



Phase 3 Development Project

Social Impact Assessment

September 2011

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Glossary

Term	Definition	Term	Definition
AAPA	Aboriginal Areas Protection Authority	MAWA	Mawurli and Wirriwangkuma Aboriginal Association
ABS	Australian Bureau of Statistics	MCA	Minerals Council of Australia
BARC	Borroloola Amateur Race Club	MRM	McArthur River Mining
CDEP	Community Development Employment Projects	NAIDOC	National Aboriginal and Islander Day Observance Committee
CGC	Community Government Council	NT	Northern Territory
CRG	Community Reference Group	NTCR	Northern Territory controlled road
DET	Northern Territory Government Department of Education and Training	OEF	Overburden Emplacement Facility
DIDO	Drive-in drive-out	SEP	Stakeholder Engagement Plan
DSEWPC	Australian Government Department of Sustainability, Environment, Water, Population and Communities	SIA	Social Impact Assessment
EIS	Environmental Impact Statement	SLA	Strategic Land Area
FIFO	Fly-in fly-out	The Project	The proposed MRM Phase 3 Development Project
IAP2	International Association for Public Participation	TSF	Tailings Storage Facility
LIP	Local Implementation Plan	VET	Vocational Education and Training

1 Introduction

This Social Impact Assessment (SIA) assesses the social and community characteristics of the proposed Phase 3 Development Project (the Project) of the McArthur River Mine (MRM) and the likely associated benefits and impacts of its implementation.

This report follows industry best practice as described by the Minerals Council of Australia (MCA) in its *Socioeconomic Benefits and Impacts: an assessment and planning toolkit*, available on their website <www.minerals.org.au>.

Findings in this report build on earlier reports commissioned by MRM into the existing cultural and socio-economic environment surrounding MRM. In particular, an independent review undertaken by Charles Darwin University in 2003, which was used as material to support MRM's 2005 EIS (MRM, 2005) that assessed the environmental and social impacts of converting the mine from an underground to an open pit operation.

Additional data has been sourced to capture the social and economic progression from this period, including quantitative data from the Australian Bureau of Statistics (ABS) 2006 Census (ABS 2006), the *NT Growth Towns initiative draft Borroloola Local Implementation Plan* (LIP) (NT Government et al., 2011), together with qualitative data retrieved through an extensive community consultation program as outlined in Appendix 1.

1.1 Objective

The MCA suggests an SIA must not be limited to identifying the potential risks and impacts of a proposed project, but must investigate a broader focus to identify potential benefits and opportunities. The risk of focusing on the narrow definition of 'risk and impact' alone can often mean a community's needs and aspirations are overlooked, together with their participation in the planning process, and, as a consequence, the potential of a project becoming a catalyst for improved socioeconomic activity is lost.

The objective of this SIA is to identify and analyse intended and unintended social consequences, both positive and negative, of the proposed Project and any social change processes invoked by it, together with how these may affect the future vision of the area.

These consequences or impacts can be broadly categorised as:

- People's way of life – how they live, work, play and interact with one and other
- People's culture – shared beliefs, customs, values and language or dialect
- Community – its cohesion, stability, character, services and facilities
- Political systems – the extent to which people are able to contribute to decision which may affect their lives
- Local environments – the quality of air and water people use, the availability and quality of food, the level of hazard, dust and noise exposure, adequacy of sanitation, physical safety, access and control over resources
- Health and well-being – physical, mental, social and spiritual well being
- Personal and property rights – whether people are economically affected, or experience personal disadvantage, or civil liberties are violated
- Fears and aspirations – perceptions of safety, fears about the future of the community, aspirations for the future and the future of the children.

Within the context of the EIS for the Project, the SIA will particularly focus on the social, environment, development needs, priorities and concerns arising from the potential mine development scenario.

1.2 Methodology

This SIA has followed a four-step approach, using the MCA guidelines as a basis for undertaking consultation, research and developing this document.

1.2.1 Situation Analysis – Where are we now?

This assesses the current local area situation.

Stakeholder identification and analysis has been based on:

- Stakeholder and issues workshoping with MRM employees and representatives to capture the established relationships and networks within the community maintained by MRM.
- MRM stakeholder materiality assessment in *Xstrata Zinc Sustainable Development Standard 12 Guidelines for Stakeholder Engagement 20-11* (Xstrata Zinc, 2011).
- Results of the *MRM 360 Degree Stakeholder Survey 2010*.
- MRM Community Benefits Trust consultation activities for Annual Plan development (MRM Community Benefits Trust, 2007 - 2010).

A range of data has been collected including:

- Quantitative data taken from 2005 MRM Draft EIS (URS 2005), ABS 2006 Census results (ABS 2006), *NT Growth Towns initiative draft Borroloola LIP* (NT Government et al., 2011), Roper Gulf Shire Council Strategic Plan 2010 – 2013 (Roper Gulf Shire Council, 2010), and other sources including organisational charters, studies and reports.
- Qualitative data taken from community and stakeholder consultation conducted between March and August 2011 about the Project.
- Information about MRM's contributions to the community and the region since MRM's 2005 EIS was submitted and subsequent work completed to convert the mine from underground to open pit operations.

The results of these studies have been documented in this report and include a discussion on and analysis of the community profile, key economic information and the proposed Project's socioeconomic benefits, opportunities and potential impacts.

1.2.2 Understanding Expectations – Where does the Community want to be?

This step involved identification and assessment of key stakeholder and community drivers and expectations specific to the Project. It looks at objectives set by the community as to 'where they want to be'.

This information will be used to determine how best to meet these expectations through the successful mitigation and / or management of impacts and issues identified, and exploration of the benefits and / or opportunities raised.

This information has been collected using an equitable, all-inclusive, comprehensive approach to undertake a series of in-depth key stakeholder and community consultation tactics specifically focusing on the Project.

1.2.3 Consultation

This section provides a summary of the consultation activities to date. This process involved the development and implementation of strategies to ensure identified key stakeholders and the local community were effectively engaged on the Project in a range of forums where their specific issues, concerns, questions and comments were addressed. These strategies draw from the International Association of Public Participation (IAP2) Spectrum of *inform*, *consult*, *involve*, *collaborate*, and *empower* and are summarised as follows.

Inform

The *inform* stage saw key stakeholders and the community provided with information advising of MRM's intention to conduct an environmental assessment for the Project and provided a variety of appropriate channels to receive information, including meetings in Darwin, Borroloola and Robinson River, meetings of the MRM Community Reference Group, four site visits to MRM, presentations to community organisations, one on one briefings, preparation of factsheets on specific topics, and internet communication.

This activity occurred during March at the announcement of the project, coincided with the consultation phase to provide supporting communication tools and will continue in post EIS lodgement when a community engagement program will advise on the outcomes of the SIA and the proposed strategies to mitigate or maximise issues and opportunities raised.

Consult

The principles behind the consultation process were that it was to be comprehensive, equitable in its reach, all-inclusive, thorough and detailed in its reporting.

It involved systematically working with key stakeholders and community members to gain their participation in the engagement process. This process was conducted in July and August 2011.

The *consult* phase has reached 293 people through personal meetings and focus group discussion.

All stakeholders were identified and classified according to their level of interest and influence on the Project, and consultation was designed around the results of this analysis.

The nature of the consultation took into account a number of external influences and considered a number of factors to ensure an effective methodology. These included:

- Inclusiveness – ensuring all stakeholders had a chance to 'have their say'. This was achieved by conducting consultation one-on-one or in small, focus group-style scenarios where discussion, involvement and questions were encouraged and recorded.
- Literacy levels – ensuring all written consultation materials (such as factsheets) were written in plain English to encourage interest and ensure understanding.

- Cultural obligations – ensuring the consultation process took into account the various cultural activities and obligations the Indigenous members of the target communities have. These included participation in National Aborigines and Islanders Day Observance Committee (NAIDOC) Week celebrations, attending to women’s business and sorry business.
- Cultural sensitivity – demonstrating respect for the Indigenous culture and encouraging consultation involvement.

The consultation report (Appendix 1) provides an overview of the consultation process undertaken to date, together with a detailed assessment of consultation results. A stakeholder matrix was developed, which included an analysis of both community and government stakeholders to be consulted. (Appendix 5 within the Consultation Report contains a list of all stakeholders consulted).

Both community and government stakeholders played a key role in the consultation process, providing valuable input into the EIS development. Specifically, the role of community was to identify and provide feedback on their issues and areas of concern together with areas of benefit and opportunity in relation to the proposed Project. Government stakeholders participated in the consultation process and highlighted areas of concern or benefit from a local, NT and national standing.

The information received during the consultation process has been methodically captured and recorded. The analysis of this feedback has identified the key areas of concern and impact for the stakeholders, together with those areas identified as opportunities or benefits for their communities. The assessment of this information was shared on a regular basis with members of the wider EIS Project team and as appropriate, contributed to the Project’s design. Feedback has informed the assessment of potential Project impacts and benefits across all EIS study areas. This level of influence demonstrates strict adherence to the IAP2 guidelines.

Involve and Collaborate

The *involve* and *collaborate* phase of consultation draws on an established network of community leaders to confirm the issues, concerns, questions and comments raised through the consultation process and test strategies to mitigate, manage or implement them.

Overall, this two-way process of consultation is a continuation of the engagement approach currently in place at MRM, where feedback and involvement from community and key stakeholders is welcomed and encouraged.

1.2.4 Monitor, Review and Evaluation Phase

This phase considers the Project against the baseline community conditions in order to assess the potential social impacts, benefits and opportunities. Included at Section 5 are a range of potential mitigation and enhancement strategies. This assessment informed the development of the Stakeholder Engagement Plan (SEP) and will guide ongoing consultation, management decisions and actions.

The SEP will build upon the SIA by identifying the key areas that will be the focus of social management for the Project. A framework will be established to support the monitoring of social impacts and the effectiveness of mitigation strategies, while objectives will be clearly documented as areas of opportunity. Key performance indicators will be agreed, and a process for revising management strategies, where required, will be developed. Annual Mine Management Plans and associated operating budgets will provide resource allocations and constructive short-term plans to implement the SEP actions.

The SEP is a dynamic document that will be reviewed on an annual basis to ensure unexpected or new impacts are assessed and managed, while emerging opportunities are maximised.

Introduction

Xstrata Zinc's Sustainable Development Framework, specifically *Standard 12 – Guidelines for Stakeholder Engagement*, was also referenced during this consultation period, and provides a framework for stakeholder engagement planning and implementation.

Community consultation and engagement will continue as part of ongoing MRM operations. Communication channels will include the continued operation of the MRM hotline and Project email address, together with the development and production of written materials (such as fact sheets and community newsletters) to ensure stakeholders and community members continue to be kept informed of mine progress, news and general information. The continued use of the MRM office in the town of Borroloola will ensure access to MRM representatives is made easy for locals, and the communication exchange continues. The MRM Community Reference Group (CRG) will continue to play a key role in the collaboration phase, and will be a valuable communication tool.

2 Situation Analysis

2.1 Stakeholder Identification and Analysis

As part of the SIA process, stakeholders were identified and classified according to their interest in and influence on the proposed project as defined by the MCA and Xstrata Zinc guidelines.

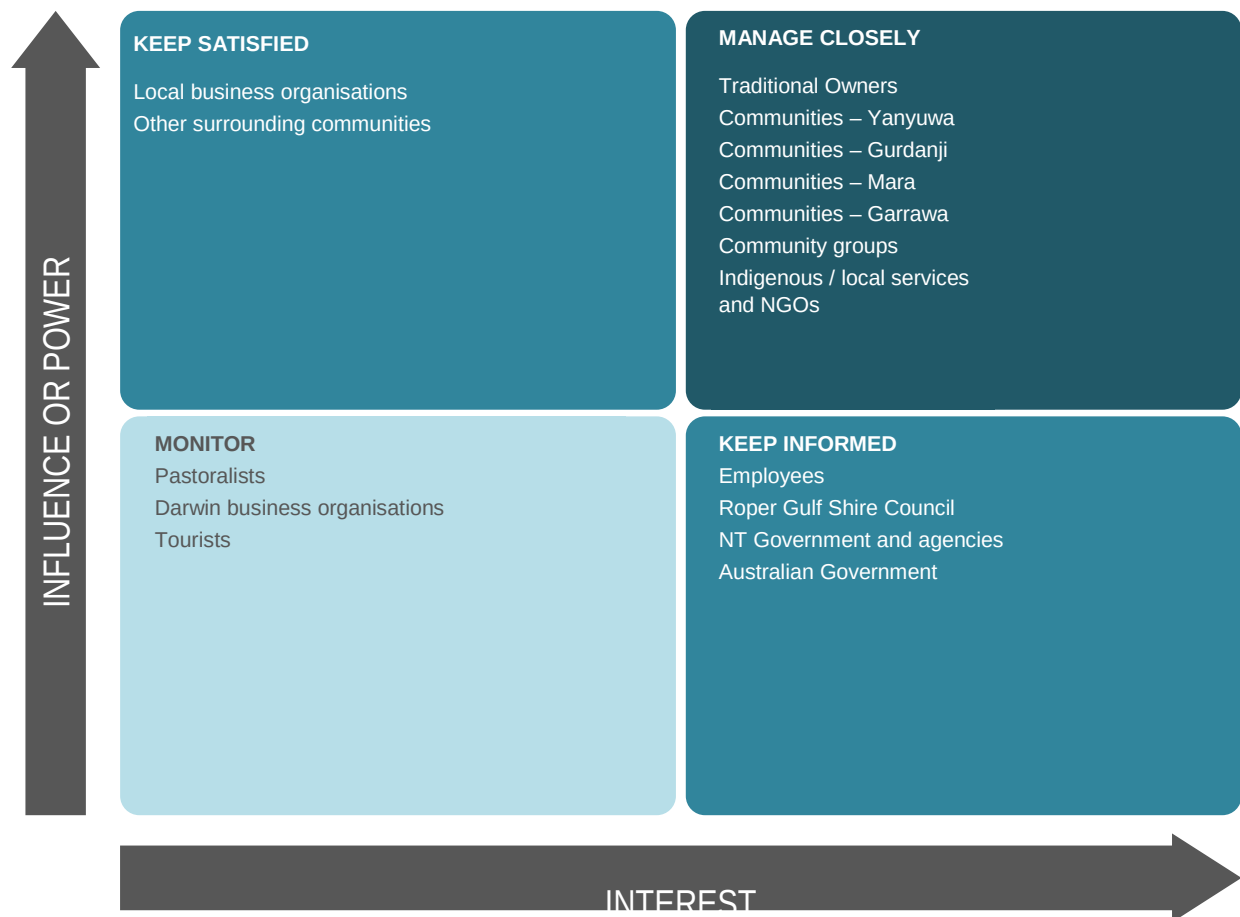
The following figure (Figure 1) provides detail on the classification of each stakeholder according to the MCA guidelines. Stakeholders and community members were assessed according to their influence or power and interest, which determines the level of communication appropriate.

For example, the Gurdanji community has been identified as having high power and interest in the proposed project, meaning this group has been classified in the *manage closely* quadrant. For the communication and consultation process, this classification means this particular group needs to receive high levels of communication and contact to ensure their understanding and encourage their involvement. By comparison, Darwin business organisations have been identified as having low power and interest in the proposed project, meaning this group has been classified in the *monitor* quadrant. For the communication and consultation process, this classification means this particular group requires the minimum amount of consultation on the proposed project.

It is important to note that while some stakeholders have been classified in the *monitor* quadrant, this does not mean these stakeholders are ignored or exempt from the communication process. It simply means consultation and communication with these groups is significantly less compared to those stakeholders captured in the *manage closely*, *keep satisfied* or *keep informed* quadrants.

Situation Analysis

Figure 1: Stakeholder Classifications



All stakeholders were identified and classified according to the following steps:

1. Identify stakeholder groups
2. Identification criteria to ensure no stakeholder groups are missed:
 - Responsibility: The people for which the operation is responsible for (employees, etc.).
 - Influence: Stakeholders with influence or decision-making power (authorities, shareholders, pressure groups).
 - Proximity: Stakeholders who interact most with the operation (employees, contractors, local communities, business partners, local suppliers, local infrastructure providers).
 - Dependency: Stakeholders directly or indirectly dependent on Xstrata Zinc (only employer or sole purchaser in remote area); or dependent on Xstrata Zinc for other issues such as school, hospital, water, electricity supply, etc.
 - Representation: Stakeholders that can claim to represent a constituency (MPs, NGOs, union, community leaders, and special interest groups).

Situation Analysis

- Strategy intent: Stakeholders addressed directly or indirectly through Xstrata Zinc policies or value statements (consumers, communities) or provision of early warning on emerging issues (e.g. activists, academia, blogs).

After the identification, every stakeholder was assessed by rating their power over and influence on the proposed project. As a result of the assessment, the stakeholder groups were ranked in terms of communication levels required. Rankings included:

1. Manage closely
2. Keep satisfied
3. Keep informed
4. Monitor.

Stakeholders classified as 'Manage closely' required more resources directed at engaging and consulting with them than 'Monitor' stakeholders. However, it is to be highlighted that any stakeholder has the potential to move from one classification to the other, therefore, flexibility and constant review of stakeholder classifications is essential.

To ensure a robust process, stakeholders were assessed and managed early, and regularly reviewed to define the priorities and effectiveness of the stakeholder engagement and consultation program. The process ensured vulnerable or voiceless stakeholders were included. Such stakeholders may not have received the high level engagement as others, but they were included in the process.

The constraints of every stakeholder were identified – this may be due to capacity (e.g.: time, money, access to IT) or to competency (e.g.: language, expertise) constraints. These constraints were identified when developing the consultation tactics.

2.2 Community Baseline

The baseline provides a snapshot of the community as it stands today. This section draws on data collected in the ABS 2006 Census relating to the Gulf Strategic Land Area (SLA) and Borroloola Community Government Council (CGC) SLA*.

The Project is located in the Roper Gulf area of the NT, approximately 60 km south-west of the township of Borroloola. For the purpose of this SIA, the Project's area of influence has been defined as the whole Gulf SLA, with a particular focus on the community of Borroloola. Other communities of interest include the smaller Indigenous outstations surrounding Borroloola as well as King Ash Bay, Robinson River and the Sir Edward Pellew Islands.

The Gulf SLA is defined by the ABS as covering 60,513.8 km² extending from Limmen in the north-east to the Queensland border to the east, and about 100-200 km inland. The Borroloola CGC SLA is located approximately in the centre of the Gulf SLA, however is not part of the Gulf SLA from a statistical perspective. The township of Borroloola is located on the McArthur River, approximately 50 km upstream from the Gulf of Carpentaria and covers an area of around 12.6 km².

* Note: The Borroloola Community Government Council was the governing body in the region when the last reported census was conducted and released in 2006. The region has, since 2009, been governed by the Roper Gulf Shire Council following a local government redistribution by the NT Government.

2.2.1 Demographic Factors

a. Services and Facilities

The Gulf Region is sparsely settled and minimally served by urban centres. There are two gazetted towns in the region:

- Borroloola, which is the main service centre
- The designated town of Pellew on Centre Island off the mouth of the McArthur River, which has been identified for future port development.

Other communities within the range of influence of MRM include King Ash Bay, Robinson River and a number of smaller Indigenous outstations or homelands.

Borroloola

Borroloola is an open town located approximately 972 km south-east from Darwin, 655 km south-east of Katherine and 940 km north-west of Mount Isa in Queensland (Google et al., 2011). The town is surrounded by Aboriginal Freehold Land and the population of 773 is approximately 75% Indigenous (ABS, 2006). Within this area, housing developments or camps accommodate the four main Indigenous language groups whose country comprises the Gulf SLA, which are Yanyuwa, Garawa, Mara and Gurdanji.

Aerial of the township of Borroloola



Up until 1870, the area was largely isolated from European Australian settlement and was home to a number of Indigenous tribes. Borroloola carries a strong Indigenous history, with the majority of the population identifying as Indigenous in the ABS 2006 Census (ABS, 2006).

European settlement of the present site of Borroloola began 30 years after Ludwig Leichhardt first sighted the area in 1845. Originally settled by pastoralists, by 1887 the town had grown to include a courthouse, police stations, two hotels, a butcher's shop and a general store (*The Sydney Morning Herald*, 2004)

Situation Analysis

Borrooloola is now a significant service centre for the surrounding cattle stations, in addition to MRM. Tourism is also an important aspect of the area, centring on natural features and outdoor activities including fishing, four-wheel driving and bush walking.

Pastoral homesteads, motels and camp grounds, and the MRM accommodation facilities represent other principal population centres. The non-Indigenous population in the area is primarily concentrated in Borrooloola and scattered pastoral homesteads, and around other minor enterprises (fishing, tourism, etc).

There are also approximately 26 outstations surrounding Borrooloola. An outstation (or homeland) provides the opportunity for Indigenous people in the NT to live on their traditional land, maintaining their cultural heritage (NT Government, 2011). It is defined as a 'piece of land (big or small) belonging to Indigenous people (most commonly in family groups) and where they live' (Mabunji Aboriginal Resource Association Inc., 2010). Residents of these outstations travel to Borrooloola to access services.

Outstations are located at varying distances from Borrooloola, with the furthest outstation relying on Borrooloola's services estimated to be around 260 km away.

The local outstations incorporate areas that were previous pastoral leases, together with island communities on the Sir Edward Pellew Islands.

Outstations are as follows:

- | | | |
|------------------|------------------|----------------|
| • Bauhinia Downs | • Yathunga | • Garangjiny |
| • Ijari | • Babungi | • Mooloowa |
| • Numultja | • Millibunthurra | • Wathunga |
| • Balbarini | • Wada Wadala | • Uguie |
| • Jungalina | • Yameeri | • Goolminyini |
| • Sandridge | • Cow Lagoon | • Mumathumburu |
| • Wurlbu | • Minyalini | • Webe Point |
| • Black Craggy | • Wada Warra | • Yungurie |
| • Wanda Ngula | • Yulbara | |

Source: Mabunji Aboriginal Resource Association Inc., 2010

Borrooloola has been designated by the NT Government as a 'Growth Town' under its *Working Future Policy* (NT Government, 2011). This means it is targeted by the NT Government as one of the Territory's strategically placed remote communities to become a properly planned and designed town providing services and infrastructure equivalent to those available in similarly sized Australian country towns. Borrooloola, through the *Growth Towns* initiative, will be the focus of regional service, building, facilities and infrastructure development.

King Ash Bay

The King Ash Bay fishing centre, located approximately 52 km north of Borrooloola, is increasingly popular with tourists, particularly retired and semi-retired people. In the off-season, it is a small centre, consisting of caravan parks, camping grounds and a shop, with a few permanent residents maintaining it year-round. However, in the high-season it has a population of up to 1,000 residents and a significant tourism population which was last tracked in 2007 when around 13,000 visitors recorded around 40,000 visitor nights.

Situation Analysis

Robinson River

A small, remote Aboriginal community of about 250 people, Robinson River is inaccessible for part of the year due to the intensive wet season. Located in the NT near the Queensland border, the community is around 150 km east of Borroloola. Robinson River was a cattle station until it was handed back to Traditional Owners in 1992.

Infrastructure

Roads

The NT Department of Lands and Planning manages the road networks in the Northern Territory. Roads are maintained by the Department of Construction and Infrastructure which provides capital works, minor new works, repairs and maintenance services. (For more information on Transport, see Chapter 8)

The Carpentaria Highway is the main access road to Borroloola. It is an NT controlled road and connects Borroloola with destinations to the east and west. It is a sealed, 6.8 m-7.4 m wide, two-way highway with one lane in each direction. The maximum posted speed limit is 110 km/hr.

It should be noted that during recent site inspections conducted by Halcrow (Road Impact Assessment 2011), the condition of the existing road carriageway included water damage, uneven surfaces and pot holes. Currently, there are no proposed road upgrades for the Carpentaria Highway as per the NT Government's Department of Construction and Infrastructure *Construction Snapshot* dated March 2011 (NT Government, 2011).



Old Bing Bong Road is a NT controlled road connecting Borroloola and Bing Bong. It is a sealed, 6 m wide, two-way road with one lane in each direction. The maximum speed limit is 110km/hr. (Halcrow, 2011). Again, there are no proposed road upgrades for Old Bing Bong Road as per the NT Government's Department of Construction and Infrastructure *Construction Snapshot* (NT Government, 2011).

The Halcrow investigations did identify a number of road safety deficiencies on the Carpentaria Highway between MRM and Bing Bong. These included:

Situation Analysis

- water damage and pot holes on sections on the roadway, which are a safety hazard to both light and heavy vehicles
- uneven surfaces and incorrect cambers, which have been reported to cause road train trailers to swing both off-road and into the opposing carriageway
- narrow sections of road (particularly on causeways), where road train operators have reported that there is a potential for road trains to rollover if the vehicle accidentally leaves the paved carriageway.

