

Core Lithium Ltd BP33 Lithium Project

Social Impact Management Plan

Prepared by True North Strategic Communication
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Consultation statement

True North Strategic Communication is guided by the principles of good community engagement, based on people's level of interest and concern as outlined by the International Association for Public Participation (IAP2).

Our role is to provide stakeholders and the general public with objective information, so they can provide informed feedback on consultation projects. We give people the opportunity to provide input that is balanced and reflective of the range of community views to independently provide the best possible guidance to decision makers.

Our practice reflects professional standards and ethical standards for human research including anonymity, confidentiality, record storage and keeping people informed.



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Executive Summary

The Social Impact Management Plan (SIMP) provides an outline of the key positive and negative impacts identified in the Social Impact Assessment (SIA) for Core Lithium's proposed BP33 Underground Lithium Project (BP33 Project).

The SIA found a total of four opportunities and seven possible negative impacts, although all except two of the negative impacts have a LOW rating.

The four key potential opportunities identified are rated as BENEFICIAL, meaning benefits may be felt across the region but may be of a smaller scale or incremental. These are:

- Boost to the regional economy through employment
- Enhanced opportunities for local aboriginal people for jobs and training
- Boost to the regional economy through local procurement
- Local communities benefit through sponsorship and local support.

The key potential negative impacts identified are:

- Higher level of road trauma as a result of mine traffic
- Reduced sense of safety and wellbeing due to industrial traffic sharing roads with local traffic
- Amenity impacts due to road train movements for seven years
- Increased anxiety due to perceptions about the project's water use
- Concerns about legacy mines and the impact on the environment
- Reduced ties to land and ability to maintain culture
- Cumulative impacts of multiple projects in the region (particularly increased traffic).

Of the seven negative impacts, none had a residual CATASTROPHIC or HIGH rating. Two had a MEDIUM rating and the remaining five were assessed as LOW.

This SIMP sets out Core's plans and commitments around social performance for the life of the BP33 Project, including mitigation of negative impacts and enhancement of potential opportunities. It outlines how these will be monitored and managed and sets up a framework for reporting against commitments made.

Core's commitments are to:

- implement ongoing stakeholder and community engagement about the project
- agree on indicators by which management can track changes in the baseline conditions outlined in the SIA and any emerging issues
- establish grievance contacts and register so the community can continue to raise issues and recommendations
- address issues raised in the SIA in relevant management plans
- work with Aboriginal organisations to maximise Aboriginal employment opportunities
- develop local recruitment and procurement processes
- ensure relevant road safety communication continues from the Grants Project where necessary
- identify opportunities for community sponsorship and support
- share relevant monitoring results with the community.



Abbreviations and terminology

DIPL	Department of Infrastructure, Planning and Logistics
EIS	Environmental Impact Statement
FIFO	Fly-In-Fly-Out
IAP2	International Association for Public Participation
IAIA	International Association for Impact Assessment
NT	Northern Territory
NTEPA	Northern Territory Environment Protection Authority
SER	Supplementary Environment Report
SIMP	Social Impact Management Plan



1. Project summary

The BP33 Lithium Project (BP33 Project) forms part of Core Lithium’s (Core) Finniss Lithium Project, which incorporates several high-grade lithium deposits including the Grants and BP33 deposits and other prospects being explored by Core.

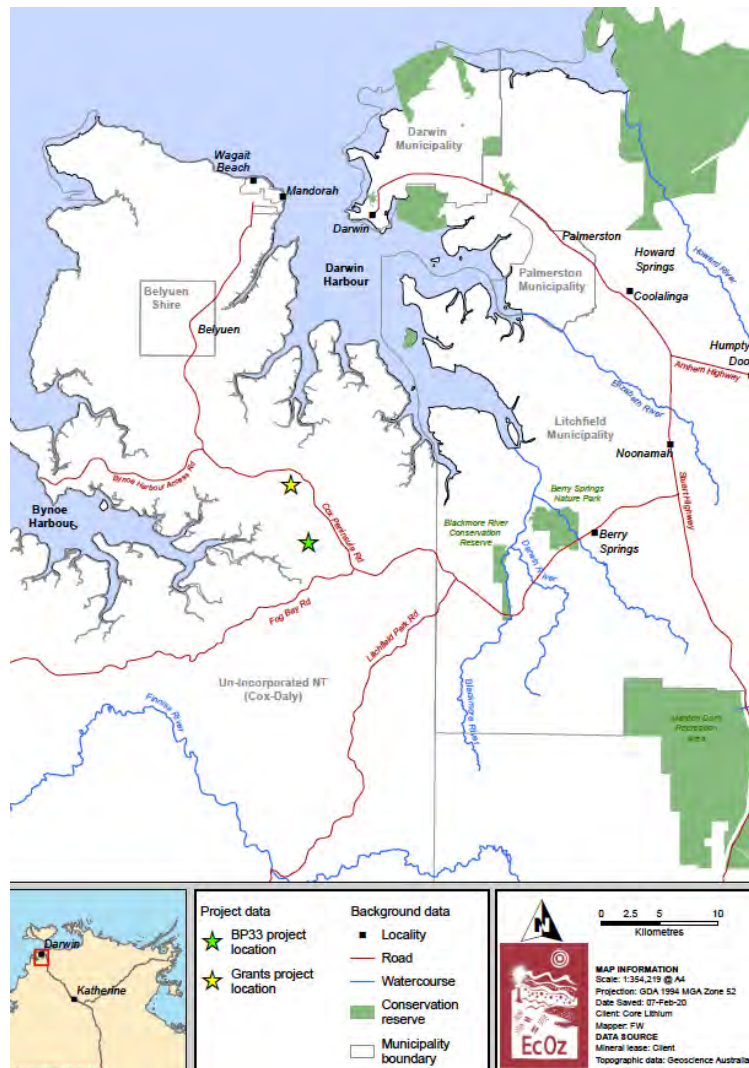
Core received Northern Territory Government approval for its Grants Lithium Project (Grants Project) which involves open cut mining, onsite processing of lithium ore and trucking the concentrate product about 90 kilometres via Cox Peninsula Road and Stuart Highway to Darwin Port for export to overseas markets. Approval for the project was for mining and processing at the Grants project site for seven or more years. This includes processing of ore from the proposed BP33 Project once the ore from the Grants Project has been exhausted, and trucking the concentrate product to the Darwin Port.

