APPENDIX W: ECONOMIC AND SOCIAL IMPACT MANAGEMENT PLAN

TNG LIMITED

ECONOMIC AND SOCIAL IMPACT MANAGEMENT PLAN

DARWIN PROCESSING FACILITY

DARWIN, NORTHERN TERRITORY

NOVEMBER 2019

TNG006 – TNG Limited Darwin Processing Facility

Completed by:	Animal Plant Mineral Pty Ltd
ABN:	86 886 455 949
Tel:	(08) 6296 5155
Fax:	(08) 6296 5199
Address :	47 Caroline Retreat, Henley Brook,
	Western Australia 6055
Website:	www.animalplantmineral.com.au

For further information on this report please contact:

Ms Sharon Arena

Tel: 0419 934 461

Email: sharon@animalplantmineral.com.au

CONTROL AND REVISION HISTORY

Revisions

Version	Date reviewed	Reviewer	Approved by	Amendment
1 Draft	21/11/2019	TS	SA	

Disclaimer

In the preparation of this document, Animal Plant Mineral Pty Ltd (APM) has relied on data, plans and other information provided by TNG Limited. Except as otherwise stated in the Report, APM has not verified the accuracy or completeness of the information. APM will not be liable in relation to incorrect conclusions or recommendations should any data or information, be incorrect, misrepresented or otherwise not fully disclosed to APM. Within the limitations imposed by the commission, the assessment of the site and preparation of the report have been undertaken in accordance with generally accepted practices using a degree of care ordinarily exercised by professional resource and environmental consultants. No other warranty, expressed or implied is made.

CONTENTS

LIST OF TABLES

LIST OF ABBREVIATIONS

Abbreviation	Meaning
BIMP	Biting Insects Management Plan
EIS	Environmental Impact Statement
EIS	Environmental Impact Assessment
ESIMP	Economic and Social Impact Management Plan
ha	Hectare
km	Kilometre
LGA	Local Government Area
MERI	Monitoring, evaluation, review and improvement
NT	Northern Territory
NT EPA	Northern Territory Environment Protection Authority
SIA	Socio-economic Impact Assessment
The Project	Darwin Processing Facility
TNG	TNG Limited

EXECUTIVE SUMMARY

The Economic and Social Impact Management Plan includes a description of the site context and the TNG Limited's proposed Darwin Processing Facility, the social baseline of the Project area, the stakeholder engagement process undertaken, and an analysis of the Project's social and economic impacts. Mitigation and enhancement measures are provided for each identified impact and risk ratings have been assigned to each impact for both before and after mitigation or enhancement.

The positive impacts identified relate to:

- The social wellbeing benefits that result from expectant economic benefits the project will bring to the Northern Territory and Greater Darwin area through employment;
- The provision of skills training, apprenticeships and scholarships to local workers and people looking for work, especially local Aboriginal job-seekers;
- The economic stimulus expected to result for local suppliers as a result of the incoming workforce creating an increased demand for a number of service industries and suppliers;
- The benefits the incoming worker population will bring to the local housing market through local property inflation, in particular the benefit for those looking to sell their homes; and
- The moderate increase in population likely to materialise across the Palmerston LGA brought about through the incoming workforce and their dependents is expected to drive investment in social infrastructure and bring indirect local economic benefits.

The key impacts to mitigate and then monitor relate to:

- Public perceptions of the facility's effect on the quality or supply of the water in the Elizabeth River and Darwin Harbour;
- Supply chain and contractor management along transportation routes;
- The possibility of a small number of the incoming project workforce to have an effect on housing availability and affordability in nearby suburbs, which would mostly affect low-income households and renters;
- The possibility for traffic congestion nearby the site which may affect regular road users passing on Channel Island Road and Elizabeth River Bridge; and
- Minor amenity-related impacts such as noise, vibration and an increasing cumulative industrial presence along what is currently a predominately natural landscape, mostly experienced by nearby residents in Palmerston and regular boat ramp users.

All identified negative social impacts potentially resulting from Project are able to be mitigated which will result in minimisation of their risk to low. In the case of positive impacts, enhancement measures undertaken by TNG have the potential to significantly heighten their ability to bring about positive social outcomes to affected stakeholder groups, from moderate impacts to high or extreme post-enhancement.

1 INTRODUCTION

1.1 PROJECT OVERVIEW

TNG Limited (**TNG**) proposes to construct and operate the Darwin Processing Facility at Lot 1817, Hundred of Ayers, Middle Arm Industrial Precinct, (658 Channel Island Road) Wickham. The Project is approximately 16 kilometres (**km**) south east of Darwin, Northern Territory (**NT**). The purpose of the Project is processing magnetite concentrate to produce higher value products for export from East Arm Wharf to international customers. The scope of the Project, is limited to activities within the Processing Facility allotment, encompassing construction, operation, decommissioning and closure of the Processing Facility.

The Project will comprise:

- Clearing of a partially vegetated allotment formerly utilised for extractive industries;
- Construction of a magnetite concentrate Processing Facility;
- Construction of a rail siding, unloading and loadout facilities on the Adelaide to Darwin railway;
- Unloading of concentrate from trains at the rail siding;
- Refining of concentrate; and
- Loading of trains at the rail siding with Processing Facility products.

The Project, with associated access roads, supporting infrastructure and services comprises a development envelope of approximately 264 hectares (**ha**), of which 180 ha has previously been disturbed. New infrastructure requirements on Lot 1817 Middle Arm include:

- Rail siding – 3.8 km long, adjoining the Adelaide - Darwin railway line;
- Processing Facility;
- Concentrate and coke stockpiles and conveyor tunnels;
- Process water, raw water, cooling water and waste water ponds;
- Filter cake stockpile area / hardstand;
- Workshop and stores;
- Offices, administration area, including kitchen / mess-hall, emergency services;
- Electricity sub-station;
- Potable water, raw water and fire water tanks;
- Gatehouse and weighbridge;
- Oxygen plant;
- Acid regeneration plant;
- Tank farm and reagent storage;
- Laydown areas; and
- Car parking.

Construction is scheduled to commence in late 2020 with first production in late 2022, subject to statutory approvals, finance and TNG Board Financial Investment Decision approval of the Mount Peake Project. The construction period is anticipated to be 24 months continuing over both wet and dry seasons.

The design life of the Processing Facility is 40 years. Processing of concentrate would occur at a rate of 700,000 tonnes per annum. The life of the Processing Facility mirrors the production of concentrate from the Mount Peake Mine, the primary source of concentrate for the Project. Additional concentrate may in future be sourced from the Mount Peake area (subject to the results of further exploration drilling and economic evaluation) or

from third parties. Ultimate decommissioning of the site would be evaluated throughout the operation of the Processing Facility and discussed with regulators as part of ongoing licence requirements.

