



Appendix J

Community Engagement Plan

Vista Gold Australia Pty Ltd

Mount Todd Project Area





Table of contents

1. Introduction	1
1.1 Purpose	1
1.2 Community engagement principles and objectives	1
1.3 Scope	2
1.4 Review	2
2. MTPA Context	3
2.1 About the project	3
2.2 Community engagement status	3
2.3 Addressing environmental issues	4
2.4 Project opportunities for employment	5
2.5 Social impacts	6
3. Community Engagement Management	7
3.1 Stakeholder analysis	7
3.2 Issues analysis and engagement approach	10
4. Delivery plan	13
5. Tools and techniques for engagement	19
6. Evaluation and reporting	21

Table index

Table 2-1 Project stages	3
Table 2-2: Existing key stakeholders	3
Table 2-3 Community engagement support mechanisms	4
Table 3-1: Stakeholder list	7
Table 3-2: Engagement type based on stakeholder type and engagement level	8
Table 3-3 Key Activities, Risks and Impacts	10
Table 3-4: Description of key issues and interests and management approach	11
Table 4-1 Delivery Plan	14
Table 5-1 Engagement tools and techniques	19
Table 6-1 Evaluation and reporting	22



Attachment

Attachment H1 - Issues analysis and management

1. Introduction

1.1 Purpose

This document aims to outline a detailed community engagement plan (CEP) for the Mt Todd Project Area (MTPA). The CEP is an internal document for use as a planning tool by Vista Gold Pty Ltd (Vista Gold) for community engagement activities.

This Plan forms part of the Environmental Management System (EMS) for the MTPA and is considered a working document. It has been updated following formal consultation and assessment by Department of Primary Industry and Resources (DPIR) as part of the mining authorisation process.

The aim of the CEP for the MTPA is to ensure effective engagement with the community about the planning, construction and operation stages of the project.

1.2 Community engagement principles and objectives

1.2.1 Principles

Key principles of engagement designed to meet this aim are drawn from the Australian Government handbook for community engagement and development of mines¹ and are outlined below:

- Engage at the earliest practical stage with likely affected parties to discuss and respond to issues and conflicts concerning the management of social impacts.
- Establish a community reference group (CRG) to enable informed participation by community members with respect to its role in the approvals process and mine development through contact with regulators, technical experts, other similar consultative groups and visits to other mining operations.
- Ensure that appropriate systems are in place for ongoing interaction with affected parties, making sure that minorities and other marginalised groups have equitable and culturally appropriate means of engagement.
- Contribute to community development from project development through closure in collaboration with host communities and their representatives.
- Encourage partnerships with governments and non-governmental organisations to ensure that programs (such as community health, education, local business development) are well designed and effectively delivered.
- Enhance social and economic development by seeking opportunities to address poverty.

1.2.2 Objectives

- To identify and manage expectations by ensuring that key stakeholders and impacted communities fully understand the nature of the MTPA, and the likely impacts and benefits derived from MTPA operations.
- To promote community confidence by ensuring open and transparent discussion of MTPA development processes, technical studies, impacts and risk management processes.

- To ensure sustainable MTPA design and decision making by incorporating local community knowledge, views and concerns.
- To enable Vista Gold to recognise and address community concerns early.
- To meet regulatory requirements and expectations.

1.3 Scope

Engagement with the community will occur throughout the life of the MTPA - from developing approval documents such as the Environment Impact Assessment (EIA), Social Impact Assessment (SIA) and Mine Management Plan (MMP); through to construction; operation and mine closure. Vista Gold will review and update the CEP regularly to ensure it remains current.

Vista Gold's CEP is a document that clearly identifies the community and outlines how, when and what engagement will occur in the community, during all stages of the mining operation. Vista Gold's CEP includes:

- The purpose of engagement;
- A description of the community and key stakeholder groups;
- A range of engagement tools for communicating and consulting with the community and when the tools will be used;
- The level of engagement with the community;
- An outline of proposed actions and events;
- Suggested roles and responsibilities for implementation of the CEP; and
- Methods of evaluating, measuring and reporting the effectiveness of the CEP.

The CEP outlines the reason for undertaking the engagement activity, such as organising newsletters and meetings and the resources required and who from Vista Gold will be responsible.

A timeframe has been provided for each engagement activity as an indication of when it will be undertaken, however this may be dependent on the timing of decisions/milestones.

The terms used within this document are consistent with International Association for Public Participation (IAP2) standards. Some of the terms used in the document are industry terms such as "influence" or "interest" and are not intended to be offensive. The assessment tools are used as a guide to help determine the most appropriate engagement.

1.4 Review

The Mining Management Plan (MMP) and sub-plans for the MTPA will be subject to review to the satisfaction of the Northern Territory (NT) Government. Where appropriate, additional management plans will be developed in consultation with key stakeholders, including the Jawoyn Association.

The management plans will be working documents for the life of the MTPA and will require periodic review when circumstances change and throughout operations. The CEP also, is a living document, designed to be updated and revised during the project.

2. MTPA Context

2.1 About the project

The MTPA is located 55 km northwest of Katherine and 250 km south of Darwin.

Vista Gold proposes to re-establish and re-open the mine and undertake open cut mining and processing of up to 17.3 Million tonnes of ore per annum (Mtpa) to produce gold Dore (unrefined gold). The MTPA will mine and transport Gold ore by secure containment to Darwin for shipment to an overseas refinery.

The MTPA is currently in the development stage. This CEP acknowledges the site's history as an acquired brownfield site that has undergone technical studies, exploration for growth potential, environmental studies and a social impact assessment.

A Social Impact Assessment (SIA) for the site was completed in 2013 and the Environmental Impact Assessment (EIA) for the site was completed in 2014. The MTPA will comprise three discrete stages. **Table 2-1** describes these stages.

Table 2-1 Project stages

Stage	Activity	Estimated duration
1	Planning and construction	Approx. 2 years
2	Operation	13 -17 years
3	Closure and rehabilitation	Approx. 4 years

2.2 Community engagement status

Since completing the EIS process, Vista Gold has continued to engage with the community and its key stakeholders. A summary of this engagement is presented in **Table 2-2**. A number of support mechanisms to assist this community engagement have been maintained during this period. They are described in **Table 2-2**.

