

The background of the slide is a silhouette of a ship's mast and rigging against a sunset sky. The mast is on the left, and the rigging, including several lanterns and large, light-colored sails, extends across the top and right. The sky is a warm orange and yellow, with the sun low on the horizon.

OceanaGold (New Zealand) Limited

**Waihi Social Impact Management Plan
2017 Annual Monitoring Report**

April 2018

PHOENIX
RESEARCH

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1 INTRODUCTION

In October 2013, Waihi Gold Operation ("**WGO**", or "**operation**") received consent to develop the proposed Correnso Underground Mine ("**Correnso**") in Waihi, New Zealand. The operation is subject to a set of conditions, known as the Correnso Consent Conditions ("**Consent Conditions**")¹, which include 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 Newmont Waihi Gold (NWG) mining projects operating in the area, on the community; and
*An annual report on the outcomes of this work."*²

The Waihi Gold Operation was previously operated by Waihi Gold Company Ltd ("**WGC**"), also known as Newmont Waihi Gold ("**NWG**"). In October 2015 the operation was acquired by OceanaGold (New Zealand) Ltd, ("**OceanaGold**", or "**OGC**"). OGC now has responsibility for implementing and monitoring the Consent Conditions and the subsequent SIMP Framework and Social Impact Assessment ("**SIA**"), which were developed at the time for the consent holder.

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

- Economy
- Employment
- Property
- Community
- Health and wellbeing
- Future of Waihi and the WGO 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 WGO and HDC.

The SIMP Framework requires WGO to prepare monitoring reports that track performance against the SIMP indicators, on an annual basis for the life of the Correnso development. As with the 2015 and 2016 SIMP Annual Monitoring Reports, this report ("**report**") captures and communicates WGO's progress in relation to its objectives and goals for the current year (2017). Results from the previous year (2016) and baseline year (2014) are presented in this year's report for context. Results

¹ The Correnso Consent Conditions are available at <https://www.waihigold.co.nz/wp-content/uploads/2016/03/Correnso-Consent-Conditions-FINAL.pdf>

² Consent Condition 39.

from 2015 were presented in the annual SIMP monitoring report for that year, and again in the 2016 report (as the basis for comparisons of current and previous year), so for clarity 2015 results are not generally presented in the current report.

The report also documents OceanGold's self-assessment of its progress against the required mitigation and management activities.

Data sources

The data quoted in this report has been obtained from a number of sources. Unless otherwise specified, all data has been provided by OceanaGold and its management and personnel. Phoenix Research Limited ("**Phoenix**") has collated and assembled this information into this report, though does not give any warranties of completeness, accuracy or reliability in relation to any of the statements or data provided in this report: Phoenix has not sought to independently verify information in this report, beyond basic reasonableness checks, and review and discussion with OceanaGold employees.

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

In parts of this report data on community perceptions are presented that come from two different data sources: the Correnso SIA Engagement (conducted by KPMG Banarra in 2014) and the annual Waihi Perceptions Surveys (conducted by Phoenix Research in 2016 and 2017). Although there are close parallels in the data these two data sources produce, results from these data sources are not directly comparable due to the different samples and sometimes also different question wording, the first being a Social Impact Assessment (SIA) and the later annual Perceptions Surveys being part of a Social Impact Monitoring Plan (SIMP). Hence 2014 community perception results are presented separately from 2016 and 2017 community perception results.

The community perceptions surveys have used a range of different sample sizes, which are fully documented in the tables of results. In particular, a larger sample for the residents survey was used in 2017 (361) compared with the sample of 150 used for the 2016 survey. The larger sample size in 2017 was used to give a higher level of accuracy of results (technically, smaller margins of error). The sample sizes for the surveys of businesses have remained the same each year.

The nature of this report

This report follows a template for annual SIMP reporting established for NWG essentially in the 2014 SIA report undertaken by Australian consulting firm Banarra, subsequently updated in the 2015 and 2016 SIMP Annual Monitoring Reports by KPMG Banarra. This template has been approved by the regulator HDC as meeting the requirements of the Correnso Consent Conditions. Where findings are quoted from these earlier reports in the series of which this report is the most recent one, all reasonable efforts have been made to quote the earlier reports accurately and not be misleading in any way about these reports. Copies of all these earlier reports in this series are available from both WGO and HDC. For further details, please refer to these reports:

"Correnso SIA Engagement", KPMG Banarra (2014), <https://www.waihigold.co.nz/wp-content/uploads/2016/03/Banarra-SIA-Report-30-Sept-2014.pdf>

"Social Impact Management Plan Framework for Newmont Waihi Gold", KPMG Banarra (2015), hyperlink: <https://www.waihigold.co.nz/wp-content/uploads/2018/03/Social-Impact-Management-Plan-SIMP-2015.pdf>

"Waihi Social Impact Management Plan 2016 Annual Monitoring Report", KPMG (2016), https://www.waihigold.co.nz/wp-content/uploads/2016/02/2016-SIMP-Annual-Monitoring-Report_Final.pdf

The current report has been prepared by Phoenix Research for OceanaGold, based on an approach, methodology and template agreed and subject to a contract between the two companies. This approach and methodology are modelled closely on those used for the earlier reports in this series, and use the template specified for this reporting. Minor variations from that template are as agreed between Phoenix and OceanaGold. The template includes a wide range of waivers, disclaimers and limitations that, while summarised above, are fully documented in the 2016 report.

The report is essentially concerned with data up to the end of the 2017 calendar year, although naturally the report includes analysis and observations about that year that have been made early in 2018.

The chapters on the six themes which form the basis of this Annual Monitoring Report first set out the WGO objective, potential impacts of the Correnso development in combination with other WGO operations, and WGO's performance goals for that theme. This is followed by Mitigation and management activities, Indicators, and a Summary of that chapter. In the Indicator section of each chapter, each "Indicator" is presented in turn, under the headings of Data, Changes, and Comment for that Indicator.

Both Mitigation and management activities, and Indicators, are referenced by abbreviations following the formula of: theme (e.g. Ec for Economy), type (e.g. M for Mitigation and management activities), and number (1, 2, 3, etc). This gives rise to references of the form Ec-M-1, etc.

To summarise the above, the prime purpose of this report is to document WGO's performance on the management plans for the six themes specified in the Correnso Consent Conditions, in the format specified by the SIMP template, so that the local regulator, HDC, can check and satisfy itself that WGO is complying with these conditions. The report has been prepared on the basis that it will be made available, as with earlier reports in this series, in the public domain once it has been reviewed and approved by HDC.

Responsibility for the security of any electronic distribution of this report rests with OceanaGold and Phoenix accepts no liability if this report is or has been altered in any way by any person.

2 THE 2017 YEAR IN REVIEW

2.1 KEY WGO ACHIEVEMENTS IN 2017

The following list provides an overview of the key achievements for WGO in 2017.

Additional insights into the site's achievements and challenges in relation to specific SIMP indicators and management actions are provided throughout Chapters 3 to 8.

EXPLORATION AND EXTENDING THE LIFE OF THE MINE (LOM)

- OceanaGold's interest in extending the LOM has increasingly become evident and compelling over the 2017 year, with exploration and drilling rigs located in a number of locations in and around Waihi. That is a reversal of the approach of the previous owner, Newmont, under whose management there was little spending on exploration, and a strong likelihood of mining in Waihi finishing during 2019.
- Exploration has produced promising initial results, and because it is locally conspicuous, is getting the community used to the idea that mining in Waihi will be here long term.
- By its statements to the community about its long term intentions, supported by the visible evidence of exploration, OceanaGold has affirmed that mining is a sustainable industry for Waihi, at least in the medium term. That has inspired hope and confidence, with the process of extending the LOM evidently underway.
- Although OceanaGold has been transparent with the community during 2017 about its general interest in extending the life of the mine, it did not have specific mine extension plans developed to the extent that they could be announced during 2017. However the community is alert to many signs confirming the company's interest in extending the LOM. For example, in addition to the presence of exploration drilling rigs, it is notable that the company has not been divesting residential properties, rather acquiring new ones, which the community interprets as being all part of the picture of Waihi with an extended LOM.

NORTH WALL REMEDIATED

- After two significant slips, in 2015 and 2016, extensive works in the first half of 2017 succeeded in fully stabilising and halting movement in the north wall of the Martha Pit.
- This is an integral part of the process of re-opening the pit and resuming mining there, with investigations into re-opening mining in the pit on-going.
- This has been notified to the community through "North Wall News", an integral part of keeping faith with the community.

CONSOLIDATION AND CONTINUATION OF MINING

- Notwithstanding the above changes, 2017 also stands out as a year of consolidation, following the change of ownership to OceanaGold. Besides the new initiatives in exploration, new internal processes and procedures have been implemented and settled in.

- These include in training, systems, a restart of the graduate programme, and implementation of the HRIS human resources system, SuccessFactors (a further part of the HR system that enables employees to log in and view some of their details and update others, and links to payroll – it also helps manage all aspects of recruitment), and the Intuition and INX systems for training management and delivery.
- While this may seem surprising to an outsider, there is a view held internally that one significant achievement of the company over the 2017 year is the continuation of mining. There is a sense of both achievement and relief that this keeps employees working and keeps the town going.
- The continuity theme extends to the company having strong environmental management and performance, and high levels of compliance achieved.
- There is some feeling that the mere fact of continuity is often not sufficiently appreciated or acknowledged as a real achievement.

COMMUNITY AND IWI RELATIONS

- Both of these are considered to have gone well over the 2017 year, despite their specific challenges.
- Beyond general assertions that it is interested in further developments of the mine, and miscellaneous cues that support that, such as the appearance of exploration rigs widely around town and the Martha Pit remedial work, the company has not been able to be more specific about its intentions. That has not been an easy position to portray to the community, though the community have been reasonably accepting of that.
- The company and local iwi have continued to work on building their relationships, with modest success. The company regards this as vitally important, yet also a work in progress. The company continues committed to developing iwi relations, for example having promoted and run increased cultural awareness training internally.
- The Education Centre has continued to deliver services to the community, and retain and stimulate community interest and engagement, including from tourists. That is despite the lack of activity in the Martha mine pit, which has previously been a focal point of interest, with the strong visual impact of being able to see a working mine, the enormous trucks in motion at the bottom of the pit, etc. The establishment of the new historic display of the "Khaki Miners" is an achievement that has helped retain and stimulate community interest and engagement, as well as being a significant and authentic contribution to the cultural life of the town.

TRAINING

- The change to owner-operated mining, along with other factors discussed later in this report, has resulted in a range of new training requirements, which have largely been implemented.
- As well as specific technical training, this includes leadership training, and upskilling management skills at supervisor levels, needed as a consequence of increased onboarding of staff previously employed by contractors.
- Cultural awareness training has also increased since the previous year, again influenced in part by the acquisition of new employees (both new to Waihi/WGO and newly employed directly by WGO).
- A point related to training is that the company was able to implement a programme of providing summer vacation work for tertiary students, in work related to their studies. This type of programme had been run in previous years, though not for some time. It was an achievement to be able to reinstate this programme, which has a side-benefit of helping to identify and develop future high-value/high skill employees for the company.

ACHIEVEMENT OF BUDGET

- Like the theme of continuation of mining being an achievement, achieving budget may be seen as a "natural" or "given" for this type of industry and scale of enterprise.
- However this is considered an achievement in the 2017 year because:
 - The first half-year was difficult, when yields were low and the company was running 10 – 15% behind budget. Hence it was a significant achievement to recover from that in the second half-year, with higher yields being achieved and bringing the full year into line with budget;
 - The lower first half-year results caused considerable internal pressures within the company, limiting resources available to tackle the recovery achieved in the second half;
 - There was much expenditure on exploration.

ACHIEVEMENT OF SIMP REQUIREMENTS

- The company completed the required SIMP annual monitoring report for the 2016 year early in 2017. After reviewing the 2016 SIMP report in the first half of 2017, HDC approved the report. HDC also approved various recommendations in the report about changes to SIMP indicators and action points.
- The 2016 SIMP report submitted early in 2017 showed that the company had largely been successful in both capturing the data required by the SIMP, and in implementing associated management and mitigation actions. Clear plans were laid out where work was still to be done.

2.2 KEY WGO CHALLENGES IN 2017

The following is a snapshot of the key challenges at WGO in 2017.

MOBILITY OF WORKFORCE, RETENTION, RECRUITMENT AND TRAINING

- Mining around the world is in a growth phase, as a result of global trends in gold prices, the need for product from the extractive industries generally, and the investor environment.
- This has the consequence that employees at WGO can find offers of work overseas very attractive, with high salaries and good conditions on offer. This is particularly an issue for the more highly skilled and technical workers. Underground operations are particularly affected by these trends.
- In addition, the high calibre of Waihi workers (including credentials, training and certification) makes them attractive to overseas employers.
- The resulting potential mobility of the workforce is a challenge for WGO.

- The company has proactively identified the specific advantages of working in Waihi and promotes these to the workforce, including not just financial and the general benefits of working in New Zealand, but also the unique and lifestyle benefits of living in or close to Waihi.
- The company's intentions to extend the life of the mine included a requirement to increase staffing levels over the last year compared with 2016.
- The global trends referred to above impact on not just retention of staff but also recruitment, making both recruitment and retention more challenging during 2017 than in times when there are less jobs available in mining.
- The combination of the global increase in mining jobs available, often on attractive terms, with needing an increased workforce in 2017, made recruitment in 2017 challenging for WGO.
- The company has retained a strong representation of people who live locally in its workforce, well ahead of the 70% minimum requirement set down in the SIMP.
- It remains a challenge to recruit local people when specific technical skills are required: there is a shortage of relevant and specific technical skills in the local workforce.
- The contractors involved in exploration have been particularly successful at having a high proportion of employees living locally, supporting the company's own policy of employees living locally.
- The increase of the workforce in 2017 over 2016 has necessitated increased training, including of those newly recruited.
- With most of WGO's operations currently underground, and underground staff being particularly technical and hence needing high levels of training, that has led to a particular need for training of underground employees.
- Taking any employees out of their work teams and into training can create challenges, especially in small work teams, and where roles are highly specialised. That is particularly characteristic of underground work.
- The result is that there have been more challenges than usual in getting employees into training, with absenteeism and late cancellations/withdrawals being notably higher during 2017 compared with recent previous years.
- There is a trend towards more formal and regulatory requirements for, frequency of, and certification of, technical training. This is in part in response to ongoing tightening of regulations following the Pike River Mine disaster. This has created further challenges for training at WGO.

WORKING THROUGH THE FULL IMPLICATIONS OF THE TRANSITION TO AN OWNER-OPERATOR MODEL

- While the transition to the owner-operator model has very largely been achieved, and successfully, new issues have occasionally arisen that need attention.
- One of these is that the new model requires a higher level of people-management skills, for example at supervisor level. The need for developing these skills was identified during 2017 and training provided.
- Another less obvious consequence of the transition is the implication for the management of tenders. While contractors previously managed their own tenders and sub-contracts, these are now managed directly by the company. This has had clear advantages realised during 2017 in the efficiency and rigour of managing these tenders and contracts, but it has also created new internal workstreams within the company, as well as identifying opportunities for improvements that have sometimes been challenging to implement.

INTEGRATION OF WGO WITH OCEANAGOLD

- Challenges have been faced during 2017 about how best to integrate WGO site-specific systems with the Dunedin-based systems of OceanaGold, the extent to which this is necessary and desirable, and which types of systems and information are better integrated or not.
- These issues have been faced in the context where Newmont, the previous owners, centralised much of information systems, decision-making and procurement to their regional head office in Perth, whereas OceanaGold is moving towards much more local control.
- Questions that are being worked through include topics such as the holding of site specific information, accountability and guidelines/authority for expenditure.

GOVERNMENT RELATIONS

- A number of issues have arisen within this general theme.
- First, during 2017 OceanaGold delisted from the New Zealand stock exchange, so is technically now an overseas company. That was the last in a series of moves that saw what was originally a New Zealand registered company, first list also on the Australian stock exchange in 2004 then also on the Toronto stock exchange in 2007.
- OceanaGold's status now as an overseas owned company brings it within the orbit of the Overseas Investment Office regime, or OIO for short. That has had a number of implications for the company during 2017, including OIO interest in its purchasing of residential property to then rent (as it has done for many years, when a property is impacted by mining – the company is required to offer to purchase residential properties under some conditions), and when it seeks access to or purchase of rural land.
- DOC has put more limits and restrictions on land access, which can lead to lengthy negotiations to gain access.
- The change of government late in 2017 is thought likely to lead to some further challenges to WGO, concerning general business, environmental and regulatory issues, although none of these arose directly within the 2017 year. The company is monitoring this space to ensure it is well informed of changes and developments.

