
Social Impact Management Plan Framework

Newmont Waihi Gold

February 2015

This Social Impact Management Plan (SIMP) Framework was prepared for Newmont Waihi Gold (NWG) in response to the Correnso consent conditions 38 to 45 with support from Banarra Pty Ltd.

Initial SIMP Framework submitted to Hauraki District Council (HDC): 20 February 2014

Initial SIMP Framework approved by HDC: July 2014

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SIMP Framework approved by HDC April 2015

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1. Introduction

In October 2013, Newmont Waihi Gold (NWG) obtained consent to develop one component of the Golden Link project, the proposed Correnso Underground Mine. The development is subject to a set of conditions to control and manage the environmental and social impacts of the development¹, known as the Correnso consent conditions. Conditions 38 to 45 detail the requirements for a Social Impacts Management Plan (SIMP), including providing:

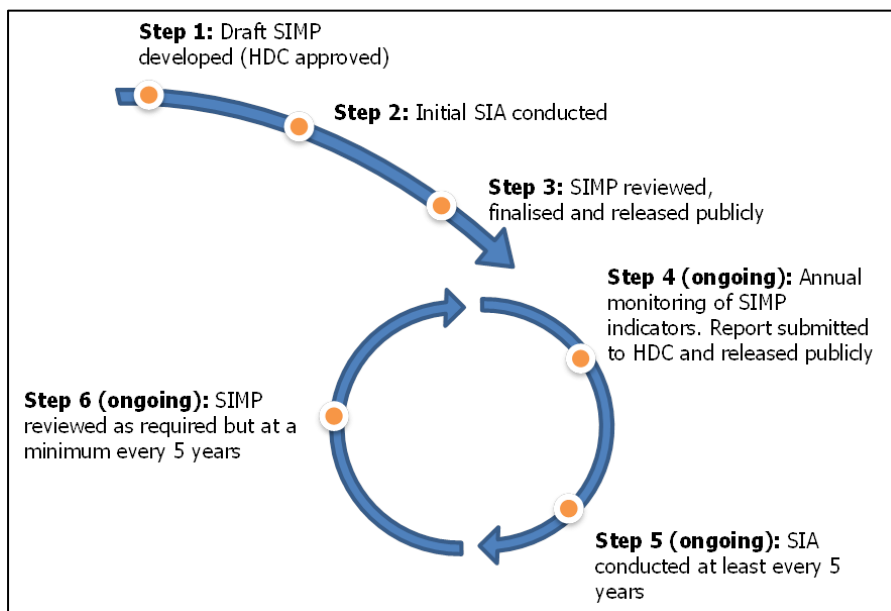
1. "an updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Correnso Underground Mine in combination with the other NWG mining projects operating in the area, on the community, and also...
2. an annual report on the outcomes of this work."²

The SIMP will serve as an internal management and reporting tool. It will also serve as a mechanism to report externally on NWG's performance in managing the social impacts related to the Correnso development.

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. These management plans were initially drafted through a document review, a workshop hosted by NWG involving employees, the Hauraki District Council (HDC), social impact assessment consultants (Banarra) and a consultant psychologist. They were validated through SIA engagement and revision. These management plans together form the Final SIMP.

The iterative nature of the SIMP's development, and ongoing use and review, is outlined in Figure 1.

Figure 1. The SIMP and SIA process



Note: Step 5 is not a consent requirement and is undertaken as part of Newmont's internal processes.

¹ The Correnso consent conditions are available at <http://www.waihigold.co.nz/assets/media-releases/Correnso-Consent-issued-by-Environment-Court-18-October-2013-3MB-PDF.pdf>

² Consent Condition 39.

1.1 Relation to other Conditions of Consent

The SIMP directly addresses Correnso consent conditions 38 to 45. In addition, it refers to performance against other Correnso consent conditions and to related NWG Management Plans that address a variety of social matters for the Correnso development. Such references are to provide relevant context in relation to SIMP themes and social impacts, and should assist with management decision-making in relation to the SIMP. However, the SIMP is not a management tool for other consent conditions³ and should not be used to capture matters of compliance.

Compliance with the Correnso consent conditions will be audited by the regulator, HDC, and these results will be available to the public.

2. 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.

2.1 Annual Reporting

Reporting on performance against mitigation and management activities and indicators outlined in the SIMP is required on an annual basis. A reporting template is included in Appendix A.

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

2.2 Updating the SIMP

NWG will update the SIMP over the life of the Correnso Underground Mine in response to:

- Identification of additional social impacts;
- Identification of gaps in management responses; and
- Identification of additional indicators.

³ That is, the Correnso consent conditions other than conditions 38 to 45.

3. Impact Management Plan

3.1 Economy

Objective	Manage NWG'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 NWG; and Continued financial reliance on NWG.
Performance Goals	<ol style="list-style-type: none"> Build an in-depth understanding of the local economic impacts and opportunities of NWG, and the Correnso development in particular, 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 NWG. Support government and business stakeholders in their work to manage economic dependencies.

Mitigation and Management Activities

Reference⁴	Action	Timeframe
EcM1	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.	June 2015
EcM2	Review the NWG regional and local procurement initiative, in particular: <ol style="list-style-type: none"> Identify whether it delivers data on local procurement and indirect economic impact; and Update, analyse and report the data it provides or collect new data if necessary. 	January 2015 then annual review
EcM3	Review NWG's procurement processes to identify opportunities to support local business sustainability while	Annual

⁴ References follow the formula of: theme (e.g. Ec for economy), type (e.g. M for mitigation action, I for indicator), number (1, 2, 3 and etc.). These references continue through the annual reporting template.

Reference ⁴	Action	Timeframe
	managing potential dependencies.	
EcM4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by NWG that are procured from local businesses and the indirect impact of this on the local economy).	Annual
EcM5	Assess opportunities to improve how local businesses are notified of tenders.	Annual
EcM6	Review and update NWG's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on the economy.	January 2015
EcM7	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to the positive and negative economic impacts the Correnso development has on the economy.	January 2015
EcM8	Review use of the words 'local' ⁵ and 'regional' ⁶ when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.	December 2014
EcM9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy.	January 2015

Indicators

Topic Area	Reference	Indicator
Economic contribution	EcI1	Total NWG expenditure including payroll and excluding payroll at local, regional, national and international scales.
	EcI2	Royalty and rate payments to government.
	EcI3	Percentage and number of local, regional, national and international companies participating in tenders.

⁵ NWG currently defines 'local' as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata.

⁶ NWG currently defines 'regional' including the Waikato and Bay of Plenty regions, other than the area defined as 'local'.

Topic Area	Reference	Indicator
	EcI4	Percentage and value of tenders won by local, regional, national and international businesses.
Financial dependence on NWG	EcI5	Proportion of suppliers for whom NWG contributes >50% of revenue, reported at local, regional, national and international scales.
Community knowledge, attitude and perceptions	EcI6	Summary results of knowledge, attitude and perceptions survey in relation to the economy, including NWG's approach to managing economy-related issues.
Complaints and grievances	EcI7	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding economy-related issues, including number of complaints, and NWG's average response rate.

3.2 Employment

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of NWG's operating and commercial requirements.
Potential Impacts	<ul style="list-style-type: none"> Continued provision of employment; Continued contribution to the economy by NWG's employees and contractors; 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 NWG, and Correnso in particular, including reliance on this contribution.

Mitigation and Management Activities

Reference	Action	Timeframe
EmM1	Review current monitoring and evaluation activities and identify gaps in relation to employment in order to	June 2015

Reference	Action	Timeframe
	develop and implement an overarching monitoring and evaluation framework for the SIMP.	
EmM2	Review the recruitment procedure for completeness and usefulness in relation to supporting the sourcing of local employees and contractors.	September 2015
EmM3	Review and improve current level of responsiveness to job applicants.	December 2014
EmM4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required
EmM5	Clarify and communicate the NWG definition of 'local' and 'regional' internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation.	December 2014
EmM6	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus of youth employment and training.	June 2015
EmM7	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.	June 2015
EmM8	Review predictions of economic impacts of the Correnso development on local employment to identify relevant indicators for tracking over time including consideration of the 'multiplier' effect.	September 2015
EmM9	Review and update NWG's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015
EmM10	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015
EmM11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment.	January 2015

Indicators

Topic Area	Reference	Indicator
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Employment	EmI1	Number of NWG employees.
	EmI2	Number of NWG contractors' employees (i.e. workforce employed by NWG key contractors that are working at NWG sites).
Local employment	EmI3	Percentage of employees living locally, tracking against 70% local employment goal.
	EmI4	Percentage of contractor employees living locally.
	EmI5	Location of residence of non-local employees and contractors, reported by regional, national, international.
	EmI6	Location of job applicants - numbers / percentage reported locally, regionally, nationally, and internationally.
	EmI7	Average response time to job applicants (in line with recruitment procedure).
Diversity	EmI8	Number and percentage of employees: a) By gender; and b) Who identify as being of Māori descent.
	EmI9	Number and percentage of contractor employees: <ul style="list-style-type: none"> • By gender; and Who identify as being of Māori descent.
Training	EmI10	Number of employees and contractors who participated in NWG or external training programmes, by topic area (e.g. workplace health and safety, technical skills).
	EmI11	Number of students, graduates and unskilled residents who participated in formal training processes with NWG.
	EmI12	Percentage of students, graduates and unskilled residents who participated in formal training processes with NWG and received casual, part time or fulltime/permanent employment with NWG, or another company, as a result.
Community knowledge, attitude and	EmI13	Summary results of knowledge, attitude and perceptions survey in relation to local employment and training, including NWG's approach to managing employment- and training-related issues.

perceptions		
Complaints and grievances	EmI14	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding employment-related issues, including number of complaints, and NWG's average response rate.

3.3 Property

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 NWG's operations may be having. (2) Manage and minimise NWG's negative impacts on property and the property market. (3) Promote a high level of community understanding of NWG's approach to managing its impacts on property.

