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The culture of learning that we foster is second to none.

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George Witty CVO Apprentice Master

APPRENTICE PROGRAM WINS NATIONAL RECOGNITION



Apprentice Alex Hausfeld (left, pictured with Apprentice Master George Witty right) accepts from Deputy Prime Minister Julia Gillard the Minister's Award for Excellence for Employers of Australian Apprentices for Western NSW, on behalf of CVO's apprenticeship program.

Apprentices Alex Hausfeld and James Ryan swapped their personal protective equipment for evening dress for a night, when they accepted a prestigious award from Deputy Prime Minister Julia Gillard in Canberra recently.

Alex and James received the award on behalf of the apprenticeship program at Cadia Valley Operations (CVO), which won the Minister's Award for Excellence for Employers of Australian Apprentices for Western New South Wales.

Apprentice Master George Witty is pleased with the win but says it is our apprentices who are the true winners. A former TAFE director, he is impressed with the training our apprentices undergo: *"The culture of learning that we foster is second to none."*

"As well as technical training, they're given leadership, communication and project management training, which is getting the best out of our people and giving them the opportunities to grow and advance in Newcrest."

The reputation of CVO's apprenticeship program has grown since starting four years ago: *"We currently have 41 apprentices gaining a wealth of experience on the job and up to 900 applications every year for 10 or more electrical and mechanical places,"* George says.

A further 45 adult apprenticeships have recently been offered at CVO to help meet the skills demand over the next few years for the new Ridgeway Deeps operation and the proposed Cadia East underground project.

In recognising CVO and 22 other businesses across Australia, Julia Gillard said the investment in skills that employers make today will yield dividends for themselves, their apprentices and the nation into the future.

This is the first time a Newcrest site has won an award since the event began in 2007.

The annual national awards recognise outstanding achievements and best practice in apprentice training.

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This project is really exciting – we have an exceptional team with an enormous amount of energy providing the best possible case for the project.

Craig Jones Cadia East Project Manager



Cadia East to be one of world's deepest panel caves

Approval of the Cadia East project will lead to the development of Australia's first and the world's deepest panel cave says Cadia East Underground Feasibility Study Manager Charlie Lamb.

Charlie says panel caving is the best value option: *"We considered all other bulk underground mining options including block and sublevel caving...but studies have shown that panel caving is our best option."*

"Because of Cadia East's massive but low grade ore body, panel caving will allow us to achieve high production rates at the lowest mining cost."

Cadia East Project Manager Craig Jones says Cadia East is Newcrest's biggest project and the largest on the New South Wales (NSW) Department of Planning's books at the moment: *"This project is really exciting – we have an exceptional team with an enormous amount of energy providing the best possible case for the project."*

The effort will be worthwhile, as once approved: mining operations at Cadia Valley Operations are expected to extend for at least another 30 years.

Craig says that Cadia East will see Newcrest join a handful of mining companies globally which use panel caving: *"With mining to extend from 500 metres to approximately 1,650 metres below the surface, we will be one of the deepest panel caves in the world."*

Panel caving is a natural caving method which undercuts the orebody and uses ground stresses, rock structures and gravity to break rock in a series of parallel panels.

The plans were submitted to the NSW Department of Planning in April, with decisions from the NSW Government and the Newcrest Board expected by the end of the first quarter of 2010.



The nuts and bolts of reducing costs

There is no point paying for unnecessary bells and whistles, which is the thinking behind an improvement at Gosowong which has reduced the cost of underground split sets (rock bolts and plates) and mesh by around 20 percent.

Rock bolts, plates and mesh are used to strengthen the walls of underground tunnels after they have been excavated so they are safe to operate in.

Geotechnical engineers Peter Lourence, Asep Wahyudin and Rara Dodo Lawolo worked together to look for ways to reduce costs whilst maintaining safety standards.

The team found that galvanized (non rusting) rock bolts, plates and mesh were being used to reinforce temporary tunnels. *"It's unnecessary using the more expensive galvanized products for temporary tunnels when the non galvanized 'black' products are safe and work just as well for the short term,"* Peter explains.

