

7. Social Impact Assessment

This Chapter describes the outcomes of a Social Impact Assessment (SIA). It describes the existing social environment and assesses the ways in which the Project may impact on the community and other stakeholders, including both positive and negative potential impacts. Mitigation measures to avoid or minimise impacts are assessed.

Chapter 19 discusses the socio-economic characteristics of the Project, and the impact on the local, regional and Northern Territory economies in terms of direct effects on employment, income and production.

A detailed Social Impact assessment is provided in Appendix F. The potential impacts and associated mitigation measures identified in this chapter contribute to the Community component of the project risk assessment undertaken in Chapter 5. The project risk assessment includes consequence, likelihood and residual risk ratings for community impact after management measures are implemented.

7.1 Introduction

7.1.1 Social Impact Assessment Objectives

The objectives of the SIA were to:

- ▶ identify and evaluate the ways in which the Project may impact on the community and other stakeholders, including both positive and negative impacts;
- ▶ describe the existing social environment (social baseline) including local and regional communities potentially affected by the Project;
- ▶ identify potential social impacts and opportunities arising from the Project;
- ▶ assess the potential social impacts and benefits of the Project; and
- ▶ recommend measures to avoid, mitigate or manage adverse impacts or to enhance opportunities related to the Project.

7.2 Overview of the SIA Approach

The overall approach to the SIA was as follows:

- ▶ initial scoping, involving:
 - determining a Study Area for the SIA based on the likely geographical extent of social impacts and benefits of the proposed Project;
 - preliminary screening of potential social impacts;
 - developing a social baseline for the Study Area to understand the existing social conditions and characteristics of the communities therein. This included a detailed description of the demography, lifestyle, community values, health, housing, environment and economic factors that characterise the communities;
 - identifying likely social impacts (positive and negative) and applying a robust assessment approach to evaluate the potential significance of these impacts to stakeholders; and

- developing mitigation and management strategies and monitoring mechanisms to minimise negative impacts and maximise the benefits for local and regional communities and document these in a Social Impact Management Plan (SIMP).
- ▶ undertake stakeholder engagement activities to:
 - inform and validate baseline data , including social and cultural factors and values;
 - identify current issues in relation to social impacts; and
 - respond to issues and concerns raised, and seek input to develop mitigation measures and where necessary management plans.

7.2.1 Policies, Plans and Guidelines

The following policies, plans and guidelines were referred to in developing the SIA:

- ▶ International Principles for Social Impact Assessment, International Association for Impact Assessment (IAIA 2003);
- ▶ International Association for Public Participation, Core Values for Public Participation Processes (IAP2 2007);
- ▶ Territory: 2030 Strategic Plan 2009;
- ▶ Local Government Regional Management Plan – Big Rivers Region (Department of Local Government 2012);
- ▶ Katherine Town Council Municipal Plan 2013;
- ▶ Roper Gulf Shire Plan 2013; and
- ▶ Victoria Daly Shire Plan 2012-2013.
- ▶ Consultation Paper – Katherine Land Use Study 2013

7.2.2 SIA and Consultation Activities

Table 7-1 describes the SIA activities for the Project undertaken in parallel with the project public consultation process (Chapter 6 and Appendix E).

Table 7-1 Summary of SIA Activities

SIA Stage	Step	Month*	Task
Scoping	1	March 2011	SIA scope and methodology development. Literature review of social impacts of mining. Review of key project background information including the previous Mt Todd Gold Project Draft EIS (NSR Environmental Consultants 1992).
	2	April 2011	Identification of the Local, Regional and Wider Study Area.
Baseline	3	April 2011	Community Information Stand at Katherine Show. Community Views Survey (Katherine Show). Interviews with key project stakeholders including Health Providers, Police and relevant Northern Territory agencies and non-government organisations.
	4	May / June 2011	Follow-up discussions with key stakeholders.
	5	September 2011	Community Information Sessions - Katherine and Pine Creek. Community Views Survey - Katherine Shopping Centre. Interviews / Focus Groups with key Stakeholders including accommodation providers, RAAF Base Tindal and Environment Council Northern Territory.
Identify impacts and opportunities	6	September 2011	Workshop with Mt Todd Rehabilitation Reference Group. Workshop with the Katherine Chamber of Commerce.
Develop mitigation, management and enhancement strategies	7	January 2012	Develop housing and accommodation strategy.
	8	July 2012	Finalise Draft SIA Report and proposed SIMP.
	9	December 2012	Update Draft SIA Report to incorporate 2011 census data and reflect changes to the Project.

* These dates represent the starting time for each activity

7.2.3 Data Sources and Collection Methods

A range of qualitative and quantitative data sources were used to inform the SIA, including:

- ▶ secondary sources such as relevant reports, Australian Bureau of Statistics (ABS) Census and other more recent statistical data where and when available;
- ▶ literature review of other comparable projects and social impacts of mining (Table 2 in Appendix F, Social Impact for the full list);
- ▶ primary sources such as stakeholder interviews, focus groups and workshops; and
- ▶ a Community Views Survey.

For statistical data, the ABS Census 2011 has been used as the key source of data for this report.

This baseline information has been further supplemented with qualitative data from semi-structured stakeholder interviews and focus group sessions with key stakeholder groups. Full details of consultation and the outcomes of qualitative research are described in the Public Consultation Report (Appendix E).

Local Study Area

The local Study Area includes those communities located in close proximity to the Project where the majority of direct social impacts will be experienced. This area included the Town of Katherine, located approximately 55km from the Project and the Katherine local government administrative boundary (Figure 7-1). Katherine will be the main service centre for the supply of goods and services to the Project and a key location for housing of the operational workforce.

Regional Study Area

The regional Study Area (Figure 7-2) is referred to as the Lower Top-End Northern Territory (spatially defined by the ABS Statistical Subdivision) which includes the local government areas of Roper Gulf Shire and Victoria Daly Shire (Figure 7-1). In addition to this region, some potential impacts are relevant at a Territory-wide scale. Where this is the case, potential impacts have also been discussed at this scale.

Katherine is a regional hub for the Lower Top-End Northern Territory, due to its strategic location within the Northern Territory. The Project will have an impact regionally through the supply of goods and services, provision of employment and generating community interest across this area.

The Regional Study Area also includes traditional land of the Jawoyn Aboriginal People referred to as Jawoyn Country.

Wider Study Area

The Wider Study Area for the Project includes the Northern Territory and Darwin.

7.3 Existing Social and Cultural Characteristics

This section provides a brief overview of the study area including the town centres, communities and institutions that are central to communities in the region.

7.3.1 Katherine

Katherine has developed because of its strategic location on the transcontinental trade route between Adelaide and Darwin. It is situated on the Katherine River and is a popular stop for many visitors and tourists to the region. Its geographic location is a major influence on its economy and the town is a significant transport hub, tourist centre and service centre for a wide variety of regional industries including the mining and cattle industries (NTG 2007). It is a key Government administration centre providing health, education, housing and business development services to towns to the broader region, pastoral properties and outlying Aboriginal communities.

It is approximately three hours from Darwin and a major road junction, providing access west to the Ord River and Kimberley region of Western Australia, north to Kakadu and Darwin and south to Alice Springs, South Australia and Queensland. Katherine will be the key service centre for the Project.

7.3.2 Pine Creek

Pine Creek was established in the late 1800s as a result of the discovery of gold by the crew of the Overland Telegraph Line.

Geographically the town is 220km south of Darwin and 90km north of Katherine at the junction of the Stuart and Kakadu Highways. Pine Creek will be a secondary service centre for the supply of goods and services to the Project and is located approximately 60km from the project site.

Pine Creek is part of the Victoria Daly Shire and includes the Aboriginal community of Kybrook Farm.

