



# OceanaGold (New Zealand)

## Waihi Social Impact Management Plan 2019-2020 Monitoring Report

July 2021

**PHOENIX**  
RESEARCH

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# 1 INTRODUCTION

In February 2019, OceanaGold (New Zealand) Limited ("OGNZL" or simply "OceanaGold") obtained consent to develop Project Martha ("Martha"). This project comprises an Underground Mine and also some above ground elements (e.g. Martha Phase 4 Cutback, and subdivision of land to enable realignment of Cambridge and Bulltown Roads). The development is subject to a set of conditions to control and manage the environmental and social impacts of the development, known as the Project Martha consent conditions. Conditions 77 to 83 detail the requirements for a Social Impact Management Plan ("SIMP"), including providing:

1. *"An updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Martha Underground Mine in combination with the other mining projects undertaken by the consent holder in the area, on the community, and to also..."*
2. *"Provide a biennial report on the outcomes of this work."*

The Project Martha consent conditions also provided the following advice note:

*"The SIMP referred to in the above conditions can be an extension of that required under the Correnso consent conditions..."*

Newmont Waihi Gold (OGNZL's predecessors, sometimes also referred to as "NWG") received consent to develop the Correnso Underground Mine ("Correnso") in Waihi in October 2013. The consent conditions also included a requirement for a SIMP to be developed to provide a framework for the identification, assessment, monitoring and management of social effects (Condition 38 and 39). A SIMP Framework (2015) was approved by the Hauraki District Council ("HDC") based on the 2014 Social Impact Assessment ("SIA") undertaken by Banarra (Pty) Ltd and through a process of consultation. Subsequently, SIMP annual monitoring has been undertaken for the years 2015-2018, after which the consent conditions were changed to allow for biennial reporting.

OGNZL acquired the operation from NWG in October 2015. Because this report covers the period from 2014 onwards, during which time there have been two owners of the Waihi gold mine and operations, the single term OGNZL (or simply the "operation"<sup>1</sup>) is most often used in this report when differentiation of the owners at the time is unnecessary for the purposes of this report. Note that the term "WGO" (short for Waihi Gold Operation) was used in SIMP monitoring reports up until 2018, and has now been replaced by "OGNZL". Similarly, a few departments within OGNZL have been renamed over time. The current names of departments are used in this report to refer also to the departments as they were previously named.

The current SIMP Monitoring Report has been compiled in early 2021, for the 2019 and 2020 years. As with previous SIMP Monitoring Reports, the 2019-2020 report serves as an internal management and reporting tool as well as a mechanism to report externally on OceanaGold's performance, encompassing both Project Martha and the Correnso Underground Mine.

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<sup>1</sup> Also referred to sometimes, for added readability, and where unambiguous, simply as "the company".

The SIMP Monitoring Report includes an individual management plan for six thematic areas, which reflect the social impacts identified in the Social Impact Assessment undertaken in 2014. For each of the six themes, the individual management plan includes an overall objective, performance goals, mitigation and management activities and indicators for tracking, measuring and communicating performance.

The SIMP Framework was developed and revised through an iterative process involving OceanaGold, the local regulator (Hauraki District Council, HDC) and consultation with stakeholders, including Waihi residents, community representatives, local business owners and the operation's workforce. It contains management plans for six themes, which form the structure of the SIMP Monitoring Reports:

- Economy
- Employment
- Property
- Community
- Health and wellbeing
- Future of Waihi and the OGNZL legacy

Further details about the potential impacts and issues related to these six themes can be found in the Social Impact Assessment ("SIA") conducted in 2014. The SIA and SIMP Framework are available from both OceanaGold and HDC.

The SIMP Framework requires OGNZL to prepare Monitoring Reports that track performance against the SIMP indicators for the life of the Correnso and Martha developments. As with the SIMP Monitoring Reports since 2015, this report ("report") captures and communicates OGNZL's progress in relation to its objectives and goals for the current years (2019 and 2020). This report shows not just the SIMP indicator results for 2019 and 2020 but also, for context, results from:

- 2018 (the last year previous SIMP results were reported)
- 2014 (because that year is something of a baseline year, being the first year in this series of SIMP monitoring reports)

The presentation of previous year indicator results (in this case 2018) is in line with the established format of showing in each SIMP report the indicator results for the current year(s) in the context of previous SIMP indicator results including the baseline year. (The indicator results from the intervening years, in this case 2015, 2016 and 2017, have been fully reported in the SIMP Annual Monitoring Reports on those years: the full list of these reports is provided below.)

The report also documents OceanaGold's self-assessment of its progress against the required mitigation and management activities.

## Data Sources

The data quoted in this report has been obtained from a number of sources. Unless otherwise specified, all data has been provided by OceanaGold and its management and personnel. Phoenix Research Limited ("Phoenix") has collated and assembled this information into this report, though does not give any warranties of completeness, accuracy or reliability in relation to any of the statements or data provided in this report: Phoenix has not sought to independently verify information in this report, beyond basic reasonableness checks, and review and discussion with OceanaGold employees.

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

In parts of this report data on community perceptions are presented that come from two different data sources: the Correnso SIA Engagement (conducted by Banarra (Pty) Ltd in 2014) and the annual Waihi Perceptions Surveys (conducted by Phoenix since 2016). Although there are close parallels in the data these two data sources produce, results from these data sources are not directly comparable due to the different samples and sometimes also different question wording, the first being a Social Impact Assessment (SIA) and the later annual Perceptions Surveys being part of the Social Impact Monitoring Plan (SIMP). Hence 2014 community perception results are presented separately from the community perception results from later years.

The community perceptions surveys have used similar though slightly different sample sizes, which are fully documented in the tables of results. The sample sizes for the surveys of businesses have remained the same each year.

## The Nature of This Report

This report follows a template for SIMP annual reporting established for NWG essentially in the 2014 SIA report undertaken by Australian consulting firm Banarra (Pty) Ltd. This was subsequently updated in the 2015 and 2016 SIMP Annual Monitoring Reports by KPMG Banarra, and in the 2017 and 2018 SIMP Annual Monitoring Reports by Phoenix. This template has been approved by the regulator HDC as meeting the requirements of the Correnso Consent Conditions. Where findings are quoted from earlier Annual Monitoring Reports, all reasonable efforts have been made to quote the earlier reports accurately and not be misleading in any way about these reports. Copies of all these earlier reports in this series are available from both OceanaGold and HDC. For further details, please refer to these reports:

"Correnso SIA Engagement", KPMG Banarra (2014), <https://www.waihigold.co.nz/wp-content/uploads/2016/03/Banarra-SIA-Report-30-Sept-2014.pdf>

"Social Impact Management Plan Framework for Newmont Waihi Gold", KPMG Banarra (2015), hyperlink: <https://www.waihigold.co.nz/wp-content/uploads/2018/03/Social-Impact-Management-Plan-SIMP-2015.pdf>

"Waihi Social Impact Management Plan 2016 Annual Monitoring Report", KPMG (2016), [https://www.waihigold.co.nz/wp-content/uploads/2016/02/2016-SIMP-Annual-Monitoring-Report\\_Final.pdf](https://www.waihigold.co.nz/wp-content/uploads/2016/02/2016-SIMP-Annual-Monitoring-Report_Final.pdf)

"Waihi Social Impact Management Plan 2017 Annual Monitoring Report", Phoenix Research (2017), <https://www.waihigold.co.nz/wp-content/uploads/2018/07/Social-Impact-Management-Plan-SIMP-2017.pdf>

"Waihi Social Impact Management Plan 2018 Annual Monitoring Report", Phoenix Research (2018), <https://waihigold-files.co.nz/wp-content/uploads/2019/06/Social-Impact-Mgmt-Plan2018-.pdf>

The current report has been prepared by Phoenix for OceanaGold based on an approach, methodology and template agreed and subject to a contract between the two companies. This approach and methodology are modelled closely on those used for the earlier reports in this series, and use the template specified for this reporting. Minor variations from that template are as agreed between Phoenix and OceanaGold. The template includes a wide range of waivers, disclaimers and limitations that, while summarised above, are fully documented in the 2016 report.

The report is essentially concerned with data up to the end of the 2020 calendar year, although naturally the report includes analysis and observations about that year that have been made early in 2021.

The chapters on the six themes which form the basis of this SIMP Monitoring Report cover potential impacts of the Correnso and Martha developments in combination with other OGNZL operations, and OGNZL's performance goals for each of these themes in turn. This is followed by Mitigation and management activities, Indicators, and a Summary of that chapter. In the Indicator section of each chapter, each "Indicator" is presented in turn, under the headings of Data, Changes, and Comment for that Indicator.

Both Mitigation and management activities, and Indicators, are referenced by abbreviations following the formula of: theme (e.g. Ec for Economy), type (M for Mitigation and management activities or I for Indicator), and number (1, 2, 3, etc). This gives rise to references of the form Ec-M-1, Ec-I-1, etc.

To summarise the above, the prime purpose of this report is to document OGNZL's performance on the management plans for the six main themes identified by the 2014 Social Impact Assessment and subsequently agreed with HDC, in the format specified by the SIMP template, so that the local regulator, HDC, can check and satisfy itself that OGNZL is complying with these conditions.

The report has been prepared on the basis that it will be made available, as with earlier reports in this series, in the public domain once it has been reviewed and approved by HDC. Responsibility for the security of any electronic distribution of this report rests with OceanaGold and Phoenix accepts no liability if this report is or has been altered in any way by any person.

## 2 THE 2019 AND 2020 YEARS IN REVIEW

### 2.1 2019 IN REVIEW

#### Project Martha

Consent conditions were announced in late December 2018 and no appeals were received meaning work could begin on the Martha Underground in 2019.

Project Martha extends the life of mining in Waihi by at least ten years. The commencement of this work had a number of consequences, including an upsurge in community and business response and confidence in mining and in the town. It also led to a new wave of investment by the company in mining infrastructure, including purchase of new capital equipment and refurbishment and expansion of the processing plant. The confirmation that Project Martha was to proceed also generated a new wave of recruitment as new skills became needed, especially in project as opposed to operational roles.

Exploration drilling for the Rex orebody portion of the project (the orebody below residential homes) continued through to the end of the year. This information was used to develop a comprehensive mine plan for the development works that would then start in July 2020.

#### Purchase of Farmland

The company applied to the Overseas Investment Office to purchase a block of farmland adjacent to the existing tailings storage facilities: this was to provide for the proposed TSF3 later announced under Project Quattro in 2020.

The protocol for decisions on such applications is that if one Minister declines any application then this is the decision. In May 2019 one of the relevant Ministers declined the company's application. A new application was made in August and was subsequently approved.

#### Raise Borer

In August 2019 a raise borer was brought to site from Australia. This was used to bore from the 920 level through to the 800 level to improve ventilation in the Martha Underground and also to drill several deep dewatering holes. The work took around two months to complete.

#### Correnso Nears End of Life

In December 2019 the Company announced that the Correnso underground mine was nearing the end of its life and was due to close around the end of the first quarter of 2020.

During the life of the mine the company had been contributing significant amounts of money each year to Waihi East Primary School and the local daycares and kindergarten. These payments ended at the end of 2019.

## 2.2 2020 IN REVIEW

### Project Martha

Martha Underground development began in July 2020 and continued throughout the year.

Stoping (the extraction of the desired ore from an underground mine) did not commence until 2021.

### Staff Redundancies

In February 2020 the company made a number of positions redundant. At the time the company was predicting a significant production gap between Correnso coming to an end and ore coming on stream for processing from Project Martha. The positions disestablished were at the Processing Plant and in the Exploration and Geology department.

Staff were offered roles within the company where possible and also provided assistance with CV writing. The company also worked with Work & Income staff to identify other local employment opportunities as well as to provide information on the various allowances and entitlements available.

### COVID-19

In March 2020 New Zealand entered into Level 4 lockdown. A small crew was required to remain on-site to ensure dewatering of the underground mine continued, the water treatment plant continued to operate, and the TSF's were monitored. Those who could were asked to continue working from home, using 'virtual platforms' for conference calls etc.

Staff returned to work end of April.

COVID-19 also impacted on recruitment, especially for technical and leadership roles, where recruitment from overseas (Australia in particular) is more common. COVID-19 had some impact on highly skilled New Zealanders returning home, facilitating recruitment of appropriate personnel. The need to undertake managed isolation upon entering New Zealand for such people has not proved to be a significant barrier. A further impact, on staff retention or "leakage", has been a somewhat reduced tendency for employees to find mining employment in Australia an attractive option because of COVID-19 restrictions.

## Narrow Vein Mining

Mining at Correnso using five metre by five metre tunnels and large stopes ended in March and narrow vein mining techniques began (and continue to be used).

While the techniques used are the same, the tunnels are half the size, the cuts made by the drilling jumbos are smaller, and the stopes (the areas blasted and from which the ore is extracted) are smaller too.

Narrow vein mining takes place at the top of the ore body, so residents continue to experience some level of vibration when the stopes are blasted – although the area that experiences the effect tends to be more localised. AEP continues to be paid to qualifying residents.

## Project Quattro

When OceanaGold acquired the Waihi Mining operations in 2015, the company made a commitment to the New Zealand Government to invest in extending the life of mining in Waihi. The company has invested in an extensive exploration programme and is currently developing a significant resource through Project Martha.

In July 2020 OceanaGold announced its intentions to further extend the life of mining in Waihi through the development of the proposed Project Quattro.

Project Quattro had four main components:

- Martha Open Pit Phase Five: an expansion of the existing Martha pit;
- Gladstone Open Pit: a new, smaller pit to the west of the OceanaGold Waihi processing plant;
- Tailings Storage: increasing tailings storage capacity by constructing a new tailings storage facility (TSF3) immediately east of the current facilities, raising the height of tailings storage facility 1, TSF1A) and investigating additional storage options that may include disposal within Gladstone open pit;
- Northern Rock Stack: a new rock storage facility to the north of the current tailings storage facilities.

In an attempt to be transparent and open about its intentions, the company announced the project early whilst it was still finalising its technical studies.

## Wharekirauponga Exploration Tunnel Project

In October 2020 the company announced its proposal to construct an exploration tunnel from land near Willows Road Waihi, to the Wharekirauponga resource.

The Wharekirauponga Exploration Tunnel Project was for exploration purposes only, enabling further investigation of the Wharekirauponga deposit through underground drilling. The Wharekirauponga Exploration Tunnel Project had three main components:

- A 6.8 km Tunnel – A tunnel that extends from a portal on farmland at the end of Willows Road Waihi, to the base of the Wharekirauponga resource;
- Ventilation Raises – These are required for air circulation and to provide an emergency exit from the tunnel. At the time, the proposal was for a total of five ventilation raises;
- Willows Road Surface Infrastructure – To facilitate the construction and maintenance of the exploration tunnel, some surface infrastructure would have been needed to be constructed at the Willows Road property.

Once again, in an attempt to be transparent and open about its intentions, the Company announced the project early whilst it was still finalising its technical studies.

NOTE: Since the announcement of Project Quattro and the Wharekirauponga Exploration Tunnel Project further technical and exploration studies have confirmed the viability of an underground mine at Wharekirauponga. As a result, in June 2021 OceanaGold shared its intentions with respect to applying for approvals to develop an underground mine at Wharekirauponga and construct the related infrastructure to support this. This has been called the Waihi North Project. The Waihi North Project integrates with elements previously proposed under Project Quattro. This effectively means that the previously proposed Project Quattro and Wharekirauponga Exploration Tunnel Project are now superseded by the Waihi North Project, as of June 2021.

## 2.3 DISCUSSION

The themes and points noted above provide context for reviewing OceanaGold's performance on the indicators specified as part of the SIMP requirements, and its performance in carrying out the management and mitigation activities specified by the SIMP. These specific indicators and management and mitigation activities are the focus of the balance of this report.

Overall, given the context set out above, OceanaGold has done very well to collect virtually all the data required for SIMP reporting, and to complete virtually all of the management actions included in the SIMP Framework. This report fully documents both these achievements, and OGNZL's plans to fill the few outstanding information needs.

Continuing changes at the site during 2019 and 2020 compared with previous years, Correnso nearing completion, the consenting of Project Martha, and the development and announcement of Project Quattro/the Waihi North Project have implications for some of the SIMP indicators and mitigation measures. Continual review of SIMP indicators and mitigation measures has been an integral part of the SIMP process from the outset, and has been included in this report.



### 3 ECONOMY

Objective	Manage OGNZL's contribution to the economy in order to maximise mutual benefits while minimising negative social impacts, including dependency.
Potential impacts	<ul style="list-style-type: none"> <li>Continued contribution to the economy by OGNZL; and</li> <li>Continued financial reliance on OGNZL.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>Build an in-depth understanding of the local economic impacts and opportunities of OGNZL, and the Correnso and Project Martha developments in particular, including reliance on this contribution.</li> <li>Ensure proactive steps are in place to identify and provide business opportunities to local stakeholders thereby ensuring their inclusion wherever possible in opportunities that can deliver mutual benefits to local stakeholders and OGNZL.</li> <li>Support government and business stakeholders in their work to manage economic dependencies.</li> </ol>

#### 3.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action <sup>2</sup>	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Ec-M-1</b>	Review current monitoring and evaluation activities and identify gaps in relation to the economy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2019/2020	External Affairs and Social Performance Department	Ongoing	All SIMP indicators are being tracked and reviewed biennially.  In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework.

<sup>2</sup> Actions as identified in the 2014 SIMP.