The team began using the 'black' products in September last year – reducing the cost of underground support materials by more than a fifth.

Gosowong's Production Director John Blake commends the team: *"This is a substantial cost saving easily achieved by taking a closer look at the processes and the products we use."*

The project trials began in March last year. Galvanized materials continue to be used in the main, permanent tunnels underground. Further trials are ongoing to source local manufacturers to further reduce costs.



Geotechnical Engineer Asep Wahyudin checks one of the 'black' non galvanized rock bolts and plates in Gosowong's underground: the use of which has reduced the cost of support materials by a fifth whilst maintaining safety standards.



Increased availability for Telfer's trucks

Telfer's mobile fleet availability is on the up thanks to initiatives introduced by Newcrest's maintenance, engineering and production crews and the maintenance team at WesTrac.

"We recently recorded the highest truck availability for the past 18 months," says Open Pit Mobile Fleet Maintenance Superintendent Martin Hearle.

Martin says it is essential we use our haul trucks, excavators and drills to their full potential to maximise the volume of material fed to the mill:
"Our aim is to always have a high percentage of our total fleet in use and recently we have seen the availability for haul trucks grow from 80 to 85%."

Martin says collaborating with WesTrac – Newcrest's maintenance and repair contractor – has helped significantly: *"We have introduced daily operational meetings between our production and maintenance teams which has improved communications and allowed us to better plan downtimes."*

He adds that using reliability engineering to analyse the causes of break downs and working out how to reduce or eliminate them is paying dividends, and a better computer maintenance management system is making it easier to track when parts need repairing or replacing.

Principal Reliability Engineer Peter Tabbagh says it was a group effort:

"Our aim is to always have a high percentage of our total fleet in use and recently we have seen the availability for haul trucks grow from 80 to 85%."

"A range of people and organisations collaborated to make these improvements happen."

Telfer's General Manager Jason Grace congratulates everyone involved: *"The lift in mobile fleet performance is significantly increasing our ability to meet open pit production targets and will translate into increased gold production."*

Similar improvements are now underway to raise Telfer's excavator and drills utilisation levels with promising initial results.

For more information about these improvements, contact Martin Hearle or Peter Tabbagh.

Space age presentation in Brisbane

A multi-visual, multi-spatial view of our exploration projects was shown to Newcrest's Board and senior managers in the new Brisbane Collaboration Hub (BCH) in October.

"We used Google Earth to show where our projects were, zooming in from space down to the mine access road to Hidden Valley," explains Principal Geologist Rod Carlson.

The best thing was showing several presentations simultaneously including 2-D and 3-D plans of drill holes and deposits: *"It was more interesting, and we could show detailed information in an easy-to-understand format."*

Rod says BCH's suite of collaboration tools allows geoscientists from across the business to communicate: *"We can view and manipulate data on other peoples' computers while talking, using person-to-person visuals."*

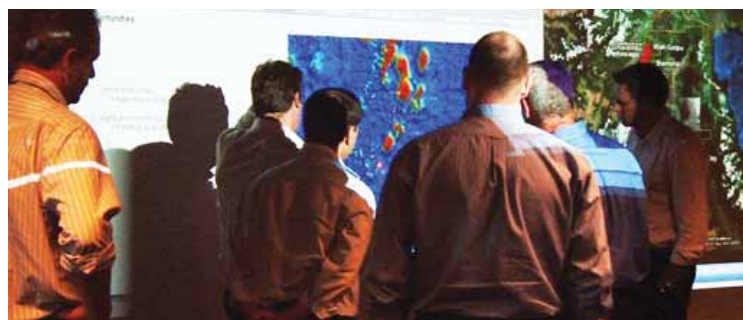
"The tools allow all team members from the geologist to the general manager to share information freely and accurately."

