

Newcrest is committed to fostering a culture of trust in an environment that encourages reporting of misconduct and unethical behaviour and providing protection to those who Speak Out.

This policy is available on the Newcrest website and intranet and is intended to be accessed by all.

1. Purpose of this Policy

Newcrest is committed to conducting its business with honesty and integrity in line with our values and in compliance with relevant legal and regulatory requirements. Newcrest has created this Speak Out Policy (this **Policy**) to encourage individuals to report any concerns about improper conduct and to ensure protection is provided to those who Speak Out.

This Policy also states Newcrest's framework for ensuring that fair and independent investigations of any Concerns raised under this Policy are undertaken consistently and in accordance with relevant Newcrest standards and encourage appropriate responsive action where necessary.

2. Application

This Policy applies to all of Newcrest's operations and activities globally. Anyone can Speak Out under this Policy. This includes, for example, current or former employees of Newcrest (and their relatives), third-party vendors who supply goods or services to Newcrest (including their employees), individuals working in Newcrest's supply chain, joint venture partners, customers, members of the community where we operate, and shareholders.

Under Australian whistleblower laws, Newcrest is required to supplement this Policy with additional information which is set out in the supporting *Appendix to the Speak Out Policy* (the **Appendix**).

The Appendix forms part of this Policy. Read the Appendix together with this Policy, so you are fully informed.

3. What should you Speak Out about?

You are encouraged to Speak Out when Newcrest's values and Code of Conduct are not being followed, including conduct which:

- is dishonest, fraudulent, or corrupt, including bribery or other activity in breach of Newcrest's Anti-Bribery, Fraud and Sanctions Policy;
- is unethical or in breach of Newcrest's policies or standards (including serious breaches of Newcrest's Code of Conduct);
- is conduct that presents a real risk of damage or harm to Newcrest, its people or third parties (such as unsafe work practices and environmental, cultural heritage or human rights concerns);
- is conduct that may cause financial loss to Newcrest or damage its reputation;
- involves harassment, discrimination, victimisation, or bullying (other than personal work-related grievances defined below);
- is sexual assault or sexual harassment;
- involves detrimental conduct against a person who has raised a Concern under this Policy (or is believed or suspected or planning to raise a Concern); or
- involves any other kind of misconduct, illegal activity, or serious impropriety,

each, referred to as a **Concern**.

Personal Work-Related Grievances

Personal work-related grievances are not protected under this Policy. Personal work-related grievances are issues which relate to your current or former

employment, which do not have significant implications for Newcrest and do not relate to a Concern. Examples include an interpersonal conflict between you and another employee or decisions relating to transfer, promotion, remuneration, performance management / discipline or the terms and conditions of your employment.

If you have a personal work-related grievance, you should raise it under the *Fair Treatment Procedure* or the *Resolving Workplace Behaviour Complaints Procedure*.

4. Who should you Speak Out to?

At Newcrest, we want everyone to feel comfortable speaking out about any concerns they have. If you are unsure about how to raise a Concern, or if you would like additional support or guidance, you can contact the Speak Out Protection Officer.

For current employees, you are encouraged to speak to your Line Manager in the first instance as they are often in the best position to provide guidance and support. If you are not comfortable discussing a Concern with your Line Manager, or you have already shared a concern and feel it is not being addressed appropriately, you should report your Concern via one of the following Speak Out channels.

(a) Speak Out Hotline

Newcrest understands that in some circumstances you may want to raise a Concern confidentially. If you do, you are encouraged to use the Speak Out Hotline. Using the Speak Out Hotline is the best way for Newcrest to ensure your Concern is recorded and dealt with promptly, securely and in accordance with this Policy. You can raise your Concern on an anonymous or named basis.

The Speak Out Hotline is administered by an external and independent company (NavexGlobal). Concerns received via the Speak Out Hotline are confidentially provided to Newcrest Corporate Ethics & Compliance who will assess the report, consider any conflicts of interest, and whether and how to investigate.

You can access the Speak Out Hotline by completing a confidential report at www.newcrest.ethicspoint.com or by scanning the QR code below with your mobile phone.



QR Code to Access the Speak Out Hotline

You can also access the Speak Out Hotline by calling a 24/7 jurisdiction specific confidential telephone line where you will speak to an independent operator.

