



NORTHERN STAR
RESOURCES LIMITED

KCGM ABORIGINAL CULTURAL HERITAGE MANGEMENT PLAN

Kalgoorlie Consolidated Gold Mines Pty Ltd

ABN: 97 009 377 619

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1. SUMMARY

Kalgoorlie Consolidated Gold Mines Pty Ltd (KCGM) is the proponent for the Fimiston South (FS) Project (the Proposal). The objective of the proposal is to continue the ongoing operations of the Fimiston Gold Mine and enable uninterrupted mining and mineral processing until approximately 2035.

The Proposal is summarised in Section 2.1 of this Aboriginal Cultural Heritage Management Plan (ACHMP) for ease of reference. The key principle of the Aboriginal Cultural Heritage Act 2021 (the Act) is the recognition of the special interest and central role of Aboriginal people in the protection of Aboriginal Cultural Heritage (ACH) and management of activities that may harm ACH. Under the Act, tier 3 activities that may harm ACH require an approved or authorised Aboriginal Cultural Heritage management plan (ACH management plan) before they can be undertaken.

This ACHMP was prepared in accordance with the 'Fact Sheet 5 – Aboriginal Cultural Heritage Management Plan Templates' (2021). This ACHMP details the measures that are required to protect ACH from the Proposal. Table 1 summarises the information contained in this ACHMP.

Throughout planning and delivery of the FS Project, KCGM will continue to engage relevant Traditional Owner groups on our proposed activities, reaching agreement on what mining or exploration activities can occur on the land, and how these activities will occur. This CHMP will also be reviewed and updated to reflect engagement outcomes.

Table 1: Management Plan Summary

Title of Proposal	Fimiston South Project
Proponent	<ul style="list-style-type: none"> Kalgoorlie Consolidated Gold Mines Pty Ltd
Ministerial Statement Number	<ul style="list-style-type: none"> Ministerial Statement 782
Purpose of the ACHMP	<ul style="list-style-type: none"> To meet the requirements of the WA EPA for an Aboriginal Cultural Heritage Management Plan to be prepared for the protection of ACH in the project area.
Key environmental factor/s and objective/s	<p><u>Key Environmental Factor:</u> Social Surroundings</p> <ul style="list-style-type: none"> <u>EPA Objective:</u> To protect social surroundings from significant harm.
Condition clauses	<ul style="list-style-type: none"> NA
Proposed construction date	<ul style="list-style-type: none"> Continuation of existing operations
EMP required pre-construction?	<ul style="list-style-type: none"> No

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2. CONTEXT, SCOPE & RATIONALE

2.1 Proposal

KCGM operates the following mining and processing operations for Owners, Northern Star Resources Limited (NSR 100%):

- Fimiston Open Pit: open pit mining and waste rock disposal.
- Mt Charlotte Underground Mine: underground mining.
- Fimiston Processing Plant: crushing, mineral processing, refining and tailings disposal.
- Gidji Gold Processing Plant: mineral processing and tailings disposal.
- Exploration: mineral resource definition drilling and core processing.

The Fimiston Operations are comprised of the Fimiston Open Pit and the Fimiston Processing Plant which are located adjacent to the City of Kalgoorlie-Boulder approximately 600 kilometres (km) east of Perth, Western Australia. On average, KCGM produces 600,000 ounces of gold each year and has a current operating mine life until 2035.

Ore and waste rock material are mined from the Fimiston Open Pit each year. The ore is processed at the Fimiston Processing Plant, whilst the waste rock material is transported to various waste rock dumps or marginal ore stockpiles adjacent to the open pit operations. The current footprint of the Fimiston Open Pit extends approximately 1.5 km in width, 3.5 km in length and to a depth of approximately 600 m making it one of the largest open pit gold mines in Australia.

Following an evaluation of alternatives and development of the Golden Mile Growth Strategy (GMGS), to expand mining operations, KCGM seeking to progress the Fimiston South (FS) Project. The FS Project constitutes incorporating the Morrison and Southern Extension resources to the existing Fimiston Open Pit, which has and continues to be mined by KCGM over the past 30 years. The FS Project will be mined in the same manner as the current Fimiston Open Pit operations. The FS project will also include the addition of an extra cell to the Fimiston II Tailings Storage Facility.

The FS Project has been referred to the Western Australian Environmental Protection Authority (EPA) for assessment under Part IV of the Environmental Protection Act 1986 (EP Act), which applies to development proposals that are likely to have a significant impact on the environment.

2.2 Cultural Heritage

The development and implementation of an Aboriginal Cultural Heritage Management Plan (ACHMP) is an agreed obligation as part of project stakeholder and regulatory consultation for the Fimiston South Project (the Project Area). The ACHMP sets in place a formal mechanism for the management of cultural heritage within the Project Area. Key users of this document will be Traditional Owners, KCGM management, staff, and contractors.

Through the ACHMP, KCGM will ensure that all employees and contractors involved in the project are fully aware of their obligations to meet the commitments made to Traditional Owner stakeholders regarding the protection of and the management of impacts to cultural heritage sites in proximity of the Fimiston South mine. The ACHMP also ensures project participants are aware of obligations under Commonwealth and State legislation, to avoid and minimise impacts on Aboriginal cultural heritage. The ACHMP will be regularly revised and updated during the lifecycle of the Project.

2.3 Rationale and Approach

KCGM have been consulting with Traditional Owner claimant groups for many years and several archaeological and ethnographic surveys have been undertaken.

To facilitate a best practice approach, KCGM has implemented the 'avoidance' of Aboriginal heritage values as the top-tier management approach. A number of Aboriginal sites have been avoided at the northern area of the lease near the site offices and ongoing surveys are undertaken when any new disturbance is proposed. KCGM has also undertaken ongoing engagement with Traditional Owners.

An ACHMP is a plan for the management of an activity that may harm Aboriginal cultural heritage. Section 137 of the Act specifies what an ACHMP must:

- Identify the proponent for the activity, the Aboriginal party/s, the area to which it relates, the activity to which the plan relates.
- Identify the Aboriginal Heritage located in the area and the characteristics of that ACH.
- Include an ACH impact statement in respect of the proposed activity.

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- Set out the processes to be followed if, while approval or authorisation of the plan is of effect, a party to the plan becomes aware of new information about Aboriginal cultural heritage in the area to which the plan relates.
- Set out how the proposed activity will be managed, where possible, to avoid, or minimise, the risk of harm being caused to Aboriginal cultural heritage by the activity, including a clear explanation of the steps, if any, that will be taken to avoid, or minimise, that risk.
- Set out the extent to which harm to Aboriginal cultural heritage is authorised.
- Set out any conditions that must be complied with before, during and after the proposed activity is carried out.
- Specify the period for which the plan is to have effect.
- Include or set out the other matters.