Table 2-2: Existing key stakeholders

Key Stakeholders	Description of engagement activities
Jawoyn Association	Vista Gold continues scheduled meetings with the Jawoyn Association approximately every six months when people are available to discuss any matters pertinent to the MTPA. Vista Gold has conducted many other informal discussions and visits throughout the year as required.
Mt Todd Reference Group	The Mt Todd reference group meets at least once a year or more frequently if necessary. Members include Vista Gold; DPIR; Amateur Fisherman's association of the Northern Territory (AFANT); Environment Centre of the Northern Territory; Jawoyn Association; Katherine Town Council; Roper-Gulf Shire Council, Supervising Scientist Division of the Department of Sustainability, Environment, Water, Population and Communities and the Minerals Council of Australia NT

Key Stakeholders	Description of engagement activities
DME (and relevant Ministers)	Regular communications have been conducted with the former Mining Performance Division of DME, now the Department of Primary Industry and Resources, Mining and Energy section on operational matters and with the NT EPA with matters pertaining to the Waste Discharge Meetings are held on an as needs basis with relevant Ministers.
Katherine community	Regular public information meetings are held in Katherine when necessary to inform the general public and provide a forum for questions and feedback.

Table 2-3 Community engagement support mechanisms

Key Stakeholders	Description of engagement activities
Stakeholder database	A stakeholder database is maintained where any member of the public can register to obtain up to date information on the project. Information is also made available to the public through the project website www.mttodd.com.au
Community hotline	A community feedback number is maintained and remains ongoing for access by the public/community - (08) 8941 9108
Community updates	Vista Gold currently commissions regular community updates in local newspapers to inform the wider community on projects, site progress and community engagement activities pertaining to the MTPA.

2.3 Addressing environmental issues

A number of unresolved issues require substantial effort by Vista Gold to address through the development of the MMP. This includes managing and/or mitigating the cumulative impacts from clearing, dust, noise, wildfire, exotic animals and plants, tailings dam water, contamination of the water table and artificial light on the Gouldian finch.

Extensive work has been completed to design a project that meets technical, economic and environmental objectives. Environmental permission for a new operation is complete (Environmental Protection and Biodiversity Conservation Act of 1999 Authorisation).

The NT Environment Protection Authority (EPA) considers that the EIA process has adequately identified and resolved many environmental issues. Water management and site rehabilitation has made considerable progress to gain broad community support.

2.3.1 Site management legacy issues

Technical, operational and economic factors with previous mine operators contributed to the failure and abandonment of the MTPA. Since then, water management has been the biggest environmental issue facing the MTPA. Inadequate rehabilitation created circumstances that have generated significant quantities of contaminated mine water on the MTPA. These legacy issues contribute to the social context and local community perceptions. Community engagement processes will reflect and respond to these sensitivities.



Since 2007, Vista Gold has undertaken a number of activities to manage legacy water contamination issues at the MTPA. Some initiatives to manage these issues include:

- Developing a Discharge Management Plan in collaboration DPIR that uses existing pumping and piping infrastructure in accordance with the approved Mine Management and Waste Discharge Licence
 - The Discharge Management Plan is updated each year by Vista Gold and the Northern Territory Government to improve its effectiveness.
 - Controlled discharge of treated water from the site and storage of excess volumes of water.
 - In-situ treatment of Batman Pit Water.
- Reporting on water management programs prior to the start and at the end of each wet season to the Mt Todd Mine Site Rehabilitation Reference Group to inform protection strategies to the water quality in Edith River; and
- Mine closure and rehabilitation planning to ensure present conditions are not repeated following the final closure of the MTPA.

Vista Gold plans to construct a water treatment plant as part of the redevelopment of the MTPA. This facility will have sufficient capacity to treat the water generated on site on an annual basis and distribute or discharge clean water if required.

2.4 Project opportunities for employment

The local area and the NT more generally is likely to realise significant benefits from the MTPA including:

- Up to 400 direct full-time NT jobs (plus service sector multiplier);
- Economic growth – 4.2 per cent increase in GDP for Katherine, 0.8 per cent increase in GDP for NT;
- Tax revenues over mine life – \$270 million in NT royalties, \$460 million in Australian Federal income taxes;
- Jawoyn opportunities – job training, royalty payments of approx. \$6 million per year, Indigenous programs; and
- Community development, housing development in the Katherine area, employees incentivised to live locally (not a fly-in, fly-out project)¹

Vista Gold has committed to incorporate the following strategies into its communications planning, to inform local businesses and residents of business and employment opportunities:

- Advertise employment opportunities through a variety of media including local and regional print media (e.g. NT News, Katherine Times) and online (e.g. the Mt Todd Gold Mine website); and
- Continue dialogue with the local community and participate in local business development forums such as the Regional Mining and Exploration Forum.

¹ <https://www.slideshare.net/informaoz/brent-murdoch-vista-gold-australia>



2.5 Social impacts

The SIA indicates key social benefits arising from the MTPA including significant employment and economic development opportunities for the Katherine region, and opportunities for Indigenous employment and economic development. In addition, there are significant positive social and environmental benefits arising from the opportunity to address the negative historical legacy of the MTPA through improved environmental and financial management.

3. Community Engagement Management

3.1 Stakeholder analysis

Project stakeholders are described in **Table 3-1**. The level of consultation and engagement will be subject to the nature of a proposed activity or issue. It is anticipated that stakeholder groups and their levels of interest may change over the life of the MTPA.

Table 3-1: Stakeholder list

Group	Description
Primary	
Mt Todd Mine Site Rehabilitation Reference Group	Multi stakeholder concerned with Vista Gold's water management program and its effects on the water quality of the Edith River
Indigenous (I)	Jawoyn Association, Aboriginal Areas Protection Authority
Adjoining Landowners (L)	Landowners with property adjoining the MTPA including those in the direct path of water flow
Internal Stakeholders (IS)	Employees, Contractors.
Local Government (LG)	Katherine, Victoria Daly, Roper Gulf Local council members responsible for local roads, planning and approvals, Utilities providers.
Government Agencies (GA)	NT Dept of Primary Industries and Resources, Dept of Mines and Energy, Dept of Housing and Community Development, Dept of Health, NT EPA.
Local communities of Katherine (LC)	Local communities/townships within small settlements who are potentially impacted by the Mine.
Secondary	
Members of Government (MG)	Elected members at government at Federal, State and Local levels.
Local Agencies (LA)	Stakeholders who play a role in regional development, education, training, health care, emergency services and law enforcement
Interest groups (IG)	Environment Groups
Business (B)	Chamber of Commerce
Industry bodies (IB)	Minerals Council
Regional Community (RC)	NT residents in the surrounding region not included in the above categories
Tourists (T)	Those visiting the area for a day or short-term stay gathering an impression of community.
Media (M)	Katherine Times, NT Times, ABC

The internationally recognised best practice IAP2 Spectrum illustrated in **Table 3-2** will be applied to inform the appropriate level of engagement with the Primary and Secondary stakeholders.