Ref.	Action <sup>2</sup>	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Ec-M-2</b>	<p>Review OGNZL's regional and local procurement initiative, in particular:</p> <p>Identify whether it delivers relevant data on local procurement and indirect economic impact; and</p> <p>Update, analyse and report the data it provides or collect new data if necessary.</p>	January 2015 then annual review	Commercial Department	Complete	<p>A review was completed in 2016 as part of the transition of the site to OceanaGold to determine how best to capture and report this data systematically.</p> <p>OGNZL continues to monitor action through the indicators located within this report. The review will be conducted on a biennial basis.</p>
<b>Ec-M-3</b>	<p>Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.</p>	Annual	Commercial Department	Ongoing	<p>Commercial Department component has been completed. While tenders are open to all, local suppliers are specifically asked to tender where appropriate, as a way for OGNZL to encourage and develop local businesses.</p> <p>Perception survey data continues to be used to monitor and inform mitigation actions. The results suggest that dependency on OGNZL for local business is not a current issue.</p> <p>OGNZL's current plans and intentions to extend the life of the mine reduce the significance of potential dependencies. Even so, OGNZL treats the sustainability of local businesses as an ongoing process.</p>

Ref.	Action <sup>2</sup>	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Ec-M-4</b>	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by OGNZL that are procured from local businesses and the indirect impact of this on the local economy).	Biennially	External Affairs and Social Performance Department	Ongoing	<p>The annual Perception survey is ongoing and will continue, as this supplies as much data as can be collected using this method. OGNZL has reviewed this indicator and determined that more exact quantitative data is hard to obtain through any other avenue.</p> <p>New methods for providing reasonable estimates of the EC-I-5 indicator are now available. This method does not require businesses to provide sensitive data and was first implemented in 2018,</p> <p>The data on tenders won (Ec-I-4) provides some indicators of the extent to which OGNZL is procuring from local businesses.</p>
<b>Ec-M-5</b>	Assess opportunities to improve how local businesses are notified of tenders.	Biennially	Commercial Department	Ongoing	Notification of all new tenders to local businesses is mandatory and incorporated into procedures.
<b>Ec-M-6</b>	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso and Martha developments have on the economy.	January 2015	External Affairs and Social Performance Department	Complete	<p>The OGNZL Stakeholder Engagement Plan was reviewed and updated in 2019. This pairs with the Communications Plan that was reviewed as part of the Project Martha preparations in 2017/2018.</p> <p>The Stakeholder Engagement Plan, Communications Plan, annual Perception survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.</p>
<b>Ec-M-7</b>	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to the positive and negative economic impacts the Correnso and Martha developments have on the economy.	January 2015	External Affairs and Social Performance Department	Ongoing	OGNZL's Communications Plan related to the economy was reviewed as part of the Project Martha preparations. The findings were reported to management for review with any mitigating actions considered for implementation alongside business requirements.

Ref.	Action <sup>2</sup>	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Ec-M-8</b>	Review use of the words "local" <sup>3</sup> and "regional" <sup>4</sup> when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.	December 2014	External Affairs and Social Performance Department and Business Department	Complete	The definition of "local" and "regional" has continued as documented.  Refer to Em-M-5.
<b>Ec-M-9</b>	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy.  Short term - Cintellate entries to be monitored.  Post - local economic analysis will identify other opportunities.	January 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.  The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
<b>Other</b>	None.	N/A	N/A	N/A	N/A

## 3.2 INDICATORS

### Ec-I-1 and Ec-I-2: DIRECT FINANCIAL CONTRIBUTIONS (Commercial Department)

- Ec-I-1: Total OGNZL expenditure including and excluding payroll at local, regional, national and international scales
- Ec-I-2: Royalty and rate payments to government

<sup>3</sup> OGNZL defines "local" as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata, and the surrounding rural areas. This definition applies throughout the SIMP for all uses of the term.

<sup>4</sup> OGNZL defines "regional" as including the Waikato and Bay of Plenty regions, other than the area defined as "local". This definition applies throughout the SIMP for all uses of the term.

## Data

**Table 1: Direct financial contributions (Ec-I-1 and Ec-I-2): data**

	DATA							
	2014 (baseline)		2018		2019		2020	
	Value of expenditure (NZ\$)	Proportion of total expenditure (%)	Value of expenditure (NZ\$)	Proportion of total expenditure (%)	Value of expenditure (NZ\$)	Proportion of total expenditure (%)	Value of expenditure (NZ\$)	Proportion of total expenditure (%)
<b>Total expenditure<sup>5</sup> including payroll</b>								
Local	46,249,183	30%	53,214,255	40%	68,268,308	41%	66,734,108	44%
Regional	39,646,373	26%	10,107,865	8%	40,848,268	25%	37,818,417	25%
New Zealand	45,599,546	30%	62,915,240	47%	37,910,423	23%	26,655,265	17%
Overseas	21,111,579	14%	7,184,235	5%	19,442,895	12%	21,666,323	14%
Total	152,606,681	100%	133,421,596	100%	166,469,894	100%	152,874,114	100%
<b>Total expenditure excluding payroll</b>								
Local	31,878,183	23%	23,730,221	25%	40,545,968	30%	39,634,775	32%
Regional	39,646,373	29%	3,714,846	4%	38,356,372	28%	35,511,354	29%
New Zealand	45,599,546	33%	62,262,577	64%	37,287,449	28%	26,217,245	21%
Overseas	21,111,579	15%	7,171,621	7%	19,131,408	14%	21,319,215	17%
Total	138,235,680	100%	96,879,266	100%	135,321,197	100%	122,682,589	100%
<b>Payments to government</b>								
Royalties	2,560,000	-	3,471,898	-	1,824,735.35	-	540,574	-
Rates	July 2013 – June 2014		July 2017 – June 2018		July 2018 – June 2019		July 2019 – June 2020	
HDC	575,700	N/A	776,318	N/A	853,290	N/A	1,542,903	N/A
WRC	41,635	N/A	82,415	N/A	94,042	N/A	252,844	N/A
Total	617,335	N/A	858,733	N/A	947,332	N/A	1,795,747	N/A

Sources: Waihi SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Commercial Department (2018 - 2020).

Note: The percentages in each cell are shown rounded to full accuracy. This can result in percentages in a column adding to 99% or 101%, which is solely due to rounding. This approach to rounding percentages is used throughout this report with other similar columns of percentage results.

<sup>5</sup> Total expenditure figures in this table include all expenditures including procurement, capital expenses, payroll (if applicable), tax and royalties at all applicable scales. The regional figure excludes local spend, and New Zealand figure excludes local and regional spend. The data is based on accrual (not cash) accounting methods.

## Changes

**Table 2: Direct financial contributions (Ec-I-1 and Ec-I-2): changes**

	CHANGES					
	2014 - 2020		2018 - 2020		2019 - 2020	
	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)
<b>Total expenditure<sup>6</sup> including payroll</b>						
Local	44%	14%	25%	4%	-2%	3%
Regional	-5%	-1%	274%	17%	-7%	0%
New Zealand	-42%	-13%	-58%	-30%	-30%	-6%
Overseas	3%	0%	202%	9%	11%	2%
Total	0%		15%		-8%	0%
<b>Total expenditure excluding payroll</b>						
Local	27%	7%	71%	5%	-2%	2%
Regional	-3%	-1%	933%	24%	-7%	1%
New Zealand	-18%	-5%	-40%	-36%	-30%	-7%
Overseas	-9%	-1%	167%	7%	11%	3%
Total	-2%		40%		-9%	
<b>Payments to government</b>						
Royalties	-79%	-	-84%	-	-70%	-
Rates	July to June years					
HDC	168%	-	99%	-	81%	-
WRC	507%	-	207%	-	169%	-
Total	191%	-	109%	-	90%	-

<sup>6</sup> Total expenditure figures in this table include all expenditures including procurement, capital expenses, payroll (if applicable), tax and royalties at all applicable scales. The regional figure excludes local spend, and New Zealand figure excludes local and regional spend. The data is based on accrual (not cash) accounting methods.

## Comment

In 2018 total expenditure by OGNZL was down from 2017 (as reported in the 2018 SIMP report), but then climbed markedly in 2019, before a modest drop in 2020. These changes all simply reflect the changing nature of the mining being done over time, in particular with the mining in Correnso coming towards its final stages in the first quarter of 2020, although narrow vein mining (which has lower production output) continued at Correnso throughout 2020.

The company was able to start work on Martha Underground in 2019, with exploration drilling leading to a comprehensive mine plan for development works beginning in the second half of 2020. The consenting of Project Martha resulted in the certainty of work for at least the next ten years, which in turn triggered the purchase of significant amounts of new capital equipment during 2019, contributing to the increase in expenditure that year, and continuing into 2020. This work included a refurbishment and expansion of the processing plant. Those areas of increased expenditures in 2019 and 2020 reflect the capital-intensive nature of the mining industry, and clearly impacted most on regional and overseas expenditure.

Expenditure with "New Zealand" suppliers (i.e. excluding local and regional suppliers) was markedly less in 2019 and 2020 than in 2018. As noted in the 2018 SIMP report, 2018 saw an unusually high proportion of expenditure with New Zealand suppliers, which was largely because of expenditure on the expertise needed to develop the consenting application for Project Martha. That work being completed in 2018 underlies the expenditure with New Zealand suppliers dropping back in 2019 and 2020 to levels more in line with previous years.

The royalties paid by the company also reflect the changes in production, particularly as Correnso production wound down, and the refurbishment and expansion of the processing plant resulting in no production during that period. Production from Martha Underground began in the second half of 2020 but had not built to the levels when Correnso was in fuller production, up until 2018.

In 2019 OceanaGold Waihi added three farms to their property portfolio. These were purchased to accommodate the proposed TSF3 and Northern Rock Stack. Subsequently the sum of rates paid to both HDC and WRC (the Waikato Regional Council) increased in 2020.

## Ec-I-3 and Ec-I-4: PROCUREMENT OPPORTUNITIES (Commercial Department)

- Ec-I-3: Percentage and number of local, regional, national and international companies participating in tenders (i.e. participants).
- Ec-I-4: Percentage and value of tenders won by local, regional, national and international businesses.

Note that the value of awarded tenders is not shown in the following tables. OGNZL is unable to provide this information due to the small numbers involved and because this information is commercially confidential. The value of awarded tenders has not been shown in any previous SIMP reports.

### Data

**Table 3: Procurement opportunities (2014 baseline calendar year)**

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders <sup>7</sup>	-	-	-	-	-	-	-	-	7
Number of tender participants	2	9.1%	3	13.6%	8	36.4%	9	40.9%	22
Number of tenders won	2	28.6%	1	14.3%	2	28.6%	2	28.6%	7

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

**Table 4: Procurement opportunities (2018 calendar year)**

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	10
Number of tender participants	7	18%	7	18%	24	61%	1	3%	39
Number of tenders won	4	29%	2	14%	7	50%	1	7%	14

Source: OGNZL Commercial Department (2018).

**Table 5: Procurement opportunities (2019 calendar year)**

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	5
Number of tender participants	8	24%	5	15%	6	18%	15	43%	34
Number of tenders won	2	40%	0	0%	1	20%	2	40%	5

Source: OGNZL Commercial Department (2019).

<sup>7</sup> Naturally the number of tenders offered cannot be split by area, with only the total number of tenders being relevant for this table. The same comment also applies to the tables for later years.



**Table 6: Procurement opportunities (2020 calendar year)**

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	14
Number of tender participants	14	18%	14	17%	28	35%	24	30%	80
Number of tenders won	5	39%	2	15%	1	7%	5	39%	13

Source: OGNZL Commercial Department (2020).

## Changes

**Table 7: Changes in procurement opportunities**

	CHANGES		
	2014 – 2020 %	2018 – 2020 %	2019– 2020 %
Number of tender participants			
Local	600%	100%	75%
Regional	367%	100%	180%
National	250%	17%	367%
International	167%	2300%	60%
Total	264%	105%	135%
Number of tenders won			
Local	150%	25%	150%
Regional	100%	0%	-
National	-50%	-86%	0%
International	150%	400%	150%
Total	86%	-7%	160%

## Comment

The obvious driver of changes in tendering over the period 2019 and 2020 is the changing nature of the mining work being done during the period and/or covered by the life of the tenders being let. The new work beginning with Project Martha naturally has led to increases in tendering, from exploration through to production.

Throughout the years shown in the tables above, one clear trend is that tenders are won by local suppliers in proportions higher than the proportion local suppliers make up of all tender participants. While that could be a function of OceanaGold's policy to support local businesses, those differences in proportions may also be because of the differing nature of tenders that are more often won by local suppliers.

Several further factors have affected tendering. One is the length of tenders being let. Better rates can be obtained with longer tenders, although the life of a tender is also a function of the work needing to be done. The certainty and continuity of work offered by Project Martha has made for longer life-of-project tendering.

Another factor is the preference of OceanaGold to "onboard" employees rather than outsource where possible, further developing the company's own expertise in underground mining. Conversely some of the current mining projects require specialist expertise, and especially when this is project as opposed to ongoing operations work, it can be more appropriate to bring in contractors with that specialist capacity.

The significant changes involved in Project Martha contrast with ongoing operations such as Correnso. The project as opposed to operations focus of some current and upcoming mining work may lend itself better to outside contractors. These factors all contribute to the increased numbers of tender participants, and tenders won, in 2020.

#### Ec-I-5: PROPORTION OF SUPPLIERS FOR WHOM OGNZL CONTRIBUTES >50% OF REVENUE, ... AT LOCAL, REGIONAL, NATIONAL AND INTERNATIONAL SCALES (Commercial Department)

This indicator had data reported for the first time in the 2018 SIMP report. The approach applied then has been applied again to 2020 data, though with a further development discussed below. The methodology used is summarised below, and the findings presented.

OGNZL provided to Phoenix listings of the amounts spent with all suppliers with whom \$60,000 (exclusive of GST) or more was spent during the 2018 and 2020 years. This threshold level of \$60,000 was set in order to remove smaller suppliers. Use of this threshold also ensures that all suppliers are GST registered, since the Inland Revenue Department requires every business with an annual turnover of \$60,000 or more to be GST registered.

The 2018 SIMP report acknowledged that a business could have total revenues greater than \$60,000 in one year but bill OGNZL less than \$60,000, i.e. because some or most of its revenue came from other customers, and that such a business would be excluded from this analysis. For the purposes of the 2018 report that was not deemed to detract significantly from the value of this analysis, because a business in that position would be unlikely to be reliant on its revenue from OGNZL. It was noted that this effect was anticipated to make the 2018 Ec-I-5 calculations if anything conservative. A minor development of this indicator in 2020 was to run a "sensitivity" analysis of the model, first replicating the 2018 approach, then reducing the threshold of purchases by OGNZL from \$60,000 to \$30,000. (The latter figure is necessarily somewhat arbitrary, but appropriate for the sensitivity analysis.)

In 2020 there were 165 suppliers to OGNZL that sold \$60,000 or more of supplies to OGNZL. That compares with 158 in 2018.

Total OGNZL expenditure during 2020 with these 165 suppliers was \$98m. It may be useful to note that this figure is not directly comparable with the total expenditure figures quoted in Table 1, due to different accounting methods necessarily used to prepare the two kinds of data. Those differences are essentially that Table 1 uses accrual accounting methods whereas the \$98m in expenditures analysed for Ec-I-5 purposes is based on cash accounting methods. The main differences between the two accounting methods relate to how both invoices and payments, at both the beginning and end of the calendar year, are treated. Even so, it is clear that the analysis of suppliers for Ec-I-5 purposes covers the very large majority of the purchasing expenditure by OGNZL.

OGNZL identified for each supplier whether they are a local, regional, national or international business, using the standard SIMP area definitions. The spread of suppliers over these locations is shown below, along with the value of supplies OGNZL purchased from suppliers located in each area (all values are expressed in NZD).

The table below includes columns replicating the 2020 data but extending the suppliers to include all those from which OGNZL purchased \$30,000 or more. It can be seen that while including suppliers in the \$30-\$59.9k range increased the number of suppliers markedly, this resulted in a very small increase in the total value of supplies covered by this analysis.

**Table 8: The locations of suppliers to WGO with annual billings to OGNZL of \$60,000 or more/\$30,000 or more**

	2018				2020 - \$60,000 minimum sales to OGNZL				2020 - \$30,000 minimum sales to OGNZL			
	Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased	
	No.	%	NZD	%	No.	%	NZD	%	No.	%	NZD	%
Local	31	20%	\$37,104,585	38%	27	16%	\$20,135,165	20%	37	16%	\$28,103,967	28%
Regional	41	26%	\$23,065,329	23%	31	19%	\$27,645,901	28%	48	21%	\$21,866,297	22%
National	56	35%	\$25,761,914	26%	68	41%	\$29,067,325	30%	96	42%	\$30,248,189	30%
International	30	19%	\$12,908,540	13%	39	24%	\$21,170,507	22%	47	21%	\$20,502,118	20%
Total	158	100%	\$98,840,368	100%	165	100%	\$98,018,897	100%	228	100%	\$100,720,570	100%
Additional suppliers and value of supplies purchased that result from including businesses that sold \$30k-\$59.9k of supplies in 2020 to OGNZL:												
									63	38%	\$2,701,673	3%

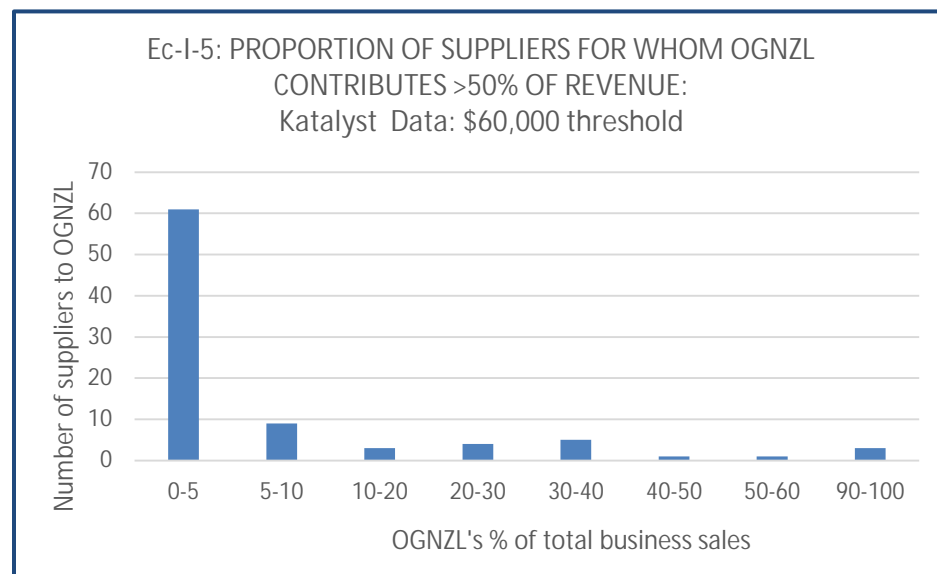
Data source: OGNZL Business Department, analysis by Phoenix Research.

Total business turnover estimates for the businesses that are located in New Zealand were purchased independently from two companies that provide estimates of annual turnover for a wide range of New Zealand businesses: Katalyst<sup>8</sup> and Martins, two leading suppliers of this type of information about businesses. Among these

<sup>8</sup> In 2018 these estimates were provided by Equifax and Martins. Equifax had discontinued providing that data by 2020, which is why Katalyst was used in 2020. This company is also an acknowledged leading provider of such business information.

