



Beatons Creek Fresh Rock Expansion

Social Impact Assessment and Management Plan

Prepared for

Beatons Creek Gold Pty Ltd

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● people ● planet ● professional

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Executive Summary

Beatons Creek Gold Pty Ltd (BCG) has been mining Beatons Creek Gold deposit since November 2020 after almost a decade of exploration and environmental characterisation. Beatons Creek is located within the Shire of East Pilbara which includes the main towns of Newman, Marble Bar, and Nullagine and several Aboriginal Communities namely Jigalong, Punmu, Parngurr, Irrungadji, and Parnpajinya (Shire of East Pilbara 2021). BCG are proposing an expansion to the mined resource to enable the continuation of mining at Beatons Creek which will include mining approximately 35 Mbcm of ore and waste over 5 to 10 years.

360 Environmental Pty Ltd was commissioned to undertake a desktop Social Impact Assessment (SIA) to inform the development of a Social Impact Management Plan (SIMP). A SIA aims to analyse, monitor, and manage the social consequences of development. The SIMP involved a high-level SIA and the development of mitigation and management controls for identified significant risks and opportunities that are expected to result from the proposed ongoing development of the Beatons Creek Project.

The SIMP presents a framework with which BCG will be monitor impacts to the key stakeholders which include Water Corporation, neighbours, the Native Title Claimants, and relevant WA government agencies.

The results of the SIA concluded that the most significant social risks involved with the proposed expansion into fresh rock mining were:

- Strained relationships with key stakeholders - regulators, neighbours, Water Corporation and Traditional Owners:
 - A number of management measures have already been implemented to engage with key stakeholders
 - Ongoing management will require (at least) annual engagement with all key stakeholders and collaboration with Water Corporation
 - BCG has offered to provide data related to water quality to Water Corporation for their review and use.
- The effect of nuisance dust, noise and light to residents in the town of Nullagine:
 - Dust and noise can (and are) managed through operational controls
 - Dust impacts in the town will be significantly reduced once the proposed MRWA diversion road is operational
 - Lighting impacts to the town will reduce over time, but always be present to some extent until mining operations stop
 - Directional lighting will be used to reduce impacts.

The Fresh Rock Expansion also presents positive opportunities, extending the existing benefits that mining in the area presents. These benefits are related to:

- The presence of trained personnel, mining equipment and the camp provide benefits associated with emergency management, maintenance works and accommodation support
- Support is provided to community initiatives and employment/ contracting opportunities will continue to be realized with the extended mine life that the Fresh Rock Expansion will enable.

The management of these risks and opportunities is discussed in the SIMP and are not considered to be a significant constraint to the progression of fresh rock mining.

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1 Introduction

1.1 The Project

Beatons Creek Gold Pty Ltd (BCG) has been mining Beatons Creek Gold deposit since November 2020 after almost a decade of exploration and environmental characterisation. Beatons Creek is located within the Shire of East Pilbara which includes the main towns of Newman, Marble Bar, and Nullagine and several Aboriginal Communities namely Jigalong, Punmu, Parngurr, Irrungadji, and Parnpajinya (Shire of East Pilbara 2021). BCG is now proposing an expansion which will include mining approximately 35 Mbcm of ore and waste over 5 to 10 years. The (already approved and ongoing) mining of the oxide resource is proposed to continue while the assessment of environmental impacts associated with the mining of the deeper fresh rock is undertaken by the Environmental Protection Authority (EPA) and Department of Mines, Industry Regulation and Safety (DMIRS). The combined fresh rock and oxide operation will result in an estimated total clearing footprint of 270 ha, of which much is already disturbed. Key considerations to accessing fresh rock are the security of Nullagine's water supply and the location of the project within a Priority 1 Public Drinking Water Supply Area.

1.2 Objective

The objective of this work was to provide a framework and level of impact assessment to inform the Social Surrounding component of the environmental impact assessment for the proposal.

1.3 Social Setting

The Shire thrives with the mining sector dominating the economic landscape. The largest open cut iron ore mine in the world is located within the Shire (Shire of East Pilbara 2021). The Shire's population is around 10,591, with 66.7% of the population being male and 33.3% being female (Australian Bureau of Statistics 2016).

The town of Nullagine was a thriving goldrush town in the 1880s and remains a location for gold mining (Shire of East Pilbara 2021). In 2016, a population of 1,701 was recorded in the suburb of Nullagine, with a median age of 37 years (Australian Bureau of Statistics 2016). Note that this data is likely to be highly skewed due to the presence of FIFO workers in the town and surrounds at the time. This has most likely skewed the data in relation to gender, age and employment status. Of this population 80.2% were male and 19.8% were female. Aboriginal and Torres Strait Islanders people made up 18.9% of the population. Children aged 0-14 years made up 2.1% of the population and 1.2 % were people over 65. Of those reported in the labour force, 86.8% were employed fully time, 3.7% were employed part time and 1.6% were unemployed (Australian Bureau of Statistics 2016). The most common occupations in Nullagine included machinery operators and drivers, technicians and trades workers, labourers, professionals, and managers. Of the employed people, 67.4% worked in Iron Ore Mining. Other major industries of employment included Catering Services 6.8%, Labour Supply Services 5.1%, Other Mining

Support Services 3.4% and Other Machinery and Equipment Repair and Maintenance 1.7% (Australian Bureau of Statistics 2016). The Aboriginal population of Nullagine was recorded as 102 in 2016 with 42.2% being male and 57.8% female and a median age of 21 (Australian Bureau of Statistics 2016). Native Title claims in the local area have been made by the Palyku and Nyamal groups, but most Aboriginal people living in Nullagine are Martu (pers. comm. Chris Mardon, Mine Manager).

BCG staff involved in exploration, mining and environmental management have been permanently present in the town of Nullagine since BCG's parent company Novo Resources acquired a majority share in the ownership of the Millennium Minerals operation to the south of the town in September 2020. Staff who service the Millennium site also service BCG, key members of staff (e.g. Mine Manager) are well known to the community and are engaged in community activities.

Through its parent company Novo, BCG has been involved in a number of activities and programs that benefit the local community. Novo is currently supporting a Community Arts Centre in Nullagine to promote social connection and economic opportunities, in particular for the local Indigenous community. Previous community support activities have included:

- **Earbus:**
In 2022, Novo contributed \$20,000 of funding to support Earbus Foundation's work across the Pilbara. This work involves trained medical professionals travelling in specially equipped buses, providing ear care clinics in Aboriginal communities, including the community at Nullagine.
- **TLG (Teach Learn Grow):**
In 2022, Novo contributed \$25,000 of funding and in-kind support (flights and accommodation) to the TLG initiative with the intent of funding a mentoring program at the Nullagine community school. This initiative sees university students attend remote disadvantaged school communities and provide intensive educational mentoring (usually with respect to mathematics) to elevate performance levels of students. Benefits from this program are wide ranging for both the students and the mentors. Students gain educational confidence and a greater understanding of broader opportunities through meeting people from outside their community, whilst mentors are far more likely to pursue post graduate careers in regional communities.
- **Playground:**
In late 2020, Novo provided \$100,000 of funding assistance the Shire of East Pilbara for the construction of an improved playground facility for the town of Nullagine. The playground was designed in accordance with all the latest safety standards, including shade sails enable the children of Nullagine safer and longer playground access during the summer months.