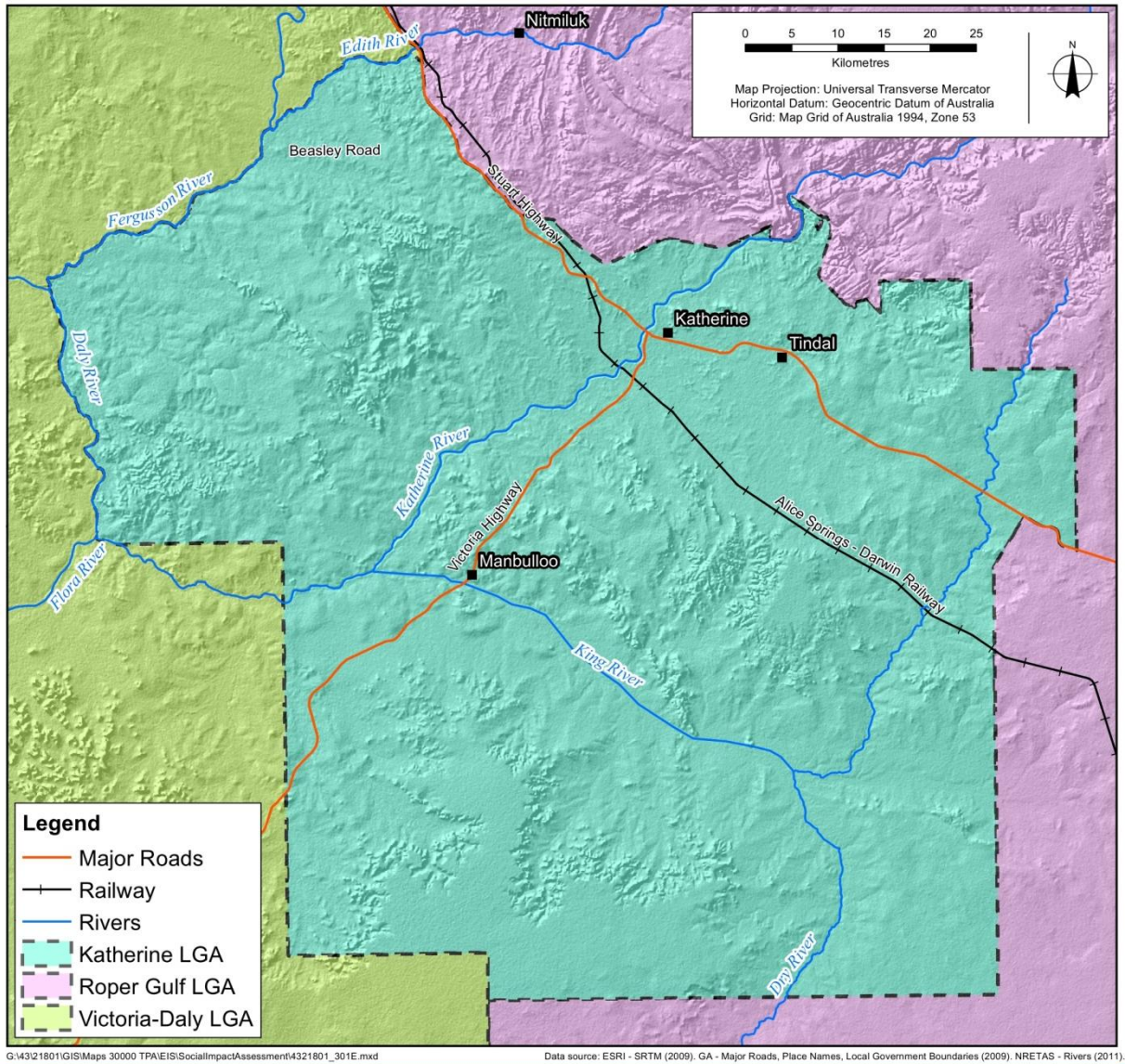


Figure 7-1 Local Study Area

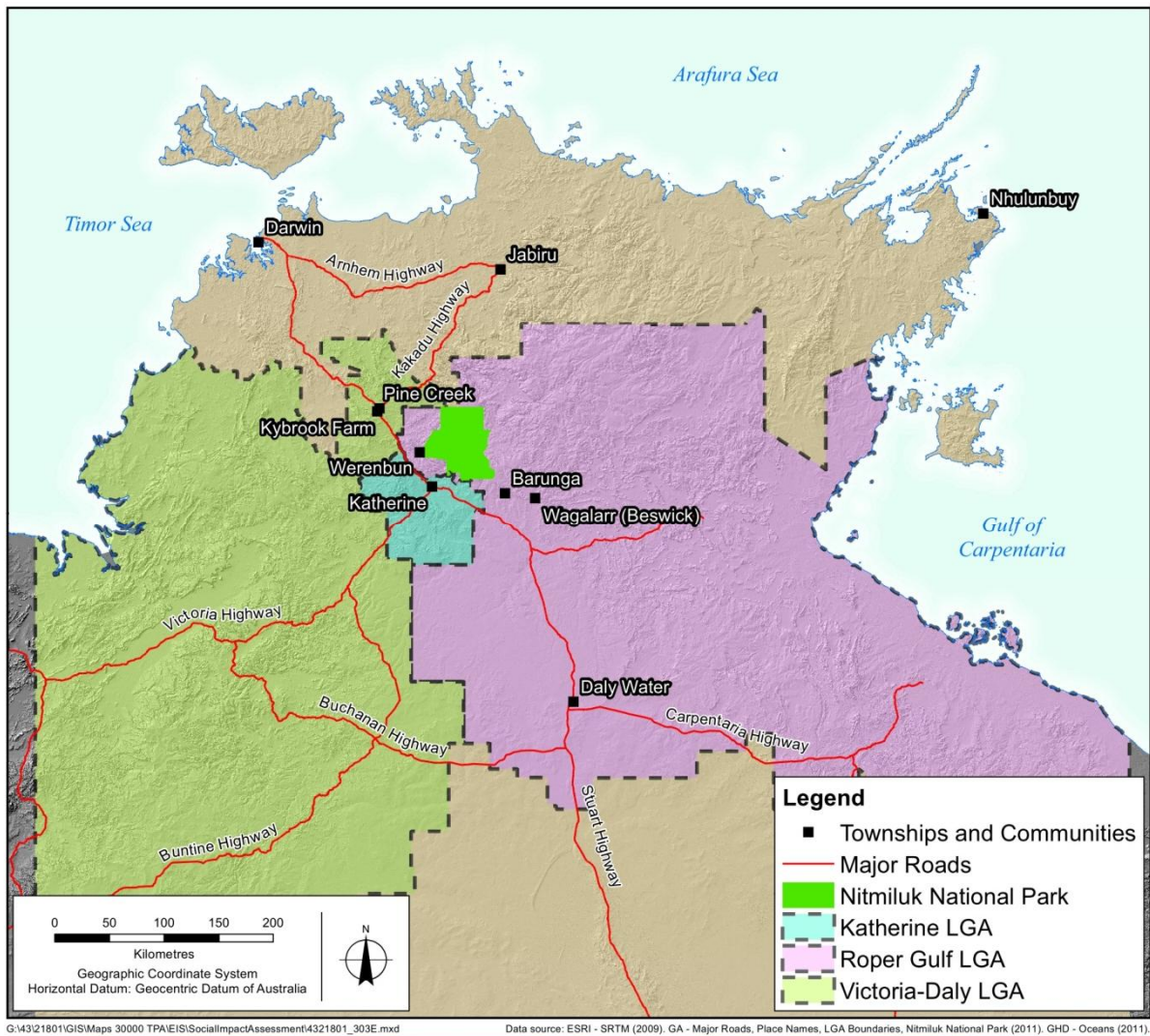


Figure 7-2 Regional Study Area

7.3.3 Jawoyn Country

The regional Study Area includes Jawoyn Country which is the traditional land for the Jawoyn people. The Jawoyn people are the local Traditional Owners and custodians of the land for the project site. The following information has been taken from the Jawoyn Association website (www.jawoyn.org) and describes their way of life and culture.

7.3.4 Jawoyn People

Jawoyn is an all-encompassing expression used in reference to language, culture, people and territory. Jawoyn heritage and traditional ownership of country is passed down from a Jawoyn father and in some cases, through a Jawoyn mother. It is the affiliation of one or both parents to Jawoyn country, connectedness to and knowledge of ancestral lands that makes one Jawoyn. Prior to contact with European settlers there were 43 clans making up the Jawoyn tribe, however many of these clans are

now extinct or subsumed into other clan groups. Today, there are 17 distinct clans making up the Jawoyn Nation and each of these clans lay claim to specific territory on Jawoyn country. There are about 600 adult Jawoyn people living today. The majority of Jawoyn live on or close to Jawoyn traditional lands, with the majority living close in or around Katherine and the communities of Werenbun, Barunga, Wagalarr (Beswick), Barunga, Mataranka (Pine Creek). Werenbun is the closest community to the project site.

There is much movement as Jawoyn people maintain the complex and dense family kinship networks and the cultural priorities around land which were determined by the travels of ancestral beings in the Burr or Dreaming, and which give meaning to Jawoyn society. In and around Katherine Jawoyn are closely related through intermarriage with a number of neighbouring Aboriginal groups, including the Wardaman, Yangman, Dagoman, Manggarayi, Mayali and Ngalkbon (Dalabon). Although at least 33 Aboriginal languages have been identified by linguists throughout the Katherine region, most Jawoyn speak Kriol, Aboriginal English and / or English.

7.3.5 Jawoyn Business

Nitmiluk Tours is owned by the Jawoyn Association as a commercial venture and undertakes a range of commercial operations in the park including offering visitors a range experiences such as boat tours, canoe hire, walks and helicopter tours. There is also a range of accommodation available ranging from camping and caravans through to fully-equipped cabins. Overall executive management of the business is undertaken by Nitmiluk Tours via its Board of Directors. This Board comprises a majority of Jawoyn members together with its financial advisors.

Jawoyn business ventures have also extended to partnership in the Mt Todd mining enterprise. In 1993 the Jawoyn signed the “Mt Todd Agreement” with the Federal and Northern Territory Governments previous mining company Zapopan NL. Under the agreement, the Jawoyn allowed the extinguishment of their native title rights to the mine area and the Werenbun-Barnjarm area in exchange for title to lands, undertakings on jobs and training and community infrastructure. When the mine opened in 1994, approximately 27% of the workforce was Aboriginal. In 1996, Aboriginal employment at Mt Todd reached 32%.

7.3.6 Jawoyn Land Management

The Jawoyn jointly manage Nitmiluk National Park with the Northern Territory Government through the Nitmiluk Board of Management established under legislation. There are thirteen positions on the board; eight are nominated by the executive committee of the Jawoyn Association, three by Parks and Wildlife Commission Northern Territory); one representative nominated by the Mayor of Katherine; and one by the Kakadu National Park Board. The Chair is selected from the Board's Jawoyn members and appointed by the Minister.

7.3.7 Northern Land Council

The Northern Land Council (NLC) represented Jawoyn Traditional Owners in the Jawoyn (Katherine Area) Land Claim and was instrumental in putting forward the ‘all Jawoyn one mob’ model of land ownership that was accepted by the Aboriginal land Commissioner and which subsequently fostered a discourse of Jawoyn nationhood. The Jawoyn Association joined four other Aboriginal tribal groups in 2010 to develop a proposal to launch a Katherine Region Land Council. This process continues.

In the interim the NLC retains critical role under the *Aboriginal Land Rights (Northern Territory) Act 1976* to consult traditional owners of Jawoyn Aboriginal Land regarding projects that affect their interests.

Demography (Population, Age, Gender, Family)

Table 7-2 summarises the demography of the Study Area.

Table 7-2 Key Points - Demography

- ▶ Katherine is the fourth largest urban area in the Northern Territory after Darwin and Alice Springs.
- ▶ According to the 2011 Census, the urban centre of Katherine has an area of 17.3km² with a resident population of 6,094 people. The town services a much wider regional area which includes the local government areas of Roper Gulf Shire and Victoria Daly Shire.
- ▶ The town has a significant Indigenous community comprising 30% of the town’s population, though the exact percentage varies considerably depending on the season and key events of importance to the Indigenous population.
- ▶ Katherine’s population has fluctuated historically for a variety of reasons which include both population growth associated with key projects (such as the prior opening of the Mt Todd Gold Mine, rail infrastructure projects and population decline (associated with project closures and natural disaster events such as the floods of 1998). In the last five years the town has experienced a population increase of 3.6%.
- ▶ Katherine has low cultural diversity in terms of the percentage of residents who were born overseas (20.7%). It has a significant influx of visitors to the region as a result of tourism, mining FIFO workers and seasonal workers.
- ▶ The community comprises a number of distinct groups: Non-residents including tourists, seasonal workers and FIFO workers, workers and families associated with the RAAF Base Tindal some of whom live on base and some who live in Katherine, Indigenous people and non-Indigenous persons.
- ▶ The gender balance for the resident population within Katherine is relatively balanced with 50.8% of the population being male and 49.2% females.
- ▶ The Indigenous demographic profile is very different to the non-Indigenous profile with a much higher proportion of people below 15 years of age and a significantly lower proportion of the population surviving beyond middle age.
- ▶ Family structures by type are comparable with Northern Territory and Alice Springs populations with the exception of a slightly larger proportion of families in Katherine with children under 15.

Labour Market (Education, Training and Employment)

Table 7-3 summarises the local and regional labour market.

