



# OceanaGold New Zealand Limited

## **Social Impact Management Plan**

## **Framework 2026**

### Waihi Mining Operations

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# 1 INTRODUCTION

OceanaGold New Zealand Limited (OGNZL) operate the Waihi mining operations located within the Hauraki region of the North Island of New Zealand.

OceanaGold New Zealand Limited (OGNZL) are required to have a Social Impact Management Plan in place for their Waihi mining operations. This requirement is specified in the consent conditions associated with the current operations, Correnso Underground Mine and Project Martha, and is proposed in the draft conditions identified for the proposed Waihi North Project (WNP). The conditions that detail the requirements for a SIMP are included in **Appendix A**.

This document presents the SIMP Framework, which sets out the plan for the required monitoring and management of the social impacts associated with the Waihi mining operations.

The SIMP serves as an internal management and reporting tool as well as a mechanism to report externally on OGNZL's performance. The plan includes an individual management plan for key thematic areas, which reflect the potential social impacts (identified in the Social Impact Assessments<sup>1</sup>) in relation to the Waihi mining operations.

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## 1.1 BACKGROUND

The history of mining in Waihi dates to the discovery of gold in 1897. Current operations in Waihi include Project Martha (Martha Underground) and Correnso underground gold mines and associated infrastructure. OGNZL are proposing to expand their operations by developing the Waihi North Project (WNP), consisting of both open pit and underground mining activity, which is pending approval.

The Correnso Underground Mine received consent in October 2013, and the consent conditions included the requirement for a Social Impact Management Plan (SIMP) to be developed to provide a framework for the identification, assessment, monitoring and management of social effects. The SIMP was informed by the 2014 Social Impact Assessment undertaken to assess the social impact associated with the Correnso project, and it was developed in consultation with a wide range of stakeholders.

The SIMP Framework (2015) was approved by the Hauraki District Council (HDC). Monitoring against this framework has been undertaken by independent specialists for the past 10 years. Initially monitoring was undertaken annually, for the years 2015 to 2018, after which biennial reporting (every 2 years) was conducted following the change in consent conditions.

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## 1.2 SIMP UPDATE 2025

The key drivers for the 2025 SIMP update were to:

- Ensure that the SIMP Framework and the associated monitoring of social indicators adds value and informs OGNZL operations.
- Review and reflect on the extensive monitoring undertaken over 10 years, including continued trend analysis, to inform data collection requirements going forward.

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<sup>1</sup> Social Impact Assessment: Correnso Underground Mine (Banarra, 2014). Social Impact Assessment: Waihi North Project, Version 3 (WSP, 2025).

- Incorporate the anticipated social impacts associated with the WNP (and draft consent conditions) and identify relevant indicators and management actions to be included in future SIMP monitoring and reporting.
- Consolidate and integrate the SIMP reporting requirements as far as practicable.

A summary of the changes implemented in the 2025 SIMP update are outlined below (by theme):

Original Theme	Summary of 2025 Updates
<b>Economy</b>	Development of refined performance goals and management actions.
<b>Employment</b>	Additional indicators added to gather further data relating to workforce location and diversity. New indicators developed to monitor and measure skills development and training that seeks to facilitate the increase in local workforce participation. Performance goals have been refined and new management actions developed.
<b>Property</b>	Expansion of the Property theme to including housing and accommodation. New indicators developed to collect data relating to employee housing and accommodation availability. Performance goals have been refined and new management actions developed.
<b>Community</b>	Additional indicators developed relating to community investment and community cohesion and stability, in particular relating to access to community facilities and services. Additional reporting on community and stakeholder engagement provided for. Performance goals have been refined and new management actions developed.
<b>Health and Wellbeing</b>	Consolidation of the results of community perceptions survey and stakeholder feedback and grievances under this theme (previously reported on per theme). Minor refinements of indicators, and performance goals and management actions have been refined.
<b>Future of Waihi and OGNZL Legacy</b>	This theme, which focuses on managing the impacts of closure and iwi engagement related to environmental restoration, has been removed. As the Waihi mining operations is not in a closure phase there is little to monitor. Iwi engagement has been monitored in the SIMP for the past 10 years. OGNZL will be reporting on iwi consultation and engagement in a standalone annual report to HDC, as such continued inclusion of this in the SIMP would represent a duplication of reporting. Data will continue to be collected relating to the sentiments relating to closure and environmental rehabilitation via the Community Perceptions Survey and stakeholder feedback.