Figure 3-1: IAP2 public participation spectrum

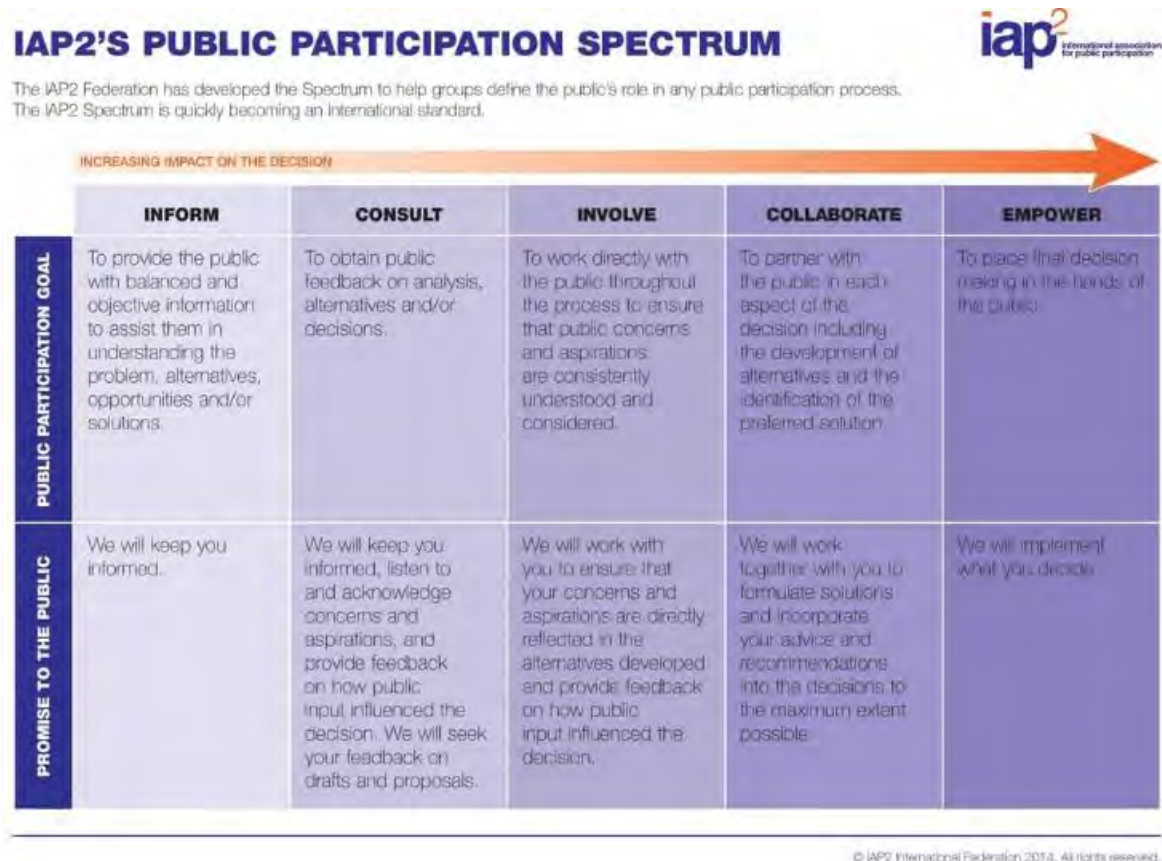


Table 3-2 provides a summary of the stakeholder groups and the level of engagement required to guide effective engagement.

Table 3-2: Engagement type based on stakeholder type and engagement level

Stakeholder group	Inform	Consult	Involve	Collaborate	Comments
Mt Todd Mine Site Remediation Reference Group			X		Already established. It will be important to review the Terms of Reference for the Mt Todd Ref Group to ensure currency of role and charter of the group and to ensure relevant stakeholders have a place at this table. Out of respect for this group it will be important to involve them in this discussion.
Indigenous (I) Jawoyn Association				X	Highly respected stakeholder. Actively involved in discussions. Maintain engagement over the project period.

Stakeholder group	Inform	Consult	Involve	Collaborate	Comments
Government Agencies (GA)			X		Actively involve on issues relating to approvals and infrastructure
Internal Stakeholders (IS)			X		Employee stakeholders are also members of the community. It is important to create project advocates. Employees need to be familiar with key messages being provided to the community,
Adjoining Landowners (AL)			X		Actively involve adjoining landowners in discussions as appropriate. Review existing approach and ensure there is a process in place to maintain project transparency and engagement.
Local communities (LC)		X			Keep closely engaged to identify and manage any existing or emerging issues
Local agencies (LA)		X			Consult on community partnerships or sponsorships such as training and development and multi-user infrastructure projects.
Interest groups (IG)		X			Consult on aspects such as rehabilitation and closure planning.
Local Environment Groups	X				Keep local environment groups informed of project updates in order to provide opportunity to comment if required.
Amateur Fishing Association of the Northern Territory		X			Consult on aspects such as rehabilitation and closure planning specifically on water issues
Members of Govt (MG)		X			Consult on regional services, economic outcomes and community concerns.
Business (B)		X			Consult regarding businesses becoming local providers where possible
Industry bodies (IB)		X			Consult on policy and on ground matters
Regional communities (broader NT) (RC)	X				The regional communities should be able to reach out and enquire about the project from time to time. The website needs to be current with all information and the community feedback line responded to within a 24 to 48-hour time period.
Tourists (T)	X				Provide access to information via the website or local newspaper.
Media (M)		X			Monitor. Provide regular briefings to local journalist on mine progress. Prepare holding statements for high profile issues. Commit to building a relationship early to foster local support and build appreciation for Project's positive role in the community

3.2 Issues analysis and engagement approach

Key issues identified through review of the EIA and SIA, media commentary and assessment of resources and strategies are summarised in Table 3-4. These are likely to be issues that will attract ongoing concern among key Primary and Secondary stakeholders and management engagement strategies have been provided. **Attachment H1 - Issues analysis and management** provides a comprehensive register of issues for more detailed reference.