1.2 PROPONENT DETAILS

TNG operates the Project. TNG's details are summarised in Table 1-1.

Table 1-1: Proponent Details

Company	TNG Limited
Contact	Paul Burton Managing Director
Postal address	PO Box 1126, Subiaco, WA 6904
Phone	+61 8 9327 0900
Fax	+61 8 9327 0901
Email	peb@tngltd.com.au
ABN	12 000 817 023
ASX code	TNG
Web	www.tngltd.com.au

1.3 SCOPE

The Economic and Social Impact Management Plan (**ESIMP**) has been produced to manage potential economic and social impacts that may arise as a result of the construction and operation of Darwin Processing Facility. Economic and social impacts are required to be considered under the Terms of Reference for the Project. The Terms of Reference state:

> *The Environmental Impact Statement (**EIS**) should include an ESIMP that describes proposed measures to avoid or mitigate identified social / economic risks. The ESIMP should include an ongoing stakeholder communications strategy, with mechanisms for monitoring, reporting and addressing any identified or emerging socio-economic and/or cultural impacts.*

1.4 LEGISLATION

The ESIMP was prepared in accordance with the Northern Territory Environmental Protection Authority (**NT EPA**) *Guidelines for the Preparation of an Economic and Social Impact Assessment* which state that the ESIMP should contain the following information:

- An overall summary of the ESIMP;
- Stakeholder engagement strategies that have occurred and will continue throughout the life of the project;
- Prioritisation of potential economic and social impacts predicted in the Socio-economic Impact Assessment (**SIA**);
- Mitigation and management strategies for the identified risks including a register of agreed activities and commitments;
- Monitoring, reporting and review mechanisms;
- Mechanisms to resolve new and emerging issues as they transpire and amend the ESIMP; and
- A communications strategy.

1.5 SOCIAL AND ECONOMIC ASSESSMENT TO DATE

The ESIMP draws on and elaborates on the body of work already completed for the Draft EIS. The Darwin Processing Facility Draft EIS provided a Chapter devoted to Stakeholder Engagement (Chapter 6 Draft EIS). Chapter 7.11 of the Draft EIS provides a summary of the ESIA that was undertaken by Elton Consulting (2019). The ESIA appears in full as Appendix F of the Draft EIS.

2 STAKEHOLDER ENGAGEMENT STRATEGIES

2.1 CONSULTATION APPROACH

2.1.1 Principles of Stakeholder Engagement

Social impact assessment is based on the principle of thorough community and stakeholder engagement and participation. A core value of social impact assessment practice is that "people have a right to involved in the decision making about the planned interventions that will affect their lives" (IAIA, 2015). TNG has given consideration to five principles in developing a stakeholder engagement strategy; communication, transparency, collaboration, inclusiveness and integrity.

- ***Communication*** - Communication will be open, accessible, clearly defined, two-way and appropriate.
- ***Transparency*** - The process and outcomes of community and stakeholder engagement will, wherever possible, be made open and transparent, will be agreed upon and documented.
- ***Collaboration*** - A cooperative and collaborative approach will be adopted to seek mutually beneficial outcomes.
- ***Inclusiveness*** - Stakeholders will be identified early and involved throughout the engagement process.
- ***Integrity*** - Community and stakeholder engagement should establish and foster mutual trust and respect.

2.1.2 Objectives of engagement

Broadly, stakeholder engagement objectives for the Project are to:

- Identify key risks at an early stage, ensuring they are promptly addressed;
- Ensure that community members, groups and surrounding land users are informed regarding progress of the Project and have an opportunity to comment;
- Establish a safe environment for staff and the public through early liaison regarding subjects such as traffic management on public roads;
- Establish key Project area attributes and mitigate impacts where practicable; and
- Establish long term relationships with key stakeholders.

The format and frequency of communications with stakeholders and decision-makers has varied depending on the nature of matters under discussion and the rate of progress of the Project aspects and technical studies.

2.1.3 Methods of consultation

Methods of consultation employed by TNG include:

- Project briefings and presentations;
- Stakeholder workshops;
- Meetings and discussions;
- Written Communications;
- Company announcements;
- Webpage updates;
- Fact sheets;
- Radio media;
- Telephone discussions; and
- Community displays and engagement events.

In addition to the above, Project information has been available through the NT EPA and EPBC Act referral processes, including release of the NOI and development of the TOR.

2.2 STAKEHOLDER IDENTIFICATION

A stakeholder can be defined as any individual, group of individuals, organisation or political entity who:

- Have an interest in the project;
- Are potentially affected (positively or negatively) by the project; and
- Have the ability to influence the outcome of the project application.

Stakeholders were identified based on consultation with Local and State governments and an assessment of the Project location, surrounding land users, non-government organisations and community groups with interests in certain aspects of the proposed impact area and individuals or groups with concerns relating to potential Project environmental impacts and risks.

Table 2-1 lists key stakeholders identified for the Project; this list is dynamic and will be updated throughout the Project life as necessary.

Table 2-1: Key stakeholders identified for the Darwin Processing Facility

Stakeholder Group	Specific Stakeholder
Political (State)	Chief Minister
	Deputy Chief Minister
	Minister for Northern Australia
	Minister for Trade and Major Projects
	Minister for Business and Innovation
	Treasurer
	Minister for Environment and Natural Resources
	Minister for Infrastructure, Planning and Logistics
	Minister for Climate Change
	Minister for Renewables, Energy and Essential Services
	Minister for Primary Industry and Resources
	Member for Daly (site electorate)
	Member for Blain (nearest residential area electorate) Member for Goyder (nearest rural electorate)
	Member for Spillet (adjoining electorate)
Political (Local Council)	Mayor
	Local Councillor (South Ward)
NT Government Departments	Department of Trade, Innovation and Business
	Department of Environment and Natural Resources
	Department of Planning, Infrastructure and Logistics
	Department of Primary Industry and Resources
	Department of Renewables, Energy and Essential Services
	Department of Tourism, Sport and Culture
	Power and Water Corporation
	Land Development Corporation
NTG Boards and Committees	NT Environment Protection Authority

Stakeholder Group	Specific Stakeholder
	Development Consent Authority
	Litchfield Division Development Consent Authority
	NT Planning Commission
	Aboriginal Areas Protection Authority
Local Councils	Litchfield Council
	City of Palmerston
	City of Darwin
Industry Groups, Community Groups and Others	Landbridge Darwin Port
	Environment Centre NT
	Darwin Harbour Advisory Committee
	Planning Action Network
	Rural Residents' Rights Group
	Environmental Defenders Office
	Amateur Fishermen's Association of the Northern Territory
	Amadeus Gas Pipeline
	AustralAsia Railway Corporation
	Genesee Wyoming Australia
	Larrakia Nation Aboriginal Corporation
	Ichthys LNG Plant, Bladin Point
	Channel Island Power Station
	Darwin LNG, Wickham Point
	Bellamack Community and Residents
	Virginia Community and Residents
	Adjoining or nearby landowners
	General Community
	Extractive industry licence holders (x2)

2.3 STAKEHOLDER CONSULTATION

Targeted community engagement was undertaken as part of the preparation of the Project ESIA. A range of engagement activities were conducted by Elton Consulting and APM personnel during August 2019 to inform the ESIA and the EIS.

