

# newcrest & you



*Our values are virtually the same – almost interchangeable, which is very important as they are used every day to guide our actions. Having these aligned shows just how culturally similar we are.*

**Scott Jones**  
Newcrest's Head of  
Safety and Health



◀ Scott Jones (left) and Peter Lewis (former LGL employee) agree that similar company values have helped the integration process.

## One company, one Newcrest

**Many people in our newly-combined organisation are working together for the first time and finding much in common, which is helping the integration run smoothly and quickly.**

*"From a safety perspective, the underlying values and culture [of both companies] were very much aligned. We have found projects and initiatives that were identical, and many of the systems used were the same across both companies,"* explains Peter Lewis, Manager Safety and former LGL employee.

Peter has been working closely with Scott Jones, Newcrest's Head of Safety and Health,

to map out Newcrest's future safety program for the combined organisation.

Peter says he had high expectations from the start: *"We were obviously pleased the two companies were so closely aligned but I wasn't that surprised as they were both striving for best practice processes."*

Peter and Scott began collaborating before the merger completed on 30 August 2010: *"We identified and reviewed how both companies addressed areas such as hazard management, work safety, contractor integration, safety leadership and emergency management,"* says Scott.

*"Our values are virtually the same – almost interchangeable, which is very important as they are used every day to guide our*

*actions. Having these aligned shows just how culturally similar we are."*

The cultures and processes ring true with General Manager of Health, Safety, Environment & Social Responsibility Nick Currey: *"The similarities in processes and programs...made the integration more streamlined requiring less changes as part of the integration."*

Many other collaborations are underway within Newcrest, which since the merger, is now the world's third largest gold miner and Asia Pacific's leading gold company - providing our people with the potential to be able to develop their skills across more geographical regions, with a greater choice of mining disciplines and technical processes.

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▲ **What a blast:** The Ridgeway Deeps mine has blasted the highest drawbells in one firing in the world. Pictured here is a drawbell charged and ready for firing.

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**Challenging the way we do things in order to improve is a real credit to the team and will benefit other Newcrest block caves.**

**Geoff Dunstan**  
Manager Mining  
Underground

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## Ridgeway Deeps: leading the world in drawbell drill and blast design

The future of block cave drawbell design could well be at Ridgeway Deeps (RWD) underground mine following the successful implementation of world-first, 14-metre-high drawbells fired in one stage, with trials underway to blast even higher ones.

Drawbells are located at the bottom of an ore body, where they funnel broken-up ore to an opening (drawpoint) where it is then removed by a loader: “At RWD, we will have 130 drawbells spread in a beehive like pattern at the base of the ore body. By using electronic detonators that are set off at pre-determined times, we are able to achieve greater drawbell heights and volumes,” explains Luca Popa, Senior Drill & Blast Engineer.

Luca says that the RWD team wanted to push the boundaries by blasting some of

the world’s highest ever drawbells in one go: “We initiated a study, supported by the University of Queensland, to explore innovative undercutting and drawbell construction techniques that would benefit Cadia East in particular and future Newcrest block cave mines.”

Getting the optimum shape and size of a drawbell is essential: “The height and shape of the drawbells and the time it takes to establish them directly influence ore recovery, productivity and costs.”

Now, the team is trialling an even larger design: “The new design will be higher and wider, and in terms of volume, significantly larger than the 14-metre-high drawbells,” explains Luca.

Geoff Dunstan, Manager Mining Underground, says the team is taking seriously Newcrest’s Vision to be the Miner of Choice: “Challenging the way we do things in order to improve is a real credit to the team and will benefit other Newcrest block caves.”

## One-in-a-million upgrade

The Million Ounce Plant Upgrade (MOPU) project at Newcrest’s newly acquired Lihir operation, will increase the site’s gold production by at least 240,000 ounces per year and enable additional gold recoveries over the life of the operation.

Lihir, on Lihir Island in Papua New Guinea (PNG), has produced more than 8 million ounces of gold since commissioning 1997. Lihir General Manager Noel Foley, says new processing plant infrastructure is designed to push more ore through the mill while improving gold recovery: “The plant upgrade will include a new crushing and conveying circuit, SAG (semi-autogenous grinding) and ball mills, two 48-metre-diameter grinding thickeners, one of the largest autoclaves in the world, an oxygen plant and associated pressure oxidation infrastructure, a leach circuit and additional gravity and flotation circuit capacity.”