The BP33 Project is 2.5 kilometres south-west of Cox Peninsula Road, approximately 33 kilometres west of Berry Springs and 7.5 kilometres from the Grants Project site. The mine site footprint is approximately 88 hectares while the footprint of the haul road from BP33 to Grants is approximately 12.5 hectares (13 m wide by 7.5 km long).

The BP33 Project will involve underground mining of ore and trucking to the Grants processing plant via a 7.5 kilometre purpose-built haul road.

The estimated workforce of 150 to 180 is to be sourced locally from Darwin, Palmerston and surrounding areas where possible. There will be no on-site accommodation camp, with workers expected to travel to and from site for each shift.

Belyuen is the closest community to the project area and Core has committed to working with Indigenous employment and training providers to maximise employment of people from Belyuen and the broader region. Where there is a lack of available skilled personnel, Fly-In-Fly-Out (FIFO) arrangements will be made for a portion of the workforce, and commercial accommodation in the region provided.



Subject to approvals, Core aims to start construction of the BP33 Project infrastructure in 2023, with operations to begin once the Grants ore deposit is exhausted.

Core has engaged extensively with stakeholders and communities about both its approved Grants Project and the proposed BP33 Project.



This SIMP covers:

- construction of the mine and supporting infrastructure
- the mining process (extraction of the ore)
- transportation to the Grants Project processing plant
- transport of the concentrate product by road to Darwin Port
- closure and rehabilitation.



2. Social Impact Management Plan

This Social Impact Management Plan (SIMP) is intended as a stand-alone document that summarises social impacts and opportunities of the BP33 Project and outlines Core's management plans to guide its long-term social performance. In essence, it covers impacts and opportunities from the perspective of the people whose lives, livelihoods and lifestyles are affected by the project.

Core is committed to:

- ongoing community input to the company's social performance, such as regular stakeholder briefings or a local advisory group involving Larrakia people (the Traditional Owners of the Cox Peninsula), local government, Northern Territory Government, community representatives and other local people where stakeholders can raise issues
- ongoing measurement against key indicators so progress can be monitored on issues such as road safety and traffic, local content and jobs, Aboriginal employment and training, rehabilitation and closure, implementation of commitments programs, and operation of grievance procedures
- annual public reporting to both the community and Core's board against these indicators in a simple format, such as an annual report card or sustainability report
- management will be held accountable for the company's ongoing social performance, by reporting to Core's Board against agreed management plans and commitments and associated key performance criteria.

The SIMP is intended to be a practical, succinct and readable document. It allows for a flexible, adaptive approach to identify and respond to emerging issues and considers long-term legacies of the project over the life cycle of the mine.

2.1. Methodology

The SIA profiles the communities affected by the project using baseline data. Qualitative data from interviews completes the picture of the project's social context and enables a prediction of likely impacts and opportunities. The impacts are both positive and negative, direct and indirect and long and short-term. Some impacts may be unintended or difficult to manage.

The methodology for the SIA and categorisation of impacts is in accord with the NSW Social Impact Assessment Guideline (2017) and a Guide to Social Impact produced by Jane Munday (2020), and internal research at True North into best practice social and cultural impact assessment.

Key potential impacts were categorised using the dimensions of social impacts adapted for a North Australia context by Jane Munday (2020) which were adapted from the International Association for Impact Assessment (IAIA) Principles' (Vanclay, 2003) and Guidelines' (Vanclay et al., 2015) description of social impacts. These dimensions are illustrated in [figure 1](#) below.



Figure 1: Dimensions of social impacts adapted for a North Australia context (Munday2020)

2.2 The concept of social sustainability

The concept of social sustainability is based on ensuring a positive legacy beyond the life of a project. For a project to be 'sustainable' it must be economically, technically, environmentally and socially beneficial for both the company and the community, taking particular account of impacts on vulnerable or disadvantaged peoples.