1.4 Scope

In order to meet the objective, the following scope of work was completed:

- Screening and scoping: A broad overview of local social issues to identify social constraints in the study area
- Impacts assessment: Evaluation and rating of impacts on the community and stakeholders from the proposed Fresh Rock Expansion (FRE; positive and negative)
- Develop Social Impact Management Plan: mitigation and opportunity, and identification of a management approach.

1.5 Guiding

The approach taken to develop this Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) sought to understand and assess the impacts of the FRE on the local and regional communities in the local area and western portion of the Shire of East Pilbara in line with international leading practice including:

- International Association for Impact Assessment (IAIA) specifically the International Principles for Social Impact Assessment 2003 (Vanclay 2003) and Social Impact Assessment: Guidance for Assessing and Managing the Social Impacts of Projects (Vanclay et al. 2015)
- International Finance Corporations (IFC) Performance Standards on Environmental and Social Sustainability 2012
- Minerals Council of Australia (MCA) Voluntary Community Investment Toolkit 2014.

According to the principles in these guidelines, social impacts are changes to:

- People's way of life, that is, how they live, work, play and interact with one another on a day-to-day basis
- Their community, its cohesion, stability, character, services, and facilities
- Their culture, which is their shared beliefs, customs, values, and language
- Their environment which includes the quality of their physical environment such as air, noise, water, soil and hazard or risk
- Their health and wellbeing including physical, mental, and social wellbeing
- Their economic environment such as employment and business development opportunities or loss of these opportunities.

2 Social Impact Management Process Steps

The three main steps of the 360 Environmental Social Impact Management (SIM) process are:

- Social Scan – a high level review of the social characteristics, trends, and emerging issues within the affected communities
- Social Impact Assessment – identification and assessment of the potential social impacts on affected communities (including scoping, risk, and opportunity assessment)
- Develop a Social Impact Management Plan – outlines the management and mitigation measures for each identified significant social risk or impact as well as opportunity realisation.

In practice, an adaptive approach should be taken throughout the SIM process. This should be in accordance with the guiding principles (as outlined in Section 1.3), to respond to changes in development, social context, or available knowledge throughout the life of the Fresh Rock Expansion. This adaptive approach throughout the SIM cycle is illustrated in Figure 1 below.

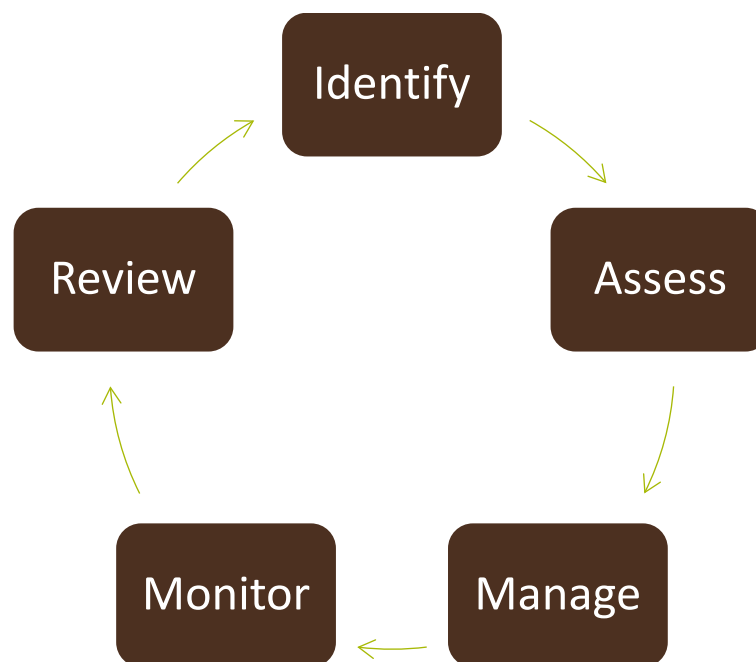


Figure 1: An Adaptive Approach to the Social Impact Process Cycle

2.1 Social Scan (Screening and Scoping)

This first step involved a high-level analysis of the context, scope, and scale of the Fresh Rock Expansion (Appendix A). The purpose of screening is to define the key issues for more detailed impact assessment. This is a qualitative step aiming to separate insignificant matters from items with potential positive or negative impacts.

The screening was undertaken using a tool that incorporated the IAIA (2003; 2015), IFC (2012) and MCA principles and standards and addressed the following areas:

- Social and Cultural Values and Resources
- Community Services and Facilities
- Demographics and Population
- Housing and Infrastructure
- Accessibility, Transportation and Traffic
- Utilities and Service Systems
- Aesthetics
- Public Perception / Reputation
- Local Economy and Employment
- Health, Safety and Wellbeing.

Scoping defines the detail of the assessment based on potential interactions with relevant receptors and stakeholders. Scoping focuses the impact assessment on material issues and allows any aspects considered non-material to be scoped out. Scoping also determines the area of influence for the activity and the duration and frequency of impacts. The scoping process was undertaken in consultation with operational staff of Beatons Creek Gold.

Appendix A provides the screening/scoping document which illustrates the screening process whereby potential impact scenarios were posed for various social aspects. If the response to the scenario was null (i.e. the development of the Fresh Rock Expansion has no potential impact on the particular social aspect) then the potential impact was scoped out of the next step - the social impact assessment. The screening process identified potential negative impacts that might result from the Fresh Rock Expansion. For each negative answer, a probability and significance value were to be determined and the item was transferred to the next step - the social impact assessment. The screening process also allowed the identification of potential positive impacts or opportunities as a result of the Fresh Rock Expansion. For each positive answer, a probability and significance value were determined, and all positive answers were transferred to the social impact assessment.

It is recommended that subsequent social scans be conducted at regular intervals throughout the life of the Fresh Rock Expansion, or in the event of significant changes to the context (i.e. any further major project developments, regulatory change or economic change) or changes in the nature/scale of proposed activities.

2.2 Social Impact Assessment

Once the results of the screening/scoping process were established, a high-level risk assessment was undertaken for each identified potential impact or opportunity (Appendix B), using risk definitions and matrices provided in Appendix C. The significance of an impact is determined by the level of risk to the affected community that it represents. Risk is a function of the likelihood of an impact occurring and the magnitude of the potential consequences should it occur.

