



cutting through complexity

Waihi Gold Company

Social Impact Management Plan

Annual Monitoring Report

2015

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KPMG Banarra

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Inherent Limitations

This report has been prepared as outlined in the Introduction Section. The services provided in connection with this engagement comprise an advisory engagement, which is not subject to assurance or other standards issued by the Australian Auditing and Assurance Standards Board and, consequently no opinions or conclusions intended to convey assurance have been expressed.

No warranty of completeness, accuracy or reliability is given in relation to the statements and representations made by, and the information and documentation provided by, WGC management and personnel consulted as part of the process.

KPMG have indicated within this report sources of the information provided. We have not sought to independently verify those sources unless otherwise noted within the report.

KPMG is under no obligation in any circumstance to update this report, in either oral or written form, for events occurring after the report has been issued in final form.

The findings in this report have been formed on the above basis.

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1. Introduction

In October 2013, Waihi Gold Company¹ (WGC) received consent to develop the proposed Correnso Underground Mine (Correnso) in Waihi, New Zealand. The development is subject to a set of conditions, known as the Correnso Consent Conditions (Consent Conditions)² 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 WGC mining projects operating in the area, on the community; and*
- *An annual report on the outcomes of this work.”*³

This SIMP Annual Monitoring Report enables WGC to monitor and report their 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 WGC, 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 WGC 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 available from both WGC and the Hauraki District Council (HDC).

The SIMP Framework outlines the following for each theme: WGC’s objective; the potential impacts of the Correnso development in combination with other WGC operations; WGC’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 WGC’s progress in relation to its objectives and goals. It reports WGC’s self-assessment of its progress through the status of mitigation and management activities, and includes both baseline data collected in 2014, and data for the current year, 2015, against indicators where available. Unless otherwise noted, data was provided by WGC in 2014 and 2015.

¹ Formerly Newmont Waihi Gold (NWG). In October 2015, Newmont sold WGC to OceanaGold. All previous references to NWG within this reporting template have been changed to refer to WGC for simplicity.

² 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>

³ Consent Condition 39.

2. Results

2.1 2015 Reporting Summary

<p>Key achievements in 2015</p>	<p>The following list provides a snapshot of key achievements made by WGC in 2015, with ownership by Newmont during the first part of the year and OceanaGold from 30 October 2015. In addition to these achievements is the success that WGC has had in compiling the extensive range of data included within this report, and completing the majority of mitigation actions, that together make up the SIMP.</p> <p>Cultural awareness training</p> <ul style="list-style-type: none"> • 95% of full-time staff and contractors participated in this training in 2015 (see Section 2.3 Employment for further detail) • Development and conduct of cultural awareness training in conjunction with the Iwi Advisory Group. <p>Management of residents' experiences of blasts</p> <ul style="list-style-type: none"> • Implementation of electronic blast notification (to advise residents immediately before a blast): <ul style="list-style-type: none"> ○ Approximately 150 devices are in use and WGC is currently obtaining feedback from residents who are using the device to find out whether they are finding the blasting less startling and more predictable as a result of using it (See Section 2.6 Health and Wellbeing for further detail). • 25 residents attended blast notification workshops to learn about vibration effects. <p>Successful Macmahon employment workshop</p> <ul style="list-style-type: none"> • Designed to introduce Macmahon and other contractor staff to potential employers in the area. • While it resulted from a challenging situation, the site received very good feedback from participants and other attendees. • Feedback indicated that the workshop successfully assisted a number of contractors to find new employment. <p>Community Forum Streets Ahead Project</p> <ul style="list-style-type: none"> • A site was selected in 2015 for the playground and family area to be developed at Waihi East School, taking on board feedback obtained from members of the local community. The project is continuing in 2016.
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	<p>Waihi East residents underground tours</p> <ul style="list-style-type: none"> Waihi East residents (who were fit and mobile) were offered an opportunity to go on an underground tour and 64 residents participated in these tours. The underground experience at the Education Centre was made available for those who could not/did not wish to go underground and 35 residents chose this option.
<p>Key Challenges in 2015</p>	<p>Sale process</p> <ul style="list-style-type: none"> A long sale process, first announced in May 2015 and completed 30 October 2015, three months later than expected. This contributed to: <ul style="list-style-type: none"> A number of workforce changes including restructuring and a small number of redundancies and resignations. Some SIMP data owners no longer at the site, and responsibilities being transitioned to new staff/business units. Access to some Newmont systems and databases ceased, while OceanaGold systems are still being rolled out. Some mitigation actions were put on hold in 2015 in anticipation of the adoption of different (i.e. OceanaGold's) systems and policies. <p>Slip in the Martha Mine pit in April 2015</p> <ul style="list-style-type: none"> Mining in the pit was halted due to the slip. Job losses were subsequently experienced by Macmahon staff, although it was two months until the Macmahon contract was terminated, during which time they did community work (and were paid by WGC).
<p>Summary Discussion</p>	<p>Overall, WGC has done well to collect a substantial amount of the data, and to complete a large majority of the management actions included in the SIMP framework. The sale of the site to OceanaGold, which involved a significant preparation and transition process, means that it has not been possible to collect some data (e.g. because the transition to new data management systems has not been completed and Newmont data is no longer available) or the original data owners are no longer working at the site and therefore not available to explain the nuances of the management-based data and mitigation actions. In addition, the transition process has meant that some management actions have not been completed by their original due dates, but are expected to be completed in the coming year.</p> <p>In addition to the site's change in ownership, the second key event that occurred in 2015 was the Martha Mine pit slip that occurred in April and eventuated in the closure of the pit and the cancellation of the Macmahon contract – a large contract in terms of</p>

employment numbers. Many Macmahon employees were offered jobs elsewhere in the local and regional area, in part through support provided by WGC, however, the longer term effects are not yet clear. Monitoring the current and future impacts of the pit closure presents an opportunity to observe, on a small scale, the effect of closure on Waihi (see Section 2.3 Employment for further detail).

Notable achievements in terms of data collection include a significant amount of social and economic research such as the *Waihi Public Opinion Survey* (also referred to as the perception survey) involving businesses and residents and the *Employee Survey* by Phoenix Research and the socio-economic study *The Waihi Economy: Size, Importance of Economy & Significance of Closure* by Equab and Equab. Ongoing use of such surveys and studies, and the consistent use of questions (with revisions where necessary) will allow a strong picture to be built over time of WGC's effectiveness in managing the social impacts associated with the Correnso development. The continued use of this data will also help to build a more complete picture of socio-economic changes, trends and issues (where present), however, these trends take time to develop and thus two years of data are not sufficient in many cases. In a small number of cases, multiple years of historical data are available and have been reported enabling some initial analysis of trends (see Section 2.4 Property, Indicators PI1, PI6 and PI7). Therefore, the important requirement at this stage is to focus on data collection processes to ensure the data is available on a yearly basis in a consistent and readily producible format.

Recommendations have been provided to HDC alongside this report regarding additional indicators or revision of indicators to assist the collection of relevant and verifiable data.

2.2 Economy

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

Mitigation and Management Activities

Reference ⁴	Action	Timeframe	Owner	Status	Progress Summary ⁵
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	Complete	All SIMP indicators are now being tracked.
EcM2	Review the WGC regional and local procurement initiative, in particular:	January 2015 then	Business Department	Ongoing	Some data is available from the procurement business perception survey completed in

⁴ 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.

⁵ Enter a summary of progress with expected completion date and next steps, including noting whether the action is scheduled, in progress, complete or overdue.

Reference ⁴	Action	Timeframe	Owner	Status	Progress Summary ⁵
	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.	annual review			November 2015, which provides an indication of the level of dependency. A review has been completed as part of transition of the site to OceanaGold and it will be possible to capture and report this data systematically from 2016.
EcM3	Review WGC's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.	Annual	Business Department	Ongoing	Site Services Department component completed, dependencies component is an ongoing process with each tender evaluation. The perception survey carried out with businesses in Q4 2015 suggests that dependency on WGC for local business is not a major issue.
EcM4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by WGC that are procured from local businesses and the indirect impact of this on the local economy).	Annual	External Affairs Department	Ongoing	Socio-economic study carried out in conjunction with perception survey Q4 2015.
EcM5	Assess opportunities to improve how local businesses are notified of tenders.	Annual	Business Department	Ongoing	A review has been done as part of the transition to OceanaGold and notification of tenders to local businesses will now be mandatory and incorporated into procedures in 2016.
EcM6	Review and update WGC's Stakeholder Engagement Plan in consideration of the positive and negative impacts the	January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed

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Reference ⁴	Action	Timeframe	Owner	Status	Progress Summary ⁵
	Correnso development has on the economy.				in consideration of the SIMP and Correnso development, the findings of the socio-economic study, perception survey and this 2015 SIMP Annual Monitoring Report will be used to further identify these impacts.
EcM7	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to the positive and negative economic impacts the Correnso development has on the economy.	January 2015	External Affairs Department	Complete	Progress on actions in the WGC Stakeholder Engagement Plan related to the economy was reported in Q4 2015 Management Review.
EcM8	Review use of the words 'local' ⁶ and 'regional' ⁷ when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.	December 2014	External Affairs Department & Business Department	Complete	The definition of 'local' and 'regional' will continue as documented.
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	External Affairs Department	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.

⁶ WGC defines 'local' as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata. This definition applies throughout the SIMP for all uses of the term.

⁷ WGC defines 'regional' as 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.

Reference ⁴	Action	Timeframe	Owner	Status	Progress Summary ⁵
	Short term - Cintellate entries to be monitored. Post - local economic analysis will identify other opportunities.				
Other	None.				

Indicators

EcI1. Total WGC expenditure including payroll and excluding payroll at local, regional, national and international scales (Business Department)

Baseline and 2015 Data				
	January – December 2014 (NZ\$) (Baseline)	January – December 2015 (NZ\$)	Percentage Change in value of expenditure	Percentage change in proportion of total expenditure
Expenditure including payroll				
Local	46,249,183 (30%)	37,999,961 (22%)	-18%	-8%
Regional	39,646,373 (26%)	38,323,186 (22%)	-3%	-4%
NZ	45,599,546 (30%)	73,163,396 (43%)	60%	+13%
Overseas	21,111,579 (14%)	22,364,519 (13%)	+6%	-1%
Total*	152,606,680	171,851,062	+13%	

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	January – December 2014 (NZ\$) (Baseline)	January – December 2015 (NZ\$)	Percentage Change in value of expenditure	Percentage change in proportion of total expenditure
Expenditure excluding payroll				
Local	31,878,183 (23%)	25,010,961 (16%)	-22%	-7%
Regional	39,646,373 (29%)	38,323,186 (24%)	-3%	-5%
NZ	45,599,546 (33%)	73,163,396 (46%)	+60%	+13%
Overseas	21,111,579 (15%)	22,364,519 (14%)	+6%	-1%
Total*	138,235,680	158,862,062	+15%	

*The figure includes all expenditures including procurement, payroll (if applicable), tax and royalties at applicable scales.⁸

Analysis

There are several factors that contribute to the differences seen in the 2014 and 2015 data, including:

- A key reason that local expenditure including payroll in 2015 was 18% less than in 2014 was predominantly because Macmahon was paid approximately \$10 million less in 2015 than 2014 as their contract was terminated (\$27m in 2014 compared to \$17m in 2015).
- A key reason that expenditure in New Zealand (NZ) in 2015 was more than in 2014 (by 60% both including and excluding payroll) was that production increased in 2014, leading to an increased amount of tax being paid to the NZ Government. Note that taxes are paid the following year (based on NZ tax year 1 April to 31 March) so that tax paid in 2015 partly reflects production in the 2014 financial year.

⁸ Regional figure excludes local spend, NZ excludes local and regional.

EcI2. Royalty and rate payments to government (Business Department)

Baseline and 2015 Data			
	July 2013 - June 2014 (NZ\$) (Baseline)	July 2014 – June 2015 (NZ\$)	Percentage Change
Hauraki District Council (HDC) Rates	575,700	610,836	+6%
Waikato Regional Council (WRC) Rates	41,635	59,895	+44%
	January – December 2013 (NZ\$) (Baseline)	January – December 2014 (NZ\$)	January – December 2015 (NZ\$)
Royalties to the NZ Government	2.094 million	2.56 million	2.204 million
Analysis			
Council rates paid to HDC and WRC increased by 6% and 44% respectively between FY14 and FY15. This increase occurred as a result of annual rate increases and because WGC owned more property in FY14 than FY15.			
Royalties paid to the NZ Government in 2015 were 14% lower than 2014 but 5% higher than in 2013 – this figure is based on gold production within the stated calendar year.			

EcI3. Percentage and number of local, regional, national and international companies participating in tenders (Business Department)

Baseline Data (2014)						2015 Data																																																																						
<table><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><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><tr><td>Crane - RFI</td><td>2</td><td>1</td><td>1</td><td></td><td></td></tr><tr><td>Number of tenders</td><td>7</td><td></td><td></td><td></td><td></td></tr><tr><td>Number of participants</td><td>22</td><td>2</td><td>3</td><td>8</td><td>9</td></tr><tr><td>Total</td><td></td><td>9%</td><td>14%</td><td>36%</td><td>41%</td></tr></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	Crane - RFI	2	1	1			Number of tenders	7					Number of participants	22	2	3	8	9	Total		9%	14%	36%	41%	2015 data is not available. Existing contracts/tenders were either extended or deferred and thus remained similar to the previous year (i.e. Baseline Data 2014) due to the transition period with the sale to OceanaGold.
								Tender	Participants (#)	Classification																																																																		
						Local	Regional			National	International																																																																	
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Analysis																																																																												
<p>While it is likely that the 2015 figures are similar to the baseline figures (2014), the data is not available at present. It is expected that the development of new processes (as described in mitigation action EcM2) should ensure that the 2016 figures provide a more comprehensive picture of the percentage and number of companies participating in tenders. For example, a process has been developed to identify all existing contracts and categorise them by product/service area to allow improved monitoring and further encourage local procurement.</p> <p>While the 2014 figures suggest that national and international tenders form a majority share of tenders received, in future years this indicator will enable monitoring of whether the increased focus on local procurement (see mitigation action EcM5) results in an increase in the percentage of local and regional companies participating in tenders.</p>																																																																												

EcI4. Percentage and value of tenders won by local, regional, national and international businesses (Business Department)

Baseline Data (2014)						2015 Data
						<p>2015 data is not available.</p> <p>Spend remained consistent with previous years, with requests for tenders being deferred to 2016 due to the transition period with the sale to OceanaGold (see EcI3).</p>
	Local	Regional	National	International	Value of Tender*	
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	-	
Total	29%	14%	29%	29%		
*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 awarded remained local.						
Analysis						
While it is likely that the 2015 figures are similar to the baseline figures (2014), the data is not available at present. It is expected that the development of new processes should ensure that the 2016 figures provide a more complete picture of the percentage and value of tenders won by local, regional, national and international businesses.						

