



Northern Star Resources Ltd

**Fimiston South SIA
Addendum 2021
August 2021**

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Document review and approval

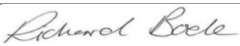
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Inherent Limitations

This report has been prepared as outlined in the Engagement Letter signed on 9 April 2021. The services provided in connection with this engagement comprise an advisory engagement, which is not subject to assurance or other standards issued by the Australian Auditing and Assurance Standards Board and, consequently no opinions or conclusions intended to convey assurance have been expressed.

The findings in this report are based on a qualitative study and the reported results reflect a perception of Northern Star Resources Limited (Northern Star) and or their KCGM Operations but only to the extent of the sample consulted with.

Any projection to the wider Northern Star management and stakeholders is subject to the level of bias in the method of sample selection.

No warranty of completeness, accuracy or reliability is given in relation to the statements and representations made by, and the information and documentation provided by, Northern Star management, personnel and stakeholders consulted as part of the process.

KPMG have indicated within this report the sources of the information provided. We have not sought to independently verify those sources unless otherwise noted within the report.

KPMG is under no obligation in any circumstance to update this report, in either oral or written form, for events occurring after the report has been issued in final form.

The findings in this report have been formed on the above basis.

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This report has been prepared at the request of Northern Star in accordance with the Engagement Letter signed 9 April 2021. Other than our responsibility to Northern Star, neither KPMG nor any member or employee of KPMG undertakes responsibility arising in any way from reliance placed by a third party on this report. Any reliance placed is that party's sole responsibility.

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1 Addendum - Fimiston South proposed social impacts 2021

1.1 Background

This Section is an addendum to the 2020 site wide Social Impact Assessment (2020 SIA) carried out by KPMG Banarra for Northern Star Resources Limited (Northern Star). It delivers on Kalgoorlie Consolidated Gold Mines Pty Ltd (KCGM) commitment to commission an independent addendum to the 2020 SIA that replaces the desktop social assessment completed for the proposed Fimiston South project at that time.

When the 2020 desktop Social Impact Assessment (SIA) was conducted, the proposed Fimiston South project had been publicly announced at a high level in the 2019 KBCCI's What's Down the Track forum and community engagement on the expansion project had not commenced. Consequently, the 2020 desktop social impact assessment was based on a review of documents but did not involve the KPMG Banarra SIA team engaging directly with potentially effected stakeholders to validate the desktop results, or to identify any new potential impacts.

This independent addendum addresses this limitation, allowing for a review of recent data as well as a series of stakeholder interviews specifically related to the proposed Fimiston South project.

Overview of the proposed Fimiston South project¹

Northern Star's KCGM Operations, including the Fimiston Open Pit (FOP), also known as the 'Super Pit', is a key part of the identity of Kalgoorlie-Boulder and makes a significant contribution to local employment. The FOP is an iconic representation of the long history of gold mining in the town, and accordingly, the Super Pit Lookout remains one of the most popular tourist attractions in the town (as discussed in Section 2). Since the 2020 desktop SIA was conducted, Northern Star have taken on the sole ownership of the entire KCGM Operations, including the FOP, Mt Charlotte Underground Mine, and Fimiston and Gidji Processing Plants..

Locally, Northern Star's KCGM Operations is seen as a leading employer with a predominantly residential workforce. This allows Northern Star to support the local community through direct employment at the FOP operations and also indirectly through the expenditure of those workers in the community, which in turn creates jobs downstream from the company. Because of this, the continuation of mining operations at Fimiston would not only benefit Northern Star but also the broader community. At present, based on current proven reserves, mining in the FOP can only be sustained until 2026. Processing of stockpiles would continue until 2035, though there would be significant employment impacts once open pit mining ceased.

Under the Fimiston South project, the expansion of the FOP will occur over two stages and requires the environmental noise bund to be modified to accommodate mining. The stage one cutback, called the 'Great Boulder' was approved by the WA Environmental Protection

¹ Fimiston South Project description adapted from the Northern Star Fimiston South – KCGM Operations Information Sheet, June 2021.

Authority (EPA) in September 2020 and will be the single largest cutback at the FOP in the last decade. The stage two cutback, coined 'Ivanhoe,' will modify a larger area of the FOP and requires further approval from the EPA and the Department of Mines, Industry Regulation and Safety. If approved, the Fimiston South project is predicted to extend the life of mine until 2034, providing ongoing socio-economic benefits to the local community, including the creation of numerous local jobs. Proposed changes to the boundaries of the FOP are shown in Figure 1.

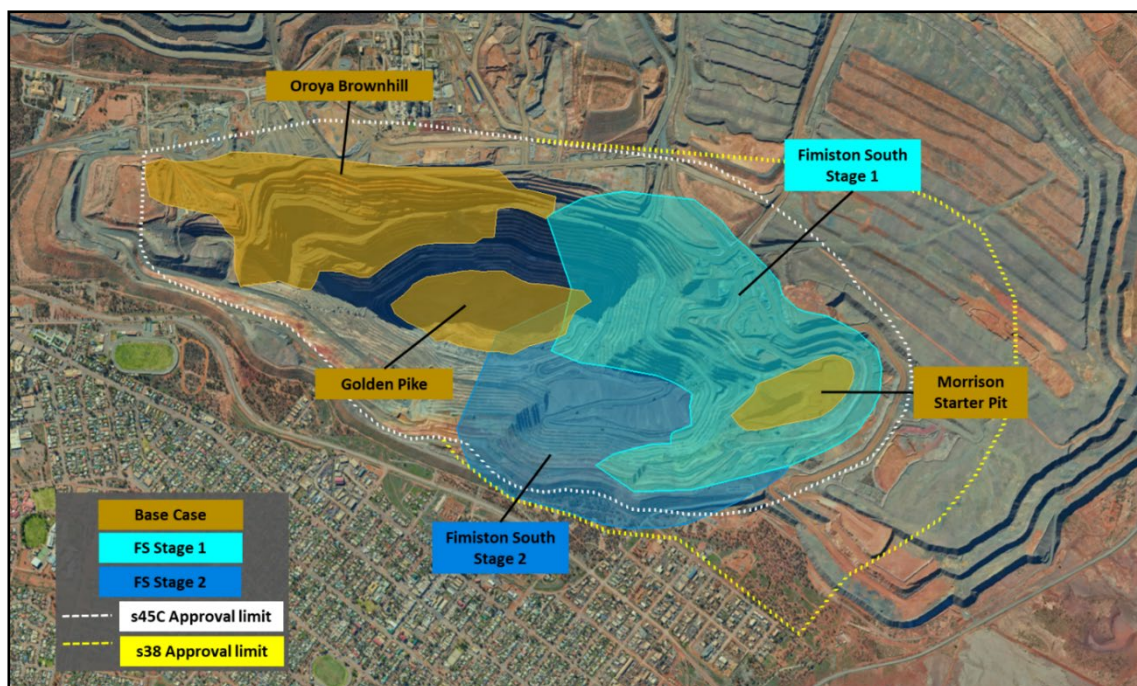


Figure 1. The Proposed Fimiston South project

The main effects of the Fimiston South project will be:

- A period of construction in order to modify the noise bund and build new ramps to enable ore to be transported to the Fimiston Processing Plant;
- A period where some local businesses located in the light industrial area in South Boulder may be required to vacate their premises for a short period of time;
- The planned temporary closure of the Goldfields Highway, although the closure duration is currently unknown;
- The shift of mining operations closer to residential areas in Boulder and South Boulder, with the potential for noise, dust and vibration impacts to increase; and
- The relocation of the Super Pit Public Lookout

Because of these impacts, the stakeholders who may be most affected by this proposed project are the 'near-mine residents' (as discussed in Section 2) in Boulder and South Boulder, as they are likely to feel increased amenity impacts if this proposed project were to take place.

1.2 Scope

The 2021 Fimiston South SIA considered the social impacts (defined in Box 1, 2020 SIA, Section 1.2.) experienced by members of the Kalgoorlie-Boulder community, focusing on the following four elements (outlined in further detail in Section 1.3 Methodology):

1. **Understanding the proposed Fimiston South project and context:** The Northern Star's KCGM Operations External Relations Team assisted the KPMG Banarra SIA team in obtaining an accurate understanding of the proposed Fimiston South project and current Kalgoorlie-Boulder context to support planning and conduct of stakeholder engagement.
2. **Stakeholder engagement and key informant interviews:** Consultation with members of community groups and key stakeholders including:
 - Key informant interviews with site-based personnel and Northern Star consultants, as necessary, to develop a deep understanding of the proposed Fimiston South project, likely environmental impacts, risks and controls, and the Environmental Impact Assessment/ Statement application process.
 - Interviews with five stakeholders involved in the 2020 SIA, (this was subject to availability) as well as additional stakeholders – a total of up to 22 – based on the Fimiston South-specific stakeholder mapping as per the 2019 KCGM Community Engagement Plan (this Plan was put together by KPMG Banarra and developed to improve stakeholder engagement protocols and practices across the KCGM Operations and to plan for community consultation for the proposed Fimiston South project).
 - Included in the 22 interviewees are three local Aboriginal community members². We have not distinguished between the comments or views of Traditional Owners³, local Aboriginal business representatives and Aboriginal community members in the relevant sections of the report in order to respect their anonymity during this SIA process.
3. **Impact assessment:** Identification, prioritisation and description of the current and potential social impacts (including cumulative impacts) associated with the proposed Fimiston South project. Results will form the basis for the 2021 Fimiston South SIA addendum to the 2020 SIA.

This 2021 Fimiston South SIA addendum has been developed as an independent report, guided by KPMG Australia's Protocols on the Preparation of Independent Reports (Guidelines). These Guidelines have been developed to ensure that we maintain our independence in the preparation of reports that will be used to inform regulatory decision-making. The Guidelines require us to proactively work to ensure that we maintain our independence in our choice of methodology and approach, and to ensure that our findings, recommendations or opinions are only amended to correct factual inaccuracies.

² **Aboriginal community members** include local Aboriginal business representatives living and operating within Kalgoorlie- Boulder.

³ Native Title has not been settled on this land. **Traditional Owners** are representatives of the Native title claimant groups currently in consultation with Northern Star.

1.3 Methodology

The remote-based Fimiston South SIA methodology included the four stages as shown in Figure 2 and detailed in Table 1.



Figure 2. Overview of remote Fimiston South SIA methodology

Table 1. Description of key inputs for Stages 2 to 4 of the remote SIA methodology

Stage 2. Review of 2020 KCGM SIA Baseline data and Document Analysis 	Drawing on the social baseline data from the 2020 SIA, the KPMG Banarra SIA team applied this to the current addendum given the Census data used in the 2020 SIA is still the most up to date Census data available. Using the qualitative data analysis software NVivo™, we reviewed and coded a combination of existing documents from the 2020 SIA as well as new documents and data sources, including internal Northern Star documents, complaints databases, Local Voices results from recent Pulse Surveys, and media articles (see Section 1.3).
Stage 3. Stakeholder Engagement 	The KPMG Banarra SIA team conducted remote semi-structured interviews with 22 participants (see Section 1.3). Participants were selected by KPMG Banarra and invited by Northern Star to take part in the interview and briefings on the purpose of the interview and ethical considerations (including confidentiality) were provided by the KPMG Banarra SIA team to all participants. Participants were asked a series of questions about: • Their relationship to Northern Star; • Current issues and impacts experienced from Northern Star KCGM Operations; • Issues and impacts expected from the proposed Fimiston South project; • Level of trust in Northern Star; • Changes in the community witnessed over the last five years; • Aspirations around the future of the mine and community; and • Northern Star's relationship with the community. Participants were also asked to reflect on: • What they perceive as being the social impacts (both, positive and negative) of the proposed Fimiston South project's current and potential future activities on the community – these could relate to social, economic, environmental and/or other factors;

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	• How well the Company is doing at addressing negative impacts and enhancing positive impacts; • Any opportunities for the company to improve its relationship or communication with the community and other stakeholders; and • The effectiveness of Northern Star's community programs and investments.
Stage 4. Impact Analysis and Reporting 	The KPMG Banarra SIA team analysed all new information in the central NVivo™ database, identifying new and similar trending themes and issue areas from the 2020 SIA across the newly coded data. These issue areas were assessed and prioritised through tested social impact assessment criteria (see Section 1.6). We prepared an independent Social Impact Assessment Report (this Addendum). The SIA report was provided to Northern Star for a review of any factual errors, before being finalised by KPMG Banarra.