2.3 Requirements of the Northern Territory Environment Protection Authority

The Northern Territory Environment Protection Authority's (NT EPA) information requirements for Core's BP33 Supplementary Environment Report (SER) state that a Social Impact Assessment should be prepared in line with the New South Wales Social Impact Assessment Guideline. This SIMP has been prepared in line with those guidelines, which state that a SIMP should:

- include a project summary
- illustrate how social impacts were identified, plans for mitigation or enhancement, and management commitments
- explain how engagement informed the SIMP, detail the engagement strategy and future activities, and describe how these will inform monitoring and management
- provide measurable and defined targets and actions for monitoring, reporting, auditing and reviewing progress, with clear numbering, wording and commitments to locations, timing, frequency, method, and responsibilities
- commit to measure results and report these findings via the project website
- include how shortfalls will be addressed – for example if a target is not being met or an impact is being inadequately managed, the SIMP should indicate steps to address and report on the shortfall.



3. Community and stakeholder engagement

3.1 Principles of stakeholder engagement

The NTEPA’s Stakeholder Engagement and Consultation Guidance for proponents (updated January 2021) recognises that stakeholder consultation is an important component of social, cultural and health impact assessments, over and above formal opportunities for feedback on documents placed on public exhibition.

The communication and engagement for the BP33 Project was based on the principles of best practice stakeholder engagement, in line with the International Association for Public Participation (IAP2) core values, outlined below.

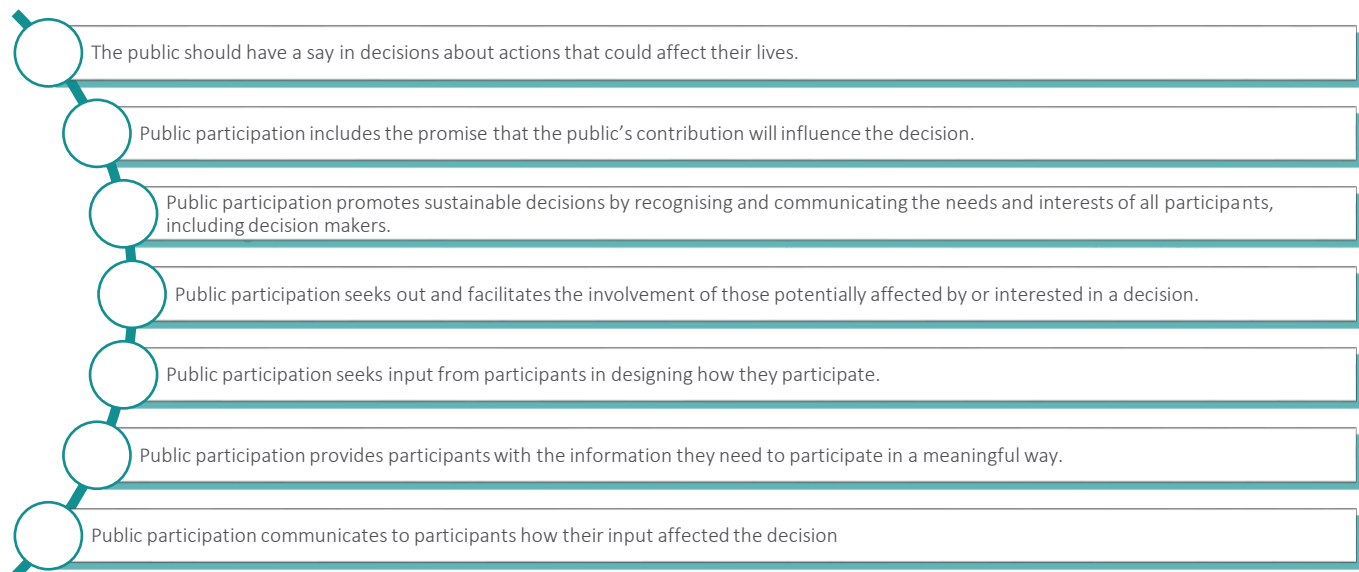


Figure 2: IAP2 Core values

3.2 Engagement objectives

The objectives of engagement for the BP33 Project were to:

- listen to and understand the priorities and perspectives of all stakeholder groups
- provide clarity and information on any issues of concern raised by stakeholders
- support delivery of a project that is environmentally, economically, culturally and socially acceptable to the community and key stakeholders (i.e., earn social licence to operate)
- provide regulators with confidence that all positive and negative impacts are well understood and can be managed through all phases of the project
- inform scoping and project planning, through the life of the project
- manage stakeholder expectations
- provide feedback to stakeholders on how their input influenced regulatory and project decisions.

The communication objectives were to:

- update stakeholders on changes to the Grants Project since the previous consultation
- notify stakeholders of the commitments made by Core as part of the Grants EIS process
- inform stakeholders of the BP33 Project, details and possible impacts
- encourage stakeholders to provide feedback on interest or concerns about the project
- continue to build on existing stakeholder relationships and trust
- provide clarity and understanding about the various Core projects in the region.



Stakeholder engagement also involved identifying the organisations that can speak for Aboriginal people with ties to the site, including:

- Aboriginal Areas Protection Authority (custodians)
- Larrakia Development Corporation
- Larrakia Nation
- Northern Land Council
- Belyuen Community Council (represents a number of Larrakia and non-Larrakia Aboriginal residents of Belyuen, the closest community to the site).

