



NEWCREST
MINING LIMITED

CADIA

CADIA VALLEY OPERATIONS

Socio-Economic Study

December 2020





Socio-economic Study Outcomes Summary

In February 2020, Newcrest's Cadia Valley Operations engaged Umwelt (Australia) Pty Limited to undertake a Socio-Economic Study to assess the social and financial contributions of the operation in the local community, referencing data from the Financial Year 2018-2019. This study is conducted every five years to ground truth predictions outlined in the Cadia East Project Approval, and to assist the business in improving its economic contributions and future engagement programs in the community.

The Study was conducted between April and July 2020, adapted under strict COVID-19 pandemic restrictions, to assist the operation in gaining an improved understanding of the:

- Existing socio-economic environment in which Cadia operates and future trends in the region
- Stakeholder and community attitudes towards Cadia and its operations
- Positive and negative impacts associated with Cadia's operations and how the company could better manage these
- Opportunities for improvement in Cadia's social investment activities and how the company could further enhance the economic and community benefits it provides in the region.



“ We would like to thank those who participated in the program and welcome any additional feedback in relation to the outcomes presented. ”

The study involved engagement with a range of Cadia stakeholders and included extensive data review and demographic analysis by the Umwelt study team of the socio-economic characteristics of the region, including an assessment of Cadia’s economic impacts and benefits to the region. Due to health restrictions in place during the COVID-19 pandemic, all consultations were conducted via phone or online surveys.

This information booklet provides a summary of the outcomes of the study conducted in 2020, incorporating financial data from FY2018-2019, including the issues raised during consultation activities.

Cadia is continuing to review the information collected as part of the study with study outputs assisting in the company’s future community engagement and investment planning. A copy of this summary booklet is available on the Cadia Valley website www.cadiavalley.com.au. For a copy of the full report please contact Newcrest.

Who was involved in the program?

Almost 1,000 stakeholders were involved in consultation activities with 15 neighbouring landholders and 22 key stakeholders (including local government representatives, service providers, businesses and environmental and community groups) participating in personal interviews with members of the Umwelt team.

A further 501 community members participated in a random telephone survey of residents from the Local Government areas (LGAs) of Orange, Blayney, Cabonne, Bathurst, Cowra and Dubbo.

Cadia employees / contractors and suppliers also contributed to the study via an online survey with 429 employees / contractors and 31 suppliers participating in the survey.

Stakeholder Participation

Stakeholder Group	Consultation Mechanism	Numbers Consulted
 Key stakeholders		22
 Neighbouring landholders		15
 Broader community residents		501
 Cadia Suppliers		31
 Cadia Employees / Contractors		429

998

Broader Community Participation Areas



References to local region in the following summary refers to Orange, Blayney and Cabonne while references to regional includes the above but Bathurst, Cowra and Dubbo.

Cadia's Contributions to the Economy and Community

Economic Benefits



Cadia employs 1,830 people (employees and contractors), 1,430 of which are employed full time.



Cadia's total spend in Australia for the financial year 2018/19 was estimated at \$893m, of which \$306m was distributed within the local area (across the LGAs of Orange, Blayney and Cabonne).

A range of statistics are used to describe the impact of an industry in an economy, including:

Value Added

- Approximately **\$1,725 million** total value added impact for the region (including initial and flow on)

Output

- Direct output approximately **\$755 million** for the region
- Approx. **\$1,600 million** in total output (including initial and flow on)

Employment

- Employment of **1,830** people (or 1,430 FTE jobs)
- Total multiplier impact on jobs = **3,230** within the region and **5,125** across NSW

Household Income

- Benefits received by regional households from economic activity
- **Estimated at \$500 million**

We heard that:

- **95%** of key stakeholders, **94%** of the broader community and **93%** of neighbouring landholders believe that Cadia makes an important contribution to the region's local economy, with Cadia's support of community groups and organisations widely acknowledged.
- **93%** of surveyed suppliers believed that the local economy benefits from the presence of Cadia, with **97%** of respondents considering that the benefit to the local economy from the operations is medium to high.
- On average, suppliers indicated that around **62%** of their income was dependent on the mining industry broadly and **23%** specifically reported a reliance on Cadia contracts.
- Economic impacts of mine closure are a concern for some community members, noting the potential loss of economic contributions related to employment.

"When the mine closes it will mean economic loss for the community."

"When mining is booming, they employ locals. When it shuts down, our locals will not have their jobs."

- There was a desire to see Cadia engage in more local procurement for businesses and services, to ensure sustainability of the regional economy and for profits to remain in Australia for local and regional distribution.

Meet the Cadia Workforce:



A high proportion of Cadia's employees **live in the local area** with approximately 85% of residents residing within the Orange, Blayney and Cabonne LGAs.



The Cadia workforce has a strong commitment to the area with 60% of the workforce indicating that they **already lived locally prior to commencing employment** at Cadia, with the average length of residence being 13.5 years.



The majority (53%) noted that they were either **likely or extremely likely to stay** in the region should they no longer be employed at Cadia, or if mining were to cease.



Approximately 70% of the workforce indicated that at least one member of their household **participates in local community groups and activities**.



26% of employees **volunteer their time**, with a further 28% also indicating that they made **donations to local community groups**.

Changes over time...

2010

At the time of the approval for the Cadia East Project it was anticipated that there would be:

- **1,889** direct and indirect jobs
- **\$165 million** in household income / year
- **\$557 million** per year regional 'net profit'

**2012/
2013**

Total regional benefits (direct and flow on) estimated at:

(this incorporates operations and projects)

- **2,428** direct and indirect jobs
- **\$210.7 million** in household income / yr
- Approximately **\$1,548.0 million** in total output
- Approximately **\$773.4 million** in value added

**2018/
2019**

Total regional benefits (direct and flow on) estimated at:

- **3,230** direct and indirect jobs
- **\$500 million** household income / yr
- Approximately **\$1,600 million** in total output
- Approximately **\$1,725 million** total value added

Note: Possible differences in methodological approaches adopted in each economic impact assessment over the different years may mean that outcomes are not directly comparable

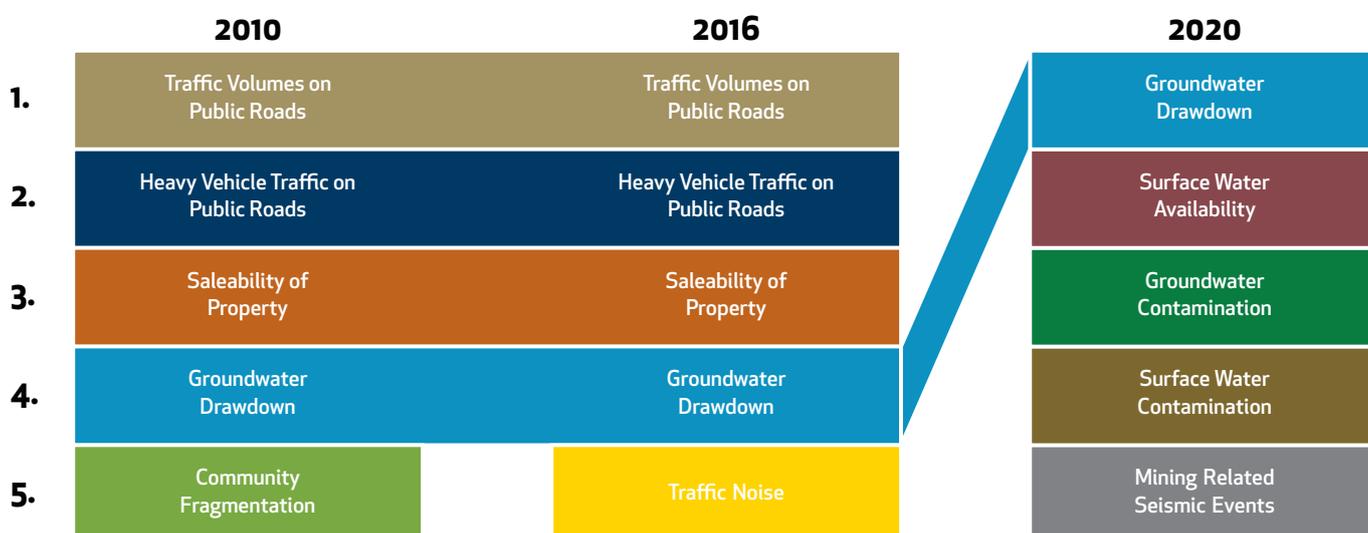
Perceptions of Cadia Impacts and Performance

Analysis of changes in stakeholder perceptions over time reveals the following changes and trends. However it is important to acknowledge that there have been slight changes in the wordings of questions between 2016 and 2020 surveys.