Mitigation and Management Activities

Reference	Action	Timeframe
PM1	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.	June 2015
PM2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly, and is commensurate with the effects experienced.	Annual
PM3	Investigate concerns about the quality of NWG's own vibration monitoring and opportunities for HDCs role in independent monitoring and develop an appropriate response, in co-ordination with HDC.	May 2015
PM4	Review and revise the NWG complaints management system, including: <ol style="list-style-type: none"> a) Consideration of communication with regard to blasting; b) Consideration of handling of concerns; and c) Consideration of the complaints monitoring and evaluation process. 	July 2015

Reference	Action	Timeframe
PM5	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.	June 2015
PM6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance	June 2015
PM7	Develop and implement a property divestment strategy.	March 2015
PM8	Review and update NWG's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015
PM9	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to property.	Quarterly
PM10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).	Ongoing
PM11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property.	Ongoing

Indicators

Topic Area	Reference	Indicator
NWG's portfolio	PI1	Amenity Effect Programme (AEP) a) Number of recipients; and b) Total spend for the payment period.
	PI2	Number of NWG rental residential properties in the Correnso project area.
	PI3	Number of NWG-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories.

Topic Area	Reference	Indicator
	PI4	Proportion of Waihi's total residential properties owned by NWG.
	PI5	Proportion of NWG-owned properties in the CEPA rented by NWG employees.
Property market	PI6	Results of Waihi property market review including: <ul style="list-style-type: none"> a) Number of sales, and breakdown by Waihi East, Waihi West; b) Average sale prices, and average for Waihi East and Waihi West; c) Activity in comparable markets (to account for confounding factors such as banks increasing minimum deposit levels); d) Others as relevant.
	PI7	Top Up programme data: <ul style="list-style-type: none"> a) Number of applications received; b) Number of applications approved; and c) Number of properties settled.
Communications	PI8	Number of NWG fixed point vibration monitors.
Community knowledge, attitude and perceptions	PI9	Summary results of knowledge, attitude and perceptions survey in relation to property, including NWG's approach to managing property-related issues.
Complaints and grievances	PI10	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding property-related issues, including number of complaints and NWG's average response rate.
	PI11	Number and percentage of property complaints where it is determined that the cause of damage is attributable to Correnso activity, as per Condition 21b.
	PI12	Number of instances of property complaints dealt with under condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process.

3.4 Community

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 NWG'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.

Mitigation and Management Activities

Reference	Action	Timeframe
CM1	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.	June 2015
CM2	Monitor community sentiment towards NWG, particularly that of residents in East Waihi, and maintain involvement with WCF.	Annual
CM3	Regularly update the community about NWG's operational plans through community meetings, local radio and newspapers.	Ongoing
CM4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	March 2015
CM5	Review Education Centre programme to assess opportunities with local schools.	June 2015
CM6	Review and update NWG's Stakeholder Engagement Plan in consideration of community impacts.	January 2015
CM7	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to community impacts.	January 2015
CM8	Develop a feedback mechanism for recipients of community investment and in-kind donations, including the	June 2015

Reference	Action	Timeframe
	Education Centre, to assess intended and unintended impacts and identify opportunities for improvement.	
CM9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community issues.	June 2015

Indicators

Topic Area	Reference	Indicator
Community participation	CI1	Number of NWG employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services.
	CI2	Number of NWG employees and contractors who participate in, or volunteer for, local sports and recreational groups.
	CI3	Number of children of NWG employees and contractors who attend local schools.
Community investment	CI4	Expenditure on 'community investment' activities, including in-kind contributions.
	CI5	Number of community investment recipients, by organisation type.
	CI6	Expenditure on local schools, as a total and by school.
Gold discovery centre tours	CI7	Number of mine tours conducted at site.
Community engagement	CI8	Number of WCF meetings attended by NWG employees/representatives.
Community knowledge, attitude and perceptions	CI9	Summary results of knowledge, attitude and perceptions survey in relation to community, including NWG's response to community-related issues.
	CI10	Summary results of feedback mechanism for community investment programmes, including the Education Centre.
Complaints and	CI11	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding community

Topic Area	Reference	Indicator
grievances		investment or participation-related issues, including number of complaints, and NWG's average response rate.

3.5 Health and Wellbeing

Objective	Respond to community anxiety and uncertainty regarding NWG'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 NWG's understanding of its role in relation to health and wellbeing impacts. (2) Promote community understanding of NWG's operations, including mining noise, vibration and future plans. (3) Build confidence in NWG's approach to managing its health and wellbeing impacts. (4) Develop management responses where appropriate, such as the blast notification programme.

Mitigation and Management Activities

Reference	Action	Timeframe
HM1	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.	June 2015
HM2	Review and implement, where appropriate, the remedial and mitigating actions proposed by NWG's consultant clinical psychologist, ⁷ incorporating findings from the SIA.	December 2014
HM3	Continue to monitor and review employee wellbeing through NWG employee surveys.	Annual
HM4	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.	Monthly

⁷ Dunne Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

HM5	Review and update NWG's Stakeholder Engagement 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.	January 2015
HM6	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015
HM7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing.	June 2015

Indicators

Topic Area	Reference	Indicator
Community knowledge, attitude and perceptions	HI1	Summary results of knowledge, attitude and perceptions survey in relation to health, including NWG's approach to managing health-related issues.
Complaints and grievances	HI2	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding health-related issues, including number of complaints, and NWG's average response rate.
	HI3	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG 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	HI4	Number of lost time injuries on site.
	HI5	Number of site referrals to local health services.

3.6 Future of Waihi and NWG Legacy

Objective	Understand and manage the impact of closure of NWG's 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"> Take measures to promote a high level of community understanding in relation to the physical environment and rehabilitation and confidence in NWG's approach, in the short and long-term. Engage with Iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to. Proactively support employees and contractors in employment transitions resulting from eventual NWG mine closure. Identify opportunities for NWG to contribute to the transition to a post-mine economy.

Mitigation and Management Activities

Reference	Action	Timeframe
FM1	Review current monitoring and evaluation activities and identify gaps in relation to the future of Waihi and NWG legacy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015
FM2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.	July 2015
FM3	Continue Iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.	Ongoing
FM4	Review MOUs.	Annual
FM5	Review and revise NWG's two closure plans (Rehabilitation and Closure Plan and Waihi Closure and Reclamation Plan) to include as necessary, management of: economic impacts; employment transitions; rehabilitation.	January 2015
FM6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual
FM7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.	January 2015

Reference	Action	Timeframe
FM8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015
FM9	Review and update the NWG Stakeholder Engagement Plan in relation to the future of Waihi and NWG legacy.	January 2015
FM10	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to the future of Waihi and NWG legacy.	January 2015
FM11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and NWG legacy.	January 2016
FM12	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 NWG legacy.	June 2015

Indicators

Topic Area	Reference	Indicator
Iwi consultation	FI1	Number of Iwi Advisory Group meetings conducted.
Community knowledge, attitude and perceptions	FI2	Summary results of knowledge, attitude and perceptions survey including NWG'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.
Complaints and grievances	FI3	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG including number of complaints, and NWG'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.

4. Glossary

Term	Description
Amenity Effect Programme (AEP)	The AEP distributes payments from NWG for any reduction in amenity due to vibration generated by mining activities. NWG undertook this as a voluntary initiative in relation to its other mines, Martha, Trio and Favona. It has become part of the Correnso consent conditions.
CEPA	Correnso Extended Project Area.
Community investment	Allocation of resources to address the needs of communities through capacity-building programmes.
Economic capacity	The combined influence of a community's commitment, resources and skills that can be deployed to build on economic strengths, and address problems and opportunities.
Indirect impact	Impacts triggered over time by the presence of the site, rather than being directly caused by the site's own actions.
Local	Refers to the area of Waihi and surrounding towns including Waihi Beach, Paeroa, Katikati and Whangamata.
Memorandum of Understanding (MOU)	Outlines the expectations and/or responsibilities of each of the parties who are signatories to the document.
'Multiplier' effect	Refers to the indirect and induced effects that NWG's operations have on the economy and employment, recognising that the total effect of the Correnso development is larger than its direct effects.
Psycho-education	Refers to the education offered to people with a psychological condition such as clinical depression, anxiety disorders, schizophrenia, psychotic illnesses, etc.
Regional	Refers to the Waikato and Bay of Plenty regions, including Whangamata, Thames, Tauranga and Hamilton, but excluding the 'local' area.
Social impact assessment (SIA)	A process of research and engagement to: identify and assess the changes that could occur in the social environment as a result of the Correnso project; understand how people may be impacted by these changes and; determine what actions NWG can take to minimise negative impacts and enhance positive impacts.
Stakeholder Engagement Plan	NWG annually prepares a plan on its activities it will undertake with its various stakeholders. The plan considers activity across its operation, including the Correnso project.

Appendix A: Annual Reporting Framework

Social Impact Management Plan
Annual Monitoring Report
Newmont Waihi Gold
[Year]

Prepared for Hauraki District Council

Submitted by: xx

Date: xx

Instructions for Completing Annual Monitoring Reports

This page details instructions for completing annual monitoring reports. On completion, delete this page.

Template Preparation

Enter the reporting year on the front page and in any other themes stating '[Year]'.

Wherever possible, it is recommended that the annual reports build on previous years' reports, particularly with regard to indicators to enable tracking over time. Therefore it is recommended that new columns are added in the indicator data tables with additional data added annually.

Results Summary

Summarise, at the highest level, the key achievements, challenges and any other detail that NWG wishes to highlight across the year.

In particular, it is recommended that NWG provides detail on actions that cut across multiple themes e.g. a Stakeholder Engagement Plan update.

Mitigation and Management Actions - Progress Summary

Enter a summary of progress with expected completion date and next steps, including noting whether the action is:

- Scheduled;
- In progress;
- Complete; or
- Overdue.

If additional management actions are initiated during the year enter these at the bottom of the table.

Indicators

Data [Year] - Enter data available for each indicator. Where data is not available, state as such with a reason and anticipated first year in which the data will be reported.