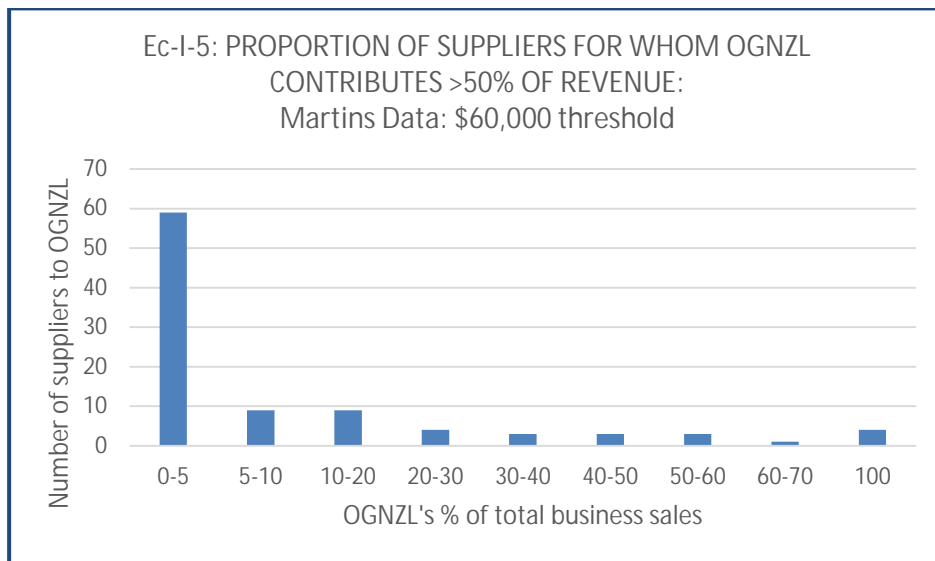
126 businesses, Katalyst was able to provide turnover estimates for 87 businesses and Martins for 95 businesses<sup>9</sup>. This data was provided in different forms from these two database companies, particularly with regard to the treatment of businesses with multiple sites, so it was not appropriate to merge the turnover estimates. Instead independent analyses were done using the turnover estimates from each database company. These analyses gave rise to the following two graphs, which show the numbers of businesses for whom their sales to OGNZL constituted differing proportions of their total revenue, the focus of Ec-I-5.

These graphs are presented first for businesses selling \$60,000 or more in supplies to OGNZL in 2020:

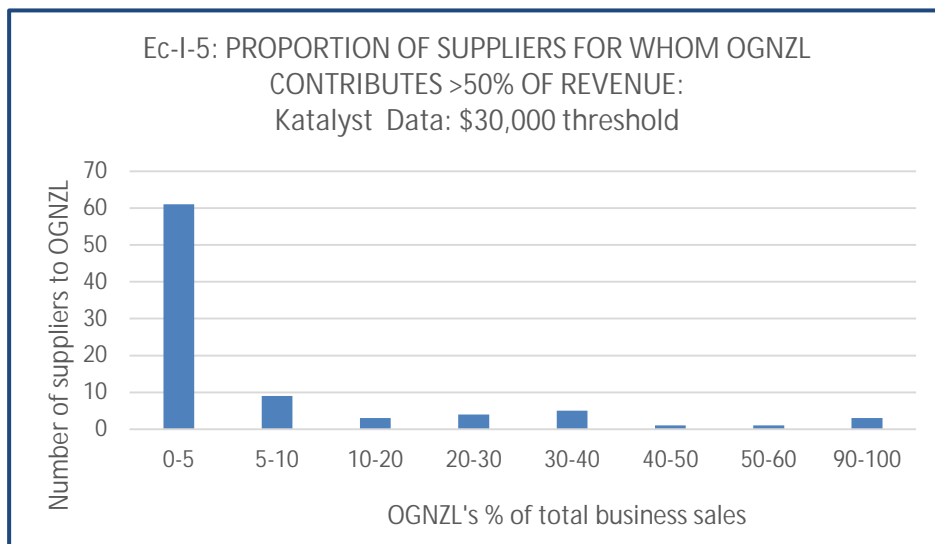


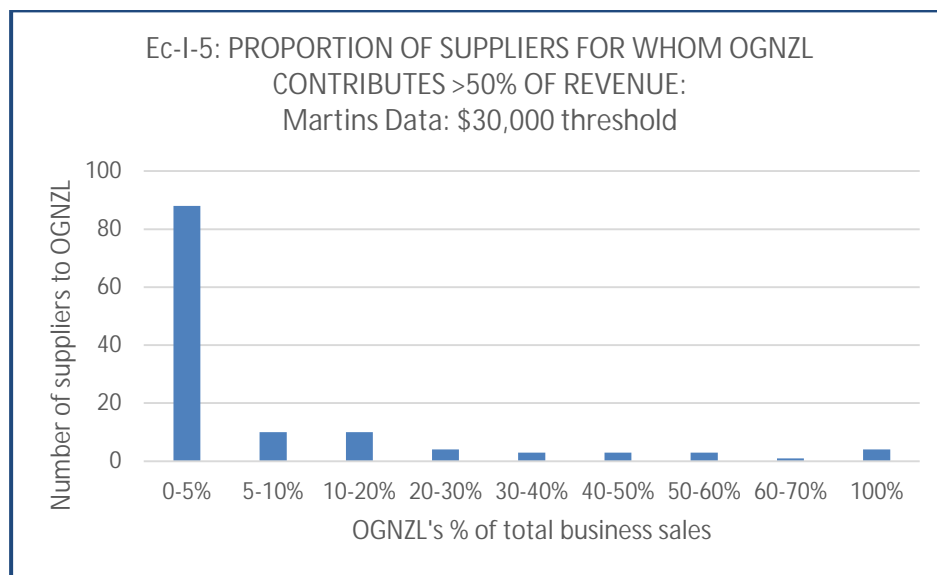
A curious minor technical detail about this data is that both Katalyst and Martins estimation processes resulted in a very small number of businesses (no more than four for either Katalyst or Martins) having turnover estimates that were less than the value of what they had sold to OceanaGold in 2020. These businesses are treated as 100% cases for the purposes of this analysis. They do not detract significantly from the merits of this analysis.

<sup>9</sup> These are the numbers of businesses among those that provided supplies to OGNZL of \$60,000 or more. The equivalent numbers of businesses among those that provided supplies to OGNZL of \$30,000 or more are shown later in this section.



The following graphs replicate those above, but with the lower threshold of suppliers selling a minimum of \$30,000 in supplies to OGNZL.





When the data presented above graphically is simplified down to select just what the Ec-I-5 indicator specifies, this gives rise to the following table. (This table also draws on data underlying the graphs presented in the 2018 SIMP report):

**Table 9: Suppliers for whom OGNZL contributes >50% of revenue**

	2018		2020 - \$60,000 threshold		2020 - \$30,000 threshold	
	Equifax	Martins	Katalyst	Martins	Katalyst	Martins
Number of businesses for which turnover estimates available	65	68	87	95	97	126
Number of businesses for which >50% of turnover is sales to OGNZL	5	1	4	8	4	8
Percentage of businesses for which >50% of turnover is sales to OGNZL	12%	4%	5%	8%	4%	6%

The key point related to Ec-I-5 that is immediately apparent from the graphs is that the proportions of suppliers to OGNZL for whom OGNZL contributes more than 50% of their revenue is extremely small. In 2020 4 out of the 87 businesses Katalyst could provide turnover estimates for had 50% or more of their revenue contributed by OGNZL, while based on the Martins source data that number was 8 out of 95 businesses. Those proportions, for all local, regional and national

businesses combined, are 5% and 8% respectively. As anticipated in the 2018 report, when the threshold of businesses to include in this analysis is broadened to include also businesses that sold between \$30,000 and \$60,000 in supplies to OGNZL during 2020, those percentages drop marginally.

The close similarities of the findings from the independent analyses of the data from the two separate external sources of turnover estimates shown in the graphs and table above, are also a good indicator that this methodology is relatively robust.

This data is so granular that there is little to be gained by examining how these proportions vary for local, regional and national businesses. Furthermore, disclosure of this data split into local, regional and national businesses could make this parameter publicly known for businesses that people with local knowledge could very likely identify. Such businesses could deem that to be inappropriate or commercially sensitive. It is perhaps sufficient to note that the number of local businesses for whom OGNZL contributes 50% or more of their revenue, is between 2% and 3%, among those businesses for whom the two external data sources could provide revenue estimates. There are indications that regional and national suppliers to OGNZL include marginally higher proportions of businesses where their sales to OGNZL contribute 50% or more of their revenue. (Note that no attempt was made to apply this type of analysis to overseas businesses, for whom it seems extremely reasonable to assume that OGNZL would contribute even smaller proportions of their revenue than New Zealand businesses.)

## Comment

That indication of low reliance by local businesses on OGNZL is consistent with the findings from the Phoenix survey of businesses in 2015, reported in the SIMP report on that year, along with commentary by the consulting economics firm Equab and Equab. The 2015 survey indicated that just 2% of local businesses had 50% or more of their revenue from OGNZL, and this low reliance was confirmed by analysis of other economic indicators. (The 2015 survey found that businesses were very uncomfortable about disclosing this aspect of their turnover in the survey, so this question has not been continued in the annual survey of businesses.) These findings from 2015 are very consistent with the findings about Ec-I-5 from the new analysis in both 2018 and 2020.

## Ec-I-6: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO THE ECONOMY, INCLUDING OGNZL'S APPROACH TO MANAGING ECONOMY-RELATED ISSUES (External Affairs and Social Performance Department)

As set out in Chapter 1, results about community perceptions at the time of the baseline SIA measurement in 2014 and in later years (the SIMP community perceptions surveys) are presented separately throughout this report.

### Data

**Table 10: Community perceptions of OGNZL contributions to the economy (2014 baseline)**

Question: "How do you rate Newmont's understanding of its local economic impacts?"

	2014	
	No.	Total (n=58) %
Very good	20	34%
Good	18	31%
Adequate	14	24%
Poor	4	7%
Very poor	2	3%
No response	0	0%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

Note: Each of the percentages in the second column is presented rounded with full accuracy. As with other similar columns of percentage results throughout this report, that approach to presentation of results that are percentages can result in columns of percentages not adding to exactly 100%: that is due only to rounding and the presentation of each result with full accuracy.

The SIA engagement undertaken in 2014 identified a range of perceptions regarding continued contribution to the economy by OGNZL. Key points relevant in 2018 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- OGNZL contributed to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by OGNZL's employees and contractors, the support the company provides to schools and community organisations, and through the contribution mining-based tourism has on the economy.
- The majority of those consulted felt OGNZL had a positive impact on the Waihi economy. Participants, however, qualified positive comments on OGNZL's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst residents who had been negatively affected by OGNZL's operations, particularly those living in Waihi East.
- OGNZL's long association with Waihi was viewed by some as having led to a reliance on the company by local businesses, service providers and community groups. However, many participants felt certain that mining would continue for the foreseeable future and were therefore unconcerned by any perceived dependence of Waihi on the mining industry.



## Data and Changes

**Table 11: Community perceptions of OGNZL contributions to the economy (2018 - 2020)**

Question: "How do you rate the impact of mining in Waihi on the economy of Waihi?"<sup>10</sup>

	DATA						CHANGES:			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Very positive	33	38	46 <sup>▲11</sup>	54	41	54	8	16	-5	0
Positive	53	54	42 <sup>▼</sup>	34	49	36	-4	-18	7	2
Neutral	9	8	11	8	9	6	0	-2	-2	-2
Negative	4	0	1	4	1	2	-3	2	0	-2
Very negative	0	0	0	0	0	2	0	2	0	2
Don't know	1	0	0	0	0	0	-1	0	0	0

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

## Comment

The Community Perceptions data above shows that residents' perceptions about the impacts of mining on the economy of Waihi are generally very positive, with business owners and managers even more inclined to that opinion. This is a continuation of trends found in previous years.

However there have also been strong increases in these positive perceptions, particularly among residents over the period 2018 to 2019. The increase in positive perceptions among businesses from 2018 to 2019 is also very strong. (It is likely that it is only the smaller sample size of businesses that makes the change in their results from 2018 to 2019 not statistically significant.)

<sup>10</sup> Before people were asked to rate the first of the six main themes covered in this survey, the following explanation was also read: "Please think about how well or not you believe OceanaGold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one." Up until 2018 this question also included specific mention of Correnso, which was dropped from 2019 onwards because of Project Martha.

<sup>11</sup> Where survey data is presented from the series of Community Perceptions surveys undertaken by Phoenix Research, statistical testing has been used to determine whether a difference between results for 2019 or 2020 compared with the year before is statistically significant. Differences that are significant at the 95% level of confidence (the standard statistical criterion) are identified by up and down arrows (▲ and ▼). In fact there are very few changes in survey results throughout this report that meet this criterion. This type of statistical testing is not applicable to the results from the Employee surveys, because of their high coverage of employees and high response rates.

Project Martha had been announced before the 2018 survey, but was actually consented between the 2018 and 2019 surveys. By early 2019 no appeals had been received, a further critical step needed to ensure Project Martha could proceed. This meant that Project Martha's ten years of mining had become a certainty by the time of the 2019 survey. Considering also that these results had been relatively stable before 2018, and again in 2020, it seems very likely, if not virtually certain, that the increases in positive community perceptions about the impacts of mining on the economy of Waihi from 2018 to 2019 have arisen because of the ten year life of the mine that Project Martha has provided. That increase in positivity has held up well through to 2020.

It is instructive to compare the community's response to Project Martha with their response to Project Quattro, which was announced in mid 2020, i.e. before the 2020 Community Perceptions Survey. By the time of the 2020 survey, Project Martha was a certainty, and also widely regarded as simply "more of the same" (see more detailed evidence on this point in the 2018 SIMP report). By comparison, by the time of the 2020 survey Project Quattro had been announced but the consenting process had not begun. It is also a more complex project, with several distinct components. The differences in Project Quattro compared with Project Martha may account for the small drop in positivity about the impacts of mining on the economy of Waihi, in 2020 compared with 2019.

### Ec-I-7 SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING ECONOMY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

No stakeholder feedback, concerns or complaints have been received by OGNZL regarding economy-related issues over the period 2014 to 2020.

OTHER

N/A

## 3.3 SUMMARY – ECONOMY

Discussion	<p>The economic indicator data presented in this chapter shows that OceanaGold continues to support the local, regional and national economy, for example through payroll, procurement, taxes, royalties and rates. OGNZL's continued contribution to the local economy is also evident in its ongoing commitment to using local suppliers. This is consistent with the findings from the Community Perceptions Survey showing that both residents and businesses view the mining in Waihi as contributing positively to the local economy.</p> <p>The company's plans to markedly extend the life of the mine have been firmed up and strongly evidenced over 2019 and 2020, by Project Martha (announced in 2018 followed by its consenting then being able to start development work in 2019, and providing ten or</p>
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	<p>more years future mining), and Project Quattro (announced in July 2020 though later – in 2021 – incorporated into the Waihi North Project). These projects clearly imply a long term commitment to mining in Waihi, with ongoing input to the local economy accordingly. The increased certainty about the next ten or more years of mining in Waihi provided by work on Project Martha starting has almost certainly helped to hold up the strong community perceptions of the economic contribution of mining to Waihi. The increased expenditure by the company, particularly in 2019 but also in 2020 is further evidence of the company's commitment to mining in Waihi.</p> <p>The data available for the just the second time in this report on Ec-I-5, concerning the proportion of businesses dependent on OceanaGold to the extent of more than half their revenue coming from the company, provides further insights into the issue of potential reliance of businesses on OGNZL as a source of revenue and business sustainability. This analysis shows that the very large majority of suppliers to OGNZL derive less than 10% of their revenue from OGNZL, indicating low levels of reliance. The consistency of this finding from the 2020 data with the 2018 results confirms the validity of this conclusion (technical provisos and limitations aside – these are discussed in more detail in the section on Ec-I-5).</p>
<p>Compliance with other Project Martha and Correnso Consent Conditions</p>	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

## 4 EMPLOYMENT

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of OGNZL's operating and commercial requirements.
Potential impacts	<ul style="list-style-type: none"> <li>Continued provision of employment;</li> <li>Continued contribution to the economy by OGNZL employees and contractor employees; and</li> <li>Continued provision of training programmes.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>Promote the local sourcing of employees and contractors, and associated training and development opportunities.</li> <li>Build an understanding of the local employment and training impacts and opportunities of OGNZL, and Correnso and Project Martha in particular, including reliance on this contribution.</li> </ol>

### 4.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Em-M-1</b>	Review current monitoring and evaluation activities and identify gaps in relation to employment in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Ongoing	All SIMP employment indicators are being tracked and reviewed biennially.
<b>Em-M-2</b>	Review the recruitment procedure for completeness and usefulness in relation to supporting the sourcing of local employees and contractors.	September 2015	People and Culture Department	Complete	Preference is given to local candidates/contractors if they have the relevant skills and experience for the role.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Em-M-3</b>	<p>Review and improve current level of responsiveness to job applicants.</p> <p>Local ad hoc applications – a letter is sent or phone call made within one week.</p> <p>Advertised positions are managed through Taleo with auto response acknowledgement letter generated on application. Once the position is filled and the successful applicant has started work unsuccessful applicants receive an auto generated letter within two weeks.</p>	<p>December 2014</p> <p>Success Factors implemented October 2016</p>	People and Culture Department	Complete	<p>The same processes are followed as in previous years.</p> <p>The Taleo system was replaced by SuccessFactors late in 2016. This system manages all recruitment and includes features such as automated notification to applicants at various stages of the recruitment process, and the notification to unsuccessful applicants noted as an Action point.</p> <p>OGNZL is constantly reviewing its response times to applicants.</p>
<b>Em-M-4</b>	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required	Human Resources Department	Complete	Local employment goal has been achieved/ exceeded.
<b>Em-M-5</b>	<p>Clarify and communicate the OGNZL definition of "local" and "regional" internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation.</p> <p>OGNZL defines "local" as including the vicinities of Waihi, Paeroa, Waihi Beach, Katikati and Whangamata. This corresponds to a radius up to approximately 30 kilometres or 30 minutes driving time from Waihi.</p> <p>"Regional" includes the Waikato and Bay of Plenty regions.</p>	December 2014	External Affairs and Social Performance Department and People and Culture Department	Complete	Local and regional area boundaries remain the same. The definitions of "local" and "regional" have been communicated. This action is complete and ongoing.
<b>Em-M-6</b>	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus on youth employment and training.	June 2015	People and Culture Department	Complete	The summer student programme attracted 56 applicants during 2018. No new apprentices were recruited in 2018.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Em-M-7</b>	Review and improve current data collection practices and reporting in relation to employee hiring and local employment goal. This should be with a view to distinguishing between employees that were originally hired locally and those that were hired from other locations but now reside in the local area.	June 2015	People and Culture Department	Complete	This was implemented through the SuccessFactors recruitment module. This action is now complete.
<b>Em-M-8</b>	Review predictions of economic impacts of the Correnso and Martha developments on local employment to identify relevant indicators for tracking over time including consideration of the "multiplier" effect.	September 2015	People and Culture Department	Complete	As discussed previously, Ec-I-5 data has been difficult to obtain, predominantly as it is difficult to assess indirect economic impacts.  However, new methods for providing reasonable estimates of the EC-I-5 indicator are now available. The revised method does not require businesses to provide sensitive data and was first implemented in 2018.  This methodology will continue to be implemented in future SIMP monitoring reports.
<b>Em-M-9</b>	Review and update OGNZL's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015	External Affairs and Social Performance Department	Complete	The Stakeholder Engagement Plan, Communications Plan, Annual Perception Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
<b>Em-M-10</b>	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015	External Affairs and Social Performance Department	Ongoing	Part of Project Martha OGNZL's Communications Plan related to employment was reported to management for review with any mitigating actions considered for implementation alongside business requirements.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
<b>Em-M-11</b>	<p>Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment.</p> <p>Short term - Cintellate entries will be monitored.</p> <p>Post – socio-economic analysis will identify additional indicators.</p>	January 2015	External Affairs and Social Performance Department	Complete	<p>The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.</p> <p>The Inform system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.</p>
<b>Other</b>	None.	N/A	N/A	N/A	N/A

## 4.2 INDICATORS

### Em-I-1 and Em-I-2: WORKFORCE SIZE AND DISTRIBUTION (People and Culture Department)

- Em-I-1: Number of OGNZL employees
- Em-I-2: Number of OGNZL contractor employees (i.e. workforce employed by OGNZL key contractors that are working at OGNZL sites)

#### Data and Changes

**Table 12: Numbers of employees**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020 %	2018 – 2020 %	2019 – 2020 %
Number of OGNZL employees	112	262	273	277	247%	106%	101%
Number of contractor employees	263	107	114	76	-71%	-29%	-33%
Total	375	369	387	353	94%	96%	91%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2018 - 2020)<sup>12</sup>.