A significant amount of the capital cost will flow to local businesses and contractors over the life of the project, says EGM Projects Ron Douglas: “Substantial job and income-generating opportunities have been, and will continue to be, created through the construction phase, with contracts available for Lihirian and PNG companies.”

Ron congratulates the MOPU team for its progress so far: “The team has done a great job getting the project to construction phase and the process plant will be progressively handed over to operations, commencing in the first half of 2012.”

EGM – PNG and Indonesian Operations Geoff Day says MOPU is a key growth project for Newcrest: “The Lihir operation is a robust asset, with a strong environmental track record and an estimated 30+ year mine life. The MOPU project is going to further improve the site processing and recovery capabilities enabling long-term, sustainable production growth.”



◀ Upgrades to Lihir operation’s processing plant, including a new oxygen plant cold box (pictured here being lifted in to place) will increase annual gold production by 240,000 ounces.

## Three year continual improvement process reaps benefits for Cracow mill

Enhancements made in the crushing circuit have helped lift throughput capacity by more than a third over the past three years at the Cracow mill.

Buying a brand new, imported tertiary crusher has reaped rewards explains Superintendent – Ore Processing John Horgan: *“We imported a ‘raptor’ tertiary crusher from the US for a similar outlay as would have been spent replacing the old crusher with a model similar to what we originally had. The raptor allows us to deliver finer product to the mill. And, simply put, the finer we can get the crushed product, the more we can get through the mill.”*

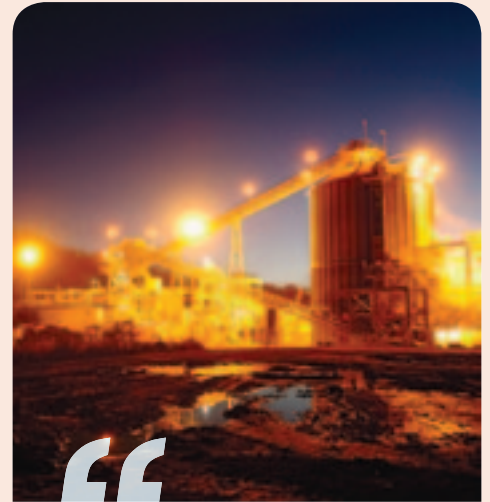
Choosing new, finer screens by carefully trialling the products of three different

manufacturers has also helped boost throughput: *“We’ve been able to reduce the screen size aperture from 12mm to 8mm, in turn leading to increased throughput.”*

*“It is important the team at the mine are aware of changes made at the mill. We work with the mine to eliminate as much excess water as possible from the ore and to optimise the blending of wetter ore with drier ore, to ensure we have feed that will pass through the reduced screen size,”* John adds.

General Manager Don Runge says the satisfying results are thanks to the dedication of a very focussed small team: *“The Newcrest values of ‘working together’ and ‘innovation and problem solving’ were clearly demonstrated by the Cracow mill team, led by Geoff Lucas and his dedicated superintendents. The entire team should be proud of what they’ve achieved.”*

▼ **The finer details:** *Crushing ore finer is helping Cracow’s mill increase throughput.*



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***The finer we can get the crushed product, the more we can get through the mill.***

**John Horgan**  
Superintendent –  
Ore Processing

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## Recycling engine saves time and money

***“We keep decommissioned vehicles and their spare parts for just this reason,”*** says John Brady, Telfer’s Light Vehicle Ancillary Maintenance Supervisor, referring to an old engine installed in an operating vehicle brought in for repairs.

The idea to save the engine from a decommissioned vehicle was devised by mechanical technicians Clinton Johnson and Paul Huisman: *“We had none of the spare parts on hand, so using a perfectly good used engine made sense... we just checked the oil, water and connected up the battery,”* says Clinton.

Replacing the engine with an old one rather than waiting for a new one to be delivered meant the truck was

back in action more quickly says John: *“Replacing an engine usually takes an average of eight to ten days, from putting in the purchase order, to delivery to installation... the guys got the truck up and running within 24 hours.”*

Recycling the engine also saves money says John: *“It would have cost us several*

*thousand dollars for a new engine... we definitely saved that plus more in associated labour costs.”*

General Manager Telfer Jason Grace congratulates the team on their initiative: *“It is this type of thinking that really highlights how our people work well together to deliver innovative solutions.”*



Paul Huisman (left) and Clinton Johnson used an engine from a decommissioned vehicle to repair an operating vehicle, saving time and money.