Comment - Detail notes of trends and causes where material changes are seen (if known).

If additional indicators are identified during the year enter these at the bottom of the table.

Summary

Discussion - Detail the key achievements, challenges and any other information you wish to highlight across the year for each theme.

Compliance - Provide summary results of relevant Council audits or other compliance activities that are reported through other mechanisms and that relate to the theme

5. Introduction

In October 2013, Newmont Waihi Gold (NWG) received consent to develop the proposed Correnso Underground Mine (the Correnso development) in Waihi, New Zealand. The development is subject to a set of conditions, known as the Correnso consent conditions⁸ including a requirement for a Social Impact Management Plan (SIMP) 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 NWG mining projects operating in the area, on the community, and also...
- an annual report on the outcomes of this work.”⁹

This SIMP Annual Monitoring Report enables NWG to monitor and report its performance against the SIMP Framework on an annual basis, for the life of the Correnso development.

The SIMP Framework was developed and revised through an iterative process involving NWG, the Hauraki District Council (the local regulator) and consultation with stakeholders, including Waihi residents, community representatives, and local business owners and workforce. It contains management plans for six themes, which also form the structure of this Annual Monitoring Report:

- Economy;
- Employment;
- Property;
- Community;
- Health and wellbeing; and
- Future of Waihi and NWG legacy.

Further details about the potential impacts and issues related to these six themes can be found in the Social Impact Assessment (SIA) conducted in 2014. The SIA and SIMP Framework are to be available from both NWG and the Hauraki District Council.

The SIMP Framework outlines the following for each theme: NWG’s objective; the potential impacts of the Correnso development in combination with other NWG operations; NWG’s performance goals; mitigation and management activities; and indicators covering the drivers and outcomes of the potential impacts.

This SIMP Annual Monitoring Report captures and communicates NWG’s position in relation to its objectives and goals. It reports NWG’s self-assessment of its position, the status of mitigation and management activities, and includes baseline data collected in 2014 against indicators where available. Unless otherwise noted, baseline data was provided by NWG in 2014.

⁸ The Correnso consent conditions are available at <http://www.waihigold.co.nz/assets/media-releases/Correnso-Consent-issued-by-Environment-Court-18-October-2013-3MB-PDF.pdf>

⁹ Consent Condition 39.

6. Results

6.1 [Year] Reporting Summary

Key achievements in [Year]	
Key Challenges in [Year]	
Summary Discussion	

6.2 Economy

Objective	Manage NWG’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 NWG; and Continued financial reliance on NWG.
Performance Goals	<ol style="list-style-type: none"> Build an in-depth understanding of the local economic impacts and opportunities of NWG, and the Correnso development in particular, 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 NWG. Support government and business stakeholders in their work to manage economic dependencies.

Mitigation and Management Activities

Ref ¹⁰	Action	Timeframe for Completion	Activity Owner	Progress Summary ¹¹
EcM1	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.	June 2015	External Affairs Department	
EcM2	Review the NWG regional and local procurement initiative, in particular: <ul style="list-style-type: none"> a. Identify whether it delivers relevant data on local procurement and indirect economic impact; and b. Update, analyse and report the data it provides or collect new data if necessary. 	January 2015 then annual review	Business Department	
EcM3	Review NWG's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.	Annual	Business Department	
EcM4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by NWG that are procured from local businesses and the indirect impact of this on the local economy).	Annual	External Affairs Department	
EcM5	Assess opportunities to improve how local businesses are notified of tenders.	Annual	Business Department	
EcM6	Review and update NWG's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on the economy.	January 2015	External Affairs Department	
EcM7	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to the positive and negative economic	January 2015	External Affairs Department	

¹⁰ References ('Ref') follow the formula of: theme (e.g. Ec for economy), type (e.g. M for mitigation action, I for indicator), number (1, 2, 3 and etc.). These references continue through the annual reporting template.

¹¹ Enter a summary of progress with expected completion date and next steps, including noting whether the action is scheduled, in progress, complete or overdue.

Ref ¹⁰	Action	Timeframe for Completion	Activity Owner	Progress Summary ¹¹
	impacts the Correnso development has on the economy.			
EcM8	<p>Review use of the words 'local'¹² and 'regional'¹³ when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.</p> <p>NWG 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.</p> <p>'Regional' includes the Waikato and Bay of Plenty regions.</p>	Complete	External Affairs Department & Business Department	
EcM9	<p>Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy.</p> <p>Short term - Cintellate entries to be monitored.</p> <p>Post - local economic analysis will identify other opportunities.</p>	January 2015	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
EcI1	Total NWG	Total including payroll (Calendar Year 2014): NZ\$152,606,680		Business	

¹² NWG currently defines 'local' as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata. This definition applies throughout the SIMP for all uses of the term.

¹³ NWG currently defines 'regional' including the Waikato and Bay of Plenty regions, other than the area defined as 'local'. This definition applies throughout the SIMP for all uses of the term.

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																																														
	expenditure including payroll and excluding payroll at local, regional, national and international scales.	<ul style="list-style-type: none"> Local \$46,249,183 (30%) Regional \$39,646,373 (26%) NZ \$45,599,546 (30%) Overseas \$21,111,579 (14%) <p>Total excluding payroll (Calendar Year 2014): NZ\$138,235,680</p> <ul style="list-style-type: none"> Local \$31,878,183 (23%) Regional \$39,646,373 (29%) NZ \$45,599,546 (33%) Overseas \$21,111,579 (15%) <p>The figure includes all expenditures including procurement, payroll (if applicable), tax and royalties at applicable scales.¹⁴</p>		Department																																															
EcI2	Royalty and rate payments to government.	<p>Local authority rates to HDC (July 2013 – June 2014): NZ\$575,700</p> <p>Regional rates to Waikato Regional Council (July 2013 – June 2014): NZ\$41,635</p> <p>Royalties to the NZ Government (Calendar Year 2013): NZ\$2.094 million</p>		Business Department																																															
EcI3	Percentage and number of local, regional, national and international companies participating in tenders.	<table border="1"> <thead> <tr> <th rowspan="2">Tender</th> <th rowspan="2"># Participants</th> <th colspan="4">Classification</th> </tr> <tr> <th>Local</th> <th>Regional</th> <th>National</th> <th>International</th> </tr> </thead> <tbody> <tr> <td>Drill Bits</td> <td>6</td> <td></td> <td></td> <td>3</td> <td>3</td> </tr> <tr> <td>Electricity</td> <td>5</td> <td></td> <td>1</td> <td>4</td> <td></td> </tr> <tr> <td>Explosives</td> <td>2</td> <td></td> <td></td> <td></td> <td>2</td> </tr> <tr> <td>Gen-i</td> <td>1</td> <td></td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>Photocopiers</td> <td>3</td> <td></td> <td></td> <td></td> <td>3</td> </tr> <tr> <td>Pit tender</td> <td>3</td> <td>1</td> <td></td> <td>1</td> <td>1</td> </tr> </tbody> </table>	Tender	# Participants	Classification				Local	Regional	National	International	Drill Bits	6			3	3	Electricity	5		1	4		Explosives	2				2	Gen-i	1		1			Photocopiers	3				3	Pit tender	3	1		1	1		Business Department	
Tender	# Participants	Classification																																																	
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Gen-i	1		1																																																
Photocopiers	3				3																																														
Pit tender	3	1		1	1																																														

¹⁴ Regional figure excludes local spend, NZ excludes local and regional.

Ref	Indicator	Baseline Data					[Year] Data	Data Owner	Comment																																																																						
		Crane - RFI	2	1	1																																																																										
		Number of tenders	7																																																																												
		Number of participants	22	2	3	8	9																																																																								
				9%	14%	36%	41%																																																																								
EcI4	Percentage and value of tenders won by local, regional, national and international businesses.	<table border="1"> <thead> <tr> <th rowspan="2">Tender</th> <th colspan="4">Classification</th> <th rowspan="2">Value of Tender*</th> </tr> <tr> <th>Local</th> <th>Regional</th> <th>National</th> <th>International</th> </tr> </thead> <tbody> <tr> <td>Drill Bits</td> <td></td> <td></td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>Electricity</td> <td></td> <td></td> <td>1</td> <td></td> <td></td> </tr> <tr> <td>Explosives</td> <td></td> <td></td> <td></td> <td>1</td> <td></td> </tr> <tr> <td>Gen-i</td> <td></td> <td>1</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Photocopiers</td> <td></td> <td></td> <td></td> <td>1</td> <td></td> </tr> <tr> <td>Pit tender</td> <td>1</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Crane - RFI</td> <td>1</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Number of tenders</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Number of participants</td> <td>2</td> <td>1</td> <td>2</td> <td>2</td> <td></td> </tr> <tr> <td></td> <td>29%</td> <td>14%</td> <td>29%</td> <td>29%</td> <td></td> </tr> </tbody> </table>					Tender	Classification				Value of Tender*	Local	Regional	National	International	Drill Bits			1			Electricity			1			Explosives				1		Gen-i		1				Photocopiers				1		Pit tender	1					Crane - RFI	1					Number of tenders						Number of participants	2	1	2	2			29%	14%	29%	29%			Business Department	
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Number of participants	2	1	2	2																																																																											
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		*Due to the small numbers involved we are unable to provide this information as it is commercially confidential. 81% of the value of all tenders remained local.																																																																													
EcI5	Proportion of suppliers for whom NWG contributes >50% of revenue, reported at local, regional, national and international scales.	Data not yet available – survey of suppliers to be conducted in 2015.						Business Department																																																																							

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																					
EcI6	Summary results of knowledge, attitude and perceptions survey in relation to the economy, including NWG's approach to managing economy-related issues.	<p>SIA Engagement (2014):</p> <p><i>How do you rate Newmont's understanding of its local economic impacts? (Survey size – 58)</i></p> <table border="1"> <thead> <tr> <th>Response</th> <th>#</th> <th>%¹⁵</th> </tr> </thead> <tbody> <tr> <td>Very good</td> <td>20</td> <td>34%</td> </tr> <tr> <td>Good</td> <td>18</td> <td>31%</td> </tr> <tr> <td>Adequate</td> <td>14</td> <td>24%</td> </tr> <tr> <td>Poor</td> <td>4</td> <td>7%</td> </tr> <tr> <td>Very poor</td> <td>2</td> <td>3%</td> </tr> <tr> <td>No response</td> <td>0</td> <td>0%</td> </tr> </tbody> </table> <p>SIA - Summary of perceptions re: continued contribution to the economy by NWG (2014):</p> <p>NWG contributes to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by NWG's employees and contractors, the support the company provides to schools and community organisations, and through the contribution mining-based tourism has on the economy.</p> <p>The majority of those consulted felt NWG has a positive impact on the Waihi economy. This perspective was common to almost all participants, including those who voiced concerns about the negative impacts of the Correnso development on their property, or health and wellbeing.</p> <p>Participants, however, qualified positive comments on NWG's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst</p>	Response	#	% ¹⁵	Very good	20	34%	Good	18	31%	Adequate	14	24%	Poor	4	7%	Very poor	2	3%	No response	0	0%		External Affairs Department	
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No response	0	0%																								

¹⁵ Note that the sum does not equal 100% due to rounding error.