1.4 Desktop Research

The following data inputs were used to inform the 2021 Fimiston South SIA (Table 2). We built on the extensive qualitative and quantitative data sources analysed as part of the 2020 SIA including the baseline data, and used the NVivo™ qualitative social research tool to support our analysis. We then pulled out thematic impact areas for ranking and prioritisation.

Table 2. Summary of information sources

Information source	Number of documents	Examples of information/documentation
Stakeholder Engagement	18	- Semi-structured interview transcripts - Participatory workshop transcripts
Demographic and quantitative data	4	- Local Voices Survey data (April 2021 Pulse Survey results) - Results from quantitative interview questions
Documents and qualitative data		
Northern Star (KCGM) Community Complaints	63	- Northern Star (KCGM) Complaints Register (January 2020 - May 2021) - Williamstown Residents Petition
Media articles	67	Northern Star (KCGM) Media Database (June 2020 - March 2021)
Northern Star (KCGM) Community Engagement for 2020-2021	14	- Northern Star (KCGM) External Announcements & Stakeholder Presentations - Community Reference Group Minutes (2021-2021) - Northern Star (KCGM) Social Media Reports (2020-2021) - Northern Star (KCGM) Aboriginal Engagement Initiatives
Previous KPMG Banarra Deliverables	1	2019 Community Engagement Plan
KCGM Social Impact Assessment	1	Social Impact Assessment 2020
WA Regulations and Guidance and Industry Reports	1	EPA Guideline – Social Surroundings
Total	169	

1.5 Stakeholder Engagement

Stakeholder engagement formed a key element of the data collection. The stakeholder groups and number of stakeholders who were consulted are summarised in Table 3.

Table 3. Summary of stakeholder groups engaged

Stakeholder Group	Consultation Method	No. of Stakeholders Consulted
Workforce Persons employed directly by Northern Star	- Semi-structured interviews via phone - Digital Participatory Workshop	1 4
Community Local residents of Kalgoorlie-Boulder and the immediate surrounding areas, including near-mine residents as well as local community organisations.	Semi-structured interviews via phone and Teams Meetings	7
Local Business and Industry - Businesses operating within the local area, such as: - The hotel neighbouring the mine - Any small, medium or large businesses in the Kalgoorlie-Boulder area that hold a commercial contract to supply goods, services or specialised labour to Northern Star.	Semi-structured interviews via phone	4
Local Government Local Government representatives	Semi-structured interviews via phone	2
State Government State Government representative	Semi-structured interviews via phone	1
Local Aboriginal community members - Local Aboriginal Business representatives - Representatives from the local Traditional Owner groups	Semi-structured interviews via phone	3
Total:		22

1.6 Assessment Criteria

The KPMG Banarra SIA team assessed each social impact based on the following five criteria:

- The type of impact;
- The level of concern or community interest expressed by stakeholders related to the social impact;
- The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact;
- The likelihood of this impact occurring as a consequence of the Fimiston South project and its associated activities;
- The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing; and
- Whether vulnerable stakeholders experience the social impact.

Each impact was first defined as being positive, negative or neutral which resulted from an assessment of stakeholder sentiment.

In addition, the process of rating each criterion, (excluding the type of impact), involved assigning a numerical value between one (e.g. low) and three (e.g. high) to each criterion per impact. The values of each criterion were then totalled to calculate an overall rating per social impact, and this total score then informed the prioritisation of impacts as depicted in Table 12 in Section 2.1.

The definitions that form the basis of the KPMG Banarra SIA team's assessment criteria are provided in Tables 4 to 9, outlined below.

1.6.1 Criteria definitions

'Type of Impact' refers to whether the impact is a direct or indirect result of Northern Star's actions (Table 4).

Table 4 Criteria: Type of Impact

Type of Impact	Definition
Direct	Northern Star's activities are the <i>predominant cause</i> of this social impact.
Indirect	Northern Star's activities are an <i>indirect causal factor</i> to this social impact.

'Stakeholder Interest' refers to the level of concern or community interest expressed by stakeholders related to the social impact (Table 5).

Table 5. Criteria: Stakeholder Interest

Criteria: Stakeholder Interest	Definition
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Low Level - 1		Low level of stakeholder interest. A small number of stakeholders expressed interest or concerns relating to this social impact.
Moderate Level - 2		Moderate level of stakeholder interest. A range of stakeholders expressed interest or concerns relating to this social impact.
High Level - 3		High level of stakeholder interest. The majority of interview participants expressed interest or concerns relating to this social impact.

'Relevance' refers extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact (Table 6).

Table 6. Criteria: Relevance

Criteria: Relevance		Definition
Marginal Effect - 1		Northern Star's decisions and actions have a marginal influence on stakeholders' experience of the impact.
Noticeable Effect - 2		Northern Star's decisions and actions have a noticeable influence on stakeholders' experience of the impact.
Significant Effect - 3		Northern Star's decisions and actions have a significant influence on stakeholders' experience of the impact.

'Likelihood' refers to the likelihood of this impact occurring as a consequence of the Fimiston South project and its associated activities (Table 7).

Table 7. Criteria: Likelihood

Criteria: Likelihood		Definition
Low Likelihood - 1		Impact unlikely to occur as a consequence of the Fimiston South project and its associated activities.
Medium Likelihood- 2		Reasonable possibility of impact occurring as a consequence of the Fimiston South project and its associated activities.
High Likelihood- 3		Impact almost certain to occur as a consequence of the Fimiston South project and its associated activities.

'Magnitude' refers to the extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing (Table 8).

Table 8. Criteria: Magnitude

Criteria: Magnitude		Definition
Marginal Change - 1		Stakeholders experience of the impact has a marginal impact on stakeholder's quality of life, livelihood or wellbeing.
Noticeable Change - 2		Stakeholders experience of the impact has a noticeable impact on stakeholder's quality of life, livelihood or wellbeing.
Significant Change - 3		Stakeholders experience of the impact has a significant impact on stakeholder's quality of life, livelihood or wellbeing.

'Vulnerable Stakeholder' asks the question, do vulnerable stakeholders experience the social impact? (Table 9). Stakeholder vulnerability is a core consideration in social impact research, used to denote 'a situation or condition characterised by low resilience and/or higher risk and reduced ability of an individual, group or community to cope with shock or negative impacts⁴.'

The vulnerable stakeholder groups that were identified and considered as part of this assessment include the local Aboriginal groups and the near-mine residents of South Boulder who may be most impacted by the proposed Fimiston South expansion and related mining activities.

Table 9. Criteria: Vulnerable Stakeholder

Criteria: Vulnerable Stakeholder		Definition
Low - 1		Not experienced by vulnerable stakeholders.
Medium - 2		Experienced by a small number of vulnerable stakeholders.
High - 3		Experienced by several groups of vulnerable stakeholders.

⁴ Vanclay et al., Social Impact Assessment: Guidance for assessing and managing the social impacts of projects. International Association for Impact Assessment. April 2015

1.7 Limitations

- The KPMG Banarra SIA team was unable to visit Kalgoorlie-Boulder to undertake stakeholder engagement in person due to COVID-19 restrictions in place in WA, Victoria and NSW. The project team has visited the KCGM Operations regularly between 2018 and early-2020 and is familiar with the community, site and geography.
- The KPMG Banarra SIA team has provided previous community engagement advice for Northern Star/ KCGM in the three years preceding the 2021 Fimiston South SIA. Having a clear understanding of the KCGM Operations and the community in which Northern Star operate is an advantage in terms of carrying out a remote SIA. It is, however, a factor that needs to be kept under constant review to ensure that the approach taken during advisory work (in which KPMG is engaged to help improve client performance), does not unduly influence the impact assessment – which needs to be carried out with an independent frame of mind. For this reason, this report has undergone a double review, the second by a senior KPMG subject matter expert.
- The KPMG Banarra SIA team did not assess social impacts beyond the Kalgoorlie-Boulder urban area, with the exception of impacts related to Traditional Owners. State or nationwide impacts were not assessed, for example:
 - Procurement opportunities experienced by businesses outside of Kalgoorlie-Boulder;
 - Employment opportunities experienced by FIFO employees and contractors who reside outside of Kalgoorlie-Boulder; or
 - Royalties and taxes that are paid to the West Australian and Commonwealth governments.
- At the time of undertaking the analysis for this 2021 Fimiston South SIA, the relevant Environmental Studies commissioned by Northern Star for the proposed Fimiston South project had not been finalised or provided to the KPMG Banarra SIA team. Accordingly, the results of those predicted impacts, for example, traffic, noise, air quality and vibrations were not taken into account when assessing the likelihood and magnitude of the social impact areas identified in this SIA. It is advised that the Northern Star team take these into account when developing their Social Impact Management Plan in response to this 2021 Fimiston South SIA. Accordingly, in the assessment of impacts, the impact areas relating to environmental factors are based on stakeholders' existing understanding and experience of those factors, their perceptions of potential related impacts and any cumulative impacts that may affect the way they experience the impacts.
- The KPMG Banarra SIA team reviewed the 2020 demographic and stakeholder engagement data, the most recent Local Voices April Pulse Survey data, media articles, complaints records and conducted a stakeholder mapping exercise in order to identify a range of stakeholder groups. Northern Star's KCGM Operations External Relations team then supported the KPMG Banarra SIA team to identify a select number of new stakeholders across these groups in addition to a number of repeat stakeholders from the 2020 SIA process. KPMG Banarra conducted a detailed review of the stakeholder list and challenged the KCGM Operations External Relations team to ensure the stakeholders identified were able to provide a diverse set of views during the interview process. The

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KCGM Operations External Relations team then assisted with interview scheduling and logistics, including sending participants an information sheet on the proposed Fimiston South project.

- A select number of stakeholders identified to be involved in the 2021 SIA were a reflection of the Northern Star team's contacts in the Kalgoorlie-Boulder region, including complainants, and some additional participants were invited to participate based on suggestions given to the KPMG Banarra SIA team during the stakeholder interviews themselves. Interviews and workshops were conducted by members of the KPMG Banarra SIA team only, without any Northern Star staff being present, except when the interviews were with company staff. All interviewees were assured that their responses would be confidential and not attributed to them, unless they expressed otherwise.
- The number of interviews and workshops conducted was adequate, based on the agreed budgeted number of interviews and workshops, as well as stakeholder availability. The total number of stakeholders involved provided a sufficient cross-section of the community, given the ability to supplement stakeholder engagement with a wealth of other sources from the previous 2020 SIA.

2 Fimiston South Social Impacts 2021

The objective of the 2021 Fimiston South SIA was to assess the current and potential social impacts experienced by members of the Kalgoorlie-Boulder community due to the proposed Fimiston South project. The SIA considered the current and proposed Northern Star's KCGM Operations; approach to employment, procurement and community investment; decision-making and communication processes; engagement with members of the local Aboriginal community; and the change in ownership of the KCGM Operations.

2.1 Prioritisation and discussion of the social impacts

The SIA process identified nine social impact thematic areas, which are summarised in Table 12. Of these nine, this SIA report focuses on discussing five priority social impacts in detail.

KPMG analysed the potential effects that the proposed Fimiston South project may have on the surrounding local community of Kalgoorlie-Boulder. The results have been presented through a summary of likely changes to the existing site wide 2020 social impacts (see Section 4 of 2020 SIA Report) as a result of the proposed Fimiston South project (see Table 12).

A key aspect of the proposed Fimiston South project is that it supports the extension of the life of mine to 2035, allowing for both positive and negative impacts to occur over a longer period of time. While this requires a significant investment in resources to manage or enhance these impacts, it also provides Northern Star the opportunity to thoroughly consider a longer-term approach to community engagement and relationships. This could also include a more strategic and sustainable approach to community investment and closure planning to support the socio-economic wellbeing of the community beyond Northern Star's presence.