EcI5. Proportion of suppliers for whom WGC contributes >50% of revenue, reported at local, regional, national and international scales (Business Department)

Baseline Data	2015 Data
N/A - First survey of suppliers conducted in 2015 (business perception survey).	Only 2% of surveyed local businesses (n=50) indicated revenue exposure of this scale (i.e. >50%). These businesses stated that they were direct suppliers to WGC.
Analysis	
<p>The following is based on analysis by Equab and Equab, who conducted the socio-economic study:</p> <p>The nature of WGC's business means that its regional, national and international suppliers do not have a high exposure to WGC. While the likelihood of exposure is higher at the local level, the agricultural industry also provides significant opportunities in the local and regional area and the geographic location of Waihi between Tauranga and Hamilton encourages businesses to service a wide area.</p> <p>Economic analysis of input-output links do not suggest high likelihood of many firms with greater than 50% revenue exposure to WGC.</p> <p>The current data that is available suggests that there is a low number of businesses that are dependent on WGC for more than 50% of their revenue, and WGC (the External Affairs Department) has a good understanding of who these businesses are.</p> <p>Data is not available to assess the level of indirect exposure that local and regional businesses have to the site and it is likely that any impact of recent changes at the site on indirectly exposed businesses and services would take several years to surface and be measurable. It could, however, be tracked through indicators such as school enrolment data (see indicator CI3), local employment and local spending. This data would provide insight into the potential effects of closure on the local economy due to indirect exposure to WGC.</p>	

EcI6. Summary results of knowledge, attitude and perceptions survey in relation to the economy, including WGC's approach to managing economy-related issues (External Affairs Department)

Baseline Data (2014)	2015 Data																																										
<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><tr><th>Response</th><th>Number</th><th>Percentage⁹</th></tr><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></table> <p>SIA - Summary of perceptions regarding continued contribution to the economy by WGC (2014):</p> <p>WGC contributes to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by WGC’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 WGC has a positive impact on the Waihi economy. This perspective was common to almost all participants, including</p>	Response	Number	Percentage ⁹	Very good	20	34%	Good	18	31%	Adequate	14	24%	Poor	4	7%	Very poor	2	3%	No response	0	0%	<p>Waihi Public Opinion Survey, Phoenix Research (November 2015):</p> <p><i>Impact of mining on economy of Waihi¹⁰</i></p> <table><tr><th>Response</th><th>Residents (%) (n=150)</th><th>Businesses (%) (n=50)</th></tr><tr><td>Very positive</td><td>39%</td><td>66%</td></tr><tr><td>Positive</td><td>44%</td><td>30%</td></tr><tr><td>Neutral</td><td>11%</td><td>2%</td></tr><tr><td>Negative</td><td>4%</td><td>0%</td></tr><tr><td>Very negative</td><td>1%</td><td>0%</td></tr><tr><td>Don’t know</td><td>1%</td><td>2%</td></tr></table> <p>The majority of residents and businesses interviewed stated that mining has a very positive or positive impact on the Waihi economy (83% and 96% respectively).</p> <p>Results from the survey suggest a number of benefits associated with the presence of mining in Waihi:</p> <ul style="list-style-type: none">• It supports other businesses to exist and grow, which encourages ‘talent’ to remain in town.• Local businesses develop business skills through working with the mine as the company has ‘high standards’ which encourages businesses to improve their own standards.	Response	Residents (%) (n=150)	Businesses (%) (n=50)	Very positive	39%	66%	Positive	44%	30%	Neutral	11%	2%	Negative	4%	0%	Very negative	1%	0%	Don’t know	1%	2%
Response	Number	Percentage ⁹																																									
Very good	20	34%																																									
Good	18	31%																																									
Adequate	14	24%																																									
Poor	4	7%																																									
Very poor	2	3%																																									
No response	0	0%																																									
Response	Residents (%) (n=150)	Businesses (%) (n=50)																																									
Very positive	39%	66%																																									
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Neutral	11%	2%																																									
Negative	4%	0%																																									
Very negative	1%	0%																																									
Don’t know	1%	2%																																									

⁹ Note that the sum does not equal 100% due to rounding.

¹⁰ The question asked was 'Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one'. Theme: Impact on mining on economy

<p>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 WGC's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst residents who had been negatively affected by WGC'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 WGC, 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 WGC.</p> <p>SIA – Summary of perceptions regarding continued financial reliance on WGC (2014):</p> <p>WGC'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 WGC 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>	<ul style="list-style-type: none"> • The mine has a commitment to support local suppliers and the local economy. • When mining is stable, it provides additional opportunities for local businesses, which can be leveraged across similar services and further afield. • Despite these benefits, larger businesses in Waihi reported that they did not view the mine as being responsible for helping them prepare for mine closure.
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Analysis
Public opinion, and especially the views of business owners, provides a very positive view on the contribution that WGC makes to the economy. One aspect of this indicator that was not included in the data reported this year is perceptions of how well WGC manages economy-related issues. This is an important aspect for understanding overall community confidence in WGC's ability to manage or mitigate any negative impacts that do arise (e.g. dependency, see Section 2.7 Future of Waihi and WGC Legacy for further detail) and its commitment and ability to enhance the anticipated positive impacts and benefits for the local community (e.g. local procurement).

EcI7. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding economy-related issues, including number of complaints, and WGC's average response rate (External Affairs Department)

Baseline Data	2015 Data
No stakeholder feedback, concerns or complaints received regarding economy-related issues.	No stakeholder feedback, concerns or complaints received regarding economy-related issues.
Analysis	
No feedback, concerns or complaints were received regarding economy-related issues, either in 2014 or 2015. This reflects the positive views received in the public opinion surveys.	

Other

N/A.

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Summary

Discussion	<p>While the sale of WGC to OceanaGold and the subsequent transition process means that some data is not available this year, available quantitative data and department-specific knowledge suggests that WGC continues to support the local, regional and national economy through payroll, procurement, taxes and royalties. In addition, public opinion is predominantly positive regarding WGC's impact on the economy, with business owners particularly positive.</p> <p>One factor that appears to support this positive view is the purchase of Newmont Waihi Gold (NWG) by OceanaGold, which the public associates with increasing the Life Of Mine and thus prolonging the economic benefits associated with WGC, particularly in comparison to NWG's expected Life Of Mine. In addition, it is anticipated by current WGC staff that OceanaGold's focus on using a locally-managed procurement function could see an increase in local and regional procurement over the coming years, which can be monitored through future SIMP annual reviews. At the same time, however, care will be required to ensure that potential issues of dependency are managed (see Section 2.7 Future of Waihi and WGC Legacy for further detail).</p> <p>Equab and Equab, who conducted the 2015 socio-economic study, suggested that the Martha Mine pit closure may provide an opportunity (by providing a 'case study') to assess the issue of dependency, and the impact of closure and subsequent reduced contribution (directly and indirectly) of WGC on the economy. While the pit closure and loss of contractor jobs in the local area does not yet appear to have had a large-scale negative impact on the economy (and the local community more generally), future SIMP annual reviews will continue to monitor the impact of changes at WGC on the economy.</p> <p>OceanaGold's data collection and management processes will ensure that data for all indicators is available for the 2016 Annual Monitoring Report.</p>
Compliance with other Correnso Consent Conditions	<p>All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

2.3 Employment

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of WGC's operating and commercial requirements.
Potential Impacts	<ul style="list-style-type: none"> Continued provision of employment; Continued contribution to the economy by WGC's employees and contractors; and Continued provision of training programmes.
Performance Goals	<p>(1) Promote the local sourcing of employees and contractors, and associated training and development opportunities.</p> <p>(2) Build an understanding of the local employment and training impacts and opportunities of WGC, and Correnso in particular, including reliance on this contribution.</p>

Mitigation and Management Activities

Reference	Action	Timeframe	Owner	Status	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	Complete	All SIMP employment indicators are now being tracked.
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	Complete	Same process will continue – i.e. preference will be given to local candidate/contractor if they have the relevant skills and experience for the role.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
EmM3	<p>Review and improve current level of responsiveness to job applicants.</p> <p>i) Local ad hoc applications – a letter is sent or phone call made within one week.</p> <p>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.</p>	December 2014	Human Resources Department	Complete	<p>i) Still follow the same procedure – i.e. a reply is given within one week of receipt of local ad hoc applications.</p> <p>ii) Same process but with a different recruitment model going forward (Success Factors).</p>
EmM4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required	Human Resources Department	Ongoing	Local employment goal achieved.
EmM5	Clarify and communicate the WGC definition of ‘local’ and ‘regional’ internally and externally as appropriate when describing employment activities and impacts,	December 2014	External Affairs Department & Human Resources Department	Ongoing	<p>Local and regional area boundaries remain the same.</p> <p>The definitions of ‘local’ and ‘regional’ have not yet been communicated. This will be done in 2016 and has been included in the 2016 Communication Plan.</p>

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Reference	Action	Timeframe	Owner	Status	Progress Summary
	<p>sensitive to the range of stakeholder interpretation.</p> <p>WGC 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>				
EmM6	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus on youth employment and training.	June 2015	Human Resources Department	Delayed due to sale, to be completed in 2016	OceanaGold are keen to review the apprenticeship programme in 2016 and consider taking on local school students.
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	Human Resources Department	Delayed due to sale, to be completed in 2016	This will be done through Success Factors recruitment module.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
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	Complete	Monitoring of progress relative to projections will focus on the direct output and employment effects (including contractors). See analysis in Section 2.2 (EcI5) for proposed approach to monitoring indirect impacts.
EmM9	Review and update WGC's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed in consideration of the SIMP and Correnso development, the findings of the socio-economic survey, perception survey and this 2015 SIMP Annual Monitoring Report will be used to further identify these impacts.
EmM10	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015	External Affairs Department	Complete	Reported in Q4 2015 Management Review.
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	External Affairs Department	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
	Short term - Cintellate entries will be monitored. Post – socio-economic analysis will identify additional indicators.				
Other	None.				

Indicators

EmI1. Number of WGC employees (Human Resources Department)

Baseline and 2015 Data			
	June 2014 (Headcount) (Baseline)	June 2015 (Headcount)	Percentage Change
Employees	112	108	-4%
Source: Human Resources Department records. Note there are small variations in the total number of employees reported in subsequent indicators, these variations occur because the headcount data relates to June 2015 while the employee survey took place in October 2015.			
Analysis			
There was a slight (4%) decrease in the number of employees between June 2014 and June 2015.			

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EmI2. Number of WGC contractors' employees (i.e. workforce employed by WGC key contractors that are working at WGC sites) (Human Resources Department)

Baseline and 2015 Data			
	June 2014 (headcount) (Baseline)	June 2015 (headcount)	Percentage Change
Contractors' employees	263	181	-31%
Source: Human Resources Department records. Note there are small variations in the total number of contractors' employees reported in subsequent indicators, these variations occur because the headcount data relates to June 2015 while the employee survey took place in October 2015.			
Analysis			
There was a significant reduction in the number of contractors' employees on site due to the Martha Mine pit slip in April 2015 and subsequent cancellation of a significant contract with Macmahon when the pit was closed in June 2015.			

EmI3. Percentage of employees living locally, tracking against 70% local employment goal (Human Resources Department)

Baseline and 2015 Data			
	2014 (Baseline)	June 2015	Percentage Change
WGC employees	89% (99 employees, headcount)	89% (92 employees, headcount)	0%
Source: Human Resources Department records based on contact data.			

Analysis

Despite a reduction in the number of employees who live locally, the percentage of employees has not changed (remaining at 89%) and continues to track above the local employment goal of 70% of employees living in the local area.

EmI4. Percentage of contractors' employees living locally (Human Resources Department)

Baseline and 2015 Data

	2014 (Baseline)*	2015**	Percentage Change
Contractors' employees living locally	80% (210 contractor employees, headcount)	84% (152 contractor employees, headcount)	As a percentage, 4% increase

*Estimated, source: SIA employee survey.¹¹

** Source: Human Resources Department records based on contact data.

Analysis

Despite a significant reduction in the number of contractors' employees (see EmI2), largely due to the Martha Mine pit slip in April 2015 and subsequent cancellation of the Macmahon contract when the pit was closed in June 2015, the percentage of contractors' employees living locally increased by 4%. There is an aim to continue encouraging contractors to support employment from the local area.

¹¹ The survey did not reach all contractors and some responses did not include a resident's location. Survey responses: 96.

Em15. Location of residence of non-local employees and contractors, reported by regional, national, international (Human Resources Department)

Baseline and 2015 Data			
	2014 (Baseline)	2015	Percentage Change
WGC employees			
Regional	10 (9%)	11 (11%)	+2%
NZ	1 (1%)	0 (0%)	-1%
Overseas	1 (1%)	0 (0%)	-1%
Contractors' employees			
Regional	Not available	27 (15%)	N/A
NZ	Not available	2 (1%)	N/A
Overseas	Not available	0 (0%)	N/A
Source: Human Resources Department records			
Analysis			
There was little change in the number of WGC employees who live outside the local area (whether that be in the region, NZ or overseas).			

EmI6. Location of job applicants - numbers/percentage reported locally, regionally, nationally, and internationally (Human Resources Department)

Baseline Data (2014)					2015 Data																																																									
<table><tr><th rowspan="2">Department</th><th rowspan="2">Job Title</th><th colspan="3">Applicants 2014*</th></tr><tr><th>Local</th><th>National</th><th>Overseas</th></tr><tr><td>Geology/ Exploration</td><td>Vacation Student - Geologist - NZ Applications Only*</td><td>11</td><td>33</td><td>33</td></tr><tr><td>Human Resources</td><td>Human Resources Advisor</td><td>11</td><td>5</td><td>7</td></tr><tr><td>Mine Operations</td><td>Vacation Student - Metallurgist</td><td>1</td><td>0</td><td>0</td></tr><tr><td>Mine Operations</td><td>Vacation Student - Mining Engineer</td><td>1</td><td>0</td><td>0</td></tr><tr><td>Process Maintenance</td><td>Mill Operator</td><td>0</td><td>61</td><td>16</td></tr><tr><td>HSLP</td><td>HSLP Superintendent</td><td>3</td><td>3</td><td>8</td></tr><tr><td>Mine Operations</td><td>Graduate Surveyor - NZ Applications Only*</td><td>2</td><td>3</td><td>3</td></tr><tr><td>Mine Operations</td><td>Graduate Geotechnical Engineer - NZ Applications Only*</td><td>0</td><td>8</td><td>5</td></tr><tr><td>Mine Operations</td><td>Graduate Mining Engineer - NZ Applications Only*</td><td>0</td><td>7</td><td>29</td></tr></table>					Department	Job Title	Applicants 2014*			Local	National	Overseas	Geology/ Exploration	Vacation Student - Geologist - NZ Applications Only*	11	33	33	Human Resources	Human Resources Advisor	11	5	7	Mine Operations	Vacation Student - Metallurgist	1	0	0	Mine Operations	Vacation Student - Mining Engineer	1	0	0	Process Maintenance	Mill Operator	0	61	16	HSLP	HSLP Superintendent	3	3	8	Mine Operations	Graduate Surveyor - NZ Applications Only*	2	3	3	Mine Operations	Graduate Geotechnical Engineer - NZ Applications Only*	0	8	5	Mine Operations	Graduate Mining Engineer - NZ Applications Only*	0	7	29	2015 data is not available.				
							Department	Job Title	Applicants 2014*																																																					
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Mine Operations	Graduate Geotechnical Engineer - NZ Applications Only*	0	8	5																																																										
Mine Operations	Graduate Mining Engineer - NZ Applications Only*	0	7	29																																																										
Two roles were advertised in 2015 only. The two successful candidates live locally.																																																														
<table><tr><th rowspan="2">Department</th><th rowspan="2">Job Title</th><th colspan="3">Applicants 2015**</th></tr><tr><th>Local</th><th>National</th><th>Overseas</th></tr><tr><td>Site Services</td><td>Contracts Administrator</td><td colspan="3">Not available</td></tr><tr><td>Site Services</td><td>Site Services Coordinator</td><td colspan="3">Not available</td></tr></table>					Department	Job Title	Applicants 2015**			Local	National	Overseas	Site Services	Contracts Administrator	Not available			Site Services	Site Services Coordinator	Not available																																										
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Site Services	Contracts Administrator	Not available																																																												
Site Services	Site Services Coordinator	Not available																																																												
**Information regarding the location of applicants was not available due to the Human Resources Department no longer having access to the Newmont recruitment database.																																																														

