Appendix E Community and Stakeholder Engagement Strategy (EMM Consulting 2026a)

Lei Lithium Mine

Community and stakeholder management strategy

Prepared for Lithium Plus Minerals Ltd

September 2026

Lei Lithium Mine

Community and stakeholder management strategy

Lithium Plus Minerals Ltd

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Terms and abbreviations

Term	Description
AAPA	Aboriginal Areas Protection Authority
ABS	Australian Bureau of Statistics
AFANT	Amateur Fishermen's Association of the NT
CCC	Community Consultative Committee
CHMP	Cultural Heritage Management Plan
CSES	Community Stakeholder Engagement Strategy
DLI	Department of Infrastructure, Planning and Logistics
DLPE	Department of Lands, Planning and Environment
EIA	Environmental Impact Assessment
ECNT	Environment Centre NT
EPA	Environmental Protection Act
FPIC	Free, Prior and Informed Consent
ha	Hectares
IAP2	International Association for Public Participation
ICN	Industry Capability Network NT
IRSD	Index of Relative Socio-Economic Disadvantage
IWMRA	Indigenous Women in Mining and Resources Association
LDC	Larrakia Development Corporation
LGA	Local Government Area
LNAC	Larrakia Nation Aboriginal Corporation
LPM	Lithium Plus Minerals Ltd
MT	Million Tonnes
NLC	Northern Land Council
NTPFES	NT Police, Fire and Emergency Services
NT	Northern Territory
NTEPA	Northern Territory Environmental Protection Authority
RHS	Remote Heritage Services
SEIFA	Socio-Economic Index for Australia
SER	Supplementary Environmental Report
UNDRIP	UNDRIP

1 Introduction

1.1 Project overview

Lithium Plus Minerals Ltd (LPM) is proposing to develop an underground mine, located in the Northern Territory (NT), approximately 30 kilometres (km) (direct line) south of Darwin, on the Cox Peninsula. The Lei Lithium Project (the project) is located on vacant crown land and is accessed via Fog Bay Road. Berry Springs is the nearest town which is located approximately 25 km (direct line) east of the project.

The project is proposing to:

- mine approximately 3.10 million tonnes (MT) of spodumene ore via underground mining methods to an approximate depth of 700 metres (m) below surface
- crush and screen mined ore on site to produce direct shipping ore and transport it via truck to Darwin port for export
- temporarily store waste rock at the surface before being used to backfill the box-cut and underground
- construct ancillary infrastructure, including a power generation plant, access roads and internal haul roads
- construct a water management system to meet construction and operational demands, including a 160 megalitre (ML) dam for clean runoff, a 265 ML sedimentation dam, and two mine-affected water dams with a combined capacity of up to 330 ML; potable water will be trucked to the site
- clear up to 100 hectares (ha) of native vegetation
- have an approximate operational timeframe of seven years from construction to closure, followed by rehabilitation
- employ approximately 60 personnel during construction and between 80 and 100 personnel during operations.

1.2 Strategy overview

A Referral was submitted to the Northern Territory Environmental Protection Authority (NTEPA) for the project in 2024. The NTEPA determined environmental impacts would be assessed by a Supplementary Environmental Report (SER) and, on 11 March 2025, issued a Direction to Include Additional Information in an SER. The SER requires LPM to provide evidence of stakeholder consultation and to develop the preliminary Stakeholder Engagement Strategy as part of the Referral submission. As a result, this Community Stakeholder Engagement Strategy (CSES) has been prepared by EMM Consulting Pty Limited (EMM) to outline the key stakeholders for the project and LPM, summarise findings of the consultation undertaken prior to the Referral, and set out ongoing engagement activities to be implemented by LPM and its consultants.

This CSES has been prepared to guide community and stakeholder engagement throughout the full lifecycle of the Lei Lithium Project, including environmental assessment and approvals, construction, operations, progressive rehabilitation, closure planning, and post-closure reporting where required. While the implementation plan focuses on engagement activities required during the current SER assessment process, the principles and framework established in this strategy will continue to guide stakeholder engagement throughout the entire project lifecycle.

1.3 Scope and limitations

This CSES focuses on engagement with relevant mining industry bodies, other stakeholders and community groups. Engagement with Traditional Owners (TOs) regarding cultural heritage matters is being conducted separately by LPM and Remote Heritage Services (RHS) (LPM's cultural heritage specialist) as part of the cultural heritage assessment for ML(A) 33874. This engagement is currently limited to the Larrakia People, with participants identified through consultation with the Larrakia Development Corporation (LDC) and Larrakia Nation Aboriginal Corporation (LNAC). The Northern Land Council (NLC), as the statutory representative body, will be consulted with to identify and facilitate engagement with any additional TO groups that may have interests relevant to the project. All TO engagement, consent and agreement making processes will be led by LPM, who is also leading engagement with NT Government departments, with support from specialist consultants where required. Relevant stakeholders and outcomes from these engagement streams, including RHS's cultural heritage engagement, will be integrated into the final Community and Stakeholder Outcomes Report, subject to confidentiality requirements regarding culturally sensitive and privacy information.

2 Engagement strategy

2.1 Objectives

The objectives of this CSES are to:

- identify the key project stakeholders, both impacted and interested, and their specific communication and engagement needs
- build understanding and awareness about the project early in the development stages, through disclosure of factual information written in plain English, along with the use of images
- build relationships with key stakeholders and manage concerns to gain more project support, minimise conflict and identify and address issues in a timely manner
- identify vulnerabilities, access and inclusion factors, and implement culturally appropriate engagement and communication methods
- collect and document stakeholder feedback and knowledge, representative of the diverse perspectives across the Litchfield, Belyuen and Wagait Beach communities (identified as nearest to the mine and proposed project activities)
- engage with stakeholders and parties who have key concerns, questions, or that the SER identifies are of importance to the project
- proactively explain how key stakeholder feedback received has been considered and addressed, as part of developing and modifying the project design
- ensure the communication and engagement approach and methods, are continuously evaluated and adapted to meet key stakeholder needs and expectations, as required
- at a minimum, demonstrate compliance with engagement requirements under the relevant NT Government legislation.

2.2 Regulatory requirements

This CSES has been prepared by EMM to support LPM's response to NTEPA's Direction to provide additional information in the SER (11 March 2025). The CSES demonstrates how LPM will meet SER requirements and respond to SER guidance including:

- section 43 (a) to (d) of the *Environmental Protection Act 2019* (EP Act)
- NTEPA's Environmental Impact Assessment (EIA) guidance for proponents, which are set out in the *NTEPA's Stakeholder Engagement and Consultation for Proponents* (V2.0, January 2021)
- additional engagement specific items detailed in the Notice of Direction (11 March 2026).

Table 2.1 summarises these engagement requirements and guidelines for this CSES.

Table 2.1 SER engagement requirements and guidelines

Source	Engagement requirement or guideline
Northern Territory Environmental Protection Authority: *Environment Protection Act 2019* (EP Act)	
s.43(a)	Provide affected communities with information and opportunities for consultation to assist understanding of the proposal and its potential impacts and benefits.
s.43(b)	Consult with affected communities, including Aboriginal communities, in a culturally appropriate manner.
s.43(c)	Seek and document community knowledge and understanding (including scientific and traditional knowledge) of the natural and cultural values of areas that may be impacted.
s.43(d)	Address Aboriginal values and the rights and interests of Aboriginal communities in relation to areas that may be impacted.
Northern Territory Environmental Protection Authority: Environment Protection Regulations 2020 (EP Regulations)	
reg 122	Align engagement with the 25-day SER public exhibition period so that the engagement program complements (and does not clash with) the formal public submission window.
Northern Territory Environmental Protection Authority: *Stakeholder Engagement and Consultation - Environmental Impact Assessment: Guidance for Proponents*	
s.2 (Principles)	Adopt the seven IAP2 core values, including the promise that the stakeholder's contribution will influence the decision, and take a proactive approach to early engagement.
s.3.1 (Identify the objectives)	Develop clear objectives for stakeholder engagement and determine the purpose of engagement at each stage, communicate these to stakeholders.
s.3.2 (Determine the level of engagement)	Apply the IAP2 Spectrum (Inform, Consult, Involve, Collaborate, Empower) per stakeholder cohort and per stage - document and justify the level chosen.
s.3.3 (Identify stakeholders and develop an analysis matrix)	Identify stakeholders comprehensively and document the analysis in a matrix, use land councils, local government and other organisations to assist identification.
s.3.4 (Stakeholder engagement plan)	Prepare and maintain a stakeholder engagement plan that sets out how, when and by whom engagement will be undertaken across the project lifecycle.
s.3.5 (Suitably qualified person or company)	Engagement is led or supported by a suitably qualified person or company with appropriate experience.
s.4.1 (Engaging early with stakeholders)	Engage early, before the proposal is locked in, so engagement is genuinely deliberative rather than informative.
s.4.2 (Engaging with Aboriginal stakeholders, Table 1)	Aboriginal engagement follows the land council pathway, allows time, uses culturally appropriate methods (on Country, oral, visual), uses the Aboriginal Interpreter Service, engages men's and women's business separately where appropriate, pays for time (sitting fees and cultural advice), applies FPIC principles, and protects cultural-in-confidence material.
s.4.3 (Other statutory obligations for Aboriginal engagement)	Inform proponent of and comply with obligations under the *NT Aboriginal Sacred Sites Act 1989, Aboriginal Land Rights (NT) Act 1976* (Cth), *Heritage Act 2011* (NT), and *Native Title Act 1993* (Cth), liaise with Aboriginal Areas Protection Authority (AAPA), land councils and the National Native Title Tribunal.
s.4.4 (Presenting EIA material to stakeholders)	Present assessment findings to stakeholders in a format and at a level they can understand, tailor materials to literacy, culture, gender, age and language, use graphics and culturally appropriate format for Aboriginal stakeholders.
s.4.5 (Ongoing stakeholder engagement)	Engagement is ongoing across the project lifecycle, not a single point in time, and is updated as the project evolves.