An important proviso to the assessment of potential change made here is whether Northern Star takes the opportunities, including those created by the increased mine life, to address the social impacts identified. Where a predicted improvement in an impact is identified, that assessed improvement can only occur if the company proactively invests in the management and mitigation of it. This will be dependent on the adoption and resourcing of a social impact management plan that addresses those impacts, and the development of such a plan should be an immediate priority for the company.

Overall SIA summary

In general, the recent community response to the change in ownership of the KCGM Operation has been positive. This is perceived by the community as providing longer term security over the life of mine, positive anticipation of increased local employment as well as local procurement and support to local business. Community members also recognise that the change in ownership has led to increased consultation with some Native Title claimant groups which is viewed positively, and overall acceptance of the mine remains consistently high.

There is a suggestion that this period of positive acceptance is a "honeymoon period" and that with the welcoming of Australian ownership comes high community expectations of Northern Star in terms of responsible operation of their KCGM Operations. This includes engagement and relationships with community and the level and type of investment into community, employment, local infrastructure and the local economy.

Alongside this sense of acceptance and positive expectation is a demonstrated limited awareness and understanding about the full details of the proposed Fimiston South project, leading stakeholders to make assumptions based on historical or current experience, and/ or broader issues and impacts being felt in the community. This is occurring within the broader context of cumulative impacts, such as multiple infrastructure projects coming online impacting housing availability issues, increasing visibility of FIFO workers in the region and related impacts, COVID-19 related skills shortages and the challenge of retaining workers and families in Kalgoorlie-Boulder. The resulting concern and worry is feeding into the three most negatively rated social impact areas in this SIA: Environmental Impacts impacting Quality of Life, FIFO and Property Damage.

While it has not been identified as an impact area in itself, experiences of reduced or limited communications by Northern Star with members of the community regarding the proposed Fimiston South project and a recent perceived reduction in contact quality, particular in relation to complaints about recent blasting and a perception that this may have contributed to property damage, are a key theme that underpin every social impact area and are influencing the ratings.

Table 10 Key for Table 12. Summary of all social impacts

Criterion	Measure		
Type of impact: Is the impact a direct or indirect result of Northern Star's actions?	Direct	Indirect	
			
Level of Concern or Stakeholder Interest: The level of concern or community interest expressed by stakeholders related to the social impact.	Low	Moderate	High
Relevance: The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact.	Marginal	Noticeable	Significant
Likelihood: The likelihood of this impact occurring as a consequence of the Fimiston South project and its associated activities.	Low	Medium	High

Magnitude: The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing.	Marginal	Noticeable	Significant
Vulnerable Stakeholder: Whether vulnerable stakeholders experience the social impact.	Low	Medium	High

As previously explained, the process of rating each criteria involved assigning a numerical value between one (e.g. low) and three (e.g. high) to each criteria per impact. This process excluded the "type of impact" above (i.e. direct or indirect). The values of each criteria were then totalled to calculate an overall rating per social impact, and this total score informed the prioritisation of impacts as depicted in the social impacts register (Table 12).

Each impact was also defined as being positive, negative or neutral, although this assessment did *not* contribute to the prioritisation of the social impacts. This definition is indicated in the 'Priority Impacts' sections of the top five impacts using the key below.

Table 11 Key for Priority Impacts

Type of Impact	Key
Positive	
Negative	

In the process of identifying social impacts, there is inevitably a tension between those impacts which create risks for people and communities, and those impacts which create risks for the project and the company whose impacts are being assessed. The social impacts identified in this Section focus on impacts and risks to people and community.

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Table 12 Summary of all 2021 Social Impacts

Social Impact	Definition of social impact	Impact Type	Level of Concern/ Stakeholder Interest As expressed by stakeholders related to the social impact. (Low; Moderate; High)	Relevance The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact. (Marginal; Noticeable; Significant)	Likelihood Of this impact occurring as a consequence of the Fimiston South project and its associated activities. (Low; Medium; High)	Magnitude The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing. (Marginal; Noticeable; Significant)	Vulnerable Stakeholder Whether vulnerable stakeholders experience the social impact. (Low; Medium; High)	Ratings	See Section
1 Environmental impacts reduce quality of life (Negative)	The current effects of blasting vibration, noise and dust associated with mining activities is leading to worry that the Fimiston South project will further reduce amenity and related quality of life and wellbeing for near-mine residents.	Direct	High	Significant	High	Significant	High	15	Sect 6.7 Priority Impact 1
2 Increased certainty about future mining activities (Positive)	Public awareness of the Fimiston South project has led to an increased sense of security that mining activities will continue into the future. Stakeholders are aware of the longer-term economic viability of the community due to an extended Life of Mine.	Direct	High	Significant	Medium	Significant	Medium	13	Sect 6.7 Priority Impact 2
3 Fear of increasing FIFO Employment (Negative)	Worry that the Fimiston South project will result in an increased use of FIFO labour, leading to reduced residential employment and support to public services and local businesses. Lack of a formal employment policy commitment indicates that current local employment will become less secure in the future.	Direct	High	Significant	Medium	Noticeable	Medium	12	Sect 6.7 Priority Impact 3

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Table 12 Summary of all 2021 Social Impacts

Social Impact	Definition of social impact	Impact Type	Level of Concern/ Stakeholder Interest As expressed by stakeholders related to the social impact. (Low; Moderate; High)	Relevance The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact. (Marginal; Noticeable; Significant)	Likelihood Of this impact occurring as a consequence of the Fimiston South project and its associated activities. (Low; Medium; High)	Magnitude The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing. (Marginal; Noticeable; Significant)	Vulnerable Stakeholder Whether vulnerable stakeholders experience the social impact. (Low; Medium; High)	Ratings	See Section
4 Support of local employment (Positive)	The Fimiston South project could provide more local employment opportunities, having a positive flow on effect for the community and local economy.	Direct	High	Noticeable	Medium	Significant	Medium	12	Sect 6.7 Priority Impact 4
5 Perception that Fimiston South expansion blasting will contribute to property damage (Negative)	Worry associated with perceptions that vibration caused by the Fimiston South expansion blasting will contribute to property damage and reduce property values for near-mine residents.	Direct	Moderate	Noticeable	Medium	Significant	Medium	11	Sect 6.7 Priority Impact 5

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Table 12 Summary of all 2021 Social Impacts

Social Impact	Definition of social impact	Impact Type	Level of Concern/ Stakeholder Interest As expressed by stakeholders related to the social impact. (Low; Moderate; High)	Relevance The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact. (Marginal; Noticeable; Significant)	Likelihood Of this impact occurring as a consequence of the Fimiston South project and its associated activities. (Low; Medium; High)	Magnitude The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing. (Marginal; Noticeable; Significant)	Vulnerable Stakeholder Whether vulnerable stakeholders experience the social impact. (Low; Medium; High)	Ratings	See Section
6 Support for Aboriginal employment and procurement (Positive)	Northern Star have provided opportunities for Aboriginal participation through implementing trainee and apprenticeship programs targeted at Aboriginal populations. The Fimiston South expansion will extend the overall life of mine meaning that these programs will potentially have a longer timeframe to achieve results and maximise involvement of local Aboriginal peoples.	Direct	Moderate	Significant	Low	Marginal	High	10	N/A
7 Support for tourism infrastructure (Positive)	The Fimiston South expansion provides an opportunity for Northern Star to relocate and renovate the Super Pit Lookout. This coupled with Northern Star's contribution to and partnership with Hannans North Tourist Mine communicates the mine's long-term commitment to tourism infrastructure.	Direct	Moderate	Significant	High	Marginal	Low	10	N/A
8 Support for local industry (Positive)	The Fimiston South project provides the opportunity for Northern Star to support local industry through maintaining and increasing procurement of goods and services, which in turn supports local employment and the local economy.	Direct	Moderate	Marginal	Medium	Noticeable	Low	8	N/A

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Table 12 Summary of all 2021 Social Impacts

Social Impact	Definition of social impact	Impact Type	Level of Concern/ Stakeholder Interest As expressed by stakeholders related to the social impact. (Low; Moderate; High)	Relevance The extent to which Northern Star's actions and decisions influence stakeholders' experience of the impact. (Marginal; Noticeable; Significant)	Likelihood Of this impact occurring as a consequence of the Fimiston South project and its associated activities. (Low; Medium; High)	Magnitude The extent to which the impact influences stakeholder's quality of life, livelihood or wellbeing. (Marginal; Noticeable; Significant)	Vulnerable Stakeholder Whether vulnerable stakeholders experience the social impact. (Low; Medium; High)	Ratings	See Section
9 Provision of local funding and grants (Positive)	The Fimiston South project will lead to an extension of funding and investment across the local community through funding and grants	Direct	Moderate	Marginal	Low	Marginal	Medium	7	N/A

Priority Impact 1: Environmental Impacts Reduce Quality of Life



Summary of Social Impact		
Social Impact Area Definition	'Quality of Life' – The effects of blasting vibration, noise and dust associated with current mining activities is leading to worry that the Fimiston South project will reduce amenity and related quality of life and wellbeing for near-mine residents.	
Geography	South Boulder	
Impact Type	Direct – Negative : The Fimiston South project is the predominant cause of this social impact.	
Level of Concern or Stakeholder Interest		High: High level of stakeholder interest. The majority of interview participants expressed interest or concern related to this social impact
Relevance		Significant: The Fimiston South project will have a significant influence on stakeholders' experience of the impact
Likelihood		High: Impact almost certain to occur as a consequence of the Fimiston South project and its associated activities.
Magnitude		Significant: Stakeholders experience of the impact has a significant impact on stakeholder's quality of life, livelihood or wellbeing
Vulnerable Stakeholder		High: Experienced by several groups of vulnerable stakeholders
Stakeholders most affected by or vulnerable to the social impact	- Near-mine residents of South Boulder - Surrounding Kalgoorlie-Boulder residents	

Nature of Social Impact

The presence of Northern Star's current mining operations on the border of residential and light industrial areas of Kalgoorlie-Boulder means that some residents are experiencing the adverse impacts of blasting vibration, noise and dust associated with mining activities. The proposed Fimiston South project may heighten the experience of these impacts to South Boulder, affecting a new stakeholder group and increasing in proximity to the town, with one stakeholder commenting:

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"It's a beautiful site when you're up on the airplane. I was looking at it from the sky and it was beautiful – but I thought, is this [the site] going to fire up the town? How far will they go?"

Although current operational blasting includes both underground blasting from KCGM Mount Charlotte Operations and open-pit blasting in the FOP, stakeholders did not distinguish between the two when referring to blasting and related impacts. Currently, blasting has a significant impact on near-mine residents' quality of life – with stakeholders expressing concern for the effects of future blasting and how this will be heightened for South Boulder residents, stating, for example:

"I feel sorry for the people out there if anything starts to happen...when you're in the kitchen and walking around and everything goes in the air, you nearly crap yourself."

"It does concern me with how close to the house it's [the expansion] getting and how close they will be blasting, you should feel it some days and nights it's really powerful...It is a worry when you feel yourself move."

The areas of environmental concern that were raised most frequently by stakeholders were issues around blasting vibration, noise and dust, with stakeholders expressing worry regarding its long-term health and safety implications.

"Noise has increased, and dust is always a problem. We can't keep anything clean these days. Laundry is always dirty...There is also dust on cars and we are breathing this all in. It can't be healthy."

"They need to be more mindful ...If you have really bad asthma or an elderly person, you wouldn't have been able to be outside. When it [the pit] expands it's going to be so much closer to homes. It doesn't look like there is much of a bund/ room between where stage two will end and where the highway and the houses are."

Some stakeholders expressed that since the sole ownership, their experience of communication from the mine has changed. The mine does not communicate as clearly about the timing and effects of blasting and its approach to complaints management, potentially resulting in a reduction in trust as stakeholders don't feel listened to or heard.

"Everyone's attitude is what the heck? We tell people to call KCGM/ Northern Star up but the...attitude is what's the good? (it's a) waste of time – they won't do anything"

Stakeholders have also experienced changes in approach to blasting protocols and community engagement since the change in ownership and this has led to increased worry that the proposed Fimiston South expansion will lead to further impacts on wellbeing and quality of life.