3.3 BP33 Project stakeholder engagement activity

Core began engaging with stakeholders about the BP33 Project and resultant changes to the Grants Project in August 2020, which formed Stage 1 of the BP33 engagement. Stage 2 took place during May 2021 and was a broader engagement which focussed on speaking with the most impacted stakeholders, having a presence in the local communities, seeking feedback and input from stakeholders about the project and broadly communicating on both the Grants and BP33 projects.

Stakeholder and community engagement was guided by a strategy and supported with materials that helped explain elements of the project to diverse audiences. Feedback received during both stages of engagement informed the SIA and the SIMP.

Details on Core's community engagement for the BP33 Project are outlined in the BP33 Community Engagement Report, provided as an appendix with the SIA.



4. Key findings

The initial scoping phase for the BP33 Project assessed a total of four possible opportunities and 21 possible negative impacts. Through research, local knowledge, stakeholder and community engagement and further assessment of residual impacts, this was refined to four key potential opportunities and seven key potential negative impacts.

Four key potential opportunities are rated as BENEFICIAL, meaning benefits may be felt across the region but may be of a smaller scale or incremental. The four key beneficial opportunities are:

- enhanced opportunities for local Aboriginal people for jobs and training
- local communities benefit through sponsorship and local support
- boost to the regional economy through employment
- boost to the regional economy through local procurement.

Of the seven key negative impacts identified in the SIA, none have a residual CATASTROPHIC or HIGH rating. Two had a MEDIUM rating and the remaining five were assessed as LOW.

The two MEDIUM impacts identified were:

- higher level of road trauma as a result of mine traffic
- reduced sense of safety and wellbeing due to industrial traffic sharing roads with local traffic.

The ratings for each of the key impacts listed in this document are the expected positive or negative social impacts after mitigation and enhancement.

4.1 Social Impact Monitoring and Reporting commitments

[Table 1](#) below outlines Core's commitments to manage, mitigate or enhance the seven key negative impacts and four key positive impacts identified as part of the social impact assessment of the BP33 Project. It outlines the targets, monitoring methods and reporting for each of the key eleven identified social impacts.



Table 1. Social Impact Monitoring and Reporting

Social impact or opportunity	Residual rating	Objective	Mitigation/Management Action	Targets/Performance Indicators	Monitoring methods	Response	Reporting
People and communities							
Higher level of road trauma as a result of mine traffic	Medium	Safe use of roads	<p>Journey Management Plan which includes speed restrictions and specific safety instructions for drivers.</p> <p>Industry collaboration on road safety campaigns for the region.</p> <p>Road safety communication before the start of truck movements (e.g. Berry Springs school students, Belyuen residents) and signage along the route (e.g. for tourists, fishermen).</p> <p>Monitoring of haul trucks through geo-fencing in the IVMS system.</p> <p>Establish grievance contact details and register. Publicise email and phone number to lodge complaints.</p> <p>Ongoing repairs to damage to the road pavement that is attributed to the project.</p> <p>Continue traffic mitigation and management measures in place from the Grants Lithium Project.</p>	<p>No traffic accidents involving project vehicles or as a result of the project.</p> <p>No unresolved complaints about driver behaviour of Core trucks.</p>	<p>Maintain a record of any traffic incidents involving project traffic or identified road safety risks.</p> <p>Review geo-fencing data where required.</p> <p>Record and action all complaints and follow up to determine satisfaction with resolution of complaints</p>	<p>In conjunction with NT Police and other stakeholders, ensure proactive identification of any road safety risks and appropriate responses.</p> <p>Conduct comprehensive reviews in response to any incident.</p>	Reporting against indicators in Journey Management Plan.



Social impact or opportunity	Residual rating	Objective	Mitigation/Management Action	Targets/Performance Indicators	Monitoring methods	Response	Reporting
Reduced sense of safety and wellbeing due to industrial traffic sharing roads with local traffic	Medium	Safe use of roads	<p>Journey Management Plan which includes speed restrictions and specific safety instructions for drivers.</p> <p>Conduct a road condition survey before start of work. Core commits to repairing any damage to the road pavement that is attributable to the project.</p> <p>Industry collaboration on road safety campaigns for the region.</p> <p>Road safety communication before the start of truck movements (e.g. Berry Springs school students, Belyuen residents) and signage along the route (e.g. for tourists, fishermen).</p> <p>Monitoring of haul trucks through geo-fencing in the IVMS system.</p> <p>Establish grievance contact details and register. Publicise email and phone number to lodge complaints.</p> <p>Continue traffic mitigation and management measures in place from the Grants Project.</p>	<p>No traffic accidents involving project vehicles or as a result of the project.</p> <p>No unresolved complaints about driver behaviour of Core trucks.</p>	<p>Maintain a record of any traffic incidents involving project traffic or identified road safety risks.</p> <p>Review geo-fencing data where required.</p> <p>Record and action all complaints and follow up to determine satisfaction with resolution of complaints.</p>	<p>In conjunction with NT Police and other stakeholders, ensure proactive identification of any road safety risks and appropriate responses.</p> <p>Conduct comprehensive reviews in response to any incident.</p>	Reporting against indicators in Journey Management Plan
Amenity impacts due to road train movements for seven years	Low	Minimise impacts to amenity for the local community and along the transport route	<p>Environmental Management Plan to minimise dust and noise.</p> <p>Journey Management Plan which includes speed restrictions through Berry Springs.</p> <p>Community liaison and stakeholder engagement.</p> <p>Night-time noise levels from road train hauling activities will be managed in accordance with the NT EPA Noise Management Framework Guideline.</p> <p>Establish grievance contact details and register. Publicise email and phone number to lodge complaints.</p> <p>Ongoing repairs to damage to the road pavement that is attributed to the project.</p> <p>Continue traffic mitigation and management measures in place from the Grants Project.</p>	<p>No unresolved complaints about amenity issues due to road train movements.</p> <p>Minimal dissatisfaction about the project's impact on amenity.</p>	Record and action all complaints and follow up to determine satisfaction with resolution of complaints.	Investigate cause of impacts to amenity, respond to the complaints, and amend procedures if necessary.	<p>Progress reports to stakeholders.</p> <p>Report against key indicators including the number and nature of complaints on amenity issues and the response.</p>