2.3 DISCUSSION

The themes and points noted above provide context for reviewing WGO's performance on the indicators specified as part of the SIMP requirements, and its performance in carrying out the management and mitigation activities specified by the SIMP. These specific indicators and management and mitigation activities are the focus of the balance of this report.

Overall, given that the transition to OceanaGold ownership has still been bedding in over the 2017 year, and given the large changes in the mix of mining activities in Waihi over the 2017 year, WGO has done very well to collect virtually all the data required for SIMP reporting, and to complete the large majority of the management actions included in the SIMP Framework. This report fully documents both these achievements, and WGO's plans to fill the few outstanding information needs.

Continuing changes at the site in 2017 compared with previous year, combined with OceanaGold's interests in extending the Life of Mine, have implications for some of the SIMP indicators and mitigation measures. The nature and significance of these changes means that it is important for WGO and HDC to consider updating the SIMP reporting to reflect these changes, and determine whether there have been any changes to impacts of the mine and/or relevance of certain indicators or mitigation actions. Continual and annual review of SIMP indicators and mitigation measures has been an integral part of the SIMP process from the outset, and has been included in this report.

Recommendations have been provided to WGO alongside this report for the company's consideration in the first instance, regarding additional indicators or revision of existing indicators, as well as possible enhancements to data management processes, to continue the journey that the SIMP seeks to inform, of ongoing accountability and improvement.

3 ECONOMY

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

3.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action ³	Completion date/ timeframe	Owner	Status	WGO self-reported progress summary
Ec-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the economy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2018/2019	External Affairs Department	Ongoing	<p>All SIMP indicators are being tracked and reviewed annually.</p> <p>Indicator Ec-I-5 is under review due to the logistics of collecting the data, and a replacement is being developed for review with HDC.</p>

³ Actions as identified in the 2014 SIMP.

Ref.	Action ³	Completion date/ timeframe	Owner	Status	WGO self-reported progress summary
Ec-M-2	Review WGO's regional and local procurement initiative, in particular: Identify whether it delivers relevant data on local procurement and indirect economic impact; and Update, analyse and report the data it provides or collect new data if necessary.	January 2015 then annual review	Business Department	Complete	A review was completed in 2016 as part of the transition of the site to OceanaGold to determine how best to capture and report this data systematically. WGO continues to monitor action through the indicators located within this report. The review will be conducted on an annual basis.
Ec-M-3	Review WGO's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.	Annual	Business Department	Ongoing	Site Services Department component has been completed. Perception survey data continues to be used to monitor and inform mitigation actions. The results suggest that dependency on WGO for local business is not a current issue. WGO's current plans and intentions to extend the life of the mine reduce the significance of potential dependencies. Even so, WGO treats the sustainability of local businesses as an ongoing process.

Ref.	Action ³	Completion date/ timeframe	Owner	Status	WGO self-reported progress summary
Ec-M-4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by WGO that are procured from local businesses and the indirect impact of this on the local economy).	Annual	External Affairs Department	Ongoing	<p>The annual Perception survey is ongoing and will continue, as this supplies as much data as can be collected using this method. WGO has reviewed this indicator and determined that more exact quantitative data is hard to obtain through any other avenue.</p> <p>However, Ec-I-5 is being further investigated and new methods have been identified that may provide reasonable estimates of this indicator, that do not require businesses to provide sensitive data. WGO plans to develop this methodology to be ready to review with HDC by the end of July 2018, with a view to implementing it in the 2018 SIMP monitoring report. This will likely be based on a combination of perception data and published statistical and economic data.</p> <p>The data on tenders won (Ec-I-4) provides some indicators of the extent to which WGO is procuring from local businesses.</p>
Ec-M-5	Assess opportunities to improve how local businesses are notified of tenders.	Annual	Business Department	Ongoing	Notification of all new tenders to local businesses is mandatory and incorporated into procedures.
Ec-M-6	Review and update WGO's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on the economy.	January 2015	External Affairs Department	Complete	<p>WGO now refers to what was previously called the Stakeholder Engagement Plan as the Communications Plan.</p> <p>The Communications Plan, annual Perception survey and SIMP annual monitoring reports inform this action point and continue to be used for this purpose.</p>
Ec-M-7	Report on progress and performance of actions contained within WGO'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	Ongoing	In Q1 each year, progress on actions in WGO's Communications Plan related to the economy is reported to management for review with any mitigating actions considered for implementation alongside business requirements.

Ref.	Action ³	Completion date/ timeframe	Owner	Status	WGO self-reported progress summary
Ec-M-8	Review use of the words "local" ⁴ and "regional" ⁵ 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 and Business Department	Complete	The definition of "local" and "regional" has continued as documented. Refer to Em-M-5.
Ec-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy. Short term - Cintellate entries to be monitored. Post - local economic analysis will identify other opportunities.	January 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database, which replaced Cintellate, is now used to record stakeholder feedback, and addresses this mitigation action. The change in database name has not affected the process from previous years.
Other	None.	N/A	N/A	N/A	N/A

3.2 INDICATORS

Ec-I-1 and Ec-I-2: DIRECT FINANCIAL CONTRIBUTIONS (Business Department)

- **Ec-I-1:** Total WGO expenditure including and excluding payroll at local, regional, national and international scales
- **Ec-I-2:** Royalty and rate payments to government

⁴ WGO defines "local" as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata, and the surrounding rural areas. This definition applies throughout the SIMP for all uses of the term.

⁵ WGO 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.

Data and Changes

Table 1: Direct financial contributions (Ec-I-1 and Ec-I-2)

	DATA						CHANGES			
	2014 (baseline)		2016		2017		2014 - 2017		2016 - 2017	
	Value of expenditure (NZ\$)	Proportion of total spend (%)	Value of expenditure (NZ\$)	Proportion of total spend (%)	Value of expenditure (NZ\$)	Proportion of total spend (%)	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)
Total expenditure⁶ including payroll										
Local	46,249,183	30%	48,671,727	32%	75,503,837	45%	63%	15%	55%	13%
Regional	39,646,373	26%	26,312,632	17%	11,610,105	7%	-71%	-19%	-56%	-10%
New Zealand	45,599,546	30%	59,676,843	39%	68,558,846	41%	50%	11%	15%	2%
Overseas	21,111,579	14%	19,064,514	12%	11,426,192	7%	-46%	-7%	-40%	-5%
Total	152,606,681	100%	153,725,716	100%	167,098,980	100%	9%		9%	
Total expenditure⁶ excluding payroll										
Local	31,878,183	23%	34,000,346	24%	47,220,315	18%	48%	-5%	39%	-6%
Regional	39,646,373	29%	26,312,632	19%	11,610,105	13%	-71%	-16%	-56%	-6%
New Zealand	45,599,546	33%	59,676,843	43%	68,558,846	56%	50%	23%	15%	13%
Overseas	21,111,579	15%	19,064,514	14%	11,426,192	13%	-46%	-2%	-40%	-1%
Total	138,235,680	100%	139,054,335	100%	138,815,457	100%	0%		0%	
Payments to government										
Royalties	2,560,000	-	6,371,000	-	4,923,867	-	92%	-	-23%	-
Rates	July 2013 – June 2014		July 2015 – June 2016		July 2016 – June 2017					
HDC	575,700	N/A	675,080	N/A	668,945	N/A	16%	-	-1%	-
WRC	41,635	N/A	66,467	N/A	83,654	N/A	101%	-	26%	-
Total	617,335	N/A	741,547	N/A	752,599	N/A	22%	-	1%	-

Data sources: Waihi SIMP Annual Monitoring Report (KPMG, 2016); WGO Business Department (2017).

⁶ This figure includes all expenditures including procurement, payroll (if applicable), tax and royalties at all applicable scales. The regional figure excludes local spend, and New Zealand figure excludes local and regional spend.

Comment

Total 2017 expenditure excluding payroll is similar to that in the baseline (2014) and previous (2016) years. However when payroll expenditure is included, 2017 expenditure is markedly higher than those previous years. This is a consequence of OceanaGold's policy of on-boarding staff, i.e. employing staff directly who were previously employed by contractors, combined with increased mining activity in 2017 compared with 2016. That increased activity includes stabilising the north wall of the Martha Pit, and increased exploration work. The latter two areas of main activity also resulted in the decrease in regional expenditure and increase in local expenditure.

There has also been a marked reduction in overseas expenditure. This is a consequence of the transition to OceanaGold ownership, with the previous owner, Newmont, sourcing more goods and services internationally than the new owner. The reduction of this overseas expenditure is a further factor underlying the increase in local expenditure.

The sole difference between expenditures including payroll and expenditures excluding payroll is the amount of local expenditure. This shows that payroll expenses are local, and is indicative of the high volume of locally sourced labour and resources employed at the mine. This aligns with the understanding that WGO is an owner-miner operated mine and has a local resource recruitment policy.

Royalties reflect the level of gold production within the stated calendar year, which is the reason for the marked fluctuations in royalties paid.

Ec-I-3 and Ec-I-4: PROCUREMENT OPPORTUNITIES AND SPEND (Business Department)

- **Ec-I-3:** Percentage and number of local, regional, national and international companies participating in tenders (i.e. participants).
- **Ec-I-4:** Percentage and value of tenders won by local, regional, national and international businesses.

Data

Table 2: Procurement opportunities and spend (2014 baseline calendar year)

BREAKDOWN	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders ⁷	-	-	-	-	-	-	-	-	7
Number of tender participants	2	9.1%	3	13.6%	8	36.4%	9	40.9%	22
Number of tenders won	2	28.6%	1	14.3%	2	28.6%	2	28.6%	7
Value of awarded tenders	Data not available ⁸								

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

⁷ Naturally the number of tenders offered cannot be split by area, with only the total number of tenders being relevant for this table. The same comment also applies to the tables for later years.

⁸ Due to the small numbers involved, WGO is unable to provide this information as it is commercially confidential.

Table 3: Procurement opportunities and spend (2016 calendar year)

BREAKDOWN	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	6
Number of tender participants	1	3%	15	44%	11	32%	7	21%	34
Number of tenders won	1	17%	5	83%	0	0%	0	0%	6
Value of awarded tenders	Data not available ⁸								

Source: WGO Business Department (2016).

Table 4: Procurement opportunities and spend (2017 calendar year)

BREAKDOWN	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	6
Number of tender participants	10	18%	16	28%	13	23%	18	32%	57
Number of tenders won	11 ⁹	35%	11	35%	9	29%	0	0%	31
Value of awarded tenders	Data not available ⁸								

Source: WGO Business Department (2017).

⁹ One tender was awarded in 2017 that had been put out to tender in 2016. That is why this number is one larger than the number of tender participants.

Changes

Table 5: Changes in procurement opportunities

	Change from 2014 – 2017 %	Change from 2016 – 2017 %
Number of tender participants		
Local	400%	900%
Regional	433%	7%
National	63%	18%
International	100%	157%
Total	159%	68%
Number of tenders won		
Local	450%	1000%
Regional	1000%	120%
National	350%	N/A
International	-100%	0%
Total	343%	417%

Comment

The transition to owner-mining has led to WGO directly managing significantly more tenders and contracts than previously, as WGO has taken over the management of these from contractors, who previously managed their own tenders and sub-contractors. The increase in WGO tendering compared with the previous year that was noted in 2016 has continued as a further large increase in 2017.

The transition from Newmont to OceanaGold ownership has also led to more tenders being managed from Waihi, with local suppliers, as opposed to more centralised tendering and purchasing by Newmont, often internationally, particularly in or from Perth/Australia.

The extent of both participating in tenders, and winning them, by local businesses as opposed to those from other areas, has increased markedly in 2017 compared with previous years. There has been a marked increase in the number of international tender participants in 2017, though none of these won tenders.

Ec-I-6¹⁰: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO THE ECONOMY, INCLUDING WGO'S APPROACH TO MANAGING ECONOMY-RELATED ISSUES (External Affairs Department)

As set out in Chapter 1, results about community perceptions at the time of the baseline SIA measurement in 2014 and in later years (the SIMP community perceptions surveys) are presented separately throughout this report.

Data

Table 6: Community perceptions of WGO contributions to the economy (2014 baseline)

Question: "How do you rate Newmont's understanding of its local economic impacts?"

	2014	
	No.	Total (n=58) %
Very good	20	34%
Good	18	31%
Adequate	14	24%
Poor	4	7%
Very poor	2	3%
No response	0	0%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

Note: Each of the percentages in the second column is presented rounded with full accuracy. As with other similar columns of percentage results throughout this report, that approach to presentation of results that are percentages can result in columns of percentages not adding to exactly 100%: that is due only to rounding and the presentation of each result with full accuracy.

The SIA engagement undertaken in 2014 identified a range of perceptions regarding continued contribution to the economy by WGO. Key points relevant in 2017 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- WGO contributed to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by WGO'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.
- The majority of those consulted felt WGO had a positive impact on the Waihi economy. Participants, however, qualified positive comments on WGO's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst residents who had been negatively affected by WGO's operations, particularly those living in Waihi East.

¹⁰ As documented in the 2016 SIMP Annual Monitoring Report, and as subsequently approved by HDC, Ec-I-5 has been removed from subsequent SIMP Annual Monitoring Reports. As noted at Ec-M-4 alternative methodologies are being investigated to provide estimates to replace Ec-I-5.

- WGO'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. 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.

Data and Changes

Table 7: Community perceptions of WGO contributions to the economy (2016 and 2017)

Question: "How do you rate the impact of mining in Waihi and Correnso in particular, on the economy of Waihi?"¹¹

	DATA				CHANGES 2016 - 2017 ¹²	
	2016		2017		Movements in percentages	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Very positive	39	40	39	46	0	6
Positive	50	48	44	50	-6	2
Neutral	5	8	10	4	5	-4
Negative	4	0	6	0	2	0
Very negative	0	2	0	0	0	-2
Don't know	2	2	1	0	-1	-2

Data sources: Waihi Annual Perceptions Surveys (Phoenix Research).

Comment

The 2016 and 2017 perception data above shows that residents' perceptions about the impacts of mining on the economy of Waihi have remained generally positive. Businesses are also positive about economic impact, somewhat more so than residents in 2017, and show a small trend towards being even more positive in 2017 than they were in 2016. This may be a consequence of businesses now being more settled in their opinions about the transition to OceanaGold ownership.

There has been effectively no change between 2016 and 2017 in the small percentage of respondents who indicate a "negative" or "very negative" view, and these numbers have continued to be very much lower than those who express a "very positive" or "positive" view.

¹¹ Before people were asked to rate the first of the six main themes covered in this survey, the following explanation was also read: "Please think about how well or not you believe OceanaGold 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."

¹² Where survey data is presented from the series of Perceptions surveys undertaken by Phoenix Research, statistical testing has been used to determine whether a difference between results for two years is statistically significant. Differences that are significant at the 95% level of confidence (the standard statistical criterion) are identified by use of fonts coloured red, bold and italicised. In fact there are very few changes in survey results throughout this report that meet this criterion. This type of analysis of differences is new in this report, having not been used in previous reports in this series. This type of statistical testing is not applicable to the results of the Employee surveys, because of their high coverage of employees and response rates.

Ec-I-7 SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING ECONOMY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND WGO'S AVERAGE RESPONSE RATE (External Affairs Department)

No stakeholder feedback, concerns or complaints were received by WGO regarding economy-related issues in 2014, 2015, 2016 or 2017.