## 1.3 SIMP REVIEW

The SIMP will continue to be reviewed and updated over the life of the Waihi mining operations in response to:

- Identification of additional social impacts.
- Identification of gaps in management responses.
- Completion of appropriate management actions.
- Identification of additional indicators.

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## 1.4 SIMP MONITORING AND EVALUATION

Consent conditions require the ongoing identification, assessment, monitoring and management of social impacts.

Annual monitoring is undertaken in accordance with the SIMP Framework (this document). The results of the monitoring are reported on annually and / or biennially (as agreed) and these reports are provided to the HDC and made available to the public. Where adverse effects are identified, the mitigation actions required to manage those effects are to be reported to HDC. Any requested changes to indicators within the SIMP Framework are reported to HDC every second year.

The SIMP Framework is required to be reviewed every five years to determine the extent to which the SIMP meets the consent conditions that govern the Waihi mining operations. In addition, consideration is given to the extent to which the data collected meets the SIMP Framework and the value of the data in assessing the potential social impacts.

# 2 IMPACT MANAGEMENT PLAN

## 2.1 ECONOMY

### 2.1.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

<b>Objective</b>	Continue to contribute to economic growth and provide opportunities to local businesses, whilst ensuring potential economic dependency of businesses on OGNZL is minimised.
<b>Potential Impacts</b>	<ul style="list-style-type: none"><li>— Continued contribution to the economy by OGNZL</li><li>— Changes in business activity relating to mining</li></ul>
<b>Performance Goals</b>	<ol style="list-style-type: none"><li>1 Understand and measure the economic impact of OGNZL</li><li>2 Provide local business opportunity</li><li>3 Support local business sustainability by managing potential economic dependencies on OGNZL</li></ol>

### 2.1.2 INDICATORS

Ref.	Impact	Indicator
Ec-I-1	<b>Contribution to the economy</b>	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	<b>Business activity relating to mining</b>	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.
Ec-I-5		Proportion of suppliers for whom OGNZL contributes >50% of revenue, reported at local, regional, national and international scales.
Ec-I-6		Local of suppliers to OGNZL with annual billings to OGNZL of \$60,000 or more.

### 2.1.3 MANAGEMENT ACTIONS

Ref.	Action
Ec-M-1	<p>If there is evidence of a change in local procurement opportunities or an increased dependency of local businesses on OGNZL, then:</p> <ul style="list-style-type: none"><li>— Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.</li><li>— Assess opportunities to improve how local businesses are notified of tenders.</li></ul>

## 2.2 EMPLOYMENT, SKILLS AND TRAINING

### 2.2.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

<b>Objective</b>	Provide local employment and maximise local workforce participation through the provision of skills development and training opportunities.
<b>Potential Impacts</b>	<ul style="list-style-type: none"><li>— Continued provision of employment</li><li>— Continued provision of training programmes</li><li>— Maximise local workforce participation</li></ul>
<b>Performance Goals</b>	<ol style="list-style-type: none"><li>1 Promote local employment and workforce diversity</li><li>2 Promote training and development opportunities for existing employees and contractors<sup>2</sup></li><li>3 Maximise local workforce participation through the provision of skills development and training</li></ol>

### 2.2.2 INDICATORS

Ref.	Impact	Indicator
Em-I-1	<b>Employment provision</b>	Number of OGNZL employees.
Em-I-2		Number of OGNZL contractor employees.
Em-I-3	<b>Local employment</b>	Percentage employees living locally <sup>3</sup> , tracking against a 70% local employment goal and reported on by local area and by each township within the local area.
Em-I-4		Percentage of OGNZL contractor employees living locally, reported on by local area and by each township within the local area.
Em-I-5		Percentage of OGNZL offshore contractors (temporary workforce) living locally whilst working on shift on Waihi mining operations, reported on by local area and by each township within the local area.
Em-I-6		Location of residence of non-local employees and contractors, reported by regional, national, international.
Em-I-7	<b>Workforce diversity</b>	Number and percentage of employees and contractors by gender, tracking an increase in representation of women in the workforce against the current gender diversity of 15% <sup>4</sup> .
Em-I-8		Number and percentage of employees and contractors who identify as being of Māori ethnicity, including iwi representation (with particular focus on affiliations to local mana whenua).
Em-I-9		Number and percentage of Māori staff in leadership positions.

<sup>2</sup> Contractors refers to those employed by contractors to OGNZL and includes local civil contractors and offshore drilling contractors (Fly in – Fly out) staff.

