

# newcrest & you

▼ From left Greg Robinson, Mel Melagne, Peter Smith, Moumouni Traore, Lawrie Conway at the 2011 LOV Awards dinner. Moumouni and Mel accepted the new Miner of Choice Award on behalf of our Côte d'Ivoire site.

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We wanted to recognise the efforts that have been put in at CI this year.

**Lawrie Conway**  
EGM Commercial  
and West Africa

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## Miner of Choice Award recognises extraordinary effort at CI

**Newcrest's Bonikro operation in Côte d'Ivoire (CI), has been given a brand new company award – the 'Miner of Choice' Award – recognising the outstanding contribution of its management, employees and contractors during the recent period of civil unrest.**

EGM Commercial and West Africa Lawrie Conway says the CI team demonstrated the values and behaviours that make Newcrest the Miner of Choice, during the period of unrest which caused the operation to close for a short while: *"It was a very difficult time,*

*with a lot of uncertainty. The priority was to keep everyone safe. Bonikro's management provided employees with regular updates and was able to continue to pay the team.*

*"When it was safe to reopen the asset, the team came back to work straight away and had the operation back up running in a shorter time than we thought possible."*

The new Miner of Choice Award was created by ExCo (Newcrest's senior management team), and will be awarded in special circumstances to recognise efforts that are over and above what would normally be expected.

*"The idea came out of our conversations around the Living our Values (LOV) Awards," explains Lawrie. "We wanted to recognise the efforts that have been put in at CI this*

*year. We discussed creating a new award that recognised extraordinary effort in exceptional circumstances... and what better name to call it than the 'Miner of Choice' Award?"*

The inaugural Miner of Choice Award, which will only be awarded at ExCo's discretion for exceptional performance, was presented to representatives from CI at the LOV Awards dinner at the end of October. HR Superintendent Mel Melagne and Pit Supervisor Moumouni Traoré accepted the award on behalf of the team at CI.

The situation at CI highlighted the strong commitment to the Newcrest values by both management and employees says Mel: *"Our values of 'caring about people' and 'working together' work both ways in situations like this."*

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# The right machine for the job at Kencana



**A Terex 'Superloader', or 'ITC', is now in use at Gosowong, Indonesia, following successful trials which show it is particularly suited to Gosowong's ground conditions - using explosives more efficiently and increasing safety and production.**

While the ITC was used as a bogging unit at Cadia East, at Gosowong it is used very differently: *"As the ground is softer we can use a rotating cutting head on the machine. If we did this at Cadia, where the ground is predominantly hard rock, the cutting picks would have worn out very quickly - but at Kencana we can mine for approximately 30 metres before replacing the cutting picks,"* says Underground Manager Clive Jones.

The machine is proving more efficient than conventional drill and blast methods when used in the soft ground found primarily in the K2 orebody at Kencana. It also improves the grade of ore mined from headings as it reduces dilution from overbreak, whilst reducing the risk of the headings self mining.

Gosowong Operational Director, Terry Pilch commends the teams at Cadia East and Gosowong for working together to find the right machine for the job: *"It is an example of innovative thinking leading to higher performance for the operation."*

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**It is an example of innovative thinking leading to higher performance for the operation.**

**Terry Pilch**  
Gosowong Operational Director

▲ A new machine being used at the Kencana underground mine at Gosowong is helping to improve mining efficiencies while improving the grade mined.

## A good clean helps recovery at Telfer

**In a first for Newcrest, specialised cleaning flotation cells (tanks designed to separate copper and gold minerals from waste), commonly used in the coal industry, will be operational by the end of the year at Telfer in Australia to improve recovery.**

*"The concentrate we ship overseas contains a portion of waste material (also called gangue) that has no value. We initiated this project last year with the aim of reducing the amount of waste in the concentrate,"* explains Principal Metallurgist David Seaman.

The cleaning cells, known as Jameson cells, will help reduce waste in the concentrate: *"Installation of these cells is expected to reject approximately half of this gangue from the copper concentrate. This will result in higher copper grades from the flotation circuit and lead to improved gold and copper recovery,"* says David.