Source	Engagement requirement or guideline
s.4.6 (Stakeholder feedback, evaluation and review)	Provide demonstrable feedback loops showing how submissions and concerns have been considered and resolved, evaluate and review engagement effectiveness.
s.5 (Reporting on stakeholder engagement)	Engagement is documented transparently and reported back to stakeholders, not retained internally only, reporting is sufficient to demonstrate compliance with the EP Act and EP Regulations.
Northern Territory Environmental Protection Authority – *Notice of Direction, 11 March 2025*	
item 4	Demonstrate that affected communities and individuals have been adequately consulted on the potential benefits and negative impacts of the proposal.
item 5	Information on consulted stakeholders must include how stakeholders were identified, how and when consultation was undertaken, and the role and relevancy of each stakeholder to the proposed action.
item 6	Describe how concerns and issues raised in submissions and during community and stakeholder consultation and engagement processes have been considered and resolved (closed loop).

2.3 Contemporary Industry Practice

The engagement approach for the project is underpinned by the Engagement Institute's IAP2 core values of public participation (Engagement Institute, 2017). These core values articulate the principles that guide best practice engagement and inform the delivery of the project's engagement program. The IAP2 core values are as follows:

1. Public participation is based on the belief that those who are affected by a decision have a right to be involved in the decision-making process.
2. Public participation includes the promise that the public's contribution will influence the decision.
3. Public participation promotes sustainable decisions by recognising and communicating the needs and interests of all participants, including decision makers.
4. Public participation seeks out and facilitates the involvement of those potentially affected by or interested in a decision.
5. Public participation seeks input from participants in designing how they participate.
6. Public participation provides participants with the information they need to participate in a meaningful way.
7. Public participation communicates to participants how their input affected the decision.

These core values informing the engagement objectives are outlined in Section 2.1, the stakeholder analysis is presented in Section 5 and implementation plan in Section 7. The project's engagement program has been designed to ensure that participation opportunities are accessible, inclusive and proportionate to the potential impacts.

2.4 LPM engagement principles and framework

LPM is committed to working with communities in a transparent, genuine, and constructive manner that achieves a balance across social, cultural, environmental and economic outcomes. The company is committed to (at a minimum) working to the NTEPA's regulatory framework and the Engagement Institute's core values.

2.5 Negotiables and non-negotiables

Negotiables are project elements that can be shaped or influenced by community and stakeholder feedback. These may include tangible elements, such as design features or technologies to manage amenity impacts, as well as non-tangible elements, such as preferred construction hours, communication channels, engagement methods or community benefit initiatives. Non-negotiables are project elements that cannot be materially influenced by community and stakeholder feedback because they are determined by safety requirements, regulatory obligations, government policy, technical feasibility or core project requirements.

Identifying and communicating negotiables and non-negotiables early in engagement planning is encouraged under the NTEPA's Stakeholder Engagement and Consultation guidelines as it will inform the engagement approach taken for stakeholder engagement activities. Additionally, it is a critical step in managing expectations of stakeholders early in the process and enables the community to retain an appropriate level of autonomy and control over how development occurs in their localities. Retaining a sense of personal and collective agency in one's community is a core social psychology principle in generating social license for these types of projects.

Table 2.2 proposes negotiables and non-negotiables for the project.

Table 2.2 Project negotiables and non-negotiables

Non-negotiables	Negotiables
• Relevant legislation and regulations and their requirements (Section 2.2). • Global market demand for spodumene ore/lithium. • NT Government position on the development/extraction of critical minerals in the Territory: 2026 Critical Mineral and Gold in the Northern territory Guide • Haulage route to Darwin Port. • Suitable mining methods and technology.	• The design and development of the engagement and communications strategy and delivery, e.g. preferred communication and engagement channels, engagement schedule, engagement methods and location, and available information. • Community investment and benefit sharing initiatives. • Land use after mine closure and rehabilitation approaches. • Targeted employment and training opportunities, e.g. First Nations people, women, young people. • Timing of traffic movements past sensitive receptors, e.g. Berry Springs School and Tumbling Waters Holiday Park.

2.6 Access and inclusion

Vulnerability, in context of project engagement, refers to the potential for individuals or groups to experience reduced access to, or influence in, project engagement activities and processes. This may be due to social, health economic, cultural, educational, geographic, or personal factors that makes it challenging for them to participate in regulatory driven engagement processes in a meaningful way (IAP2, 2025). Additionally, the CSES will identify which vulnerable communities are more likely to be adversely impacted by project activities or developments. Understanding and addressing vulnerabilities in engagement design and delivery is a critical success factor for both community and social sustainability of the project.

Vulnerable cohorts and specific engagement strategies for the project are outlines in Table 2.3. These stakeholders/cohorts and the engagement strategies have been integrated into the implementation plan for the project (see Section 7).

Table 2.3 Vulnerability considerations and strategies

Vulnerability context	Engagement considerations and strategies
First Nations communities • Proportion of First Nations People in the relevant Local Government Areas (LGAs) is elevated compared to National figures (Litchfield: 12.4% and Wagait: 8.0%).	• Targeted engagement with community representatives, e.g. NLC, community-led approaches. • Plain language collateral with heavy use of imagery. • Opportunistic in person engagement at frequented community locations at peak times (e.g. Berry Spring markets, shopping centres) using spoken word and imagery as key communication methods. • Engagement specialists with cross-cultural competency.
Low-income communities • Berry Springs recorded a Social Economic Index for Areas (SEIFA) Index of Relative Socio-Economic Disadvantage (IRSD) ranking of 4, indicating high disadvantage which is likely due to low incomes.	• Engagement with community representatives and elected officials and LGA level. • Opportunistic in-person engagement at community events. • Engagement with community hubs such as schools and community centres.
Busy working families • Litchfield LGA recorded a total of 77.8% of family households, indicating a high population of families in the area. • Berry Springs recorded a labour force participation rate of 62.2%. • Litchfield LGA recorded a labour force participation rate of 63.7%.	• As above. • Online engagement and communications campaign using website and Facebook.
Visitors and tourists	• As above. • In-person engagement with caravan parks and other tourist parks. Target during peak season (May to October)
Young people (under 25 years) • Berry Springs recorded 23.7% of the population aged under 14 years, with 8.0% of the population aged between 15 and 24 years • Younger cohorts are generally underrepresented in the approval process which tends to be dominated by older and wealthier cohorts.	• Online engagement presence with targeted social media promotion. • Opportunistic engagement at community events. • Targeted engagement with both youth and social service agencies (Council to advise).

3 Social context

3.1 Litchfield LGA

The Litchfield LGA is located on the south-eastern outskirts of the Darwin region in the NT. According to the Australian Bureau of Statistics (ABS) 2021 Census, the Litchfield LGA had a total population of 21,411 people (ABS, 2021). The LGA encompasses rural townships and semi-rural residential settlements such as Howard Springs, Humpty Doo and Berry Springs.

The municipality has experienced significant population growth over recent decades, driven by residential development, lifestyle aspirations, and its proximity to major employment centres in Darwin (Litchfield Council, 2024). The region is characterised by a mix of rural residential properties, agricultural land uses, conservation areas, tourism destinations, and emerging residential estates. Key transport networks, including the Stuart Highway and Arnhem Highway, connect the municipality to regional and National activities, supporting economic development and access to services. The area's natural environment, including wetlands, bushland, and waterways, also contributes significantly to its regional identity and attracts both residents and visitors (Litchfield Council, 2024).

The 2021 ABS Census recorded a median age of 39 years in Litchfield, with 57.6% of the population aged between 25 and 65 years, emphasising a growing younger demographic in the region (ABS, 2021). The Aboriginal and Torres Strait Islander population represents 12.4% of the total population. A total labour force participation rate of 63.7% was recorded, with an unemployment rate of 3.5%. The top industry of employment was public administration and safety, with 19.1% of the population employed in this industry, followed by construction at 14.1%, then healthcare and social assistance, 7.2%. Litchfield saw a high population of occupied dwellings in 2021 at 87.8%. At the 2021 census a high proportion - (77%) of the Litchfield population owned their property outright or with a mortgage, the rental rate was 17.8% and those living in social housing was 3.4% of the population (ABS, 2021).

3.2 Berry Springs

Berry Springs is located within the Litchfield Municipality, approximately 60 km south of Darwin. The locality is characterised by its low-density, rural residential, natural bushland and tourism related land uses. Berry Springs is situated along key transport routes including the Cox Peninsula Road, which provides access for residents to major employment centres, services, and infrastructure.

Berry Springs is known for its natural environment, including extensive bushland, waterways, and recreational attractions such as the Territory Wildlife Park and Berry Springs Nature Park. The locality supports a mix of rural residential development, tourism enterprises, small-scale agriculture, and lifestyle properties, contributing to both the regional economy and the area's appeal as a residential destination. Its strategic location within the growing Darwin region has resulted in increasing development pressures while retaining strong environmental and landscape values.