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Geology/Exploration	Geological Technician Under Ground (UG)	16	8	29
ESR	Senior Environmental Advisor - Monitoring	0	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”.				
Analysis				
<p>The 2015 data shows a significant reduction in the number of jobs advertised in comparison to 2014. The main reason for this change was that there was a recruitment freeze in place during most of 2015 due to the sale of WGC to OceanaGold.</p> <p>While data on the number of applicants was not available in 2015 due to a change in data collection and storage processes with the sale to OceanaGold, this data will be collected from February 2016 through a new system, allowing for the future reporting of this data.</p>				

Em17. Average response time to job applicants (in line with recruitment procedure) (Human Resources Department)

Baseline Data	2015 Data
<p>Recruitment and Selection Standard Operating Procedure to be updated to reflect the response times as follows:</p> <ul style="list-style-type: none"> i) Local ad hoc applications – a letter sent or phone call made within one week. ii) Advertised positions through Taleo - auto response acknowledgement letter generated on application. Once the 	<p>The maximum response time to job applicants is seven days:</p> <ul style="list-style-type: none"> i) Applicants receive an automated email response notifying them that their application has been received. ii) WGC then waits for the job advertisement to close before reviewing applicants, after which applicants are notified whether

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position is filled and the successful applicant has started work, unsuccessful applicants receive auto generated letter within two weeks.	they have been successful or unsuccessful – this can take some time. This process remains unchanged despite a change from the Taleo system to the Success Factors recruitment module and OceanaGold's relevant policy and procedures will be updated to reflect this.
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Analysis

There has been little change to the timing in which job applicants receive a response over the past twelve months. The automatic email response ensures they receive an instant initial notification. Final notification can take some time depending on the length of the selection process which is influenced by a range of factors including the availability of the successful candidate. An average time is therefore not available.

EmI8. Number and percentage of employees: by gender; and who identify as being of Māori descent (Human Resources Department)

Baseline and 2015 Data

	June 2014 (Baseline)	June 2015	Percentage Change
Male	89 (78%)	88 (81)*	+3%
Female	25 (22%)	20 (19%)*	-3%
Māori descent	16 (14%)	11 (14%)**	0%

*WGC records.

**Source: Employee Survey, Phoenix Research (December 2015), 79 employees completed the question, from a total of 103 employees at the time of the survey.

Analysis

Minor changes are noted in the proportion of male and female employees, there are no obvious reasons for this.

WGC's new recruitment system will enable monitoring of the proportion of employees who identify as being of Māori descent, however, it is noted that this is an optional question which some people choose not to answer. Based on survey data, the percentage of employees who identify as being of Māori descent did not change in the past twelve months.

EmI9. Number and percentage of contractors' employees: by gender; and who identify as being of Māori descent (Human Resources Department)

Baseline and 2015 Data

	2014 (Baseline)*	2015	Percentage Change
Male	167 (96%)	166 (92%)**	-4%
Female	7 (4%)	15 (8%)**	+4%
Māori descent	61 (35%)	32 (30%***	-5%

*Macmahon and Leighton employees only – based on Employee Survey.

**WGC records (June 2014). The above figure for female employees differs slightly to the Employee Survey due to some smaller contractors who have a number of female employees (United Cleaning and Safe & Sound not being included in the survey).

***Employee Survey, Phoenix Research (December 2015), 106 contractor employees completed the survey with 181 contractor employees at the time of the survey.

Analysis

Minor changes are noted in the proportion of male and female contractors' employees, as well as for those who identify as being of Māori descent, there are no obvious reasons for this.

Only a proportion of contractors responded to the question relating to Maori descent and these figures therefore reflect the proportion of those respondents. This will always be an optional question so it will be challenging to collect comparable data year on year.

EmI10. Number of employees and contractors who participated in WGC or external training programmes, by topic area (e.g. workplace health and safety, technical skills)

Baseline and 2015 Data

Training Category	Training Subject	No. Attendees	
		2014 (Baseline)	2015
Health & Safety	General & Site Specific Inductions	320	325
	Manual Handling/Back Care	19	0
	Fatigue Management	54	0
	Fall Arrest	36	15
	4WD Driving Training	13	0
	Risk Management	19	19
	Establish Risk Management System	0	3
	Establish Occupational Health & Safety (OH&S) Management System at Extractive Site	0	3

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	Incident Investigation & Management	0	41
	Radiation Safety Training	0	18
	Confined Space	0	15
	Fire Extinguisher	0	24
	Stop & Think	0	64
	Safedrill	35	0
Emergency Response	Muster Warden Training	13	0
	Rapid Response	14	0
	Cyanide Emergency Response	17	34
	Work Place First Aid	64	31
	Spill Response	2	0
	Develop Emergency Response Management Plan	0	10
Community Training	Cultural Awareness Training	34	283
	Media Training	9	0
	Equal Opportunities	10	0
Technical Training	B Grade Quarry Workshop	6	0
	Computer Training	6	0
	Contract Management	28	0
	Forklift Operation	12	21

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	HSNO Approved Handler	4	18
	HT Licence	2	0
	HV Switching	18	0
	MAF Accredited Person	2	0
	Rock Breaker Operation	7	0
	Regulatory Requirements	0	9
	Electrical Competence	0	5
	Site Traffic Management Supervisor Refresher	0	2
	Certificate IV in Training & Assessment	0	2
	In-house Auditor Training	0	9
Transition Training	Various data bases and systems in preparation for completion of sale of WGC to OceanaGold	0	90
Total number of participants		744	1041
Total number of training subjects		24	22

Analysis

While the total number of training subjects was similar (24 in 2014 compared to 22 in 2015), there was a 40% increase in the number of training attendees (rising from 744 in 2014 to 1041 in 2015), noting that some employees may have attended multiple programs.

Two key types of training that occurred in 2015 were:

- Cultural awareness training, with 283 participants, up from the 2014 figure of 34, which reflects the focus placed on this training programme in 2015; and

- Various forms of Transition Training, with 90 participants, following the sale of WGC to OceanaGold and the subsequent need for staff to learn a number of new databases and systems.

While many of the subjects were only addressed in one year (i.e. either 2014 or 2015), there were some exceptions, for example:

- General & Site Specific Inductions were attended by 320 participants in 2014 and 325 participants in 2015; and
- Risk Management, Fall Arrest, Cyanide Emergency Response, Work Place First Aid, Forklift Operation, HSNO Approved Handler Training occurred in both 2014 and 2015.

EmI11. Number of students, graduates and unskilled residents who participated in formal training processes with WGC (Human Resources Department)

Baseline and 2015 Data

	2014 (Baseline)	2015
Vacation students	4	1
Graduates	3	0
Unskilled residents	Data not available	0

Analysis

While WGC took on three graduates at the end of 2014, none were taken on in 2015 due to the anticipated sale. The number of vacation students has also reduced.

While no unskilled residents were employed in 2015, it is expected that this will be increased in 2016 as there are a number of roles that will be advertised for unskilled local employees.

EmI12. Percentage of students, graduates and unskilled residents who participated in formal training processes with WGC and received casual, part time or fulltime/permanent employment with WGC, or another company, as a result (Human Resources Department)

Baseline Data	2015 Data
In 2014, one of the graduates noted above (EmI11) received full-time employment with WGC.	No new graduates in 2015.
Analysis	
No new graduates received employment in 2015 as there was a recruitment freeze due to the sale of WGC to OceanaGold.	

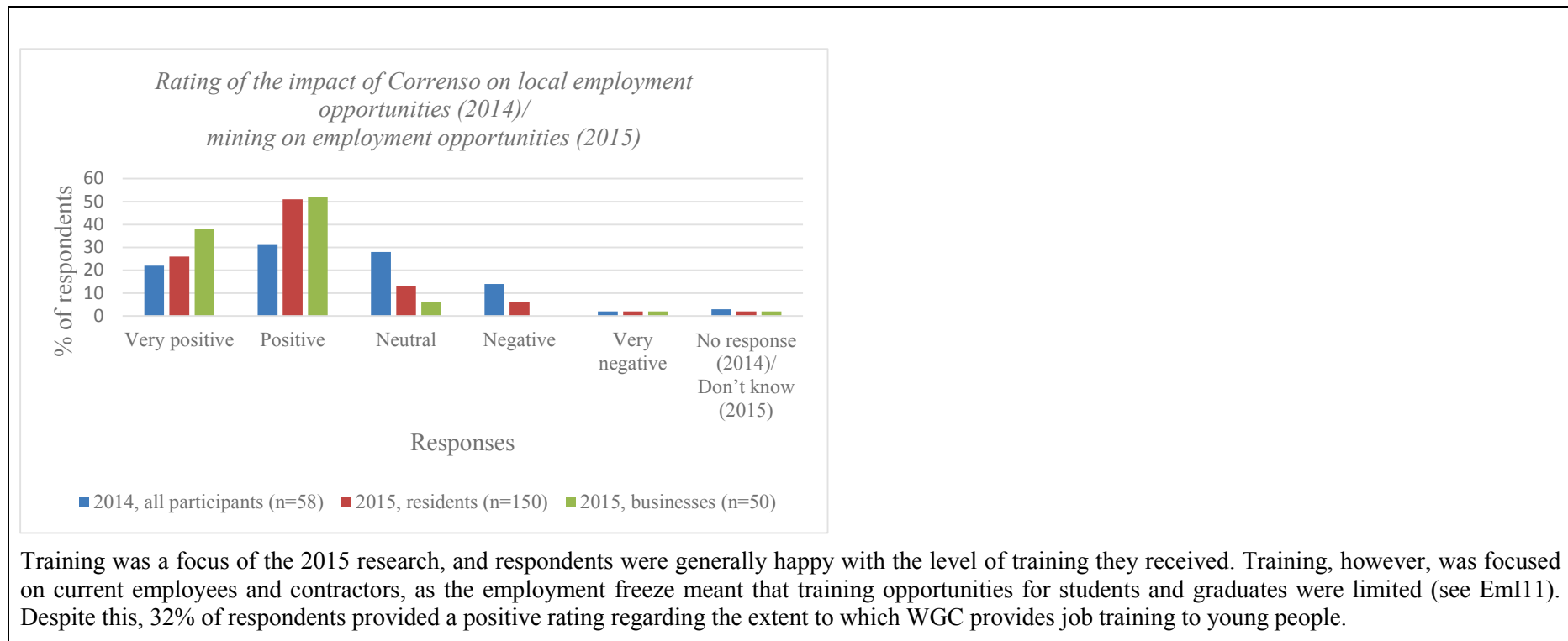
EmI13. Summary results of knowledge, attitude and perceptions survey in relation to local employment and training, including WGC's approach to managing employment- and training-related issues (External Affairs Department)

Baseline Data (2014)	2015 Data																														
<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><tr><th>Response</th><th>#</th><th>%</th></tr><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></table>	Response	#	%	Very positive	13	22%	Positive	18	31%	Neutral	16	28%	Negative	8	14%	Very negative	1	2%	No response	2	3%	<p>Waihi Public Opinion Survey, Phoenix Research (November 2015):</p> <p>When asked about the main benefits of mining, 71% of residents of indicated that the employment opportunities provided through mining in Waihi, and the Correnso Underground Mine particular, were a key benefit. This was further supported by an additional question which asked about the level of impact that mining has on employment opportunities.</p> <p><i>Impact of mining on employment opportunities¹²</i></p> <table><tr><th>Response</th><th>Residents (n=150)</th><th>Businesses (n=50)</th></tr><tr><td>Very positive</td><td>26%</td><td>38%</td></tr><tr><td>Positive</td><td>51%</td><td>52%</td></tr></table>	Response	Residents (n=150)	Businesses (n=50)	Very positive	26%	38%	Positive	51%	52%
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Response	Residents (n=150)	Businesses (n=50)																													
Very positive	26%	38%																													
Positive	51%	52%																													

¹² The question asked was 'Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one'. Theme: Impact of mining on employment opportunities.

SIA - Summary of perceptions regarding continued provision of employment (2014): WGC 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. Information provided by WGC indicates that the Correnso development will maintain current employment levels rather than increasing them. SIA - Summary of perceptions regarding continued contribution to the economy by WGC's employees and contractors (2014): Stakeholders raised the positive economic impacts of this employment on the local and district economy. A proportion of wages paid to WGC's employees and contractors is spent in Waihi, thus contributing to its economy, regardless of whether the employee or contractor lives in Waihi. SIA - Summary of perceptions regarding continued provision of training programmes (2014): WGC provides training to its employees and also supports graduates through its graduate programme. While there is scope for further training opportunities, the extent of current training opportunities provided by WGC appear not to be well known by community members.	Neutral	13%	6%
	Negative	6%	0%
	Very negative	2%	2%
	Don't know	2%	2%
	The majority of residents (77%) and businesses (90%) indicated that mining has a positive or very positive impact on employment opportunities in Waihi.		
Mining was also perceived as providing its workers with a high level of training and transferable skills sets, for example, responses referred to the opportunity for apprenticeships, and on-site training (e.g. related to workplace health and safety), although others suggested that many mining jobs require significant levels of training and experience which local people may not have (meaning that non-locals receive these jobs).			
When asked to 'rate Waihi Gold for some of the things it does, by giving points out of ten' (where ten means the company does it 'extremely well'), 32% of respondents rated the company between eight and ten in terms of 'providing job training to young people', while 34% responded 'no opinion/don't know'.			
Qualitative responses provided a mixture of perceptions, with some respondents feeling positively about future employment at the mine. Others pointed to issues such as the slip in the Martha Mine pit or the potential sale of the company (at the time of the survey, the sale had not been completed) as factors leading to some uncertainty regarding employment. There were also some perceptions that the new operations (e.g. Correnso) did not lead to additional employment but instead led to the continuation of existing levels of employment.			
Feedback - External Affairs Department - regarding effect of Martha Mine pit slip on employment:			
In addition to the qualitative data collected via the Public Opinion Survey, the External Affairs Department provided feedback indicating that some members of the public assumed that those who worked in the pit had lost their			

	<p>jobs as soon as the pit slip occurred, however, they spent a couple of months being paid to do community work until the decision was made to close the pit.</p> <p>Employee Survey, Phoenix Research (December 2015) - regarding training: Employees and contractors were asked about the training they have received. Over 95% of employees had participated in one or more forms of training in the past year, and the majority had participated in two forms of training.</p> <p><i>Satisfaction with training</i></p> <table border="1"> <thead> <tr> <th>Response</th><th>Percentage</th></tr> </thead> <tbody> <tr> <td>Very satisfied</td><td>17%</td></tr> <tr> <td>Satisfied</td><td>51%</td></tr> <tr> <td>Neutral</td><td>22%</td></tr> <tr> <td>Dissatisfied</td><td>4%</td></tr> <tr> <td>Very dissatisfied</td><td>4%</td></tr> <tr> <td>Not answered</td><td>2%</td></tr> </tbody> </table> <p>The survey report also noted that: “Those who had had health and safety training were more positive about their training than others (90% "satisfied"/"very satisfied").”</p>	Response	Percentage	Very satisfied	17%	Satisfied	51%	Neutral	22%	Dissatisfied	4%	Very dissatisfied	4%	Not answered	2%
Response	Percentage														
Very satisfied	17%														
Satisfied	51%														
Neutral	22%														
Dissatisfied	4%														
Very dissatisfied	4%														
Not answered	2%														
Analysis															
<p>While it is difficult to directly compare the two years of data, a few similarities and differences stand out.</p> <p>Overall, there is a positive view towards the influence of mining/Correnso on employment (see figure below). While the question was not precisely replicated, the 2015 survey suggests that views towards employment have remained positive, despite the Martha Mine pit slip that led to reduced employee/contractor numbers. Businesses provided a higher number of ‘very positive’ responses than residents, with fewer businesses perceiving the impact as being neutral or negative than residents. Over time, continued use of such survey questions will provide a more detailed understanding of perceptions around employment.</p>															



EmI14. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding employment-related issues, including number of complaints, and WGC's average response rate (External Affairs Department)

Baseline Data	2015 Data
No stakeholder feedback received regarding employment-related issues.	No stakeholder feedback, concerns or complaints received regarding employment-related issues.
Analysis	
No feedback, concerns or complaints were received regarding employment-related issues, either in 2014 or 2015. This reflects the positive views received in the public opinion surveys.	