	2010		2016		2020
Environmental performance					
Cadia has a good environmental track record	3.11	↑	3.62	↓	3.35
Cadia does sufficient monitoring of its environmental impacts	3.10	↑	3.68	↑	3.81
Trust					
Cadia is a good neighbour	3.42	↑	3.91	▬	3.89
Cadia is open and honest about its activities and plans	2.96	↑	3.60	▬	3.57
Community benefit					
Cadia makes a worthwhile contribution to the Cadia district	3.83	↑	4.08	↑	4.46

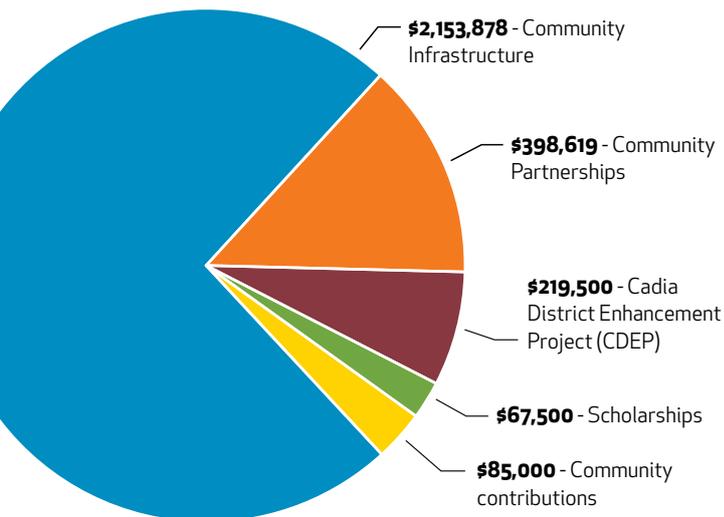
Changes in issues of concern

Issues of Cadia stakeholders have also changed over time with the recent droughts experienced across the region coinciding with an increased level of concern surrounding groundwater drawdown and top issues of the past not featuring within the top 5 prompted issues of 2020.



Benefits to the Community

Over the 2018/19 financial year Cadia donated a total of \$2.9m to support community programs, education and infrastructure, with the greatest proportion of investment in community infrastructure projects.



2018/19 financial year Cadia donation program

Examples of Cadia's beneficiaries include:

Education	<ul style="list-style-type: none"> Scholarships Donations and upgrades for schools and educational equipment
Indigenous	<ul style="list-style-type: none"> NAIDOC week and Deadly Awards Clontarf Foundation Indigenous school programs and scholarships
Environment	<ul style="list-style-type: none"> Tree planting programs and school garden programs Revegetating wetlands Recycling programs
Social	<ul style="list-style-type: none"> Support for local businesses and service clubs e.g. RFS, Rotary Upgrades to roads, community halls and parks Donations for Show society, Christmas Fair, Australia Day event, 365 Win in the Park Sponsorship for local sporting teams and clubs
Health	<ul style="list-style-type: none"> Fundraising and donations to hospitals, health services and ambulance services Cancer Research Ronald McDonald House, Blood Drives and Relay for Life
Tourism	<ul style="list-style-type: none"> Sponsorship of Newcrest Orange Challenge, Cadia Hill Climb and Carcoar Cup Donations for Orange360 Donations to local museums and historical societies

\$102,000

The tourism sector: received \$102,000 via Orange360, local councils, and tourism focused community groups/organisations.

\$80,000

Partnerships with the Indigenous community and the Clontarf Foundation: The Orange Local Aboriginal Land Council (OLALC) and Clontarf Foundation received \$80,000.

\$50,000

Health: Approximately \$50,000 was contributed to the United Hospital Auxiliary of NSW - Blayney branch and the broader Western NSW Local Health District.

\$48,750

Education: \$48,750 contributed towards a variety of school programs and activities across Cabonne, Blayney and Orange.

\$32,800

\$4\$ Program: Cadia matched funds (approximately \$32,800) raised by the workforce via the \$4\$ program to support a colleague, drought relief, the Can Assist Blayney Branch, Movenber and 4 Aussie Heroes.

\$30,000

Disadvantaged Groups: including charities and programs for homelessness, mental health support, and youth disadvantage. In addition to the money that has been donated, there was an additional \$30,000 pledged in support for disadvantaged and vulnerable groups.

\$19,000

Good Onya program: A donation of \$19,000 was made to a variety of schools, rural fire services, sporting clubs, community groups and charities via Cadia's Good Onya program.



Preferred focus areas for Cadia's future community investment?

When asked what the community would prefer Cadia to invest in, identified areas for future social investment included:



It was acknowledged that there are key areas of social disadvantage existing within the region, particularly for low income earners, Indigenous populations, the elderly and youth. It was also felt that such disadvantage was influenced by the following:

- **Wage disparity** between highly paid mining employees and the unemployed or low-income wage earners, as well as high living expenses and rents.
- **Educational attainment** was considered an important factor in facilitating more positive socio-economic outcomes for **Aboriginal people** within the community.
- There were high **concerns** for the **elderly**, and it was considered that health and living assistance was a key area of required support, for those still living in their own homes.
- **Retaining youth** in the community was becoming increasingly difficult as the younger generation are prone to leaving the area in search of future opportunities.

The Wheels Keep Turning



NEWCREST
**ORANGE
CHALLENGE**

“The event is very positive for the tourism industry in Orange. The event has gone from strength to strength and has improved each year”

Newcrest has partnered with the Bicycle Network since 2016 to support the Newcrest Orange Challenge, an annual bike ride held in Orange, NSW. The event has consistently grown since its inception in 2016 with the number of participants growing from 923 in 2016 to 1,430 in 2019 and the event gaining popularity amongst the broader Central West region.

In its inaugural year, the bike ride challenge covered 170kms. This has since expanded with three ride options now being offered to participants, that cater for differing levels of experience - 70km, 100km and 170km. As the event has increased in popularity so too have the reported flow on benefits the event brings to the local region, increasing from approximately \$110,000 in 2016 to \$150,000 in 2019

“[The Challenge has had a] huge impact, there has been growth each year. It showcases the town and what is available to tourists. Everyone benefits – participants, organisers, volunteers, charities.”

Discussions with key stakeholders indicate that the Challenge is a highly familiar, and supported, event within the Orange community, with past event participants and those with some involvement in its delivery reporting a very positive experience with their involvement in the Challenge, highlighting the benefits to tourists/visitors, local residents and businesses.

Total spend in the region as a result of the Challenge since the event commenced is estimated to be \$538,000. Newcrest’s support was identified as critical for the sustainability of the Challenge and Newcrest’s position as Naming Rights Partner was seen to be important to the event economically.