These deficiencies will need to be further investigated and rectified to cater for existing traffic, regardless of whether the Project proceeds.

The McArthur River Bridge has offset the significant transportation difficulties facing the community during the wet season. The bridge is elevated 5.8 m above the existing causeway and includes a 9 m carriageway, 6 m gravel approach lanes and a 220 m-long pedestrian walkway. Previously Borrooloola's road access to the east was across the McArthur River by means of a causeway barely higher than the average river height and just wide enough for one vehicle. MRM actively lobbied the Australian and NT Governments on behalf of the Borrooloola community to have the bridge upgraded. Work was completed and the bridge officially opened in 2011.

MRM has regularly invested in upgrading a section of Mule Creek Road despite this road not being one used by the mine. This was a direct response to community concerns about the condition of the road after rain.

During consultation, major concerns were prevalent across the region relating to poor road conditions resulting from general traffic, truck traffic, the wet season and a low level of maintenance. Many felt roads were in need of significant repair.

'The only thing that worries me is the roads and allocation from Main Roads for maintenance. The wet season impact.'

Taken from meeting with Borrooloola Police held on 19 July 2011.

'The roads need to be fixed, the highway.'

Taken from meeting with Safe House held on 20 July 2011.

Air

There are several licensed airstrips in the Gulf Region servicing major centres. Additionally, there are many airstrips on private land. Although these airstrips meet basic standards, they are not inspected by aviation authorities, and there is no official listing of their location. However, these minor airstrips provide a valuable network connecting pastoral homesteads and Indigenous communities to regional centres, especially during the wet season when many roads become impassable. There is an aerodrome with refuelling facilities at Borrooloola, however this is no longer a registered airstrip. Private flights can still land at the airstrip however, lighting is only available for air evacuations.

MRM improved the level of air service to Borrooloola and the wider Gulf Region by funding an \$8 million upgrade of the MRM airport and runway. These works saw the airstrip upgraded to such a level that it is more accessible for a wider range of aircraft, including military aircraft and charter jets. The MRM facility is a resource for the region and is used for defence and commercial air travel, as well as medical evacuations, charters and refuelling.

Public transport

Through the *NT Integrated Regional Transport Strategy - Transport for Our Regions* program, \$3.1 million was provided to support the provision of new passenger bus services to remote and regional communities on a trial basis over a two year period (NT Government, 2011).

Situation Analysis

As a part of this initiative, the NT Government is implementing nine new bus service trials meaning a total of 13 Territory Growth Towns, including Borroloola, will have access to bus services. Careful consideration was given to selecting areas where bus trials could be conducted. This included looking at road conditions and access along possible trial routes, the existing or future potential demand for services and the potential longer term viability and sustainability of services.

As part of the program, in mid-2011 the Bodhi Bus commenced a new passenger bus service trial with a return service each week from Katherine to Borroloola (via Mataranka, Lirrimah and Daly Waters).

Utilities

The Power and Water Corporation manages the water supply, sewerage and electricity to the study area. Water is supplied through community bores, with an average of 65 psi throughout the town (gravity fed). Interruptions to water supply are usually the result of equipment failure, electrical power outages and line breakages (Roper Gulf Shire Council, 2011).

Work to upgrade sewerage infrastructure in Borroloola began in May 2011, and includes the installation of a fully reticulated sewerage system to a significant portion of the community during the 2011 dry season. Work will include removal of the existing septic tanks due to their potential to overflow during extended wet seasons.

Electricity is provided through a fuel oil generator and is available 24 hours a day.

Telecommunications

In Borroloola, most locals use a mobile phone, with best coverage in the township and at MRM. There is no mobile phone coverage in King Ash Bay or Robinson River. Landlines are preferred for business use, with internet access unreliable during the wet season. Under the 'Towns Over 500' program, funding was provided to Telstra to improve mobile phone coverage to 131 towns in regional Australia which have populations of 500 or more – Borroloola was one of the identified towns (Australian Government Department of Communications, Information Technology and the Arts, 2008). This program was developed in response to concerns raised in the *Telecommunications Service Inquiry* about mobile phone coverage in regional areas. The rollout of new services was completed in September 2006. It should be noted that even with the new services, there are constant telecommunication issues for the township with mobile coverage at times being unreliable.

Recreational, Cultural, Leisure and Sporting Facilities and Activities

Recreational and cultural events play a role in the social fabric of Borroloola, King Ash Bay and Robinson River. There is importance placed on encouraging the participation of youth in cultural events such as NAIDOC Week and Boonu Boonu Festivals.

Despite general interest in cultural events, there remains a lack of recreational activities, facilities and infrastructure for young people. Consultation showed a high level of concern for this aspect in the region, with a number of stakeholders (particularly leaders of the Indigenous language groups) indicating they felt young people needed such facilities and services to help divert them from anti-social behaviour, such as drug and alcohol abuse.

Situation Analysis

'There are a lot of things we want for our young people.'

Taken from meeting with Safe House held on 20 July 2011.

'The (Borrooloola Swimming Pool) was a good thing; we would like more things for your young ones. If the mine could bring things for the children, it would be good. ... We would like a drop-in centre for teenagers. If we have our own hostel, another softball oval... At the moment we have basketball and netball together, what we need is our own basketball court. What we need is things like that for our young people in Borrooloola.'

Taken from meeting with Safe House held on 20 July 2011.

'(Young people) get home after high school, just fighting and getting on the grog. They need some motivation, they need something to do...'

Taken from meeting with Traditional Owner – Yanyuwa Group held on 29 July 2011.

Borrooloola Swimming Pool Complex

One of the most significant community infrastructure developments in Borrooloola in recent years was the \$2.1 million Borrooloola Swimming Pool Complex, officially opened in 2009. The complex features a 25 metre swimming pool, wading pool for small children and change room facilities servicing both the pool and soccer club. The pool's development was overseen by a community committee and project managed by MRM. Mine personnel provided project management services in order to generate cost efficiencies for the community and mine resources were provided for civil works with an in-kind value of approximately \$600,000. The facility is operated by the Roper Gulf Shire Council.



Children enjoying the Borrooloola Swimming Complex developed with project management and resource support from MRM

There remains significant potential to improve the use of the pool as a recreational centre and to promote swimming as part of a healthy lifestyle to youth. Borrooloola School and Wanula Creche have regular bookings at the pool supporting children attending these facilities to learn to swim.

Situation Analysis

Events

The Borroloola showgrounds and sports fields are grassed and lined with trees for year-round use. These grounds are used for a number of cultural and social events in the town throughout the year, including the annual Borroloola Show (June) and the Borroloola Rodeo (August).

In August each year, more than 1,000 people visit Borroloola to celebrate the annual Rodeo, an event managed by the Borroloola Amateur Race Club (BARC, 2011). King Ash Bay is a popular fishing spot for locals and tourists all year round. The King Ash Bay Fishing Club is a key destination for visiting anglers and hosts the annual Easter Barra Classic. This fishing competition attracts competitors from across Australia and includes family friendly entertainment over the weekend including dancing, music and cane toad races.

MRM is a strong supporter of both the Easter Barra Classic and Rodeo, contributing financially to both events on an annual basis since the mine's establishment in 1995.

From a cultural perspective, NAIDOC Week is celebrated in July each year, with a variety of community events and festivities to showcase the achievements and contributions of Indigenous people. The 2011 NAIDOC Week theme was *Change: the next step is ours* (NAIDOC, 2011) – encouraging seizing responsibility for the future, and recognising that making changes requires planning and taking action to make it happen.



Performers at the 2010 NAIDOC Week festivities in Borroloola

MRM provides sponsorship, in-kind and Trust grant support for the NAIDOC Week festivities in Borroloola, and the associated Boonu Boonu Festival, a cultural dance festival coinciding with NAIDOC Week, which celebrates traditional dance groups and musicians from across the region.

Sports

The key main sports that the people of the Gulf are renowned for are soccer and softball.

Borroloola has a proud history of soccer achievements. The first Indigenous Australian selected for a national soccer team was John Moriarty, a Yanyuwa man, in 1960.

MRM has been a long-term supporter of the Borroloola Cyclones, sponsoring the team with flights, new soccer jerseys for their debut at the Arafura Games in 2009 and other team requirements.

Situation Analysis

In July 2010, the Borroloola Cyclones football team travelled to Singapore to play their first international soccer game with sponsorship support from MRM. This week-long trip was also an opportunity to promote the Australian Indigenous culture in Singapore.

b. Population

The 2006 Census indicated there were 639 people usually resident in the Gulf SLA. Around 55.2%, or 353 were male, and 44.8% or 286 were female. This total excludes overseas visitors (ABS, 2006).

The gender ratio is closer to equality among the Indigenous sector of the population: 51.27% are male and 48.73% are female, compared with 61.22% male and 38.78% female in the non-Indigenous sector of the population.

In the 2006 Census there were 773 people usually resident in the Borroloola SLA (53.4% male and 46.6% female) (ABS, 2006).

The Borroloola SLA represented a closer gender ratio than the wider Gulf SLA, both in the Indigenous and non-Indigenous population, with 51.98% male and 48.02% female, compared with 56.88% male and 43.14% female respectively.

The table below shows the breakdown of birthplace, Indigenous members of the population and languages spoken at home:

Table 1: Birthplace, Indigenous Members of the Population and Languages Spoken at Home

	Gulf SLA		Borroloola CGC SLA		Australia	
	Total	Percentage of population	Total	Percentage of population	Total	Percentage of population
Australian-born	556	87%	706	91.3%	14,072,944	70.9%
Indigenous	430	67.3%	579	74.9%	455,031	2.3%
English spoken at home	513	80.3%	594	76.8%	15,581,333	78.5%
Garawa spoken at home	23	3.6%	68	8.8%	89	0.0%
Yanyuwa spoken at home	10	1.6%	34	4.4%	124	0.0%

Source: ABS 2006

c. Residency

The number of people who are usually resident in the Gulf SLA and Borroloola CGC SLA changes slightly according to seasons and cultural commitments for Indigenous people. Changes are minimal, and therefore have minimal impact on services, including health care, in the area.

The majority of people usually resident in the Gulf SLA and Borroloola CGC SLA areas have Australian citizenship, with a small minority born overseas, as follows:

Table 2: Citizenship of Residents

	Gulf SLA		Borroloola CGC SLA		Australia	
	Total number	Percentage of population	Total number	Percentage of population	Total number	Percentage of population
Australian citizenship	572	89.5%	732	94.7%	17,095,569	86.1%
People born overseas	17	2.7%	17	2.2%	4,416,037	22.2%

Source: ABS 2006

The Borroloola area has a higher number of residents during the wet season, with population levels rising by around 400 people (Roper Gulf Shire Council, 2011).

The King Ash Bay residency level is also estimated to increase to around 1,000 during peak periods.

MRM, with a fly-in fly-out (FIFO) workforce of 440, generally has around 200 people living on site at any one time. An estimated 52 employees live in the local area, with the remainder FIFO from Darwin, and living either in Darwin or elsewhere.

d. Population Density

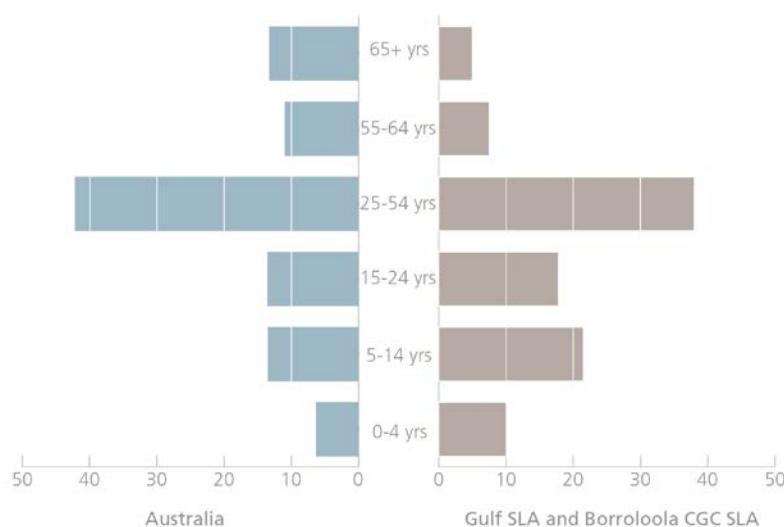
The Gulf SLA population density equates to around one person to every 94.7 km². The Borroloola CGC SLA population density equates to around 61 people per square kilometre. This reinforces the sparsity of the region's population and implies a relatively high unit cost of delivering essential services in the community.

In comparison, Australia's estimated population density as at June 2008 was 2.8 people per square kilometre, with significantly higher density levels in coastal and city areas, and the south-east corner of the country.

e. Age

The age breakdown of the Gulf SLA is provided in the figure below.

Figure 3: Population Age



Source: ABS 2006

The median age of people is 25 years in the Gulf and Borroloola SLAs, which is comparatively younger than the remainder of Australia, which has a median age of 37 years. This, however, reflects the high proportion of Indigenous people in the region, with Australia's Indigenous population having a median age of 21 (significantly lower than the non-Indigenous population) (ABS, 2006).

f. Health

Evidence suggests remote communities in the NT suffer poor health outcomes compared to Australian averages. Indigenous Australians have higher rates of diabetes, kidney disease, sexually transmitted diseases and alcohol and drug abuse than non-Indigenous Australians. This is somewhat attributable to a number of issues including nutrition, sanitation or housing issues. Because of these conditions, Indigenous adult life expectancy is about 20 years below that of the rest of the country and Indigenous infant mortality rates are about 10 times higher (ABC Health and Wellbeing, 2007). The Roper Gulf Shire Council highlights the key health problems in Borroloola and surrounds as being trachoma, scabies, impetigo, gastro and nits. There are also issues relating to overcrowding, alcohol abuse and smoke from burn-offs (Roper Gulf Shire Council, 2011).

The NT Government's approach to health care recognises the complexity of providing health care to relatively low populations of people located across a substantial land area. It also recognises the challenges associated with attracting and retaining health professionals in remote areas.

The establishment of a government-funded 24-hour health hotline staffed by highly competent personnel complements the work done by Community Health Centres. Approximately 30% of the NT population is serviced through this hotline, and referred to specialist services in regional centres as required. The Borroloola Health Clinic is one of the Community Health Centres that welcomes the support of the 24-hour telephone hotline. Patient surveys indicate a high level of satisfaction with this hotline service, however it is important to recognise that this telephone medical assistance will never replace face-to-face medical services as a critical element of service delivery in remote communities.

Situation Analysis

There are no public hospitals in the Gulf Region. According to the *NT Growth Town initiative's draft Borroloola LIP*, between 2003 and 2004, Indigenous people in the Borroloola CGC SLA were hospitalised for diseases associated with poor environmental health (such as nutrition, lack of exercise and diabetes) at a rate of 90.7 per 1,000 (NT Government et al., 2011).

The Borroloola Health Clinic provides basic public health services and up until 2009, was staffed by one general practitioner (GP) and nursing support. In 2009, MRM supported the engagement of this GP through NT Health in what is the mine's largest annual sponsorship commitment. The MRM sponsorship involves:

- underwriting a percentage of the GP's time for after-hours consultations at the clinic in order to help provide improved accessibility to health services in the Borroloola community
- providing annual financial incentives for the GP to remain in the community
- providing return airfares for the doctor and family to Darwin.

In 2009-10, there were a reported 11,162 episodes of care, with 91% reported as care for Indigenous clients (*NT Growth Towns initiative draft Borroloola LIP*). The Clinic provides home care, and as reported by the draft plan, undertook care for 21 reported 'Home and Community Care' clients in 2008-09, all of whom were Indigenous.

MRM has also supported the provision of higher standards of health care through the development of the Borroloola Renal Unit to NT Health specifications and funding support for the provision of x-ray facilities within the clinic. These additional facilities reduce the need for patients to travel to larger centres such as Katherine for specialist treatment.

Consultation with Borroloola Health Clinic revealed there is currently concern relating to provision of travel for elderly patients, whereby those requiring treatment in Darwin are required to travel by charter jet to Katherine, before embarking on a 5-hour bus journey to Darwin. Reports suggest this is often a gruelling journey for patients.

A small variety of specialists visit the region occasionally throughout the year, for example, a dentist visits Borroloola approximately every three months. For specialist dental treatment, patients are recommended to specialists, with Katherine being the nearest centre.

In terms of emergency services for the region, the Borroloola Police Station acts as the centre for dispatch and management of emergency situations. There are a number of small airports for use in the event of a severe medical emergency, however most situations are adequately dealt with on a local level.

From an emergency first aid perspective, the MRM Emergency Rescue Team provides assistance as required. This team is trained in essential rescue requirements, such as occupational first aid training, road accident rescue, hazardous material handling and vertical rope rescue, and won the 2010 North Australian Emergency Rescue competition.

The establishment of the Borroloola Safe House in 2007 provides temporary respite measures for women and children who are victims of domestic violence.

In addition to the Borroloola Health Clinic, a number of other health-related programs are currently in operation in the community, including:

- Meals on Wheels
- Substance abuse support
- School screening
- Aged screening
- Men and women general wellness checks
- Under-5 screening
- Immunisation
- Chronic Disease Outreach

Situation Analysis

- Maternity / child health
- Communicable disease reporting and management
- Home visiting services
- Palliative care.

g. Income and Employment

The 2006 Australian Government Report: *Employment Opportunities, Borroloola* reported there were a total estimated 40 employers in the Borroloola community, including eight employers in the community services area (Australian Government Department of Employment and Workplace Relations, 2006).

Many people in the Borroloola and Gulf Region are employed through the Australian Government-funded Community Development Employment Project (CDEP) program, introduced in 1977. The CDEP program aims to assist Indigenous job seekers to gain skills, training and capabilities to find sustainable employment and improves the economic and social wellbeing of remote communities. Australian Government reforms to the program are underway. The program continues in the Borroloola and Robinson River areas, however is due to end in 2012.

The program is managed in Borroloola by Mabunji Aboriginal Resource Association, which employs more than 300 people under the scheme, and in Robinson River by Mungoorbada Aboriginal Corporation, employing almost the entire Robinson River adult community under the scheme.

There is a diversity of employers in the region, both private and public, and ranging from small to medium-sized businesses and organisations representing a range of industry sectors including retail, agribusiness, pastoral, health and community services, trades, education, transport, civil engineering, mining and tourism. The largest private employer is MRM.

The workforce statistical breakdown is detailed in Table 3.

Table 3: Workforce Statistical Breakdown

	Gulf SLA and Borroloola CGC SLA		Australia	
	Total number	Percentage of total number	Total number	Percentage of total number
Total labour force (aged 15 – 64 years)	543	100%	9,607,987	100%
Employed (full-time, part-time, away from work or hours not stated)	517	95.21%	9,104,183	94.7%
Unemployed	26	4.78%	504,804	5.2%
Not in the labour force (Percentage of the population aged 15 - 64 years)	354	39.5%	3,665,715	27.6%
Labour force participation rate (Percentage of the population aged 15 – 64 years)	543	60.53%	9,607,987	68.6%

Situation Analysis

Source: ABS 2006

The participation rate of people aged between 15 and 64 years in the workforce is lower in the Gulf SLA and Borroloola CGC SLA region at 60.53% compared with the rest of Australia at 68.6%.

The largest single employment category was indicated as being the Public Administration and Safety sector, employing 42.1% in the Gulf SLA and 48% in the Borroloola CGC SLA.

This workforce allocation is due to the prominence of employment under the CDEP scheme. Through consultation, concern was evident regarding imminent cessation of the CDEP scheme in 2012, with an expected decrease in labour force participation, potential flow-on effects relating to decreased work ethic and an increase in anti-social behaviour, and impacts on availability and capacity of services in the area (i.e. when employees currently with the CDEP scheme are no longer employed to carry out current tasks, there will be a natural decrease in capacity and services).

Many who raised this as an issue saw the proposed Project as an opportunity to overcome some of the issues associated with CDEP coming to an end.

'The CDEP is going to close next year and we need something to go on. Like a business, so we can create work, jobs.'

Taken from meeting held with Robinson River community members on 10 August 2011.

'I think, at the end of the day, CDEP is going to be dropped in Borroloola. It's about time people should think, 'well, you, there's jobs.' If you can't work in Borroloola and can't find a job here ... there's opportunities (at the mine), so to save you dropping off CDEP to go on the dole, the government should be able to say, 'well look, there's sixty jobs at the mine.' And make it an understanding....'

Taken from meeting held with the Mabunji Board on 3 August 2011.

Occupations nominated in the ABS 2006 Census (ABS 2006) are detailed in Table 4. The highest nominated work-type was labouring, conducive with the type of work generally carried out by employees under the CDEP scheme.

Table 4: Nominated Occupations

	Gulf SLA and Borroloola CGC SLA		Australia	
	Total number of labour force	Percentage of labour force	Total number of labour force	Percentage of labour force
Labourers	231	42.54%	952,520	10.5%
Professionals	59	10.86%	1,806,010	19.8%
Technicians / trades workers	46	8.47%	1,309,258	14.4%
Managers	42	7.73%	1,202,267	13.2%
Community and personal service workers	39	7.18%	801,906	8.8%

Situation Analysis

	Gulf SLA and Borroloola CGC SLA		Australia	
	Total number of labour force	Percentage of labour force	Total number of labour force	Percentage of labour force
Machinery operators / drivers	20	3.68%	604,616	6.6%
Clerical / administrative workers	19	3.5%	1,365,805	15.0%
Sales workers	14	2.57%	896,208	9.8%

Source: ABS 2006

Average income levels for individuals, households and families are significantly lower when compared with Australian averages, with individuals usually resident in the Gulf SLA earning approximately 49% less than the average Australian, and individuals usually resident in the Borroloola earning approximately 56% less than the average Australian (ABS 2006) as detailed in Table 5.

Table 5: Median Income

	Gulf SLA		Borroloola CGC SLA		Australia	
	\$ / week	\$ / year	\$ / week	\$ / year	\$ / week	\$ / year
Median individual income	230	11,960	263	13,676	466	24,232
Median household income	645	33,540	1,012	52,624	1,027	53,404
Median family income	597	31,044	772	40,144	1,171	60,892

Source: ABS 2006

Income per household is similarly lower than Australian averages with 52.5% of households in the Gulf SLA earning less than \$1,000 per week compared to 42.7% in Australia. Interestingly, the household earnings profile of the Borroloola CGC SLA is closer to Australian averages as shown in Table 6.

Table 6: Total Household Earnings Per Week

	Gulf SLA		Borrooloola CGC SLA		Australia	
	Total number of occupied dwellings	Percentage of occupied dwellings	Total number of occupied dwellings	Percentage of occupied dwellings	Total number of occupied dwellings	Percentage of occupied dwellings
Negative / nil	4	3%	0	0%	82,221	1.15%
Under \$500	22	16%	14	10%	1,307,779	18%
\$500 – \$1000	45	33.5%	35	25.7%	1,678,098	23.5%
\$1000-\$2000	25	18.6%	39	28.6%	2,114,369	29.6%
\$2000+	11	8%	19	14%	1,159,436	16%

Source: ABS 2006

While the Borrooloola results are influenced by the more diverse local economy than the Gulf SLA and broader range of nominated occupations, another factor is the number of local people employed directly by MRM. While Table 6 refers to ABS 2006 statistics, the mid-year level of local employment indicates that 52 local employees are engaged by MRM. The current average salary of MRM EBA employees is \$101,500 while the current local area average salary is \$85,000 (MRM, October 2011).

MRM is one of the largest employers in the region with its local employees representing 6.7% of the total population (based on ABS 2006 figures).

h. MRM Employment – Construction and Operation (including Accommodation)

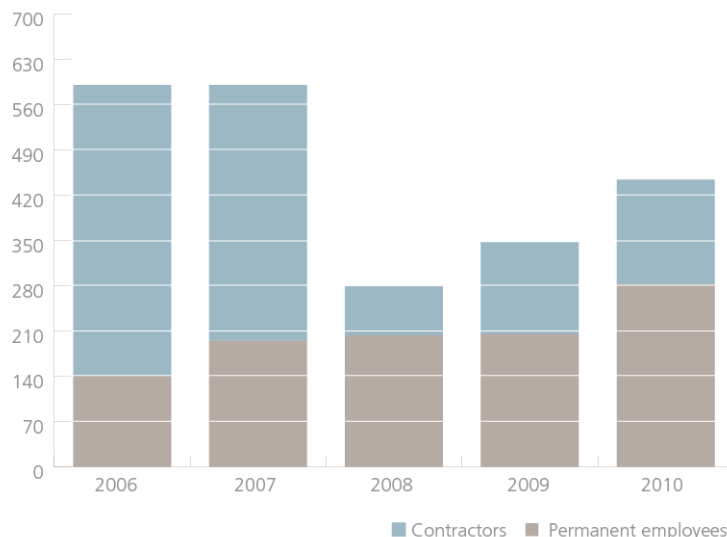
Performance between 2006 and 2010

Consultation for the Project has shown local community members and stakeholders are positive about the benefits MRM has provided for the community, and are optimistic about the potential for additional employment opportunities for locals presented by the Project.