At the 2021 Census, the total population for Berry Springs was 870 people, with an Aboriginal and Torres Strait Islander population proportion of 8.5%. The median age for the settlement was 38 years, with over half of the population aged between 25 and 64 years (57.1%) (ABS, 2021). Berry Springs had a total labour force participation rate of 62.2%, with an unemployment rate of 3.4%. In regard to employment industries, Berry Springs recorded construction as the top industry of employment (18.3%), followed by public administration and safety with 12.3% employed, then agriculture, forestry and fishing with 7.3%, representative of the localities natural and environmental landscape. In terms of housing and dwelling structure, a total of 77% owned outright or with a mortgage, with 17.1% of the population renting their home, and a total proportion of 6.5% who live in social housing. A total of 24.6% of Berry's population recorded have one of more long-term health conditions, with the top being asthma (8.9%) (ABS, 2021).

3.3 Sentiment

Stakeholder and community engagement was conducted in 2018 for the nearby Grants Lithium Project (Grants Project), owned by Core Exploration Ltd (Core), as part of its draft Environmental Impact Statement (EIS). The Grants Project was a proposed open-cut lithium mine located approximately 8 km north of the project.

Previous engagement on the Grants Project, conducted by True North Strategic Communications Consulting, highlighted that stakeholder sentiment was characterised by a combination of interest in the project's potential economic benefits and a desire for greater certainty regarding the management of environmental and community impacts.

Positive sentiment was largely associated with anticipated employment opportunities, local business benefits and broader economic development outcomes for the region.

However, consultation findings demonstrate that stakeholders placed emphasis on understanding potential impacts on water resources, other environmental values (e.g. biodiversity and cultural heritage protection), road safety, and local amenity. Specific concerns and community values were raised in the engagement process, including:

- the potential for increased heavy vehicle traffic along local and heavily used roads
- concerns around potential blasting requiring road closure of Cox Peninsula Road
- dust generation and noise impacts
- potential environmental implications, and concern around groundwater management and water usage if relying on groundwater for processing at the site
- potential unsafe chemicals from waste produced from mining processes
- rehabilitation of the site following closure
- the protection of First Nations cultural heritage sites and environmentally sensitive areas.

Across stakeholder groups, a recurring theme was the expectation that engagement would be ongoing rather than limited to statutory consultation periods, with community confidence linked to Core Lithium’s willingness to provide updates, respond to concerns and demonstrate how stakeholder feedback had been considered in project planning (True North Strategic Communications, 2018).

Collectively, these findings suggest that future engagement activities should focus on providing clear and timely information on impact management, maintaining transparent communication channels, and creating meaningful opportunities for stakeholders to participate in discussions regarding issues of greatest interest and concern (True North Strategic Communications, 2018).

More recently, stakeholders were engaged regarding the project. This was undertaken by Bina Sustainable Solutions as part of the project’s Initial Environmental Referral (IER) process and reaffirmed many of the themes identified by the Grants Project engagement process. Stakeholders generally recognised the potential economic benefits associated with mineral development, including local employment and business opportunities. However, stakeholder feedback about the project also indicated ongoing interest in understanding how potential environmental, social and community impacts would be managed. Key areas of interest and concern included traffic and road safety, environmental protection, water resources, cultural heritage values, community wellbeing and opportunities for meaningful local participation throughout project planning and implementation. All of these concerns directly inform the project’s key messages in Section 8.

4 First Nations engagement

The project is located on the Cox Peninsula approximately 30 km south-south-west of Darwin on Larrakia People's Country. Engagement with First Nations People is a statutory requirement under section 43(b), (c), and (d) of the EP Act.

Public submission from NLC (Part 3.1 of the Referral) notes engagement with the LNAC was not undertaken. Given the size and diversity of the Larrakia community, expanding future engagement to include a broader range of stakeholder groups, beyond those currently listed, will improve the process, relationships with Traditional Custodians and regulatory requirements (NLC, 2025).

4.1 Specialist Traditional Owner and Aboriginal engagement

RHS has been engaged to undertake the cultural heritage assessment with representatives of the Larrakia People. As such engagement they will undertake will be focused on participation for the heritage survey and management plan rather than the project's overall TO and First Nations engagement or consent process. Participants for the process will be identified through consultation with the LDC and LNAC.

Outcomes from RHS's heritage engagement, including issues or concerns raised, when they were raised, by whom, and in what format, will be provided to LPM to respond to in line with their project requirements, and for incorporation into the statutory processes.

4.1.1 Regulatory requirements

First Nations engagement for the Project intersects across three distinct pathways (Table 4.1). Each has its own regulator, its own statutory instrument and its own engagement obligation. The statutory and non-statutory pathways operate in parallel with the project's assessment process or are part of the supporting documents required for assessment. Records from each pathway feed into this CSES and into the outcomes of the reporting in Section 10.

Table 4.1 First Nations engagement on the project

Pathway	Regulator and statutory instrument	Regulatory or lead body
Cultural Heritage and Sacred Sites protection	• *NT Aboriginal Sacred Sites Act 1989* • Authority Certificate. Section 38 protects confidential material	• AAPA oversees protection of First Nations sacred sites on land and sea country. • Issues Authority certificates that set out the conditions for undertaking development works.
	• *Heritage Act 2011* (NT) • Cultural Heritage Management Plan (CHMP)	• NT Heritage Branch govern the legislation (Department of Lands Planning and Environment). • Works with the above legislation to protect First Nations and Macassan archaeological places and objects. • The CHMP is the operative document outlining how cultural heritage will be protected and managed.
Engagement for all other matters affecting land and sea Country	• *Aboriginal Land Rights (NT) Act 1976* (Cth) • *Native Title Act 1993* (Cth)	**Northern Land Council** • Native Title representative body. • Point of contact for Larrakia bodies, Tommy Lyons family and individual community members. • Submission received from NLC called for greater engagement on the project (16 January 2025).

An application for the Authority Certificate will be made to the AAPA by LPM. Separately, RHS is undertaking cultural heritage engagement with Larrakia People as part of the cultural heritage assessment for the project, with participants identified through consultation with LNAC and LDC. The overall engagement report, to be drafted by EMM, will contain an overview of the relevant engagement activities and outcomes from the cultural heritage engagement and assessment process.

4.1.2 Free, Prior and Informed Consent (FPIC)

Free, Prior and Informed Consent (FPIC) is an internationally recognised Human Rights standard and process which protects Indigenous People right to self-determination. The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) explicitly embeds FPIC across several articles (articles 10, 19, 29 and 32) (UNDRIP, 2016). These articles requiring states to consult and cooperate in good faith with Indigenous peoples in order to obtain their consent before adopting measures or approving projects that may affect them.

For the project, this means providing Traditional Custodians with multiple culturally appropriate opportunities to influence the outcomes of actions and decisions that affect them, their communities and their Country. The NTEPA Stakeholder Engagement and Consultation Guideline (NTEPA, 2021) references FPIC, ensuring participation is culturally appropriate, well-informed, voluntary, and undertaken early. As such, most of the forms of engagement proposed for First Nations engagement mapped in Section 5 are 'collaborate'.

4.1.3 Cultural heritage engagement

RHS's engagement reporting approach is designed to satisfy the relevant statutory requirements, including NT Heritage Branch and NTEPA/SER reporting expectations, by documenting heritage assessment related Traditional Owner engagement, identifying cultural heritage values, and documenting the recommendations developed with the TOs for how potential impacts will be avoided, minimised, managed, and monitored in line with applicable legal and assessment requirements.

RHS's heritage methodology supports respectful, culturally appropriate engagement with TOs, ensuring their perspectives, rights and interests inform heritage management. To the extent RHS is informed about the project, RHS provides all information relevant to the heritage survey in line with FPIC principles. RHS's role supports, but does not of itself constitute, project-level FPIC, which is a Proponent obligation.

A First Nations cultural heritage survey of ML 33874 is a specialist technical input. It supports the "informed" element of the FPIC process (see below) by providing information on cultural heritage values. The survey itself is undertaken with the free agreement of the Larrakia People to participate and share their cultural knowledge.

Following completion of the cultural heritage assessment, the immediate priority is to present the assessment findings to the LDC and the LNAC, and to provide the assessment report to the LNAC Board for consideration. Feedback received through this process will be used to inform the project's ongoing cultural heritage management approach.

LPM will continue to work with Larrakia representatives to document intangible and restricted cultural values relevant to the project area through engagement with appropriately authorised knowledge holders. Engagement will also continue with the Kenbi Danggalaba Association and any additional representatives nominated by the Larrakia community.

Outcomes of this engagement will inform preparation of the CHMP, which will be developed in consultation with Larrakia representatives prior to commencement of any ground-disturbing works.

5 Stakeholder identification and mapping

5.1 Method

As recommended by the Stakeholder Engagement and Consultation Guideline (2021) , all stakeholders who may be affected by or have an interest in, or that are likely to be affected by the project need to be identified during the early phases (i.e. in this report). Typically, stakeholder analysis consists of:

- establishing stakeholder categories
- identifying if a stakeholder has any interest/connection to the project
- establishing the level of stakeholder interest in a project/operation – Low, Medium or High
- ascertaining the level of stakeholder influence in a project/operation – Low, Medium or High.

Appropriate forms of stakeholder engagement, using the IAP2 (2015) spectrum of public participation and stakeholder mapping matrix, and considering their level of interest and influence in a project are shown in Figure 5.1. This matrix is then overlaid with the IAP2 level of engagement spectrum to determine the final form of engagement to be adopted for each stakeholder. The result is shown in Figure 5.2.