Social impact or opportunity	Residual rating	Objective	Mitigation/Management Action	Targets/Performance Indicators	Monitoring methods	Response	Reporting
Increased anxiety due to perceptions about the project's water use	Low	Community acceptance that the project poses no threat to the quality and quantity of available water for others' use.	<p>Environmental Management Plan.</p> <p>Permits and licencing obtained in line with requirements under the <i>Water Act</i>.</p> <p>Bore monitors in place – monitoring and reporting on quality and quantity of water.</p> <p>Ongoing communication with the community and stakeholders about water use, management, permits and licencing. This will minimise rumours and misinformation that leads to fear and anxiety.</p> <p>Reporting of relevant information from water monitoring.</p> <p>Mine Closure and Rehabilitation Plan.</p> <p>Establish, promote and monitor grievance hotline/email.</p>	<p>Community confidence in the project's environmental performance.</p> <p>No unresolved complaints about the project's impacts to water.</p>	Monitoring of feedback received through grievance hotline and general community feedback.	<p>Communication to give the community confidence that the project is causing no harm to the water quantity and quality in the region.</p> <p>Investigate any complaints or issues, respond to the complaint, amend procedures if necessary and provide feedback on how any incident was resolved.</p>	Progress reports to stakeholders on monitoring of water quality and quantity.
Healthy country							
Concerns about legacy mines and the impact on the environment	Low	Community acceptance that the project poses no threat to environmental values and that closure and rehabilitation will be in line with best practice.	<p>Environmental Management Plan.</p> <p>Mine Closure (includes backfilling of box-cut) and Rehabilitation Plan.</p> <p>Care and maintenance plan under the <i>Mining Management Act</i>.</p> <p>Ongoing community and stakeholder communication about the project, including environmental management, water use and management and rehabilitation plans. This will minimise rumours and misinformation that leads to fear and anxiety.</p> <p>Establish, promote and monitor grievance hotline/email.</p> <p>Payment of bond to ensure costs not borne by the community if agreed closure objectives are not met.</p>	<p>Community confidence in the project's environmental performance.</p> <p>No unresolved complaints about the project's impacts on the environment.</p>	Monitoring of feedback received through grievance hotline and general community feedback.	<p>Communication to give the community confidence that the project is operating in line with legislated environmental standards.</p> <p>Investigate any complaints or issues, respond to the complaint, amend procedures if necessary and provide feedback on how any incident was resolved.</p>	Environmental reporting requirements.



Social impact or opportunity	Residual rating	Objective	Mitigation/Management Action	Targets/Performance Indicators	Monitoring methods	Response	Reporting
Cultural identity							
Reduced ties to land and ability to maintain culture	Low	Aboriginal people maintain access to the area around the mine site for cultural activities.	<p>Environment Management Plan.</p> <p>Appropriate sacred site clearances.</p> <p>Ensure Aboriginal people know who to contact should there be any access issues.</p> <p>Ongoing engagement with potentially impacted people and local communities.</p>	No impacts to access and enjoyment of traditional cultural activities.	Ongoing liaison with Belyuen Council and Aboriginal organisations to ensure any access needs can be accommodated and to minimise potential for disruption by project activities.	Proactively check with organisations that there have been no issues. Record and appropriately respond to any complaints.	Regular meetings with relevant Aboriginal organisations on Cox Peninsula and wider Darwin as agreed.
Economic							
Boost to the regional economy through local employment	Beneficial (positive)	Maximise the recruitment and retention of local workers, both directly and with contractors	<p>Recruitment and procurement processes prioritising the local market.</p> <p>Produce a local procurement plan, including communication of opportunities.</p> <p>Work with local job providers.</p> <p>Package and promote tenders to suit local capacity.</p> <p>Good communication about jobs available on the project.</p> <p>Encourage contractors to use local services and suppliers where possible.</p>	Number and total value of local contracts and jobs awarded in line with industry/ community expectations.	Monitoring of feedback from business and industry on level of local employment and local contracts awarded.	Communicate progress against objectives and the reason for any failure to achieve targets.	<p>Progress reports to stakeholders.</p> <p>Report against indicators including the number and value of local contracts awarded and local job figures for the project.</p>
Enhanced opportunities for local Aboriginal people for jobs and training	Beneficial (positive)	Maximise local Aboriginal employment on the project - direct and with contractors.	<p>Work with Aboriginal organisations and employment providers to maximise opportunities.</p> <p>Identify opportunities for contracts that are suited to local Aboriginal organisations.</p> <p>Provide support to contractors to employ and train local Aboriginal people.</p> <p>Produce an Aboriginal Participation Plan.</p>	Number of local Aboriginal people awarded jobs in line with stakeholder, government and community expectations.	Feedback from Aboriginal stakeholders, government and the community on the level of Aboriginal employment on the project.	Ongoing collaboration with Aboriginal organisations and employment providers.	<p>Progress reports to stakeholders.</p> <p>Report against indicators including Aboriginal employment figures.</p>