This optimism stems from the employment performance of MRM since 2006 when it converted from underground to open pit mining.

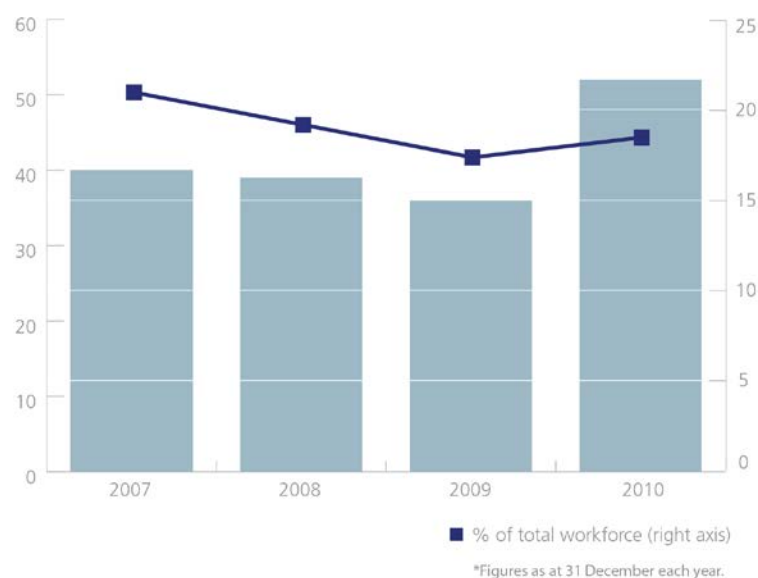
Situation Analysis

Figure 4: Total MRM Workforce as at 31 December 2006 - 2010



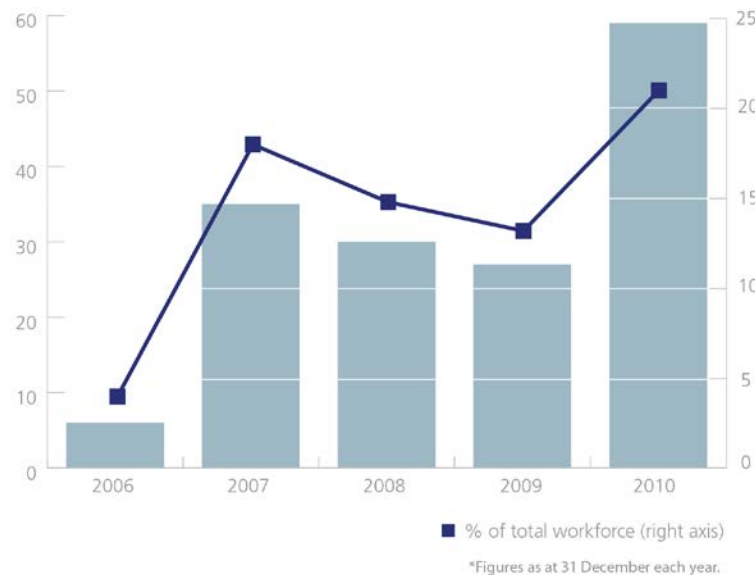
Since 2006, the number of permanent employees engaged by MRM has increased by 100% to 282. Contractor numbers have fluctuated during this period due to the civil works required for the open pit conversion and finalisation of procurement arrangements for outsourced site services including camp management, catering and fleet operation.

Figure 5: Local MRM Workforce Participation



Over the same period, the percentage of local employees has remained relatively steady between around 17% and 21%. Importantly, the composition of this local employment base has also changed as the Indigenous workforce participation rate increased. The number of employees identifying as being of Indigenous descent has increased from 6 to 59. This has surpassed a target of 20% Indigenous workforce participation which was set in 2007.

Figure 6: MRM Indigenous Workforce Participation



Source: MRM Sustainable Development Data, 2006-2010

As a condition of approval of the open pit development, MRM was required to establish a Trust to support the social and economic development of the Gulf Region in partnership with the NT Government. A legal agreement between MRM and the government for the establishment of the MRM Community Benefits Trust (the Trust) in July 2007 detailed among its objectives, to:

- “enhance the positive social and economic impact of MRM’s mining operations resulting from the open pit mining operations on the community and the region as far as is reasonably practicable; and
- create jobs and training opportunities.”

Further to this, a specific commitment was made under the Agreement for MRM to “establish a target of 20% Indigenous employment across its workforce”.

As a result, MRM substantially reviewed its Indigenous employment and training strategy to place greater emphasis on culturally sensitive recruitment practices, pre-employment training, community and mine-based mentoring support, and the development of nine potential career paths within the operations for entry level trainees. The acquisition of a \$1 million heavy machinery simulator in 2007 has also been instrumental in retaining and engaging young Indigenous trainees and supporting their development into permanent career positions as machinery operators.

This strategy is captured within the *Pathways to Employment* program and has been supported by grant funding from the Trust.

Between 2007 and 2009, the program targeted Indigenous residents of the Borroloola Region only into entry level traineeship positions and apprenticeships. Since then, skilled Indigenous employees from other parts of the Northern Territory have also been engaged through direct recruitment and FIFO to MRM.

Project Construction and Operation

With specific reference to the Project, MRM anticipates the current percentages of local employees and Indigenous workforce participation to be sustained.

Situation Analysis

The construction phase will extend over a two-year period. During this time, site-based workers will peak at approximately 900. Indirect job creation will occur throughout the NT and other areas of Australia as a result of the Project and procurement contracts.

MRM is an equal opportunity employer and MRM's policy ensures workers are sourced from all age, gender and ethnic groups where possible. The construction labour force is likely to reflect general industry trends within the NT and interstate. Under this assumption, the construction workforce will generally be single males aged between 18 and 35.

Where possible, appropriately skilled construction workers will be sourced from the local area, however it is anticipated that the majority will be employed on a FIFO arrangement. They will fly in from Darwin, work at the mine site during their rostered time on, and then fly back to Darwin for their rostered time off. Although the base for FIFO operations is Darwin, it is anticipated that a percentage of personnel will come from interstate and even internationally. The workforce will be accommodated in purpose built camp facilities on-site. These facilities are fully self sufficient, meaning workers have no need to travel to Borroloola.

Resourcing the construction workforce is a national issue, rather than simply a local or NT issue. As outlined in the Australian Government's National Resources Sector Employment Taskforce Report, *Resourcing the Future* (2010), the resources economy is supported by the engineering and construction sectors. Work in this sector is undertaken primarily on FIFO or drive in - drive out (DIDO) basis by workers in every state and territory. As a result, resource projects directly compete for staff in a national labour market.

At construction peak, expected to occur in 2013, the majority of construction, contractor, operations and management staff will operate on a 14-days on / 7-days off, 12-hour daily roster.

As at December 2010, MRM's total workforce was 444. Preliminary workforce planning anticipates an additional 110 permanent employees will be required in the expanded operations. MRM will remain predominantly a FIFO operation should the Project proceed. Planning under the EIS anticipates the proportion of Indigenous employees will be maintained at 21% and the proportion of local employees will be sustained at 18.5%.

During general operations, production employees operate on a 7-days on / 7-days off, 12-hour daily roster. The majority of support and management staff work a 5-days on / 2-days off, followed by 4-days on / 3-days off, 12-hour daily roster.

Currently, the majority of staff are employed under an enterprise agreement, which expires in mid-2012 and therefore is subject to review.

As with employment during the construction period, new employees required as a result of the development will be hired predominantly from Darwin or other regions where skilled labour is available but also from the local Gulf Region.

People in the local area strongly indicated through consultation they saw an important benefit of the proposed Project related to employment and job opportunities at the mine. Stakeholders felt local people employed at the mine were experiencing benefits, and saw positive opportunities in the possibility of expanding these benefits to more members of the community.

"More employment is a positive, and it provides more structure to the lives of the locals."

Taken from meeting held with the Borroloola Police on 19 July 2011.

"The most important thing to come out of this project is employment for our children."

Taken from meeting held with Traditional Owners – Yanyuwa Group on 29 July 2011.

Situation Analysis

"For those locals who work at MRM, there is a real sense of pride, both for the individual worker and the township as a whole."

Taken from meeting held with Safe House on 20 July 2011.

Accommodation

The construction workforce will be accommodated in a temporary construction camp and within the existing accommodation facility. The temporary construction camp will be located at the site of the construction camp used during the 2006 to 2009 development, which is on the southern side of the main road through the existing MRM accommodation camp.

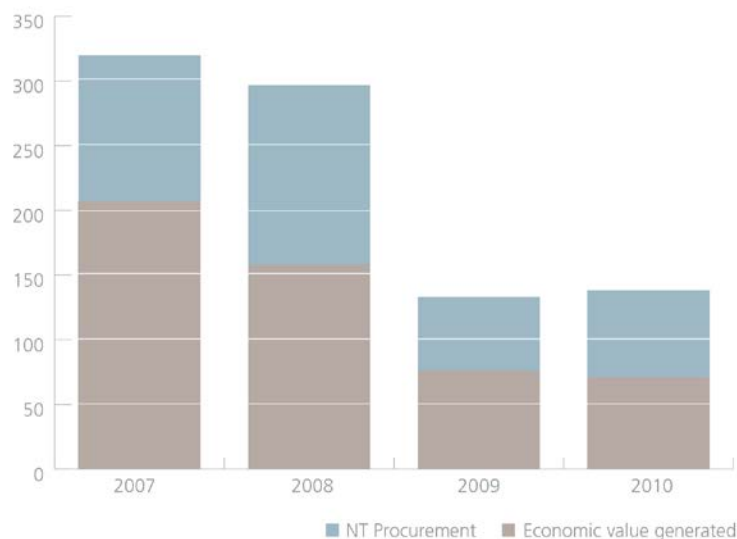
The existing on-site accommodation camp will be used for the operational workforce of the expanded open pit mine. This consists of self-contained accommodation units, communal dining facilities and recreational facilities, such as a gymnasium and tennis courts.

This camp will be extended to the north of the current camp to house additional staff.

i. Service Revenue

Between 2007 and 2010 MRM has directly contributed more than \$888 million to the economy in the NT through wages, utilities, the purchase of goods and services, community partnerships and royalties. Direct economic value distributed is outlined in Figure 7.

Figure 7: MRM Economic Value Generated including NT Procurement (AUD)



Source: MRM Sustainable Development Data, 2007-2010

Wherever possible, MRM encourages the development and use of local suppliers and contractors, and has a policy of supporting local suppliers who provide value for money and quality. MRM defines a 'local' supplier as a supplier from the nearest regional centre with proximity to their mining operations. MRM also assesses businesses based on their involvement in community support programs or local social initiatives.

In the first full year following the mine's conversion to an open pit operation, MRM targeted an increase in spending with NT suppliers of around 15%. This was heavily surpassed, with MRM achieving an increase of around 58% more procurement from NT suppliers, accounting for more than \$112 million with 433

Situation Analysis

suppliers. This included an 18% increase to \$7.3 million in the value of contracts with local Borroloola suppliers.

MRM has worked closely with suppliers, partners and contractors to assist them in developing and implementing sustainable development policies and standards. This has included working to renew agreements in 2010 and 2011, ensuring that sustainable development policies and standards are in place. This process has involved conducting an accreditation survey to evaluate the organisations' sustainable development practices. Where an organisation cannot demonstrate a robust process and is unable to meet minimum standards, MRM will work with them to develop a program providing policies and standards to interpret and adapt to suit their particular business needs. The same process applies to MRM should an organisation have more in-depth procedures and policies. To be included on the MRM supplier listing, all companies must meet and continue to meet the set accreditation requirements.

It is important to note that while the proposed Project seeks to double production, this does not equal a doubling of supplier usage or revenue.

j. Education

There are a number of challenges faced in the delivery of education across the NT. These include the remote locations of many communities such as Borroloola, and high staff turnover – the average stay of a teacher in a remote community is just nine months – meaning it is likely that students will have two or more teachers over the course of a year. The NT Government Department of Education and Training (DET) has developed a number of strategies to manage these challenges, including mobile education tools that are taken from community to community, distance education programs, the development of curriculum and teaching materials that support quality education regardless of a change in teachers.

At a local level, the following government schools operate in Gulf Region towns and communities:

- Borroloola School
- Robinson River School Kiana School (located at Kiana Station).

Borroloola School and Robinson River School are located in the Gulf Region. The Borroloola School offers primary and secondary schooling up to Year 12 externally, while Robinson River School is primary only.

The number of people attending education institutions in the region is given in Table 7.

Table 7: Students Attending Educational Institutions

	Gulf SLA and Borroloola CGC SLA		Australia	
	Number of students enrolled	Percentage of students enrolled	Number of students enrolled	Percentage of students enrolled
Total attending education	494	100%	6,221,513	100%
Pre-School	16	3.23%	307,820	4.94%
Primary School	194	39.27%	1,696,798	27.27%
Secondary school (external)	55	11.13%	1,275,137	20.5%

Situation Analysis

	Gulf SLA and Borroloola CGC SLA		Australia	
	Number of students enrolled	Percentage of students enrolled	Number of students enrolled	Percentage of students enrolled
Technical or further education	4	0.8%	428,033	6.87%
University or other tertiary	9	1.82%	745,457	12%
Other	8	1.62%	127,980	2.05%

Source: ABS 2006

The *NT Growth Towns initiative draft Borroloola LIP* reports a total of 135 students were enrolled between pre-school and Year 11 in Borroloola School in August 2009 (NT Government et al., 2011). The 2006 Census showed school-aged the Borroloola CGC SLA school-aged population (ages five to 14) was 147 (ABS, 2006).

The draft plan states there was an increase in yearly average attendance from 49.6% in 2008 to 54.7% in 2009, together with an increase in average enrolments from 131 to 145 students. However, the attendance rate in 2009, at 53% was lower than that of 2001, being 65%.

Levels of education in the Gulf and Borroloola areas are lower in comparison with Australian averages, with 13% of people in each area having completed Year 12, compared with 42% in Australia.

Table 8 illustrates the results for highest level of education achieved in the Gulf SLA and Borroloola CGC SLA compared with the Australian average.

Table 8: Highest Level Of Education

	Gulf SLA and Borroloola CGC SLA		Australia	
	Total of people aged 15 years and over	Percentage	Total of people aged 15 years and over	Percentage
Total of people aged over 15	968	100%	15,918,076	100%
High school – Year 12 completed	125	12.9%	6,723,224	42%
High school – Year 10 completed	209	21.6%	3,638,036	23%
Postgraduate	0	0%	413,101	2.5%
Graduate diploma / certificate	6	0.6%	228,550	1.5%
Bachelor	24	2.5%	1,840,660	11.5%
Certificate	94	9.7%	2,662,780	17%

Situation Analysis

Source: ABS 2006

Low levels of education correlate with low numeracy and literacy levels, which indicated students in the area achieve below the national minimum standard for literacy, but at or above the minimum standard for numeracy (NT Government et al., 2011).

Traditionally, there have been limited opportunities for tertiary or vocational training in the region. The nearest regional centre for the Charles Darwin University and TAFE is Katherine, and only some studies can be completed externally through these institutions.

The Batchelor Institute of Indigenous Tertiary Education has a presence in Borroloola which extends to providing a study facility for students completing courses through the Institute. Half of the facility is rented by Industry Services Australia to provide vocational training.

While the Batchelor Institute is able to provide first aid training, literacy and numeracy programs, and is a base-point for local students wishing to undertake formal university degrees, currently there are no permanent staff at Borroloola. Students undertaking degrees are called into the main Batchelor campus located in Darwin for block release study periods of around two weeks at a time, and complete the rest of their study at home in Borroloola, using the Batchelor study facility to ensure a quiet place of study which provides computers and connectivity.

The Batchelor facility in Borroloola was designed in consultation with Traditional Owners and Indigenous leaders to ensure cultural requirements were met (eg. providing separate men's and women's areas).

MRM is currently involved in a number of DET initiatives, including the *Strong Start, Bright Future: Borroloola Employment Pathways agreement*, a three-year program for better vocational education and training (VET) within the school system executed on 29 August 2011. The Program will receive a grant of \$1 million over three years from the Trust, which will contribute to a series of initiatives to be delivered in partnership between DET, Borroloola School and MRM. The program has been proven in other NT communities to help provide a pathway toward education and training through school to employment. In Borroloola, the agreement covers a trainer for the Borroloola School and accredited training for students, computers and resourcing for a Frequent Attender Rewards program. This embedded trainer model is a new initiative which will provide learnings for other partnering arrangements in the Territory to provide long sustainable employment pathways.

This program aims to increase school attendance to 90% of all eligible students, and help equip students with skills necessary to sustain employment, whether at MRM or in another local industry.

k. Pastoral Industry

The Gulf Region is marked by poor soil fertility and low stock carrying capacity. The landscape is generally typified by soils that are shallow, coarsely textured and stony, and vegetation of open woodland is dominated by eucalypts. Grazing country is highly variable throughout the region due to a large variety of soil types. As a result, the available good land is generally used for fattening cattle while poorer areas are utilised for breeding.

The general trend within the Gulf Region cattle market is to send crossbred cattle into supply chains in Queensland. While some properties sell cattle for export, the majority go into the supply chains of feedlots and abattoirs for the domestic market.

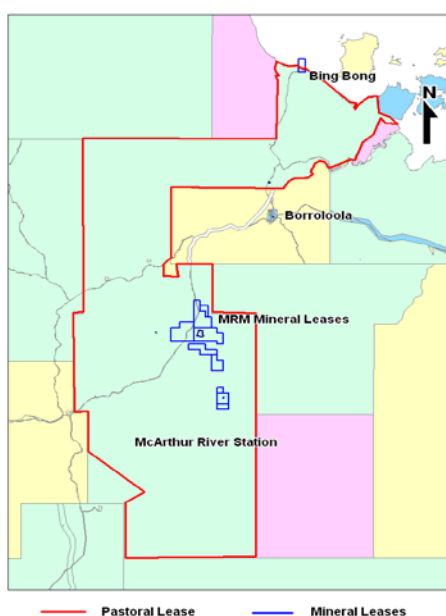
As the area receives an average annual rainfall of about 500 mm, it has long been considered one of the NT's premier cattle breeding areas. The wider Barkly region still contributes the bulk of the NT's cattle production, but improved management over the past 20 years has transformed the productivity of other areas, such as the Sturt Plateau.

McArthur River Station

All MRM leases are encompassed by the pastoral land of McArthur River Station, 100% owned by Colinta Holdings Pty Ltd, an Xstrata subsidiary. The mine site is contained within five adjacent mineral leases (MLN1121, MLN1122, MLN1123, MLN1124 and MLN1125), which are located on the McArthur River Station Pastoral Lease.

McArthur River Station stocks approximately 10,000 head of cattle over 8,000 km², using approximately one third of the area for grazing. Cattle are excluded from the mining and processing areas.

Figure 8: Map of McArthur River Station



Other regional pastoral enterprises are owned by private people, companies and Aboriginal groups.

As the proposed Project is contained within the currently mining leases, no impacts are expected to be felt on either the surrounding McArthur River Station pastoral lease, or other pastoral enterprises in the area.

I. Amenity and Liveability

Borrooloola, King Ash Bay and Robinson River provide a unique lifestyle alternative that is founded in a close connection with the natural environment. Discussions with community members highlighted the key motivation for residing in these areas was access to traditional homelands – this is critical to cultural teachings and the preservation of spiritual well-being. It is an uncomplicated way of life where importance is placed on intangible assets (such as a sense of belonging) rather than physical assets.

It has been described as the *Territory lifestyle* – a relaxed approach to life with a focus on family, community and recreation activities such as fishing. Consultation with community members highlighted their love of the area and respect for its traditional place in their history were also key motivations for living there.

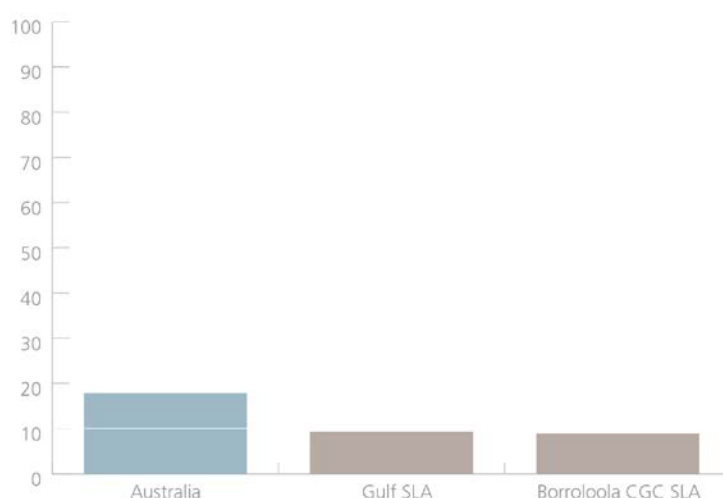
Despite community members choosing to live in these areas because of the environmental contact they provide, amenity in Borrooloola, King Ash Bay and Robinson River is low. Infrastructure provision and standard public services such as footpaths, water, drainage and sewerage are below the standards experienced in other registered towns in Australia. In addition, issues with housing availability, overcrowding and access to medical assistance (i.e. doctors) contribute to the low amenity of the areas.

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Regardless, community interest and participation are strong, with a keen focus on connecting with the natural environment through physical and spiritual means. Family and cultural values are fiercely protected and this contributes to the sense of community within the towns.

Volunteering is often a key indicator of community vitality and the willingness of community members to contribute to the growth and wellbeing of their town. Figure 9 provides comparative details of volunteer involvement in Borroloola, the Gulf SLA and Australia.

Figure 9: Percentage of People Who Undertook Unpaid Volunteer Work in the Preceding 12 Months



Source: ABS 2006

This data, sourced from the ABS, indicates volunteer involvement in the Gulf SLA and Borroloola CGC SLA is approximately half of the Australian involvement rate. Consultation feedback indicates however that this statistic is more a reflection of limited opportunities to engage in volunteer work or unpaid work, and a preference to view some work as cultural business rather than 'volunteering'.

Despite these percentages, volunteer involvement and recognition of volunteer work in Borroloola, King Ash Bay and Robinson River continue to remain important. In May 2011, MRM sponsored the inaugural Borroloola Gold Heart Award Night, which recognised the contribution of volunteers in the community. A large number of people attended this event further reinforcing the importance of community interest and involvement, while strengthening commitment to each other and the town.

Research suggests the proposed Project would not have any negative impacts on the community's values, aspirations, existing lifestyles or enterprises should it go ahead, but rather produce benefits to further enhance and celebrate the amenity and liveability of the townships, together with providing tangible and significant opportunities for enterprise establishment, growth and sustainability.

"It will have a positive impact – it will support Traditional Owners to look after country, maintain cultural ties, and it will be a step in the right direction moving forward."

Taken from Government Site Tour held on 2 August 2011.

"I have attended the previous community consultations and the level of information being provided has been good. I've only heard positive feedback and comments with regard to the expansion...the feeling is that there is something for everybody and that everyone will be better off."

Taken from meeting with local agencies held on 21 July 2011.

2.2.2 Socioeconomic Determinants:

a. Factors Affecting Incomes and Productivity

A range of social issues and factors are evident in the Borroloola and Gulf Regions which impact on income levels and ability to work.

A 2006 paper published by the Australian Government Department of Employment and Workplace Relations, in conjunction with the Local Government Association of the NT, entitled *Employment Opportunities Borroloola*, as part of an 'Audit of Employment Opportunities in Remote Communities in the NT' (Australian Government Department of Employment and Workplace Relations, 2006) states these social issues include:

- alcohol abuse and marijuana use
- domestic violence
- low levels of literacy and numeracy among school-aged to 35-year-old people as a result of poor school completion rates
- 'humbugging'
- low level financial skills or education
- low work ethic.

Consultation in the community found concern among Indigenous group leaders regarding attitudes of youth toward jobs, however it also pointed toward a strong level of support from community leaders in obtaining employment.

'Some people ask the mine, 'we want money, we want royalties.' But, your answer at the end of the day, which is good, is 'We give you money, you come and work.' And that's... the sort of culture we want to drive and make people understand. You've got to be able to conduct yourself in a way you want money, which is what everyone wants, but do it in a cultural sense that all cultures understand. If you want something from the mine, you have got to be able to go out and work for it, like anyone else.'