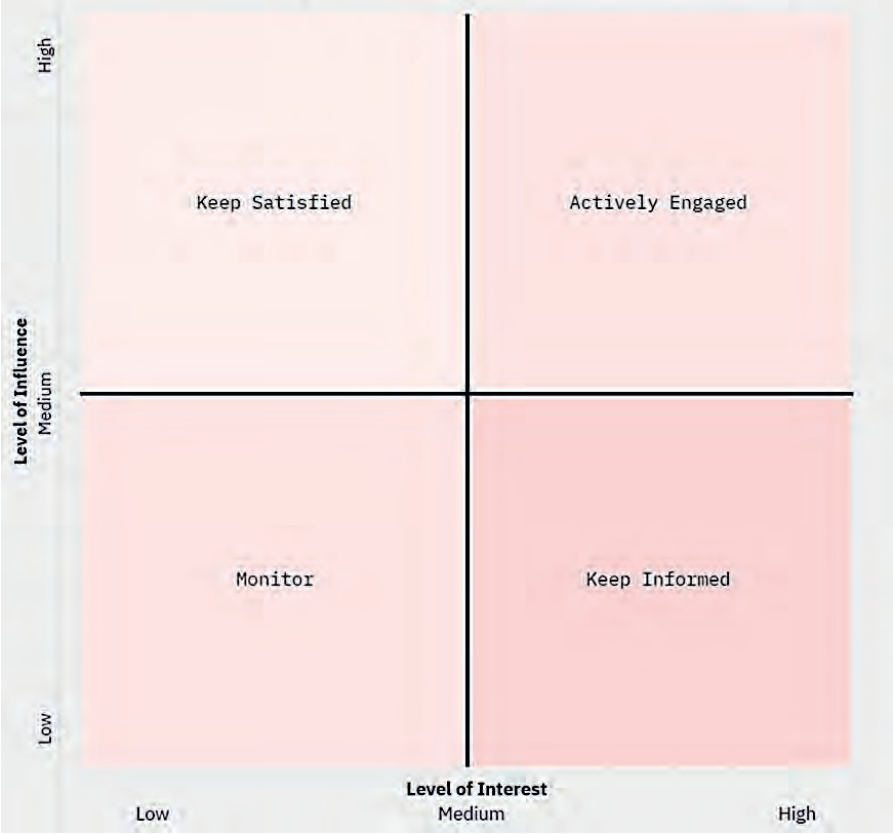


Figure 5.1 Stakeholder mapping matrix

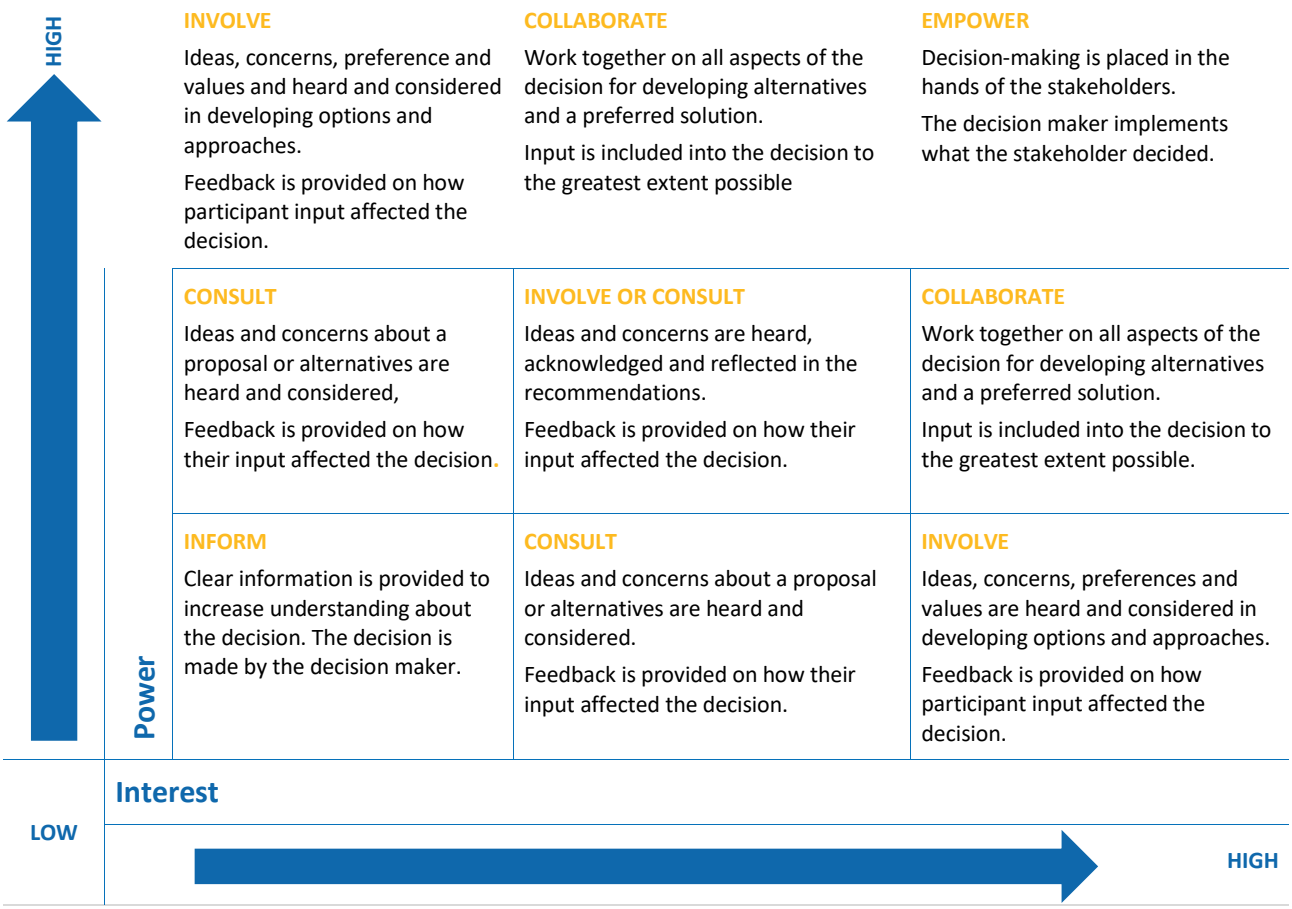


Figure 5.2 Power / Interest matrix[1] stakeholder analysis

Section 3.3 of the NTEPA Guideline sets out what the regulator expects in relation to stakeholder analysis. Proponents are requested to use a documented matrix to comprehensively identify stakeholders by drawing on land councils, local government and other organisations to assist in identification, and IAP2 Spectrum of Participation mapping for each cohort. The Guideline also references the IAP2 Quality Assurance Standard for Community and Stakeholder Engagement (IAP2, 2015) and the IAP2 Core Values as key principles underpinning stakeholder analysis. Noting, the level of engagement will vary across stakeholder groups and project stages, with each level of engagement requiring justification.

Table 5.1 provides an overview of the mine's key stakeholders, along with their level of power and interest and LPM planned level of engagement. The project's analysis matrix draws on the LPM Priority Stakeholder List (LPM, 2024a), the Bina Sustainable Solutions Community Consultation Progress Report (Bina, 2024), the Core Lithium BP33 stakeholder list (Core Lithium, 2020), the NLC submission on the project referral (NLC, 2025), and field-based scoping of suburbs and properties along the proposed road haulage corridor to Darwin Port (LPM, 2024b).

Power is rated as:

- High: external stakeholders with formal decision-making authority over a critical element of the project, e.g. the environmental approval, whose statutory representative status materially shapes those decisions. Or internal stakeholders who can influence project outcomes with their associated level of delegated authority.

[1] IAP2 Spectrum of Participation mapping

- Medium: external stakeholders whose submissions and advice are part of the formal assessment record (public submitters, stakeholders and government agencies whose advice the assessor weighs). Or internal stakeholders whose influence can contribute decisions regarding project outcomes.
- Low: external stakeholders with voice but no formal decision authority over the SER, statutory processes, or internal influence on project outcomes.

Interest is rated as High, Medium or Low based on the depth of the stakeholder's investment in the project outcome.