Table 3-3 Key Activities, Risks and Impacts

Activity	Potential Impact	Residual Risk Level		
		Consequence	Likelihood	Risk
Poor integration of workforce and local community (Pine Creek and Katherine)	“Us” versus “them” mentality	Moderate	Unlikely	Low
	Increase in incidence of anti-social behaviour			
	Loss of social license			
	Exacerbation of existing labour and skills shortages			
	Cross-over employment impacts (shifts from local and regional employers to the MTPA)			
	Local inflationary impacts			
	Reduced focus on traditional customer base			
Increase in demand for short-term and long-term accommodation	Reduction in affordability of rental housing leading to rent escalation, housing price inflation	Moderate	Possible	Medium
Impacts to community values, conditions (e.g. increased demand to community infrastructure and utilities)	leading to local / regional shortfalls including increased demand on health facilities	Moderate	Unlikely	Low
	Impacts on vulnerable groups such as women and Indigenous groups			
Expectations of benefits to be afforded to the local Indigenous population is not met	Potential for exacerbation of existing community conflict	Significant	Unlikely	Medium



Table 3-4: Description of key issues and interests and management approach

Issue	Source of impact	Activity	Communication and engagement approach
Environmental	MTPA is not meeting its environmental obligations (perceived or actual).	<p>Monitoring and managing water pollution.</p> <p>Recommendations to EPA to mitigate clearing, dust and protect the Gouldian finch.</p> <p>High cost of backfilling mine following closure possibly overrules high cost to community, government and environment.</p> <p>Vista Gold previously criticised for poor water management following a leak, sludge that dries may contaminate soil for future generations.</p>	<p>Ensure transparency of data – publish monitoring results on the website. Be clear about what actions to take in the event of a compliance breach. Have processes in place to ensure the MTPA can proactively share results rather than exposure through the media.</p> <p>Summarise issues in Fact Sheets regarding environmental management approach and clarify specific answers to historic and current environmental questions (to address rumour and speculation).</p> <p>Identify the triggers for community outrage and align an internal approach to implement risk communication / outrage management plan.</p>
Economic	<p>Expectations of benefits to be afforded to the local Indigenous population is not met.</p> <p>Increase in demand for short-term and long-term accommodation.</p>	<p>Possible skill shortages.</p> <p>Can't be sure that gold prices will be high enough to warrant gold mining.</p> <p>More infrastructure needed.</p> <p>The clean-up to be paid for by the taxpayer unless the NT government holds these companies to account</p>	<p>Develop a separate plan to respond to these issues if they risk driving negative communication and community outrage.</p>
Social	<p>Poor integration of workforce and local community (Pine Creek and Katherine).</p> <p>Impacts to community values, conditions (e.g. increased demand to community infrastructure and utilities)</p>	<p>Possible minimal cultural awareness.</p> <p>Possible harm to edible fish and human health, and erosion of local Aboriginal fishing and hunting practices.</p> <p>Possibility of some Aboriginal communities benefiting and others not.</p>	<p>Collaborate with Jawoyn Association to develop joint approach to manage expectations of these issues.</p> <p>Ensure there is a cultural awareness program that can be implemented to educate mine employees as part of the site induction program.</p>



Issue	Source of impact	Activity	Communication and engagement approach
		<p>Anti-social behaviour possibly impacting vulnerable groups including women.</p> <p>An increase in housing demand.</p> <p>A perception that the Stuart Hwy cannot handle increased traffic.</p>	<p>Conduct discussions with Council and community on process for managing increased traffic with a safety focus.</p> <p>Describe initiatives aimed to support this safety focus.</p>
Communication		<p>Being clear about how regulations impact development.</p> <p>Remote location from a town may have an impact on transparency (out of sight – limited knowledge).</p>	<p>Review and expand membership of Reference group to include a local councillor and regulatory representative.</p> <p>Regularly publish presentations provided at Reference group meetings.</p> <p>Update the local media through a regular column to raise awareness about the project and its benefits.</p> <p>Conduct open days; invite schools and local community interest groups to the site during these open days;</p> <p>Expand sponsorship opportunities to link with local environment, fishing or tourist interest groups to expand reach and build positive links with the interested and potentially affected communities.</p>
Regulatory		<p>Meeting commitments of the MMP.</p> <p>Long process of meeting obligations.</p> <p>Changes in government at State and Federal level throughout stages.</p> <p>Changes in Local Government structures</p>	<p>Prepare fact sheets that respond to specific issues and commitments identified in the MMP.</p> <p>To enhance transparency and build advocacy for the mining plan and operations invite regulators and respective Local Government councillor to sit on reference group</p> <p>Alternate reference group meetings between the site and Katherine.</p>

4. **Delivery plan**

The Mt Todd Delivery Action Plan developed for MTPA is designed to assist in planning the community engagement activities. The action plan in Table 4-1 outlines the reason for undertaking the engagement activity, the resources required and who is to be the responsible team member.

Timing has been provided for each engagement activity to indicate when it is likely to be undertaken, however this will be subject to the timing of decisions/milestone and approval processes.

The program of activity is based on the current project status and will be routinely reviewed, updated and built on to match the changing stages at MTPA.



Table 4-1 Delivery Plan

Engagement Activity	Objective	Task	Stakeholder	Responsibility	Timing
CRG	<p>Provide detailed information.</p> <p>Seek feedback.</p> <p>Discern key themes and issues to develop key messaging.</p> <p>Respond to potential issues to minimise impacts.</p>	<p>Working groups to be formed around issues and the social and environmental management plans.</p>	I, GA, AL, LC, B, LA, IG, RC	Stakeholder Management Supervisor	Ongoing and regular meetings
One on one	<p>Build relationships through face-to-face discussions and by identifying common goals/working to realise opportunities.</p> <p>Provide detailed information.</p> <p>Respond to potential issues to minimise impacts.</p> <p>Work through the next steps of the approval process in a logical manner to ensure that all legislative requirements are fulfilled, and community is involved in decision-making.</p>	<p>Prepare clear communication materials</p> <p>Seek feedback on key messaging to adapt and grow</p> <p>Regular meetings with key regulators.</p>	I, L, LC, LA, MG, IB, IS,	Stakeholder Management Supervisor supported by seniors	Prior to and after each milestone, or as required.
Site tours	<p>Provide detailed information.</p> <p>Respond to potential issues to minimise impacts.</p> <p>Seek feedback.</p>	<p>Publish advertisements to promote the site tour dates.</p> <p>Prepare key images, diagrams and key messages.</p> <p>Seek feedback through survey forms.</p>	All	Stakeholder Management Supervisor (accounting for safety)	Key milestones and on request



Engagement Activity	Objective	Task	Stakeholder	Responsibility	Timing
Project website	Provide detailed information. Seek feedback.	Develop information sheets for key issues identified: Water Clean-up process to date Gouldian finch Relationship with gold prices Rehabilitation options. Continuously build on FAQ's.	All	Stakeholder Management Supervisor	Ongoing development.
Community updates (website, e-newsletter for distribution list, possibly print for communities)	Respond to potential issues to minimise impacts. Promote successes	Prepare FAQs on the outcomes of the various stages of development. Seek feedback on key messaging	All	Stakeholder Management Supervisor	Key milestone
Regular e-news	Promote website as repository of up-to-date information Summarise progress and promote priorities Make printable version.	Plan and deliver five to six short articles for distribution in each edition – to be of community interest of how the MTPA is addressing issues, creating opportunities, adding overall value to community.	All (email distribution)	Stakeholder Management Supervisor	Quarterly or biannually
Email distribution list	Provide detailed information. Respond to potential issues to minimise impacts. Distribute e-news Seek feedback. Advertise events	Prepare clear communication materials for each milestone (and at regular intervals) with location of where more detailed information can be accessed. Continually add to and maintain distribution list from CRG information sessions, with an opt-out function.	All	Stakeholder Management Supervisor With support from admin staff	Key milestones.