Country	Telephone Number
Australia	1800 812 608
Papua New Guinea	675 986 5030
Indonesia	001 801 10, then at the English prompt dial 855 867 7897
Canada	1 855 867 7897
USA	1 855 867 7897
Fiji	00 1 855 867 7897
Chile	<p>Claro Chile – 800: dial 800 225 288, then at the English prompt dial 855 867 7897</p> <p>Telefonica: dial 800 800 288, then at the English prompt dial 855 867 7897</p> <p>Entel (English): dial 800 360 311, then at the English prompt dial 855 867 7897</p> <p>Entel (Spanish): dial 800 360 312, then at the English prompt dial 855 867 7897</p>
Ecuador	<p>For an English operator, dial 1 800 225 528 then at the prompt dial 855 867 7897</p> <p>For a Spanish operator, dial 1 999 119 then at the English prompt dial 855 867 7897</p>

(b) Speak Out Protection Officer

Newcrest has appointed internal Speak Out Protection Officers who are authorised to receive Concerns, assist you with recording your Concern and provide you with any other support you may require under this Policy. If you prefer, you can raise a Concern or seek further information about this Policy confidentially by contacting the Speak Out Protection

Officer at speakoutprotectionofficer@newcrest.com.au,
by telephone at +61 3 8624 3504, or via mail at:

<p>Speak Out Protection Officer Level 8, 600 St Kilda Road Melbourne VIC 3004 Australia</p>
--

(c) Eligible Recipient

See *Appendix to the Speak Out Policy*.

5. How we protect and support you

Newcrest treats every Concern raised under this Policy seriously, confidentially, and fairly and protects everyone that raises a Concern under this Policy in the following ways:

(i) Confidentiality

Newcrest protects your confidentiality through a number of processes and procedures, including the following:

- If you raise a Concern confidentially to
 - (a) the Speak Out Hotline;
 - (b) to the Speak Out Protection Officer; or
 - (c) to an Eligible Recipient (see Appendix),your identity will not be disclosed **unless** you consent, where it is reasonably necessary for an investigation, or if permitted to by law.
- Where it is reasonably necessary to disclose identifying information to be able to investigate a report, Newcrest Ethics & Compliance will inform you and take all reasonable steps to reduce the risk that you will be identified as a result, including by redacting your personal information and referring to you in a gender neutral way.
- All paper and electronic materials relating to your report are stored securely and access to information relating to your report (including your identity) is limited to those directly involved in managing and investigating your report.

Please note that in practice, people may be able to guess your identity if: you have previously mentioned that you are considering raising a Concern; you are one of a small number of people with access to the information in the Concern; or the Concern relates to information that you have previously been told privately and in confidence. Please consider the information you provide if you are concerned about your identity being known.

(ii) Protection from Detrimental Treatment

Newcrest has a no tolerance approach to detrimental treatment of those who raise a Concern under this Policy.

Detrimental Treatment includes: dismissal, injury of an employee or their employment, demotion, harassment or intimidation, discrimination between employees, disciplinary action, bias, threats, physical or psychological harm, or other unfavourable treatment connected with speaking out.

Detrimental Treatment does not include: taking reasonable steps for the purpose of protecting you (such as moving you from your immediate work area) or managing unsatisfactory work performance in line with our performance management policies.

If you raise a Concern under this Policy, some of the ways Newcrest will support and protect you include:

- Newcrest will not tolerate any retaliation, discrimination, harassment, intimidation, or victimisation of you.
- Newcrest will assess the risk of potential detriment to you.
- Newcrest will recommend support services that are available to you (i.e., the EAP service).
- Newcrest will discuss ways you can minimise stress or performance impacts.
- Newcrest will provide training to investigators and relevant management to help manage reports appropriately.

If you are subjected to Detrimental Treatment as a result of raising a Concern under this Policy, or if you are aware of or suspect another person has been subjected to Detrimental Treatment, you should report it immediately to your Line Manager, Human Resources, Legal, Ethics & Compliance or via the Speak Out Hotline.

(iii) Fair Treatment

Newcrest is committed to treating all persons involved in a Concern fairly, including those named by someone speaking out about a Concern. All investigations undertaken under this Policy will be conducted in accordance with Newcrest's *Investigations Procedure*, which is guided by principles of procedural fairness.

6. Training

Newcrest will train its officers and employees on their rights and obligations under this Policy. Potential recipients of confidential reports are also provided with specific training on how to manage and record Concerns raised under this Policy.

7. Management of Concerns

Following receipt of Concerns, Newcrest will assess the disclosure, consider any conflicts of interest and whether and how to investigate. Newcrest will also consider whether any interim or urgent steps are required at the outset, for example to preserve evidence, safeguard property, or ensure health and safety. All Concerns referred to investigation will be investigated fairly, competently and in a timely manner (having regard to the nature of the Concern) in accordance with relevant Newcrest standards and procedures (including this Policy and the *Investigations Procedure*). Files and records created from an investigation will be recorded in the Speak Out database (administered by NavexGlobal) and managed in accordance with this Policy.