# Semi-autonomous loaders a reality at RWD

***“It’s exciting and a little nerve racking to be the first to drive an underground machine from the surface,”*** says Loader Operator Glenn Borys, speaking from his seat in the Cadia Site Asset Operations Centre (SAOC) as he remotely operates a semi-autonomous electric loader one kilometre underground.

Previously, Glenn has driven and operated loaders from the cabs of vehicles underground: *“It’s totally different when you can’t feel or hear what is happening.”*

Since the first semi-autonomous loader was commissioned in September, Glenn is one of several operators who use specially designed chairs equipped with controls and live video to fill the loader’s bucket. The loader then trams (drives) back to the crusher and empties the bucket automatically.

Tony Syme, Manager Underground Mine Technology, says the new loader [story in Newcrest and You #5] is much more efficient: *“Electric loaders don’t need to stop to refuel and require less maintenance than diesel powered machines.”*

By April 2011 there will be five electric and five diesel semi-autonomous loaders operating in Ridgeway Deeps (RWD).

The loaders will work in specialised production zones devoid of other machinery

and people: *“Each zone will have light barriers to act as gateways to that area. If the light barrier is broken the system stops immediately and is unable to be started again until the zone is inspected,”* says Tony.

The chance of collision with obstacles underground is also reduced with special sensors: *“The scanners pick up any changes in the environment and the loader will automatically stop if there is anything obstructing its path.”*

Manager Mining Underground Geoff Dunstan says commissioning the first semi-autonomous loader is the culmination of four years’ hard work: *“Thanks to the efforts and persistence of a cross-discipline team, loader automation is now a reality for our mine and Newcrest.”*

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**Geoff Dunstan**  
Manager Mining  
Underground

**”**



◀ The automated loader commissioning team. Front (left to right): Dylan Jorgenson, Glenn Borys, Geoff Dunstan. Middle (left to right): Aidan Hollier, Björn Ivarsson, Tero Hellstrom, Tony Syme, Emil Schönning. Back (left to right): Esa Jukuri, Markus Ojanen, Hannu Mäkelä.

## Tightening our belts

**Upgrading conveyor belt specifications will mean increased asset life and less down time says Jonathan Connell, Telfer Mechanical Reliability Engineer, who has spearheaded the hunt to find a belt better suited to hard rock mining.**

Jonathan has worked with the maintenance and production teams since July 2010 to successfully develop new specifications for belts which will feed the mill and carry ore from Telfer’s crushers to its stockpiles: *“Belts manufactured to the new specifications will definitely be an improvement on our current FRAS [Fire Resistant Anti-Static] ones. They are more suited to carrying the ore here at Telfer and will be cheaper and easier to buy and maintain.”*

*“The bonus is that these new belts will have a longer wear life and despite being the same thickness as our current belt, splicing them [joining two belt pieces together] will be a lot easier.”*

Group risk assessments and personal testing by Jonathan has also ensured the new belt will meet fire safety levels: *“I have tried everything to get a fire started and found that the risk of initiating and sustaining a fire is actually extremely small.”*

Not satisfied with his findings, Jonathan has continued to work with a belt consultancy company to further tailor belt specifications

to suit Telfer’s ore type and climate conditions: *“We have now developed a custom criteria list for the belt’s top cover, which our procurement teams are using when interviewing our suppliers.”*

Jonathan looks forward to seeing the new belts in action the next time a belt is scheduled for replacement and will be sharing his findings with other Newcrest sites.

Telfer’s General Manager Jason Grace is impressed with the improved belt standards: *“Jonathan and the team’s dedication to finding the best quality product for our environment reflects Newcrest’s commitment to innovation, problem-solving and high performance.”*



◀ Mechanical Reliability Engineer Jonathan Connell checks out one of the ore carrying belts at Telfer which will be replaced with new and improved belts, custom made for Telfer’s ore type and climate conditions.

## Deep sea tailings placement best for Lihir

**The way mine processing waste (tailings) is disposed of, both safely and sustainably, varies depending on the unique conditions of each site.**

At Lihir in Papua New Guinea (PNG), the method used is deep sea tailings placement (DSTP). The 15 years of practical operating experience and scientific monitoring reinforces that this was the best choice at the time and will continue to be going forward.

*"In certain locations – such as Lihir Island – it is the most suitable and sustainable means of tailings placement,"* said Newcrest Chairman Don Mercer at Newcrest's Annual General Meeting in October this year.