Engagement Activity	Objective	Task	Stakeholder	Responsibility	Timing
Editorial Advertising Publications	Convey information about key issues to broad audience. Seek input into article from key individuals/local community groups. Seek feedback.	Articles to be prepared on joint infrastructure projects: Sponsored programs e.g. using water from pipes provided by NT Utilities Endorsement by indigenous groups Explanation of the lease conditions and next steps.	All	Stakeholder Management Supervisor with support from Corporate Affairs manager/team	Identify key themes and commence preparing a schedule E.g. quarterly articles, ads for events including things like employment expos. (could also be modified and included in e-news)
Shop front in Katherine	Provide the opportunity for community members to seek face-to-face discussion with Vista Gold staff. Seek feedback.	Prepare clear communication materials. Seek feedback on key messaging to adapt and grow. Presence at local events	LC, LA. T, IG, RC.	Stakeholder Management Supervisor	Following endorsement of CRG - and assessment of a business case to proceed. (possibly a POP-UP at various times.)
Local event participation	Demonstrate commitment to community Be available to address issues Boost transparency Seek feedback	Explore opportunities to be present at events – this could be the Katherine Show, or presenting, on occasions, following sports training, parent meetings at schools...	All	Stakeholder Management Supervisor	As required



Engagement Activity	Objective	Task	Stakeholder	Responsibility	Timing
Workshops focus groups	<p>Seek feedback.</p> <p>Incorporate feedback into management plans.</p> <p>To develop community understanding of key aspects and for Vista Gold to further understand community values.</p>	<p>Local indigenous and non-indigenous groups site tour to discuss matters including water requirements and to source local knowledge.</p> <p>Local environmental groups and government to partake in environmental benefits/closure planning workshop.</p>	All	Stakeholder Management Supervisor	<p>During development to establish understanding and positive relationships</p> <p>To be extended to other stages as required – to maintain relationships, build understanding and support.</p>
Community Info sessions	<p>Provide detailed information.</p> <p>Seek feedback.</p> <p>Discern key themes and issues to develop key messaging.</p> <p>Respond to potential issues to minimise impacts.</p>	Prepare clear communication materials.	All	Stakeholder Management Supervisor	Key milestones and on request
Partnerships	Build relationships through face-to-face involvement to build industry and company profile within the region.	<p>Involvement in community projects/programs such as introducing a Vista Gold Day or event possibly in support of a local charity, hospital...</p> <p>involve a local school</p> <p>Support seeking funding through federal and state government for training with Vista Gold as a future employer</p> <p>Seek suggestions through CRG or survey</p>	All	Stakeholder Management Supervisor	Commence as soon as project has go ahead



Engagement Activity	Objective	Task	Stakeholder	Responsibility	Timing
Surveys	Seek feedback. Obtain information to allow the analysis of community feedback and to consider community concerns or expectations	Continue using feedback forms for site tours. Develop a survey to ascertain community values early.	L, LC, IG, RC, B	Stakeholder Management Supervisor	During development and ongoing as required
Community correspondence	Register, document and respond to all community correspondence.	All correspondence is to be logged and responded to. Key issues can be identified and tracked through a correspondence register.	All	Stakeholder Management Supervisor	As required – acknowledgment of receipt within one working day
Media monitoring	Document commentary about the mine, the community Vista Gold and the industry	As with correspondence – issues can be tracked and identified as opportunities or as issues that may need attention. E.g. this could include issues such as local students not engaging in the community. How could Vista Gold contribute to fixing a community problem – sponsorship, tours?	All	Stakeholder Management Supervisor – with support from seniors and corporate affairs	Daily
Complaints, phone, email	Discern key themes and issues to develop key messaging. Respond to potential issues to minimise impacts. To track key issues over time to ascertain if engagement strategy is effective. Track level of satisfaction with Vista Gold’s response/actions.	Establish clear contact details Train staff in effective customer service Create a repository Each complaint/query is logged to ensure that each submission is responded to and that key issues can be identified and tracked.	All	Stakeholder Management Supervisor – with support throughout organisation	Ongoing

5. Tools and techniques for engagement

Tools and techniques recommended for community engagement are described in this Section. Determining appropriate tools and techniques to use is shaped by the outcome the engagement is seeking. Much depends on whether information is being sought from the community (e.g. identifying issues, opportunities and local knowledge), or whether opportunities to involve the community in discussion is required to help shape or influence project outcomes. Vista Gold already uses many of these tools to conduct community awareness and engagement about the mine.

Consultation will continue for the life of the MTPA and where necessary, beyond. The form this consultation is likely to include activities as described in **Table 5-1**.

Table 5-1 Engagement tools and techniques

Engagement	Activity
One on one meetings	Meetings held between the Vista Gold and individuals from the community to discuss aspects of the mining operations.
Site tours	Community tours of MTPA to provide an understanding of the size and layout of the site; site tours help to create greater awareness and understanding about the mine, and various practices including safety measures and environmental monitoring and management processes.
Community updates (print or online)	<p>Introduce a local newsletter that includes MTPA updates and FAQs. The CRG will advise on whether print or online communication is most appropriate, or whether there should be a mix.</p> <p>The newsletter will communicate the progress of the MTPA and issues. It will advertise events including engagement opportunities and invite feedback.</p> <p>There needs to be regular contributions to local community newsletters and newspapers. This extends to information on websites and relevant social media.</p>
Advertisements/articles	Articles, mainly in the local paper (Katherine Times), will provide information on key issues, specific events and programs and will invite feedback.
Discussion papers, industry and government publications	Vista Gold will monitor local and NT press, industry and government publications and websites and assess where it can make contributions to highlight work it is doing to address issues or contribute to growth.
Email distribution list	Written communication addressed to affected parties using the distribution list compiled from community meetings, site tours, public submissions etc. It outlines the issues, coming events and invites comment.
Workshops/ focus groups	<p>Participants are invited because they are residents or because they have a particular involvement or interest in the subject being discussed.</p> <p>The purpose is to find out the range of opinions that exist on a particular topic.</p>