<sup>3</sup> OGNZL defines “local” as including the townships of Waihi, Paeroa, Whangamatā, Te Aroha, Waihi Beach, and Katikati. This corresponds to a radius up to approximately 30km or 30 minutes’ drive time from Waihi.

<sup>4</sup> Target of 15% representation of women calculated based on the diversity of OGNZL employees and contractors in 2023 (13%) and 2024 (16%)

<b>Em-I-10</b>	<b>Staff Training</b>	Number of employees and contractors who participated in OGNZL or external training programmes, reported on by topic area, number of training events, trainee hours and total training hours.
<b>Em-I-11</b>		Level of satisfaction of employees and contractors regarding access to training or development opportunities that are relevant, increase skills, and support long term career growth.
<b>Em-I-12</b>	<b>Local workforce participation<sup>5</sup></b>	Skills profile of OGNZL employees and contractors defined by the ANZSCO skills classification, reported on by local, regional, national and international.
<b>Em-I-13</b>		Percentage of OGNZL local employees and contractors, measured against the Waihi unemployment rate and the local and Waihi youth NEET rate <sup>6</sup> .
<b>Em-I-14</b>		Location of residence of employees and contractors prior to working for OGNZL.
<b>Em-I-15</b>		Number and percentage of local residents, and their demographic profile, who have received OGNZL offered skills development and training, as well as the training received reported on by topic area, number of training events, trainee hours and total training hours.
<b>Em-I-16</b>		Number and percentage of Māori participants, including iwi representation, that participated in skills development and training initiatives offered by OGNZL, reported on by topic area, number of training events, trainee hours and total training hours.
<b>Em-I-17</b>		Training evaluation feedback received from trainees including quality of the training received; improvement in confidence, knowledge and skills; and level of satisfaction with training provided.
<b>Em-I-18</b>		Number and percentage of local residents, including those of Māori ethnicity, provided with work experience opportunities.
<b>Em-I-19</b>		Number of local residents that gain employment at the Waihi mining operations either as a OGNZL employee or contractor following participation in skills development and training initiatives offered by OGNZL, reported by ANZSCO job code and category.
<b>Em-I-20</b>		Number and percentage of Māori participants, including iwi representation, that gained employment at the Waihi Operations either as a OGNZL employee or contractor following participation in skills development and training initiatives offered by OGNZL, reported by ANZSCO job code and category.
<b>Em-I-21</b>		Location of job applicants and number and percentage of successful applicants reported locally, regionally, nationally, and internationally.
<b>Em-I-22</b>		Applicant data by type of job reported by ANZSCO job code and category.
<b>Em-I-23</b>		Performance against the objectives and key performance indicators identified in the Waihi Skills Development and Training Action Plan.

<sup>5</sup> Local workforce participation indicators will be reviewed, and additional indicators may be identified, following the finalisation of the Waihi Training Skills Development Plan

<sup>6</sup> Youth 'Not in Employment, Education or Training' (NEET) rate refers to census measure of the status of people aged 15-24 years in relation to employment, education and training.

### 2.2.3 MANAGEMENT ACTIONS

Ref.	Action
<b>Em-M-1</b>	<p>If there is decrease in decrease in the percentage of employees living locally below the 70% local employment goal, then:</p> <ul style="list-style-type: none"> <li>— Assess the reasons for reduced local workforce involvement in the Waihi mining operations;</li> <li>— Review and improve the effectiveness of local recruitment and skills development and training initiatives in collaboration with the groups listed under Condition 96c<sup>7</sup>;</li> <li>— Review contractors' procurement approach; and</li> <li>— Evaluate annually, tracking a year-on-year improvement of 10% from the lowest recorded local employment rate.</li> </ul>

## 2.3 PROPERTY, HOUSING AND WORKFORCE ACCOMMODATION

### 2.3.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

<b>Objective</b>	Manage property programmes in a way that builds community confidence and monitor the availability of housing to support workforce demands.
<b>Potential Impacts</b>	<ul style="list-style-type: none"> <li>— Changes in the property market</li> <li>— Distribution of financial compensation</li> <li>— Housing and accommodation availability</li> </ul>
<b>Performance Goals</b>	<ol style="list-style-type: none"> <li>1 Understand and measure OGNZL's impact on the Waihi property market</li> <li>2 Ensure fair compensation for property related effects of mining</li> <li>3 Understand and assess the availability of housing and accommodation to support workforce demands</li> </ol>

