

LETTER OF UNDERSTANDING – Work Schedule

**BETWEEN:** Newcrest Red Chris Mining Limited

**AND:** United Steelworkers, Local 1-1937

**Subject:** Work Schedule – Work from Home

Employee's, as designated by the Company, may be eligible to work from home when it is deemed appropriate for their job responsibilities. The purpose of this letter is to outline the work schedule that will apply to remote work arrangements.

**Work Schedule: 40 hours per week as follows:**

WFH ("**Work from Home**") Employees will be expected to work five (5) consecutive eight (8) hour shifts followed by two (2) consecutive days/rest. This totals 40 hours per week. Regular working hours and days will typically be Monday to Friday between the hours of 7 am and 7 pm. The 8-hour working period will be determined by the Supervisor, and Employee's will be expected to be available during these hours. The 8 working hours will be consecutive as to not create a split shift.

This letter serves as an agreement between the Union and the Company.

SIGNED ON BEHALF OF:  
NEWCREST MINING



Nathan L'Heureux  
Human Resources Superintendent

SIGNED ON BEHALF OF:  
UNITED STEELWORKERS LOCAL 1-1937



Richard Arnason  
2<sup>nd</sup> Vice President