



ACN 136-525-990

**CONSULTATION AND COMMUNICATION PLAN**  
**FOR**  
**PINE CREEK**  
**PROJECT AREA**  
**2015**

**ES – PL0019**

CARE & MAINTENANCE  
[2014-2015]

**Document History and Status**

<b>Date Issued</b>	<b>Author</b>	<b>Document Details</b>	<b>Revision Date</b>	<b>Revised By</b>	<b>Version</b>
03/07/2011	SB	Pine Creek Consultation and Communication Plan			V1
	SB	Pine Creek Consultation and Communication Plan	11/10/2012		V2
	SB	ES-PL0019 PCPA Consultation and Communication Plan	30/08/2014		V3
Manager or Designate		Name		Signature	
		Sally Horsnell			

## TABLE OF CONTENTS

1. Issues .....	1
2. Objectives .....	1
2.1 Strategies .....	1
3. Performance Standards .....	1
3.1 Legislation .....	1
3.2 Outcomes and Compliance Criteria .....	1
3.3 Identified Stakeholders and Community Affairs.....	1
4. Management and Mitigations .....	3
5. Procedures – Monitoring, Measurement and Effectiveness.....	3
6. General Management Practices .....	9
7. Consultation and Communication Management and Performance 2013-2014 .....	10
8. Responsibility.....	11
9. Reporting .....	11
Table 1. Statutory Legislation.....	1
Table 2. Identified Stakeholders .....	2
Table 3. Monitoring, Measurement and Effectiveness .....	5

## 1. Issues

This Communication plan addresses the management of Consultation and Communication issues associated with the operation of the Pine Creek Project Area (PCPA). Communication is required between Crocodile Gold Australia Operations Pty Ltd (CGAO) and external stakeholders including landowners and government departments, primarily NTEPA and DME with reference to the WDL.

Site-specific issues addressed by this plan include:

- Maintaining relationships with Government Bodies
- Maintaining relationships with other Stakeholders and Landholders.

## 2. Objectives

The objectives of this Communication and Consultation Plan within the project area are to provide beneficial social and community effects from operations and to ensure appropriate and ongoing stakeholder consultation is undertaken.

### 2.1 Strategies

The strategies of socio-economic management for the site include:

- Undertake discussions with Jindare Station representatives in regards to land management (weed and pest control, fencing and fire protection strategies);
- Liaise with traditional landowners or representatives in regards to land management, heritage and native title agreements;
- Liaise with NT Bushfires and undertake discussions with the local fire warden regarding fire management strategies;
- Undertake consultation and discussions with the Weeds Management Branch regarding weed management as required;
- Liaise with Northern Territory Environmental Protection Agency (NTEPA) regarding Waste Discharge Licence (WDL) requirements and reporting and on an as required basis.
- Review number of contractors, personnel, purchases and services sourced locally; and
- To reduce the potential for incident occurrences.

### 3. Performance Standards

#### 3.1 Legislation

There is no direct legislation identified, however, CGAO will comply with the statutory legislation presented in Table 1.

**Table 1. Statutory Legislation**

Northern Territory	Commonwealth
<i>Bushfires Act</i> <i>Dangerous Goods Act</i> <i>Energy Pipelines Act</i> <i>Environmental Assessment Act</i> <i>Heritage Conservation Act</i> <i>Mining Act</i> <i>Mining Management Act</i> <i>Northern Territory Aboriginal Sacred Sites Act</i> <i>Northern Territory Land Corporation Act</i> <i>Northern Territory Rail Safety Act</i> <i>Pastoral Land Act</i> <i>Public Health Act</i> <i>Soil Conservation and Land Utilisation Act</i> <i>Territory Parks and Wildlife Conservation Act</i> <i>Traffic Act</i> <i>Waste Management and Pollution Control Act</i> <i>Water Act</i> <i>Weeds Management Act</i> <i>Workplace Health and Safety Act</i> <i>Dangerous Goods Act</i>	<i>Aboriginal Land Rights (Northern Territory) Act</i> <i>Aboriginal and Torres Strait Islander Heritage Protection Act</i> <i>Environment Protection and Biodiversity Conservation Act</i> <i>Native Title Act</i> <i>National Environmental Protection Measures (NEPM)</i>

Specific licensing and authorisations required, relevant to this communication plan, are as follows:

- Authorisation for mining operations from DME under the Mining Act
- Superseding Waste Discharge Licence to WDL166-02 (expired 31 August 2014)

Crocodile Gold Australia Operations (CGAO) are currently applying for a renewal of WDL166-02 for discharge to the Pine and Copperfield Creeks.

