

2019
**Sustainability
Report**
GRI Content Index



GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016			
GRI 102: General Disclosures			
	Organisational profile		
	Disclosure 102-1 Name of the organisation	Newcrest Mining Limited	
	Disclosure 102-2 Activities, brands, products, and services	Welcome to Newcrest pg. 2	
	Disclosure 102-3 Location of headquarters	Welcome to Newcrest pg. 2	
	Disclosure 102-4 Location of operations	Asset overview pg. 78	
	Disclosure 102-5 Ownership and legal form	2019 Annual Report	
	Disclosure 102-6 Markets served	Asset overview pg. 78	
	Disclosure 102-7 Scale of the organisation	Our performance data pg. 65-75 Asset overview pg. 78 2019 Annual Report	
	Disclosure 102-8 Information on employees and other workers	Welcome to Newcrest pg. 2 Diversity and Inclusion pg. 48-49 Our performance data pg. 65-75	Goswong contractor data is not separated by gender.
	Disclosure 102-9 Supply chain	Financial sustainability and local economies pg. 58-61	
	Disclosure 102-10 Significant changes to the organisation and its supply chain	Financial sustainability and local economies pg. 58-61	
	Disclosure 102-11 Precautionary Principle or approach	Newcrest follows the Precautionary Principle through implementation of the Environment, Biodiversity, Water Stewardship, Communities Policies and all related internal standards.	
	Disclosure 102-12 External initiatives	Stakeholder engagement summary pg. 64	
	Disclosure 102-13 Membership of associations	As at 30 June 2019, Newcrest is affiliated with or a member of the following organisations: <ul style="list-style-type: none"> • Australia-Fiji Business Council; • Australia-Latin America Business Council; • Australia-Papua New Guinea Business Council; • Australian Investor Relations Association; • Australian Maritime Safety Authority; • Australian Mines and Metals Association; • Australasian Institute of Mining and Metallurgy; • Australian Resources and Energy Group; • Australian Safety and Compensation Council; • Bulolo Chamber of Commerce; • Business Council of Australia; • Business Council of Papua New Guinea; • Chamber of Minerals and Energy of Western Australia; • Corporate Tax Association of Australia; • Ecuadorian Chamber of Mines; • Employers' Federation of Papua New Guinea; • Extractive Industries Transparency Initiative; • Fiji Australia Business Council; • Fiji Commerce and Employers Federation; • Fiji Mining and Quarrying Council; • Gold Industry Group; • Indonesian Mining Association; • Institute of National Affairs, Papua New Guinea; • International Copper Association, Australia; • International Council on Mining and Metals; • International Cyanide Management Institute; • International Network for Acid Prevention; • International Tungsten Industry Association; • Lae Chamber of Commerce; • Minerals Council of Australia; • Mining Association – Groupement Professionnel des Miniers de Côte d'Ivoire; • New South Wales Minerals Council; • Papua New Guinea Chamber of Mines and Petroleum; • Port Moresby Chamber of Commerce; • Sustainable Minerals Institute – University of Queensland; • Suva Chamber of Commerce and Industry; • Transparency International, Australia; • Transparency International, Papua New Guinea; • Voluntary Principles on Security and Human Rights; and, • World Gold Council. 	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016 continued			
GRI 102: General Disclosures continued	Strategy		
	Disclosure 102-14 Statement from senior decision-maker	In conversation with our sustainability leaders pg. 4-7	
	Ethics and Integrity		
	Disclosure 102-16 Values, principles, standards, and norms of behaviour	Our sustainability vision and approach pg. 8-10 Behaving in an ethical and transparent manner pg. 55-57	
	Disclosure 102-17 Mechanisms for advice and concerns about ethics	Our stakeholders pg. 13 Behaving in an ethical and transparent manner pg. 55-57	
	Governance		
	Disclosure 102-18 Governance structure	Our leadership pg. 16	
	Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics	Our leadership pg. 16	
	Disclosure 102-23 Chair of the highest governance body	Our leadership pg. 16	
	Disclosure 102-24 Nominating and selecting the highest governance body	Our leadership pg. 16 2019 Annual Report	
