



# Attachment 4

## Social Management Plan

## DISCLAIMER

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This Environmental Impact Statement, including the Executive Summary, and all chapters of and attachments and appendices to it and all drawings, plans, models, designs, specifications, reports, photographs, surveys, calculations and other data and information in any format contained and/or referenced in it, is together with this disclaimer referred to as the “EIS”.

### Purpose of EIS

The EIS has been prepared by, for and on behalf of Wafi Mining Limited and Newcrest PNG 2 Limited (together the “**WGJV Participants**”), being the participants in the Wafi-Golpu Joint Venture (“**WGJV**”) and the registered holders of exploration licences EL 440 and EL1105, for the sole purpose of an application (the “**Permit Application**”) by them for environmental approval under the Environment Act 2000 (the “**Act**”) for the proposed construction, operation and (ultimately) closure of an underground copper-gold mine and associated ore processing, concentrate transport and handling, power generation, water and tailings management, and related support facilities and services (the “**Project**”) in Morobe Province, Independent State of Papua New Guinea. The EIS was prepared with input from consultants engaged by the WGJV Participants and/or their related bodies corporate (“**Consultants**”).

The Permit Application is to be lodged with the Conservation and Environment Protection Authority (“**CEPA**”), Independent State of Papua New Guinea.

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The EIS is the sole property of the WGJV Participants, who reserve and assert all proprietary and copyright ©2018 interests.

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The EIS is based in part on information not within the control of either the WGJV Participants or the Consultants. While the WGJV Participants and Consultants believe that the information contained in the EIS should be reliable under the conditions and subject to the limitations set forth in the EIS, they do not guarantee the accuracy of that information.

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### Development of Project subject to Approvals, Further Studies and Market and Operating Conditions

Any future development of the Project is subject to further studies, completion of statutory processes, receipt of all necessary or desirable Papua New Guinea Government and WGJV Participant approvals, and market and operating conditions.

Engineering design and other studies are continuing and aspects of the proposed Project design and timetable may change.

### NEWCREST MINING LIMITED DISCLAIMER

Newcrest Mining Limited (“**Newcrest**”) is the ultimate holding company of Newcrest PNG 2 Limited and any reference below to “Newcrest” or the “Company” includes both Newcrest Mining Limited and Newcrest PNG 2 Limited.

### Forward Looking Statements

The EIS includes forward looking statements. Forward looking statements can generally be identified by the use of words such as “may”, “will”, “expect”, “intend”, “plan”, “estimate”, “anticipate”, “continue”, “outlook” and “guidance”, or other similar words and may include, without limitation, statements regarding plans, strategies and objectives of management, anticipated production or construction commencement dates and expected costs or production outputs. The Company continues to distinguish between outlook and guidance. Guidance statements relate to the current financial year. Outlook statements relate to years subsequent to the current financial year.

Forward looking statements inherently involve known and unknown risks, uncertainties and other factors that may cause the Company’s actual results, performance and achievements to differ materially from statements in this EIS. Relevant factors may include, but are not limited to, changes in commodity prices, foreign exchange fluctuations and general economic conditions, increased costs and demand for production inputs, the speculative nature of exploration and project development, including the risks of obtaining necessary licences and permits and diminishing quantities or grades of reserves, political and social risks, changes to the regulatory framework within which the Company operates or may in the future operate, environmental conditions including extreme weather conditions, recruitment and retention of personnel, industrial relations issues and litigation.

Forward looking statements are based on the Company’s good faith assumptions as to the financial, market, regulatory and other relevant environments that will exist and affect the Company’s business and operations in the future.

The Company does not give any assurance that the assumptions will prove to be correct. There may be other factors that could cause actual results or events not to be as anticipated, and many events are beyond the reasonable control of the Company. Readers are cautioned not to place undue reliance on forward looking statements. Forward looking statements in the EIS speak only at the date of issue. Except as required by applicable laws or regulations, the Company does not undertake any obligation to publicly update or revise any of the forward looking statements or to advise of any change in assumptions on which any such statement is based.

### Non-IFRS Financial Information

Newcrest results are reported under International Financial Reporting Standards (IFRS) including EBIT and EBITDA. The EIS also includes non-IFRS information including Underlying profit (profit after tax before significant items attributable to owners of the parent company), All-In Sustaining Cost (determined in accordance with the World Gold Council Guidance Note on Non-GAAP Metrics released June 2013), AISC Margin (realised gold price less AISC per ounce sold (where expressed as USD), or realised gold price less AISC per ounce sold divided by realised gold price (where expressed as a %), Interest Coverage Ratio (EBITDA/Interest payable for the relevant period), Free cash flow (cash flow from operating activities less cash flow related to investing activities), EBITDA margin (EBITDA expressed as a percentage of revenue) and EBIT margin (EBIT expressed as a percentage of revenue). These measures are used internally by Management to assess the performance of the business and make decisions on the allocation of resources and are included in the EIS to provide greater understanding of the underlying performance of Newcrest's operations. The non-IFRS information has not been subject to audit or review by Newcrest's external auditor and should be used in addition to IFRS information.

### Ore Reserves and Mineral Resources Reporting Requirements

As an Australian Company with securities listed on the Australian Securities Exchange (ASX), Newcrest is subject to Australian disclosure requirements and standards, including the requirements of the Corporations Act 2001 and the ASX. Investors should note that it is a requirement of the ASX listing rules that the reporting of Ore Reserves and Mineral Resources in Australia comply with the 2012 Edition of the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves (the JORC Code) and that Newcrest's Ore Reserve and Mineral Resource estimates comply with the JORC Code.

### Competent Person's Statement

The information in the EIS that relates to Golpu Ore Reserves is based on information compiled by the Competent Person, Mr Pasqualino Manca, who is a member of The Australasian Institute of Mining and Metallurgy. Mr Pasqualino Manca, is a full-time employee of Newcrest Mining Limited or its relevant subsidiaries, holds options and/or shares in Newcrest Mining Limited and is entitled to participate in Newcrest's executive equity long term incentive plan, details of which are included in Newcrest's 2017 Remuneration Report. Ore Reserve growth is one of the performance measures under recent long term incentive plans. Mr Pasqualino Manca has sufficient experience which is relevant to the styles of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the JORC Code 2012. Mr Pasqualino Manca consents to the inclusion of material of the matters based on his information in the form and context in which it appears.

### HARMONY GOLD MINING COMPANY LIMITED DISCLAIMER

Harmony Gold Mining Company Limited ("Harmony") is the ultimate holding company of Wafi Mining Limited and any reference below to "Harmony" or the "Company" includes both Harmony Gold Mining Company Limited and Wafi Mining Limited.

### Forward Looking Statements

These materials contain forward-looking statements within the meaning of the safe harbor provided by Section 21E of the Securities Exchange Act of 1934, as amended, and Section 27A of the Securities Act of 1933, as amended, with respect to our financial condition, results of operations, business strategies, operating efficiencies, competitive positions, growth opportunities for existing services, plans and objectives of

management, markets for stock and other matters. These include all statements other than statements of historical fact, including, without limitation, any statements preceded by, followed by, or that include the words "targets", "believes", "expects", "aims", "intends", "will", "may", "anticipates", "would", "should", "could", "estimates", "forecast", "predict", "continue" or similar expressions or the negative thereof.

These forward-looking statements, including, among others, those relating to our future business prospects, revenues and income, wherever they may occur in this EIS and the exhibits to this EIS, are essentially estimates reflecting the best judgment of our senior management and involve a number of risks and uncertainties that could cause actual results to differ materially from those suggested by the forward-looking statements. As a consequence, these forward-looking statements should be considered in light of various important factors, including those set forth in these materials. Important factors that could cause actual results to differ materially from estimates or projections contained in the forward-looking statements include, without limitation: overall economic and business conditions in South Africa, Papua New Guinea, Australia and elsewhere, estimates of future earnings, and the sensitivity of earnings to the gold and other metals prices, estimates of future gold and other metals production and sales, estimates of future cash costs, estimates of future cash flows, and the sensitivity of cash flows to the gold and other metals prices, statements regarding future debt repayments, estimates of future capital expenditures, the success of our business strategy, development activities and other initiatives, estimates of reserves statements regarding future exploration results and the replacement of reserves, the ability to achieve anticipated efficiencies and other cost savings in connection with past and future acquisitions, fluctuations in the market price of gold, the occurrence of hazards associated with underground and surface gold mining, the occurrence of labour disruptions, power cost increases as well as power stoppages, fluctuations and usage constraints, supply chain shortages and increases in the prices of production imports, availability, terms and deployment of capital, changes in government regulation, particularly mining rights and environmental regulation, fluctuations in exchange rates, the adequacy of the Group's insurance coverage and socio-economic or political instability in South Africa and Papua New Guinea and other countries in which we operate.

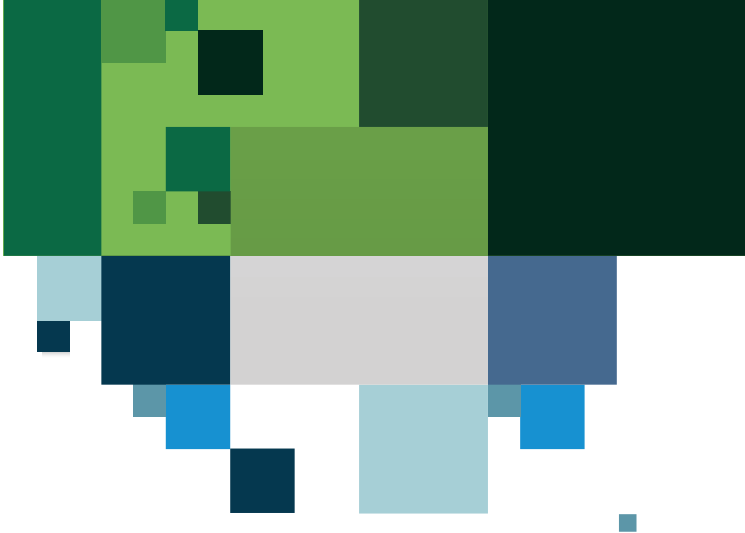
For a more detailed discussion of such risks and other factors (such as availability of credit or other sources of financing), see the Company's latest Integrated Annual Report and Form 20-F which is on file with the Securities and Exchange Commission, as well as the Company's other Securities and Exchange Commission filings. The Company undertakes no obligation to update publicly or release any revisions to these forward-looking statements to reflect events or circumstances after the date of this EIS or to reflect the occurrence of unanticipated events, except as required by law.

### Competent Person's Statement

The Wafi-Golpu Joint Venture is an unincorporated joint venture between a wholly-owned subsidiary of Harmony Gold Mining Company Limited and a wholly-owned subsidiary of Newcrest Mining Limited.

The information in the EIS that relates to Golpu Ore Reserves is based on information compiled by the Competent Person, Mr Pasqualino Manca, who is a member of The Australasian Institute of Mining and Metallurgy. Mr Pasqualino Manca, is a full-time employee of Newcrest Mining Limited or its relevant subsidiaries, holds options and/or shares in Newcrest Mining Limited and is entitled to participate in Newcrest's executive equity long term incentive plan, details of which are included in Newcrest's 2017 Remuneration Report. Ore Reserve growth is one of the performance measures under recent long term incentive plans. Mr Pasqualino Manca has sufficient experience which is relevant to the styles of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the JORC Code 2012. Mr Pasqualino Manca consents to the inclusion of material of the matters based on his information in the form and context in which it appears.





# Social Management Plan

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## LIST OF ABBREVIATIONS

Abbreviation/Acronym	Description
CEPA	Conservation and Environment Protection Authority PNG
CRC	Community Resettlement Committee
DSTP	deep sea tailings placement
EIS	Environmental Impact Statement
FTE	full time equivalent
GM-SPEA	General Manager – Social Performance and External Affairs
ICMM	International Council on Mining and Metals
IFC	International Finance Corporation
IFC PS 5	International Finance Corporation Performance Standard 5 (Land Acquisition and Involuntary Resettlement)
LLG	Local Level Government
MOA	Memorandum of Agreement
MRA	Mineral Resources Authority
NGO	non-governmental organisation
PAP	Project-affected Person
SBMS	Sustainable Business Management System
SEIA	socioeconomic impact assessment
SML	special mining lease
SMM	Social Management Measure
State of PNG	Independent State of PNG
WGJV	Wafi-Golpu Joint Venture

## GLOSSARY

Glossary	Description
chance find	Any previously-unrecorded cultural heritage encountered during exploration, construction or operations.
Chance Find Procedure	A Project-specific procedure that outlines the actions to be taken if previously unrecorded cultural heritage is encountered.
Coastal Area	The Coastal Area includes the proposed Port Facilities Area and the proposed Outfall Area.
commercial production	The Project development strategy involves a staged construction of a 16.84Mtpa mine with a total mine commercial production life of 26 years, commencing with ramping-up production as fast as possible to extract the high-grade material from BC44. Commercial production is first achieved when 25% of the planned production rate (mining and treatment) has been achieved, broadly achieving a 3.9Mtpa rate.
community (socioeconomic)	A generic term for a set of people who interact socially, and includes villages and settlements.
concentrate (copper-gold)	A mixed assemblage of ore minerals that is a saleable product of the proposed mine. It will be produced in the Watut Process Plant and pumped to the concentrate filtration plant at the Port Facilities Area for export.