#### Comment

The total OceanaGold workforce increased from 2018 to 2019, but reduced in 2020, especially with a drop in the numbers employed by contractors. As with a number of other indicators, there were several trends running inside these total numbers.

The increase from 2018 to 2019 was underpinned by exploration work for both Project Martha and Wharekirauponga, despite the numbers working at Correnso reducing over that period. However those differences in the nature of the work available also led to changes in the mix of skills required. The exploration work required increasing numbers of geologists and core loggers.

As noted in the "Years in Review" chapter near the start of this report, several factors compounded to result in the decrease in numbers employed in 2020. Although the numbers reported are simply average numbers of employees over the year, a number of redundancies occurred during 2020 as a result of changes in mining activity, including:

- A gap between the winding down of activity at Correnso and the ramp-up for Project Martha
- The impacts of COVID-19
- The shutting down of the processing plant for refurbishment and expansion

<sup>12</sup> The figures reported from 2018 onwards are monthly employee numbers averaged over each year.



Data provided to Phoenix Research by OceanaGold as the basis for preparing this report shows monthly counts of employees. The average number employed during the last quarter of 2020 was 376, well up from the average of 353 across the whole year. That increase is consistent with the company's expectation that employee numbers will also increase in 2021 because of the new work becoming available.

The mix of employees in 2020 being weighted to those employed directly by the company rather than employed by contractors is consistent with the company's preference for direct employment, including by "onboarding" of employees.

### Em-I-3 and Em-I-4: WORKFORCE LIVING LOCALLY<sup>13</sup> (People and Culture Department)

- Em-I-3: Percentage of OGNZL employees living locally, tracking against 70% local employment goal
- Em-I-4: Percentage of OGNZL contractors (i.e. contractor employees) living locally

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<sup>13</sup> The labelling of this indicator previously included reference to the contribution to the economy of employees living locally, which is a main reason for the significance of this indicator, although it does not directly measure economic impact.

## Data and Changes

**Table 13: OGNZL workforce and size and distribution**

NUMBER AND PERCENTAGE OF WORKFORCE LIVING LOCALLY <sup>14</sup>	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020	2018 – 2020	2019 – 2020
Number of OGNZL employees living locally	99	228	220	213	*	-15	-7
Number of contractor employees living locally <sup>15</sup>	210	100	96	66	*	-34	-30
Number of total workforce living locally	309	328	316	279	*	-49	-37
					<b>Movements In Percentages</b>		
Proportion (%) of OGNZL employees living locally	89%	87%	81%	77%	-12%	-10%	-4%
Proportion (%) of contractor employees living locally	80%	93%	84%	87%	7%	-6%	3%
Proportion of total workforce living locally (%)	83%	89%	82%	79%	-4%	-10%	-3%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2018 - 2020); Employee Survey (OGNZL and Phoenix Research, 2018 - 2020)<sup>16</sup>.

\* The changes in numbers of employees from 2014 to 2020 are not reported, for the reasons set out in detail in footnote 16 below.

## Comment

The proportion of employees living locally has remained high over the period 2018 to 2020, though declining somewhat.

Contractor employees are more inclined to live locally than those employed directly by the company. This trend has been consistent over recent years.

Local employment is a significant goal of the company: its target is to have 70% of employees living locally. That target continues to be well exceeded.

<sup>14</sup> The sources of this data, both the OGNZL records and the Employee Survey, do not hold this information for all employees. The 2018 – 2020 figures are estimates based on the proportions of employees for whom where they live is known. The numbers of employees in 2018 – 2020 living in the locations shown in the next two tables have also been estimated on that basis.

<sup>15</sup> Inclusive of contractor employees living in the following locations in 2014: Waihi, Waihi Beach/Athenree, Katikati and Paeroa. For the 2018 – 2020 figures the definition of "Local" is as per the standard SIMP definition (see footnote to Ec-M-8), the main difference being that the standard definition of "Local" includes Whangamata.

<sup>16</sup> This is the first use in this report of results from the Employee Surveys. The following comment and explanation applies to all data presented in this report from the Employee Surveys. With these surveys being voluntary, not everyone takes part. The proportions of all employees who participate in this survey vary from year to year. A consequence is that any results that could be taken directly from these surveys as actual numbers of employees, understate what that result would have been if all employees had participated. Results shown throughout this report from these surveys from 2018 onwards are estimates which take account of the response rate for the surveys each year, so that results represent all employees. That adjustment was not applied to the 2014 survey results (and is not able to be applied retrospectively): this affects the comparisons of 2014 results with later years. (Refer \* footnote to table.)

Similarly, data about where employees live sourced from OGNZL can give total numbers of employees that are different from those shown in Table 8, due to the exact month the locality data is extracted. That factor has also been taken into account in calculating the estimates shown in this table.

## Em-I-5: LOCATION OF RESIDENCE OF NON-LOCAL EMPLOYEES AND CONTRACTORS, REPORTED BY REGIONAL, NATIONAL, INTERNATIONAL (People and Culture Department)

### Data and Changes

**Table 14: OGNZL workforce size and distribution – OGNZL employees not living locally**

NUMBER AND PROPORTION OF OGNZL EMPLOYEES NOT LIVING LOCALLY	DATA								CHANGES		
	2014 (Baseline)		2018		2019		2020		In proportions of employees		
	No.	%	No.	%	No.	%	No.	%	2014 - 2020 %	2018 - 2020 %	2019 - 2020 %
Regional	10	9%	29	12%	44	16%	50	18%	9%	6%	2%
New Zealand	1	1%	2	1%	8	3%	12	4%	3%	3%	1%
Overseas	1	1%	0	0%	1	0%	2	1%	0%	1%	1%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2018 - 2020). Refer to notes about the source data with the table for Em-I-3 and 4.

**Table 15: OGNZL workforce size and distribution – contractor employees not living locally**

NUMBER AND PROPORTION OF CONTRACTOR EMPLOYEES NOT LIVING LOCALLY	DATA								CHANGES	
	2014 (Baseline)		2018		2019		2020		In proportions of employees	
	No.	%	No.	%	No.	%	No.	%	2018 - 2020 %	2019 - 2020 %
Regional	Not reported		19	15%	13	11%	9	12%	-3%	1%
New Zealand	Not reported		4	3%	4	4%	0	0%	-3%	-4%
Overseas	Not reported		2	1%	1	1%	0	0%	-1%	-1%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (OGNZL and Phoenix Research, 2018 - 2020), OGNZL People and Culture Department (2018-2020). Also refer to notes about the source data with the table for Em-I-3 and 4.

### Comment

Consistent with the marginal reduction in those employed directly by OceanaGold living locally, there have been small increases over the period 2018 to 2020 in the numbers and proportions of OGNZL employees living regionally or elsewhere in New Zealand. Highly skilled employees, required by the recent mining projects, include some who live further from Waihi.

## Em-I-6: LOCATION OF JOB APPLICANTS - NUMBERS/PERCENTAGE REPORTED LOCALLY, REGIONALLY, NATIONALLY, AND INTERNATIONALLY (People and Culture Department)

### Data

**Table 16: 2014 OGNZL job applicant numbers analysed by location (2014 baseline) \***

DEPARTMENT	JOB TITLE	Local	National	Overseas
Geology/ Exploration	Vacation Student - Geologist - NZ Applications Only*	11	33	33
People and Culture	People and Culture Advisor	11	5	7
Mine Operations	Vacation Student - Metallurgist	1	0	0
Mine Operations	Vacation Student - Mining Engineer	1	0	0
Process Maintenance	Mill Operator	0	61	16
HSLP	HSLP Superintendent	3	3	8
Mine Operations	Graduate Surveyor - NZ Applications Only*	2	3	3
Mine Operations	Graduate Geotechnical Engineer - NZ Applications Only*	0	8	5
Mine Operations	Graduate Mining Engineer - NZ Applications Only*	0	7	29
Geology/Exploration	Geological Technician Under Ground (UG)	16	8	29
ESR	Senior Environmental Advisor - Monitoring	0	1	1
Geology/Exploration	Geological Technician	14	12	50
Information Technology	Regional Senior End-User Computing (EUC) Technician	12	10	6
	Total	60	148	187

Source: 2016 SIMP Annual Monitoring Report (KPMG, 2016).

\* Note: Overseas applicants are not considered for positions that are advertised as being for "NZ Applicants Only".

As stated in the table heading, the data in this series of tables naturally covers only applicants for positions directly with OGNZL, not with contractors to OGNZL.

**Table 17: 2018 OGNZL job applicant numbers analysed by location**

DEPARTMENT	JOB TITLE	Local	Regional	National	International
Business	IT Officer	2	2	7	7
Business	Summer Student - Commercial	1	2	4	0
Environmental	Environmental Advisor	1	4	11	5
Environmental	Environmental Technician	8	8	9	4
External Affairs	Community Support Advisor	5	0	1	2
External Affairs	Community Support Coordinator	14	4	1	4
Geology/Exploration	Core & Field Technician	29	21	20	7
Geology/Exploration	Core Logging Geologist	4	14	29	35
Geology/Exploration	Regional Core & Field Technician	8	3	2	1
Geology/Exploration	Resource Development Geologist	2	2	0	1
Geology/Exploration	Summer Student - Geology	4	7	12	4
Geology/Exploration	UG Mine Geologist	0	2	9	13
Mine Operations	Project Metallurgist	0	0	0	15
Mine Operations	Underground Production Engineer	0	1	1	14
Mine Operations	UG Short Term Planning Engineer	1	0	2	10
Mining Underground	Underground Diesel Fitter	2	2	4	3
Mining Underground	Underground Heavy Diesel Fitter	2	8	4	9
Mining Underground	Underground Jumbo Operator	4	2	12	12
Mining Underground	Underground Light Vehicle Fitter	2	4	1	4
Mining Underground	Underground Maintenance Serviceman	7	19	8	13
Mining Underground	Underground Mine Technician	10	13	17	5
Mining Underground	Underground Nipper	15	9	4	0
Mining Underground	Underground Shift Supervisor	1	3	2	11
Processing Plant	Student – Processing Plant	0	5	23	1
Total		122	135	183	180

Source: OGNZL People and Culture Department. Table excludes 2 applicants with address unknown.

As an enhancement to SIMP reporting, starting with applicant data in 2019, a new classification has been added for each position/job title OceanaGold has sought applications for in each year. This new classification is the "Australian and New Zealand Standard Classification of Occupations (ANZSCO)", as used by Statistics New Zealand to classify occupations nationwide. The categories of occupations are defined precisely by Statistics NZ<sup>17</sup>, and are summarised as follows:

**Table 18: ANSCO Job Classifications**

ANZSCO CODE	ANZSCO JOB CATEGORY
1	Managers
2	Professionals
3	Technicians and Trades Workers
4	Community and Personal Service Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers

The codes above have been applied to each job in the tables below for 2019 and 2020. That enables comparisons to be made year-by-year in the mix of job applicants at OGNZL: such comparisons have not been possible in the past due to the large number of different types of jobs at OGNZL.

For each of the 2019 and 2020 calendar years, job applicant data is shown in the following pairs of tables:

- First in the same format as in previous years (except that the ANZSCO code for each position is also shown): the order of these applicants is based on Department followed by Job Title
- Secondly, the same job applicant data is shown but with the jobs sorted by ANZSCO codes: these versions of the tables include showing the total numbers of jobs with each ANZSCO code

<sup>17</sup> For precise definitions of the occupational groupings, see [http://aria.stats.govt.nz/aria/?\\_ga=2.87420376.1128051642.1614549831-1191282112.1611355439&\\_gac=1.81955172.1614549831.CjwKCAiAm-2BBhANEiwAe7eyFB-gD\\_g-gKPNs\\_C5Ggl1AJkVsJEs4kCiZY9RUWYm-EaFWpNGniXzxoCHtAQAvD\\_BwE#ClassificationView:uri=http://stats.govt.nz/cms/ClassificationVersion/Z9DujqMvDksKZG](http://aria.stats.govt.nz/aria/?_ga=2.87420376.1128051642.1614549831-1191282112.1611355439&_gac=1.81955172.1614549831.CjwKCAiAm-2BBhANEiwAe7eyFB-gD_g-gKPNs_C5Ggl1AJkVsJEs4kCiZY9RUWYm-EaFWpNGniXzxoCHtAQAvD_BwE#ClassificationView:uri=http://stats.govt.nz/cms/ClassificationVersion/Z9DujqMvDksKZG)

**Table 19: 2019 OGNZL job applicant numbers (sorted by Department then Job Title) analysed by location**

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International
5	Commercial	Contracts Administrator	1	4	5	4
2	Commercial	IT Officer	0	7	14	5
2	Commercial	Management Accountant	5	4	8	10
1	External Affairs and Social Performance	External Affairs and Social Performance Manager	2	3	2	9
2	Environmental	Environmental Advisor	2	0	0	0
3	Geology/Exploration	Core & Field Technician	1	0	0	0
3	Geology/Exploration	Core & Field Technician (Level 1)	3	0	0	0
3	Geology/Exploration	Core & Field Technician 1	2	0	0	0
2	Geology/Exploration	Core Logging Geologist	4	22	30	50
2	Geology/Exploration	Database and QA/QC Geologist	0	2	6	15
2	Geology/Exploration	Exploration Geologist	1	3	1	0
2	Geology/Exploration	Project Geologist - Resource Development	4	2	1	0
2	Geology/Exploration	Resource Development Geologist	0	2	0	1
2	Geology/Exploration	Resource Development Geologist- Underground	0	5	7	12
2	Geology/Exploration	Supervising Project Geologist - Resource Development	3	1	0	0
2	Health, Safety and Environment	Senior Environmental Advisor - Consenting	2	0	0	0
1	Mine Operations	Operations Manager	0	6	3	38
7	Mining Underground	Airleg Miner	0	2	2	22
3	Mining Underground	Electrician	12	10	24	64
5	Mining Underground	Mine Smart Centre Operators	16	24	26	22
3	Mining Underground	Mine Systems Technician	3	1	0	7
1	Mining Underground	Project Manager - Martha Underground Development	1	0	0	0
3	Mining Underground	Underground Communications Technician	3	4	8	11
3	Mining Underground	Underground Diesel Fitter	5	16	21	30
3	Mining Underground	Underground Electrician	2	6	8	30
3	Mining Underground	Underground Maintenance Serviceman	32	40	68	71
7	Mining Underground	Underground Mine Operators	48	53	48	127
2	Mining Underground	Underground Mine Surveyor	1	0	4	15
3	Mining Underground	Underground Mine Technician	4	14	12	24
2	Mining Underground	Underground Mining Engineer	0	6	4	46
2	Mining Underground	Underground Project Geologist	4	4	9	17
2	Mining Underground	Underground Projects Engineer	3	3	14	51
2	Mining Underground	Underground Senior Planning Engineer	0	1	1	8
3	Mining Underground	Underground Shift Supervisor	4	0	4	22

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International
2	Mining Underground	Underground Short-Term Planning Engineer	0	1	5	20
7	Mining Underground	Underground Stores Operator	2	4	4	6
2	Mining Underground	Underground Voids Engineer	1	1	3	13
7	Processing Plant	Process Operator	21	5	11	14
7	Processing Plant	Production Superintendent - Processing	1	1	4	37
2	Project Development	Senior Environmental Advisor - Projects	2	0	0	0
Total			195	257	357	801

Source: OGNZL People and Culture Department. Table excludes 3 applicants with address unknown.