"They shouldn't be blasting if the wind is blowing. The blasts are getting so intense lately.... Blasts feel like they are a lot closer to home. My dog didn't used to be worried about the blast, but now she can feel them, and she barks at them."

"There was no need to stop the letter drops, which told us when and how much they would blast... Flyers were a good thing, because we knew something was happening."

This is supported by data from Northern Star's 2020-2021 Complaints Register, which indicates an increase in the volume and frequency of blasting-related complaints directed at the KCGM Operations.

Links to Other Social Impacts

An additional area of impact associated with the environmental impacts associated with mining activities is:

- Priority Impact 5 – Perception that Fimiston South expansion blasting will contribute to property damage.

The expected increase in mining activity due to the proposed Fimiston South expansion activities has direct linkages to a perception that there will be increased damage to nearby properties. The perception of an increase in blasting and a reduced distance from the FOP has heightened this impact area.

Insights from Local Voices

Local Voices data demonstrates that the community has a range of views regarding the environmental impact of Northern Star's mining activities at KCGM Operations.

When asked about their thoughts on the balance of the benefits and (negative) impacts of the proposed KCGM Fimiston South Project, respondents expressed an overall positive or neutral opinion, with 40% of respondents selecting the option 'mainly benefits' or 'more benefits (than impacts)', and a further 44% of respondents indicating that the project will bring an 'equal balance' of benefits and impacts. This suggests that a large proportion of community members acknowledge the overall benefits of the proposed Fimiston South project, but that many are aware that this will be accompanied by a balance of negative impacts. This acknowledgement is more pronounced across near-mine respondents, with 24% indicating that they think the proposed project will bring 'more impacts (than benefits)' or 'mainly impacts', compared to

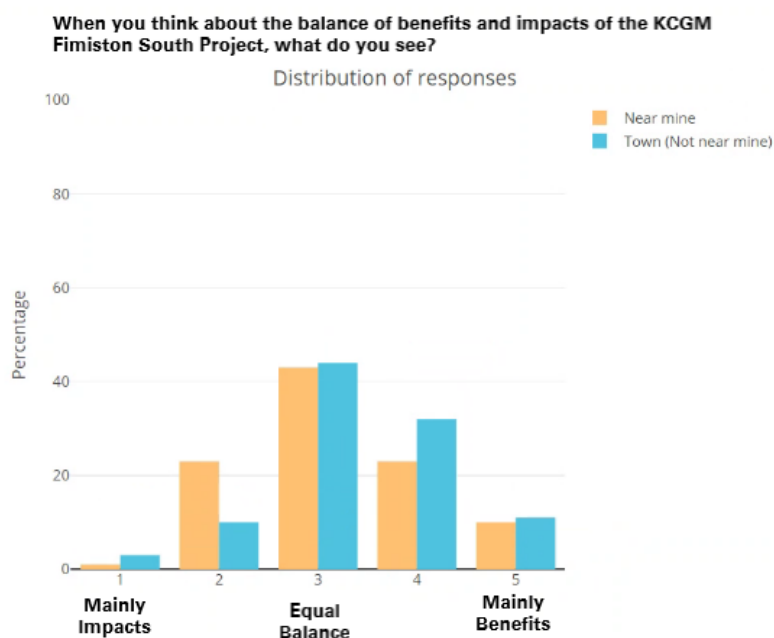


Figure 3. Local Voices April 2021 Pulse Survey – When you think about the balance of benefits and impacts of the KCGM Fimiston South Project, what do you see?

13% of town residents.

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When asked about specific environmental impacts, more than half of overall respondents either agreed or strongly agreed that their community is exposed to dust (50%) and vibration (68%) as a result of Northern Star's mining activities at KCGM Operations, with near-mine stakeholders being most affected. This hasn't effectively changed since the previous Pulse Survey taken in December 2020. Views regarding noise were more mixed with approximately two-thirds of respondents indicating that they were either neutral or didn't think that Northern Star's activities are linked with noise.

There is a diversity of views that members of the community hold regarding the topic of *acceptance* of environmental impacts, with 50% of near-mine stakeholders either agreeing or

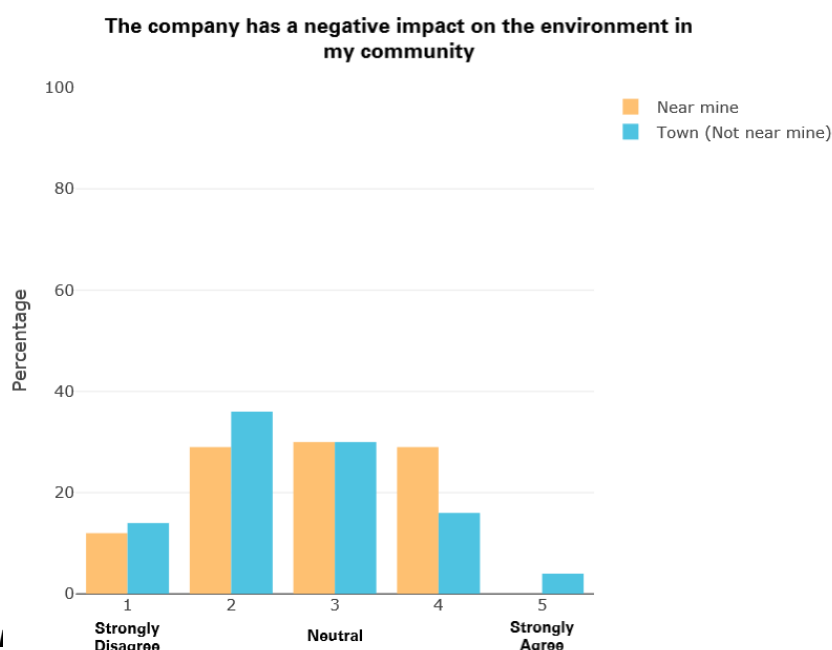


Figure 4. |
the environment in my community

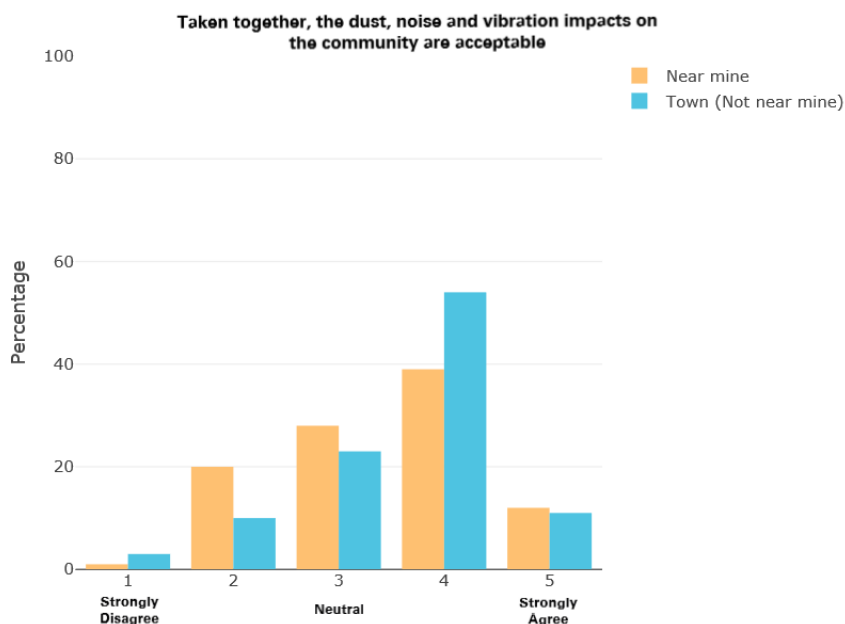
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strongly agreeing that 'taken together, the dust, noise and vibration impacts on the community are *acceptable*', compared to 64% of town residents. These results are relatively consistent with the results of the December 2020 Pulse Survey.

As previously discussed, there are several compounding factors that may be worsening the perceived environmental impacts on the community. These factors include; a reduction in personal engagement with stakeholders in the community, and limited communications with the community in general.

Figure 5. Local Voices April 2021 Pulse Survey – Taken together, the dust, noise and vibration impacts on the community are acceptable

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Summary of engagement with local Aboriginal community members

Local Aboriginal community members from the Kalgoorlie-Boulder region reflected concerns regarding the environment and reduced quality of life and how this may be further impacted due to the proposed Fimiston South expansion. For example, concern was expressed about whether expansion-related construction activities were going to necessitate the creation of more leaching ponds, which they associated with creating toxic waterways across the local environment. Interest was expressed in protecting and rehabilitating these natural lands and waterways and the legacy that these water sources have had over thousands of years.

Additional concerns include blasting-related noise impacts, impacting residents' ability to sleep as well as the potential impacts of fly-rock which led to a question regarding whether the expansion is necessary. Interviewees were also interested to find out if any potential non-Indigenous heritage sites may be affected as the mining operations plan to encroach closer towards the town.

These concerns have been compounded by perceived limited engagement by Northern Star about mining operations with Aboriginal communities, with interviewees displaying concern for the lack of specific details they have received on the proposed expansion.

Changes since the 2020 SIA

This 2021 quality of life impact is directly linked to Priority Impact Area 2 in the 2020 SIA regarding the environmental impacts reducing quality of life. This impact area consists of the same underlying themes and contributing factors but has evolved into a more prioritised negative impact area than witnessed in 2020. The proposed Fimiston South expansion has led to increased worry amongst stakeholders that their quality of life will be impacted further due to the related impacts from environmental disturbances from the construction and expansion mining activities. As discussed above, this is exacerbated by several factors including Northern Star's overall reduction in engagement with community at a personal and project level, perceived changes in the way the mine approaches blasting and notifications, perceived changes in the way it handles and responds to complaints as well as a lack of transparency

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about the proposed Fimiston South project details (acknowledging the environmental studies have not yet been finalised).

Priority Impact 2: Increased Security about Future Mining Activities



Summary of Social Impact		
Social Impact Area Definition	'Future Security' – Public awareness regarding the Fimiston South Project has led to an increased sense of security that mining activities will continue into the future. Stakeholders are aware of the longer-term economic viability of the community due to an extended Life of Mine (LoM).	
Geography	Kalgoorlie-Boulder	
Impact Type	Direct – Positive: The Fimiston South Project is the predominant cause of this social impact.	
Level of Concern or Stakeholder Interest		High: High level of stakeholder interest. The majority of interview participants expressed interest or concern related to this social impact
Relevance		Significant: The Fimiston South Project will have a significant influence on stakeholders' experience of the impact
Likelihood		Medium: Reasonable possibility of impact occurring as a consequence of the Fimiston South project and its associated activities.
Magnitude		Significant: Stakeholders experience of the impact has a significant impact on stakeholder's quality of life, livelihood or wellbeing
Vulnerable Stakeholder		Medium: Experienced by stakeholders at risk of becoming vulnerable
Stakeholders most affected by or vulnerable to the social impact	- Near-mine residents (E.g. South Boulder residents) - Kalgoorlie-Boulder residents (E.g. Interested stakeholders) - Local businesses (E.g. Local businesses who supply the KCGM site with goods or services)	

Nature of Social Impact

Following the announcement of the proposed Fimiston South project, there is greater confidence across stakeholders in the increased LoM, including the economic opportunities it will provide to support the long-term sustainability and viability of the local community and town.

As highlighted by impacts such as *Impact 4. Support of local employment*, there is a high-level of perceived reliance on Northern Star by the Kalgoorlie-Boulder community, with one stakeholder stating:

"KCGM and its operations in the Super Pit has been a cornerstone of Kalgoorlie-Boulder's history."

Because of this, the term 'growth' has emerged as a recurring buzzword amongst most stakeholders who perceive the proposed expansion as *'giv[ing] a bigger, bolder, brighter future'*, expressing:

"...the town relies on confidence and if people see that investment, expansion and growth in the long-term, then they feel very good."

"The Life of Mine discussion does not occur anymore; I am not worried about the 'ghost town' coming. There is still enough gold in the ground."

This increased level of confidence, including the perceived benefits of the extended LoM are particularly pronounced for local businesses, which benefit from the mine and the wages it generates to operate, with stakeholders expressing:

"As a business I think it's fantastic..."