Other

N/A.

Summary

Discussion	<p>On the whole, WGC completed its employment-based mitigation actions this year, although one activity, communicating the definitions of 'local' and 'regional' will be undertaken in 2016. Other activities, such as the revitalisation of the apprenticeship programme, have also been flagged as activities to be focused on in 2016.</p> <p>The largest change seen between baseline and 2015 figures is the number of contractors working at WGC, with a 31% decrease. This drop was a direct result of the Martha Mine pit slip and subsequent closure of the pit, which was identified as a key challenge although WGC's response to this situation, including the organisation of the Macmahon employment workshop (see Section 2.1 Report Summary for further detail) was seen favourably by many stakeholders suggesting that mitigation actions put in place were appropriate. There were either no or only very slight changes in the proportion of employees and contractors living locally and men versus women, while those who identify as being of Māori descent decreased slightly (5%).</p> <p>While employment figures and demographic data did not change significantly, other events had a more substantial influence on employment and training at WGC, including the:</p> <ul style="list-style-type: none"> • Employment freeze put in place during the sale and transition process;
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	<ul style="list-style-type: none"> • Reduction in graduates and vacation students who took part in formal training; and • Focus on cultural awareness training run by the Iwi Advisory Group (with all but two employees and contractors completing it) and various Transition Training (required to assist employees and contractors to learn OceanaGold's processes etc.). <p>Despite some uncertainty that preceded the finalisation of the sale (during which time the public opinion survey was conducted) and the implications of the Martha Mine pit slip on employment, the public indicated they felt positively about the impact of mining activities on employment.</p> <p>With the transition process now largely complete, it is expected that new opportunities will be available for employment including that of Apprenticeships in 2016.</p>
Compliance with other Correnso Consent Conditions	All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

2.4 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	(1) Monitor the Waihi property market to understand what effect WGC's operations may be having. (2) Manage and minimise WGC's negative impacts on property and the property market. (3) Promote a high level of community understanding of WGC's approach to managing its impacts on property.

Mitigation and Management Activities

Reference	Action	Timeframe	Owner	Status	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	Complete	All SIMP property indicators are now being tracked.
PM2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed	Annual	External Affairs Department	Ongoing	Top-Up Programme reviewed and qualifying area reduced to closely align with CEPA area. ¹³ Properties in close proximity to location of mining receive maximum benefit.

¹³ When the company initially applied for Consent for Correnso, they applied for a large area (Golden Link), of which about half was approved, the CEPA area. In 2015, the Top-up Programme area was reduced so as to align with the CEPA area. The change occurred primarily in response to increased sales in the area without the use of top-ups. The Top-up Programme was not designed as a permanent programme, rather, it was designed to be in place for 2.5 years after granting of Consent, i.e. it will cease in approximately mid-March 2016. It was put in place to help people through an initial period and evidence from the valuation experts shows that the influence of Correnso on the property market has reduced, hence sales are occurring without top-ups.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
	fairly, and is commensurate with the effects experienced.				<p>Amenity Effect Programme (AEP) payments based on blast monitoring, with those experiencing higher levels of vibration from blasts receiving the highest level of payment.</p> <p>Ex-gratia payments and property purchase carried out as per requirements of Correnso Underground Mine Consent Conditions 46-61.</p>
PM3	Investigate concerns about the quality of WGC's own vibration monitoring and opportunities for HDC's role in independent monitoring and develop an appropriate response, in co-ordination with HDC.	May 2015	External Affairs Department	Complete	<p>HDC undertakes independent monitoring using its own sound and vibration monitoring equipment. HDC equipment is of a similar standard to the WGC equipment, but they have less of it.</p> <p>To get a representative number of readings to develop an understanding of vibration effects on a property, with the relatively few blast events and wide-ranging blast locations, a monitor ideally needs to be at a property for a month. Because of this, the HDC monitor is often employed elsewhere when a new request is made. The potential for WGC to undertake vibration monitoring at a property when the HDC equipment is utilised elsewhere has been discussed, but it is agreed that such a practice would only be undertaken at the request of the resident (i.e. HDC would advise that their monitor</p>

Reference	Action	Timeframe	Owner	Status	Progress Summary
					was unavailable and that the resident could approach WGC through the normal channels).
PM4	<p>Review and revise the WGC complaints management system, including:</p> <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	Complete	<p>Blasting communicated via email, text, phone calls and website, with blast notification to advise residents one minute prior to blast.</p> <p>Concerns are documented and reported. All complaints are reported at the daily management meeting and included in weekly and monthly reports; and any trends are discussed at management review meetings.</p> <p>A change, made in 2014, is that an answering machine is now used. People who call are asked to leave a message unless the matter they are calling about requires immediate attention in which case they will be connected to someone who can assist. The new option still provides 24 hour coverage and those who leave a message are responded to on the next business day.</p>
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	Complete	IRP Roles & Responsibilities reviewed and updated in 2015.

Reference	Action	Timeframe	Owner	Status	Progress Summary
PM6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.	June 2015	External Affairs Department	In progress, due to be completed in 2016	To be implemented in 2016 with indicators for WCF and IRP based on agreed terms of reference.
PM7	Develop and implement a property divestment strategy.	March 2015	Business Department	Under review due to sale to OceanaGold	Property divestment strategy has been developed – implementation was delayed due to sale of WGC to OceanaGold as the Life Of Mine has been extended.
PM8	Review and update WGC's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed in consideration of the SIMP and Correnso development, the findings of the socio-economic survey, perception survey and this 2015 SIMP Annual Monitoring Report will be used to further identify these impacts.
PM9	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to property.	Quarterly	External Affairs Department	Ongoing	Progress on actions in WGC Stakeholder Engagement Plan related to property reported in Q4 Management Review.
PM10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).	Ongoing	External Affairs Department	Ongoing	All property related issues responded to in line with SOP.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
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.	June 2015	External Affairs Department	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.
Other	None.				

Indicators

PI1. Amenity Effect Programme (AEP): number of recipients; and total spend for the payment period (External Affairs Department)

Baseline and 2015 Data		
AEP payments (2007-2016):		
AEP Payments	Amount Paid	Number of Recipients
2007 Jan – Dec	\$196,000	132
2008 Jan – Jun	\$78,000	142
2008 Jul – Dec	\$95,000	130
2009 Jan – Jun	\$58,000	128
2009 Jul – Dec	\$66,000	114
2010 Jan – Jun	\$94,000	443
2010 Jul – Dec	\$216,000	308

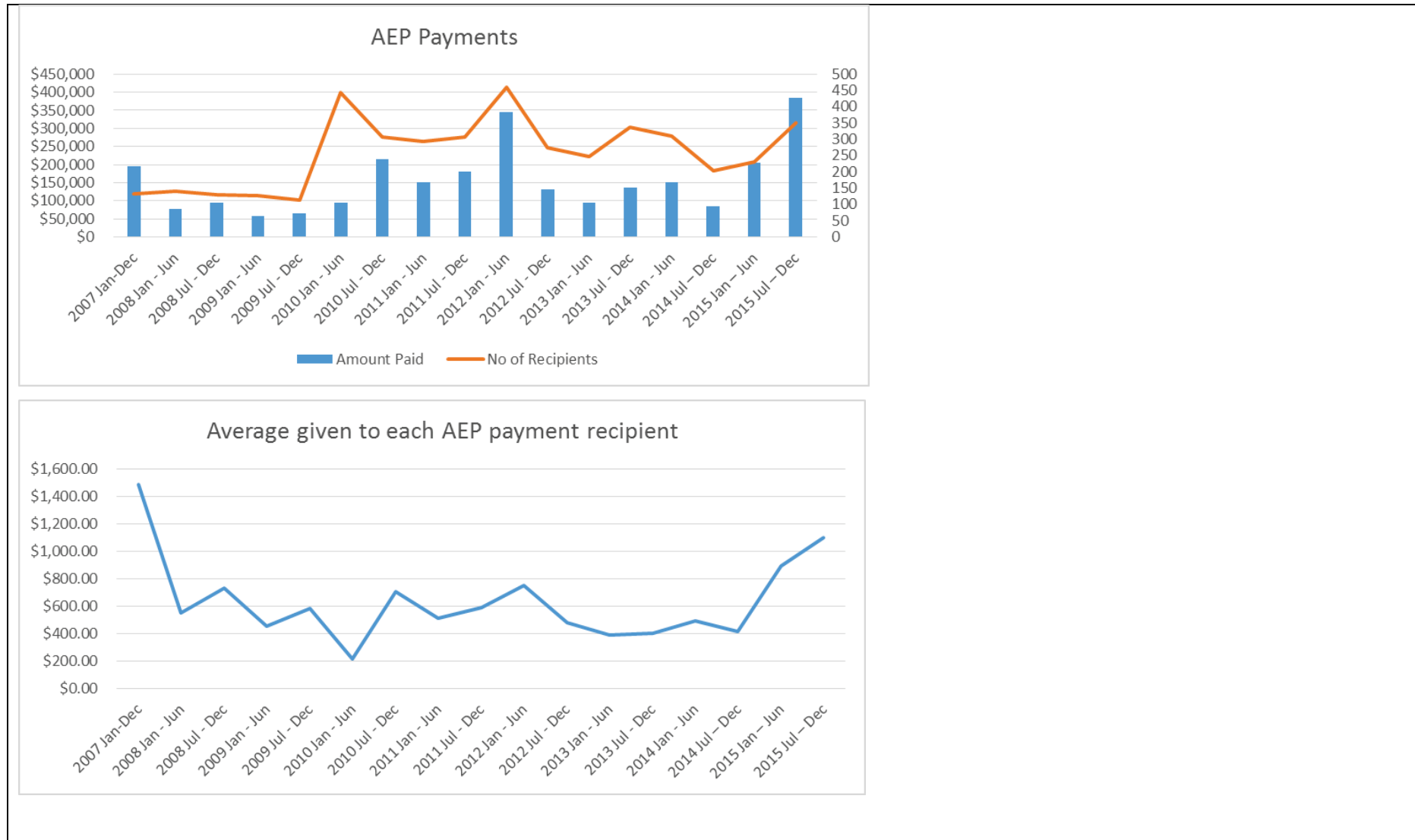
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2011 Jan – Jun	\$150,000	293
2011 Jul – Dec	\$180,000	306
2012 Jan – Jun	\$345,000	460
2012 Jul – Dec	\$131,000	274
2013 Jan – Jun	\$95,000	246
2013 Jul – Dec	\$136,000	337
2014 Jan – Jun	\$152,000	310
2014 Jul – Dec	\$84,500	203
2015 Jan – Jun	\$204,800	230
2015 Jul – Dec	\$385,000	350
Total	\$2,666,300	

Analysis

The total amount provided through AEP payments and the number of AEP payment recipients has both increased and decreased over time, as has the average amount provided to each recipient (see graphs below). The total amount and average amount provided to recipients in January - June 2015 was higher than in the previous 2.5 years, and rose significantly in July - December 2015. A key reason for this is that production (stope) blasting, which occurs under the town, began towards the end of the January - June 2015 period and continued in July - December 2015.



PI2. Number of WGC rental residential properties in the Correnso project area (Business Department)

Baseline and 2015 Data			
	2014 (Baseline)	2015	Percentage Change
WGC rental properties in the CEPA.	22	31	+41%

Analysis			
<p>The number of WGC rental properties in the CEPA increased by 41% from 22 in 2014 to 31 in 2015. This increase is closely linked to the Property Purchase Programme as, according to Correnso Consent Condition Number 46, WGC is required to make an offer to purchase properties when active mining is occurring under legal title.</p> <p>In 2015, there was a purchase round due to the new location of underground stopes, and while not everyone elected to sell their property, those that were purchased have led to the increased number of rental properties owned by WGC (see PI3).</p>			

PI3. Number of WGC-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories (Business Department)

Baseline and 2015 Data			
	2014 (Baseline)	2015	Percentage change
Residential Properties	78	87	+12%
Sections of Land	56	57	+2%

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Commercial Properties	5	5	0%
Unusable properties (subsidence zone)	66	66	0%
Other (Mill, Tailings Storage Facility, Underground Portal, Open Pit)	11	11	0%
Total Assets	216	226	+5%

Analysis			
<p>The data in PI3 is directly related to PI2, i.e. properties were bought by WGC in 2015 as part of the Property Purchase Programme.</p> <p>Ten residential properties were purchased in 2015 (out of the 22 offers that were made in 2014 and 2015), with two property owners yet to decide whether to sell their property), one house was demolished leading to a 12% increase in residential properties and a 2% increase in sections of land owned.</p> <p>Those residents that elected to remain at their property received an ex gratia payment equal to 5% of property value.</p>			

PI4. Proportion of Waihi's total residential properties owned by WGC (Business Department)

Baseline and 2015 Data			
	2014 (Baseline)	2015	Percentage Change
Residential Properties*	3.4%	4.2%	+0.8%

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

Analysis
There was a slight increase in the proportion of residential properties owned by WGC as it purchased ten properties in 2015, as outlined in PI3.

PI5. Proportion of WGC-owned properties in the CEPA rented by WGC employees (Business Department)

Baseline Data (2014)	2015 Data
WGC properties in the CEPA area rented by WGC employees: 0 (out of 22)	WGC properties in the CEPA area rented by WGC employees: 1 (out of 31)
Analysis	
In 2015, one employee rented a WGC house in the CEPA area.	

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 (External Affairs Department)

Baseline Data							2015 Data						
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	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 14	72	65	7	\$205,540	\$227,212	\$180,357
Jul – Dec 08	16	15	1	\$246,906	\$272,000	\$210,000	Jan – Jun 15	96	86	10	\$234,606	\$232,824	\$222,500
Jan – Jun 09	27	20	7	\$216,778	\$224,750	\$194,357	Jul – Dec 15	113	82	31	\$226,974	\$244,074	\$233,629

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

Source: TelferYoung 2014 – reporting period to be adjusted to calendar year for future reports

Note: Data refers to residential sales with land area up to 1,600m² and includes properties sold with top-up.