### 2.3.2 INDICATORS

Ref.	Impact	Indicator
<b>P-I-1</b>	<b>Property market</b>	Number of OGNZL-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories.
<b>P-I-2</b>		Proportion of Waihi's total residential properties owned by OGNZL.
<b>P-I-3</b>		Number of OGNZL-owned rental residential properties in Waihi town and the local area.
<b>P-I-4</b>		Proportion of OGNZL-owned properties rented by OGNZL employees and contractors.
<b>P-I-5</b>		Results of Waihi property market review in relation to OGNZL mining operations including:

<sup>7</sup> Secondary and tertiary education providers, relevant transitional industry training organisations, local employers and suppliers, iwi/hapu entities, Hauraki District Council, and relevant government agencies

		<ul style="list-style-type: none"> <li>(a) Number of sales, and breakdown by Waihi town, and Waihi East, Waihi North, and Waihi South;</li> <li>(b) Average sale prices, and average for Waihi town, and Waihi East, Waihi North and Waihi South;</li> <li>(c) Waihi property sales and average sale prices reported on 6-monthly and annually;</li> <li>(d) Number of residential sales (6-monthly and annually) in a comparable market<sup>8</sup>;</li> <li>(e) Average rental prices reported on 6-monthly and annually in a comparable market; and</li> <li>(f) Others as relevant.</li> </ul>
<b>P-I-6</b>	<b>Financial compensation</b>	Number of OGNZL fixed point vibration monitors.
<b>P-I-7</b>		<p>Amenity Effect Programme (AEP):</p> <ul style="list-style-type: none"> <li>(a) Number of recipients; and</li> <li>(b) Total spend for the payment period.</li> </ul>
<b>P-I-8</b>		<p>Top up programme data:</p> <ul style="list-style-type: none"> <li>(a) Number of applications received;</li> <li>(b) Number of applications approved; and</li> <li>(c) Number of properties settled.</li> </ul>
<b>P-I-9</b>	<b>Housing and accommodation<sup>9</sup></b>	OGNZL employee and contractor (including fly in - fly out contractors) housing including owner occupied, rental (private, from OGNZL, or employer provided), new builds and existing houses.
<b>P-I-10</b>		Location of and accommodation type for offshore contractors whilst working on shift on Waihi mining operations.
<b>P-I-11</b>		Number and percentage of OGNZL staff (employee and contractors) that live within 30-minute, 60-minute, and +60-minute commute from work.
<b>P-I-12</b>		Housing stock within the local area and the townships within the local area, and within the 60-minute commute area, reported on by type of housing, number of bedrooms and ownership status.
<b>P-I-13</b>		Number and percentage of owner-occupied and rented properties, active rental bonds and mean rent within the local area (reported on by township and local area) and within the 60-minute commute area.
<b>P-I-14</b>		Residential housing occupancy rates, number of rental listings, and occupancy rates of hotels and short-term accommodation in the local area based on publicly available information.
<b>P-I-15</b>		Number of new dwelling consents issued per year as an indicator of potential future housing stock.

<sup>8</sup> Comparative market refers to Waihi compared with Paeroa and Te Aroha.

<sup>9</sup> Housing and accommodation indicators will be reviewed, and additional indicators may be identified, following the completion of each Workforce Accommodation Assessment prepared.

### 2.3.3 MANAGEMENT ACTIONS

Ref.	Action
P-M-1	If there is evidence that OGNZL Waihi mining operations are having a negative impact on the Waihi property market, then: <ul style="list-style-type: none"> <li>— Assess the reasons for the negative impact on the Waihi property market; and</li> <li>— Identify and implement measures to mitigate OGNZL's impact on the property market.</li> </ul>
P-M-2	If there is a significant change (increase or decrease) in financial compensation for property related effects, then: <ul style="list-style-type: none"> <li>— Review the effectiveness of property programmes.</li> </ul>
P-M-3	If the data shows a significant shortage of housing and accommodation to support workforce demands and / or an impact of local accommodation availability, then <ul style="list-style-type: none"> <li>— A Workforce Accommodation Assessment must be undertaken to assess the accommodation capacity in the local and regional area to accommodate the OGNZL workforce and identify measures to manage the impact of the workforce on local accommodation.</li> <li>— Review and improve the effectiveness of the local recruitment and skills development and training initiatives.</li> </ul>