**Table 20: 2019 OGNZL job applicant numbers (sorted by ANZSCO code then Department then Job Title) analysed by location**

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International	Total
1	External Affairs and Social Performance	External Affairs and Social Performance Manager	2	3	2	9	16
1	Mine Operations	Operations Manager	0	6	3	38	47
1	Mining Underground	Project Manager - Martha Underground Development	1	0	0	0	1
1		Total managers	3	9	5	47	64
2	Commercial	IT Officer	0	7	14	5	26
2	Commercial	Management Accountant	5	4	8	10	27
2	Environmental	Environmental Advisor	2	0	0	0	2
2	Geology/Exploration	Core Logging Geologist	4	22	30	50	106
2	Geology/Exploration	Database and QA/QC Geologist	0	2	6	15	23
2	Geology/Exploration	Exploration Geologist	1	3	1	0	5
2	Geology/Exploration	Project Geologist - Resource Development	4	2	1	0	7
2	Geology/Exploration	Resource Development Geologist	0	2	0	1	3
2	Geology/Exploration	Resource Development Geologist- Underground	0	5	7	12	24
2	Geology/Exploration	Supervising Project Geologist - Resource Development	3	1	0	0	4
2	Health, Safety and Environment	Senior Environmental Advisor - Consenting	2	0	0	0	2
2	Mining Underground	Underground Mine Surveyor	1	0	4	15	20
2	Mining Underground	Underground Mining Engineer	0	6	4	46	56
2	Mining Underground	Underground Project Geologist	4	4	9	17	34



ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International	Total
2	Mining Underground	Underground Projects Engineer	3	3	14	51	71
2	Mining Underground	Underground Senior Planning Engineer	0	1	1	8	10
2	Mining Underground	Underground Short-Term Planning Engineer	0	1	5	20	26
2	Mining Underground	Underground Voids Engineer	1	1	3	13	18
2	Project Development	Senior Environmental Advisor - Projects	2	0	0	0	2
2		Total professionals	32	64	107	263	466
3	Geology/Exploration	Core & Field Technician	1	0	0	0	1
3	Geology/Exploration	Core & Field Technician (Level 1)	3	0	0	0	3
3	Geology/Exploration	Core & Field Technician 1	2	0	0	0	2
3	Mining Underground	Electrician	12	10	24	64	110
3	Mining Underground	Mine Systems Technician	3	1	0	7	11
3	Mining Underground	Underground Communications Technician	3	4	8	11	26
3	Mining Underground	Underground Diesel Fitter	5	16	21	30	72
3	Mining Underground	Underground Electrician	2	6	8	30	46
3	Mining Underground	Underground Maintenance Serviceman	32	40	68	71	211
3	Mining Underground	Underground Mine Technician	4	14	12	24	54
3	Mining Underground	Underground Shift Supervisor	4	0	4	22	30
3		Total Technicians and Trades Workers	71	91	145	259	566
5	Commercial	Contracts Administrator	1	4	5	4	14
5	Mining Underground	Mine Smart Centre Operators	16	24	26	22	88
5		Total Clerical and Administrative Workers	17	28	31	26	102
7	Mining Underground	Airleg Miner	0	2	2	22	26
7	Mining Underground	Underground Mine Operators	48	53	48	127	276
7	Mining Underground	Underground Stores Operator	2	4	4	6	16
7	Processing Plant	Process Operator	21	5	11	14	51
7	Processing Plant	Production Superintendent - Processing	1	1	4	37	43
7		Total Machinery Operators and Drivers	72	65	69	206	412
		Total	195	257	357	801	1610

**Table 21: 2020 OGNZL job applicant numbers (sorted by Department then Job Title) analysed by location**

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International
2	Commercial	Business Analyst	1	7	14	4
3	Commercial	Contracts Administrator	0	1	0	0
5	Commercial	Document Controller	7	4	5	12
2	Commercial	Management Accountant	3	6	13	4
7	Commercial	Storeperson	11	9	2	1
4	External Affairs and Social Performance	Project Communications Coordinator	6	7	5	0
2	External Affairs and Social Performance	Senior Stakeholder Engagement Advisor	1	1	1	0
3	Geology/Exploration	Core & Field Technician	1	0	0	0
2	Geology/Exploration	Core Logging Geologist	2	5	28	14
2	Geology/Exploration	Database and Systems Geologist	2	0	0	0
2	Geology/Exploration	Principal Geotechnical Engineer	1	2	2	12
8	Health Safety and Environment	Project Field Assistant	1	0	1	0
2	Health, Safety and Environment	Environmental Advisor	0	7	17	17
2	Health, Safety and Environment	Health and Safety Advisor - Emergency Response, Safety and Training	1	0	0	0
1	Health, Safety and Environment	Health, Safety & Training Superintendent	5	8	16	32
2	Health, Safety and Environment	Senior Health and Safety Advisor	1	0	0	0
2	Mining Underground	Assistant Surveyor	1	0	0	0
3	Mining Underground	Maintenance Planner and Underground Fixed Plant Support Fitter	2	0	0	0
5	Mining Underground	Mine Smart Centre Operator	11	8	21	11
2	Mining Underground	Resource Development Geologist- Underground	0	2	0	0
3	Mining Underground	Underground Auto Electrician	1	2	4	6
3	Mining Underground	Underground Auto Electrician (Dayshift)	1	0	0	1
3	Mining Underground	Underground Communications Technician	3	9	27	14
2	Mining Underground	Underground Development Engineer	0	2	3	13
3	Mining Underground	Underground Electrician	1	7	8	5
2	Mining Underground	Underground Geotechnical Engineer	1	5	21	21
2	Mining Underground	Underground Health, Safety and Training Advisor	1	6	4	3
3	Mining Underground	Underground Heavy Diesel Fitter	2	13	16	10
3	Mining Underground	Underground Heavy Diesel Fitter (Dayshift)	0	0	0	1
7	Mining Underground	Underground Jumbo Operator	3	4	9	18
3	Mining Underground	Underground LV Fitter	6	7	9	10
7	Mining Underground	Underground Mine Operators	78	124	129	57
3	Mining Underground	Underground Mine Technician	5	0	0	1

3	Mining Underground	Underground Projects Electrician	3	2	3	12
5	Mining Underground	Underground Shift Coordinator	1	5	9	14
8	Mining Underground	Underground Trades Assistant	21	11	17	18
2	Mining Underground	Underground Ventilation Engineer	1	0	0	0
7	Mining Underground	Utility Operator	17	0	0	0
5	People and Culture	People and Culture Coordinator	7	21	16	4
3	Processing Plant	Electrician - Process Plant Projects	1	0	0	0
3	Processing Plant	Fixed Term Process Plant Electrician	2	0	0	0
3	Processing Plant	Gold Room and General Works Technician	2	0	0	0
7	Processing Plant	Process Operator	29	28	31	18
3	Processing Plant	Process Plant Electrician	9	16	23	11
3	Processing Plant	Process Systems and Instrumentation Technician	3	5	8	11
3	Processing Plant	Processing Electrical Supervisor	3	3	7	3
3	Processing Plant	Processing Maintenance Supervisor	1	1	0	0
7	Processing Plant	Water Treatment Plant Operator	17	0	0	0
7	Processing Plant	Water Treatment Plant Supervisor	5	0	1	0
1	Project Development	Project Director - Waihi Expansion	0	2	2	3
2	Project Development	Project Engineer - Civil	1	8	10	18
Total			282	348	482	379

Source: OGNZL People and Culture Department. Table excludes 2 applicants with address unknown.

**Table 22: 2020 OGNZL job applicant numbers (sorted by ANZSCO code then Department then Job Title) analysed by location**

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International	Total
1	Health, Safety and Environment	Health, Safety & Training Superintendent	5	8	16	32	61
1	Project Development	Project Director - Waihi Expansion	0	2	2	3	7
1		Total Managers	5	10	18	35	68
2	Mining Underground	Assistant Surveyor	1	0	0	0	1
2	Commercial	Business Analyst	1	7	14	4	26
2	Geology/Exploration	Core Logging Geologist	2	5	28	14	49
2	Geology/Exploration	Database and Systems Geologist	2	0	0	0	2
2	Health, Safety and Environment	Environmental Advisor	0	7	17	17	41
2	Health, Safety and Environment	Health and Safety Advisor - Emergency Response, Safety and Training	1	0	0	0	1
2	Commercial	Management Accountant	3	6	13	4	26
2	Geology/Exploration	Principal Geotechnical Engineer	1	2	2	12	17
2	Project Development	Project Engineer - Civil	1	8	10	18	37
2	Mining Underground	Resource Development Geologist- Underground	0	2	0	0	2
2	Health, Safety and Environment	Senior Health and Safety Advisor	1	0	0	0	1
2	External Affairs and Social Performance	Senior Stakeholder Engagement Advisor	1	1	1	0	3
2	Mining Underground	Underground Development Engineer	0	2	3	13	18
2	Mining Underground	Underground Geotechnical Engineer	1	5	21	21	48
2	Mining Underground	Underground Health, Safety and Training Advisor	1	6	4	3	14
2	Mining Underground	Underground Ventilation Engineer	1	0	0	0	1
2		Total Professionals	17	51	113	106	287
3	Commercial	Contracts Administrator	0	1	0	0	1
3	Geology/Exploration	Core & Field Technician	1	0	0	0	1
3	Processing Plant	Electrician - Process Plant Projects	1	0	0	0	1
3	Processing Plant	Fixed Term Process Plant Electrician	2	0	0	0	2
3	Processing Plant	Gold Room and General Works Technician	2	0	0	0	2
3	Mining Underground	Maintenance Planner and Underground Fixed Plant Support Fitter	2	0	0	0	2
3	Processing Plant	Process Plant Electrician	9	16	23	11	59
3	Processing Plant	Process Systems and Instrumentation Technician	3	5	8	11	27
3	Processing Plant	Processing Electrical Supervisor	3	3	7	3	16
3	Processing Plant	Processing Maintenance Supervisor	1	1	0	0	2
3	Mining Underground	Underground Auto Electrician	1	2	4	6	13
3	Mining Underground	Underground Auto Electrician (Dayshift)	1	0	0	1	2
3	Mining Underground	Underground Communications Technician	3	9	27	14	53
3	Mining Underground	Underground Electrician	1	7	8	5	21

ANZSCO CODE	DEPARTMENT	JOB TITLE	Local	Regional	National	International	Total
3	Mining Underground	Underground Heavy Diesel Fitter	2	13	16	10	41
3	Mining Underground	Underground Heavy Diesel Fitter (Dayshift)	0	0	0	1	1
3	Mining Underground	Underground LV Fitter	6	7	9	10	32
3	Mining Underground	Underground Mine Technician	5	0	0	1	6
3	Mining Underground	Underground Projects Electrician	3	2	3	12	20
		Total Technicians and Trade Workers	46	66	105	85	302
4	External Affairs and Social Performance	Project Communications Coordinator	6	7	5	0	18
		Total Community and Personal Service Workers	6	7	5	0	18
5	Commercial	Document Controller	7	4	5	12	28
5	Mining Underground	Mine Smart Centre Operator	11	8	21	11	51
5	People and Culture	People and Culture Coordinator	7	21	16	4	48
5	Mining Underground	Underground Shift Coordinator	1	5	9	14	29
		Total Clerical and Administrative Workers	26	38	51	41	156
7	Processing Plant	Process Operator	29	28	31	18	106
7	Commercial	Storeperson	11	9	2	1	23
7	Mining Underground	Underground Jumbo Operator	3	4	9	18	34
7	Mining Underground	Underground Mine Operators	78	124	129	57	388
7	Mining Underground	Utility Operator	17	0	0	0	17
7	Processing Plant	Water Treatment Plant Operator	17	0	0	0	17
7	Processing Plant	Water Treatment Plant Supervisor	5	0	1	0	6
		Total Machinery Operators and Drivers	160	165	172	94	591
8	Health Safety and Environment	Project Field Assistant	1	0	1	0	2
8	Mining Underground	Underground Trades Assistant	21	11	17	18	67
		Total Labourers	22	11	18	18	69
		Total	282	348	482	379	1491

## Data and Changes

**Table 23: Total job applicant numbers analysed by location: data**

JOB APPLICANT LOCATION	DATA							
	2014 (baseline)		2018		2019		2020	
	No.	%	No.	%	No.	%	No.	%
Local	71	17%	122	20%	195	12%	282	19%
Regional <sup>18</sup>	151	37%	135	22%	257	16%	348	23%
New Zealand			183	29%	357	22%	482	32%
Overseas	187	46%	180	29%	802	50%	379	26%
Total	409	100%	620	100%	1611	100%	1491	100%

Source: OGNZL People and Culture Department.

**Table 24: Total job applicant numbers analysed by location: changes**

JOB APPLICANT LOCATION	CHANGES					
	2014 – 2020		2018 - 2020		2019 - 2020	
	No.	Change in percentage points %	No.	Change in percentage points %	No.	Change in percentage points %
Local	211	2%	160	-1%	87	7%
Regional	679	18%	213	1%	91	7%
New Zealand			299	3%	125	10%
Overseas	192	-20%	199	-3%	-423	-24%
Total	1082		871		-120	

<sup>18</sup> The "Regional" applicant location was only separated from "New Zealand" in SIMP reports from 2017.onwards. (This also applies in the table below.)

## Comment

The number of job applicants jumped up markedly in 2019 compared with 2018, reflecting work beginning in Martha Underground, but also continued high into 2020, despite the impact of COVID-19 in that year.

The proportion of job applicants who live locally has fluctuated over time at up to 20% of applicants, though was markedly lower in 2019, when this was down to just 12%. In 2019 an unusually high proportion of applicants were from overseas. This too reflects the upsurge in work in Martha Underground. The new analysis of job applicants by ANZSCO codes shows that a particularly high proportion of applicants for Manager roles in 2019 were from overseas (73%) although that fell away again in 2020, almost certainly because of COVID-19.

The ANZSCO data presented also makes clear a point OGNZL has long been aware of, that mining offers entry level positions to a significant number of people, estimated to be of the order of 40% of the workforce. Although only part of that theme, this is reflected in the proportions of applicants for roles as Machinery Operators, Drivers and Labourers, who made up 26% of all applicants in 2019 and 40% of all applicants in 2020.

The table below is new in the 2020 SIMP report, as a result of coding jobs into ANZSCO categories, which (as mentioned above) enables comparisons over time.

**Table 25: Analysis by ANZSCO job code and category**

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
1 Managers	2019	N	3	9	5	47	64
		%	5%	14%	8%	73%	100%
	2020	N	5	10	18	35	68
		%	7%	15%	26%	51%	100%
Change in percentages 2019 - 2020			2%	1%	18%	-22%	
2 Professionals	2019	N	32	64	107	263	466
		%	7%	14%	23%	56%	100%
	2020	N	17	51	113	106	287
		%	6%	18%	39%	37%	100%
Change in percentages 2019 - 2020			-1%	4%	16%	-19%	
3 Technicians and Trades Workers	2019	N	71	91	145	259	566
		%	13%	16%	26%	46%	100%
	2020	N	46	66	105	85	302
		%	15%	22%	35%	28%	100%
Change in percentages 2019 - 2020			2%	6%	9%	-18%	

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
4 Community and Personal Service Workers	2019	N	0	0	0	0	0
		%	-	-	-	-	-
	2020	N	6	7	5	0	18
		%	33%	39%	28%	0%	100%
Change in percentages 2019 - 2020			-	-	-	-	-
5 Clerical and Administrative Workers	2019	N	17	28	31	26	102
		%	17%	27%	30%	25%	100%
	2020	N	26	38	51	41	156
		%	17%	24%	33%	26%	100%
Change in percentages 2019 - 2020			0%	-3%	3%	1%	
7 Machinery Operators and Drivers	2019	N	72	65	69	206	412
		%	17%	16%	17%	50%	100%
	2020	N	160	165	172	94	591
		%	27%	28%	29%	16%	100%
Change in percentages 2019 - 2020			10%	12%	12%	-34%	
8 Labourers	2019	N	0	0	0	0	0
		%	-	-	-	-	-
	2020	N	22	11	18	18	69
		%	32%	16%	26%	26%	100%
Change in percentages 2019 - 2020			-	-	-	-	-

Note: percentages in each cell are shown rounded to full accuracy. This can result in the sum of the percentages across a row adding to 99% or 101%, which is solely due to rounding.



## Em-I-8<sup>19</sup> and Em-I-9: WORKFORCE DIVERSITY (People and Culture Department)

A recommendation was made by KPMG Banarra in 2015 and agreed by HDC, to merge the following two indicators, in recognition that they both refer to the common theme of "workforce diversity". These indicators have been merged in subsequent SIMP Monitoring Reports:

- Em-I-8: Number and percentage of employees by gender; and who identify as being of Māori descent
- Em-I-9: Number and percentage of contractor employees by gender; and who identify as being of Māori descent

### Data and Changes

**Table 26: OGNZL workforce diversity<sup>20</sup>: data**

	DATA							
	JUNE 2014 (Baseline)		2018		2019		2020	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
OGNZL Employees								
Male	89	78%	233	89%	255	89%	259	87%
Female	25	22%	29	11%	33	11%	38	13%
Māori descent	16	14%	39	15%	44	16%	43	16%
Contractor Employees <sup>21</sup>								
Male	167	96%	74	91%	100	88%	66	87%
Female	7	4%	7	9%	14	12%	10	12%
Māori descent	61	35%	18	22%	29	25%	11	14%

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); 2018 - 2020 data sources: OGNZL People and Culture for OGNZL Employees, and Employee Survey (OGNZL and Phoenix Research) for contractor employees. Refer to notes about the source data for contractor employees with the table for Em-I-3 and 4.

<sup>19</sup> As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-7 has been removed from subsequent SIMP Monitoring Reports. Mitigating action Em-M-3 addresses concerns around processes with regard to response times for job applicants.

<sup>20</sup> All diversity numbers in this table are from sources that do not cover all employees. The 2014 SIA Engagement and the OGNZL Employee Surveys were voluntary and not all employees responded. However it is likely that the percentages provide the best available representations of the diversity of the workforce.

<sup>21</sup> Small numbers of contractor employees have not answered the gender question each year this survey has been run. While not wanting to ignore that some employees may view that as an intentional statement about their gender, the approach taken in analysis is to use the proportions where gender was specified as applying to all employees.

**Table 27: OGNZL workforce diversity: changes**

	CHANGES		
	Movements in percentages		
	2014 – 2020 %	2018 – 2020 %	2019 - 2020 %
<b>OGNZL Employees</b>			
Male	9%	-2%	-2%
Female	-9%	2%	2%
Māori descent	2%	1%	0%
<b>Contractor Employees</b>			
Male	-9%	-4%	-1%
Female	9%	4%	1%
Māori descent	-21%	-8%	-11%

### Comment

Gender diversity is low in the OceanaGold workforce and remains so. However as has also been observed previously<sup>22</sup>, these gender proportions are not uncommon in the mining sector. In 2019 the proportion of women among direct OGNZL employees was 11%, somewhat down from the 22% in 2014, although this increased to 13% in 2020.

The contracted workforce has a similar gender mix, though with a modest increase in the proportion of women in 2019 that has continued through into 2020.

The proportion of OGNZL employees in the workforce who identify as Māori has built slightly over the years shown in the table. The proportion of contractor employees who identify as Māori was higher than among direct OGNZL employees in 2014, 2018 and 2019, but dropped markedly in 2020.

<sup>22</sup> For example, see the Waihi 2016 SIMP Annual Monitoring Report.