Table 2-2 provides a summary of the consultation undertaken; the complete ESIA report is provided as Appendix F of the Draft EIS.

Table 2-2: Stakeholder and community engagement conducted as part of the ESIA

Date	Stakeholder	Form of Engagement
8 August 2019	All Government Departments, Councils, and identified stakeholders	Written advice of the Project.
13 August 2019	Members of the Legislative Assembly (with local representation) • The Hon Kezia Purick, Member for Goyder. • The Hon Gary Higgins, Member for Daly. • The Hon Gerry Wood, Member for Nelson • The Hon Lia Finocchiaro, Member for Spillet • The Hon Terry Mills, Member for Blain	Written advice, and telephone contact.
14 August 2019	Litchfield Council	Meeting to review Project and specific ESIA focussed engagement.
16 August 2019	The Hon Tony Sievers, Member for Brennan	Discussion at Palmerston Market stall to introduce Project, and specific ESIA focussed engagement.
19 August 2019	The Hon Gerry Wood, Member for Nelson	Meeting to review Project and specific ESIA focussed engagement
19 August 2019	City of Palmerston, Planning and Economic Development Division	Provision of written notification and telephone engagement.
19 August 2019	Environment Centre NT	Meeting to introduce Project and discuss potential interest areas.
22 August 2019	City of Darwin, Planning Division	Meeting to review Project and specific ESIA focussed engagement.
23 August 2019	NT Chamber of Commerce	Meeting to review Project and specific ESIA focussed engagement.
27 August 2019	Darwin Harbour Advisory Committee	Presentation to introduce Project to committee members.
Community (No. of active discussions)		
15 – 17 August 2019	Palmerston Library (8) Gateway Shopping Centre (13) Smith Street Mall (13) Casuarina Square (13) Palmerston Markets (11) Elizabeth River Boat Ramp (15)	Information Displays Active discussions

3 ECONOMIC AND SOCIAL IMPACT ASSESSMENT

3.1 ESIA METHODOLOGY

A number of key steps were used in the preparation of the ESIA. The key steps are outlined below:

- Identification of the social study area;
- Scoping of the potential social impacts through face-to-face meetings with the NT EPA and Chief Ministers Office and a review of background material including previous Notice of Intent, Statement of Reasons, Terms of Reference and Native Title;
- Establishment of a social baseline for the study area using the community capitals approach. The community capitals approach considers five capitals which are assessed to understand how resilient a community is to socio-economic change:
    - Human capital – the skills, knowledge, health and wellbeing of a community (including educational attainment, SEIFA, age and population growth);
    - Physical capital – built facilities which support or enable social and economic systems (such as factories, rail, schools and hospitals);
    - Social capital – how individuals, groups and communities interact with each other (such as crime rate and level of community participating in volunteering);
    - Economic capital – the resources and wealth available to individuals and families (such as employment, income, housing costs and occupation); and
    - Natural capital – a community's reliance on environmentally produced assets (such as minerals extraction, aquaculture and agriculture).
- Community and stakeholder engagement;
- Identification and analysis of the social and economic impacts that may be generated from project construction and operation activities; and
- Development of mitigation and monitoring measures to avoid/minimise negative impacts and enhance the positive benefits.

3.2 SOCIAL BASELINE

The geographical context of the study area considers the Greater Darwin Area, Litchfield LGA, Darwin LGA and Palmerston LGA. The social baseline was established to describe the community characteristics of the Palmerston LGA and the suburb of Bellamack (located within the Palmerston LGA), despite the Project being in the Litchfield LGA. The social baseline is focussed on the Palmerston LGA as this LGA is more densely populated compared to the Litchfield LGA and the closest residential properties are located within the Palmerston LGA. Furthermore, the suburb of Bellamack is the closest significant community in terms of population density to the Darwin Processing Facility. Detailed information appears in Chapter 7.11 and Appendix F of the Draft EIS.

The local area is a resilient community which is well educated, has access to services, is financially stable and generally has high social-economic advantage. It has the attributes and capacity to adapt and take advantage of the job opportunities which will arise from the Darwin Processing Facility. For the most part, the community also has the capacity and services to accommodate FIFO / DIDO workers and families relocating. There are, however, vulnerabilities within all communities and this needs to be considered in the project's development.

A summary of the key findings of the social baseline are outlined below.

- Approximately 14.8 per cent of the NT's population is housed in the Palmerston LGA;
- Palmerston LGA is young with a median age of 30 and is primarily comprised of family households (78.5 per cent);

- Palmerston LGA has the highest representation of Aboriginal and Torres Strait Islander residents out of all the surrounding areas, representing 11.3 per cent of the residential population. While this is high compared to the surrounding areas it is still less than half the rate of the NT (25.5 per cent);
- The Bellamack area has strong economic capital reflected by low unemployment, relatively high income and low levels of mortgage stress. Bellamack has an unemployment rate of 3.5 per cent, which is lower than the rest of the Palmerston LGA (5.1 per cent) and the NT (7.0 per cent);
- Public administration and support services is the key industry of employment, accounting for 26 per cent of all employment in Palmerston LGA. Construction is the second largest industry of employment accounting for 14 per cent of employment;
- Bellamack is a well serviced area with close access to education and healthcare services. The establishment of a new regional hospital in the Palmerston LGA in 2018 will provide residents with access to high-quality health services;
- Housing stock is available in the suburb of Bellamack, however for lower socio-economic status residents or social housing tenants there is limited physical capital due to low social housing stock and high median rent;
- Bellamack has a high level of human capital as evidenced by a high socio-economic index for areas (**SEIFA**) ranking, high proportions of residents with qualifications, a low proportion of elderly residents and significant population growth.
- The Bellamack/Palmerston LGA has mixed social capital as evidenced by low rates of crime, low rates of community participation, relatively low cultural diversity and high resident mobility

3.3 IMPACT IDENTIFICATION AND ASSESSMENT

The ESIA identified 15 potential social and economic impacts (positive and negative) of the Darwin Processing Facility Project. A risk rating was calculated for each economic and social impact by assessing the likelihood and consequence of that activity occurring using an impact significance matrix. Details of the impact significance matrix and the likelihood and consequence criteria appear in the ESIA (Appendix F of the Draft EIS).