## 2.4 COMMUNITY

### 2.4.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

<b>Objective</b>	Contribute positively to a sustainable Waihi community and continue to invest in relationships with the community and key stakeholders.
<b>Potential Impacts</b>	<ul style="list-style-type: none"> <li>— Continued investment in the community</li> <li>— Continued participation of OGNZL employees and contractors in community life</li> <li>— Accessibility of community facilities and services</li> <li>— Continued investment into relationships with community and stakeholders</li> </ul>
<b>Performance Goals</b>	<ol style="list-style-type: none"> <li>1 Contribute to the community through investment initiatives</li> <li>2 Measure and monitor community cohesion and stability</li> <li>3 Engage with the community and key stakeholders</li> </ol>

### 2.4.2 INDICATORS

Ref.	Impact	Indicator
C-I-1	<b>Community investment</b>	Expenditure on community investment activities, including in-kind contributions.
C-I-2		Number of sponsorships and donations by organisation type.
C-I-3		Number of community investment recipients, by organisation type.
C-I-4		Expenditure on local school, as a total by school.

C-I-5		Number of mine tours and education sessions conducted at the Education Centre for schools and other institutions, including those provided at no cost.
C-I-6	<b>Community cohesion and stability</b>	Number of OGNZL employees and contractors who participate in or volunteer for local community groups and emergency services.
C-I-7		Number of OGNZL employees and contractors who participate in, or volunteer for, local sports and recreational groups.
C-I-8	<b>Access to community facilities</b>	Number of children of OGNZL employees and contractors who attend local schools.
C-I-9		School roll per year within the local area, tracking changes in enrolment numbers year on year.
C-I-10		Availability of local healthcare services to OGNZL employees and contractors.
C-I-11		Number of times emergency services were called upon by OGNZL.
C-I-12		Number of Waihi Community Forum (WCF) meetings held and attended by OGNZL employees / representatives.
C-I-13		Number of interactions (meetings / engagements) with community and key stakeholders reported on by topic.

#### 2.4.3 MANAGEMENT ACTIONS

Ref.	Action
C-M-1	If OGNZL workforce participation in community life decreases significantly, then: <ul style="list-style-type: none"> <li>Assess the reasons for reduced workforce participation in community life and identify opportunities to improve and encourage this.</li> </ul>
C-M-3	If there is a decrease in engagement with the community and key stakeholders, then: <ul style="list-style-type: none"> <li>Review effectiveness of community and stakeholder engagement initiatives; and</li> <li>Review and update the Stakeholder Engagement Plan, as required.</li> </ul>

## 2.5 HEALTH AND WELLBEING

### 2.5.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

<b>Objective</b>	Support the health and wellbeing of employees and the community and acknowledge and respond to perceptions and grievances associated with OGNZL operations.
<b>Potential Impacts</b>	<ul style="list-style-type: none"> <li>OGNZL employee health and wellbeing</li> <li>Uncertainty and anxiety regarding current and future mining activities</li> </ul>
<b>Performance Goals</b>	<ol style="list-style-type: none"> <li>Promote and support employee health and wellbeing</li> <li>Understand and monitor community attitudes and perceptions relating to OGNZL and their Waihi operations</li> <li>Understand and monitor stakeholder complaints and grievances</li> </ol>

## 2.5.2 INDICATORS

Ref.	Impact	Indicator
H-I-1	<b>Employee health and wellbeing</b>	Number of lost time injuries on site.
H-I-2		Number of site referrals to local health services.
H-I-3	<b>Community perceptions</b>	<p>Summary of knowledge, attitude and perceptions survey in relation to:</p> <ul style="list-style-type: none"> <li>— OGNZL's contribution to the economy</li> <li>— Local employment and training</li> <li>— Property related issues</li> <li>— Community related issues</li> <li>— Health-related (and wellbeing) issues</li> <li>— Continued environmental impact, including delay in rehabilitation and closure</li> </ul>
H-I-4	<b>Stakeholder feedback and grievances</b>	<p>Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL, including number of complaints and OGNZL's average response rate, regarding:</p> <ul style="list-style-type: none"> <li>— Economy-related issues</li> <li>— Employment-related issues</li> <li>— Property-related issues</li> <li>— Community-related issues</li> <li>— Health-related issues</li> <li>— Continued environmental impact, including delay in rehabilitation and closure</li> </ul>
H-I-5		Number and percentage of property complaints where it is determined that the cause of the damage is attributable to Waihi mining operations.
H-I-6		Number and percentage of property complaints dealt with under Waihi mining related consent conditions whereby disputes are referred for arbitration and the result of this process.
H-I-7		<p>Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding blasting, vibration and noise (unrelated to property damage), specifically noting:</p> <ul style="list-style-type: none"> <li>— Percentage of complaints where the blast/noise was not compliant with operating conditions; and</li> <li>— Number and percentage of complaints from repeat locations (i.e. multiple complaints in a given period).</li> </ul>
H-I-8		Summary results of feedback mechanism for community investment programmes, including the Education Centre.