Taken from meeting with the Mabunji Board held on 3 August 2011.

'We worry about employees of the mine. They come back to the community, they got to live with family you know, and we worry about overcrowding. I'm a bit worried about people coming back – (others) asking for money, that's normal.'

Taken from meeting with the Mabunji Board held on 3 August 2011.

'We have too many applicants lacking basic literacy numeracy, which then goes back to schooling. We have had some older applicants lacking those basic skills as well.'

MRM General Manager, Ettienne Moller, Mabunji Board Meeting held on 3 August 2011.

'We say to them 'don't drink too much, make the most of the opportunity for work, be a role model for the young people.' We are being looked at by the outside as well.'

Taken from meeting with Traditional Owners – Garrawa Group held on 18 August 2011.

MRM further found that during development of its 2008 *Indigenous Employment and Training Strategy* (MRM, 2008) issues specific to local people obtaining and maintaining employment with the mine included:

- low standards of health and wellbeing
- social and cultural pressures

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- welfare dependency
- lack of family support for a daily work routine, including nutritional and behavioural conditions
- need for supporting programs for women including child care and financial management advice
- failure of local recruits / trainees to reliably pass the daily drug and alcohol test required of all mine site personnel
- retention of trainees and commitment to completing the traineeship program
- low conversion rate of trainees to long-term employment and further skills training
- cultural impacts on availability of trainees, such as ceremonial duties and family obligations.

Significant action has been taken in the community to help address these issues. This includes:

- The establishment of an Alcohol Management Committee within Borroloola and associated draft Alcohol and Drugs Management Plan
- Trust investments in programs such as The Smith Family's Learning for Life program involving mentoring for parents and work experience programs for school students, enterprise and job creation activities with Mungoorbada Aboriginal Corporation, Mabunji Aboriginal Resource Association including youth diversion programs and new business support (see Appendix 3. MRM Community Benefits Trust Grants approved 2007-2011).
- MRM investments in tertiary scholarships for young people, support for health services (as previously outlined) and school work experience programs.

b. Land Tenure

Current Gulf Region land usage is identified through categorisation of land tenures. Two key categories exist:

1. Crown Lands:

- Pastoral leases
- Non-pastoral crown leases, for example Aboriginal Community Living Areas on pastoral leases, multi-purpose usage.

2. Freehold Lands:

- Inalienable Aboriginal Freehold, for example land granted under Australian or Territory legislation to Aboriginal communities
- Normal freehold, for example private land within Borroloola township.
- Borroloola is a declared town surrounded by land owned by the Aboriginal Land Trust (NT).

Borroloola

In Borroloola, several issues are at play relating to land tenure, which currently means development able to be undertaken in the town is limited.

1. Flood mapping

- Much of the land surrounding Borroloola is affected by the flood plain of the McArthur River and Rocky Creek, which runs through the Borroloola township. The area, which sees a significant annual

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wet season between December and March, is at risk of being inundated in certain places as a result. A hydrology flood plain study is currently underway to ascertain which land is at risk and to ensure this information is captured and able to be used to inform future area development.

2. Cadastral studies

- Cadastral (boundary) studies are underway to provide updated information to resolve boundary ambiguities relating to land tenure. Cadastral information currently dates back to the 1800s, and over the passage of time, accuracy and information has been lost. The NT Government Department of Lands and Planning is in the process of updating survey data for accurate division of land.

3. Zoning

- The Borroloola town plan is in need of being updated with correct zoning information.
- On completion of flood mapping, cadastral and zoning studies, an accurate picture of Borroloola's land tenure is hoped to be clarified. This will assist in allowing future development of the area.

The area within a 100 km radius of Borroloola contains a number of additional minor Indigenous communities and family outstations placed both in normal freehold land, and within the Garawa Aboriginal Land Trust to the south-east, the Mambaliya Rumburriya Wuyaliya Aboriginal Land Trust, and the Janduke Aboriginal Land Trust.

McArthur River Station

The McArthur River Station pastoral lease comprises:

- McArthur River Pastoral Lease (PL860)
- Tallawah Pastoral Lease (PL864)
- Bing Bong Pastoral Lease (PL868).

MRM spans seven individual mineral leases within the McArthur River Station pastoral lease, outlined in Table 9.

Table 9: MRM Leases

Lease Type	Name	Lease No.	Area (hectares)	Term (Years)	Expiry Date
Mining	HYC	MLN1121	372.4	25	5/01/2018
Mining	GLYDE	MLN1122	3348	25	5/01/2018
Mining	BUFFALO	MLN1123	3884	25	5/01/2018
Mining	Emu	MLN1124	3283	25	5/01/2018
Mining	Emu East	MLN1125	656.8	25	5/01/2018
Mining	Bing Bong Port	MLN1126	900	25	5/01/2018
Mining	Batten	MLN582	16.4	20	31/12/2019
Pastoral	Dredge Spoil	PPL1051	89.3	3	31/12/2012
Authorisation	Emu Fault	AN366	9	2	4/06/2012

Source: MRM, 2005

Mine leases will not change as a result of the Project, nor is there expected to be any impact or benefit to land tenure issues in Borroloola.

As MRM exists on a pastoral lease and the proposed Project is contained within the approved mine footprint, there will be no requirement for any additional land acquisitions or relocations, meaning no new landowner or lease owner will be affected by the Project.

c. Family Composition

In the Borroloola and Gulf areas, Indigenous family units tend to extend to the language group or clan, and include mothers, fathers, uncles, aunts, brothers, sisters, cousins, sons and daughters.

The ABS recognises families are an important social unit for maintaining the welfare of people. It advises policy and research has moved more toward how relationships can be improved between family members, rather than focusing on the 'traditional' form of a family, which is idealised as being a married couple and their children (ABS, 2011).

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Table 10: Family Compositions

	Gulf SLA		Borroloola CGC SLA		Australia	
	Total number	Percentage of families	Total number	Percentage of families	Total number	Percentage of families
Total families	115	100%	130	100%	5,219,165	100%
Couple families with children	46	40%	66	50.8%	2,362,582	45.3%
Couple families without children	43	37.4%	22	16.9%	1,943,643	37.2%
One parent families	19	16.5%	42	32.3%	823,254	15.8%
Other families	7	6.1%	0	0	89,686	1.7%

Source: ABS 2006

Table 10 shows there were a higher number of one-parent families in Borroloola compared with the Australian average.

Table 11 reveals there is a significantly higher number of people, over the age of 15 who have never been married, than the Australian average, as follows (ABS 2006).

Table 11: Registered Marital Status

	Gulf SLA		Borroloola CGC SLA		Australia	
	Total number	Percentage of people aged 15 years and over in the region	Total number	Percentage of people aged 15 years and over in the region	Total number	Percentage of people aged 15 years and over in the region
Married	130	29.9%	121	22.7%	7,900,684	49.6%
Never married	253	58.2%	369	69.4%	5,278,600	33.2%
Separated or divorced	39	9.0%	35	6.6%	1,801,979	11.3%
Widowed	13	3.0%	9	1.7%	936,813	5.9%

Table 12 shows being in a registered marriage is of less importance socially in the Gulf SLA and Borroloola CGC SLA regions compared with the average Australian statistics.

Table 12: Social Marital Status

	Gulf SLA and Borroloola CGC SLA		Australia	
	Number of people	Percentage of people aged 15 years and over	Number of people	Percentage of people aged 15 years and over
Married in a registered marriage	151	20.88%	7,158,697	50.4%
Married in a de facto marriage	192	26.55%	1,242,793	8.75%
Not married	380	52.55%	5,788,624	40.79%

This indicates the traditional European ideal of marriage is not as relevant in the local area in comparison with wider Australia. This was highlighted in October 2011 when the first marriage ceremony in 20 years was conducted in Borroloola.

Kinship Reciprocity

Indigenous kinship and family structures in the Borroloola and Gulf regions are typical of those in other Indigenous communities, with kinship defining where a person fits within a community and informing their community rights and responsibilities. At the base of Indigenous kinship is an understanding that the whole of the family or language group is more important than the individual.

Relations are typically decided on blood relationships, marriage, and wider factors, such as language groups. There is a level of assumption that items including food, money, clothing, housing and other supplies will be shared among family members, and family members will share in child-raising and caring for the elderly / infirm.

'Humbugging' is a common issue which occurs among the Indigenous community in Borroloola and the region. It relates to an expectation within the family structures of Indigenous people that money or other commodities will be given by those who have it in the Aboriginal community to their family members, and was raised a number of times during consultation as a local issue.

'You know, there's overcrowding and sometimes problems when local employees come back to town - maybe give them somewhere (to live) at the mine. You can see that some of them are trying hard to keep their jobs, but they get humbug from family with the extra money they bring back.'

Taken from meeting with the Savannah Way Motel held on 19 July 2011.

'There are people who get humbugged for the extra money.'

Taken from meeting with Centrelink/ISA held on 26 July 2011.

Often, humbugging involves a level of domestic violence, particularly against those deemed to be vulnerable (the elderly and infirm, and women). The Borroloola Safe House provides some shelter for women and children vulnerable to violence.

Indigenous people employed with MRM report humbugging as an issue they face in their communities. This can serve as a disincentive to employment or in some cases, has led local recruits to opt to relocate to Darwin and FIFO to MRM.

d. Housing

Housing is a significant issue across the NT. Shortages are evident in all areas and is particularly concerning in Darwin where house price increases over recent years point to a significant gap between supply and demand.

In more remote areas, the housing issues are complicated. Many remote communities, such as Borroloola and the surrounding region, either have a severe shortage of houses, causing overcrowding, or houses are of such poor quality they are untenable.

In particular, there is a lack of private housing. While there are opportunities for private investors, there is uncertainty around land tenure (see Section 2.2.2, b. Land tenure), which is a deterrent to private development in remote areas. Additionally, the relative isolation and remote location of Borroloola and its surrounds mean the cost of building new housing is often prohibitive.

As a result, there are difficulties in attracting a suitable general workforce with appropriate experience to work for prolonged periods in the area. There is a lack of accommodation to house short or long-term workers and there are further difficulties associated with the expense of transporting building equipment to the area.

There is a high level of skills in the region to build and construct housing accommodation – the issue faced is a lack of available freehold land to build on.

These issues across the NT sparked the Australian Government's National Partnership Agreement on *Remote Indigenous Housing* in 2008, which aims to address overcrowding, homelessness, poor conditions of housing and the severe housing shortage in remote Indigenous communities such as the Gulf Region.

The Partnership incorporates the Strategic Indigenous Housing and Infrastructure Program which will deliver 934 new houses, 415 rebuilds of existing houses and 2,500 refurbishments across 73 remote Indigenous communities and camps in the NT by 2013 (NT Department of Housing, Local Government and Regional Services, 2011). It was recently announced that Borroloola would not be addressed by this Program until 2014, which was raised in consultation as being of concern to local people, particularly Indigenous language group leaders.

Relevant to the Borroloola area, the SIHIP program has \$14 million allocated for housing construction and refurbishment across the four language group camps. In the original proposal, there were 25 houses to be constructed, and 45 requiring refurbishment. However, negotiations are under way to allocate the funding in line with Australian Government consultation outcomes. Negotiations are ongoing regarding leases and land tenures, and action relating to works commencing is not expected to occur until 2014.

In 2009, 67% of dwellings in Borroloola were considered to be overcrowded, with an average of around 3.10 people per bedroom (*NT Growth Towns initiative's draft Borroloola LIP, Schedule C*). Such overcrowding leads to ongoing social concerns such as hygiene problems, disease, domestic tension and violence (NT Government et al., 2011).

Consultation also identified issues associated with housing and overcrowding in the local area.

'Housing, overcrowding is a problem. Do you reckon you can build houses? We have to wait for another two years to get new houses here... can you build them faster than these other mob (the NT Government)?'

Taken from meeting with Traditional Owners – Yanyuwa Group held on 16 August 2011.

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Thirty dwellings in 2009 were deemed to be in need of significant capital expenditure (*NT Growth Towns initiative's draft Borroloola LIP, Schedule C*).

The majority of dwellings in the Gulf and Borroloola regions are rented, with a significant number rented through the NT Government, and a higher number rented from a local co-operative, eg. Mabunji Aboriginal Resource Association or Mungoorbada Aboriginal Corporation. In Borroloola CGC SLA, more than 45% of dwellings were shown to be rented through local co-operatives, community groups or church groups (in this instance, most likely Mabunji Aboriginal Resource Association), in comparison with the Australian average, where less than 1% of private dwellings rented through housing co-operatives, community groups or church groups. No dwellings in the Gulf or Borroloola areas are rented through real estate agents.

Table 13: Dwelling Statistics

	Gulf SLA		Borroloola CGC SLA		Australia	
	Total	Percentage of total occupied private dwellings	Total	Percentage of total occupied private dwellings	Total	Percentage of total occupied private dwellings
Median rent (\$/weekly)	\$15/week	-	\$30/week	-	\$190/week	
Fully owned	102	40%	31	18%	2,478,264	32.6%
Being purchased (includes being purchased under rent / buy scheme)	0	0%	3	1.2%	2,448,205	32.2%
Total rented (includes rent-free)	81	31.8%	117	68%	2,063,947	27.2%
Rented through real estate agent	0	0%	0	0%	1,024,191	14%
Rented from State or Territory housing authority	3	2.2%	16	11.9%	304,431	4.26%
Rented from housing co-operative / community / church group	48	35.8%	61	45.5%	50,165	0.07%
Rented from other landlord type, including government employers and private employers	8	5.9%	19	14%	99,451	1.39%
Other / not stated	70	27.5%	23	13.4%	605,765	8%

Source: ABS 2006

Situation Analysis

Rates of housing stress, defined as stress experienced by lower-income households (in the bottom 40% of income distribution) who pay more than 30% of their gross income on housing (Yate, J & Gabrielle M, 2006), are minimal. The majority of properties are rented at very low rates (\$15 – \$30 / week), while the average household income is between \$645 – \$1,012 per week, which equates to around 2% – 3% of total average household income.

The severe housing shortage means property values and housing affordability are not applicable issues in this instance. Likewise, the rate of rental property vacancy is not an applicable consideration due to this shortage. The wider issue is that there are not enough houses available, and there are numerous houses which are untenable. This is also a disincentive for local people to take on employment, as they risk losing eligibility to be provided NT Government housing due to an increase in their income. With no rental properties available in the local area, employees of the mine sourced locally often find it is more cost effective and offers greater liveability benefits to re-locate to a rental property in Darwin and work on a FIFO basis.

'Then there's the housing issue, when they get a job at the mine, they lose their house, and there's nowhere to rent here, there's no support for child care, no housing to rent, the incentives... it's hard. That's probably why they go to Darwin.'

'Land is an issue...land is tied up...it's a merry go round, those people go away they spend their money in other places...can this place really get ahead?'

Both quotes taken from meeting with Centrelink/ISA held on 26 July 2011.

2.2.3 Social Organisations

a. Facilitating Social Involvement in Decision-Making

This section focuses on 'organisations and capacity at the household and community levels affecting participation in local-level institutions, as well as local decision-making processes and access to services and information' (MCA, 2010).

Outside of elected representation, the communities within the Gulf Region are empowered to contribute to decisions affecting their lives through a range of organisations. These organisations (see Table 14) also provide access to services and information specifically relating to the people within the Gulf and Borroloola areas.

Table 14: Community Organisations

Organisation	Description
Mabunji Aboriginal Resource Association Inc.	Mabunji was established in 1982 as a resource centre to service Indigenous people and their homelands of the Borroloola Region, and now covers some 600 km of the Gulf Region and Sir Edward Pellew Islands (Mabunji Aboriginal Resource Association Inc, 2010) Mabunji services 26 outstations / homelands with a total population of approximately 400 Indigenous peoples. Mabunji is located in Borroloola and is the major employer of Indigenous people, employing over 300 Indigenous people on a Community Development Employment Projects (CDEP) Government- funded scheme. It has also become a key conduit for service organisations, enterprise development and facilities for which Mabunji auspices and administers grant funding. This includes the

Situation Analysis

Organisation	Description
	management of the Li-Anthawirriyarra Sea Rangers, the local community radio station, Wanula Creche, and the Waralungku Arts Centre, NAIDOC and Boonu Boonu Festivals, the Borrooloola Beautification Landscaping Project and youth diversionary programs hosted by local pastoralists. Mabunji's operations also include housing maintenance for 189 houses, municipal and essential services to 22 operational outstations and 4 Town Camps, the Safe House, Aged Care Centre in Borrooloola, mechanical workshop, nursery and 50% ownership in the Malandari Partnership which operates the Borrooloola Bulk Discounts store. Mabunji employs 135 full-time permanent staff. It is governed by a 23-person Board comprising: Chairperson; Deputy Chairperson; executive officers; one Director nominated by each of the four Town Camps and 14 Directors representing the outstations. The Board decides on activities and initiatives to be pursued by the group.
Mungoorbada Aboriginal Corporation (Robinson River)	The Mungoorbada Aboriginal Corporation was incorporated in October 1990 under the then Commonwealth Aboriginal Councils and Associations Act. It was originally established as an outstation resource centre with the Robinson River community. MAC is based in and is now recognised as the representative organisation of the Aboriginal community of Robinson River and its surrounding outstations. It is responsible for the management, administration and operation of all activities not directly undertaken by Government Departments or their agents. As part of these responsibilities MAC is the CDEP provider for the region. The stated objectives of the corporation, according to its Rule Book, are to exercise its powers on behalf of members in need of assistance to relieve their 'poverty, sickness, serious economic disadvantage and social distress'. It holds title to the land of its members, aiming to overcome homelessness and other disadvantages presented by poor housing, hygiene and social disintegration. It also aims to assist members in gaining access to services in the areas of housing, health, education, essential services, law and social services, together with increased employment opportunities and work training. The principal activities undertaken by MAC comprise: • Management of the community's affairs and administration • Municipal services • Housing management and maintenance of 50 residences • Management of commercial activities: the community store, crèche, women's centre, community infrastructure projects, Centrelink office and civil construction enterprise • Pastoral operations with chickens, goat and beef herds • Supporting community programs through the night patrol, school children round up, school nutrition program.

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Organisation	Description
	MAC is governed by a board and management team.
Mawurli and Wirriwangkuma Aboriginal Association (MAWA)	MAWA was established in 1994 as an Aboriginal Corporation incorporated under the Commonwealth Aboriginal Councils and Associations Act and commenced operations in 1995 as a public benevolent institution to provide charitable cultural and social welfare support to the Aboriginal community represented by the four language groups in the Borroloola Region, being the Mara, Yanyuwa, Gurdanji and Garawa people. MAWA was created to represent and further the business development and Aboriginal economic advancement of the four Aboriginal language groups of the region. Its primary revenue generation initiatives are currently: • 32% share of Carpentaria Shipping Services which operates the Aburri barge contracted by MRM to transfer bulk concentrate to ships at sea • 50% share in the Malandari Partnership which operates the Borroloola Bulk Discounts store. Through profits generated from these enterprises, MAWA seeks to assist the Borroloola regional Aboriginal community and its members in the areas of enterprise and job creation, education, health, sport, culture and social welfare activities. In particular, MAWA has supported cultural ceremonies and festivals, seed funding for community based economic ventures, sporting groups, assistance to pensioners, emergency transport and accommodation assistance for families involved in medical crises, funeral costs, community radio, night patrol and Sea Ranger programs. The large MAWA Committee comprises six representatives of each of the four language groups within the region. It is supported by an outsourced Secretariat service.
MRM Community Reference Group	The MRM Community Reference Group (CRG), an initiative of MRM, has been active since 2006. The CRG was established to encourage a greater sharing of ideas and information between MRM and the communities that surround the mine. The group is made up of Traditional Owners from the four local language groups as well as a cross-section of business people and representatives from the Roper Gulf Shire Council, the NT government and MRM. Quarterly CRG meetings are an opportunity for MRM's General Manager and senior management team representatives to provide information and engage in open discussion about MRM activities with attendees. CRG meetings are minuted, and involve discussions such as: • Mining operations • MRM's environmental monitoring programs in and around the McArthur River and the Gulf • Community sponsorships

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Organisation	Description
	• Cultural heritage and sites of cultural significance • Local business, employment and training opportunities • Community feedback on needs, priorities, ideas and views.
Li-Anthawirriyarra Sea Ranger Unit	Established by Yanyuwa traditional owners, the Li-Anthawirriyarra (people of the sea) Sea Ranger Unit manages the Sir Edward Pellew Islands and the riverine and coastal areas of the south-west Gulf of Carpentaria. The Unit is funded by the Australian Government Department of Sustainability, Environment, Water, Population and Communities (DSEWPC) 'Working on Country' initiative. The DSEWPC website states 'Working on Country' builds on Indigenous knowledge of protecting and managing land and sea country, and provides funding for Indigenous people to deliver environmental outcomes to the Australian Government. Their work will help to maintain, restore, protect and manage Australia's environment. (Australian Government Department of Sustainability, Environment, Water, Population and Communities, 2011) The Sea Rangers Unit reports to Mabunji Aboriginal Resource Association.
Alcohol Management Committee	Managed by the NT Government, the Alcohol Management Committee is a group of local residents, government, Police and community organisations who are proactively developing a Drug and Alcohol Management Plan. The vision for the plan is to: • Work towards the future to make Borroloola a sustainable, viable, and vibrant community. • To encourage and support community efforts to make Borroloola a safe, healthy and happy place in which to live and raise children. • To encourage and foster tourism and create a community that is a desirable place to visit. • To encourage and foster growth in the community. The Plan which has been submitted to local and NT Government for approval. Committee meetings have attracted large numbers of interested community members with up to 35 people often in attendance.
Borroloola Pool Committee	The Borroloola Pool Committee includes a number of local representatives and is facilitated by Roper Gulf Shire Council. The Committee was set up to firstly develop and now oversee the –provision of the community swimming complex in Borroloola.
Economic Development Committee	The Borroloola Economic Development Committee is facilitated by the NT Government to assist in driving the economic growth of the area.

2.2.4 Economic Organisations

a. Local and Regional Businesses and Commercial Structures

A detailed discussion regarding the current composition of the local economy in Borroloola and the Gulf Region is included in Chapter 16 – Economics in this EIS.

A report issued in 2006 by the Department of Employment and Workplace Relations and Local Government Association (Australian Government Department of Employment and Workplace Relations, 2006) discusses in detail various businesses both public and private in the context of them being employment opportunities in Borroloola.

Services identified as requiring expansion / opportunities in 2006 were:

- expansion to nursery / market garden / landscaping supplies and services
- transport services (i.e. bus or coach line taking residents from Borroloola to Daly Waters or Katherine regularly)
- fishing ventures / tourism
- hairdressing / community store
- fishing licence (for commercial sale of fresh fish)
- art centre expansion
- working closely with MRM to assist locals in gaining employment.

Consultation with the community revealed other opportunities had been identified as being required in the local area, such as a bakery or bread run and market garden.

'There should be a bakery... Century Mine has one. Sometimes we have to wait for a week at a time for bread – or the trucks – to come in. ...Maybe a market garden.'

Taken from meeting with Yanyuwa community members, 28 July 2011

2.2.5 Socio-Political Context

MRM's operations are located within the following electoral divisions:

- Federal — Lingiari
- NT — Barkly
- Local — Roper Gulf Shire Council.

The Gulf Region exemplifies how the local impact of national, systemic issues can greatly influence governance and policy.

The socio-political context within the region is inextricably linked with the history of Indigenous people in Australia and the current policies which aim to eliminate social disadvantage, empower Indigenous communities and create better futures. The agenda is dominated by the needs of the Indigenous community which in the NT, represent 32.5% of the total population but own 49% of the Territory's property.

This dynamic, as well as a new direction in government programs, are building a sense of empowerment, ownership and pride among Indigenous leaders to drive the socio-economic development of their communities. This shift in attitude and responsibility has been observed within the Gulf Region.

There are three streams of representation that have both political and social influence:

- elected representation through the Roper Gulf Shire Council and NT Government
- policy and action driven through the Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)
- Indigenous representation through the Northern Land Council and the proposed Katherine Regional Land Council.

a. Stakeholder Organisations' Development Goals and Priorities

Roper Gulf Shire Council

Roper Gulf Shire Council headquartered in Katherine was formed in 2008 as a result of local government reforms implemented by the NT Government.

These reforms were intended to allow residents to determine how their Shire evolves over time. Their aim was to lead social and economic development in the bush, maximise opportunities within the region and provide local government services to their region. The reforms saw 54 mostly Indigenous community councils replaced by eleven shires. This included the previous Borroloola Community Council.