Engagement	Activity
Surveys	Online or paper-based questionnaires seeking feedback on a specific issue or project.
Community communications	Written correspondence (letters, emails, enquiries on website), verbal correspondence (phone calls, face-to-face meetings and informal discussions that require actions/follow-up) received from stakeholders.
Project website(s)	Online resource for communities to access information about the MTPA at any time. Company website used to publish FAQs, information sheets and approval documentation. Some community websites may also be used in the future to publish information from Vista Gold including meeting minutes, presentations and provide monitoring results.
Open house/displays	An open office will be considered in Katherine for community members to drop in and as a meeting point for site tours.
Community info sessions, local events	<p>Community information sessions are forums used when important information is required to be delivered to the wider community. Some will be attended by an expert consultant when required or requested by Vista Gold. Vista Gold might consider exploring community events where large numbers may normally gather – e.g. sports training etc.</p> <p>Presence at community events such as markets to provide one-on-one questions and answers.</p>
Community Reference Group (CRG)	<p>This is a committee that allows for open discussion between representatives of the Vista Gold, the community and other stakeholders on issues directly relating to the MTPA's operations and environmental or social impacts, and to keep the community informed on these matters.</p> <p>This group is not a decision-making body. The CRG will develop terms of reference to enhance its role as a representative group of local people: their livelihood, lifestyles, environment and general wellbeing in the context of the MTPA. The group will ensure enduring community benefits both during and after the life of the MTPA.</p>
Partnerships	This entails collaborations with a company, local government, community or business groups or an individual towards a shared goal. Goals can be wide ranging and should be tailored to suit communities. They may include sponsoring an event, community facility, a sports team, an education related competition. The establishment of a formal sponsorship program provides a transparent method for community support initiatives.
Complaints management process	This is a formal process to channel and resolve legitimate issues, concerns or problems that an individual or group may have in relation to the MTPA. This is a mechanism for complaints to be resolved in a timely manner, and for resolutions (when appropriate, given certain privacy requirements) to be communicated to the community.
Telephone and email	A telephone 'hotline', and dedicated community email are useful tools for communities to ask for information, raise issues or make comments on the mine operations.

6. Evaluation and reporting

Table 6-1 describes the evaluation process for community engagement. It provides a clear process to measure the strategic community engagement objectives outlined earlier in this CEMP. Data analysis and draft report writing of information session data, stakeholder engagement meeting data and Vista Gold and local Council online data will also be undertaken to continually refine community engagement processes.

The data collected throughout the community engagement program will be collated into a report at the conclusion of key milestones – and as a minimum once every six months.

Reporting will include presentations to particular stakeholder groups as decided by the CRG on the following:

- Progress summary reports, particularly at the end and/or beginning of particular stages – develop construction, operation and closure.
- Presentation of community feedback
- Presentation of remedial activities and 'lessons learnt'.



Table 6-1 Evaluation and reporting

Strategic objective	Engagement objective	Tools to measure and monitor performance
To manage expectations by ensuring that communities fully understand the nature of the MRPA, and the likely impacts and benefits that may be derived from MTPA operations.	<ul style="list-style-type: none"> • Provide detailed information. • Respond to potential issues to minimise impacts 	<ul style="list-style-type: none"> • Number of calls logged • Number of meetings held • Number of enquiries managed positively • Number of enquiries • Anecdotal feedback from stakeholders
To promote community confidence by ensuring open and transparent discussion of MTPA development processes, technical studies, impacts and risk management processes.	<ul style="list-style-type: none"> • Register, document and respond to all community correspondence. • To develop community understanding of key aspects and for Vista Gold to further understand communities' values. 	<ul style="list-style-type: none"> • Direct anecdotal feedback from community • Limited rumour and speculation about the site • Limited conflict and community outrage • Limited negative media coverage
To ensure sustainable MTPA design and decision making by incorporating local community knowledge, views and concerns.	<ul style="list-style-type: none"> • Track level of satisfaction with Vista Gold's responses/actions. • To track key issues over time to ascertain if engagement strategy is effective. 	<ul style="list-style-type: none"> • Limited complaints • Limited involvement or intervention by politicians, councillors or non-regulatory Government agencies in the site investigation and remediation processes • Timely approvals by Government and acceptable conditions
To enable Vista Gold to recognise and address community concerns early.	<ul style="list-style-type: none"> • Discern key themes and issues to develop key messaging. 	<ul style="list-style-type: none"> • Number of rumours proactively identified and addressed • Direct anecdotal feedback from community • Limited negative commentary about the site - either face-to-face or on social/traditional media • Limited conflict and community outrage
<ul style="list-style-type: none"> • To meet regulatory requirements and expectations. 	<ul style="list-style-type: none"> • Build relationships through face-to-face discussions and by identifying common goals/working to realise opportunities. 	<ul style="list-style-type: none"> • No or limited delays to development and remediation processes due to community or stakeholder objections



Strategic objective	Engagement objective	Tools to measure and monitor performance
		<ul style="list-style-type: none">• Limited complaints• Limited conflict and community outrage• No, or limited, adverse media coverage• Number or extent of local or non-local interest groups expressing concern publicly

ATTACHMENT

Attachment H1 - Issues analysis and management

Topic	Background	Manage and/or Mitigation measures
EIS commitments	<p>2014 NT EPA Assessment Report Recommendations</p> <p><u>Recommendation 1</u></p> <p>The Proponent shall ensure that the Project is implemented in accordance with the environmental commitments and safeguards:</p> <ul style="list-style-type: none"> • Identified in the Mt Todd Gold Project Environmental Impact Statement (draft EIS and Supplement); • Identified in further information provided by the Proponent on the NT EPA’s direction; and • Recommended in this Assessment Report. <p>All safeguards and mitigation measures outlined in the Environmental Impact Statement are considered commitments by the Proponent.</p> <p><u>Recommendation 2</u></p> <p>The Proponent shall advise the NT EPA and the responsible Minister of any changes to the proposed action, in accordance with clause 14A of the Environmental Assessment Administrative Procedures.</p> <ul style="list-style-type: none"> • Recommend development of a simple check list of environmental commitments and safeguards. The list should also provide a list of opportunities/community legacy initiatives. 	<ul style="list-style-type: none"> • Make publicly available a list of the environmental, social and financial commitments in a simple format (Scorecard/Progress card). • Communication and engagement activities to include the development of materials to promote the progress of each commitment. • Produce factsheets.
Water quality impacts	<ul style="list-style-type: none"> • 2014 – NT EPA Assessment Report Recommendations1 <p><u>Recommendation 6:</u></p>	<ul style="list-style-type: none"> • Engagement with NT Environment Centre recommended – collaborate/involve in environmental monitoring