### 2.5.3 MANAGEMENT ACTIONS

Ref.	Action
H-M-1	<p>If there is a significant increase in negative community perceptions relating to OGNZL and their Waihi mining operations, then:</p> <ul style="list-style-type: none"><li>— Assess the reasons for the change in perceptions, and develop a response strategy; and</li><li>— Review and update the Stakeholder Engagement Plan, as required.</li></ul>
H-M-2	<p>If there is a significant increase in stakeholder grievances, then:</p> <ul style="list-style-type: none"><li>— Investigate the likely cause of this and develop a response strategy; and</li><li>— Review and update the Stakeholder Engagement Plan, as required.</li></ul>

# APPENDIX A – SIMP CONSENT CONDITIONS

## CORRENSO UNDERGROUND MINE CONDITIONS OF CONSENT

[As amended via RMA s.127 on 19 September 2019 and 10 January 2022]

### **Social Impacts Management Plan**

38 Prior to the first exercise of this consent, the consent holder shall engage a suitably qualified and independent social impact assessment (SIA) specialist, whose brief and appointment shall be agreed with the Council, to prepare a Social Impact Management Plan (SIMP) and a Social Impact Assessment (SIA). The SIMP shall be submitted to the Council for approval within 3 months of the notice given under condition 4 or as otherwise approved by the Council in writing.

39 The purpose of the SIMP shall be to provide an updateable framework to identify, assess, monitor, manage, and re-assess the social effects (positive and negative) of the Correnso Underground Mine in combination with the other mining projects undertaken by the consent holder operating in the area, on the community, and also to provide a biennial report on the outcomes of this work.

40 Deleted.

41 The SIMP will be based on best practice guidelines and procedures for social impact assessment and shall include:

- a) A set of indicators covering the drivers and outcomes of potential social effects attributable to mining activities authorised as part of this consent in combination with the other mining projects undertaken by the consent holder in Waihi. This may include:
  - i) Numbers employed in the mine operations – OGNZL and contractors ('workers').
  - ii) Location of mine workers i.e. numbers of workers residing locally (Waihi/Waihi Ward/Waihi Beach) regionally and beyond.
  - iii) Workers' housing (rental vs owner occupied, new builds and existing houses).
  - iv) Location and number of OGNZL owned houses in Waihi and breakdown between employee/contractor renters and public renters.
  - v) Changes in housing market – house and rent prices and relationship to mine operations, including variations or trends in property sales and enquiries.
  - vi) Relationship of mine operations to any impacts on local services (education, health, vulnerable members of the community etc).
  - vii) Relationship of mine operations to any impacts on emergency services (fire, civil defence, ambulance).
  - viii) Changes in participation of voluntary and recreational groups.
  - ix) Changes in local business activity arising from mining activity.
  - x) Take up of the consent holder's property purchases and top up policy.
  - xi) Distribution and use of the Amenity Effect Programme.

- xii) Complaints and associated information received by the consent holder and the response to those complaints.
- b) An initial SIA is to be undertaken by the independent SIA specialist once the SIMP is approved by the Council, to provide baseline figures for the agreed indicators. The SIA shall be submitted to the Council within nine (9) months of the notice given under Condition 4.
- 42 The consent holder shall engage a social impact assessment specialist agreed with the Council to prepare a report on a biennial basis on the monitoring results, analysis of those results, and management of effects outlined in the SIMP. The report will also include any recommendation on changes to the agreed indicators. The report shall be provided to the Council and made publicly available.
- 43 In the event that the social impact specialist identifies a significant adverse trend in the indicators identified in the SIMP, that are the result of the consent holder's mining activities authorised by this consent, the consent holder shall undertake appropriate mitigation action and shall report to Council on any appropriate mitigation actions it has taken in response to the trend. For the avoidance of doubt the effect of cessation or suspension of mining will not be considered when assessing adverse trends.
- 44 The SIMP shall be reviewed as required over the life of the consent but at a minimum every 5 years from the approval of the initial SIMP by Council.
- 45 The consent holder shall consult with the Council and with key stakeholders identified in the SIMP in undertaking the review of the SIMP and the reviewed SIMP shall be approved by the Council before it is implemented.

