



Social Impact Management Plan Framework 2020

WAI-800-GUI-004

This is no longer a controlled document once printed.
This document must not be released outside of the company without permission of the Departmental Manager.

Area:	External Affairs and Social Performance
Site:	Waihi

	Position/Title	Name:	Date:
Authored By:	Stakeholder and Social Performance Advisor	Kyle Welten	December 2020
Reviewed By:	EASP Manager	Kim Calderwood	December 2020
Approved By:	General Manager	Matt Hine	March 2021

Document Issuance and Revision History

Document Name: Social Impact Management Plan Framework

Document Reference:


Revision No.	Revision Date	Section	Description of Issuance or Revision	Effective Date
1	Feb 2015		Initial Framework	Feb 2015
2	Dec 2020	All	Incorporation of the recommendations from a WSP Social Impact Management Plan review. Incorporation of Project Martha into the framework.	Mar 2021

OCEANAGOLD WAIHI

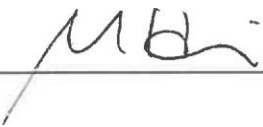
SOCIAL IMPACT MANAGEMENT PLAN FRAMEWORK 2020

Prepared By: Kyle Welten
Stakeholder and Social Performance Advisor

Approved By: Kim Calderwood
EASP Manager



Approved By: Matt Hine
General Manager



Approved By: Leigh Robcke
for Hauraki District Council



This document meets the requirements of:

- Condition 83 of the Project Martha land use consent (the reviewed SIMP shall be certified by the Council before it is implemented), issued by HDC in 2018 and
- Condition 45 of the Correnso Underground Mine consent (the reviewed SIMP shall be approved by the Council before it is implemented), issued by HDC in 2013.

Table of Contents

INTRODUCTION	5
1 MONITORING AND EVALUATION.....	5
1.1 Biennial Reporting	5
1.2 Updating the SIMP	6
2 IMPACT MANAGEMENT PLAN.....	7
2.1 Economy	7
2.1.1 Objective, Potential Impacts and Performance Goals.....	7
2.1.2 Mitigation and Management Activities	8
2.1.3 Indicators	8
2.2 Employment.....	9
2.2.1 Objective, Potential Impacts and Performance Goals.....	9
2.2.2 Mitigation and Management Activities	9
2.2.3 Indicators	10
2.3 Property.....	11
2.3.1 Objective, Potential Impacts and Performance Goals.....	11
2.3.2 Mitigation and Management Activities	11
2.3.3 Indicators	12
2.4 Community.....	13
2.4.1 Objective, Potential Impacts and Performance Goals.....	13
2.4.2 Mitigation and Management Activities	14
2.4.3 Indicators	14
2.5 Health and Wellbeing.....	15
2.5.1 Objective, Potential Impacts and Performance Goals.....	15
2.5.2 Mitigation and Management Activities	15
2.5.3 Indicators	16
2.6 Future of Waihi and OGNZL Legacy.....	17
2.6.1 Objective, Potential Impacts and Performance Goals.....	17
2.6.2 Mitigation and Management Activities	17
2.6.3 Indicators	18

INTRODUCTION

In December 2018, OceanaGold (New Zealand) Limited (**OGNZL**) obtained consent to develop Project Martha, a proposed Underground Mine. The development is subject to a set of conditions to control and manage the environmental and social impacts of the development, known as the Project Martha consent conditions. Conditions 77 to 83 detail the requirements for a Social Impact Management Plan (SIMP), including providing:

1. *“an updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Martha Underground Mine in combination with the other mining projects undertaken by the consent holder in the area, on the community, and to also...”*
2. *provide a biennial report on the outcomes of this work.”*

The Project Martha consent conditions also provided the following advice note:

“The SIMP referred to in the above conditions can be an extension of that required under the Correnso consent conditions...”

Newmont Waihi Gold (OGNZL's predecessors) received consent to develop the Correnso Underground Mine in Waihi in October 2013. The consent conditions also included a requirement for a SIMP to be developed to provide a framework for the identification, assessment, monitoring and management of social effects (Condition 38 and 39). A SIMP Framework (2015) was approved by the Hauraki District Council (HDC) based on the 2014 Social Impact Assessment (SIA) undertaken by Banarra (Pty) Ltd and through a process of consultation. Subsequently, SIMP annual monitoring has been undertaken for the years 2015-2018, after which the consent conditions were changed (in 2019) to allow for biennial reporting (i.e. reporting every two years).