OTHER

N/A

3.3 SUMMARY – ECONOMY

Discussion	<p>Indicator data presented in this chapter shows that WGO continues to support the local, regional and national economy, for example through payroll, procurement, taxes, royalties and rates. WGO's continued contribution to the local economy is also evident in its ongoing commitment to using local suppliers. This is consistent with the findings from the Perceptions survey showing that both residents and businesses view the mining in Waihi as contributing positively to the local economy.</p> <p>The company's plans to extend the life of the mine, evidenced by its increased exploration work over the last year, implies a long term commitment to mining in Waihi, with ongoing input to the local economy accordingly.</p> <p>WGO is aware of the need to develop a workable mechanism for capturing and reporting the data related to Ec-I-5, the only economy indicator where data has so far not been able to be provided. This concerns the proportion of businesses dependent on WGO to the extent of more than half their revenue coming from the company. Progress has been made on this and it will be developed and reviewed with HDC with a view to inclusion in the 2018 SIMP 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>

4 EMPLOYMENT

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

4.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
Em-M-1	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	Ongoing	All SIMP employment indicators are being tracked and reviewed annually.
Em-M-2	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	Preference is given to local candidates/contractors if they have the relevant skills and experience for the role.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
Em-M-3	<p>Review and improve current level of responsiveness to job applicants.</p> <p>Local ad hoc applications – a letter is sent or phone call made within one week.</p> <p>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>	<p>December 2014</p> <p>Success Factors implemented October 2016</p>	Human Resources Department	Complete	<p>The same processes are followed as in previous years.</p> <p>The Taleo system was replaced by SuccessFactors late in 2016. This system manages all recruitment and includes features such as automated notification to applicants at various stages of the recruitment process, and the notification to unsuccessful applicants noted as an Action point.</p> <p>WGO is constantly reviewing its response times to applicants.</p>
Em-M-4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required	Human Resources Department	Complete	Local employment goal has been achieved/ exceeded.
Em-M-5	<p>Clarify and communicate the WGO definition of "local" and "regional" internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation.</p> <p>WGO 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>	December 2014	External Affairs Department and Human Resources Department	Ongoing	Local and regional area boundaries remain the same. The definitions of "local" and "regional" have been communicated. This action is complete and ongoing.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
Em-M-6	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	Complete	<p>WGO reviewed the apprenticeship programme in 2016 with a view to taking on local school students. The apprenticeship programme was approved for implementation in 2017, and a summer student programme for tertiary students was implemented at the end of 2016.</p> <p>One local person has been recruited as an apprentice during 2017. This is not an indicator specified as part of the SIMP or Correnso consent requirements, but is a further indicator of local focus in employment.</p> <p>The summer student programme attracted 110 applicants during 2017.</p>
Em-M-7	Review and improve current data collection practices and reporting in relation to employee hiring and local employment goal. This should be with a view to distinguishing between employees that were originally hired locally and those that were hired from other locations but now reside in the local area.	June 2015	Human Resources Department	Complete	This was implemented through the SuccessFactors recruitment module. This action is now complete.
Em-M-8	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	As discussed previously, Ec-I-5 data has been difficult to obtain, predominantly as it is difficult to assess indirect economic impacts. This is under investigation.
Em-M-9	Review and update WGO's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015	External Affairs Department	Complete	The Communications Plan, Annual Perception Survey and SIMP annual monitoring reports inform this action point and continue to be used for this purpose.
Em-M-10	Report on progress and performance of actions contained within WGO's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015	External Affairs Department	Ongoing	In Q1 each year, progress on actions in WGO's Communications Plan related to employment is reported to management for review with any mitigating actions considered for implementation alongside business requirements.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
Em-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment. Short term - Cintellate entries will be monitored. Post – socio-economic analysis will identify additional indicators.	January 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database, which replaced Cintellate, is used to record stakeholder feedback and addresses this mitigation action. The change in database name has not affected the process from previous years.
Other	None.	N/A	N/A	N/A	N/A

4.2 INDICATORS

Em-I-1 and Em-I-2: WORKFORCE SIZE AND DISTRIBUTION (Human Resources Department)

- **Em-I-1:** Number of WGO employees
- **Em-I-2:** Number of WGO contractor employees (i.e. workforce employed by WGO key contractors that are working at WGO sites)

Data and Changes

Table 8: Numbers of employees

	DATA			CHANGES	
	2014 (Baseline)	2016	2017 ¹³	2014 – 2017 %	2016 – 2017 %
Number of WGO employees	112	228	240	114%	5%
Number of contractor employees	263	99	126	-52%	27%
Total	375	327	366	-2%	12%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Human Resources Department (2016 and 2017).

¹³ As a basis for preparing the 2017 report WGO provided to Phoenix Research a spreadsheet showing employee and contractor numbers each month through the 2017 year. The 2017 figures reported are employee numbers averaged over the months of 2017.

Comment

The total WGO workforce has increased from 2016 to 2017, with a larger increase among contractor employees than those employed directly by WGO. This reflects the increased exploration work over the last year.

The changing proportions of WGO compared with contractor employees since 2014 reflect OceanaGold's approach of "on-boarding" many of those previously employed by contractors, and the data indicates that the "on-boarding" had largely been completed by 2016.

The changing nature of current mining activities underpins the changes in the above numbers over the last year, with the remedial work on the north face of the Martha Pit and raising the wall of the tailing storage facility, both done over the 2016-2017 period, both being projects that impact on the relevant mix of mining employees.

Em-I-3 and Em-I-4: WORKFORCE CONTRIBUTION TO THE ECONOMY (Human Resources Department)

- **Em-I-3:** Percentage of WGO employees living locally, tracking against 70% local employment goal
- **Em-I-4:** Percentage of WGO contractors (i.e. contractor employees) living locally

Data and Changes

Table 9: WGO workforce and size and distribution

PROPORTION OF WORKFORCE LIVING LOCALLY ¹⁴	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 – 2017 %	2016 – 2017 %
Number of WGO employees living locally	99	178	189	91%	6%
Number of contractor employees living locally ¹⁵	210	59	101	-52%	71%
Proportion (%) of employees living locally	89%	78%	79%	-10% points	1% point
Proportion (%) of contractor employees living locally	80%	60%	81%	1% point	21% points
Total workforce living locally (No.)	309	237	290	-6%	22%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Human Resources Department (2016 and 2017); Employee Surveys (WGO and Phoenix Research, 2016 and 2017).

¹⁴ Note that the number of WGO employees is sourced directly from Human Resources records, whilst the number of contractor employees living locally is sourced from the WGO Employee Survey (which is voluntary, and may not state the full number of contractor employees living locally).

¹⁵ Inclusive of contractor employees living in the following locations: Waihi, Waihi Beach/Athenree, Katikati and Paeroa. The 2016 figure was noted in the 2016 report to be understated to the extent that the survey is voluntary so does not cover all employees. The 2017 figure is an estimate based on the proportions of contractor employees for whom this is known.

Comment

Both WGO and contractor employees by far most often live locally: the proportions of the total employees of both WGO and contractors are close to 80%. For WGO that is well ahead of its target of 70% of employees living locally, and very similar to its proportion in 2016.

The proportion of contractor employees living locally has increased markedly over the last year, from 60% to 81%. This reflects the changing nature of the mining work undertaken by contractors, noted in relation to Em-I-1 and 2 above.

Em-I-5: LOCATION OF RESIDENCE OF NON-LOCAL EMPLOYEES AND CONTRACTORS, REPORTED BY REGIONAL, NATIONAL, INTERNATIONAL (Human Resources Department)

Data and Changes

Table 10: WGO workforce size and distribution – WGO employees not living locally

NUMBER OF WGO EMPLOYEES NOT LIVING LOCALLY	DATA						CHANGES IN NUMBERS OF EMPLOYEES	
	2014 (Baseline)		2016		2017 ¹⁶		2014 – 2017 %	2016 – 2017 %
	No.	%	No.	%	No.	%		
Regional	10	9%	31	14%	39	16%	290%	26%
New Zealand	1	1%	19	8%	12	5%	1100%	-37%
Overseas	1	1%	0	0%	0	0%	-100%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Human Resources Department (2016 and 2017).

¹⁶ As for the data shown for Em-I-3 and 4, the numbers in the 2017 column are based on the proportions of WGO and contractor employees for whom where they live is known.

Table 11: WGO workforce size and distribution – contractor employees not living locally

NUMBER OF CONTRACTOR EMPLOYEES NOT LIVING LOCALLY	2014 (Baseline)		2016		2017 ¹⁷	
	No.	%	No.	%	No.	%
Regional	Not reported				19	15%
New Zealand	Not reported		22	22%	4	3%
Overseas	Not reported				2	1%

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Human Resources Department (2016 and 2017); and Employee Surveys (WGO and Phoenix Research, 2016 and 2017).

Comment

Although not a large proportion of the total WGO workforce, the increase in WGO employees living regionally is largely attributable to those living in Tauranga and Hamilton. Regional WGO employees continue to outnumber those living elsewhere in New Zealand by large proportions: in 2017 there were more than three times as many WGO employees living within the region as living elsewhere in New Zealand.

The spread of contractor employees who do not live locally is very similar to the spread of WGO employees.

¹⁷ As for the data shown for Em-I-3 and 4, the numbers in the 2017 column are estimates based on the proportions of contractor employees for whom where they live is known.

Em-I-6: LOCATION OF JOB APPLICANTS - NUMBERS/PERCENTAGE REPORTED LOCALLY, REGIONALLY, NATIONALLY, AND INTERNATIONALLY (Human Resources Department)

Data

Table 12: 2014 WGO job applicant numbers analysed by location (2014 baseline) *

DEPARTMENT	JOB TITLE	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
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
TOTAL		60	148	187

Source: 2016 SIMP Annual Monitoring Report (KPMG, 2016).

* Note: Overseas applicants are not considered for positions that are advertised as being for "NZ Applicants Only".

Table 13: 2016 WGO job applicant numbers analysed by location (2016)

DEPARTMENT	JOB TITLE	Local	National	Overseas
Business	Management Accountant	0	0	0
Processing Plant	Mill Operator 2	21	47	2
HSEC	Health and Safety Advisor, Emergency Response, Safety and Training	1	0	0
Business	Buyer	1	0	0
Mining Underground	Underground Mine Forman	4	3	0
Mining Underground	Maintenance Planner	0	4	6
Mining Underground	Trades Person (UG Diesel Fitter)	5	3	1
Mining Underground	UG Mine Operator	5	9	6
Business	Commercial Manager	0	0	0
HSEC	Occupational Health and Safety Nurse	2	3	0
HSEC	Community Support Advisor	5	0	0
Environmental	Environmental Technician	5	10	4
Processing Plant	Process Systems and Instrumentation Technician	2	7	5
Processing Plant	Plant Metallurgist	0	4	14
Mining Underground	Project Engineer	0	1	0
Mining Underground	Mine Surveyor	0	6	4
Mining Underground	Underground Electrical Supervisor	0	0	0
Mining Underground	Underground Senior Electrician	0	0	0
Mining Underground	Underground Shift Supervisor	0	0	0
TOTAL		51	97	42

Source: WGO Human Resources Department (2016).

Table 14: 2017 WGO job applicant numbers analysed by location (2017)

DEPARTMENT	JOB TITLE	Local	Regional	National	Overseas
Commercial	Commercial Manager	1	14	19	16
Commercial	Contracts Coordinator	1	2	4	1
Commercial	Management Accountant	1			
Exploration & Geology	Geology Technician		1	7	4
Exploration & Geology	Project Exploration Geologist		1	3	5
Exploration & Geology	Junior Geologist	1	6	40	44
Exploration & Geology	Resource Development Geologist	2	1	1	1
Exploration & Geology	Vacation Student - Geology	4	5	21	3
Health, Safety, Environment & Community	Environmental Advisor		7	14	14
Health, Safety, Environment & Community	Health, Safety & Environmental Manager		6	6	31
Health, Safety, Environment & Community	Occupational Health Nurse	1	7	2	3
Health, Safety, Environment & Community	Underground Health, Safety & Training Advisor	1			
Health, Safety, Environment & Community	Health, Safety & Training Superintendent	4	4	7	8
Health, Safety, Environment & Community	Field Technician	6	1	11	7
Health, Safety, Environment & Community	Underground Health, Safety & Training Administrator	14	10	4	2
Mining Underground	Airleg Miner			2	6
Mining Underground	Jumbo Operator				3
Mining Underground	Underground Apprentice Electrician		2	8	1
Mining Underground	Vacation Student - Mine Surveying		1	11	
Mining Underground	Vacation Student - Underground Geologist			2	
Mining Underground	Senior Underground Light Vehicle Fitter	1			
Mining Underground	Underground Mining Engineer	1	3	4	20
Mining Underground	Underground Senior Electrician	1	4	3	4
Mining Underground	Underground Senior Mining Engineer	1	2		10
Mining Underground	Underground Storeperson & Hi-Ab Operator	1	2	1	1
Mining Underground	Underground Trainer	1	3	2	7
Mining Underground	Underground Diesel Fitter	2	3	6	4
Mining Underground	Underground Electrical Superintendent	2	1	2	4
Mining Underground	Underground Electrician	2	4	3	6
Mining Underground	Underground Maintenance Forman	2	4	4	5
Mining Underground	Underground Pump Fitter	3	4	7	6
Mining Underground	Underground Shift Supervisor	3	4	3	18
Mining Underground	Underground Buyer & Storeperson	4	1	2	6
Mining Underground	Underground Light Vehicle Fitter	5	5	3	1

DEPARTMENT	JOB TITLE	Local	Regional	National	Overseas
Mining Underground	Underground Maintenance Serviceman	5	8	5	4
Mining Underground	Underground Maintenance Administrator	13	10	6	5
Mining Underground	Underground Mine Operators	14	13	19	27
Mining Underground	Nipper	38	16	12	16
Processing Plant	Vacation Student - Mine Engineer		3	11	1
Processing Plant	Production Superintendent - Processing	1		1	
Processing Plant	Vacation Student - Mechanical Engineer	2	4	18	3
Processing Plant	Process Maintenance Superintendent	4	2	5	5
Processing Plant	Vacation Student - Process	5	6	10	
Processing Plant	Maintenance Fitter	12	11	1	4
Processing Plant	Process Operator	13	13	9	7
	TOTAL	172	194	299	313

Source: WGO Human Resources Department (2017). Table excludes 4 applicants with address unknown.

Note: The 2017 data has been provided from the "SuccessFactors" software system for managing applicants, which was implemented for use in 2017. This enables "regional" applicants to be distinguished, a distinction not previously available. Regional applicants were previously included in the National count.

Data and Changes

Table 15: Total job applicant numbers analysed by location

JOB APPLICANT LOCATION	DATA						CHANGES			
	2014 (baseline)		2016		2017		2014 – 2017		2016 – 2017	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	No.	Movement in percent of total %	No.	Movement in percent of total %
Local	71	17%	51	27%	172	18%	101	1%	121	-9%
Regional ¹⁸					194	20%	342	14%	396	0%
New Zealand	151	37%	97	51%	299	31%				
Overseas	187	46%	42	22%	313	32%	126	-14%	271	10%
Total	409	100%	190	100%	978	100%	569		788	

Data sources: WGO Human Resources Department.

Comment

The number of job applicants increased markedly in 2017 compared with 2016. This was a result of the increase in the number of positions available, which in turn reflects the continued increase in mining activities in 2017 compared with 2016.

From 2016 to 2017 there has been a small movement towards more overseas applicants and less local applicants, while the proportion of regional and New Zealand applicants has remained constant at just over 50% of all applicants.

¹⁸ The "Regional" applicant location was not separated from "New Zealand" in SIMP reports before 2017.

Em-I-8¹⁹ and Em-I-9: WORKFORCE DIVERSITY (Human Resources Department)

A recommendation was made by KPMG Banarra in 2015 and agreed by HDC, to merge the following two indicators, in recognition that they both refer to the common theme of "workforce diversity". These indicators have been merged in subsequent SIMP Annual Monitoring Reports:

- **Em-I-8:** Number and percentage of employees by gender; and who identify as being of Māori descent
- **Em-I-9:** Number and percentage of contractor employees by gender; and who identify as being of Māori descent

Data and Changes

Table 16: WGO workforce diversity²⁰

	DATA						CHANGES	
	JUNE 2014 (Baseline)		2016		2017		Movements in percentages	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	2014 – 2017 %	2016 – 2017 %
WGO Employees								
Male	89	78%	196	86%	220	88%	10%	2%
Female	25	22%	32	14%	31	12%	-10%	-2%
Māori descent	16	14%	38	17%	34	14%	0%	-3%
Contractor Employees								
Male	167	96%	70	86%	67	87%	-9%	1%
Female	7	4%	11	14%	10	13%	9%	-1%
Māori descent	61	35%	22	27%	21	27%	-8%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (WGO and Phoenix Research, 2016). 2017 sources: WGO Human Resources for WGO Employees, and Employee Survey (WGO and Phoenix Research, 2017) for contractor employees.

¹⁹ As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-7 has been removed from subsequent SIMP Annual Monitoring Reports. Mitigating action Em-M-3 addresses concerns around processes with regard to response times for job applicants.

²⁰ All diversity numbers in this table are from sources that do not cover all employees. The 2014 SIA Engagement and the WGO Employee Surveys were voluntary and not all employees responded. WGO Human Resources records used for the 2017 data did not contain gender or ethnicity information for all employees. Consequently the numbers in the table are based on less than the total number of employees. However it is likely that the percentages provide reasonable representations of the diversity of the workforce.

