of Conduct?

Sapos yu agensim dispela Code of Conduct, yu ken painim ol dispela hevi:

- Kaunselin
- Wokim trening
- Tok lukaut
- Saspensen long wok
- Lusim wok bilong yu.



Ol ki kontek na risos

Sapos yu gat sampela askim long Code of Conduct bilong yumi, toktok long lain menesa bilong yu, lokol Pipol Menesa bilong yu o Etiks na Komplaiens Sempion bilong yu. Yu ken tokaut tu long ol bel hevi bilong yu bihainim ol Newcrest sanel bilong Spik Aut.

Long wokim Spik Aut ripot, yusim namba bilong kantri bilong yu o pulapim fom i stap long hia www.newcrest.ethicspoint.com o bihainim Spik Aut mobail ap. Yu ken wokim Spik Aut ripot tu igo long lain menesa bilong yu, Spik Aut Proteksen Opisa long speakoutprotectionofficer@newcrest.com.au o long Etiks na Komplaiens Sempion bilong yu.

Toksave: Sapos i gat sampela Tok Pisin long dispela Code we i no klia tumas, yu ken lukim Code tu long Tok Inglis, long Newcrest Polisi Pes, o yu ken toktok long etiks na komplaiens opisa long halivim yu.