3. KCGM APPROACH

3.1 Scope of Cultural Heritage Management Plan

During the FS Project, the ACHMP will be revised and updated so as to provide KCGM staff and its contractors with relevant requirements and details on the heritage management activities to be implemented during the Project.

The ACHMP covers all activities that KCGM will undertake in the Project Area. The ACHMP formalises and guides the management of all cultural heritage matters within the Project Area. These matters consist of, but are not limited by, archaeological items such as stone and other artefacts scatters, standing stones, stone arrangements, and shell middens. It also covers matters in regard to a range of ethnographic sites including, but not limited by water courses, creek lines, clay pans, vegetation types, specific tree species and animal burrows and shelters.

3.2 Extent of area covered by the ACHMP

The ACHMP covers the Fimiston Gold Mine area leases in Kalgoorlie Western Australia (Figure 1).

3.3 Related Documentation

The ACHMP is an integral component of, and interacts with the following Northern Star Resources (NSR) and KCGM plans, policies, and documents:

- NSR Management of Cultural and Heritage Sites Global Standard
- NSR Stakeholder Mapping and Engagement Global Standard
- NSR Environmental & Social Risk Management Global Standard
- NSR Stakeholder Policy
- NSR Indigenous Peoples Standard
- Native title agreements

3.4 Roles and Responsibilities

The ACHMP will be monitored and overseen by the KCGM project management team who will be primarily responsible for delivering the mining activities in accordance with the ACHMP. KCGM's Mine Manager, Social Performance and Environment teams will coordinate the delivery of on-ground heritage activities and monitoring. In the event that expert advice is required, KCGM will engage relevant elders to provide this advice and/or professional archaeologists and anthropologists as deemed suitable.

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4. RELEVANT LEGISLATION

4.1 Aboriginal Cultural Heritage Act 2021

The Aboriginal Cultural Heritage Bill 2021 is a new way of protecting Aboriginal cultural heritage by giving Aboriginal people a much stronger say in managing their cultural heritage. When the Bill becomes the law, there will be better protection for Aboriginal cultural heritage and heritage that is important to Aboriginal people will be protected. The Bill recognises Aboriginal people as the best people to make decisions about their cultural heritage and to decide what cultural heritage is important. The Bill says that Aboriginal people are keepers of their cultural heritage and are the right people to look after ancestral remains (bones from long ago) and their secret and sacred objects. Miners, developers, and other people who want to do work on country that may impact Aboriginal cultural heritage will have to engage with the Traditional Owners for that area, well before any works starts.

4.2 Assessment of activities – Tiered assessment process

KCGM undertakes a due diligence process in accordance with the ACH Management Code. The first step of this process is to understand whether the activity is either an exempt activity, or a Tier 1, 2, or 3 Activity.

Exempt activities are activities that proponents do not need permission to do, including walking, taking photos, and going onto country in an emergency.

Tier 1 activities include conducting an aerial survey or maintaining existing infrastructure where the activity may proceed, subject to steps taken to avoid or minimise harm. DPLH can confirm with the proponent whether an activity is a Tier 1 activity.

A Tier 2 activity may proceed if it does not cause harm to Aboriginal cultural heritage. If it is likely to cause harm, then an ACH Permit will be required. The proponent is to notify Traditional Owner parties before applying for an ACH Permit.

A Tier 3 activity may proceed if it does not cause harm to Aboriginal cultural heritage. If it is likely to cause harm, the proponent will need to reach agreement on the details of an ACH Management Plan with the relevant Traditional Owner parties. If an agreement cannot be reached or if the ACH is of State significance, then the ACHMP will require authorisation from the Minister of Aboriginal Affairs.

4.3 Native Title Act 1993

The Native Title Act 1993 allows the recognition under Australian Law of the rights and interests in land and waters of Aboriginal and Torres Strait Islander peoples according to their traditional laws and customs. Section 211 of the Native Title Act 1993 protects the right of Native Title holders to carry out certain activities on their traditional lands and waters. These activities include fishing, hunting, gathering, and visiting the areas in relation to cultural practices.

4.4 Registered Claims

Native Title for the Kalgoorlie-Boulder region has not been determined. There are currently two registered claims which overlap Kalgoorlie-Boulder, including the project area: Malinyu Ghoorlie (WAD647/2017) and Maduwongga People (WAD186/2017). KCGM continues to engage with both claimant groups.

In recent decades, the Project Area has been subject to multiple Native Title claims:

- The Malinyu Ghoorlie people lodged a claim over the area East of Kalgoorlie, including the project area, in December 2017 (WAD647/2017). This claim is active.
- The Maduwongga people have lodged several claims over the Kalgoorlie Region, including in 1994, 1997, 2014 and 2017. The claim lodged in 2017 (WAD186/2017) is still active, however all previous claims lodged have been dismissed.
- The Kaparn people lodged a claim over the Kalgoorlie-Boulder region, including the project area, in 2013. This claim has been finalised and was dismissed in 2015.
- The Wongatha people lodged a claim over the Goldfields Region in 2004 including the project area. This claim has been finalised and was dismissed in 2007.
- The Widji people lodged an application in 1998 over the Central Goldfields Region including the project area. This claim was dismissed in 2012.
- In 1995 the Gubrun people lodged a claim over the Central Goldfields Region including the project area. This claim has been finalised and was dismissed.

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4.5 Environment Protection and Biodiversity Conservation Act 1999

The Environment Protection and Biodiversity Conservation 1999 (EPBC Act) establishes the National Heritage list which includes natural, Indigenous and historic places that are of outstanding value to the nation. The Act also establishes the Commonwealth Heritage List, which comprises natural, Indigenous and historic places on Commonwealth Lands and waters under Australian Government control, and identified by the Minister for the Environment, as having Commonwealth Heritage values.