## Em-I-10: NUMBER OF EMPLOYEES AND CONTRACTORS WHO PARTICIPATED IN OGNZL OR EXTERNAL TRAINING PROGRAMMES, BY TOPIC AREA (e.g. workplace health and safety, technical skills) (People and Culture Department)

### Data and Changes

**Table 28: OGNZL workforce training participation**

	DATA				CHANGES		
	Number of training participants				2014 – 2020 %	2018 – 2020 %	2019-2020 %
	2014 (Baseline)	2018	2019	2020			
Total training participants (No.)	744	1114	1822	1047	41%	-6%	-43%
Total training subjects (No.)	24	25	31	14	-42%	-44%	-55%
<b>Health and safety</b>							
General and Site Specific Inductions *	320	547	1234	832	160%	52%	-33%
Move at Work (known as Manual Handling/Back Care in 2014) *	19	96	39	21	11%	-78%	-46%
Fatigue Management	54	0	59	0	-100%	0%	-100%
Fall Arrest (Working at Height) *	36	32	18	26	-28%	-19%	44%
4WD Driving Training	13	6	7	0	-100%	-100%	-100%
Risk Management	19	3	1	4	-79%	33%	300%
Establish Risk Management System	0	3	1	0	0%	-100%	-100%
Incident Investigation and Management	0	2	6	0	0%	-100%	-100%
Confined Space *	0	34	28	24	-	-29%	-14%
Fire Extinguisher	0	37	38	17	-	-54%	-55%
Drug and Alcohol Screening	0	6	3	0	0%	-100%	-100%
Task Observations (known in 2014 as Safedrill, a Newmont module)	35	20	18	4	-89%	-80%	-78%
<b>Emergency response</b>							
Muster Warden Training (integrated into Evacuation Familiarisation in 2018)	13	0	0	0	-100%	0%	0%
Evacuation Familiarisation Session (equivalent training run internally in 2017, so attendance not shown in SIMP report)	-	74	70	0	-	-100%	-100%
CIMS (previously called Rapid Response)	14	15	7	1	-93%	-93%	-86%
Cyanide Awareness (previously called Cyanide Emergency Response)	17	40	0	0	-100%	-100%	0%
First Aid *	64	73	81	53	-17%	-27%	-35%

	DATA				CHANGES		
	Number of training participants				2014 – 2020 %	2018 – 2020 %	2019-2020 %
	2014 (Baseline)	2018	2019	2020			
Remote First Aid	na	0	17	0	-	0%	-100%
Spill Response	2	0	0	0	-100%	0%	0%
Develop Emergency Response Management Plan	0	1	0	0	0%	-100%	0%
<b>Community</b>							
Cultural Awareness Training	34	50	62	26	-24%	-48%	-58%
Media Training	9	0	0	0	-100%	0%	0%
Equal Opportunities	10	0	0	0	-100%	0%	0%
<b>Technical</b>							
B Grade Quarry Workshop	6	0	0	0	-100%	0%	0%
Computer Training	6	3	4	0	-100%	-100%	-100%
Contract Management	28	0 <sup>23</sup>	0	0	-100%	0%	0%
Forklift Operation	12	32	21	2	-83%	-94%	-90%
HSNO Approved Handler	4	7	18	0	-100%	-100%	-100%
HT Licence	2	0	1	0	-100%	0%	-100%
Electrical Competence	0	0	14	0	0%	0%	-100%
HV Switching	18	5	20	5	-72%	0%	-75%
MAF Accredited Person / Transitional Facility Operator	2	5	1	0	-100%	-100%	-100%
Rock Breaker Operation (was part of another qualification that no longer exists)	7	0	0	0	-100%	0%	0%
Regulatory Requirements	0	6	9	1	-	-83%	-89%
Operate a Telehandler (new equipment, not standard training)	-	16	6	0	-	-100%	-100%
In-house Auditor Training	0	1	2	0	0%	-100%	-100%
Radiation Safety Awareness	na	0	7	31	-	-	343%
Radiation Safety Officer	na	0	4	0	-	0%	-100%
Lifting Using Gantry Crane	na	0	10	0	-	0%	-100%
Truck Mounted Crane	na	0	16	0	-	0%	-100%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Training Department (2018 - 2020).

Note: Table covers training provided to OGNZL employees where attendance records are kept.

\* Training subjects marked with an asterisk indicate that the numbers shown include employees of contractors.

<sup>23</sup> This has moved to being provided internally, by OceanaGold's corporate team. As such, training records for this type of training are no longer kept.

## Comment

This table shows the number of OceanaGold employees who participated in training programmes conducted by OGNZL and external providers. Starting in 2018 data about the training of employees of contractors has also been collected and monitored, though not yet fully comprehensively. The training subjects marked with an \* in the table are those where the largest numbers of contractor employees have received training that is included in this table.

Most training is provided by external providers. Training generally reflects the needs of the site and its employees in a specific year, and thus changes from year to year. Some training modules are required for regulatory or legislative compliance, which can be on annual, biannual or less frequent cycles.

The naming of a number of training modules has changed over time, for reasons including the change of mine ownership from Newmont to OceanaGold. In addition some training has moved from being externally to internally provided. The table includes annotation of training where these types of changes have occurred.

Training in 2020 was also reduced by COVID-19. Another factor influencing training during 2020 was the processing plant being out of commission during its refurbishment and expansion.

Acknowledging all those changes, it is notable that the total number of participants in training was markedly higher in 2019 than in 2018, though dropped back markedly in 2020. The largest increase in 2019 was in the numbers participating in "General and Site Specific Inductions" training, and like other forms of training, this dropped back in 2020. The General and Site Specific Inductions training has been provided routinely to all employees since 2018, whether employed by OGNZL or its contractors.

Other types of training notable for large changes over the period 2018 to 2020, mostly reductions in 2020, apart from the General and Site Specific Inductions noted above, are as follows. These changes are largely attributable to changes in the mining being done over this period:

- Move at Work
- Fatigue Management
- Fire Extinguisher
- Evacuation Familiarisation
- Cyanide Awareness
- First Aid
- Cultural Awareness Training (the drop in this may be a function of this being a type of training which may be received only once, unlike many other forms of training)
- Forklift Operation
- HSNO Approved Handler
- HV Switching

- Radiation Safety (the only type of training to have a marked increase in 2020)

Note that this data does not show a number of other types of training, for example on specialist subjects. In particular some other forms of Continuing Professional Development (CPD) such as attending seminars and conferences, are not recorded or shown in this data.

Training can be significantly affected by staff turnover. For example if an employee who may have done several training modules towards say a Certificate of Competence, then leaves, training has to "start again" with a replacement employee. This is obviously particularly an issue where training standards and requirements are covered by regulation or legislation.

## Em-I-13<sup>24</sup>: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO LOCAL EMPLOYMENT AND TRAINING, INCLUDING OGNZL'S APPROACH TO MANAGING EMPLOYMENT- AND TRAINING-RELATED ISSUES (External Affairs and Social Performance Department)

### Data

**Table 29: Community perceptions of OGNZL's approach to local employment (2014 baseline)**

Question: "How do you rate the impact of Correnso on local employment opportunities?"

	2014 (Baseline) Total (n=58) %
Very positive	22%
Positive	31%
Neutral	28%
Negative	14%
Very negative	2%
Don't know	3%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2018 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- OGNZL is considered to be a significant employer in Waihi, and therefore continued employment was frequently discussed throughout consultation as a positive outcome from the Correnso development, as was the associated avoidance of potential loss of Waihi residents associated with job losses if mining was to cease in Waihi.
- Stakeholders raised the positive economic impacts of this employment on the local and district economy. A proportion of wages paid to OGNZL's employees and contractors is spent in Waihi, thus contributing to its economy, regardless of whether the employee or contractor lives in Waihi.

<sup>24</sup> As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-11 and Em-I-12 have been removed from subsequent SIMP Monitoring Reports.

## Data and Changes

**Table 30: Community perceptions of OGNZL's approach to local employment (2018 - 2020)**

Question: "How do you rate the impact of mining in Waihi [and Correnso in particular]<sup>25</sup>, on employment opportunities in Waihi?"

	DATA						CHANGES			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Very positive	29	36	40 ↑	50	29 ↓	40	0	4	-11	-10
Positive	53	46	51	38	57	54	4	8	6	16
Neutral	12	14	6 ↓	8	10	2	-2	-12	4	-6
Negative	2	0	1	2	3	4	1	4	2	2
Very negative	0	0	1	0	0	0	0	0	-1	0
Don't know	4	4	1	2	1	0	-3	-4	0	-2

Source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

**Table 31: Employees' perceptions of OGNZL's approach to training**

Question: "In general, how satisfied are you with the training you have received over the last 12 months?"

	DATA			CHANGES	
	2018 (n=241)* %	2019 (n=347)* %	2020 (n=274)* %	Movements in percentages	
				2018 - 2020 %	2019 - 2020 %
Very satisfied	24	24	19	-5	-5
Satisfied	46	56	50	4	-6
Neutral	22	15	25	3	10
Dissatisfied	5	4	5	0	1
Very dissatisfied	3	1	1	-2	0

Data source: Employee Survey (OGNZL and Phoenix Research).

\* Bases reduced each year by those who did not answer this question, in order to enable comparisons between years.

<sup>25</sup> This wording was deleted from 2019 onwards, to generalize to mining in Waihi as a whole, because of the commencement of Project Martha.



## Comment

The community perceptions data (from residents and businesses) indicates that overall the community continues to be very positive about the impact of mining on employment in Waihi, though with a marked peak in 2019 (which corresponds with the particularly positive rating of the impact on the economy in 2019 previously discussed). It is very likely that the particularly positive 2019 result about perceived impact on employment (as for the perceived impacts on the economy) relates to the added certainty of the ongoing operation of mining provided by Project Martha.

In addition, employees themselves are very positive about the training they receive from the company.

### Em-I-14: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING EMPLOYMENT-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

No stakeholder feedback, concerns or complaints were received by OceanaGold regarding employment-related issues over the period 2014 to 2020.

## OTHER

N/A

## 4.3 SUMMARY – EMPLOYMENT

<b>Discussion</b>	<p>The major factors affecting employment in mining in Waihi over the period up to the end of 2020 have been:</p> <ul style="list-style-type: none"> <li>• The reduction in underground mining at Correnso, as this mine has approached its end-of-life</li> <li>• The gap in production between the end of Correnso and Project Martha coming on stream, which resulted in a number of redundancies</li> <li>• Increased exploration first on Project Martha then on Wharekirauponga</li> </ul> <p>These factors have resulted in a changing mix of positions in mining, affecting many of the SIMP employment-related indicators, and with a change of focus for many from ongoing operations to project based work.</p>
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	<p>Those changes, more than anything else, underlie a number of changes in SIMP indicators, such as the drift towards a workforce where men far outnumber women, though where diversity in terms of Māori representation has remained relatively stable over the last two years (with the one exception of a drop in Maori representation in the contractor workforce in 2020). Other changes in SIMP indicators that tie back to the changing mix of mining activities include the mixes of applicants and possibly the extent to which employees live locally.</p> <p>The company continues to provide extensive training of its employees, across a wide range of subjects, and they rate this training positively. The company is also seen by the community, both residents and businesses, as making a positive impact on employment in Waihi.</p>
<p><b>Compliance with other Project Martha and Correnso Consent Conditions</b></p>	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

## 5 PROPERTY

Objective	Manage property programmes in a way that builds community confidence and minimises stress related to local property.
Potential impacts	<ul style="list-style-type: none"> <li>• Structural property damage and reduced amenity;</li> <li>• Changes in property values and market activity; and</li> <li>• Distribution of financial compensation.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>1. Monitor the Waihi property market to understand what effect OGNZL's operations may be having.</li> <li>2. Manage and minimise OGNZL's negative impacts on property and the property market.</li> <li>3. Promote a high level of community understanding of OGNZL's approach to managing its impacts on property.</li> </ol>

### 5.1 MITIGATION AND MANAGEMENT ACTIVITIES

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-1	Review current property monitoring and evaluation activities and identify gaps in relation to property in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP property indicators are being tracked.
P-M-2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly, and is commensurate with the effects experienced.	Annual	External Affairs and Social Performance Department	Ongoing	The Amenity Effect Programme (AEP) and Ex-gratia payments are still being used. After a review of the housing market data which indicated that the market had returned to normal, the Top Up Programme was discontinued in 2016, then reinstated during 2017 to include properties above and adjacent to the Project Martha underground mine and the Rex vein – the Top Up initiative continues to be in place.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-3	Investigate concerns about the quality of OGNZL's own vibration monitoring and opportunities for HDC's role in independent monitoring and develop an appropriate response, in co-ordination with HDC.	May 2015	External Affairs and Social Performance Department	Complete	The same process was followed as per previous years. HDC undertakes independent monitoring using its own sound and vibration monitoring equipment. HDC equipment is of a similar standard to OGNZL equipment, but they have less of it.
					To get a representative number of readings to develop an understanding of vibration effects on a property, with the relatively few blast events and wide-ranging blast locations, a monitor ideally needs to be at a property for a month. Because of this, the HDC monitor is often employed elsewhere when a new request is made. The potential for OGNZL to undertake vibration monitoring at a property when the HDC equipment is utilised elsewhere has been discussed, but it is agreed that such a practice would only be undertaken at the request of the resident (i.e. HDC would advise that their monitor was unavailable and that the resident could approach OGNZL through the normal channels). A report is provided to HDC for review.
P-M-4	Review and revise OGNZL's complaints management system, including:	July 2015	External Affairs and Social Performance Department	Complete	The same process was followed as per previous years.
	<ul style="list-style-type: none"> <li>Consideration of communication with regard to blasting;</li> </ul>				Blasting is communicated via email, text, phone calls and website, with blast notification to advise residents one minute prior to each blast.
	<ul style="list-style-type: none"> <li>Consideration of handling of concerns; and</li> </ul>				Concerns are documented and reported. All complaints are reported at the daily management meeting and included in weekly and monthly reports; and any trends are discussed at management review meetings.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
	<ul style="list-style-type: none"> <li>Consideration of the complaints monitoring and evaluation process.</li> </ul>				<p>A change, made in 2014, is that an answering machine is now used. People who call are asked to leave a message unless the matter they are calling about requires immediate attention in which case they will be connected to someone who can assist. The new option still provides 24 hour coverage and those who leave a message are responded to on the next business day.</p> <p>In 2016, two blast vibration workshops were held for members of the community to help them better understand vibration, how it works, and its effects.</p> <p>In 2017 equivalent workshops were not held. Instead two Correnso/SUPA meetings were held, which included gathering feedback on OGNZL's complaints management system. This feedback was used to monitor and manage the procedure.</p>
<b>P-M-5</b>	Review and update Independent Review Panel (IRP) and the Waihi Community Forum (WCF) roles, responsibilities and terms of reference in relation to property issues and in line with the Correnso Consent Conditions.	June 2018	External Affairs and Social Performance Department	Complete	<p>IRP Roles and Responsibilities were reviewed and updated in 2015. This action is now complete.</p> <p>IRP &amp; WCF roles were reviewed in 2018 given that Correnso mining is scheduled to end in 2021. Since the announcement of Project Martha, WCF, with support from Hauraki District Council and OGNZL, will represent residents in the wider Waihi area.</p>
<b>P-M-6</b>	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.	June 2015	External Affairs and Social Performance Department	Complete	Indicators for WCF and IRP are being monitored. This action is now complete.
<b>P-M-7</b>	Develop and implement a property divestment strategy.	March 2015	Commercial Department	On hold	<p>A property divestment strategy was developed in 2015.</p> <p>Implementation has been put on hold as OGNZL are not planning to close. The company is actively looking to extend LOM, as exemplified by Project Martha.</p>

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-8	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015	External Affairs and Social Performance Department	Complete	The Stakeholder Engagement Plan, Communications Plan, Annual Perception Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
P-M-9	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to property.	Quarterly	External Affairs and Social Performance Department	Ongoing	OGNZL's Property Communications Plan was reviewed in 2018 as part of Project Martha preparations. The updates were reported to management for review with any mitigating actions considered for implementation alongside business requirements.
P-M-10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).	Ongoing	External Affairs and Social Performance Department	Ongoing	All property related issues including complaints are responded to in line with the SOP.
P-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.  The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
	Monitor Cintellate entries.				
Other	None.	N/A	N/A	N/A	N/A

## 5.2 INDICATORS

### P-I-1: AMENITY EFFECT PROGRAMME (AEP) NUMBER OF RECIPIENTS; AND TOTAL SPEND FOR THE PAYMENT PERIOD (External Affairs and Social Performance Department)

**Table 32: AEP Payments<sup>26</sup>**

AEP PAYMENTS		Six-monthly data			Data amalgamated to annual		
		Amount paid (NZ\$)	Number of payments	Average amount paid per payment (NZ\$)	Annual amount paid (NZ\$)	Annual number of payments	Average amount paid per payment (NZ\$)
2014 (Baseline)	2014 Jan-Jun	\$152,000	310	\$490.32	\$236,500	513	\$461.01
	2014 Jul-Dec	\$84,500	203	\$416.26			
2018	2018 Jan-June	\$207,224	245	\$845.81	\$441,049	608	\$725.41
	2018 Jul-Dec	\$233,825	363	\$644.15			
2019	Jan - June 2019	\$238,116	404	\$589.40	\$518,416	816	\$635.31
	July - Dec 2019	\$280,300	412	\$680.34			
2020	Jan - June 2020	\$196,934	458	\$429.99	\$272,545	648	\$420.59
	July - Dec 2020	\$75,611	190	\$397.95			

Sources: Six-monthly data: SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Property Department (2018 - 2020); Annual data: calculated by Phoenix Research.

## Changes

**Table 33: Changes in annual AEP payments**

AEP PAYMENTS	CHANGES		
	2014 - 2020	2018- 2020	2019 - 2020
Amount paid (NZ\$)	15%	-38%	-47%
Number of payments	26%	7%	-21%
Average amount paid per payment (NZ\$)	-9%	-42%	-34%

<sup>26</sup> All data shown in this table relating to amalgamating AEP payments over time is subject to the proviso that recipients are not unique, with the same person being able to be counted in more than one period. For example, while the total number of recipients is shown in the table as 2,585, strictly this is the total of the recipients in each six-monthly period, and for the avoidance of doubt, does not represent 2,585 different people. The average number of recipients per six months is 323.

## Comment

The AEP provides payments each six months to residents who qualify for payments. The payments are calculated based on the measured effects of mining operations at specific monitoring sites, relevant to both Correnso and Martha operations. (For further details of the monitoring sites, see P-I-8.)

