

Safety & Sustainability Committee Charter

May 2021



Objective

To assist the Board in its oversight, monitoring and review of the Company's practices and governance in the following areas (the **SSC Areas**):

- Safety;
- Occupational health and hygiene;
- Social Performance;
- Environment;
- Climate change;
- Sustainability; and
- Human rights and security of communities, employees and operations.

Duties and Responsibilities

To meet the above objective, the Committee will:

1. Recommend to the Board key policies and strategies in relation to the SSC Areas.
2. Oversee the appropriateness of the Company's risk framework and management systems in relation to the SSC Areas.
3. Oversee, monitor and review the Company's responsibilities and commitments in relation to the SSC Areas.
4. Ensure that the Company has and implements processes designed to ensure compliance with applicable policies and legal and regulatory requirements.
5. Oversees the setting of public targets relating to the SSC Areas and ensures that performance in relation to such targets is monitored.
6. Oversee identification, management and mitigation of risks relating to the SSC Areas.

7. Oversee the Company's performance in relation to the SSC Areas.
8. Review the Company's response on issues of concern or non-compliance relating to the SSC Areas.
9. Review recommendations from Management in relation to industry trends and industry standards relating to the SSC Areas.
10. Monitor resources applied to achieving compliance with the policies and standards within the Committee's scope.
11. Review and make recommendations to the Board in relation to significant public statements or reports relating to the SSC Areas (including the Sustainability Report) and public targets relating to the SSC Areas.
12. Undertake work or actions with respect to particular matters within the Committee's scope as requested and/or delegated by the Board from time to time.
13. Report to the Board on the work and findings of the Committee and, where necessary, make recommendations in relation to them.

Authority

The Committee is a review and advice committee. It has no decision-making authority and holds no delegated authorities from the Board.

The Committee is authorised by the Board to obtain outside specialist advice, or other professional advice, to the extent that it considers it necessary or appropriate for the Committee to discharge its duties and responsibilities.

In carrying out its duties the Committee may discuss any issue within its scope directly with Management, internal or external auditors or experts and request

reports, explanations and information of any of the activities or procedures of the Newcrest Group.

Membership

The Committee must consist of at least three Non-Executive Directors, one of whom acts as Chairman of the Committee.

The Board of Directors will appoint and remove the members of the Committee and the Committee's Chairman.

Meetings

A minimum of the Committee Chairman (or his/her duly appointed alternate from the Committee) and one other committee member is required to form a quorum.

The Committee will meet as frequently as required but at least three times each year.

All Directors will receive Committee papers and have a standing invitation to attend Committee meetings.

Members of the Executive Committee may attend meetings of the Committee at any time, unless the Committee decides otherwise. Other members of Management and specialist external consultants may attend by invitation.

Approved by the Board: 5 May 2021