In addition, CGAO will comply with industry codes of practice with respect to environmental management and closure planning.

#### 3.2 Outcomes and Compliance Criteria

Outcomes and compliance criteria are identified in Table 3.

#### 3.3 Identified Stakeholders and Community Affairs

Stakeholders associated with the PCPA project have been identified and are listed in Table 2.

Open communication will be maintained with DME, NTEPA, NT WorkSafe and all other relevant government departments over the life of the project both through formal reports and written communications and informal contact. Equally, consultation with identified external stakeholders especially land owners, primarily the underlying pastoral lease holder, is seen as important commitments in the mining and closure process.

The Chief Operating Officer and the CGAO management team have met with community leaders in the previous reporting period and will continue meetings in the coming MMP period. Specifically for the Pine Creek Project Area, this includes the Pine Creek Community, Residents and Businesses and Jindare Station Management.

**Table 2. Identified Stakeholders**

<b>Type of Shareholders</b>	<b>Identified Groups or Departments</b>
Company	CGC Shareholders CGC and CGAO Employees CGC and CGAO Management Team
Community	Adjacent Tenement holder/s Manager, Mary River West Pastoral Lease Ban Ban Springs Station Emerald Springs Roadhouse Pine Creek community, residents and businesses Adelaide River community, residents and businesses Local Police Local Fire & Emergency Response Group (volunteers) Amateur Fisherman's Association of the Northern Territory Chamber of Commerce and Industry
Commercial	Mine Site contractors Materials and service supply organisations Telstra
Government	NT Department of Mines and Energy NT Environmental Protection Agency NT Department of Construction and Infrastructure Power and Water Corporation NT Department of Business and Employment Commonwealth Department of Environment and Water, Heritage and the Arts Aboriginal Areas Protection Authority NT Environment Protection Authority NT WorkSafe NT Department of Police, Fire and Emergency Services NT Bushfire Council Pine Creek Community Government Council
Non Government Organisations	Northern Land Council (NLC) Minerals Council of Australia – NT Division Northern Territory Environment Centre

#### 4. Management and Mitigations

The following consultation and communication mitigation and management measures will be implemented across the project:

- To undertake ongoing and regular consultation with the Traditional Owners regarding rehabilitation and closure as well as ongoing activities and protection of heritage values within the mine site.
- To undertake ongoing and regular consultation with the identified stakeholders such as landholders and surrounding communities regarding rehabilitation and closure as well as ongoing activities and business opportunities.
- To undertake appropriate Native Title negotiations with Native Title claimants for any additional operational or mining tenure areas and ensure that appropriate access agreements are properly recorded and validated.
- To ensure that the workforce induction process includes guidelines for appropriate workforce behaviours within the local communities.
- To undertake ongoing and regular consultation with stakeholders such as publicans and police regarding the behaviour of the workforce within local communities. Where behaviour has been identified and reported as anti-social, corrective actions, such as written warnings, will be implemented.

#### 5. Procedures – Monitoring, Measurement and Effectiveness

The socio-economic management procedure detailed in Table 1 below outlines the strategies and actions designed to achieve the set targets.

##### Definitions

##### ***Management and Mitigation***

*Strategies (What):* Plan of action(s) to achieve targets.

*Actions (How):* Specific tasks to accomplish the strategy.

*Explanation (Why):* Justification for the actions.

##### ***Monitoring and Measurement***

*Timeframe (When):* Time frame for completion or frequency.

*Responsibility (Who):* Person(s) responsible to undertake the task

*Deliverable (Outcome):* End product of action

### **Target**

*Target: (When): CGAO commitment to meet and achieve the set action.*

### **Review Effectiveness of Management and Mitigation Strategies**

*Key Performance Indicator:* Analysis and interpretation of results and determination as to whether targets are being met.

*Non-Conformance and Corrective Action:* Procedures available for implementing corrective action should an undesirable impact result.

### **Action Outcomes**

*Action Outcome:* Outcome of action, where to next which includes evaluation and improvements.

The communication and consultation issue monitoring and measurement measures that will be implemented across the project are identified in Table 3.