	Disclosure 102-26 Role of highest governance body in setting purpose, values, and strategy	Our leadership pg. 16	
	Disclosure 102-27 Collective knowledge of highest governance body	Our leadership pg. 16 2019 Annual Report	
	Disclosure 102-28 Evaluating the highest governance body's performance	Our leadership pg. 16 2019 Annual Report	
	Disclosure 102-29 Identifying and managing economic, environmental, and social impacts	Our leadership pg. 16	
	Disclosure 102-30 Effectiveness of risk management processes	Our leadership pg. 16	
	Disclosure 102-31 Review of economic, environmental, and social topics	Our leadership pg. 16 2019 Annual Report	
	Disclosure 102-32 Highest governance body's role in sustainability reporting	Our leadership pg. 16	
	Disclosure 102-33 Communicating critical concerns	Our leadership pg. 16	
	Disclosure 102-35 Remuneration policies	2019 Annual Report	
	Disclosure 102-36 Process for determining remuneration	2019 Annual Report	
	Stakeholder engagement		
	Disclosure 102-40 List of stakeholder groups	Our stakeholders pg. 13, 64	
	Disclosure 102-41 Collective bargaining agreements	Our performance data pg. 65-75 Asset overview pg. 78 2019 Annual Report	
	Disclosure 102-42 Identifying and selecting stakeholders	Our stakeholders pg. 13, 64	
	Disclosure 102-43 Approach to stakeholder engagement	Our stakeholders pg. 13, 64	
	Disclosure 102-44 Key topics and concerns raised	Our stakeholders pg. 13, 64	
	Reporting practice		
	Disclosure 102-45 Entities included in the consolidated financial statements	Welcome to Newcrest pg. 2-3	
	Disclosure 102-46 Defining report content and topic Boundaries	Welcome to Newcrest pg. 2-3 The materiality process pg. 62	
	Disclosure 102-47 List of material topics	What matters most – our material topics pg. 11	
	Disclosure 102-48 Restatements of information	Welcome to Newcrest pg. 2-3 Restatements are outlined on pg. 75	
	Disclosure 102-49 Changes in reporting	Welcome to Newcrest pg. 2-3	
	Disclosure 102-50 Reporting period	Welcome to Newcrest pg. 2-3	
	Disclosure 102-51 Date of most recent report	12th November 2018	
	Disclosure 102-52 Reporting cycle	Welcome to Newcrest pg. 2-3	
	Disclosure 102-53 Contact point for questions regarding the report	Welcome to Newcrest pg. 2-3	
Disclosure 102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option		
Disclosure 102-55 GRI content index	2019 GRI Content Index		
Disclosure 102-56 External assurance	Assurance Statement pg. 76		

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016 continued			
GRI 201: Economic Performance	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Financial sustainability and local economies Growing our business	
	Disclosure 103-2 The management approach and its components	Financial sustainability and local economies pg. 58-61	
	Disclosure 103-3 Evaluation of the management approach	Project Edge; Management Operating Systems (MOS)	
	Disclosure 201-1 Direct economic value generated and distributed	Working with our communities pg. 36-43	
	Disclosure 201-4 Financial assistance received from government	In FY19 Newcrest received US\$601,916 (A\$841,182) of tax relief/tax credits which is comprised of the following two components: 1. Rebate of payroll tax paid of US\$54,857 (A\$76,664) in respect of apprentice/trainee wages paid in New South Wales and Western Australia. 2. Non-refundable research and development ('R&D') tax offset of US\$547,059 (A\$764,518) in Australia. The R&D tax offset reduced the tax payable for financial year ended 30 June 2018 by A\$764,518.	
GRI 202: Market Presence	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Financial sustainability and local economies Growing our business	
	Disclosure 103-2 The management approach and its components	What matters most – our material topics pg. 11 Financial sustainability and local economies Growing our business Working with our communities	
	Disclosure 103-3 Evaluation of the management approach	Working with our communities pg. 36-43	
	Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Respecting and protecting human rights pg. 44 Our performance data pg. 65-75	Newcrest does not collect this data by gender.