2.2.1 Risk Assessment Methodology

The following methodology was used to determine the significance of risks:

- The significance of the potential impacts was established by assigning a consequence and likelihood (probability) score to each risk.
- A standard risk assessment framework was applied and then adapted to include the identification of opportunities and 'positive risk/impacts'.
- Potential adverse social impacts with major or moderate risk ratings are considered significant, while those with minor ratings are considered insignificant. Social impact management measures/controls are required for all significant social impacts with the goal of reducing their risk rating.
- For potential adverse impacts, the mitigation hierarchy was applied. This means that opportunities to avoid the adverse impact should be considered first. If the impact cannot be avoided, then opportunities to minimise the impact should be identified and management or mitigation measures should be applied to ensure impacts are maintained at acceptable levels.
- Social opportunities were also ranked, and management measures were applied to ensure the continuation/improvement of the opportunities.
- Any significant residual risks remaining after the application of the mitigation hierarchy were then included in the SIMP.

2.3 Summary of Impact Assessment Results

The full detail of the risk assessment results is provided in Appendix B. Risk items that had a post-mitigation risk in the 'Low' category were excluded from further consideration. The following points summarise risks and opportunities that were moved forward to the SIMP:

- Social and Cultural Values and Resources:
 - Maintenance of the established relationship with both Native Title claimant groups is considered critical to the expansion of operations at Beatons Creek.
- Community Services and Facilities:
 - Novo provides positive support to the local community.

- **Demographics and Population:**
 - The ongoing development of the Beatons Creek Project is predicted to have a positive influence on population retention.
- **Housing and Infrastructure:**
 - The ongoing operation of the mine camp that will support the Beatons Creek Project is predicted to have a positive influence on transient support workers in the town (e.g. teaching students on prac).
- **Accessibility, Transportation and Traffic/ Utilities and Service Systems:**
 - Continuation of truck and light vehicle movements through and around town:
 - Average of 10 trucks with 8 loads per day when working on day shift only
 - When night shift is operational and the bypass is in place the truck movements will change to five trucks and 16 loads per 24 hours
 - Other traffic includes around 60-80 light vehicles movements per day in and around town and back and forth from the mine to the camp and processing facility at Millennium.
 - The ongoing presence of mining equipment and trained personnel on site has positive implications for maintenance in the local area and the provision of critical supplies/ services.
- **Aesthetics:**
 - Dust and lighting will require ongoing management.
- **Public Perception / Reputation:**
 - The timely access to future approval and relationships with regulators are a key consideration of the ongoing operation at Beatons Creek
 - BCG/ Novo will continue to engage with neighboring pastoralists to ensure access to grazing lands and water infrastructure are maintained.

3 Social Impact Management Plan

The SIMP outlines the ongoing management, mitigation, and monitoring requirements to ensure that adverse impacts are acceptable and positive opportunities are realised and maintained. Responsibility for management, mitigation and monitoring actions are outlined for each identified significant residual risk or opportunity.

Management and mitigation measures, in particular, those relating to compensation, indigenous communities, and cultural heritage should be culturally appropriate and consistent with relevant international standards and frameworks.

The SIMP should be communicated to stakeholders and key stakeholders should be embedded in a stakeholder engagement strategy. The SIMP should also be updated on an as needs basis or in responses to feedback or unexpected changes in the context of the Fresh Rock Expansion.

Tables 1-4 contain the proposed management plan for each identified significant impact and opportunity identified through the SIA process. In some cases, the impact/ opportunities from the SIA have been grouped together where the management requirements are aligned or complimentary.

Table 1: Risk 1 - Strained relationships with Key Stakeholders

Activity	Description
Identified impact or opportunity	Strained relationships with key stakeholders - regulators, neighbours, Water Corporation and Traditional Owners.
Vision or objectives to be achieved	To maintain positive working relationships and work towards mutually beneficial outcomes.
Actions or planned responses	<p>Water quality data has been offered to Water Corporation, and their data has been requested by BCG, but not yet provided.</p> <p>Engagement of highly respected environmental consultants (e.g. Graeme Campbell and Consultants, SRK, Mine Earth) who will have an ongoing role in the project’s implementation.</p> <p>SRK (2022) has demonstrated there is no direct pathway from the site to the Town’s primary water supply bores (NB6/92 or NB7/92), and therefore the risk of impact to Primary water supply bores negligible</p> <p>Impact assessments have drawn on almost a decade of baseline studies directly for Beatons Creek and nearby mining assets.</p> <p>The Fresh Rock Expansion is being referred for assessment under Part IV of the EP Act, enabling a higher level of public and regulatory scrutiny than the Mining Act processes used to date.</p> <p>Enter into formal agreements with overlapping tenure holders where these are not already in place.</p> <p>Adherence to agreements regarding Arts Centre support.</p> <p>Continued contribution to community initiatives such as:</p> <ul style="list-style-type: none"> • Teach Learn Grow • Earbus

Activity	Description
	<ul style="list-style-type: none"> Ad hoc support to town and Shire community initiatives (like the 2020 contribution to a new town playground) Ongoing engagement through established Mining Agreements with both Native Title claimant groups. Training and inductions to include Heritage Management. Traditional Owners contracted through Native Title Group to undertake cultural awareness training. If new disturbances are required, approvals required under the <i>Aboriginal Heritage Act 1972</i> will be obtained if required.
Targets and success indicators	Land Access/ Mining Agreements executed. Full compliance with environmental and mining approvals. No incidents of damaged heritage/cultural sites. No incidents of Traditional Owner conflict or prevention of access to conduct cultural activities including hunting, gathering, and fishing etc.
Monitoring evaluation and assurance mechanisms	Annual audit of compliance with agreements and approvals.
Reporting mechanism	Three-yearly (at a minimum) review of SIMP and at least annual review of all stakeholders register and SIA. (At least) annual meetings with key stakeholders including Native Title Claimants. Annual reporting of compliance with environmental and mining approvals provided to DWER and DMIRS as required under law.
Timeline	Until relinquishment of tenure.
Resources and budget	Budget for: <ul style="list-style-type: none"> Annual and ad hoc (as required) meetings with key stakeholders including Native Title Claimants Three-yearly SIMP review Ongoing contribution to Arts Centre as agreed with General Manager - Operations.
Responsible persons	General Manager – Environment and Heritage
Additional considerations for the future (not considered in the risk assessment)	Look to employ or contract additional Indigenous personnel, whether part of local claimant groups or the locally prevalent Martu community. Consider an annual Town Hall meeting to communicate progress and challenges encountered and overcome in the previous year and seek community feedback. Develop an ESG framework focused on governance and decision making to improve the outcomes of mining for the community and environment.