5. SUMMARY OF ABORIGINAL HERITAGE SURVEYS AND ABORIGINAL SITES RELEVANT TO THE PROJECT

KCGM has engaged various Aboriginal groups to undertake heritage surveys of its operational areas over the years. The groups involved include:

- Western Desert social and cultural bloc 1991
- Gubrun group: 1989, 1994, 2000, 2004
- Wangkaya group: 1989, 1994
- Maduwongga group: 2000, 2004
- Widji group: 2000, 2004
- Kelamaia Kabu(d)n group: 2000, 2004
- Central Western group: (including former Mingarwee group and former Kabul group) 2000, 2004
- Marlinyu Ghoorlie Native Title Claimant Group: 2022

Since 2017, the main groups consulted for KCGM operations are:

- Marlinyu Ghoorlie Native Title Claimant Group
- Maduwongga Native Title Claimant Group

5.1 Survey Participants

At KCGM a number of archaeological and ethnographic heritage surveys have been conducted to identify Aboriginal sites. All Aboriginal sites identified during surveys are reported to DPLH for inclusion in the Register of Aboriginal Sites. The coordinates of identified ethnographic and archaeological sites are also mapped in the KCGM Geographical Information Systems (GIS) database to ensure that sites are not disturbed during mining activities.

The ethnographic and archaeological surveys were carried out by a survey team including an anthropologist, and senior Aboriginal Elders with knowledge of the mythological landscape and with long historical associations to the area, and its heritage sites.

5.2 Surveys

An ethnographic survey which encompassed the Fimiston operations was undertaken in 1989 in conjunction with an archaeological survey by O'Connor and Quartermaine (1989). Additional studies have been conducted by O'Connor in 2000, 2001 and 2004. Two archaeological sites and 10 ethnographic sites were identified to the north and east of the Fimiston operation. These sites are included in the DPLH Register of Aboriginal Sites (Table 16).

In 2022, representatives from the Marlinyu Ghoorlie Native Title claimant group commenced a Heritage Survey for the FS project areas over five days in March, with additional works completed over five days in April. The heritage survey was conducted by six Marlinyu Ghoorlie representatives, two Terra Rosa consultants, and one Northern Star representative. An additional site tour of KCGM was held in April 2022 for Marlinyu Ghoorlie representatives conducting the heritage survey.

KCGM is waiting to receive Marlinyu Ghoorlie's heritage report which will contain the final heritage recommendations for the FS Project.

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5.3 Ethnographic Sites at KCGM

In the Coolgardie/Kalgoorlie/Menzies region Aboriginal sites are related mainly to five mythological sagas (O'Connor, 2004):

1. The Yina Kutjara – Two mythic human ancestors who brought law and religion to the region and travelled from the Coolgardie region through Kalgoorlie, Ora Banda, Broad Arrow and Menzies towards Lake Carey.
2. The Tjilkarmarta (or echidna ancestor) – A topography creating being who travelled through Kalgoorlie and Goongarrie to a final resting place at Niagara falls.
3. The Nganamarra (or mallee fowl ancestor) – A topography creating being who appears to have circled the region.
4. The Kurangara (or Pleiades) – Created sacred areas of specific significance to women; and
5. The Wati Kutjarra/Pap/Karlaya – Deals with the exploits of two mythic men and a dog pursuing an emu ancestor through the Leonora region.

Generally, sites associated with these mythic sagas are either prominent rock outcrops or water sources (O'Connor, 1989). Ten sites of ethnographic significance have been identified in close proximity to KCGM's operations (Table 2 and Figure 1). These sites are all included in the Register of Aboriginal Sites.

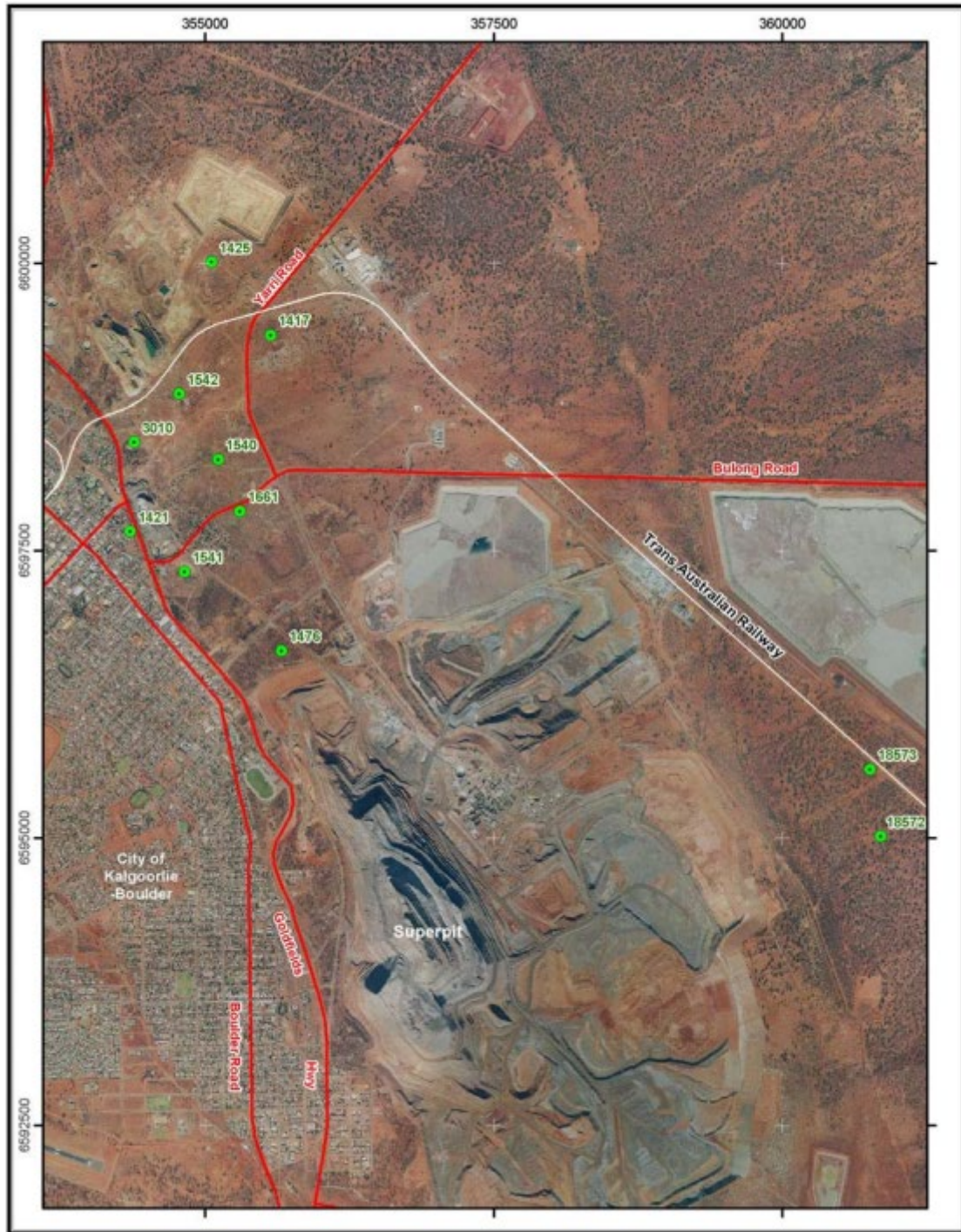
Table 2: Ethnographic sites in the KCGM Area