The Roper Gulf Shire Council is divided into 5 wards governed by 11 councillors and led by Mayor, Tony Jack, from Robinson River:

- Never Never Ward
- Numbulwar Numburindi Ward
- Nyirranggulung Ward
- South West Gulf Ward – which covers the Gulf and Borroloola SLA which are the subject of this SIA
- Yugul Mangi Ward

In addition, a local voluntary board with advisory powers has been established and meets regularly in Borroloola.

The development goals and priorities for the Council are described within its inaugural strategic plan set for the 2010-2013 period. Its vision is: to be Sustainable, Viable and Vibrant. The mission is to work together as one towards a better future through effective use of all resources.

The strategic goals are:

1. Strengthen the quality of life in our Shire by working with the community and town residents and other organisations to identify and support priority social, cultural and recreational needs in order to build a stronger and healthier Shire.
2. Move towards sustainability by building local economies, employing local people and making the Council economically sustainable.
3. Care for our environment by promoting protection of the Shire's natural environment for future generations, support appropriate enjoyment of lifestyles based on the natural environment and move towards becoming an environmentally sound organisation.

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4. Improve our infrastructure by strategically managing legacy infrastructure, plant and equipment to prolong its working life while concurrently lobbying for funding to repair, replace and increase infrastructure, fleet, plant and equipment to levels appropriate for our population and locality.
5. Good governance by managing the Shire and its resources with professionalism, transparency and accountability and in the best interest of all the Shire's people.

NT Department of Housing, Local Government and Regional Services

The NT Department of Housing, Local Government and Regional Services is responsible for the development and regulation of local government in the NT. This department provides strategic advice on regional issues, government support, policy and legislation, monitoring and advice on service delivery, financial management and operational issues, grants to Councils and administration of local government legislative requirements.

The department also coordinates the whole-of-government approach to the *Working Future* policy which provides a vision for remote areas and is part of the Territory 2030 vision. The key priorities within this policy are:

1. Developing Territory Growth Towns – the biggest remote communities (including Borroloola) will become proper towns, with services, buildings and facilities like any other country town in Australia and the economic and service deliver centres for their regions.
2. Homelands and Outstations – Funding for services for homelands and outstations.
3. Remote service delivery – providing services that local people need from both the Australian and Territory Government. Both governments will be looking at how they can work better to provide long-term funding so that communities can plan for the future with certainty.
4. Employment and economic development – attracting private investment to support business and residential property development. This includes a long-term Indigenous Economic Development Strategy.
5. Remote transport strategy - provision of regular and affordable transport to access services in larger towns.
6. Closing the Gap Targets and Evaluation – Reporting against the targets set in agreement with all Australian governments including an evaluation of remote service delivery.

Australian Government FAHCSIA

While the NT is self-governing it does not have the status of a State of the Australian federation. This means that the Australian Government retains the power to make laws for the Territory, and can override laws of the Northern Territory Legislative Assembly. The *Land Rights Act* is a Commonwealth law which applies only to the Northern Territory.

The Australian Government is also responsible for indigenous policy and programs within the NT as part of the *Closing the Gap* commitment to work towards a better future for Aboriginal and Torres Strait Islander peoples.

A new document, entitled *Stronger Futures in the Northern Territory discussion paper* and issued in June 2011 sets out priorities for building on the work of the NT Emergency Response. There are three priority areas:

- school attendance and education achievement – ensuring all children go to school and succeed

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- economic development and employment – ensuring indigenous people are part of the Territory's economy and that people have jobs
- tackling alcohol abuse – ensuring people and communities do not go on suffering the devastation caused by too much alcohol.

The government is also consulting on community safety, health, food security, housing, and governance.

Northern Land Council

The Northern Land Council was established in 1973 to represent traditional Aboriginal landowners and Aboriginal people in the Top End of the Northern Territory of Australia (NLC, 2003).

Its vision is stated as: A Territory in which the land rights of every Traditional Owner are legally recognised and in which Aboriginal people benefit economically, socially and culturally from the secure possession of their lands and seas.

The most important responsibilities of the NLC are to consult with traditional landowners and other Aborigines with an interest in the land.

This is to make sure the landowners as a group give their informed consent before the Land Council or a Land Trust enters into any agreement, or takes any action affecting their land. It also ensures that affected Aboriginal communities and groups have the chance to express their views and that land use agreements entered into are reasonable. These principles are fundamental to the *Aboriginal Land Rights (Northern Territory) Act 1976*.

The NLC also acts as a representative body for native title claimants in its area under the *Native Title Act 1993*.

The NLC provides services in six key areas:

- Land, Sea and Natural Resource Management
- Land Claims and Acquisitions
- Economic Development and Commercial Services
- Advocacy
- Administration and Support Services
- Native Title Services

Katherine Regional Land Council

A proposal has been submitted to the Australian Government pursuant to s21A of the *Aboriginal Land Rights (Northern Territory) Act 1976* and investigated by the Office of the Aboriginal Land Commissioner for the establishment of a new land council in respect to the area covered by this SIA.

This group would be called the Katherine Regional Land Council and would involve more than 25 language groups breaking away from the NLC governance structure.

Information distributed in early 2011 indicated the goal of this organisation would be to promote local decision-making by Traditional Owners.

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The community is awaiting the decision of the Minister for Indigenous Affairs, Jenny Macklin, regarding the proposal. If accepted, then Australian Electoral Commission would hold a vote of all Aboriginal adults in the proposed area.

b. Commitment to Development Objectives

Throughout the four layers of governance within the community, the commitment to development objectives is consistent. All groups, local, Territory, federal and Indigenous, are targeting the socio-economic development of the Territory including the Gulf Region.

The other aspect of these objectives that is consistent is a desire to ensure this development is driven by a strong, local group of Traditional Owners and Indigenous community that has a greater level of influence and involvement in the direction of this growth and a share in the financial outcomes.

The commitments are summarised in the table below.

Table 15: Summarised Commitments to Development Objectives

Governance	Social Priorities	Economic priorities
Local government	• Raising the quality of life to build a stronger and healthier Shire • Environmental protection • Good governance	• Sustainability – employment and business • Infrastructure provision and management
Territory government	• Self determination around homelands and Outstations • Improved transport infrastructure • Good governance	• Territory Growth Towns development • Employment and economic development
Australian government	• Education • Drug and alcohol abuse • Community safety • Health • Food security • Housing • Good governance	• Employment and economic development
Indigenous representation	• Land, Sea and Natural Resource Management • Advocacy • Administration and Support Services • Native Title Services	• Economic Development • Commercial Services • Land Claims and Acquisitions

c. Control Over Resources

All levels of government and the NLC have representatives based within Borroloola to support the planning and delivery of government services.

The key indicator of control over resources within the Gulf Region is, in reality, the accessibility to capital to invest.

Due to the nature of the region and the previously mentioned influence of the dominance of public housing and CDEP employment, the Roper Gulf Shire Council does not draw on a revenue stream around property and commercial rates as is common with local governments in other regions of Australia. It is reliant on the funding support of the NT Government and external partners to facilitate investment.

The funding available to the Local Implementation Plan for Borroloola as a Growth Town and other NT Government programs within the region competes with demands from other parts of the Territory and government priorities.

At an Australian Government level, numerous grant programs are accessible to fund social, employment and economic programs. However, tapping these funds relies upon the capacity of the personnel in the Gulf community to source programs, prepare submissions and auspice the grants.

As a result, socio-economic development activity within the Gulf Region has benefitted from the establishment of organisations such as the Trust and the role of non-government organisations in providing charitable and community services.

d. Relationship With Other Stakeholder Groups

The relationships between the levels of governance within the region and the private and non-government sector have therefore been important to achieving the desired outcomes within the community.

For example, the Roper Gulf Shire Council Strategic Plan places considerable emphasis on partnerships with organisations to support economic and environmental objectives.

The NT Government has partnered with MRM to establish the Trust to drive social and economic development initiatives and as a result, the total value of programs supported by the Trust has been of an order of magnitude of approximately four times the total amount committed. The Trust has become a catalyst for investment as programs supported also attract funding from the Australian and NT Governments and the proponent's own contributions.

The Australian Government draws on both the commercial and non-government sectors to support regional programs. For example, federally funded Indigenous employment programs have been utilised by MRM to support the expansion of trainee programs implemented by the mine.

The Northern Land Council has also partnered with other stakeholder groups such as the Environment Centre Northern Territory to support objectives within the Gulf Region.

2.2.6 Historical Context

a. Historical Issues and Events (Migration, Relocation)

The NT was first inhabited by Indigenous Australians more than 40,000 years ago, with first European settlement established in 1869 near Darwin. The four Indigenous groups in the Borroloola and Gulf Region remain prevalent, with each language group inhabiting and responsible for land as follows:

Figure 10: Language Groups in the Borroloola and Gulf Region



In 1889 the British courts applied the doctrine of *terra nullius* to Australia, finding that it was a territory that was 'practically unoccupied'. In 1979, the High Court of Australia did the same, saying that Australia was a territory which, 'by European standards, had no civilised inhabitants or settled law'. It was thought that in these circumstances, the common law doctrine of native title did not apply to Australia. (National Native Title Tribunal, 2011)

Then in 1992, in the case of *Mabo (No 2)*, the High Court of Australia made the historic decision to overturn the doctrine of *terra nullius* citing that it should not have been applied to Australia and that the common law of Australia would recognise native title.

Originally, the settlement was part of the colony of South Australia (SA) and remained as such until the *NT Surrender Act 1908* and *NT Acceptance Act 1910* were passed. When these acts were passed the NT officially separated from SA and came under Commonwealth control and a commonwealth minister was appointed to administer the territory.

Following increasing pressure and momentum for the Indigenous population of the NT to have rights to fair pay and land, in 1973 the Whitlam Government established the Woodward Royal Commission to inquire as to how land rights could be achieved within the NT. An outcome of the commission was the bill drafted on 16 December 1976 *The Aboriginal Land Rights (NT) Act 1976* and subsequently passed. This Act commenced on Australia Day the following year, 26 January 1977.

The NT Gulf country is historically renowned as being a harsh and unforgiving environment, with devastating wet seasons and impossible droughts. For the first European explorers, such as Leichhardt, this land promised discovery, to adventurers like the overlanders and pastoralists, it provided a vision for future prosperity and to prospectors, the Gulf country was an untapped resource to unclaimed riches. However to the estimated 2,500 Aboriginal inhabitants, the Gulf country was their sacred place – their physical and spiritual home (Roberts, 2005).

As detailed in the 2005 historical novel, *Frontier Justice* (Roberts 2005), prior to European settlement, large populations of Indigenous people occupied the Gulf Region. Traditional Indigenous practices centred on strong attachments to land, sites and customary land management practices, including foraging for food and other bush resources. Contemporary Indigenous communities maintain many of these cultural practices throughout the Gulf Region (Roberts 2005).

From the 1870s, cattlemen travelled to acquire vast areas of station land and brought cattle in massive numbers. This process was devastating to the lagoons and fragile terrain the Indigenous groups had

protected for thousands of years, and served only to strengthen their ties and commitment to the preservation of their 'country'.

During these early days, racial conflict often escalated to free violence and retaliation that would extend into the next century, displacing, and in some areas destroying, the original inhabitants.

Since the introduction of cattle into the Gulf Region in 1869, pastoralists have operated on a number of stations in the area, including McArthur River Station and Bauhinia Downs. McArthur River Station was formed near the end of 1883 and was, at the time, Australia's biggest ever cattle station covering some 47,317 km². The station covered almost the entire traditional land of a number of Indigenous groups, including the Gurdanji people. Because of its size, McArthur River Station had a significant impact on the Indigenous people who lived on the land.

While pastoralists are still active within the region, land parcels within major stations were redistributed to traditional landholders throughout the late 20th century.

2.2.7 Needs and Values

a. Stakeholder Attitudes and Values Determining Whether Development Interventions Are Needed and Wanted

In the past five years, there has been a significant shift in the attitudes and values of community members. There is a clear and determined sense of empowerment in the community – that they can drive and play a key role in their future and the future of their town.

Consultation revealed a common factor in this shift was the sense of self-worth and empowerment that came from employment, specifically at MRM. Themes of pride, equality, and recognising and seizing opportunities were strong.

"The workers get off the bus – the miners bus – and they are really happy. They walk with their head held high, their family waiting for them, with smiles. They are really happy."

Taken from meeting with Safe House held on 20 July 2011.

The past five years have also seen significant growth in community development planning conducted in the Gulf Region in relation to the establishment and long term planning for the Trust, the local government redistribution and formation of the Roper Gulf Shire Council, and the NT Government's Growth Town initiatives.

Substantial consultation and engagement has been conducted with community members to inform the strategic planning of these initiatives. This has unanimously found a desire for change, for a better future for new generations and for improved living standards and community infrastructure – another indication that the community wants to take charge of their future and be involved in the planning deliverables.

The prevailing attitudes that are evident in the planning to date are:

1. There is general acceptance that the current living conditions of residents within the Gulf community are unacceptable and need to be improved.
2. Children are the future of the region and planning must involve investment in their health and education to ensure the development of opportunities and a clear direction for their future in the region.

3. The Gulf Region and the town of Borroloola are on the threshold of a growth phase which will bring improved liveability, services and economic development to the region.
4. MRM has a defined life of mine and the community needs to be developed for its sustainability in the future, even after the mine has closed.
5. Local leaders are empowered to lead change. They are taking an active role in community leadership based on their pride for the region and sense of commitment.

The values that are commonly shared by residents of the region can be summarised as:

1. Equity – that all local Indigenous language groups and non-Indigenous residents desire to have equal opportunities and engagement including equal say in the future of the region.
2. Environmental protection – that the natural environment is central to the culture, lifestyle and livelihoods of local people and must be sustainably managed and protected.
3. Respect – for cultural heritage, individual needs and rights and the contribution of the community in the planning for the future of the region
4. Succession Planning – the grooming of new generations within families to take responsibility for cultural and social leadership both within their respective language groups and the community generally.

2.2.8 Human Rights

a. A Summary Of Prevailing Human Rights For Consideration

Human rights are about equality and fairness for everyone. There are a number of basic rights that people from around the world have agreed on, such as the right to life, freedom from torture and other cruel and inhumane treatment, rights to a fair trial, free speech and freedom of religion, as well as universal rights to health, education and an adequate standard of living.

These human rights are the same for all people everywhere – male and female, young and old, rich and poor, regardless of our background, where we live, what we think or what we believe.

The protection of human rights is everyone's responsibility. A shared understanding and respect for human rights provides the foundation for peace, harmony, security and freedom in our community.

The Universal Declaration of Human Rights (UDHR) is generally agreed to be the foundation of international human rights law. (United Nations, 2011).

Australia's system of human rights protection has evolved according to its own unique history, and alongside the international human rights system, during the 100 years since Federation.

Australia has helped develop a range of international human rights laws and standards. We have also become signatories to them and have ratified them.

The Australian Human Rights Commission is an independent statutory organisation established in 1986 by an act of the Commonwealth Parliament. Its goal is to foster greater understanding and protection of human rights in Australia and to address the human rights concerns of a broad range of individuals and groups.

The Commission has statutory responsibilities under the following Australian laws:

- *Age Discrimination Act 2004*
- *Disability Discrimination Act 1992*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Australian Human Rights Commission Act 1986.*

The Australian Human Rights Commission Act covers:

- alleged breaches of human rights by the Commonwealth (such as a Australian Government department) against accepted international standards
- discrimination in employment (public and private organisations) on a range of grounds, such as age, religion, sexual preference, political opinion, trade union activity and criminal record.

Respect for human rights helps build strong communities, based on equality and tolerance, in which every person has an opportunity to contribute. Of course, having others respect our human rights comes with the responsibility that we respect the rights of others (Australian Human Rights Commission, 2006).

Social justice is about making sure that every Australian – Indigenous and non-Indigenous – has choices about how they live and the means to make those choices. Social justice is grounded in the practical, day-to-day realities of life. It's about waking up in a house with running water and proper sanitation; offering one's children an education that helps them develop their potential and respect their culture; it is the prospect of satisfying employment and good health.

Social justice also means recognising the distinctive rights that Indigenous Australians hold as the original peoples of this land, including:

- the right to a distinct status and culture
- the right to self-determination
- the right to land, which provides the spiritual and cultural basis of Indigenous communities (Australian Human Rights Commission, 2006).

The Aboriginal and Torres Strait Islander Social Justice Commissioner advocates for the recognition of the rights of Indigenous Australians and seeks to promote respect and understanding of these rights among the broader Australian community.

2.2.9 Cultural Background

a. Cultural Norms and Practices

Indigenous cultural norms and practices are widespread across the Borroloola and Gulf Regions, and while it is well-known that there is no 'one' Indigenous culture, there are norms within communities which are embedded cultural practices among many Indigenous communities.

Land or 'country' is of fundamental and of significant importance to the local Indigenous people (Roberts 2005). It is this spiritual link with the land and natural environment of their 'country' which gives each Indigenous person their sense of identity and lies at the heart of their beliefs, customs and values. In the case of coastal peoples, 'country' includes the marine environment. Currently, there are still community members

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who uphold a traditional way of life, demonstrating the deep connection the Traditional Owners have with their country, and the respect they have for its ability to provide them with food, water and shelter.

With this in mind, the protection and preservation of land is fundamental to the Indigenous culture, specifically the identification and conservation of sacred sites. Documented historical accounts suggest where damage to a sacred site has occurred, the owners are held accountable and must pay compensation to the managers, regardless of whether they were powerless to intervene (Roberts 2005). In extreme cases, the penalty faced was death. Historically, these were exceedingly serious matters, and remain so today, and directly influence the way in which Indigenous people react to perceived environmental impacts.

It is a cultural belief that natural disasters such as cyclones and floods, or even epidemics, were the result of human impact on a sacred site. For example, an influenza epidemic in 1968-69 was believed by older Yanyuwa members to be a consequence of cattle disturbing a sickness site on Bing Bong Station, north of Borroloola (Roberts 2005). When Cyclone Kathy devastated the town in March 1984, it was attributed to Europeans intruding on sites associated with a dangerous rainbow serpent (Roberts 2005).

Community members of Borroloola, King Ash Bay and Robinson River are involved in cultural events and ceremonies relating to the Dreaming, from which stems all traditional law and lore. Of great importance to the people in the region is cultural preservation, including the responsibility of passing knowledge, arts and cultural information, performances and ceremonial practices, languages, sacred and significant sites and important objects through the generations.

Activities relating to preserving local culture have received significant support. In 2009, University of Queensland Senior Lecturer in Aboriginal and Torres Strait Islander Studies Dr Elizabeth MacKinleay, together with film-maker Alieta Belle, travelled to Borroloola supported by MRM to film a documentary entitled *From Manankurra to Borroloola*. The documentary traced the heritage of local Indigenous women originally documented in the 2007 film, *Big Women from Borroloola*.

The NAIDOC festival program and Boonu Boonu Cultural Festival are important annual celebrations of Indigenous cultural heritage observed in the Gulf Region.

There is a strong artistic community in Borroloola and the Gulf Regions. The Waralungku Arts Centre was established in Borroloola in 2003, and continues to grow due to local and regional support. The Centre represents more than 40 artists from the Yanyuwa, Garawa, Gurdanji and Mara language groups. Artists at the Centre primarily produce paintings of Dreamtime and outback scenery and some were selected to show their work in the Telstra Indigenous Art Awards in 2010. As the Dreamtime stories are verbally passed down to the artists from their elders, the art serves a vital cultural heritage purpose.

The Centre also receives international attention. In July 2011, the Centre held an exhibition in London, with two local artists and an art worker in attendance. MRM supported this through a Trust grant.

On the death of an Indigenous community member, the period of mourning is known as 'Sorry Business'. During this time and often well beyond, the deceased person's name is unable to be spoken. Images of deceased Indigenous people should not be shown without warning.

b. Places of High Cultural Value

Within the natural environment, sites of cultural significance are located across the region related to the song lines and Dreaming of each language group.

Within the built environment, the Waralungku Arts Centre and the Language Centre have become places of high cultural value for the role they play as gathering places for all language groups and forums for sharing

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information regarding local culture and educating young people in traditional visual and performing arts. In late 2011, funding for the local Language Centre ceased and the women who participated in the Language Centre have now moved to the Waralungku Arts Centre.

Within the mine lease, MRM works closely with Traditional Owners to preserve the cultural heritage of the local Aboriginal people. This includes respect for local customs and values, together with the protection of sacred sites within the footprint of the mine's operations. MRM's commitment to cultural heritage management is guided by Xstrata plc's Business Principles, which uphold and promote human rights within our areas of influence and respect the cultural heritage, customs and rights of communities. The way in which MRM delivers on this commitment is articulated in the Cultural Recognition Policy. This policy provides a mandate for cross-cultural respect and awareness through which MRM has established valued relationships with local Aboriginal people and Traditional Owners. It also ensures the workforce understands the traditional rights and culture of Indigenous people and oversees a number of systems and processes to ensure sites of cultural significance, and matters of cultural interest, are identified and preserved (MRM, 2011)

Extensive studies, including archaeological and ethnographic surveys, have been undertaken to identify and protect culturally significant sites within MRM's lease area. These studies have identified 17 sites of cultural significance that either have a direct link to dreamtime stories or are important to the history and culture of the local Aboriginal people. These sites are registered with the Aboriginal Area Protection Authority. This statutory authority of the Northern Territory Government was established under complementary NT legislation in accordance with the Commonwealth Land Rights Act 1976. The Aboriginal Areas Protection Authority (AAPA) has issued authority certificates for all the mine's operational areas in accordance with the Northern Territory Aboriginal Sacred Sites Act 1989 (MRM, 2011).

MRM preserves and manages the identified sites in line with AAPA conditions. These call for:

- entry to sacred sites to be prevented
- no works that will disturb the ground at sacred sites
- prevention of damage to any vegetation at sacred sites other than for specified purposes
- no material to be stored or machinery parked near the sacred sites
- protective fences and signage to be erected around sacred sites
- aboriginal custodians of the sacred sites to be notified and provided with the opportunity to supervise any restoration works carried out on the site
- access to the sites to be permitted for cultural purposes.

Protection of cultural heritage was an area of interest across stakeholder groups, particularly how MRM would identify and preserve sacred sites through the proposed Project. Many acknowledged the work MRM had done to date in terms of sacred site identification and protection. The majority advised they were supportive of MRM's work in cultural heritage management, and expressed desire that MRM continue working with Traditional Owners in this regard.

"How will MRM protect and identify sacred sites on the mine throughout the Phase 3 Development Project?"

Taken from Borroloola community meeting held on 23 March 2011.

"You need to look out for Barramundi Dreaming. There is a spring there – you have to look after it."

Taken from meeting with Traditional Owner – Gurdanji Group held on 16 August 2011.

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"We are fine with cultural heritage and sacred sites, so long as Traditional Owners are working with MRM."

Taken from meeting with Traditional Owner – Yanyuwa Group held on 29 July 2011.

"It will have a positive impact – it will support Traditional Owners to look after country, maintain cultural ties, and it will be a step in the right direction moving forward."

Taken from Government Site Tour held on 2 August 2011.

No impact on cultural heritage sites of significance in the community or region is expected as a result of the Project. For further information about investigations relating to cultural heritage within the mining lease, please see EIS Chapter 14: Cultural Heritage.

3 MRM Contributions

At various points within this SIA, mention has been made of how MRM has supported various initiatives within the NT and Gulf communities during the period of 2006 to 2010.

In summary, the key contributions made by MRM have been:

- direct economic value totalling \$888 million (since 2007)
- \$446 million invested in procurement with NT and locally based goods and service providers 100% increase in direct employment
- increased Indigenous workforce participation from 4% in 2006 to 21% in 2010 representing a net increase in the number of employees identifying as being of Indigenous origin from 6 to 59
- the establishment of the MRM Community Benefits Trust in 2007 which has since committed \$7 million in grants
- continuation of the mine's sponsorship and donations program which meets short term needs within the community including sport, health, recreation, and cultural activities
- active participation and in-kind support for a range of community development initiatives including the Borroloola Pool Committee, Economic Development Committee for Borroloola, Alcohol Management Committee and NT Government Growth Town Local Implementation Plan development
- provision of assistance for infrastructure upgrading including Mule Creek Road and advocacy for the development of the McArthur River Bridge.

This section of the SIA provides further information on the contributions generated through the MRM Community Benefits Trust as this was specifically formed as the vehicle for MRM to channel its support for the long term, socio-economic development of the Gulf Region, as well as the ongoing program of sponsorships and donations.