Glossary	Description
concentrate filtration plant	Plant and equipment responsible for removing carrier water from the concentrate slurry and drying the concentrate prior to its export.
concentrate pipeline	Pipeline to deliver concentrate slurry from the Mine Area to the Port Facilities Area.
cultural heritage	Intangible and tangible heritage that includes: <ul style="list-style-type: none"> <li>• Oral tradition sites, which include spiritual and oral history sites of importance to landowners</li> <li>• Historic sites specific to World War II or associated with the early period of the Independent State of Papua New Guinea's colonial history or associated with the early history of mining in PNG</li> <li>• Archaeological sites, which often reveal information about past human activity in the area</li> </ul>
cultural heritage site	An archaeological, oral tradition or historical site, the size of which is determined either by the extent of cultural material and/or historical features, or in the case of oral tradition sites, by the communities who associate with these places.
decline	A sloping underground tunnel excavated for mobile equipment access from surface or from level to level.
deep sea tailings placement (DSTP)	An alternative to land-based mine-waste disposal, whereby tailings are discharged into very deep water offshore.
DSTP outfall	The end of the DSTP outfall pipelines where the tailings discharge into the Markham Canyon.
DSTP outfall pipelines	High density polyethylene pipelines from the mix/de-aeration tank to the DSTP outfall.
displacement	Physical displacement (relocation or loss of shelter) and/or economic displacement (loss of assets or access to assets that leads to loss of income sources or other means of livelihood), as a result of Project-related land acquisition and/or restrictions on land use.
environmental impact statement (EIS)	A document that provides a comprehensive assessment of potential environmental, social and cultural heritage impacts (or benefits) associated with a project, in accordance with Section 53 of the PNG <i>Environment Act 2000</i> .
Environmental and Social Management Framework	The means through which WGJV will apply its environmental, socioeconomic and cultural heritage corporate policies, standards and systems.
exposure	Contact by a receptor with a substance.
fuel pipeline	Pipeline to deliver fuel from the Port Area to the Mine Area power generation facilities.
Harmony Gold Mining Company Limited	The ultimate holding company of Wafi Mining Limited, a 50% participant in the Wafi-Golpu Joint Venture.
Infrastructure Corridor	The area encompassing the proposed Project infrastructure linking the Mine Area and the Coastal Area, being corridors for pipelines and roads and associated laydown areas. The proposed concentrate pipeline, terrestrial tailings pipeline and fuel pipeline will connect the Mine Area to the Coastal Area. A proposed Mine Access Road and Northern Access Road will connect the Mine Area to the Highlands Highway. New single-lane bridges are proposed over the Markham, Watut and Bavaga rivers. Laydown areas will be located at key staging areas.
In-migration	Refers to the movement of people into an area, often in anticipation of economic opportunities stimulated by the development of a project.
Mine Area	The area encompassing the proposed block cave mine, underground access declines and nearby infrastructure, including a portal terrace and waste rock dump supporting each of the Watut and Nambonga declines, the Watut Process Plant, power generation facilities, laydown areas, water treatment facilities,

Glossary	Description
	quarries, wastewater discharge and raw water make-up pipelines, raw water dam, sediment control structures, roads and accommodation facilities for the construction and operations workforces.
mix/de-aeration tank	Provides dilution of the tailings slurry and facilitates detrainment of any air trapped in the slurry prior to discharge.
Newcrest Mining Limited	The ultimate holding company of Newcrest PNG 2 Limited, a 50% participant in the Wafi-Golpu Joint Venture.
Outfall Area	The area encompassing the Outfall System, pipeline laydown area, choke station, access track and parking and turnaround area.
Outfall System	Includes mix/de-aeration tank, seawater intake pipelines and DSTP outfall pipelines. Located in the Outfall Area.
peri-urban	Area of human population at the fringe of urban areas, and between urban and rural areas.
Port Facilities Area	Located at, or in proximity to, the Port of Lae, with a site adjacent to Berth 6 (also known as Tanker Berth) nominated as the preferred option. The proposed facilities will include the concentrate filtration plant and materials handling, storage, ship loading facilities and filtrate discharge pipeline. This area may in the future need to include fuel oil handling and storage facilities.
portal terrace	The engineered earthen terrace adjacent to the decline portals entrance.
power generation facilities	The proposed power station to be located at the existing Finchif 2 site.
Project	The Wafi-Golpu Project.
project-affected communities	The villages or communities that are expected to be most impacted by the Project, which includes those villages in the vicinity of the Mine Area.
Project Area	The land that is the subject of the proposed Project activities and Project facilities, being: <ul style="list-style-type: none"> <li>• The Mine Area</li> <li>• The Infrastructure Corridor</li> <li>• The Coastal Area</li> </ul>
Project disturbance footprint	The impact that both physical disturbance (to the ground surface or the seabed) and Project-related activities will have on the biophysical environment taking into account edge effects and downstream impacts.
project-induced in-migration	The movement of people into an area in anticipation of, or in response to, economic opportunities associated with the development and/or operation of a project.
Project footprint	The area in which physical disturbance of existing features will occur due to Project facilities being built or Project activities being carried out.
Project stakeholders	Persons, groups of persons and organisations impacted by the Project or who have a pertinent interest in the Project.
relocation	In the context of resettlement, the activities undertaken by a person or group of people to move to a new site upon physical displacement.
resettlement	A process of planning and implementing activities that manage the effects of displacement.
seawater intake pipelines	Pipelines sourcing seawater for the mix/de-aeration tank.
settlement	Non-landowners living in a self-identified group of households, either under an arrangement with customary landowners (formal settlement) or with no customary arrangement or other entitlement (informal settlement).



Glossary	Description
socioeconomic impact assessment	The process of analysing and managing intended and unintended consequences of planned interventions (projects or policies) and any social change processes invoked by those interventions.
special mining lease (SML)	A lease for large-scale mining projects issued as defined under Section 2(1) of the <i>Mining Act 1992</i> .
State of PNG	Independent State of Papua New Guinea.
Sustainable Business Management System	A set of corporate policies and standards which guide WGJV's approach to sustainability.
tailings	The fine-grained rock particles remaining after the recoverable metals and minerals have been extracted from mined ore, and any remaining process water.
terrestrial tailings pipeline	Pipeline to deliver tailings from the Mine Area to the Outfall Area comprising a steel pipeline lined with high-density polyethylene (HDPE).
village	Customary landowners living in a self-identified group of households.
vulnerable groups	Defined by the IFC Performance Standards on Environmental and Social Sustainability as people who are disadvantaged as a result of race, colour, sex, language, religion, political opinion or origin, gender, age, culture, literacy, sickness, physical or mental disability, economic status or dependence on unique natural resources.
Wafi-Golpu Joint Venture	An unincorporated joint venture between the Wafi-Golpu Joint Venture Participants.
Wafi-Golpu Joint Venture Participants	The participants in the Wafi-Golpu Joint Venture, at the date of this Environmental Impact Statement, being presently Wafi Mining Limited and Newcrest PNG 2 Limited.
Wafi-Golpu Project	The proposed construction, operation and (ultimately) closure of an underground copper-gold mine and associated ore processing, concentrate transport and handling, power generation, water and tailings management and related support facilities and services which is the subject of this Environmental Impact Statement.

## 1. INTRODUCTION

Wafi Mining Limited and Newcrest PNG 2 Limited (the WGJV Participants) are equal participants in the Wafi-Golpu Joint Venture (the WGJV). The WGJV Participants are currently investigating the feasibility of constructing, operating and (ultimately) closing an underground copper-gold mine and associated ore processing, concentrate transport and handling, power generation, water and tailings management and related support facilities and services (hereafter the “Wafi-Golpu Project” or the “Project”) in the Morobe Province of the Independent State of Papua New Guinea (PNG).

The proposed underground copper-gold mine will be located beneath Mt Golpu, approximately 300 kilometres (km) north-northwest of Port Moresby and 65km southwest of Lae. Related support facilities include access roads to the mine, and pipelines from the mine to the Port of Lae and new coastal facilities near the village of Wagang.

This Wafi-Golpu Project Social Management Plan (Project SMP) provides a practical framework to assist the WGJV implement appropriate measures to manage socioeconomic impacts that may arise from the Project. The objectives of the Project SMP are to:

- Define a clear approach to the management of socioeconomic impacts related to the Project
- Outline the action plans required to achieve effective social impact management

This version of the Project SMP has been prepared as Attachment 4 of the Wafi-Golpu Project Environmental Impact Statement (EIS), and is commensurate with the level of Project planning at the time of lodgement of the EIS with the PNG Conservation and Environment Protection Authority (CEPA). However, the Project SMP is a ‘live’ document that will be amended as required to reflect material changes to design, construction and operation of the Project, and to changes in circumstances (e.g., in regulatory and/or socioeconomic contexts) that may arise over the life of the Project.

Section 2 contextualises the Project SMP within the WGJV Integrated Management System. Section 3 provides an overview of the Project, the socioeconomic context and potential socioeconomic impacts arising from the Project. Section 4 sets out the personnel responsible for implementing the Project SMP. Stakeholder engagement is addressed in Section 5, and Section 6 addresses monitoring, evaluation, reporting and management review.

The Project SMP encompasses three sub-plans, which appear as appendices as follows:

- Community Health, Safety and Security Management Plan (Appendix A)
- Resettlement Management Plan (Appendix B)
- In-Migration Management Plan (Appendix C)

The WGJV Environment Policy and Social Responsibility Policy are reproduced in Appendix D. The set of management measures proposed in Chapter 18 of the EIS, Socioeconomic Impact Assessment, is reproduced in Appendix E.

## 2. SOCIAL MANAGEMENT PLAN WITHIN INTEGRATED MANAGEMENT SYSTEM

The Project SMP is a component of a broader, integrated management system for managing potential impacts arising from the Project, as described in Chapter 23 of the EIS, Integrated Management System. This section contextualises the Project SMP within WGJV’s Sustainable Business Vision Statement, the Sustainable Business Management System (SBMS), and the Environmental and Social Management Framework. This section

also highlights the regulatory context and external standards that have been considered in developing the Project SMP.

## 2.1 Sustainable Business Management System

The WGJV Sustainable Business Vision Statement recognises that the WGJV:

*will need to operate a sustainable business to ensure our long-term viability and maintain our social licence to operate. The success of our business is inextricably linked to our ability to fulfil our role in ensuring sustainable outcomes for stakeholders. ... By maintaining our high standards for protecting human health and the environment, and working in cooperation with our host communities and governments, we can create sustainable, long-term economic and social opportunities.*

Eight key sustainability principles are set out, under which WGJV's business systems are managed. These principles relate to:

- Governance, leadership and culture
- Enterprise risk management
- Health and safety
- People
- Environment
- Social responsibility
- Operational management, improvement and innovation
- Sustainable business growth

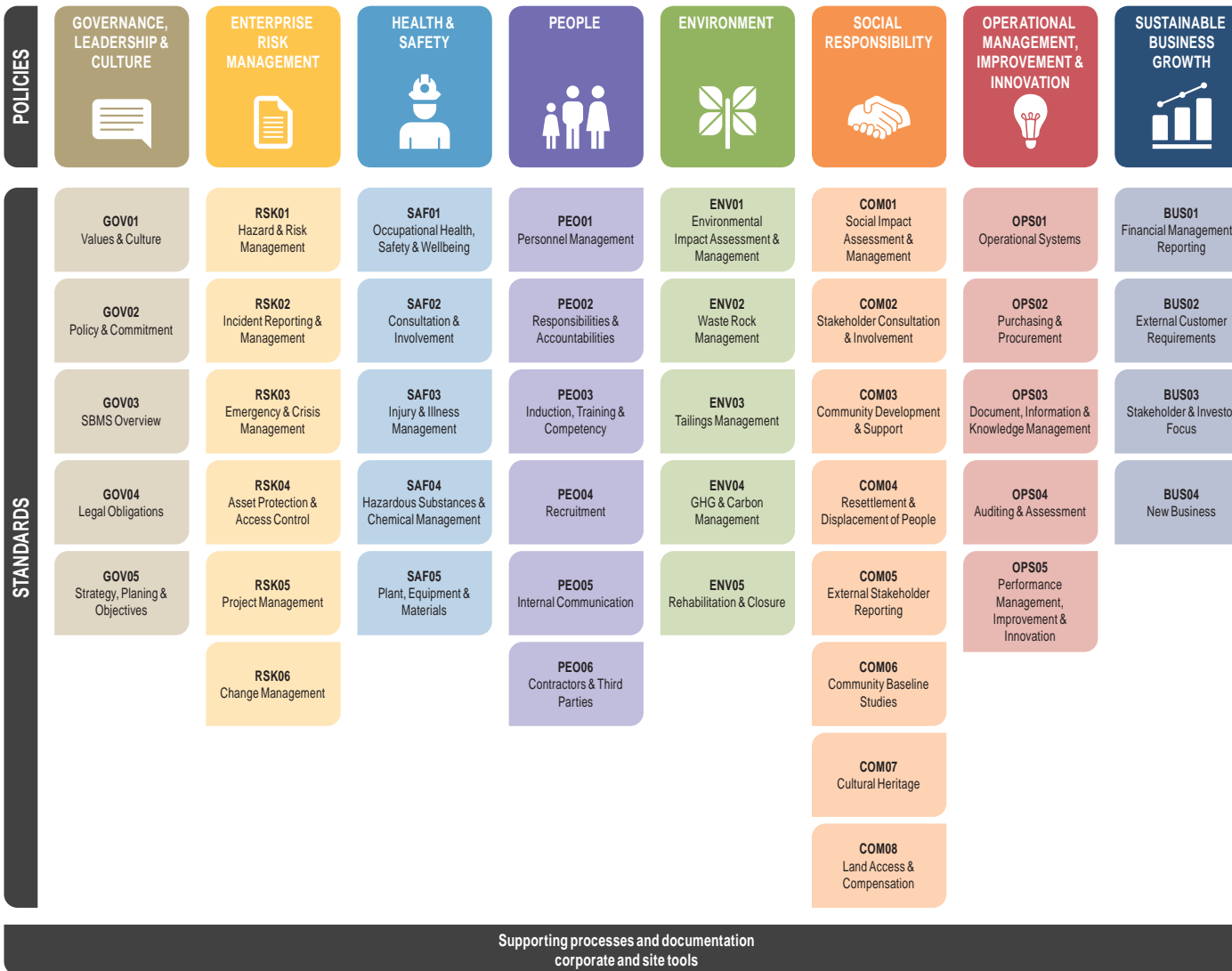
The sustainability principles are the basis for a corresponding set of policies and standards, which constitute the WGJV SBMS, shown in Figure 2.1.