Table 7-3 Key Points - Labour Market

Education and training

- ▶ 42.0% of the Katherine population aged 15 and over had some type of post-school qualification. This is similar to the Northern Territory population (41.3%), however, qualifications tended to be of Certificate and Diploma levels rather than university qualifications such as Bachelor Degrees and Postgraduate qualifications.
- ▶ Of the Katherine population aged 15 years and over, 36.8% had attended year 12. There was no significant difference between male and female attendance.
- ▶ The most common field of study was Engineering and related technologies, followed by Management and Commerce. This mirrors data for the Northern Territory with the most common field of study being Engineering and Related Technologies (17.43%) followed by Management and Commerce (11.43%).
- ▶ The Katherine Region accounts for 11% of Vocational Education and Training (VET) Students in the Northern Territory in 2007. Since 2004 the number of students studying in the region has increased at an average rate of 11% per annum which is significantly higher than the Northern Territory rate at 1.3%. VET participation in Katherine is concentrated more in the lower-level qualifications than is the case for the Northern Territory as a whole. Certificate I and II represent 58% of training undertaken in the Region compared to 43% for the Northern Territory.
- ▶ The supply of skills since 2002 has increased to the Region through education and training. Training is generally occurring in areas linked to major industries in the Region. While the supply of skills has increased so has the number of job-seekers.
- ▶ The estimated average wage in 2008 for individual income earners was \$41,295 per annum, or \$794.13 per week. Based on 2011 Census data, the median individual income was \$759 per week and the median household income was \$1,534 per week. In contrast these figures were significantly lower for the indigenous population. The median individual income was \$301 and median household income \$921.

Labour demand

- ▶ Employment is concentrated in the service centre of Katherine.
- ▶ The growth of jobseekers is concentrated in the Indigenous population (approximately 88% of unemployed job seekers in the Katherine Region) because there has been a strong decline in the overall number of non-Indigenous jobseekers. Unemployment rates have steadily decreased since 1996 to the current rate of around 3.2% unemployment in 2010.
- ▶ 25-34 years was the most common age bracket for currently employed people. Around 12% of the labour force in Katherine in 2011 was Indigenous.
- ▶ Public administration and safety (including Defence) was the largest industry of employment in Katherine accounting for 25.5% of employment. Of this approximately 503 were employed by Defence in 2011. Katherine also has high proportions of people employed in Health Care & Social Assistance and Retail Trade.
- ▶ The main occupations of employment in Katherine are Technicians and Trades Workers (19.6%) and Managers (12.6%). The main industries of employment for Indigenous people in Katherine in 2011 were Health Care and Social Assistance, Public Administration and Retail.

- ▶ There were a range of identified skill shortages in the Katherine Region including in the Public Administration and Safety, Defence, Health care social and assistance and Education and Training industries.
- ▶ The majority of job advertisements for the Katherine Region were for semi-skilled and unskilled positions, not identified as being in short supply in Katherine or the Northern Territory. This may indicate that currently employers look elsewhere for skilled labour.
- ▶ In the neighbouring areas Victoria Daly and Roper Gulf Commonwealth Development Employment Projects is a major source of employment.

Housing and Accommodation

Table 7-4 summarises housing and accommodation within the Study Area.

Table 7-4 Key Points - Housing and Accommodation

- ▶ The most common household type in Katherine is couple families with children under 15 years followed by couple families without children.
- ▶ 51.3% of housing in Katherine is rented and 14.5% is fully owned.
- ▶ Rental accommodation in Katherine is extremely limited and very expensive.
- ▶ The number of properties sold has declined since 2006.
- ▶ There is limited availability of housing for purchase.
- ▶ Sale prices for houses and units have risen on average approximately 12% and 17% per annum respectively.
- ▶ The median price for a three bedroom house is \$268,000. This is 60% lower than comparable Darwin prices and 16% lower than Alice Springs for June 2008.
- ▶ Vacancy rates for residential properties remain low consistent with the rental market across the Northern Territory.
- ▶ There is limited availability of other temporary accommodation in Katherine. Hotels, backpackers and other temporary accommodation are generally booked out during peak events and peak visitor seasons.
- ▶ There is limited current availability of land for purchase. There is some future land available in Katherine East but this is yet to go through concept planning and release by the DLPE.

Health, Safety and Security

Table 7-5 summarises health, safety and security within the Study Area.

Table 7-5 Key Points - Health, Safety and Security

- ▶ Katherine has good base services and community infrastructure including a 60-bed hospital that services both regional and defence needs, an airport shared with the RAAF Base Tindal, several private and community medical clinics, five university campuses, training providers and a range of recreational and leisure facilities.
- ▶ The provision of healthcare in the Katherine Region is characterised by the significant gap between Indigenous and non-Indigenous people.
- ▶ Existing health care provision is challenged by the remoteness of Katherine and the extreme remoteness of smaller communities spread throughout the region. Indigenous employment levels are generally very low and Indigenous employment is limited almost entirely to Aboriginal Health Workers. It is difficult to recruit and retain health workers in all disciplines and difficult to maintain resident professionals in the remote communities.
- ▶ Access to specialist facilities is very limited and relies upon visiting clinicians or patient transport to Darwin.
- ▶ A number of gaps and issues have been identified in providing healthcare services in the Katherine Region. These include: inadequate availability of Aboriginal Health Workers, lack of resident doctors and specialists, no Indigenous doctors and few Indigenous nurses, challenges around provision of education and training in remote areas, lack of affordable and suitable housing and cultural mentoring and training issues.

Other Social Infrastructure

Table 7-6 summarises other social infrastructure within the Study Area.

Table 7-6 Key Points - Other Social Infrastructure

- ▶ Katherine has four state primary schools situated in town and one special school, servicing children with special learning needs. There are 13 primary schools in remote areas in the Katherine Region with the head office located in Katherine. Katherine School of the Air is run from Katherine and services primary school students in remote areas in the Katherine Region.
- ▶ There is good training and education infrastructure in Katherine supporting VET programs and further education.
- ▶ Childcare facilities in Katherine are currently considered to be at capacity.
- ▶ There are a range of restaurants, bars and cafes in Katherine providing opportunities for socialising.
- ▶ There is one supermarket in Katherine servicing the needs of a wider regional population.
- ▶ Katherine has good base sport and leisure opportunities and facilities as well as a range of existing social and sporting clubs.

Lower Top End – Regional Study Area

Table 7-7 summarises the key points relating to the Lower Top End Regional Study Area.

Table 7-7 Lower Top End Regional Study Area

- ▶ The Lower Top End Region includes the local government areas of Victoria Daly, Roper Gulf and Eusey.
- ▶ The Regional Study area includes Jawoyn Country which is the traditional land for the Jawoyn People.
- ▶ Key industries in the region include defence, mining, tourism, pastoral, horticultural, agricultural, construction and retail.
- ▶ Jawoyn governance structures have changed and evolved since the successful land claim was recognised under the *Aboriginal Land Rights (Northern Territory) Act 1976*. Existing structures of relevance to the Project include the Jawoyn Association, Northern Land Council, Jawoyn Business entities including Nitmiluk Tours and Jawoyn Land Management partnerships including the partnership with the Northern Territory Government through the Nitmiluk Board of Management.
- ▶ The population for the Lower Top End in 2011 was 17,823 persons. The annual growth rate for the region between 2006 and 2011 was 8.25% which was lower than for the Northern Territory (9.3%). This period of growth follows a period of decline where the population decreased by 1.5% between 2001 and 2011.
- ▶ The Region has a high percentage of non-resident people within the region including FIFO and seasonal workers estimated to be approximately 3,556 persons or 20% of the resident population in 2011.
- ▶ The age-sex distribution of the population is very similar to that of the Northern Territory in having higher percentages of teenagers 15 to 19 years and a lower proportion in the age group 25 to 64.
- ▶ The Indigenous population in the Region was approximately 9,262 persons in 2011 representing 52.0% of the regional population.
- ▶ The educational profile for the Region was lower than for the Northern Territory with a lower proportion of adults having completed year 11 and / or 12 or equivalent and lower percentages of adults over 15 years with some type of post school qualification.
- ▶ Key industries for employment in the region were Public Administration and Safety, Agriculture, Forestry and Fisheries, and Construction.

7.4 Identification of Potential Social Impacts

7.4.1 Project Workforce

The Project is described in detail in Chapter 2 of the Draft EIS. This section summarises the key aspects of the Project that relate to the workforce.

Construction Phase Workforce Profile

A contractor will be appointed to manage the construction phase. The construction contractor will be responsible for determining the final workforce arrangement. However, the following construction workforce profile has been used for social impact assessment based on current industry practice:

- ▶ the construction workforce will consist of a maximum of 450 and minimum of 270 workers;
- ▶ the majority of the construction workforce will be non-resident workers employed by the contractor. Whilst Vista Gold is committed to maximising local employment the temporary nature of the construction workforce means that it is likely that the majority of the workforce will be from outside Katherine. There is the potential for local people to access employment as part of the Project, but the majority of employment would be with the nominated contractor;
- ▶ construction works will be normally carried out in 12 hour rotating shifts from approximately 6am to 6pm, 7 days per week;
- ▶ night works may be required (for example for concrete pours during hotter months, or to catch up on schedule delays); and
- ▶ construction workers will work 12-hour shifts based on 7 x 7 day roster. Administration and management personnel will work a standard 5 x 2 day roster.

Due to the short-term nature of the construction period (2 years) and current mining industry practice, the workforce is likely to be predominantly male and between the ages of 15 and 45 years.

Construction Accommodation

Vista Gold has undertaken a separate study into accommodation options to support the operational workforce. The results of this study have informed the following construction workforce accommodation strategy assessed in this report:

- ▶ workers will be housed in a construction camp located within 25km of the project site. The location of this camp has not yet been decided. Vista gold will be responsible for providing the contracted workers accommodation. Workers will not be allowed to make their own arrangements;
- ▶ a small number of Vista Gold managerial and administration staff may choose to reside locally in the Katherine area;
- ▶ Vista Gold employees (managerial) and other support workers not employed directly by the contractor may use other forms of temporary accommodation available in Katherine and Pine Creek (such as caravan parks, holiday rentals and motels). This is expected to be on a periodic and temporary basis; and
- ▶ workers will be present on the project site while on roster, and will return to the construction camp when off roster. Workers are also likely to visit Katherine and Pine Creek, on a limited basis, for shopping and entertainment purposes.

The establishment of a dedicated construction camp will assist in avoiding or minimising many of the negative impacts typically associated with male-dominated workforces. Workers are still likely to utilise facilities and services in the Katherine / Pine Creek area but this will be on a limited basis i.e. when workers are off-roster or in the event of an accident or emergency.