From a sustainability view point, DSTP was chosen for Lihir Island because of the following conditions: high rainfall; rugged landscape with lack of suitable areas for a tailings storage facility; high seismicity; proximity to deep water with no upwelling and strong community support for DSTP.

Independent marine experts have verified that ongoing monitoring has not shown any material metals concentrations in the food chain.

This method of disposal is used in other areas around the world where conditions are appropriate as in the Mediterranean off France and in the Black Sea off Turkey.

Water use licence conditions permitted by the PNG Government are consistent with criteria set by the World Health Organisation and the Australian Water Quality Guidelines for Fresh and Marine Waters.

Continuous control is exercised over the quantity and quality of the tailings that is carried by pipe and discharged 115 metres from the surface. This is below the light penetration or euphotic zone (which is the zone of greatest biological production).

*"Newcrest will continue to diligently monitor and report the environmental impacts of the DSTP. The Company will also continue to review ways of improving mining and waste disposal processes,"* Don said.

▼ *Newcrest continues to diligently monitor and report the environmental impacts of DSTP at Lihir: Graduate Chemist Conrad Kumul (left) and Environment Officer Augustine Kalenai prepare to deploy sampling bottles into the water near Lihir.*



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**Don Mercer**  
Newcrest Chairman

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## Cracow invests in the next Wulli Wulli generation

**Cracow has trebled its scholarships for local Indigenous secondary school students and for the first time is supporting students going onto higher education by introducing a cadetship program.**

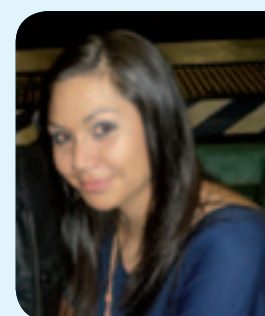
Cracow Community Relations Advisor Lyn Runge says the support is part of Newcrest's commitment to being a Miner of Choice: *"We have introduced a cadetship program for students in nearby communities wishing to continue with tertiary studies. Education is critical for improving students' life opportunities."*

Kristie Fuller, member of the Wulli Wulli people and a recipient of a 2010 cadetship, says Newcrest's support will allow her

to purchase books and a laptop to assist in her health studies: *"I have a particular interest in Indigenous health issues and recognise the need for greater medical proficiency in rural and remote areas. My goal is to eventually set up a regional maternity clinic in the Eidsvold area."*

The cadetships follow the existing secondary school scholarship program, with Newcrest now offering 12 scholarships, eight more than required by the Indigenous Land Use Agreement (ILUA).

Recipients for the secondary school scholarship program are selected from Years 8 to 12, with each recipient given the chance to renew their scholarships annually if they maintain their grades. Each scholarship student is given a cheque for AUD\$600 for study expenses and a school back pack. A laptop is awarded to two outstanding students, based on their high achievement in either sport, academic or positive behaviour.



▲ *Kristie Fuller was pleased to receive support from Newcrest for her study towards a Bachelor of Midwifery at Griffith University.*

Cracow's scholarship program has been operating since 2004: *"Since the program began there have been more than 65 scholarships awarded,"* says Lyn.

Manager Social Responsibility Ron Brew says the program is an important component of Newcrest's recognition of Indigenous cultural heritage: *"It is an example of the company and the local Indigenous community working together to coordinate beneficial youth programs, share in the benefits of mining activities, and create lasting relationships."*



▲ Medical Health Supervisor, Somatha Jabba administers an injection on grade 4 Zindaga Primary School student, Baneo Bana during a routine health patrol.

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**The Wafi Base Clinic is the first health clinic in the area, apart from the three government Aid Posts which are a long walk away.**

**Mike Kennedy**  
MMJV Government  
and External Liaison  
Manager

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## MMJV funded clinic gives round the clock health care in PNG

***“Before the opening of the Wafi Base Clinic, the closest medical assistance for locals was a hard, and sometimes dangerous, eight-hour walk away,”*** says Medical Supervisor Somatha Jabba.

But Somatha says the new clinic, located in the Morobe Province of Papua New Guinea and funded by Morobe Mining Joint Venture (MMJV), now provides emergency, preventative and first aid support to the local area, 24 hours a day: *“We have a bed for in-patients, delivery rooms for expectant mothers and an emergency room.”*

Somatha says the emergency room at the clinic is the only one of its kind in the district, and part of a broader emergency service: *“During extreme cases the clinic also provides essential vehicle and helicopter transport services, which is valued highly by the community.”*

The clinic also provides vital preventive medical care, with nearly 400 children vaccinated last year.