Site ID	Access	Restriction	Site Name	Site Type	Site Number
1541	▪ Closed	▪ No Restriction	▪ Nanny Goat Hill (Pilyurru)	▪ Ceremonial, mythological, camp	▪ W01662
1417	▪ Closed	▪ No Restriction	▪ Ninga Mia Hill	▪ Mythological	▪ W01753
1418	▪ Closed	▪ No Restriction	▪ Karlkurla	▪ Mythological, water source	▪ W01754
1421	▪ Closed	▪ No Restriction	▪ Paddy Hannans Tree	▪ Mythological	▪ W01757
1422	▪ Closed	▪ No Restriction	▪ Quarry Rockhole	▪ Mythological, water source	▪ W01758
1425	▪ Open	▪ No Restriction	▪ Kalgoorlie Reserve	▪ -	▪ W01761
1476	▪ Closed	▪ No Restriction	▪ Muruntjarta	▪ Mythological, camp	▪ W01760
1540	▪ Closed	▪ No Restriction	▪ Kalgoorlie Rockhole	▪ Mythological, Water source	▪ W01661
1542	▪ Closed	▪ No Restriction	▪ Microwave Tower Hill	▪ Mythological	▪ W01663
3010	▪ Closed	▪ No Restriction	▪ Mt Charlotte	▪ Mythological	▪ W00120

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Figure 1: Aboriginal sites in the KCGM area



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5.4 Archaeological Sites in the KCGM Area

Archaeological survey involves visual inspection of the ground surface to determine whether any Aboriginal cultural material (e.g. stone tools) is present. The purpose of an archaeological survey is to:

- Establish whether a piece of land contains physical evidence of past Aboriginal occupation and land use (archaeological sites); and
- To record, assess and make recommendations regarding the management of archaeological sites.

Archaeological surveys have been conducted at KCGM by a qualified archaeologist in 1989, 2000 and 2001. Archaeological surveys indicate that the KCGM area was originally not favoured because of a lack of natural resources. As water and stone sources were the focal point for Aboriginal activity in the area any archaeological sites are generally found in a similar context.

It is most likely that Aboriginal people would have used the watercourses as passageways from the abundant resources of the creeks and lakes to the adjacent hinterland (O'Connor & Quartermaine, 1991). Hence, archaeological sites are likely to be present near lakes, creeks and other water sources as well as on the slopes and at the bases of hills. Larger sites will be located near sources of permanent or semi-permanent water while small sites will be near ephemeral sources of water, such as creeks and claypans.

However, the advent of European activity in the area changed the spatial pattern of Aboriginal activity (Quartermaine Consultants, 2001). Disturbance of the traditional Aboriginal range by pastoral activities and the need for new resources to replace the traditional sources, which had effectively been fenced off, drew the Aboriginal people to camps and towns of the Europeans. Materials such as glass and ceramics were favoured for their flaking qualities and metal was used both in composite tools and to manufacture other tools.

Two sites of archaeological significance have been identified in close proximity to KCGM's operations (Table 3 and Figure 1). These sites are included in the Register of Aboriginal Sites.

Table 3: Archaeological Sites in the KCGM Area

Site ID	Access	Restriction	Site Name	Site Type	Site Number
18572	Open	No Restriction	Bulong Rd KCGM Two	Artefacts/Scatter, Historical	-
18573	Open	No Restriction	Bulong Rd KCGM One	Modified Tree	-

Site 18573 is a tree that is believed to have been modified by Aboriginal people. The tree is a gimlet gum (*Eucalyptus salubris*) with two sections of bark, one above the other, removed from the south side of the trunk. Quartermaine Consultants (2001) reported that the tree complies with the criteria for authentication and that while this tree has limited archaeological potential it is unique to the area and could be considered ethnographically important.

Site 18572 is a scatter of European debris which incorporates some flaked glass. Quartermaine Consultants (2001) reported that the area appears to have been a European settlement, or, at the very least, a dam and rubbish dump, that was visited by Aboriginal people. The assemblage included blue glass, clear glass, ale bottle bases and green glass. In the case of small glass bases, the natural shape of the base appears to have been retained and the artefact merely trimmed. The site is sparse with low stratigraphical potential, but it is a unique contact site that should be preserved and/or recorded.

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6. OBLIGATIONS OF THE ACHMP

6.1 Protection of Identified Aboriginal Sites

Known Aboriginal sites can be protected using the following measures:

- Aboriginal sites are identified through ethnographic and archaeological surveys
- DPLH is informed of identified sites for inclusions in the Register of Heritage Sites.
- All sites located within the Project Area are documented, including accurate mapping of their boundaries and extents.
- These coordinates are included within the GIS database of the Project Area.
- Information on sites of cultural significance is provided as part of the general induction.
- Detailed maps of each area showing all known sites are available on site for perusal by ground personnel.
- Location of Aboriginal sites is considered during planning and mining activities. Where possible projects are designed to avoid disturbance of Aboriginal sites.
- Aboriginal sites are considered during preparation of Mining Proposals and approval by the Department of Mines, Industry Regulation and Safety.
- Information on sites of cultural significance provided as part of the general induction.
- All employees are required to take part in Cross Cultural training.
- Aboriginal Cultural Heritage Management Plans are developed for specific sites where necessary. Plans are developed in accordance with the DPLH's requirements and relevant Aboriginal groups are consulted.
- If an Aboriginal site must be disturbed, approval is to be sought from the ACH council via an ACH Permit for a Tier 2 Activity or from the Minister through the preparation of an ACHMP for a Tier 3 activity. Work cannot commence until approval is received.
- In order to maintain good relations and to promote cooperation it is recommended that care be taken when work has to occur near a site. The presence of Aboriginal monitors will assist in the avoidance of potential damage to sites.

A process for the monitoring of works in the vicinity of important sites can be formalised through the Mine Manager and relevant Aboriginal representative group ensuring attendance by Traditional Owners can occur in a timely and regulated manner. If deemed practical and acceptable, early notice of the nature of work and their exact location could be given leaving time to organise monitors from the relevant group to attend and provide advice during the initial earth disturbance and land clearing in preparation for the civil works associated with the nominated site.