3.1 MRM Community Benefits Trust Outcomes

Stated objectives of the Trust are to:

- facilitate ongoing sustainable development of the community and the region including community capacity building and local business enterprise development.
- build infrastructure within the community to a level that will facilitate the creation of local jobs, diversity of new enterprise, beneficial social activity and improved health outcomes.
- enhance the positive social and economic impact of MRM's mining operations on the community and the region as far as is reasonably practicable.
- create jobs and training opportunities.

The Trust is governed by a Trustee Board which comprises two Directors nominated by NT Government and two Directors nominated by MRM, four Indigenous Directors each representing one of the four local language groups and one Director elected by local community organisations.

3.1.1 Annual Contributions

A legal agreement with the NT Government and MRM for the establishment of the Trust, states the Trust will be in operation throughout the life of the mine. Currently, this represents a commitment by MRM in the order of \$32 million in total between the Trust's inception and 2027. Based on the terms of the Agreement, it is understood that the Trust's life would be extended with any extension to the mine life by the Project.

MRM currently invests \$1.35 million per annum into the Trust for an Initial Period of the Agreement for eight years. Following this eight-year period to July 2015, the contribution will be scheduled for review. In planning for the Trust Agreement, it was intended that after the initial period of eight years, the annual contribution would be \$1.25 million for the life of mine subject to annual increases in CPI.

However, under the agreement, this review of the amount committed will take into consideration:

- any variations to the community benefits package that may be desirable
- any variations (upwards or downwards) to the annual contributions
- the timeframe and duration of the application of any variations
- any other variations to this Agreement considered necessary or desirable
- any substantial change upwards or downwards in the economics of the mine (the consideration of which shall in no way limit the taking into account of other relevant considerations).

Based on current agreements and plans therefore, it is expected the Trust will be extended for another nine years to 2036 and will benefit from an additional contribution of at least \$7.5 million over that time taking the total commitment of the Trust from in the order of \$32 million to \$43.3 million over the life of mine.

Community consultation in relation to the Project has shown there is a high level of awareness about the community contributions the Trust has made in the area so far. It also raised questions regarding the potential to increase the amount invested in the Trust in line with the increased production planned by the mine.

'With the mine expansion, will there be an additional offload to the Trust? Is the life of the Trust to be extended?'

Taken from MRM CRG held on 11 July 2011.

'What about the CBT? Will that increase? Is there going to a percentage of the mine profit to go to the Trust?'

Taken from meeting with the Borroloola Clinic held on 28 July 2011.

'If this goes ahead, is there any other money that's going to come out of that expansion to go on to the Trust?'

Taken from meeting with the Mabunji Board held on 3 August 2011.

MRM's perspective is that this request needs to be considered within the context of a formal review of the funding agreement as scheduled by mid 2015. Other relevant considerations that should be factored into this review are:

- Xstrata Zinc's corporate social involvement policy which commits 0.6% of earnings before tax to philanthropic, sponsorship and donation activity
- the status of the Trust in achieving its objectives and commitments

- the broader context of additional investment being attracted to the region through the NT Government Growth Towns initiative, Roper Gulf Shire Council planning and the potential for other mining companies currently investigating the opportunity to establish new operations in the region
- the capacity of the community to manage and implement an increased level of grant programs in the community.

3.1.2 Funding Commitments

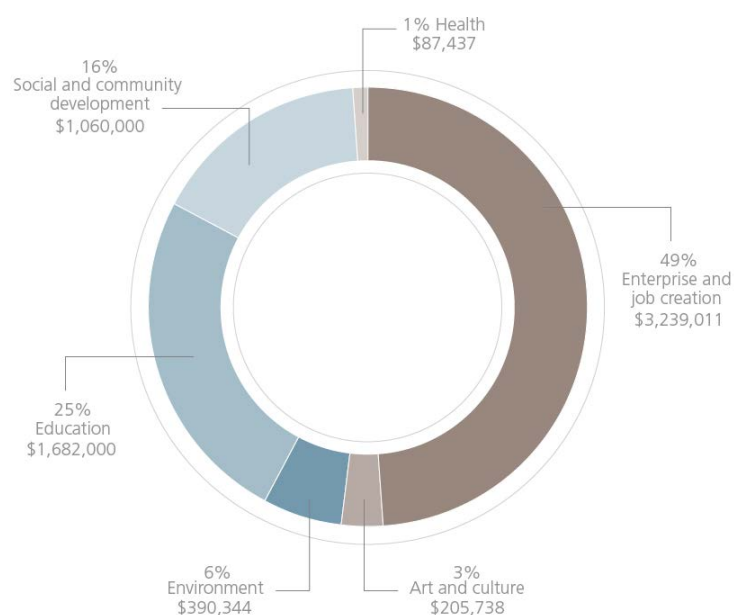
As previously indicated, the Trust aims to help achieve the community vision of creating a vibrant, thriving, healthy region by 2028. This vision was reached as a result of consultation conducted in 2008 to develop a 20 Year Community Development Plan for the Trust, which is reviewed and updated annually.

The Trust produces an annual plan in consultation with stakeholders in the local region outlining planned priorities for the following year. The Trust also produces an annual review that is an important part of its governance and transparency and reports on the outcomes of grants approved from the previous year. These documents are both published on the MRM website <<http://www.mcarthurrivermining.com.au>>.

Submissions for funding support are coordinated by the Trust's Project Officer and reviewed by an Allocations and Investments Committee, comprising local Indigenous and community Directors and NT Government and MRM representatives. This Committee then recommends funding decisions to the Board where a democratic discussion and vote decides on approved commitments.

The Trust has committed a total of \$6.7 million to 30 grants between July 2007 and June 2011, spread across the identified priority areas shown below. These commitments represent an allocation of 70% of the available budget and as at June 2011, the Trust had approximately \$3 million in unallocated funding (2010/2011 Annual Plan).

Figure 11: MRM Community Benefits Trust Funding Commitments



MRM Contributions

The Trust was raised by the community through consultation as being of great interest, with many asking whether the proposed Project might bring an increased funding allocation through the Trust. The community indicated clear support for the Trust and the benefits it provides to the community.

'People might be expecting more in the Community Benefits Trust, but they are quite happy to have it.'

Taken from meeting with the Borroloola Police held on 19 July 2011.

'The impact of the Project will be positive - more jobs, the Community Benefits Trust... the Trust helps the kids out. It's good.'

Taken from meeting with Cairns Industries held on 29 July 2011

A full list of Trust grants as at June 2011 is attached at Appendix 3.

These have shown a strong skew to education as well as enterprise and job creation initiatives in the early years due to focus on pathways to employment at MRM and within the community.

3.1.3 Outcomes Achieved

Between 2007 and 2011, the key outcomes achieved by the grants invested by the Trust are summarised as follows:

- an estimated 84 local Indigenous residents undertaking or planned to undertake nationally-accredited employment training
- a further 58 new full-time jobs created
- improved sustainability of popular arts and culture facilities and events
- 38 school students participating in work experience and vocational education training
- more than 9,000 breakfasts served to school students and their families
- MRM Indigenous workforce participation increased from 9% in July 2007 to 22% in June 2011.

Significantly, this has been achieved while meeting key performance measures for the Trust reported as follows.

Table 16: MRM Community Benefits Trust Key Performance Measures, 2011

Area	Measures	Status
Governance	Compliance obligations met for MRM investment	✓
	Obligations for reporting met	✓
	Obligations for consultation met	✓

MRM Contributions

Investment	Percentage of available funds committed to grant programs >85%	✓ 157% *
	Note: This is calculated as the grants approved during the financial year (\$2.1 million) as a percentage of the annual contribution by MRM (\$1.35 million). This result reflects the significant cash balance carried forward from FY 09/10 and the pipeline of projects which had been identified by the commencement of FY 10/11.	
	Percentage of funding spent on administration costs <5%	✓ 1.4%
	Note: This is calculated as total expenses other than funding costs during the financial year (\$19,323) as a percentage of the annual contribution by MRM (\$1.35 million).	
	Spread of grant funding across the region	✓
	Performance against priorities and needs	✓
Project outcomes	Outcomes of grant investments based on project reports	See Appendix 3.

3.2 MRM Sponsorships and Donations

While the Trust targets systemic and long-term action on issues and opportunities within the region, MRM's site based sponsorships and donations target short-term needs and events. Stated sponsorship objectives for MRM are to:

- build MRM's reputation as a model mining site which upholds best practice, leads industry in sustainability initiatives and is active in its community.
- contribute positively to a tangible improvement in community conditions.
- develop relationships with key stakeholders.

MRM Contributions

- offer good leveraging opportunities to build MRM brand awareness.

Sponsorship applications are assessed on a range of criteria including:

- Alignment with Xstrata's Corporate Social Investment strategic objectives and Community Policy, whether the sponsorship enhances Xstrata's reputation and whether sufficient funding is available.
- The level to which the sponsorship activity benefits the local community in which MRM operates, whether it works alongside other sponsorships and offers value for money.
- Whether there is an appropriate level of acknowledgement commensurate with sponsorship amount.

MRM invested more than \$930,000 in sponsorships and donations across community priorities between 2006 and 2010.

This has been distributed across the same six areas of focus as the Trust prioritises. However, the allocation to these focus areas has been more balanced with a higher skew to two areas:

- Health: due to the sponsorship support of the second GP at the Borroloola Health Clinic, the high cost of the Borroloola Renal Unit and x-ray facilities
- Art and culture: through MRM's annual support for key community events such as the Borroloola Show, NAIDOC festivities and the Waralungku Arts Centre.

4 Community Goal Analysis

4.1 Community Goal

As previously indicated in section 2.2.7 Needs and Values, there has been significant community development planning conducted in the Gulf Region in relation to the establishment and long-term planning for the Trust, the local government redistribution and formation of the Roper Gulf Shire Council, and the NT Government's Growth Town initiatives.

Substantial consultation and engagement has been conducted with community members to inform the strategic planning of these initiatives. This has unanimously found a desire for change, for a better future for new generations and for improved living standards and community infrastructure. The attitudes and values towards the future of the community and the desire for intervention have been consistently reported in two key local strategies described as follows. All have demonstrated that socio-economic development interventions and support are needed and wanted.

4.1.1 MRM Community Benefits Trust Planning

In October 2007, a detailed community development exercise was conducted in line with ICMM standards. This revealed a long-term vision for the community which now guides all Trust activities and decisions. That is to, by 2027 (the then life of mine), create a vibrant, healthy, thriving community.

An associated community needs assessment then detailed the issues and challenges to achieving this vision as categorised by the focus areas of the Trust: enterprise and job creation, education, health, environment, social and community development, art and culture.

The resulting 20-year community development plan is summarised in Appendix 2.

On an annual basis, the Trust Project Officers conduct consultation to test whether this vision and the targeted outcomes remain relevant for the community. Each year, residents, community organisation representatives and government business officers have confirmed that this vision and its attending objectives remain reflective of the needs and interests of the community.

4.1.2 Roper Gulf Shire Council

Following the establishment of the Roper Gulf Shire Council in 2009/2010, the management embarked on a strategic planning exercise to assess the vision, mission and values of the Gulf regional community.

The vision set under the 2010-2013 Strategic Plan reflected similar values to the Trust initiative and is: to be Sustainable, Viable and Vibrant.

The mission is to work together as one towards a better future through effective use of all resources.

In developing this plan, the values the Council strives to uphold are: honesty, equality, accountability, respect and trust.

The strategic goals within this plan are also in line with the long term targets for the Trust. They are:

1. Strengthen the quality of life in our Shire by working with the community and town residents and other organisations to identify and support priority social, cultural and recreational needs in order to build a stronger and healthier Shire.

Community Goal Analysis

2. Move towards sustainability by building local economies, employing local people and making the Council economically sustainable.
3. Care for our environment by promoting protection of the Shire's natural environment for future generations, support appropriate enjoyment of lifestyles based on the natural environment and move towards becoming an environmentally sound organisation.
4. Improve our infrastructure by strategically managing legacy infrastructure, plant and equipment to prolong its working life while concurrently lobbying for funding to repair, replace and increase infrastructure, fleet, plant and equipment to levels appropriate for our population and locality.
5. Good governance by managing the Shire and its resources with professionalism, transparency and accountability and in the best interest of all the Shire's people.

4.2 Priorities and Objectives – MRM Community Benefits Trust Planning

The priorities and objectives generated through the Trust consultation and planning are summarised below.

Table 17: Gulf Region Community Priorities and Objectives

Priorities	Objectives
Diversify the economic profile of the region in order to generate a wider range of enterprise and employment opportunities.	• Unemployment rate: NT average • Weekly gross income: NT average • Greater diversity of employment in semi-skilled and skilled jobs • Development of new industries in tourism, accommodation, pastoral, infrastructure, aquaculture and cultural sectors • Well planned land releases and development to address housing and commercial land tenure needs • Improved infrastructure planning and provision
Focus on the children and their education to set them up for greater future opportunities.	• Literacy: NT average for the number of Grade 7s passing the reading test • Number of students graduating from Grade 10 and 12: NT average • School absenteeism: NT average • Introduce vocational education and training within local schools linked to economic development opportunities
Promote social and community development to build a stronger sense of community and facilitate development opportunities.	• Average cost of living: NT average • Overcrowding in local homes: less than NT average • Formal youth activities: wide variety of activities

Community Goal Analysis

Priorities	Objectives
	• Sense of community and town pride: High • Law - offences against the person per 1,000: NT average • Implement drug and alcohol management plan
Promote healthier communities to give children a good start in life.	• Access to affordable, healthy food: High • Drug and alcohol abuse: Low • Prevalence of chronic diseases: NT average • Improved nutrition programs for parents and children • Address high rates of teenage pregnancies
Sustainably manage and protect the natural environment particularly lands of cultural significance	• Maintaining widespread cattle grazing on large pastoral properties • Developing sustainable recreational fishing industry • Establishing sustainable eco-tourism businesses • Support for projects/programs that enhance the natural environment
Support the education and preservation of local art and culture recognising the unique language, song lines and stories of the region	• Establishing sustainable traditional hunting and gathering by language groups • Generational understanding of Indigenous culture and traditions: Well remembered and shared • Providing a communal space for educating young people on the culture of their families • Establishing a variety of sustainable culture-based businesses based on tourism

4.3 Borroloola LIP

The Draft Borroloola LIP was released in June 2011 and sets out the priorities of the Borroloola community, including targets, actions, success measures and a timeline for achieving identified priorities. The plan represents a detailed agreement between all levels of government and local people on how to make Borroloola a better place to live.

The plan builds on a number of existing plans and strategies, including the *Growing the Gulf Regional Plan 2000* (Gulf Regional Planning Advisory Committee, 2000) and the *McArthur River Mine Community Benefits Trust 2010/11 Annual Plan* (MRM Community Benefits Trust, 2010). It has been further developed in consultation with the Borroloola Local Board of the Roper Gulf Shire and the MRM Community Benefits Trust Women's Group. It is understood further meetings are planned with the senior representatives of each of the four clan groups, together with the Youth Voice Group. In late 2011, further work occurred to establish

Community Goal Analysis

the Local Reference Group who will assist with the implementation of the Local Implementation Plan. MRM and MRM Community Benefits Trust representatives have been identified to participate in this group.

4.4 Priorities and Objectives – NT Government Planning

The Council of Australian Governments and Working Future have recognised that improving outcomes for Borroloola requires implementing a complex approach that sees effort directed across seven key areas of community life, or building blocks. Improvements in one area affect results in other areas, which are measured annually against *Closing the Gap* targets, as part of the LIP.

Identified priorities and targets as identified within the Borroloola LIP are provided in Table 18. NT Government et al., 2011):

Table 18: Priorities and targets as identified within the Borroloola LIP

Building Blocks	Achieving COAG Targets	Priorities
Early childhood	For an equal start in life, Indigenous children need early learning, development and socialisation opportunities. Access to high-quality early childhood education and care services—including preschool, child care and family support services such as parenting programs—is critical. Facilities and infrastructure, a sustainable early childhood education and health workforce, learning frameworks and opportunities for parental engagement are also important and require attention. Action on maternal, antenatal and early childhood health will help close the gap in child mortality as well as in early childhood development.	1. Strengthen support for families, women, men, youth and children. 2. Children are born healthy and stay healthy.
Schooling	Education is the key to future opportunity. Schooling that responds to Indigenous education priorities requires attention to infrastructure, teacher and School leader supply and quality, curriculum, student literacy and numeracy achievement, opportunities for parental engagement, and school-community partnerships. Transition pathways into schooling and into work, and post-school education and training are also important. So are lifelong learning and the development of adult literacy and numeracy skills.	1. Increase educational opportunities. 2. Provide options for young people who have been unable to succeed in the current education/training environment. 3. Improve local and regional infrastructure.
Health	Access to effective, comprehensive primary and preventative health care is essential to improving Indigenous Australians' health and life expectancy and reducing excess mortality from chronic disease. All health services play an important role in providing Indigenous people with access to effective health care. These services need to be responsive to government and community health priorities and accountable for achieving them. Closing the Indigenous health gap requires intense efforts in preventing, managing and	1. Strengthen support for families, women, men, youth and children. 2. Reduce alcohol and marijuana abuse. 3. Support and develop health care and related services. 4. Increase leisure and

Community Goal Analysis

Building Blocks	Achieving COAG Targets	Priorities
	treating chronic disease. Indigenous children and their parents need to use programs and services that promote healthy lifestyles.	recreational opportunities. 5. Support and develop health care and related services.
Healthy homes	A healthy home is a fundamental precondition of a healthy population. Important contributors to the current unsatisfactory living conditions include inadequate water and sewerage systems, waste collection, electricity and housing infrastructure (including design, availability and maintenance). Children need to live in houses that are free from overcrowding and provide the infrastructure they need for good hygiene and study.	* Priorities currently under development.
Economic participation	Indigenous people and communities should be able to benefit from the mainstream economy. This includes real jobs, business opportunities, economic independence and wealth creation. Economic participation needs to extend to disadvantaged job seekers and those outside the labour market. Access to land and native title can be leveraged to secure practical benefits for Indigenous people. Economic participation also needs other financial assets, capacity building, employment and training programs, incentive structures, and infrastructure such as communications and transport. Through economic participation, adults can become good role models for their family and community. The design and delivery of welfare (transfer payments and services) needs to encourage active engagement, greater capability and positive social norms. Ensuring that communities have support to overcome barriers to engagement such as problem gambling is critical.	1. Provide more accommodation across the region. 2. Develop public transport services. 3. Promote development of appropriate mining activity. 4. Expand and diversify primary industries. 5. Promote tourism in the region. 6. Improve business support services. 7. Improve employment and training opportunities. 8. Improve local and regional infrastructure. 9. Borroloola is well planned for future development and growth.
Safe communities	Indigenous men, women and children need to be safe from violence, abuse and neglect. Meeting this need involves improving family and community safety through law and justice responses (including accessible and effective policing and an accessible justice system), victim support (including safe houses and counselling), child protection, and preventative measures. Addressing related problems such as alcohol and substance abuse is critical to improving community	1. Improve Community Harmony and safety.

Community Goal Analysis

Building Blocks	Achieving COAG Targets	Priorities
	safety as well as improving health.	
Governance and leadership	Strong Indigenous leadership is needed to champion and demonstrate ownership of reform. Effective governance arrangements in communities and organisations, as well as strong engagement by governments at all levels, are essential for long-term sustainable results. Indigenous people need to engage in developing reforms that will affect them. They need greater opportunities to build capacity in governance and leadership in order to play a greater role in exercising their rights and responsibilities as citizens.	1. Community leaders and elected council members have the skills to effectively govern. 2. The culture and art of the Borroloola Region is retained and promoted.

Source: NT Government et al., 2011

5 Social Impact Management Plan

5.1 Project Impact and Opportunities Assessment

This section identifies and assesses the potential risks, benefits and material issues to the surrounding communities of the Project. The risk assessment process was undertaken using a framework developed around the AS/NZ Risk Management standards, whereby risk and opportunity are assessed as a function of the likelihood of an event occurring and the consequences of such an event. The results were then cross referenced against the Xstrata SD Framework to inform the SEP. The next section ranks the anticipated impacts and potential social benefits according to these measures to determine the anticipated impact significance.

5.2 Impact Identification

Potential impacts resulting from the Project were identified by considering the likely interaction between the development and the people and communities that may be affected by them. This process was undertaken for each phase of the Project – construction and operation.

The impact identification process was further informed by the previous experiences of the community with MRM and concerns or issues raised by the community throughout the consultation process.

In identifying the impacts, it is recognised that MRM has been operating in its current location since 1995. Over the 16 years since the mine opened, the community's aspirations, values and enterprises have adapted to accommodate the presence of the mine. The biggest impact over this time was when the mine changed from underground to open pit following the Phase 2 expansion in 2005. The Phase 3 expansion will see a doubling of production from operations remaining within the existing mine bund. This will not require any additional land acquisition and is expected to have limited impact on community values. However, it will present additional opportunities for the community, particularly around training, education, wellbeing and community development. A key element of MRM's ongoing engagement with the local community will be around developing strategies and approaches to maximise these benefits and provide sustainable outcomes for the community beyond the life of the mine.

5.3 Impact Assessment

The assessment of potential impacts (both positive and negative) has sought to identify the likely phase (construction or operation) in which each possible impact will apply as well as the people that are likely to be affected. A number of criteria were established in order to support an objective assessment of potential impacts. These criteria included:

- the likely duration of the impact and whether it is reversible or irreversible
- the magnitude of the impact on the affected community
- the ability of those affected by the impact to adapt and accommodate the change
- existing strategies or programs that will help to manage the impact (mitigate or enhance).

Having initially assessed potential impacts to determine if they are positive or negative, MRM's approach is to develop mitigation/ management strategies to reduce, eliminate or offset significant negative impacts, and enhancement strategies to optimise potential community benefits arising from positive Project impacts.

The impact assessment ranking is based on the framework provided in Table 19, Impact significance ranking framework. This framework also provides a visual summary of the anticipated Project impacts and opportunities as revealed through community consultation and the SIA analysis. Further information about these impacts can be found in the Summary Impact Assessment in Table 19, and subsequently detailed in the text below.

Social Impact Management Plan

5.4 Impact Management

Management of a large number of the identified impacts will require coordinated efforts by MRM, the Roper Gulf Shire, NT Government, and the community. A number of strategies have been suggested to support this process. A specific focus has been placed on mitigating and enhancing impacts that are considered to be significant (i.e. ranked as medium or higher). MRM will also monitor other potential impacts to determine if there are any unanticipated effects as a result of the development.

Initial mitigation, management and enhancement strategies have been identified by MRM and are detailed below. Please refer to Appendix 4, impact/benefit summary table, for more information.

Table 19: Summary Impact Assessment

	Impact	Phase	Type of Impact (Negative / Positive)	Likelihood	Consequence	Impact
Employment – Local employment	Increased employment opportunities – local	Con Ops	Positive	High	High	High
Employment – Youth employment	Youth Employment Opportunities – Local	Con Ops	Positive	High	High	High
Employment – Impacts of employment	Increased local employment leads to greater use of alcohol and drugs	Con Ops	Negative	Med	High	High
Employment – Impacts of employment	Increased instance of humbugging	Con Ops	Negative	High	High	High
Regional Development – Community Benefits Trust	Extended mine life until 2036 – increased job stability and extension of Community Benefits Trust	Ops	Positive	High	High	High
Regional Development – Youth Opportunities	Increased potential for youth services and facilities to be implemented in local area as a result of extended Community Benefits Trust life	Con Ops	Positive	Med	Med	Med
Regional Development – Traffic and roads	Increased traffic may lead to accelerated degradation of roads and require greater maintenance	Ops	Negative	Med	Med	Med
Regional Development – Traffic and roads	Increased traffic may increase the potential for more accidents	Con Ops	Negative	Low	High	Med
Regional Development –	Increased transportation of lead concentrate, leads to increased risk of spills	Ops	Negative	Low	High	Med

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	Impact	Phase	Type of Impact (Negative / Positive)	Likelihood	Consequence	Impact
Traffic and roads						
Regional Development – Accommodation and travel	Increased employment of local people means they are no longer able or wish to stay in their home community	Con Ops	Negative	Med	High	High
Regional Development – Accessibility	Increased flight schedule to MRM may lead to increased accessibility to and from the area for the community		Positive	Low	Med	Low
Regional Development – economic contribution	Opportunities for local and regional businesses to engage with the mine	Con Ops	Positive	Med	High	High
Environment and rehabilitation	Increased frequency and scope of environmental monitoring	Con Ops	Positive	Low	Med	Med
Environment and rehabilitation	Increased accessibility to monitoring results	Ops	Positive	Low	Med	Med
Environment and rehabilitation	Increased opportunities for Traditional Owners / Indigenous leaders to be involved in the rehabilitation process	Ops	Positive	Med	Med	Med
Environment and rehabilitation	Responsible mine closure rehabilitation works and planning	Ops	Positive	Med	Med	Med
Tailings storage facility	Perception that expanded TSF will result in greater likelihood of seepage contaminating ground and surface water	Ops	Negative	Low	High	Med
Tailings storage facility	Expansion of TSF may impact on visual amenity	Con Ops	Negative	Low	Med	Low
Overburden emplacement facility	Perception that OEF run-off may be acidic and pollute water sources (ground and surface)	Ops	Negative	Low	Med	Med
Overburden emplacement facility	Expansion of OEF may impact visual amenity	Ops	Negative	Med	Med	Med
Cultural heritage	Disturbance of cultural heritage sites due to project activities during construction and operation	Con Ops	Negative	Low	Med	Med

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	Impact	Phase	Type of Impact (Negative / Positive)	Likelihood	Consequence	Impact
Cultural heritage	Increased involvement by Traditional Owners in cultural heritage management activities	Con Ops	Positive	Med	Med	Med
Bing Bong	Increase in barge movement at Bing Bong – impacting people / cultural activities (eg. fishing)	Ops	Negative	Low	Low	Low
Bing Bong	Increase in barge movement at Bing Bong – impacting marine life	Ops	Negative	Low	Med	Med
Project - General	Human rights breaches – personnel and community	Con Ops	Negative	Low	High	Med
Project - General	Increased mine production may lead to further resources to increase consultation / support / communication between MRM and community	Con Ops	Positive	High	High	High

5.4.1 Employment

a. Local Employment — Increased Employment Opportunities - local

Type of Impact: Positive

Impact Significance Ranking: High

Consultation revealed employment was the key area of interest for community members, with feedback indicating the Project was seen as an opportunity to increase local employment (and Indigenous employment) at MRM. This sentiment was supported by people who had family members working at the mine who expressed a sense of achievement and pride in their comments and responses, and were therefore keen to see this trend and experience continue with other members of their community.