Comment

Gender diversity is low in the WGO workforce. However as has also been observed previously²¹, these gender proportions are not uncommon in the mining sector. In 2017 the proportion of females among direct WGO employees was 12%, somewhat down from the 22% in 2014, and also down from 2016.

The contracted workforce now has a similar gender mix, although here the proportion of female employees increased from 2014 to 2017.

The proportion of WGO employees in the workforce who identify as Māori is marginally smaller than a year ago (now 14% compared with 17% in 2016), and is now similar to the 2014 proportion. The proportion of contractor employees who identify as Māori is higher than among direct WGO employees, at 27%.

²¹ For example, see the Waihi 2016 SIMP Annual Monitoring Report.

Em-I-10: NUMBER OF EMPLOYEES AND CONTRACTORS WHO PARTICIPATED IN WGO OR EXTERNAL TRAINING PROGRAMMES, BY TOPIC AREA (e.g. workplace health and safety, technical skills) (Human Resources Department)

Data and Changes

Table 17: WGO workforce training participation

	DATA			CHANGES	
	Number of training participants			2014 – 2017 %	2016 – 2017 %
	2014 (Baseline)	2016	2017		
Total training participants (No.)	744	1147	807	8%	-30%
Total training subjects (No.)	24	26	23	-4%	-12%
Health and safety					
General and Site Specific Inductions	320	380	338	6%	-11%
Manual Handling/Back Care (renamed Move At Work by OceanaGold, participant numbers 2017 not recorded)	19	0	0	-100%	
Fatigue Management	54	0	0	-100%	
Fall Arrest	36	0	49	36%	
4WD Driving Training	13	0	22	69%	
Risk Management	19	0	7	-63%	
Establish Risk Management System	0	2	0		-100%
Establish Occupational Health and Safety (OH and S) Management System at Extractive Site	0	1	0		-100%
Incident Investigation and Management	0	28	8		-71%
Radiation Safety Training	0	0	0		
Confined Space	0	24	20		-17%
Fire Extinguisher	0	21	37		76%
Drug and Alcohol Screening	-	3	-		-100%
Stop and Think (related to General and Site Specific Inductions – see first line in table)	0	380	0		-100%
Quad Bike	-	-	5		
Safedrill (a Newmont module, replaced in 2016 by OceanaGold's Task Observations, run internally)	35	18	0	-100%	-100%
Emergency response					
Muster Warden Training (now integrated into Evacuation Familiarisation)	13	-	13	0%	
CIMS (previously called Rapid Response)	14	2	0	-100%	-100%
Cyanide Awareness (previously called Cyanide Emergency Response)	17	21	0	-100%	-100%

	DATA			CHANGES	
	Number of training participants			2014 – 2017 %	2016 – 2017 %
	2014 (Baseline)	2016	2017		
Work Place First Aid	64	44	94	47%	114%
Hydrogen Peroxide Safety (became "Hazardous substances" training in 2017, run internally)	-	17	-		-100%
Spill Response	2	0	0	-100%	
Evacuation Familiarisation Session (equivalent training run internally in 2017)	-	74	-		-100%
Develop Emergency Response Management Plan	0	0	0		
Community					
Cultural Awareness Training	34	61	98	188%	61%
Media Training	9	0	0	-100%	
Equal Opportunities	10	0	0	-100%	
Technical					
B Grade Quarry Workshop	6	0	1	-83%	
Computer Training	6	3	19	217%	533%
Contract Management	28	0	28	0%	
Chain Saw Safety	-	6	-		-100%
Forklift Operation	12	23	27	125%	17%
Truck Mounted Crane (Hiab)	-	2	-		-100%
HSNO Approved Handler	4	14	1	-75%	-93%
HT Licence	2	0	1	-50%	
Electrical Competence	0	1	9		800%
HV Switching	18	0	6	-67%	
MAF Accredited Person / Transitional Facility Operator	2	2	1	-50%	-50%
Rock Breaker Operation (was part of another qualification that no longer exists)	7	0	0	-100%	
Regulatory Requirements	0	3	4		33%
Site Traffic Management Supervisor Refresher	0	0	0		
Certificate IV in Training and Assessment - National Certificate in Adult Education Level 4	0	3	0		-100%
Operate a Telehandler (new equipment, not standard training)	-	-	17		
In-house Auditor Training	0	1	2		100%
Transition					
Various data bases and systems in preparation for completion of sale of WGC to OceanaGold (inclusive of Safety Leadership training)	0	13	0		-100%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Training Department (2016 and 2017).

Note: Table covers training provided to WGO employees where attendance records are kept.

Comment

The above table shows the number of WGO employees who participated in training programmes conducted by WGO and external providers. Most training is provided by external providers. Training generally reflects the needs of the site and its employees in a specific year, and thus changes from year to year. Some training modules are required for regulatory compliance, which can be on annual or biannual or less frequent cycles.

With the transition of ownership from Newmont to OceanaGold, some training has been renamed, some has moved from being externally to internally provided, and some no longer has attendance records required to be kept. An example is "Manual handling/back care" as implemented by Newmont, which has become the "Move at work" OceanaGold training, provided internally. The table includes annotation of training where these types of changes have occurred.

The growth in employee numbers, and the changing mix of mining work over the last year, as well as the transition of ownership from Newmont to OceanaGold (and modest changes to training and the names given to types of training as a result), account for most of the changes in training provided. A further factor affecting employee participation in training is the increased regulatory requirement for certification, training and ongoing professional development, in part triggered by reforms following the Pike River Mine disaster.

Types of training notable for large changes, apart from for reasons noted above, are:

- Fall arrest, Fire extinguisher and Work place first aid (both impacted particularly by more and new staff)
- Cultural awareness training (although this increased strongly from 2016 to 2017, and also from the baseline year, it is notable that this had 283 participants in 2015)

The comparison of total training participants from year to year is compounded by the 380 participants in 2016 in both "General and site specific inductions", and "Stop and think". If those were combined as a single training subject, total training participants would show a small but steady increase over the three years reported (e.g. the 5% increase from 2016 to 2017).

Em-I-13²²: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO LOCAL EMPLOYMENT AND TRAINING, INCLUDING WGO'S APPROACH TO MANAGING EMPLOYMENT- AND TRAINING-RELATED ISSUES (External Affairs Department)

Data

Table 18: Community perceptions of WGO's approach to local employment (2014 baseline)

Question: "How do you rate the impact of Correnso on local employment opportunities?"

	2014 (Baseline) Total (n=58) %
Very positive	22%
Positive	31%
Neutral	28%
Negative	14%
Very negative	2%
Don't know	3%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- WGO 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.
- Stakeholders raised the positive economic impacts of this employment on the local and district economy. A proportion of wages paid to WGO's employees and contractors is spent in Waihi, thus contributing to its economy, regardless of whether the employee or contractor lives in Waihi.

²² As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-11 and Em-I-12 have been removed from subsequent SIMP Annual Monitoring Reports.

Data and Changes

Table 19: Community perceptions of WGO's approach to local employment (2016 and 2017)

Question: "How do you rate the impact of mining in Waihi and Correnso in particular, on employment opportunities in Waihi?"

	DATA				CHANGES 2016 - 2017	
	2016		2017		Movements in percentages	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Very positive	32	34	35	44	3	10
Positive	55	50	50	50	-5	0
Neutral	8	10	11	4	3	-6
Negative	3	0	2	2	-1	2
Very negative	1	2	1	0	0	-2
Don't know	1	4	1	0	0	-4

Data sources: Waihi Annual Perceptions Surveys (Phoenix Research).

Table 20: Employees' perceptions of WGO's approach to training

Question: "In general, how satisfied are you with the training you have received over the last 12 months?"

	DATA		CHANGES 2016 - 2017
	2016 (n=267) %	2017 (n=230) %	Movements in percentages %
Very satisfied	16	16	-
Satisfied	42	53	11
Neutral	27	23	-4
Dissatisfied	10	6	-4
Very dissatisfied	3	2	-1
Not answered	2	0	-2

Data sources: Employee Surveys (WGO and Phoenix Research).

Comment

The community perceptions data (from residents and businesses) indicates that overall the community continues to be very positive about the impact of mining on employment opportunities in Waihi. In addition, employees themselves are very positive about the training they receive from the company.

Em-I-14: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING EMPLOYMENT-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND WGO'S AVERAGE RESPONSE RATE (External Affairs Department)

No stakeholder feedback, concerns or complaints were received by WGO regarding employment-related issues in 2014, 2015, 2016 or 2017.

OTHER

N/A

4.3 SUMMARY – EMPLOYMENT

<p>Discussion</p>	<p>With the transition of site ownership to OceanaGold in 2016, and the implementation of the owner-operator approach to employment, onboarding of contractor employees to become direct employees of the company was begun in 2016 and continued in 2017. However this was partially offset by the increase in exploration in 2017, done by a contractor, which in turn resulted in an increase in the number of contractor employees in 2017.</p> <p>The overall result of these points has been a significant change in the ratio of contractor employees and employees employed at the site from 2014 to 2016, but with no increase in the proportion of WGO employees from 2016 to 2017.</p> <p>Overall growth in employee numbers was required because of the changing nature of mining work to be done, including the remedial work on the north wall of the Martha Pit, raising the wall of the tailing storage facility, and increased exploration.</p> <p>This recent growth in employee numbers occurred in a context which had seen a decrease before that in the number of contractor employees on site with the halt to mining in the Martha pit following the slips in 2015 and 2016.</p> <p>A development over the last year has been an increase in the proportion of the workforce living locally. WGO has a target of 70% of employees living locally, which is now well exceeded at 79%. The extent of contractor employees living locally has moved up substantially from 2016 (when it was 60%) to 2017 (81%), which strongly supports the company's target of its employees living locally.</p>
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	<p>Diversity in the workforce continues to show a strong skew to males among both WGO and contractor employees. The proportions of the workforce identifying as Māori remain very similar to last year, at 14% among WGO employees and 27% among contractor employees.</p> <p>The company continues to provide extensive training of its employees, across a wide range of subjects, and they rate this training positively. The company is also seen by the community, both residents and businesses, as making a positive impact on employment opportunities in Waihi.</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>

5 PROPERTY

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

5.1 MITIGATION AND MANAGEMENT ACTIVITIES

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	WGO SELF-REPORTED PROGRESS SUMMARY
P-M-1	Review current property monitoring and evaluation activities and identify gaps in relation to property in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	Complete	All SIMP property indicators are being tracked.
P-M-2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly, and is commensurate with the effects experienced.	Annual	External Affairs Department	Ongoing	The Amenity Effect Programme (AEP) and Ex-gratia payments are still being used. After a review of the housing market data which indicated that the market had returned to normal, the Top Up Programme was discontinued in 2016.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	WGO SELF-REPORTED PROGRESS SUMMARY
P-M-3	Investigate concerns about the quality of WGO'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	The same process was followed as per previous years. HDC undertakes independent monitoring using its own sound and vibration monitoring equipment. HDC equipment is of a similar standard to WGO equipment, but they have less of it.
					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 WGO 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 was unavailable and that the resident could approach WGO through the normal channels). A report is provided to HDC for review.
P-M-4	Review and revise WGO's complaints management system, including:	July 2015	External Affairs Department	Complete	The same process was followed as per previous years.
	• Consideration of communication with regard to blasting;				Blasting is communicated via email, text, phone calls and website, with blast notification to advise residents one minute prior to each blast.
	• Consideration of handling of concerns; and				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.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	WGO SELF-REPORTED PROGRESS SUMMARY
	<ul style="list-style-type: none"> Consideration of the complaints monitoring and evaluation process. 				<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>
					<p>In 2016, two blast vibration workshops were held for members of the community to help them better understand vibration, how it works, and its effects.</p> <p>In 2017 equivalent workshops were not held. Instead two Correnso/SUPA meetings were held, which included gathering feedback on WGO's complaints management system. This feedback is being used to monitor and manage the procedure and modify as required.</p>
P-M-5	Review and update Independent Review Panel (IRP) and the Waihi Community Forum (WCF) roles, responsibilities and terms of reference in relation to property issues and in line with the Correnso Consent Conditions.	June 2018	External Affairs Department	Complete	<p>IRP Roles and Responsibilities were reviewed and updated in 2015. This action is now complete.</p> <p>IRP & WCF roles will be reviewed in 2018 given that Correnso mining is scheduled to end in 2019.</p>
P-M-6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.	June 2015	External Affairs Department	Complete	Indicators for WCF and IRP are being monitored. This action is now complete.
P-M-7	Develop and implement a property divestment strategy.	March 2015	Business Department	On hold	<p>A property divestment strategy was developed in 2015.</p> <p>Implementation has been put on hold as WGO are not planning to close. The company is actively looking to extend LOM.</p>
P-M-8	Review and update WGO's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015	External Affairs Department	Complete	The Communications Plan, Annual Perception Survey and SIMP annual monitoring reports inform this action point and continue to be used for this purpose.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	WGO SELF-REPORTED PROGRESS SUMMARY
P-M-9	Report on progress and performance of actions contained within WGO's Stakeholder Engagement Plan in relation to property.	Quarterly	External Affairs Department	Ongoing	In Q1 each year, progress on actions in WGO's Communications Plan related to property is reported to management for review with any mitigating actions considered for implementation alongside business requirements.
P-M-10	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 including complaints are responded to in line with the SOP.
P-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property.	June 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database, which replaced Cintellate, is now used to record stakeholder feedback and addresses this mitigation action.
	Monitor Cintellate entries.				
Other	None.	N/A	N/A	N/A	N/A

5.2 INDICATORS

P-I-1: AMENITY EFFECT PROGRAMME (AEP) NUMBER OF RECIPIENTS; AND TOTAL SPEND FOR THE PAYMENT PERIOD (External Affairs Department)

Table 21: AEP Payments²³

Table 2.7: AEP Payments

AEP PAYMENTS		Six-monthly data			Data amalgamated to annual		
		Amount paid (NZ\$)	Number of recipients	Average amount paid per recipient (NZ\$)	Annual amount paid (NZ\$)	Annual number of recipients	Average amount paid per recipient (NZ\$)
2014 (Baseline)	2014 Jan-Jun	\$152,000	310	\$490.32	\$236,500	513	\$461.01
	2014 Jul-Dec	\$84,500	203	\$416.26			
2015	2015 Jan-Jun	\$204,800	230	\$890.43	\$592,447	579	\$1,023.22
	2015 Jul-Dec	\$387,647	349	\$1,110.74			
2016	2016 Jan-June	\$290,199	341	\$851.02	\$548,324	718	\$763.68
	2016 Jul-Dec	\$258,125	377	\$684.68			
2017	2017 Jan-June	\$268,166	363	\$738.75	\$525,419	635	\$827.43
	2017 Jul-Dec	\$257,253	272	\$945.78			
Total over the four years 2014 - 2017		\$1,902,690	2,445	\$778.20	[Same as in cells to left]		

Sources: Six-monthly data: SIMP Annual Monitoring Report (KPMG, 2016); WGO Property Department (2017); Annual data: calculated by Phoenix Research.

Changes

Table 22: Changes in annual AEP payments

	2014 - 2017	2016 - 2017
Amount paid (NZ\$)	122%	-4%
Number of recipients	24%	-12%
Average amount paid per participant (NZ\$)	79%	8%

²³ All data shown in this table relating to amalgamating AEP payments over time is subject to the proviso that recipients are not unique, with the same person being able to be counted in more than one period. For example, while the total number of recipients is shown in the table as 2,445, strictly this is the total of the recipients in each six-monthly period, and for the avoidance of doubt, does not represent 2,445 different people. The average number of recipients per six months is 306.

Comment

The AEP provides payments to residents on a six monthly basis. This payment is calculated based on the measured effects of the Correnso and any other CEPA operations, and in the past also provided payments for amenity effects of the Martha operations.

The total amount provided through AEP payments every six months, and the number of AEP payment recipients, have both increased and decreased over time since the baseline year (2014). There are two factors that have likely influenced these figures: the position of blastings; and the number of eligible recipients (which changes year to year with house sales and changes in rentals).