Of the 15 potential social and economic impacts identified, six have been rated as very positive. Of the remaining impacts identified, two impacts were assigned a high social risk rating and seven impacts rated as moderate if left unmitigated. Post mitigation or enhancement, all positive impacts have been rated as extremely or highly positive, and all negative impacts reduce to a low risk rating. Table 4-1 provides detailed information on all 15 identified impacts.

The positive impacts identified relate to:

- The social wellbeing benefits that result from expectant economic benefits the project will bring to the Northern Territory and Greater Darwin area through employment;
- The provision of skills training, apprenticeships and scholarships to local workers and people looking for work, especially local Aboriginal job-seekers;
- The economic stimulus expected to result for local suppliers as a result of the incoming workforce creating an increased demand for a number of service industries and suppliers;
- The benefits the incoming worker population will bring to the local housing market through local property inflation, in particular the benefit for those looking to sell their homes; and
- The moderate increase in population likely to materialise across the Palmerston LGA brought about through the incoming workforce and their dependents is expected to drive investment in social infrastructure and bring indirect local economic benefits.

The key impacts to mitigate and then monitor relate to:

- Public perceptions of the facility's effect on the quality or supply of the water in the Elizabeth River and Darwin Harbour;
- Supply chain and contractor management along transportation routes;
- The possibility of a small number of the incoming project workforce to have an effect on housing availability and affordability in nearby suburbs, which would mostly affect low-income households and renters;
- The possibility for traffic congestion nearby the site which may affect regular road users passing on Channel Island Road and Elizabeth River Bridge; and
- Minor amenity-related impacts such as noise, vibration and an increasing cumulative industrial presence along what is currently a predominately natural landscape, mostly experienced by nearby residents in Palmerston and regular boat ramp users.

4 MITIGATION AND MANAGEMENT

Mitigation and enhancement measures were developed for each identified potential impact through a consolidation of feedback from stakeholders, by a thorough contextual analysis of the local area of social influence, including forecasting growth of around the local area independent of the Project as well as a result of the Project's development.

These findings then enabled input of practical solutions from best practice and industry-specific analysis using a technical approach guided by the IAIA (Vanclay, et al., 2015), the *NTEPA Guidelines for the Preparation of an Economic and Social Impact Assessment* (Northern Territory Environment Protection Authority, 2013) as well as the NSW *Social Impact Assessment Guidelines* (Department of Planning & Environment, 2017).

To arrive where a negative impact is as low as reasonably practicable, the impact must be addressed with management or treatment. In order of preference, treatment will be undertaken as follows:

1. Elimination of the impact – avoiding the activity that causes the impact;
2. Substituting a different activity that has a lower impact rating;
3. Controlling the impact with an engineering solution; and
4. Mitigation of the impact with a management control or administrative procedure.

Table 4-1 below details all identified impacts of the Darwin Processing Refinery and proposes mitigation and enhancement measures for each impact.

Table 4-1: Impact Mitigation and Management Measures

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
POTENTIAL POSITIVE IMPACTS						
Skills training and employment	Project construction and operations will require a significant number of highly skilled, skilled and unskilled workers	Increase in employment opportunities for local area residents and Greater Darwin residents, particularly those with skills in construction and trades, those currently looking for work (on unemployment registers), recent school graduates considering vocational careers from around Bellamack (high youth population) and those looking to up-skill or diversify their work experience.	High (positive)	The Project proponent should ensure **project workforce requirements** are determined, planned and publicly disclosed as early as possible in the development and pre-construction phases. This should include any differentiation across each project phase; such as details about where jobs will be based, length of contract, contract type, roster type, information on shift work, and other information to help the company manage expectations of the public and starting workforce. Even where numbers and job types cannot be confirmed or finalised during early project phases, the Project will be able to better plan training, employability and recruitment initiatives with local partners and stakeholder groups if preliminary information is shared and collaboratively strategized in advance. The Project proponent should develop and disclose its **employment strategy and local recruitment policy** in the pre-construction period, identifying local target groups (such as unemployed persons, local youth, apprentices, ATSI, former INPEX), and issue updates for each project phase thereafter. This should ensure that strategies are in place to prioritise local recruitment or locally based positions for all job grades (highly skilled, skilled, unskilled). This remains the case even if the full skillset is not available or in large numbers, as on-the-job training schemes can be designed around local capacities if identified well in advance. The strategy and policy should consider steps to ensure that interstate workers requirements are kept at a minimum throughout the life of project, in particular FIFO workers. FIFO workers generally have low local integration and social cohesion rates; whereas this project offers unique opportunities being located in an urban setting with ample residential growth capacity, as well as quality public infrastructure and services, to provide heightened benefits for locally based employees. The Project proponent should proactively develop **skills development schemes and external training partnerships** during construction, such as apprenticeships, student scholarship programs, and sponsorship of skills development initiatives across Greater Darwin. This would involve the development of external partnerships for life of the project, but in particular during construction and in the first 5 years of operations. Partnerships could be with local training service providers, Workforce NT as well as with INPEX to collaborate with regard to construction workers transitioning out of the Ichthys LNG Plant. The Project proponent should consider developing mechanisms to **maximise employee retention opportunities**, including a range of employee benefit schemes and tools to build a strong work culture and a cohesive work environment for the life of the project.	% or number of locally recruited positions according to job grade; project phase; length of contract; personnel retention rate; annual surveys for employees regarding job satisfaction levels. % or number of positions from immediate localities; area of social influence; Greater Darwin; interstate; international; other. % or number of positions recruited through, or as a result of, introduced training schemes or external partnerships.	Extreme (positive)
Skills training and employment	Project will provide opportunities for local skills and training development, particularly to local Aboriginal stakeholders and other sensitive receivers	Skills training schemes, such as sponsored apprenticeships or scholarship programs will target local community groups, especially those experiencing socio-economic disadvantage, unemployed people in the area of social influence, or local youth, and will involve the development of partnerships with local training providers to co-deliver training programs, will lead to improved	High (positive)	The Project proponent should ensure considerable resources and time are integrated within the pre-construction and construction plans for a process of stakeholder engagement and participatory planning with Larrakia Nation Aboriginal Corporation elders around Litchfield LGA. Initially, this should aim to comprehensively understand the local community's needs, interests, priorities and opportunities that the project presents to benefit the traditional owners of Greater Darwin and to align the project's activities as much as possible with localised community priorities and social needs.	Qualitative findings from engagement outcomes; number of engagement activities relative to each project phase; progress updates on community investment, training and development initiatives over time.	Extreme (positive)