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
		<p>residents who had been negatively affected by NWG's operations, particularly those living in Waihi East.</p> <p>A number of residents of Waihi town itself were keen for Waihi to receive a greater proportion of economic benefits from NWG, as opposed to the wider district, region and nation. This was discussed with reference to employment, procurement of goods and services, and rates paid by NWG.</p> <p>SIA – Summary of perceptions re: continued financial reliance on NWG (2014):</p> <p>NWG's long association with Waihi was viewed by some as having led to a reliance on the company by local businesses, service providers and community groups.</p> <p>Some participants raised concerns about Waihi's resilience and opportunities for future success when mining operations cease (predominantly NWG employees and some residents). Others believed that the community would adjust to the change after some decline in the economy and employment (predominantly business owners, community representatives, and some residents). However, many participants felt certain that mining would continue for the foreseeable future and were therefore unconcerned by any perceived dependence of Waihi on the mining industry.</p>			
EcI7	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding economy-related issues, including number of complaints, and NWG's average	No stakeholder feedback, concerns or complaints received regarding economy-related issues to date.		External Affairs Department	

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
	response rate.				
Other	<i>[Other identified relevant indicators]</i>				

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>

6.3 Employment

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of NWG's operating and commercial requirements.
Potential Impacts	<ul style="list-style-type: none"> Continued provision of employment; Continued contribution to the economy by NWG's employees and contractors; 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 NWG, and Correnso in particular, including reliance on this contribution.

Mitigation and Management Activities

Reference	Action	Timeframe	Activity Owner	Progress Summary
EmM1	Review current monitoring and evaluation activities and identify gaps in relation to employment in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	
EmM2	Review the recruitment procedure for completeness and usefulness in relation to supporting the sourcing of local employees and contractors.	September 2015	Human Resources Department	
EmM3	Review and improve current level of responsiveness to job applicants. i) Local ad hoc applications – a letter is sent or phone call made within one week. ii) Advertised positions are managed through Taleo with auto response acknowledgement letter generated on application. Once the position is filled and the successful applicant has started work unsuccessful applicants receive an auto generated letter within two weeks.	Complete	Human Resources Department	
EmM4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required	Human Resources Department	
EmM5	Clarify and communicate the NWG definition of 'local' and 'regional' internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation. NWG 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. 'Regional' includes the Waikato and Bay of Plenty regions.	Complete	External Affairs Department & Human Resources Department	
EmM6	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus of youth employment and training.	June 2015	Human Resources Department	
EmM7	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	June 2015	Human Resources	

Reference	Action	Timeframe	Activity Owner	Progress Summary
	distinguishing between employees that were originally hired locally and those that were hired from other locations but now reside in the local area.		Department	
EmM8	Review predictions of economic impacts of the Correnso development on local employment to identify relevant indicators for tracking over time including consideration of the 'multiplier' effect.	September 2015	Human Resources Department	
EmM9	Review and update NWG's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015	External Affairs Department	
EmM10	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015	External Affairs Department	
EmM11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment. Short term - Cintellate entries will be monitored. Post - socio economic analysis will identify additional indicators.	January 2015	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
EmI1	Number of NWG employees.	Employees (headcount) (June 2014): 112		Human Resources Department	
EmI2	Number of NWG contractors' employees (i.e.	Contractor employees (headcount) (June 2014): 263		Human Resources Department	

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment															
	workforce employed by NWG key contractors that are working at NWG sites).																			
EmI3	Percentage of employees living locally, tracking against 70% local employment goal.	NWG employees (2014): 99 (89%)		Human Resources Department																
EmI4	Percentage of contractor employees living locally.	Contractor employees (2014): 80% (estimate – source: SIA employee survey) ¹⁶		Human Resources Department																
EmI5	Location of residence of non-local employees and contractors, reported by regional, national, international.	NWG employees (2014): <ul style="list-style-type: none"> • Regional – 10 (9%) • NZ – 1 (1%) • Overseas – 1 (1%) 																		
EmI6	Location of job applicants - numbers/percentage	<table border="1"> <thead> <tr> <th colspan="2"></th> <th colspan="3">Applicants</th> </tr> <tr> <th>Department</th> <th>Job Title</th> <th>Local</th> <th>National</th> <th>Overseas</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>			Applicants			Department	Job Title	Local	National	Overseas							Human Resources Department	
		Applicants																		
Department	Job Title	Local	National	Overseas																

¹⁶ The survey did not reach all contractors and some responses did not include a residence location. Survey responses: 96.

Ref	Indicator	Baseline Data					[Year] Data	Data Owner	Comment
	reported locally, regionally, nationally, and internationally.	Geology/Exploration	Vacation Student - Geologist, New Zealand Applications Only*	11	33	33			
		Human Resources	Human Resources Advisor	11	5	7			
		Mine Operations	Vacation Student - Metallurgist	1					
		Mine Operations	Vacation Student - Mining Engineer	1					
		Process Maintenance	Mill Operator		61	16			
		HSLP	HSLP Superintendent	3	3	8			
		Mine Operations	Graduate Surveyor - New Zealand Applications Only*	2	3	3			
		Mine Operations	Graduate Geotechnical Engineer - NZ Applications Only*		8	5			
		Mine Operations	Graduate Mining Engineer - NZ Applications Only*		7	29			
		Geology/Exploration	Geological Technician UG	16	8	29			
		ESR	Senior Environmental Advisor – Monitoring		1	1			
		Geology/Exploration	Geological Technician	14	12	50			
		Information Technology	Regional Senior End -User Computing (EUC) Technician	12	10	6			
		* Note: Overseas applicants are not considered for positions that are advertised as being for "NZ Applications Only"							
EmI7	Average response time to job applicants (in line with recruitment	Recruitment and Selection Standard Operating Procedure to be updated to reflect the response times as follows: i) Local ad hoc applications – a letter sent or phone call made within one week. ii) Advertised positions Taleo - auto response acknowledgement letter generated on						Human Resources Department	

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																					
	procedure).	application. Once the position is filled and the successful applicant has started work unsuccessful applicants receive auto generated letter within two weeks.																								
EmI8	Number and percentage of employees: <ul style="list-style-type: none"> By gender; and Who identify as being of Māori descent. 	NWG employees (June 2014): <ul style="list-style-type: none"> Male – 89 (78%) Female – 25 (22%) Māori descent – 16 (14%) 		Human Resources Department																						
EmI9	Number and percentage of contractor employees: <ul style="list-style-type: none"> By gender; and Who identify as being of Māori descent. 	Contractor employees – Macmahon and Leighton (June 2014): <ul style="list-style-type: none"> Male – 167 (96%) Female – 7 (4%) Māori descent – 61 (35%) <p>Note: Total contractor workforce surveyed, 174 of total contracted workforce of 263</p>		Human Resources Department																						
EmI10	Number of employees and contractors who participated in NWG or external training programmes, by topic area (e.g. workplace health and safety, technical skills).	<table border="1"> <thead> <tr> <th>Training Category</th> <th>Training Subject</th> <th>No Attendees</th> </tr> </thead> <tbody> <tr> <td rowspan="7">Health & safety:</td> <td>General & Site Specific Inductions</td> <td>320</td> </tr> <tr> <td>Manual Handling / Back Care</td> <td>19</td> </tr> <tr> <td>Fatigue Management</td> <td>54</td> </tr> <tr> <td>Fall Arrest</td> <td>36</td> </tr> <tr> <td>4WD Driving Training</td> <td>13</td> </tr> <tr> <td>Risk Management</td> <td>19</td> </tr> <tr> <td>Safedrill (NMC requirement)</td> <td>35</td> </tr> <tr> <td>Emergency Response:</td> <td>Muster Warden Training</td> <td>13</td> </tr> </tbody> </table>	Training Category	Training Subject	No Attendees	Health & safety:	General & Site Specific Inductions	320	Manual Handling / Back Care	19	Fatigue Management	54	Fall Arrest	36	4WD Driving Training	13	Risk Management	19	Safedrill (NMC requirement)	35	Emergency Response:	Muster Warden Training	13		Human Resources Department	
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	Rock-breaker Operation	7																																																			
EmI11	Number of students, graduates and unskilled residents who participated in formal training processes with NWG.	3 graduates, 4 vacation students		Human Resources Department																																																	
EmI12	Percentage of students, graduates and unskilled residents who	In 2014 one of the graduates noted above received full-time employment with Newmont Waihi Gold		Human Resources Department																																																	