	Disclosure 202-2 Proportion of senior management hired from the local community	Our performance data pg. 65-75	
GRI 203: Indirect Economic Impacts	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Financial sustainability and local economies Growing our business Working with our communities	
	Disclosure 103-2 The management approach and its components	Working with our communities pg. 36-43	
	Disclosure 103-3 Evaluation of the management approach		
	Disclosure 203-1 Infrastructure investments and services supported	Working with our communities – Local community development and investment	
	Disclosure 203-2 Significant indirect economic impacts	Working with our communities – Local community development and investment	
GRI 204: Procurement Practices	Disclosure 204-1 Proportion of spending on local suppliers	Financial sustainability and local economies pg. 58-61 Our performance data pg. 65-75	
GRI 205: Anti-corruption	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Ethical and transparent behaviour	
	Disclosure 103-2 The management approach and its components	Behaving in an ethical and transparent manner pg. 55-57	
	Disclosure 103-3 Evaluation of the management approach	Legal Governance Compliance Framework	
	Disclosure 205-1 Operations assessed for risks related to corruption	0 operations were analysed for organisational risks relating to corruption in FY19.	
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Our performance data pg. 65-75	
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	0 confirmed incidents of corruption to report in FY19	
GRI 206: Anti-competitive Behaviour	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Ethical and transparent behaviour	
	Disclosure 103-2 The management approach and its components	Behaving in an ethical and transparent manner pg. 55-57	
	Disclosure 103-3 Evaluation of the management approach	Legal Governance Compliance Framework	
	Disclosure 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	0 legal actions for anti-competitive behaviour, anti-trust and monopoly practices to report in FY19.	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016 continued			
GRI 302: Energy	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Our climate change response	
	Disclosure 103-2 The management approach and its components	Establishing a response to climate change pg. 21-24	
	Disclosure 103-3 Evaluation of the management approach		
	Disclosure 302-1 Energy consumption within the organisation	Establishing a response to climate change pg. 22-24 Our performance data pg. 65-75	
	Disclosure 302-3 Energy intensity	Establishing a response to climate change pg. 22-24 Our performance data pg. 65-75	Production of Silver accounts for less than 1% of total production and is not included in the calculations for total gold equivalent.
GRI 303: Water & Effluents	Disclosure 303-1 Water withdrawal by source	Water stewardship pg. 26 Our performance data pg. 65-75	
GRI 304: Biodiversity	Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our performance data pg. 65-75	
	MM1 Amount of land disturbed or rehabilitated, across operational sites	Our performance data pg. 65-75	
	MM2 The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	In FY19 Newcrest had four operational sites which were identified as requiring biodiversity management plans. As of the 30th June 2019, 100% of those plans required updates to meet ICMM guidelines for biodiversity plans. Our FY20 target in this area is for all operational sites to revise biodiversity management plans to meet ICMM guidelines for biodiversity action plans.	
GRI 305: Emissions	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Our climate change response	
	Disclosure 103-2 The management approach and its components	Establishing a response to climate change pg. 21-24	
	Disclosure 103-3 Evaluation of the management approach		
	Disclosure 305-1 Direct (Scope 1) GHG emissions	Establishing a response to climate change pg. 24 Our performance data pg. 65-75	
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Establishing a response to climate change pg. 24 Our performance data pg. 65-75	
	Disclosure 305-4 GHG emissions intensity	Establishing a response to climate change pg. 22-24 Our performance data pg. 65-75	
	Disclosure 305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Our performance data pg. 65-75	
GRI 306: Effluents and Waste	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Managing our waste disposal pg. 51-54	
	Disclosure 103-2 The management approach and its components	Managing our waste disposal pg. 51-54	
	Disclosure 103-3 Evaluation of the management approach	Managing our waste disposal pg. 51-54	
	Disclosure 306-3 Significant spills	0 operations recorded significant spills in FY19.	