The proposed Project will require an increased operational workforce of approximately 40%. This represents a creation of approximately 110 additional permanent employees. Currently about 18.5% of the workforce is sourced from the local community, however there is potential for this to increase if the baseline skills and work readiness of local residents improve.

Currently approximately 22% of all MRM employees are Indigenous, suggesting that Indigenous employment benefits both the local community (Borroloola and the Gulf region) as well as the NT more broadly. Therefore, in sustaining the existing Indigenous workforce participation rate, at least 23 jobs for Indigenous people will be created.

The expansion is expected to increase the mine life by nine years until 2036, providing the local community with enhanced job security, as well as increased opportunity for mine jobs as baseline skills improve. Consultation revealed local and Indigenous employment is seen by many stakeholders as a key benefit of the Project and opportunities will be further explored by MRM.

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As well as providing employment to local residents (incorporating Indigenous locals), the Project has the potential to provide additional income to local property holders should they be employed at the mine, providing them with greater stability, particularly during times of business-cycle downturn. For example, because of the shift rosters on mines, pastoralists may be able to secure mine employment while still working on the property during their rostered break, or representatives from environmental organisations, such as the Sea Rangers, may be able to be engaged to assist with environmental monitoring work.

Enhancement

MRM will continue to support local skills development and training through its ongoing employment strategy, which includes the Indigenous Employment and Training Strategy, *Pathways to Employment*. Activities undertaken to date include:

- a trainee program offering entry-level opportunities, providing training for jobs in mining, hospitality, environmental management and administration
- ongoing career development tailored to individuals, aimed at helping retain Indigenous employees
- support to the NT Government's pathways program to provide effective learning pathways for remote and very remote students
- provision of work experience, trainee and apprenticeship programs and support to VET programs.

Consideration will also be given to developing community partnerships allowing more flexible work place arrangements in support of greater engagement of Indigenous personnel. These will be explored in consultation with the MRM CRG, Traditional Owners, Roper Gulf Shire Council (Borroloola) and ISA.

While MRM will continue to base employment on skills and capacity, it is committed to sourcing a willing and able workforce locally. As a result of programs already in place, it is anticipated the pool of people considered to be 'work ready' will increase, thereby providing long-term community benefits. Consultation indicated that engagement with the local community is an important part of ensuring there is a high level of awareness about employment opportunities at MRM.

"There needs to be more promotion of the type of jobs you can get when working on the mine to promote understanding and interest..."

Taken from meeting with local agencies held on 21 July 2011.

In response to this, MRM will review its communication processes to ensure advice about employment opportunities is provided in a timely manner, and that local people are provided with support to develop their skills and become better positioned to maximise employment opportunities. Organisations and local service providers such as Centrelink, ISA, MRM CRG, MAWA and the school will be targeted as key channels for sharing employment information with the community, with initial communication enhancements including:

- poster displays advertising upcoming employment, traineeship and apprenticeship opportunities
- presentations to Centrelink, ISA and the school to promote understanding of the employment opportunities at the mine and what the pre-requisites are
- increased access to MRM staff to discuss existing and upcoming employment opportunities
- use of the local radio station to promote employment opportunities.

MRM's Indigenous Employment Coordinator will play a key role in liaising with job agencies to enhance local knowledge about mine employment opportunities.

In terms of encouraging local staff retention, proactive mentoring has been identified by the community and stakeholders as a critical element to achieving higher retention rates. MRM's Human Resource Department

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provides support to staff, with the recent employment of the MRM Indigenous Employment Coordinator to assist Indigenous employees with resolving issues. Staff retention programs will be regularly reviewed drawing on lessons learned from both MRM experience and international best practices. Support staff, such as the Indigenous Employment Coordinator will be able to assist personnel in understanding MRM employee support and grievance mechanisms. Such mechanisms will be clearly outlined during employee induction programs.

b. Youth Employment — Increased Youth Employment Opportunities

Type of Impact: Positive

Impact Significance Ranking: High

Currently there are limited employment opportunities for young people living in Borroloola and surrounding communities apart from those that exist at, or as a result of, the mine. Consultation revealed a key reason why stakeholders and community members support the Project is due to its potential to increase employment opportunities for young people. These opportunities exist both during construction and over the longer term throughout the operation phase. Consultation with a wide range of community members showed creation of job opportunities for local youth which are transferrable within the industry, was an expected benefit of the proposed Project.

Enhancement

The key element to enhancing this benefit is developing a suitable skills base and developing work readiness among the local youth population. This requires a focus on improving numeracy and literacy levels, providing basic workplace readiness and expanding workplace mentoring programs for young Indigenous employees.

As mentioned in the SIA, MRM is currently involved in a number of DET initiatives, including the Strong Start, Bright Future: Borroloola School Pathways to Employment Project, a three-year program for better vocational education and training (VET) within the school system. The Program will receive a grant of \$1 million over three years from the MRM Community Benefits Trust, which will contribute to a series of initiatives to be delivered in partnership between DET, Borroloola School and MRM. The program has been proven in other NT communities to help provide a pathway toward education and training from birth, through school, to employment, and involves initiatives such as a frequent attendance program, incentives for students and VET opportunities.

Funding will also support apprenticeships each year and improvements to the quality of VET instruction. This program aims to increase school attendance to 90% of all eligible students, increasing the amount of time spent at school to 90% and above, and helping to equip students with skills necessary to sustain employment, whether at MRM or in an associated industry.

This program will work within the current education system and students will be able to achieve matriculation through participation in this program.

Initial discussions have also occurred as to expanding facilities and resources to provide opportunities outside of school hours that will support those young people and other community members to access further education opportunities locally. It has been acknowledged that this will be further developed following the initial school based initiative to ensure that the model is robust and is able to support the current identified needs within the school system.

In addition, the Trust also will continue to support skills development initiatives for local youth. A process to support the ongoing monitoring, mentoring and review of the success of these programs will be developed in consultation with the community and stakeholders and documented in the SEP.

This plan will document a range of mechanisms to support more proactive dissemination of information about the nature, timing and scope of youth employment and training opportunities associated with the Project, and ongoing life of mine. Mechanisms for doing this will be via the existing Strong Start, Bright

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Future program, local school visits to the mine, work experience programs, trainee programs, mentoring feedback, cultural awareness training and other Trust-supported education programs.

c. Impacts of Employment — Increased Local Employment Leads To Greater Use Of Alcohol and Drugs

Type of Impact: Negative

Impact Significance Ranking: Medium

The increased workforce requirements associated with the Project provide an opportunity for more employment among the local community. While this is largely considered to be positive, consultation results indicate there is a level of concern among community members, particularly Indigenous elders and women, that higher levels of employment and income lead to increased drug and alcohol use in the community. It was acknowledged that this may not affect employees while working at the mine, however when they return to the community with their income, the pressure and temptation to become involved in drug and alcohol abuse is heightened.

Mitigation

MRM undertakes regular drug and alcohol testing of all personnel and has a zero tolerance policy concerning breaches. This will support effective management of drugs and alcohol in the workplace (i.e. on site).

To address the concern at a community level (i.e. off site), MRM will continue to support community health initiatives through the Trust as well as sponsorships and donations. Such initiatives may include drug and alcohol education programs and substance abuse support services. Consideration will also be given to exploring other initiatives in consultation with the MRM CRG, local Indigenous representative groups, Roper Gulf Shire Council, police and community health services.

To support the community-based work, MRM will also investigate incorporating more substantial drug and alcohol management education on site as part of induction and/or training initiatives to encourage behaviour that can be replicated when back in the community.

d. Impacts of Employment – Increased Humbugging

Type of Impact: Negative

Impact Significance Ranking: High

Humbugging is a term applied to various forms of begging – the term refers primarily to the practice of demanding money from relatives on a regular basis. Consultation revealed that humbugging is a common and serious issue faced by the employed Indigenous community in Borroloola, particularly those employees of MRM.

While it was widely agreed the employment opportunities the Project would deliver to the community were a key benefit, the humbugging associated with the income received was an issue.

Mitigation

While humbugging is not directly related to the Phase 3 Development Project, it can be classified as an associated impact, and therefore, an impact which needs to be addressed and mitigated (as appropriate) by MRM.

MRM will therefore explore ways of reducing the potential disincentives to gaining employment imposed by social problems (such as humbugging) on the growth of Indigenous employment at MRM. Strategies for overcoming these issues need to be reached in consultation with NT Government, however may include investigating new models for the payment of salaries (such as setting up two bank accounts for staff),

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undertaking community education programs, and providing support to workers who are experiencing humbergging.

5.4.2 Regional Development

a. Community Benefits Trust — Extended Mine Life Until 2036 – Increased Job Stability and Extension Of MRM Community Benefits Trust

Type of Impact: Positive

Impact Significance Ranking: High

The Project is expected to extend the mine life by nine years to 2036. This will prolong the mine's benefits for the community including providing extended job security and employment opportunities. Additional training opportunities for youth and opportunities for local businesses to engage with the mine and deliver services are recognised by the community.

Importantly, extending the life of the mine means the life of the Trust will also be extended, representing a further estimated \$11.23 million in funding (subject to formal review), and bringing the total funding allocation over the life of the mine to approximately \$43.3 million. The extension of the life of the Trust will be of particular benefit to the community of Borrooloola, and was a positive benefit widely recognised by the community.

Enhancement

As previously indicated, the Trust agreement is currently scheduled for review in 2015. This review will consider the contribution levels made by the Trust to community development in Borrooloola and the local region and will determine the level of ongoing annual financial commitment.

During consultation, some stakeholders indicated uncertainty about:

- the types of initiatives and projects the Trust could fund
- the distinction between the mine and the Trust
- how to correctly make grant applications
- how funding was allocated.

A Trust Project Officer visits Borrooloola on a regular basis to provide assistance to individuals and groups regarding the above information. To enhance the value of this resource, the Project Officer's visiting times and location will be promoted on a wider basis across the community. The success of this will be measured on the number, quality and types of grant applications made to the Trust, and monitoring will assist the Trust in identifying whether further resources need to be applied to ensure wide-spread awareness about the above points.

b. Youth Opportunities — Increased Potential For Youth Services and Facilities To Be Implemented In Local Areas As A Result Of Extended Community Benefits Trust Life

Type of Impact: Positive

Impact Significance Ranking: Medium

The possibility of increased youth opportunities linking with provision of more services, facilities and social infrastructure for youth through the Community Benefits Trust was raised across a range of stakeholders through consultation. The extended life of the Trust in line with an extended life of mine increases the potential for funding to be directed toward supporting community initiatives which will improve life for young people in the region.

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Enhancement

MRM has no direct control over allocation of grant funding, however, can feed information back to the Trust Board via the Trust Project Officer. MRM will provide consultation results to the Trust through this channel to be addressed through the Trust administration, promotion and management activities.

A community hub, including indoor sports facilities, has already received in principle agreement from the Trust for a \$1 million grant with a further \$440,000 being contributed by the Australian Government.

This proposal was originally initiated by the Roper Gulf Shire Council however there was extensive concern from the community in relation to the proposed site and the lack of consultation in relation to the needs of the community for this facility. Through the ongoing and annual consultation process of the Trusts Project Officer, further clarity has been obtained in relation to community expectations of the facility. A formal meeting has also been conducted through the NLC with the local traditional owners and other effected peoples (as required by NLC guidelines) to identify a suitable location for the facility. This meeting was able to agree on a location and NT Government representatives have been undertaking related investigations for this land to be made available.

Once land tenure has been confirmed further development can occur in relation to the design, construction and ongoing management of the facility.

c. Traffic and Roads — Increased Traffic May Lead To Accelerated Degradation Of Roads and Require Greater Maintenance

Type of Impact: Negative

Impact Significance Ranking: Medium

The Project will result in increased heavy vehicle traffic movement, particularly between the mine site and the Bing Bong loading facility along the Carpentaria Highway and Old Bing Bong Road. Consultation identified concern with the condition of the existing road surface and this was confirmed by the traffic study. These deficiencies have been outlined in the traffic study and require investigation, regardless of whether the Project proceeds. As such, this assessment has been completed based on the assumption that the road improvements currently required will be made prior to commencement of the Project. If this does not happen, the potential ranking of the impact will increase.

The findings of the traffic study indicated while there will be an increase in traffic volume as a result of the Project, the increase is expected to be negligible in relation to the traffic capacity of the existing road, with no additional mitigation required. However, without addressing the existing deficiencies in the road surface, the potential for further deterioration exists. These deficiencies have the potential to damage vehicle suspension, requiring increased vehicle maintenance and travel times. They could also pose a road safety hazard.

Mitigation

The Carpentaria Highway and the Old Bing Road are NT controlled roads and are therefore the responsibility of the NT Government. To support this process, MRM will work with the NT Government to highlight the importance of undertaking an upgrade to the existing road, whether the Project proceeds or not. If this road upgrade is undertaken in a timely manner, the impact of increased traffic as a result of the expansion is considered negligible.

As a means of assisting and supporting the community, MRM has committed to continuing maintenance of Mule Creek Road, which was a topic raised several times in consultation.

d. Traffic and Roads — Increased Traffic May Increase The Potential For More Accidents

Type of Impact: Negative

Impact Significance Ranking: Medium

As traffic increases, the likelihood of an accident occurring also increases. While the likelihood of a serious accident occurring is considered to be low, the potential consequences of an accident between a road train carrying concentrate and a passenger vehicle are considered to be high and include fatalities. While the road connecting MRM with Bing Bong bypasses the Borroloola community, it is also the primary access route to a number of smaller Indigenous outstations and King Ash Bay.

The traffic study identified the current road has a number of deficiencies from a safety perspective including:

- water damage and pot holes representing increased safety risk for both large haul and private vehicles
- uneven surfaces and reverse cambers on the road causing road trains to swing off the road or onto the opposite carriageway
- narrow sections on the road resulting in increased potential for road trains to roll over, particularly if the vehicle leaves the sealed carriageway.

The traffic study also identified that approximately 30 personnel travel to and from Borroloola to the site (a distance of 60 km) on a daily basis. Given this commute follows a 12-hour shift there is the potential for driver fatigue to result in increased accidents.

As the road provides access to the King Ash Bay fishing region, which is popular with elderly retirees and other tourists, the risk is considered to be significant where a tourist, who is unfamiliar with the region and traffic conditions, uses the road.

Using the assumption applied above that the road will be upgraded prior to any Project work commencing, the potential for an accident to occur will be reduced. Although the magnitude of a potential impact is high, the chances of such an accident happening are low because of the limited traffic utilising the road, meaning that the impact ranking is medium. If the road is not upgraded, the likelihood of a serious accident occurring may increase, increasing the significance ranking of the impact.

Mitigation:

It is difficult to reduce the potential magnitude of a serious accident on those involved and their families. However, it is possible to reduce the likelihood of occurrence of such accidents through a range of mitigation strategies that will be developed in consultation with the MRM Community Reference Group and community stakeholders. MRM will engage with road safety authorities and the community to develop and support road safety programs which may be implemented, such as pedestrian education programs, driver education programs and reduced speed limits in critical areas close to communities.

MRM has also taken steps to provide a bus in / bus out service for personnel who live in Borroloola, which will work toward reducing potential impact of fatigue for drivers. Other fatigue management strategies will continue to be enforced and monitored as part of MRM operations.

e. Traffic and Roads — Increase In Transportation Of Lead Concentrate Leads To Increased Risk Of Spills

Type of Impact: Negative

Impact Significance Ranking: Medium

The Project will result in the transportation of almost double the amount of lead concentrate between the mine site and Bing Bong. As with the transportation of any hazardous material, there is the potential for spills or accidents, resulting in injuries to the public or environmental impacts such as contamination of surface or ground water.

While the community did not raise this as a specific issue requiring response in consultation, so as to ensure focus has been given to all possible risks, MRM has considered the potential for this issue to arise and has allocated mitigation techniques accordingly.

MRM has in place a strict hazardous material handling policy that will be applied to the transportation of additional material to site. This policy includes a comprehensive emergency response and clean-up plan that will be activated in the event of any such accident. This policy has been tested, with a spill occurring in early 2011 between the mine and Bing Bong which was cleaned up quickly and effectively according to procedures, and for which accolades were received from stakeholders in the community during the consultation process.

Given the low population density along the transport corridor, the likelihood that an accident involving hazardous materials or a chemical spill could directly impact on communities is considered rare. Regardless, the potential magnitude is very high, meaning the impact ranking will also be very high.

Mitigation

Mitigation strategies include:

- maintenance and on-going review of the existing lead concentrate handling and transportation policy
- maintenance of the existing emergency response plan including longer term rehabilitation requirements
- disclosure policy ensuring that government and community stakeholders are made immediately aware of any incidents involving hazardous material.

f. Accommodation / Travel — Increased Employment Of Local People Means They Are No Longer Able Or Wish To Stay In Their Home Community

Type of Impact: Negative

Impact Significance Ranking: High

The vast majority of housing in Borroloola is social housing owned either by community groups or the NT Government. Such housing is provided under the Remote Public Housing Framework which sees houses in Indigenous communities managed by Territory Housing under the NT's public housing model. Public housing eligibility is determined based on gross weekly incomes, with the limit for a single person household set at \$670 per week, increasing with each additional resident up to \$1,452 per week. As such, Indigenous employees are generally no longer eligible for public housing once they receive a trainee wage or higher.

As there is almost no private housing available in Borroloola, this means local people who gain employment in the mine have to or choose to find alternative accommodation or move away from the community and their families. Often this is exacerbated by social issues employees often face relating to 'humbugging' (harassment or abuse for money) and an environment with a high level of drug / alcohol use.

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Presently MRM is supporting these employees as requested by them by moving them to a FIFO roster, which allows them to relocate and rent houses in Darwin. This approach, however, means they are separated from their extended families and removed from their home community and culture. It also means, as one member of the community advised, 'they spend their money in other places,' taking much-needed economic contribution away from the local region.

Mitigation

MRM will continue to provide Indigenous workers with the option to transfer to FIFO and relocate to Darwin where they can secure rental accommodation. Opportunities to secure housing within Borroloola and surrounds will also be explored and consideration will be given to providing FIFO employees with scope to spend time in Borroloola around their shift rotations.

MRM will also work with Territory Housing to highlight the limitations the social housing policy is posing on expanding Indigenous employment as lack of available housing serves as a disincentive to local Indigenous people to seek, or continue in mine employment. A key element of this engagement will be to identify alternative models for access to public housing for Indigenous mine employees in Borroloola in the absence of sufficient private housing being made available.

Opportunities to encourage private developers to enter the community and develop private accommodation options will be explored in consultation with government, and community consultation will be undertaken to identify potential solutions to the housing issues. It is important to note that any private development will first require the government to negotiate long-term secure tenure of land and to provide services such as water, electricity and sewerage to this land. Input in this area will also be sought from Northern Land Council regarding land tenure issues in the Borroloola area.

MRM will also work with the MRM Community Benefits Trust to identify proactive opportunities to work with the NT Government in increasing private housing.

g. Accessibility — Increased Flight Schedule To MRM May Lead To Increased Accessibility To And From The Area For The Community

Type of Impact: Positive

Impact Significance Ranking: Low

MRM's airport is fully functional, with regular flights in and out to service the mine's FIFO workforce. Flights are occasionally made available for members of the community, however due to the workforce level, flights are difficult to obtain.

While the NT Government currently provides a charter flight to airlift elderly health patients for treatment at Darwin via Katherine, the community identified during consultation that the current situation relating to airlifting elderly patients via charter was not ideal, as the inability of the jet to take patients directly to Darwin, meaning they also required a 5-hour bus trip from Katherine, increased discomfort and risk of further health issues for patients.

Outside this NT Government airlift service for patients, there are no other options for air travel for general members of the community in or out of the area.

In consultation, a potential benefit of the Project identified by a high number of stakeholders in the area was the possibility of more flights being made available to the community.

Unfortunately, due to the increased number of workers required for the Project and ongoing operations of the mine, the likelihood of a significant number of flights being made available on a regular basis is low, therefore the benefit impact is low.

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Enhancement

MRM currently makes a small number of seats available per week for non-personnel on flights in and out of the area each week / month. Community members need to book flights directly through the flight operator, Airnorth.

MRM will work to make as many flights available for community members as possible, and will work with Airnorth and the community in considering ways to communicate the flight availability and schedule to people in the region.

With regard to the flight issue raised regarding airlifting elderly patients by charter flight, MRM will engage with NT Health to develop an improved means and process of providing a comfortable means of travel direct to Darwin using Airnorth's services.

h. Economic contribution — Opportunities for local and regional businesses to engage with the mine

Type of Impact: Positive

Impact Significance Ranking: High

MRM has a procurement policy which commits the mine to using local businesses where they are technically capable and commercially competitive. Through this policy, MRM has encouraged businesses to establish operations in the NT, creating employment and career opportunities for NT residents. The local procurement program has also enabled existing local businesses to expand their offerings to include services such as transport and freight logistics, labour hire and specialised maintenance services in a bid to maximise benefits from engagement with the mine.

It is important to note that MRM does not procure from a business purely because they have a local presence. All suppliers are required to obtain accreditation from MRM before they can enter into a service contract. The accreditation process ensures that MRM is entering into agreements with businesses which:

- enforce high health and safety standards among employees and contractors
- consider the environment when manufacturing, packing or transporting their goods
- respect human rights
- carry an appropriate level of insurance
- provide products or services that are fit for purpose.

In 2010 the value of MRM's local procurement program was \$7 million to local Borroloola businesses and \$60 million to local NT businesses (Xstrata Zinc Australia Sustainability Report, 2010).

Enhancement

The local procurement program will continue to underpin MRM operations throughout the proposed Project. A key element of the SEP moving forward will be to ensure that local businesses are aware of the company's expectations and requirements for accreditation. Opportunities to work with business and industry groups to support local procurement will also be explored. This may include support for businesses to link together to develop their capacity and to provide more comprehensive supplies to MRM.

MRM will continue to report the success and development of the local procurement program through the MRM CRG, relationships with MAWA and Mabunji Aboriginal Resource Association, Mungoorbada Aboriginal Corporation supplier meetings, the MRM website, annual reports and other community and media engagement tools.

5.4.3 Environment and Rehabilitation

a. Frequency and Scope Of Environmental Monitoring — Increase Frequency and Scope Of Environmental Monitoring

Type of Impact: Positive:

Impact Significance Ranking: Medium

Consultation with stakeholders and community members revealed that should the proposed project continue, the frequency and scope of the current monitoring process needs to increase, specifically in relation to water testing at identified locations.

MRM currently undertakes environmental monitoring which is reviewed by an independent environmental monitor (IEM) on an annual basis, with the key results available for community viewing on the IEM website.

This area of interest is driven by community and stakeholder concerns that the increased production at the mine may result in environmental impacts occurring more quickly, so more frequent monitoring will allow for any changes in the environment to be established early and appropriate mitigation/management tools implemented.