The total amount provided through AEP payments every six months, and the number of AEP payments made, have both increased and decreased over time since the baseline year (2014). There are two factors that have likely influenced these figures: the position and power of the blasts, and the number of potentially eligible recipients (which changes year to year with house sales and changes in rentals, in addition to changes related to the position of the blasting).

Over the years 2018 to 2020, the number of payments made peaked during 2019 and the first half of 2020, before falling off strongly in the second half of 2020. This is directly attributable to the reduced activities and production in and from Correnso.

The much smaller number of payments in the second half of 2020 is also a function of the change of mining in Correnso to narrow vein mining. This features smaller blasts but closer to the surface. Vibrations from underground blasts travel to the surface more or less in a cone shape. When the cone effect is combined with narrow vein mining being closer to the surface, it results in vibration being experienced at the surface at similar intensities but across smaller areas. This in turn is related to the smaller number of AEP payments being made over that period.



## P-I-2, P-I-3, P-I-4 and P-I-5: OGNZL PROPERTY OWNERSHIP AND RENTALS (Commercial Department)

- P-I-2: Number of OGNZL rental residential properties in the Project Martha and Correnso project areas
- P-I-3: Number of OGNZL-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories
- P-I-4: Proportion of Waihi's total residential properties owned by OGNZL
- P-I-5: Proportion of OGNZL-owned properties in the Project Martha Area and Correnso Extended Project Area (CEPA) rented by OGNZL employees

### Data and Changes

**Table 34: OGNZL property rentals and ownership**

OGNZL PROPERTY RENTALS AND OWNERSHIP	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020	2018 – 2020	2019 - 2020
OGNZL rental properties in the CEPA (Correnso Extended Project Area)	22	58	61	62	182%	7%	2%
OGNZL rental properties in the Rex (Project Martha) Area	N/A	N/A	1	4	-	-	300%
Total residential properties in Waihi owned by OGNZL	78	118	122	126	62%	7%	3%
Sections of land owned by OGNZL	56	61	61	61	9%	0%	0%
Commercial properties owned by OGNZL	5	8	8	8	60%	0%	0%
Unusable properties (in the subsidence zone) owned by OGNZL	66	66	66	66	0%	0%	0%
Other properties (mill, tailings storage facility, underground portal, open pit) owned by OGNZL	11	11	11	11	0%	0%	0%
Total assets rented/owned by OGNZL <sup>27</sup>	216	264	268	272	26%	3%	1%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Property Department and Commercial Department (2018 - 2020).

<sup>27</sup> Note the third line in this table includes properties that are also shown in the first two lines. The total therefore is the total from the third line down only.

**Table 35: Residential properties in Waihi owned by OGNZL**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020	2018 – 2020	2019 - 2020
Residential properties in Waihi owned by OGNZL as a proportion of the total number of private dwellings in Waihi <sup>28</sup>	3%	6%	5%*	6%	3% points	0% points	1% point*
Number of residential properties in the CEPA that are owned by OGNZL and rented by OGNZL employees	0	19	18	21	-	11%	17%
Proportion of OGNZL-owned residential properties in the CEPA that are rented by OGNZL employees	0%	33%	29%	34%	34% points	1% point	5% points
Number of residential properties in the Rex that are owned by OGNZL and rented by OGNZL employees	N/A	N/A	0	0	-	-	0%
Proportion of OGNZL-owned residential properties in the Rex that are rented by OGNZL employees	N/A	N/A	0%	0%	-	-	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Commercial Departments (2018 - 2020).

\* These percentages fluctuate each year by very small margins either side of 5.5%. The difference between the 5% and 6% reported is immaterial.

## Comment

Correnso Consent Condition Number 46 and Martha Consent Condition Number 84 require OGNZL to make an offer to purchase properties when active mining is occurring under legal title.

The number of properties owned and rented by OGNZL in the CEPA, as well as the number of residential properties and sections of land owned by OGNZL, had all increased between 2014 and 2018, but have stayed relatively stable since then. A key reason for this initial increase in property ownership and rentals over time was the expansion of the Correnso mine (which occurs under a residential area), and the CEPA operations more broadly, which led to further property purchases by OGNZL. At the same time, the proportion of the total number of residential properties in Waihi rented and owned by OGNZL has also increased since 2014, though has been stable at close to 6% over 2018 to 2020.

The number of houses in the CEPA that are owned by OGNZL and rented by OGNZL employees, which was low in the years following the baseline measurement in 2014, had increased up to 19 in 2018 and up to 21 in 2020. This now represents a third of all the residential properties in the CEPA that OGNZL owns.

The small number of houses owned by OGNZL in the Rex (Project Martha) area reflect that this area (i) is small and (ii) is mostly commercial rather than residential.

<sup>28</sup> The 2018 Census reported that there were 2223 occupied dwellings in Waihi at that time. That count is based on amalgamating the areas of Waihi North, Waihi East and Waihi South: these "SA2" areas were newly defined in the 2018 Census, and differ marginally from earlier definitions of "Waihi", giving rise to counting 1.6% more dwellings than using the definition of Waihi used up until the 2013 Census. That change is so small that it has no noticeable effect on the percentages reported in this row of this table.

**P-I-6: RESULTS OF WAIHI PROPERTY MARKET REVIEW INCLUDING NUMBER OF SALES AND BREAKDOWN BY WAIHI EAST, WAIHI WEST; AVERAGE SALE PRICES, AND AVERAGE FOR WAIHI EAST AND WAIHI WEST; ACTIVITY IN COMPARABLE MARKETS (TO ACCOUNT FOR CONFOUNDING FACTORS SUCH AS BANKS INCREASING MINIMUM DEPOSIT LEVELS); AND OTHERS AS RELEVANT (External Affairs and Social Performance Department)**

This indicator was developed because of its applicability to Project Correnso, for which identifying Waihi East was a natural area of focus. Waihi West was deemed to be an appropriate comparator for those purposes.

Six Monthly Data

**Table 36: Waihi property sales and average sale prices**

	SALES PERIOD							
	Jan 2014 to Jun 2014	Jul 2014 to Dec 2014	Jan 2018 to Jun 2018	Jul 2018 to Dec 2018	Jan 2019 to Jun 2019	Jul 2019 to Dec 2019	Jan 2020 to Jun 2020	Jul 2020 to Dec 2020
<b>Waihi (overall) <sup>29</sup></b>								
Number of sales	43	72	69	78	53	58	61	92
Average sale price	\$200,384	\$205,540	\$358,954	\$383,333	\$404,425	\$422,439	\$450,326	\$486,191
<b>Waihi West</b>								
Number of sales	12	26	26	25	17	17	15	31
Average sale price	\$196,917	\$227,212	\$379,839	\$381,640	\$434,029	\$510,574	\$446,793	\$479,452
<b>Waihi East</b>								
Number of sales	5	7	11	12	12	6	14	12
Average sale price	\$237,300	\$180,357	\$332,273	\$432,833	\$390,545	\$404,042	\$451,286	\$486,967

Source: Telfer Young.

<sup>29</sup> All the property sales data in this table and the following one refer to sales of single residential properties with land area less than 1,300m<sup>2</sup>. The 2014 data includes properties sold with Top Up: of the years shown in this table the Top Up programme was in operation only during 2014. The data does not include outright purchases of properties by OGNZL.

## Annual Data and Changes

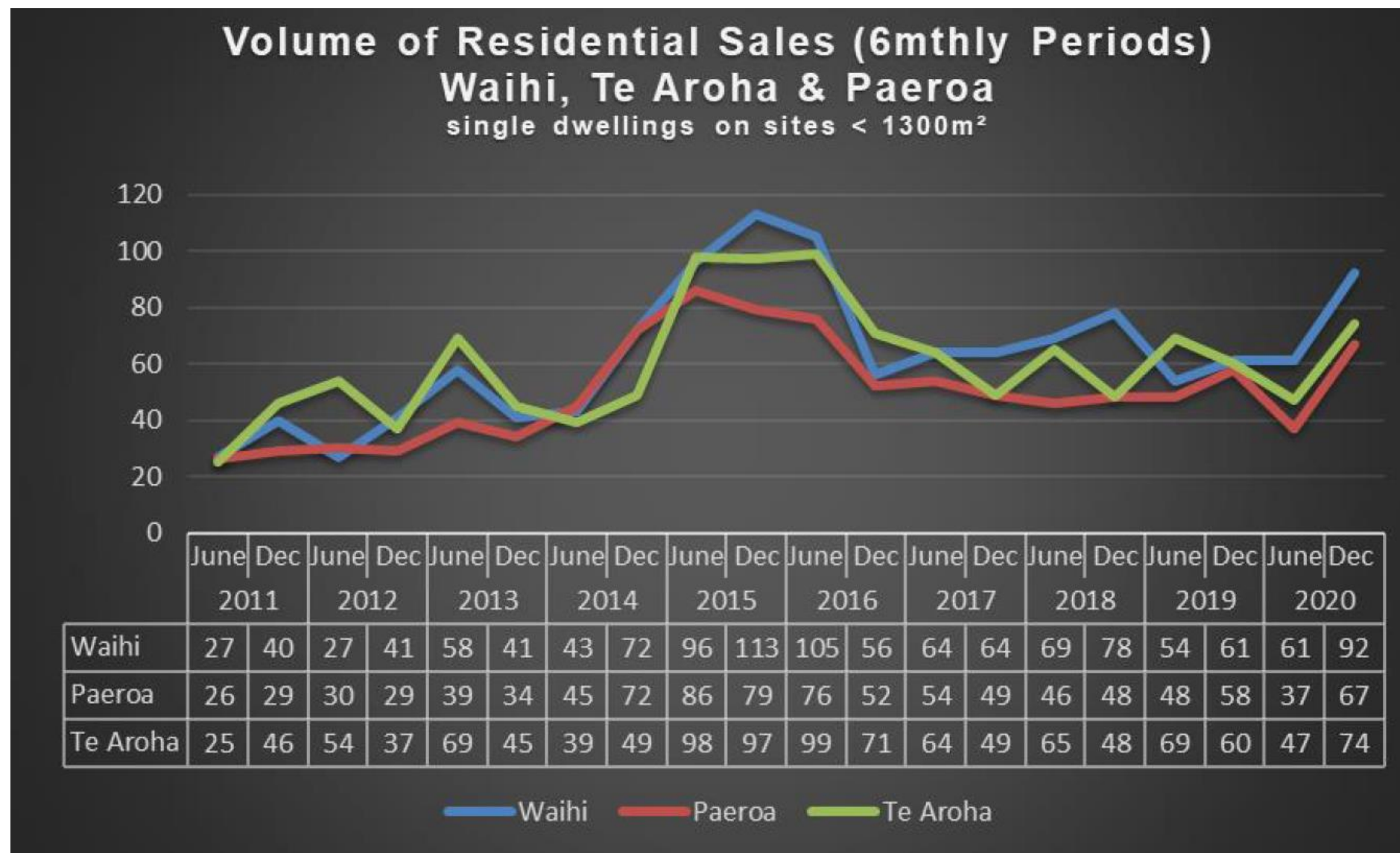
**Table 37: Waihi property sales and average sale prices**

	ANNUAL DATA				CHANGES		
	Overall 2014 (Baseline)	2018	2019	2020	2014 to 2020	2018 to 2020	2019 to 2020
<b>Waihi (overall)</b> <sup>30</sup>							
Number of sales	115	147	111	153	33%	4%	38%
Average sale price	\$202,962	\$371,890	\$413,838	\$471,892	133%	27%	14%
<b>Waihi West</b>							
Number of sales	38	51	34	46	21%	-10%	35%
Average sale price	\$212,065	\$380,772	\$472,302	\$468,802	121%	23%	-1%
<b>Waihi East</b>							
Number of sales	12	23	18	26	117%	13%	44%
Average sale price	\$208,829	\$384,739	\$395,044	\$467,754	124%	22%	18%

Data sources: 2014: SIMP Annual Monitoring Report (KPMG Banarra, 2016);  
2018 – 2020: Telfer Young six-monthly data annualised by Phoenix Research.

<sup>30</sup> All the property sales data in this table refer to sales of single residential properties with land area less than 1,300m<sup>2</sup>. The 2014 data includes properties sold with top up: of the years shown in this table the top up programme was in operation only during 2014. The data does not include outright purchases of properties by OGNZL.

Data for activity in comparable markets (number of sales)



Source: Review of Market Activity – Waihi East, Telfer Young, 2018.

## Comment

The total number of residential property sales in Waihi was more or less steady during 2018, and very similar to sales during the second half of the baseline year, 2014. The number of property sales then dropped for the three half-years from January 2019 to June 2020. In the second half of 2020 there was a marked jump in the number of sales, up by more than 50% compared with the previous three half-year periods.

The upsurge in sales during the second half of 2020 is very similar to the volumes of residential sales in the comparator towns of Paeroa and Te Aroha, and is also evident in national-level house sales data.

While that marked increase in the number of residential property sales in the second half of 2020 was apparent for Waihi overall and for Waihi West, there was no equivalent increase in the number of property sales in Waihi East in the last half of 2020.

Average sale prices have climbed more or less steadily for the whole of Waihi over the period 2018 to 2020. This holds for both the six-monthly sales periods and when this data is annualised.

In the smaller areas of both Waihi West and Waihi East the smaller numbers of sales are almost certainly the reason the trends in average sales prices are not as smooth, though still generally upwards. The average sale price in Waihi East in 2020 was very similar to that for both Waihi West and Waihi overall. That is also the case when comparing the first and second halves of 2020.

Perhaps more importantly than any of the above points, Table 37 shows that over the longer period from 2014 (the baseline year for the annual/biennial SIMP monitoring) to 2020, property sale prices in Waihi East have now returned to mirroring the trends for Waihi as a whole, with the gain in the average residential property sale price in Waihi East over that period, of 124%, now being similar to the gain in the average sale price for Waihi overall of 133%, and marginally higher than the gain in average property sale price in Waihi West, of 121%. It would be reasonable to interpret those trends as showing a market correction, i.e. putting the long term growth in property sale prices in Waihi East now on par with the rest of Waihi, and in particular on par with the most relevant comparator, Waihi West.

That interpretation had been suggested in the 2018 SIMP report, when similar trends were evident. The continuation of these trends up to 2020 confirms this interpretation.

## P-I-7: TOP UP PROGRAMME DATA: A) NUMBER OF APPLICATIONS RECEIVED; B) NUMBER OF APPLICATIONS APPROVED; AND NUMBER OF PROPERTIES SETTLED (External Affairs and Social Performance Department)

### Data

**Table 38: Summary of Top Up programme**

NUMBER OF...	2014	2018	2019	2020
Applications received	23	6	0	1*
Applications approved	14	5	0	1*
Properties settled	9	4	1	1*

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\* This Top Up was for the proposed Project Quattro, not Correnso or Project Martha.

### Comment

The Top Up programme was ended in 2016 following OceanaGold management review of the initiative, which found that the volume and number of sales taking place without a "Top Up" had increased significantly. As a result, no applications for the Top Up programme were received in 2016 or 2017. OGNZL communicated the conclusion of the Top Up Programme to the public through a range of mechanisms, such as OGNZL's regular community newsletter, "The East Ender"<sup>31</sup>.

However as part of the announcement of Project Martha in 2018, OGNZL reintroduced the Top Up programme, with the results shown in the table above. The programme clearly had much narrower applicability in 2018 than earlier, though the proportion of applications being approved and properties settled was higher in 2018 than in 2014.

It is likely that Correnso nearing closure resulted in no applications being received in 2019.

One Top Up application was received and approved in 2020. This was in relation to the proposed Project Quattro. OceanaGold acknowledges that their proposed activities have the potential to cause a minor short-term impact on the values of adjacent property. In recognition of this, OceanaGold applies its Top Up management measure from the point of project announcement (i.e. before any other later stages in project development such as when consent is applied for or approved). The Top Up initiative is designed to avoid distortions in the property market due to any perceptions of adverse mining effects and encourages ongoing private ownership of property.

<sup>31</sup> Available at: [http://www.hauraki-dc.govt.nz/assets/district\\_docs/mining\\_docs/underground\\_workings/2016/Eastender-0216.pdf](http://www.hauraki-dc.govt.nz/assets/district_docs/mining_docs/underground_workings/2016/Eastender-0216.pdf).

## P-I-8: NUMBER OF OGNZL FIXED POINT VIBRATION MONITORS (Environment Department)

### Data

**Table 39: Number of OGNZL fixed point vibration monitors**

	2014 (Baseline)	2018	2019	2020
Total fixed point vibration monitors	18	21	21	21
Number located in the Correnso area	10	10	10	10
Number in the Project Martha Area	NA	11*	11*	11*

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\*Two of these monitors also act as monitors for the Correnso Area.

### Comment

There are currently 21 fixed point vibration monitors in the Waihi area, which have remained in the same locations over 2018 to 2020. Ten remain located in the Correnso area and 11 in the Martha area. They are located in strategic positions based on the location of the Correnso and Martha ore bodies.

There is some flexibility in the location of these monitors, which is approved by HDC.

This indicator was not originally identified as a key impact area for monitoring within the SIMP. Data has been reported against this indicator in the SIMP monitoring reports since 2016 due to community concerns relating to the quality and independence of OceanaGold's noise and vibration monitoring equipment.



## P-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO PROPERTY, INCLUDING OGNZL'S APPROACH TO MANAGING PROPERTY-RELATED ISSUES (External Affairs and Social Performance Department)

### Data

**Table 40: Community perceptions of OGNZL's approach to property (2014 baseline)**

Questions: "How confident are you that Newmont is managing any impacts of Correnso on local property?"; "How confident are you in Newmont's management of blasting noise and vibration?"; "How confident are you that Newmont is managing any impacts of Correnso on land stability?"

HOW CONFIDENT IN NEWMONT'S MANAGEMENT OF:	2014 (Baseline) (n=58) %
<b>Any of impacts of Correnso on local property</b>	
Very confident	29
Quite confident	28
Moderately confident	16
Slightly confident	10
Not at all confident	16
No response	2
<b>Blasting noise and vibration</b>	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0
<b>Any of impacts of Correnso on land stability</b>	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified further detailed perceptions on this point that are documented in the 2016 SIMP Annual Monitoring Report.

## Data and Changes

**Table 41: Community perceptions of OGNZL's approach to property (2018 - 2020)**

Question: "How confident are you that OceanaGold is managing any impacts of mining in Waihi [and Correnso in particular,]<sup>32</sup> on local property?"