P-I-2, P-I-3, P-I-4 and P-I-5: WGO PROPERTY OWNERSHIP AND RENTALS (Business Department)

- **P-I-2:** Number of WGO rental residential properties in the Correnso project area
- **P-I-3:** Number of WGO-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories
- **P-I-4:** Proportion of Waihi's total residential properties owned by WGO
- **P-I-5:** Proportion of WGO-owned properties in the Correnso Extended Project Area (CEPA) rented by WGO employees

Data and Changes

Table 23: WGO property rentals and ownership

WGO PROPERTY RENTALS AND OWNERSHIP	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 - 2017	2016 - 2017
WGO rental properties in the CEPA	22	52	56	155%	8%
Residential properties owned by WGO	78	108	113	45%	5%
Sections of land owned by WGO	56	59	60	7%	2%
Commercial properties owned by WGO	5	5	7	40%	40%
Unusable properties (in the subsidence zone) owned by WGO	66	66	66	-	-
Other properties (mill, tailings storage facility, underground portal, open pit) owned by WGO	11	11	11	-	-
Total assets rented/owned by WGO²⁴	216	249	257	45%	26%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Property Department and Business Department (2016 and 2017).

Table 24: Residential properties in Waihi owned by WGO²⁵

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 - 2017	2016 - 2017
Residential properties in Waihi owned by WGO as a proportion of the total number of private dwellings in Waihi ²⁶	3%	5%	6%	3% points	1% point
Residential properties in Waihi owned by WGO that are rented by WGO employees	0	6	16	N/A	167%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Property Department (2016 and 2017).

²⁴ Note the second line in this table includes properties that are also shown in the first line. The total therefore is the total from the second line down only.

²⁵ This table is equivalent to one presented in the 2016 SIMP report, except that the rows in the table are more fully described.

²⁶ The 2013 Census reported that there were 2019 occupied dwellings in Waihi at that time and that figure was used to calculate the 2016 and 2017 percentages. Population and household growth in Waihi over the years from 2013 to 2017 was almost certainly not large enough to need to estimate upwards from that figure for the purposes of this table. (The Census records population growth in Waihi over the period 2006 – 2013, the dates of the two most recent Censuses, to be well below 1%. If that rate of growth, or any rate of that general magnitude, continued through to 2017, the basis of the percentage data in this table would be sound.)

Comment

According to Correnso Consent Condition Number 46, WGO is required to make an offer to purchase properties when active mining is occurring under legal title.

The number of properties owned and rented by WGO in the CEPA, as well as the number of residential properties and sections of land owned by WGO, have all increased since 2014, though with less increase over the last year. A key reason for this increase in property ownership and rentals has been the expansion of the Correnso development (which occurs in a residential area), and the CEPA operations more broadly, which have led to further property purchases by WGO. At the same time, the proportion of the total number of residential properties in Waihi rented and owned by WGO has also increased since 2014.

The number of houses rented by WGO employees, which in the past has been low, has increased up to 16 in 2017, a marked increase from 2016 (6 properties). This is largely due to the on-boarding of past contractor employees as WGO employees during the transition to OceanaGold ownership and its owner-operator approach. These people previously rented these houses from WGO while they were contractor employees. In addition, there are some new WGO employees who have chosen to rent WGO owned houses in 2017.

P-I-6: RESULTS OF WAIHI PROPERTY MARKET REVIEW INCLUDING NUMBER OF SALES AND BREAKDOWN BY WAIHI EAST, WAIHI WEST; AVERAGE SALE PRICES, AND AVERAGE FOR WAIHI EAST AND WAIHI WEST; ACTIVITY IN COMPARABLE MARKETS (TO ACCOUNT FOR CONFOUNDING FACTORS SUCH AS BANKS INCREASING MINIMUM DEPOSIT LEVELS); AND OTHERS AS RELEVANT (External Affairs Department)

Data

Table 25: Waihi property sales and average sale prices

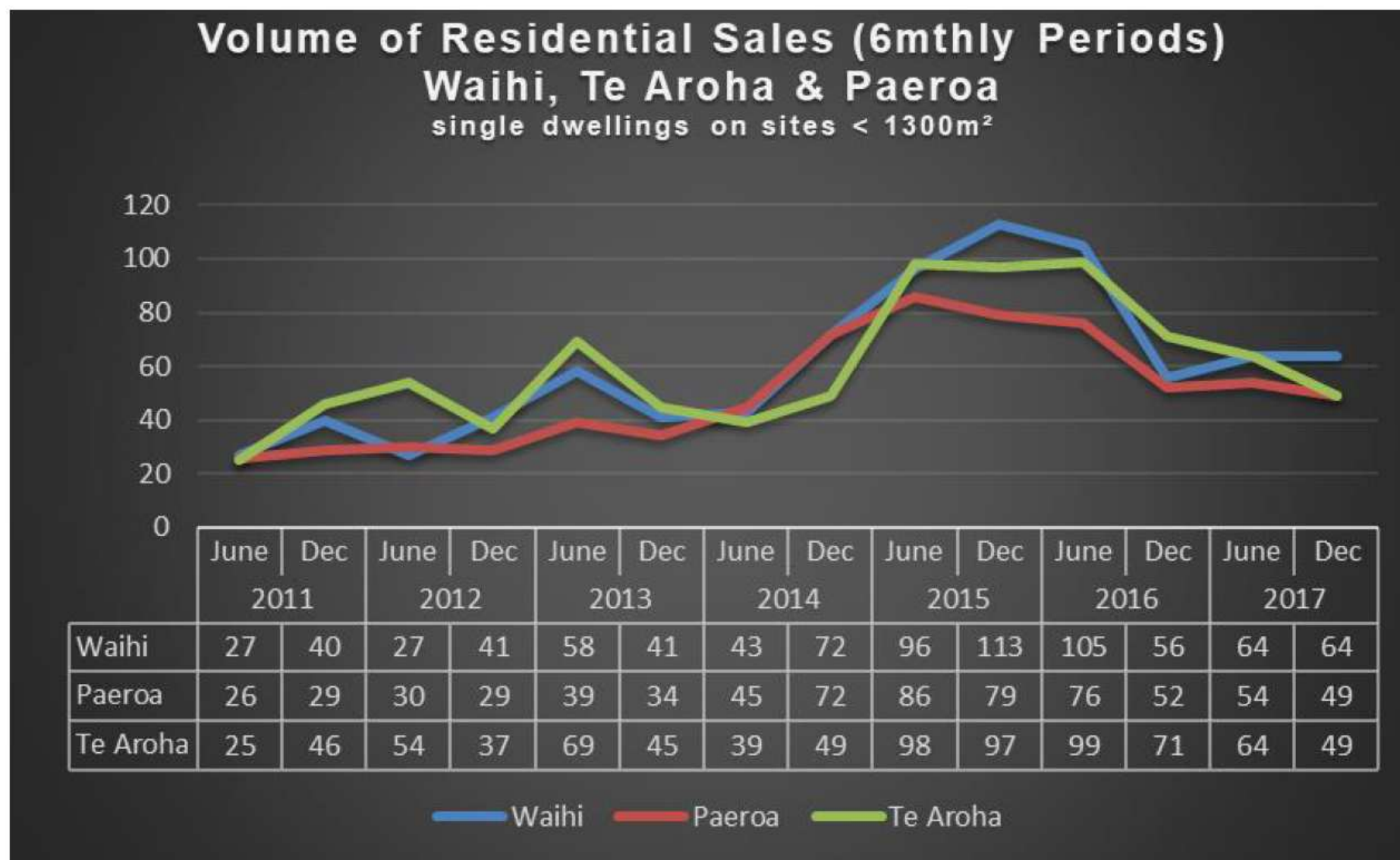
SALES PERIOD	Jan 2014 to Jun 2014	Jul 2014 to Dec 2014	Overall 2014 (Baseline) ²⁷	Jan 2016 to Jun 2016	Jul 2016 to Dec 2016	Overall 2016	Jan 2017 to Jun 2017	Jul 2017 to Dec 2017	Overall 2017 ²⁸
Waihi (overall)									
Number of sales	43	72	115	105	56	164	64	64	128
Average sale price	\$200,384	\$205,540	\$202,962	\$262,228	\$312,661	\$287,445	\$342,939	\$340,392	\$341,666
Waihi West									
Number of sales	38	65	103	94	54	150	60	56	116
Average sale price	\$196,917	\$227,212	\$212,065	\$282,189	\$334,421	\$308,305	\$350,795	\$340,854	\$345,996
Waihi East									
Number of sales	5	7	12	11	2	14	4	8	12
Average sale price	\$237,300	\$180,357	\$208,829	\$231,045	\$255,000	\$243,023	\$296,250	\$296,875	\$296,667

Sources: For half yearly data: Review of Market Activity – Waihi East, Telfer Young 2018. For yearly data 2014 and 2016: SIMP Annual Monitoring Report (KPMG Banarra, 2016). For yearly data 2017: Phoenix Research.

²⁷ The 2014 data refers to residential sales with land area up to 1,600m² and includes properties sold with top up.

²⁸ The 2016 and 2017 data refers to sales of single residential property with land area up to 1,300m² and includes properties sold with top up, but not outright purchase by OceanaGold.

Data for activity in comparable markets (number of sales)



Source: Review of Market Activity – Waihi East, Telfer Young, 2018.

Changes

Table 26: Changes by sales period

PROPERTY SALES	2014 to 2017 %	2016 to 2017 %
Waihi (overall)		
Number of sales	11%	-22%
Average sale price	68%	19%
Waihi West		
Number of sales	13%	-23%
Average sale price	63%	12%
Waihi East		
Number of sales	0%	-14%
Average sale price	42%	22%

Comment

The total number of residential property sales in Waihi was higher in 2016 than in either the baseline year, 2014, or the current year, 2017. Sales in Waihi East continue to account for approximately 10% of all sales in Waihi.

Average sale prices in Waihi East have been lower than in Waihi West consistently by a factor of the order of \$50,000 over the two years 2016 to 2017, though that gap was much smaller in the baseline year, 2014. The gap has also reduced since 2016, with the increase in average sale prices in Waihi East at 22% being ahead of that for Waihi West over the same period (12%).

The rise in housing prices throughout Waihi over the period since 2014 can in part be attributed to an increase in the number of new arrivals and investors, often from outside the area in places such as Auckland, who have bought property in Waihi.

The graph above provides an overview of the number of property sales in comparable housing markets since 2011, and it is clear that the numbers of sales in Waihi have followed a similar pattern over this time to that of the comparator towns.

P-I-7: TOP UP PROGRAMME DATA: A) NUMBER OF APPLICATIONS RECEIVED; B) NUMBER OF APPLICATIONS APPROVED; AND NUMBER OF PROPERTIES SETTLED (External Affairs Department)

Data

Table 27: Summary of Top Up programme

NUMBER OF...	2014	2016	2017
Applications received	23	N/A	No Top Up scheme in 2017
Applications approved	14	N/A	
Properties settled	9	4	

Source: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

The Top Up Programme was ended in 2016 following WGO management review of the initiative, which found that the volume and number of sales taking place without a "Top Up" had increased significantly. As a result, no applications for the Top Up Programme were received in 2016. The four properties settled in 2016 had been approved in the previous year.

WGO communicated the conclusion of the Top Up Programme to the public through a range of mechanisms, such as WGO's regular community newsletter, "The East Ender"²⁹.

HDC are requested to approve removing this indicator from future Waihi SIMP Annual Monitoring Reports.

²⁹ Available at: http://www.hauraki-dc.govt.nz/assets/district_docs/mining_docs/underground_workings/2016/Eastender-0216.pdf.

P-I-8: NUMBER OF WGO FIXED POINT VIBRATION MONITORS (Environment Department)

Data

Table 28: Number of WGO fixed point vibration monitors

	2014 (Baseline)	2016	2017
Total fixed point vibration monitors	18	18	21
Number located in the Correnso area	10	10	10

Source: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

There are currently 21 fixed point vibration monitors in the Waihi area, of which 10 remain located in the Correnso area. The number of fixed point vibration monitors has increased by 3 since 2016. They are located in strategic positions based on the location of the Correnso ore body and other operations. For example, in 2017 some monitors were located to measure vibration related to stabilisation work in the Martha Pit, and others were located above the SUPA development drive (SUPA is the Slevin Underground Project Area, which is located adjacent to Correnso).

There is some flexibility in the location of these monitors, which is approved by HDC.

This indicator was not identified as a key impact area for monitoring within the SIMP. Data has been reported against this indicator in the SIMP annual monitoring reports since 2016 due to community concerns relating to the quality and independence of WGO's noise and vibration monitoring equipment.

P-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO PROPERTY, INCLUDING WGO'S APPROACH TO MANAGING PROPERTY-RELATED ISSUES (External Affairs Department)

Data

Table 29: Community perceptions of WGO's approach to property (2014 baseline)

Questions: "How confident are you that Newmont is managing any impacts of Correnso on local property?"; "How confident are you in Newmont's management of blasting noise and vibration?"; "How confident are you that Newmont is managing any impacts of Correnso on land stability?"

HOW CONFIDENT IN NEWMONT'S MANAGEMENT OF:	2014 (Baseline) (n=58) %
Any of impacts of Correnso on local property	
Very confident	29
Quite confident	28
Moderately confident	16
Slightly confident	10
Not at all confident	16
No response	2
Blasting noise and vibration	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0
Any of impacts of Correnso on land stability	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified further detailed perceptions on this point that are documented in the 2016 SIMP Annual Monitoring Report.

Data and Changes

Table 30: Community perceptions of WGO's approach to property (2016 and 2017)

Question: "How confident are you that OceanaGold is managing any impacts of mining in Waihi and Correnso in particular, on local property?"

	DATA				CHANGES 2016 – 2017	
	2016		2017		Movements in percentages	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Very confident	23	24	20	24	-3	-
Quite confident	30	22	26	26	-4	4
Moderately confident	27	12	21	24	-6	12
Slightly confident	10	12	14	8	4	-4
Not at all confident	6	10	11	4	5	-6
Don't know	4	20	8	14	4	-6

Data sources: Waihi Annual Perceptions Surveys (Phoenix Research).

Comment

The reduction in 2017 in residents' confidence in how well Waihi Gold is managing impacts on properties has been noted by WGO's management team as an action point for 2018, and something to monitor closely in the coming year or years. This reduction in confidence among residents is not matched at all by businesses, who if anything now have increased confidence in the company in this respect.³⁰

The ratings shown in C-I-10 show levels of confidence in WGO's approach to community investment that are both high and continuing high, which is appropriate context for the findings above. Hence it appears that while the public of Waihi remain confident about WGO's approach to community investment as a whole, the modest attrition in their confidence is specific to property, which can reasonably be interpreted to mean residential property.

³⁰ The reduction in confidence among residents is unusual in that based on the individual lines in the table the changes are not statistically significant, yet when amalgamated, the drop of 13% who are moderately confident or more so, is highly statistically significant, exceeding the 99% confidence level.

P-I-10: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING PROPERTY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS AND WGO'S AVERAGE RESPONSE RATE (External Affairs Department)

Data and Changes

Table 31: Stakeholder feedback, concerns and complaints received by WGO regarding property-related issues

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 to 2017 %	2016 to 2017 %
Number of complaints and concerns					
Complaints and concerns regarding perceived property damage	23	15 + 1 concern	15 + 4 concerns	-17%	19%
Average response rate (Days)	4	15	1.8	-55%	-88%
Number of contacts/enquiries by nature of communication					
House available for rent	1	0	0	-100%	N/A
Information request for due diligence	9	33	33	267%	0%
Information request – general	5	0	8	60%	N/A
IRP process	3	0	0	-100%	N/A
Loss of equity	3	0	0	-100%	N/A
Request for WGO to purchase property	5	0	0	-100%	N/A
Top up Programme	12	3	0	-100%	-100%
Inability to sell property	3	0	0	-100%	N/A
AEP enquiries	9	35	53	489%	51%

Data source: WGO External Affairs Department.

Comment

Immediate responses are provided to stakeholders when they call to report property damage. The response rate is inclusive of the number of days taken to conduct property inspections, the timing of which varies depending on the availability of the stakeholder and their willingness for the inspection. That factor underlies the longer average response rate in 2016, which in 2017 dropped to levels well below the baseline in 2014.

The largest number of property-related issues or enquiries raised by stakeholders continue to be in relation to the AEP, followed by requests for information on due diligence.

P-I-11 and P-I-12: DAMAGE-RELATED COMPLAINTS AND RESOLUTIONS (External Affairs Department)

- **P-I-11:** Number and percentage of property complaints where it is determined that the cause of damage is attributable to Correnso activity, as per Condition 21b
- **P-I-12:** Number of instances of property complaints dealt with under condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process

No complaints of this nature have been received since the implementation of SIMP annual reporting in 2014.