Social impact or opportunity	Residual rating	Objective	Mitigation/Management Action	Targets/Performance Indicators	Monitoring methods	Response	Reporting
Boost to the regional economy through local procurement	Beneficial (positive)	<p>Maximise local content where possible.</p> <p>Build the capacity of local small businesses.</p> <p>Provide opportunities to businesses in the immediate local communities where possible.</p>	<p>Procurement processes that prioritise the local market where possible.</p> <p>Package and promote tenders to suit local capacity and prepare businesses for competitiveness and standards required by Core.</p> <p>Proactive identification of local business with the capability to work on the project.</p> <p>Produce a local procurement plan, including communication of opportunities.</p> <p>Encourage contractors to use local services and suppliers where possible.</p>	<p>Business and industry satisfaction with the number and value of contracts awarded locally.</p> <p>Positive feedback about the level of local content.</p>	Monitoring of feedback from business and industry on level of local content.	Communicate progress against objectives and the reason for any failure to achieve targets.	<p>Progress reports to stakeholders.</p> <p>Report against indicators including the number and value of local contracts awarded.</p>
Local communities benefit through sponsorship and local support	Beneficial (positive)	Maximise benefits to the local community.	<p>Establish a sponsorship budget.</p> <p>Prepare a sponsorship plan, prioritising projects that benefit community groups in the project's local area.</p> <p>Identify sponsorship objectives in conjunction with the community.</p>	Core recognised as actively contributing to the local community.	Produce annual reports outlining sponsorship expenditure, with a short summary of what was achieved.	Liaise with local councils and community groups to ensure sponsorship and support is in line with community priorities.	<p>Annual reporting against objectives for communities /groups as a result of sponsorship.</p> <p>Share information on sponsorship and support with communities as part of the regular community updates.</p>
Cumulative							
Cumulative impacts of multiple projects in the region	Low	Minimise cumulative impacts	<p>Ongoing community and stakeholder engagement.</p> <p>Traffic management plans to reduce injuries and fatalities and communication that these will be implemented.</p> <p>Good communication about the likely impacts and implications of the project.</p> <p>Conduct a road condition survey before start of work.</p> <p>Engage with other project proponents to understand and work to minimise impacts.</p>	No unresolved complaints about traffic numbers (due to cumulative impacts)	<p>Engage with other project partners to understand timeframes and traffic volumes.</p> <p>If projects coincide, use feedback from communities to monitor any impacts of multiple projects.</p> <p>Work with other project proponents to minimise impacts and ongoing monitoring of changes or impacts.</p>	<p>Communication with residents and stakeholders.</p> <p>Work with other projects to minimise cumulative impacts.</p>	Reporting against indicators.

Table 1: Social Impact Monitoring and Reporting



5. Commitments register

Below is a summary of Core's commitments:

Commitment	Responsibility	Accountability
1. Stakeholder and community engagement	<p>Core will continue to engage with stakeholders and the community in line with established procedures, including progress updates/fact sheets, meetings with representative groups, and via established feedback mechanisms</p> <p>Core will develop a community and stakeholder engagement plan to guide ongoing engagement throughout the life of the project.</p>	Regular reporting to key stakeholders and/or regular community newsletters with updates.
2. Agree on indicators to be monitored	Stakeholders and Core to discuss risks and opportunities identified in this SIMP and agree on indicators to be measured, how often and reporting.	Regular reporting to stakeholders includes measurement of agreed indicators against baseline data in SIA.
3. Grievance register	<p>Core is establishing a grievance hotline, email and register for the Grants Lithium project. This grievance system will be used for the BP33 Lithium project as it will begin as the Grants project finishes. This includes establishing a register to be maintained by site management, with agreed protocols and response times for complaints and escalation flow chart.</p> <p>Core commits to appropriate responses in the event of complaints, from communication to redress and remedy or compensate.</p>	Number and type of complaints will be reported to stakeholders through updates, together with an outline of how complaints were resolved.
4. Management plans	<p>All issues raised in this SIMP will be addressed in other appropriate management plans where relevant, including:</p> <ul style="list-style-type: none"> • Journey Management Plan • Environmental Management Plan • Engagement Plan • Sponsorship Plan • Emergency Management and Response Plan • Mine Closure and Rehabilitation Plan • Human Resource Management Plan • Occupational Health and Safety plan • Site Safety Management Plan • Worker Code of Conduct. 	Any reportable social issues covered by other management plans will be covered in regular reporting to stakeholders.
5. Aboriginal employment	Core will work with Aboriginal organisations to maximise Aboriginal employment opportunities.	Report to relevant stakeholders on progress.