You are encouraged to provide as much detail as possible in order to facilitate a thorough assessment of your Concern. This may include providing names, dates, times, locations, and any other relevant information related to your Concern. By providing detailed information, Newcrest can better assess the situation and take appropriate action. If an investigation is deemed necessary, the specific investigators assigned will depend on the nature and severity of your Concern. If you have made your report anonymously and Newcrest has no means of maintaining contact with you, it may be difficult to proceed with the investigation. Therefore, you are encouraged to provide a way to contact you when you do Speak Out.

A summary of any investigation, findings and actions taken are recorded in the Speak Out database to ensure all Concerns are appropriately monitored and managed.

If you have provided a means to contact you (for example, via the Speak Out Hotline online platform) in relation to your Concern, Newcrest will provide updates as required and a summary of the outcome of the investigation if it is appropriate to do so.

If you are not satisfied with the outcome of an investigation, or you have questions regarding the investigation process, we encourage you to contact the Head of Ethics & Compliance. Newcrest is not obliged to reopen an investigation if it concludes that the investigation was conducted properly, or new information is not available or would not change the findings.

8. Reporting

A summary of the number, type and jurisdiction of Concerns raised under this Policy are provided to the Board Audit and Risk Committee (**ARC**) at least quarterly on a 'no names' basis.

The following people will be notified about relevant Concerns and provided with a report on the findings of the Concern raised:

Concerns relating to	Notified and reports provided to
Directors	Chairman of the Board If Concern relates to the Chairman of the Board, to the Chairman of Audit & Risk Committee (ARC)
Members of the Executive Committee	Chairman of the ARC
Other Eligible Recipients	Chairman of the ARC
All Others	In accordance with the Investigations Procedure and as directed by the Head of Ethics & Compliance

9. Periodic Review

The Policy, including the Appendix, will be reviewed and updated as necessary by Ethics & Compliance at least every two years.

10. Questions

If you have general questions about this Policy or the Appendix you can direct them to the Head of Ethics & Compliance or the Speak Out Protection Officer.

Sherry Duhe

Chief Executive Officer (Interim)
Newcrest Mining Limited
August 2023

Under Australian laws, Newcrest is required to supplement its Speak Out Policy with the information contained within this Appendix. Certain eligible reporters may have access to additional legal protections if certain criteria are met.

1. Purpose of this Appendix

To encourage whistleblowers to come forward with their Concerns and protect them when they do, the *Corporations Act 2001* (Cth) and *Taxation Administration Act 1953* (Cth) gives certain people legal rights and protections as whistleblowers.

In particular, where a disclosure is made to certain people, they are required to ensure:

- (i) your confidentiality and protection of identity; and
- (ii) that you are not subjected to Detrimental Treatment for raising the Concern.

Recipients of disclosures who fail to uphold these requirements may be subject to civil and criminal penalties.

2. Application

This Appendix to the Speak Out Policy (Australia) (this **Appendix**) is part of Newcrest's Speak Out Policy and applies across Newcrest's operations and activities globally to individuals that meet the eligibility requirements in section 3 below.

Regardless of whether you are eligible for additional legal protections as set out in this Appendix, Newcrest will take the steps set out in the Speak Out Policy to maximise confidentiality and minimize the risk of retaliation.

3. Additional Legal Protections

Newcrest's *Speak Out Policy* sets out how Newcrest protects everyone that raises a Concern.

In addition to those protections, certain Eligible Reporters may have additional legal protections under Australian whistleblower laws. These additional legal protections will apply if you meet each of the following criteria:

- (a) You are an **Eligible Reporter**; and
- (b) Your reported concern is an **Eligible Concern**; and
- (c) Your reported concern is made directly to an **Eligible Recipient**.

Protections will be available even if:

- You report anonymously;
- Your report turns out to be incorrect;
- You make a disclosure to a lawyer to obtain legal advice about relevant protections (even if the lawyer advises that the protections are not available).

When seeking legal advice, please do so from an independent lawyer, not a Newcrest lawyer.

(a) Eligible Reporter

You must be a current or former:

- (a) officer or employee of Newcrest;
- (b) a person who supplies goods or services to Newcrest or is an employee of that person;
- (c) a director or secretary of Newcrest;
- (d) a director or secretary of a related company of Newcrest; or
- (e) a relative, dependent or spouse of any of the individuals listed in (a) to (d) above.

(b) Eligible Concern

You must have **reasonable grounds to suspect** that your concern relates to misconduct or an improper state of affairs or circumstances.

Your concern must also have **a connection with Australia**, in one of the following ways:

- (a) You are an Australian citizen;
- (b) You are currently based or working in Australia;
- (c) Your concern relates to Newcrest's Australian operations; or
- (d) Your concern relates to conduct alleged to have occurred in Australia.