Table 2: Risk 2 - Operations Result in Increased Traffic, Dust, Noise and Light

Activity	Description
Identified impact or opportunity	Mining and haulage result in dust, noise and light impacts to the town.
Vision or objectives to be achieved	To ensure that Nullagine residents are not negatively impacted due to mining operations. To maintain a strong working relationship with residents in Nullagine.
Actions or planned responses	Directional lighting will be required in some areas to enable safe operations. Pit lighting will progressively decrease as the mined surface descends through the deposit, lighting on the waste rock dumps will not decrease over time while operational. Dust impacts will decrease when the diversion through town is operational. Continue to monitor and management noise and dust in line with current and expanded management measures. Continue to contribute to the planning and implementation of the Main Roads-led Road diversion around town. Once in place, divert haulage operation to the new road.
Targets and success indicators	No use of current road route by haul trucks once diversion is in place. Complaints related to dust decrease following implementation of the diversion.
Monitoring evaluation and assurance mechanisms	Complaints register maintained. All complaints acknowledged within 48 hours of receipt and closed out in a time agreed with the complainant.
Reporting mechanism	Three-yearly (at a minimum) review of SIMP. Annual and ad hoc meetings with key stakeholders.
Timeline	Until mine closure, but predominantly during operations.
Resources and budget	Contribution to road diversion as agreed with Main Roads (in-kind and financial). Site environmental staff allocated time and budget to address complaints. General Manager available to attend meetings with complainants as required
Responsible persons	General Manager Operations

Table 3: Opportunity 1 – Presence of Mining Facilitates Town Services

Activity	Description
Identified impact or opportunity	Project personnel, camp and equipment are available to assist in emergency, support, and maintenance activities.
Vision or objectives to be achieved	Beatons Creek Gold/ Novo Resources regarded as a positive contributor to town-life and a reliable source of support in emergency situations.
Actions or planned responses	<p>Novo Resources (through the Millennium-owned Golden Eagle Camp) continues to provide short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill-in teaching/ nursing staff).</p> <p>Maintenance of parts of the MRWA road network is carried out by Novo.</p> <p>Novo is contributing to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town.</p> <p>Emergency support is provided to the town by Novo (e.g. flood support, logistics related to COVID supplies).</p> <p>Novo contributes to maintenance (roads, communications).</p> <p>Emergency support to the town is provided by Novo (e.g. flood support, logistics related to COVID supplies).</p> <p>Novo Resources (through the Millennium-owned Golden Eagle Camp) continues to provide short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill-in teaching/ nursing staff).</p> <p>Novo is contributing to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town.</p> <p>Emergency support is provided to the town by Novo (e.g. flood support, logistics related to COVID supplies).</p> <p>Novo contributes to maintenance of town infrastructure (roads, communications).</p> <p>Emergency support to the town (e.g. flood support, logistics related to COVID supplies).</p> <p>Local ERT members will remain in the town over a longer timeframe to assist the community during times of fire, flood, vehicle accident etc once the Fresh Rock Expansion is operational (there is usually only one ER person in Nullagine).</p>
Targets and success indicators	<p>As many matters as associated with this opportunity are ad hoc, the only target associated with this section is:</p> <ul style="list-style-type: none"> Road maintenance requirements carried out as per agreement with Main Roads/ Shire. <p>Novo will seek to respond to requests for assistance in a timely manner and will seek to be proactive in identifying opportunities to support the town.</p>

Activity	Description
Monitoring evaluation and assurance mechanisms	There is regular communication to MRWA and Shire representatives on maintaining road conditions.
Reporting mechanism	No specific reporting requirements are in place or have been required by MRWA or the Shire
Timeline	Operations.
Resources and budget	Budget and equipment/ personnel allocated to agreed road maintenance activities while site is operational.
Responsible persons	General Manager Operations

Table 4: Opportunity 2 – Financial Contribution to Activities and Economic Opportunities for Individuals

Activity	Description
Identified impact or opportunity	Novo supports community initiatives and provides opportunities for local people to gain employment and contracting positions at Beatons Creek
Vision or objectives to be achieved	Novo continues to be recognised in the community as a provider of: <ul style="list-style-type: none"> • Local employment opportunities • Contracting and sale/ service opportunities • Community funding and support.
Actions or planned responses	<p>Novo is committed to supporting a Community Arts Centre in Nullagine to promote social connection and economic opportunities, in particular for the local Indigenous community.</p> <p>The majority of the workforce will be FIFO; however, a small number of local staff are expected to be employed (some are currently employed) and the ongoing presence of local contracting opportunities would be expected to reduce the migration of townspeople away to larger centres such as Newman.</p> <p>Novo's existing operations engage with the local community on an employment/ contracting basis in the following way - this will be able to continue over a longer timeframe with the implementation of the Fresh Rock Expansion:</p> <ul style="list-style-type: none"> • East Pilbara Earthmoving employs 5-10 people and is a locally run business • Edwards Mining and Civil is a regionally local contractor that employs 10-15 people with a locally owned camp run in Nullagine • A local prospector is contracted periodically to undertake labour / odd jobs • The Nullagine Hotel is used on occasion as overflow accommodation • One local person is employed in an administrative role • Two Traditional owners are contracted through Palyku to deliver cultural awareness training sessions.
Targets and success indicators	<p>Successful Native Title/ Land Access Agreement and execution.</p> <p>Successful contract agreements with a variety of local businesses.</p>

Activity	Description
Monitoring evaluation and assurance mechanisms	Maintain stakeholder engagement register. Annual reporting (at Town Hall meeting) of local employment and contracting/ servicing opportunities completed in the past year.
Reporting mechanism	Community meeting
Timeline	Until mine closure, but predominantly during operations.
Resources and budget	Support to Community Arts centre as agreed HR and procurement teams consider local people and businesses
Responsible persons	General Manager Operations
Additional considerations for the future (not considered in the risk assessment)	Investigate future opportunities to employ more indigenous locals as trainees, rangers, community liaison, and general hands or skilled personnel if available.

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It is important to recognise that site conditions, including the extent and concentration of contaminants, can change with time. This is particularly relevant if this report, including the data, opinions, conclusions, and recommendations it contains, are to be used a considerable time after it was prepared. In these circumstances, further investigation of the site may be necessary.