6.2 Protection of New Aboriginal Sites

KCGM has minimised the potential for new Aboriginal sites to be identified during mining activity by consulting with the relevant Aboriginal groups so that the existence of sites is known beforehand. Additionally, due to the close proximity to the City of Kalgoorlie-Boulder and history of mining, pastoral, and urban activity in the area it is unlikely that new Aboriginal sites will be encountered at KCGM.

However, there is the potential for an Aboriginal site or remains to be uncovered by natural forces or when sand or soil is being moved (for instance, mineral exploration or mining activities). The ACH Act provides protection for all Aboriginal sites whether or not they are recorded on the Register of Aboriginal Heritage Sites. The risk of damaging unknown sites can be minimised through prior consultations with the relevant groups and knowledgeable senior Aboriginal people. Ethnographic and archaeological surveys are also useful in locating new sites.

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7. CONSULTATION WITH TRADITIONAL OWNER PARTIES

KCGM consider Aboriginal people to be key stakeholders and recognise that to succeed we need to gain and maintain these enduring trust-based relationships. This makes the engagement of Traditional Owners critically important.

Our engagement with Aboriginal people is aligned with the ICMM Position Statement on Indigenous Peoples and Mining, and our further commitment to uphold the principles of Free, Prior and Informed Consent. This commitment includes the engagement of Aboriginal people in relation to projects situated on their traditional lands. This allows us to understand any areas of concern, and factor that into our operational planning and priorities.

KCGM's ACHMP reflects Northern Star Resources' Indigenous Peoples Standard which outlines the minimum requirements to engage with Indigenous Peoples, come to agreement around project development, assess and manage potential impacts, and progress reporting. This is aligned with the ICMM Statement on Indigenous Peoples and Mining and has been included as an Appendix 1.

When consulting with Traditional Owner parties, KCGM will design and implement an engagement plan specific for Indigenous Peoples utilising culturally appropriate and gender-appropriate mechanisms. In locations where Indigenous Peoples are present or could potentially be impacted by the activity, Indigenous engagement shall also form part of broader engagement activities with other stakeholder groups.

KCGM will present to Traditional Owner parties as much information as possible regarding Northern Star, investment partners, relevant facts about the mining process and mining life cycle, non-confidential information on the FS Project, and the project development process going forward. Information will be presented in a clear, easy-to-understand manner. Traditional Owner parties shall be consulted on how often they would like to be informed and be asked to provide feedback on the quality of information presented.

7.1 Interested Aboriginal Parties

In recent years since 2017, the main parties consulted by KCGM are:

- Marlinyu Ghoorlie Native Title Claimant Group
- Maduwongga Native Title Claimant Group

7.2 Consultation that has been undertaken

Throughout planning and delivery of the FS Project, KCGM will continue to seek feedback from Traditional Owners on our proposed activities, reaching agreement on what mining or exploration activities can occur on the land, and how these activities will occur.

Consultation that has been undertaken with Traditional Owner parties with regards to the FS Project is detailed in table below.

Table 4: Aboriginal consultation

Stakeholder	Summary of Consultation	KCGM Response
Marlinyu Ghoorlie Native Title Claimant Group 14 June 2022	Senior Leaders from KCGM provided an overview to the Marlinyu Ghoorlie Directors Group of KCGM operations, including current and known future plans. This included Indigenous employment, business engagement and procurement opportunities. Details of community partnerships of interest to the group were also shared.	KCGM to continue engagement.
Marlinyu Ghoorlie Native Title Claimant Group 15 February 2022	KCGM General Manager provided an overview of the FS project to the Marlinyu Ghoorlie Directors Group, including details on Northern Star's current operations and future plans in the Goldfields region. The group also participated in a site tour to gain a greater understanding of the FS Project footprint.	Feedback received related to KCGM operations current mining activities and future plans. Questions were asked about KCGM's Aboriginal participation and procurement plans, as well as heritage management processes.

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Marlinyu Ghoorlie Native Title Claimant Group 12 March 2022	Representatives from the Marlinyu Ghoorlie Directors Group participated in a Site Tour of KCGM.	KCGM to continue engagement.
Marlinyu Ghoorlie Native Title Claimant Group 18-13 March 2022	eritage survey over five areas planned for development was undertaken as part of the FS Project. Survey was completed by six Marlinyu Ghoorlie Traditional Owners engaged by Terra Rosa Consulting.	Preliminary Advice Report provided to KCGM, with several recommendations proposed for consideration.
Marlinyu Ghoorlie Native Title Claimant Group 5-11 April 2022	Heritage survey over areas planned for development was undertaken as part of the FS Project. Survey was completed by Marlinyu Ghoorlie Traditional Owners engaged by Terra Rosa Consulting. Representatives from the Marlinyu Ghoorlie Directors Group also met with KCGM senior leaders to discuss current and future operational plans.	Advice report to be provided to KCGM with recommendations for consideration. KCGM to continue engagement.
Marlinyu Ghoorlie Native Title Claimant Group 26-31 July 2022	Heritage survey over areas planned for development was undertaken as part of the FS Project. Representatives from the Marlinyu Ghoorlie Directors Group also met with KCGM senior leaders to discuss current and future operational plans, including employment and procurement opportunities.	Advice report to be provided to KCGM with recommendations for consideration. KCGM to continue engagement.

7.3 Comments and responses about the activity

A Preliminary Advice Report was received from Terra Rosa Consulting on behalf of Marlinyu Ghoorlie on the 18 March 2022, with a detailed report of the survey methods and outcomes to be provided to Northern Star in coming months.

The Preliminary Advice Report outlined a number of recommendations for consideration by KCGM. This included that proposed works should not impact the physical or spiritual fabric of five cultural sites registered with DPLH which intersect with KCGM operations, and that cultural monitors are engaged throughout various stages of the FS Project.

KCGM is waiting to receive Marlinyu Ghoorlie's heritage report which will contain the final heritage recommendations for the FS Project.

Through delivery of the FS Project, KCGM will continue to update this CHMP and seek guidance from Traditional Owners groups about planned activities.

8. IMPLEMENTATION AND MANAGEMENT

Implementation is undertaken across the following key areas:

- Demarcation of known Heritage Places
- Protection of New Aboriginal Sites – Skeletal/Ancestral Remains
- Protection of New Aboriginal Sites – Unidentified Site
- Cultural Heritage Monitors
- Salvage and Relocation of Cultural Material
- Maintaining a record of sites and preferred management actions
- Undertake recommendations of Cultural Heritage Surveys.
- Cultural Heritage Impact Assessment.