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																					
	participated in formal training processes with NWG and received casual, part time or fulltime/permanent employment with NWG, or another company, as a result.																									
EmI13	Summary results of knowledge, attitude and perceptions survey in relation to local employment and training, including NWG's approach to managing employment- and training-related issues	<p>SIA Engagement (2014):</p> <p><i>How do you rate the impact of Correnso on local employment opportunities? (Survey size: 58)</i></p> <table border="1" data-bbox="568 767 1126 1018"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very positive</td> <td>13</td> <td>22%</td> </tr> <tr> <td>Positive</td> <td>18</td> <td>31%</td> </tr> <tr> <td>Neutral</td> <td>16</td> <td>28%</td> </tr> <tr> <td>Negative</td> <td>8</td> <td>14%</td> </tr> <tr> <td>Very negative</td> <td>1</td> <td>2%</td> </tr> <tr> <td>No response</td> <td>2</td> <td>3%</td> </tr> </tbody> </table> <p>SIA - Summary of perceptions re: continued provision of employment (2014):</p> <p>NWG is considered to be a significant employer in Waihi, and therefore continued employment was frequently discussed throughout consultation as a positive outcome from the Correnso development, as was the associated avoidance of potential loss of Waihi residents associated with job losses if mining was to cease in Waihi.</p> <p>Information provided by NWG indicates that the Correnso development will maintain current employment levels rather than increasing them.</p>	Response	#	%	Very positive	13	22%	Positive	18	31%	Neutral	16	28%	Negative	8	14%	Very negative	1	2%	No response	2	3%		External Affairs Department	
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		<p>SIA - Summary of perceptions re: continued contribution to the economy by NWG's employees and contractors (2014):</p> <p>Stakeholders raised the positive economic impacts of this employment on the local and district economy. A proportion of wages paid to NWG's employees and contractors is spent in Waihi, thus contributing to its economy, regardless of whether the employee or contractor lives in Waihi.</p> <p>SIA - Summary of perceptions re: continued provision of training programmes (2014):</p> <p>NWG provides training to its employees and also supports graduates through its graduate programme.</p> <p>While there is scope for further training opportunities, the extent of current training opportunities provided by NWG appear not to be well known by community members.</p>			
EmI14	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding employment-related issues, including number of complaints, and NWG's average response rate.	No stakeholder feedback received regarding employment related issues.		External Affairs Department	
Other	<i>[Other identified relevant indicators]</i>				

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>

6.4 Property

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 NWG's operations may be having. (2) Manage and minimise NWG's negative impacts on property and the property market. (3) Promote a high level of community understanding of NWG's approach to managing its impacts on property.

Mitigation and Management Activities

Reference	Action	Timeframe	Activity Owner	Progress Summary
PM1	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.	June 2015	External Affairs Department	
PM2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly, and is commensurate with the effects experienced.	Annual	External Affairs Department	
PM3	Investigate concerns about the quality of NWG's own vibration monitoring and opportunities for HDCs role in independent monitoring and develop an appropriate response, in co-	May 2015	External Affairs Department	

Reference	Action	Timeframe	Activity Owner	Progress Summary
	ordination with HDC.			
PM4	Review and revise the NWG complaints management system, including: <ul style="list-style-type: none"> a) Consideration of communication with regard to blasting; b) Consideration of handling of concerns; and c) Consideration of the complaints monitoring and evaluation process. 	July 2015	External Affairs Department	
PM5	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.	June 2015	External Affairs Department	
PM6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.	June 2015	External Affairs Department	
PM7	Develop and implement a property divestment strategy.	March 2015	Business Department	
PM8	Review and update NWG's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015	External Affairs Department	
PM9	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to property.	Quarterly	External Affairs Department	
PM10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).	On-going	External Affairs Department	
PM11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property. Monitor Cintellate entries.	On-going	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																																																				
PI1	Amenity Effect Programme (AEP) a) Number of recipients; and b) Total spend for the payment period.	AEP payments (2007-14):				External Affairs Department																																																			
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PI2	Number of NWG rental residential properties in the Correnso	NWG rental properties in the CEPA (2014): 22				Business Department																																																			

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
	project area.				
PI3	Number of NWG-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories.	Total assets (2014): 216 <ul style="list-style-type: none"> • Residential properties – 78 • Sections of land – 56 • Commercial properties – 5 • Unusable properties in the subsidence zone – 66 • Other – Mill, tailings storage facility, underground portal, and a portion of the open pit. 		Business Department	
PI4	Proportion of Waihi's total residential properties owned by NWG.	3.4% ¹⁷ (2014)		Business Department	
PI5	Proportion of NWG-owned properties in the CEPA rented by NWG employees.	NWG properties rented by employees: 0%		Business Department	

¹⁷ This figure equals the number of properties owned by NWG (data provided by NWG as per PI3), as a percentage of the total number of private dwellings in Waihi (as per the 2013 NZ census).

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																																																																																																									
PI6	Results of Waihi property market review including: a) Number of sales, and breakdown by Waihi East, Waihi West; b) Average sale prices, and average for Waihi East and Waihi West; c) Activity in comparable markets (to account for confounding factors such as banks increasing minimum deposit levels); d) Others as relevant.	<p>Sales (2011- September 2014):</p> <table border="1"> <thead> <tr> <th>Sale Period</th> <th>Total No. Sales</th> <th>Waihi West Sales</th> <th>Waihi East Sales</th> <th>Waihi Overall Average Sale Price</th> <th>Waihi West Average Sale Price</th> <th>Waihi East Average Sale Price</th> </tr> </thead> <tbody> <tr> <td>Jan – Jun 08</td> <td>25</td> <td>23</td> <td>2</td> <td>\$258,900</td> <td>\$288,611</td> <td>\$192,000</td> </tr> <tr> <td>Jul – Dec 08</td> <td>16</td> <td>15</td> <td>1</td> <td>\$246,906</td> <td>\$272,000</td> <td>\$210,000</td> </tr> <tr> <td>Jan – Jun 09</td> <td>27</td> <td>20</td> <td>7</td> <td>\$216,778</td> <td>\$224,750</td> <td>\$194,357</td> </tr> <tr> <td>Jul – Dec 09</td> <td>23</td> <td>17</td> <td>6</td> <td>\$201,883</td> <td>\$170,400</td> <td>\$227,300</td> </tr> <tr> <td>Jan – Jun 10</td> <td>25</td> <td>19</td> <td>6</td> <td>\$236,200</td> <td>\$232,500</td> <td>\$224,583</td> </tr> <tr> <td>Jul – Dec 10</td> <td>21</td> <td>18</td> <td>3</td> <td>216,262</td> <td>\$238,800</td> <td>\$257,500</td> </tr> <tr> <td>Jan – Jun 11</td> <td>19</td> <td>11</td> <td>8</td> <td>\$225,237</td> <td>\$252,438</td> <td>\$224,875</td> </tr> <tr> <td>Jul – Dec 11</td> <td>29</td> <td>25</td> <td>4</td> <td>\$197,900</td> <td>\$222,000</td> <td>\$230,625</td> </tr> <tr> <td>Jan – Jun 12</td> <td>27</td> <td>23</td> <td>4</td> <td>\$200,759</td> <td>\$184,192</td> <td>\$221,625</td> </tr> <tr> <td>Jul – Dec 12</td> <td>41</td> <td>27</td> <td>14</td> <td>\$216,195</td> <td>\$228,667</td> <td>\$219,143</td> </tr> <tr> <td>Jan – Jun 13</td> <td>57</td> <td>42</td> <td>15</td> <td>\$210,386</td> <td>\$220,132</td> <td>\$247,367</td> </tr> <tr> <td>Jul – Dec 13</td> <td>41</td> <td>32</td> <td>9</td> <td>\$211,805</td> <td>\$231,409</td> <td>\$173,444</td> </tr> <tr> <td>Jan – Jun 14</td> <td>43</td> <td>38</td> <td>5</td> <td>\$200,384</td> <td>\$196,917</td> <td>\$237,300</td> </tr> <tr> <td>Jul – Sep 14</td> <td>17</td> <td>17</td> <td>0</td> <td>\$194,256</td> <td>\$237,167</td> <td>\$-</td> </tr> </tbody> </table> <p>Source: TelferYoung 2014 – reported period to be adjusted to calendar year for future reports.</p> <p>Data for activity in comparable markets was not available.</p> <p>Note: Data refers to residential sales with land area up to 1,600m² and includes properties sold with top-up.</p>	Sale Period	Total No. Sales	Waihi West Sales	Waihi East Sales	Waihi Overall Average Sale Price	Waihi West Average Sale Price	Waihi East Average Sale Price	Jan – Jun 08	25	23	2	\$258,900	\$288,611	\$192,000	Jul – Dec 08	16	15	1	\$246,906	\$272,000	\$210,000	Jan – Jun 09	27	20	7	\$216,778	\$224,750	\$194,357	Jul – Dec 09	23	17	6	\$201,883	\$170,400	\$227,300	Jan – Jun 10	25	19	6	\$236,200	\$232,500	\$224,583	Jul – Dec 10	21	18	3	216,262	\$238,800	\$257,500	Jan – Jun 11	19	11	8	\$225,237	\$252,438	\$224,875	Jul – Dec 11	29	25	4	\$197,900	\$222,000	\$230,625	Jan – Jun 12	27	23	4	\$200,759	\$184,192	\$221,625	Jul – Dec 12	41	27	14	\$216,195	\$228,667	\$219,143	Jan – Jun 13	57	42	15	\$210,386	\$220,132	\$247,367	Jul – Dec 13	41	32	9	\$211,805	\$231,409	\$173,444	Jan – Jun 14	43	38	5	\$200,384	\$196,917	\$237,300	Jul – Sep 14	17	17	0	\$194,256	\$237,167	\$-		External Affairs Department	
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PI7	Top Up programme data: a) Number of applications received; b) Number of applications approved; and c) Number of properties settled.	Applications 2012 to end December 2014: <table border="1"> <thead> <tr> <th></th> <th>Applications Received</th> <th>Applications Approved</th> <th>Properties Settled</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>22</td> <td>19</td> <td>15</td> </tr> <tr> <td>2013</td> <td>39</td> <td>35</td> <td>27</td> </tr> <tr> <td>2014</td> <td>23</td> <td>14</td> <td>9</td> </tr> <tr> <td>Total</td> <td>84</td> <td>68</td> <td>51</td> </tr> </tbody> </table>		Applications Received	Applications Approved	Properties Settled	2012	22	19	15	2013	39	35	27	2014	23	14	9	Total	84	68	51		External Affairs Department		
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PI8	Number of NWG fixed point vibration monitors.	18 fixed point vibration monitors in total, 10 of which are located in the Correnso area.		Environment Department																						
PI9	Summary results of knowledge, attitude and perceptions survey in relation to property, including NWG's approach to managing	SIA Engagement (2014): <i>How confident are you that Newmont is managing any impacts of Correnso on local property? (Survey size: 58)</i> <table border="1"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very confident</td> <td>17</td> <td>29%</td> </tr> <tr> <td>Quite confident</td> <td>16</td> <td>28%</td> </tr> <tr> <td>Moderately confident</td> <td>9</td> <td>16%</td> </tr> <tr> <td>Slightly confident</td> <td>6</td> <td>10%</td> </tr> <tr> <td>Not at all confident</td> <td>9</td> <td>16%</td> </tr> <tr> <td>No response</td> <td>1</td> <td>2%</td> </tr> </tbody> </table>	Response	#	%	Very confident	17	29%	Quite confident	16	28%	Moderately confident	9	16%	Slightly confident	6	10%	Not at all confident	9	16%	No response	1	2%		External Affairs Department	
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	property-related issues.	<p><i>How confident are you in Newmont's management of blasting noise and vibration? (Survey size: 58)</i></p> <table border="1"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very confident</td> <td>11</td> <td>19%</td> </tr> <tr> <td>Quite confident</td> <td>23</td> <td>40%</td> </tr> <tr> <td>Moderately confident</td> <td>14</td> <td>24%</td> </tr> <tr> <td>Slightly confident</td> <td>2</td> <td>3%</td> </tr> <tr> <td>Not at all confident</td> <td>8</td> <td>14%</td> </tr> <tr> <td>No response</td> <td>0</td> <td>0%</td> </tr> </tbody> </table> <p><i>How confident are you that Newmont is managing any impacts of Correnso on land stability? (Survey size: 58)</i></p> <table border="1"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very confident</td> <td>11</td> <td>19%</td> </tr> <tr> <td>Quite confident</td> <td>23</td> <td>40%</td> </tr> <tr> <td>Moderately confident</td> <td>14</td> <td>24%</td> </tr> <tr> <td>Slightly confident</td> <td>2</td> <td>3%</td> </tr> <tr> <td>Not at all confident</td> <td>8</td> <td>14%</td> </tr> <tr> <td>No response</td> <td>0</td> <td>0%</td> </tr> </tbody> </table> <p>SIA - Summary of perceptions re: structural property damage and reduced amenity (2014):</p> <p>The potential for structural damage to property relates to the effects of vibration from underground blasting, tunnelling, dewatering and associated subsidence and land settlement. NWG has a Property Damage programme to respond to property damage that occurs due to its operations.</p> <p>Historically, Waihi has experienced a number of subsidence events that remain in the</p>	Response	#	%	Very confident	11	19%	Quite confident	23	40%	Moderately confident	14	24%	Slightly confident	2	3%	Not at all confident	8	14%	No response	0	0%	Response	#	%	Very confident	11	19%	Quite confident	23	40%	Moderately confident	14	24%	Slightly confident	2	3%	Not at all confident	8	14%	No response	0	0%			
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		<p>communities' collective memory and influence views.</p> <p>Participants residing in Waihi East were very conscious of the potential for structural damage and reduced amenity. They expressed a broad range of experiences of blasting in their homes from other NWG mining activity. Many people feel no or minor shaking, while others regularly feel stronger shaking.</p> <p>SIA - Summary of perceptions re: changes in property values and market activity (2014):</p> <p>Prices and market activity in Waihi East and Waihi West have fluctuated significantly between 2008 and 2013. Concern was expressed by a selection of participants about the negative impact that the Correnso development has had, and will continue to have, on property values in Waihi. The most aggrieved of participants were Waihi East residents who had recently bought properties in a high market, had concerns about their levels of equity or had plans to renovate, subdivide or sell properties. However, other residents expressed little concern, particularly if they did not plan to move, did not anticipate unmanageable property damage or were confident that NWG would address any damage.</p> <p>SIA - Summary of perceptions re: distribution of financial compensation (2014):</p> <p>NWG has a variety of programmes to respond to impacts its operations have on property. These include the Top Up, Amenity Affect Programme, and ex-gratia payment programme. Participants expressed a range of views with regards to the various property compensation options available for residents.</p> <p>Overall, the programmes were considered to be positive, however a number of affected residents felt the options available were not commensurate with their situation.</p> <p>The Top Up Programme has been generally well received, although there were some concerns raised during consultation that the implementation has been inconsistent, inequitable and lacking in transparency.</p> <p>A common theme arising was the belief that compensation may not go to the right people or enough people. Participants felt that those experiencing the most adverse effects from the</p>			