Wet commissioning of the new cells commenced in November and is expected to be fully operational by the end of the year. This follows one year of research, design and construction. David adds it has been a short and safe construction period so far, thanks to the excellent work carried out by contracting partners and site representatives, particularly Brooke Adamson and Craig Chase-Dunlop.

Telfer General Manager Steve Cowle congratulates the teams involved. He says this is the first of three major changes planned for the Telfer circuit in the next 12 months: *"We will be making further changes to our mill circuit over the next year to improve our recovery and concentrate grade."*



▼ Two new flotation cells usually used in the coal industry have been installed at Telfer to improve gold and copper recovery.

## Knowledge share across Indian Ocean improves secondary breaking

**A visit to the Palabora copper mine site in South Africa earlier this year by a team from Ridgeway Deeps (RWD), at Cadia Valley Operations (CVO), in Australia has resulted in improved secondary breaking.**

Secondary breaking is an important part of the process for underground block caving (which is used at RWD), as it helps keep the ore moving so it can be broken up: "A block cave relies on gravity to break and move rock. If a rock is too large it can block the flow of moving rocks, which all move together to break each other up. Managing the large rocks in the drawpoints is crucial in supplying tonnes to the mill," explains former Mining Manager, Graham Warner.

"We sent some key members from Ridgeway to Palabora to exchange ideas about secondary breaking and to see if there were any areas where we could improve."

Although changes were made only recently, improvements can be seen: "Changes made to our processes and modifications of existing equipment, teamed with the delivery of new equipment, has seen us clear drawpoints more quickly."

The knowledge share was reciprocated a few weeks later when Palabora representatives visited CVO: "It was great to share our development processes, especially those taking place at Cadia East."

Underground Operations Superintendent Dave L'estrange was one of those who went to Palabora and says it was a great learning experience, in many ways: "We were amazed to see elephants and baboons on site."

Peter Smith, EGM – Australian Operations, says these learnings are valuable for the future of block caving, in which Newcrest is a world leader: "With more deposits being of lower grade and deeper, block caving knowledge is increasingly making sense."



▼ **Big break:** After a visit to a copper mine in South Africa, secondary breaking at RWD has improved. Pictured from left is Underground Mine Technicians Trent Cain and Scott Roach.

## Lihir leading way in apprentice training

**Lihir Operations is one of a handful of organisations in Papua New Guinea (PNG) to be granted accreditation for apprenticeship training.**

Bill Trail, Superintendent Maintenance Training & Safety, says accreditation brings the training to the apprentices, and saves them an eight-week stay in Port Moresby attending a government-run technical training college.

Lihir's apprentice training program is expected to ease pressure on the national training system: "The training colleges face a huge demand for apprentice training in PNG, and this helps alleviate that."

Bill says the onsite training at Lihir, which began in January, is very popular: "Our apprentices love it. They'd walk across a mile of broken glass to get there."

Hubert Sikewing is a second year student and says having the facility close to home is a real bonus: "I don't have to go to Port

Moresby to be trained so I get to stay near family and friends. This training is a golden opportunity that will help me in the future."

Bill explains that gaining accreditation was involved and included consultation and approval from various government bodies. Lihir is the first organisation outside of technical colleges to achieve accreditation since 1989.

Lihir's training centre now houses 148 apprentices, as well as 20 high school graduates on a year's prevocational training, before they are considered for next year's intake of apprentices.

Onsite accreditation also means more jobs for local Lihirians, who are hired and trained to deliver the apprentice training.

EGM People & Communications Debra Stirling says the apprenticeship program is part of Newcrest's strategy to develop our local employees: "These apprentices are our future and accreditation ensures they get the training they need to become tomorrow's leaders."



▲ **Top-notch training:** Hubert Sikewing is taking advantage of the new, state of the art Lihir Technical Training Centre facilities to complete his apprenticeship.