**Table 3. Monitoring, Measurement and Effectiveness**

Management and Mitigation			Monitoring and Measurement		CGAO Targets		Review Effectiveness and Corrective Actions	
Strategies (What)	Actions (How)	Explanation (Why)	Responsibility (Who)	Measurement (Deliverable)	Targets	Target Date	Key Performance Indicators	Non Conformance and Corrective Action
Consultation with landholders.	Arrange discussions with Jindare Station representative.	To maintain consultation and cooperation with landholders.	General Manager, Environment Manager and Environment Officer (persons engaged in consultation).	Documented consultation log.	Undertake consultations with landholders.	Annual	Documented consultation log and follow up risk assessments and actions required from meetings. Log to include issues discussed and outcomes.	A review of systems and processes will be undertaken.  Items not addressed will be re-evaluated for their priority status and updated into the MMP commitments.
Native Title agreements	Arrange discussions with traditional landowners or representative.	To maintain consultation and cooperation with traditional landowners.	Environment Manager and General Manager	Documented consultation log	Undertake consultations with traditional landowners	As required	Validated Native Title agreements for all operational and disturbance areas.	As above.

Management and Mitigation			Monitoring and Measurement		CGAO Targets		Review Effectiveness and Corrective Actions	
Strategies (What)	Actions (How)	Explanation (Why)	Responsibility (Who)	Measurement (Deliverable)	Targets	Target Date	Key Performance Indicators	Non Conformance and Corrective Action
Consultation with NT Bushfires.	Attend pre-fire season meetings and undertake discussions with the local fire warden regarding fire management strategies.	To cooperate with NT Bushfires.	Discussions logged in a consultation log by Senior Environment Office (or persons engaged in consultation). Log to include issues discussed and actions.	Documented consultation log.	Attend pre-fire season meetings and undertake discussions with the local fire warden regarding fire management strategies.	Annual April/May/June 2015	Documented consultation log and follow up risk assessments and actions required from meetings.	As above.
Consultation with the Weeds Management Branch.	Undertake consultation and/or discussions with the Weeds Management Branch regarding weed management.	To cooperate with the Weeds Management Branch and to continuously improve weed management practices and to develop a Weed Action Plan.	Discussions logged in a consultation log by Senior Environment Office (or persons engaged in consultation). Log to include items discussed and actions.  Consultation to be undertaken on a bi-annual basis and as required.	Documented consultation log.	Undertake consultation and/or discussions with the Weeds Management Branch regarding weed management.	Annual, timing for weed management dependant (Nov 2015)	Documented consultation log and follow up and actions required.	As above.

Management and Mitigation			Monitoring and Measurement		CGAO Targets		Review Effectiveness and Corrective Actions	
Strategies (What)	Actions (How)	Explanation (Why)	Responsibility (Who)	Measurement (Deliverable)	Targets	Target Date	Key Performance Indicators	Non Conformance and Corrective Action
Consultation with NTEPA regarding WDL requirements.	Liaise with NTEPA regarding WDL requirements.	To report water discharge quality.	Environment Manager and Environmental Officer on a basis as stipulated in WDL and on an as required basis.	Documented consultation log.	Liaise with NTEPA regarding WDL requirements and reporting.	Annual	WDL reporting as stipulated in sequential WDL.	As above.
Establish number of contractors, personnel, purchases and services sourced locally.	Collate a database of contracts, purchases and suppliers.	To increase benefits to local community.	To be collated by Purchasing and Contracts Manager.	Purchases, contracts and suppliers database.	Collate a database of contracts, purchases and suppliers.	Annual	Database appropriate for increasing local content in supplier base.	As above.
	Collate a local business register.	To enable identification and increase benefits to local community.	To be collated by Administration Manager.	Local Business Register database.	Collate a local business register.	Annual	Database suitable for reference for approved suppliers list.	As above.
	Record number of locally employed personnel.	To establish a baseline numbers of locally employed personnel and identify areas to increase resourcing of local personnel.	To be reported by human Resources Manager.	Reported in Socio-Economic EMP.	Record number of locally employed personnel.	Annual	Baseline established which enables identification for improvement targets for follow EMP.	As above.