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Appendices

Appendix A

Scoping and Screening Document

Beaton's Creek Gold Project (excluding Millennium Operations)						
Conducted 10/2/22 (Chris Mardon, Jayben Lister, Felicity Jones)						
Comments	Screening Response (Yes/ Null)	Screening Probability (Highly Unlikely; Unlikely; Somewhat Unlikely; Likely; Somewhat Likely; Highly Likely)	Screening Significance of Impacts (Not Significant, Low Significance, Medium Significance, High Significance)	Screening Distribution of Impacts (Confined; Local; Regional; National)	Screening Duration & Frequency of Impacts	
Social & Cultural Values and Resources						
Will the project occur in an area of known or suspected social, cultural or historical significance, including locally established cultural practices, norms and customs?	The region has been subject to historical mining practices, and there are a number of historical buildings in the town. The Project is situated in a generally significant area for Aboriginal Heritage - there are many regional recorded and confidential sites of significance to Traditional Owners. There is a s18 over the only relevant sites already as part of the Oxide Project. The Project will not impede cultural practices. Mining Agreements are in place with Registered Claim groups (Nyamal and Palyku).	Yes	Likely	High Significance	Local	Consultation with the local community groups will occur during the life of the project.
Would the project occur in or near an area of indigenous significance? How will the project impact the function of the areas?	The Project is situated in a generally significant area for Aboriginal Heritage - there are many regional recorded and confidential sites of significance to Traditional Owners. There is a s18 over the only relevant sites already as part of the Oxide Project. The Project will not impede cultural practices.	Yes	Highly Unlikely	High Significance	Local	Consultation with the local community groups will occur during the life of the project.
Will the project significantly impact cultural or community values and beliefs?	This is not expected, ongoing consultation with Native Title Claimants occurs according to Mining Agreements.	No				
Community Services & Facilities						
Will the project occur in an area with recreational or social facilities, infrastructure or activities (e.g. fishing, boating, hiking)? How will the project impact the use of existing recreational facilities and opportunities in the area?	The amenity of most local swimming holes will not be impacted (e.g. Beaton's Gorge). Minor changes to the visible horizon is possible to the identified swimming location at the Nullagine River crossing, however it will be generally screened by existing river-side vegetation (LVA contains more detail). Some access restriction will impact part of the Nullagine Dam. Bunding and signage is already in place for reasons of safety and security.	Yes	Somewhat Likely	Medium Significance	Local	Permanent change to landform, landform will merge with the natural setting as rehabilitation progresses.
Will the project impact the capacity for people to participate in community affairs and social interactions?	No, in contrast BCG's parent company Novo Resources has supported the establishment of an arts facility in town to improve social engagement and economic opportunities for the community.	No				
Could the project alter demand for community services and facilities in the area?	The workforce will be predominantly FIFO, so limited direct impact apart from discretionary spending of the workforce in the town (e.g. Nullagine Hotel and general store). The BCG workforce will be accommodated at the existing Novo camp at the Golden Eagle Project (owned by fellow subsidiary of Novo, Millennium Minerals). The Project will continue to use the services of local contractors Edwards Mining and Civil, and East Pilbara Earth Moving which both have small camps in town. Both contractors service other clients including the Shire.	Yes	Somewhat Unlikely	Low Significance	Local	Minor increases in demand, which will generate income/ revenue to local people and businesses
Could the project have positive impacts on community services, facilities and recreation in the area?	Yes, BCG's parent company Novo Resources has supported the establishment of an arts facility in town to improve social engagement and economic opportunities for the community.	Yes	Somewhat Unlikely	Low Significance	Local	Minor increases in demand, which will generate income/ revenue to local people and businesses
Demographic, Population and Housing						
Will the construction, operation or decommissioning of the project temporarily or permanently cause displacement of current residents, visitors and/or workers, or the relocation of people to an area, physically or economically? If yes, consider how such changes may affect the public, including access to food, housing, sanitation, clean water, or other limited resources.	No, the workforce is primarily FIFO.	No				
Will the construction, operation or decommissioning of the project temporarily or permanently increase the population of the immediate or broader locality? If yes, will this occur in a short timeframe?	No, the workforce is primarily FIFO.	No				
Will the construction, operation or decommissioning of the project temporarily or permanently cause changes to local demographics, including age and household structure?	No, the workforce is primarily FIFO.	No				
Will the project occur in an area with known social conflict or tension? If yes, how will population and demographic changes impact these tensions?	There are existing social matters of contention in the area, as is typical in small communities; the FIFO workforce will likely have limited exposure to these matters.	No				
Could the project have positive impacts on population and demographic?	Yes, in a minor way as the majority of the workforce will be FIFO. A small number of local staff are expected to be employed (some are currently employed) and the ongoing presence of local contracting opportunities would be expected to reduce the migration of towns-people away to larger centres such as Newman.	Yes	Somewhat Likely	Low Significance	Local	Operational and rehabilitation activities
Housing & Infrastructure						
Will the project significantly impact the local housing market, or alter the availability of affordable housing in the community?	Majority of workers will be FIFO and will be accommodated in a camp. Novo has owned some property in town in the past but has been divesting assets back to the local community for some time. The Nullagine Hotel will continue to be used for overflow accommodation from time to time.	No				
Could the project have a positive impact on housing and accommodation in the area?	The camp already provides short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill in teaching staff).	Yes	Likely	Low Significance	Local	Operational and rehabilitation activities
Accessibility, Transportation and Traffic						
Will the project use public roads for construction, operational or decommissioning activities? How could this affect existing traffic patterns, load and capacity?	Yes - the current Oxide Project already uses the public road network through town. Speed limits are in place for haulage vehicles. MRWA is developing a diversion (a new public road) which will be utilised to move mining haulage out of the town. This will be used by Beatons and other mining operators (e.g. Roy Hill). This is expected to occur within 12 months, depending on MRWA's progress through approvals and construction.	Yes	Likely	High Significance	Local	Operations, and to a lesser extent during rehabilitation
Will the project have the potential to affect access to essential services and facilities (e.g. schools, medical) through physically limiting traffic or pedestrian movement or by over burdening the resource, thereby making it unavailable to local residents?	As the workforce will be predominantly FIFO, the impact will be limited. There is no anticipated increase in demand on school or the nursing post. Emergency support to the town is provided by Novo (e.g. flood support, logistics related to COVID supplies, and temporary accommodation for prac teachers).	No				