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8.1 Demarcation

Demarcation of Heritage Places Heritage places may require physical demarcation to ensure their location is made known to KCGM staff and contractors working on the mine. This may take the form of heritage flagging, or the installation of fencing around the perimeter of a heritage place. Heritage flagging involves the tying of flagging tape around features such as bushes and trees to alert land users to a site boundary and is typically undertaken by the heritage survey team during site recording.

Heritage fencing should be installed where requested by the Traditional Owners, as a means of providing additional visual and physical restriction to a heritage place. For minimum impact to the fabric of a heritage place, star pickets should be installed just outside a defined heritage place boundary. Installing fencing within a heritage place will require approval under Regulation 10 of the Aboriginal Heritage Regulations (1974).

8.2 Protection of New Aboriginal Sites

8.2.1 ABORIGINAL SKELETAL/ANCESTRAL REMAINS

Aboriginal skeletal/ancestral remains are of great significance to Aboriginal people, who feel strongly about the removal of remains from grave sites. If a burial site or Aboriginal remains are found during ground disturbing activity at KCGM the following actions will be taken:

1. Ground disturbing activity in the area will be stopped immediately. The site will be barricaded to prevent further inadvertent access or disturbance.
2. The Police and Registrar of Aboriginal Sites will be notified immediately.
3. Detailed photographs will be taken of the skull (front, back, left, right, top and bottom) without further disturbing the site to help with identification. Photographs will also be taken of the general area.
4. The location of the remains will be recorded in the KCGM GIS database.
5. The Police will investigate the site as soon as possible.
6. Upon notification that the remains are of Aboriginal origin and not a matter for further Police involvement, the Registrar of Aboriginal Sites will seek the immediate involvement of the relevant Aboriginal people. If it is necessary to disturb the remains for the purpose of identification this will be undertaken by a qualified archaeologist or forensic specialist.
7. KCGM will develop, in consultation with the DIA and relevant Aboriginal people, an appropriate action plan for the management of the remains. The following options will be considered during the development of the action plan:
 - Leave the remains in situ if they have not been disturbed or disturbance has been minimal;
 - Rebury in the same place if the burial has only been partially disturbed and activity at the site can be halted permanently;
 - Rebury as close as possible to the location at which the remains were found where the risk of future re-disturbance is minimised; and
 - Rebury in a gazetted cemetery or keeping place if disturbance in the area is unavoidable.
8. The Registrar will ensure that the burial place is recorded and placed on the Register of Aboriginal Sites.

8.2.2 PREVIOUSLY UNIDENTIFIED ABORIGINAL SITE

If a previously unidentified Aboriginal site is found (for example, artefacts are uncovered) at KCGM, the following actions will be taken:

1. Ground disturbing activity in the area will be stopped. The site will be barricaded to prevent further inadvertent access or disturbance.
2. A heritage survey will be conducted by a suitably qualified consultant. Relevant Aboriginal people will be consulted where appropriate.
3. If the heritage survey determines that the area is not an Aboriginal site, work will recommence.
4. If the heritage survey determines that the area is an Aboriginal site, a report will be prepared and submitted to the DIA. The report will be prepared in accordance with the relevant template on the DIA website.
5. The Registrar will ensure that the site is recorded and placed on the Register of Aboriginal Sites.

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8.3 Cultural Heritage Monitors

KCGM will employ cultural heritage monitors during the construction phase of the project from Native Title Claimant groups. Monitoring teams will ensure that any isolated heritage materials can be immediately salvaged or relocated and assist the construction teams in undertaking a preliminary identification of any previously unknown heritage materials if unearthed.

8.4 Salvage and Relocation of Cultural Material

Where heritage places cannot be avoided by KCGM's proposed works, and have been approved for disturbance, the salvage of heritage materials / objects should first occur to mitigate the impact of the proposed works. This involves the removal and relocation of cultural heritage objects at the direction and discretion of the relevant Traditional Owners for the area, and/or their representatives.

Only cultural materials that will be directly impacted by the construction and infrastructure should be considered for salvage, with all other heritage objects remaining in situ wherever possible. Salvage of cultural materials from known heritage sites must only be undertaken following statutory consent from the DPLH and Minister for Aboriginal Affairs.

KCGM must facilitate the salvage of heritage materials, which may include the involvement of Traditional Owner monitors, and / or a salvage team comprising Traditional Owner representatives and suitably qualified heritage consultants. The Traditional Owners who have custodianship over the salvaged materials will identify and relocated the materials to a suitable storage location.

8.5 Record of Sites and Management Actions

There have been sites recorded within the Project Area. This ACHMP sets out standard pro-forma for monitoring, inspection, and new discovery in the event a previously unrecorded site is found. KCGM will also develop a site-specific set of management guidelines in the event of a discovery of a new, previously unrecorded site.

8.6 Recommendations from Cultural Heritage Surveys

Recommendations from the Aboriginal heritage surveys will be considered by KCGM and implemented in consultation with Traditional Owner groups, noting constructability constraints. Aboriginal heritage surveys of the new disturbance areas were undertaken between November 2021 and June 2022 by KCGM and Traditional Owner Claimant Groups.

The objective for the surveys was to identify and record all archaeological sites within the proposed disturbance area. For any sites recorded, an assessment of whether it is potentially an Aboriginal site was also undertaken. The surveys confirmed the presence of an Other Heritage Places. This area has been recorded using a GPS, and a detailed description of the site was also recorded to allow for a significance assessment to be made. All heritage places identified during the surveys are assessed in consideration of whether they are likely to meet criteria for Aboriginal sites.

8.7 Cultural Heritage Impact Assessment

The objective of a cultural heritage impact assessment is to proactively identify potential impacts to the known heritage places within the proposed disturbance area. Through identifying potential impacts; strategies to minimise or remove these impacts can be developed, for both the construction phase and the operating life of the Project. The review process ensures that all parties are satisfied with the risk assessment and management strategies developed, and that these are made in accordance with any existing agreements. This the Cultural Heritage Management Plan will remain a live document that will be updated throughout the project should any changes be required due to legislative changes, or discoveries during the activities.

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9. REPORTING

9.1 Reporting of disturbance to an Aboriginal Site

An Aboriginal site is disturbed when it is excavated, destroyed, damaged, concealed, or in any way altered any without prior authorisation of the Registrar of Aboriginal sites and/or consent of the Minister for Indigenous Affairs. The Aboriginal Heritage Act 1972 (AHA) protects places and objects that may be of importance and significance to people of Aboriginal descent in Western Australia. These places and objects may be identified as a site and recorded on the Register of Aboriginal sites. All sites are protected under the AHA whether or not they are recorded on the Register. Under section 17 of the AHA it is an offence to disturb a site.