"Regarding the benefits of the expansion...the main thing is local business – so anyone living and working in Kal-Boulder will be using local businesses – whether it's art, sport, etc. so that keeps people thriving."

Additional areas of increased certainty include future employment opportunities (as discussed in *Impact 4. Support of local employment*); future contributions to the community in terms of funding and grants and support for tourism infrastructure (See Table 12 for full list of identified Impact Areas).

For many stakeholders interviewed, the recent sole ownership of KCGM Operations acquired by Northern Star as a fully Australian-owned company has notably contributed to the prioritisation of this positive social impact as stakeholders perceive that local interests will be protected and pursued:

"It's Australian owned, good in my books. Too many corporations owned by overseas companies. Money stays here - then that is good for everyone."

"...because the roots of executives are in Kal (local people) ...There is a lot more focus in Kalgoorlie and in the [WA] School of Mines, which is critical to us. A lot of things that made us feel the mine is in Australian hands."

Most stakeholders who displayed a high level of confidence in the proposed expansion shared that they received much of their information from their friends or family members working at the KCGM Operations. However, referring to the limited information they receive directly from Northern Star regarding the KCGM Operations (including the proposed Fimiston South project), stakeholders are cautious of whether the company will live up to its local commitments, stating; *"Love that it's locally owned, but...just watch this space as I'm a little bit dubious."*

These high community expectations underscore the importance of Northern Star undertaking regular and consistent community engagement across Kalgoorlie-Boulder to strengthen community confidence. As one stakeholder highlights *"...the community...love to feel as if they are a part of something...including them in plans are important as if you don't they will have a lot to say about it...Everyone in the community is a stakeholder."*

Links to Other Social Impacts

Additional areas of impact associated with future security is:

- Priority Impact 4: Support of local employment; and
- Impact Area 8: Support to local industry.

Future security of mining operations is directly linked to the flow on positive benefits related to the planned expansion and extension of the LoM. New employment opportunities will be created, and the mine will be able to invest and support the local community and economy for a longer duration.

Insights from Local Voices

The Local Voices April 2021 Pulse Survey indicates that across both near-mine and town residents, 82% of respondents agree that Northern Star's activities at KCGM Operations will support the region's future prosperity,

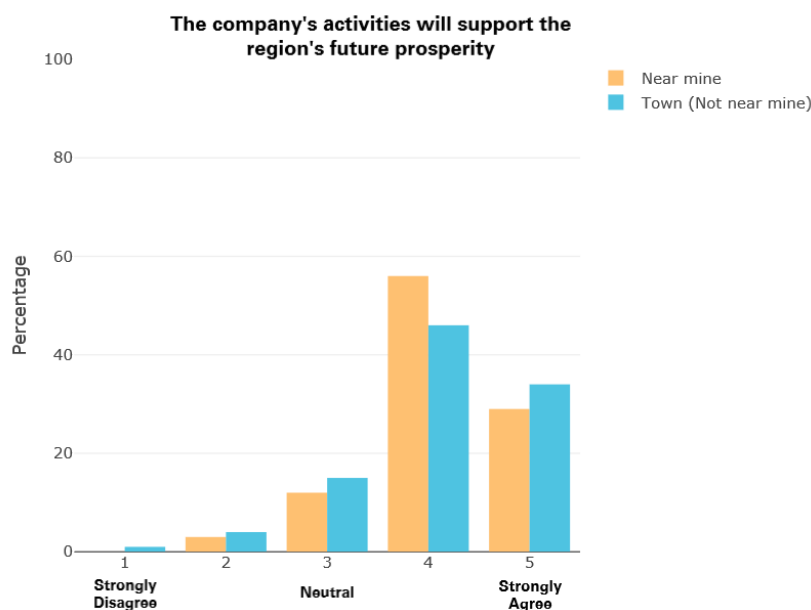


Figure 6. Local Voices April 2021 Pulse Survey – The company's activities will support the region's future prosperity

In particular, 59% of respondents agreed or strongly agreed that Fimiston South will lead to more local business opportunities, with both near- mine and town residents responding similarly to the question.

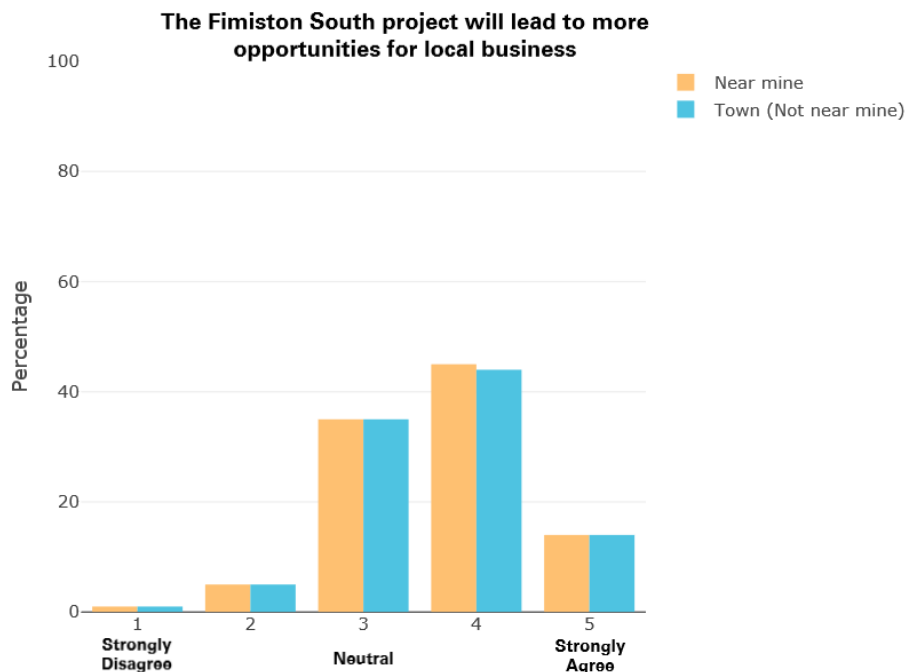


Figure 7. Local Voices April 2021 Pulse Survey – The Fimiston South project will lead to more opportunities for local business

Summary of engagement with local Aboriginal community members

Some interviewees representing the Aboriginal community reflected on the proposed project as part of the Northern Star KCGM Operations' historical legacy and how it has been run in the past, stating that their families have seen the mine change and expand multiple times over their lifetimes. Other Aboriginal interviewees felt that the expansion is starting to encroach on the town and reflected on their experience of limited communications provided by Northern Star regarding the proposed Fimiston South expansion which impacted their level of positivity and optimism regarding the LoM.

Changes since the 2020 SIA

This future security impact area is directly linked to Priority Impact Area 3 from the 2020 SIA regarding the uncertainty about future mining activities at the KCGM Operations. The local presence of Northern Star being the sole Australian owners, along with their public commitment and strategy towards growth and further expansion of KCGM Operations, has led to increased stakeholder trust and triggered the transition of this previously identified negative impact area to a positive impact area. Stakeholders now feel more secure about future local mining activities. As further discussed in Priority Impact Area 4 in this 2021 SIA, this increased positive sentiment is leading to an increased anticipation and expectation of increased employment, local employment opportunities and an increased positive flow on effect to the local economy.

Priority Impact 3: Fear of Increasing FIFO Employment



Summary of Social Impact		
Social Impact Area Definition	'FIFO Employment' – Worry that the Fimiston South project will result in an increased use of FIFO labour, leading to reduced residential employment, support to public services and local businesses. Local stakeholders have interpreted the lack of a formal local employment commitment as less secure employment in the future.	
Geography	Kalgoorlie-Boulder	
Impact Type	Direct – Negative: The Fimiston South project is the predominant cause of this social impact.	
Level of Concern or Stakeholder Interest		High: High level of stakeholder interest. The majority of interview participants expressed interest or concern related to this social impact
Relevance		Significant: The Fimiston South project will have a significant influence on stakeholders' experience of the impact.
Likelihood		Medium: The impact is most likely to occur as a result of the Fimiston South project
Magnitude		Noticeable: Stakeholders experience of the impact has a noticeable impact on stakeholder's quality of life, livelihood or wellbeing
Vulnerable Stakeholder		Medium: Experienced by stakeholders at risk of becoming vulnerable.
Stakeholders most affected by or vulnerable to the social impact	- Local businesses - Local KCGM employees and potential future employees (e.g. youth) - Kalgoorlie-Boulder residents (e.g. Interested stakeholders)	

Nature of Social Impact

KCGM Operations' legacy as a predominantly residential mine site is viewed by stakeholders as critical to Northern Star's social licence to operate within the community. However, the change to Northern Star as the sole owners and operators of the KCGM Operations, coupled with the absence of a formal commitment to local employment by the company, has heightened

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existing and well-documented (in the media) fear amongst stakeholders that the proposed Fimiston South Project will result in an increased use of FIFO labour.

During the stakeholder engagement process, stakeholders expressed a high-level of interest and concern pertaining to perceived increases in FIFO employment. Northern Star's broader reputation for its use of FIFO workforces at its other operations, combined with stakeholder observations that some employees at the KCGM Operations are FIFO workers, are testing stakeholder trust in the company and this was expressed as both a concern and an opportunity.

"When KCGM were with Newmont/ Barrick – they had a formal commitment to supporting local first, but it's still a bit unclear if the new ownership shares the same sentiment, especially when you look at management and higher employees – most are FIFO."

"In the next five years, I'm hoping that Northern Star will have a more positive influence being 100% Australian owned, and I'm hoping that the company will continue to put a huge value on residential workforce rather than going to FIFO..."

"I don't know if there is enough certainty for the staff that it will all be kept local and they will be kept in positions and offered opportunities, because essentially they are taking what's been a small business model (KCGM) for a very long time and putting it into this big business model (Northern Star)"

Stakeholders interviewed raised concern regarding some of the potential flow on impacts that could occur if Northern Star were to increase its use of FIFO workers such as; reduction in support for local businesses, issues pertaining to social cohesion, such as alcohol and drug use and homelessness, as well as reduced access to public services and facilities impacting the local community.

Local stakeholders explained that although there is general positivity surrounding increased certainty in mining activities (as discussed in *Priority Impact 2. Increased certainty about future mining activities*), this is attributed to a "honeymoon phase", whereby the proposed expansion provides an opportunity for Northern Star to be "good corporate citizens" and deliver on its commitment to maintaining a primarily local workforce.

"They [Northern Star] need to stay local and appear to be local. Make sure that they are buying and employing local, not buying into FIFO. The first thoughts should be how to help the community."

"There are growing community expectations around their [Northern Star's] social licence to the city – there's a strong belief that if they want to mine in the town they have to invest into the town."

This FIFO social impact is exacerbated by various cumulative factors not directly caused by or specific to Northern Star. For example, currently the Kalgoorlie-Boulder region is experiencing a substantial shortage of property availability, reducing housing affordability and social issues associated with homelessness. For some stakeholders interviewed, the use of FIFO labour across the local region is perceived as FIFO workers occupying affordable housing in Kalgoorlie-Boulder, with local residents being excluded from the market.

"Whole of last year, I spent time looking for a house and it was always being outbid by people in neon/high-vis uniforms...there's always people coming looking at properties as a FIFO house."

"...people who can't afford this [housing], are the ones being forced out into the streets. If you have a look at who's coming in and taking up housing it's mining, it's a

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sectoral responsibility because they have landlocked us. Taking the accessible housing away and filling it with single workers and couples – it's not used well in my opinion."

This is further compounded by labour constraints and skill shortages caused by the COVID-19 pandemic, leading to a sector-wide reliance on FIFO, with one stakeholder commenting *"labour constraints across the country are putting a lot of pressure on not only mining but other sectors (i.e. health)... with all these expansions...there is a real looming worker accommodation issue."* This presents an opportunity for Northern Star at KCGM Operations to partner with local and state government agencies as well as the wider mining sector to develop a coordinated strategy to respond to the issue. While stakeholders acknowledge that there is 'no quick-fix', they perceive Northern Star as one (amongst many) of the key stakeholders in responding to this issue.