OTHER

N/A

5.3 SUMMARY - PROPERTY

<p>Discussion</p>	<p>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 Engagement (2014). This is reflected in the number and scope of the property-related mitigation actions contained within the SIMP.</p> <p>Results and trends in this year's report are mixed in terms of those concerns. The 2016 SIMP report concluded that concerns residents associated with property reduced over the period from 2014 to 2016 and noted that the Top Up Programme was concluded.</p> <p>However, residents' views on how the mine is managing any impacts on local property became less positive by 2017. Many factors could have influenced that rating, including the inferences people may have made about the instability of the north wall in the pit (even though it was fully remediated and stabilised by the end of 2017), and the appearance of exploration drilling rigs at a number of locations throughout the town.</p> <p>Data suggesting that property concerns are not increasing are that sales of residential properties in Waihi East continue to account for close to 10% of all sales in Waihi, and the gap between average house sales prices in Waihi East compared with Waihi West is reducing.</p> <p>The 2016 Annual Perceptions Survey investigated opinions about property in more detail, and found that a quarter of Waihi East home-owners perceive that their property had been physically affected by mining, which combined with the above points suggests that ongoing monitoring of property impacts is required.</p>
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	It will be important to continue to monitor the number and price of house sales in Waihi East so that proactive measures could be used if negative trends were to be seen, even if only as part of any slowing of the NZ property boom or changes in residents' perceptions regarding property-related impacts with the end of the Top Up Programme or continued mining in Correnso.
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. Mitigation action P-M-7 is on hold, as WGO are not planning to close and they are actively looking to extend LOM.

6 COMMUNITY

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

6.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
C-M-1	Review current monitoring and evaluation activities and identify gaps in relation to community in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	Complete	All SIMP community indicators are now being tracked.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
C-M-2	Monitor community sentiment towards WGO, 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 Community Engagement Phone Line. Personal visits are conducted to help monitor community perception, in addition to the facilitation of 6 monthly community meetings. Continued involvement with WCF, at least one WGO representative at every meeting.
C-M-3	Regularly update the community about WGO's operational plans through community meetings, local radio and newspapers.	Ongoing	External Affairs Department	Ongoing	Community updated through monthly Question and Answer sessions on Gold FM (local radio); community meetings; regular updates in Waihi Leader (local newspaper); regular updates in East-Enders newsletter to Waihi East residents to advise monthly mining schedule.
C-M-4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	Ongoing	External Affairs Department	Ongoing	Development of WGO's Community Investment Strategy was delayed due to the sale. WGO, however, has a corporate standard and community needs are monitored by a sponsorship and donation committee. In 2016 there was a focus on helping disadvantaged youth and the elderly within the community, and this focus continued in 2017. Criteria for the community investment strategy were reviewed in 2017.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
C-M-5	Review Education Centre programme to assess opportunities with local schools.	June 2016	External Affairs Department	Complete	<p>Schools programme implemented to take school groups (pre-school and up) through the "Underground Experience". Visits are conducted with Waihi East School to teach children about blasting and vibration.</p> <p>The "Khaki Miners" display was established during 2017 as a new area of the Education Centre and has attracted high visitor numbers and positive acclaim. This was established largely by volunteers, working closely with WGO, and tells the story of the significant contribution of Waihi miners to the WW1 war effort, on the Western Front, that has had little other exposure.</p>
C-M-6	Review and update WGO's Stakeholder Engagement Plan in consideration of community impacts.	January 2016	External Affairs Department	Complete	<p>A new Communications Plan was approved in mid-February 2016. While the Stakeholder Engagement Plan (now Communications Plan) has been reviewed in consideration of the SIMP and Correnso Development, the findings of the Annual Perception Surveys and the 2016 and 2017 SIMP Annual Monitoring Reports inform this action point and continue to be used for this purpose.</p>
C-M-7	Report on progress and performance of actions contained within WGO's Stakeholder Engagement Plan in relation to community impacts.	January 2016	External Affairs Department	Ongoing	<p>In Q1 each year, progress on actions in WGO's Communications Plan related to community is reported to management for review with any mitigating actions considered for implementation alongside business requirements.</p>

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
C-M-8	Develop a feedback mechanism for recipients of community investment and in-kind donations, including the Education Centre, to assess intended and unintended impacts and identify opportunities for improvement.	June 2015	External Affairs Department	Complete	The feedback mechanism is implemented through the site standard operating procedure (SOP) – "Local Community Investment"
C-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community investment issues. Cintellate entries monitored.	June 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database is now used to record and track stakeholder feedback (replacing Cintellate) and addresses this mitigation action.
Other	None.	N/A	N/A	N/A	N/A

6.2 INDICATORS

C-I-1 and C-I-2: PARTICIPATION IN COMMUNITY LIFE (External Affairs Department)

- **C-I-1:** Number of WGO employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services
- **C-I-2:** Number of WGO employees and contractors who participate in, or volunteer for, local sports and recreational groups

Data

Table 32: Number of WGO and contractor employees participating in community life (2014 baseline)

Question: "How do you get involved in the Waihi community?"

PARTICIPATION TYPE ³¹	2014 (Baseline) (n=112)	
	No.	%
Community group	13	12%
Emergency services	12	11%
Religious group	7	6%
School	19	17%
Total	51	46%

Source: Correnso SIA Engagement, Employee Survey (KPMG Banarra, 2014).

³¹ As noted in the 2016 SIMP report, the Employee Survey understated estimated numbers of employees to the extent that not all employees participated in the survey. That proviso makes it inappropriate to compare these 2014 results with those from later years.

Data and Changes

Table 33: Number of WGO and contractor employees participating in community life (2016 and 2017)

Question: "To what extent are you involved with any of the following voluntary community activities in Waihi?"

PARTICIPATION TYPE	DATA ³²				CHANGES 2016 - 2017		
	2016 (n=314 employees, 267 in survey)		2017 (n=364 employees, 260 in survey)		Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees ³³
	No.	Percent of total %	No.	Percent of total %			
Community sports organisation	104	34%	113	31%	9	9%	-3%
Service organisation (e.g. Lions, Rotary)	12	4%	14	4%	2	17%	0%
Community volunteer (e.g. meals on wheels)	15	5%	20	5%	5	33%	0%
Arts/cultural group	15	5%	25	7%	10	67%	2%
Education (e.g. BOT, PTA, other volunteer)	26	9%	29	8%	3	12%	-1%
Church group	19	6%	22	6%	3	16%	0%
Rescue volunteer group	37	12%	25	7%	-12	-32%	-5%
Other (please specify)	16	15%	7	2%	-9	-56%	-13%

Data sources: Employee Surveys (WGO and Phoenix Research).

Comment

There have been increasing numbers of WGO and contractor employees participating in most forms of voluntary community activities over the last year, with the one key exception of rescue volunteer groups. This growth in participation is partly a result of increases in the workforce, but is a larger increase than that factor alone would explain. There has been a large increase in participation in arts and cultural groups.

³² The numbers of employees quoted in this table, for both 2016 and 2017, are estimates based on extrapolating from the surveys to estimate the total number of employees participating in each type of voluntary community activity (not just the community life participation of those who completed the survey). The extrapolations factor results from the surveys up to take account of the response rates in the surveys (85% in 2016 and 71% in 2017). This method also makes comparisons between the two years much more accurate than they would otherwise be. (That is because the method stops the factor of survey response rates from disrupting comparisons of numbers of employees between years.)

The columns of results presented as percentages are unaffected by this distinction, although the bases for the percentages are the numbers of employees that year, not the number in each survey.

Note that this means that the 2016 "No." data presented above are somewhat higher (by a factor close to 18%) than those presented in the 2016 SIMP Annual Monitoring Report.

The estimated numbers of employees participating are based on fuller accuracy percentages carried forward in the calculations, than are shown in this table. That is why the estimated "No's" may differ by one or two from the employee numbers that could be calculated from the percentages shown in the table.

³³ It is unusual to show two change columns with different bases for calculating percentages. This second column is more sensitive to changes in the *mix* of community activities employees participate in, and is not affected by the growth in the number of employees, as is the first of the two columns of percentage change.

C-I-3: NUMBER OF CHILDREN OF WGO EMPLOYEES AND CONTRACTORS WHO ATTEND LOCAL SCHOOLS (Human Resources Department)

Data and Changes

Table 34: Type of school/education facility attended by children of WGO and contractor employees

TYPE OF SCHOOL/ EDUCATION FACILITY	DATA ³⁴		CHANGES	
	ESTIMATED NUMBER OF CHILDREN		2016 to 2017	
	2016	2017	Numbers of children	Percentage change
Daycare centre ³⁵	24	18	-6	-25%
Kindergarten	6	16	10	167%
[Daycare and kindergarten combined] ³⁶	[30]	[34]	[4]	[13%]
Primary school ³⁷	66	97	31	47%
College	47	57	10	21%
Total	143	188	45	31%

Data source: Employee Surveys (WGO and Phoenix Research).

Note: Data not collected in 2014 baseline.

Table 35: Local school enrolment data versus number of WGO and contractor employees living locally

	DATA ³⁸			CHANGES 2016 - 2017
	2014 (Baseline)	2016	2017	%
Number of children enrolled in Waihi early learning schools		227	218	-4%
Number of children enrolled in Waihi primary and secondary schools	Data not collected	1511	1458	-4%
Number of WGO and contractor employees living in Waihi		236 ³⁹	290	23%

Data sources: Ministry of Education; WGO Human Resources Department; Employee Survey (WGO and Phoenix Research).

³⁴ As discussed in the footnote to the previous table, the data numbers in this table are estimates of the numbers of children of all employees that take account of the response rates in the two surveys. These estimates also take into account the number of employees living in households where a spouse or partner also works in mining. The 2016 data in this table differs from that presented in the 2016 SIMP report by these adjustment factors.

³⁵ Inclusive of the number of children enrolled in the following daycares and kindergartens: Waihi Kindergarten, First Steps Waihi, Somerset Early Learning Centre, KiwiKidz Educare, ABC Waihi, Footprints Preschool and Kohunga.

³⁶ It seems likely that the reason for large changes in the numbers of children attending daycares compared with kindergartens could be the result more of the way parents classify the facility, than real change. That is why this total is also shown. The total is likely to be the more reliable indicator.

³⁷ Inclusive of the number of children enrolled in the following schools: Waihi East, Waihi College, Central, Waimata, St Josephs, Waikino and Waihi Beach.

³⁸ As discussed in the footnotes to the previous two tables, the data numbers in this table are estimates of the numbers of children of all employees that take account of the response rates in the two surveys. These estimates also take into account the number of employees living in households where a spouse or partner also works in mining. The 2016 data in this table differs from that presented in the 2016 SIMP report by these adjustment factors.

³⁹ The figure reported in 2016 was 201, the correct figure prior to adjustment for response rate. The figure of 236 makes that adjustment, and is the appropriate basis for comparison year to year. The 2017 figure includes that adjustment.

Comment

There has been a marked increase over the last year in the numbers of children of WGO and contractor employees attending daycares/kindergartens, primary and secondary schools. This is most likely the result of two factors: (i) the increase in the mining workforce from 2016 to 2017, and (ii) changing demographics of the mining workforce over that period, i.e. towards more families with children. The data suggests that these two factors contribute approximately equally to the increased numbers of children attending schools and pre-school centres.

In response to a recommendation made by KPMG Banarra in 2015, WGO reviewed a number of options to collect more exact data on the impacts that Correnso has on local school enrolments. It was decided to continue to report the results from the Employee Survey, but to also supplement this with enrolment data from local primary and secondary schools and the number of WGO employees and contractor employees living locally, to identify if there are any correlations between the number of employees living locally and local primary school enrolments. The data presented shows that no clear correlations are yet evident from making this comparison.

C-I-4: EXPENDITURE ON "COMMUNITY INVESTMENT" ACTIVITIES, INCLUDING IN-KIND CONTRIBUTIONS (External Affairs Department)

Data and Changes

Table 36: Expenditure on community investment activities including in-kind contributions

	DATA			CHANGES	
	2014 (Baseline) (NZ \$)	2016 (NZ \$)	2017 (NZ \$)	2014 to 2017 %	2016 to 2017 %
Community investment expenditure	314,646	259,741	265,108	-16%	2%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

The level of WGO expenditure on community investment activities (including in-kind contributions) has remained stable over the last year, though is less than during the 2014 baseline year.

The earlier reduction was predominantly due to the expiry in 2016 of a long-term sponsorship agreement with a local non-government research-based organisation to the value of NZ \$45,000.

WGO has been reviewing community investment options to identify programs that may better serve the community and assist in aligning with the purpose and vision of WGO and its employees. A modified program of community investment will be implemented in 2018.

C-I-5: NUMBER OF COMMUNITY INVESTMENT RECIPIENTS, BY ORGANISATION TYPE (External Affairs Department)

Data and Changes

Table 37: Number of community investment recipients by organisation type

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 - 2017	2016 - 2017
Sporting	17	12	18	1	6
Environmental	1	0	2	1	2
Education/Youth*	16	10	14	-2	4
Arts/culture	9	5	9	0	4
Health	4	4	6	2	2
Community	12	14	7	-5	-7
Elderly	1	2	2	1	0
Total	60	47	58	-2	11

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

* Youth community recipients were identified separately up until 2016, and have been merged with Education in this report.

Comment

After a dip in the number of community investment recipients in 2016, this number has returned in 2017 almost to the higher level in 2014. This represents a 23% increase in the number of recipients in 2017 compared with 2016. This is a result of WGO conducting an internal review of its community investments early in 2017 and selecting new investment opportunities.

This review has resulted in a marked increase in the number of sporting organisations supported, with increases also for education/youth and arts/culture organisations. The reduction in investment in "community" organisations may simply be a function of the different types of applications that WGO is receiving.

C-I-6: EXPENDITURE ON LOCAL SCHOOLS, AS A TOTAL AND BY SCHOOL (External Affairs Department)

Data and Changes

Table 38: Expenditure on local schools as a total and by school

SCHOOL / EDUCATION FACILITY	DATA (NZ \$)			CHANGES (%)	
	2014 (Baseline)	2016	2017	2014 - 2017	2016 - 2017
Total expenditure	240,000	225,000	200,000	-17%	-11%
Primary schools					
Waihi Central	10,000	10,000	10,000	0%	0%
St Josephs	10,000	10,000	10,000	0%	0%
Waimata	10,000	10,000	10,000	0%	0%
Waikino	10,000	10,000	10,000	0%	0%
Waihi Beach	10,000	10,000	10,000	0%	0%
Total	50,000	50,000	50,000	0%	0%
Schools and education service providers in the Correnso area					
Waihi East	90,000	75,000	50,000	-44%	-33%
Waihi Kindergarten	30,000	30,000	30,000	0%	0%
First steps Daycare	20,000	20,000	20,000	0%	0%
Somerset Day Care	10,000	10,000	10,000	0%	0%
Total	150,000	135,000	110,000	-27%	-19%
Secondary schools					
Waihi College Trust	40,000	40,000	40,000	0%	0%
Total	40,000	40,000	40,000	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

There has been no change in the amount of funding WGO provides to local schools, with the exception of Waihi East Public School which had received greater funding in the past due to its location in Waihi East, closest to Correnso. In 2016 WGO reviewed the amount of funding provided to this school in line with an agreement made with the school that funding would decrease as school enrolment increased. This agreement was established due to concerns that the additional funding offered to the school by WGO would influence enrolment numbers and encourage a dependency on WGO for financial support. Reductions in funding were made accordingly in 2016 and 2017.

WGO have also established agreements with other local schools regarding the provision of ad hoc funding when relevant.

C-I-7: NUMBER OF MINE TOURS CONDUCTED AT SITE (External Affairs Department)

Data and Changes

Table 39: Number of mine tours conducted at site

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 – 2017 %	2016-2017 %
Number of mine tours run by WGO's Education Centre	215	158	161	-25%	2%
Number of mine tours run by Gold Discovery Centre*			581		
Total			742		

Data sources:

First row: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Second row: WGO External Affairs Department (2017).

* Only the 2017 data for these tours is available. It is proposed to include this data going forwards, as a useful additional part of this Indicator, because this type of mine tour also involves considerable input from WGO, and because the mine tours total provides a robust indicator of total exposure of mining to the community and to the wider public achieved by mine tours.

Comment

The slips in the Martha Mine Pit in 2015 and 2016, and subsequent cessation of mining in the open pit, have led to reduced interest by tourists as there has been little activity to be seen. The remediation and stabilisation works done largely during just a few months of 2017 have not generated tourist interest levels equivalent to the earlier full mining operation in the pit.