Since opening, the clinic has provided much needed health and wellbeing support to landowners, MMJV staff and contractors, and people from local communities, says Mike Kennedy, MMJV Government and External Liaison Manager: *“The Wafi Base Clinic is the first health clinic in the area, apart from the three government Aid Posts which are a long walk away.”*

MMJV employs four registered nurses to run the clinic and plans to provide refresher training in the future: *“Working in a largely remote and rural setting is a challenge in itself and that’s why it’s important for our employees to receive ongoing training,”* says Mike.

Ron Brew, Manager Social Responsibility, says the Wafi Base Clinic has already made a big difference to the welfare of surrounding communities, despite the fact that Wafi is still only at the exploration stage: *“Assisting with the health and wellbeing of our employees and in particular the local community is part of our commitment to being the Miner of Choice.”*

## Telfer collaboration to develop sport and improve health in the Western Desert

**A collaboration between Telfer and neighbouring community organisations has led to the Western Desert’s first football and softball leagues, to develop sport and improve the health and prospects of the Martu and Pintubi people.**

Indigenous Sport Development Officer Tristen Walker says the new football and softball leagues offer more than the chance to play sport: *“They promote a sense of community pride and provide individuals with the opportunity to build self esteem and confidence and take on roles of responsibility including umpiring, timing, coaching, recording and co-ordinating. These roles can also help individuals transition into Newcrest’s workforce.”*

Both adults and children play football and softball in the monthly league. The five-day events are well attended with crowds of up to 1,300. Families and friends travel long distances to take part. Established in February 2010, the league has also attracted the attention of sports scouts and sports development groups.

Community Relations Superintendent Leon van Erp says the newly-formed Western Desert Sport and Recreation Committee, which organises the leagues, promotes Martu ownership



▲ Desert fun: Martu and Pintubi people take part in a monthly football and softball competition that aims at improving health and wellbeing.

and empowerment: *“The Committee represents seven major communities in the region who have - with Telfer’s support - created and developed for the first time, a committee to manage sports development and events, including the Martu Leagues.”*

Leon says establishing the Committee and leagues was a joint effort between Newcrest, the Martu and other key organisations: *“Local school principals, Geoff Davis [founder of Garnduwa, which is widely acknowledged as Australia’s leading indigenous sporting organisation], and numerous other agencies with an interest in developing sport and improving health helped out.”*

Ron Brew, Manager Social Responsibility says collaborations like this are an important part of Newcrest’s commitment to our communities: *“It is about fostering strong and durable relationships with the communities where we operate.”*

# New farm on Halmahera is eggcellent

**The future looks eggcellent for Malifut Sub District communities on Halmahera Island, now a farm producing and selling eggs has been established with help from PT. Nusa Halmahera Minerals (PT.NHM), Newcrest's joint venture in Indonesia.**

Djono, External Relations Manager PT. NHM, says the egg farm is highly valued as many locals do not keep chickens as layers and eggs can be hard to come by.

The farm is centrally located, which means eggs have a short trip to local shops and markets: *"We used to rely on egg supplies from farms far away which meant supply was unreliable,"* explains Djono.

Establishing the farm was a team effort, with help from PT.NHM which under the Corporate Social Responsibility (CSR) program funded two chicken coops to house up to 2,000 chickens, and from the local government which paid for training and a vet.

Usman Ibrahim, one of the farm's owners, says the community welcomes its new egg supply: *"Thanks to PT.NHM for providing chicken coops - this assistance has improved family life as people can now get nutritious eggs easily."*

Djono says another positive spinoff has been new jobs for Halmaherans: *"The farm is owned by a local family which employs workers to collect eggs and look after the chickens."*

Ron Brew, Manager Social Responsibility, says the farm's success can be used as a model for future projects: *"The community's direct involvement in establishing the program has been a key element in its success, and by sharing learnings with people from other sub districts, we hope to see other ventures established soon."*

Gosowong Operations Director Terry Pilch, says PT.NHM is proud to be involved: *"PT.NHM is committed to the ongoing establishment of sustainable community businesses."*

There are plans afoot to expand the existing egg farm by upgrading the chicken hatchery to breed more egg-laying chickens.



**“Thanks to PT.NHM for providing chicken coops - this assistance has improved family life as people can now get nutritious eggs easily.**

**Usman Ibrahim** Part Egg Farm Owner

▲ A new egg farm on Halmahera Island is good news for locals who found it hard to source eggs in the past.