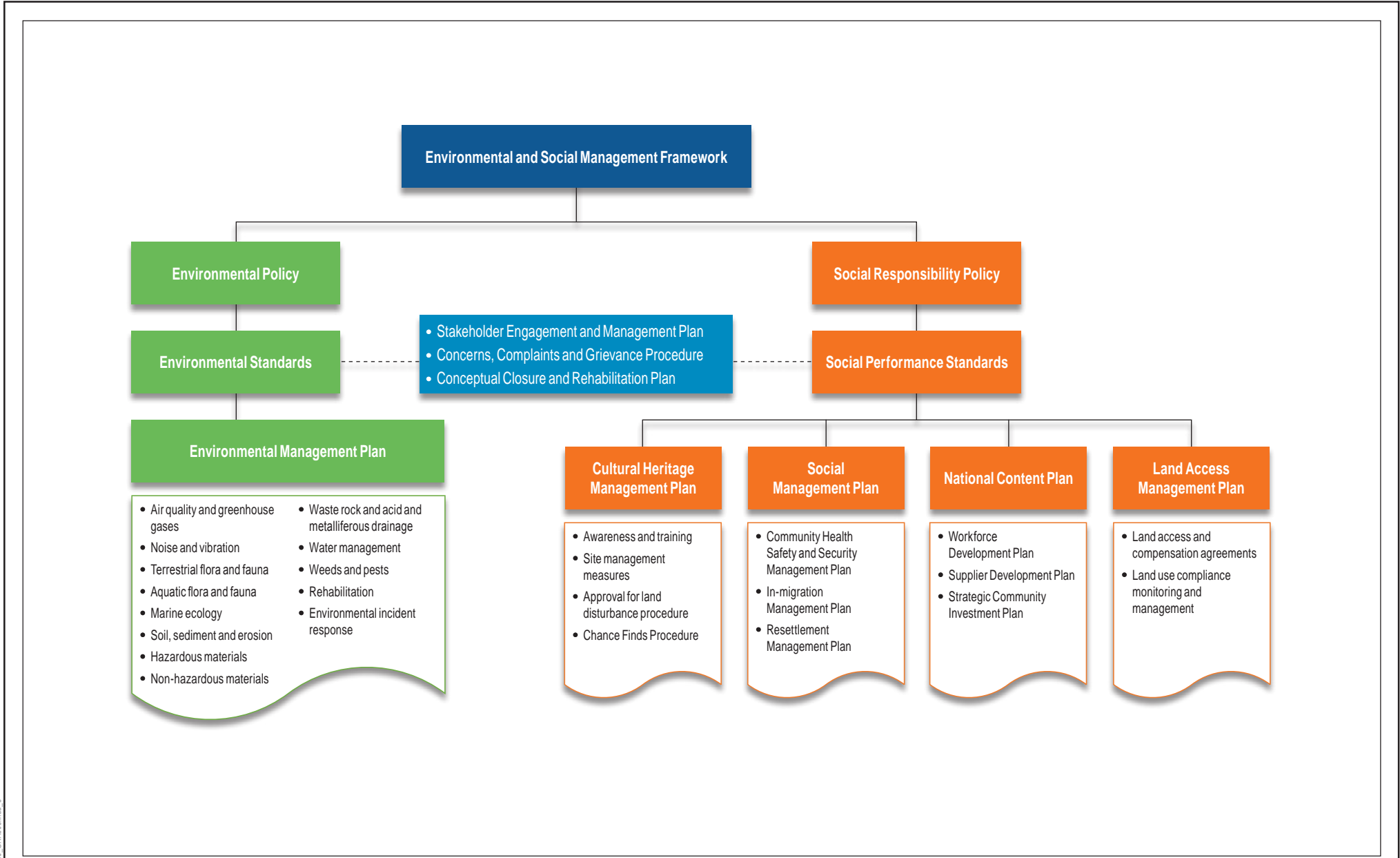
## 2.2 Environmental and Social Management Framework

The WGJV Environmental and Social Management Framework was developed as a guide to implementing two policies within the SBMS – the Environment Policy and the Social Responsibility Policy (Appendix D). The Environmental and Social Management Framework comprises a number of management plans which provide for the management of predicted environmental and socioeconomic impacts, as shown in Figure 2.2. In addition to the Project SMP, these plans include:

- Environmental Management Plan (Attachment 3 of the EIS) – Addresses construction and operations activities that directly affect an environmental aspect.
- Cultural Heritage Management Plan (Attachment 5 of the EIS) – Addresses matters that relate to an archaeological or historic site, or an oral tradition site that holds importance to a community.
- Conceptual Closure and Rehabilitation Plan (Attachment 2 of the EIS) – Outlines proposed closure strategies after cessation of mining operations aimed at leaving, to the extent reasonably possible, a sustainable socioeconomic and physical environment.
- National Content Plan – Sets out WGJV's approach to local employment and training (workforce development), local procurement (supplier development), and community development projects across the health, education, sustainable livelihoods, environment and other program areas (strategic community investment).

## SUSTAINABLE BUSINESS VISION STATEMENT







- Stakeholder Engagement and Management Plan – Sets out WGJV’s approach to maintaining constructive dialogues with potentially affected persons and communities throughout the life of the Project (including investigating and addressing complaints raised by stakeholders through the Concerns, Complaints and Grievance Procedure).
- Land Access Management Plan – Addresses land access and land use compliance and monitoring (to be developed prior to construction activities commencing).

The Project SMP is part of the integrated management system that the WGJV proposes to implement, in order to manage potential environmental, socioeconomic and cultural heritage impacts arising from the Project. This section describes how the Project SMP is linked with WGJV policies, standards and a range of other management plans.

### 2.3 Regulatory Context and External Standards

Legislation in PNG does not explicitly stipulate community and social requirements for project development (see Chapter 3 of the EIS, Legal, Policy and Administrative Framework). However, the *Environment Act 2000* includes ‘social, economic, aesthetic and cultural conditions’ within its definition of ‘environment’, indicating that socioeconomic impact assessment (and management of such impacts) is within the scope of the EIS and Project SMP.

The international standards described below have informed the development of the WGJV Social Responsibility Policy and, in turn, the Project SMP.

- **Equator Principles III** (Equator Principles Association, 2013). The Equator Principles are 10 principles adopted by financial institutions to ensure large infrastructure and resource projects are executed in a manner that is both environmentally and socially responsible. The Equator Principles require the application of appropriate environmental and social standards, which for non-designated countries are deemed to be the International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability (IFC, 2012). The Equator Principles are a risk management framework, adopted by financial institutions, for determining, assessing and managing environmental and social risk in projects and are primarily intended to provide a minimum standard for due diligence to support responsible risk decision-making. Over ninety financial institutions have now signed up to the Equator Principles, covering over 70 per cent of international Project Finance debt in emerging markets.
- **International Council on Mining and Metals (ICMM)** (ICMM, 2015). Members of the ICMM are required to implement the organisation’s Sustainable Development Framework, which comprises 10 sustainable development principles and six position statements. These principles and position statements encompass ethical business practices, partnering for development, human rights and the rights of Indigenous People. Newcrest Mining Limited is a signatory to ‘Enduring Value – the Australian Mining Industry Framework for Sustainable Development’, which adopts the ICMM Framework for Sustainable Development. On 1 November 2017, Newcrest Mining Limited (the ultimate holding company of Newcrest PNG2 Limited, a WGJV Participant) became the ICMM’s 25th member company.
- **Voluntary Principles on Security and Human Rights** (Voluntary Principles) (Voluntary Principles Initiative, 2015). The Voluntary Principles are a multi-stakeholder initiative involving governments, companies and non-government organisations that promote the implementation of a set of principles that guide oil, gas and mining companies on providing security for their operations in a manner that respects human rights. Newcrest Mining Limited is a participant in the Voluntary Principles Initiative

and WGJV is committed to conducting business in a manner that considers the human rights of all persons associated with the Project.

### 3. OVERVIEW OF THE PROJECT AND SOCIOECONOMIC CONTEXT

This section provides an overview of the Project, the socioeconomic context of the Project, and the potential socioeconomic impacts that may arise from the Project.

#### 3.1 Project Overview

The Project occupies a footprint that extends from the Mine Area to the Coastal Area with an Infrastructure Corridor that links the two areas. Together these discrete areas make up the proposed Project Area:

- **Mine Area.** The area encompassing the proposed block cave mine, underground access declines and nearby infrastructure, including a portal terrace and waste rock dumps supporting each of the Watut and Nambonga declines, the Watut Process Plant, power generation facilities, laydown areas, water treatment facilities, quarries, wastewater discharge and raw water make-up pipelines, raw water dam, sediment control structures, roads and accommodation facilities for the construction and operations workforces.
- **Infrastructure Corridor.** The area encompassing the proposed Project infrastructure linking the Mine Area and the Coastal Area, being corridors for pipelines and roads and associated laydown areas. The proposed concentrate pipeline, terrestrial tailings pipeline and fuel pipeline will connect the Mine Area to the Coastal Area. A proposed Mine Access Road and Northern Access Road will connect the Mine Area to the Highlands Highway. New single-lane bridges are proposed over the Markham, Watut and Bavaga rivers. Laydown areas will be located at key staging areas.
- **Coastal Area.** The Coastal Area includes the proposed Port Facilities Area and the proposed Outfall Area:
  - **Port Facilities Area.** Located at, or in proximity to, the Port of Lae, with a site adjacent to Berth 6 (also known as Tanker Berth) nominated as the preferred option. The proposed facilities will include the concentrate filtration plant and materials handling, storage, ship loading facilities and filtrate discharge pipeline.
  - **Outfall Area.** Located approximately six kilometres east of the port. The proposed facilities will include the Outfall System comprising the mix/de-aeration tank and associated facilities, seawater intake pipelines and DSTP outfall pipelines, pipeline laydown area, choke station, access track and parking turnaround area.

Construction activities will take place over an approximate five-year period and operations (commissioning, ramp-up and production) will continue for some 28 years. The closure phase will commence after the cessation of mining activities. This would involve processing all remaining stockpiled ore, sealing the declines to prevent access, and removing infrastructure, facilities, equipment and services unless otherwise agreed with stakeholders. The post-closure period will commence following the cessation of operations.

The peak construction workforce is estimated at approximately 1,700 full time equivalent (FTE) workers in the Mine Area, 400 FTE workers for the Infrastructure Corridor, 200 FTE workers for the Port Facilities Area and 200 FTE workers for the Outfall Area. The peak operations workforce is expected to be approximately 850 FTE workers.

### 3.2 Socioeconomic Context

Information in this section is drawn from the Wafi-Golpu Project EIS, and in particular from Chapter 12, Socioeconomic Environment Characterisation. In this Project SMP, ‘village’ refers to customary landowners living in a self-identified group of households. ‘Settlement’ refers to non-landowners living in a self-identified group of households, either under an arrangement with customary landowners (formal settlements) or with no customary arrangement or other entitlement (informal settlement). ‘Community’ is used generically to include villages and settlements, and refers to a set of people who interact socially. Socioeconomic studies focused on four study areas corresponding to Project components as follows:

- Study Area 1: Mine Area, surrounds and access corridors
- Study Area 2: Infrastructure Corridor from Zifasing to Lae
- Study Area 3: Lae (including the Port Facilities Area and the Infrastructure Corridor within Lae)
- Study Area 4: Wagang and Yanga villages (including the Outfall Area and the Infrastructure Corridor outside and east of the city of Lae)

The socioeconomic context varies considerably across these four study areas. Study Area 1 is the most remote rural location of all the study areas. Study Area 3 is a predominantly urban area. Study Areas 2 and 4 comprise both rural and peri-urban areas.