**“This training is a golden opportunity that will help me in the future.”**

**Hubert Sikewing**  
Second year student



# Trucks on a roll

**Cadia East's trucking fleet in Australia is hauling a staggering 54 percent more dirt than it was six months ago as a result of improvements, which is helping to create efficiencies for the mining development processes of underground tunnels and chambers.**

Mining Superintendent Jack Croker explains that before the conveyor system starts at the end of this month (December), trucking is the only way to move dirt from the mine, which is critical to achieving development metres: *"Before the improvements were made there was more dirt being mined than being removed, which was causing delays and hold ups."*

But by using business improvement techniques including Six Sigma yellow belt training and teamwork across departments, improvements have been made to help our trucking crews become more efficient:

*"To increase the tonnes hauled, a team was formed to work through the problem. By identifying the root causes and then implementing solutions to address each cause, the team was able to deliver this fantastic result,"* explains Craig Brown, Superintendent – Business Improvement. Just over 10 improvements have been initiated since June this year, which have contributed to the significant increase in tonnes hauled: *"We have increased the number of truck drivers, dedicated shift bosses to manage trucking crews, enlisted the control room to assist in tracking, changed the way trucks travel, and directed our focus to teamwork, to name just a few,"* explains Jack.

These improvements will still be useful after the conveyor begins operation at the end of the month as the trucks will continue to help move material within the mine.

Head of Mining Operations at Cadia Valley Operations Steve McClare is impressed with the improvements: *"Our trucking team is a shining example of 'we seek high performance in ourselves and others'. This has assisted us drive towards our development and production goals."*

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***Our trucking team is a shining example of 'we seek high performance in ourselves and others.'***

**Steve McClare**  
Head of Mining Operations

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▼ **Keep on trucking:** Thanks to trucking improvements, mined dirt is being removed more quickly from Cadia East underground, which is aiding tunnel development. A bogger (pictured) loads a truck with dirt which will be hauled out of the mine to the surface.



# Namosi Environmental and Impact Assessment ramps up

**The Namosi Joint Venture's (NJV) Environmental and Impact Assessment will possibly be one of the largest ever carried out in Fiji, in preparation for what is shaping up to be one of Newcrest's long life mines of the future.**

Since the commencement of exploration at Namosi, the NJV has grown the porphyry copper-gold Waisoi resource to over 2.18 billion tonnes for 7.4 million ounces of gold and 7.2 million tonnes of copper. Mining studies are currently focussing on Waisoi, which will form the base for long life mining operations: *"Namosi has the potential to develop into a world class porphyry district with recent exploration results obtained from the Waivaka Corridor highlighting the potential for further discoveries,"* says General Manager Minerals Development Fraser MacCorquodale.



Principal Environmental Advisor Malcolm Wealleans explains that as part of the Fiji's Environmental Management Act 2005, the Waisoi Project requires environmental and social studies, known as an Environmental and Impact Assessment, to assess the potential impacts of a mine in the area.

Community consultation is key: *"Community consultation is a critical component of the studies. It also provides us with an opportunity to discuss the project in more detail with the community."*

Malcolm says a mine in the region would bring many benefits to those living locally: *"If a mine at Waisoi can be safely and economically developed, it will bring*

*significant economic opportunities to the local and wider Fiji community."*

The study itself is already creating relationships and a foundation for the future, with the NJV collaborating with the Institute of Applied Science from the University of the South Pacific, which has been sub-contracted by Golder and Associates to conduct the studies: *"Working with the local university means we are working with people experienced in their local field of work who know the traditional processes and customs of the area,"* says Project Director Ian Ritchie.

The NJV was formed in 2008 between Newcrest, Mitsubishi Materials Corporation and Nittetsu Mining Co. Ltd.

