

Supplier Performance Commitments



This document publicly states our expectations as set out in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work for business conduct from all suppliers wishing to do business with, or on behalf of, Newcrest. It should be read in conjunction with [Newcrest's Code of Conduct](#), which applies to all of our employees, officers and directors, and to our partners and suppliers when they are working with us or on our behalf.

We define a 'supplier' as a business or individual that provides goods or services to Newcrest and expect suppliers and their sub-contractors to review, understand and comply with this document. Where there are areas of weakness or non-compliance, suppliers are expected to develop and execute a remedial improvement plan (with Newcrest's support as necessary) as well as report any material incidents and/or breaches of laws and regulations promptly to Newcrest.

We seek to build mutually beneficial working relationships and partnerships with our suppliers through the development and continual improvement of processes and systems that address the expectations of this document and will show preference for those suppliers who are able to demonstrate alignment with these expectations.

BUSINESS CONDUCT	REQUIREMENTS
Laws and Regulations	The supplier must comply with the letter and, where it is clear, the intent of all laws and regulations relating to their business. This includes understanding laws and regulations relevant to their work and complying with legal requirements of the country where they are working.
Sanctions	The supplier is committed to ensuring full compliance with all financial, trade and economic sanctions laws that apply to its global business and expects its supply chain also to comply with all sanctions laws.
Anti-Bribery & Corruption	The supplier acknowledges they have been provided with Newcrest's Anti-Bribery and Corruption Policy and that they have policies and procedures in place to meet these requirements.

COMMUNITY	REQUIREMENTS
Communities	The supplier acknowledges they have been provided with Newcrest's Communities Policy and that they have policies and procedures in place to meet these requirements.
Community Interaction	The supplier, and in turn its employees, must treat members of the community with dignity and respect. They must not impact on the health, safety or wellbeing of members of the community by engaging in activities such as threatening behaviour, violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.

ENVIRONMENT	REQUIREMENTS
Environment	The supplier acknowledges they have been provided with Newcrest's Environmental Policy and that they have policies and procedures in place to meet these requirements.

Environmental Approach	Newcrest seeks to avoid, minimize, mitigate, and/or remediate negative impacts on the environment and proactively manage risks. Suppliers shall conduct activities in an environmentally responsible manner, including meeting all legal requirements for water and air emissions, pollution controls, chemical and waste management.
HUMAN RIGHTS	REQUIREMENTS
Human Rights	The supplier is expected to respect the human rights of workers and others who may be impacted by its activities. The supplier acknowledges they have been provided with Newcrest's Human Rights Policy and that they have policies and procedures in place to meet these requirements including in relation to assessing and addressing the human rights risks and impacts in their operations and supply chain.
Child Labour	The supplier must not hire children to work before completing their compulsory education (as determined by applicable local laws). Notwithstanding local requirements, the minimum age for entry into employment with the supplier must not be younger than 15 years of age. The supplier must not engage children under the age of 18 in hazardous work.
Forced or Compulsory Labour	The supplier must not engage in forced, bonded or involuntary labour or any other form of modern slavery.
Freedom of Association	The supplier must recognise the right of workers to form, join or not join unions or other worker organisations for which they must not be discriminated against. Suppliers must also allow workers' representatives to carry out their legitimate representative functions in the workplace.
Safety and Health Policy	The supplier acknowledges they have been provided with Newcrest's Safety and Health Policy and that they have policies and procedures in place to meet these requirements.
Safety and Health Approach	Newcrest seeks to avoid, minimize, mitigate, and/or remediate negative impacts on employees safety and health, and proactively manage risks. Suppliers shall conduct activities in a responsible manner, including meeting all legal requirements (relevant to their scope of work) including but not limited to providing a safe and healthy workplace, regular and relevant training, injury and illness prevention. Respectful Behaviour Expectations Newcrest has zero tolerance for sexual assault and sexual harassment (SASH). The supplier (and their employees and contractors) must comply with respectful behaviour expectations as defined in relevant Newcrest Workplace Behaviour Standards . The supplier must also comply with sexual assault and sexual harassment (SASH) safety incident reporting requirements and individual probity checks as defined in Newcrest contract terms and acknowledges that they have appropriate procedures in place to comply.
Diversity and Inclusion	The supplier must: <ul style="list-style-type: none"> • provide a work environment in which everyone is treated fairly and cultural, ethnic, religious or other diversity factors such as gender are respected; • offer employment on the basis of merit; • not base decisions regarding employment on attributes unrelated to job performance (including but not limited to, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, marital status, sexual orientation and family responsibilities). Decisions relating to suppliers, customers, contractors and other stakeholders must also be based on merit.
Wages and Benefits	For wages and benefits paid for a standard working week, the supplier must satisfy, at minimum, national legal standards. In nation states where no minimum wage legislation exists, or where the minimum wage is lower than a living wage, the supplier must seek to establish a living wage that provides an adequate standard of living for all its employees and their dependants. The supplier must ensure full payment of wages and other entitlements is made to workers in a timely fashion, and at a minimum in accordance with applicable laws, regulations and employment contracts. Amounts may only be deducted or withheld from wages where reasonable and in accordance with applicable laws, regulations and employment contracts.

Treatment of Employees	The supplier must create and maintain an environment that treats all employees with dignity and respect and must not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.
Grievance Processes and Remedy	The supplier is expected to establish and maintain a trusted and accessible mechanism to allow workers to raise complaints, and a process to consider, manage and remedy complaints which ensures no retaliation towards complainants.

SUPPLY CHAIN	REQUIREMENTS
Supply Chain	The supplier must ensure to the maximum extent possible the application of the expectations in this document along their own supply chain and with their own suppliers, making diligent efforts to understand, identify and manage any areas of risk, as well as recording and reporting all credible allegations against it of human rights (including labour) abuses, violations of international human rights laws and standards and/or breaches of laws and regulations promptly to Newcrest.

Suppliers who work with Newcrest share our commitments to the principles raised in this document by adopting and promoting the commitments in this document and encouraging their sub-contractors to do the same. Newcrest's Sustainability approach can be reviewed in detail on the [Newcrest website](#).

Our Code of Conduct details what we stand for, how we interact with our stakeholders and what they can expect from us. It also provides guidance for employees about Newcrest's expectations of them in their day to day work. We are committed to fostering an environment that affords appropriate protection from retribution for those employees who wish to make a disclosure or air a concern. We encourage and support suppliers, workers in our supply chain and other stakeholders to report misconduct and unethical behaviour through Newcrest's Speak Out program which is hosted by an independent third party provider, EthicsPoint. The information provided will be sent to us by EthicsPoint on a totally confidential and anonymous basis if the complainant should choose. Speak-Out secure website: <http://www.newcrest.ethicspoint.com>