Study Area 1 comprises 28 villages. The villages closest to the Mine Area are inhabited by people of the Babuaf, Hengambu and Yanta cultural groups. The combined population of these villages is approximately 3,900. Villages on the Lower Watut and Lower Markham rivers (including those along the existing Demakwa Access Road and proposed Mine Access Road and Northern Access Road) are generally occupied by people of the Wampar cultural group. Within this study area, the combined population of these villages is approximately 6,000.

Study Area 2 covers an approximate linear distance of 50km and traverses villages and settlements along this section of the Infrastructure Corridor. While also predominantly rural, the proximity of Study Area 2 to the Highlands Highway provides residents of this study area greater connectivity to Lae, Madang and the PNG highlands compared to Study Area 1.

Study Area 3 comprises the city of Lae, the second largest city in PNG. This study area encompasses the Port of Lae and the Malahang area to the east of Lae. The Infrastructure Corridor will traverse the southern and eastern parts of the city of Lae.

Study Area 4 comprises the villages of Wagang and Yanga, which are peri-urban villages to the east of Lae. The Outfall System, and a portion of the Infrastructure Corridor leading to the Outfall System, will be located on land used by Wagang and Yanga villages.

In Study Areas 1, 2 and 4, land is predominantly under customary tenure and, in some places, boundaries are disputed. The majority of land in Lae (Study Area 3) is State land, with some areas of customary land. Land used for residential purposes in Lae includes both formal and informal settlements.

Residents of Study Areas 1 and 2 are generally dependent on the natural environment for food, housing materials, firewood and medicine, which they either grow in gardens or gather from surrounding forests. Houses are predominately made from local materials with wooden posts and frames, timber or bamboo walls, and sago leaves or grass used for roofs. Most households use kerosene lamps for lighting and open fires for cooking. Ownership of electric generators and solar power systems varies across villages in these study areas. Alluvial mining is undertaken as an income source in Study Area 1.

In Study Areas 1 and 2, drinking water is predominately sourced from springs and creeks, and, in some villages, from rainwater tanks. A number of villages have gravity-fed piped water systems although the quality of water available from these systems and their reliability varies. Rivers are not a preferred source of drinking water; however, they are regularly used for washing, fishing, transport and recreation.

Residents of Study Area 1 are located in a remote rural area. A widespread system of bush tracks provides access between villages. Villagers also use the Lower Watut River, travelling by raft or canoe, to access markets downstream. The Wafi Access and Demakwa Access roads are used by the public to access Lae and beyond. For residents of Study Area 1, the lack of transport is a barrier to greater participation in commercially oriented activities. As noted above, residents of Study Area 2 are comparatively closer to the Highlands Highway, which connects Study Area 2 to Lae, Madang and the PNG highlands.

Access to education in Study Area 1 is currently limited in some villages due to the distance required to travel to school. Of those villages surveyed within and near the Mine Area in 2014 and 2015, 31% of boys and 41% of girls aged seven to 14 years of age had no formal education. Most villages in Study Area 1 have access to health facilities, including the Wafi health clinic, Zindaga health sub-centre and Wongkins, Timini and Pokwaluma aid posts – all established or renovated by WGJV. Travel to these facilities can, however, take up to two hours by foot for residents of some villages. Residents in Study Area 2 generally have more convenient access to education and health care facilities although the availability of staff, equipment and supplies varies.

By comparison, Lae (Study Area 3) serves as a major transport hub and commercial, administrative, industrial and educational centre for both the Morobe Province and PNG. Residents of Study Area 3 are more typically engaged in employment activities compared to those in the other study areas. However, unemployment is high in Lae, particularly among urban youth, and many residents keep gardens for subsistence and to sell or barter as part of the informal economy. Nearly half of the land area of Lae comprises informal settlements (i.e., areas occupied by people who have neither formal nor customary right to reside on the land). While Lae is serviced by reticulated water and an electricity grid, informal settlements typically lack these services.

Wagang and Yanga villages (Study Area 4) are peri-urban villages in which the majority of households undertake subsistence agriculture, hunting and fishing but, many also undertake employment or business activities in Lae. Residents of this study area typically have access to electricity from the grid and water is supplied variously from springs, creeks, rainwater tanks and well.

### **3.3 Potential Socioeconomic Impacts**

Chapter 18 of the EIS, Socioeconomic Impact Assessment, identified a range of potential socioeconomic impacts, both beneficial and adverse, related to the Project. These have been considered in the development of this Project SMP.

A summary of the potential impacts and benefits identified in the Chapter 18 of the EIS is provided below.

### 3.3.1 Potential Positive Impacts

If developed, the Project will be one of the largest mining projects in PNG with the potential to generate significant, long-term and positive economic impact at the local, regional and national level. Direct financial benefits of the Project would include:

- Taxes paid to the State of PNG by the WGJV Participants
- Royalties paid to the State of PNG (the subsequent distribution of which by the State of PNG will be discussed at the Development Forum convened by the Minister for Mining in accordance with the *Mining Act 1992*)
- Special support grants allocated by the State of PNG to Morobe Province as budget support for infrastructure development

Other positive impacts to the PNG economy would include or arise from:

- Procurement of equipment and materials from within Morobe Province and elsewhere in PNG, where practicable. This will be supported by WGJV's National Content Plan, which aims to support, as far as practicable, the establishment of local businesses that are sustainable in the longer term.
- Employment and training to maximise the proportion of PNG workers over time. Recruitment preference will, where possible, be given to the landowners affected by the Project and will include strategies for education, training and female workforce participation, taking into consideration diversity policies and targets of the WGJV and the WGJV Participants.
- Wages paid to employees of WGJV and contractors.
- Contributions to national mineral export revenue, total export revenue and gross domestic product.
- Contributions by the WGJV for relevant provincial and local community development projects across the health, education, sustainable livelihoods, environment and other program areas.

The progressive development of the Project means that substantial capital expenditure is expected over an extended period. The level of expenditure during construction and operations has the potential to provide business entities within Morobe Province with a long-term opportunity to supply equipment and materials, and provide long-term employment opportunities for local and Morobe Province residents. It will potentially also strengthen the status of Lae as a key service centre for PNG's mining industry.

Some landowners, particularly those in proximity to the Mine Area, are also expected to experience an increase in income, particularly those who receive royalties and those who have opportunities for employment and procurement with the Project.

For residents of villages in proximity to the Mine Area, the following additional benefits may be realised, subject to individual choices and support from government:

- Potential long-term improvements in education and literacy levels as a result of improved education facilities and improved access to primary and secondary schooling
- Long-term improvements in health as a result of improved nutrition and improved access to health services
- Development of the proposed Northern Access Road, Watut Services Road and Resettlement Road would improve access to existing services, facilities and economic opportunities for more than 3,500 people in the Lower Watut River valley. This may lead to increased income, as improved road access would facilitate the sale of local produce and cash crops.



### 3.3.2 Potential Adverse Impacts

Potential adverse impacts resulting from the Project have been assessed for each of the four study areas. Impacts identified across all four areas include:

- In-migration – An influx of in-migrants seeking mine employment and business opportunities, in turn leading to increased pressure on the availability of subsistence and natural resources, potential pressure on education and health services, and potential law and order problems if in-migrants do not recognise traditional village leadership structures.
- Road safety – Project and non-Project (i.e., ‘third-party’) use of roads and access tracks, with the potential for an increase in traffic and pedestrian accidents.
- Community health and community safety – Potential increase in high-risk behaviour arising from higher levels of disposable income, increased mobility and/or in-migration; or communicable diseases linked with higher population density.
- Resettlement – Physical and economic displacement of households, including concerns over reduction of land available for maintenance of traditional lifestyles in some communities.
- Law and order – Potential for disputes over landownership due to the importance attached to clan boundaries in determining entitlement to compensation and allocation of project benefits. Potential exists for excessive consumption of alcohol or illicit use of drugs, afforded by increased incomes, that could lead to stealing, fighting or domestic violence. Conflict may also arise within or between community members due to in-migration or changed social circumstances associated with mine development.

Study Area 1 is anticipated to experience the greatest level of impact due to the concentration of activity around the Mine Area.

Risks to human health were assessed in the Project Human Health Risk Assessment. The risk assessment evaluated both existing baseline risks to human health and human health risks should the Project proceed. Based on the available data, the exposure modelling and parameters adopted, the risk assessment identified the following existing human health risks prior to any development of the Project (i.e., not related to the Project):

- The contaminants of concern associated with exposure from all pathways evaluated for each study area primarily relate to the ingestion of local terrestrial and aquatic biota, particularly mercury in fish.
- Young children in all study areas may potentially ingest elevated levels of mercury (conservatively assumed to be present in the form of methylmercury which is the more toxic organic form of mercury) and zinc in locally obtained terrestrial and aquatic foods under baseline conditions.
- Adults in coastal study areas may potentially already ingest elevated levels of mercury (assumed to be present in the form of methylmercury) in locally obtained terrestrial and aquatic foods.
- Mercury ingestion from locally sourced fish was the largest contributor associated with exposures to both young children and adults in all study areas.

Following the evaluation of baseline conditions in the selected study areas, the potential human health risks resulting from Project related discharges were assessed. The following summarises the findings:

- Predicted concentrations of contaminants of concern in receiving waterways were below the adopted screening criteria.
- An assessment of metal bioaccumulation predicted that DSTP will not result in the elevation, above background levels, of metal burdens in fish consumed by people. The exception is manganese, which is predicted to increase in fish to a concentration double the background range. However, the predicted maximum manganese concentration of 0.241mg/kg in fish is up to two orders of magnitude lower than concentrations at which adverse human health effects could occur.
- After mine closure the generation of poor quality groundwater within the block caves represents a potential source of long-term impact to groundwater discharge features, particularly the groundwater springs, Nambonga Creek and Wafi River which are used as a source of potable water.
- Predicted concentrations of sulphur dioxide emissions during operations exceed the Project adopted criterion at two villages, Ziriruk and Fly Camp. The WGJV will comply with the adopted air quality criteria, and appropriate management measures will be implemented to achieve compliance.

#### **4. IMPLEMENTATION**

For each potential socioeconomic impact identified, Chapter 18 of the EIS, Socioeconomic Impact Assessment, proposed management measures to enhance positive impacts and to avoid or reduce adverse impacts. The set of management measures identified in Chapter 18 is reproduced as Appendix E, Management Measures Identified in the Wafi-Golpu Project Socioeconomic Impact Assessment. Some of the management measures in Appendix E will be administered under other Project plans, emphasising that the management of socioeconomic impacts requires collaboration across multiple business units within WGJV. The management measures listed in Appendix E includes those administered and/or developed in connection with the following plans:

- National Content Plan
- Land Access Management Plan
- Stakeholder Engagement and Management Plan
- Cultural Heritage Management Plan
- Traffic Management Plan
- Security Management Plan

Overall accountability for application of the Project SMP lies with the WGJV Executive Project Director. The Executive Project Director will provide the General Manager – Social Performance and External Affairs (GM-SPEA) with sufficient financial, staff and other resources to plan, implement and monitor the Project SMP. Day-to-day responsibility for implementation of the Project SMP is shared among the following personnel:

- Head of External Affairs
- Manager Community Affairs and Lands
- Permitting and Compliance Manager
- Resettlement Manager

Cultural awareness training will be provided to employees and contractor staff, commencing with site inductions and continuing with briefings at regular intervals throughout the life of the Project by means of toolbox meetings, notice boards and regular information sheets encouraging regular feedback and participation.

Individual accountabilities for plan implementation will be defined through position descriptions and conditions of employment contracts and supplier contracts.

The immediate next steps are to:

- Identify appropriate timing and duration of management measures
- Estimate and allocate budget to the implementation of management measures
- Confer specific responsibility for each management measure upon WGJV personnel
- Develop key performance indicators to enable monitoring and evaluation of this Project SMP, and set out associated reporting requirements

Commensurate with the level of Project planning at the time of lodgement of the EIS with CEPA, the WGJV plans to complete the above-listed next steps by the end of 2018, in order to allow management measures to be implemented as appropriate and necessary prior to the end of the permitting phase of the Project.

## 5. STAKEHOLDER ENGAGEMENT

The WGJV Stakeholder Engagement and Management Plan is a component of the Environmental and Social Management Framework (refer to Section 2.2). Stakeholder engagement for the management of socioeconomic impacts (i.e., under the Project SMP) will be undertaken in accordance with the Stakeholder Engagement and Management Plan.

This section provides an overview of the Stakeholder Engagement and Management Plan, and describes the WGJV Concerns, Complaints, and Grievance Procedure (which appears as Appendix A of the Stakeholder Engagement and Management Plan).