Recruitment

Construction will be undertaken by one or more contractors who will be responsible for:

- ▶ recruitment of the workforce; and
- ▶ training, including apprenticeships and trade certificates as well as job specific requirements such as health and safety.

Due to the limited duration, the construction workforce is likely to be engaged on a FIFO DIDO basis. Vista Gold will specify a preference for local and regional recruitment which will ultimately depend on availability of workers locally and regionally with appropriate skills as well as the contractor's existing workforce.

Transport

Transportation arrangements for the workforce will be the responsibility of the selected contractor(s). It is expected that:

- ▶ workers residing within driving distance will drive to site at the start of each roster;
- ▶ workers residing beyond driving distance, will fly to Darwin at the start of each roster period and will be transported to site by bus; and
- ▶ workers residing in the construction camp will be transported to the site by bus for each shift.

There will be a small number of specialist trades people who will likely travel in their own vehicles to and from the mine site. Similarly, a small number of managerial and advisory staff making occasional short-term visits to the site will travel to site in their own or rented vehicles.

Operations Workforce

An operational workforce of approximately 350 full-time workers is likely to be required. Vista Gold is committed to this workforce living and residing locally rather than operating on a FIFO basis. The following operational workforce profile has been developed based on information provided by Vista Gold.

- ▶ the workforce is estimated to comprise approximately 60 workers who are currently permanent residents of the local area and approximately 290 workers will need to be sourced from elsewhere;
- ▶ the life of mine operations is estimated to be 13 years followed by subsequent closure and rehabilitation activities; and
- ▶ operation workforce numbers are expected to increase to a peak of 350 and to then reduce works significantly to eventually only include workers associated with closure and rehabilitation.

Operations Accommodation

Vista Gold undertook a separate study into accommodation options to support the operational workforce. The results of this study have informed the workforce accommodation strategy assessed in this report.

Vista Gold would prefer the operational workforce (and therefore housing) to be integrated into the community, with an emphasis on making the accommodation both attractive and comfortable. To support

this intent, Vista Gold investigated a number of options for accommodation including both a fully residential or fully FIFO / DIDO option and recommended that a 'hybrid' accommodation solution should be considered. This consists of:

- ▶ a mining camp to accommodate approximately 70 full-time workers, with the ability to increase or decrease the capacity on a short-term hire arrangement if required to meet mining needs. The camp would accommodate a limited number of FIFO / DIDO and overflow peak period workers; and
- ▶ a combination of both new and existing housing to support approximately 120 workers (across various family groupings based on existing household statistics for the area). Workers would be accommodated in a mixture of:
 - new 3 and 4 bedroom houses located on existing vacant Katherine and region land;
 - existing available (renovated if required) houses located in the Katherine and region land; and
 - a small sub development on Lot 3011 in Katherine (subject to real estate availability at the time of arrangement) to make up the shortfall in available houses.
- ▶ a 100 worker Katherine located single-person accommodation facility, owned and operated by a third party. This facility would be refitted with single person new 38m² accommodation units with ensuite, and balcony. The community would be provided a pool, gym, recreational area, and a fully catered kitchen and dining facility with licenced alcohol premise.

This would provide for the 290 additional Vista Gold employees that would require accommodation (the remaining 60 personnel would be sourced locally)

Whilst recognising the benefits of a resident workforce being part of the local community rather than operating on a FIFO basis, it is recognised that achieving this outcome is challenging due to:

- ▶ the remote nature of Katherine and Pine Creek;
- ▶ current shortfalls within the Australian and Northern Territory mining industry for skilled and semi-skilled workers;
- ▶ the current industry preference for using FIFO workforce; and
- ▶ a lack of housing and land of an appropriate size and standard available within the current Katherine / Pine Creek real-estate market.

Vista Gold recognises that achieving a residential workforce is also dependent on being able to attract workers and their families to come and live in the local area. This is dependent on the availability of sufficient housing, community services (health, education, retail, entertainment) and infrastructure to support a residential workforce.

For the Closure and Rehabilitation stage, accommodation for the 40 workers (plus catering, cleaning, facilities management staff) would be accommodated in either the previous FIFO / DIDO accommodation (if fit for purpose), or in the Katherine based single person accommodation.

Recruitment

Vista Gold has specified a preference for a local residential workforce. However ultimately, the extent to which local and regional recruitment can be achieved will depend on the availability of workers with appropriate skills and their desire to live on a permanent basis in the Katherine area.

Vista Gold is aware of the local and regional recruitment / employment agencies and will consult with them in facilitating local and regional employment opportunities. Vista Gold will develop appropriate employment policies addressing a residential workforce, local and regional employment opportunities, equal opportunity and Aboriginal and Torres Strait Islander employment issues.

Recruitment will commence 6 months before start of operations, but will be ongoing during operations as the workforce continues to scale up and to replace workers who retire or resign.

Indigenous Employment Opportunities

Vista Gold will develop an Indigenous employment strategy. The Jawoyn Association are shareholders in the Project and will negotiate directly with Vista Gold regarding employment of Jawoyn people.

Transport

Vista Gold will negotiate with an appropriate contractor to supply transportation services to the Project, however it is expected that:

- ▶ most of the workforce residing in Katherine will be bussed to site at the start of each shift. A small number will use private vehicles; and
- ▶ workers residing further afield will travel to Katherine at the start of each rostered period by driving personal vehicles to Katherine.

There will be a small number of specialist trades people who will likely travel in their own vehicles to and from the mine site. Similarly, a small number of managerial and advisory staff making occasional short-term visits to the site will travel to site in their own or rented vehicles.

Training Opportunities

The provision of training opportunities during construction will be the responsibility of the selected construction contractor(s).

For operational staff, Vista Gold will develop appropriate training and employment policies and targets.

7.4.2 Social Changes and Social Impacts

The Project will cause a number of social change processes to occur within the defined Study Area. These changes occur where project activities interact with aspects of the social environment and lead to a range of both impacts and opportunities.

At a broad level, the Project will initiate a number of social change processes that include:

- ▶ demographic processes (changes in the number and composition of a population);
- ▶ economic processes (changes in the way in which people make a living);
- ▶ geographical processes (changes in land use);
- ▶ institutional and legal processes (the efficiency and effectiveness of institutional structures); and
- ▶ socio-cultural processes (affecting the culture and way of life of communities).

Table 7-8 identifies the social environment aspect, project activities that interact with this aspect and expected social change processes.

Table 7-8 Social Aspects, Project Activities and Social Changes

Social Environment Aspect	Project Activities	Social Change Processes
Workforce	<p>A FIFO or DIDO workforce of up to 450 persons (peak) during the construction period (approx. 2 years).</p> <p>An operational workforce of up to 350 full-time positions comprising a mix of FIFO or DIDO contract workers and a permanent residential workforce.</p> <p>Additional community infrastructure and services to support workforce.</p>	<p>Population and demographic change.</p> <p>Economic change.</p> <p>Geographic change.</p> <p>Socio-cultural change.</p>
Housing and accommodation	<p>Construction camp located within 25km of mine.</p> <p>Additional housing and accommodation in Katherine to support operational workforce requirement.</p>	<p>Population and demographic change.</p> <p>Economic change.</p> <p>Geographic change.</p> <p>Socio-cultural change.</p> <p>Institutional and legal change.</p>
Economic and employment	<p>Capital expenditure of approximately \$1.5 billion will occur during the construction phase, and will increase and peak at \$330 million annual spend during the operations phase, when the mine is in full production.</p> <p>Requirement for additional goods and services for the Project.</p>	<p>Population and demographic change.</p> <p>Economic change.</p>
Community infrastructure and services	<p>Community infrastructure (utilities and services) and services (health, entertainment, food etc.) to support operational workforce.</p> <p>After hours and emergency care for construction workforce.</p> <p>Access to health services for operational residential workforce.</p>	<p>Socio-cultural change.</p> <p>Institutional and legal change.</p>
Community health and safety	<p>Project (resource extraction) and environmental management.</p> <p>Workforce and accommodation.</p> <p>Infrastructure.</p> <p>Transportation and supply of goods and services.</p>	<p>Socio-cultural change.</p> <p>Institutional and legal change.</p>
Indigenous, resources, values and aspirations	<p>Partnership with the Jawoyn People in the Project.</p> <p>Workforce requirement.</p>	<p>Economic change.</p> <p>Geographic change.</p> <p>Socio-cultural change.</p> <p>Institutional and legal change.</p>
Traffic and transport	<p>Delivery of supplies, goods and services to and from site.</p> <p>Worker transport to and from site.</p>	<p>Economic change.</p> <p>Socio-cultural change.</p> <p>Institutional and legal change.</p>
Post- mining	<p>Closure of mine.</p> <p>Rehabilitation of project site.</p>	<p>Population and demographic change.</p> <p>Economic change.</p>

Social Environment Aspect	Project Activities	Social Change Processes
		Geographic change. Socio-cultural change. Institutional and legal change.

7.4.3 Summary of Key Issues Identified During Stakeholder Consultation

Key social issues identified during stakeholder consultations are summarised in Table 7-9. The Public Consultation Report (Appendix E) provides further detail.