	MM3 Total amount of overburden, rock, tailings, and sludges and their associated risk	Managing our waste disposal pg. 53 Our performance data pg. 65-75	Overburden and sludges are not reported.
GRI 307: Environmental Compliance	Disclosure 307-1 Non-compliance with environmental laws and regulations	0 operations recorded non-compliances for environmental laws and regulations in FY19.	
GRI 401: Employment	Disclosure 401-1 New employee hires and employee turnover	Our performance data pg. 65-75	
	Disclosure 401-3 Parental leave	Our performance data pg. 65-75	Retention rate (12 months on) of male and female employees who took parental leave (%) are not reported.
	MM4 Strikes and lockouts exceeding one week's duration, by country	0 operations recorded strikes or lockouts exceeding one week's duration in FY19. For the purposes of reporting strike is defined as a work stoppage caused by the mass refusal by employees to perform work, Lockout is defined as a work stoppage in which an employer refuses to allow employees to work.	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016 continued			
GRI 403: Occupational Health & Safety	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Improving safety and health	
	Disclosure 103-2 The management approach and its components	Improving safety and health pg. 17-20	
	Disclosure 103-3 Evaluation of the management approach	Improving safety and health pg. 17-20	
	Disclosure 103-3 Evaluation of the management approach	Improving safety and health pg. 17-20	
	Disclosure 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Our performance data pg. 65-75	Occupational diseases, Lost day rate, Absentee rate not reported. Reported data is not collected by gender.
GRI 404: Training and Education	Disclosure 404-1 Average hours of training per year per employee	Our performance data pg. 65-75	Newcrest does not collect this data by gender.
GRI 405: Diversity & Equal Opportunity	Disclosure 405-1 Diversity of governance bodies and employees	Our performance data pg. 65-75	
	Disclosure 405-2 Ratio of basic salary and remuneration of women to men	Our performance data pg. 65-75	
GRI 407: Freedom of Association and Collective Bargaining	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Respecting and protecting human rights pg. 44-47	
	Disclosure 103-2 The management approach and its components	Respecting and protecting human rights pg. 44-47	
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-47	
	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No operations identified as having significant risk for the right to freedom of association and collective bargaining to report	
GRI 408: Child Labour	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Respecting and protecting human rights pg. 44-47	
	Disclosure 103-2 The management approach and its components	Respecting and protecting human rights pg. 44-47	
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-47	
	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labour	No operations at significant risk for incidents of child labour to report	
GRI 409: Forced or Compulsory Labour	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Respecting human rights	
	Disclosure 103-2 The management approach and its components	Respecting human rights pg. 44-47	
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-47	
	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	No operations identified as having significant risk for incidents of forced or compulsory labour to report	
GRI 410: Security Practices	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Respecting and protecting human rights pg. 44-47	
	Disclosure 103-2 The management approach and its components	Respecting and protecting human rights pg. 44-47	
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-47	
	Disclosure 410-1 Security personnel trained in human rights policies or procedures	Respecting and protecting human rights pg. 46 Our performance data pg. 65-75	
GRI 411: Rights of Indigenous Peoples	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Respecting human rights	
	Disclosure 103-2 The management approach and its components	Respecting and protecting human rights pg. 44-47	
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-47	
	Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	Respecting and protecting human rights pg. 47	
	MM5 Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with indigenous peoples' communities	In FY19, two operations were considered adjacent to indigenous territories. 100% of these operations are covered by formal benefit agreements or community development plans with indigenous communities.	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2016 continued			
GRI 412: Human Rights Assessment	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 13 Respecting and protecting human rights pg. 44-47	
	Disclosure 103-2 The management approach and its components	Respecting and protecting human rights pg. 44-45	Newcrest does not undertake site-led Human Rights Reviews or Impact Assessments, instead undertaking group-led Human Rights Assurance on a yearly basis across all operational sites.
	Disclosure 103-3 Evaluation of the management approach	Respecting and protecting human rights pg. 44-45	
	Disclosure 412-1 Operations that have been subject to human rights reviews or impact assessments	Newcrest undertakes group-led Human Rights Assurance on a yearly basis across 100% of operational sites.	