### 5.1 Overview of WGJV Stakeholder Engagement and Management Plan

The Stakeholder Engagement and Management Plan defines stakeholders as (IFC, 2007):

*persons or groups who are directly or indirectly affected by a project, as well as those who may have interests in a project and/or the ability to influence its outcome, either positively or negatively. Stakeholders may include locally affected communities or individuals and their formal and informal representatives, national or local government authorities, politicians, religious leaders, civil society organisations and groups with special interests, the academic community, or other businesses.*

Chapter 5 of the EIS, Stakeholder Engagement, provides a list of key Project stakeholders, which are divided into stakeholder groups:

- Villages, communities and landholders
- Landowner associations
- National Government
- Morobe Provincial Government
- Morobe Provincial Administration
- Local Level Government
- Training and education institutions
- Industry
- Project and operations

- Other (e.g., media, churches, non-government organisations, and recreational clubs)

The purpose of the Stakeholder Engagement and Management Plan is to facilitate the successful execution of the Project and in a way that is supportive of WGJV Participants interests and requirements. The objectives of stakeholder engagement include:

- Maintaining transparency through appropriate stakeholder engagement activities
- Understanding and anticipating stakeholder concerns
- Communicating regularly with stakeholders about proposed and current Project activities, using consistent key messages
- Achieving the Project's objectives while respecting the concerns and issues of stakeholders as they relate to potential Project impacts
- Incorporating engagement activities and feedback with Project design, construction and operations activities
- Developing and maintaining constructive relationships with stakeholders, striving for mutual understanding, respect and collaboration
- Establishing and maintaining coordinated internal processes for stakeholder engagement and issues management
- Sharing information and feedback across the Project team, and where appropriate, reporting back to stakeholders on how their feedback is considered
- Responding in a timely way to concerns, complaints, grievances and requests.

The approach to stakeholder engagement varies from stakeholder to stakeholder, and engagement practices tailored to each stakeholder reflects the following considerations:

- Location and sensitivity of the project or activity – locally, nationally and internationally
- Number and interest of stakeholders
- Location and venue of the engagement
- Social, cultural and legal complexity of the issue to be discussed
- Significance of potential impacts including opportunities
- Desired outcomes of engagement

In addition, engagement activities conducted by the Project, including by WGJV personnel and contractor(s), adhere to the following principles:

- Free (free of coercion and intimidation)
- Prior (timely disclosure of information)
- Informed (relevant, understandable and accessible information)

## 5.2 Concerns, Complaints and Grievance Management

Appendix A of the Stakeholder Engagement and Management Plan includes a Concerns, Complaints and Grievance Procedure. Concerns, complaints and grievances are distinguished as follows:

- **Concern:** Informal and low-level observations mentioned by community members to site employees about issues of emerging or latent concern. Concerns are often the indicators of emerging issues that have the potential to escalate to a complaint.
- **Complaint:** Notice in any form and media provided by a community member, group or institution that they have suffered detriment, impairment or loss as a result of activities connected to the Project, whether planned or unplanned, announced or unannounced.

- **Grievance:** Real or perceived grounds for Project response and restoration with implications that the issue has been known for some time and possibly remains unacknowledged, hence unresolved.

Concerns, complaints and grievances can be received in writing, verbally, or electronically, and individuals lodging a concern, complaint or grievance will be given a receipt and unique tracking number to enable subsequent follow-up. All concerns, complaints and grievances will be recorded in a tracking database managed by the WGJV, reviewed, and addressed.

## 6. MONITORING, EVALUATION AND REPORTING

Monitoring and evaluation will be conducted to determine the effectiveness of this Project SMP and results reported both internally and where required, externally. As discussed in Chapter 18 of the EIS, Socioeconomic Impact Assessment, management measures have been proposed to enhance the positive socioeconomic impacts of the Project and to avoid or reduce adverse impacts.

Performance indicators will be used to measure and track performance against the effectiveness of management measures described in this Plan. Monitoring to assess performance against indicators will be undertaken on a participatory basis with communities and in collaboration with government agencies.

Evaluation of the monitoring results will indicate whether management measures are effective and meet the intended outcomes identified in each of the Appendices A–C. Where management measures are not meeting the intended outcomes identified, management measures will be adjusted and subject to further monitoring.

Contractor management plans will include provisions for addressing and reporting on the management of social issues associated with their scope of work (such as avoiding or mitigating the impact of their activity on a local feature with social or cultural significance).

The WGJV will prepare an annual social performance report that:

- Reviews the performance of the WGJV against the Project SMP
- Provides a summary of key socioeconomic issues experienced in the Project Area during the reporting period
- Provides a summary of the activities and outputs of social programs

## 7. REFERENCES

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## **Appendix A Community Health, Safety and Security Management Plan**

### **Preamble**

This Wafi-Golpu Project Community Health, Safety and Security Management Plan proposes steps and actions, and will be regularly reviewed and revised/updated. The Plan is commensurate with Project planning at the time of lodgement of the Wafi-Golpu Project Environmental Impact Statement (EIS) with the Papua New Guinea (PNG) Conservation and Environment Protection Authority (CEPA).

The Community Health, Safety and Security Management Plan will be developed further in consultation with Project stakeholders prior to Project construction. A high-level summary of the objectives, scope, activities, and implementation approach for the Community Health, Safety and Security Management Plan is described below. The three aspects of community health, safety and security are addressed together in this plan to recognise that these aspects are often interrelated.

### **A.1 Introduction**

Chapter 18 of the EIS, Socioeconomic Impact Assessment, identified potential impacts to community health, safety and security in villages within or near the Project Area which will require management.

A range of management measures to address these potential impacts are described in the following sections.

### **A.2 Objective**

The objective of the Community Health, Safety and Security Management Plan is to establish measures to manage potential Project-related risks to community health, safety and security.

### **A.3 Scope**

The Community Health, Safety and Security Management Plan will apply to villages immediately surrounding the Project Area, i.e., communities in proximity to the mine and associated infrastructure footprint that are potentially subject to impact from Project construction and operations. Support for health initiatives in the broader region is covered under the Project National Content Plan provision for Strategic Community Investments.

The Community Health, Safety and Security Management Plan will include community health, community safety and community security, and has been structured and populated with activities that incorporate the social management measures proposed in Chapter 18 of the EIS, Socioeconomic Impact Assessment.

The Project's occupational health, workplace safety and security management measures are managed under separate plans within the Sustainable Business Management System (SBMS).

### **A.4 Component Activities**

The WGJV will work with relevant government agencies to manage potential socioeconomic impacts, as the State of PNG, provincial and local level governments have key roles in addressing a number of socioeconomic impacts.

The management measures encompassed by the Community Health, Safety and Security Management Plan are presented in Table A.1 and are part of the broader set of management measures contained within the Project SMP (refer to Appendix E, Management Measures Identified in the Wafi-Golpu Project Socioeconomic Impact Assessment).

#### **A.5 Implementation Approach**

The General Manager – Social Performance and External Affairs (GM-SPEA) will have overall responsibility for implementing and coordinating component activities. Activity implementation responsibility will be allocated to the most appropriate organisational unit. Detailed planning and resourcing for implementation of component activities will be completed during the pre-construction planning period, and will draw upon the experience of implementation of similar activities at other projects in PNG.

The WGJV personnel implementing the component activities will report to the GM-SPEA who will also assess the effectiveness of the Plan at regular intervals against key performance indicators. Program design refinements will be made if required in consultation with an advisory committee comprised of village representatives.

**Table A.1: Community Health, Safety and Security Management Plan measures**

ID	Title	Description	Health	Safety	Security
SMM1	Health Awareness Program (communities)	In partnership with government and non-government agencies, implement a Health Awareness Program in Project-affected communities addressing key issues of: diet and lifestyle change; lifestyle risk management; preventative health; village hygiene; and risks associated with the use of mercury for alluvial mining.	X		
SMM2	Facilitate public health service delivery	In partnership with government and non-government health agencies, facilitate the effective operations of clinic and aid post operations in Project-affected villages.	X		
SMM3	Village water and sanitation improvement	In partnership with local-level government and other relevant agencies and organisations, facilitate the improvement of water (reliability, quality, quantity) and sanitation facilities (hygienic disposal) in Project-affected villages.	X		
SMM5	Health monitoring	Work with government to establish a health baseline for Tier 1 and 2 villages and undertake regular monitoring of public health in order to detect emerging issues early.	X		
SMM6	Safety Awareness and Behaviour Program	Deliver a program to Project-affected communities including schools in Project-affected communities to raise awareness of risks to safety posed by Project activities, and personal behaviours which can reduce risk and improve safety.		X	
SMM7	Work site safety plan to manage site incursions by local villagers	Work sites to actively monitor and restrict incursions of non-workers onto or across work sites, particularly if the sites are unfenced. Establish a checkpoint on roads to monitor traffic and admit authorised vehicles only.			X
SMM8	Workforce Code of Conduct	Develop, implement and monitor compliance with a workforce code of conduct that governs internal workforce interaction and interaction between the workforce and Project-affected communities		X	X
SMM10	Location of business activity to discourage development of informal settlements	Work with communities and LLGs to discourage the development of informal settlements along Project access routes and in the vicinity of Project facilities by appropriately locating markets and other businesses.			X
SMM11	Facilitate the development of local-level law and order institutions	In partnership with local level governments and other relevant agencies and organisations – facilitate the development of local law and order institutions (e.g., village courts and local police).			X
SMM12	Facilitate local organisations to implement activities aimed at building social capital	In partnership with local level governments, NGOs and local churches – facilitate the development of internal capacity within community residents to self-manage issues that have the potential to induce social conflict and tension			X
SMM16	Public engagement on DSTP	Regular engagement with communities and organisations to disseminate information on DSTP – including regular presentation of monitoring results regarding marine ecosystem health.	X		

ID	Title	Description	Health	Safety	Security
SMM17	Consultation to assist women undertaking domestic duties	Consult with communities (women’s groups particularly) to discuss and potentially implement, in partnership with communities, local level government and/or Morobe Provincial government, ways to reduce workload of domestic responsibilities (e.g., water collection, cooking, firewood collection).	X		
SMM22	Health Awareness Program (workforce)	Develop a Health Awareness Program for Project employees and contractors addressing key issues of diet and lifestyle change; lifestyle risk management; preventative health; and hygiene	X	X	
SMM25	Lae pre-construction consultation	Work with local and provincial government to consult with stakeholders in Lae in advance of and during construction of the Infrastructure Corridor, in order to manage traffic and access impacts		X	
SMM26	Managing the potential increase in spread of tuberculosis	Work with government and health organisations to facilitate a tuberculosis prevention and control program aimed at: <ul style="list-style-type: none"> <li>• Providing education to workers on tuberculosis and its prevention</li> <li>• Seeking accurate diagnosis of tuberculosis before assignment</li> <li>• Providing advice to diagnosed individuals to seek appropriate treatment</li> <li>• Following up with family members of workers diagnosed with tuberculosis</li> <li>• Requiring medical clearance for return to work for all workers diagnosed with tuberculosis</li> <li>• Notifying relevant government agencies of tuberculosis cases</li> </ul>	X		
SMM27	Facilitate police training on the Voluntary Principles on Security and Human Rights	Facilitating police training on the Voluntary Principles on Security and Human Rights			X
SMM28	Training security personnel in the Voluntary Principles on Security and Human Rights	Provide training in Voluntary Principles on Security and Human Rights to Project security personnel.			X
SMM29	Control of emissions from power generation facilities	Implement design and management measures as required to comply with adopted air quality criteria. Undertake targeted monitoring of ambient sulphur dioxide at Ziriruk and Fly Camp during the early stages of the operations phase to confirm compliance with the adopted air quality criteria.	X		



## Appendix B Resettlement Management Plan

### Preamble

This Wafi-Golpu Project Resettlement Management Plan (the Project) proposes steps and actions, and will be regularly reviewed and revised/updated. The Plan is commensurate with the state of Project planning at the time of lodgement of the Wafi-Golpu Project Environmental Impact Statement (EIS) with the PNG Conservation and Environment Protection Authority (CEPA) Papua New Guinea (PNG).

Resettlement planning is underway in consultation with potentially affected villages including undertaking asset and social surveys within the Special Mining Lease (SML) 10 application area and other tenement application areas. Pending completion of these activities, the WGJV has developed a Resettlement Policy Framework, consistent with International Finance Corporation Performance Standard (IFC PS 5), to guide negotiations with communities and households during the initial planning phase.

### B.1 Introduction

As set out in the WGJV standard COM04; Resettlement and Displacement of People (532-870-CY-STA-0006), the WGJV is designing the Project to minimise the requirement for displacement of Project-affected persons (PAPs) and seeks to manage displacement on an equitable basis. Displacement is defined as encompassing both 'physical displacement (relocation or loss of shelter) and economic displacement (loss of assets or access to assets that leads to loss of income sources or other means of livelihood), as a result of project-related land acquisition and/or restrictions on land use' (IFC, 2012). Resettlement is defined as the process of managing the effects of displacement (DFAT, 2015).

### B.2 Objectives

The objectives of the Resettlement Management Plan are to:

- Obtain unimpeded access to land required for Project areas through appropriate and transparent engagement with customary landowners.
- Avoid and minimise displacement impacts on PAPs where possible and mitigate where they occur. These measures will be consistent with PNG laws and regulations, international (i.e., IFC) and corporate standards for resettlement.
- Engage communities affected by resettlement, and undertake related planning and implementation, in a thorough, fair, equitable and transparent manner that fosters their full participation and respects human rights.

### B.3 Scope

Wafi-Golpu Joint Venture is responsible for managing any community displacement that may arise within the SML that is directly related to infrastructure construction e.g., pipeline routes and related infrastructure developments. This includes: three villages within SML 10; a number of households outside the SML, who may be affected economically through the loss of access to food gardens and trees crops within the SML; and households that may be affected along the pipeline routes, particularly during the construction phase.

The WGJV will manage the restoration of livelihoods of affected households, including host communities, and undertake additional management measures identified to restore and improve their quality of life, without becoming dependent on the Project.