Table 5.1 Stakeholder analysis for the project

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
Internal stakeholders	LPM Board	• Successful delivery of the project • Community acceptance (social licence to operate) • Clear approvals pathway	High	High	Empower • In accordance with LPM Governance
	LPM Management	• Successful delivery of the project • Community acceptance - social licence to operate • Clear approvals pathway • Good relationships with the community to ensure the projects proceed as smoothly as possible	High	High	Empower • In accordance with LPM Governance and Delegations
	Shareholders	• Successful return on investment • Good reputation of the company • Clear timelines for the project • Smooth regulatory approvals	Medium	Medium	Consult • Investor updates • Media coverage
	Key contractors	• Clear scope and information to support their work	Low	High	Involve • Investor updates • Media coverage • Calls for EOI
NTEPA (assessor)	NTEPA Chairperson, Dr Paul Vogel AM	• Statutory authority that conducts the EIA and provides the assessment report to the Minister under the EP Act	High	High	Empower
	NTEPA Manager of Environmental Assessments, Sally Strohmayr (and assessment team)	• LPM SER assessment manager. Day-to-day point of contact for the assessment. Author of the assessment report that goes to the Minister.	Medium	High	Involve

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
		• Lead Assessment Manager balancing and protection of "Territory Interests" • Information request provided by the following divisions: – Flora and Fauna Division – Mining Division – Environment Division – Water Resources Division – Rangelands Division	Medium	High	Collaborate
Statutory decision-makers	Minister for Lands, Planning and Environment (current portfolio holder)	• Final decision on environmental approval under the EP Act; however, this power has been delegated to NTEPA Chairperson, Dr Paul Vogel AM • The decision is based on the NTEPA assessment report and Direction outcomes	High	High	Empower
	Minister for Mining and Energy (Mark Monaghan, or current portfolio holder)	• Decision-maker on the grant of the Mineral Lease under the *Mineral Titles Act 2010* (NT) • Not the decision-maker on environmental approval under the EP Act	Medium	High	Collaborate
First Nations statutory and representative bodies	Northern Land Council (NLC) – CEO Jessie Schaecken	• Statutory representative body for First Nations land matters	Medium	High	Collaborate
	AAPA	• Statutory regulator for sacred sites under the *NT Aboriginal Sacred Sites Act 1989* • Issues the Authority Certificate • conducts custodian consultation funded by the proponent protects cultural-in-confidence material under s.38	High	High	Empower
	LNAC – CEO Michael Rotumah	• Representative body for Larrakia cultural and community interests • NLC submission noted LNAC had not been contacted by LPM • Standing within the Larrakia community is significant	Medium	High	Collaborate
	LDC – CEO Anthony Whitfield	• Larrakia commercial development arm (NLC sole shareholder under trust deed) • Commercial partnership and benefit-sharing interest	Medium	High	Collaborate
	Tommy Lyons family (Singh family custodians)	• Primary spiritual responsibility for the Cox Peninsula per the Kenbi findings	Medium	High	Collaborate

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
	Gwalwa Daraniki Association	• Independent Larrakia voice with title to Kulaluk and Minmarama Park town camps • Cultural protection and equity in benefit-sharing	Low	High	Involve
	Kenbi Danggalaba Association, Ironbark Aboriginal Corporation and Bagot Community Inc	• Other Larrakia representative bodies cultural and community representation	Low	High	Involve
	Belyuen Community Government Council – CEO David Ferguson	• Closest First Nations community to the project • local government for the Belyuen area • Multi-ethnic community with deference to Tommy Lyons on Cox Peninsula matters	Medium	High	Collaborate
	Kenbi Rangers – Steven Brown	• Contract and job opportunities (site security, slashing, road builds, weed control, worker transport) • cultural connection to Country	Low	High	Involve
	Indigenous Women in Mining and Resources Association (IWMRA) – CEO Florence Drummond	• Job opportunities for Indigenous women • upskilling and training • sponsorship opportunities	Low	Medium	Consult
Cultural heritage regulator	NT Heritage Branch (Department of Tourism, Sport and Culture)	• Statutory regulator for archaeological and historic heritage under the *Heritage Act 2011* (NT) • CHMP is the operative document	High	High	Empower
NT Government technical regulators	Department of Mining and Energy	• Mineral Lease grant administration under *Mineral Titles Act 2010* (NT) • Mining Management Plan administration under *Mining Management Act 2001* (NT)	Medium	High	Collaborate
	Department of Lands, Planning and Environment (DLPE) – Water Resources / Water Monitoring and Licensing – Andrew Applegate	• Surface and groundwater regulation • Charlotte River bore licensing • Acid metalliferous drainage and acid sulphate soil concerns	Medium	Medium	Involve

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
	Department of Lands, Planning and Environment – Coordination branch	• Coordinated EP Act referral on the project • Information request provided by the following divisions: – Flora and Fauna Division – Mining Division – Environment Division – Water Resources Division – Rangelands Division	Medium	Medium	Involve
	Department of Chief Minister and Cabinet	• Submitter on the Project referral • NT Government coordination function across portfolios	Medium	Medium	Involve
	Department of Climate Change, Energy, the Environment (DCCEEW)	• Combined Commonwealth submitter on the project approvals referral • *Environment Protection and Biodiversity Conservation Act* 1999 (EPBC Act) considerations including matters of National Environmental Significance – threatened species, groundwater drawdown impacts, and climate related emissions • Threatened species impacts are unlikely to be significant. Therefore, a referral is not proposed to be submitted to DCCEEW	High	Low	Involve (only if required – unlikely at this juncture)
	NT Health – Medical Entomology	• Submitter on the Project approvals referral • Mosquito-borne disease vector management around proposed water management dams	Medium	Medium	Consult
	Minister for Environment, Climate Change and Water Security (Kate Worden or current portfolio holder)	• Portfolio sits across water resources and climate change • not the primary decision-maker on the SER environmental approval	Medium	Medium	Consult
	Department of Infrastructure, Planning and Logistics (DLI) – Minister Joel Bowden A/CE Louise McCormick	• Road haulage planning • Transport infrastructure • Road traffic management to Darwin Port.	Medium	Medium	Involve

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
	Department of Education – CE Karen Weston GM Engagement and Partnerships Tony Considine	• Berry Springs Primary School oversight • Broader education sector impact in Cox-Daly area	Medium	Medium	Consult
	Department of Tourism, Sport and Culture	• Tourism economy impacts in Berry Springs and Cox Peninsula • Berry Springs Nature Park and Territory Wildlife Park context	Medium	Low	Consult
	Department of Trade, Business and Innovation	• Local procurement and supplier opportunities • NT critical minerals sector positioning	Medium	Low	Consult
	Power and Water Corporation	• Water and power infrastructure connections • Bore licensing • Potential interactions with site water management	Medium	Medium	Consult
Elected representatives	Member for Daly (project electorate), Dheran Young	• Project sits within the Daly electorate • Constituency advocacy but no formal SER decision authority	Medium	Low-medium	Consult
	Member for Solomon (port and supply chain)	• Darwin Port throughput • Palmerston and Darwin business impacts • Workforce participation	Medium	Low	Consult
	Member for Lingiari (Cox Peninsula within electorate)	• Cox Peninsula community impacts • First Nations community wellbeing • Remote area service delivery	Medium	Low	Consult
Local government	Litchfield Shire Council – Mayor Doug Barden CEO Stephen Hoyne Councillor Emma Sharp (South Ward)	• Council areas surround the haulage corridor • Community amenity and cumulative impacts • Not a decision-maker on environmental approval	Medium	High	Collaborate
	Wagait Shire Council – CEO Virginya Boon	• Wagait Beach community impacts • Cox Peninsula access • Haulage route	Medium	High	Collaborate

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
	Cox-Daly LGA / NT Government local government division (project site jurisdiction)	• Project site located within the Cox-Daly unincorporated LGA	Medium	High	Collaborate
Emergency services	NT Police, Fire and Emergency Services (NTPFES) – Chief Fire Officer Mark Spain	• Emergency response on haulage corridor • Input on Project emergency management plan • Fire risk • Remote response capability	Low	Medium	Consult
	Bushfires NT (Arafura Management Zone) – Zone Coordinator Vernon	• Bushfire risk in dry season - input on bushfire management plan • Cleared area management • Emergency vehicle access	Low	Medium	Consult
	St John Ambulance NT – Andrew Tombs	• Emergency response on haulage corridor and at mine site • As needed for emergency response planning	Low	Medium	Consult
Public submitters and interest groups	Environment Centre NT (ECNT) – Director Kirsty Howie	• Confirmed submitter on project Referral and Core Lithium BP33 • Submissions form part of the NTEPA assessment record • Water management, cumulative impacts, lifecycle and climate concerns	Low	High	Involve
	Amateur Fishermen's Association of the NT (AFANT) – Executive Officer David Ciaravolo	• Recreational fishing in Charlotte River and Bynoe Harbour • Water quality, fish stocks	Low	Low-Medium	Inform
	Tourism operators (Territory Wildlife Park, Tumbling Waters Holiday Park, dive and fishing operators, Top End Safari Camp)	• Traffic and amenity impact on Berry Springs tourism precinct • Tumbling Waters was used by Core Lithium as admin centre and may carry sentiment	Low	Medium	Consult
	Tourism Top End	• Regional tourism marketing body • Berry Springs Nature Park, Territory Wildlife Park, Tumbling Waters tourism nodes	Low	Medium	Consult
	NT Guided Fishing Industry Association	• Recreational and guided fishing interests in Bynoe Harbour and Charlotte River	Low	Low-Medium	Inform

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
Affected communities	Berry Springs community (incl. Primary School and Representative Body)	• Affected residential community • Cox Peninsula access - Road safety, amenity, dust, noise, project changes • Cumulative impacts	Medium	Medium	Involve
	Wagait Beach community	• Nearby residential community • Haulage route through community area	Medium	Low	Consult
	Belyuen community (residents, separate from Council)	• Affected residential community (closest community to project site) • Multiple impacts - road, water, cumulative, employment, cultural	Medium	High	Collaborate
	Dundee Beach, Bynoe and Tumbling Waters residents	• Amenity impacts • Haulage corridor • Traffic • Tourism and lifestyle impacts	Low	Medium	Consult
	Cox Peninsula and Fog Bay Road residents (Channel Island Rd, Jenkins Rd and Finn Rd)	• Direct haulage corridor exposure • Road safety, dust, noise • Property amenity	Low	Medium	Consult
	Wagait Beach Progress Association	• Voice of Wagait Beach residents on amenity, road safety, lifestyle	Low	Medium	Consult (if requested
	Dundee Progress Association	• Voice of Dundee Beach community on amenity, road and tourism impacts	Low	Medium	Consult
	Rural Residents Rights Group	• Cross-community advocacy for rural residential properties around Cox Peninsula and surrounds	Low	Medium	Consult
	Wagait Watch	• Community-led local information and watch network in Wagait area	Low	Medium	Consult
Industry and supply chain	Minerals Council of Australia NT Division	• NT mining sector visibility • Sector advocacy	Low	Medium	Consult
	Chamber of Commerce NT – CEO Greg Ireland	• Local business opportunities • Supplier networks	Low	Low-Medium	Inform

Stakeholder group	Stakeholder	Interest / connection to project	Power	Interest	Form of engagement
	Industry Capability Network NT (ICN) – CEO Daniel McCormick	• Local supplier opportunities (civil, freight, accommodation, catering) • Local suppliers' registration portal • Advertised EOI	Low	Medium	Consult
	Palmerston Regional Business Association	• Local business opportunities in Palmerston and rural Darwin.	Low	Low	Inform

6 Risks and issues analysis

Table 6.1 describes risks to engagement for the project and proposes mitigation measures for each risk.