## New home for a Côte d'Ivoire community

**It's not every day you hear about an entire village moving to a new location, but that's exactly what villagers from Bonikro province in Cote d'Ivoire have done, care of Newcrest.**

*"Bandamakro, a village of 300 people, was relocated to a new settlement located about 5km from the old village.*

*The living conditions of Bandamakro people were significantly enhanced with the resettlement, with running water, improved sanitation and a new school for the village children,"* says Bonikro General Manager, Ibrahim Danso.

Ibrahim says the decision to relocate came about because of Bandamakro village's proximity to the tailings facility at our Bonikro mine: *"It was considered the safest option and gave Newcrest the opportunity to provide the community with upgraded facilities."*

He adds the villagers are very happy with their new homes and keen to make a fresh start: *"The whole community was excited about moving to the new village and they say they are looking forward to raising their families and prospering in their new homes."*

The new village is made up of 58 houses of varying sizes, 25 outdoor kitchens, nine combined showers and latrines, and one youth centre. Still under construction is a chicken farm project.

The settlement came complete with a modern water system and electric wiring to every home, making villagers' everyday lives easier: *"Running water and electricity is much more convenient,"* says Ibrahim.

Bandamakro is made up of migrant Baoulé people whose origins are in central Côte d'Ivoire.

Village authorities at the recent opening ceremony congratulated Newcrest for its efforts.

Nick Currey, General Manager Health, Safety, Environment & Social Responsibility says supporting communities is part of our commitment to being Miner of Choice: *"The Bandamakro village relocation was completed following extensive consultation with the community and adherence to International guidelines for resettlement projects throughout the process. We wish the community a safe and prosperous future."*

◀ Bandamakro Village Chief Kouame Jouassi Germain (centre) receives a symbolic key to Bandamakro's newly built village in Côte d'Ivoire. Pictured with the Chief from left: Konan N'dri Patrice; Michel Mian; Kakou Jules; Okobe Ligrowin; Ibrahim Danso; Ble Pepe Joseph; Okoubo Marie Therese; Zah Bi Kouadio Victor; and Titipeku Kragbe.



# Who's who @ Newcrest

## Jarrold Fair



Exploration Geologist Graduate Jarrod Fair didn't account for the massive cultural acclimatisation he would undergo when he was seconded from Cadia to Gosowong: *"I lost 10 kilos from the change in food; I had to adapt to the culture and I definitely stepped on a few people's toes until I learnt some of the language and the local way of doing things."*

But Jarrod says there were many high points and the positives of the overseas secondment from a career perspective are unparalleled: *"I've been mentored by senior personnel across multiple disciplines. I've increased my knowledge of geology while developing my ability to adapt to different working styles and differences in religion and cultural behaviours."*

Jarrold recently secured another placement - this time in Newcrest's exploration project in Fiji - where he has been working a two-week-on, one-week-off roster since February.

*"The conditions in Fiji are different again, in terms of culture, language and the working environment,"* says Jarrod, outlining how the two overseas opportunities have increased his ability to adapt as well as his own self-awareness: *"Once again, there are so many new things to learn and experience. Plus the geology here is amazing."*

## Craig Day



When Craig Day, Underground Mining Superintendent at Cadia East undertook a year's secondment to Gosowong in July 2008, it facilitated a cross-pollination of knowledge and experience between the two sites.

Never one to pass up an opportunity, Craig says he has had many since joining Newcrest: *"I started at the Cadia East Exploration Decline in 2005. The chance to be involved in the development of a new decline, and investigating and using the latest technology to achieve industry best was a once-in-a-life-time opportunity."*

Craig says going to Gosowong allowed him to explore some ideas developed at Cadia East as both use similar mining techniques.

On his return to Cadia East in August 2009 Craig employed the insight he had gained: *"Gosowong is a mine in full production, with established systems and processes. Cadia East is in development and many of the production systems from Gosowong will be relevant in the future. The year at Gosowong helps me appreciate what is required for Cadia East."*

Craig encourages others to make the most of working at Newcrest: *"It is a vibrant, growing company. Work hard, challenge yourself and don't let fear be the reason to turn down a new opportunity."*

## Got any news or feedback?

**newcrest&you** would love to hear from you. Email or call us with your feedback, or news of initiatives that are making Newcrest a better performing company and a great place to work.

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