“Without Newcrest it wouldn’t have happened [in the beginning]. Would need to find a generous business (like Newcrest) to take over. Currently (due to COVID) this would be difficult. Newcrest is the largest employer in town, and they are a great support and put back into the town.”



Awareness and Attitudes towards the Cadia Valley Operations

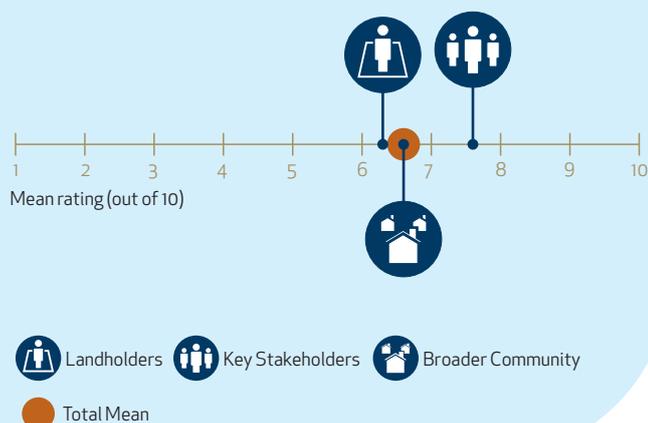
Most participants associated Cadia and Newcrest with mining, employment and economic benefits.



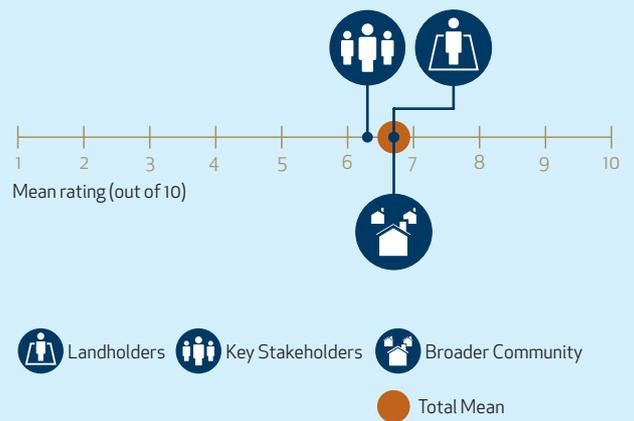
However, when asked to rate their level of knowledge about the Cadia Valley Operation from 1 to 10, awareness was generally quite low, with an average knowledge rating of 4.5 out of 10.

Cadia's stakeholders are generally very positive about the company with an overall rating of 6.6 out of 10 (with similar feelings reported towards the mining industry as a whole).

On a scale from one (1) to ten (10), with one (1) being extremely negative and ten (10) being extremely positive, how would you rate your current feelings towards Cadia?

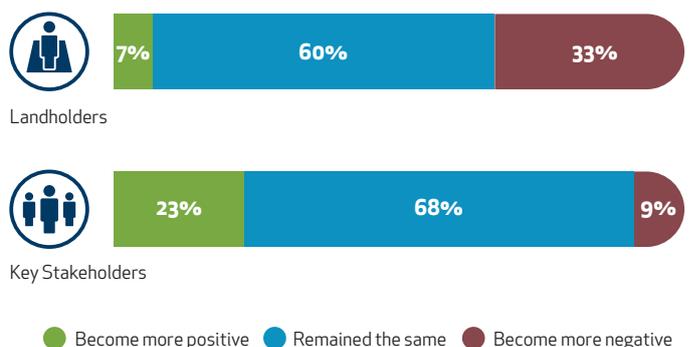


On a scale from one (1) to ten (10), with one (1) being not at all supportive and ten (10) being very supportive, how would you rate your level of support to the mining industry as a whole?



However, there is still room for improvement, with some consulted neighbouring landholders, indicating that their attitudes towards the company have declined over the past 12 months, with approximately 33% of those consulted reporting that their attitudes had become more negative over that time period.

In the past year, have your feelings towards Cadia Valley Operations become more positive, remained the same, or become more negative?



Improvements Areas

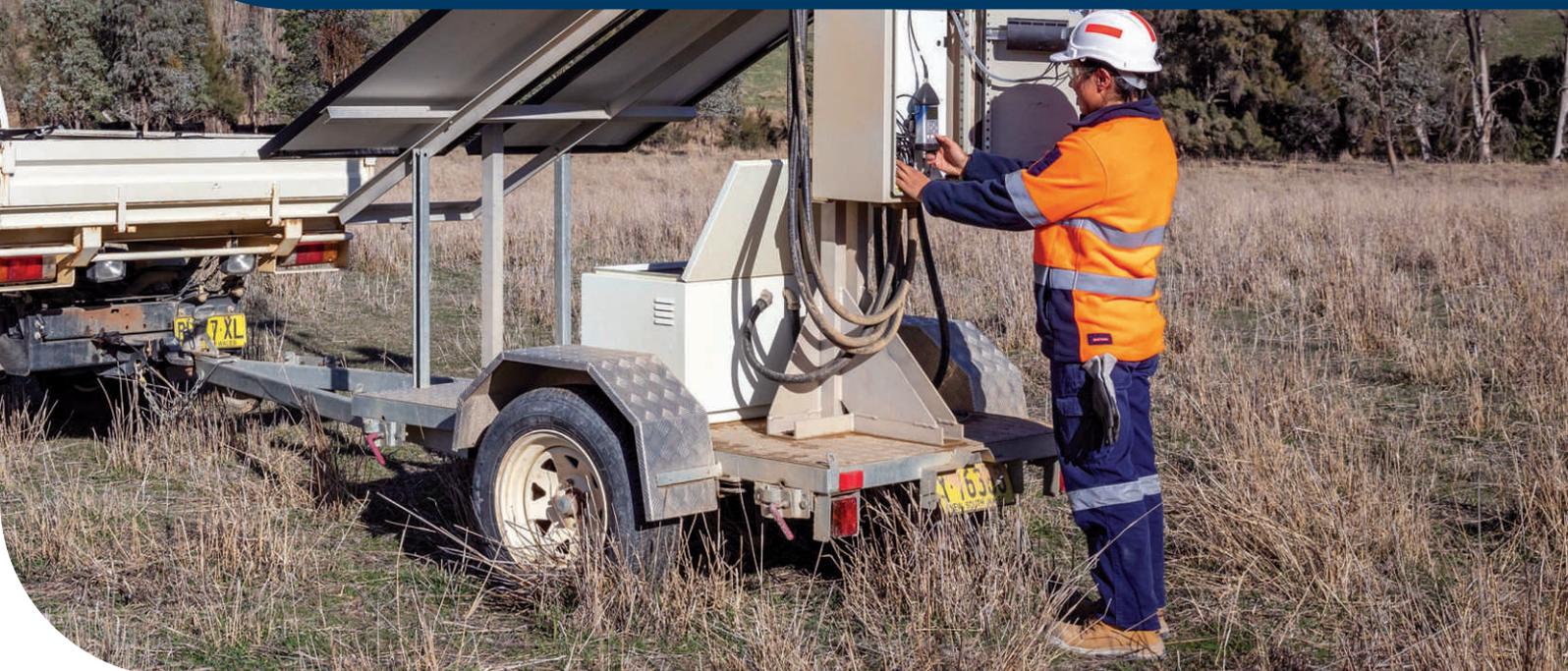
It was generally felt that attitudes towards the company could be improved by enhanced engagement practices and further mitigation of impacts associated with dust from tailings storage facilities.

"They have to be more open to fully discuss the implications of their operations. They may get a difference of opinion, but they must see how they can manage it."