The next SIMP report is due to be compiled in 2021 for the 2019 and 2020 year. This SIMP will serve as an internal management and reporting tool as well as a mechanism to report externally on OGNZL's performance and will encompass both Project Martha and the Correnso Underground Mine.

The SIMP includes an individual management plan for six thematic areas, which reflect the social impacts identified in the Social Impact Assessment undertaken in 2014. For each of the six themes, the individual management plan includes an overall objective, performance goals, mitigation and management activities and indicators for tracking, measuring and communicating performance.

1 MONITORING AND EVALUATION

Existing monitoring and evaluation activities are being reviewed within each theme with a view to identifying gaps and developing and implementing an overarching monitoring and evaluation framework for the SIMP.

Monitoring and evaluation will also include responding to Council's needs in terms of trigger points and mitigation actions regarding other conditions of the consent.

1.1 Biennial Reporting

Reporting on performance against mitigation and management activities and indicators outlined in the SIMP is required on a biennial basis.

The indicators for each of the six themes will continue to be monitored yearly to assess OGNZL's progress. The results will be reported to HDC, along with any recommendations regarding necessary changes to the indicators, every second year. The results will also be made publicly available. Where adverse effects are identified, any mitigating action(s) will also be reported to HDC.

1.2 Updating the SIMP

OGNZL will continue to update the SIMP over the life of Project Martha and the Correnso Underground Mine in response to:

- Identification of additional social impacts;
- Identification of gaps in management responses;
- The completion of appropriate management measures; and
- Identification of additional indicators.

In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework and the extent to which the indicators and data collected contribute to meeting these goals.

Consideration was given to the value that the data adds in respect of assessing the potential social impacts and, based on the recommendations of this review, the following changes will be implemented in the subsequent SIMP Monitoring Reports:

Topic Area	Ref.	Indicator	Updates to be included in the Monitoring Report
Economic Contribution	Ec-I-1	Total OGNZL expenditure including and excluding payroll at local, regional, national and international scales.	The annual income figures associated with the mine will be supplemented with a summary of local and regional annual business income figures.
	Ec-I-6	Summary results of knowledge, attitude and perceptions survey in relation to the economy, including OGNZL's approach to managing economy-related issues.	A review of the survey questions has been undertaken and implemented to provide better insight into the perceptions of the six main social impact themes covered in the SIMP monitoring.
Employment	Em-I-6	Location of job applicants - numbers/percentage reported locally, regionally, nationally, and internationally.	The level of detail reported on in respect of job titles has been reduced. Data will be reported in the following categories (which align with Stats NZ data) to allow future comparison of data: <ul style="list-style-type: none"> - Managers - Professionals - Technicians and Trades Workers - Community and Personal Service Workers - Clerical and Administrative Workers - Sales Workers - Machinery Operators and Drivers - Labourers
	Em-I-8	Number and percentage of employees by gender; and who identify as being of Māori descent.	Further commentary will be included in the SIMP Monitoring Reports to link the data to OceanaGold's policies for gender and cultural diversity.
Property	P-I-8	Number of OGNZL fixed point vibration monitors.	A link to the webpage that shows the location of the monitors will be included in the SIMP Monitoring Reports.
	P-I-9	Summary results of knowledge, attitude and perceptions survey in relation to property, including	A review of the survey questions has been undertaken and implemented to provide better insight into the

Topic Area	Ref.	Indicator	Updates to be included in the Monitoring Report
		OGNZL's approach to managing property-related issues.	perceptions of the six main social impact themes covered in the SIMP monitoring.
	P-I-13	Summary of workers' housing.	This is a new indicator that will provide a breakdown of workers housing from the annual employee survey.
Community	C-I-7	Number of mine tours conducted at site.	This data will be extended to include the estimated annual monetary value of these tours.
	C-I-8	Number of WCF meetings attended by OGNZL employees/ representatives.	The data will be extended to include the number of attendees at WCF meetings.
	C-I-12	The number of times emergency services were called upon by OGNZL.	This is a new indicator that provides an indication of the relationship to any impacts on emergency services.
Future	F-I-1	Number of iwi advisory group meetings conducted.	Further commentary will be provided in the SIMP Monitoring Reports on the ongoing informal iwi engagement, the key issues and aspects raised at these meetings (subject to consulting with the iwi advisory group about what they consider to be appropriate to include in the report).