Table 6.1 Communication and engagement risk assessment

Risk	Implication	Risk rating	Mitigation measure/s
Consultation fatigue of local community and First Nations community, i.e. Larrakia People	Engagement processes are protracted and sentiment regarding project not fully understood early in development. Potential delays with cultural heritage management and compliance.	Medium	Use community-led engagement approaches and methods. Engage the 'right' representatives, i.e. People who have authority to speak for Country. Be clear on negotiables and non-negotiables. Integrate program engagement into existing community meetings/forums. Collaborate with the community on how, when and from where they would like to receive project updates.
General lack of trust within First Nations community towards government and applicants		Medium	Dedicated First Nations engagement and partnerships personnel with high cultural capability and knowledge of the local leadership context to ensure the correct leaders are engaged. Adopt higher and appropriate forms of engagement, such as collaboration and FPIC.
Timeframes for engagement delivery are short	Can reduce access to process and reduce awareness of project and impacts (already an issue, refer NLC submission) Opens up the engagement process to criticism for being 'too short'	High	Co-create engagement program with NLC and their associated Larrakia representatives. Implement the approach. Work to FPIC principles, which may mean multiple engagements with the Larrakia people. Apply a flexible approach to delivery timeframes where practicable, particularly for First Nations people and their representatives.
Community sentiment is not adequately represented through nominated/elected community leaders	Broad sentiment and social risk not fully understood. Lack of informed engagement.	Medium	Explore the possibility of engaging a representative cross section of the community through a standing reference group, such as a Community Consultative Committee (CCC) Collaborative work with community groups to ensure they receive information in a timely manner and have meaningful input into benefit-sharing engagements.
Concerns over environmental and amenity values lead to project opposition, e.g. traffic congestion, road degradation, water contamination (perceived or otherwise)	Diminished support for the project. Potential for grass roots environmental conservation campaigns.	Medium	Close-the-loop: Proactive stakeholder communications and engagement regarding study findings, including targeted engagement with particularly interested or impacted cohorts. Effective communication of project benefits. Managing feedback mechanism.

Note: The form of engagement for each stakeholder follows the power and interest reading shown in Figure 5.2. For the NTEPA as assessor, the level of engagement shown as involve/empower reflects both parts of assessment engagement relationship, which is the information requests and Project refinement. While the NTEPA holds the final decision on the assessment outcome.

7 Implementation plan

This section outlines the engagement implementation plan for the project (refer to Table 7.1). The implementation plan outlines relevant details to execute the engagement strategy including the engagement activities and details, respective roles and responsibilities, form of engagement, relevant stakeholders, timing and frequencies. Engagement activities are presented in the engagement sequence that they should be delivered to minimise social risk, given information and knowledge at the time of writing. However, it should be noted that engagement plans are 'living documents' which will be continually refined and updated as engagement unfolds, and new data and community intelligence is gathered.

Table 7.1 Engagement and communications implementation plan – Lei Lithium Project

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
Stage 1 – Systems and procedures for data capture and reporting					
S1-01 Establish complaints/enquiries framework	• Enables access to raising impacts and concerns • Should be easy to access and use • Advertise through local media channels, and on LPM website • Refer Section 9	• Consult	• All stakeholders	• EMM to provide a draft framework • LPM to review, manage and implement	End of June 2026, and ongoing
S1-02 Establish CRM database (if needed)	• Stakeholder management database • Tracks issues and sentiment • Holds stakeholder details • Complaints management system	• All forms of engagement	• All stakeholders	• As above	As above
S1-03 Establish reporting framework	• Establish reporting indicators, data capture and reporting templates and cadences, refer Section 10 • Tracks how concerns and issues raised are to be considered and resolved through management measures and/or project design (#6, Notice of Direction for SER) • For both internal and external audiences	• All forms of engagement	• All stakeholders	• EMM to prep template and instructive comment •	As above
S1-04 Update website	• Project description • FAQs • Feedback mechanism • Closing the loop	• Inform	• All stakeholders	• LPM to update existing website	No later than 17 July (start of community consultation)

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
Stage 2 – Sequenced engagement delivery					
S2-01 Larrakia People's engagement stream	• *Lei Lithium Project – Cultural Heritage Assessment (*Remote Heritage Services, 2026) - Socialise the project. Build relationships • Build on understanding of concerns raised within the public submission • Co-create the engagement and comms program moving forward • Close the loop – demonstrate how concerns have / intend to be addressed in project design and management measures • Continue to implement the cultural heritage studies and management plan process • Work to FPIC principles • Delivered In-person	• Collaborate/involve	• NLC • AAPA • LNAC • LDC • Tommy Lyons family (Singh family custodians) • Gwalwa Daraniki Association • Kenbi Danggalaba Association, Ironbark Aboriginal Corporation and Bagot Community Inc • Kenbi Rangers	• RHS (cultural heritage engagement and management plan) • LPM (broader engagement) •	Ongoing process - timeframes set by Larrakia People
S2-02 Targeted meeting/s – Environment Centre NT	• Project briefing / update • Planning and Assessment process - SER • Respond to concerns and information requests raised in submission • Share contact details and commitments to community engagement and environmental management • Delivered In-person • Meetings to be scheduled by LPM	• Consult	• ECNT	• LPM to coordinate and deliver engagement	Mid-August 2026
S2-03 Direct emails – Government submitters	• Respond to issues raised in submissions • Email response, offer for a follow up meeting	• Consult	• Original government submitters	• LPM to coordinate responses and engagement delivery	Throughout August and September 2026

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
S2-04 Targeted stakeholder meetings – State & Federal Elected Representatives	• Socialise project and planning/assessment process • Community engagement process • Economic opportunities • Receive feedback • Start with email, follow up consultation as preferred	• Involve	• Member for Daly (project electorate), Dheran Young • Member for Solomon (port and supply chain) • Member for Lingiari (Cox Peninsula within electorate)	• LPM to coordinate engagement	Throughout August and September 2026
S2-05 Targeted stakeholder meetings – Local Government	• Socialise project and planning/assessment process • IA studies and management approaches • Community engagement process • Economic opportunities • Receive feedback • Delivered In-person, FPIC where required	• Involve	• Litchfield Council • Wagait Council • Bulyuen Aboriginal Community Council / Cox-Daly LGA • Palmerston Council	• As above	As above
S2-06 Targeted stakeholder correspondence and/or meetings (non-submitters) – State & Federal Government Departments	• Further socialise the project • Per interests and connections mapped in Section 5 • Build relationships and share contact details • Receive feedback	• Regulators – Empower • Other departments - Involve	• Power Water Corporation • Department of Trade, Business and Innovation • Department of Tourism, Sport and Culture	• As above	As above
S2-07 Targeted stakeholder meetings – Industry and Community groups	• As above	• Consult	• Berry Chamber of Commerce & Tourism Inc • NT Minerals Council • ICN • IWMRA	• EMM to coordinate engagement	As above
S2-08 Community group notifications	• As above	• Consult	• Berry Springs School • Berry Springs Nature Park • Territory wildlife Park • Others TBA	• EMM to coordinate engagement	As above

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
S2-09 Affected communities – direct mail drop	• Direct mailbox - project notification to residents along Haulage and traffic routes – Finn Road, Cox Peninsular Road, Jenkins Road, Fog Bay Road • Letter or 'post card' • QR code to website •	• Inform	• Residents, businesses, dwellings and settlements along: – Fog Bay Road – Cox Peninsula Road – Channel Island Road – Jenkins Road – Finn Road	• EMM to coordinate engagement	End of July 2026
S2-10 Social media campaign	• Project socialisation to local communities • Direct online traffic back to website	• Inform	• Local community – Berry springs residents and visitors; Belyuen community; Wagait Beach community	• EMM & LPM coordinate engagement	End of July/early August 2026
S2-11 community information sessions	• Berry Springs markets • Coolalinga markets • Berry Springs Shopping Village • Belyuen community centre • Wagait Beach supermarket	• Consult	• As above	• EMM to coordinate engagement	Early August 2026
S2-12 Community collateral drop	• Posters • Newsletter • Fact sheet / flyer • Drop-in community centres and locations, e.g. Berry Springs Shopping Centre, library, recreation centre/reserve, holiday park, Sandpalms Resort and Tropical Motel, Dundee Social and Rec Club, Cox Country Club, Berry Springs Tavern, etc. • Media – Mix 104.9, 9 news – community noticeboard	• Inform	• As above	• As above - Aligned with community information sessions	As above