Furthermore, there has been a concerted call among some stakeholders for Northern Star to increase investment in local training and upskilling initiatives targeted at youth and its current workforce at KCGM Operations, to alleviate current skill shortages and retain youth in the city.

"It would be good if they could train up people without qualifications...if they could invest in people who are unemployed or unqualified then they could end up with a good staffer."

In practice, the change in ownership has not yet resulted in a shift in residential employment levels. However, stakeholders' experience of worry relating to the perception that the proposed Fimiston South project will lead to an increased use of FIFO labour suggests that limited community engagement and clear communication from Northern Star is intensifying stakeholders' experience of this impact.

Links to Other Social Impacts

Additional areas of impact associated with FIFO is:

- Priority Impact 4 – Support for local employment; and
- Impact Area 8 – Support to local industry.

These impact areas are all related to Northern Star's commitment to local employment. The focus on FIFO across the region acts to increase expectations on Northern Star to realise the full potential for local employment and support to the local economy through the proposed Fimiston South project.

Insights from Local Voices

Local Voices data from the 2021 April Pulse Survey indicates that community views agreeing or strongly agreeing with the direct correlation between Northern Star's KCGM mining activities (i.e. operations, employment etc) and the increase in housing prices in Kalgoorlie-Boulder have remained consistent since the 2020 Pulse Survey at 34%.

The April 2021 Pulse Survey shows that while around the same percentage of community respondents agree and disagree with Northern Star's contribution to the issue, a large percentage (38%) remain *neutral*. This suggests that more than one-third of respondents are potentially lacking the necessary information to make an informed decision regarding this topic.

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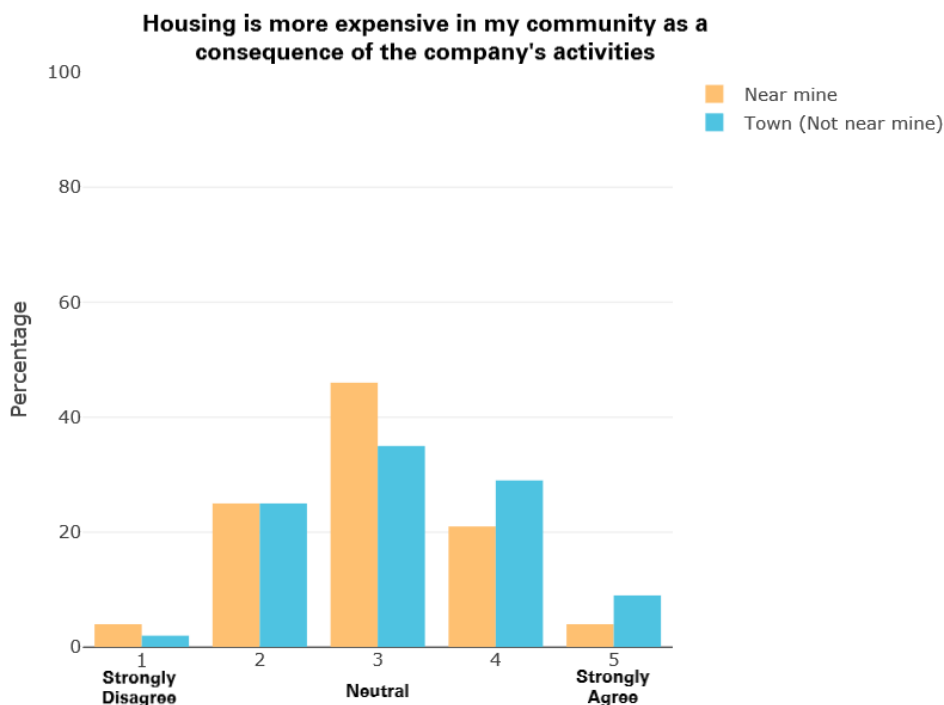


Figure 8. Housing is more expensive in my community as a consequence of the company's activities.

Summary of engagement with local Aboriginal community members

Interviewees representing different local Aboriginal communities from the Kalgoorlie-Boulder region reflected on FIFO and its relevance to Aboriginal communities, stating that limited community consultation from KCGM Operations has reduced the ability for engagement between the site and Aboriginal communities to identify potential local employment opportunities for young people in the Aboriginal community.

Interviewees also discussed the knock-on effects of FIFO if it is increased in the course of the Fimiston South Project, and how these may be felt more prevalently across Aboriginal communities. In particular, interviewees linked limited property availability to the wider mining sector's use of FIFO and expressed worry regarding whether jobs created by the proposed expansion would result in a decrease of affordable housing and thus exclude Aboriginal community members from the property market and potentially exacerbate homelessness.

This worry pertaining to increased FIFO has resulted in a desire expressed by interviewees, for mining companies such as Northern Star, and local governments, to work together to do more in addressing the cumulative impacts stemming from FIFO, such as property availability and homelessness, with interviewees noting that more permanent infrastructure is needed in Kalgoorlie-Boulder.

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Changes since the 2020 SIA

The 2021 FIFO employment impact is directly linked to the 2020 SIA Impact Area 9 – Fear of increasing FIFO employment. This impact has increased in severity since 2020 due to several compounding factors including: Northern Star’s broader reputation for using FIFO at other operations; the lack of public commitment regarding Northern Star’s local employment policy; and cumulative impacts of FIFO from other mining and infrastructure projects in the region (housing availability and pricing), leading to indirect impacts on the local economy. An absence of a formal commitment to local employment linked to the company’s growth strategy and expansion agenda has increased local stakeholders worry that Northern Star will opt to increase the FIFO workforce at KCGM Operations, which will further negatively impact the local economy and community.

Priority Impact 4: Support of Local Employment



Summary of Social Impact		
Social Impact Area Definition	'Local Employment Opportunities' – The Fimiston South Project could provide more local employment opportunities, having a positive flow on effect for the community and local economy.	
Geography	Kalgoorlie-Boulder	
Impact Type	Direct – Positive: The proposed Fimiston South Project is the predominant cause of this social impact.	
Level of Concern or Stakeholder Interest		High: High level of stakeholder interest. The majority of interview participants expressed interest or concern related to this social impact.
Relevance		Medium: The impact is most likely to occur as a result of the Fimiston South Project.
Likelihood		Medium: Reasonable possibility of impact occurring as a consequence of the Fimiston South project and its associated activities.
Magnitude		Significant: Stakeholders experience of the impact has a significant impact on stakeholder's quality of life, livelihood or wellbeing.
Vulnerable Stakeholder		Medium: Experienced by stakeholders at risk of becoming vulnerable.
Stakeholders most affected by or vulnerable to the social impact	- Local businesses - Local KCGM employees and potential future employees (e.g. youth)	

Nature of Social Impact

Being a residential site is perceived as a key strength of the Northern Star KCGM Operations in the Kalgoorlie-Boulder community as it provides employment opportunities to residents, supporting a stable population, the local economy and the continued investment and provision of services such as education and health facilities.

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"...the strengths of KCGM and the Super Pit are that they always have promoted being a residential workforce..."

Along with the positive response to the recent Australian ownership of the KCGM Operations and subsequent extension of the LoM, stakeholders perceive the proposed Fimiston South project as having the potential to increase local employment opportunities, with one stakeholder stating, *"It's [Northern Star] going to expand the Super Pit and create new jobs, (it is) always going to impact positively."* However, alongside the anticipation and level of expectation that there will be more local jobs created, sits a level of concern acknowledging the absence of a formal local employment policy (as discussed in *Priority Impact Area 3. Fear of increasing FIFO employment*) or any significant public communications from Northern Star. Varied stakeholders have expressed doubts as to what extent it will allow for genuine local employment opportunities.

"More jobs fabulous – where are you going to put them? That's the problem. Or is KCGM/ Northern Star going to use FIFO?"

"Are there any improvements around engaging and recruiting locally... Not sure if I am any more knowledgeable about that."

High community expectations of a new Australian owner and operator, stakeholders' increasing fear of FIFO (as discussed in *Priority Impact 3. Fear of increasing FIFO employment*) and an absence in Northern Star's local employment messaging regarding the proposed Fimiston South project emphasises the importance of Northern Star in providing clear and transparent communications regarding its current residential workforce and future plans so that people in the community *"feel as if they are a part of something"* and informed.

Links to Other Social Impacts

An additional area of impact associated with local employment opportunities is:

- Priority Impact 3 - Fear of increasing FIFO employment from Fimiston South Project; and
- Impact Area 8 - Support to local industry.

Although these are a mixture of positive and negative related impacts, they are all directly related to Northern Star's transparency on employment opportunities related to the Fimiston South expansion. There is potential for these impacts to be managed by a formal commitment being made public for all local employment and economic related opportunities that Kalgoorlie-Boulder could benefit from.

Insights from Local Voices

Local Voices data from the 2021 April Pulse Survey indicates that an equal percentage (48%) of near-mine and town residents believe that the Fimiston South project will lead to more local employment opportunities. 15% of respondents strongly agree with this, however, a proportion of respondents (28%) remain neutral on the topic (equal split between near-mine and town

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residents) indicating that they may not have the required level of information or understanding of the Project to make an assessment.

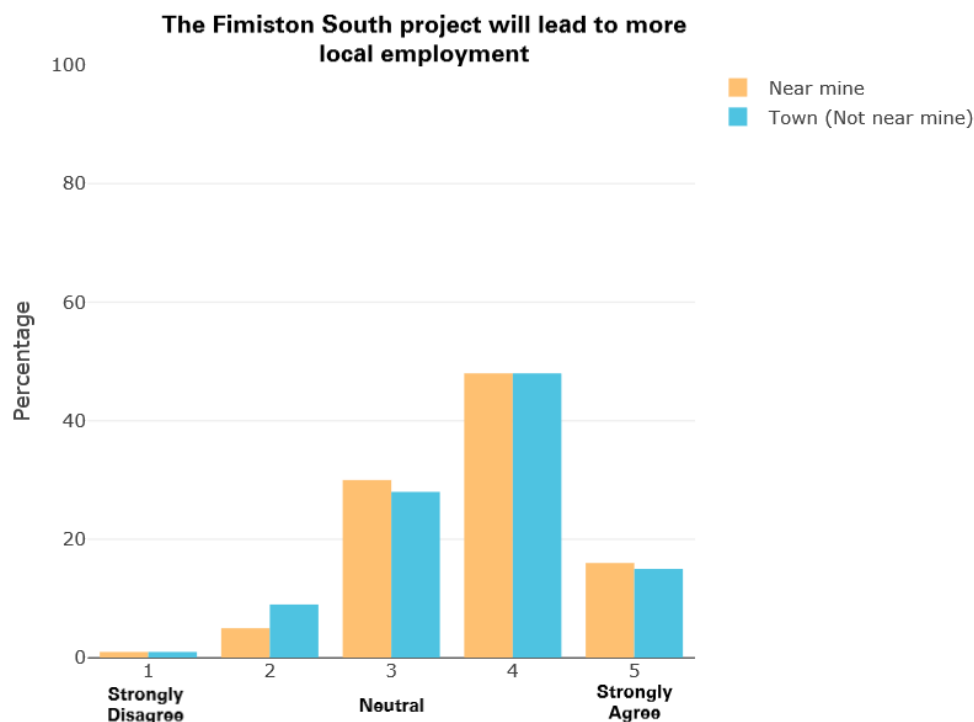


Figure 9. Local Voices April 2021 Pulse Survey – The Fimiston South project will lead to more local employment

Summary of engagement with local Aboriginal community members

Interviewees representing different local Aboriginal communities from the Kalgoorlie-Boulder region reflected that the proposed Fimiston South project provides the opportunity for Northern Star to employ local Aboriginal peoples, with a suggestion that Northern Star should ensure that more local Aboriginal people are exposed to opportunities on site and employed.

Interviewees emphasised the need for Northern Star to proactively provide inclusive educational platforms for local Aboriginal youth, to leverage any new employment opportunities the proposed expansion will create, with concern expressed that certain Aboriginal communities have been excluded from these processes and growth opportunities.