# Reviews begin for best practice malaria control for our people and communities

**Newcrest's fight against malaria under its unique alliance with the Medicines for Malaria Venture (MMV) has begun, with reviews of existing malaria conditions at our operating and exploration sites in Papua New Guinea (PNG) underway.**

*"The reviews look at areas such as incidences of malaria among employees, contractors and communities in each area; protection measures employed within the camp; current treatment practices; links with local health authorities; and current and planned health projects in surrounding communities,"* explains Corporate Health Manager Greg Oldfield.

Malaria kills almost a million people worldwide each year, and presents a significant risk to Newcrest's workforce and host communities. The alliance with MMV is expected to be a five-

year partnership, designed to develop leading-practice malaria management and treatment to benefit Newcrest employees, their families and our neighbouring communities.

The reviews are one of the first steps in the MMV Alliance program: *"A malaria review team is visiting operational and exploration sites across PNG during November and December,"* Greg says. The MMV Alliance will also facilitate information about and access to the latest approved anti-malarial treatments which are expected to be less costly and more effective to dispense.

The site reviews began in PNG, followed by Indonesia and Côte d'Ivoire in early 2012. The program will be rolled out across all Newcrest sites affected by malaria first, and afterwards in our surrounding communities.

The MMV Alliance was established in October this year and builds on Newcrest's existing health and safety programs. *"Being the Miner of Choice means continually finding ways to tackle the biggest risks to our people and their communities,"* says Chief Operating Officer Greg Jackson.



▼ Yunan Tambariki (left) and Suhardi Taher from the Gosowong Environment Team monitor waterways for mosquito larvae.

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**Being the Miner of Choice means continually finding ways to tackle the biggest risks to our people and their communities.**

**Greg Jackson**  
Chief Operating Officer

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## Gosowong beats field of over 200 to claim environmental award

**Gosowong's commitment to environmental management has once again been recognised with a prestigious national award.**

Gosowong, in Indonesia, won the silver Mineral and Coal Mining Environmental Management Award for 2011, bestowed annually by the Directorate General Mine and Coal, Ministry of Energy and Mineral Resources.

Gosowong beat a field of over 200 other mining companies to win the award.

Criteria for the environmental assessment included Gosowong's performance measures including waste rock management, erosion and sedimentation controls, water monitoring activity, its approach to reclamation and re-vegetation following mining, and environmental support facilities, which include a nursery to grow native species for re-vegetation.

Gosowong General Manager Terry Pilch says the award is testament to the ongoing environmental excellence achieved by Gosowong's Environmental team, and more generally to all Gosowong employees who work together seeking high performance.

Manager Environment Agus Darmawan says that collaboration is behind the environment team's success: *"This award recognises what management, employees and contractors can achieve through a proven team effort, with a commitment to excellence in environmental management."*

Since the awards started in 2004, Gosowong has won six silver awards and one gold award (in 2007).



## Education opportunities for Papua New Guinean youth

Over 1,000 young people from Hidden Valley, Watut River and Wafi-Golpu communities in Papua New Guinea have so far benefited from an education-assistance program aimed at boosting their educational opportunities.

The Hidden Valley Joint Venture (HVJV) education assistance program provides funds for school fees and education infrastructure, including the construction of classrooms and teachers' houses, as well as supplying teaching aids and training.

The program is part of Hidden Valley's five year Community and Regional Development Plan which aims to increase access to education for local youth: "Young people can apply for assistance by filling out an application. If granted, 50 per cent of tuition fees for grade 7 to 12 are covered, rising to 100 per cent for high achievers," explains Thelma Elizah, Education Program Coordinator.

HVJV General Manager Sustainability and External Relations David Wissink says the company is committed to the initiative, as education is the key to the development of the district and province: "Some of these youth may also be future employees of the company and it is only right to support them now."

The education assistance program was introduced in 2010, since which time more than K1.7 million (AUD \$697,500) has been invested – a worthwhile cause according to HVJV's Acting Operations General Manager Peter Hannigan: "Without facilities it is hard to structure education programs; the link between facilities and a better education outcome is strong."

HVJV is one of three joint ventures operating under the collective name of Morobe Mining Joint Ventures (MMJV), a venture between Newcrest Mining and Harmony Gold.