Will the construction, operation or decommissioning of the project use air, marine or rail transportation? If yes, consider how the project may affect existing traffic patterns, such as increases in traffic levels, changes in type or size or service craft used, changes in routes or base location.	No	No				
Does the location impact accessibility to existing towns/settlements/pedestrian or cycle networks? (positive or negative)	No	No				
Will the construction, operation or decommissioning of the project have the potential to have positive impacts on transportation and traffic in the area?	Maintenance to the MRWA road network is carried out by Novo. Novo is planning to contribute to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town. Emergency support is provided to the town by Novo (e.g. flood and fire support, logistics related to COVID supplies, and temporary accommodation for prac teachers).	Yes				
Utilities and Service System						
Will the construction, operation or decommissioning of the project require construction of new or expansion of existing facilities for water or wastewater treatment, storm water drainage, waste management or power generation? If planning to use local facilities, consider the potential to overburden these resources.	As the workforce will be accommodated at a specific camp, outside of town there will be limited draw on town facilities. The exception is draw on the town's internet services, which Novo contributes to (e.g. repair of fibre optic damage following flooding).	No				
Will the construction, operation or decommissioning of the project have the potential to have positive impacts on utilities and service systems in the area?	Novo contributes to maintenance (roads, communications).	Yes	Likely	Medium Significance	Local	Life of project
Aesthetics						
Will the project occur in an area with scenic resources (e.g. trees, beaches, historic buildings)? How may the project affect the existing visual character or quality of the area?	The visual landscape will be impacted in some areas. There are some picturesque aspects to parts of the area, but amenity has been lowered in some areas by historic and contemporary mining practices, dating back to the late 1800's. A man-made dam was constructed in the 1980s which is viewed as a recreational/ aesthetic improvement by many.	Yes	Likely	Medium Significance	Local	Permanent change to landform, landform will merge with the natural setting as rehabilitation progresses.
Will the construction, operation or decommissioning of the project temporarily, periodically or permanently create or increase a source of light, glare, haze or dust? If yes, how may this affect daytime and night-time views in the area?	Yes - dust from clearing, mining and transport (especially through town). There will be some light from night operations. Directional lighting will be required in some areas to enable safe operations. Pit lighting will progressively decrease as the mined surface descends through the deposit, lighting on the waste rock dumps will not decrease over time while operational.	Yes	Likely	Medium Significance	Local	Predominantly operations
Public Perception/Reputation						
Will the project occur in an area where advocacy groups have focused on environmental concerns including the oil, gas and other extractive industries?	No, mining is common in the region and generally good support. Relations with residents are anticipated to trend further to the positive once trucks are removed from the town centre.	No				
Will the construction, operation or decommissioning of the project have the potential to cause significant change in existing company relationships with community members and other stakeholders?	This is considered unlikely, especially with the road diversion.	No				
Will the project occur in an area where communities are disadvantaged (e.g. economically, as minority groups, or by not having a voice in public decisions) and would be considered as bearing a disproportionately high level of potentially significant environmental and health risks because they are located near industrial activities?	The town does have a higher than average proportion of Indigenous community members, however all residential areas are equally exposed to the project (visually), the Irrungadji residential area is slightly further from the site than the main part of town. Both Indigenous and non-Indigenous community members are engaged as contractors to support current and future operations.	No				
Local Economy & Employment						
Could the project temporarily or permanently, impact local employment patterns, or cause a change in demand for local skills?	Novo's existing operations engage with the local community on an employment/ contracting basis in the following way - this will be able to continue over a longer timeframe with the implementation of the Fresh Rock Expansion: - East Pilbara Earthmoving employ approximately 5-10 people, it is a locally run business. - Edwards Mining and Civil is a regionally local contractor that employs approximately 10-15 people with a locally owned camp run in Nullagine. - A local prospector is contracted periodically to undertake labour / odd jobs. - The Nullagine Hotel is used on occasion as overflow accommodation - One local person is employed in an administrative role - Two Traditional owners are contracted through Palyku to deliver cultural awareness training sessions. Novo has future plans to employ some of the indigenous locals as trainees, rangers, community liaison, and general hands or skilled personnel if available.	Yes	Likely	Low Significance	Local	Life of project
Would the project provide local benefits, directly or indirectly, including diverse employment opportunities?	Novo's existing operations engage with the local community on an employment/ contracting basis in the following way - this will be able to continue over a longer timeframe with the implementation of the Fresh Rock Expansion: - East Pilbara Earthmoving employ approximately 5-10 people, it is a locally run business. - Edwards Mining and Civil is a regionally local contractor that employs approximately 10-15 people with a locally owned camp run in Nullagine. - A local prospector is contracted periodically to undertake labour / odd jobs. - The Nullagine Hotel is used on occasion as overflow accommodation - One local person is employed in an administrative role - Two Traditional owners are contracted through Palyku to deliver cultural awareness training sessions. Novo has future plans to employ some of the indigenous locals as trainees, rangers, community liaison, and general hands or skilled personnel if available.	Yes	Likely	Low Significance	Local	Life of project
Health, Safety and Wellbeing						
Would the project impact local health and wellbeing, either positively or negatively?	Noise, dust and amenity issues are possible. There are no fibrous or other health-negative materials to be managed. There is a government-perceived risk to the public water supply due to incorrect mapping of a Public Drinking Water Source Area. Extensive studies undertaken over the last decade have shown this to be a null risk. Sedimentation controls will be in place to prevent turbid water moving off-site. Apart from unauthorised visitors to the site (if that were to occur) there are no specific public safety risks to the operational site.	Yes	Likely	Low Significance	Local	Predominantly operations
Would the project impact public safety, perceived or actual?	There are currently truck movements through town, with strict safety controls to minimise the risk of near misses/ incidents involving public safety. The risk of this will be greatly reduced when the road diversion is operational. Full backfill of the Grants Hill pit removes the risk related with open voids at closure.	No				
Would the project provide opportunity for anti-social or criminal behaviour?	No change, workforce is predominantly FIFO and processed gold is not stored on site.	No				
Are there positive opportunities?	Local ERT members are available to assist the local community during times of fire, flood, vehicle accident etc (there is usually only one ERT person in Nullagine).	Yes	Likely	Medium Significance	Local	Life of project
Legend:						
Confined:	Mine Site					
Local:	Nearest town and surrounds					
Regional:	Regional area within WA (Pilbara)					
National:	Australia					
	Positive Opportunities					