Table 7-9 Major Issues Identified During Public Consultation

Major Themes and Issues	COMMUNITY CONSULTATION				GOVERNMENT BRIEFINGS AND MEETINGS	
	Katherine Community Information Sessions	Pine Creek Community Information Sessions	Key Stakeholders	Community views survey	Local Government	Northern Territory Government
Workforce						
Concerns that the Project will exacerbate existing skills shortfalls	✓	✓	✓		✓	
Potential for anti-social behaviours of workforce	✓		✓		✓	✓
Difficulties stemming from typical mining rosters	✓	✓	✓	✓	✓	✓
Concerns regarding behaviour and integration of workforce	✓	✓	✓	✓	✓	✓
Concerns that local businesses will lose staff to the Project	✓	✓	✓	✓		
Health and well-being of workers				✓	✓	
Lack of accommodation and housing	✓	✓	✓	✓	✓	✓
Need for additional housing to be built to accommodate workforce	✓	✓	✓	✓	✓	✓
Lack of land in Pine Creek		✓				
Preference for workers camp to be on or near project site	✓	✓	✓	✓	✓	✓
Concerns regarding Project driving up land and house prices	✓	✓	✓	✓		
Opportunities for local business development	✓	✓	✓	✓	✓	✓

Major Themes and Issues	COMMUNITY CONSULTATION				GOVERNMENT BRIEFINGS AND MEETINGS	
	Katherine Community Information Sessions	Pine Creek Community Information Sessions	Key Stakeholders	Community views survey	Local Government	Northern Territory Government
Concerns regarding the 'reliability' of the Project	✓	✓	✓	✓	✓	✓
Preference for Vista Gold to work with existing business in supply to the mine	✓	✓	✓	✓	✓	✓
Positive employment opportunities for local people	✓	✓	✓	✓	✓	✓
Concerns regarding regional / national labour skill shortages	✓	✓	✓			
Desire for more families to work at the mine	✓	✓	✓	✓	✓	✓
Training / apprenticeship opportunities for local people, particularly youth (community capacity building)	✓	✓	✓	✓	✓	✓
Impact of mining rosters on community and family life	✓	✓	✓		✓	✓
Use local training and traineeship programs and providers			✓	✓	✓	
Concerns that existing health care services are stretched	✓		✓		✓	✓
Would like to see the Project investing in local community	✓	✓	✓	✓	✓	✓
Exacerbation of existing shortfalls (retail, entertainment places, doctors etc.)	✓	✓	✓		✓	✓
Community health, safety and well-being						
Establishing trust in the community is important	✓	✓	✓		✓	✓
Alcohol issues are a big concern			✓		✓	✓
Need for mine workers to integrate into the community	✓	✓	✓	✓	✓	✓
Concerns regarding environmental management of tailings dump and heap leach pad			✓	✓	✓	✓
Need for environmental monitoring and reporting of monitoring to community			✓		✓	✓
Indigenous aspirations, values and resources						
Provision for Indigenous employment opportunities	✓	✓	✓	✓	✓	✓
Need for cultural awareness training on project workforce	✓		✓			
Use of Indigenous mentors		✓	✓			

Major Themes and Issues	COMMUNITY CONSULTATION				GOVERNMENT BRIEFINGS AND MEETINGS	
	Katherine Community Information Sessions	Pine Creek Community Information Sessions	Key Stakeholders	Community views survey	Local Government	Northern Territory Government
Traffic and transport						
Condition of the Stuart Highway		✓	✓		✓	✓
Increase in traffic on Edith Falls Road		✓	✓		✓	✓
Transport of dangerous goods between Project and Darwin			✓			✓
Environmental risks from transport such as spills etc.	✓	✓	✓		✓	✓
Post-mining						
Loss of employment and economic stimulus			✓	✓		

7.5 Quantification and Management of Social Impacts

The following tables summarise the social impact risks and opportunities for the Project in relation to the workforce (Table 7-10), housing and accommodation (Table 7-11), economics and employment (Table 7-12), traffic and transport (Table 7-13), community infrastructure and services (Table 7-14), health, safety and wellbeing (Table 7-15), land use and property (Table 7-16) and indigenous resources, values and aspirations (Table 7-17).



Table 7-10 Social Impact Risks and Opportunities - Workforce

Potential Impact	Explanation	Description of Impact
Lack of social integration of workforce	<p>The communities of Katherine and Pine Creek comprise a mix of different socio-economic groups. Levels of social cohesion are mixed. For many residents, this is part of the 'multi-cultural' appeal of the area that contributes to its attractiveness as a place to live.</p> <p>Some stakeholders raised concerns regarding the integration of the Project's workforce into the community. The Vista Gold accommodation strategy has been designed to address these concerns as far as possible.</p> <p>Management and Mitigation</p> <p>Housing of the temporary construction workforce in a camp located outside of existing communities will reduce the risk of significant social impacts occurring.</p> <p>The 'hybrid' accommodation option for the operational workforce provides for a large proportion of the workforce to include families.</p> <p>Specific management and mitigation strategies to address this impact will include a Workforce Management Strategy governing standards of behaviour and containing appropriate controls and a Community and Stakeholder Engagement Strategy to provide a mechanism for ongoing feedback from the community during both construction and operations.</p> <p>Vista Gold will also encourage its workforce to be a part of the local community and will implement a community Sponsorship Program to contribute to local community development.</p>	<p>Stakeholders: Residents, Workforce, Police, Council</p> <p>Perceived¹ status of impact: Negative</p> <p>Scale: Local / Regional</p>
Increased incidence of anti-social behaviour arising from the project workforce	<p>This social impact is identified as a concern in relation to the non-resident single-male component of the workforce (during both construction and operation phases).</p> <p>Management and Mitigation</p> <p>The housing and accommodation strategy has been designed to minimise the risk of this social impact i.e. the construction camp will be located outside Katherine township.</p> <p>Other specific management and mitigation strategies that will be implemented include a Workforce Management Strategy (including behaviour policies and codes of conduct linked to employee contracts, random alcohol and breath-testing to discourage heavy drinking or other anti-social behaviours), design of the construction accommodation to include on-site recreational facilities and an ongoing community and stakeholder feedback mechanism.</p>	<p>Stakeholders: Local residents, Health providers, Police</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>

¹Impact described from perspective of Stakeholders identified



Potential Impact	Explanation	Description of Impact
<p>Exacerbation of existing labour and skills shortfalls</p>	<p>This impact is not specific to this Project but is a reflection of the increase in mining activity generally across Australia. Where demand exceeds availability, this can lead to difficulties recruiting workers, and to inflationary effects on wages. Mining jobs tend to have higher wages compared to non-mining jobs, and this can lead to movement of workers into the mining sector to the detriment of non-mining business (refer also to Cross-over employment impacts).</p> <p>There are a range of existing mining skills shortfalls identified for the Northern Territory. These include construction project managers, engineering managers, technicians and trades workers. Offsetting this, the supply of skills to the Katherine region has increased since 2002 through education and training. Opportunities exist for partnering with education and training providers to increase local and regional employment.</p> <p>Timing of the construction period is likely to overlap with construction of the Inpex Project which will require between 2000-3000 workers. This is not considered to be a significant issue for construction contractors as consultation has indicated that they will bring their workforce in from outside the Northern Territory.</p> <p>The contribution of this Project to existing workforce shortfalls is not considered to be significant.</p> <p>Management and Mitigation</p> <p>A 'hybrid' option is proposed that offers operational workers a choice of FIFO or residential options. This option has been designed to facilitate the achievement of desired social outcomes for Katherine (such as bringing more families to the area) as well as providing some flexibility for the Project to respond to the existing market.</p> <p>No specific mitigation and management is proposed.</p>	<p>Stakeholders: Employers</p> <p>Perceived status of impact: Negative and Positive Elements</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description of Impact
<p>Cross-over employment impacts</p>	<p>The workforce requirement may lead to some employees shifting employment, resulting in impacts on local and regional employers. There is potential for this impact to occur, particularly in relation to the previous workers at Mt Todd who have had to travel further afield to find work when the mine previously closed. It is likely that many of these workers may wish to return to work at the mine.</p> <p>Some stakeholders viewed this impact as negative as it contributed to difficulties experienced by employers in attracting and maintaining local staff. Other stakeholders identified this as a positive opportunity, as it resulted in lesser-skilled positions becoming more readily available locally, and opened up employment opportunities in other areas.</p> <p>This issue is not considered to be a significant risk during the construction phase of the Project due to the temporary nature of the construction work and the likelihood that the contractor will bring their own workforce. An aspect of Australian society is that employees are able to exercise individual choice with regard to their workplace. It would not be appropriate for Vista Gold to implement any recruitment policies that would adversely affect this.</p> <p>There may be some cross-over impacts in the early phases of Project operation. However, this will stabilise over time and will also provide opportunity for new workers to move into the Katherine region to take up vacated positions. A key component of this impact, raised by businesses during consultation, was for appropriate notice to be given to employers enabling employers more time to find replacements.</p> <p>Management and Mitigation</p> <p>Vista Gold will adopt recruitment policies that allow for appropriate notice periods to be served for new employees.</p>	<p>Stakeholders: Local and Regional employers</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description of Impact
Decline in worker well-being associated with a FIFO or DIDO workforce	<p>Impacts of FIDO/DIDO rosters have been analysed in several recent studies. Research by Petkova <i>et al.</i> (2009) identified the following adverse impacts:</p> <ul style="list-style-type: none"> ▶ increased likelihood of a traffic accident associated with travel times (for DIDO workers), fatigue and speeding; ▶ wellbeing impacts such as obesity, depression and alcohol and substance abuse; ▶ reduced participation in day to day family life, family rhythms and family events, loss of contact or affinity with family, and reduction of associated emotional support. Reduced ability to participate in community activities either at home or in the host community due to changing rosters; and ▶ financial difficulties particularly associated with over-commitment and indebtedness. <p>There is potential for the workforce accommodation camp to have either positive or negative impacts on worker well-being.</p> <p>Negative impacts that have been linked to workers camps include increased instance of drug and alcohol abuse, drugs, mental-health issues, loneliness and disconnection from family.</p> <p>Management and Mitigation</p> <p>Vista Gold is considering options for a construction camp that includes individual rooms for workers, en-suite accommodation, air conditioning, etc. Rooms will be serviced and full catering will be provided. Other services include a gymnasium, dining hall and recreational areas.</p> <p>Other specific management and mitigation strategies include on-site recreational facilities (gymnasium, television, dining hall etc.), camp code of conduct and behavioural policies, fatigue management strategies and overall Workforce Management Strategy.</p>	<p>Stakeholders: FIFO / DIDO workers</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>
Increase in worker lifestyle opportunities associated with FIFO/DIDO workforce	<p>Research by Petkova <i>et al.</i> (2009) identified the following positive opportunities for FIFO / DIDO workers:</p> <ul style="list-style-type: none"> ▶ financial benefits; ▶ lifestyle (longer breaks away from work); and ▶ longer continuous periods of family interaction. <p>Management and Mitigation</p> <p>No further specific mitigation and management is proposed.</p>	<p>Stakeholders: Construction workers</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description of Impact
Fatigue and increased risk of accidents -related issues associated with travel between work and home	<p>This impact has been identified in regard to the operations workforce. Travel will likely be 40 minutes to one hour each way to the project site. This may lead to fatigue-related impacts for employees who would generally work 12 hour shifts. The quality of the Stuart highway has been identified as a concern through public consultation.</p> <p>Management and Mitigation</p> <p>As part of the Workforce Management Strategy, Vista Gold will adopt industry-appropriate workplace health and safety policies including driver safety requirements for employees who need to travel between their home and their place of work. Vista Gold will also investigate options for bus transportation for employees travelling from Katherine.</p>	<p>Stakeholders: Project workforce residing off-site</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>