The Gold Discovery Centre, which operates the mine site tours, and WGO, which makes the site available for the tours, have not changed their support for the tours.

C-I-8: NUMBER OF WCF MEETINGS ATTENDED BY WGO EMPLOYEES/REPRESENTATIVES (External Affairs Department)

Data and Changes

Table 40: Number of, and WGO attendance at Waihi Community Forum meetings

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 – 2017 %	2016 – 2017 %
Number of WCF meetings held	20	13	6	-70%	-54%
Attendance by WGO/WGC members	Yes	Yes	Yes	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

There has been a steady decrease year-on-year in the number of Waihi Community Forum (WCF) meetings that have been held each year since 2014. While these meetings were held as often as fortnightly in the past, they have been held less and less frequently over recent years. This has been intentional and deliberate, a result of the Forum agreeing it would be more efficient use of time and resources if they met less frequently.

A WGO/WGC member has attended each meeting.

C-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO COMMUNITY, INCLUDING WGO'S RESPONSE TO COMMUNITY-RELATED ISSUES (External Affairs Department)

Data (2014 baseline)

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are noted below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- WGO 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. WGO has also funded community assets.
- In addition to maintaining an existing workforce, WGO employees are expected to remain involved in community life, such as through sports and clubs, contributing to the maintenance of the vibrant Waihi community.

Data and Changes

Table 41: Community perceptions of WGO's approach to community-related issues (2016 and 2017)

	DATA				CHANGES 2016-2017	
	2016		2017		Movements in percentages	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Responses to the question "How do you rate OceanaGold for how it manages its relationship with the community of Waihi?"						
Very well	33	32	37	42	4	10
Well	47	34	37	38	-10	4
Neutral	13	18	16	16	3	-2
Poorly	2	10	5	0	3	-10
Very poorly	2	2	2	0	-	-2
Don't know	3	4	3	4	-	-
Responses to the question "How would you summarise your opinion about mining in Waihi?"						
Strongly in favour	48	54	47	54	-1	-
Moderately in favour	22	22	18	26	-4	4
A little in favour	2	2	1	6	-1	4
Neutral	22	18	25	14	3	-4
A little not in favour	0	0	0	0	0	-
Moderately not in favour	1	2	2	0	1	-2
Strongly not in favour	5	2	7	0	2	-2
Don't know	0	0	0	0	-	-

Data sources: Waihi Annual Perceptions Surveys (Phoenix Research).

Comment

Members of the community remain generally satisfied with the way that WGO manages its relationship with the community of Waihi. The reduction in the percentage rating WGO as doing "well" on community-related issues is offset by the increase in those rating it "very well", so is not a conclusive trend.

The Perceptions Survey also asks respondents about their opinion of the Correnso Underground Mine in general, when taking into account all the benefits and disadvantages they can identify. The survey results show a general positive view, with little change in 2017 from 2016.

Businesses in 2017 have somewhat more favourable views than residents in terms of both of the above measures of how WGO relates to the community.

C-I-10: SUMMARY RESULTS OF FEEDBACK MECHANISM FOR COMMUNITY INVESTMENT PROGRAMMES, INCLUDING THE EDUCATION CENTRE (External Affairs Department)

Data and Changes

Table 42: Summary results from community investment feedback mechanism

SOURCE OF INFORMATION	DATA						CHANGES	
	2014 (Baseline)		2016		2017		Shown as movements in percents of total	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	2014 to 2017 %	2016 to 2017 %
How did you learn about the WGO Community Investment Programme?								
Website	4	14%	2	17%	0	0%	-14%	-17%
Had received previous sponsorships	5	18%	4	33%	6	40%	22%	7%
Local knowledge	10	36%	1	8%	2	13%	-23%	5%
Word of mouth	2	7%	3	25%	4	27%	20%	-2%
Newspaper advertising	4	14%	2	17%	3	20%	6%	3%
Not indicated	3	11%	0	0%	0	0%	-11%	0%
Total	28	100%	12	100%	15	100%		
How do you acknowledge WGO's donation?								
Public notice	5	8%	3	9%	1	4%	-4%	-5%
Letter of thanks	21	34%	10	31%	13	48%	14%	17%
Use of WGO promotional material	8	13%	2	6%	4	15%	2%	9%
Newspaper article	8	13%	7	22%	6	22%	9%	0%
Signage	11	18%	7	22%	1	4%	-14%	-18%
Other	9	15%	3	9%	2	7%	-8%	-2%
Total	62	100%	32	100%	27	100%		

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Table 43: Summary results from community investment feedback mechanism (cont...)

Assessment questions (see key below)	2014 (baseline) %						2016 %						2017 %					
	1	3	5	7	10	Not indicated	1	3	5	7	10	Not indicated	1	3	5	7	10	Not indicated
<i>Base number for following group of questions</i>	(n=25)						(n=12)						(n=14)					
Is community investment advertising adequate?	0	4	20	32	44	0	0	8	33	25	25	8	0	0	0	43	43	7
Is the evaluation criteria communicated adequately?	0	12	4	40	44	0	0	0	25	17	58	0	0	0	14	14	64	7
Is the time taken to process applications reasonable?	0	0	4	12	84	0	0	0	8	25	67	0	0	0	0	7	86	7
<i>Base number for following group of questions</i>	(n=25)						(n=12)						(n=6)*					
Is the amount of money donated adequate?	0	0	4	16	80	0	*						0	0	0	16	84	0
Is the evaluation fair and equitable?	0	0	0	24	72	4	*						0	0	0	0	100	0
Have you received help before?	Yes = 22; No = 3						Yes = 5; No = 7						Yes = 10; No = 4 (base n=14)					
<i>Base number for following group of questions</i>	(n=25)						(n=12)						(n=15)					
Pre-visit information was adequate	0	0	0	31	69	-	0	0	0	43	57	-	0	0	7	13	67	13
Education Officer's presentation was appropriate	0	0	0	4	96	-	0	0	0	0	100	-	0	0	0	7	93	0
Activities were age appropriate for students	0	0	0	4	96	-	0	0	0	0	100	-	0	0	0	7	93	0
Activities were linked to the curriculum	0	0	0	4	96	-	0	0	0	14	86	-	0	0	0	20	80	0
Time spent on activities was appropriate	0	0	8	8	85	-	0	0	0	7	93	-	0	0	0	7	93	0
Scope was allowed for follow-up activities	0	0	0	12	88	-	0	0	0	29	71	-	0	0	0	27	73	0
I would recommend the Education Centre to other teachers as	0	0	0	8	92	-	0	0	0	0	100	-	0	0	0	0	100	0
Key: (1) = Poor, (3) = Below average, (5) = Average, (7) = Above average, (10) = Excellent																		

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

* Not on the feedback form during 2016 nor the early part of 2017.

Comment

There have been two assessment questions where the company in the past has stood out as having the lowest ratings, community investment advertising being adequate and evaluation criteria being communicated adequately. By 2017 the ratings for these two areas have come up to more positive levels much more in line with those provided by the other assessment questions.

Overall, feedback on the community investment programme has remained positive, with little change over the past three years.

C-I-11: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING COMMUNITY INVESTMENT OR PARTICIPATION-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND WGO'S AVERAGE RESPONSE RATE (External Affairs Department)

Data

Table 44: Stakeholder feedback received by WGO regarding community investment or participation-related issues

	2014 (Baseline)	2016	2017
Letter of thanks received	24	25	26

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

No concerns or complaints were received by WGO regarding community-related issues in 2014, 2016 or 2017.

Comment

The lack of concerns or complaints, combined with the numbers of letters of thanks received, are consistent with the positive views expressed in the Waihi Perceptions Surveys that have been undertaken since 2015.

OTHER

N/A.

6.3 SUMMARY - COMMUNITY

<p>Discussion</p>	<p>The data presented in the Community section indicates that WGO continues to support the community through community investment while also recognising the importance of periodically reviewing its approach to community investment. WGO has reviewed over the last year where to provide financial support and how this support benefits the community, as seen in relation to indicators C-I-4 and C-I-5, and reallocated funding based on this review.</p> <p>WGO's decision to review and decrease its funding of Waihi East School over time (see indicator C-I-6) illustrates one way in which it is acting to manage the risks associated with dependence and the potential negative impacts of funding.</p> <p>The data also indicates that WGO has maintained a commitment to working with the community, e.g. as seen in its ongoing attendance at Waihi Community Forum meetings, and the ongoing positive ratings of WGO's community relationships in the annual Perceptions surveys. The high levels of participation by WGO and contractor employees in voluntary community activities further support WGO's engagement with the community.</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. Mitigation action C-M-4 is ongoing, as it requires WGO to review and revise (as needed) the community investment strategy to reflect community priorities and needs, as has been done over the last year.</p>

7 HEALTH AND WELLBEING

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

7.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
H-M-1	Review current monitoring and evaluation activities and identify gaps in relation to health and wellbeing in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs Department	Complete	All SIMP health and wellbeing indicators are now being tracked and reviewed annually.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
H-M-2	Review and implement, where appropriate, the remedial and mitigating actions proposed by the consultant clinical psychologist ⁴⁰ , incorporating findings from the SIA, as detailed below		External Affairs Department	Complete	All remedial and mitigating actions set out in the Action column have been implemented. In particular, automated blast notification devices are in place.
	Suggested mitigation	WGO response			
	Predictability in process and outcome	Blasting windows as per Consent Conditions			
		Blast notification			
	Predictability in noise and blasting effects	Blast notification			
	Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness	Blast notification			
		Blasting windows as per Consent Conditions			
	Increased education regarding actual effects as opposed to feared or perceived effects	Vibration workshop			
		Education sessions with East school children			
	Increased opportunities to express concerns and receive	Complaints management procedure			

⁴⁰ Dunne Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

Ref.	Action			Completion date / timeframe	Owner	Status	WGO self-reported progress summary
	feedback as to risk of harm from stable base	Community meetings	Quarterly in 2014; and				
			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 to be predictable	Blasting windows as per Consent Conditions	In place				

Ref.	Action			Completion date / timeframe	Owner	Status	WGO self-reported progress summary
		Blast notification system	May 2015				
H-M-3	Continue to monitor and review employee wellbeing through WGO employee surveys.			Annual	Human Resources Department	Ongoing	An annual employee survey is carried out. In addition, a nurse is employed fulltime on site and a health programme initiative has been implemented. The site went smoke free at the end of 2016. Starting in 2017, WGO has provided medical check-ups for all staff including contractor employees. These will be available on a bi-annual basis. During 2017 WGO also introduced voluntary alcohol breath testing at the mine gate.
H-M-4	Monitor complaint register to identify and investigate blasting periods where the level of complaints increases significantly in comparison to comparable blasting periods with similar vibration levels.			Monthly	External Affairs Department	Ongoing	This is done daily and reported at the daily meeting with end of month reporting.
H-M-5	Review and update WGO's Communications Plan to support the SIMP and respond to the SIA findings in relation to health and wellbeing. Include proactive education; an assessment of communications for psychological prevention and impact; consideration of impacts specific to people who are vulnerable such as the elderly, pre-existing medical or psychological conditions; provision of reports in an appropriate format for the public to understand and; the blasting notification programme.			June 2015	External Affairs Department	Ongoing during 2017	A new Communications Plan was approved in mid-February 2016. The Communications Plan, annual Perception Surveys and SIMP annual monitoring reports inform this action point and continue to be used for this purpose. These measurements provide a baseline for tracking the impacts of actions taken.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
H-M-6	Report on progress and performance of actions contained within WGO's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015	External Affairs Department	Ongoing	In Q1 each year, progress on actions in WGO's Communications Plan related to health and wellbeing is reported to management for review with any mitigating actions considered for implementation alongside business requirements.
H-M-7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing.	June 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database is now used to record stakeholder feedback (replacing Cintellate) and addresses this mitigation action.
	Short term - Cintellate entries to be monitored.				
	Post - perception survey will identify additional indicators.				
Other	See self-reported progress summary for WGO health initiatives that are new in 2017.	N/A	N/A	N/A	N/A

7.2 INDICATORS

H-I-1: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO HEALTH, INCLUDING WGO'S APPROACH TO MANAGING HEALTH-RELATED ISSUES (External Affairs Department)

Data

Table 45: Community perceptions of WGO's approach to health and wellbeing (2014 baseline)

Question: "How do you rate the impact of Correnso on your health and wellbeing?"

	2014 (Baseline) Total (n=48) %
Very positive	17
Positive	16
Neutral	40
Negative	12
Very negative	9
No response	7

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- 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.
- A number of Waihi residents stated during consultation that they have experienced stress and lifestyle impacts from WGO'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.
- These impacts may worsen once Correnso begins, or may lessen as the effect becomes predictable and normalised.

Data and Changes

Table 46: Community perceptions of WGO's approach to health and wellbeing (2016 and 2017)

Question: "How do you rate the impact of mining in Waihi and Correnso in particular, on your health and wellbeing?"

	DATA				CHANGES	
	2016		2017		Movements in percentages 2016 - 2017	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Very positive	21	20	12	18	-9	-2
Positive	33	22	25	32	-8	10
Neutral	37	48	51	48	14	-
Negative	5	4	6	0	1	-4
Very negative	2	2	3	2	1	-
Don't know	2	4	3	0	1	-4

Data source: Waihi Annual Perceptions Surveys (Phoenix Research).

Comment

Between 2016 and 2017 there has been a marked decrease in the percentage of residents stating they are "very positive" in their rating of how well WGO is doing at managing any impacts of mining on health and wellbeing. The factors identified by the psychologist contracted by the company to report on mitigation actions (see H-M-2), combined with the qualitative observations made in the 2014 SIA Engagement, suggest uncertainty including about the future of mining may be a significant contributing factor to this decrease in positive ratings by residents.

The increase in the number of residents rating their opinion as "Neutral" in this question has been of particular interest to WGO, and approximately offsets the decrease in those rating WGO positively. A detailed analysis of the 2017 annual Perceptions survey was undertaken to investigate this issue. This analysis showed that people who have moved to Waihi within the last 3 to 5 years are more inclined to have neutral opinions about mining than longer term residents of the area. The survey also showed that there are enough of these more recent arrivals in the area to affect overall results such as the above.

H-I-2: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING HEALTH-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND WGO'S AVERAGE RESPONSE RATE (External Affairs Department)

Data

Table 47: Stakeholder feedback – concerns and complaints received by WGO regarding health and wellbeing-related issues

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 to 2017 %	2016 to 2017 %
Number of times that residents indicated they were frightened or stressed by the effects of WGO operations (based on assessment and review of concerns/complaints)	33	19	31	-6%	63%
Number of residents that made these concerns/complaints	11	9	16	45%	78%
Details of repeat locations	64% of all concerns/ comments (21 concerns/ complaints) arose from 3 residents.	1 resident called 5 times, 1 resident called 4 times, 3 residents called twice. The remaining 4 residents called once	1 resident called 7 times, 1 resident called 5 times, 1 resident called 3 times, 3 residents called twice. The remaining 10 residents called once		
Response time	Within one day	Within one day	Within one day	-	-
Average number of complaints per resident ⁴¹	3.0	2.1	1.9	-37%	-10%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

The increase in the number of concerns and complaints where residents indicated they were frightened or stressed is thought to be largely attributable to improved methods of gathering this data and a lower threshold being used to classify concerns and complaints as indicating residents being frightened or stressed. However it is also possible that this increase relates in part to the reduction in positive ratings about impacts on health and wellbeing by the community noted in H-I-1.

As per WGO's SOP, the procedural requirement for responding to these complaints is within one day, a target which the data shows has been met consistently over the period of SIMP reporting.⁴²

⁴¹ This data was reported as "Rate of complaints per resident" in the 2016 report, giving rise to reported numbers such as 0.33 for 2014. This indicator is now reported using the definition in this table, including retrospectively.

⁴² Though not included in the table, in 2015 the response time for this type of concern or complaint was also always within one day.

H-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO REGARDING BLASTING, VIBRATION AND NOISE (UNRELATED TO PROPERTY DAMAGE), INCLUDING PERCENTAGE OF COMPLAINTS WHERE THE BLAST/NOISE WAS NOT COMPLIANT WITH OPERATING CONDITIONS; AND NUMBER AND PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS (I.E. MULTIPLE COMPLAINTS IN A GIVEN PERIOD) (External Affairs Department)

Data and Changes

Table 48: Number of complaints relating to vibrations

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 – 2017 %	2016 – 2017 %
Vibration events ⁴³	2	5	3	50%	-40%
Vibration complaints	4	12	0	-100%	-100%
Exceedance of conditions ⁴⁴	2	0	0	-100%	-

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

⁴³ Defined as a blast that is greater than greater than 5.0mm/sec.