	Disclosure 412-2 Employee training on human rights policies or procedures	100% of Newcrest employees had organisational Human Rights policies and procedures allocated to them as a component of general training profile in FY19. The communication of anti-corruption policies and procedures is a component of employee code-of-conduct training, which takes place during the onboarding process for all full & part-time employees, excluding contractors.	
GRI 413: Local Communities	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Working with our communities pg. 36-43 Respecting and protecting human rights pg. 44-47	
	Disclosure 103-2 The management approach and its components	Working with our communities pg. 36-41	
	Disclosure 103-3 Evaluation of the management approach	Working with our communities pg. 36-41	
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	In FY19 all of Newcrest's operations have implemented local community engagement, impact assessments, and/or development programs, which has included the use of <ul style="list-style-type: none"> Social impact assessments, including gender impact assessments, based on participatory processes; Environmental impact assessments and ongoing monitoring; Public disclosure of results of environmental and social impact assessments; Local community development programs based on local communities' needs; Stakeholder engagement plans based on stakeholder mapping; Broad based local community consultation committees and processes that include vulnerable groups; Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; and Formal local community grievance processes. 	
	MM6 Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	Our performance data pg. 65-75	
GRI 415: Public Policy	Disclosure 415-1 Political contributions	0 political contributions to report	
GRI 419: Socioeconomic Compliance	Disclosure 419-1 Non-compliance with laws and regulations in the social and economic area	On 3 December 2018, the prosecution of Newcrest for breach of section 19(1) of the Work Health and Safety Act 2011 (NSW) was completed. The charges related to a fatal accident at Cadia's Ridgeway mine on 6 September 2015. Newcrest was ordered to pay \$600,000 reduced by 25% to \$450,000 given Newcrest's guilty plea and co-operation. Newcrest was also ordered to pay the prosecutor's costs.	
GRI G4: Closure Planning	Disclosure 103-1 Explanation of the material topic and its Boundary	What matters most – our material topics pg. 11 Managing mine closures pg. 32-35	
	Disclosure 103-2 The management approach and its components	Managing mine closures pg. 32-35	
	Disclosure 103-3 Evaluation of the management approach	Managing mine closures pg. 32-35	
	MM10 Number and percentage of operations with closure plans	Managing mine closures pg. 32-35	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2018			
GRI 303: Water & Effluents	Disclosure 303-1 Interactions with water as a shared resource	Water stewardship pg. 26-27	
GRI Standard 2018 <i>continued</i>			
GRI 303: Water & Effluents <i>continued</i>	Disclosure 303-1 Interactions with water as a shared resource <i>continued</i>	<p>The Newcrest Water Management Standard is intended to complement and enhance the site water monitoring programs and, where required, go beyond regulatory requirements. The Standard requires each Newcrest site to assess water risks and maintain a water management plan and water balance. The plan and water balance are intended to be used to apply appropriate controls for water risks and regularly assess opportunities to improve water recycling and efficiency. Audits against the Newcrest Water Management Standard in FY19 show improvements for all sites, with updated water balances and risk assessments.</p> <p>Newcrest has introduced a Water Stewardship Policy in the financial year which requires site-based water quality and efficiency targets based on the water balance and an understanding of cumulative impacts within the catchment. This includes the local context and is being rolled out in FY20.</p> <p>Newcrest continually seeks opportunities to engage more broadly with stakeholders to support for example, regional water improvement projects. Alongside local partners in Lihir, Newcrest has continued to support the delivery of water, sanitation and health (WaSH) projects in New Ireland Province, PNG. In FY19 Newcrest delivered the last of five Vocational Training Centre (VTC) WaSH projects, building hygienic pit toilets and installing water collection systems and tanks. The five VTC's in New Ireland are the primary source for basic technical training for young people, including young females. The students train in WaSH awareness, and the construction, care and maintenance of WaSH infrastructure, enabling knowledge sharing within their communities.</p>	
	Disclosure 303-2 Management of water discharge related impacts	Water stewardship pg. 26-27	