The Resettlement Management Plan describes the approach to resettlement; including guidelines and agreements that will be established (e.g., Resettlement Policy Framework,

Resettlement Action Plans, Household agreements), and the planning, implementation and livelihood restoration activities that will take place (including stakeholder engagement).

The Resettlement Management Plan details overall accountability and day-to-day responsibility for the resourcing and implementation of resettlement activities.

#### **B.4 Component Activities**

The following activities are required to inform the identification of Project impacts and potential management measures. These activities include the following which are detailed in the sections below:

- Resettlement Policy Framework preparation
- Stakeholder engagement
- Asset surveys
- Socioeconomic surveys
- Alluvial mining assessment
- Livelihood restoration
- Market surveys

##### **B.4.1 Resettlement Policy Framework**

Physical and economic displacement is required to access land for Project development and operations. The Resettlement Policy Framework conveys clear guidance to: the communities subject to resettlement; Project personnel; regulatory authorities; and other possible Project stakeholders (such as financiers, Non-government Organisations and industry bodies) on the WGJV's approach to resettlement. The Resettlement Policy Framework describes the terminology, objectives, policies, principles, practice measures and organisational arrangements that will govern land access and resettlement activities in relation to the Project. This includes a review of legal requirements.

As resettlement planning progresses, the Resettlement Policy Framework may be subject to revision to reflect the resolution of resettlement issues with stakeholders and Project-affected communities.

##### **B.4.2 Stakeholder Engagement**

The WGJV will implement a comprehensive stakeholder engagement process to enable PAPs to be engaged in, and fully participate in resettlement activities on an informed basis, during all stages of the resettlement process. This includes assessment, planning, and implementation and monitoring. Measures to enable stakeholder engagement with other relevant parties, including host communities and government agencies will be undertaken throughout the different stages of the resettlement process.

Engagement will include establishment of village Community Resettlement Committees (CRCs), a Resettlement Liaison Committee (including government), household engagement and appointment of an Independent Advocate and External Specialist Review Consultant. These are described further below.

###### **B.4.2.1 Community Resettlement Committees**

The CRC engagement process commenced in mid-2016 with the establishment of committees for each of the three main affected villages: Hekeng, Venembele and Nambonga. The representatives on each of the three committees were selected by their respective village. The committees consist of representatives of interest groups, such as farmers, traders or alluvial miners, as well as the three clans in each of the two tribal areas

of the Hengambu (Venembele village) and Yanta (Venembele and Nambonga villages). Six representatives each were elected at Hekeng and Venembele, including one female representative on each committee. Five representatives were elected at Nambonga, including one female representative. Most meetings with the Venembele and Nambonga CRCs are combined owing to a number of commonalities between the villages but the CRCs function independently and their communities will be relocating to separate resettlement sites.

The overall objective of the CRC engagement process is to identify and train community representatives that have an understanding of the resettlement process to efficiently negotiate compensation, mitigation and development opportunities on behalf of their respective communities. The CRCs provide feedback to their communities after each meeting and then summarise the communities' responses to the resettlement team at each meeting.

The initial focus of discussions has been on the establishment of communication structures and identification of suitable replacement land for the village sites and associated land areas for livelihood restoration. In addition, the following aspects have been discussed to date: replacement housing; replacement of social structures and services; removal and re-establishment of graves and spiritual sites; and livelihood replacement requirements.

#### **B.4.2.2 Resettlement Liaison Committee**

This will be a higher-level committee established to:

- Obtain integration of activities between all affected villages, government and WGJV representatives
- Monitor adherence to resettlement guidelines
- Facilitate focused discussions around the resettlement process
- Agree through consensus to resettlement conditions, entitlements and compensation allocations
- Disseminate broad-based understanding of the implications of decisions within affected communities
- Disseminate information provided during Resettlement Liaison Committee meetings to Community Committees
- Make recommendations on community preferences

The Resettlement Liaison Committee will include representatives (male and female) of:

- Local and provincial government and the State of PNG
- An authorised WGJV representative
- Two representatives from each village (Hekeng, Venembele, Nambonga) and representatives of communities along the pipeline route as required
- A representative from an unbiased, independent observer or NGO group
- The Mineral Resources Authority (MRA) (which is presently defining which government officials will be represented on the Resettlement Liaison Committee with the view to holding the inaugural meeting in 2018).

### **B.4.3 Other stakeholder engagement**

In addition to the stakeholder engagement outlined above the WGJV will:

- Undertake household level engagement to develop household level resettlement agreements should the Project proceed. These agreements will include definition of structures and items to be replaced in kind (for those to be physically resettled), items to be compensated and values, and other aspects related to the timing and implementation of the physical relocation or construction process (for those economically affected).
- Engage an Independent Advocate to provide independent guidance to displaced communities and households as well as to Project management during the resettlement process. The Independent Advocate is to be appointed in 2018.
- Appoint an External Specialist Review Consultant to confirm international compliance. The appointment will be undertaken by late 2018.

### **B.4.4 Social surveys and studies**

Social surveys and studies are to include asset surveys, socioeconomic surveys, an alluvial mining assessment, agricultural livelihood restoration programs and monthly market surveys.

#### **B.4.4.1 Asset Surveys**

Surveys of all assets inside the SML 10 application area will be undertaken as no community assets can remain inside the SML for health and safety reasons. The objectives of these surveys will be to measure and describe: (i) fixed assets for each household, including buildings, food gardens and tree crops; and (ii) communal assets, including church buildings, water supplies, and cultural heritage sites. Gardens and trees that are located within the SML application area, but which belong to households of other villages, will likewise be identified as will those along the pipeline routes. Households will be compensated for gardens and trees that they will no longer be able to access on a regular basis.

Asset surveys in the three affected villages have commenced to determine the extent of potential Project impacts and to identify fixed assets that will need to be replaced, garden crops and trees that will need to be compensated, and associated mitigation measures.

#### **B.4.4.2 Socioeconomic Surveys**

Socioeconomic surveys will be undertaken to collect detailed socioeconomic data for the villages of Venembele, Hekeng and Nambonga, as well as affected households along the pipeline routes. In particular, the surveys will gather information on the social circumstances and livelihoods of the villages.

The information from both the asset and socioeconomic surveys will be used to define the impacts of the Project and to determine compensation and mitigation programs. In addition, this information will establish a baseline against which the impacts of resettlement can be assessed at future points in time. Information from both surveys will be summarised in the Resettlement Action Plan(s)

All household asset and socioeconomic surveys completed to date have been signed-off by the households, community representatives as well as a Local Level Government (LLG) government official, to confirm their acceptance. The same will apply to future surveys.

### **B.4.4.3 Alluvial Mining Assessment**

An assessment of alluvial mining within the SML is to be undertaken. Most families in Venembele, Hekeng and Nambonga mine for alluvial gold, which occurs in the river beds in nugget and granular form and is generally some 83% pure. The villages each have specific sections of the rivers that they mine and, within these sections, certain households have exclusivity to particular areas. These exclusivity rights are not registered or legal in any formal sense but are customarily respected by the communities. Surveys are to be undertaken to record the respective areas.

Estimates regarding the quantity of alluvial gold being mined by the communities are to be made through direct interviews as well as information collected from four informal buyers of gold in the three villages. This information is to be used to determine compensation options, should the households be prevented from mining in the future.

### **B.4.4.4 Livelihood Restoration**

Livelihood restoration programs are to be defined so that households can continue with their lifestyle after Project development. While some villagers may obtain Project employment during construction, a more limited number of jobs will be available once the mine is operational. Resettled communities thus require access to suitable replacement land and will be encouraged to maintain their gardens over this period and to progress from food subsistence to more commercial activities, since they will have improved access to markets with the improved infrastructure and communication services. This will provide an opportunity to improve their current standard of living.

Specialist consultants are to be appointed to define suitable livelihood restoration and improvement programs, the results of which will be included in the Resettlement Action Plan(s).

### **B.4.4.5 Market surveys**

Monthly market surveys will be undertaken at fresh produce markets close to the Project area and in the Lae area as control markets. The key objectives of these surveys are to identify any possible inflation increases that may arise as a result of the Project and to determine representative product prices to be used in determining the full replacement value of crops and their resultant compensation rates.

### **B.4.5 Entitlement framework**

A Resettlement Compensation Entitlement Framework is to be prepared that addresses the following:

- Who is eligible to receive compensation
- Kinds of compensation and assistance to which affected households, businesses and communities are entitled
- Compensation rates for affected assets

Eligibility categories for compensation have been defined based on the results of the asset and socioeconomic surveys. Categories of people and communities affected by Project activities will include, but will not be limited to the following:

- Households that will be physically displaced as they currently reside within the SML or other Project infrastructure areas
- Households that will be economically displaced as they have assets or gardens within the SML or other Project infrastructure areas and will lose access to their means of production (including rights to agricultural land, forest areas or other natural resources)



- Households that will lose structures from which they are operating businesses
- Communities owning communal buildings and facilities (churches, schools, community halls, sports fields) that will be lost
- Households or communities that will lose access to graves, cemeteries, cultural heritage sites, or oral history sites
- Communities experiencing loss of, or restrictions of, access to some or all of their common resources (for example alluvial mining areas)

Each of these groups will have different entitlements to compensation and assistance depending on the nature and duration of Project impact.

Compensation entitlements could include the following, consistent with IFC PS 5:

- Individual or household entitlements are to focus on the replacement of assets lost and the restoration of livelihoods.
- Major fixed assets such as houses, external kitchens and toilets will be replaced in kind and other external fixed assets, such as storage sheds and chicken coops will be compensated at their respective replacement values
- Compensation for loss of assets is to be at replacement cost, which will include rates for standing crops, fruit and nut trees. An agricultural specialist will be engaged to confirm crop yields, input costs and prices to obtain replacement values and to compare these with the government Valuer General's rates.
- IFC PS 5 specifically recommends replacement of land in kind for subsistence communities, which will be undertaken for this Project. The land selected by the communities for replacement will be conditional on security of tenure being provided and endorsed by the respective tribal associations and the government.
- Compensation for communal assets will be made to the respective communities and will generally be in the form of in-kind and cash payments. Identification of Replacement Land

Suitable replacement land is to be identified to allow the resettled households to re-establish their livelihoods and quality of life. Land areas identified are to provide security of tenure to the resettled communities and have adequate area for gardens, hunting and foraging. The process of identifying suitable replacement land has commenced. It is as an iterative process involving Community Resettlement Committees, respective village communities, clan and host communities as well as tribal leadership.

It is proposed that resettlement villages will be provided with access roads to link roads to the Watut Services Road at Madzim and then onto the Northern Access Route. Construction and maintenance arrangements are to be determined.

#### **B.4.6 Resettlement Action Plan**

Flowing from the Resettlement Policy Framework, surveys and engagement activities listed above, more detailed Resettlement Action Plan(s) will be developed and agreed with PAPs. These Resettlement Action Plan(s) will evolve over time, following the survey and negotiation process with a final version prepared and publicly disclosed after the conclusion of the consultation and negotiation process.

In addition, the Project resettlement team will develop field procedures as necessary to guide the efficient on-the-ground implementation of the Resettlement Action Plan(s). These procedures will cover tasks such as finalising individual household agreements, payment of compensation, village replacement, and commencing the livelihood programs and training programs.

#### **B.4.7 Monitoring Programs**

Monitoring programs are to be implemented to establish whether resettlement activities have adversely affected communities over time or whether conditions have been maintained or improved. The monitoring program will include, consistent with IFC PS 5:

- Internal monitoring to establish a) progress against the Resettlement Action Plan schedule and compliance with the WGJVs commitments and b) assess the results of measures to improve standards of living for both physically and economically affected households.
- External monitoring by an independent resettlement Monitoring and Evaluation Specialist to verify internal monitoring results and to identify improvements that should be implemented.
- Completion audit when all programs defined in the Resettlement Action Plan(s) to address displacement impacts, have been implemented. The audit will establish if these programs have been successful in achieving the defined targets and commitments.

#### **B.5 Implementation Approach**

The General Manager – Social Performance and External Affairs (GM-SPEA) will have overall responsibility for the resettlement program. A Resettlement Team, a section within with the Community Affairs and Lands Team, will be responsible for engaging affected communities, undertaking all surveys, preparing the Resettlement Action Plan(s) and implementing the plan(s).

Detailed planning and resourcing for implementation of component activities will be completed during the pre-construction planning period, will draw upon the experience of implementation of similar activities at other projects in PNG, and will be guided by IFC PS 5.

The WGJV personnel implementing activities will report regularly to the GM-SPEA who will also assess the effectiveness of the plan(s) at regular intervals. Key performance indicators will be used to evaluate the effectiveness of management measures.

## Appendix C In-Migration Management Plan

### Preamble

This Wafi-Golpu Project (the Project) In-migration Management Plan proposes steps and actions, and will be regularly reviewed and revised/updated. The Plan is commensurate with Project planning at the time of lodgement of the Wafi-Golpu Project Environmental Impact Statement (EIS) with the Conservation and Environment Protection Authority (CEPA), Papua New Guinea (PNG).

The In-migration Management Plan will be developed further in consultation with Project stakeholders prior to Project construction. A high-level summary of the objectives, scope, activities, and implementation approach for the In-migration Management Plan are described below.