Topic	Background	Manage and/or Mitigation measures
	<p>The Proponent must become a signatory to the International Cyanide Management Code. The water quality monitoring program must include monitoring of cyanide in tailings supernatant and include the parameters of WAD, free and total cyanide. The standard, safe no-discharge level of 50 mg/L WAD cyanide is to be set as the threshold to trigger corrective action.</p> <p><u>2015 – ABC coverage</u></p> <ul style="list-style-type: none"> • Mount Todd gold mine reopening proposal from Vista Gold faces environmental liability concerns • Vista has been criticised in the past by the NT Environment Protection Authority (EPA) for its water management, namely after a toxic water leak in 2013. In February 2013 a pond at the mine site overflowed after heavy rain. The subsequent NT EPA report found a "low" risk of environmental harm. • Once we've pumped most of the water out we'll take that sludge and we'll pump it into our tailings dam. "That dam, when it's completely full with our tailings, we put a cap over the top of it of clay. "It will dry out over time and be there and our grandkids won't have a problem." <p><u>2017 ABC coverage</u></p> <ul style="list-style-type: none"> • Wet weather sees Mount Todd gold mine owned by Vista Gold discharging contaminated water into Edith River. • But Mr Murdoch said there was still a chance of an uncontrolled discharge if there was too much rain. "If that event did happen we would be releasing water into a very flood effected system so the dilution ratios would mean there would be no risk of damage or harm to environment, as there wasn't in 2011." • Low environmental risk but High outrage – Risk Communication approach needed • Given the history of contamination and discharge of water (controlled and uncontrolled) from the MTPA, the impact of discharges on the Edith River and further downstream have 	<ul style="list-style-type: none"> • Close collaboration with Vista Gold and PR Button needed to align on Risk Communication approach



Topic	Background	Manage and/or Mitigation measures
	<p>attracted considerable community interest in recent years and is a key concern raised by most respondents to the draft EIS. 1</p> <p>PR Button approach may not align with Risk Communication approach</p>	
Threatened species	<p><u>2015 – ABC coverage</u></p> <ul style="list-style-type: none"> The EPA made 28 recommendations for Vista Gold to adopt including a program to monitor the impact of dust on a threatened species in the area, the Gouldian Finch. Risk assessment shows there is cumulative impact from dust, noise, wildfire, exotic animals and plants, tailings dam water, lowering and contamination of the water table and artificial light on the Gouldian finch 	<ul style="list-style-type: none"> Monitor – report on improvements. Use photographic evidence Media and social media School projects
Timing	<p><u>2015 – ABC coverage</u></p> <ul style="list-style-type: none"> After three years, the environmental impact statement for the site was completed in 2014. 1 NT Environment Centre director Anna Boustead said she had not seen any progress report on the implementation of these recommendations. 	<ul style="list-style-type: none"> Opportunity to show the report – available on http://www.mttodd.com.au/ Clearly outline stages and simply highlight the level of detailed work required at each stage. Keep promoting the project as having its focus on future stages – allowing stakeholders not to feel ‘stuck’ at particular stages Regular and timely updates
Mine Site Rehabilitation	<p><u>2015 – ABC coverage</u></p> <ul style="list-style-type: none"> NT Environment Centre "The clean-up for these sites is paid for by the tax payer unless the NT government holds these companies to account," she said. "We don't know what that amount of bond is because that's not publicly released. All we have is their ‘word’, we don't know that they have that money there." Mr Murdoch described fears about environmental harm as "well founded". "However, the information that we've provided is very much up to date and it shows that we're not damaging 	<ul style="list-style-type: none"> Monitor water quality Transparency needed Involve environment groups and outline process for closure and rehab. Partner with schools, higher education to enable students to develop understanding and promote their work Document and promote how far the Project has progressed.



Topic	Background	Manage and/or Mitigation measures
	<p>the environment in the long term," he said. At a recent information session, Mr Murdoch assured members of the public the mine had enough money to rehabilitate the land should it go bankrupt like the previous owners.</p> <p><u>2014 NT EPA Assessment Report</u></p> <ul style="list-style-type: none"> • A respondent to the draft EIS requested that alternatives should include a scenario of immediate rehabilitation of the site and that the Proponent should compare costs and likely outcomes of immediate rehabilitation to plans for rehabilitation after further mining. • In addition, the respondent requested that ongoing liability for rehabilitation should have been more clearly defined. The Proponent provided no response to this request. • The NT EPA acknowledges that the case for immediate remediation is worth considering in terms of the reduction in the risk of long-term legacy issues; however, it is not considered reasonable or practical for a mining Proponent that has not yet commenced mining a site, or committed to mining it, to contemplate immediate remediation of that site. • The NT Government would retain liability for the legacy issues surrounding rehabilitation of the mine, estimated at \$150 million, and indefinite ongoing legacy • Mixed messages – harm well founded but no harm 	
Waste Pit	<p>The NLC provided an interesting analysis on behalf of the Jawoyn Association of the potential costs associated with retaining the Waste Rock Dump (WRD) as a feature on the landscape in perpetuity as opposed to returning waste rock to the pit. The NLC acknowledged that the immediate costs of backfilling the pit at the end of mine life would be uneconomically high, as claimed by the Proponent. However, there appeared to be little consideration in the EIS of the costs to the community, government and the environment of retaining the WRD...</p>	<ul style="list-style-type: none"> • Monitor situation • Present rationale for decisions made at every stage. • Continual engagement with Jawoyn community • Try and present a future image • Seek support/partnership with Jawoyn Community to present rationale.