Brisbane-based Geologist Rob Taube describes the BCH, where many Newcrest geoscientists are based, as future modern: *"It's space age – like a James Bond movie. All the desks glow in different colours and they are grouped so it's easy to work on the same project."*

EGM Minerals, Colin Moorhead, says the hub is vital to Newcrest: *"Our continued success lies in our people from all parts of the business working together and having access to world class technology and practices. It is part of our vision to be the Miner of Choice."*

EGM People, Communication & Environment Debra Stirling says the hub's concept and communications technology has potential across Newcrest. *"We can visualise its use in say Operations and Projects, to help share information and fix problems – rather like a surgeon using technology to perform operations remotely."*

The BCH is a joint project between Minerals and IT. For more information, contact Tom Bendistinto, Principal IT Project Management Services, or Marion Renehan, Information and Knowledge Management Advisor.



Newcrest Board members and senior management take a closer look at the multi-visual presentation given in Brisbane's new Collaboration Hub in October.



“**Our inbuilt, highly qualified crew can work on a range of heavy equipment...and 20% of these are women – we don't discriminate.**”

Shane Richards MMJV Central Services Administration Manager

MMJV the ticket to jobs and training

Driving some of the biggest trucks in Papua New Guinea (PNG) doesn't daunt Maria Waubu as she knows there are other women who do the same:

“It's good learning how to operate heavy machinery, just like women in other mining companies.”

Twenty-one-year-old Maria works at Hidden Valley mine in PNG – the first mine to be developed under the Morobe Mining Joint Venture (MMJV) between Newcrest and Harmony Gold.

Maria is one of 35 women from nearby villages who have been trained as heavy equipment operators (HEOs).

Under a Memorandum of Agreement (MOA) with stakeholders including the Hidden Valley Landowner Association and the PNG government, MMJV must prioritise landowner employment where possible, explains Shane Richards, Central Services Administration Manager at MMJV.

Shane says it makes sense: *“The mine is on their land.”* He says landowner employees benefit in several ways: *“They get paid, trained and get to see their community grow as the jobs boost the economy.”*

A buddy system was used to upskill the landowners, hiring temporary skilled operators from other PNG mines to train Maria and other local employees to operate the heavy equipment.

Over 160 landowners have qualified as HEOs since training began in January 2007. As their experience levels have risen, they have trained others, replacing the original teachers who have gone home.

Shane is proud of the results: *“Our inbuilt, highly qualified crew can work on a range of heavy equipment – not just one piece of machinery, and 20% of these are women – we don't discriminate.”*

General Manager for PNG Peter Trout says MMJV is working for everyone: *“The close working relationship between the landowners and MMJV is benefitting the mine, the community and the economy.”*



Online pay and leave

Assistant Leading Hand Jeremy Cosier was one of the first to log on to Newcrest's new online leave and pay system, Employee Self Service (ESS). *“I've never used anything like it before but it was easy to get my leave and pay details,”* he says.

Jeremy thinks the transition should be straightforward: *“It follows the same principle as the old paper system – I'm sure we'll be familiar with it by the time paper payslips stop being handed out in a couple of months.”*

He says it takes the headache out of tracking his leave: *“With the old paper trail, forms could get lost and when people took leave no-one knew where they were. This system shows me and my manager when my leave is scheduled and when it's been approved – it's all up front.”*

ESS is part of the SAP system for Human Resources and Payroll, launched in October under the Newcrest Enterprise Systems Strategy (NESS) to streamline our processes and systems.

The next launch of SAP will begin early next year for Melbourne, Brisbane, Perth and Cadia Valley Operations employees in

Maintenance, Supply and Logistics and Finance, and will be rolled out to Telfer and Gosowong mid next year.

For more information visit the NESS website on the *Newcrest Portal*.



Jeremy Cosier logs on to check his leave and pay details, via the Self Service Portal on the *Newcrest Portal*.

It's awesome – we're in a remote, unique part of the world, which gives us a greater chance of discovering new species.

Kylie McKay Environmental Advisor



New species as old as the hills

Not many people can say they have had a hand in naming a new species – but Kylie McKay can.

Kylie, a Telfer-based environmental advisor, organised the naming of two new species of stygofauna, which were discovered at Telfer in Australia's Pilbara region. "The Pilbara is a hotspot for stygofauna diversity so this is an exciting find," she says.