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
		education levels and diversification of industry-related skills in the Greater Darwin area, bringing about improved social capital, employability, increased household incomes and general community wellbeing.		The preliminary engagement should scope potential partnerships with community organisations active in a variety of service areas, for future delivery of community investment programs. The formation of an annual action plan to match identified issues with steps to achieve mutually beneficial outcomes over the life of the project may be the result of this initial process of engagement. Design and develop targeted skills and vocational training schemes to local Aboriginal groups as identified and determined in throughout the preliminary partnership development process. These initial planning steps could result in **piloting a training program** during the construction phase. It would involve on-the-job training with the temporary construction workforce to encourage positive interactions between the project and the local community, with the potential to achieve positive social outcomes in the early stages of the project.	% or number of local participants in the pilot training program; % or number of training program participants who transition into employment positions with the project.	
Local supply chain and local economy	Project construction and operations will require regular services and supplies	Further stimulation of the local economy through direct and indirect jobs, business growth and new opportunities for Darwin-based service providers, goods and suppliers, including nearby accommodation providers, transport, food and beverage businesses and catering services for the incoming construction workforce.	High (positive)	The Project proponent should develop a **Local Content Plan** with project-phase based action plans that identifies the project's ongoing external procurement and supply chain requirements, a baseline local market assessment, areas for opportunity and specific priorities for the construction phase. As part of this, the Project proponent should consider entering long-term **business partnerships** with local industry groups, service providers, producers or suppliers, to source the project's ongoing requirements from the Greater Darwin area where possible. Business partnerships can be complimentary of vocational training and skills development programs in order to better integrate local community into the realm of long-term opportunities that the project presents. The establishment of a **local content working group** can assist in managing progress and outcomes of the partnerships (the working group should be representative in membership including project personnel, local businesses and suppliers, service providers, local and territory governments, unions, community representatives). Local Content Plan should include 'transitioning out' plans in the context of project closure, with the aim of ensuring the sustainable futures of the local businesses.	% or number of goods and services sourced in the local area of influence relative to project phase; progress reporting on partnerships; progress reporting on local content working group.	Extreme (positive)
Housing	Interstate workforce and their dependents relocating into existing residential areas	Property price inflation may benefit those looking to sell their homes or new residential developments, as the incoming skilled worker population will have a proportionate high household income and will likely settle in Bellamack or other new residential localities in Palmerston LGA where there is an existing supply of new housing and shortage of buyers.	Low (positive)	Ensure that relocating workers and their dependents are incentivised to informally and formally interact and integrate with the local residential population, to ensure positive social outcomes as a result of the incoming resident workforce. The Project proponent should develop partnerships with local councils where workers are residing, to collaborate on local housing matters and jointly mitigate any impacts. The Project proponent should monitor rates of social cohesion in Virginia and Bellamack throughout life of project, especially in periods where there are large proportions of incoming workers living residentially.	Housing prices in Bellamack and Virginia; housing availability over time in Bellamack and Virginia; outcomes from engagement with sensitive receiver groups; rates of participation by incoming population in community events and activities.	Moderate (positive)
Population change	Incoming project workforce with dependents	Liveability and affordability increase particularly in the Litchfield LGA through the increased population from the project workforce and their families. A critical mass (retaining workers) may be achieved which could result in increased investment in social infrastructure, local retail benefits in goods and services purchasing.	High (positive)	**Local Content Plan** should be developed in context of Litchfield and Palmerston LGA needs and existing local market growth capacity. The Project proponent should consider developing formal partnerships with the Litchfield and Palmerston Councils to collaborate on mutually beneficial community programs and local growth initiatives, to align local government strategies with implications of the project on the local area and ensure TNG community investment programs are consistent and complimentary to government plans.	Rate of population increase over time, relative to workforce peaks; outcomes of community investment programs and local content schemes	High (positive)
Population change	Incoming workforce and their dependents in existing residential areas	Operations personnel and their families who chose to reside in Palmerston and Litchfield LGAs will cause a population growth of 1.5% which will bring about population diversification, increasing the critical mass to improve public infrastructure and services	High (positive)	The Project proponent should develop strong partnerships with the local councils and other local community groups (see above).	Rate of population increase over time, relative to workforce peaks; outcomes of community investment programs and local content schemes	Extreme (positive)

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
		over time, and align with the LGA's strategic liveability priorities.				
POTENTIAL NEGATIVE IMPACTS						
Amenity and lifestyle	Water usage and water quality during construction and operation phases	High concern for community members, raised in stakeholder consultations. Perception that the facility may negatively affect the water quality through contamination with the specific consequence for fish stocks and fishing activities in the Elizabeth River and Darwin Harbour. Concerns are specific to affecting fish numbers, river water contamination, and threatened marine species, posing risk of physical harm to people who use the marine system (directly or indirectly) may decrease public support for the project.	High	Ensure that Elizabeth River recreational users and in particular, users of the boat ramp, have been consistently engaged in the public consultation process and have had ample opportunity to voice concern as well as participated in the project's development and planning. Ensure that this sensitive receiver group remain included in engagement and community investment initiatives for the life of the project and that communications strategies target this group. Maintain access to the Elizabeth River Boat Ramp at all times during the construction and operation phases of the Project. Monitor usage of the boat ramp (for all purposes) from pre-construction throughout the project lifecycle. Consider integrating a recreational and conservation component of the planned community investment initiatives focussed on Elizabeth River, its conservation, recreational usage enhancement and overall management (such as funding the ongoing maintenance of the boat ramp and improving associated facilities, sponsor the establishment and running of a 'Friends of the Elizabeth River' multi-stakeholder group). Implement all mitigation and management measures stipulated by the Marine Environmental Quality Monitoring and Management Plan in order to ensure the water quality entering Darwin Harbour does not negatively affect the marine environment with onward impacts to recreational fishing availability. This will likely be an impact cumulative in nature as a result of legacy issues from other nearby projects in the Middle Arm Industrial Precinct; heightened sensitivity exists in the local community and within local environmental groups. The Project proponent to develop **Community and Stakeholder Engagement Plan,** with corresponding communications action plans, issues management and targeted to certain stakeholder groups. Objectives should be to consistently inform the community and other key project stakeholders about project details, updates and news, management controls, monitoring and corrective actions, and how the public can interact with the environmental monitoring and management. Ensure inclusion of community grievance procedure, throughout EIS process and for life of project. Specify plans to manage waste materials using non-technical language and other interactive, visual or otherwise tailored communication tools to ensure general public understanding. Investigate opportunities to support recreational users of the Elizabeth River long-term (such as community investment initiatives focussed on the river's health and conservation). Integrate findings of environmental studies into **Environmental Management System**.	Fish numbers overs time; water testing results over time; outcomes of monitoring threatened marine species; occurrences of human health issues in target groups related to water contamination; community feedback and stakeholder engagement monitoring outcomes Outcomes of engagement with the target group and changes over time; rates of boat ramp and river recreational usage; progress and outcomes of associated community investment initiatives	Low
Housing	Incoming workforce and their dependents to existing residential areas	Housing affordability (property price inflation) and availability (supply shortage) may occur in nearby residential areas, particularly affecting existing renters and low-income households, especially as there is already a limited rental property supply in Bellamack. A strain on short-term accommodation options may also be experienced temporarily.	Moderate	The Project proponent should consider entering **business partnerships and shared-value agreements with local temporary accommodation providers** to house construction workforce and any other temporary workers throughout operations, as well as with local food and transportation businesses. Recommend selecting *multiple* local businesses that are not only interested in the opportunity, but have growth capacity to meet requirements and meet service standards, or otherwise can take steps to improve quality of service provision, also businesses that are geographically spread around different localities to ensure opportunities are equitable and shared. Secondary preference for accommodating incoming construction workforce should consider using camp facilities on or near site. However, this is not the preferred choice due to the relatively small number of incoming workers, the	% or number of external local partnerships and duration of agreement; occupancy rates; workforce satisfaction rates and feedback on service provision; rates of employee interstate relocation; rates of employee and dependents' participation in community events or activities; community diversification and growth monitoring	Low