"Resolve the dust problems from the tailings dam."

Continued community support and local contributions was also seen as a possible means to enhance and maintain Cadia's social licence to operate within the community.

"They could improve/ dedicate sponsorship/grants which are specific to the Aboriginal community in Orange. Other states/regions in the mining sector are better at this support for Aboriginal organisations and services, but it has been lacking since they started."



Community Values, Needs and Aspirations

Cadia values its resident status in the community and wants to obtain a better understanding of the values and areas of need within surrounding localities.

There is a strong sense of community in the region and that connection to others and to place is highly valued.

"It is a genuinely community-based city. We've grown immensely on the back of Cadia, but we've kept a really strong community feel. We all look after each other and are community minded."

The location, climate and rural lifestyle supports a range of agricultural business opportunities, is close to major cities and health services and living in the region provides residents with a sense of relaxed living. Community members would like to see Orange and surrounding areas promoted as a region for destination living.

"We want a safe and vibrant community where families are attracted to live here, and they can bring their families up."

Growth in the agri-business sector, the health precinct, tourism and renewable energies, are seen as important areas for future industry development in the region.

"To see businesses supported to encourage future economic growth."

"To double our visitor economy, from 300 million to 600 million. This requires capacity building of more accommodation and admission of a sports adventure tourism element that can accompany our existing food/wine base."

While there were generally high levels of satisfaction recorded in relation to health service provision in the region (4.5 out of 5), the community felt that more aged care provision was required, particularly within the Blayney LGA.

"We need better hospital facilities and equipment, aged care, support for mental health."

"Elderly support in small village areas is a really large need... encourage social support for elderly that are still in their homes/on farming properties that don't have the support of close family etc."

The community would like to see the provision for rail services between Orange, Bathurst and Sydney and an improvement in telecommunications and road infrastructure.

"Transport, particularly connections by both rail and roads to major centres such as Sydney."

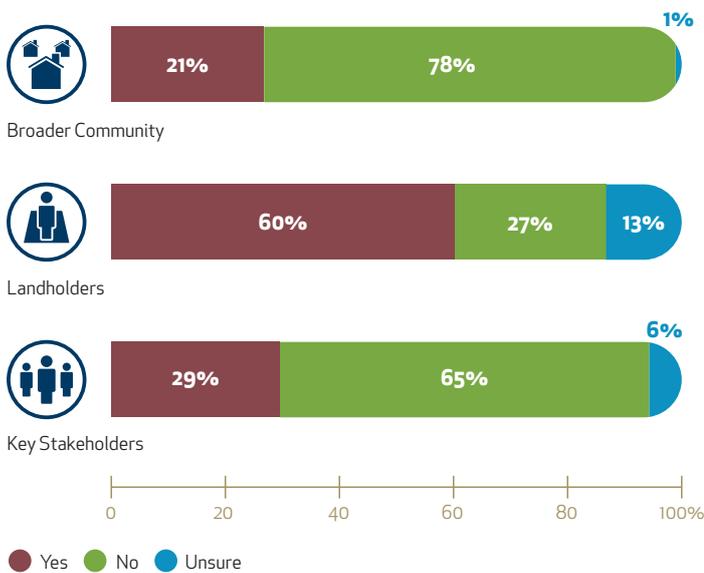
It was also felt that secondary and tertiary education facilities could be improved, with population increases seeing many secondary schools at maximum capacity. Some community members felt that there were limited course options at University and funding for TAFE was inadequate.



What Cadia's stakeholders are most concerned about?

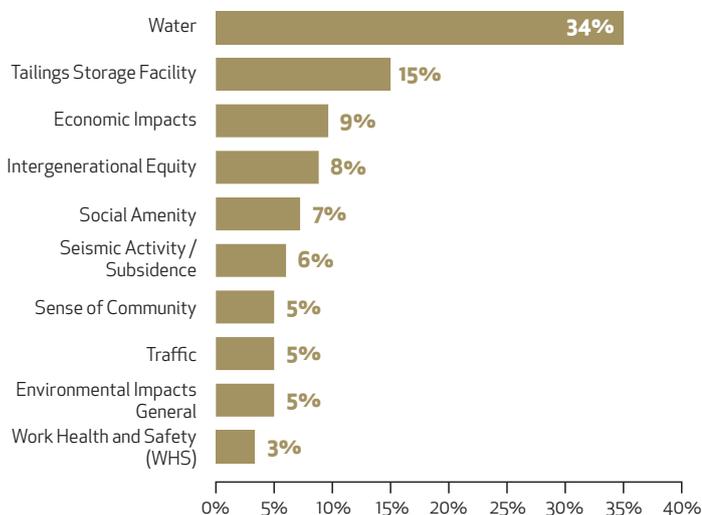
While a high proportion of consulted stakeholders outlined that they didn't have any concerns with regards to Cadia's activities in the area, neighbouring landholders reported holding the greatest level of concern. ...

Do you or your family have any concerns in relation to the Cadia Valley Operation?



...with main concerns centering around water related issues, tailings storage facility impacts and potential negative economic impacts associated with mine closure.

Unprompted Issues of Concern



Water

Recent drought conditions experienced within regional communities across NSW has heightened stakeholder concerns regarding the scarcity of water and long-term water security for landholders and businesses alike. Several themes emerged during stakeholder discussions, including water access and use, groundwater drawdown and contamination, and surface water quality.

Consulted stakeholders noted that:

Equitable distribution of water for agricultural entities and mining purposes is required, particularly in drought conditions, to reduce competing access to water.

"If the mine is using local water, the effect on local water sources for residents and agriculture becomes more restricted."

"The amount of water they use. It is quite a huge amount and I am concerned with its effect on the local area regarding the use of water."

When presented with a list of potential / prompted issues that may be associated with the presence of the Cadia operations, the community also indicated that surface water and groundwater related issues were again of greatest concern.

Further information should be provided about where Cadia source water, suggesting that Newcrest and Council could work collaboratively to educate the public on this issue in order to reduce stakeholder anxiety.

"I really don't think that Cadia gets the information out as well as they could, as to how Cadia get that water."

The use of Orange's effluent water by Cadia received mixed responses from stakeholders, with some suggesting that this strategy is beneficial for the town of Orange, while others outlined that given water reserves are very low in the community such water could be made available for other purposes, including agriculture and residential recycling.

Underground aquifers and bore supply were thought by some community stakeholders to be affected by mining activities, with concerns regarding ground and surface water contamination also raised.

Tailings Storage Facility

The second most frequently raised concern, across all stakeholder groups, related to the tailings storage facility with dust and potential contamination impacts frequently top of mind, largely due to the slump incident in 2018. Stakeholders outlined that they would like to see more stringent measures in place to reduce the likelihood of any further wall breaches as well as improved management of dust from the tailings to reduce impacts on social amenity and health.

“Major slump/collapse in the Northern tailings dam and there has been a long study into that. They have come up with a solution, but people are still concerned with how it had happened and the potential impact on down-stream surface water and contamination of surface water.”