Stygofauna are tiny shrimp-like animals which inhabit groundwater in the spaces between rocks and in underground rivers and pools. They play a significant role in maintaining water quality and keeping ground water flowing by maintaining spaces between soil particles. Stygofauna are blind and lack pigment as a result of their subterranean habitat.

Kylie says it is their age-old lineage and unique ecology which makes them most fascinating: "Australia's Pilbara is an ancient landscape so these creatures are among the oldest stygofauna in the world."

"Understanding how these creatures interact with their environment can help us to better understand and manage our groundwater resources in the Pilbara."

As the Martu people own the land on which the new species were discovered, they were invited to help name them. The chosen names are

'pinkajatrimy' and 'duladaey' from the Nyangumarta words pinkajartiny meaning shellfish and jula meaning blind. Nyangumarta is a Martu language.

Having joined Newcrest last year, Kylie relishes her role as a modern-day explorer: "It's awesome – we're in a remote, unique part of the world, which gives us a greater chance of discovering new species."

Stygofauna research in the Pilbara is relatively new due to the region's remote location, but with the introduction of the Environmental Protection Act 1986, mining companies including Newcrest began monitoring stygofauna.

Newcrest completed its first survey in 2001 and has been monitoring stygofauna since.



Two new species of microscopic stygofauna were recently discovered in groundwater at Telfer and have been named with help from the Martu.

Supporting young Indigenous Australians

Giving young people the opportunity to grow is the main aim of Cracow's Indigenous Youth Scholarship program, says Cracow's Community Relations Advisor Lyn Runge.

Lyn says up to a dozen scholarships are awarded annually by Cracow Gold Mine to young Indigenous Australians from year 9 to 12: "Each recipient receives \$500 for every year until they complete high school. They can spend this money on anything they like but it is particularly useful for school trips, books and stationery."

Lyn adds that two outstanding year 12 students are also given laptops each year: "A lot of learning is done via computers these days."

Fifty-five scholarships have been awarded to students since the program began five years ago under the Indigenous Land Use Agreement (ILUA) – an agreement between the local Wullli Wullli people and Newcrest and Lion Mining Limited, the owners of Cracow Gold Mine.

The experience has been extremely positive says Des Dodd, a member of the Wullli Wullli people who helped establish the ILUA,

and is a core member of the ILUA Liaison Committee which meets with Newcrest quarterly about ILUA initiatives: "The kids are really appreciative...having their efforts recognised is fantastic and encourages the importance of education in our community."

Scholarship programs are also in operation at other Newcrest sites, such as Gosowong and Cadia Valley Operations.



Rockhampton Girls Grammar student Brianna Bligh is one of two year 12 students awarded a laptop and scholarship under Cracow's Indigenous Youth Scholarship program this year – presented to her by ILUA Liaison Committee member Brian Clancy (left) and Cracow General Manager Don Runge.



“It was an eye opener to see the effects of crashes...the disturbing images I saw really affect the way I drive.”

Alex Woodhouse Participant of the Kids of Cadia program

Driving home safety

The car driving simulators were fun, but the overriding message of a recent road safety campaign at Cadia Valley Operations (CVO) was serious; the devastation caused by car accidents, and how to avoid them.

The driving simulators were part of the campaign designed by CVO's Apprentice Road Safety Group (ARSG) for the children of people who work at CVO.

“It was an eye opener to see the effects of crashes,” says 18-year-old Alex Woodhouse, one of 25 young drivers who took part in the Kids of Cadia program: *“The disturbing images I saw really affect the way I drive.”*

The six-week course hosted a range of guest speakers and topics including families who had lost loved ones in accidents, car accident survivors and first aid training.