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
				long-term project duration, and that the project is in an urban setting which offers opportunity for local businesses. Camp housing often leads to segregation of the workforce from the local community; low rates of social integration. Partnerships with local service providers intend to avoid growth of social disparities and to minimise housing price inflation in local residential areas as a result of the project, especially felt by sensitive receivers. The Project proponent should offer a variety of **employee relocation incentives** for personnel required from interstate to reside locally, not only financial incentivisation but family or dependents relocation benefits, house ownership facilitation, partnerships with local schools, longer employment term offers, organise local social or sporting events, and so forth.		
Community cohesion	Incoming workers presence in local areas and ability to integrate with existing community, including all subcontractor personnel over construction and operations	Increased diversity in community composition, potential for short-term decrease in social cohesion due to transient nature of incoming FIFO workforce, including potential increased competition between incoming population and existing residents for jobs.	Moderate	The Project proponent should develop and introduce **Employee Code of Conduct**, including contractors, which dictates regular drug and alcohol testing while on FIFO rotation and shift, other intoxication avoidance mechanisms, internal awareness programmes on community development and company social programs, internal grievance procedures, disciplinary procedures, sponsored regular health check-ups and STI testing for local community and the project workforce The Project proponent should monitor rates of social cohesion in Virginia and Bellamack throughout life of project, especially in periods where there are large proportions of incoming workers living residentially. Local Content Plan and community investment plans should entail means for the broader local community (non-workforce) to interact with the incoming and relocated workforce in informal settings, such as joint/participatory impact monitoring along the Elizabeth River, compulsory employee volunteering at community events, ease of access for members of the public to voice concern for personnel public behaviour such as through a well-publicised **Community Grievance Mechanism**, and so forth.	Number of incidents reported; testing results over time; engagement and reporting outcomes; residential employee surveys and feedback; community grievance and feedback records	Low
Supply chain	Third party suppliers and contractors along the supply chain and transportation routes ability to form positive interactions with local communities	Reputational risk to the project caused by suppliers and contractors' possible lack of integration with local communities such as causing noise and dust disruption in daily activities, increase in alcohol intake etc.	High	The Project proponent should develop and implement **Supply Chain Management Plan** to be inclusive of supply chain monitoring mechanisms, evaluation and reporting. Plan should cover wide range of transportation and supply chain matters, including public safety along transportation routes, managing third party personnel conduct while at work, environmental management in the case of accident or spillage, ensuring fair working conditions for all personnel including access to internal grievance mechanisms, consideration of requirements related to the Modern Slavery Act (2018) and UN Global Compact frameworks. Ensure plan incorporates public disclosure and reporting of findings, efforts taken to address issues, progress made, and so forth. Link to Employee Code of Conduct which ensures that all project contractors' compliance is obligatory upon agreement with DPF.	Engagement and reporting outcomes and progress made; rates of third-party incidents over time; regulatory feedback on new national reporting mechanisms; contractor feedback	Low
Traffic and transportation	Various construction activities and operational suppliers will require regular road access to the project site, often heavy, slower vehicles, or otherwise a general increase in road users as a result of the project, including required supply of hazardous materials,	Delays and congestion may be caused on local roads due to regular truck or train movements, especially along Elizabeth River Bridge and Channel Island Road in both directions. Exposure to hazardous materials through risk of accident, while being transported along supply routes, effecting public health and safety.	Moderate	The Project proponent should develop and implement **Transportation and Traffic Management Plan** pre-construction for life of project, inclusive of review and evaluation components of the plan. Ensure the plans have thorough public disclosure programs for regular project updates and information shared on matters of concern or interest. This has the potential to have cumulative impacts from vehicles travelling to other nearby industrial sites. Base this plan on the findings from the Traffic Study. Consider use of existing park and ride facilities in Darwin for the residential cohort of workers to use a bus so as to minimise light vehicle movements to and from the site at the beginning and end of shifts.	Number and response of traffic-related complaints over time; ongoing traffic monitoring; rates of transportation safety incidents Engagement outcomes over time; rates of incidents over time and response rate; outcome and quality of response	Low