Enhancement

In addition to continuing the current annual independent monitoring, MRM will investigate the potential to increase the frequency of monitoring at key locations, such as Surprise Creek.

b. Accessibility to Monitoring Results — Improve Accessibility to Monitoring Results

Type of Impact: Positive

Impact Significance Ranking: Medium

MRM's current process for communicating monitoring results relies on community members and key stakeholders referring to the MRM website or reading the factsheets distributed. It was highlighted through consultation that community members and stakeholders want greater access and transparency with these results.

"We request more transparency with monitoring results."

Taken from MRM CRG held on 11th July 2011

While community members acknowledge the monitoring information is released and communicated by MRM, they want more detailed information (i.e. not just the overall monitoring results) together with an opportunity to discuss these more detailed results with MRM representatives to develop a greater understanding of what they mean and what needs to be addressed.

Enhancement

MRM will consider providing the community and key stakeholders with increased access to and more detailed information on the monitoring results achieved. This could be achieved by expanding the amount of information that is included in written materials to provide more depth and context to the monitoring results, together with increased access to MRM environmental representatives to discuss the results at MRM's office in Borroloola.

It must be recognised that the monitoring results provided to MRM are of a technical nature and can predominantly only be understood and accurately interpreted by people qualified in the area of environmental science and management. Providing all of this technical information to the community may not be appropriate as it may be difficult to understand, thus promoting more confusion. The strategy for

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MRM will be to achieve a balance of access to information – increase the depth and amount of information on the monitoring process and results achieved, while ensuring it does not overwhelm stakeholders and the community with unnecessary technical jargon.

c. Involvement In Rehabilitation Works — Increase Community and Traditional Owner Involvement In Rehabilitation Works

Type of Impact: Positive

Impact Significance Ranking: Medium

The local community has a strong connection with the country and there are potential benefits around involving the Indigenous community in the ongoing and post mining environmental management and rehabilitation of the area. This will both support continuation of cultural ties with the country, strengthen current and ongoing environmental management, as well as improving the relationship between MRM and the local community.

“Are there any nursery opportunities for the future?”

Taken from meeting with the Roper Gulf Shire Council (Borroloola) held on 18 April 2011.

“The Sea Rangers could be involved in the patrols, looking at the river systems, looking after the country. Could be an ongoing thing – gives pride and joy looking after this.”

Taken from meeting with Traditional Owner – Yanyuwa Group held on 29 July 2011.

Enhancement

MRM will provide the community with detailed information about its ongoing environmental monitoring and management programs, including water and soil monitoring, mine site rehabilitation and impact mitigation approaches. This will be done through communication channels such as:

- MRM website
- Written materials (including factsheets and *Memorandum*)
- MRM CRG.

MRM will explore opportunities to engage a Gurdanji ranger group to be actively involved in environmental management and care for country around the mine in conjunction with MRM environmental personnel. MRM will investigate the potential to support the Gurdanji proponents to prepare a funding submission to the Trust, to support the establishment and short-term sustainability of the ranger group.

Consideration will also be given to establishing a formal environmental education program in conjunction with Borroloola School to engage students in the establishment and management of rehabilitation work or other MRM environmental initiatives, such as the proposed Glyde River Preservation Area. Students already have the opportunity to undertake a Certificate 1 Environmental Studies and could have the opportunity to participate in an Industry Placement program at MRM as part of the Strong Start, Bright Future initiative.

As well as improving the community’s understanding of the environmental management of the region, this approach will provide a sustainable outcome for the area beyond the life of the mine, and will support the local Indigenous community to maintain their strong links with country.

d. Mine Closure — Responsible Mine Closure Rehabilitation Works and Planning

Type of Impact: Positive

Impact Significance Ranking: Medium

The topic of mine closure was raised during consultation, specifically in relation to community members wanting to understand what responsibilities MRM had to rehabilitate the area after the closure of the mine. Discussions revealed some community members and stakeholders would like to see the area ultimately return to cattle country after the closure of the mine.

The rehabilitation of the site has been addressed in the Mine Closure Plan in the 2005 EIS and it is important this information is discussed again with the community and key stakeholders so they understand the direction being taken in terms of rehabilitation responsibilities in the lead up to mine closure.

Enhancement

Reviewing the way MRM communicates with the community and key stakeholders was a key theme to come out of consultation. While it was generally agreed that MRM does proactively communicate with the community and stakeholders, there is a need to introduce increased communication in some areas, supported by more 'face time' at the MRM office in Borroloola.

With this in mind, MRM will investigate avenues to communicate their rehabilitation plans with the community in preparation for mine closure and beyond, with a view to involving community members (particularly Traditional Owners) in the rehabilitation works as appropriate.

This enhancement strategy will closely link with others outlined previously in the environment and rehabilitation section as it covers increased communication and information provision to the community, together with involvement as appropriate.

5.4.4 Tailings Storage Facility

a. Tailings Storage Facility — Perception That Expanded TSF Will Result In Greater Likelihood Of Seepage Contaminating Ground and Surface Water

Type of Impact: Negative

Impact Significance Ranking: Medium

The Project requires expansion of the current Tailings Storage Facility (TSF). There was minimal perception among community members that the expanded TSF may bring with it greater risk of seepage into ground and surface water surrounding the TSF, however some felt more monitoring would be required.

"When you do the mining, does anything go back into the river?"

Taken from meeting with King Ash Bay community members held on 26 July 2011.

"Will the expansion increase the number of tailings? If yes, there needs to be more testing done."

Taken from MRM CRG held on 11 July 2011.

Previously, seepage has been found in Surprise Creek located adjacent to the now decommissioned Cell One of the TSF. Surprise Creek is a tributary of the McArthur River which is an important fishing area for local residents and tourists. Through a monitoring program, MRM has been able to confirm that while low levels of sulphate resulting from the seepage have been found in Surprise Creek, this contamination has sufficiently diluted by the time it has reached the McArthur River where testing indicates that water flows are clean.

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Mitigation

Since 2006, MRM has invested more than \$10 million to continuously improve the performance and management of the TSF. Cell One (the cell closest to Surprise Creek) of the TSF has now been decommissioned and is undergoing rehabilitation. This process is being used to inform the future seepage management and TSF development plans.

The expanded TSF has been a significant area of study under the EIS (Refer to Appendix E1 – Tailings Storage Facility Management Plan).

It was identified that the management process for the TSF and findings of the ongoing monitoring must be communicated to stakeholders in a transparent, effective way on a proactive and regular basis. MRM will endeavour to increase the number of site tours provided to the community each year, allowing them to see the TSF and surrounds for themselves. MRM will also identify proactive means of communicating results on a one-on-one basis to interested stakeholders.

b. Tailings Storage Facility — Expansion of TSF May Impact on Visual Amenity

Type of impact: Negative

Impact significance ranking: Low

While the community and stakeholders advised they are currently able to view the outer wall of the TSF from the Carpentaria Highway, there were no negative sentiments about this. Additionally, the likelihood of the TSF impacting visual amenity as a result of the proposed Project is minimal, as expansion works will occur behind the TSF and will not be visible from the road.

Mitigation

MRM will continue ongoing consultation with the community and stakeholders throughout construction and operations of the Project to monitor and address community views.

5.4.5 Overburden Emplacement Facility

a. Overburden Emplacement Facility — Perception that OEF Run-Off May Be Acidic and Pollute Water Sources (Ground and Surface)

Type of Impact: Negative

Impact Significance Ranking: Medium

While not directly raised as a concern or issue during consultation, there was a high level of interest in environmental management performance, together with waterway management. The OEF, being an integral part of mining operations, and being a large man-made land mass set to be expanded as a result of the Project, could foreseeably be perceived as a risk to water sources. The increased size of the OEF may result in increased risk that potentially-acid forming (PAF) materials will be exposed to rain and runoff, leading to contamination of ground and surface water, including the local river systems.

Mitigation

MRM will continue to use existing procedures, which have been proven successful to date, to minimise the potential for PAF contamination of runoff. These procedures include ensuring that each section of ore and the different types of rocks are collected separately by diggers and transferred to trucks. Trucks identify whether they are carrying PAF, non-acid forming (NAF) or ore and these classifications determine where the load is deposited. Only NAF materials are used in the external faces of the mine structures such as the TSF, mine levee walls and OEF to ensure that any runoff into the McArthur River is not contaminated by contact with PAF material. MRM has undertaken long-term studies into the material stored in the OEF and these findings were considered in the design of the OEF to ensure best environmental management.

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In addition to continuing these existing strategies to mitigate against PAF contamination, MRM will increase the level of information provided to the community about OEF management and MRM procedures. This material will be delivered in a format appropriate to the community to maximise understanding and alleviate community concerns. Such communication may include fact sheets, community meetings, regular updates and information sessions.

Ongoing monitoring of surrounding water courses will continue to be undertaken to ensure there is no evidence of contamination and the findings of this program will be widely distributed among stakeholders.

b. Overburden Emplacement Facility — Expansion of OEF May Impact Visual Amenity

Type of Impact: Negative

Impact Significance Ranking: Medium

The expansion will see the OEF double in size, both in terms of additional area and height – increasing from 40 m to 80 m, in line with the pre-approved height. The current OEF at 40 m high can be seen from the Carpentaria Highway as it passes by the mine site, and will be more noticeable from a greater distance once the size is increased. Community consultation has indicated there is a minor level of concern about the impact this will have on the visual amenity of the area.

‘The expectation is that it’ll be an eyesore, not necessarily a good thing for the area.’

Taken from meeting with the Borroloola Health Clinic held on 28 July 2011.

‘You can see (the OEF) a little now, but there’s nothing you can do about it. It’s a sight for sore eyes.’

Taken from meeting with Traditional Owner - Yanyuwa Group held on 28 July 2011.

Mitigation

Because of the importance of the OEF in managing the environmental impacts of overburden, there is limited capacity to reduce the size of the OEF required to support the mine expansion. Instead MRM will investigate a range of strategies for contributing to local environmental enhancement to offset the impact on visual amenity of the higher profile OEF. These strategies will include ongoing exploration of the potential to establish a voluntary conservation zone on the Glyde River as a biodiversity offset to the unavoidable impact of MRM’s open pit operations. Under this initiative MRM is proposing establishing the Glyde River Preservation Zone, a 10,000 hectare area that will be protected from further development and restored to its former environmental integrity by preventing pastoral activities and seasonal fires. The preservation of the area will be funded and managed by MRM for the life of the mine. MRM will also undertake to promote the biodiversity and natural beauty of this remote area of the NT.

MRM will also undertake extensive consultation to engage with the community on rehabilitation activities for the OEF, both throughout the life of the mine and at closure. This process will be undertaken through the MRM CRG and through formalised and ongoing engagement with Traditional Owners and other stakeholders.

MRM will increase opportunities for the community to take part in mine site tours to view the OEF (and other parts of the mine) and see progress of rehabilitation.

5.4.6 Cultural Heritage

a. Cultural Heritage — Disturbance of Cultural Heritage Sites Due To Project Works During Construction Works and Operation.

Type of Impact: Negative

Impact Significance Ranking: Medium

The identification and protection of sacred sites or sites of cultural significance is very important to Traditional Owners, and the process of how MRM will identify and protect these sites throughout the EIS process and beyond was a key topic of discussion during consultation.

Extensive studies, including archaeological and ethnographic surveys, have been undertaken to identify and protect culturally significant sites within MRM's lease area. These studies have identified 17 sites of cultural significance that either have a direct link to dreamtime stories or are important to the history and culture of the local Aboriginal people.

In terms of the Project, there have been Indigenous cultural heritage artefacts identified at the rear of the current accommodation camp. This area has been designated as the preferred place for the extension and construction of the new operational camp facilities required to support the expansion. Construction on this site may result in disturbances to the artefacts and the cultural heritage site, which has the potential to result in some level of anxiety among Indigenous owners and the artefact managers, who are ultimately deemed responsible for the site.

In moving forward, it is critical MRM continue to identify and protect culturally significant sites.

Mitigation

MRM will maintain its commitment to cultural heritage management which is guided by Xstrata plc's Business Principles and articulated in MRM's Cultural Recognition Policy.

A cultural heritage study has been undertaken to review the site and confirm the presence of artefacts in consultation with archaeologists and Gurdanji Traditional Owners. The study identified that while artefacts were present, they were not considered to be significant and therefore the recommended management strategy is to document and remove the artefacts as per a process agreed with the Traditional Owners.

b. Cultural Heritage — Increased Involvement by Traditional Owners in Cultural Heritage Management Activities

Type of Impact: Positive

Impact Significance Ranking: Medium

Involvement in cultural heritage or *caring for country* was highlighted during consultation. Community members expressed their interest in being involved in cultural heritage management activities, and saw the Phase 3 Development Project as an opportunity to action this involvement.

The opportunity for involvement was of significant importance to the elder women, for two key reasons:

1. Connection: involvement will provide them with an opportunity to *care for country*, giving them a spiritual and physical connection to the land.
2. Youth: involvement will provide young Indigenous people with the opportunity to develop and deepen their understanding of the significant role *caring for country* plays in their culture.

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Enhancement

MRM recognises caring for country is very important to the Indigenous culture – both spiritually and physically – and will investigate additional ways for Traditional Owners to be involved in cultural heritage management processes.

Again, this enhancement strategy is closely linked to increasing the involvement of Traditional Owners in appropriate MRM management strategies, for example, in areas such as environment and rehabilitation works. In particular, consideration will be given to an idea raised in consultation to allow Gurdanji Traditional Owners to undertake a ranger program. The establishment of a Gurdanji Ranger program has been discussed with the Trust's Project Officer and work is continuing to identify potential experts and funding options to assist with the establishment of this group.

MRM will also investigate how cultural heritage management programs and processes can be further communicated with the community to promote understanding and awareness. This could be done through the school, the MRM CRG, and other community-based information sessions which will involve people in the process via information sharing.

5.4.7 Bing Bong

a. Bing Bong — Increased Barge Movement at Bing Bong May Potentially Impact People / Cultural Activities (e.g. Fishing)

Type of Impact: Negative

Impact Significance Ranking: Low

The increase in ore production will result in a doubling of barge movements, taking the bulk concentrate from Bing Bong to a loading facility located 20km offshore. Currently there is one barge, the Aburri, which undertakes an average of 2.5 return trips per week from the Bing Bong loading facility to the offshore loading area. This area is a popular fishing area for local Indigenous people, particularly residents of the Sir Edward Pellew Islands. Barge movement can restrict the access of these people to certain areas around Bing Bong and along the barge route, and can pose some health and safety issues as most fishing is done using small vessels such as dinghies and canoes.

The increase in barge movements will not require any upgrades or further dredging to the Bing Bong port facilities as the area currently operates below capacity.

In consultation, while many stakeholders were interested in environmental management and results within the Bing Bong area, there were no concerns raised about proposed additional barge movements.

Mitigation

There have not been any significant impacts to the communities and their fishing activities identified to date, nor has this been raised as a potential issue throughout consultation. While the increase in barge movements is not expected to significantly change, it will be important to ensure that the community is made aware of barge schedules and routes. This will be undertaken through ongoing engagement with the community, the distribution of information as well as the provision of effective channels for community members to raise any concerns and highlight any emerging issues.

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a. Bing Bong — Increased Barge Movement at Bing Bong May Potentially Impact Marine Life

Type of Impact: Negative

Impact Significance Ranking: Medium

While the number of weekly trips made by the Aburri barge is expected to increase to 5, the channel and route will not change, and there is not expected to be a high impact on marine life, in line with environmental results to date. The community, however, showed interest in monitoring marine life such as turtles to ensure impacts on their health and habits are minimised.

'Do you do any testing of them mangroves? Need more tests on the oysters.'

Taken from Women's Site Tour held on 10 August 2011.

'I reckon the mine should do heavy metal testing on turtles and look at the health of sea animals.'

Taken from meeting with the Borroloola Clinic held on 28 July 2011

Mitigation

There was a high level of interest shown by Indigenous care for country groups regarding becoming involved with monitoring activities in the Bing Bong area. MRM will work closely with these groups to investigate opportunities to become involved in annual monitoring programs and address any potential impacts on marine life, and will collaborate on agreements for ongoing involvement with environmental management in the area.

5.4.8 Project - General

a. Project - General — Human Rights Breaches – Personnel and Community

Type of Impact: Negative

Impact Significance Ranking: Medium

While there are a number of mechanisms in place to minimise the potential for human rights breaches, including national legislation and MRM corporate policies and procedures, and while not raised in consultation as an issue, the potential for the infringement of human rights still exists. To assess this risk, the SIA has drawn upon the IFC's documented list of 35 human rights to assess which could be subject to a potential breach as a result of the Project's activities.

It is important to note that those issues which are the responsibility of the State are beyond the Project's control. However, there may be scope for MRM to act as a 'champion' for the community, engaging with government and other stakeholders to support improved human rights outcomes.

Existing Mitigation and Management Strategies

MRM is bound by a number of Australian Government laws designed to ensure the protection of fundamental human rights. Many of these laws have been designed to meet Australia's obligations as a signatory to the United Nation's Universal Declaration of Human Rights. It is however important to note, that international declarations are not legally binding, but rather carry a moral weight of obligation because they are adopted by the international community.

MRM has a number of human resource policies and procedures in place that ensure compliance with both Australian Government legislative requirements and international best practices. The protection of employee and host community human rights are ensured through these policies and procedures. As such, no additional mitigation is required.

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b. Project - General — Increased Mine Production May Lead To Further Resources To Increase Consultation / Support / Communication between MRM and Community

Type of Impact: Positive

Impact Significance Ranking: High

Consultation efforts undertaken during this period were well-received by the community, with many viewing it as a 'new era' in involving the community and people in the region at a high level in the mine's decision-making process.

"Community engagement with us locals at Borroloola is important for MRM, and it would be good to have a full-time local MRM representative in the Borroloola MRM office to assist providing information..."

Taken from meeting with the Savannah Way Motel held on 19 July 2011.

"It is good Ettienne is talking with us now. Jane [Trust Project Officer] also comes around and talks with us."

Taken from meeting with Traditional Owner – Garrawa Group held on 18 August 2011.

There has consistently been an MRM community relations representative employed at the mine, spending an average of 1 day per week working out of the Borroloola-based MRM office. Many of those consulted identified they would like to see an increased 'face time' presence from MRM located in the town of Borroloola to provide information about mine activities and employment.

The proposed Project may lead to an increased level of resources available to improve the level of face-to-face consultation with the community. This would have the added benefit of tailoring consultation and communication to increase suitability for the audience (i.e. low levels of numeracy / literacy in the community means fact sheets and the newsletter may not be well-read locally, however the opportunity to provide information and discuss potential issues face to face would improve communication and consultation results).

Enhancement

Consideration will be given to ways of improving communication and consultation with the community to ensure information is provided in a way that is best-suited to the audience, including identifying whether additional community relations resources can be made available.

An increase in site tours, public meetings and attendance at community group / NGO meetings will also be considered, with a calendar developed to ensure MRM is represented at key group meetings.

The SEP provides a full overview of communication strategies moving forward.

5.4.9 Cumulative Impacts

There are a number of significant resource projects at various stages of development across the NT. The NT Department of Resources – Minerals and Energy website lists the NT's major producing mines (and the region in which they are located) as:

- Alcan Gove Mine (Gove Peninsula in East Arnhem)
- Bootu Creek Manganese Project (approximately 125 km north of Tennant Creek in Barkly)
- Frances Creek Mine (approximately 180 km south of Darwin in Rest of Darwin statistical region)
- Gemco Mine (Groote Eylandt in East Arnhem)
- Ranger Mine (Jabiru, 260 km east of Darwin in Rest of Darwin statistical area)

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- The Granites Gold Mine / Tanami Operations (560 km north west of Alice Springs in the Central NT/Alice Springs region)
- Western Desert Resources Roper Bar Iron Ore Project (approximately 160km north west of Borroloola in the Gulf SLA).

There are also a number of new projects, or expansions to existing projects proposed across the NT. These projects are details in Table 20 below.

Table 20: Recent, Pending and Planned Resource Projects

Project	Location	Product	Development	Stage *
Gemco Refirb	Groote Eylandt	Manganese	Plant Upgrade	Recent
Brocks Creek	Pine Creek	Gold	Reopen Mine	Recent
Howley	Pine Creek	Gold	Reopen Mine	Recent
Union Reefs	Pine Creek	Gold	Reopen Mine	Recent
Bootu Creek	Tennant Creek	Manganese	Secondary Plant	Recent
Tiwi Islands	Tiwi Islands	Zircon	Reopen Mine	Recent
Princess Louise	Pine Creek	Gold	New Mine	Recent
North Point	Pine Creek	Gold	New Mine	Recent
Spinifex Bore	Alice Springs	Garnet Sands	New Mine	Pending
SILL80	Roper River	Fe, Ti, V	New Mine	Pending
Ranger Heap Leach	Jabiru	Uranium	Expansion	Pending
Browns Oxide	Batchelor	Cu, Co & Ni	New Plant	Pending
Area 55	Batchelor	Cu, Co & Ni	Satellite Pit	Pending
Lethbridge Sth	Tiwi Islands	Zircon	New deposit	Pending
Wonarah	Tennant Creek	Phosphate	New mine	Pending
Redbank	Gulf	Copper	New pits & plant	Pending
Nolans	Arunta	REO, P, U	New mine	Potential
Browns Sulphide	Batchelor	Cu, Co, Ni, Pb, Zn	New mine	Potential
Cosmo Deeps	Pine Creek	Gold	Underground	Potential
Bigirlyi	Ngalia Basin	U, V	New mine	Potential
Ranger 3 Deeps	Jabiru	Uranium	Underground	Potential
Merlin	Gulf	Diamonds	Reopen mine	Potential
Callie Deeps	Tanami	Gold	Expansion	Potential
Roper Iron Ore	Roper River	Iron Ore	New mine	Potential
Tanami Central	Tanami	Gold	Reopen mine	Potential
Moyhil	Alice Springs	Mo, W	Reopen mine	Potential
Roper Bar	Roper River	Iron Ore	New mine	Potential
Mt Todd Gold Project	Katherine	Gold	Reopen mine	Potential
Rover	Tennant Creek	Gold, Cu	New Mine	Potential

* Recent (approved in past 24 months), Pending (next 12 months), Potential (next 12-36 months)

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Source: Ore-Struck Mining Developments NT (NT Government 2010)

In addition, new projects by Western Desert, Armour Energy and Redbank Copper within the Gulf region have the potential to generate social impacts for the same community associated with the Project.

In addition to the above mining projects, oil and gas development is progressing in the NT. In particular, the proposed INPEX Browse LNG Project, which intends to construct an LNG processing plant in Darwin, piping the gas from the Browse Basin off the North West Coast of Australia, will provide significant income and employment to the NT.

The primary benefits of the Project relates to regional economic improvements, government revenue, employment opportunities and housing.

The 2008-09 financial value of mining to the NT was \$4,325 million, contributing 26.5% of the NT's Gross State Product (GSP). In addition to this, there are a number of recently approved, pending and potential projects which may develop over the next 12-36 months. With these further developments and increased exploration activities, the resource extraction industry is considered critical to the future growth of the NT. In addition to economic benefits, resource projects have the potential to bring social development benefits to the people of the NT, particularly in remote and regional areas through royalty payments, employment and infrastructure development resulting in greater access to social services. The potential revenue the resource sector represents to the NT Government also means greater capacity to provide services and develop infrastructure in communities.

New mining developments can increase sustainability of employment in the resource sector. For example, a skilled mine workforce in Borroloola may be able to convert to FIFO and service other developments across the region.

A potential negative impact emerging from the development is the imposition of increased demand on housing and accommodation. Darwin, the base for many of the region's FIFO operations, already has a shortage of accommodation resulting in high rental and housing prices. The growth in employment opportunities will compound this, unless employees are engaged from outside the area or housing development is accelerated. As with other communities across the NT, housing development in Darwin is constrained by limited availability of construction workers and land tenure issues which limit potential expansion of the city into areas of Aboriginal Freehold Land.

To address this, MRM will participate in any collaborative committees established by the NT Government to assess housing requirements for the resource sector. Consideration will also be given to supporting a limited number of FIFO workers to travel from outside of the NT to limit the impact on an already constrained housing market in Darwin. Potential industry skills shortages need to be acknowledged as a potential impact due to the growth of resources projects in the NT. To address this, MRM will continue its commitment to traineeships and apprenticeships to develop key skills. It is noted that the Century Mine in the lower Gulf area of Queensland is scheduled to close in 2015. Large numbers of Aboriginal people from the communities of Doomadgee and Mornington Island have been trained at Century, and these communities could be a source of trained workers in relatively close proximity to Borroloola.

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