The three-year program will be reviewed for continuation next year.

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Some of these youth may also be future employees of the company and it is only right to support them now.

**David Wissink**  
General Manager Sustainability and External Relations

▼ Issac Bungi is one of over 1,000 young people to receive financial support to attend school, thanks to HVJV's education assistance program.

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## Newcrest runners support community skills training

Thanks to a donation raised by Newcrest Melbourne employee marathon runners, an accredited leadership program for Creative Opportunities employees is now possible.

Creative Opportunities' Business Services Manager Alex Straubinger says the donation - matched dollar for dollar by Newcrest - will pay for a leadership training course for Creative Opportunities employees to boost their skills, confidence and employability.

Peter Bolton, a Creative Opportunities employee, says the training will be valuable: "Afterwards I hope I'll get a part time job while still working at Creative Opportunities and who knows, I could eventually start up my own screen printing business."

Alex says the university-accredited program is tailored for on-the-job training: "Our people will get the most out of learning in a place they are familiar with and will get the support they need to understand all areas of leadership."

Personal Assistant Jo Pinter and Administration Assistant Christie Stone were amongst those who recently visited Creative Opportunities: "We felt honoured to present the cheque to such inspiring people... the idea of promoting health and fitness at work while raising funds for a worthwhile cause has shown us how our small contribution can make a big difference," says Jo.

EGM People & Communications Debra Stirling congratulates the runners for getting involved: "All our employees are ambassadors in their community for Newcrest and everyone can make a difference in some way."

"Developing capability through education and training is one of the best ways to help people reach their full potential and is key to our community investment approach."

Newcrest has supported Creative Opportunities - a Melbourne-based business enterprise, supported by The Salvation Army, for people with disabilities - for over three years.

To learn more about Creative Opportunities' range of services and products visit: <http://www.salvationarmy.org.au/creativeopportunities>



◀ Money raised by Newcrest runners at this year's Run Melbourne marathon will provide Creative Opportunities' employees with the chance to complete an accredited leadership program. Pictured with Creative Opportunities employees are Newcrest employees (from left): Darren Koh, Diana Oldehus, Jo Pinter, fifth from left Laura Tulloch sixth from left Christie Stone. Absent: Sami Ansari, Nick Kennedy, Darren Leeson, Nicel Mimi, Luke Nolan and James Weston.

# Lihir's Pandemic Management Plan benefits communities and employees

**Lihir Operations' (Lihir) Pandemic Management Plan is helping to raise health awareness with both employees and surrounding communities.**

"Education is really important in promoting good health," says Coordinator Angela Busato, who is part of the Health Awareness Committee established under the Pandemic Management Plan after a cholera outbreak earlier this year.

Angela says the Committee has created a 12-month Health Topic Calendar which focuses on developing health awareness for the mine site and neighbouring communities: "We are aiming for a holistic approach by distributing educational material to our employees and the Lihirian community, on the same topic, at the same time.

"We are already getting good feedback from people and will continue to update the leaflets and cards with the latest information while keeping it simple to read and understand."

Dennis Cowan, Manager Occupational Health and Safety and Security, says Lihir's overall Pandemic Management Plan is also getting good results, with the cholera outbreak earlier this year being successfully and quickly contained:

*"The process was seamless and everyone knew what to do and sprang into action. This led to the best possible outcome: the patient recovered and the case was isolated.*

*"We had all the key players needed in managing disease outbreaks working on the plan, including the director of Lihir's medical centre... communication was key."*

General Manager Lihir Operations Jason Grace says a robust pandemic plan linked to Lihir's Crisis Management Plan is critical to the good health of employees and the community: "Together with continued education to prevent future outbreaks, I am confident that we have the capacity to manage any threat."

The Pandemic Management Plan was jointly developed and implemented last year by Lihir's Sustainable Development department, the community, local government and other key stakeholders.