Appendix B

Social Impact Risk Assessment

Risk Assessment Register													
Project: Beatons Creek Fresh Rock Expansion													
Date: 11-Feb-22													
Risk Area	Risk Number	Risk Description of Nature	Risk Assessment				Mitigation and Management Measures	Residual Risk Assessment				Additional Actions for Consideration	
			Probability	Consequence	Probability / Consequence	Risk Value		Probability	Consequence	Probability / Consequence	Risk Value		
1. Social & Cultural Values and Resources													
Heritage	1.01	Strained relationship with Traditional Owners	B	3	B3	9	Ongoing engagement through established Mining Agreements with both claim groups Training and inductions to include Heritage Management Traditional Owners contracted through Native Title Group to undertake cultural awareness training Heritage Clearance undertaken across any new areas proposed to be cleared area conducted with Traditional Owners Ensure any identified sites are not disturbed by including location of sites in training and inductions Adherence to agreements regarding Cultural Centre support Implementation of Social Impact Management Plan. If new disturbances are required, approvals required under the Aboriginal Heritage Act 1972 will be obtained if required.	C	3	C3	13	Look to employ or contract additional Indigenous personnel, whether part of local claimant groups or the locally prevalent Martu community.	
2. Community Services & Facilities													
Recreation	2.01	Loss of amenity at local swimming/ camping sites	B	3	B3	9	The LVIA has demonstrated that existing vegetation (i.e. at the Nullagine River swimming location near the road crossing in town) and natural topography of swimming holes (e.g. at Beatons Rockhole) provides at least partial screening of the final mining landform. Progressive rehabilitation of WRD slopes to improve "the look" of waste dumps as viewed from town and swimming locations	D	3	D3	17	Consider prioritising slopes with higher visibility (e.g. facing town) for early rehabilitation, within the limits of operations	
Recreation	2.02	Loss of access to local swimming/ camping sites (only relevant for a section of Beatons Dam)	A	1	A1	15	Remove bunding/ signage at the dam once operations and rehabilitation (some signage and bunding may need to remain for safety reasons - e.g. if a Grants Hill pit was left open during care and maintenance that abandonment bund would remain in place).	B	1	B1	19	-	
Facilities and General Community Services	2.03	Community facilities in Nullagine are limited, limiting the ability of the community to engage socially (beyond the pub) and create cottage-scale economic opportunities	A	4	A4	3	Novo is committed to supporting a Community Arts Centre in Nullagine to promote social connection and economic opportunities, in particular for the local Indigenous community.	B	-3	B-3	-9	-	
3. Demographics & Population													
Population	3.01	Without mining in and around Nullagine there are limited employment opportunities and a trend for decreasing population through net emigration from town. Mining presents an opportunity to retain people in the town and immediate surrounds.	C	-1	C-1	-4	The majority of the workforce will be FIFO, however a small number of local staff are expected to be employed (some are currently employed) and the ongoing presence of local contracting opportunities would be expected to reduce the migration of towns-people away to larger centres such as Newman.	B	-3	B-3	-9	-	
4. Housing & Infrastructure													
Accommodation	4.01	There are limited accommodation options in town for temporary workers servicing the town's school and nursing post.	C	2	C2	18	Novo Resources (through the Millennium-owned Golden Eagle Camp) continues to provide short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill-in teaching/ nursing staff).	B	-2	B-2	-5	-	
5. Accessibility, Transportation and Traffic													
Traffic	5.01	The current Oxide Project uses the public road network through town. This will continue until the MRWA road diversion around town is in place	A	3	A3	6	Speed limits are in place for haulage vehicles. Diversion around town is in development, once operational traffic movements through town will be significantly decreased.	B	2	B2	14	-	
Road maintenance and logistics	5.02	Much of the road network around Nullagine is dirt rather than sealed. The area is prone to flooding which can result in damage to the road network and separation of one half of town from the other.	B	4	B4	9	Maintenance of parts of the MRWA road network is carried out by Novo. Novo is contributing to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town. Emergency support is provided to the town by Novo (e.g. flood support, logistics related to COVID supplies).	B	-3	B-3	-9	-	
6. Utilities and Service Systems													
Telecommunications and roads	6.01	As noted in 5.02 flooding and heavy rainfall disrupt the road network. Flooding has also disrupted the town's fibre optic network	B	4	B4	6	Novo contributes to maintenance (roads, communications). Emergency support to the town is provided by Novo (e.g. flood support, logistics related to COVID supplies).	B	-3	B-3	-9	-	
7. Aesthetics													
Scenic amenity	7.01	The visual landscape will be impacted in some areas. There are some picturesque aspects to parts of the area, but amenity has been lowered in some areas by historic and contemporary mining practices, dating back to the late 1800's. A man-made dam dam was constructed in the 1980s which is viewed as a recreational/ aesthetic improvement by many.	B	3	B3	9	The LVIA has demonstrated that existing vegetation (i.e. at the Nullagine River swimming location near the road crossing in town) and natural topography of swimming holes (e.g. at Beatons Rockhole) provides at least partial screening of the final mining landform. Progressive rehabilitation of WRD slopes to improve "the look" of waste dumps as viewed from town and swimming locations	D	3	D3	17	Consider prioritising slopes with higher visibility (e.g. facing town) for early rehabilitation, within the limits of operations	
Dust and lighting	7.02	Dust from clearing, mining and transport (especially through town). There will be some light from night operations.	B	4	B4	5	Directional lighting will be required in some areas to enable safe operations. Pit lighting will progressively decrease as the mined surface descends through the deposit, lighting on the waste rock dumps will not decrease over time while operational. Dust impacts will decrease when the diversion through town is operational.	D	4	D4	12	-	
8. Public Perception / Reputation													
Regulator relationship/ timely access to future approvals	8.01	The Beatons Creek deposit is subject to the following complexities which have the potential to introduce delays and added regulatory burden to the Fresh Rock Expansion and future changes to operations: - operational areas are located within 1 km of the town - mining of the fresh rock resource presents geochemical challenges - the operation is located within a Priority 1 PDSWA - two Native Title claims overlap across part of the project's tenure, increasing consultation and compliance requirements	B	4	B4	5	Engagement of highly respected environmental consultants (e.g. Graeme Campbell and Consultants, SRK, Mine Earth). Impact assessments have drawn on almost a decade of baseline studies directly for Beatons Creek and nearby mining assets. The Fresh Rock Expansion is being referred for assessment under Part IV of the EP Act, enabling a higher level of public and regulatory scrutiny than a more standard Mining Act process.	C	3	C3	13	Consider an annual Town Hall meeting to communicate progress and challenges encountered and overcome in the previous year and seek community feedback. Develop an ESG framework focused on governance and decision making to improve the outcomes of mining for the community and environment.	
Overlapping tenure holders/ r	8.02	Mining Operations can impact on the operations of pastoralists (animal death and water supply)	C	3	C3	13	The Approvals Envelope excludes Pastoral leases (PCL) Novo will continue to engage with neighboring pastoralists to ensure access to grazing lands and water infrastructure are maintained. - Novo is committed to supporting a Community Arts Centre in Nullagine to promote social connection and economic opportunities, in particular for the local Indigenous community. - A small number of local staff are expected to be employed (some are currently employed) and the ongoing presence of local contracting opportunities would be expected to reduce the migration of towns-people away to larger centres such as Newman. - Novo Resources (through the Millennium-owned Golden Eagle Camp) continues to provide short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill-in teaching/ nursing staff). - Novo is contributing to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town. - Emergency support is provided to the town by Novo (e.g. flood support, logistics related to COVID supplies). - Novo contributes to maintenance of town infrastructure (roads, communications). - Emergency support to the town (e.g. flood support, logistics related to COVID supplies).	C	2	C2	18	-	
Community sentiment	8.03	There are challenges living in a small, remote town with limited public facilities. The presence of mining companies in/ near town presents opportunities for logistic-support, employment and economic opportunities and financial and in-kind support for community activities	C	2	C2	18	- Novo is committed to supporting a Community Arts Centre in Nullagine to promote social connection and economic opportunities, in particular for the local Indigenous community. - A small number of local staff are expected to be employed (some are currently employed) and the ongoing presence of local contracting opportunities would be expected to reduce the migration of towns-people away to larger centres such as Newman. - Novo Resources (through the Millennium-owned Golden Eagle Camp) continues to provide short-term accommodation to skilled/ trainee workers when they visit the town (e.g. teaching students on prac, fill-in teaching/ nursing staff). - Novo is contributing to the construction of the road diversion around town which will reduce the amount of heavy vehicle traffic through town. - Emergency support is provided to the town by Novo (e.g. flood support, logistics related to COVID supplies). - Novo contributes to maintenance of town infrastructure (roads, communications). - Emergency support to the town (e.g. flood support, logistics related to COVID supplies).	B	-3	B-3	-9	-	
9. Local Economy & Employment													
Employment and economic c	9.01	Living and working in a small, remote town presents challenges and opportunities with regard to employment and economic needs. The presence of mining companies in/ near town presents opportunities for contracting and employment.	B	1	B1	19	Novo's existing operations engage with the local community on an employment/ contracting basis in the following way - this will be able to continue over a longer timeframe with the implementation of the Fresh Rock Expansion: - East Pilbara Earthmoving employ approximately 5-10 people, it is a locally run business. - Edwards Mining and Civil is a regionally local contractor that employs approximately 10-15 people with a locally owned camp run in Nullagine. - A local prospector is contracted periodically to undertake labour / odd jobs. - The Nullagine Hotel is used on occasion as overflow accommodation - One local person is employed in an administrative role - Two Traditional owners are contracted through Palyku to deliver cultural awareness training sessions.	C	-3	C-3	-13	Investigate future opportunities to employ more indigenous locals as trainees, rangers, community liaison, and general hands or skilled personnel if available.	
Health, Safety and Wellbeing													
Dust	10.01	Dust issues are discussed under 7.02 above	C	3	C3	13	Dust impacts will decrease when the diversion through town is operational.	D	3	D3	17	-	
Emergency response, health and safety support	10.02	Without mining, there are limited medical, health and emergency support options in the town of Nullagine	B	1	B1	19	Local ERT members will remain in the town over a longer timeframe to assist the community during times of fire, flood, vehicle accident etc once the Fresh Rock Expansion is operational (there is usually only one ER person in Nullagine).	B	-4	B-4	-14	-	