Table 7-11 Social Impact Risks and Opportunities - Housing and Accommodation

Potential Impact	Explanation	Description
Increase in demand for short -term accommodation ²	<p>Social baseline research and consultation with key stakeholders has identified concerns that the Project will increase demand for short-term accommodation if additional accommodation is not provided. Vista Gold has responded to these concerns by developing a housing and accommodation strategy that will reduce the risk of this social impact.</p> <p>It is expected that the risk of this impact occurring is greater during the construction phase due to the indirect and flow-on effects of the Project. These effects are expected to stabilise during the operations phase as the housing and accommodation market responds to demand and the additional housing proposed by Vista Gold becomes available.</p> <p>Overall this impact will have both positive and negative elements. Positive impacts may accrue to accommodation providers. Negative impacts may impact existing renters or people looking to move into the area for other reasons. Only the negative dimensions of this impact have been assessed for the purposes of developing mitigation.</p> <p>Management and Mitigation</p> <p>The housing and accommodation strategy includes provision for a purpose-built construction camp. For the operations workforce, a 'hybrid' solution is proposed with the provision of additional housing and accommodation. If these strategies are implemented, this social risk will be significantly reduced. It is difficult to completely address inflationary pressure on the accommodation market from indirect and flow-on impacts. It is also possible that rental stress may occur in the short-term. Addressing this issue requires a partnership approach between relevant Northern Territory Government agencies, not-for-profit organisations, Council and other employers in the Katherine region.</p> <p>Vista Gold will encourage a 'whole-of-government' approach to this issue and will continue to work with key stakeholders to further develop the housing and accommodation strategy for the operational phase.</p>	<p>Stakeholders: Council, Businesses, Government agencies, Residents particularly those on low to medium income levels</p> <p>Perceived status of impact: Negative and Positive elements</p> <p>Scale: Local / Regional</p>

² Only negative elements have been assessed here. Positive impacts are likely to accrue to short-term housing landlords in terms of increased demand for housing
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Potential Impact	Explanation	Description
Increase in demand for long-term housing and accommodation	<p>There is currently limited available housing and unconstrained land within Katherine. It is anticipated that additional land will be released and additional housing built to accommodate the increased population associated with the Project. Vista Gold's proposed strategy is a 'hybrid' housing and accommodation solution. If this is implemented the risk of this impact being negative is greatly reduced in favour of an overall positive outcome for the Katherine community.</p> <p>Demand for long-term housing during construction is likely to be limited. It is likely that there may be some short-term inflationary impacts on land and housing prices due to speculation within the property market.</p> <p>The provision of additional housing is viewed positively by the local community and Stakeholders because it would lead to a range of positive economic and community impacts. These include flow-on effects from construction jobs and economic stimulus, improving the standard of housing generally available within the area and attracting more families.</p> <p>On 5 June 2013 the DLPE released 100 lots totalling 19ha in Katherine East. This is the first stage release of a 52ha site identified for development, and further releases are anticipated as the Project progresses.</p> <p>Management and Mitigation</p> <p>Management and mitigation is associated with adoption of the preferred housing and accommodation strategy.</p>	<p>Stakeholders: Council, Businesses, Government agencies, Residents particularly those on low to medium income levels</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local / Regional</p>
Reduction in affordability of rental housing	<p>Housing stress occurs when rent or mortgage costs constitute more than 30% of income. Social baseline information for Katherine identified that approximately 42.5% of the Indigenous population and 20.7% of the non-Indigenous population was potentially subject to housing stress. SIA consultation indicates that Katherine is already subject to pressures of rental stress along with other locations in the Northern Territory due to factors unrelated to the Project.</p> <p>Vista Gold's proposed housing and accommodation strategy has been previously described. Vista Gold recognises that timing for implementation of the strategy is critical to minimise the risks of short-term demand outstripping supply.</p> <p>Management and Mitigation</p> <p>Vista Gold will encourage a 'whole-of-government' approach to address this risk and will continue to work with key stakeholders to further develop the housing and accommodation strategy for the Project.</p>	<p>Stakeholders: Council, Businesses, Government agencies, Residents particularly those on low to medium income levels</p> <p>Perceived status of impact: Positive and Negative elements</p> <p>Scale: Local / Regional</p>



Table 7-12 Social Impact Risks and Opportunities - Economic and Employment

Potential Impact	Explanation	Description
Increase in business opportunities and regional spend	<p>The construction and operations phases will result in an increase in local and regional business opportunities, arising from:</p> <ul style="list-style-type: none"> Local subcontracts supplying goods and services to the construction contractor. Opportunities may include the supply of services relating to trades, earthmoving, cleaning and accommodation and catering, transportation and civil construction services. As mining activity is already a key economic activity of the local and regional Study Area, there are existing businesses providing goods and services to the mining and construction sector. These opportunities will maintain or potentially grow revenue and profits for existing local and regional businesses as well as potentially provide impetus for new businesses to become established; and additional expenditure in the local Katherine / Pine Creek area by non-resident workers. This will particularly benefit retail, food and beverage and entertainment providers. <p>To benefit from these opportunities, local and regional businesses will need to be competitive with businesses from outside the local and regional study areas.</p> <p>As the construction phase is relatively short, and the operation of the mine has a limited life, businesses will need to be cautious regarding expansion to meet project demands. Katherine businesses have expressed an element of 'distrust' in regards to the long-term viability of the Project due to past experiences and so are aware of these risks.</p> <p>Management and Mitigation</p> <p>Vista Gold will develop an Industry Participation Plan in consultation with the Northern Territory Industry Capability Network.</p>	<p>Stakeholders: Local and Regional businesses</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local / Regional</p>
Potential for local inflationary impacts	<p>Some stakeholders expressed concern that the Project will contribute to local inflationary pressure particularly in relation to housing and accommodation. Although this may occur for some goods and services providers others, such as retail, food and beverage, may actually reduce or stabilise due to economies of scale. This impact has both positive and negative elements. These potential effects cannot be quantified accurately due to the wide range of variables affecting servicing and pricing. It is also difficult to address these impacts on a project by project basis. These effects will generally correct with time, particularly as the Project moves into the operation phase.</p> <p>Management and Mitigation</p> <p>No specific management or mitigation is proposed. However, Vista Gold will develop an Industry Participation Plan in consultation with the Northern Territory Industry Capability Network. Implementation of this plan will maximise local and regional economic benefits to the region.</p>	<p>Stakeholders: Local and Regional businesses and Residents</p> <p>Perceived status of impact: Positive and Negative</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description
Reduced focus on traditional customer base	<p>While opportunities for local and regional businesses will generally be positive, some limited adverse impacts may occur. In particular, for small businesses providing services to the general community, the level of service to existing customers may be reduced if businesses prioritise service to the Project over others.</p> <p>Management and Mitigation</p> <p>No specific management or mitigation is proposed. However, Vista Gold will develop an Industry Participation Plan in consultation with the Northern Territory Industry Capability Network. Implementation of this plan will maximise local and regional economic benefits to the region.</p>	<p>Stakeholders: Local and Regional businesses and Residents</p> <p>Perceived status of impact: Positive and Negative</p> <p>Scale: Local / Regional</p>
Increased employment opportunities	<p>The Project will result in increased direct and indirect employment opportunities associated with the construction and operations phases. During construction, the majority of direct employment opportunities will be with the nominated construction contractor with limited opportunities available locally. For the operations phase an estimated full-time workforce of up to 350 staff is required.</p> <p>Employment opportunities are also likely to arise with local businesses selected to supply goods and services, or through flow-on business activity linked to increased spending. Increased employment opportunities may also result in employees working longer hours to meet demand thus benefiting in terms of increased income from overtime and increased job stability.</p> <p>Although unemployment in Katherine is reasonably low at 3.2% (in 2010), an increase in employment opportunities in the region is viewed by stakeholders as positive to the region's economic development.</p> <p>Management and Mitigation</p> <p>Vista Gold will develop and implement an Industry Participation Plan in accordance with the requirements of the Northern Territory Government for major projects. This plan will be based on preferentially sourcing people, goods and services from within the Katherine Region and the Northern Territory to build business, industry and community capability</p> <p>As part of their partnership with the Jawoyn Association, Vista Gold will also develop an Indigenous Employment Strategy.</p>	<p>Stakeholders: Businesses, Unemployed, Residents</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local / Regional</p>



Table 7-13 Social Impact Risks and Opportunities – Traffic and Transport

Potential Impact	Explanation	Description
Increased traffic and transport on Stuart Highway	<p>Consultation has identified that there is a perception that the 'Stuart Highway' is falling apart and there are concerns that the Project will exacerbate this. The Project will lead to increased traffic and transport on the Stuart Highway.</p> <p>Project construction will have short-term adverse effects on the existing road network through the addition of construction related traffic. These impacts would be temporary and of a short-term nature.</p> <p>Transport investigations conducted for the Project indicate that the construction and use of the mine will have no adverse impacts on the road network in terms of safety or performance. The existing conditions of the road pavements should be established and the Northern Territory Department of Infrastructure will undertake a program of road pavement monitoring and maintenance to mitigate the impacts of mining activities.</p> <p>Management and Mitigation</p> <p>Construction traffic impacts can be managed through the implementation of a Traffic Management Plan prepared and approved prior to construction works taking place.</p>	<p>Stakeholders: Road users</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>
Increased risk of spill of hazardous substances	<p>The increased potential for a spill of hazardous substances was raised as a concern during public consultation. As this issue has been in the Territory media recently there is heightened awareness which may lead to negative perceptions regarding the Project.</p> <p>Management and Mitigation</p> <p>There are international standards for the movement of hazardous substances and the movement of these substances will be carried out in accordance with the relevant legislation.</p> <p>Vista Gold will consult with NT WorkSafe on how to minimise the risk associated with the movement of hazardous substances.</p>	<p>Stakeholders: Road users</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>



Table 7-14 Social Impact Risks and Opportunities – Community Infrastructure and Services