Management and Mitigation			Monitoring and Measurement		CGAO Targets		Review Effectiveness and Corrective Actions	
Strategies (What)	Actions (How)	Explanation (Why)	Responsibility (Who)	Measurement (Deliverable)	Targets	Target Date	Key Performance Indicators	Non Conformance and Corrective Action
Monitor employee anti-social behaviour.	Record incidents of anti-social behaviour, for the life of this EMP.	To enable action of anti-social behaviour.	To be reported by all staff for the life of this EMP.	Incident reporting register.	Record incidents of anti-social behaviour, for the life of this EMP.	Annual	No police reports or CGAO incident reports of anti-social behaviour of employees on company time in local community.	As above.

## 6. General Management Practices

The following socio-economic mitigation and management measures will be implemented across the project as applicable:

- Support local business, business initiatives and availability by:
  - Communicating supply and procurement needs and intent with local businesses on a regular basis;
  - Collating and regularly updating a local business register of local suppliers and services;
  - Providing the opportunity to local and regional businesses to tender or offer supply and procurement services; and
  - Ensuring that supply and procurement assessment processes include a criteria related to locality of the potential supplier.
- Provide support to local charity organisations;
- Employ locally when the opportunity and local workforce has the required skills or has the ability to acquire the required skills;
- To undertake ongoing and regular consultation with the Traditional Owners regarding rehabilitation and closure as well as ongoing activities and protection of heritage values within the mine site;
- To undertake ongoing and regular consultation with the identified stakeholders such as landholders and surrounding communities regarding rehabilitation and closure as well as ongoing activities and business opportunities;
- To undertake appropriate Native Title negotiations with Native Title claimants for any additional operational or mining tenure areas and ensure that appropriate access agreements are properly recorded and validated;
- To ensure that the induction includes guidelines for appropriate workforce behaviours within the local communities; and
- To undertake ongoing and regular consultation with stakeholders such as publicans and police regarding the behaviour of the workforce within local communities. Where behaviour has been identified and reported as anti-social, corrective actions, such as written warnings, will be implemented.

## **7. Consultation and Communication Management and Performance 2013-2014**

A communication and consultation log was maintained for the site for the previous reporting period. The log included details communications with the landholder, NT Bushfires and NTEPA throughout the reporting period. Consultation with the landholder was primarily related with communication of land management activities. Consultation with NT Bushfires was undertaken to obtain Permits to Burn for hazard reduction burns and communications were had with the NTEPA regarding WDL. Consultations were also had with the Weeds Management Branch for review of the Weeds Action Plan which was developed to manage weeds at the site.

A list of local suppliers and businesses utilised in the previous reporting period has been prepared. The list indicates an estimated 73 local businesses have been sourced to provide goods and services for operations. From a review of the CGAO employee details, it was identified that 94 personnel reside locally. Additional local personnel would be indirectly sourced through contractor engagement.

No incidents of antisocial behaviour were reported.

In general, the targets of the socio-economic management plan for the previous reporting period were achieved with consultation undertaken with the community where required. Further consultation will be undertaken in the coming reporting period.

## 8. Responsibility

Additional to the responsibilities identified in Table 3, the following responsibilities apply:

### Employees and Contractors

- Understand and apply all required procedures and systems to socio-economic issue management;
- Behave in a socially acceptable manner while representing the company in any local communities; and
- Report any non-compliance with the socio-economic management requirements through the event/incident reporting system.

### Environmental Officer

- Undertake inspections, reviews and monitoring as identified in Table 3.

### Environmental Manager

- Ensure all employees and contractors are aware of all required procedures and systems to socio-economic management and are provided with all required resources to implement the requirements effectively;
- Ensure socio-economic issue related complaints are addressed in a timely manner and that corrective actions are implemented as required. Any corrective actions implemented should be included in the annual review of the socio-economic issue management EMP.
- Ensure all employees and contractors are provided with appropriate socio-economic issue related training; and
- Undertake annual review of the socio-economic EMP.

### General Manager

- Direct and undertake as required, stakeholder and Native Title Claimant consultation as identified in Table 3.

## 9. Reporting

Additional to the reporting requirements identified in Table 3, reporting of non-compliances, complaints and monitoring and measurement results will be communicated to recipients through:

1. Monthly Internal Status Reports - CGAO Environmental Management Meeting
2. External Status meetings with NTEPA and DME as required
3. Stakeholder consultation log
4. Annual WDL Environmental Monitoring Reports
5. Annual MMP compliance report
6. NPI and NGRS Reporting
7. Audit and Inspection Reports
8. Monitoring Reports and
9. Complaints and Incident Reporting