Topic	Background	Manage and/or Mitigation measures
Employment	<p><u>2015 – ABC coverage</u></p> <ul style="list-style-type: none"> Residents of the nearby town of Katherine hope the operation will bring new jobs. According to the Vista website, the two-year construction phase could employ about 450 people with an ongoing workforce of 350 during operations. 	<p>Promote good news, locally and in NT Times – presentation in NT Times promotes positive image for Katherine and Vista Gold.</p>
Skill shortages	<ul style="list-style-type: none"> There are a range of existing mining skills shortfalls identified for the Northern Territory by the NT Government. These include construction project managers and engineering managers as well as technicians and trades workers in various occupations. Timing of the construction period is likely to overlap with construction of the INPEX Project which will require between 2000-3000 construction workers. However, this is not considered to be a significant issue for potential construction contractors as consultation has indicated that they will bring their workforce in from outside the Northern Territory for the duration of the two-year construction period. The contribution of this Project to existing workforce shortfalls is not considered to be significant. 	<ul style="list-style-type: none"> Opportunity – consider Career Trackers (uni students’ internships) and Go Foundation (school students’ internships) Work with employment networks - indigenous and non-indigenous.
Aboriginal impacts	<ul style="list-style-type: none"> <u>2014 – NT EPA Assessment Report Recommendations</u> As part of the Project aquatic monitoring program, the Proponent must contribute to periodic tissue sampling of fish and other species from the Edith and Daly Rivers to monitor edible species and inform human health risk assessments. Several respondents to the draft EIS highlighted concerns regarding the potential impact of bioaccumulation of metals in fish and related risks to human consumption, with one respondent highlighting the need for reassurance on the safety of local fish stocks to avoid the erosion of local Aboriginal hunting and fishing practices. Respondents recommended that the Proponent commit to establishing, or contributing to, a monitoring program that informed the community on the risk of consuming fish and other aquatic from the Edith River. 1 	<ul style="list-style-type: none"> There is a genuine need to maintain public confidence that the food we consume is healthy. This is not solely the responsibility of the Proponent as there is a role for government to play. Studies to determine the risks to human health from consuming fish and other aquatic species caught in the Edith and Daly Rivers would therefore be best pursued on a collaborative basis between the Proponent and relevant government and nongovernment stakeholders, drawing together.



Topic	Background	Manage and/or Mitigation measures
	<ul style="list-style-type: none"> The NT EPA accepts, however, that this risk is of significant concern to the community, particularly those who rely on the Edith and Daly Rivers as a food source or for recreational and commercial fishing. The Proponent did not acknowledge the existing public commitment it made to conduct a fish study following the 2012-13 Wet season. 	<ul style="list-style-type: none"> Seek out a respected Aboriginal spokesperson on certain issues – possibly a member of CRG. Ongoing group engagement with communities
Potential for exacerbation of existing Aboriginal community conflicts	At the time of undertaking the SIA there was 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 it provided there were also significant tensions within the Indigenous community regarding the Project.	<ul style="list-style-type: none"> Negotiation and agreement of partnership agreement between Vista Gold and the Jawoyn Association. 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.
Possible increase in anti-social behaviour	<ul style="list-style-type: none"> It common in mining communities for there to be intermittent incidence of anti-social behaviour of Project Workforce while off-roster and visiting nearby Towns and communities (Katherine, Pine Creek etc.). 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). Behaviour 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. The housing and accommodation strategy adopted by Vista Gold has been designed to minimise the risk of this social impact. Other specific management and mitigation strategies that will be implemented include: a Workforce Management Strategy (including behaviour policies and codes of conduct linked 	<ul style="list-style-type: none"> Community need to be assured that there is a strategy and be made to feel comfortable that it can be implemented. Community feedback mechanism establishing a system for members of the community to raise questions, concerns or complaints regarding the Project Dedicated staff member to support community engagement Agreement with Jawoyn Association including regular reporting and consultation on arrangements to be established Establishment of community reference group including ensuring representation of women and vulnerable groups Workforce behaviour strategies



Topic	Background	Manage and/or Mitigation measures
	to employee contracts, random alcohol and other drug-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.	
Gold prices	Viability of the MTPA will be reliant, largely, on Gold prices. Projections do suggest that prices will be high enough by the time the Mine is ready to commence production in 2018. Furthermore, significant investment has been made in deep drilling and magnetic targeting to potentially extract higher-grade minerals. The installation of infrastructure to ensure long-term management will also help to minimise long term operation costs.	<ul style="list-style-type: none"> • Monitor • Simple explanations of how the mine can or cannot proceed.
Project does not proceed	In the event that gold prices are too low it is possible that the Project is abandoned or put on hold.	<ul style="list-style-type: none"> • Assure community that environmental issues will be addressed. • Ensure government and regulators are engaged early to understand this and can support community in managing expectations
Housing demand	<ul style="list-style-type: none"> • An increase in demand during construction and mining phases. There is currently limited availability of housing and unconstrained land within Katherine. It is anticipated that additional land would need to be released and additional housing built to accommodate the increased population associated with the Project. • Vista Gold commissioned the development of an accommodation and housing strategy. This strategy recommended that for the operations phase a 'hybrid' housing and accommodation solution be implemented. If this solution is implemented, then the risk of this impact being negative is greatly reduced in favour of being an overall positive outcome for the Katherine Regional community. 	<ul style="list-style-type: none"> • Outline to community that there is a housing strategy. • Working closely with Council and build a communication strategy around Housing and infrastructure updates.
Supporting Infrastructure	Building of worker accommodation and mine infrastructure will require some additional community infrastructure supply such as power, water, waste removal and roads. This impact also includes the additional requirement for appropriate design and approval of infrastructure by relevant approval agencies.	<ul style="list-style-type: none"> • Effective and timely planning and communications with Council, Utility Providers (Power and Water Corporation) and the Department of Lands, Planning and Environment.



Topic	Background	Manage and/or Mitigation measures
		<ul style="list-style-type: none"> • Again – a communications strategy for housing infrastructure • Website, contact centre
Increased Traffic	<ul style="list-style-type: none"> • Stakeholder consultation to date has identified that there is a community 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. • 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. • 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 NT Department of Infrastructure will undertake a program of road pavement monitoring and maintenance to mitigate the impacts on road surfaces of mining activities. • A detailed Traffic Management Plan will be prepared and approved prior to construction works taking place. 	Communicate traffic plan and monitoring – possibly integrate (cross-reference) with housing communications plan.
Remoteness	The remote location of the project may minimise visibility of positive impact the project might have, even for the people of Katherine 55 km away.	Report on economic growth, employment development, briefings for local govt.



File Name: *Appendix H - Community Engagement Plan.docx*

Document Status

Revision	Author	Reviewer		Approved for Issue		
		Name	Signature	Name	Signature	Date
Rev A	Barb Campany	Nicole Conroy		Jill Woodworth		15/11/2017
Rev 0	James Hill	Jill Woodworth		Jill Woodworth		17/11/2017
REV 1	Brent Murdoch	John Rozelle		Brent Murdoch		31/10/2018
REV 2	Julia Curran	Jill Woodworth		Brent Murdoch		

www.mttodd.com.au