### C.1 Introduction

This In-migration Management Plan has been developed to manage Project-induced in-migration during construction and operations of the Project. Project induced in-migration is defined as the movement of people into an area in anticipation of, or in response to, economic opportunities associated with the development and/or operation of a new project (IFC, 2009).

This definition captures all Project induced in-migrants, regardless of whether they have family ties, or social or cultural connections to people already residing in the Project Area. While these connections may influence the manner in which people reside and the welcome they receive, they do not diminish the fact that additional people have moved to an area as a result of the Project's presence.

The In-migration Management Plan builds upon the framework outlined in the Wafi-Golpu In-Migration Strategy.

### C.2 Objectives

The objectives of this plan are to:

- Minimise potential levels of Project-induced in-migration
- Manage, to the greatest extent practicable, the impacts generated by in-migration

### C.3 Scope

Using the understanding gained from other extractive sector projects and previous experiences in PNG, potential in-migration hotspots have been identified. The identification process has taken into consideration the location of perceived opportunities, land ownership considerations and kinship connections, access and availability of land, amongst other factors. These hotspots will need to be further defined and refined as Project definition increases, including consideration of potential new roads associated with resettlement activities, and bus routes for collection of workers. Potential hotspots include:

- Babuaf, Yanta and Hengambu villages which are eligible for compensation and royalties.
- Villages which are in close proximity to the Project site and which could be used as a base for local employment. This is likely to include: Ziriruk, Venembele and Pekumbe at a minimum. These villages may experience population growth due to residents from other villages of the same cultural group moving to be closer to perceived opportunity. Movement of people from the west side of the Lower Watut River to the east to gain greater access to opportunities is also possible.

- Zifasing village is located close to the intersection between the Northern Access Road and the Highlands Highway. This location is likely to become increasingly attractive when the Project commences construction and may serve as bus-in bus-out collection point.
- Internal movement within affected villages may also be triggered by the establishment of improved social services, e.g., health and education services, in certain villages. Tsile and Uruf villages have been identified as potential growth centres in the Bulolo District Plan, and as such, they may receive additional services and/or population pressure.

Some in-migration into Lae is likely due to the perceived activity associated with Infrastructure Corridor and Coastal Area activities and opportunities linked to contract and supplier workforces based out of the city. The level of economic activity within Lae, unconnected to the Project, will also make it more attractive to in-migrants as they may be able to secure alternative opportunities if they are unsuccessful in gaining employment or service contracts associated with the Project.

#### C.4 Component Activities

The Project is seeking to minimise the level of in-migration generated by the Project while also recognising that some level of in-migration is likely to occur and will need to be managed to the extent it is possible to do so. Proposed strategic objectives and corresponding potential activities in collaboration with National, Provincial and local authorities are shown in Table C.1.

**Table C.1: Proposed In-migration management activities**

Approach	Proposed Management Measure
<b>Strategic objective 1: Minimise potential level of Project-induced in-migration</b>	
<b>Limit site access</b>	Control road access through boom-gate stop points along the Mine Access Road.
	Work with local authorities to enhance control along access roads by conducting speed tests and vehicle checks.
	Develop SML land use, access and management protocols, including eviction procedures for unauthorised entrants.
	Engage with local authorities and landowners to actively monitor and enforce a policy of moving illegal occupants from informal settlement locations.
<b>Limit land availability for informal settlement</b>	Support local landowner and community-driven commercial agriculture (e.g., cocoa plantations) around the SML area as a means of establishing a land use where local growers should have some incentive to prevent settlement among cash crops close to the proposed SML and Project infrastructure locations.
	Early identification of total Project land requirements to enable development of land custody and management strategies to minimise risk of in-migration on lands required in the future.
	Communication of land acquisition asset assessment cut-off dates and clear explanation of ineligibility for compensation if structures are constructed or lands developed after this date.
<b>Implement local employment preference</b>	Consider establishing an employment office at an appropriate location (e.g., at Nadzab) to maximise the distance between the operations and point of hire, and strictly enforce a no-gate hire policy with contractors.

Approach	Proposed Management Measure
	<p>Develop and implement a workforce recruitment and management policy which includes:</p> <ul style="list-style-type: none"> <li>• Preferential employment from local communities, where local is defined as being within a 10km radius from the Project site and along linear Project aspects (e.g., Northern Access Road)</li> <li>• Requiring contractors and suppliers to work from Lae or from a location agreed with Wafi-Golpu Project management, not from locally negotiated sites</li> <li>• No recruitment “at the gate”</li> <li>• Transportation of local community employees (where practical) from existing villages to and from work</li> </ul> <p>Use closed accommodation facilities for all non-local workers with highly restricted interaction between camp residents and to reduce the presence of informal economic activity by non-local persons.</p>
<b>Contractor compliance with corporate policy</b>	<p>Inclusion in contracts of requirement for contractors to operate in compliance with WGJV policies.</p> <p>Inclusion in contract of reporting requirements for contractors, including regular reporting on point of hire and point of origin of workers.</p>
<b>Apply locational controls to informal economic activity</b>	<p>Development of journey management protocols to reduce likelihood of roadside stalls developing in unsafe or unfavourable areas.</p> <p>Work with local authorities to discourage informal settlements along Project roads through the further development and enforcement of local level government by-laws.</p> <p>Develop and implement a workforce Code of Conduct which establishes practices for behaviour both in the workplace and when engaging with community members. A high standard of workforce conduct is expected to reduce the demand for and establishment of undesirable business activities, e.g., prostitution, gambling and drug use. Identify and implement disciplinary measures for workers not acting in compliance with Code of Conduct.</p> <p>Work with regulatory authorities and local landowners to secure exclusive local landowner rights to alluvial mining opportunities in or near the Project Area, and develop cooperation protocol to restrict employment on alluvial mining sites to existing local residents.</p>
<b>Facilitate and encourage government and community control activity</b>	<p>Develop and implement stakeholder engagement processes to communicate policies and plans to stakeholders.</p> <p>Limit community access to Project facilities (e.g., workforce health centre) to emergencies only.</p> <p>In partnership with Morobe Provincial Government, facilitate regional development planning that promotes opportunities and growth throughout the Province to reduce focus on opportunities associated with the Project.</p> <p>Encourage local and provincial governments to develop and implement their plans to establish new growth centres that are remote from Project operations, e.g., Nadzab Business Centre, growth centres in the villages of Uruf and Tsile as well as Mumeng which are nominated as growth centres in the Huon Gulf and Bulolo District Plans, respectively. Work with Huon Gulf and Bulolo Districts to support new growth centres that do not become dependent on the Project.</p> <p>Educate key stakeholders, including community members, WGJV staff, government administrators, and service delivery providers on the risks, issues and limited opportunities associated with in-migration.</p>



Approach	Proposed Management Measure
	Develop a forum for community members to discuss their concerns about in-migration and to jointly develop solutions and community specific assistance for limiting in-migration.
<b>Strategic objective 2: Manage impacts generated by in-migration</b>	
<b>Facilitate and encourage community capacity development</b>	Provide information and education to communities, including in-migrants, on communicable diseases and health practices including sanitation and hygiene.
	Develop an integrated program to coach local authorities and village communities to plan, prioritise, build and maintain public infrastructure.
	Support local level governments to develop and implement local by-laws to manage settlement and development activity within their jurisdictions.
	Support establishment or improved functionality/capacity of Village Courts within the Project Area to address community concerns.
	Support police through providing training in Voluntary Principles on Security and Human Rights.
<b>Coordinate WGJV response to in-migration</b>	Establish an In-Migration working group with representatives from Security, HR, Procurement, Environment and Sustainability and External Relations Departments. Maintain a consistent response to in-migration across the company and address new issues as they arise.
	Establish company whistle-blowing mechanism, accessible by all employees, to facilitate reporting of any non-compliant behaviours by Project employees.

## C.5 Implementation Approach

The General Manager – Social Performance and External Affairs (GM-SPEA) will have overall responsibility for the achievement of Plan purpose, and coordination of component activities. Detailed planning and resourcing for implementation of component activities will be completed during the pre-construction planning period. A key element of the implementation approach for activities will be collaboration with communities and government agencies to support landowner measures to limit population movements into the area in proximity to the SML.

Responsible WGJV units and partnership agencies implementing activities will report regularly to the GM-SPEA who will also assess the effectiveness of the Plan at regular intervals. Program design refinements will be made if required in consultation with an advisory committee comprised of village representatives.

Monitoring will be undertaken in communities which are likely to experience the greatest impact from in-migration, namely: Yanta, Hengambu and Babuaf villages. Other locations may also be selected. Both desktop review and field-based inspection programs will be conducted to confirm that specified management measures are being implemented effectively and achieving the intended outcomes.

## Appendix D WGJV Social Responsibility Policy and Environment Policy



### Social Responsibility Policy

The Wafi-Golpu Joint Venture (WGJV) is committed to benefiting the communities in which we operate through sustainable socio-economic programs, mining and business skills development, ethical behaviour, safety, health and environmental management

We will achieve this outcome by:

- Recognising and respecting the culture, values and traditions of the communities in which we operate
- Being open and honest in describing the effects that our activities might have upon them
- Engaging and consulting with potentially affected parties to achieve mutually acceptable outcomes and facilitating ongoing engagement with stakeholders
- Complying with applicable environmental statutory and regulatory obligations and other requirements to which WGJV subscribe, and encouraging compliance from those with whom we do business
- Encouraging partnerships with relevant stakeholders to ensure community programs are well designed and effectively delivered
- Providing appropriate and practical opportunities to share in the benefits which flow from our activities by contributing to community development and capacity building and seeking opportunities to address poverty
- Seeking to create lasting relationships built on mutual respect and trust with all stakeholders
- Assisting communities, government agencies, third party organisations and stakeholders to develop and implement socio-economic programs

***At WGJV we believe it is every employee's responsibility to perform their duties in a socially responsible manner***

***None of us alone can achieve more than what we can put together***

  
\_\_\_\_\_  
**Craig Jones**  
Operating Committee Representative  
\_\_\_\_\_  
**Johannes van Heerden**  
Joint Venture Committee Representative



## Environment Policy


The Wafi-Golpu Joint Venture (WGJV) is committed to achieving an excellent standard of environmental performance in our exploration and mining activities in Papua New Guinea

We will achieve this outcome by:

- Establishing and implementing effective environmental management systems
- Integrating sustainable development considerations within the corporate decision-making process and when setting and reviewing our objectives and targets
- Identifying, mitigating and acting upon environmental risks to achieve planned environmental outcomes, continually improve our performance and prevent pollution
- Engaging and involving our employees and contractors to promote environmental awareness and responsibilities
- Complying with applicable environmental statutory and regulatory obligations and other requirements to which WGJV subscribe, and encouraging compliance from those with whom we do business
- Rehabilitating sites or areas disturbed by our activities to comply with environmental management plans and contributing to conservation of biodiversity and integrated approaches to land use planning
- Supporting research to reduce our environmental impacts and improve long term environmental outcomes within the realms of economically and ecologically sustainable development
- Informing stakeholders of our activities and consulting with the community in relation to our projects

**At WGJV we believe it is every employee's responsibility to protect the environment**

**None of us alone can achieve more than what we can achieve together**

  
\_\_\_\_\_  
*Craig Jones*

*Operating Committee Representative*

  
\_\_\_\_\_  
*Johannes van Heerden*

*Operating Committee Representative*

## **Appendix E Management Measures Identified in the Wafi-Golpu Project Socioeconomic Impact Assessment**

Table E.1 reproduces the set of management measures proposed in Chapter 18, Socioeconomic Impact Assessment, of the Wafi-Golpu Environmental Impact Statement. Management measures were proposed as actions that could enhance the positive socioeconomic impacts of the Project, and avoid or reduce adverse socioeconomic impacts.

Management measures with “NCM” acronyms are guided by (but not limited to) the content of the Project’s National Content Plan.

Management measures marked as Social Management Measures (SMM) will be administered under the Wafi-Golpu Project Social Management Plan. Other management measures are to be administered under other plans as indicated.