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																								
		Correnso development are not restricted to the people living directly above the mine, and were not satisfied with either the consent conditions or NWG's assessment of its effects.																											
PI10	Summary of results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding property-related issues, including number of complaints and NWG's average response rate.	<p>1) Complaints related to Perceived Property Damage</p> <table border="1"> <thead> <tr> <th>Complaints re Perceived Property Damage Jan – Dec 2014*</th> <th>Average Response Rate (days)</th> </tr> </thead> <tbody> <tr> <td>23</td> <td>4**</td> </tr> </tbody> </table> <p>* None of the complaints above relate to Correnso operations ** Average time taken to conduct property inspections with written report to follow</p> <p>2) Other Stakeholder Engagement Related to Property</p> <table border="1"> <thead> <tr> <th>Nature of Communication Jan – Dec 2014</th> <th>Number of Contacts</th> </tr> </thead> <tbody> <tr> <td>House available for Rent</td> <td>1</td> </tr> <tr> <td>Information request for due diligence</td> <td>9</td> </tr> <tr> <td>Information request – general</td> <td>5</td> </tr> <tr> <td>IRP Process</td> <td>3</td> </tr> <tr> <td>Loss of equity</td> <td>3</td> </tr> <tr> <td>Request for NWG to purchase property</td> <td>5</td> </tr> <tr> <td>Top-up</td> <td>12</td> </tr> <tr> <td>Inability to sell property</td> <td>3</td> </tr> <tr> <td>AEP Enquiries</td> <td>9</td> </tr> </tbody> </table>	Complaints re Perceived Property Damage Jan – Dec 2014*	Average Response Rate (days)	23	4**	Nature of Communication Jan – Dec 2014	Number of Contacts	House available for Rent	1	Information request for due diligence	9	Information request – general	5	IRP Process	3	Loss of equity	3	Request for NWG to purchase property	5	Top-up	12	Inability to sell property	3	AEP Enquiries	9		External Affairs Department	
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Top-up	12																												
Inability to sell property	3																												
AEP Enquiries	9																												
PI11	Number and percentage of property complaints where it is determined that the cause	As of December 2014, no property damage complaints were received whereby damage was determined to be attributable to the Correnso operations.		External Affairs Department																									

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
	of damage is attributable to Correnso activity, as per Condition 21b.				
PI12	Number of instances of property complaints dealt with under condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process.	No property complaints have been referred to IRP for arbitration.		External Affairs Department	
Other	<i>[Other identified relevant indicators]</i>				

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
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Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>
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6.5 Community

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 NWG’s employees and contractors in community life.
Performance Goals	<ol style="list-style-type: none"> (1) Provide for continued and sustainable investment in the community. (2) Support community cohesion. (3) Support employee participation in community life.

Mitigation and Management Activities

Reference	Action	Timeframe	Activity Owner	Progress Summary
CM1	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.	June 2015	External Affairs Department	
CM2	Monitor community sentiment towards NWG, particularly that of residents in East Waihi, and maintain involvement with WCF.	Annual	External Affairs Department	
CM3	Regularly update the community about NWG’s operational plans through community meetings, local radio and newspapers.	Ongoing	External Affairs Department	
CM4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	March 2015	External Affairs Department	

CM5	Review Education Centre programme to assess opportunities with local schools.	June 2015	External Affairs Department	
CM6	Review and update NWG's Stakeholder Engagement Plan in consideration of community impacts.	January 2015	External Affairs Department	
CM7	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to community impacts.	January 2015	External Affairs Department	
CM8	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.	June 2015	External Affairs Department	
CM9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community investment issues. Cintellate entries monitored.	June 2015	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment															
CI1	Number of NWG employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services.	SIA Employee Survey (2014): <i>How do you get involved in the Waihi Community? (Survey size: 112)</i> <table border="1"> <thead> <tr> <th>Participation type</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Community group</td> <td>13</td> <td>12%</td> </tr> <tr> <td>Emergency services</td> <td>12</td> <td>11%</td> </tr> <tr> <td>Religious group</td> <td>7</td> <td>6%</td> </tr> <tr> <td>School</td> <td>19</td> <td>17%</td> </tr> </tbody> </table>	Participation type	#	%	Community group	13	12%	Emergency services	12	11%	Religious group	7	6%	School	19	17%		External Affairs Department	
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School	19	17%																		