In the unlikely event that there is an alleged disturbance of an Aboriginal site associated with KCGM's operations, KCGM will take the following actions:

1. Ground disturbing activity in the area will be stopped immediately. The site will be barricaded off to prevent further inadvertent access or disturbance.
2. An incident report will be prepared in consultation with the person who reported the disturbance.
3. The DIA or the police will be contacted as soon as possible to notify them of the alleged disturbance.
4. A thorough internal incident investigation will be carried out.

9.2 Updates to this plan

The ACHMP will be reviewed as required, including when:

- there is a significant change proposed to the Fimiston Operation such as an expansion which may require further aboriginal heritage surveys and increase the likelihood of identification of new Aboriginal sites and;
- there is a change in legislation relating to the identification and protection of Aboriginal sites.

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10. GLOSSARY

Acronym	Term
ACH	Aboriginal Cultural Heritage
ACHMP	Aboriginal Cultural Heritage Management Plan
DPLH	Department of Planning, Lands and Heritage
EPA	Environmental Protection Authority
EP Act	Environmental Protection Act
EPBC Act	Environment Protection and Biodiversity Conservation Act
FS Project	Fimiston South Project
GMGS	Golden Mile Growth Strategy
KCGM	Kalgoorlie Consolidated Gold Mines
NSR	Northern Star Resources

11. APPENDIXES

Appendix 1 - Northern Star Resources Indigenous Peoples Standard

12. REFERENCES

Government of Western Australia (2021) Aboriginal Cultural Heritage Act – Fact Sheet 5 – ACH management plan template.

EPA (March 2020) Instructions on how to prepare Environmental Protection Act 1986 - Part IV Environmental Management Plans.

Environmental Protection Authority, 2016. Environmental Factor Guideline: Social Surrounds, EPA, Western Australia.

O'Connor, R. 1994. Addendum to the December 1898 Report on a Survey for Aboriginal Sites at the Kalgoorlie Consolidated Gold Mines Pty Ltd Leases, Kalgoorlie.

O'Connor, R. 2000. Report on an Ethnographic Survey of the Proposed Eastern Bypass Realignment and Mount Monger Road Deviation.

O'Connor, R. 2001. Report on an Ethnographic Survey of Leases Between the Trans- Australia Railway Line and Mount Monger Road.

O'Connor, R. & E.O. 2004. Report on an Ethnographic Survey of the Proposed Loopline Railway Route in Kalgoorlie.

O'Connor, R & Quartermaine, G. 1989. Report on a Survey for Aboriginal Sites at the Kalgoorlie Consolidated Gold Mines Pty Ltd Mining Leases, Kalgoorlie.

O'Connor, R & Quartermaine, G. 1991. Report on a Survey for Aboriginal Sites Fimiston Mill Upgrade Water Supply Development Project and Tailings Dam Site, Kalgoorlie.

Quartermaine, G 2000. Report on an Archaeological Investigation for Aboriginal Sites: Eastern Bypass Realignment and Mt Monger Road Deviation Kalgoorlie.

Quartermaine Consultants 2001. Report on an Archaeological Survey for Aboriginal Sites Between the Trans-Australia Railway Line and Mount Monger Road.

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1. PURPOSE

Northern Star recognizes the unique rights, culture, and history of Indigenous Peoples, and that they have distinct interests and concerns that differ from or are in addition to those of other stakeholder groups. We acknowledge and respect traditional landownership and uses. Northern Star adheres to the International Council on Mining and Metals' (ICMM) 2013 Position Statement on Indigenous Peoples, which requires that we will work to obtain the consent of indigenous peoples when a project is located on land, they traditionally own or use, and is likely to cause impact on them.

This Indigenous Peoples Standard (this "Standard") is designed to complement and enhance our commitments put forth in Northern Star's Sustainability and External Relations Standards (see references) and Global Inclusion and Diversity standard by defining the minimum requirements to engage with Indigenous Peoples, come to agreement around project development, assess and manage potential impacts, and report our progress. This will be aligned to the ICMM Statement on Indigenous Peoples and Mining to which Northern Star is a signatory.

2. SCOPE

The scope of this Standard is global. It applies to all directors, officers, and employees of Northern Star Resources ("NSR") or any entity that is controlled or managed by NSR. In addition, where explicitly stated in an applicable contract, it may be applicable to contingent workers. It is applicable to all sites and in all phases of the mine life cycle including exploration, design, construction, operation, and closure.

3. DEFINITIONS AND ACRONYMS

Free, Prior, and Informed Consent (FPIC)	<ul style="list-style-type: none"> ▪ Northern Star adopts the International Council on Mining and Metal's (ICMM) definition of FPIC (from the 2013 Position Statement on Indigenous Peoples): <ul style="list-style-type: none"> ➢ "FPIC comprises a process, and an outcome. Through this process Indigenous Peoples are: (i) able to freely make decisions without coercion, intimidation, or manipulation; (ii) given sufficient time to be involved in project decision making before key decisions are made and impacts occur; and (iii) fully informed about the project and its potential impacts and benefits. The outcome is that Indigenous Peoples can give or withhold their consent to a project, through a process that strives to be consistent with their traditional decision-making processes while respecting internationally recognized human rights and is based on good faith negotiation. The commitments in this position statement relating to consent apply to new projects and changes to existing projects that are likely to have significant impacts on indigenous communities."
Indigenous Peoples	<ul style="list-style-type: none"> ▪ Northern Star adopts the International Labor Organization's approach to the identification of indigenous peoples as indicated in Articles 1 and 2 of the Convention 169. (http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_IL0_CODE:C169)

4. CONTENT

4.1 Planning and Design

4.1.1 Application of Indigenous Peoples Standard

- This standard shall apply if it is determined that Indigenous Peoples, and/or areas of cultural significance to Indigenous Peoples, are located within the area of influence of the site or will be impacted by the development and operation of the site. This determination must be established in consultation with the corporate office and approved by the Regional Senior Vice President (or equivalent).
- Sites shall ensure full understanding of the legal rights, interests, and perspectives of Indigenous Peoples in the area of influence and will acknowledge and respect the rights of Indigenous Peoples even if there is no formal recognition of these rights by a host country.