Appendix C

Risk Matrix and Definitions

Risk Rating Matrix SIMP

Risk Rating Matrix SIMP							
	High						
	High-Medium						
	Medium						
	Low						
	Near Neutral	5	A	B	C	D	E
	Improved	4	1	2	4	7	11
	Positive	3	3	5	8	12	16
	Highly Positive	2	6	9	13	17	20
		1	10	14	18	21	23
		0	15	19	22	24	25
		-1	-1	-2	-4	-7	-11
		-2	-3	-5	-8	-12	-16
		-3	-6	-9	-13	-17	-20
		-4	-10	-14	-18	-21	-23
		-5	-15	-19	-22	-24	-25
Impact Rating	Impact						
-5	Excellent						
-4	Very Good						
-3	Good						
-2	Improved						
-1	Neutral						
1	Insignificant						
2	Minor						
3	Moderate						
4	Major						
5	Catastrophic						
Probability Rating	Probability	Description					
A	Almost certain	Is expected to occur in most circumstances					
B	Likely	Will probably occur in most circumstances					
C	Possible	Might occur at some time					
D	Unlikely	Could occur at some time					
E	Rare	May occur only in exceptional circumstances					

Consequences

		Consequence						
		Social & Cultural Values & Resources	Health, Safety & Wellbeing	Local Economy & Employment	Community Services, Facilities, Utilities and Infrastructure	Demographic, Population & Housing	Accessibility, Transport & Traffic	Public Perception / Reputation
5	Catastrophic	Extreme negative impact on social, cultural and indigenous values and resources for almost all people.	Extreme negative impact on the health, safety and wellbeing of almost all people.	Extreme negative impact on the local economy and employment for almost all people.	Extreme negative impact on community services, facilities and infrastructure for almost all people.	Extreme negative impact on population and housing of almost all people	Extreme negative impact on accessibility, transport and traffic for almost all people.	Widespread national condemnation. International condemnation. Board exposure.
4	Major	High negative impact on social, cultural and indigenous values and resources for most people.	High negative impact on the health, safety and wellbeing of most people.	High negative impact on the local economy and employment for most people.	High negative impact on community services, facilities and infrastructure for most people.	High negative impact on population and housing of most people	High negative impact on accessibility, transport and traffic for most people.	Serious public or media attention with international exposure. CEO exposure.
3	Moderate	Moderate negative impact on social, cultural and indigenous values and resources for some people.	Moderate negative impact on the health, safety and wellbeing of some people.	Moderate negative impact on the local economy and employment for some people.	Moderate negative impact on community services, facilities and infrastructure for some people.	Moderate negative impact on population and housing of some people	Moderate negative impact on accessibility, transport and traffic for some people.	Significant adverse national media and public attention. Senior Management exposure.
2	Minor	Low negative impact on social, cultural and indigenous values and resources for a few people.	Low negative impact on the health, safety and wellbeing of a few people.	Low negative impact on the local economy and employment for a few people.	Low negative impact on community services, facilities and infrastructure for a few people.	Low negative impact on population and housing of a few people	Low negative impact on accessibility, transport and traffic for a few people.	Attention from local media, local public attention and complaints. Site management exposure.
1	Insignificant	Very low negative on social, cultural and indigenous values and resources for very few	Very low negative impact on the health, safety and wellbeing of very few people.	Very low negative impact on the local economy and employment for very few	Very low negative impact on community services, facilities and infrastructure for very few	Very low negative impact on population and housing of very few people	Very low negative impact on accessibility, transport and traffic for very few people.	Public concern, local complaints. Site management issue.
-1	Near Neutral	Very low positive impact on social, cultural and indigenous values and resources for very few people.	Very low positive impact on the health, safety and wellbeing of very few people.	Very low positive impact on the local economy and employment for very few people.	Very low positive impact on community services, facilities and infrastructure for very few people.	Very low positive impact on population and housing of very few people	Very low positive impact on accessibility, transport and traffic for very few people.	Very low positive impact to the perception of the site management group.
-2	Improved	Low positive impact on social, cultural and indigenous values and resources for a few people.	Low positive impact on the health, safety and wellbeing of a few people.	Low positive impact on the local economy and employment for a few people.	Low positive impact on community services, facilities and infrastructure for a few people.	Low positive impact on population and housing of a few people	Low positive impact on accessibility, transport and traffic for a few people.	Low positive impact to the perception of the site management group.
-3	Good	Moderate positive impact on social, cultural and indigenous values and resources for some people.	Moderate positive impact on the health, safety and wellbeing of some people.	Moderate positive impact on the local economy and employment for some people.	Moderate positive impact on community services, facilities and infrastructure for some people.	Moderate positive impact on population and housing of some people	Moderate positive impact on accessibility, transport and traffic for some people.	Moderate positive impact to the perception of Senior Management.
-4	Very Good	High positive impact on social, cultural and indigenous values and resources for most people.	High positive impact on the health, safety and wellbeing of most people.	High positive impact on the local economy and employment for most people.	High positive impact on community services, facilities and infrastructure for most people.	High positive impact on population and housing of most people	High positive impact on accessibility, transport and traffic for most people.	High positive impact to the perception of the CEO.
-5	Excellent	Extreme positive on social, cultural and indigenous values and resources for almost all people.	Extreme positive impact on the health, safety and wellbeing of almost all people.	Extreme positive impact on the local economy and employment for almost all people.	Extreme positive impact on community services, facilities and infrastructure for almost all people.	Extreme positive impact on population and housing of almost all people	Extreme positive impact on accessibility, transport and traffic for almost all people.	Extreme positive impact to the perception of the Board.