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
S2-13 Engagement documentation	• Use CRM and engagement record templates to record engagement detail and feedback	• NA	• All	• EMM to review and include all engagement documentation into outcomes report	September 2026
S2-14 Industry connection events	• Promote and socialise project and economic benefits • Mining the Territory conference • Facing North Conference	• Inform	• Mining industry representatives	• LPM to attend	September 2026, and ongoing
Stage 3 – Public exhibition and closing- the- loop					
S3-01 Public comment on SER	• 25 business days • Documentation released via NTEPA portal 'Open consultations' • Physical documents displayed at the following locations during the consultation period: • NTEPA, Level 1, Arnhemica House, 16 Parap Road, Parap • Northern Territory Library, Parliament House, Darwin o Environment Centre NT, Unit 3, 98 Woods Street, Darwin • Northern Land Council, 45 Mitchell Street, Darwin • Litchfield Shire Council, 7 Bees Creek Road, Freds Pass • Minerals and Energy InfoCentre, Level 3 Paspalis Centrepoint Building, 48-50 Smith Street, Darwin	• Consult	• All	• NTEPA statutory process	TBD by NTEPA
S3-02 Promotion of SER release and 25-day comment period	• LPM to promote release of the SER, and support documentation via established engagement and communication channels from stage 2	• Consult	• All	• LPM promote SER / open consultations portal link to established CRM contacts within two business days of going live. Inform key stakeholders of design/project response to matters raised	TBD

Engagement activity	Detail	Form of engagement	Stakeholder/s	Responsibility	Indicative timing
S3-03 Close-the-loop	• Report back to all stakeholder and communities involved on the outcomes of the engagement and approvals decision • Use established communication and engagement channels	• Inform	• All	• LPM to coordinate closing-the-loop	Within five days of the approval decision

7.1 Summary of engagement tools

Table 7.2 summarises the communications methods, tools and materials required to deliver the strategy. Tools may be subject to change based on feedback from LPM and stakeholders as engagement is progressed.

All engagement activities should be informed by key messages, supported by publicly available contact details and recorded in the stakeholder management database.

Table 7.2 Summary of engagement methods, tools and activities

Engagement methods	Tools	Communications collateral and materials
• In person briefings and meetings with stakeholders – elected representatives, industry and community groups – in person and via video conference • Community drop-in / info sessions – in-person • Traditional Owner engagement program for cultural heritage matters	• Stakeholder CRM database • Project website • Facebook page • Community complaints and enquiry line, project email address • Phone calls • Emails • Project newsletter • Local media	• LPM corporate merchandise (for in person drop-in sessions, pop ups, etc.), e.g. banner, flyers etc • Project website updates/content/imagery/graphics • Presentations for stakeholder and community briefings • Project maps • Project contact / info card • Newsletter • Fact sheet • FAQs • Key messages

8 Key messages

Key messages guide all communications about the project and LPM. They facilitate informed participation, transparency and consistency, mitigate misinformation, support development of communications collateral and help frame conversations with stakeholders and the media. The following key messages in Table 8.1 will guide these activities. They will be refined and updated when required as the project progresses.

Table 8.1 Key messages

Issue, interest or concern	Key messages
General information about the project	• Lithium Plus Minerals (LPM) is planning a small underground lithium mine (Lei Lithium Mine, Lei Lithium Mine Project or the Project) at the Lei Deposit, which forms part of LPM's Bynoe Lithium Project in the Northern Territory. • The Lei Lithium Mine is in the Bynoe region, south-west of Darwin, near other existing lithium activity and within reach of established roads and Darwin Port. • The Bynoe Lithium Project includes the Lei Lithium Mine and nearby areas where LPM is continuing exploration to better understand the local lithium resources. • If approved, material from the Lei Lithium Mine is expected to be transported by road to Darwin Port for export. • Lithium is a critical mineral used in rechargeable batteries for electric vehicles, renewable energy storage systems, mobile phones, and other technologies that support the global transition to cleaner energy. • In December 2023, the lithium resource at the Lei Lithium Mine had a Mineral Resource Estimate of 4.09 million tonnes at 1.43% lithium oxide. More recently in July 2026, the Mineral Resource was updated to 5.22 million tonnes at 1.50% lithium oxide. • A 20-year Mining Lease has been granted for the Lei Lithium Mine. However, additional approvals are needed before mining starts. LPM submitted a Referral Application to the NTEPA in 2024 and is currently preparing a Supplementary Environmental Report (SER). Other required approvals include an Authority Certificate to be issued by AAPA. • The environmental assessment will consider relevant cumulative interactions with nearby activities and infrastructure, including traffic, water management, biodiversity, amenity and the broader regional context of lithium projects in the Bynoe area. • The Lei Lithium Mine concept is for an underground rather than an open-cut mine, which is expected to reduce the amount of surface disturbance compared with a similar open-cut operation. • The Lei Lithium Mine is expected to be approximately 700 m deep. It is proposed as a Direct Shipping Ore (DSO) operation. Ore will be crushed and screened on-site before being transported to Darwin Port for export. On-site chemical processing of the ore is not proposed. • LPM is continuing to work through how the Lei Lithium Mine would operate, including transport, port access and potential customers for the lithium material.
Road safety and Traffic Impacts	• LPM has completed a Traffic Impact Assessment (TIA). While sections of the road access to the mine require maintenance, the TIA indicates that the roads can accommodate the project's additional traffic without materially impacting capacity. • During peak operations, the project is expected to generate about 68 two-way vehicle movements per day, including about 48 light vehicle movements and 20 heavy vehicle movements. Heavy vehicle movements are expected to be spread across the 6:00 am to 6:00 pm operating period. • Heavy vehicles would use the established road train route from the mine site along Fog Bay Road, Cox Peninsula Road, Stuart Highway, Tiger Brennan Drive and Berrimah Road to East Arm Wharf. Light vehicles associated with the workforce and visitors are expected to travel between the mine site and Palmerston using Fog Bay Road, Cox Peninsula Road, Finn Road, Jenkins Road and Channel Island Road. • Access to the mine will be via a new channelised intersection on a long straight section of Fog Bay Road and designed to meet all NT Government Road design standards. • To reduce project-related road safety risks, LPM will implement the following measures: – A blackout period for roadtrains near Berry Springs Primary School during drop-off and pick-up times.

Issue, interest or concern	Key messages
	– Management plans developed in consultation with the NT Government, including for driver fatigue and alcohol use. – Bus transport for operators to and from Palmerston, with pick-up points along the route. – Fatigue management signage along Cox Peninsula Road to address broader road user risk. • LPM plan to haul ore to the Port of Darwin using quad roadtrains. Larger haulage trucks reduce trip frequency, which is expected to average 18 trips per day. There will be a blackout period for roadtrains near Berry Springs Primary School during drop-off and pick-up times. Haulage trucks will operate only during daylight hours. • LPM will prepare a Traffic Management Strategy for the construction, operation and closure/rehabilitation phases of the mine, aimed at ensuring road safety and minimising impacts. It will be prepared in consultation with the NT Government and implemented before construction work starts. • Mine traffic will contribute to impacts such as dust, noise and vibration. LPM will prepare a management plan to minimise these impacts with measures such as covering loads and reducing haulage speed through sensitive areas. • LPM will proactively engage with stakeholders, including advance notification of Project works, clear communication of expected disruptions, and ongoing liaison with Berry Springs Primary School and affected residents and businesses. • LPM will prepare a road condition audit prior to the commencement of construction works to establish the baseline condition of local roads, and regularly monitor road conditions and identify maintenance needs identify maintenance needs.
Impacts on amenity, such as dust and noise	• The mining operation will be largely screened from view by a 100 m vegetation buffer along Fog Bay Road. • LPM will be an underground mine, with surface infrastructure such as water management structures, ore crushing and stockpiling, haulage truck assembly and loading, maintenance workshops, laydown areas, power plant, ventilation systems, an explosive magazine and administration facilities. The overall disturbed area will be much smaller compared to an open-cut mine with similar production. • Confining mining operations underground minimises the potential for dust generation from activities such as blasting and excavation. Dust from surface infrastructure operations will be minimised by spraying water on dusty roads and the crushing plant. • LPM will monitor and manage dust from surface activities, haul roads, stockpiles and crushing areas, and will respond to dust-related enquiries or complaints. Relevant monitoring outcomes will be shared with regulators and, where appropriate, with the community through project updates. • Traffic management plans will require all material loads hauled on and off public roads to be fully covered with suitable, properly secured load cover, in accordance with NT Traffic Regulations and load restraint requirements.
Haul truck movements	• The project area is located on the Cox Peninsula, just east of the Bynoe Region. Access from Darwin is via the Stuart Highway, then westwards on Cox Peninsula Road to Observation Hill, and via Fog Bay Road (Dundee Road) to Charlotte River. • Haul trucks would travel from the site along Fog Bay Road, Cox Peninsula Road, Stuart Highway, Tiger Brennan Drive and Berrimah Road to East Arm Wharf.
Local employment and contract opportunities	• Most of the work at the mine will be done by specialist construction and mining contractors. LPM will encourage contractors to prioritise recruiting from the local workforce whenever possible. LPM expects most of the workforce to live in the surrounding area and will provide bus transport for operators to and from Palmerston, with pick-up points along the route. LPM isn't planning an on-site accommodation camp. • LPM will seek to provide early visibility of upcoming work packages where practicable and encourage contractors to identify opportunities for local businesses, local suppliers and local workers. Contracting arrangements will also consider whether packages can be structured in a way that is accessible to capable local businesses.
Traditional First Nations owners and sacred site custodians	• LPM has engaged RHS (cultural heritage specialist) to conduct a cultural heritage survey with representatives of the Larakia people and consult with them about their findings. • LPM will shortly apply to the AAPA for an Authority Certificate, which is required before starting any Project works. This process will establish and protect sacred sites