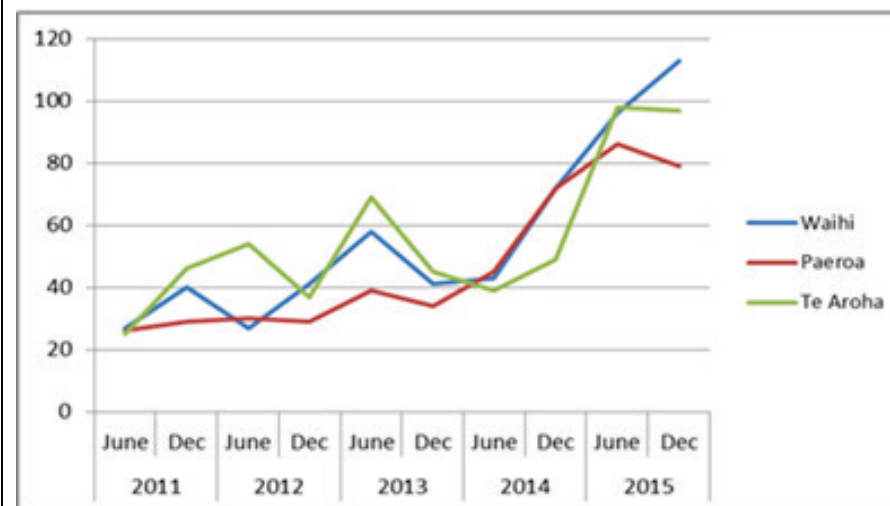
Data for activity in comparable markets was not available.

Source: TelferYoung 2015.

These figures include properties sold with top-ups.

Note: Data refers to residential sales with land area less than 1,300m².¹⁴ A number of properties have been sold in Waihi East with a land area greater than this and have therefore been excluded from the total number of sales above.

Activity in comparable markets



¹⁴ Note – the change in the figure related to land area, responds to an update provided by TelferYoung.

Analysis

Relative to comparable markets, the volume of sales taking place in Waihi during each of the six month periods followed a similar pattern of activity compared to Paeroa and Te Aroha until June 2015, when the last six months sales in Te Aroha and Paeroa plateaued. Meanwhile, Waihi has had a further increase in sales activity over the most recent six month period (TelferYoung 2015).

In regards to sale prices, Waihi appears to reflect a national trend as there is presently a housing boom across the country, which is also affecting the local area. Housing prices have risen in Auckland and there was suggestion by those consulted during preparation of the 2015 SIMP Annual Monitoring Report that some residents are choosing to sell their property and relocate to rural and regional areas, such as Waihi, where housing prices are lower in comparison.

Concerns regarding the presence of mining in Waihi have reduced in recent times, as seen by the reduction in complaints associated with Perceived Property Damage (See PI10), and this may also be reflected in a decreased reluctance to buy in Waihi East, however, this has not been verified in public opinion surveys, etc.

PI7. Top Up programme data: a) number of applications received; b) number of applications approved; and number of properties settled (External Affairs Department)

Baseline and 2015 Data			
<i>Applications 2012 to end December 2015</i>			
	Applications Received	Applications Approved	Properties Settled
2012	22	19	15
2013	34*	37*	27
2014	23	14	9
2015	40	39	27**
<p>*Note the original figures were reviewed in 2015 and an error was identified, the figures provided here are therefore different to the figures provided in the 2014 SIMP Annual Monitoring Report.</p> <p>**6 properties remain to settle in 2016 and 6 approved top-ups failed to progress in 2015 as a result of issues identified during the conditional period – e.g. inability to arrange finance, building reports, etc.</p>			
Analysis			
One reason for the higher number of top-up applications may be the increase seen in the number of house sales (see PI6).			

PI8. Number of WGC fixed point vibration monitors (Environment Department)

Baseline Data	2015 Data
18 fixed point vibration monitors in total, 10 of which are located in the Correnso area.	18 fixed point vibration monitors in total, 10 of which are located in the Correnso area.

Analysis

The number of fixed point vibration monitors has not changed since 2014. They are located in strategic positions based on the location of the Correnso ore body.

PI9. Summary results of knowledge, attitude and perceptions survey in relation to property, including WGC's approach to managing property-related issues (External Affairs Department)

Baseline Data (2014)	2015 Data																																																			
<p>SIA Engagement (2014):</p> <p><i>How confident are you that Newmont is managing any impacts of Correnso on local property? (Survey size: 58)</i></p> <table><tr><th>Response</th><th>Number</th><th>Percentage</th></tr><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></table> <p><i>How confident are you in Newmont's management of blasting noise and vibration? (Survey size: 58)</i></p> <table><tr><th>Response</th><th>Number</th><th>Percentage</th></tr><tr><td>Very confident</td><td>11</td><td>19%</td></tr><tr><td>Quite confident</td><td>23</td><td>40%</td></tr></table>	Response	Number	Percentage	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%	Response	Number	Percentage	Very confident	11	19%	Quite confident	23	40%	<p>Waihi Public Opinion Survey, Phoenix Research (November 2015):</p> <p><i>How confident are you that Waihi Gold is managing any impacts on local property?</i>¹⁵</p> <table><tr><th>Response</th><th>Residents (n=150)</th><th>Businesses (n=50)</th></tr><tr><td>Very confident</td><td>25%</td><td>26%</td></tr><tr><td>Quite confident</td><td>23%</td><td>24%</td></tr><tr><td>Moderately confident</td><td>25%</td><td>32%</td></tr><tr><td>Slightly confident</td><td>13%</td><td>10%</td></tr><tr><td>Not at all confident</td><td>10%</td><td>6%</td></tr><tr><td>Don't know</td><td>4%</td><td>2%</td></tr></table> <p>Approximately half of residents and businesses interviewed (48% and 50% respectively) are either "very" or "quite" confident that WGC is managing any impacts on local property. 23% of residents and 16% of businesses indicated</p>	Response	Residents (n=150)	Businesses (n=50)	Very confident	25%	26%	Quite confident	23%	24%	Moderately confident	25%	32%	Slightly confident	13%	10%	Not at all confident	10%	6%	Don't know	4%	2%
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¹⁵ The question asked was 'Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one'. Theme: Managing any impacts on property.

Moderately confident	14	24%
Slightly confident	2	3%
Not at all confident	8	14%
No response	0	0%

How confident are you that Newmont is managing any impacts of Correnso on land stability? (Survey size: 58)

Response	Number	Percentage
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%

SIA - Summary of perceptions re: structural property damage and reduced amenity (2014):

The potential for structural damage to property relates to the effects of vibration from underground blasting, tunnelling, dewatering and associated subsidence and land settlement. WGC has a Property Damage programme to respond to property damage that occurs due to its operations.

Historically, Waihi has experienced a number of subsidence events that remain in the communities' collective memory and influence views.

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 WGC mining activity. Many people feel no or minor shaking, while others regularly feel stronger shaking.

that they are "slightly confident" or "not at all confident" that the company is managing any impacts on local property.

Of the factors that respondents felt were disadvantages of the current mining operation, 20% of businesses and 19% of residents indicated the negative impact on property values/houses being difficult to sell.

Qualitative feedback from stakeholders (as described by Phoenix Research) indicated concerns regarding:

- A minority of residents that are most directly affected by negative impacts of mining, e.g. due to impacts related to noise, vibrations and property values, even though there is a perception that these are being addressed; and
- The property purchase program, particularly whether enough offers have been made.

Further qualitative data provides some reflection on perceptions regarding the management of these effects, for example:

- "Vibration, you can't get away from it. There's gotta be vibration, there's gotta be noise. There were good offers and good compensation packages to people who were really upset."*
- "A few of the residents get rattled by the vibration, they've got a few things they've got to put up with ... dust monitoring here, it's better than in other towns."*
- "There needs to be more buy-up of properties, a few more houses in critical areas, they're buying them up slowly, just doing as planned."*

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<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, and 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 WGC would address any damage.</p> <p>SIA - Summary of perceptions re: distribution of financial compensation (2014):</p> <p>WGC 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 Correnso development are not restricted to the people living directly above the mine, and were not satisfied with either the Consent Conditions or WGC's assessment of its effects.</p>	
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Analysis

While the proportion of respondents who are “moderately confident” that WGC is managing impacts on property has increased, the proportion of those that responded that they are “not at all confident” has decreased, as has the proportion of those who feel “very confident” or “quite confident”. There were some differences between the wording of the 2014 and 2015 surveys that may influence these results and thus the use of comparable survey questions and methods will be important in 2016 and future years.

Confidence in management of impacts on property (with 2014 having a specific focus on Correnso)



Factors such as vibration, noise and other amenity affects continue to be raised as issues by a selection of residents (see Section 2.7 Future of Waihi and WGC Legacy, Indicator FI3 for further detail), as were concerns regarding property prices, although property sales data (see PI6) suggests that property prices have increased.

PI10. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding property-related issues, including number of complaints and WGC's average response rate (External Affairs Department)

Baseline and 2014 Data

Complaints related to Perceived Property Damage

	Complaints re. Perceived Property Damage	Average Response Rate (Days)**
Jan – Dec 2014*	23	4
Jan – Dec 2015	15	14
% change	-35%	+250%

* None of the complaints relate specifically to Correnso operations.

** There is an immediate response to the stakeholder when they call to report property damage. The number of days is the average time taken to conduct property inspections. The time taken to arrange a suitable time to conduct the property inspection can vary depending on the availability of the stakeholder and their willingness to have the inspection carried out. There was one case in 2015 when, following the receipt of a complaint relating to property damage, 57 days passed before the stakeholder was available to have a property inspection completed. Examples such as this affect the average response rate.

Other Stakeholder Engagement Related to Property

Nature of Communication	# 2014 Contacts	# 2015 Contacts	Percentage Change
House available for Rent	1	1	0%
Information request for due diligence	9	36	300%
Information request – general	5	2	-60%
IRP Process	3	0	n/a

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Loss of equity	3	0	n/a
Request for WGC to purchase property	5	6	20%
Top-up	12	8	-33%
Inability to sell property	3	0	n/a
AEP Enquiries	9	8	-11%

Additional information about complaints regarding dust, blasting, noise and vibration is outlined in Section 2.7 (FI3).

Analysis

The number of complaints regarding perceived property damage decreased by 47% from 23 in 2014 to 15 in 2015. The reasons for this are not clear, however, potential contributing reasons for this reduction are that:

- While there was negative anticipation about how the Correnso development was going to operate and the damage this may cause to property, residents have not experienced the negative impacts they expected and complaints have therefore reduced or their complaints have been satisfactorily addressed in the past; and/or
- WGC has purchased a number of houses from residents and the tenants that now live in these homes may be less likely to raise a complaint regarding property.

These insights could be further tested and explored through the 2016 community perception survey.

Additional detail is available on the HDC website: http://www.hauraki-dc.govt.nz/our_district/mining/monitoring/complaints

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 (External Affairs Department)

Baseline Data	2015 Data
As of December 2014, no property damage complaints were received whereby damage was determined to be attributable to the Correnso operations.	As of December 2015, no property damage complaints were received whereby damage was determined to be attributable to the Correnso operations.

Analysis
<p>In the past two years, no complaints have been received whereby damage was determined to be attributable to the Correnso operations.</p> <p>When a complaint is made, and depending on the response by the complainant, the following groups can be involved in investigating the complaint and nature of the damage:</p> <ul style="list-style-type: none"> • WGC; • An appropriately qualified independent third party; and • The IRP shall mediate the dispute, however, in the event that the IRP cannot conduct this arbitration function the Council shall mediate the dispute under the same terms as the IRP.

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 (External Affairs Department)

Baseline Data	2015 Data
None.	None.
Analysis	
No complaints have been referred to IRP for arbitration to date.	

Other

N/A.

Summary

Discussion	The potential for the Correnso development to have a negative impact on property in Waihi East was raised as a key concern in the Correnso SIA (2014), and the number of management activities put in place to mitigate potential negative impacts reflects this.
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	<p>These mitigation actions have now been in place since at least 2014 (and many earlier) and have been widely used, e.g. AEP payments (as required under Correnso Consent Conditions) and the Top-up Programme (a voluntary WGC initiative).</p> <p>While many indicators reflect the increased activity at Correnso, e.g. the number of AEP payment recipients and the average payment received both increased in 2015 due to production blasting, the increase in Waihi East sales and average sale price (PI6) and reduced number of complaints and repeat complainants (PI10) suggests that concerns around property damage and potential impacts on property values may have fallen somewhat. Property sales, however, are also influenced by factors such as the more general housing boom occurring at the national level, so future SIMP reviews will be better placed to assess property trends.</p>
Compliance with other Correnso Consent Conditions	<p>All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

2.5 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 dissension; and Continued participation of WGC's employees and contractors in community life.
Performance Goals	(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	Owner	Status	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	Complete	All SIMP community indicators are now being tracked.
CM2	Monitor community sentiment towards WGC, particularly that of residents in East Waihi, and maintain involvement with WCF.	Annual	External Affairs Department	Ongoing	Monitor sentiment through local newspaper, social media and feedback through Stakeholder Engagement Line. Continued involvement with WCF, at least one WGC representative at every meeting.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
CM3	Regularly update the community about WGC's operational plans through community meetings, local radio and newspapers.	Ongoing	External Affairs Department	Ongoing	Community updated through monthly Question & Answer sessions on Gold FM, community meetings, regular updates in Waihi Leader, East-ender newsletter to Waihi East residents to advise monthly mining schedule.
CM4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	March 2015	External Affairs Department	Delayed due to sale, to be completed in 2016	The OceanaGold Community Investment Strategy is currently being developed.
CM5	Review Education Centre programme to assess opportunities with local schools.	June 2015	External Affairs Department	Complete	Schools programme implemented to take school groups (pre-school and up) through the 'Underground Experience'. Visits to Waihi East School to teach children about blasting and vibration.
CM6	Review and update WGC's Stakeholder Engagement Plan in consideration of community impacts.	January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed in consideration of the SIMP and Correnso Development, the findings of the socio-economic survey, perception survey and this 2015 SIMP Annual Monitoring Report will be used to further identify these impacts.
CM7	Report on progress and performance of actions contained within WGC's	January 2015	External Affairs Department	Complete	Reported in Q4 Management Review Presentation.

Reference	Action	Timeframe	Owner	Status	Progress Summary
	Stakeholder Engagement Plan in relation to community impacts.				
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	Complete	Feedback mechanism in place.
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	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.
Other	None.				

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Indicators

CI1. Number of WGC employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services (External Affairs Department)

Baseline Data (2014)			2015 Data								
SIA Employee Survey (2014): <i>How do you get involved in the Waihi Community? (Survey size: 112)</i>			Employee Survey, Phoenix Research (December 2015): <i>Estimated number of employees involved in voluntary community activities</i>								
Participation Type	#	%	Participation Type	Active		Regular		Irregular		Total	
Community group	13	12%		#	%	#	%	#	%	#	%
Emergency services	12	11%	Service organisation	5	2	8	3	58	21	71	26
Religious group	7	6%	Community volunteer (e.g. meals on wheels)	5	2	2	1	66	23	73	25
School	19	17%	Arts/cultural group	3	1	6	2	63	22	72	25
			Education	2	1	9	3	60	21	71	25
			Church group	3	1	3	1	64	23	70	25
			Other	12	4	3	1	38	14	53	19
Analysis											
While approximately one-quarter of respondents indicated that they participate in each form of voluntary community activity, it is difficult to compare this to the baseline data due to the different way in which these activities were defined. The 2015 data suggests that, while many participate in activities, the majority do so irregularly.											