Commitment	Responsibility	Accountability
6. Local recruitment and procurement process	<p>Recruitment and procurement processes prioritise the local market where possible.</p> <p>Core will work with business groups to identify local capacity and capabilities before packaging tenders.</p> <p>Good communication on opportunities and expected standards.</p> <p>Encourage contractors to use local services and suppliers.</p>	Reporting on total value and number of local contracts.
7. Road safety	As part of the Grants Project, Core will work with key stakeholder groups to ensure road safety communication about sharing the roads with road trains.	Communication about road safety.
8. Sponsorship and community investment	Core will identify opportunities to invest in the local communities, in line with community priorities.	Reporting on sponsorships to stakeholders and through community updates and newsletters.
9. Monitoring results	Core will share monitoring results of interest to the community, such as water quality monitoring.	Report to stakeholders through meetings and community updates.

Table 2: Commitments register

6. Monitoring and review

Core's management is responsible for implementation and oversight of the SIMP and for monitoring and reporting of areas outlined. Core will conduct an annual review to assess progress, effectiveness of the SIMP and any necessary improvements.

7. Project grievance mechanism

Core will implement the following as part of its grievance management process:

1. Establish a grievance email address and phone contact number for the community to contact in the event of any issues or concerns about the project.
2. Establish and maintain a grievance management procedure and register, with agreed protocols and response times for complaints and an escalation flow chart.
3. Publicise the grievance email and phone contacts to ensure the community can contact the project team to raise issues.

Core will be responsible for overseeing the grievance management procedure and for receiving and assigning the complaints and keeping complainants informed. Core will:

- ensure that all complaints or issues are investigated
- respond to the complainants
- amend procedures if necessary
- provide feedback on how any incident was resolved.



8. Stakeholder communication and engagement plan

Core will continue to engage with stakeholders and the communities throughout the project, from planning through to closure and rehabilitation. Core has submitted a stakeholder engagement plan for the Grants Project to the Northern Territory Government, as per the requirements to address Condition 17 of the Mining Authorisation 1021-01, under the *Mining Management Act*. Due to the connection between the Grants and BP33 Projects, the BP33 communication and engagement will be a seamless transition from the Grants stakeholder engagement. The stakeholders are largely the same as are most of the communication and engagement needs. The stakeholder engagement plan for the BP33 Project is provided below.

BP33 Project stakeholder communication and engagement plan

Project activity/topic	Detail	Stakeholders	Communication approach
Pre-construction			
Complaints, concerns and feedback	<ul style="list-style-type: none"> Establish a grievance hotline and email address Before start of work, as part of project updates, provide information on the grievance hotline and email address to stakeholders and the community Number and type of complaints to be reported to stakeholders through updates, together with an outline of how complaints were resolved 	<ul style="list-style-type: none"> Wagait Council Litchfield Shire Council Belyuen Community Government Council Local member for Daly Cox Peninsula Road residents Project contacts database 	<ul style="list-style-type: none"> Email updates Seek support of councils, businesses and groups to share information Posters for local noticeboards with the grievance hotline and email contacts Share on relevant social media pages
Employment and contracts	<ul style="list-style-type: none"> Aboriginal employment and contracts In conjunction with Aboriginal organisations, identify opportunities for Aboriginal contracts and employment in line with workforce capabilities and project requirements Continue to engage with Aboriginal organisations to maximise opportunities for Aboriginal employment and contracts Report to relevant stakeholders on progress 	<ul style="list-style-type: none"> Larrakia Development Corporation Kenbi Rangers Ironbark Aboriginal Corporation Belyuen Community Government Council Larrakia Nation Aboriginal Corporation Indigenous Women in Mining Resources Association NT Indigenous Business Network 	<ul style="list-style-type: none"> Meetings Email and phone correspondence Regular updates on relevant job portals and Core website
	<ul style="list-style-type: none"> Local employment and contracts Ongoing communication with Chamber of Commerce and local councils to manage local content expectations Work with NT Government and Chamber of Commerce to communicate opportunities, package and promote tenders to suit local capacity and prepare businesses for competitiveness and standards required by Core Prioritise local market for recruitment and procurement processes where possible Monitor feedback from business and industry 	<ul style="list-style-type: none"> Department of the Chief Minister and Cabinet Department of Industry, Tourism and Trade Chamber of Commerce NT Litchfield Shire Council Wagait Shire Council Belyuen Community Government Council 	<ul style="list-style-type: none"> Discussions and meetings with NTG and Chamber re local content, contract opportunities for locals Present at Chamber event Reporting on local content on Core website and as outlined in section on reporting and ongoing engagement
	<ul style="list-style-type: none"> Employment and contract opportunities and announcements 	<ul style="list-style-type: none"> Litchfield Shire Council 	<ul style="list-style-type: none"> Advertise contract opportunities locally