GRI 403: Occupational Health & Safety	Disclosure 103-1 Explanation of the material topic and its Boundary	Improving safety and health pg. 17-20	
	Disclosure 103-2 The management approach and its components	Improving safety and health	
	Disclosure 103-3 Evaluation of the management approach		

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2018 continued			
GRI 403: Occupational Health & Safety continued	Disclosure 403-1 Occupational health and safety management system	<p>Newcrest HSE management system has been implemented across the business. The HSE management system is in use on all Newcrest controlled sites.</p> <p>The system is implemented in line with requirements of WHS Act and regulations including; NSW Work health and safety (Mines) Act and Regulations, and WA Mines safety and inspection Act and regulations. The Newcrest HSE management system aligns with the requirements of ISO 45001 Occupational health and safety management systems.</p> <p>Newcrest Standards apply to all managed Newcrest sites throughout the entire lifecycle, including exploration, construction, development and closure. Standards also apply to all Newcrest employees, contractors, subcontractors and visitors. Joint ventures where Newcrest is not the controlling partner are not covered by the HSE management system and external contractor facilities that are remote and independent of Newcrest operations are not covered by the HSE management system.</p>	
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	<p>The minimum requirements for hazard identification and risk management are outlined in element 7 of the Newcrest HSE management system with additional information on material risks being covered in the group risk standard and procedure.</p> <p>Risk assessment processes include; Pre task risk assessment, Qualitative risk assessment, Semi Qualitative risk assessment where relevant, and an additional hazard identification and risk management tool in the Critical control Management (CCM) system.</p> <p>The CCM system is a series of operational checklists that have been developed for Major hazards identified by Newcrest and High risk tasks performed by sites. Operators undertake Operator Critical control checks (OCCC) prior to undertaking major hazard or high risk tasks. Supervisors undertake Field critical control checks (FCCC) on high risk tasks and major hazards being performed by their teams and supervisors and managers complete System Verification (SV) checks on these processes. Data from the OCCC, FCCC and SVs are entered into a database to allow for data analysis and trending.</p> <p>Results from audits are used to develop corrective action plans that improve the implementation and efficiency of the HSE management system. Where business leading processes or practices are identified they are shared with other site GMs. Workers are encouraged to raise hazards identified in the workplace with supervisors, leading hands, safety representatives or members of the HSE team, hazard reports are raised in the CHES database for investigation, review and the development of corrective actions. Newcrest has a Speak Out policy that encourages people to Speak Out about any misconduct, anything that you believe to be illegal or unethical, any safety issues, or any breach of our Code of Conduct, The policy clearly states that the organisation will not tolerate any reprisals, discrimination, harassment, intimidation or victimization of you and we are committed to protecting you from Detrimental Treatment by anyone who believes or suspects that a report has, may or is proposed to be made. Newcrest CEO and EGMs have filmed videos advising workers that they have the right to stop work if they think that they are putting themselves or others at risk of harm. Videos are included in Newcrest induction programs.</p>	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2018 continued			
GRI 403: Occupational Health & Safety continued	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation <i>continued</i>	The requirements for incident management are described in Element 09 of the Newcrest HSE management system as well as Newcrest Incident management procedure 100-900-AL-SWP-0001. The classification of injuries and illness is detailed in Newcrest injury and illness classification and reporting procedure 100 HE PRO-200. Hazards, near misses and incidents are entered into the CHESSE database and investigations are completed using the five why's or ICAM investigation models to establish basic and root causes of the event and to assist in the establishment of corrective actions to minimise the risk of a reoccurrence. Risk ratings are determined using the Newcrest risk matrix which assesses the likelihood and consequence of events occurring the matrix is designed to assess health, Safety, environmental, community outrage, property damage and process loss risks.	