2 IMPACT MANAGEMENT PLAN

2.1 Economy

2.1.1 Objective, Potential Impacts and Performance Goals

Objective	Manage OGNZL's contribution to the economy in order to maximise mutual benefits while minimising negative social impacts, including dependency.
Potential impacts	<ul style="list-style-type: none"> Continued contribution to the economy by OGNZL; and Continued financial reliance on OGNZL.
Performance goals	<ol style="list-style-type: none"> Build an in-depth understanding of the local economic impacts and opportunities of OGNZL, including reliance on this contribution. Ensure proactive steps are in place to identify and provide business opportunities to local stakeholders thereby ensuring their inclusion wherever possible in opportunities that can deliver mutual benefits to local stakeholders and OGNZL. Support government and business stakeholders in their work to manage economic dependencies.

2.1.2 Mitigation and Management Activities

Ref.	Action
Ec-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the economy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.
Ec-M-2	Review OGNZL's regional and local procurement initiative, in particular: Identify whether it delivers relevant data on local procurement and indirect economic impact; and Update, analyse and report the data it provides or collect new data if necessary.
Ec-M-3	Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.
Ec-M-4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by OGNZL that are procured from local businesses and the indirect impact of this on the local economy).
Ec-M-5	Assess opportunities to improve how local businesses are notified of tenders.
Ec-M-6	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts Project Martha and Correnso have on the economy.
Ec-M-7	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to the positive and negative economic impacts Project Martha and Correnso have on the economy.
Ec-M-8	Review use of the words "local" and "regional" when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.
Ec-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy.

2.1.3 Indicators

Topic Area	Ref.	Indicator
Economic Contribution	Ec-I-1	Total OGNZL expenditure including and excluding payroll at local, regional, national and international scales.
	Ec-I-2	Royalty and rate payments to government.
	Ec-I-3	Percentage and number of local, regional, national and international companies participating in tenders (i.e. participants).
	Ec-I-4	Percentage and value of tenders won by local, regional, national and international businesses.
Financial dependence on OGNZL	Ec-I-5	Proportion of suppliers for whom OGNZL contributes >50% of revenue, reported at local, regional, national and international scales.
Community knowledge, attitude and perceptions	Ec-I-6	Summary results of knowledge, attitude and perceptions survey in relation to the economy, including OGNZL's approach to managing economy-related issues.

Topic Area	Ref.	Indicator
Complaints and grievances	Ec-I-7	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding economy-related issues, including number of complaints, and OGNZL's average response rate.

2.2 Employment

2.2.1 Objective, Potential Impacts and Performance Goals

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of OGNZL's operating and commercial requirements.
Potential impacts	<ul style="list-style-type: none"> Continued provision of employment; Continued contribution to the economy by OGNZL employees and contractor employees; and Continued provision of training programmes.
Performance goals	<ol style="list-style-type: none"> Promote the local sourcing of employees and contractors, and associated training and development opportunities. Build an understanding of the local employment and training impacts and opportunities of OGNZL, and Project Martha and Correnso in particular, including reliance on this contribution.

2.2.2 Mitigation and Management Activities

Ref.	Action
Em-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the economy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.
Em-M-2	Review the recruitment procedure for completeness and usefulness in relation to supporting the sourcing of local employees and contractors.
Em-M-3	Review and improve current level of responsiveness to job applicants.
Em-M-4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).
Em-M-5	Clarify and communicate the OGNZL definition of "local" and "regional" internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation.
Em-M-6	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus of youth employment and training.
Em-M-7	Review and improve current data collection practices and reporting in relation to employee hiring and local employment goal. This should be with a view to distinguishing between employees that were originally hired locally and those that were hired from other locations but now reside in the local area.

Ref.	Action
Em-M-8	Review predictions of economic impacts of the Project Martha and Correnso developments on local employment to identify relevant indicators for tracking over time including consideration of the “multiplier” effect.
Em-M-9	Review and update OGNZL’s Stakeholder Engagement Plan in consideration of employment, training and associated benefits.
Em-M-10	Report on progress and performance of actions contained within OGNZL’s Stakeholder Engagement Plan in relation to employment, training and associated benefits.
Em-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment.