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																				
CI2	Number of NWG employees and contractors who participate in, or volunteer for, local sports and recreational groups.	SIA Employee Survey (2014): <i>How do you get involved in the Waihi Community? (Survey size: 112)</i> <table border="1"> <thead> <tr> <th>Participation type</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Sport and recreation</td> <td>48</td> <td>44%</td> </tr> </tbody> </table>	Participation type	#	%	Sport and recreation	48	44%		External Affairs Department															
Participation type	#	%																							
Sport and recreation	48	44%																							
CI3	Number of children of NWG employees and contractors who attend local schools.	Via employee survey	September 2015	Human Resources Department																					
CI4	Expenditure on 'community investment' activities, including in-kind contributions.	Expenditure, including in-kind assistance (2014): NZ\$314,646	2014	External Affairs Department																					
CI5	Number of community investment recipients, by organisation type.	Total Recipients 2014: 60 <table border="1"> <thead> <tr> <th>Organisation Type</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Sporting</td> <td>17</td> </tr> <tr> <td>Environmental</td> <td>1</td> </tr> <tr> <td>Education</td> <td>12</td> </tr> <tr> <td>Arts / Culture</td> <td>9</td> </tr> <tr> <td>Health</td> <td>4</td> </tr> <tr> <td>Youth</td> <td>4</td> </tr> <tr> <td>Community</td> <td>12</td> </tr> <tr> <td>Elderly</td> <td>1</td> </tr> <tr> <td>Total</td> <td>60</td> </tr> </tbody> </table>	Organisation Type	Number	Sporting	17	Environmental	1	Education	12	Arts / Culture	9	Health	4	Youth	4	Community	12	Elderly	1	Total	60	2014	External Affairs Department	
Organisation Type	Number																								
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Health	4																								
Youth	4																								
Community	12																								
Elderly	1																								
Total	60																								
CI6	Expenditure on local schools, as a total and by school.	Payments to schools total \$240,000 annually with individual amounts as follows: <ul style="list-style-type: none"> Primary schools including Waihi Central, St Josephs, Waimata, Waikino & Waihi Beach \$10,000 each 		External Affairs Department																					

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
		<ul style="list-style-type: none"> Schools & education service providers in the Correnso area including Waihi East \$90,000, Waihi Kindergarten \$30,000, First Steps Day Care \$20,000, Somerset Day Care \$10,000 Newmont Waihi Gold Waihi College Trust \$40,000 			
CI7	Number of mine tours conducted at site.	Education Centre tours conducted during the period total 215		External Affairs Department	
CI8	Number of WCF meetings attended by NWG employees/representatives.	Twenty WCF meetings were held during the period and all were attended by at least one NWG representative.		External Affairs Department	
CI9	Summary results of knowledge, attitude and perceptions survey in relation to community, including NWG's response to community-related issues.	<p>SIA - Summary of perceptions re: continued investment in the community (2014):</p> <p>NWG provides ongoing investment in the community which is broadly welcomed by the Waihi community. Local primary schools and Waihi College, and community groups are key recipients of funding. NWG has also funded community assets.</p> <p>One issue that has emerged is that schools receive different amounts of funding which is believed to be causing some unintended negative consequences whereby funding arrangements are influencing school enrolments at the Waihi East School.</p> <p>SIA - Summary of perceptions re: increased community division and dissention (2014):</p> <p>While a portion of the Waihi community is not directly engaged or concerned with NWG's operations or the development of the Correnso development, significant divisions have emerged between some groups who have been involved with the consent process.</p>		External Affairs Department	

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																							
		<p>Divisions are apparent between those who support the Correnso development and those who do not, those who are seen to benefit and those who will not, and those who live in the affected area and those who do not.</p> <p>Further divisions occur between stakeholders who are trying to sell their properties and believe that the Correnso development has put them at an unfair disadvantage compared to property owners whose houses are located away from the development.</p> <p>SIA - Summary of perceptions re: continued participation of NWG's employees and contractors in community life (2014):</p> <p>In addition to maintaining an existing workforce, NWG employees are expected to remain involved in community life, such as through sports and clubs, which will contribute to the maintenance of the vibrant Waihi community.</p>																										
CI10	Summary results of feedback mechanism for community investment programmes, including the Education Centre.	<p>Community Investment Feedback – community donations 2014</p> <table border="1"> <thead> <tr> <th>Question</th> <th>Source of Information</th> <th>Number of respondents</th> </tr> </thead> <tbody> <tr> <td rowspan="6">How did you learn about the NWG Community Investment Programme?</td> <td>Website</td> <td>4</td> </tr> <tr> <td>Had received previous sponsorships</td> <td>5</td> </tr> <tr> <td>Local Knowledge</td> <td>10</td> </tr> <tr> <td>Word of Mouth</td> <td>2</td> </tr> <tr> <td>Newspaper Advertising</td> <td>4</td> </tr> <tr> <td>Not indicated</td> <td>3</td> </tr> <tr> <td rowspan="3">How do you acknowledge Newmont Waihi Gold's donation?</td> <td>Public Notice</td> <td>5</td> </tr> <tr> <td>Letter of thanks</td> <td>21</td> </tr> <tr> <td>Use of NWG promotional</td> <td>8</td> </tr> </tbody> </table>	Question	Source of Information	Number of respondents	How did you learn about the NWG Community Investment Programme?	Website	4	Had received previous sponsorships	5	Local Knowledge	10	Word of Mouth	2	Newspaper Advertising	4	Not indicated	3	How do you acknowledge Newmont Waihi Gold's donation?	Public Notice	5	Letter of thanks	21	Use of NWG promotional	8		External Affairs Department	
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Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
		Activities were linked to the curriculum	1	25	
		Time spent on activities was appropriate	2	22	
		Scope was allowed for follow-up activities	3	23	
		I would recommend the Education Centre to other teachers as:	2	24	
CI11	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding community investment or participation-related issues, including number of complaints, and NWG's average response rate.	No complaints received about community investment in 2014. Received 24 letters of thanks from recipients of community donations.		External Affairs Department	
Other	<i>[Other identified relevant indicators]</i>				

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>

6.6 Health and Wellbeing

Objective	Respond to community anxiety and uncertainty regarding NWG'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 NWG's understanding of its role in relation to health and wellbeing impacts. (2) Promote community understanding of NWG's operations, including mining noise, vibration and future plans. (3) Build confidence in NWG's approach to managing its health and wellbeing impacts. (4) Develop management responses where appropriate, such as the blast notification programme.

Mitigation and Management Activities

Reference	Action	Timeframe	Activity Owner	Progress Summary											
HM1	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.	June 2015	External Affairs Department												
HM2	Review and implement, where appropriate, the remedial and mitigating actions proposed by NWG's consultant clinical psychologist, ¹⁸ incorporating findings from the SIA.		External Affairs Department												
	<table border="1"> <thead> <tr> <th>Suggested Mitigation</th> <th>NWG Response</th> <th>Timeframe</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Predictability in process & outcome</td> <td>Blasting windows as per consent conditions.</td> <td>In place</td> </tr> <tr> <td>Blast notification</td> <td>May 2015</td> </tr> <tr> <td>Predictability in noise and blasting effects</td> <td>Blast Notification</td> <td>May 2015</td> </tr> </tbody> </table>	Suggested Mitigation	NWG Response	Timeframe	Predictability in process & outcome	Blasting windows as per consent conditions.	In place	Blast notification	May 2015	Predictability in noise and blasting effects	Blast Notification	May 2015			
Suggested Mitigation	NWG Response	Timeframe													
Predictability in process & outcome	Blasting windows as per consent conditions.	In place													
	Blast notification	May 2015													
Predictability in noise and blasting effects	Blast Notification	May 2015													

¹⁸ Dunne Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

	Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness	Blast Notification	May 2015			
		Blasting windows as per consent conditions	In place			
	Increased education regarding actual effects as opposed to feared or perceived effects	Vibration workshop	Mar 2015			
		Education sessions with East school children	Feb 2015 +			
	Increased opportunities to express concerns and receive feedback as to risk of harm from stable base	Complaints management procedure	In place			
		Community Meetings	quarterly in 2014 6-monthly from Mar 15			
	Different pathways for different people	Independent Review Panel (IRP)	In place			
		CR personnel first point of contact	In place			
	Specialised pathway for people with a specific vulnerability	CR personnel first point of contact	In place			
		Independent Review Panel (IRP)	In place			
	Decreased levels of feeling trapped	Property Programme	In place			
		Independent Review Panel (IRP)	In place			
	Increased opportunities for people who are feeling trapped to apply for assistance	Independent Review Panel (IRP)	In place			
		Top-up on property sales	In place			
Increased opportunities for activities such as blasting to be predictable	Blasting windows as per consent conditions	In place				
	Blast notification system	May 2015				
HM3	Continue to monitor and review employee wellbeing through NWG employee surveys.			Annual	Human Resources Department	
HM4	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.			Monthly	External Affairs Department	

HM5	Review and update NWG's Stakeholder Engagement 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.	January 2015	External Affairs Department	
HM6	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015	External Affairs Department	
HM7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing. Short term - Cintellate entries to be monitored. Post - perception survey will identify additional indicators.	June 2015	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment															
HI1	Summary results of knowledge, attitude and perceptions survey in relation to health, including NWG's approach to managing health-related issues.	<p>SIA Engagement (2014):</p> <p><i>How do you rate the impact of Correnso on your health and wellbeing? (Survey size: 58)</i></p> <table border="1"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very positive</td> <td>10</td> <td>17%</td> </tr> <tr> <td>Positive</td> <td>9</td> <td>16%</td> </tr> <tr> <td>Neutral</td> <td>23</td> <td>40%</td> </tr> <tr> <td>Negative</td> <td>7</td> <td>12%</td> </tr> </tbody> </table>	Response	#	%	Very positive	10	17%	Positive	9	16%	Neutral	23	40%	Negative	7	12%		External Affairs Department	
Response	#	%																		
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Neutral	23	40%																		
Negative	7	12%																		

Ref	Indicator	Baseline Data			[Year] Data	Data Owner	Comment
		Very negative	5	9%			
		No response	4	7%			
		<p>SIA - Summary of perceptions re: uncertainty over future mining plans and financial stress relating to property (2014):</p> <p>Participants raised concerns due to the uncertainty they feel regarding the Correnso development, particularly: when and if mining (as opposed to exploration development) will start; the project design; and the timeframes including the overall life of the development.</p> <p>Participants also expressed feelings of stress from, and uncertainty in making financial decisions regarding, their properties, particularly: uncertainty in deciding whether to invest capital in renovating or to put their property up for sale. Other stakeholders, specifically in the affected area, expressed regret, self-blame and frustration over the timing in their decision to purchase a home in the area just before the Correnso development was announced in 2011.</p> <p>At the time of consultation there was also some uncertainty among employees and contractors with regard to their future with NWG.</p> <p>SIA - Summary of perceptions re: anxiety regarding anticipated mining noise and vibration (2014):</p> <p>A number of Waihi residents stated during consultation that they have experienced stress and lifestyle impacts from NWG's operations. Such impacts were often in relation to personal health and property damage from the vibration that has come from the Trio mine and residents are therefore anxious about future blasting and vibration effects with Correnso. Of this group, those who are older or unwell, and those who stay home during the day (including shift workers) reported feeling greater personal impact from blasting, and therefore are potentially more</p>					