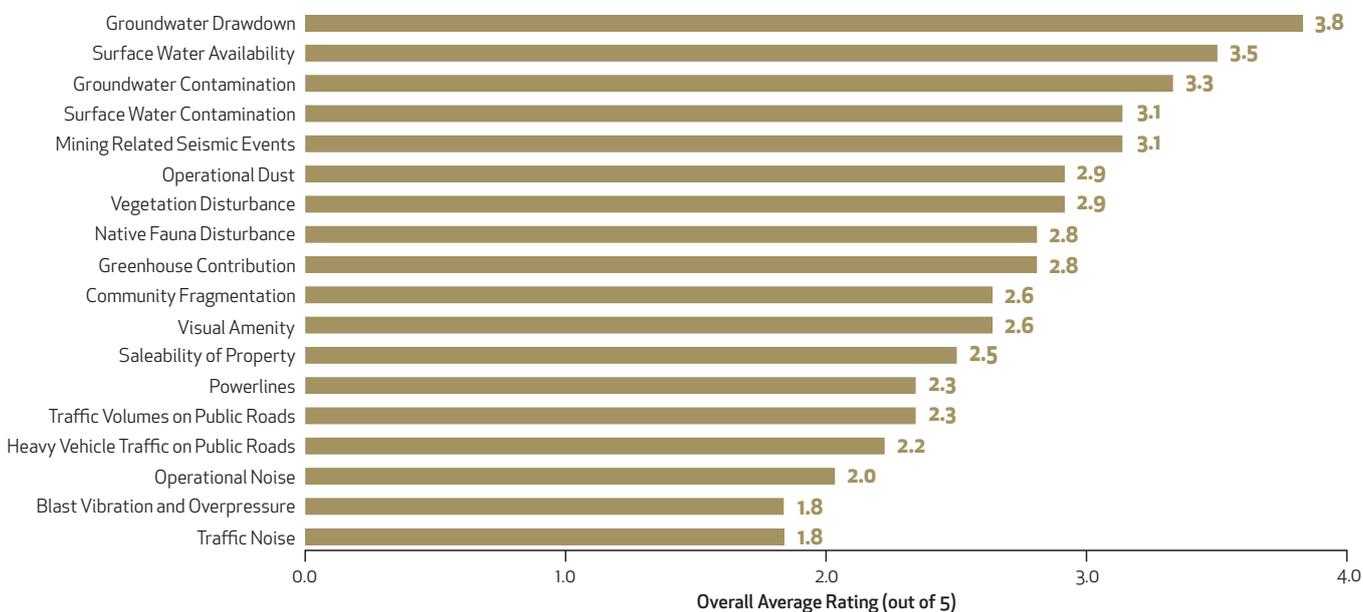
“Lack of operations is causing significant impact to the community in generating dust.”

Other issue themes included:

Intergenerational Equity: with issues raised focusing on two main themes relating to future rehabilitation of mine disturbance areas and competing land uses.

Social Amenity: including impacts on the visual amenity of neighbouring landholders and impacts on social amenity associated with dust raised by the broader community, particularly salient for those residents in the localities of Blayney and Orange. Noise and blasting vibration were also noted, but only marginally.

Level of Concern



Seismic Activity / Subsidence: concerns that seismic events experienced in the region were directly linked to Cadia's operations. Impacts on property from subsidence was a concern for a small number of wider community residents.

Sense of Community: concerns raised under this theme were associated with competing demand for accommodation and issues related to high costs of living. It was identified that achieving a balance of accommodation for both mining personnel and tourists, particularly in the construction phase of operations, is an increasing challenge for Orange and the surrounding areas. It was noted that influxes of mine employees tend to compete for accommodation during peak periods, subsequently resulting in increased accommodation and housing costs and reduced availability for others.

“Cadia are expanding their underground mine and the amount of people coming in a specified time will increase. Some may choose to live here, or they'll be fly in-fly out, so either way there will be an impact on motel accommodation and rentals. It is going to affect the community. Landlords tend to put the rents up and this is what happened last time, it was a nightmare.”

Traffic Safety: traffic concerns relating to Cadia's operations were substantially less frequently raised than in previous engagement with the community (Community Sentiment Survey, 2016), which ranked traffic volumes and heavy vehicles as the highest impact concern (WRI, 2016). Some concerns remain, however, relating to the speed of traffic along rural roads and driver behaviour, particularly close to the mine site.

Mine Closure Specific Impacts and Opportunities

The study also sought to identify and understand the potential impacts and opportunities associated with the eventual closure of Cadia's operations, albeit that closure is not imminent for the operations. Possible management of negative impacts and enhancement of opportunities were also identified during discussions.

The most frequently identified negative impact of mine closure during discussion with key stakeholders and landholders related to the loss of direct employment opportunities followed by indirect economic impacts or flow on effects of the company's presence in the region such as service provision. The potential for population decline and reduced community investment were also identified.

"Some industry would go, we have a lot of hospitals and growth due to the mine, we're now the Sydney of regional NSW from a health perspective. I don't think we'd lose these services if the mine closed, but we would lose a lot of industry."

"Loss of employment as a lot of local families rely on it. It does bring money into town and to a lot of industries e.g. hospitality/accommodation and that loss would filter on to the community."

"We need employment which Cadia has been very good for; If we didn't have the mine, I reckon the Orange community would suffer enormously."

Cadia's suppliers also indicated a high reliance of their business income on the mining industry in general, and also referred to job losses and decreased income revenue should Cadia close.

"Unlikely to replace this loss."

"The local community would need other forms of industry to take up the loss."

There were however some opportunities associated with the eventual closure of Cadia, including for example consideration of post mining land uses e.g. return to agriculture and/or recreational use; improved water availability and security and increased availability of skilled labour.

"The land they are on (the mining lease envelope) is some of the best grazing land in Central NSW. There's a trade-off - economic stimulus but loss of landscape."

"A mining park or reserve providing a safe recreational area for the community. Rehabilitated and safe for public access but still acknowledges the mining functions and be proud of the mining history."

"Redirection of previously allocated water to the environment."

"Farmers may be able to get labour. The mines offer high wages and we can't afford to employ skilled people at the same rate as the mines can."

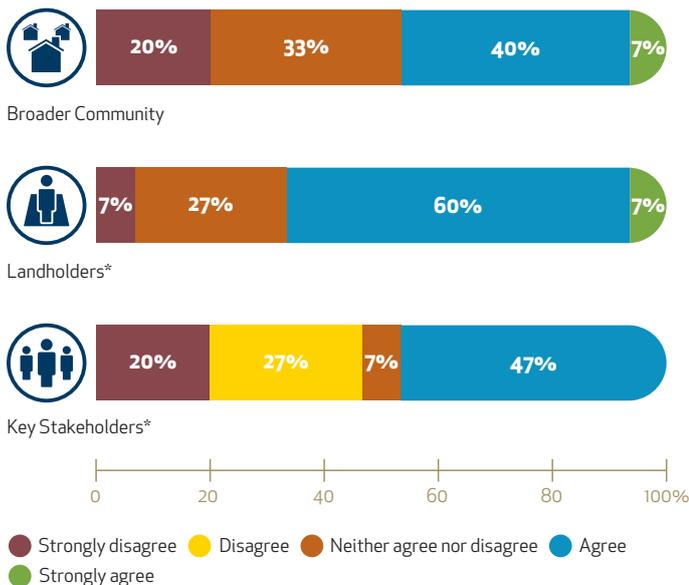
"Could utilise those skills in other industries, mechanics, trucks etc. some utility for them. Mine could support those suppliers reinvent themselves and other business notches."