2.2.3 Indicators

Topic Area	Ref.	Indicator
Economic Contribution	Em-I-1	Number of OGNZL Employees.
	Em-I-2	Number of OGNZL contractors’ employees (i.e. workforce employed by OGNZL key contractors that are working at OGNZL sites).
Local employment	Em-I-3	Percentage of employees living locally, tracking against 70% local employment goal.
	Em-I-4	Percentage of OGNZL contractors (i.e. contractor employees) living locally.
	Em-I-5	Location of residence of non-local employees and contractors, reported by regional, national, international. OGNZL defines "local" as including the vicinities of Waihi, Paeroa, Waihi Beach, Katikati and Whangamata. This corresponds to a radius up to approximately 30 kilometres or 30 minutes driving time from Waihi.
	Em-I-6	Location of job applicants - numbers / percentage reported locally, regionally, nationally, and internationally.
	Em-I-7	Average response time to job applicants (in line with recruitment procedure). <i>Note: As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-7 has been removed from subsequent SIMP Monitoring Reports. Mitigating action Em-M-3 addresses concerns around processes with regard to response times for job applicants.</i>
Diversity	Em-I-8	Number and percentage of employees by gender; and who identify as being of Māori descent.
	Em-I-9	Number and percentage of contractor employees by gender; and who identify as being of Māori descent.
Training	Em-I-10	Number of employees and contractors who participated in OGNZL or external training programmes, by topic area (e.g. workplace health and safety, technical skills).

Topic Area	Ref.	Indicator
	Em-I-11	Number of students, graduates and unskilled residents who participated in formal training processes with OGNZL. <i>Note: As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-11 has been removed from subsequent SIMP Monitoring Reports.</i>
	Em-I-12	Percentage of students, graduates and unskilled residents who participated in formal training processes with OGNZL and received casual, part time or fulltime/permanent employment with OGNZL, or another company, as a result. <i>Note: As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-12 has been removed from subsequent SIMP Monitoring Reports.</i>
Community knowledge, attitude and perceptions	Em-I-13	Summary results of knowledge, attitude and perceptions survey in relation to local employment and training, including OGNZL's approach to managing employment- and training-related issues.
Complaints and grievances	Em-I-14	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding employment-related issues, including number of complaints, and OGNZL's average response rate.

2.3 Property

2.3.1 Objective, Potential Impacts and Performance Goals

Objective	Manage property programmes in a way that builds community confidence and minimises stress related to local property.
Potential impacts	<ul style="list-style-type: none"> • Structural property damage and reduced amenity; • Changes in property values and market activity; and • Distribution of financial compensation.
Performance goals	<ol style="list-style-type: none"> 1. Monitor the Waihi property market to understand what effect OGNZL's operations may be having. 2. Manage and minimise OGNZL's negative impacts on property and the property market. 3. Promote a high level of community understanding of OGNZL's approach to managing its impacts on property.

2.3.2 Mitigation and Management Activities

Ref.	Action
P-M-1	Review current property monitoring and evaluation activities and identify gaps in relation to property in order to develop and implement an overarching monitoring and evaluation framework for the SIMP
P-M-2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly and is commensurate with the effects experienced.

Ref.	Action
P-M-3	Investigate concerns about the quality of OGNZL's own vibration monitoring and opportunities for HDC's role in independent monitoring and develop an appropriate response, in co-ordination with HDC.
P-M-4	Review and revise OGNZL's complaints management system, including: <ul style="list-style-type: none"> • Consideration of communication with regard to blasting; • Consideration of handling of concerns; and • Consideration of the complaints monitoring and evaluation process.
P-M-5	Review and update Independent Review Panel (IRP) and the Waihi Community Forum (WCF) roles, responsibilities and terms of reference in relation to property issues and in line with the Correnso Consent Conditions. <i>Note: Since the announcement of Project Martha, WCF, with support from Hauraki District Council and OGNZL, will represent residents in the wider Waihi area.</i>
P-M-6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.
P-M-7	Develop and implement a property divestment strategy.
P-M-8	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts Project Martha and the Correnso developments have on property.
P-M-9	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to property.
P-M-10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).
P-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property.