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CI2. Number of WGC employees and contractors who participate in, or volunteer for, local sports and recreational groups (External Affairs Department)

Baseline Data (2014)			2015 Data									
SIA Employee Survey (2014): <i>How do you get involved in the Waihi Community? (Survey size: 112)</i>			Employee Survey, Phoenix Research (December 2015): <i>Estimated number of employees involved in sport (defined in the survey under voluntary community activities)</i>									
Participation Type	#	%										
Sport and recreation	48	44%										
			Participation Type		Active		Regular		Irregular		Total	
					#	%	#	%	#	%	#	%
			Community sports organisation		18	6	46	16	71	25	135	47
Analysis												
Similarly to 2014, participation in sports and recreational groups was higher than participation in voluntary groups listed in CI1, suggesting that the main way that WGC employees and contractors participate in the community is through sport. The percentage of active and regular participants in community sports organisations is also higher than participation rates for voluntary groups listed in CI1 (2015).												

CI3. Number of children of WGC employees and contractors who attend local schools (Human Resources Department)

Baseline Data	2015 Data										
2014 data was not available.	<p>Employee Survey, Phoenix Research (December 2015):</p> <p><i>Estimated number of children whose parents work in mining</i></p> <table> <tr> <th>Type of School/Facility</th><th>Estimated Number of Children*</th></tr> <tr> <td>Daycare centre</td><td>45</td></tr> <tr> <td>Kindergarten</td><td>14</td></tr> <tr> <td>Primary school</td><td>94</td></tr> <tr> <td>College</td><td>71</td></tr> </table> <p>*Note that these figures are an estimate only, extrapolated from employee survey data and based on a number of assumptions.</p>	Type of School/Facility	Estimated Number of Children*	Daycare centre	45	Kindergarten	14	Primary school	94	College	71
Type of School/Facility	Estimated Number of Children*										
Daycare centre	45										
Kindergarten	14										
Primary school	94										
College	71										
Analysis											
<p>The number of children whose parents work in mining attending school in 2015 was estimated by Phoenix Research based on a number of assumptions. It was not possible to verify the data with local schools due to privacy regulations.</p> <p>2015 was the first time that data has been collected in relation to this indicator. It is understood that this data is difficult to collect on an ongoing basis and therefore it is recommended that the use of this indicator be reviewed to identify the most meaningful way to assess the positive and negative impacts that Correnso has on local school enrolments.</p>											

CI4. Expenditure on ‘community investment’ activities, including in-kind contributions (External Affairs Department)

Baseline and 2015 Data			
	2014 (Baseline) (NZ\$)	2015 (NZ\$)	Percentage Change
Expenditure	314,646	315,845	+0.4%

Analysis			
Overall expenditure on ‘community investment’ activities remained relatively stable between 2014 and 2015 (with a slight increase).			

CI5. Number of community investment recipients, by organisation type (External Affairs Department)

Baseline and 2015 Data			
Organisation Type	Number 2014	Number 2015	Percentage Change
Sporting	17	14	-18%
Environmental	1	2	+100%
Education	12	11	-8%
Arts/Culture	9	3	-67%
Health	4	0	-100%
Youth	4	2	-50%
Community	12	6	-50%
Elderly	1	1	0%
Total	60	39	-35%

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Analysis

There was a 35% reduction in the overall number of community investment recipients between 2014 and 2015. A key reason for this is that WGC received fewer requests than in previous years.

While the number of recipients decreased, the total amount of funding increased (see CI4), suggesting larger contributions were provided to those who did apply.

CI6. Expenditure on local schools, as a total and by school (External Affairs Department)

Baseline and 2015 Data

School	2014 (\$NZ)	2015 (\$NZ)
Primary schools		
Waihi Central	10,000	10,000
St Josephs	10,000	10,000
Waimata	10,000	10,000
Waikino	10,000	10,000
Waihi Beach	10,000	10,000
Schools and education service providers in the Correnso area		
Waihi East	90,000	90,000
Waihi Kindergarten	30,000	30,000
First Steps Day Care	20,000	20,000
Somerset Day Care	10,000	10,000
Secondary schools		
Newmont Waihi Gold Waihi College Trust	40,000	40,000
Total	240,000	240,000

Analysis

There was no change in the payments made to schools between 2014 and 2015.

CI7. Number of mine tours conducted at site (External Affairs Department)

Baseline and 2015 Data

	2014	2015	Percentage Change
Number of Tours	215	185	-14%

Analysis

Several factors contributed to the reduced number of mine tours conducted on site in 2015:

- The closure of the pit has meant there is less interest in carrying out a tour because there is little activity to be seen at much of the operation; and
- One group that used to be a regular visitor to the site no longer visits Waihi.

CI8. Number of WCF meetings attended by WGC employees/representatives (External Affairs Department)

Baseline Data	2015 Data
Twenty WCF meetings were held during the period and all were attended by at least one WGC representative.	Eighteen WCF meetings were held during the period and all were attended by at least one WGC representative.

Analysis

Members of WCF have continued to meet fortnightly. Minutes of these meetings are shared on the WCF website. A key project that the WCF worked towards in 2015 was the development of the Community Greenspace, with a recent decision to create this space in Waihi East at Waihi East School (one of WGC's key achievements, see Section 2.1).

CI9. Summary results of knowledge, attitude and perceptions survey in relation to community, including WGC's response to community-related issues (External Affairs Department)

Baseline Data	2015 Data																					
<p>SIA - Summary of perceptions re: continued investment in the community (2014):</p> <p>WGC 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. WGC 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 WGC’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> <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>Waihi Public Opinion Survey, Phoenix Research (November 2015) – re: Waihi Gold’s relationship with the community and community investment:</p> <p><i>How Waihi Gold manages its relationship with the community of Waihi</i>¹⁶</p> <table><tr><th>Response</th><th>Residents (n=150)</th><th>Businesses (n=50)</th></tr><tr><td>Very well</td><td>46%</td><td>50%</td></tr><tr><td>Well</td><td>34%</td><td>42%</td></tr><tr><td>Neutral</td><td>13%</td><td>4%</td></tr><tr><td>Poorly</td><td>4%</td><td>2%</td></tr><tr><td>Very poorly</td><td>1%</td><td>0%</td></tr><tr><td>Don’t know</td><td>2%</td><td>2%</td></tr></table> <p>The majority of residents and businesses (79% and 92% respectively) perceive the company as managing its relationship with the community either “very well” or “well”.</p> <p>When asked about the benefits and disadvantages of ‘<i>the current gold mining by Waihi Gold in Waihi, and the Correnso Underground Mine in particular</i>’ one of the most commonly perceived benefits was associated with the support provided by the company to organisations connected with the town, for example, through sponsorships and donations (39% of residents, n=150, and 36% of businesses, n=50 gave this response). In addition, 23% of residents</p>	Response	Residents (n=150)	Businesses (n=50)	Very well	46%	50%	Well	34%	42%	Neutral	13%	4%	Poorly	4%	2%	Very poorly	1%	0%	Don’t know	2%	2%
Response	Residents (n=150)	Businesses (n=50)																				
Very well	46%	50%																				
Well	34%	42%																				
Neutral	13%	4%																				
Poorly	4%	2%																				
Very poorly	1%	0%																				
Don’t know	2%	2%																				

¹⁶ The question asked was ‘Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one’. Theme: Manages its relationship with community of Waihi.

<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 WGC’s employees and contractors in community life (2014):</p> <p>In addition to maintaining an existing workforce, WGC 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>	<p>and 34% of businesses referred to the support/services that the company provided to schools and education.</p> <p>Waihi Public Opinion Survey, Phoenix Research (November 2015) – re: opinions about the Correnso Underground Mine:</p> <p><i>Opinions about Correnso Underground Mine</i>¹⁷</p> <table><tr><th>Response</th><th>Residents (n=150)</th><th>Businesses (n=50)</th></tr><tr><td>Strongly in favour</td><td>50%</td><td>54%</td></tr><tr><td>Moderately in favour</td><td>15%</td><td>28%</td></tr><tr><td>A little in favour</td><td>3%</td><td>2%</td></tr><tr><td>Neutral</td><td>22%</td><td>14%</td></tr><tr><td>A little not in favour</td><td>0%</td><td>0%</td></tr><tr><td>Moderately not in favour</td><td>3%</td><td>0%</td></tr><tr><td>Strongly not in favour</td><td>6%</td><td>2%</td></tr><tr><td>Don’t know</td><td>1%</td><td>0%</td></tr></table> <p>The majority of residents and businesses indicated that they feel “strongly” or “moderately in favour” of the Correnso Underground Mine (65% and 82% respectively). Those with a connection to the mine (e.g. those who work in mining or have a household member or relative who does) were more likely to indicate that they are “strongly in favour” (71%) than those who do not have a connection (43%).</p> <p>A small proportion of residents and businesses indicated that they are “moderately” or “strongly not in favour” (9% and 2% respectively) of the</p>	Response	Residents (n=150)	Businesses (n=50)	Strongly in favour	50%	54%	Moderately in favour	15%	28%	A little in favour	3%	2%	Neutral	22%	14%	A little not in favour	0%	0%	Moderately not in favour	3%	0%	Strongly not in favour	6%	2%	Don’t know	1%	0%
Response	Residents (n=150)	Businesses (n=50)																										
Strongly in favour	50%	54%																										
Moderately in favour	15%	28%																										
A little in favour	3%	2%																										
Neutral	22%	14%																										
A little not in favour	0%	0%																										
Moderately not in favour	3%	0%																										
Strongly not in favour	6%	2%																										
Don’t know	1%	0%																										

¹⁷ Two questions were asked, worded in the survey as: 1) *This question is about the benefits and disadvantages of the current gold mining by Waihi Gold in Waihi and the Correnso Underground Mine in particular: Main benefits / Main disadvantages.* 2) *Considering everything you have said, would you summarise your overall opinion about mining in Waihi as being: in favour; not in favour; neutral? Is that: strongly, moderately, only a little?.*

	<p>Correnso Underground Mine, with a higher proportion of respondents who did not indicate that they are ‘in favour’ of the mine instead selecting the ‘neutral’ option.</p> <p>Waihi Public Opinion Survey, Phoenix Research (November 2015) – re Cohesion:</p> <p>Qualitative responses collected through the survey suggest:</p> <ul style="list-style-type: none"> • Overall, the Waihi community is cohesive, sharing a sense of place and appreciation of the lifestyle; • ‘There is a level of effective social integration within the Waihi community. While there are divisions in views, and in particular, about mining, Waihi is not a starkly divided town’; • Divisions may be political rather than associated with mining, and some are based on an historical legacy; and • There are socio-economic differences and newcomers need to integrate into the town, where a proportion have long ties to the area. <p>The mix of responses related to mining are seen in the verbatim responses included in the survey report, for example:</p> <ul style="list-style-type: none"> • <i>"It's a knitted community, pretty close, can be difficult at times, some people are for mining, some people are against the mining."</i> • <i>"We're all different, we recognise we're all different, people have different views, different political allegiances and all the rest, BUT this is our place, and there's just a sense of within the community."</i> • <i>"Sentiments about mining are below the surface. There are people who have a strong feeling that mining is a positive, and others, a small group, are negative. There's a lot of people that sit in the middle. ... I think a lot of people that come into town and express anti-mining feelings would then be told by some that that's not what Waihi is about, that it is a gold mining town, if you don't like it – LEAVE – that type of approach – and then the same from the other end, you come in saying 'yeah, yeah, gold</i>
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	<i>mining's really good' and then the anti-mining people will say then 'oh well you've got no care for the environment'."</i>
Analysis	
<p>Overall there is a strong perception within the community that WGC is managing its relationship with the community well (or even very well).</p> <p>While the quantitative survey questions do not provide specific information about the specific nature of the management that constitutes it being done well, the additional comments provide further detail. In particular, the support that the company gives to local organisations, schools and community groups through donations and sponsorships continues to be an important factor, as it was in 2014.</p> <p>A key overall factor in terms of community relations is the level of support for the mine. While in 2014 there was suggestion of some division (although it is difficult to understand what proportion of the community was feeling a high level of concern), and the qualitative data collected through the public opinion survey also provided a mixture of responses, the 2015 quantitative public opinion survey results regarding opinions of the Correnso mine are substantially positive, with 65% of residents and 82% of businesses involved in the public opinion survey indicating they were moderately or strongly in favour of the mine.</p> <p>In 2014, there was also suggestion of division between schools that received different levels of funding based on their location (i.e. with those schools in the Waihi East receiving additional funds) and also between residents based on the location of their property. The results of the 2015 surveys do not highlight these issues, however, future surveys could be used to continue to monitor whether community relations issues are different in different areas of Waihi. This monitoring, however, would require a large enough survey sample size to provide an adequate number of responses to make location-specific analysis meaningful, and would also require survey respondents to identify their location, e.g. through providing the name of their street.</p>	

CI10. Summary results of feedback mechanism for community investment programmes, including the Education Centre (External Affairs Department)

Baseline and 2015 Data						
<i>Community Investment Feedback – community donations 2014 and 2015</i>						
Question	Source of Information	2014 (Baseline)		2015		Percentage change in proportion
		#	% of Total	#	% of Total	
How did you learn about the WGC Community Investment Programme?	Website	4	14	2	11	-3%
	Had received previous sponsorships	5	18	7	37	+19%
	Local Knowledge	10	36	2	11	-25%
	Word of Mouth	2	7	3	16	+9%
	Newspaper Advertising	4	14	4	21	+7%
	Not indicated	3	11	1	5	-6%
	TOTAL	28		19		
How do you acknowledge WGC's donation?	Public Notice	5	8	1	4	-4%
	Letter of thanks	21	34	10	38	+4%
	Use of WGC promotional material	8	13	3	12	-1%
	Newspaper article	8	13	5	19	+6%
	Signage	11	18	7	27	+9%
	Other	9	15	0	0	-15%
	TOTAL	62		26		

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Feedback for the Education Centre Programme was received from teachers as follows:

Assessment Questions	2014 - % of responses (n=25)						2015 - % of responses (n=21)						Key
	1	3	5	7	10	Not Indicated	1	3	5	7	10	Not Indicated	
Is Community Investment advertising adequate?	0	4	20	32	44	0	0	0	0	40	53	7	1 – Poor 3 – Below average 5 – Average 7 – Above average 10 - Excellent
Is the evaluation criteria communicated adequately?	0	12	4	40	44	0	0	0	0	27	67	7	
Is the time taken to process applications reasonable?	0	0	4	12	84	0	0	0	0	13	80	7	
Is the amount of money donated adequate?	0	0	4	16	80	0	0	0	7	13	73	7	
Is the evaluation fair & equitable?	0	0	0	24	72	4	0	0	0	20	73	7	
Have you received help before?	Yes = 22; No = 3						Yes = 14; No = 1						

	2014 (% of total)						2015 (% of total)					
Assessment Questions	1	3	5	7	10	Total	1	3	5	10	Total	
Pre-visit information was adequate	0	0	0	31	69	26	0	5	18	77	22	
Education Officer's presentation was appropriate	0	0	0	4	96	26	0	0	0	100	22	
Activities were age appropriate for students	0	0	0	4	96	26	0	0	0	100	22	
Activities were linked to the curriculum	0	0	0	4	96	26	0	0	5	95	21	
Time spent on activities was appropriate	0	0	8	8	85	26	0	0	9	91	22	
Scope was allowed for follow-up activities	0	0	0	12	88	26	0	0	9	91	22	
I would recommend the Education Centre to other teachers as:	0	0	0	8	92	26	0	0	0	100	21	
Analysis												
Overall, feedback has remained positive, with little change.												
The question 'have you received support before', suggests there are a number of groups who receive support on a regular basis (e.g. in 2015, 14 out of 15 respondents had received support before), although it is not known to what extent they rely on this funding.												