Cadia's Environmental Performance

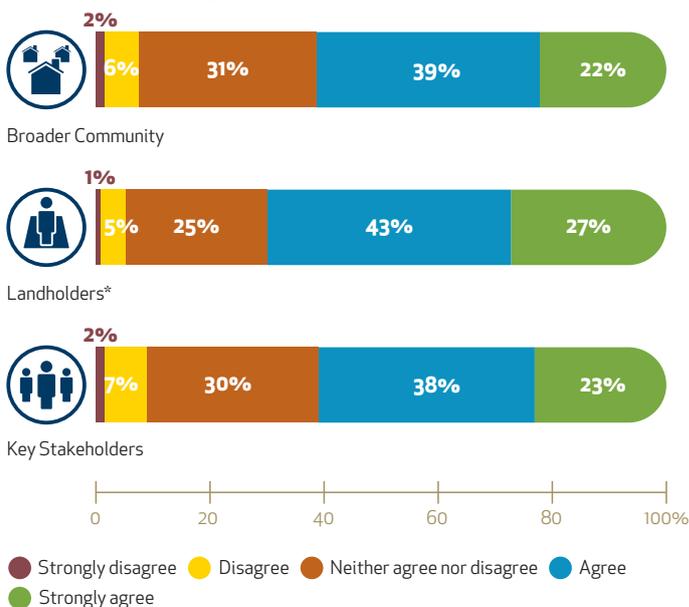
Most consulted stakeholders felt that Cadia's environmental performance to date has been reasonably good, and that Cadia is taking measures to address environmental issues.

I think Cadia is taking measures to address environmental issues



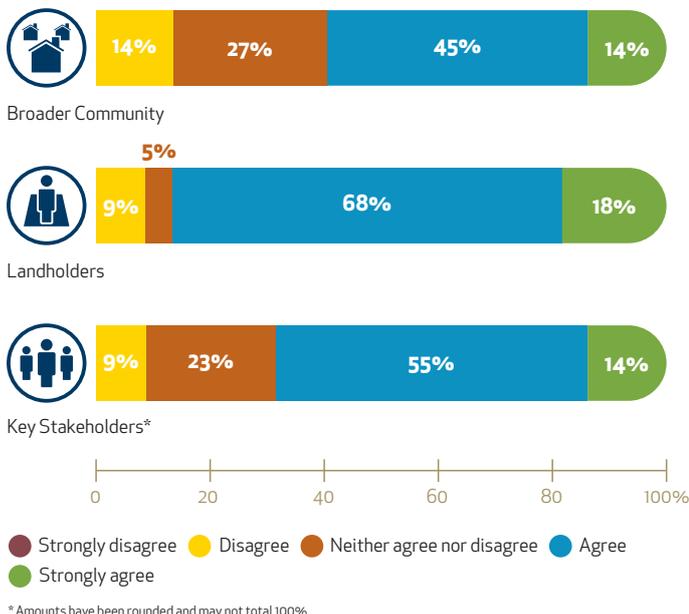
Overall the community felt that Cadia is timely in their response to environmental concerns, although a large proportion of respondents neither agreed nor disagreed with this statement, suggesting that there is still more room for improvement.

I think Cadia are timely in their response to environmental concerns



Stakeholders also believe that Cadia's environmental performance is an example of good practice.

In my opinion Cadia's environmental performance is an example of good practice



Managing Impacts

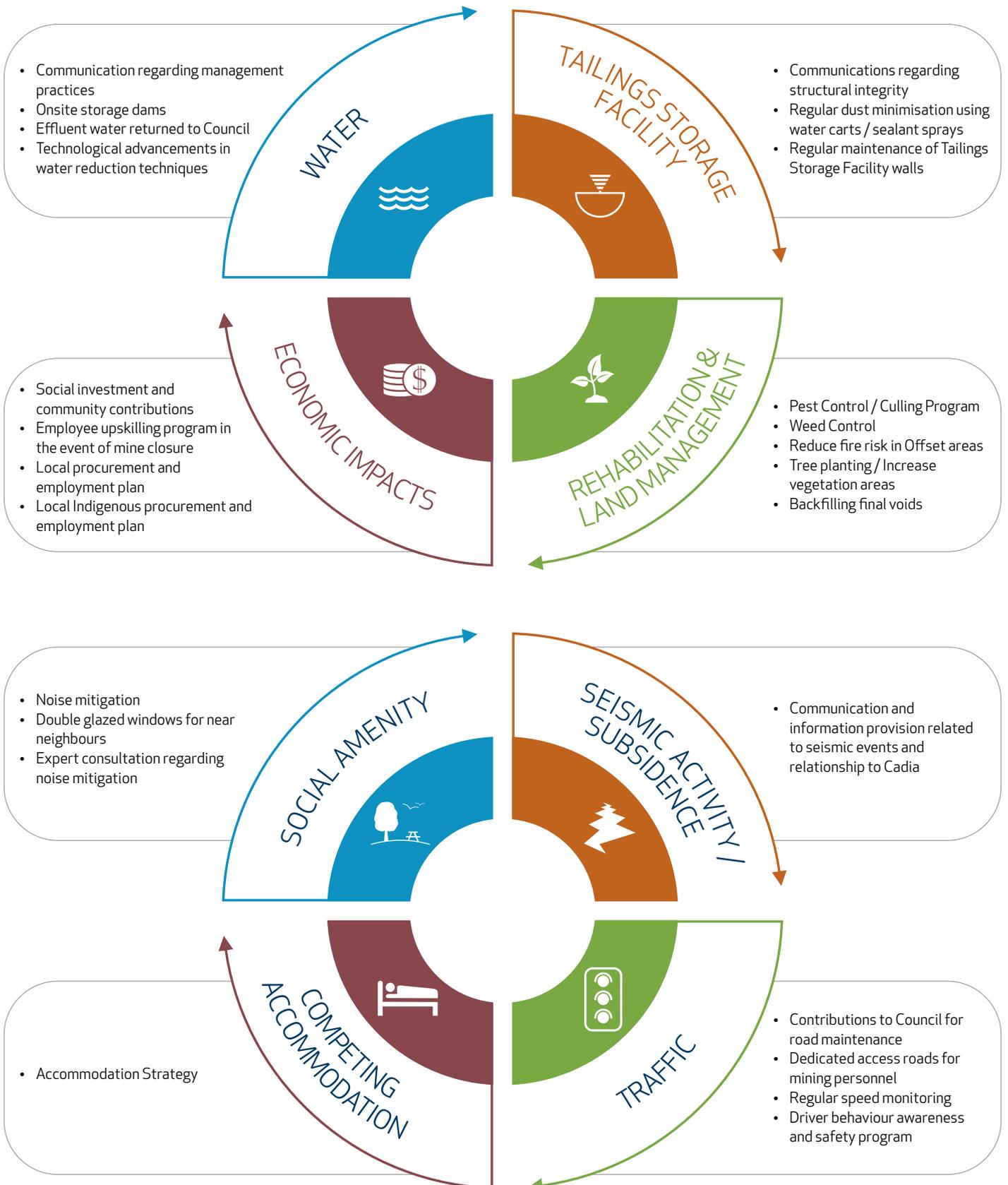
Managing operational impacts is a priority for Cadia and as such, participating stakeholders were asked to provide examples of practices or strategies that they would like to see implemented.

When asked to report their level of satisfaction with a range of potential impacts, only about half of key stakeholders' and a third of landholders' reported levels of satisfaction above 2.5 out of 5.

The impacts receiving the lowest management satisfaction ratings related to traffic volumes and safety and competing accommodation needs.

During the course of consultation, participants provided a range of approaches and strategies that they felt could enhance the positive impacts of Cadia's presence and assist the company in mitigating and managing any negative impacts of their operations. These suggestions will be carefully considered and implemented where possible in Cadia's continued planning and operational design.