2.3.3 Indicators

Topic Area	Ref.	Indicator
OGNZL property portfolio	P-I-1	Amenity Effect Programme (AEP): a) Number of recipients; and b) Total spend for the payment period.
	P-I-2	Number of OGNZL rental residential properties in the Project Martha and Correnso project areas.
	P-I-3	Number of OGNZL-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories.
	P-I-4	Proportion of Waihi's total residential properties owned by OGNZL.
	P-I-5	Proportion of OGNZL-owned properties in the Project Martha and Correnso project areas rented by OGNZL employees

Topic Area	Ref.	Indicator
Property market	P-I-6	Results of Waihi property market review including: <ol style="list-style-type: none"> Number of sales, and breakdown by Waihi East, Waihi North, Waihi South; Average sale prices, and average for Waihi East and Waihi North, Waihi South; Activity in comparable markets (to account for confounding factors such as banks increasing minimum deposit levels); Others as relevant.
	P-I-7	Top Up programme data: <ol style="list-style-type: none"> Number of applications received; Number of applications approved; and Number of properties settled.
Communications	P-I-8	Number of OGNZL point vibration monitors.
Community knowledge, attitude and perceptions	P-I-9	Summary results of knowledge, attitude and perceptions survey in relation to property, including OGNZL's approach to managing property-related issues.
Complaints and grievances	P-I-10	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding property-related issues, including number of complaints and OGNZL's average response rate.
	P-I-11	Number and percentage of property complaints where it is determined that the cause of damage is attributable to Project Martha or Correnso activity, as per Project Martha Consent Condition 56 and Correnso Consent Condition 21b.
	P-I-12	Number of instances of property complaints dealt with under Project Martha Consent Condition 56 and Correnso Consent Condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process.
Workers Housing	P-I-13	Summary of workers' (rental vs. owner occupied)

2.4 Community

2.4.1 Objective, Potential Impacts and Performance Goals

Objective	Contribute positively to the Waihi community through sustainable community investment and supporting employee participation in community life.
Potential impacts	<ul style="list-style-type: none"> Continued investment in the community; Increased community division and dissention; and Continued participation of OGNZL's employees and contractors in community life.
Performance goals	<ol style="list-style-type: none"> Provide for continued and sustainable investment in the community. Support community cohesion. Support employee participation in community life.

2.4.2 Mitigation and Management Activities

Ref.	Action
C-M-1	Review current monitoring and evaluation activities and identify gaps in relation to community in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.
C-M-2	Monitor community sentiment towards OGNZL and maintain involvement with WCF.
C-M-3	Regularly update the community about OGNZL's operational plans through community meetings, local radio and newspapers.
C-M-4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.
C-M-5	Review Education Centre programme to assess opportunities with local schools.
C-M-6	Review and update OGNZL's Stakeholder Engagement Plan in consideration of community impacts.
C-M-7	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to community impacts.
C-M-8	Develop a feedback mechanism for recipients of community investment and in-kind donations, including the Education Centre, to assess intended and unintended impacts and identify opportunities for improvement.
C-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community investment issues.

2.4.3 Indicators

Topic Area	Ref.	Indicator
Community Participation	C-I-1	Number of OGNZL employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services
	C-I-2	Number of OGNZL employees and contractors who participate in, or volunteer for, local sports and recreational groups
	C-I-3	Number of children of OGNZL employees and contractors who attend local schools.
Community investment	C-I-4	Expenditure on "community investment" activities, including in-kind contributions.
	C-I-5	Number of community investment recipients, by organisation type.

Topic Area	Ref.	Indicator
	C-I-6	Expenditure on local schools, as a total and by school.
Gold Discovery Centre tours	C-I-7	Number of mine tours conducted at site.
Community engagement	C-I-8	Number of WCF meetings attended by OGNZL employees/ representatives.
Community knowledge, attitude and perceptions	C-I-9	Summary results of knowledge, attitude, and perceptions survey in relation to community, including OGNZLs response to community-related issues.
	C-I-10	Summary results of feedback mechanism for community investment programmes, including the Education Centre.
Complaints and grievances	C-I-11	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding community investment or participation-related issues, including number of complaints, and OGNZL's average response rate.
Impact on emergency services	C-I-12	The number of times emergency services were called upon by OGNZL.

2.5 Health and Wellbeing

2.5.1 Objective, Potential Impacts and Performance Goals

Objective	Respond to community anxiety and uncertainty regarding OGNZL's operations and future plans and respond to negative experiences of mining noise and vibration.
Potential impacts	<ul style="list-style-type: none"> • Uncertainty over future mining plans and financial stress relating to property; and • Anxiety regarding mining noise and vibration.
Performance goals	<ol style="list-style-type: none"> 1. Build OGNZL's understanding of its role in relation to health and wellbeing impacts. 2. Promote community understanding of OGNZL's operations, including mining noise, vibration, and future plans. 3. Build confidence in OGNZL's approach to managing its health and wellbeing impacts. 4. Develop management responses where appropriate, such as the blast notification programme.