Issue, interest or concern	Key messages
First Nations employment and contracting opportunities	• LPM will engage with relevant First Nations employment training and business organisations to identify practical opportunities for First Nations employment, training and contracting during construction, operations and rehabilitation. • LPM will work with Indigenous employment and training providers to maximise opportunities for people from Belyuen, the closest First Nations community, and the broader region. Where relevant, LPM will also set clear expectations for contractors to demonstrate genuine First Nations engagement and participation.
Water use and sources	• There are no plans to process lithium on site, which would require a substantial volume of water. • LPM will build a water storage dam to capture clean storm runoff and a separate mine water storage dam area for storing groundwater seeping into the underground mine operations and runoff from surface operational areas. This water will be used for underground operations, surface dust suppression and washing mine vehicles and haulage trucks. Unless there are extreme drought conditions, the mine will be self-sufficient with water for operational use. • Potable water for human consumption and use at the administration offices will be delivered to the mine in water tankers. • LPM plans to get a water discharge license allowing it to release mine-affected water safely to the environment when discharge and water quality conditions are met. The mine water storage dam will be sized to minimise the risk of an uncontrolled release to the environment. • Any controlled discharge would only occur under an approved licence and when water quality criteria and licence conditions are met. Water management will separate clean stormwater, mine-affected water and operational water so downstream environments, surface water flows and groundwater values are protected.
Threatened flora and fauna species	• Ecology surveys have identified threatened fauna within the Project area, including Black-footed Tree-rat and Northern Brushtail Possum. The Project design seeks to avoid and reduce impacts by retaining important habitat areas and applying management controls during clearing, construction and operations. • Avoidance through design: – Retention of 100 m vegetation wildlife corridor connecting the Charlotte River to the eastern portion of the Project area adjacent to Fog Bay Road. – Retention of a 250 m habitat buffer surrounding the Charlotte River to avoid clearing habitat near riparian areas. – Retention of 76 ha of habitat (in addition to the wildlife corridor) with Black-footed Tree-rat records in the east of the project area that will not only be uncleared but will be managed for weeds and fire, to ensure current habitat values are retained, if not improved. • Further studies have been undertaken as a crucial part of the environmental assessment, including the presence and absence of groundwater-dependent ecosystems survey. Results of the survey will be provided in the SER and shared as part of the public exhibition process. • Other mitigation measures to be implemented during construction and operations include the development and implementation of the following management plans and procedures: – Vegetation Clearing Procedure - including pre-clearance survey and use of a fauna spotter-catcher. – Weed Management Plan. – Waste Management Plan. – Dust Management Plan. – Blasting Management Plan. – Bushfire Management Plan. – Erosion Sediment Control Plan • Monitoring, reporting and corrective actions will be used to confirm that controls are working and to respond if impacts are greater than expected.
Impacts to historical heritage and culture	• Enquiries made to the Heritage branch indicate that there are no known heritage places or objects, or First Nations or Macassan archaeological heritage places or objects in the project area. • However known heritage sites in the Bynoe Region and in relative proximity to the project. • LPM has engaged a cultural heritage specialist – Remote Heritage Services - who surveyed the site with representatives from the Larrakia peoples.

Issue, interest or concern	Key messages
Timeframes	• A referral for Environmental Assessment was submitted to the NTEPA in November 2024. • A Mineral Lease was granted in October 2025. • The NT Government issued a direction to provide a SER in March 2025. • LPM is aiming to submit the SER in the third quarter of 2026 and receive approval for the mine in late 2026 or early 2027. • Timeframe for construction is 2027, with mining commencing late 2027/28 and closure timing in the mid-2030s.
Closure Objectives and Criteria	• LPM will prepare and implement a Mine Closure and Rehabilitation Plan that sets out how disturbed areas will be made safe, stable and non-polluting after mining. Closure planning will consider the removal of temporary infrastructure, the rehabilitation of disturbed landforms, the management of mine openings and waste materials, and the long-term monitoring of land stability, vegetation, and water quality. • The objective is to avoid legacy mine impacts by designing closure outcomes early, progressively rehabilitating areas where practicable, and confirming that final closure criteria are met before site relinquishment.

9 Enquiries management

This section outlines leading practice advice for effective complaints management for LPM's consideration. It is envisaged that this section of the strategy will be updated based on discussions with LPM in 2026.

Enquiries received about the project will be managed in a proactive and timely manner. Responses to enquiries will be developed by referring to the key messages.

9.1 Approach and key principles

The project enquiry management approach and processes will be informed by LPM's complaint's process. Following receipt of an enquiry or a complaint, the project team will:

- acknowledge that the complaint has been received (if via written correspondence)
- ask for further information, if thought necessary to help resolve it
- explain the process and commit to providing a proposed resolution or an update within ten working days. Complex requests or matters may take longer, and this should be communicated to the stakeholder in the initial response.

Communication of the resolution should include the following information:

- what actions were taken in response to the complaint
- the outcome/s of the complaint
- the reasons for any decisions made
- any remedy or resolution offered
- request for feedback from the complainant as to whether the information provided has resolved their complaint
- information on other reviews, appeals or avenues available to the complainant if they are not satisfied with the project response.

An internal LPM procedure, demarcating respective roles and responsibilities, will be developed to ensure the mechanism is functional and effective. As a starting point, the procedure will log each enquiry, acknowledge it within one working day, assign an owner, and then provide and response within 10 business days. Following this, the outcome will be recorded and close the loop with the person who raised the concern.

Communication channels will be monitored between 8.30 am and 5:00 pm, Monday to Friday, excluding public holidays and business shutdown periods. The channels include:

- project email address: feedback@lithiumplus.com.au
- project phone line: +61 8 8967 1606
- LPM/project Facebook page: www.facebook.com/lithiumplusminerals/

10 Reporting

Engagement reports will be prepared during the approvals phase, and the ensuing project phases, as required. LPM will provide quarterly updates internally and to the community during the planning stages, and/or at major milestones, i.e. public consultation period, after final decision. It is likely that internal and external engagement reporting will reduce in frequency as the project enters operations. Engagement reporting is required to:

- to meet statutory requirements, e.g. consultation outcome reports will be used to support preparation SER
- to provide regular internal social risk and performance information to LPM's decision makers, enabling improved risk management and social performance outcomes, e.g. executive leadership and/or Board)
- to 'close the loop' with community on relevant issues and impacts, e.g. impact mitigation, project refinements, design changes, and outcomes. Transparent and regular reporting builds trust with stakeholders and the community.

Reporting metrics may include:

- the documentation of communications, and reach (where possible)
- the log of in-person, digital and other engagements delivered
- the number of stakeholders/stakeholder groups involved in engagements
- the thematic summary of sentiment, issues and any ongoing risks raised in engagements
- the summary of complaints and responses
- the upcoming engagements or media opportunities for the quarter ahead
- the design/project changes in response to feedback.

10.1 Evaluation criteria

Engagement evaluation criteria, including desired social performance outcomes, targets and verification measures for the project are outlined in Table 10.1. An adaptive management approach will be undertaken for the engagement implementation, and KPIs may change as a result. Engagement will be evaluated against the above criteria each reporting cycle, so the adaptive loop stays visible.

Table 10.1 Evaluation criteria

#	Outcome	Target	Verification methods
1	High levels of community and stakeholder awareness about the project are achieved.	100% of all identified affected and interested persons and bodies are proactively contacted by the project team and provided with information.	• Engagement records • Stakeholder and community feedback • Communications collateral – uptake and breadth of distribution • Analytics tracking on project website (if available)
2	Feedback is received from a representative cross section of the community.	Feedback is received from representatives from at least 80% of stakeholders identified in mapping (consult and above engagement forms).	• Engagement records • Stakeholder mapping and tracking • ABS census data

#	Outcome	Target	Verification methods
3	Minimal issues escalation to elected representatives or the media, and low levels of objection to submissions.	95% of all enquiries are managed within the project team, without need for escalation to the Project Director. Less than X objections received from the public. No objection from Litchfield, Wagait or Belyuen LGAs.	• Engagement records • Media coverage sentiment tracking/analysis • Number of submissions
4	Stakeholder enquiries and feedback are addressed in timely, consistent and transparent ways.	95% of stakeholder enquiries are acknowledged within one working day of receipt and closed out per the feedback procedure.	• Engagement and complaints management records • Stakeholder and community feedback • Media coverage sentiment tracking/analysis
5	Community and stakeholder feedback is used to inform design amendments and project refinements.	All feedback can be linked to how it was considered and incorporated (if appropriate and possible) at decision points. Community reporting is disclosed (per implementation plan) to close the loop and demonstrate a responsive and respectful listening culture.	• Number of disclosed engagement reports (per implementation plan) • Project communication materials and assessment documentation explain how feedback received has been considered and addressed
6	The communication and engagement methods are appropriate, relevant and accessed by the local community.	Communication channels and engagement methods are built on advice from elected representatives and other community leaders and representatives. 90% of stakeholder feedback indicates that the engagement program is effective – people feel heard and respected even if the final decisions are not in line with their expectations.	• Early engagement records with community leaders • Engagement reports • Media coverage sentiment • Online analytics tracking

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