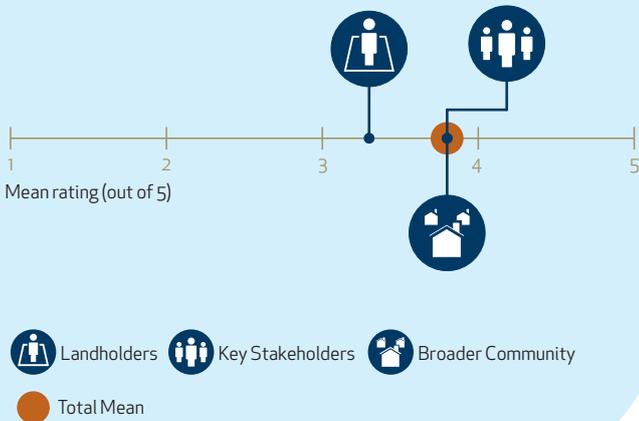
Community Identified Management Suggestions



Trust, reputation and the ability to express views on Cadia's activities

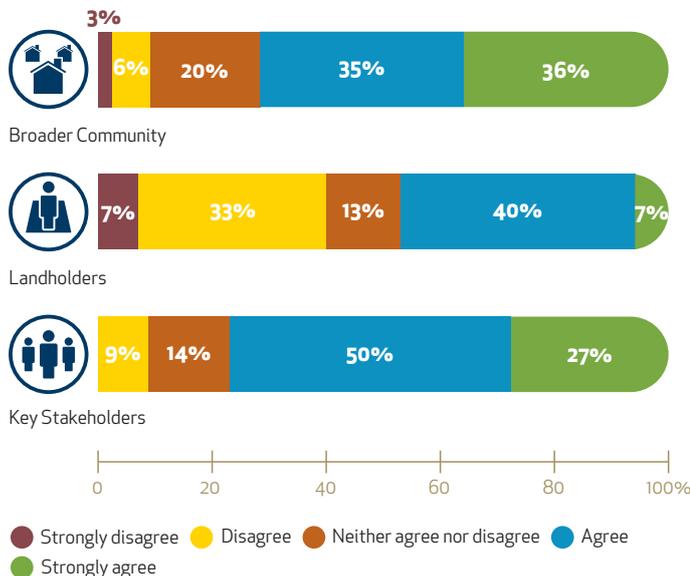
Overall levels of trust amongst consulted stakeholders were moderately high (3.84 out of 5), however neighbouring landholders reported lower levels of trust in Cadia than other consulted stakeholder groups...

Trust

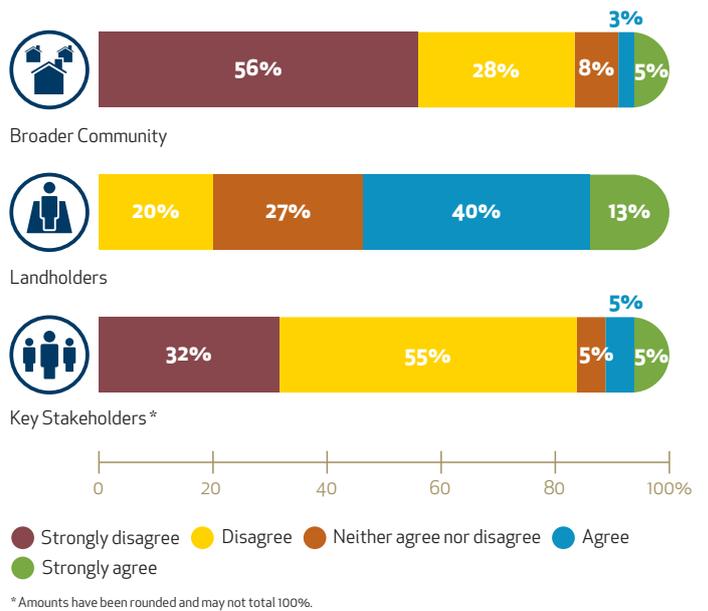


...and lower ratings on a series of attitude statements related to fairness, community benefit and reputation.

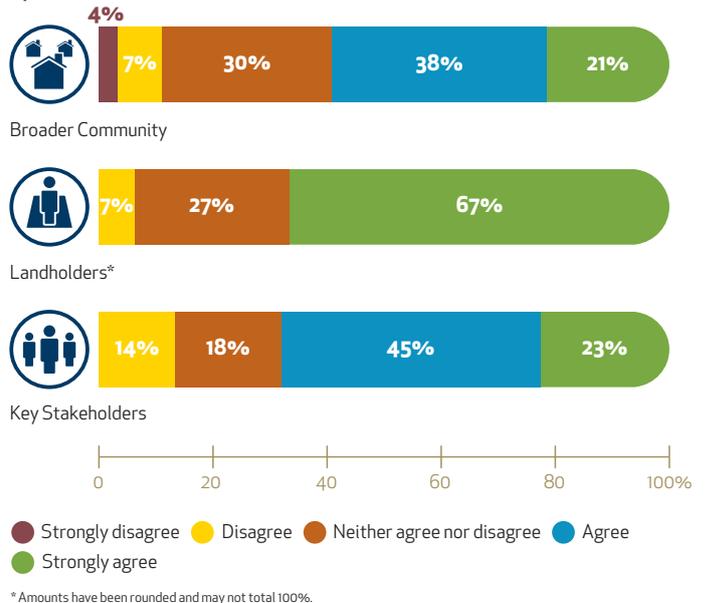
The benefits of Cadia's presence to the community outweighs any of the disadvantages



Cadia's activities in the local area negatively affect my family and me



Cadia fairly considers the community when making decisions about its operations and activities in the area



Social Licence to Operate

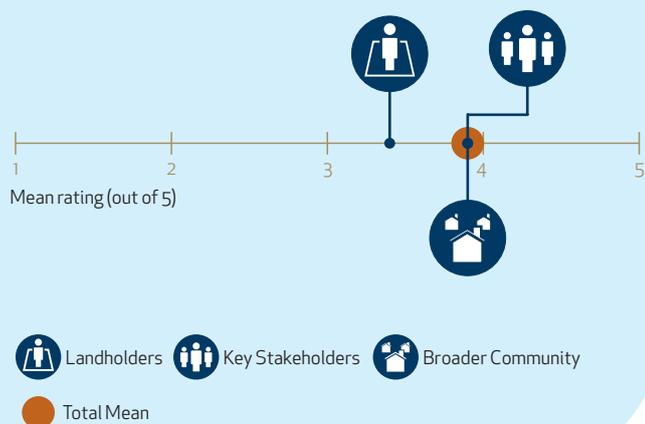
Neighbouring landholders held the greatest concern with the operation, largely due to direct impacts associated with living in proximity to the mining operations.

Cadia's reputation rating ranged from moderate to high, at 3.37 out of 5 for neighbouring landholders to 3.80 for broader community residents with an average overall reputation rating across all stakeholder categories of 3.78 out of 5.

An overall Social Licence to Operate (SLTO) score was calculated by combining ratings on attitudinal statements related to trust, procedural fairness, reputation and community benefit and produced a moderately high composite rating of 3.92 out of 5.

When asked if Cadia Valley Operations negatively affects the community, the majority of those consulted disagreed, suggesting that Cadia's presence in the community was largely beneficial.