CI11. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding community investment or participation-related issues, including number of complaints, and WGC's average response rate (External Affairs Department)

Baseline Data	2015 Data
No complaints received about community investment in 2014. Received 24 letters of thanks from recipients of community donations.	One complaint was received about community investment in 2015 – with the complainant voicing concern over the suitability of a potential recipient of the donation. Received 19 letters of thanks from recipients of community donations.
Analysis	
One complaint was received in 2015, which was responded to by WGC. WGC continues to receive largely positive feedback from community organisations on its community investment programs, reflecting the positive results in the public opinion survey.	

Other

N/A.

Summary

Discussion	<p>WGC continues to contribute to the local community through the support it provides to local organisations including schools and community groups, while WGC employees and contractors contribute through their participation in sport and other community activities. In addition, WGC provides opportunities for members of the community to participate in WGC activities, such as mine tours.</p> <p>The value of these contributions and WGC's regular communication with the community is reflected in the positive results seen in the public opinion survey, which indicated positive results regarding WGC's management of community-related issues and the public's opinion of the Correnso development.</p> <p>One aspect of the community that is not yet specifically monitored is the extent of community cohesion. While the issue of community division has been raised in the past, e.g. in the 2014 SIA and 2015 public opinion survey, the extent to which it exists is not well understood.</p>
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	The issue of sustainable community investment is important so as to ensure community and other organisations do not become overly dependent on support they receive, although it is noted that fewer groups applied for funding in 2015.
Compliance with other Correnso Consent Conditions	All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

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2.6 Health and Wellbeing

Objective	Respond to community anxiety and uncertainty regarding WGC'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 WGC's understanding of its role in relation to health and wellbeing impacts. (2) Promote community understanding of WGC's operations, including mining noise, vibration and future plans. (3) Build confidence in WGC'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	Owner	Status	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	Complete	All SIMP health and wellbeing indicators are now being tracked.
HM2	Review and implement, where appropriate, the remedial and mitigating actions proposed by WGC's consultant clinical psychologist, ¹⁸ incorporating findings from the SIA.		External Affairs Department	Complete	<p>All remedial and mitigating actions have been implemented and the consultant clinical psychologist has not made further recommendations.</p> <p>In particular, WGC invested significant effort to put automated</p>

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

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Reference	Action			Timeframe	Owner	Status	Progress Summary
							<p>blast notification devices in place – this has now been completed and appears to be working well.</p> <p>WGC are currently conducting a review of the feedback received on the blast notification system. They sent a questionnaire to residents prior to them using the devices and have recently sent a follow-up questionnaire to find out if the system has been useful in reducing the sense of being startled when a blast occurs. WGC is still waiting for the majority of the questionnaires to be returned to see the types of improvements people would like to see made to the system. Initial questionnaires have requested, for example, the use of different music and/or louder music.</p>
	Suggested Mitigation	WGC 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				
	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				

Reference	Action			Timeframe	Owner	Status	Progress Summary
			6-monthly from March 2015				
	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 windows as per Consent Conditions	In place				

Reference	Action			Timeframe	Owner	Status	Progress Summary
	blasting to be predictable	Blast notification system	May 2015				
HM3	Continue to monitor and review employee wellbeing through WGC employee surveys.			Annual	Human Resources Department	Ongoing	An annual employee survey was carried out October 2015, which included questions about some basic health and well-being indicators. Additional health and wellbeing programmes will be implemented during 2016. These will take the form of a monthly health focus e.g. hydration, skin care, heart health etc. with relevant education included.
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	Ongoing	This is done daily and reported at the daily meeting with end of month reporting.
HM5	Review and update WGC'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			January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed in consideration of the SIMP and Correnso development, the findings of the socio-economic

Reference	Action	Timeframe	Owner	Status	Progress Summary
	format for the public to understand and; the blasting notification programme.				survey, perception survey and this 2015 SIMP Annual Monitoring Report will be used to further identify these impacts. Additional review may be required focused specifically on those considered vulnerable.
HM6	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015	External Affairs Department	Complete	Reported in Q4 Management Review presentation.
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	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.
Other	None.				

Indicators

HI1. Summary results of knowledge, attitude and perceptions survey in relation to health, including WGC's approach to managing health-related issues (External Affairs Department)

Baseline Data	2015 Data																																										
<p>SIA Engagement (2014):</p> <p><i>How do you rate the impact of Correnso on your health and wellbeing?</i> (Survey size: 58)</p> <table><tr><th>Response</th><th>Number</th><th>Percentage</th></tr><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><tr><td>Very negative</td><td>5</td><td>9%</td></tr><tr><td>No response</td><td>4</td><td>7%</td></tr></table> <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</p>	Response	Number	Percentage	Very positive	10	17%	Positive	9	16%	Neutral	23	40%	Negative	7	12%	Very negative	5	9%	No response	4	7%	<p>Waihi Public Opinion Survey, Phoenix Research (November 2015) – impact of mining on health:</p> <p><i>Impact of mining on your health and wellbeing</i>¹⁹</p> <table><tr><th>Response</th><th>Residents (n=150)</th><th>Businesses (n=50)</th></tr><tr><td>Very positive</td><td>17%</td><td>44%</td></tr><tr><td>Positive</td><td>32%</td><td>22%</td></tr><tr><td>Neutral</td><td>37%</td><td>32%</td></tr><tr><td>Negative</td><td>8%</td><td>2%</td></tr><tr><td>Very negative</td><td>2%</td><td>0%</td></tr><tr><td>Don’t know</td><td>4%</td><td>0%</td></tr></table> <p>The majority of residents and businesses perceived that mining has a very positive or positive impact on their health and wellbeing (49% and 66% respectively). Of the remainder, the majority perceived that mining has no impact on their health (i.e. by selecting ‘neutral, 37% of residents and 32% of business owners). A small proportion of respondents indicated that mining has a negative impact on their health.</p>	Response	Residents (n=150)	Businesses (n=50)	Very positive	17%	44%	Positive	32%	22%	Neutral	37%	32%	Negative	8%	2%	Very negative	2%	0%	Don’t know	4%	0%
Response	Number	Percentage																																									
Very positive	10	17%																																									
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Very negative	2%	0%																																									
Don’t know	4%	0%																																									

¹⁹ The question asked was 'Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one'. Theme: Impact on health and wellbeing.

<p>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 WGC.</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 WGC'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 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>	<p>Half (49%) of residents interviewed are positive ("very positive"/"positive") regarding the impact of mining on their health and wellbeing. Many (37%), are "neutral". One-in-ten residents rate the impact of mining on their health and wellbeing as "negative".</p> <p>Two-thirds of business owners interviewed are positive ("very positive"/"positive") about personal health and wellbeing impacts, and almost all of the remainder are "neutral", while 2% indicated a negative opinion.</p> <p>Trends indicated that those who were in favour of the mine were more likely to consider it having a positive impact on their health than those who indicated that they not in favour.</p>
Analysis	
<p>The overall picture regarding health and wellbeing impacts is positive, with residents' views slightly more positive in 2015 than 2014 and fewer residents indicating a negative view. Business owners are more positive than residents, a trend also seen in other parts of the Phoenix public opinion survey. There is, however, a small proportion of the community who continue to perceive negative health and wellbeing impacts.</p> <p>While the public opinion survey provided a good overview of the community, the current sampling approach does not deliver results that provide specific understanding of health and wellbeing impacts experienced by those who live within close proximity of the mine. In future years it is important this this is addressed.</p>	

HI2. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding health-related issues, including number of complaints, and WGC's average response rate (External Affairs Department)

Baseline and 2015 Data		
Aspect	2014 (Baseline)	2015
Number of times that residents indicated they were frightened or stressed by the effects of WGC operations (based on review of concerns/complaints)	33	20
Number of residents that made these concerns/complaints	11	15
Details of repeat locations	64% of all concerns/comments (21 concerns/complaints) arose from 3 residents.	1 resident called 4 times, 1 resident called 3 times and 1 resident called twice. The remaining 12 have rung on one occasion only, representing 60% of concerns/complaints).
Response time	Within one day	Within one day
Analysis		
Overall, there has been a reduction in the number of occasions that WGC has received communications/complaints regarding a resident that has been frightened or stressed by the effects of WGC operations. The number of separate residents, however, has increased. There are a number of possible explanations for this. For example, more or different people are feeling vibrations for the first time than have previously, and/or complainants may have been satisfied with the response they received from WGC.		

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HI3. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC regarding blasting, vibration and noise (unrelated to property damage) (External Affairs Department):

a) Percentage of complaints where the blast/noise was not compliant with operating conditions

Baseline Data (2014)	2015 Data
a) An exceedance of the Martha blasting conditions occurred on 27 March 2014 and WGC received three or 3% of all Martha complaints as a result. An exceedance of the Trio blasting conditions occurred on 19 October 2014 and WGC received four or 2% of all underground complaints as a result.	a) A single vibration event (associated with a blast at Correnso) greater than 5.0mm/sec occurred on 9 October 2015 and WGC received two or 0.5% of all underground complaints as a result. This incident did not result in an exceedance of the Correnso blasting conditions as these are based on averages. ²⁰

b) Number and percentage of complaints from repeat locations (i.e. multiple complaints in a given period)

Baseline and 2015 Data				
Numbers and percentage of complaints from repeat locations are summarised in the tables below:				
	Period	U/G Blasting # Complaints	U/G Blasting # Complainants	Repeat Location
2014 (Baseline)	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
2015	Q1 15	57	9	77% from Dobson St
	Q2 15	76	20	62% from Dobson St
	Q3 15	123	22	21% from Dobson St
	Q4 15	120	28	31% from Dobson St, 25% from Gladstone Rd

²⁰ The Correnso Underground Consent Condition 14c) states the following:

The peak particle velocity (vector sum) shall be no more than:

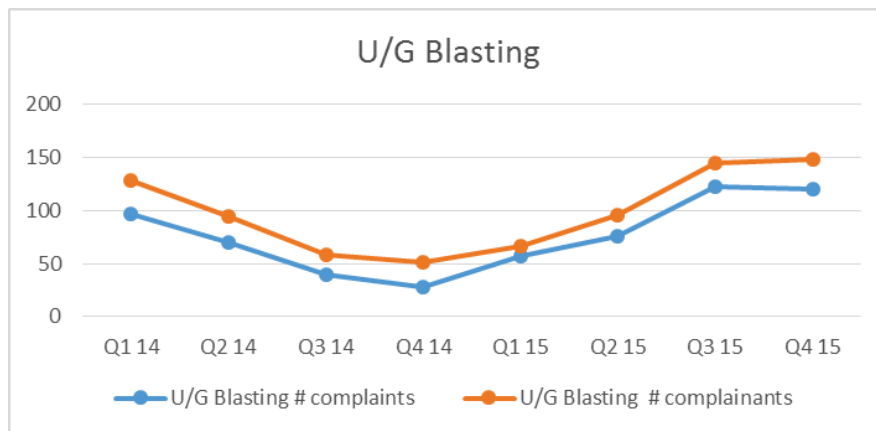
- i) For development blasts: 5mm/s for 95% of the monitored events; and 2mm/s on average.
- ii) For production blasts: 5mm/s for 95% of the monitored events; and 3mm/s on average.

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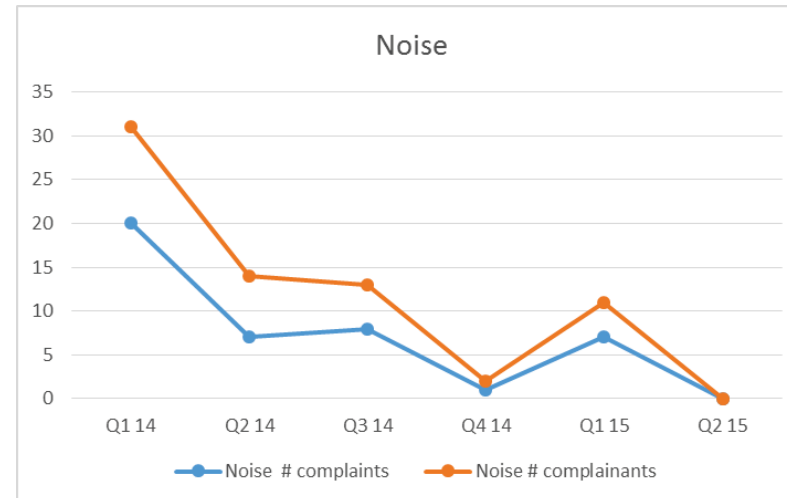
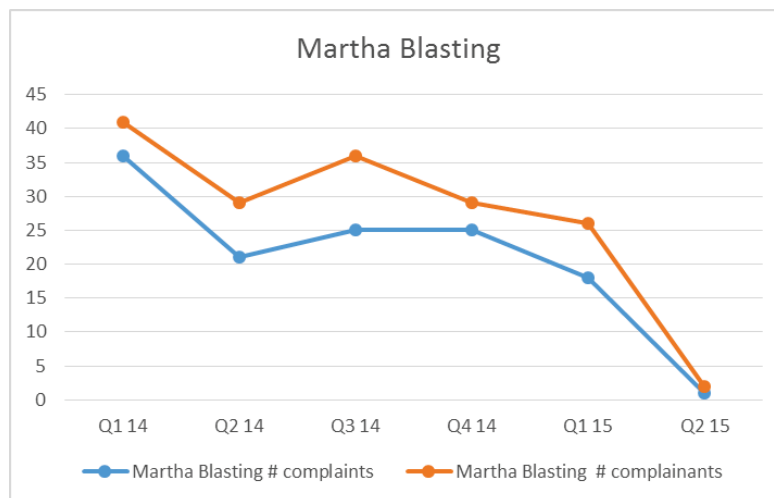
	Period	Martha Blasting # Complaints	Martha Blasting # Complainants	Repeat Location
2014 (Baseline)	Q1 14	36	5	69% Seddon/Gilmour St
	Q2 14	21	8	62% Seddon/Gilmour St
	Q3 14	25	11	64% Seddon/Gilmour St
	Q4 14	25	4	92% Seddon/Gilmour St
2015	Q1 15	18	8	56% Dobson/Seddon St
	Q2 15	1	1	No repeat location
<i>Note: All open pit mining ceased following the slip that occurred 2 April 2015</i>				
	Period	Martha Noise # Complaints	Martha Noise # Complainants	Repeat Location
2014 (Baseline)	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
2015	Q1 15	7	4	57% Roycroft St
	Q2 15	0	0	
<i>Note: All open pit mining ceased following the slip that occurred 2 April 2015</i>				

Analysis

Complaints associated with underground mining have decreased and then risen, in part influenced by the position and type of operations being conducted underground, e.g. production blasting began towards the end of the January-June 2015 period and continued in July-December 2015 (See Section 2.4 Property, Indicator PI1).