Changes since the 2020 SIA

This impact area is directly related to the 2020 SIA Priority Impact Area 1 – Support of local employment. The 2021 local employment impact area is not as positively represented as it was in 2020. The differing factors that have reduced this impact's rating is the current lack of transparency around employment numbers and what opportunities will be available locally. Without this detail, it is difficult for stakeholders to assess the real value that employment can

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generate locally. Stakeholders are optimistic that this impact area will reap further flow-on local positive benefits, but it is currently unknown what Northern Star's outlook on FIFO is or how many new job opportunities will be generated from the proposed Fimiston South expansion.

Priority Impact 5: Perception that Fimiston South Expansion Blasting will contribute to Property Damage



Summary of Social Impact		
Social Impact Area Definition	'Property Damage' – Worry associated with perceptions that increased vibration caused by the Fimiston South expansion blasting will contribute to property damage and reduce property values for near-mine residents.	
Geography	South Boulder	
Impact Type	Direct – Negative: The Fimiston South project is the predominant cause of this social impact.	
Level of Concern or Stakeholder Interest		Moderate: Moderate level of stakeholder interest. A range of stakeholders expressed interest or concern related to this social impact.
Relevance		Medium: The impact is most likely to occur as a result of the Fimiston South project.
Likelihood		Medium: Reasonable possibility of impact occurring as a consequence of the Fimiston South project and its associated activities.
Magnitude		Significant: Stakeholders experience of the impact has a significant impact on stakeholder's quality of life, livelihood or wellbeing.
Vulnerable Stakeholder		Medium: Experienced by stakeholders at risk of becoming vulnerable.
Stakeholders most affected by or vulnerable to the social impact	- Near-mine residents of South Boulder. - Surrounding Kalgoorlie-Boulder residents.	

Nature of Social Impact

There is worry amongst a variety of stakeholders associated with perceptions that increased vibration caused by the proposed Fimiston South expansion blasting will contribute to property damage. This social impact is directly linked to *Priority Impact 1. Environmental impacts reduce quality of life*, with stakeholders expressing concern that property damage has a direct impact on their well-being.

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"I worry about the blasting, my kitchen tiles, I worry when I'm in the kitchen sometimes. I get depressed about that"

Stakeholders' experience of worry relating to property damage from the project has been exacerbated by concerns that the mine is increasing in proximity to the town, coupled with perceptions from near-mine stakeholders that mining activities at the KCGM Operations have significantly intensified since Northern Star's sole ownership.

"We literally live 500m from pit walls and we feel the blasting and the damage and cracking in our house has definitely got worse"

"They [KCGM/Northern Star] blast more, sometimes the whole house shakes."

The manner of communication with home-owners can intensify their experience of negative impacts, with current near-mine stakeholders expressing concern for South-Boulder residents who will be affected by the proposed expansion.

"The way they have treated us, I feel sorry for those people out in Fimiston Boulder, where they want to take the project. They just ignore you... couldn't they do a little PR to talk to you and tell you what's going on."

One stakeholder in particular questioned the necessity of the expansion, displaying concern for the long-term liveability of the town:

"In terms of five years, how long is that extension going to take – it's getting a little too close to comfort – they are coming too close to town. Do they want to shift the town – no – because that's the heritage, that's Kalgoorlie. I don't know five years – who knows? Do they have to do it? How much gold is there? Is it absolutely necessary that they have to go through there?"

Links to Other Social Impacts

An additional area of impact directly associated with perception that Fimiston South expansion blasting will contribute to property damage is:

- Priority Impact 1: Environmental impacts reduce quality of life.

These impact areas are interconnected as an increase in blasting and expansion-related mining activities impacts on quality of life. Biophysical impacts are felt when blasting practices and mining activities increase, leading to possible property and structural damages. A lack of specific information from finalised environmental studies appear to be influencing the way stakeholders are experiencing this impact. Current information sheets provided to stakeholders do not distinguish the difference between approaches to underground blasting (Mount Charlotte) and open-pit blasting (Fimiston South) or explain why stakeholders may potentially experience blasting in different ways. This, in combination with the change in the way Northern Star communicates with near-mine residents before a blast occurs, is increasing the felt impact and related worry.

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Summary of engagement with local Aboriginal community members

Interviewees representing different local Aboriginal communities from the Kalgoorlie-Boulder region reflected concerns regarding the perception that blasting associated with the proposed Fimiston South expansion will increase property damage for existing near-mine residents as well as affect community infrastructure. Interviewees were also aware of the legacy mining operations underneath the town and were concerned how this may impact the environment and community in the future.

Changes since the 2020 SIA

The 2021 property damage impact area is directly related to the 2020 SIA Priority Impact 2 - Environmental impacts reduce quality of life and Impact area 8 - Perceptions that blasting contributes to property damage. This impact has been heightened due to the current experiences of a change in mining practices observed by local near-mine residents and the anticipated increase and severity of environmental impacts associated with blasting and the proposed Fimiston South expansion. Near-mine residents are now more worried as they learn that the expansion mining activities will be closer to them.

2.2 Awareness and Acceptance of the proposed Fimiston South Expansion

Local Voices Pulse Survey April 2021 data and 2021 stakeholder engagement commentary indicate that levels of awareness of the Fimiston South project are low, as explored in the social impact sections above. Notwithstanding, Local Voices data also indicates that acceptance of the project is high. This suggests a positive level of community trust in KCGM Operations and can also be attributed to the mine's long-standing legacy within the Kalgoorlie-Boulder community, as community stakeholders perceive KCGM Operations as synonymous with the identity of the town (see section 1.1 *Background*).

Local Voices April 2021 data indicates that 63% of respondents were either "not at all aware" or "somewhat/ slightly aware" of the proposed Fimiston South project, which aligns to the findings from stakeholder engagement. This reflects the limited information provided to the community to date about the proposed Fimiston South project, with some Local Voices respondents reflecting on their inability to make an informed decision or form an opinion on the proposed expansion due to lack of information.

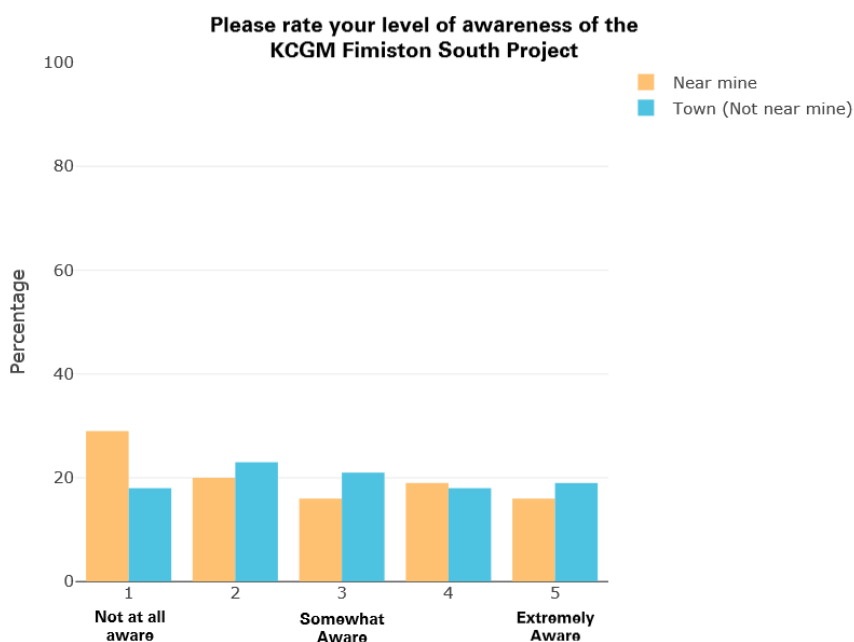


Figure 10. Local Voices April 2021 Pulse Survey – Please rate your level of awareness of the KCGM Fimiston South Project

The KCGM Operations social media data indicated a substantial increase in the number of total engagements distributed via KCGM's Twitter, LinkedIn and Facebook pages between December 2020 and January 2021. Despite, KCGM Operation's increased online presence, the information circulated through these channels have provided limited detail to community members on the proposed Fimiston South project. This is an example of a reduction in contact quality between KCGM Operation's and its stakeholders. Further examples expressed during stakeholder engagement included some stakeholders raising their recent experiences of

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changes in the way the KCGM Operation responded to and managed their complaints, including the way it made them feel as though the Operation does not respects their views.

In the Local Voices Pulse Survey respondents were asked to rate how much they accept the proposed Fimiston South project, 51 % of the respondents indicated 'extremely' or 'very much' suggesting that although community awareness of the proposed Fimiston South Project is low, respondents still trust the company to deliver this expansion. Further, acknowledging that 40% of overall respondents indicated 'neutral' and 9% selected that they 'slightly' or 'not at all', accepted the proposed Fimiston South project, highlights the potential for this rating to improve if Northern Star at their KCGM Operation's expands its current community engagement approach as explored in previous sections on pre-empted social impacts related to the proposed project.

In support of this sentiment, the Local Voices Pulse Survey results relating to whether respondents *trust the company to act responsibly*, indicate that 47% trust the company 'very much', 38% of respondents trust the company 'moderately', and 15% do not trust the company 'at all'. Generally, these results have remained largely the same since the last December 2020 Pulse survey.

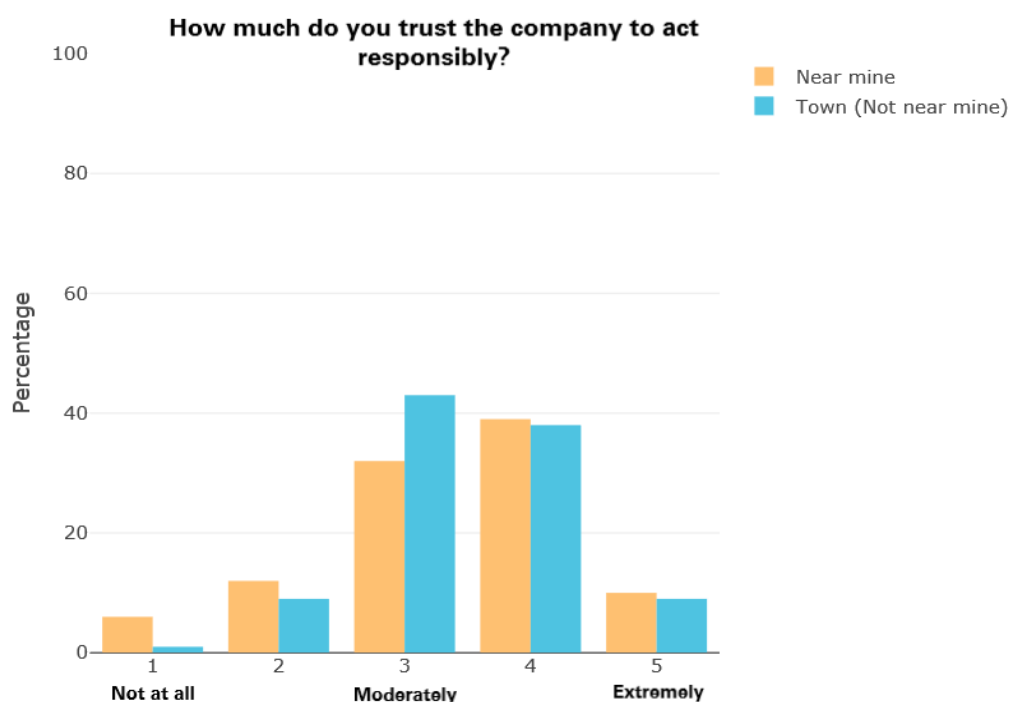


Figure 11. Local Voices April 2021 Pulse Survey – How much do you trust the company to act responsibly?

With regard to whether Northern Star *listens to and respects their opinions on community issues*, 33% of overall respondents agreed or strongly agreed that they felt listened to and respected by the company, 58% responded neutrally, and 5% of near mine residents and 12% of town residents indicated that they did not feel listened to at all. This represents an overall

marginal decrease (-0.07) in the number of community members feeling heard from the December 2020 Pulse Survey to the April 2021 Pulse Survey.