Apprentice Master George Witty says the program's success – which had close to full attendance – was down to the apprentices: *“They came up with the idea and carried it through – it's a real credit to them.”*

George says the program has long term plans: *“We will be monitoring participants' driving over the next two years and comparing it with other young drivers.”*

General Manager Tony McPaul says the apprentices (Ben Hopkins, Alex Hausfeld, Reilly Goodfellow, Ben Perriman, Edwin Currall, Jack Hart, Leigh Kosef, Matthew Smith and Samantha Sharp) are excellent road safety ambassadors: *“These guys are close in age to the participants so they have a lot of credibility.”*

The ARSG developed the Kids of Cadia program after Tony challenged it to extend the road safety awareness program which apprentices receive annually, to the rest of the CVO and the wider community.

The group has earned the support and respect of CVO, receiving two nominations for this year's Living our Values Awards.

Feedback from participants is being evaluated, and the apprentices are now planning future programs.

Cracow donates water to local residents

Cracow resident Theresa Clancy no longer dreads running out of water and being forced to take her washing to a laundry 50 kilometres away. *“In the dry season we used to cart water from a neighbouring town to fill the tanks and if the situation worsened we had to use the Laundromat there,”* she says.

Instead, thanks to Cracow Gold Mine, Theresa is one of 50 Cracow residents who has reliable access to water through a reticulated supply, for the first time in 16 years.

Cracow Gold Mine General Manager Don Runge worked with the Banana Shire Council over five years to connect the water, which included paying a \$16,000 connection fee: *“With more and more people facing water shortages, it's important to supply water to residents' homes,”* he says.

Don explains the water supply will help alleviate health problems: *“Many children have asthma and the extra water will help by making it easier to wash soft furnishings like curtains and keep dust down by sprinkling water outside.”*

The reticulated supply will come from the mine, which will donate up to 25 megalitres of treated water to the Council every year to pass onto the residents.

“With help from our maintenance crew, we are confident we will be able to pump water for many years to come,” Don says.

This is music to Theresa's ears: *“Now we won't have to stress as much knowing that we have back up water, and we'll be able to grow our own vegetables and keep our gardens alive.”*



Thanks to Cracow Gold Mine, Cracow residents like Theresa Clancy (pictured) have access to a reticulated water supply with which to do their washing, saving them a 50 km drive to the nearest Laundromat.

“It’s...broadened our knowledge of wildlife... and helped us shape a wildlife training program now being offered to other mining companies.”

June Butcher Kanyana Chairman



Environmental Advisor Tara Garrood (left) and Environmental Superintendent Emma Ryan-Reid feed rehabilitated birds at Telfer's aviary.

Wild at heart

A partnership with the Kanyana Wildlife Rehabilitation Centre in Perth has established a unique wildlife training program and medical centre at Telfer which is increasing survival rates for injured wildlife.

Telfer's relationship with Kanyana – a not-for-profit organisation committed to rehabilitating native wildlife – was established in 2005 and was the first of its kind for the mining industry, says Environmental Adviser Tara Garrood: "Our environment team, emergency service officers and other interested staff have been trained by Kanyana's team in basic wildlife first aid.

"They helped us establish our own wildlife medical centre equipped with treatment kits, food, a hotbox [used to keep birds alive in cooler weather] a work bench and a pre-release aviary."

Tara says Telfer's centre treats around 60 injured animals a year: "We mainly see birds suffering from dehydration, heat stress and injuries from learning to fly."

Tara credits Kanyana for Telfer's 50% success rate in rehabilitating animals - considered very good by industry standards: "Communicating with Kanyana

means we care for many animals onsite without stressing them by sending them to Perth; but any seriously injured animals are flown to Kanyana for advanced medical attention."

Kanyana Chairman June Butcher says the partnership is mutually beneficial: "It's...broadened our knowledge of wildlife outside the metro area [and] helped us shape a wildlife training program now being offered to other mining companies."

Telfer provides an annual donation to Kanyana in return for its support.

Elsewhere, Cadia Valley Operations (CVO) has an arrangement with WIRES (Wildlife Information and Rescue Service) to look after its wildlife.

Greg Morris, Group Manager Environment and Community, says Newcrest is one of the leaders in wildlife management: "We are more conscious of wildlife treatment than most other mining companies."