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- Sites shall conduct a specific standalone Social Baseline Study and/or Cultural Resource Survey or incorporate into their existing Social Baseline Studies/Cultural Resource Survey, as appropriate, to identify special considerations, history, socio-economic context, traditional lands and uses, land claims, community decision-making processes, archaeology, places of cultural significance, and culture of indigenous peoples, including a gender analysis. These studies shall be designed and implemented in a participative manner with the Indigenous Peoples.
- Indigenous Peoples shall participate in the design and implementation of any Environmental Baseline and/or Impact Assessment studies, in line with the legal framework of the host country.

4.2 Identification of Indigenous Peoples

- Sites shall identify in their stakeholder maps Indigenous Peoples as it relates to the specific site context in a manner consistent with the principles embodied in the ICMM Position Statement on Indigenous Peoples, which can include self-determination.

4.3 Engagement with Indigenous Peoples

- Sites shall develop a stakeholder map, separately or within existing mapping processes, that clearly distinguishes Indigenous Peoples consistent with Northern Star's Stakeholder Relationship Management Standard.
- Sites shall determine the capacity of indigenous participants to engage in constructive dialogue, and, if necessary, sites shall offer support and contribute to build their capacity to participate in a dialogue/engagement process.
- Sites shall design and implement an engagement plan specific for Indigenous Peoples utilizing culturally-appropriate and gender-appropriate mechanisms. In locations where Indigenous Peoples are present or could potentially be impacted by the activity, indigenous engagement shall also form part of broader engagement activities with other stakeholder groups.

5. IMPLEMENTATION AND MANAGEMENT

5.1 Prior Engagement Activities

- Exploration, project, or mining staff will not enter a specific area recognized as traditional lands of Indigenous Peoples without first seeking permission in a culturally-appropriate manner.
- Sites shall ensure that Indigenous Peoples are engaged and informed from the earliest possible timeframe regarding the activities of Northern Star that could potentially affect Indigenous Peoples or cultural sites and expected timeframes.
- Sites shall present to Indigenous Peoples as much information as possible regarding Northern Star, investment partners, relevant facts about the mining process and mining life cycle, non-confidential information on the project, and the project development process going forward. Information should be presented in a clear, easy-to-understand manner. Indigenous Peoples shall be consulted on how often they would like to be informed and be asked to provide feedback on the quality of information presented.
- Sites shall conduct a specific impact evaluation of the proposed activities on Indigenous Peoples during the design stage in consultation with Indigenous Peoples or their representatives and make necessary changes to avoid and minimize impacts and ensure appropriate restoration and/or compensation measures have been identified and included in the project design and financial analysis. This study can be a standalone study or incorporated into other impact assessment studies.
- Special attention shall be given to indigenous cultures by respecting the tangible and intangible aspects of cultural heritage.
- Sites shall consult with Indigenous Peoples to identify relevant participatory environmental and social monitoring programs for identified impacts.
- If involuntary resettlement is necessary, Northern Star will follow the Land Acquisition and Involuntary Resettlement Standard. Northern Star will recognize traditional ownership and customary land uses of indigenous peoples during the planning, assessment, compensation, and livelihood restoration process.

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5.2 Agreements with Indigenous Peoples

- Sites shall defer to the definition of Consent provided in the ICMM Position Statement on Indigenous People. Northern Star will work to obtain the Consent of Indigenous Peoples for new projects and changes to existing projects by focusing the process on reaching agreement on the basis for which the project should proceed.
- Sites shall strive to formalize Consent at each stage of the mining lifecycle via a signed agreement. Sites shall define together with the identified indigenous representatives a decision-making process to develop an agreement that formally defines the relationship between Northern Star and the Indigenous Peoples. Best efforts should be made to ensure that the involved indigenous participants truly represent the interests of the broader population. Sites shall put in place separate agreements if necessary for specific indigenous groups.
- All formal agreements with Indigenous Peoples must be approved by the Regional Senior Vice President, in consultation with the Regional Group Executive for Sustainability and External Relations (or equivalent). Signed agreements must be submitted to Corporate S&ER. Agreements must be translated into the indigenous language if requested to do so.
- Agreements with Indigenous Peoples shall be updated when there are new, significant impacts proposed, in line with the mining lifecycle.

5.3 Training

- Sites shall train staff and on-site contractors on relevant cultural norms of the Indigenous Peoples, with the aim of creating an inclusive environment, in line with the Global Diversity and Inclusion Standard and the Stakeholder Relationship Management Standard.

5.4 Socio Economic Development

- Sites shall design and implement specific projects to benefit Indigenous Peoples, in a participative manner together with leaders and potential beneficiaries, consistent with the Community Investment and Development Standard and taking into account cultural norms.
- Sites shall design and implement preferential local employment and procurement programs to benefit Indigenous Peoples, consistent with the Local Employment and Procurement Standard and taking into account host country regulations and cultural norms.

5.5 Complaints and Grievance Mechanism

- Sites shall ensure that a Complaints and Grievance Mechanism exists, in line with the Stakeholder Relationship Management Standard, and that Indigenous Peoples have collaborated in its design. If the mechanism is already in place, Indigenous Peoples must be able to provide feedback to improve its efficacy.

6. PERFORMANCE MONITORING

6.1 Tracking Engagements

- All formal engagements and agreements with Indigenous Peoples must be clearly recorded to provide a record for current and future generations who are affected by the decisions and to maximize transparency in the decision-making process.

6.2 Monitoring, Reporting and Communicating Agreements

- Sites must design and implement a mechanism to monitor, report, and communicate the implementation of any agreement, and/or any program or initiative relative to Indigenous Peoples.

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7. RELATED DOCUMENTS

Document Name	Document Number
Sustainability and Stakeholder Engagement Policy	
Human Rights Standard	
Local Employment and Procurement Standard	
Community Investment and Development Standard	
Social Baseline and Impact Assessment Standard	
Global Inclusion and Diversity Standard	
Land Acquisition and Involuntary Resettlement	
Stakeholder Relationship Management Standard	

8. REFERENCES

- ICMM Position Statement on Indigenous Peoples and Mining:
(<http://www.icmm.com/publications/icmm-position-statement-on-indigenous-peoples-and-mining>).
- IFC Performance Standard 7 on Indigenous Peoples:
(http://www.ifc.org/wps/wcm/connect/1ee7038049a79139b845faa8c6a8312a/PS7_English_2012.pdf?MOD=AJPERES).
- United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP):
(<http://undesadspd.org/indigenouspeoples/declarationontherightsofindigenouspeoples.aspx>).
- International Labour Organisation Convention 169:
(http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C169).

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