

- Our vision** To build a diverse and inclusive environment where everyone feels safe, valued and supported to bring their whole unique self to work
- Our mission** To embed inclusion into all aspects of leadership and the workforce experience at Newcrest
- Our values** Diversity and inclusion are essential parts of Newcrest's vision, values and company culture

Benefits	<ul style="list-style-type: none"> > Opens up tight labour markets where we compete for diverse talent globally > Enhances diversity of thought to preserve our competitive advantage and innovative culture 	<ul style="list-style-type: none"> > Reinforces our license to operate with the communities in which we mine and explore 			
Enablers	<ul style="list-style-type: none"> > Commitment and passion to 'shift the dial' on D&I from all leaders > Existing successes and sustained focus on D&I that has created momentum to improve further 	<ul style="list-style-type: none"> > Agility to pivot strategies and actions to drive progress in D&I > Engagement with local communities and ongoing social performance success 			
Levers	<p>1. Inclusive Leadership</p> <p>Increase leadership accountability for creating an inclusive workplace and progressing diversity</p>	<p>2. Systemic Alignment</p> <p>i. Modernise role design, recruitment and progression policies / processes</p>	<p>ii. Establish D&I education and training</p>	<p>iii. Execute the basics</p>	<p>3. Engagement</p> <p>Tailor site and centre engagement action plans</p>
Key Actions - executed through a multiyear plan	<p>Site General Managers (GM) and Executive Committee (ExCo) to develop and implement D&I action plans</p> <p>Senior leaders to attend inclusive leadership & unconscious bias training and actively role model agreed behaviours</p> <p>L3-4+ Short Term Incentives (STI) to include quantitative and qualitative D&I performance measures</p> <p>ExCo reviews of D&I Key Performance Indicators (KPI) and dashboards, action plans and progress</p>	<p>Leverage flexible work practices that already exist and broaden the application of our flexible work policy (to include remote working, work from home, part time working, job sharing)</p> <p>Each ExCo member to identify jobs that can be done flexibly</p> <p>Recruitment and selection processes to be updated to reduce bias, attract/ select more diverse talent and enable internal promotions</p>	<p>Individual development plans for targeted cohorts (e.g. high potential and operational roles) actively supported by GMs and the accountable ExCo member. Progress reviewed every 6 months by ExCo</p> <p>Build on the success of NewSafe to drive a D&I education program</p> <p>All L3-4 succession plans to have at least one diverse candidate</p>	<p>Enhance policies and benefits specifically those that support caregiving (e.g. parental leave, elder care)</p> <p>Conduct site audits to identify opportunities to improve the physical environment and update amenities based on a multiyear plan</p>	<p>Implement a D&I communication plan including; stakeholder management plans, internal and external key messages and having senior leaders publicly and authentically articulate their D&I stance</p> <p>Expand interaction with tertiary institutions, students and early to mid-career diverse talent, industry and non-industry networks</p>