For more information about CVO's relationship with WIRES, contact Environmental Superintendent Jeff Burton.

Gosowong's trash into treasure

Reduced fertiliser costs and a greener carbon footprint are key benefits of giant composting bioreactors at Gosowong.

Banana peels, apple cores and other food waste from Gosowong's food mess are quickly converted into compost by the seven bioreactors which are fanned to speed up the process: "One bioreactor can produce around 100 kilograms of fertiliser in a fortnight," explains Environmental Manager Winarto Sudewo.

Winarto says making compost on site has cost benefits as bought fertiliser used for revegetation after mining can be expensive: "Making our own is virtually free as there is only the small cost of powering the fans to aerate the compost."

He adds that disposing of food waste in this way is more environmentally friendly: "We don't dump our rubbish in a pit so there is no landfill."

Initial tests of the compost indicate it is as good as bought fertiliser: "Samples sent for lab analysis are looking good and our trees are growing well." Winarto says.

The super sized bioreactors were custom made under a joint project with Balai Penelitian Bioteknologi Bogor (Bogor Biotechnology Research Office): "We found some home sized bioreactors on the internet and worked with them to design a model for site," explains Winarto.

Winarto plans to introduce domestic versions in nearby villages on Halmahera Island, on which Gosowong is based: "They are safer to use than burning, which is widely used to dispose of rubbish, which is risky in the dry season as well as polluting."

He says the bioreactors could also be turned into businesses by enterprising families: "They could use their compost on their own gardens or sell it."

Group Manager Environment and Community Greg Morris says the project is innovative: "It provides a sustainable solution by turning waste into a useful, cost effective product for our rehabilitation programs."



Green thumbs: Gosowong's Waste Treatment Group is turning site waste into compost to use for revegetation after mining. Left to right: Iksan Iskandar Alam, Yansen Djurubasa, Toar Manulong, Ruben Souhaly, Mukmin Sakipang, Sumardiko, Arnold Tolabit, Muslim Taher, Suaib Selang, Safruddin Hamid, Jen Ngongaje and Gunardi.



Who's who @ Newcrest

Wendy Kozak

As a water management specialist, Wendy Kozak revels in the knowledge that she started Telfer's snowman building tradition, a Christmas event in the desert's infamous 40 degree heat.

Wendy currently manages water capital projects at Telfer, which include a two-year project drilling and installing infrastructure for ground-water bores to divert water away from Telfer's West Dome pits, to allow for future mining: *"This project is giving me the chance to create something that will last the life of the mine."*

After completing a Bachelor of Environmental Technology and working in construction, consulting and government roles in Victoria and Sydney, the need to move back to her small country town roots beckoned Wendy Kozak, also leading her to Telfer in the Great Sandy Desert.

Wendy says Newcrest has a strong professional development culture: *"When I decided to study for my degree in environmental engineering, Newcrest was really supportive."*

Since her tree change, Wendy's landscape at home has also changed for the better. She loves mountain biking in the Perth Hills, gardening and having picnics with friends and her husband.



Rob Taube

With a passion for geology and being the son of a well known geologist, it would seem that discovery and exploration is in the blood of Geology Superintendent Rob Taube.

Rob says working in his home state of Queensland was a bonus when he first started at Newcrest 14 years ago: *"As a kid we used to shoot 'roos and dodge shafts at Mount Morgan... who knew I would be there years later, drilling for gold."*

Rob recalls his favourite projects in Cracow, Gosowong and Fiji: *"The high grade gold deposit we found in Toguraci [Gosowong's second established mine] was like nothing I had ever seen. Seeing the orebody in the face in Cracow's underground was also pretty cool and the potential of the Namosi area is huge."*

A self professed computer geek, Rob has also worked in mining geology, using the latest 3-D software to model gold in rocks.

Now based in Melbourne with his wife and two daughters, Rob is embarking on another adventure - helping to standardise production management systems (PMS) across the company as part of the NESS - PMS team: *"I am missing the warmer weather of sunny Queensland but I still get to travel to our sites."*



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