⁴⁴ The Correnso Underground Consent Condition 14c) states that conditions are exceeded when the peak particle velocity (vector sum) is 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.

Table 49: Number of complaints relating to blasting and noise

YEAR	PERIOD	NUMBER OF COMPLAINTS		NUMBER OF COMPLAINANTS		PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS	
		U/G	Martha	U/G	Martha	U/G	Martha
Blasting complaints							
2014 (Baseline)	Q1	97	36	32	5	57% from George/Clarke St	69% Seddon/Gilmour St
	Q2	70	21	25	8	52% from George/Clarke St	62% Seddon/Gilmour St
	Q3	39	25	19	11	38% from George/Clarke St	64% Seddon/Gilmour St
	Q4	28	25	23	4	47% Gladstone/Mataura Rd	92% Seddon/Gilmour St
2016	Q1	77	3	16	3	36% from Cuba St, 30% from Gladstone Rd	66% from Islington Tce
	Q2	82	1	18	1	35% from Gladstone Rd, 15% from Cuba St	No repeat location
	Q3	51	0	18	0	37% from Cuba St, 37% from Gladstone Rd	-
	Q4	53	0	9	0	55% from Gladstone, 32% from Cuba St	-
2017	Q1	56	3	19	2	48% from Gladstone Rd, 27% from Cuba St	67% from Pitt St
	Q2	34	7	6	3	82% from Gladstone Rd	57% from Bulltown Rd, 29% from Pitt St
	Q3	40	3	10	3	83% from Gladstone Rd	No repeat location
	Q4	37	0	11	0	86% from Gladstone Rd	-
Noise complaints							
2014 (Baseline)	Q1	0	20	0	11	-	41% Russell St/Moresby Av
	Q2	0	7	0	7	-	No repeat location
	Q3	0	8	0	5	-	37% received via HDC
	Q4	0	1	0	1	-	No repeat location
2016	Q1	0	0	0	0	-	-
	Q2	0	0	0	0	-	-
	Q3	0	3	0	3	-	66% from Bulltown Rd
	Q4	0	0	0	0	-	-
2017	Q1	2	0	2	0	No repeat location	-
	Q2	7	2	6	2	82% from Gladstone Rd	No repeat location
	Q3	2	0	2	0	No repeat location	-
	Q4	0	4	0	3	-	50% received via HDC

Source: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

The number of vibration events decreased in 2017 compared with 2016, with last year's five vibration events dropping to three in 2017. WGO received no complaints in relation to these vibration events in 2017, a marked reduction from previous years.

Following the slips in the Martha Pit in 2015 and 2016 there has been little activity in the mine, and very small numbers of complaints about blasting and noise as a result. The small pickup in complaints about blasting in the first half of 2017 will likely have been in response to remediation and stabilisation work done during that time.

The number of complaints associated with underground blasting has increased and decreased over time, predominantly due to changes in the position and type of operations being conducted underground. Less of these complaints were received in 2017 than in 2016. This could be a consequence of changing mining operations, though possibly also arising from WGO fully implementing the mitigation actions suggested by the consulting clinical psychologist, as discussed above.

H-I-4: NUMBER OF LOST TIME INJURIES ON SITE (Health and Safety Department)

H-I-5: NUMBER OF SITE REFERRALS TO LOCAL HEALTH SERVICES (Health and Safety Department)

- **H-I-4:** Number of lost time injuries on site
- **H-I-5:** Number of site referrals to local health services

WGO classifies three kinds of injuries within what it refers to as "Total recordable injuries":

- Lost time injuries (LTI)
- Medically treated injury (MTI) referrals
- Restricted work injuries (RWI)

The last of the categories above has not previously been included in SIMP annual monitoring reports, but is included for completeness this year. This has led to some regrouping of the items in the following table.

Data

Table 50: Number of recordable injuries (including lost time injuries and site referrals to local health services), and minor first aid treatments

	2014 (Baseline)	2016	2017
Number of recordable injuries on site			
Lost time injury (LTI)	1	0	1
Medically treated injury (MTI) referrals ⁴⁵	6	2	1
Restricted work injury (RWI)	N/A	N/A	2
Total recordable injuries			4
Minor first aid treatments ⁴⁶	33	33	42

Source: Correnso SIA Engagement (KPMG Banarra, 2014); WGO Health and Safety Department (2016 and 2017).

A fatality occurred on-site at the Correnso mine on 28 July 2016. While the number of fatalities was not included in the original SIMP, and no other fatalities have occurred on site over the life of the Correnso mine, fatalities has been identified for potential inclusion as an additional part of this indicator. The 2016 fatality has not been included in the table above. Further detail on the fatality and WGO's response was provided in the 2016 SIMP Annual Monitoring Report.

Comment

The number of injuries remains very low.

The following examples of recordable injuries during 2017 provide an indication of the nature of these types of injuries:

- A person injured a finger when it was jammed in a car door
- A person moving a pump caught their hand between the pump and the barrier it was being moved towards

The increase in the number of minor first aid treatments in 2017 is attributed to two factors: (i) the larger workforce this year compared to last, and (ii) the better reporting culture that has been established. The lower numbers previously for this type of minor treatment are likely to be due in part to under-reporting.

⁴⁵ Defined by WGO as precautionary only and requiring no further treatment.

⁴⁶ Defined by WGO as predominantly attended to on site by internal site medics.

OTHER

N/A

7.3 SUMMARY – HEALTH AND WELLBEING

Discussion	<p>In terms of community health and wellbeing, residents' responses to the Perception Survey indicate that the community has become somewhat less positive about how well WGO is managing any health and wellbeing impacts of mining. There has been an upsurge in the proportion of residents neutral on this point, which may be attributable to the lesser familiarity with mining of people who have moved to Waihi over the last few years.</p> <p>This finding is supported by increased numbers of complaints and concerns expressing that people are stressed or frightened by the effects of WGO operations, even though that increase could in turn be a result of extraneous factors. These two points taken in combination suggest that reducing uncertainty about mining and its future may be effective in reducing these concerns.</p> <p>The marked drop (to zero) of complaints about vibrations indicates that by fully implementing the mitigation suggestions from the consulting clinical psychologist, WGO has been extremely effective in addressing this type of concern. This has no doubt also been helped by the company continuing to meet its exceedance conditions for blasting, as it has done consistently since 2015.</p> <p>It will clearly be appropriate for WGO to continue to monitor community responses to health and wellbeing closely, and continue to manage these issues proactively where possible.</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>

8 FUTURE OF WAIHI AND WGO LEGACY

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

8.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
F-M-1	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.
F-M-2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.	July 2015	External Affairs Department	Complete	Completed in 2015.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
F-M-3	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. In partnership with local Iwi WGO is developing a cultural balance plan during 2018. Cultural awareness training is now being provided at least twice a year.
F-M-4	Review Memorandum of Agreements (MOUs).	Annual	External Affairs Department	Ongoing	Due to Iwi being focused on other priorities (Treaty Settlements), 2017 action on this point has been limited to preliminary discussion. This will be finalised in 2018.
F-M-5	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	Ongoing	Reviewed annually and submitted as required.
F-M-6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual	External Affairs Department	Ongoing	With WGO now focused on continued mining, this action point is to be revisited and is under investigation.
F-M-7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.	January 2015	Business Department	To be implemented in 2018.	No formal meetings were held with contractors in 2016 or 2017. Informal meetings only. Contractors communicated with through Update, East Ender and Goings On. No plans to close, increased company emphasis on extending the Life of Mine (LOM), thus no discussion of a post mine economy.
F-M-8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015	External Affairs Department	Ongoing	Whereas under Newmont ownership the LOM planned would have continued mining through until approximately the end of 2019, with the change of ownership to OceanaGold, the company is now actively looking ahead with a view to an extended LOM. This makes closure not a current issue or concern.
F-M-9	Review and update the WGC Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs Department	Complete	Mine closure not a current issue or concern: see F-M-7 and 8.

Ref.	Action	Completion date / timeframe	Owner	Status	WGO self-reported progress summary
F-M-10	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	Ongoing	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-11	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	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-12	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the future of Waihi and WGC legacy.	June 2015	External Affairs Department	Complete	The Inviron stakeholder engagement database is now used to record stakeholder feedback (replacing Cintellate) and addresses this mitigation action.
	Short term - Cintellate entries to be monitored.				
	Post - perception survey will identify additional indicators.				
Other	None.	N/A	N/A	N/A	N/A

8.2 INDICATORS

F-I-1: NUMBER OF IWI ADVISORY GROUP MEETINGS CONDUCTED (External Affairs Department)

Data and Changes

Table 51: Number of Iwi Advisory Group meetings conducted

	DATA			CHANGES	
	2014 (Baseline)	2016	2017	2014 - 2017	2016 - 2017
Number of formal meetings conducted	4	2	3	-25%	50%
Timing of formal meetings conducted	March, July, August and September	April and September	January, July and December	N/A	N/A

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Comment

Correnso Consent Condition number 65 requires WGO to conduct Iwi Advisory Group meetings every six months. The data shows this target is being met.

F-I-2: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY INCLUDING WGO'S APPROACH TO CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs Department)

Data

Table 52: Community perceptions of WGO's environmental legacy (2014 baseline)

Question: "How do you rate the impact of Correnso on the environment?"

	2014 (Baseline) Total (n=58) %
Very positive	10
Positive	34
Neutral	29
Negative	16
Very negative	10
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- In general, stakeholders were happy with WGO's approach to environmental management, although several concerns were raised.
- As the Correnso development is mined, the tailings dams will continue to operate and grow, which some participants feel is an unwelcome environmental impact.
- In the past, Iwi groups have expressed concerns regarding effects on the mauri (life force) of the water, land, and well-established trees; changes in topography and visual impacts; effects of dewatering and the quality of the regional groundwater system and; the filling of the Martha pit. Iwi groups consulted still held concerns, but felt that Correnso did not raise any new or considerable environmental concerns not already expressed about WGO's existing operations.

Data and Changes

Table 53: Community perceptions of WGO's economic legacy (2016 and 2017)

Question: "How do you rate OceanaGold for how it assists with planning for the future of Waihi?"

	DATA				CHANGES 2016 - 2017	
	2016		2017		Movements in percentages	
	Residents (n=150) %	Businesses (n=50) %	Residents (n=361) %	Businesses (n=50) %	Residents %	Businesses %
Very well	25	14	18	20	-7	6
Well	39	18	35	36	-4	18
Neutral	22	28	26	32	4	4
Poorly	5	14	9	0	4	-14
Very poorly	1	2	4	0	3	-2
Don't know	8	24	8	12	-	-12

Data sources: Waihi Annual Perceptions Surveys (Phoenix Research).

After consultation with Phoenix Research, and with a view to more fully meeting the scope intended by this indicator, WGO decided to include a new question in the 2017 Perceptions Survey, with results shown in the following table. Responses to this topic were collected on a scale ranging from ten meaning "does this extremely well", down to zero meaning "does not do this at all".

Table 54: Community perceptions of how well WGO manages environmental impacts of mining

Question: "How well does WGO handle environmental impacts of mining?"

	2017	
	Residents (n=361)	Businesses (n=50)
Summary measures:		
Percent rating 8 to 10	45	50
Percent No opinion/don't know	14	20
Average rating out of 10	7.0	7.9
Full distribution of answers on scale:	[All figures below are percents]	
0 / Zero	2	0
1	1	0
2	2	0
3	1	2
4	3	2
5	12	4
6	8	12
7	11	10
8	24	12
9	11	18
10	10	20
Don't know	14	20

Source: Waihi Annual Perceptions Survey (Phoenix Research).

Comment

The results in the table on the previous page show a reduction in the percentages of residents rating the company as assisting well with planning for the future of Waihi (when combining the answers "Well" and "Very well"), that is in fact statistically significant.⁴⁷ This relates to the company's focus on extending the life of the mine: planning for the future of Waihi has traditionally been concerned with mine closure, which is now much less relevant than a year ago. That is why WGO has provided less emphasis on this point over the last year.

The 2016 SIMP report made similar observations on this point: "... given the recent shift to OceanaGold site ownership and the expansion of the life of mine, which has been a significant change for the future of Waihi".

⁴⁷ That is despite the finding that the single lines of results do not show statistically significant changes. It is only when the total percentage rating the company as doing well in this respect is taken into account, that the change from 2016 to 2017 is significant (from 64% to 53%).

However it is also important to note that, in contrast to residents, businesses' confidence in WGO for assisting well with planning for the future of Waihi has increased over the last year.

The new question this year in the Perceptions survey shows that both residents and businesses rate WGO highly for its handling of the environmental aspects of mining. However it is also important to note that a total of 9% of residents rate WGO below the mid-point on this scale, expressing dissatisfaction with the company in this way. That finding is consistent with the finding shown at C-I-9 that 9% of residents are not in favour of the mining in Waihi overall.

F-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY WGO INCLUDING NUMBER OF COMPLAINTS, AND WGO'S AVERAGE RESPONSE RATE REGARDING CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs Department)

In the following analysis the distinction is made between when feedback from a stakeholder who contacts the company has their contact classified as a complaint or a concern. The stakeholder has these options explained to them and chooses how their feedback is to be treated:

A complaint is when the stakeholder requests the matter to be referred to management within the company, and responded to in writing.

A concern is when the stakeholder wishes the company to know of their concern but does not ask to have it referred to management, or to receive a response about it.

Data and Changes

Table 55: Stakeholder feedback – concerns and complaints received by WGO regarding environmental impacts

COMPLAINT TYPE (Complaints re environmental effects including amenity effects)	DATA			CHANGES – COMPLAINTS ONLY	
	2014 (Baseline)	2016	2017	2014 – 2017 %	2016 – 2017 %
Noise	31	10	11	-65%	10%
Noise – Concern	0	1	0		
Vibration	317	112	63	-80%	-44%
Vibration - Concern	2	4	2		
Noise from Blasting	30	38	4	-87%	-89%
Noise from Blasting – Concern	0	0	0		
Felt and Heard	82	140	115	40%	-18%
Felt and Heard - Concern	0	0	0		
Air Quality (Dust)	6	3	5	-17%	-67%
Air Quality - Concern	0	1	0		
Water	0	0	0	-	-
Water - concern	0	0	0		
Total complaints	468	303	198	-58%	-35%
Total concerns	2	6	2		

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); WGO External Affairs Department (2016 and 2017).

Note: No complaints were received regarding delayed realisation of future economic opportunities.

Comment

There has been a decline in the number of complaints received associated with environmental impacts. This declined from 466 complaints in 2014 to 198 complaints in 2017, a drop of 58%. There has also been a marked drop in these complaints since 2016.

The most frequent types of complaints types during 2017 were:

- "Felt and heard", 115 complaints, down 18% from 2016
- "Vibration", 63 complaints, down 44% from 2016

The decline in complaints received may be due to changes in the type of blasting and the position in which blasting is occurring in Correnso, and the current cessation of mining in the Martha open pit, as noise from blasting is much less of an issue in underground mining.

Data is not available on WGO's actual average response rate to these complaints, although this is known to be one working day or less: the process for responding to complaints at the mine requires a maximum response time of within one working day, and this maximum has been consistently applied since 2014.

OTHER

N/A

8.3 SUMMARY – FUTURE OF WAIHI AND WGO LEGACY

<p>Discussion</p>	<p>The most significant factor that has influenced the theme of the future of Waihi and the legacy of the mine over the last two years has been the sale of WGO to OceanaGold in 2015, and increased understanding and working through over these two years of OceanaGold's commitment to continued exploration and mining in Waihi. (That is in contrast to the previous owner, NWG, having the expectation of closing the mine in the near future).</p> <p>OceanaGold's commitment to a long term life of mine means that the community and local businesses have needed to process this new knowledge and any positive or negative implications it may have for them. The current data suggests while residents are still processing this, businesses have become more confident about planning for the future of Waihi, and the company's assistance with this.</p> <p>Times of transition lead to significant uncertainty, and thus it will be important to continue to monitor the perception data over time, given some decline in the extent to which residents feel that WGO is assisting with planning for the future of Waihi.</p> <p>It will be important to continue monitoring the environmental impacts associated with WGO's operations, considering residents continue to report issues associated with noise, vibration and dust in 2017, although to a smaller degree than previously.</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. Closure and legacy planning has not occurred in depth in 2016 and 2017 due to the extended life of mine with OceanaGold ownership. Mitigation actions F-M-4 and F-M-7 have been delayed for future implementation.</p>