Social Licence to Operate



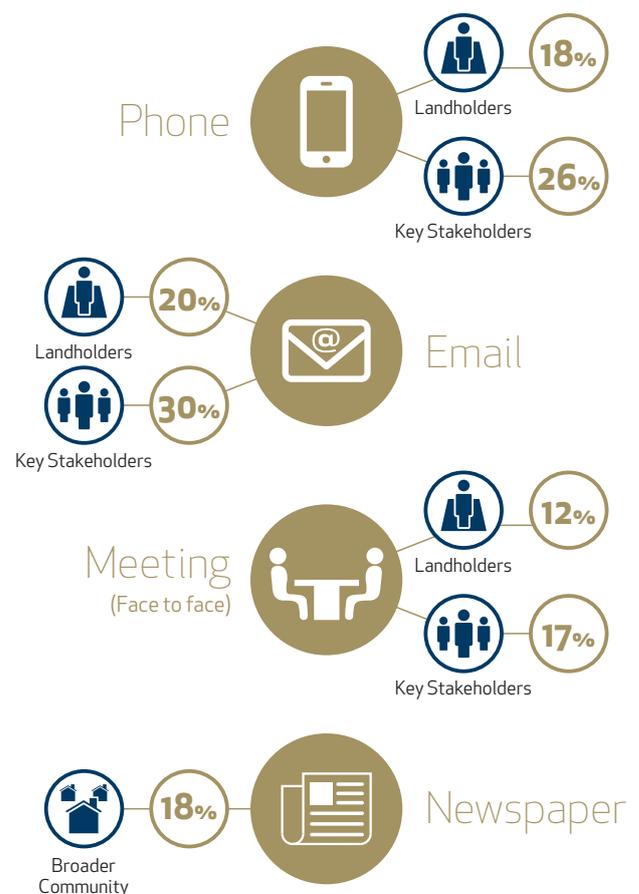
Stakeholder Engagement and Information Provision

Consulted community members reported that over the past 12 months, they have received phone calls and emails from Cadia and that they have attended community meetings to engage with the company and its operation. It was identified that these three methods were the community's preferred mechanisms for engagement.

The community also told Cadia that they would like to see published project updates in local newspapers and media outlets, such as the Central West Daily and the Blayney Chronicle.

Social media was highlighted as a broader community resident preference; however landholders and key stakeholders did not prefer this method, expressing that more personal interactions e.g. email and phone, were more beneficial.

Top preferred mechanisms for consultation



What type of information do Cadia stakeholders want to receive?

- Quarterly information updates, including future company plans, management and reporting of environmental impacts
- Information relating to how best to access funding from Cadia's community investment program
- Further information on the types of projects/programs/initiatives that Cadia is supporting at a local community and regional level.

Where to from here?

During preparation of the study, consultation participants have offered a range of suggestions for how Cadia can improve its current community program and what they would like to know more about in relation to the company's current and future mining operations.

A series of recommendations have been provided by Umwelt for Cadia's consideration which address:

- How impacts can be more effectively managed to mitigate any negative effects; or enhanced to maximise the benefits at a community level.
- Targeted information provision and engagement with neighbouring landholders, key stakeholders and community residents in relation to the company's activities and which focus on identified community issues of concern.
- Alignment of the company's community investment activities with areas of identified community need, with a focus on creating '**shared value**'.

Cadia is now considering the outcomes of the socio-economic study and is very committed to keeping its neighbours, key stakeholders and the wider community up to date on the company's operations and future plans; as well as providing feedback on how the study outcomes have been used to improve community practice.



Thank you

Thank you to all community members that have participated in the study program, and who gave up their valuable time to discuss their issues with the Umwelt team. Your contribution is most appreciated. In appreciation of the time taken to participate in the survey, Cadia pledged to donate to one of six charities for every completed survey with engagement participants. Stakeholders were asked to nominate their preferred charity and recipients are as follows:

 RONALD McDONALD HOUSE CHARITIES	\$6,000	Rotary 	\$1,200
 orange region suicide prevention network <i>working to prevent suicide in our community</i>	\$4,400	 NSW RURAL FIRE SERVICE	\$4,000
 FOODCARE <i>FOOD RELIEF. FOOD RESCUE.</i>	\$1,200	 Lifeline <i>Central West</i>	\$3,200

Cadia values feedback on its operations and activities, so please do not hesitate to make contact if you have any further feedback or questions regarding the information contained within this summary of study outcomes.

Contact



Melissa O'Brien
Senior Community Relations Specialist

e. Melissa.obrien@newcrest.com.au
m. 0407 412 891



Sheree Ansen
Social Consultant

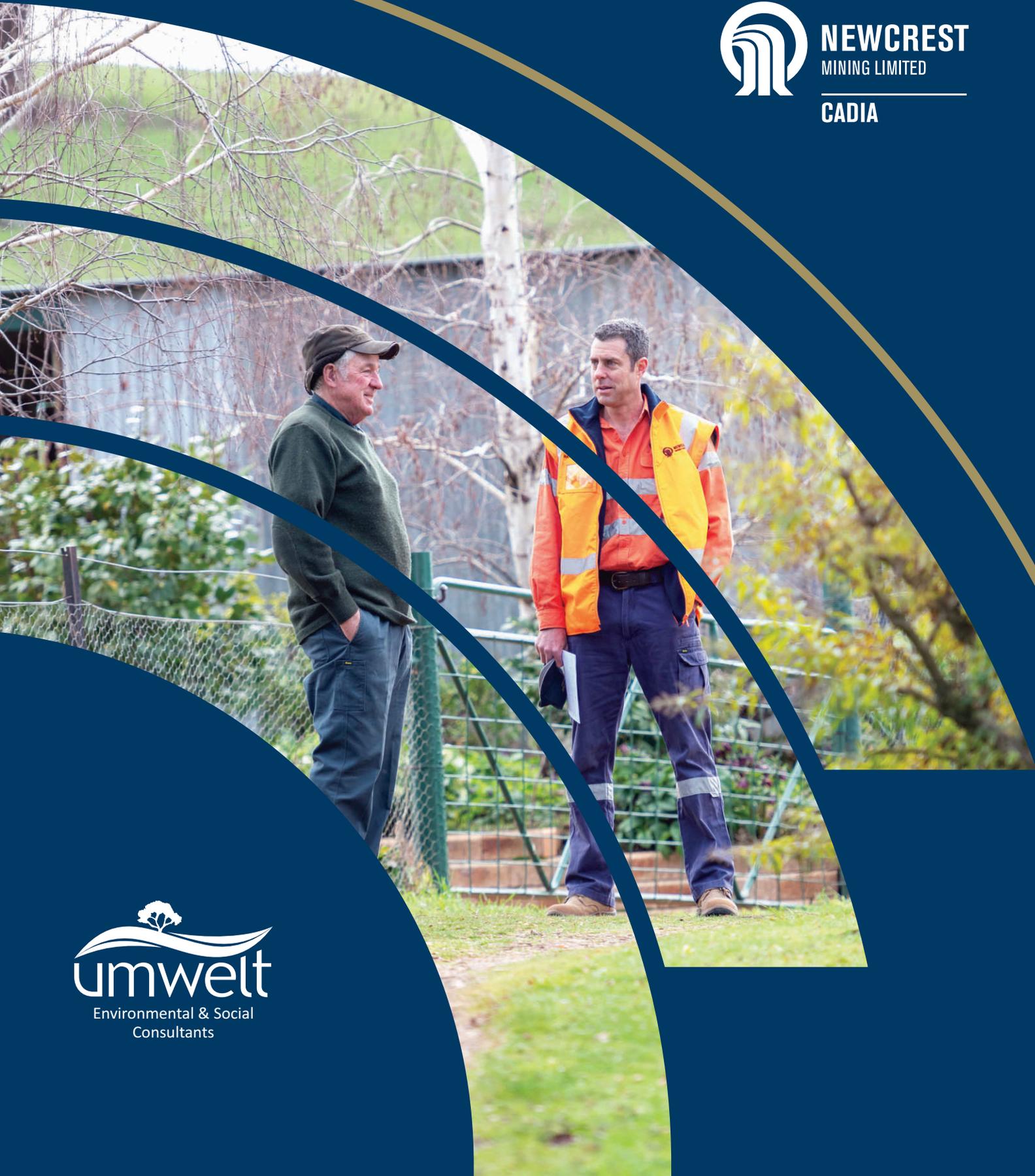
e. social-team@umwelt.com.au
m. 0448 329 140





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Consultants