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment																								
		<p>susceptible to impacts from Correnso.</p> <p>These impacts may worsen once Correnso begins, or may lessen as the effect becomes predictable and normalised.</p>																											
HI2	Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding health-related issues, including number of complaints, and NWG's average response rate.	Review of communications/complaints received identified 33 occasions when residents indicated they were frightened or stressed by the effects of NWG operations. These comments were made by a total of 11 residents with 64% of all comments arising from 3 residents. NWG staff responds to all complaints within one day.	2014	External Affairs Department																									
HI3	<p>Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG regarding blasting, vibration and noise (unrelated to property damage), specifically noting:</p> <p>a) Percentage of complaints where the blast/noise was not compliant with operating conditions; and</p> <p>b) Number and</p>	<p>a) An exceedence of the Martha blasting conditions occurred on 27 March 2014 and NWG received three or 3% of all Martha complaints as a result</p> <p>An exceedence of the Trio blasting conditions occurred on 19 October 2014 and NWG received four or 2% of all underground complaints as a result.</p> <p>b) Numbers and percentage of complaints from repeat locations are summarised in the tables below:</p> <table border="1"> <thead> <tr> <th>Period</th> <th>U/G Blasting # complaints</th> <th>U/G Blasting # complainants</th> <th>Repeat Location</th> </tr> </thead> <tbody> <tr> <td>Q1 14</td> <td>97</td> <td>32</td> <td>57% from George/Clarke St</td> </tr> <tr> <td>Q2 14</td> <td>70</td> <td>25</td> <td>52% from George/Clarke St</td> </tr> <tr> <td>Q3 14</td> <td>39</td> <td>19</td> <td>38% from George/Clarke St</td> </tr> <tr> <td>Q4 14</td> <td>28</td> <td>23</td> <td>47% Gladstone/Mataura Rd</td> </tr> <tr> <th>Period</th> <th>Martha Blasting</th> <th>Martha Blasting # complainants</th> <th>Repeat Location</th> </tr> </tbody> </table>	Period	U/G Blasting # complaints	U/G Blasting # complainants	Repeat Location	Q1 14	97	32	57% from George/Clarke St	Q2 14	70	25	52% from George/Clarke St	Q3 14	39	19	38% from George/Clarke St	Q4 14	28	23	47% Gladstone/Mataura Rd	Period	Martha Blasting	Martha Blasting # complainants	Repeat Location	2014	External Affairs Department	
Period	U/G Blasting # complaints	U/G Blasting # complainants	Repeat Location																										
Q1 14	97	32	57% from George/Clarke St																										
Q2 14	70	25	52% from George/Clarke St																										
Q3 14	39	19	38% from George/Clarke St																										
Q4 14	28	23	47% Gladstone/Mataura Rd																										
Period	Martha Blasting	Martha Blasting # complainants	Repeat Location																										

Ref	Indicator	Baseline Data				[Year] Data	Data Owner	Comment
			# complaints					
	percentage of complaints from repeat locations (i.e. multiple complaints in a given period).	Q1 14	36	5	69% Seddon/Gilmour St			
		Q2 14	21	8	62% Seddon/Gilmour St			
		Q3 14	25	11	64% Seddon/Gilmour St			
		Q4 14	25	4	92% Seddon/Gilmour St			
		Period	Noise # complaints	Noise # complainants	Repeat Location			
		Q1 14	20	11	41% Russell St/Moresby Av			
		Q2 14	7	7	No repeat location			
		Q3 14	8	5	37% rec via HDC			
		Q4 14	1	1	No repeat location			
HI4	Number of lost time injuries on site.	For the calendar 2014, there was one (1) Lost Time Injury (LTI) only.					Health and Safety Department	
HI5	Number of site referrals to local health services.	For the calendar year 2014 there were six (6) medically treated injury referrals and thirty three (33) minor First Aid Treatments most of which were attended to on site with internal site medics, First Aid Referrals were precautionary only and required no further treatment.					Health and Safety Department	
Other	<i>[Other identified relevant indicators]</i>							

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>

6.7 Future of Waihi and NWG Legacy

Objective	Understand and manage the impact of closure of NWG's 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"> Take measures to promote a high level of community understanding in relation to the physical environment and rehabilitation and confidence in NWG's approach, in the short and long-term. Engage with Iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to. Proactively support employees and contractors in employment transitions resulting from eventual NWG mine closure. Identify opportunities for NWG to contribute to the transition to a post-mine economy.

Mitigation and Management Activities

Reference	Action	Timeframe	Activity Owner	Progress Summary
FM1	Review current monitoring and evaluation activities and identify gaps in relation to the future of Waihi and NWG legacy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	
FM2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.	July 2015	External Affairs Department	
FM3	Continue Iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.	Ongoing	External Affairs Department	
FM4	Review MOUs.	Annual	External Affairs Department	
FM5	Review and revise NWG's two closure plans (Rehabilitation and Closure Plan and Waihi Closure and Reclamation Plan) to include as necessary, management of: economic	January 2015	External Affairs Department	

Reference	Action	Timeframe	Activity Owner	Progress Summary
	impacts; employment transitions; rehabilitation.			
FM6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual	External Affairs Department	
FM7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.	January 2015	Business Department	
FM8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015	External Affairs Department	
FM9	Review and update the NWG Stakeholder Engagement Plan in relation to the future of Waihi and NWG legacy.	January 2015	External Affairs Department	
FM10	Report on progress and performance of actions contained within NWG's Stakeholder Engagement Plan in relation to the future of Waihi and NWG legacy.	January 2015	External Affairs Department	
FM11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and NWG legacy.	January 2016	External Affairs Department	
FM12	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 NWG legacy. Short term - Cintellate entries to be monitored. Post - perception survey will identify additional indicators.	June 2015	External Affairs Department	
Other	<i>[Other actions taken during the reporting period]</i>			

Indicators

Ref	Indicator	Baseline Data	[Year] Data	Data Owner	Comment
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FI1	Number of Iwi Advisory Group meetings conducted.	During 2014 Iwi Advisory Group Meetings were held in March, July, August & September		External Affairs Department																						
FI2	<p>Summary results of knowledge, attitude and perceptions survey including NWG's approach to:</p> <p>a) Continued environmental impacts; and</p> <p>b) Delayed realisation of future economic opportunities as a result of reliance on mining.</p>	<p>SIA Engagement (2014):</p> <p><i>How do you rate the impact of Correnso on the environment? (Survey size: 58)</i></p> <table border="1" data-bbox="667 464 1225 715"> <thead> <tr> <th>Response</th> <th>#</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Very positive</td> <td>6</td> <td>10%</td> </tr> <tr> <td>Positive</td> <td>20</td> <td>34%</td> </tr> <tr> <td>Neutral</td> <td>17</td> <td>29%</td> </tr> <tr> <td>Negative</td> <td>9</td> <td>16%</td> </tr> <tr> <td>Very negative</td> <td>6</td> <td>10%</td> </tr> <tr> <td>No response</td> <td>0</td> <td>0%</td> </tr> </tbody> </table> <p>SIA - Summary of perceptions re: continued environmental impacts including delay of the Martha pit rehabilitation (2014):</p> <p>In general, stakeholders were happy with NWG's approach to environmental management, although several concerns were raised.</p> <p>Some stakeholders expressed frustration and disappointment at the delay in rehabilitating the Martha pit due to the continued need to de-water the pit for the length of the Correnso development's operation.</p> <p>As the Correnso development is mined, the tailings dams will continue to operate and grow, which some participants feel is an unwelcome environmental impact.</p> <p>In the past, Iwi groups have expressed concerns regarding: effects on the mauri (life force) of the water, land, and well-established trees; changes in topography and visual impacts; effects of dewatering and the quality of the regional groundwater system and; the filling of the Martha pit. Iwi groups consulted still held concerns, but felt that Correnso did not raise any new or considerable environmental concerns not already expressed about NWG's</p>	Response	#	%	Very positive	6	10%	Positive	20	34%	Neutral	17	29%	Negative	9	16%	Very negative	6	10%	No response	0	0%		External Affairs Department	
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		<p>existing operations.</p> <p>SIA - Summary of perceptions re: delayed realisation of future economic opportunities as a result of reliance on mining (2014):</p> <p>There has been prolonged uncertainty in Waihi regarding the future of mining and Waihi's future. In particular, consultation identified uncertainty over which industries could develop in Waihi and whether there are any community champions willing to take a leadership role in Waihi's future beyond mining.</p> <p>The Correnso development's approval potentially prolongs the cessation of mining in Waihi, but also builds upon previous scepticism of NWG's life of mine timelines. In turn, this makes it harder for the community to find the energy and commitment to meaningfully plan for future industrial and social development and employment while the safety of mining still exists.</p>			
FI3	<p>Summary results of analysis of stakeholder feedback, concerns and complaints received by NWG including number of complaints, and NWG's average response rate regarding:</p> <p>a) Continued environmental impacts; and</p> <p>b) Delayed realisation of future economic opportunities as a result of reliance on mining.</p>	No complaints received to date.		External Affairs Department	
Other	<i>[Other identified relevant indicators]</i>				

Summary

Discussion	<i>[Brief discussion highlighting achievements, trends, challenges]</i>
Compliance with other Correnso consent conditions	<i>[Brief discussion of results of Council audits or other compliance activities.]</i>