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
	which could be involved in a road accident			The Project proponent should develop an **Environmental Management System** which includes an **Emergency Preparedness Plan** and ensure they are both active with a public disclosure component prior to construction. Detail educational information on what the hazardous materials are, why they are required, how the natural environment may be affected, how the proponent will manage their responsible transport, usage and disposal. Include targeted disclosure and engagement with local residents (mostly Bellamack) and Elizabeth River users. Ensure project compliance with Major Hazardous Facility licence and other NT or federal environmental licences.		
Energy supply	Project will require substantial electricity supply	Local residents may perceive the project to affect affordability or availability of public electricity supply, which may lead to lower public support for the project.	Moderate	The Project proponent to ensure **Community and Stakeholder Engagement Plan** includes information disclosure and awareness on the project's regular activities, its operational needs, specific information on energy consumption, impact management and on ways the local community can interact with the project more informally or participate in ongoing impact monitoring programs. Ensure relevant communications action plans includes key messaging on energy and water consumption of the project. Ensure communications action plans include clear messaging on how the project will bring benefit to the local area, modified and updated regularly.	Rates of community grievance or complaint directed to energy or other local natural resource usage; progress reporting and outcomes of engagement activities, ongoing	Low
Public safety	Public site access may pose safety risk and risk damage to properties on site	Risk of injury or harm due to construction and operational activities to members of the public who currently can and do access the site area, as well as risk of damage or theft to property or equipment caused by existing public unrestricted access to the site area.	Moderate	The Project proponent to consider fencing and security systems of the entire site boundary. Modify fencing height depending on whether on the riverbank side or Channel Island Road side (discreet along the river, higher and more secure along the roadside). Install double leaf vehicle gate at the Channel Island Road entrance, any other site entrances as well as separate pedestrian gate. Ensure emergency exits are integrated with the fencing and gating design. Integrate public or visitor carpark in site layout design. Ensure signage at key meeting points and intersections (e.g. where site access intersects with public roads) to minimise entry of unauthorised vehicles onto the site. Ensure key messages related to public safety, site accessibility and security are included in communications action plans. Ensure responses through the Community Grievance Mechanism is consistent and accessible. Consider front gate sign-in system and security guard or automated security system, licence plate recognition, boom gates, and so forth, to manage inflow of public onto site.	Rates of unauthorised access and incidence of public safety related to the users and accessibility of the site Rates of unauthorised access and incidence of public safety or crime related to the users and accessibility of the site	Low
Amenity	Project will cause increased light, noise and vibration due to use of heavy machinery on site, increase in built infrastructure across the mostly natural local landscape, changing the visual appearance of the riverside	Aesthetic distaste for regular local road-users and nearby residents, especially due to visual night glow and visual presence from popular boat ramp, may lead to public perception that the 24/7 nature of the operation is unsuited to the local area being nearby protected marine environments and growing residential areas. Localised noise pollution and nuisance for nearby residents (including along frequented transportation routes).	Moderate	The Project proponent to consider light and visual impacts on local communities, particularly Bellamack residents and Elizabeth River recreational users, as well as the implications for the predominantly natural local landscape, when finalising site layout and design. Consider moving 'the stacks' further away from the riverside site boundary Consider use of landscaping and/or retaining mangroves to limit visual impact from Elizabeth River Consider using sensor lighting to reduce visual glow, especially after dark; reduce lighting as much as possible after dark. The Project proponent to ensure **Construction Management Plan** and **Noise Management Plan** is developed and publicised prior to commencement of construction.	Outcomes of engagement and stakeholder feedback including results and findings over time from grievances; light and visual amenity monitoring over time Outcomes of engagement over time; noise monitoring results over time; rates of noise-related grievance and complaint from the public, especially monitor	Low

Aspect	Project Activity	Description of Impact	Risk Rating Pre-Mitigation	Mitigation or Enhancement Measure	Performance Indicators	Residual Risk Rating
				Ensure it is managed in accordance with NRETAS 2011. Ensure it is developed in line with findings of Noise and Vibration Study. Consider scheduling noise-generating construction and operational activities during day time hours, with public notice provided for particularly noise-generating activities. Ensure Construction Management Plan and disclosure of Plan related to noise is coordinated with Community and Stakeholder Engagement Plan, associated communications action plans and strategies and Community Grievance Mechanism. Consider means to mitigate dust-related issues along transportation routes outside site local area, as applicable. The Project proponent to be proactive in ensuring the site layout and design has considered and where feasible, has integrated, local issues and community concerns.	feedback received from sensitive receiver groups (if any) Outcomes of engagement over time; dust mitigation results over time; rates of dust-related grievance and complaint from the public, especially monitor feedback received from sensitive receiver groups	
Cohesion, capital and resilience	General project construction activities and long-term presence of the project	Lived experiences of local Bellamack and Virginia residents, in the context of Middle Arm Industrial Precinct plans and development of other nearby LNG projects, who may develop distaste to increasing industrialisation of their local residential area and perceived disregard for nearby natural environments, and therefore have preconceived negative attitudes toward the project, based on fears it will affect the cohesion of their local community, and their ability to protect important natural sites nearby.	Moderate	Ensure that sensitive receiver groups and users of the boat ramp have been consistently engaged and targeted in the Community and Stakeholder Engagement Plan, and related communications action plans and strategies and Community Grievance Mechanism**,** so that local communities are informed of measures being taken to mitigate all localised impacts and related implications on community cohesion. Ensure community groups have ample opportunity to voice concern and have participated in the project's development and planning throughout.	Outcomes of engagement over time; dust mitigation results over time; rates of grievance and complaint from the public, especially monitor feedback received from sensitive receiver groups	Low

4.1 COMMITMENTS REGISTER

#	Commitment	Timeline
1	Develop an **Employment Strategy and Local Recruitment Policy** that: • Ensures strategies are in place to prioritise local recruitment for all job grades; • Ensures interstate worker requirements are kept to a minimum; and • Provides on-the-job training schemes to fill workforce requirements if full skillset is not available locally.	Prior to commencement of Project.
2	Develop **skills development schemes** and **external training partnerships** such as: • Apprenticeships; • Student scholarship programs; and • Sponsorship of skills development initiatives across Greater Darwin.	Throughout duration of Project but particularly during construction and the first five years of operations.
3	Develop a **Community and Stakeholder Engagement Plan** that aims to manage and implement communications and engagement to proactively disseminate Project information, consult with stakeholders at key stages, identify and respond to issues and concerns, and continuously evaluate the effectiveness of the engagement approach to increase its effectiveness over the preconstruction, construction and operational phases. The plan should aim to consistently inform the community and other key project stakeholders about project details, updates and news, management controls, monitoring and corrective actions, and how the public can interact with the environmental monitoring and management.	Prior to commencement of Project and
4	Develop a **Local Content Plan** with project-phase based action plans that identify the project's ongoing external procurement and supply chain requirements, baseline local market assessment, areas for opportunity and specific priorities for the construction phase. The Local Content Plan is to: • Prioritise business partnerships with local industry groups, service providers, producers or suppliers; and • Include 'transitioning out' plans in the context of project closure, with the aim of ensuring the sustainable futures of the local businesses.	Prior to commencement of construction.
5	Establish of a L**ocal Content Working Group** to assist in managing progress and outcomes of the local business partnerships. The working group should be representative in membership including project personnel, local businesses and suppliers, service providers, local and territory governments, unions, community representatives.	Prior to commencement of construction.
6	Maintain public access to the Elizabeth River Boat Ramp at all times.	At all times, throughout construction and operation of the Project.
7	Develop and introduce **Employee Code of Conduct**, including contractors, which dictates regular drug and alcohol testing while on FIFO rotation and shift, other intoxication avoidance mechanisms, internal awareness programmes on community development and company social programs, internal grievance procedures, disciplinary procedures.	Prior to commencement of Project.
8	Establish a **Community Grievance Mechanism** that enables community members or other stakeholders to register their concerns about the Project. Information about how the issue will be addressed and timelines for resolution should be outlined to participatory members.	Prior to commencement of Project and implemented throughout all phases of project.
9	Develop and implement **Supply Chain Management Plan** to be inclusive of supply chain monitoring mechanisms, evaluation and reporting. The plan should cover wide range of transportation and supply chain matters, including: • Public safety along transportation routes; • Managing third party personnel conduct while at work; • Environmental management in the case of accident or spillage; • Ensuring fair working conditions for all personnel including access to internal grievance mechanisms; and	Prior to commencement of construction.