Potential Impact	Explanation	Description
<p>Increased demand for community infrastructure and utilities leading to local / regional shortfalls</p>	<p>Increases in resident population will contribute to the local economy, and coupled with Northern Territory Government support, it is likely that the Project would support the expansion of health and other community infrastructure.</p> <p>Building of accommodation and mine infrastructure will require additional community infrastructure supply such as power, water, waste removal and roads. Details of these depend on the location for the worker accommodation. This impact also includes the additional requirement for appropriate design and approval of infrastructure by relevant agencies.</p> <p>This impact will have both positive and negative elements. Positive elements include opportunities for community infrastructure improvements and flow-on economic stimulus. Negative elements include increasing pressure on existing infrastructure including social infrastructure such as schools, recreational facilities, shopping facilities and entertainment venues.</p> <p>Management and Mitigation</p> <p>Vista Gold will continue to work with utility providers and stakeholders to address this issue and minimise potential risk of infrastructure shortfall.</p>	<p>Stakeholders: Council, Utility Providers.</p> <p>Perceived status of impact: Positive and Negative</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description																												
Exacerbation of existing health services shortfalls	<p>The majority of the construction workforce is likely to be FIDO / DIDO workers who will address their health requirements in their place of origin. Impacts on health services and providers for this group will be limited to emergency treatment.</p> <p>A significant percentage of the operations workforce is likely to live in Katherine and nearby areas with their families and this will lead to increased pressure on local health services if this population increase is not planned for.</p> <p>Consultation and baseline data indicates that there are existing health shortages within Katherine and the regional community. The Project is likely to exacerbate these unless additional services are provided. Key existing shortage areas includes doctors, dentists, physiotherapists and the availability of other specialists which is in turn leading to increased pressure on emergency services and the Katherine Hospital when people are unable to access private doctors.</p> <p>the following demographic composition of the workforce using ABS categories was estimated together with the total impact on the community:</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Workforce Number</th> <th>Multiplier</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Persons already residing locally</td> <td>60</td> <td>-</td> <td>-</td> </tr> <tr> <td>Additional single persons</td> <td>135</td> <td>1</td> <td>135</td> </tr> <tr> <td>Couple families</td> <td>49</td> <td>2</td> <td>98</td> </tr> <tr> <td>Couple families with children</td> <td>77</td> <td>2.6</td> <td>200</td> </tr> <tr> <td>Other family type</td> <td>29</td> <td>2.6</td> <td>75</td> </tr> <tr> <td>Total</td> <td>350</td> <td></td> <td>508</td> </tr> </tbody> </table> <p>Management and Mitigation</p> <p>The following management and mitigation measures will be implemented to minimise potential impacts on health provision:</p> <ul style="list-style-type: none"> first aid capability at the mine site during construction and operational phases of the Project will be provided; Vista Gold will work closely with Katherine police, fire and emergency services to effectively plan for any emergencies; an emergency response plan will be developed and emergency response teams will be established for both construction and operation; and Vista Gold will encourage a 'whole-of-government' approach to this issue and will continue to work with key project stakeholders to assist in mitigating health service shortfalls. 	Category	Workforce Number	Multiplier	Total	Persons already residing locally	60	-	-	Additional single persons	135	1	135	Couple families	49	2	98	Couple families with children	77	2.6	200	Other family type	29	2.6	75	Total	350		508	<p>Stakeholders: Council, Government agencies, Health Providers, Not-for-Profit Organisations</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local</p>
Category	Workforce Number	Multiplier	Total																											
Persons already residing locally	60	-	-																											
Additional single persons	135	1	135																											
Couple families	49	2	98																											
Couple families with children	77	2.6	200																											
Other family type	29	2.6	75																											
Total	350		508																											



Table 7-15 Social Impact Risks and Opportunities – Community Health, Safety and Wellbeing

Potential Impact	Explanation	Description
Benefits to local/regional and national community from rehabilitation of existing mine site	<p>There are a number of environmental legacy issues associated with Mt Todd from previous owners. A wide range of stakeholders identified that the re-establishment of the mine would benefit the environment and community through enabling additional resources to be committed to rehabilitation of the Mine.</p> <p>Management and Mitigation</p> <p>The Draft EIS documents Vista Gold's proposed approach to mine closure and rehabilitation. This, in time, will remove the legacy issues associated with the current site.</p>	<p>Stakeholders: Council, relevant Government agencies, Residents, wider community through Community Reference Group</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local / Regional / Wider</p>
Decrease in community health, safety and wellbeing (whether real or perceived)	<p>Consultation with health providers in Katherine has identified that, anecdotally, construction workforces are associated with increased instance of mental health issues and sexually transmitted diseases. This concern is also identified in baseline literature reviewed for other mining projects across Australia.</p> <p>Management of this impact is through workforce management strategies, codes-of-conduct, provision of information on health and well-being and a partnership approach between health providers and employers.</p> <p>Management and Mitigation</p> <p>Specific management and mitigation strategies to address this impact will include a Workforce Management Strategy governing standards of behaviour and containing appropriate controls. Vista Gold will also implement a community and stakeholder engagement strategy to provide a mechanism for ongoing feedback from the community including service providers during construction and operations.</p>	<p>Stakeholders: Council, Relevant Government agencies, health providers, not-for-profit organisations, wider community through Community Reference Group</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>



Potential Impact	Explanation	Description
Increase in community concerns regarding water quality and risk of environmental contamination	<p>The mine site has environmental and water quality issues that require on-going management which are a legacy of prior owners. This has contributed to community concerns of the potential for environmental impacts to occur as a result of the Project. Consultation has confirmed that these concerns exist among a large part of the community. These issues, whether real or perceived can have negative impacts on community health, safety and wellbeing.</p> <p>A key aspect in managing perceived concerns is establishing mechanisms for regular reporting and education of the community. These are typically established through a community and stakeholder engagement plan and monitoring strategy.</p> <p>Stakeholder consultation also identified the importance of a community reference group to provide a bridge between the Project and the community. This mechanism is well-established within the mining industry and generally consists of an independent chair with representation from the council, Northern Territory Government and key stakeholders, including indigenous groups and the community.</p> <p>Management and Mitigation</p> <p>Management and mitigation measures proposed include:</p> <ul style="list-style-type: none"> ▶ a community and stakeholder engagement plan identifying opportunities for the community to be informed on the Project; ▶ community feedback mechanism for members of the community to raise questions, concerns or complaints; ▶ a dedicated role to support community engagement; and ▶ regular reporting to the community on environmental issues. <p>Contamination risks will be managed by monitoring surface water and groundwater quality, complying with the conditions set out in the WDL. This is discussed in Chapters 5 and 10. Communication with surrounding landowners will occur to monitor conditions outside of the monitoring area such as production bores outside of the zone of influence of the Mine.</p>	<p>Stakeholders: Council, Government agencies, Health providers, landholders, wider community through Community Reference Group</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional / National</p>



Potential Impact	Explanation	Description
Negative impacts on vulnerable groups such as women and Indigenous groups	<p>As described above, construction workforces are associated with increased instance of anti-social behaviours which can have significant impacts on vulnerable groups such as women, Indigenous people and particularly Indigenous women. Community consultation on this issue identified that this was not a concern for the majority of people consulted but that it was a concern for some individuals. This issue requires careful management and attention due to its perceived sensitivity.</p> <p>Management and Mitigation</p> <p>Management and mitigation measures proposed include:</p> <ul style="list-style-type: none"> ▶ community feedback mechanism establishing a system for members of the community to raise questions, concerns or complaints regarding the Project; ▶ a dedicated role to support community engagement; ▶ partnership agreement with the Jawoyn Association including regular reporting and consultation on arrangements to be established to support the partnership; ▶ establishment of community reference group including ensuring representation of women and vulnerable groups; and ▶ workforce management strategy. 	<p>Stakeholders: Council, Government agencies, Health providers, not-for-profit organisations</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local</p>

Table 7-16 Social Impact Risks and Opportunities – Land Use and Property

Potential Impact	Explanation	Description
Impacts on downstream and near neighbours	<p>This relates to impacts that may be experienced downstream of the Project site or to adjacent properties. This includes the Aboriginal community of Werenbun, the closest community to the project site.</p> <p>Potential impacts may include spread of weeds, disturbance, loss of amenity, concerns regarding water quality, wildfire etc. A range of positive benefits may also accrue to landholders from project implementation of a 'Near Neighbour' policy including assistance with shared land management responsibilities.</p> <p>Management and Mitigation</p> <p>Management and mitigation measures proposed include the development of a 'Near Neighbour' program in consultation with adjacent landholders. This will include a regular system of contact with landholders to monitor any changes on properties and the road network and to implement mitigation measures as agreed.</p>	<p>Stakeholders: Council, landholders</p> <p>Perceived status of impact: Negative and Positive</p> <p>Scale: Local</p>



Table 7-17 Social Impact Risks and Opportunities – Indigenous resources, values and aspirations

Potential Impact	Explanation	Description
Indigenous employment and business opportunities	<p>Vista Gold is committed to providing employment and business opportunities for Indigenous people in the Katherine region. The Jawoyn Board (representing Jawoyn Traditional Owners) are partners in the Project and are negotiating with Vista Gold through a separate contractual agreement regarding specific employment and business opportunities.</p> <p>It is anticipated that the Project will lead to increased opportunities for Jawoyn Traditional Owners and other Indigenous people to engage in business ventures either directly or indirectly. These opportunities' may include providing goods and services to the Project such as transportation of mine workers and provision of construction workers.</p> <p>The provision of these opportunities is viewed positively by the Jawoyn Association and Traditional Owners consulted.</p> <p>Management and Mitigation</p> <p>Negotiation and agreement of partnership agreement between Vista Gold and the Jawoyn Association.</p>	<p>Stakeholders: Jawoyn Traditional Owners, Jawoyn Association, people of Indigenous descent</p> <p>Perceived status of impact: Positive</p> <p>Scale: Local/Regional</p>
Potential for exacerbation of existing community conflicts	<p>At the time of undertaking this SIA there remained some uncertainty and community conflict regarding how Indigenous people would benefit from the Project. There was a perception that some groups would benefit and others would be left out. Although a lot of people consulted were supportive of the project on the basis of the employment and economic development opportunities, there were also significant tensions within the Indigenous community regarding the Project.</p> <p>There is potential for the Project to exacerbate existing tensions and conflict within Indigenous groups in the region depending on how partnership, engagement and employment activities are undertaken.</p> <p>Management and Mitigation:</p> <ul style="list-style-type: none"> ▶ negotiation and agreement of partnership agreement between Vista Gold and the Jawoyn Association; and ▶ a specific Indigenous consultation strategy developed as a component of community and stakeholder engagement initiatives that clearly identifies how Indigenous groups and communities in the region will be consulted. 	<p>Stakeholders:</p> <p>Indigenous groups and individuals</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>
Traditional Owner cultural heritage and resources	<p>Surveys have identified the presence of a number of aboriginal and European heritage sites on the Mineral Leases. Some of these sites have high cultural heritage significance.</p> <p>Management and Mitigation:</p> <ul style="list-style-type: none"> ▶ ensure all Aboriginal Areas Protection Authority Certificates are current for the project area; ▶ avoid where possible the major sites identified; ▶ implement a Cultural Heritage Management Plan prior to commencement of invasive exploration and mining works; and ▶ for the Aboriginal archaeological sites located in proposed work areas which cannot be avoided, commence application for a work approval under the Northern Territory Heritage Act 2011. Consultations with the Traditional Owners will be a part of the management, permitting and possible salvage of these sites. 	<p>Stakeholders:</p> <p>Jawoyn Traditional Owners</p> <p>Perceived status of impact: Negative</p> <p>Scale: Local / Regional</p>

7.6 Social Impact Management Strategies

A Social Impact Management Plan has been prepared for the Project and is included as an Appendix to the Social Impact Assessment (Appendix F). Social impact management strategies to address identified potential social impacts are described below.