Table E.1: Proposed management measures for socioeconomic impacts

ID	Title	Description
<b>Proposed Social Management Measures (SMM) contained within the Project Social Management Plan</b>		
SMM1	Health Awareness Program (communities)	In partnership with government and non-government agencies, implement a Health Awareness Program in Project-affected communities addressing key issues of: diet and lifestyle change; lifestyle risk management; preventative health; village hygiene; and risks associated with the use of mercury for alluvial mining.
SMM2	Facilitate public health service delivery	In partnership with government and non-government health agencies, facilitate the effective operations of clinic and aid post operations in Project-affected villages.
SMM3	Village water and sanitation improvement	In partnership with local-level government and other relevant agencies and organisations, facilitate the improvement of water (reliability, quality, quantity) and sanitation facilities (hygienic disposal) in Project-affected villages.
SMM4	Environmental Management Plan	Implement the Environmental Management Plan (Attachment 3). Management measures of particular relevance to the management of socioeconomic impacts include those relating to: <ul style="list-style-type: none"> <li>• Informing villagers in areas potentially affected by dust generation of upcoming work with the possibility to generate dust that may affect them.</li> <li>• Applying dust suppression measures, such as spraying exposed surfaces with water; spraying down water during dry conditions and peak working hours, or if dust becomes a potential nuisance or hazard.</li> <li>• If all available methods of dust prevention and suppression fail to suppress dust, and if unacceptable impacts on sensitive locations become evident, temporarily halting construction activities until dust-generating conditions subside.</li> <li>• Providing advanced notice of high-noise activities and the respite periods that will be employed for all activities located in the vicinity of sensitive receptors and, where practicable, scheduling during periods of the day that will result in the least disturbance.</li> <li>• Minimising the number of vehicles passing through villages.</li> <li>• Where practicable, limiting the hours of operation of noisy/vibratory equipment or activities, vehicles, plant and equipment operating near to community areas; limiting night works, as much as practicable.</li> </ul>
SMM5	Health monitoring	Work with government to establish a health baseline for Tier 1 and 2 villages and undertake regular monitoring of public health in order to detect emerging issues early.
SMM6	Safety Awareness and Behaviour Program	Deliver a program to Project-affected communities including schools in Project-affected communities to raise awareness of risks to safety posed by Project activities, and personal behaviours which can reduce risk and improve safety.
SMM7	Work site safety plan to manage site incursions by local villagers	Work sites to actively monitor and restrict incursions of non-workers onto or across work sites, particularly if the sites are unfenced. Establish a checkpoint on roads to monitor traffic and admit authorised vehicles only.



ID	Title	Description
SMM8	Workforce Code of Conduct	Develop, implement and monitor compliance with a workforce code of conduct that governs internal workforce interaction and interaction between the workforce and Project-affected communities.
SMM10	Location of business activity to discourage development of informal settlements	Work with communities and LLGs to discourage the development of informal settlements along Project access routes and in the vicinity of Project facilities by appropriately locating markets and other businesses.
SMM11	Facilitate the development of local-level law and order institutions	In partnership with local level governments and other relevant agencies and organisations – facilitate the development of local law and order institutions (e.g., village courts and local police).
SMM12	Facilitate local organisations to implement activities aimed at building social capital	In partnership with local level governments, NGOs and local churches – facilitate the development of internal capacity within community residents to self-manage issues that have the potential to induce social conflict and tension.
SMM13	Resettlement management	<p>Develop and implement the Resettlement Management Plan, in accordance with the Resettlement Policy Framework approved by the WGJV Participants and lending institutions. Resettlement management will include, as appropriate:</p> <ul style="list-style-type: none"> <li>• Compensation for loss of assets at replacement cost</li> <li>• Provision of adequate replacement housing with security of tenure</li> <li>• Improving or maintaining the livelihoods and standards of living of displaced persons</li> <li>• Assistance to quickly and sustainably re-establish livelihoods and standards of living (e.g., by establishing gardens at new locations before the previous garden is lost through displacement)</li> </ul> <p>Displaced communities will be engaged in resettlement planning and implementation, in a thorough, fair, equitable and transparent manner that fosters their full participation and respects human rights.</p>
SMM14	In-migration management	<p>Develop, negotiate and implement in-migration management measures in collaboration with local communities and government, as captured within the In-migration Management Plan (see the Project Social Management Plan, Attachment 4). In particular, as per the In-Migration Management Plan, manage in-migration by:</p> <ul style="list-style-type: none"> <li>• Limiting site access e.g., through development of SML land use, access and management protocols, engagement with local authorities and landowners to actively monitor and enforce a policy of moving illegal occupants from informal settlement locations and controlling Project access roads</li> <li>• Limiting land availability for informal settlements to be established</li> <li>• Communicating and establishing a no-gate hire policy with contractors and establish an employment office remote from the mine area</li> <li>• Establishing closed accommodation facilities for all non-local workers with restricted interaction between camp residents</li> <li>• Developing a journey management protocol that reduces the potential for roadside stalls developing in unsafe or unfavourable areas</li> <li>• Working with local authorities to discourage informal settlements along Project roads</li> <li>• Developing and implementing a workforce Code of Conduct which establishes practices for behaviour both in the workplace and when engaging with community members</li> </ul>

ID	Title	Description
		<ul style="list-style-type: none"> <li>Working with regulatory authorities and local landowners to secure exclusive local landowner rights to alluvial mining opportunities in or near the Project Area, and develop cooperation protocol to restrict employment on artisanal and small-scale mining sites to existing local residents</li> <li>Developing and implementing stakeholder engagement processes to communicate policies and plans to affected and interested stakeholders</li> <li>Limiting community access to Project facilities (e.g., workforce health centre) to emergencies only</li> <li>In partnership with Morobe Provincial Government, facilitating regional development planning that promotes opportunities and growth throughout the Province to reduce focus on opportunities associated with the Project</li> <li>In partnership with local and provincial governments, facilitating the development of government plans to establish new growth centres that are remote from Project operations</li> <li>Educating key stakeholders, including community members, WGJV staff, government administrators, and service delivery providers on the risks, issues and limited opportunities associated with in-migration</li> <li>Developing a forum for community members to discuss their concerns about in-migration and to jointly develop solutions and community specific assistance for limiting in-migration</li> </ul>
SMM16	Public engagement on DSTP	Regular engagement with communities and organisations to disseminate information on DSTP – including regular presentation of monitoring results regarding marine ecosystem health.
SMM17	Consultation to assist women undertaking domestic duties	Consult with communities (women's groups particularly) to discuss and potentially implement, in partnership with communities, local level government and/or Morobe Provincial government, ways to reduce workload of domestic responsibilities (e.g., water collection, cooking, firewood collection).
SMM22	Health Awareness Program (workforce)	Develop a Health Awareness Program for Project employees and contractors addressing key issues of diet and lifestyle change; lifestyle risk management; preventative health; and hygiene.
SMM19	Education promotion program	Develop an education program that promotes education within local communities.
SMM20	Respecting existing local ties, traditions and sense of place	Manage the loss of, or restricted access to land or assets, by conducting land access in a transparent manner that enables landowners the opportunity to relinquish access to an area in a culturally appropriate manner.
SMM21	Transparent and fair land access	Manage the loss of land or assets, which may require relocation of residents, by conducting land access in a manner that promotes transparency and the fair treatment of customary landowners in PNG.
SMM25	Lae pre-construction consultation	Work with local and provincial government to consult with stakeholders in Lae in advance of and during construction of the Infrastructure Corridor, in order to manage traffic and access impacts.
SMM26	Managing the potential increase in spread of tuberculosis	<p>Work with government and health organisations to facilitate a tuberculosis prevention and control program aimed at:</p> <ul style="list-style-type: none"> <li>Providing education to workers on tuberculosis and its prevention</li> <li>Seeking accurate diagnosis of tuberculosis before assignment</li> <li>Providing advice to diagnosed individuals to seek appropriate treatment</li> </ul>

ID	Title	Description
		<ul style="list-style-type: none"> <li>Following up with family members of workers diagnosed with tuberculosis</li> <li>Requiring medical clearance for return to work for all workers diagnosed with tuberculosis</li> <li>Notifying relevant government agencies of tuberculosis cases</li> </ul>
SMM27	Facilitate police training on the Voluntary Principles on Security and Human Rights	Facilitating police training on the Voluntary Principles on Security and Human Rights.
SMM28	Training security personnel in the Voluntary Principles on Security and Human Rights	Provide training in Voluntary Principles on Security and Human Rights to Project security personnel.
SMM29	Control of emissions from power generation facilities	Implement design and management measures as required to comply with adopted air quality criteria. Undertake targeted monitoring of ambient sulphur dioxide at Ziriruk and Fly Camp during the early stages of the operations phase to confirm compliance with the adopted air quality criteria.
<b>Proposed National Content Measures (NCM) contained within the WGJV National Content Plan</b>		
NCM1	Implementation of local hire preference policy	Implement a hiring policy that targets local landowners and residents of communities in proximity to the Project on the basis that it is they who stand to be most impacted by the presence of the Project. Communicate to the community the recruitment process which requires applicants' place of origin to be identified.
NCM2	Workforce remuneration options	Build options into the WGJV workforce remuneration structure to enable workers to direct income to medical, education and savings initiatives.
NCM3	Site accommodation amenity	Give WGJV workers the opportunity to maintain health and fitness-for-work status, site accommodation facilities will be provided with a range of recreational facilities.
NCM4	Employee training and development programs	Implement a range of training and development initiatives that develop WGJV workforce capability both on and off the job. Initiatives will include but not be limited to literacy and numeracy training, trade skill training, tertiary scholarships and cultural awareness.
NCM5	Community workforce preparedness program	As the construction phase of the Project is when the highest demand for labour will occur, undertake community pre-employment training in the pre-construction phase to provide local community residents with opportunities to secure employment.
NCM6	Establish and support the operation of an Enterprise Development Centre	In association with the Lae Business Council and other Government organisations, promote the establishment of an Enterprise Development Centre in Morobe Province. The Enterprise Development Centre will assess and assist local businesses with the potential to supply the Project, identify skills gaps, provide training to help them build business skills and compete more effectively for supply of goods and services to the Project. The Enterprise Centre will establish and operate a Supplier Database to match local suppliers with goods and services required by the Project.

ID	Title	Description
NCM7	Community use of road infrastructure	The Northern Access, Watut Services and Resettlement roads will be public roads. The Mine Access Road will be a private road for the exclusive purposes of the Project.
NCM8	Agricultural development support program	The WGJV will support the development of agriculture in the mine area to diversify income generation and reliance on Project-generated income. This could include the expansion of existing commodities (such as cocoa) and the diversification into alternative commodities or value-adding activity such as food production and processing, or biomass production.
NCM9	Small-scale service provision program	Through the Enterprise Development Centre, assist local community residents to establish small-scale enterprises (transport, retail, mechanical maintenance, food vending, etc.).
NCM10	Local participation in the Project supply chain	The Project procurement strategy will consider options for engaging with local medium scale enterprises for participation in the Project supply chain during construction and operations.
NCM11	Support for Provincial service delivery programs	Work with Provincial and Local Level Governments to support priority initiatives in health, education and law and order service delivery.
NCM12	Individual capability development	In partnership with local-level government, NGOs and local churches, facilitate the delivery of capability development initiatives for village residents in the areas of personal viability, local organisation leadership and targeted female and youth development activity.
NCM13	Community capability development	In partnership with local-level government, NGOs and local churches, facilitate the delivery of capability development initiatives for village leaders and groups, targeting project planning and management, local advocacy, partnership development and conflict resolution.
<b>Proposed Land Access Management Measures (LAMM) contained within the LAMP</b>		
LAMM1	Management of compensation obligations	Develop and implement procedures for the registration of land owners, recording damages and payment of compensation.
LAMM2	Tenement land inspection and management	Implement an on-going program of land management to support compliance with permitted land uses, including measures to manage illegal occupants on tenement land.
<b>Proposed Management Measures drawn from Stakeholder Engagement Management Plan</b>		
SEMP1	Stakeholder Engagement and Management Plan including Concerns, Complaints and Grievance Procedure	Communicate with stakeholders; document communication and engagement activities; and maintain a Concerns, Complaints and Grievance Procedure. Include pre-construction stakeholder engagement in Lae, enabling WGJV, and Provincial and local level governments to coordinate in relation to construction of the Infrastructure Corridor within urban areas.
<b>Proposed Management Measures drawn from Cultural Heritage Management Plan</b>		
CHMP1	Cultural Heritage Management Plan	Implement the Cultural Heritage Management Plan (Attachment 5).

ID	Title	Description
<b>Proposed Management Measures drawn from Traffic Management Plan</b>		
TMP1	Traffic Management Plan	<p>Implement the Traffic Management Plan, which includes measures for the management of road and pedestrian traffic. Implement measures to prevent injuries to road users and damage to public assets in relation to project activities. Road initiatives will include:</p> <ul style="list-style-type: none"> <li>• Checking all WGJV drivers have the relevant level of competency for the vehicle they need to drive</li> <li>• Establishing and enforcing speed limits for WGJV vehicles</li> <li>• Conducting regular vehicle inspections</li> <li>• Requiring drivers to carry relevant licences</li> <li>• Implementing driver fatigue management</li> <li>• Avoiding, where practicable, dangerous routes and times of day e.g., night time driving</li> <li>• Conducting blood pressure and blood glucose monitoring of project drivers</li> <li>• Running safety awareness and education programs for impacted communities, including school programs</li> <li>• Coordinating with emergency responders to provide first aid in the event of accidents</li> </ul>
TMP2	Advance warning of changes in traffic conditions	Notify relevant communities as required about of significant changes in traffic conditions (e.g. high project traffic periods or road/ river diversions/ blockages) and the associated hazards with these changes.
<b>Proposed Management Measures drawn from Security Management Plan</b>		
SECMP1	Security Management Plan	<p>Implement a Security Management Plan (or a security component in a broader management plan) that includes the following measures:</p> <ul style="list-style-type: none"> <li>• Implement security controls to protect the safety of Project employees</li> <li>• Investigate to determine whether security personnel have participated in past human rights abuse</li> <li>• Provide training in the use of force and conduct toward workers and the local community for all security workers</li> <li>• Conduct evaluations on the performance of security providers</li> <li>• Conduct community engagement on security arrangements</li> <li>• Investigate credible allegations of unlawful behaviour or acts of abuse by private security personnel and taking action (or urging the appropriate parties to take action) to prevent recurrence</li> </ul>