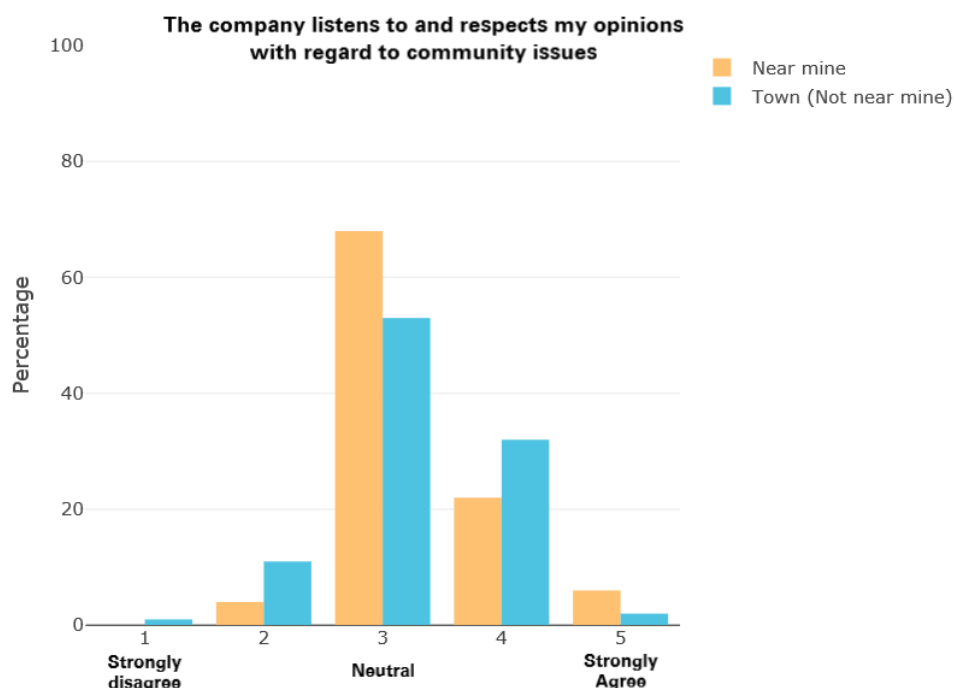


Figure 12. Local Voices April 2021 Pulse Survey – How The company listens to and respects my opinions with regard to community issues

The above findings combined with the findings from the SIA 2021 stakeholder engagement⁵, suggests the following: There are relatively high levels of community trust in KCGM Operations; there is mixed sentiment across the community on whether respondents feel listened to and respected, and there are levels of uncertainty and worry in the community regarding Northern Star’s perceived approach to blasting at the KCGM Operation’s and its related impacts, which are being exacerbated by the lack of clear and transparent engagement and communications with the mines’ key stakeholders.

⁵ Section 2.2 of this 2021 SIA Addendum Report should be read in conjunction with the learnings summarised in *Section 5.1 Trust in KCGM* within the 2020 SIA Report as it is directly related and expands on the factors affecting trust from the CSIRO Trust Model (2017) and further explains that “the ability of KCGM to influence impacts and how the community experiences those impacts is heavily influenced by whether stakeholders trust the company and the way in which it operates. This is particularly the case for impacts which are ‘perception based’ – i.e. they are based on a fear of or uncertainty around a particular issue.”

2.3 Fimiston South Social Impacts and the WA EPA Social Surroundings

The WA EPA provides detailed clarification regarding how social impacts are considered within EIAs, that is, in terms of social surroundings:

“For the purposes of the definition of environment in subsection (1), the social surroundings of man are his aesthetic, cultural, economic and social surroundings to the extent that those surroundings directly affect or are affected by his physical or biological surroundings (Subsection 3(2)).”

Furthermore, the WA EPA specifically states that, “While the EP Act defines social surroundings to include a person’s economic surroundings, this does not mean that a proposal’s economic benefits, such as job creation or revenue generation, can be considered as part of EIA under Part IV of the EP Act”⁶.

The table provided below (Table 13) seeks to respond to the WA EPA’s requirements through detailing the links between the social impacts found by this SIA, and stakeholder’s physical and biological surroundings.

We note that some social impacts do not have direct links with physical and biological surroundings, however, we have included them in this report to provide Northern Star with a holistic view on how the proposed Fimiston South project will likely impact on the lived experience and wellbeing of stakeholders, which includes the following, as detailed by Vanclay et al. in what is considered to be leading practice guidance on SIA⁷:

⁶ Environmental Protection Authority 2016, Environmental Factor Guideline: Social Surroundings, EPA, Western Australia. Available at: [Guideline-Social-Surroundings-131216_2.pdf \(epa.wa.gov.au\)](https://www.epa.wa.gov.au/guideline-social-surroundings-131216-2.pdf)

⁷ Vanclay et al. (2015) Social Impact Assessment: Guidance for assessing and managing the social impacts of projects. International Association for Impact Assessment.

Box 1: What are social impacts?

Social impacts are changes to one or more of the following:

- people's way of life-that is, how they live, work, play and interact with another on a day-to day basis;
- their culture-that is, their shared beliefs, customs, values and language or dialect;
- their community-its cohesion, stability, character, services and facilities;
- their political systems- the extent to which people are able to participate in decision that affect their lives, the level of democratisation that is taking place, and the resources provided for this purpose;
- their environment- the quality of the air and water people use; the availability and quality of the food they eat; the level of hazard or risk, dust and noise they are exposed to; the adequacy of sanitation, their physical safety, and their access to and control over resources;
- their health and wellbeing- health is a state of complete physical, mental, social, and spiritual wellbeing and not merely the absence of disease or infirmity;
- their personal and property rights-particularly whether people are economically affected, or experience personal disadvantage which may include a violation of the civil liberties;
- their fears and aspirations- their perceptions about their safety, their fears about the future of their community, and their aspirations for their future and the future of their children.

Source: Vanclay, F.2003 *International Principles for Social Impact Assessment*. *Impact Assessment & Project Appraisal* 21(1),5-11. <http://dx.doi.org/10.3152/147154603781766491>

Table 13: mapping Fimiston South Social Impacts to the WA EPA Social Surroundings

2021 Fimiston South Social Impact	Definition of Social Impact	Stakeholder Interest - (Low; Moderate; High)	Relevance - (Marginal; Noticeable; Significant)	Likelihood - (Low; Medium; High)	Magnitude - (Marginal; Noticeable; Significant)	Vulnerable Stakeholder- (Low; Medium; High)	Nature of the link between the social impact and physical or biological surroundings	People or groups affected by this change
1 Environmental impacts reduce quality of life (Negative)	The current effects of blasting vibration, noise and dust associated with mining activities is leading to worry that the Fimiston South project will further reduce amenity and related quality of life and wellbeing for near-mine residents.	High	Significant	High	Significant	High	— Direct link between physical surroundings and the social impact, i.e. reduced amenity as a result of blasting and other mining activities — Cumulative emissions — Amenity: — Potential impacts of noise, dust, air quality and odour	— Near-mine residents of South Boulder. — Surrounding Kalgoorlie-Boulder residents.
2 Increased certainty about future mining activities (Positive)	Public awareness regarding the Fimiston South project has led to an increased sense of security that mining activities will continue into the future. Stakeholders are aware of the longer-term economic viability of the community due to an extended life of mine.	High	Significant	Medium	Significant	Medium	— Social impact is not directly linked to physical or biological surroundings — Economic: — Increased positivity for the viability of Kalgoorlie-Boulder, including local businesses — Amenity: — Potential increase in sense of community in Kalgoorlie-Boulder	— Near-mine residents (e.g. South Boulder residents) — Kalgoorlie-Boulder residents (e.g. Interested stakeholders) — Local businesses (e.g. Local businesses who supply the KCGM site with goods or services)

Table 13: mapping Fimiston South Social Impacts to the WA EPA Social Surroundings continued.

2021 Fimiston South Social Impact	Definition of Social Impact	Stakeholder Interest - (Low; Moderate; High)	Relevance - (Marginal; Noticeable; Significant)	Likelihood - (Low; Medium; High)	Magnitude - (Marginal; Noticeable; Significant)	Vulnerable Stakeholder - (Low; Medium; High)	Nature of the link between the social impact and physical or biological surroundings	People or groups affected by this change
3 Fear of increasing FIFO Employment (Negative)	Worry that the Fimiston South project will result in an increased use of FIFO labour, leading to reduced residential employment and support to public services and local businesses. Lack of a formal employment policy commitment indicates that current local employment will become less secure in the future.	High	Significant	Medium	Noticeable	Medium	— Direct link between physical surroundings and the social impact, i.e. Housing availability and pricing. — Economic: — Concern that economic investment in local business and industry will decrease — Amenity: — Concern that the sense of community in Kalgoorlie-Boulder will be reduced	— Local businesses — Local KCGM employees and potential future employees (e.g. youth) — Kalgoorlie-Boulder residents (E.g. Interested stakeholders)
4 Support of local employment (Positive)	The Fimiston South project could provide more local employment opportunities, having a positive flow on effect for the community and local economy.	High	Noticeable	Medium	Significant	Medium	— Social impact is not directly linked to physical or biological surroundings — Economic	— Local businesses — Local KCGM employees and potential future employees (e.g. youth)

Table 13: mapping Fimiston South Social Impacts to the WA EPA Social Surroundings continued

2021 Fimiston South Social Impact	Definition of Social Impact	Stakeholder Interest - (Low; Moderate; High)	Relevance - (Marginal; Noticeable; Significant)	Likelihood - (Low; Medium; High)	Magnitude - (Marginal; Noticeable; Significant)	Vulnerable Stakeholder - (Low; Medium; High)	Nature of the link between the social impact and physical or biological surroundings	People or groups affected by this change
5 Perception that Fimiston South expansion blasting will contribute to property damage (Negative)	Worry associated with perceptions that increased vibration caused by the Fimiston South expansion blasting will contribute to property damage and reduce property values for near-mine residents.	Moderate	Noticeable	Medium	Significant	Medium	— Direct link between physical surroundings and the social impact, i.e. reduced amenity as a result of blasting and other mining activities — Amenity	— Near-mine residents of South Boulder. — Surrounding Kalgoorlie-Boulder residents.
6 Support for Aboriginal employment and procurement (Positive)	Northern Star have provided opportunity for Aboriginal participation through implementing trainee and apprenticeship programs targeted at Aboriginal populations. The Fimiston South expansion will extend the overall life of mine meaning that these programs will potentially have a longer timeframe to achieve results and maximise involvement of local Aboriginal peoples.	Moderate	Significant	Low	Marginal	High	— Social impact is not directly linked to physical or biological surroundings — Economic	— Local Aboriginal groups from the Kalgoorlie-Boulder region.

Table 13: mapping Fimiston South Social Impacts to the WA EPA Social Surroundings continued..

2021 Fimiston South Social Impact	Definition of Social Impact	Stakeholder Interest - (Low; Moderate; High)	Relevance - (Marginal; Noticeable; Significant)	Likelihood - (Low; Medium; High)	Magnitude - (Marginal; Noticeable; Significant)	Vulnerable Stakeholder - (Low; Medium; High)	Nature of the link between the social impact and physical or biological surroundings	People or groups affected by this change
7 Support for tourism infrastructure (Positive)	The Fimiston South expansion provides an opportunity for Northern Star to relocate and renovate the Super Pit Lookout. This coupled with Northern Star's potential contribution to and partnership with Hannans North Tourist Mine communicates the mine's long-term commitment to tourism infrastructure.	Moderate	Significant	High	Marginal	Low	— Direct link between physical surroundings and the social impact, i.e. investment into improved tourism infrastructure (buildings).	— Surrounding Kalgoorlie-Boulder residents.
8 Support for local industry (Positive)	The Fimiston South project provides the opportunity for Northern Star to support local industry through maintaining and increasing procurement of goods and services, which in turn supports local employment and the local economy.	Moderate	Marginal	Medium	Noticeable	Low	— Social impact is not directly linked to physical or biological surroundings — Economic	— Surrounding Kalgoorlie-Boulder residents.
9 Provision of local funding and grants (Positive)	The Fimiston South project will lead to an extension of funding and investment across the local community through funding and grants	Moderate	Marginal	Low	Marginal	Medium	— Social impact is not directly linked to physical or biological surroundings — Economic	— Surrounding Kalgoorlie-Boulder residents. — Local Aboriginal groups.



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