	• Consideration of requirements related to the Modern Slavery Act (2018) and UN Global Compact frameworks.	
10	Develop and implement a **Traffic Management Plan** that ensures: • Traffic management complies with local and state road authority requirements; • Traffic management considers local road peak-hour volume and road works; • The safety of Project personnel and all other road users; and • Scheduling of trains to coincide with times of low density road traffic where possible.	Prior to commencement of construction.
11	Develop an **Environmental Management System** which includes an **Emergency Response Plan** and ensure they are both active with a public disclosure component. The plans should detail educational information on what the hazardous materials are, why they are required, how the natural environment may be affected, how the proponent will manage their responsible transport, usage and disposal	Prior to commencement of construction.
12	Develop a **Construction Management Plan and a Noise Management Plan**. TNG is to: • Ensure it is managed in accordance with NRETAS 2011; • Ensure it is developed in line with findings of Noise and Vibration Study; • Consider scheduling noise-generating construction and operational activities during day time hours, with public notice provided for particularly noise-generating activities; • Ensure Construction Management Plan and disclosure of Plan related to noise is coordinated with Community and Stakeholder Engagement Plan, associated communications action plans and strategies and Community Grievance Mechanism; and • Consider means to mitigate dust-related issues along transportation routes outside site local area, as applicable.	Prior to commencement of construction.
13	All excavated soil is to be utilised in its area of origin and none of it is to be removed off-site.	Whenever soil from the Site is excavated, particularly during construction.

5 MONITORING AND REPORTING

5.1 IMPLEMENTATION

TNG is directly responsible for the implementation and management of most of the actions outlined in the ESIMP. The remaining actions will be Project requirements of one or more of the contractors. Contractors will incorporate relevant items from the ESIMP commitments tables into their own execution plans and reporting regimes.

TNG will oversee compliance and assurance of the ESIMP via Project compliance management systems. The Project employs a Senior Adviser to oversee implementation of the ESIMP and an internal ESIMP Working Group meets at key stages to review implementation progress and outcomes. An internal Community Relations Working Group (CRWG) meets regularly to manage public information and community issues during construction and operation. Establishment of a local content working group that is made up of local business and suppliers, Local and Territory governments, community members and is consulted monthly.

5.2 MONITORING

A monitoring, evaluation, review and improvement (**MERI**) plan is to be developed in order to provide the mechanism to review and monitor social impacts associated with the Project. The MERI plan will also provide an avenue for adaptive management where emerging issues are identified. The MERI will provide a framework for collection of data relating to social impacts. This data will be evaluated and reviewed annually with a view to adjusting activities or expectations where necessary. This adaptive management approach will enable TNG to continually improve their approach to addressing social and economic impacts of the Project.

Performance indicators will be selected for each impact in order to measure and monitor social and economic change over time. The plan will also detail the data required to be collected for each impact, frequency of data collection and threshold criteria where intervention will be required. The thresholds are set to address shortcomings in the achievement of targets. Interventions are measures to get the activities and commitments of the ESIMP back on track.

5.3 REPORTING

TNG will undertake annual reporting in accordance with its statutory requirements under Commonwealth and NT jurisdictions. The annual report will include a report card summarising the progression towards and/or success in meeting each of the 13 commitments that appear in the ESIMP for as long as they remain relevant through the Project lifespan. The annual report will also detail any new or emerging social or economic impacts as they arise.

6 REVIEW AND IMPROVEMENT

Review of the 13 commitments of the ESIMP will be undertaken in conjunction with annual reporting. The ESIMP will be updated as required after each annual review to continuously improve the functionality and effectiveness of the plan.

7 COMMUNICATIONS STRATEGY

Stakeholder consultation will be continuous throughout the Project life. Objectives of ongoing consultation include:

- Keeping community members, groups and nearby land users up to date on Project progress and any changes;
- Addressing any complaints or grievances that are raised during Project construction and operations;
- Ensuring Government departments are kept up to date with any Project changes or issues that may arise, including updating approval documents if required;
- Ensuring closure planning is informed by key stakeholders and that all relevant stakeholders have agreed to the proposed end land uses;
- Identifying whether any infrastructure will be retained for end land users and ensuring appropriate approvals and transfer agreements are in place; and
- Ensuring all completion criteria have been met to the satisfaction of Government Regulators.

Potential methods of consultation employed by TNG throughout the operational life of the Project are identified in Table 7-1.

Table 7-1: Ongoing Stakeholder Communication Strategy

Method	Target Stakeholder	Purpose
EIS Public Comment Period	All Stakeholders	• Detail Project description, impact assessment and proposed mitigating measures • Provide an opportunity for all stakeholder to comment on Project aspects prior to approval. • Provide TNG an insight into areas of concern and mitigate those wherever possible.
Media Releases	All Stakeholders	• Increase awareness of the Project. • Provide company contact details for feedback. • Provide Project updates to stakeholders.
Company Website	All Stakeholders	• Provide a mechanism for stakeholders to contact TNG with any comments or concerns regarding the Project. • Present Project updates for interested stakeholders throughout the life of the Project.
Lodgement of Approval Documents	Government Departments	• Inform Government departments of Project activities, alterations, impacts and mitigating measures through a range of approval, license and permit applications.
Committee Participation	Government Departments Industry Representatives Community Members	• Inform key stakeholders about Project activities • Provide and receive input into aspects of the surrounding environmental, commercial and social contexts associated with the Project. • Provide an opportunity to develop mutually beneficial relationships with key stakeholders.
Complaints and Grievance Protocols	Community Members	• Develop a mechanism for community members to inform TNG regarding issues/impacts arising from Project activities. • Allow TNG an opportunity to understand implications of Project activities on stakeholders and implement mitigating measures to eliminate or reduce impacts.
Ad-hoc Liaison	Government Departments Members of Parliament Industry Representatives Community Groups	• Undertake ad-hoc liaison as required to inform stakeholders and discuss Project aspects throughout operations, as the need arises. • Build long-term relationships with key stakeholders.
Annual Reporting	Government Departments Community Members Shareholders	• Inform stakeholders regarding company performance against requirements.

Method	Target Stakeholder	Purpose
		• Detail activities undertaken within the reporting year and provide information on proposed activities for the coming period.

8 REFERENCES

Elton Consulting 2019, *Darwin TIVAN Processing Facility Socio-Economic Impact Assessment,* 29 September 2019.

Vanclay, F, Esteves, AM, Aucamp, I & Franks, D 2015, 'Social Impact Assessment: Guidance for Assessing and Managing the Social Impacts of Projects'', *Fargo ND: International Association for Impact Assessment*.