## **PROJECT MARTHA CONDITIONS OF CONSENT**

[As amended via RMA s.127 on 19 September 2019 and 10 January 2022]

### **SOCIAL IMPACTS MANAGEMENT PLAN**

- 77 Prior to the first exercise of this consent, the consent holder shall engage a suitably qualified and independent social impact specialist, whose brief and appointment shall be agreed with the Council, to prepare a Social Impact Management Plan ("SIMP"). The SIMP shall be submitted to the Council for certification within three months of the notice given under Condition 5 or as otherwise approved in writing by the Council.
- 78 The purpose of the SIMP shall be to provide an updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Martha Pit and Martha Underground Mine, in combination with the other mining projects undertaken by the consent holder in the area, on the community and to also provide a biennial report on the outcomes of this work.
- 79 The SIMP will be based on best practice guidelines and procedures for social impact assessment and shall include a set of indicators covering the drivers and outcomes of potential social effects attributable to mining activities authorised as part of this consent in combination with the other mining projects undertaken by the consent holder in Waihi. This may include:
  - a. Numbers employed in the mine operations – OGNZL and contractors ("workers");

- b. Location of mine workers (i.e. number of workers residing locally – Waihi / Waihi Ward / Waihi Beach) regionally and beyond;
- c. Workers' housing (rental vs owner occupied, new builds and existing houses);
- d. Location and number of OGNZL owned houses in Waihi and breakdown between employee / contractor / renters and public renters;
- e. Changes in housing market – house and rent prices and relationship to mine operations, including variations or trends in property sales and enquiries;
- f. Relationship of mine operations to any impacts on local services (i.e. education, health, vulnerable member of the community);
- g. Relationship of mine operations to any impacts on emergency services (i.e. fire, civil defence, ambulance);
- h. Changes in participation of voluntary and recreational groups;
- i. Changes in local business activity arising from mining activity;
- j. Take up of the consent holder's property purchases and top up policy\*;
- k. Distribution and use of the Amenity Effects Programme; and
- l. Complaints and associated information received by the consent holder and the response to those complaints.

\*The consent holder's property purchases and top up policy (the Project Martha Property Policy) is as per the consent holder's website at 19 October 2018.

- 80 The consent holder shall engage a social impact assessment specialist, agreed with the Council, to prepare a report on a biennial basis on the monitoring results, analysis of those results, and management of effects outlined in the SIMP. The report will also include any recommendation on changes to the agreed indicators. The report shall be provided to the Council and made publicly available.
- 81 In the event that the social impact assessment specialist identifies a significant adverse trend in the indicators identified in the SIMP, that are the result of the consent holder's mining activities authorised by this consent, the consent holder shall undertake appropriate mitigation action and shall report to the Council on any appropriate mitigation actions it has taken in response to the trend. For the avoidance of doubt, the effect of cessation or suspension of mining activities authorised by this consent will not be considered when assessing adverse trends.
- 82 The SIMP may be reviewed over the life of the mining activities authorised by this consent, but shall be reviewed at a minimum of every five years from its certification by the Council.
- 83 The consent holder shall consult with the Council and with key stakeholders identified in the SIMP in undertaking the review of the SIMP, and the reviewed SIMP shall be certified by the Council before it is implemented.

**Advice Note:** The SIMP referred to in the above conditions can be an extension of that required under the Correnso consent conditions and if so, the requirements of Condition 77 are considered to have already been met.

# WAIHI NORTH PROJECT CONDITIONS

[Conditions for the Hauraki District Council Land Use Consents dated 18 December 2025]

Excerpt of conditions that pertain to the Social Impact Management Plan:

99	The Consent Holder must incorporate the objectives and performance indicators associated with the Waihi Skills Development and Training Action Plan into the Social Impact Management Plan required by Condition 104 and report performance against them in the monitoring report required by Condition 108.
102	<p>The Workforce Accommodation Assessment must include, as a minimum:</p> <ul style="list-style-type: none"><li>a. An analysis of the availability of housing and accommodation (including commercial accommodation, owner occupied and rental residential dwellings) in Waihi township and the local area, including Paeroa, Whangamata, Te Aroha, Waihi Beach and Katikati;</li><li>b. An analysis of workforce requirements for the activities authorised by this consent and any projected population changes attributable to those activities, including an estimate of workers and their households who may live in, or move into, the local area;</li><li>c. An assessment of the accommodation capacity in the areas set out in clause (a) to accommodate the workforce, including the long and short term housing market and seasonal impacts; and;</li><li>d. Based on the outcomes of (c), measures to be implemented over the life of the project to:<ul style="list-style-type: none"><li>i. manage the impact of the project workforce on local accommodation; and</li><li>ii. ensure there is sufficient accommodation to support the workforce requirements;</li></ul></li><li>e. The monitoring, reporting and review process for the Plan over the life of the project.</li></ul>
103	The Consent Holder must incorporate the measures and monitoring requirements from Condition 102 (d) and (e) into the Social Impact Management Plan required by Condition 104.
104	Prior to the first exercise of this consent, the Consent Holder must prepare a Social Impact Management Plan Framework which addresses the effects of the WNP and also takes account of the Social Impact Management Plan certified under the conditions of Land Use Consent LUC 202.2018.00000857.001
105	<ol style="list-style-type: none"><li>1. The Social Impact Management Plan prepared under Condition 104 must be submitted for written certification under Condition C5 of Schedule One.</li><li>2. Certification is required to verify that the Social Impact Management Plan:<ul style="list-style-type: none"><li>a. Includes actions, methods and monitoring programmes as appropriate to meet the objective in Condition 106; and</li><li>b. Satisfies the requirements in Condition 107.</li></ul></li></ol>
106	The objective of the Social Impact Management Plan is to provide a framework to identify, assess, monitor, and manage the social effects (positive and negative) of activities authorised by this consent, together with the mining projects undertaken by the Consent Holder in the area on the community.

107	<p>The Social Impact Management Plan must:</p> <ol style="list-style-type: none"> <li>a. Be prepared by a suitably qualified social impact specialist;</li> <li>b. Be based on best practice guidelines and procedures for social impact assessment; and</li> <li>c. Include a set of indicators covering the drivers and outcomes of potential social effects attributable to mining activities authorised as part of this consent in combination with the other mining projects undertaken by the Consent Holder in Waihi, including as appropriate:             <ol style="list-style-type: none"> <li>i. Numbers employed in the mine operations, including direct employees and contractors ("workers"), and the level of Māori participation in employment;</li> <li>ii. Location of mine workers residing locally, regionally and beyond and the prior location of any newly employed workers in the Waihi North Project;</li> <li>iii. Workers' housing (rental vs owner occupied, new builds and existing houses);</li> <li>iv. Location and number of OGNZL owned houses in Waihi township and breakdown between employee / contractor renters and public renters of said properties;</li> <li>v. Changes in housing market, using publicly available data – house and rent prices and relationship to mine operations, including variations or trends in property sales and enquiries;</li> <li>vi. Housing and accommodation capacity and the ability to address workforce accommodation requirements for all Waihi North Project workers, including Fly-In Fly-Out workers;</li> <li>vii. The effectiveness of the Waihi Skills Development and Training Action Plan in increasing workforce participation;</li> <li>viii. The annual numbers of individuals (and their demographic profile) who have received skills enhancement assistance under the Waihi Skills Development and Training Action Plan;</li> <li>ix. The relationship of mine operations to any impacts on local services (i.e. education, health community groups, sports groups);</li> <li>x. The relationship of mine operations to any impacts on emergency services (i.e. fire, civil defence, ambulance);</li> <li>xi. Changes in participation of voluntary and recreational groups;</li> <li>xii. Changes in local business activity arising from mining activity;</li> <li>xiii. Take up of the Consent Holder's property purchases and top up policy;</li> <li>xiv. Distribution and use of the Amenity Effects Programme; and</li> <li>xv. Any complaints and associated information received by the Consent Holder and the response to those complaints</li> </ol> </li> </ol>
108	<p>The Consent Holder must engage a social impact assessment specialist to prepare a report that details the monitoring of indicators set out in the Social Impact Management Plan, analysis of those results, and management of effects. The report will also include any recommendation on changes to the agreed indicators. The report must be prepared annually for the first five years and every two years thereafter and be provided to the Hauraki District Council and made publicly available.</p>

109	The Social Impact Management Plan may be reviewed in accordance with Condition C8 of Schedule One at any time, but must be reviewed at least every five years, or as necessary to address any matter raised in the report required by Condition 108. The Consent Holder must consult with the Hauraki District Council and with key stakeholders identified in the Social Impact Management Plan in undertaking any review.
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