Mining in the Martha pit ended in April 2015, leading to a reduction in the number of blasting and noise related complaints associated with the pit.



Additional detail is available on the HDC website: http://www.hauraki-dc.govt.nz/our_district/mining/monitoring#complaints

HI4. Number of lost time injuries on site (Health and Safety Department)

Baseline and 2015 Data		
	2014	2015
Lost Time Injury (LTI)	1	0
Analysis		
There were no LTIs in 2015.		

HI5. Number of site referrals to local health services (Health and Safety Department)

Baseline and 2015 Data		
	2014	2015
Medically Treated Injury (MTI) Referrals*	6	2
Minor First Aid Treatments**	33	7
<p>* Precautionary only and required no further treatment.</p> <p>** Predominantly attended to on site by internal site medics.</p>		
Analysis		
The number of MTI referrals and minor first aid treatments were both lower in 2015 than 2014.		

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Other

N/A.

Summary

<p>Discussion</p>	<p>The potential for the Correnso development to have a negative impact on residents' health and wellbeing was a key cause of concern highlighted in the 2014 SIA, and is reflected in the mitigation actions and indicators. The mitigation actions have largely now been completed, with continued monitoring required.</p> <p>There are two types of health and wellbeing indicators. The first type relate to residents' experiences of health and wellbeing impacts. There appear to have been some improvements in this area although additional data over the coming years is required to confirm whether or not this becomes a trend. In particular, when asked about the impact of Correnso/mining²¹ on health and wellbeing, resident's views were slightly more positive in 2015 than 2014, with fewer residents indicating a negative view (HI1). The number of times that residents indicated they were frightened or stressed by the effects of WGC operations was also slightly lower in 2015 than 2014 (HI2).</p> <p>There is also some suggestion that while the community as a whole may have become less concerned about health and wellbeing impacts there is still a small proportion of residents who have concerns. It is not possible to determine, based on quantitative data, whether changes are seen in the data because the nature of the blasting etc. have changed or because mitigation actions have been implemented, and data provided for Indicator HI1 does not refer to WGC's management of health related issues, which would assist the interpretation of quantitative data. This could be explored in future public opinion surveys.</p> <p>The second type of health and wellbeing indicator refers to that of injuries/illness on the site, which were lower in 2015 than 2014, although they were also low in 2014.</p>
<p>Compliance with other Correnso Consent Conditions</p>	<p>All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

²¹ Note that the questions were not identical thus limited the extent to which the data can be compared.

2.7 Future of Waihi and WGC Legacy

Objective	Understand and manage the impact of closure of WGC'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 WGC'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 WGC mine closure. Identify opportunities for WGC to contribute to the transition to a post-mine economy.

Mitigation and Management Activities

Reference	Action	Timeframe	Owner	Status	Progress Summary
FM1	Review current monitoring and evaluation activities and identify gaps in relation to the future of Waihi and WGC legacy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	Complete	All SIMP indicators are now being tracked.
FM2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.	July 2015	External Affairs Department	Complete	Completed and submitted.

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Reference	Action	Timeframe	Owner	Status	Progress Summary
FM3	Continue Iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.	Ongoing	External Affairs Department	Ongoing	This is ongoing and generally through the Iwi Advisory Group.
FM4	Review Memorandum of Agreements (MOUs).	Annual	External Affairs Department	Delayed as Iwi were focused on other priorities, to be completed in by July 2016.	The review of MOU's did not occur during 2015. The focus was, instead, on completion of cultural awareness training for all full time staff and contractors. Iwi were heavily involved in this, meaning they had limited time to spend on other activities such as reviewing MOUs. MOUs will be reviewed by the end of July 2016.
FM5	Review and revise WGC'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	External Affairs Department	Complete	Submitted as required.
FM6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual	External Affairs Department	Ongoing	An opportunity arose in 2015 for WGC to become involved in discussions with HDC and a local businessman to promote Waihi as a potential location for a new industrial park as a way of attracting new business to the town. WGC could see benefits in the initiative that was being driven by the community and were open to providing

Reference	Action	Timeframe	Owner	Status	Progress Summary
					appropriate support if the initiative could be brought to fruition.
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	Delayed, to be implemented in 2016.	No contractor meetings occurred in 2015. They will, however, be reinstated in 2016 as they are an important means of sharing updates and information with contractors e.g. regarding the current Life Of Mine and the opportunities that may come with closure, while also reinforcing to contractors that these opportunities will be limited. Over the past ten years, these meetings and other methods have been used to support local businesses to grow beyond dependence on the mine.
FM8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015	External Affairs Department	Ongoing	While some conversations have begun, it is important to note that while under Newmont ownership WGC was operating in the context of a Life Of Mine to 2018, OceanaGold are in growth mode and are doing a lot exploration work in the area in order to extend the Life Of Mine.
FM9	Review and update the WGC Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2015	External Affairs Department	Complete	A new Stakeholder Engagement Plan was approved in mid February 2016. While the Stakeholder Engagement Plan has been reviewed in consideration of the SIMP and Correnso development, the findings of the socio-economic survey, perception survey and this 2015 SIMP

Reference	Action	Timeframe	Owner	Status	Progress Summary
					Annual Monitoring Report will be used to further identify these impacts.
FM10	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2015	External Affairs Department	Complete	Reported in Q4 2015 Management Review Presentation.
FM11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs Department	Ongoing	Recommendations for additional indicators will be made following completion of the 2015 Annual Monitoring Report.
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 WGC legacy. Short term - Cintellate entries to be monitored. Post - perception survey will identify additional indicators.	June 2015	External Affairs Department	Complete	Use of Inviron stakeholder engagement database to record stakeholder feedback. Note, the Inviron stakeholder engagement database has replaced the use of Cintellate.
Other	None.				

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Indicators

FI1. Number of Iwi Advisory Group meetings conducted (External Affairs Department)

Baseline and 2015 Data		
	2014 (Baseline)	2015
Number of formal meetings	4 (March, July, August and September)	2 (June and December)
There were also a larger number of informal meetings held to advance the cultural awareness training (as described in Section 2.1 2015 Reporting Summary).		
Analysis		
Correnso Consent Condition number 65 requires WGC to conduct Iwi Advisory Group meetings every six months. In 2014, meetings occurred more frequently because the Group was in the process of being established. By 2015, the Group had been established and thus only two formal meetings were held, as is required.		

FI2. Summary results of knowledge, attitude and perceptions survey including WGC's approach to: a) continued environmental impacts; and b) delayed realisation of future economic opportunities as a result of reliance on mining (External Affairs Department)

Baseline Data (2014)	2015 Data																					
<p>SIA Engagement (2014):</p> <p><i>How do you rate the impact of Correnso on the environment? (Survey size: 58)</i></p> <table><tr><th>Response</th><th>Number</th><th>Percentage</th></tr><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></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 WGC’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</p>	Response	Number	Percentage	Very positive	6	10%	Positive	20	34%	Neutral	17	29%	Negative	9	16%	Very negative	6	10%	No response	0	0%	<p>Waihi Public Opinion Survey, Phoenix Research (November 2015) – re: environmental impacts</p> <p>The Public Opinion Survey did not focus on the environment in great depth, however, the environment was raised when asked about both benefits and disadvantaged of mining:</p> <ul style="list-style-type: none">When asked about benefits of mining, 6% of residents (n=150) and 2% of businesses (n=50) referred to ‘environment/manage environment’. The topic of beautification was also raised by some respondents, for example, regarding the improvements to the pit rim walkway and improvements made to the general vibrancy and appearance of the town.When asked about the disadvantages of mining, 8% of residents (n=150) and 6% of businesses (n=50) referred to ‘damage to the environment’ and 3% of residents and 2% of businesses referred to ‘concern re restoration of land’. Those who spoke of environmental damage referred to issues associated with water quality, tailings dams, and current and future rehabilitation. <p>Waihi Public Opinion Survey, Phoenix Research (November 2015) – re: Delayed realisation of future economic opportunities as a result of reliance on mining:</p> <p>Mixed views were expressed regarding whether the closure of mining will impact business, with those living in Waihi town showing the greatest amount of concern that it would (70%).</p>
Response	Number	Percentage																				
Very positive	6	10%																				
Positive	20	34%																				
Neutral	17	29%																				
Negative	9	16%																				
Very negative	6	10%																				
No response	0	0%																				

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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 WGC's existing operations.

SIA - Summary of perceptions re: delayed realisation of future economic opportunities as a result of reliance on mining (2014):

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.

The Correnso development's approval potentially prolongs the cessation of mining in Waihi, but also builds upon previous scepticism of WGC'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.

Will eventual mine closure impact businesses in the local area?

Response	Location of business (n=50)		
	All business	Waihi town	Area around Waihi town
Yes	54%	70%	35%
No	42%	30%	57%
Don't know	4%	0%	9%

The issue of dependency was raised, again with a mixture of views expressed, e.g.:

- Any business who chooses to depend heavily on WGC for revenue does so knowing there are risks associated with this;
- Small and medium retailers may be affected by reductions in mining but have little control over this; and
- Retailers are currently those most likely to be struggling and any drop in revenue, e.g. due to reduced population or people choosing to shop elsewhere, could 'tip them over'.

The survey also asked participants about how well they think WGC is assisting Waihi to plan for the future. 62% of residents and 58% of businesses perceive that WGC is doing well or very well in terms of assisting with the planning for the future of Waihi.

A further 13% of residents and 16% of businesses perceive that WGC is doing poorly or very poorly, with slightly more selecting the 'neutral' option.

Approximately 10% of residents and businesses indicated that they don't know how WGC is doing.

	<i>How well WGC assists with planning for the future of Waihi²²</i>		
	Response	Residents (n=150)	Businesses (n=50)
	Very well	28%	32%
	Well	34%	26%
	Neutral	16%	18%
	Poorly	11%	16%
	Very poorly	2%	0%
	Don't know	9%	8%
	<p>Businesses were asked about how well prepared they think Waihi is to deal with the eventual closure of mining. 34% of businesses indicated that they perceive that Waihi is prepared to deal with the eventual closure of mining ('agree strongly', 'agree' or 'agree a little'). 56% of businesses do not think Waihi is prepared ('disagree strongly', 'disagree' or 'disagree a little').</p> <p><i>Waihi is well prepared to deal with the eventual closure of mining</i></p>		
	Response	Businesses (n=50)	
	Agree strongly	8%	
	Agree	16%	
	Agree a little	10%	
	Neutral	8%	
	Disagree	22%	
	Disagree a little	18%	
	Disagree strongly	16%	
	Don't know	2%	

²² The question asked was 'Please think about how well or not you believe Waihi Gold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one'. Theme: Planning for the future of Waihi.

	<p>While residents were not asked about how well prepared they think Waihi is to deal with the eventual closure of mining, qualitative responses suggest that stakeholders generally perceive that mine closure is <i>‘likely to have a very negative impact on Waihi’s population and services’</i>, but that mine closure is <i>‘a distant thing’</i> (50% of businesses surveyed expect the mine to remain open for 20+ years).</p>
Analysis	
<p>There was limited focus in 2014 on environmental impacts, and feedback provided through the public opinion survey suggests there is a mixture of opinions in the community, which could be explored further in future years. Note that the data below for indicator FI3 provides additional detail regarding amenity.</p> <p>Results of the public opinion survey suggest that while the community generally feels that WGC is doing a good job in terms of assisting in the planning for the future of Waihi, perspectives regarding the extent to which Waihi is prepared for eventual closure were less positive and there was a mix of views regarding whether business would be negatively impacted by closure, in part depending on the location of the business. When viewing perceptions around economic opportunities at the mine end of life it is important to note that with the sale of the site to OceanaGold, the focus turned to the future rather than closure. Questions now focus on, for example, <i>‘what will the future look like with continued mining with OceanaGold, and continued support to the economy and community organisations, including schools?’</i> This longer term focus on mining may influence how the community views their needs around closure.</p> <p>Note that the survey often referred to <i>‘mining and Correnso in particular’</i>, therefore it is difficult to know to what extent participants were thinking specifically of Correnso when they responded to the survey questions.</p>	

FI3. Summary results of analysis of stakeholder feedback, concerns and complaints received by WGC including number of complaints, and WGC's average response rate regarding: a) continued environmental impacts; and b) delayed realisation of future economic opportunities as a result of reliance on mining (External Affairs Department)

Baseline and 2015 Data

Complaint Type*	2014**	2015**
Noise	31	10
Vibration	317	110
Vibration - Concern	2	6
Noise from Blasting	30	115
Noise from Blasting – Concern	0	2
Felt & Heard	82	158
Felt & Heard - Concern	0	4
Air Quality (Dust)	6	10
Air Quality - Concern	0	1
Total	468	416

*Complaints regarding environmental effects including amenity effects.

**No complaints received regarding delayed realisation of future economic opportunities.

Analysis

While the total number of complaints reduced from 468 to 416 (an 11% decrease), some types of complaints decreased or increased substantially, in particular:

- Complaints regarding ‘vibration’ decreased from 317 to 110 (a 65% decrease); and
- Complaints regarding ‘noise from blasting’ increased from 30 to 115 (a 283% increase), and ‘felt and heard’ increased from 82 to 158 (a 93% increase).

One reason for this change may be that as the activity at the site changed, e.g. with the beginning of Correnso production blasting and closure of the Martha pit, so too did the likelihood of different types of sensations (e.g. noise, vibration) being felt.

One type of complaint that has remained lower than others is air quality.

No complaints have been received regarding other types of environmental impacts (although public perception continues to raise questions about the timing of rehabilitation around Martha pit) or the delayed realisation of future economic opportunities, which reflects responses to the public opinion survey and other feedback that residents and business owners generally assume mining will continue for the foreseeable future at the site.

Other

N/A.

Summary

Discussion

The future of Waihi will depend on a number of factors. Views regarding the future of Waihi are currently positive because while there is a sense that the community is not well planned for closure, this view does not cause concern as the community assumes the mine will remain open for the foreseeable future. As described above in the Summary in Section 2.2 (Economy), the closure of Martha Mine pit in 2015 provides an opportunity to observe the effects of closure on employment and the community, and the workshop held to support Macmahon contractors find new employment is an example of WGC’s commitment to supporting employees and contractors to find employment post-WGC (as referred to in Section 2.7, Performance Goals).

In addition, while environment-focused complaints have been raised, these primarily relate to amenity impacts and do not include complaints regarding other types of environmental impacts, although feedback received through the public opinion survey highlights that a small proportion of the community continues to ask questions about restoration of land.

	<p>The progress made on the mitigation actions illustrates that the future of Waihi and eventual closure of the mine continue to be a focus for WGC, despite the focus on growth, although there are actions that require continued focus such as the reinvigoration of contractor meetings and review of MOUs in 2016.</p> <p>Consultation with Iwi will continue to be an important factor in future planning and activities, and the establishment of the Iwi Advisory Group and their involvement in the cultural awareness training has been a highlight of the year and suggests a positive basis for the future.</p>
<p>Compliance with other Correnso Consent Conditions</p>	<p>All management plans and monitoring reports required by the Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>