(c) Eligible Recipient

You must disclose your Concern to any of the following authorised eligible recipients:

- Newcrest's Speak Out Protection Officer

Speak Out Protection Officer

speakoutprotectionofficer@newcrest.com.au

Level 8, 600 St Kilda Road, Melbourne VIC 3004

+61 3 8624 3504

- Head of Ethics & Compliance;
- Speak Out Hotline (accessible online and by telephone);
- A member of the Newcrest Executive Committee;
- Any Board member of Newcrest Mining Limited, the Company Secretary or the Deputy Company Secretary;
- A member of Internal Audit or external auditors conducting an audit of Newcrest;
- A tax or BAS agent of Newcrest; or
- ASIC, APRA, the Commissioner of Taxation, or another Commonwealth body prescribed by regulation.

As set out in the *Speak Out Policy*, Newcrest makes available a number of channels to report a Concern. However, only the specific recipients listed above are Eligible Recipients authorised under this Appendix and Australian whistleblower laws.

4. Potential Consequences

The following protections and consequences regime has been designed to encourage whistleblowers to come forward with their Concerns and provide reassurance that legal safeguards are in place to protect them when they do.

Protection	Consequence
Detrimental Treatment	Anyone who engages in Detrimental Treatment (as described in section 5 of the Speak Out Policy) may be guilty of an offence and may be liable for damages.
Confidentiality	A person who receives your disclosure commits an offence if they disclose your identity or information likely to lead to your identification unless: <ul style="list-style-type: none"> • you consent to the disclosure of your identity; • it is reasonably necessary to effectively investigate the matter and all reasonable steps are taken to reduce the risk of your identification; • your Concern is reported to ASIC, APRA, the AFP or a person or body prescribed by regulation or for tax affairs, to the Commissioner of Taxation; • your Concern is raised with a lawyer for the purpose of obtaining legal advice.
Immunity for whistleblower from some types of liability	For example: <ul style="list-style-type: none"> • disciplinary action for making the disclosure; • any legal action for breach of an employment contract, duty of confidentiality or another contractual obligation; • attempted prosecution for unlawfully releasing information, or other use of the disclosure in a prosecution.

Compensation for Detrimental Treatment

You (or any other employee or person) can seek compensation and other remedies through the courts if you suffer loss, damage, or injury because of Detrimental Treatment (as described in section 5 of the Speak Out Policy). For further information please seek independent legal advice (not from a Newcrest lawyer).

If you believe your confidentiality has been breached by Newcrest in relation to your Eligible Concern, please contact the Speak Out Protection Officer or the Head of Ethics and Compliance.

5. Legal Protections May Not Apply

If your matter relates to a personal work-related grievance (see section 3 of the *Speak Out Policy*), it is not generally protected under Australian law. However, if your grievance arises as a result of raising a Concern or is a combination of personal work-related grievances and other misconduct, it may be protected.

You will not be given immunity from liability if you participated in the misconduct that is the subject of your Concern.

If your Concern does not contain enough information or documents to support the Concern, then it may not qualify for protection.

6. Public Interest and Emergency Disclosures

You may also raise Concerns, which you consider are in the 'public interest' (**Public Interest Disclosure**) or relate to an imminent danger to health, safety, or the environment (**Emergency Disclosure**), to a journalist or parliamentarian. These disclosures may qualify for similar protection to those outlined above. Carefully consider the criteria in the table below to determine whether you qualify.

	Public Interest Disclosure	Emergency Disclosure
1	A previous report has been made to ASIC or APRA (or another Commonwealth body prescribed by regulation)	
2	90 days have passed since making the report	(No wait period)
3	You have reasonable grounds to believe that making a further disclosure of the information would be in the public interest	You have reasonable grounds to believe that the information concerns a substantial and imminent danger to the health or safety of one or more persons or to the natural environment
4	Provide written notification to ASIC/APRA that you intend to make a public interest / emergency disclosure and provide enough information to identify the previous disclosure	
5	Make a disclosure to a member of Commonwealth, State Parliament or the legislature of a Territory or a professional journalist	

6	The information disclosed provides no more detail than necessary to inform the recipient of the misconduct or improper state of affairs or circumstances	The information disclosed provides no more detail than necessary to inform the recipient of the substantial and imminent danger
---	--	---

It is important for you to understand the criteria for making a public interest or emergency disclosure and we recommend you seek independent legal advice before doing so (not from a Newcrest lawyer).

7. Periodic Review

This Appendix will be reviewed and updated as necessary by Ethics & Compliance at least every two years.

8. Questions

If you have general questions about the Speak Out Policy or this Appendix you can direct them to the Head of Ethics & Compliance, or the Speak Out Protection Officer.

Sherry Duhe

Chief Executive Officer (Interim)
Newcrest Mining Limited
August 2023