Project activity/topic	Detail	Stakeholders	Communication approach
	<ul style="list-style-type: none"> Communicate any work or contract opportunities (with Core or contractors) to stakeholder groups and contacts database Announcements about key local/major contracts awarded Announcements about key Aboriginal contracts awarded 	<ul style="list-style-type: none"> Wagait Shire Council Belyuen Community Government Council Project contacts database Core Lithium HR/employment contacts Larrakia Development Corporation Kenbi Rangers Ironbark Aboriginal Corporation Member for Daly Chamber of Commerce NT 	<ul style="list-style-type: none"> Media coverage of contract opportunities Email updates to Chamber, Council and database, and seek support sharing information
Before start of construction	<ul style="list-style-type: none"> Official announcements about the start of construction for the project 	<ul style="list-style-type: none"> All local stakeholders and government Local media 	<ul style="list-style-type: none"> Media announcement
	<ul style="list-style-type: none"> Announcements that construction work will start on site, dates, what will happen and what that means for people/the communities Publicise the grievance phone hotline and email address and general grievance process for the community 	<ul style="list-style-type: none"> Litchfield Shire Council Wagait Shire Council Belyuen Community Government Council Member for Daly Berry Springs Primary School Finniss Lithium contacts database Local media 	<ul style="list-style-type: none"> Discussions with key stakeholder groups as required Email updates Signs on Cox Peninsula Road Seek support sharing information to local communities
Construction phase			
Progress updates	<ul style="list-style-type: none"> Provide regular progress updates to the local communities and stakeholders on progress of the project and timeframes, including when mining will start at the site 	<ul style="list-style-type: none"> All project stakeholders Local communities Local representatives Contacts database 	<ul style="list-style-type: none"> Email updates Regular reports to councils
Mining and processing			
Haul traffic	<ul style="list-style-type: none"> Haul traffic won't change – Grants will cease and BP33 will start 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
Progress updates	<ul style="list-style-type: none"> Provide regular progress updates to the local communities and stakeholders on progress of the project and timeframes, and any relevant details 	<ul style="list-style-type: none"> All project stakeholders: Local communities Local representatives Contacts database 	<ul style="list-style-type: none"> Email updates Regular reports to councils
Closure and rehabilitation			
Closure	<ul style="list-style-type: none"> Notify stakeholders of proposed closure timeframes, closure process; rehabilitation methods; and monitoring processes 	<ul style="list-style-type: none"> All stakeholder groups 	<ul style="list-style-type: none"> Email and phone Meetings as necessary



Project activity/topic	Detail	Stakeholders	Communication approach
Monitoring	<ul style="list-style-type: none"> Engage with stakeholders to understand possible community re-use of any infrastructure Communication of key monitoring outcomes 	<ul style="list-style-type: none"> Local stakeholder groups Relevant industry/government stakeholders 	<ul style="list-style-type: none"> Email updates Meetings as necessary
Ongoing/Regular communication throughout the life of the project			
Aboriginal access	<ul style="list-style-type: none"> Core committed to engage with relevant Aboriginal stakeholders to ensure traditional activities in nearby areas or near the heritage site are not impacted Aboriginal people may want to maintain access to the area surrounding the mine site for cultural activities. Ensure relevant people know who to contact should there be any access issues. This involves regular liaison with relevant Aboriginal stakeholder groups Proactive checks with Aboriginal organisations that there are no issues with access Record and appropriately respond to any complaints 	<ul style="list-style-type: none"> Aboriginal stakeholder groups Belyuen community 	<ul style="list-style-type: none"> Regular meetings with relevant Aboriginal stakeholder groups
Road condition	<ul style="list-style-type: none"> Ongoing engagement with the Department of Infrastructure, Planning and Logistics (DIPL) on road conditions Monitoring and reporting of grievances about the condition of the roads Updates to the local communities if necessary 	<ul style="list-style-type: none"> DIPL 	<ul style="list-style-type: none"> Emails/meetings
Sponsorship opportunities	<ul style="list-style-type: none"> Core has committed to develop and implement a local sponsorship program focusing on stakeholders in its area of operations Identify sponsorship objectives in conjunction with local communities Develop sponsorship program/approach for support of local community initiatives 	<ul style="list-style-type: none"> Local councils – Wagait, Belyuen, Litchfield Member for Daly Local communities 	<ul style="list-style-type: none"> Liaise with councils on sponsorship approach and community objectives Develop sponsorship fund and program Promote sponsorship program Report on sponsorships to stakeholders through regular updates (and reporting mechanism discussed below)



Project activity/topic	Detail	Stakeholders	Communication approach
Reporting and ongoing engagement	<ul style="list-style-type: none"> • Core to meet with key stakeholders to establish the mechanism for ongoing engagement with stakeholders and the community. This could be via a combination of regular e-newsletters with progress reports, a stakeholder representative group involving Larrakia, local councils and community representatives, or reporting at local council meetings • Core has made commitments for regular reporting to the board and community against key indicators, including: <ul style="list-style-type: none"> ○ road safety and traffic ○ local content for jobs and contracts ○ any others identified by stakeholders • Core has also committed to share ongoing monitoring results of interest to the community, including: <ul style="list-style-type: none"> ○ air quality monitoring ○ water quality, use and management ○ environmental reporting • Core’s regular reporting should also include: <ul style="list-style-type: none"> ○ reports on sponsorship ○ the number and nature of grievances and how they were resolved ○ any other reportable social issues covered by Core’s management plans. 	<ul style="list-style-type: none"> • Local councils – Wagait, Belyuen, Litchfield • Local communities 	<ul style="list-style-type: none"> • Regular reporting – Core to meet with communities/community representatives to establish the mechanism for ongoing reporting and engagement • Meetings • Regular community updates • Report cards

Table 3: Stakeholder engagement and communication plan



Bibliography

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