2.5.2 Mitigation and Management Activities

Ref.	Action
H-M-1	Review current monitoring and evaluation activities and identify gaps in relation to health and wellbeing in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.

Ref.	Action
H-M-2	Review and implement, where appropriate, the remedial and mitigating actions proposed by OGNZL's consultant clinical psychologist, incorporating findings from the SIA. <i>Dunne Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.</i>
H-M-3	Continue to monitor and review employee wellbeing through OGNZL employee surveys.
H-M-4	Monitor complaint register to identify and investigate blasting periods where the level of complaints increases significantly in comparison to comparable blasting periods with similar vibration levels.
H-M-5	Review and update OGNZL's Communications Plan to support the SIMP and respond to the SIA findings in relation to health and wellbeing. Include proactive education; an assessment of communications for psychological prevention and impact; consideration of impacts specific to people who are vulnerable such as the elderly, pre-existing medical or psychological conditions; provision of reports in an appropriate format for the public to understand and; the blasting notification programme.
H-M-6	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to health and wellbeing.
H-M-7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing.

2.5.3 Indicators

Topic Area	Ref.	Indicator
Community knowledge, attitude and perceptions	H-I-1	Summary results of knowledge, attitude and perceptions survey in relation to health, including OGNZL's approach to managing health-related issues.
Complaints and grievances	H-I-2	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding health-related issues, including number of complaints, and OGNZL's average response rate.
	H-I-3	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding blasting, vibration and noise (unrelated to property damage), specifically noting: <ul style="list-style-type: none"> a) Percentage of complaints where the blast/noise was not compliant with operating conditions; and b) Number and percentage of complaints from repeat locations (i.e. multiple complaints in a given period).
Additional performance indicators	H-I-4	Number of lost time injuries on site.
	H-I-5	Number of site referrals to local health services.

2.6 Future of Waihi and OGNZL Legacy

2.6.1 Objective, Potential Impacts and Performance Goals

Objective	Understand and manage the impact of closure of OGNZL's Waihi operations including consideration of community, the economy, environmental impacts and rehabilitation.
Potential impacts	<ul style="list-style-type: none"> • Continued environmental impacts including delay of the Martha pit rehabilitation; and • Delayed realisation of future economic opportunities as a result of reliance on mining.
Performance goals	<ol style="list-style-type: none"> 1. Take measures to promote a high level of community understanding in relation to the physical environment and rehabilitation and confidence in OGNZL's approach, in the short and long-term. 2. Engage with Iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to. 3. Proactively support employees and contractors in employment transitions resulting from eventual OGNZL mine closure. 4. Identify opportunities for OGNZL to contribute to the transition to a post-mine economy.

2.6.2 Mitigation and Management Activities

Ref.	Action
F-M-1	Review current monitoring and evaluation activities and identify gaps in relation to health and wellbeing in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.
F-M-2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.
F-M-3	Continue Iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.
F-M-4	Review Memorandum of Understandings with Iwi (MOUs).
F-M-5	Review and revise OGNZL's Rehabilitation and Closure Plan to include as necessary, management of economic impacts; employment transitions; rehabilitation.
F-M-6	Investigate opportunities to support business sustainability in a post-mine economy.
F-M-7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.

Ref.	Action
F-M-8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.
F-M-9	Review and update the OGNZL Stakeholder Engagement Plan in relation to the future of Waihi and OGNZL legacy.
F-M-10	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to the future of Waihi and OGNZL legacy.
F-M-11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and OGNZL legacy.
F-M-12	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the future of Waihi and OGNZL legacy.

2.6.3 Indicators

Topic Area	Ref.	Indicator
Community knowledge, attitude, and perceptions	F-I-1	Number of Iwi Advisory Group meetings conducted.
	F-I-2	Summary results of knowledge, attitude and perceptions survey including OGNZL's approach to: <ul style="list-style-type: none"> a) Continued environmental impacts; and b) Delayed realisation of future economic opportunities as a result of reliance on mining.
	F-I-3	Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL including number of complaints, and OGNZL's average response rate regarding: <ul style="list-style-type: none"> a) Continued environmental impacts; and b) Delayed realisation of future economic opportunities as a result of reliance on mining.