7.6.1 Project Design Changes

The social impact assessment has informed project design decisions which have or will result in:

- ▶ selection of appropriate contractors based on their ability and commitment to the social impact management strategies detailed in this section;
- ▶ development of a housing and accommodation strategy for the Project including the decision to locate construction camps away from Katherine and Pine Creek;
- ▶ development and implementation of Occupational Health and Safety Policies for construction and operation;
- ▶ development of an Environmental Management Plan (EMP) to address noise, dust and other potential environmental impacts associated with construction and operations;
- ▶ development of a Traffic Management Plan to address:
 - potential safety issues associated with construction related traffic; and
 - management of traffic to avoid delays to existing traffic.
- ▶ preparation of a Site Safety Plan that will include preventative measures for a range of on and off-site incidents that might impact on community health and safety; and
- ▶ provision of an Emergency Response Plan that will include measures to address any emergency incidents that might involve members of the public.

The following section provides additional information on proposed social impact management and mitigation strategies to be implemented for the Project.

7.6.2 Workforce Management Strategy

A workforce management strategy will be developed for both construction and operation that will include:

- ▶ workforce sourcing;
- ▶ a workforce Code of Conduct, incorporating behavioural standards, linked to employee contract conditions. Clear consequences for workers not adhering to behavioural standards will be set out, including dismissal for serious non-conformances or repeated offences;
- ▶ workforce health, safety and wellbeing policies including strategies to manage worker fatigue associated with travel and well-being of workers within accommodation camps;
- ▶ adopting an industry Code of Conduct as part of regular tool-box meetings for the construction and operation workforce where workers are reminded of the Code and consequences of not meeting it;
- ▶ employee induction (covering aspects of worker behaviour, company expectations, community perceptions of behaviour etc.); and
- ▶ occupational health and safety for employees, contractors and sub-contractors.

7.6.3 Housing and Accommodation

The housing and accommodation strategy will be further developed in consultation with the Northern Territory Government and key regional stakeholders such as the Local Council.

7.6.4 Employment, Education and Training

- ▶ develop and implement an Industry Participation Plan in accordance with the requirements of the Northern Territory Government for major projects, this plan will be based on preferentially sourcing people, goods and services from within the Katherine Region and the Northern Territory to build business, industry and community capability;
- ▶ use local (Katherine Region) businesses to fill contract positions (e.g. catering, cleaning, fuel supply, light vehicle maintenance etc.) provided contractors are competitive and appropriately skilled; and
- ▶ work with local training providers to ensure that local training programs will give unskilled people the skills and training necessary to gain employment in the Project.

7.6.5 Community and Stakeholder Engagement

- ▶ develop a Community and Stakeholder Engagement Plan detailing mechanisms for ongoing community consultation and feedback including establishing a community reference group;
- ▶ continue to work with key project stakeholders including the Northern Territory Government, Katherine Town Council, Victoria Daly Shire Council and Roper Gulf Shire Council, the Jawoyn Association and others as required to minimise social issues;
- ▶ continue to develop and operate the Mt Todd Gold Project Website and toll-free number to provide a point of contact for interested members of the community to obtain information on the Project;
- ▶ establish a dispute resolution mechanism to provide a transparent and equitable mechanism for responding to any community suggestions or concerns; and
- ▶ establish a Community and Stakeholder Relations Role for the Project prior to project construction.

7.6.6 Vista Gold Sponsorship Program

- ▶ establish a community sponsorship fund to contribute to community development initiatives. This will include the development of criteria for sponsorship and a clear and transparent selection process advertised through the project web page.

7.6.7 Near Neighbour Program

- ▶ develop a 'Near Neighbour' program to be implemented with adjacent and downstream landholders. This will be a regular system of contact with landholders to monitor any changes on properties and the road network and implement mitigation measures as agreed. Landholders will have a single point of contact with a structured communication system in place to ensure a quick and efficient response to any issues that arise. Any mitigation will be implemented within agreed timeframes; and
- ▶ the 'Near Neighbour' program will be developed in consultation with landholders, identifying the respective roles and responsibilities of the Proponent and landholders.

7.6.8 Industry Participation Plan

- ▶ prepare an Industry Participation Plan. This plan will be prepared consistent with the template provided by the Northern Territory Government; and include the following matters:
 - how services, suppliers and labour will be utilised;
 - how the Project will enhance local business and industry capability;
 - what the regional economic benefits will be;
 - opportunities for Indigenous participation;
 - communication with local industry; and
 - how success will be reported on.

7.6.9 Jawoyn Partnership Agreement

- ▶ as part of the partnership agreement with the Jawoyn Association continue to work with the Jawoyn Traditional Owners towards the achievement of economic and employment aspirations of the Jawoyn people; and
- ▶ establish clear mechanisms for ongoing collaboration, communication and reporting between Vista Gold and the Jawoyn Association including mechanisms for any dispute resolution.

7.7 Action Plans

Based on the mitigation measures outlined above, specific action plans have been developed. The plans include specific actions to be undertaken to manage the impacts, timing of actions, performance indicators and stakeholders involved in the management of the actions. The action plans have been prepared for the following themes:

- ▶ Community Values and Change (Table 7-18);
- ▶ Local Industry Participation, Employment and Training (Table 7-19);
- ▶ Housing and Accommodation (Table 7-20);
- ▶ Traffic, Emergency Response and Site Safety (Table 7-21);
- ▶ Workforce Management Strategy (Table 7-22);
- ▶ Near Neighbour Program (Table 7-23);
- ▶ Indigenous Resources, Values and Aspirations (Table 7-24); and
- ▶ Social Infrastructure and Services (Table 7-25).

Table 7-18 Community Values and Change Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders / Partners
Establish a community and stakeholder relations role for the Project	Prior to construction	Establishment of role	Northern Territory Government Key stakeholder groups Local Council
Establish a community reference group that can provide advice to Vista Gold on the Project from a community perspective	Current – Ongoing	Establishment of mechanism	Northern Territory Government Key Stakeholder groups Local Council
Develop a community and stakeholder engagement plan for keeping the community informed regarding the Project and providing appropriate feedback and consultation	Current – Ongoing	Community and stakeholder engagement plan in place	Northern Territory Government Local Council Local and regional community
Establish a complaints and feedback register for tracking and appropriately responding to community issues raised	Prior to construction	Community feedback mechanism in place	Local community

Table 7-19 Local Industry Participation, Employment and Training Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Prepare an industry participation plan for the Project consistent with the Northern Territory Government Template	Prior to construction	Local employment plan and training plan in place No. and type of employment opportunities available	Northern Territory Government Local employment agencies Indigenous organisations
Work with local training providers to ensure that local training programs will give unskilled people opportunity to gain employment in the Project	Ongoing	Local employment plan and training plan in place	Local employment agencies including Indigenous employment agencies

Table 7-20 Housing and Accommodation Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Further develop the preferred housing and accommodation strategy with key stakeholders	Prior to construction	Final housing and accommodation strategy	Northern Territory Government Local Council

Table 7-21 Traffic, Emergency Response and Site Safety Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Develop traffic management plans for construction and operations	Prior to construction and operations	Traffic Management Plans in place prior to construction and operations	Northern Territory Government
Develop Site Safety Management Plan	Prior to construction	Site Safety Management Plan in place	Northern Territory Government

Table 7-22 Workforce Management Strategy

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Develop an overall workforce management strategy including workforce sources, management, health and wellbeing and appropriate behaviour	Prior to construction	Workforce Management Strategy and other workforce policies in place	Northern Territory Government

Table 7-23 Near Neighbour Program

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Develop and implement a near neighbour program with adjacent and downstream landholders to maintain a regular system of contact with landholders to monitor any concerns or issues that might arise	Prior to construction	Near neighbour program developed and implemented Mechanism established with contact details for all near neighbours Complaints and responses	Landholders Contractors Local council

Table 7-24 Indigenous Resources, Values and Aspirations Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Continue to work in partnership with the Jawoyn Association under the partnership agreement	Ongoing	Implementation of Jawoyn Partnership Agreement	Jawoyn Association
Establish clear mechanisms for ongoing consultation and communication with Indigenous groups potentially affected by the Project	Ongoing	Indigenous consultation strategy developed as part of the broader public consultation and engagement strategy	Indigenous groups
Implement and monitor Cultural Heritage Management Plan	Prior to construction	Monitoring and implementation of Cultural Heritage Management Plan	Traditional Owners

Table 7-25 Social Infrastructure and Services Management Action Plan

Actions	Timeframe	Performance Indicators	Stakeholders/Partners
Develop an Emergency Response Plan to include provision of onsite paramedic personnel, ambulance, fire fighting systems and equipment, induction programs for all users of the site, security services and Police presence	Prior to construction	Emergency Response Plan prepared and implemented	Northern Territory Government Emergency Services
Develop and implement a Vista Gold Sponsorship program	Current - ongoing	No. of community initiatives funded Value of the community development fund	Local community organisations

7.8 Monitoring and Reporting

A Project Commitments Register will be developed and maintained to document compliance with the Draft EIS. The conditions of approval for the Project will also contain commitments and conditions. These will be checked and the SIMP updated to incorporate and address them where necessary.

The various management initiatives will be led by Vista Gold in partnership and collaboration with various partners as outlined in the management strategies.

The SIMP will be reviewed annually, with a rolling life of 10 years. The reviews will be based on stakeholder engagement and feedback via the various stakeholder engagement and reporting processes.

A monitoring and reporting mechanism is critical to ensuring that social impacts are identified and measured, and that mitigation is implemented. A monitoring program will be developed in consultation with the key stakeholders during the finalisation of the SIMP.

The key objectives of the monitoring program will be to:

- ▶ demonstrate compliance with SIMP commitments;
- ▶ track the identified impacts and the delivery of their mitigation strategies;
- ▶ identify new impacts arising from changing conditions and develop responses; and
- ▶ enable regular stakeholder contact and feedback.

To facilitate the monitoring process, various reporting mechanisms will be put in place including:

- ▶ a newsletter will be regularly prepared and distributed to the community and stakeholders. In addition to reporting on activities at the mine and upcoming events it will also provide a snapshot of the key performance indicators as they relate to mine operations, provide up-to-date realistic information on forecasts for mining operations, workforce (including contractors) and any project changes;
- ▶ internal reporting within Vista Gold's Annual Corporate Reporting; and
- ▶ internal reporting within Vista Gold – including monthly reporting on the grievance and dispute resolution mechanism.