	Disclosure 403-3 Occupational health services	The requirements for health and safety responsibilities are outlined in a number of elements of the Newcrest HSE management system including; Element 01 Leadership planning and review, Element 02 Legal compliance and other obligations, Element 06 Contractor management and procurement, Element 07 Hazard identification and risk, and Element 09 Incident management. Site General managers and HSE managers are responsible for ensuring that the appropriate number of trained and competent personnel to meet the requirements listed in these elements area, available for each area of the site. Newcrest Group HSE personnel audit the sites ability to meet the requirements of these elements as part of the HSE management system auditing process.	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	Newcrest group HSE function is responsible for the review and updating of the HSE management system. The elements in the HSE management system require regular review. As part of the review process the elements are distributed to the site GMs and HSE managers for review and to provide recommendations on proposed changes/updates. Newcrest group HSE reviews the recommended changes and accepts or declines the recommendation providing feedback to the sites. The updated HSE elements are then provided to ExCo for additional review and update with ExCo approving the final updated versions of the HSE management system elements. Newcrest HSE management standard element 01 leadership and commitment requires that Management committees that represent all levels of the operating site (leadership level, operating areas and work groups/work areas) shall be established to monitor HSE performance and processes, and assist in the implementation of improvement plans. This requirement is audited as part of the HSE management system audits conducted by the Group HSE personnel. Work health and safety consultation at Cadia is governed by the standard 710-000-SA-STA-1015. This standard covers the appointment of health and safety representatives and the establishment of a health and safety committee and the establishment of the Central safety Group to manage health and safety risks within the workplace. Work health and safety consultation and the establishment of appointed safety representatives at Telfer is governed by the Safety representatives charter 700-676-SA-PRO-0044.	
	Disclosure 403-5 Worker training on occupational health and safety	The requirements for training workers in health and safety are covered in element 05 of the Newcrest health and safety management system. Training needs analysis are conducted for each role to identify the training, competency and licensing requirements to safely fulfil the duties and obligations of the role. All workers complete HSE inductions for the sites and areas that they work in which are designed to provide information to workers on the potential hazards within the work area and the controls in place to mitigate those hazards. All level 2 workers (workers in supervisory roles) complete the Newsafe NextGen training program that is Newcrest's behavioural safety program.	

GRI Standard	Disclosure	Report Section	Omission
GRI Standard 2018 continued			
GRI 403: Occupational Health & Safety continued	Disclosure 403-6 Promotion of worker health	<p>Newcrest has an employee assistance programme program that is available to all employees that addresses a number of non occupational health issues. The program is available to all employees, contractors and their immediate families. The service is totally confidential with people accessing the service via an external website or toll free phone numbers. All sites Cadia, Telfer, Gosowong and Lihir have access to onsite medical facilities and staff that can provide initial treatment for non occupational injuries or illnesses that occur and the sites can then refer the injured person onto an appropriate medical provider for ongoing care and treatment.</p> <p>The Melbourne office Health and Safety Committee establishes a health promotion program each year that is offered to employees of the Melbourne office. Some of the promotions offered to employees include; skin cancer checking, influenza vaccinations, access to mental wellness programs, and 15-minute massage programs. Cadia has a wellbeing program that is coordinated by the return to work coordinator that includes a calendar of health initiatives that is developed based on site and community health risks the program addresses both physical and psychosocial risks. Lihir has a site based wellness program that is delivered by an external provider HBP Group.</p>	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Newcrest defines material risks in the Management of material risks procedure Risk PRO-09. The procedure outlines the processes for the identification and management of material risks. The management of material risks is managed by the Head of risk and assurance. Non material risks are managed using the Newcrest risk management standard RISK ST-01.</p>	
	Disclosure 403-8 Workers covered by an occupational health and safety management system	<p>All employees at Newcrest reported under GRI 102-8 (pg. 72) are covered by an occupational health and safety (OHS) system, which undergoes internal audits.</p> <p>Newcrest requires all workers belonging to a contracted organisation reported under GRI 102-8 (pg. 72) to have an OHS system in place that is to equivalent or more comprehensive than Newcrest's own OHS system.</p> <p>Internal audits of contractor OHS systems are conducted as required based on an assessment of risk in the contracted role.</p>	