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**Education is really important in promoting good health.**

**Angela Busato**  
Coordinator

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◀ Lihir's Pandemic Management Plan is helping educate and promote good health in the local people. Pictured: Newcrest's Jimmy Peter (standing second from right) with the cholera task force team, established as part of the pandemic management plan, that successfully contained a cholera outbreak earlier this year.

## Fit for Life

**Just one hour is all it takes to potentially improve your health for life, thanks to a new program - Fit for Life - being run at Cadia Valley Operations (CVO), Australia.**

Occupational Health Advisor Ganesh Pillai says one hour workshops conducted as part of the Fit for Life program can be the catalyst to change someone's life forever: "Our one-hour nutrition workshop teaches employees how to choose nutritious recipes and prepare simple, easy to make healthy meals for life. It empowers individuals to actively participate in health and allows them to share their learnings with their families."

The Fit for Life program was created for CVO employees to enhance their health and wellbeing: "We provide employees with a health plan, then tailor realistic individualised programs to help meet their desired goals," says Ganesh.

CVO open pit participants Greg Chapman and Merve Cheshire say the program has been a good way to find out how to plan and keep motivated to improve fitness and wellbeing.

Our other Newcrest sites are also serious about employee health. Internationally, our sites in Indonesia, Papua New Guinea and Côte d'Ivoire provide information on improving health and avoiding diseases such as malaria, as well as sponsoring sporting events for improved fitness.

Peter Lewis, Group Safety & Systems Manager, says part of Newcrest's commitment to being the Miner of Choice

is providing assistance and education to improve the wellbeing of employees and their families: "Across all of our sites we have tools and information to help our people lead a more healthy life at work and at home."

▼ **Fighting fit:** Greg Chapman and Merve Cheshire are more motivated to improve their wellbeing, thanks to the CVO Fit for Life program.



# Who's who @ Newcrest

## Stacey Childs



**Hairdresser by trade and now one of Telfer's Open Pit Mobile Plant Maintenance Area Coordinators, Stacey Childs says her job is a far cry from what it used to be.**

*"I love the fly in fly out lifestyle and I'm coping with the harsh environment and the wildlife of Telfer; however I am yet to experience the 50-degree days in summer,"* laughs Stacey who used to work as a local government clerk during the day and as a hairdresser by night, in Port Lincoln, South Australia.

*"Every day is a new experience up here, and with the great support network, it has made learning the role of coordinating flights, accommodation and rosters, a lot easier,"* says Stacey, who joined Newcrest earlier this year to help establish Telfer's new Mobile Plant Maintenance team.

Unfamiliar with the mining industry before starting with Newcrest, Stacey credits people based in Telfer, Perth, Brisbane and Melbourne who have assisted her with learning the ropes: *"I am faced with challenges everyday and the help I have received from so many people has been great."*

Stacey says even though she loves her new job, she misses her loved ones: *"I miss family and friends, but I am lucky I can fly home often."*

## Atonio Uduvakavo



**Being honest and upfront is something Leading Hand Cook at Newcrest's Namosi Joint Venture (NJV) in Fiji, Atonio Uduvakavo is proud of: "I am a straight talker, which is important in the workplace and in life."**

Atonio knows the Namosi area very well as he is a local from nearby Nasigatoka Village, where he lives with his family. He says he's been living there for 50 years.

Atonio began working at NJV in 2008 and says he loves his job, which gives him opportunities to learn new things while he does what he enjoys - cooking: *"The job improves my knowledge, and also helps my family a lot [financially]."*

But Atonio says his job is not always a piece of cake, especially when there are visitors to site: *"The thing I find challenging about my job is when... I have to feed a large amount of people on site; for example when government officials visit."*

Atonio sees opportunities to further develop his passion for cooking: *"I would like to go on to further studies to broaden my knowledge of cooking."*

When he's not working, Atonio enjoys farming and spending time with family: *"On the weekends I go farming, and do other things to support my family."*

## 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.

We wish you a happy and safe new year and look forward to working with you in the year ahead as Newcrest grows and prospers.

**The Newcrest Board and Management Team.**

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