	DATA						CHANGES 2018- 2020			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Very confident	19	22	27 ↑	24	20	18	1	-4	-7	-6
Quite confident	27	26	26	26	29	34	2	8	3	8
Moderately confident	26	22	23	30	27	26	1	4	4	-4
Slightly confident	13	14	13	10	14	8	1	-6	1	-2
Not at all confident	8	8	6	6	8	8	0	0	2	2
Don't know	7	8	5	4	2	6	-5	-2	-3	2

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

## Comment

The confidence of residents and businesses in Waihi in how OceanaGold manages any impacts on local property remains high. Just as community perceptions of the company were particularly positive about economic and employment impacts of mining in 2019, residents' confidence in the company's management of property impacts was also particularly high in 2019.

<sup>32</sup> This wording removed from 2019 onwards because of Project Martha.

## P-I-10: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING PROPERTY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

When a stakeholder contacts the company with a concern or complaint, these options are explained to them and they choose how their feedback is to be classified and treated:

- A complaint is when the stakeholder chooses to have the matter referred to management within the company, and responded to in writing.
- A concern is when the stakeholder wishes the company to know of their concern but does not ask to have it referred to management, or to receive a response about it.

The following table presents data that are the first in this report to make this distinction. This same definition also applies to distinguishing concerns and complaints from stakeholders in the later sections of this report.

The company's system for logging complaints was updated to give fuller information starting in 2019. The time of day, not just the date, of a complaint and the company's first response, were logged from 2019 onwards. For the purposes of this Indicator, the "Days to respond" in each case were assigned as follows:

0 zero days – same day  
1 day – next day  
2 days – the day after that  
Etc

Note that while this calculation of days to respond is fully objective, it also contains some oddities. For example, a complaint received at say 4 pm one day and responded to at 9 am the next day is treated as taking one day to respond, just as is a complaint received at say 8 am one day and responded to at 4 pm the following day.

The complaints logging system is to be further upgraded in future to ensure that date and time of the company's first response will be recorded for all complaints. For 2019 and 2020 the system recorded date and time of response without systematic identification of the first response as opposed to possible later responses. (Details of first response were sometimes included only in extended text descriptions of responses to the complaint. These were analysed because one or two more complex complaints took longer periods to fully resolve, even though first responses had been provided promptly.)

## Data and Changes

**Table 42: Stakeholder feedback, concerns and complaints received by OGNZL regarding property-related issues**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 - 2020 %	2018-2020 %	2019-2020 %
Number of complaints and concerns <sup>33</sup>							
Complaints regarding perceived property damage <sup>34</sup>		9	8	7		-22%	-13%
Concerns regarding perceived property damage	23 *	2	2	3	*	50%	50%
Total		11	10	10		-9%	0%
Average number of days to first response **	4	0.5	2.6	1.1			
Number of contacts/enquiries by nature of communication							
House available for rent	1	0	2	11	1000%	--	450%
Information request for due diligence	9	75	83	108	1100%	44%	30%
Information request – general	5	5	7	8	60%	60%	14%
IRP process	3	0	0	0	-100%	0%	%
Loss of equity/potential for Project Quattro to impact property value	3	0	0	7	133%	-	-
Request for OGNZL to purchase property	5	3	2	2	-60%	-33%	0%
Top up Programme	12	6	1	12	0%	100%	1100%
Inability to sell property	3	0	0	1	-67%	-	-
AEP enquiries	9	12	23	25	178%	108%	9%
Other property related issues (Examples include enquiries about stock on land leased from OGNZL, OGNZL tenant behaviour, and drone use)	-	-	6	1	**	**	-83%

Data source: OGNZL External Affairs and Social Performance Department.

\* Complaints and concerns not differentiated in the 2014 SIMP monitoring report.

\*\* See note about this metric on the page above.

<sup>33</sup> For the record, 6 further complaints and concerns in 2019 and 2020 were not included in this table, on the grounds they are barely relevant to this indicator. These were:  
- Complaints in 2019: perceived loss of sunlight and shading effects from TSF1a (2 complaints) and one related to a dog at a company owned property;  
- Concerns in 2019: cattle wandering from a block leased from OGNZL (2 concerns) and a drone flying above the pit;  
- Complaint in 2020: cattle wandering from OGNZL land – unlike the line above, in this case the cattle caused damage so this complaint is included in the table;  
- Concern in 2020: related to tenants of a OGNZL rental property lighting a fire.

<sup>34</sup> The count of the number of "complaints" for this category is mostly made up of what could generally be described as complaints about mining. However it is worth noting that the count for this category in 2018 and again in 2020 also includes somewhat anomalous cases, for example about fencing where the resident's property is bounded by a OGNZL-owned property, and another by a property owner concerning a tenant in a property rented from OGNZL. The last line in the table above has not been provided in previous SIMP reports, and shows the extent of the complaints and concerns that are not directly related to mining.

## Comment

The number of complaints and concerns about perceived property damage has remained low over the period 2018 to 2020. The low average number of days to first response also shows that complaints and concerns continue to be responded to promptly.

Requests for information about due diligence have increased over the period. The increase in 2020 echoes the increase in numbers of property sales, combined with the commencement of Project Martha and the announcement of Project Quattro. The increase in inquiries about the Top Up programme in 2020 relates to similar factors.

The increased numbers of inquiries about the AEP starting in 2019 relate to changes in the mining at Correnso, which led first to more AEP payments being made, then reduced average amounts paid (from the start of 2020) then reduced numbers of payments (from the second half of 2020). Given that AEP payments are based on rigorous measurements, residents typically contacted the company simply seeking to confirm that the changes in payments were correct and as intended.

## P-I-11 and P-I-12: DAMAGE-RELATED COMPLAINTS AND RESOLUTIONS (External Affairs and Social Performance Department)

- P-I-11: Number and percentage of property complaints where it is determined that the cause of damage is attributable to Project Martha or Correnso activity, as per Project Martha Consent Condition 56 and Correnso Consent Condition 21b
- P-I-12: Number of instances of property complaints dealt with under Project Martha Consent Condition 56 and Correnso Consent Condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process

No complaints of this nature have been received since the implementation of SIMP monitoring reporting in 2014.

### P-I-13: EMPLOYEES' HOUSING (External Affairs and Social Performance Department)

This is a new indicator, introduced for the first time in this 2020 report.

Note that this data is presented in terms of numbers of employees. Small proportions of employees live in households where two or more people work in mining. A consequence of that is that the following data cannot be directly read as reflecting the number of properties in Waihi: that would be over-stated to the extent of households containing more than one person working in mining. (That proportion was 9% in 2018, 7% in 2019 and 5% in 2020.)

**Table 43: Employees' housing situations**

HOUSING SITUATION	DATA						CHANGES	
	2018		2019		2020		Changes in percentages	
	N	%	N	%	N	%	2018-2020	2019 - 2020
All employees	369		387		353			
Own current home	207	56%	219	56%	213	60%	4%	4%
Rent on private market	100	27%	85	22%	70	20%	-7%	-2%
Rent from OceanaGold	43	12%	35	9%	34	10%	-2%	1%
Board/Rent a room *			34	9%	32	9%	-	0%
Company provides accommodation *			12	3%	2	1%	-	-2%
Other	19	5%	2	1%	1	0%	-	-1%
Own a house don't live in **			30	8%	73	21%	-	-
OGNZL employees	262		273		277			
Own current home	157	60%	172	63%	171	62%	2%	-1%
Rent on private market	64	24%	51	18%	52	19%	-5%	1%
Rent from OceanaGold	37	14%	30	11%	30	11%	-3%	0%
Board/Rent a room *			18	7%	23	8%		1%
Company provides accommodation *			0	0%	0	0%		0%
Other	4	2%	2	1%	1	0%		-1%
Own a house don't live in **			25	9%	58	21%		-
Contractor employees	107		114		76			
Own current home	49	46%	48	42%	44	58%	12%	16%
Rent on private market	35	33%	34	30%	18	24%	-9%	-6%
Rent from OceanaGold	7	6%	5	4%	4	5%	-1%	1%
Board/Rent a room *			16	14%	8	10%		-4%
Company provides accommodation *			11	10%	2	3%		-7%
Other	16	15%	0	0%	0	0%		0%
Own a house don't live in **			4	4%	16	21%		-

Data source: Employee Survey (OGNZL and Phoenix Research)

Note: This data is not available from the 2014 Employee Survey.

\* Not asked in 2018. Hence "Other" in 2018 may include such people. Hence cannot show trends from 2018 for "Other".

\*\* Not asked in 2018, asked only of those not living in their own house in 2019, asked of everyone in 2020. Hence no trends over time shown.

## Comment

The results on this indicator have remained very stable over 2019 to 2020, a natural consequence of people in general changing their housing situations infrequently.

The largest proportion of employees live in homes they own. This holds for those employed directly by OceanaGold and those employed by a contractor.

The next largest proportion of employees live in accommodation they rent on the private market, which is about twice as common as renting from OceanaGold.

Analysis of the Employee Survey shows that within the 21% of employees in 2020 who owned a house they do not live in, 13% are living in a home they also own, i.e. these 13% of employees own both the house they currently live in and one or more other houses.

## OTHER

N/A

## 5.3 SUMMARY - PROPERTY

Discussion	<p>The potential for the Correnso development to have a negative impact on property in Waihi East was raised as a key concern in the Correnso SIA Engagement (2014). This is reflected in the number and scope of the property-related mitigation actions contained within the SIMP. Results and trends in this year's report, building on similar trends noted in 2018, now show more definitively that those concerns have now dropped away, with the number of property sales and the average sale price in Waihi East now both comparable with the comparator area, Waihi West. Over the longer term, 2014 to 2020, the increase in the average property sale price in Waihi East now matches the increase in the average property sale price for both Waihi West and the whole of Waihi.</p> <p>With mining at Correnso nearing completion as at the end of 2020, the SIMP reporting will now do best to track the impacts of mining on property in ways more relevant to future mining activity. Work is in progress to develop such measures.</p> <p>Residents' views on how the mine is managing any impacts on local property have remained predominantly positive, as they have been for some years.</p>
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	<p>The newly introduced indicator about employees' housing situations may provide a useful benchmark against future measurements, when the increase in the workforce brought on by new projects may put pressure on housing.</p>
Compliance with other Project Martha and Correnso Consent Conditions	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Mitigation action P-M-7 is on hold, as OGNZL is not planning to close and they are actively looking to extend LOM.</p>

## 6 COMMUNITY

Objective	Contribute positively to the Waihi community through sustainable community investment and supporting employee participation in community life.
Potential impacts	<ul style="list-style-type: none"> <li>Continued investment in the community;</li> <li>Increased community division and dissention; and</li> <li>Continued participation of OGNZL's employees and contractors in community life.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>Provide for continued and sustainable investment in the community.</li> <li>Support community cohesion.</li> <li>Support employee participation in community life.</li> </ol>

### 6.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-1	Review current monitoring and evaluation activities and identify gaps in relation to community in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP community indicators are now being tracked.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-2	Monitor community sentiment towards OGNZL, particularly that of residents in East Waihi, and maintain involvement with WCF.	Annual	External Affairs and Social Performance Department	Ongoing	Monitor sentiment through local newspaper, social media and feedback through Community Engagement Phone Line. Personal visits are conducted to help monitor community perception, in addition to the facilitation of 6 monthly community meetings. Continued involvement with WCF, at least one OGNZL representative at every meeting.
C-M-3	Regularly update the community about OGNZL's operational plans through community meetings, local radio and newspapers.	Ongoing	External Affairs and Social Performance Department	Ongoing	Community updated through regular community meetings; regular updates in the HC Post (local newspaper); regular OceanaGold Waihi Facebook Posts, regular updates in Mining Matters newsletter to Waihi residents to advise monthly mining schedule.  The OceanaGold Waihi Project Information Office was opened in 2019 as another way stakeholders can approach the Company for up-to-date information.
C-M-4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	Ongoing	External Affairs and Social Performance Department	Ongoing	OGNZL's community investment strategy is monitored by a sponsorship and donation committee.  The recently adopted OceanaGold External Affairs & Social Performance Manual sets out the minimum requirements for the sponsorship and donations programme.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-5	Review Education Centre programme to assess opportunities with local schools.	June 2016	External Affairs and Social Performance Department	Complete	<p>Schools programme implemented to take school groups (pre-school and up) through the "Underground Experience". Visits are conducted with Waihi East School to teach children about blasting and vibration.</p> <p>The "Khaki Miners" display was established during 2017 as a new area of the Education Centre and has attracted high visitor numbers and positive acclaim. This was established largely by volunteers, working closely with OGNZL, and tells the story of the significant contribution of Waihi miners to the WW1 war effort, on the Western Front, that has had little other exposure.</p>
C-M-6	Review and update OGNZL's Stakeholder Engagement Plan in consideration of community impacts.	January 2016	External Affairs and Social Performance Department	Complete	A new Communications Plan was approved in mid-February 2018. The Stakeholder Engagement Plan was reviewed in 2019.
C-M-7	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to community impacts.	January 2016	External Affairs and Social Performance Department	Ongoing	<p>The OGNZL Stakeholder Engagement Plan was reviewed and updated in 2019, this pairs with the Communications Plan that was reviewed as part of the Project Martha preparations in 2017/2018.</p> <p>The Stakeholder Engagement Plan, Communications Plan, annual Perception survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.</p>

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-8	Develop a feedback mechanism for recipients of community investment and in-kind donations, including the Education Centre, to assess intended and unintended impacts and identify opportunities for improvement.	June 2015	External Affairs and Social Performance Department	Complete	The feedback mechanism is implemented through the site standard operating procedure (SOP) – "Local Community Investment"  Community feedback is reported in C-I-10.
C-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community investment issues.  Cintellate entries monitored.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.  The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

## 6.2 INDICATORS

### C-I-1 and C-I-2: PARTICIPATION IN COMMUNITY LIFE (External Affairs and Social Performance Department)

- C-I-1: Number of OGNZL employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services
- C-I-2: Number of OGNZL employees and contractors who participate in, or volunteer for, local sports and recreational groups

#### Data

**Table 44: Number of OGNZL and contractor employees participating in community life (2014 baseline)**

Question: "How do you get involved in the Waihi community?"

PARTICIPATION TYPE <sup>35</sup>	2014 (Baseline) (n=112)	
	No.	%
Community group	13	12%
Emergency services	12	11%
Religious group	7	6%
School	19	17%
Total	51	46%

Source: Correnso SIA Engagement, Employee Survey (KPMG Banarra, 2014).

<sup>35</sup> As noted in the 2016 SIMP report, the Employee Survey understated estimated numbers of employees to the extent that not all employees participated in the survey. That proviso makes it inappropriate to compare these 2014 results with those from later years.

## Data

**Table 45: Number of OGNZL and contractor employees participating in community life (2018 - 2020): data**

Question: "To what extent are you involved with any of the following voluntary community activities in Waihi?"

PARTICIPATION TYPE	DATA <sup>36</sup>					
	2018 (n=369 employees, 289 in survey)		2019 (n=387 employees, 347 in survey)		2020 (n=353 employees, 274 in survey)	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
Community sports organisation	126	34%	118	31%	109	31%
Service organisation (e.g. Lions, Rotary)	24	6%	17	4%	15	4%
Community volunteer (e.g. meals on wheels)	21	6%	21	6%	18	5%
Arts/cultural group	24	6%	22	6%	39	11%
Education (e.g. BOT, PTA, other volunteer)	25	7%	27	7%	28	8%
Church group	21	6%	32	8%	24	7%
Rescue volunteer group	44	12%	45	12%	35	10%
Other (please specify)	14	4%	9	2%	10	3%

Source: Employee Surveys (OGNZL and Phoenix Research).

<sup>36</sup> The numbers of employees ("No.") quoted in this table are estimates based on extrapolating from the surveys to estimate the total number of employees participating in each type of voluntary community activity (not just the community life participation of those who completed the survey). The extrapolations factor up results from the surveys to take account of the response rates in the surveys. This method also makes comparisons between the years much more accurate than they would otherwise be. (That is because the method stops the factor of survey response rates from disrupting comparisons of numbers of employees between years.)

The columns of results presented as percentages are unaffected by this distinction, although the bases for the percentages are the numbers of employees that year, not the number in each survey.

The estimated numbers of employees participating are based on fuller accuracy percentages carried forward in the calculations, than are shown in this table. That is why the estimated "No's" may differ by one or two from the employee numbers that could be calculated from the percentages shown in the table.

This is the same treatment of non-response in the Employee Surveys as presented in the earlier Employment section.

## Changes

**Table 46: Number of OGNZL and contractor employees participating in community life (2018 - 2020): changes**

PARTICIPATION TYPE	CHANGES					
	2018 - 2020			2019 - 2020		
	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees <sup>37</sup>	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees
Community sports organisation	-17	-14%	-3%	-9	-8%	0%
Service organisation (e.g. Lions, Rotary)	-9	-37%	-2%	-2	-11%	0%
Community volunteer (e.g. meals on wheels)	-3	-14%	-1%	-3	-15%	-1%
Arts/cultural group	15	63%	5%	17	75%	5%
Education (e.g. BOT, PTA, other volunteer)	3	12%	1%	1	4%	1%
Church group	3	16%	1%	-8	-24%	-1%
Rescue volunteer group	-9	-21%	-2%	-10	-22%	-2%
Other (please specify)	-4	-27%	-1%	1	15%	1%

## Comment

The widespread participation by OceanaGold employees in voluntary community activities has remained largely steady over the years 2018 to 2020. The marginal drop in numbers participating in 2020 compared with 2019 is largely attributable to there being fewer people employed by the company or contractors to it, in 2020 compared with 2019, and possibly also to COVID-19.

Participation in an arts or cultural group increased markedly in 2020. A local theatre group could have affected that trend.

There is a small trend over the years 2018 to 2020 for fewer employees to participate in three particular voluntary community activity groups: community sports organisations, service organisations (where there was a drop in the number of employees participating particularly from 2018 to 2019) and rescue volunteer groups (where the drop was from 2019 to 2020). Participation in sports organisations in particular was impacted by COVID-19 lockdowns during 2020.

<sup>37</sup> It is unusual to show two change columns with different bases for calculating percentages. This second column is more sensitive to changes in the *mix* of community activities employees participate in, and is not affected by changes in the numbers of employees, as is the first of the two columns of percentage change.





## C-I-3: NUMBER OF CHILDREN OF OGNZL EMPLOYEES AND CONTRACTORS WHO ATTEND LOCAL SCHOOLS (People and Culture Department)

### Data and Changes

**Table 47: Type of local school/education facility attended by children of OGNZL and contractor employees**

TYPE OF SCHOOL/ EDUCATION FACILITY	DATA <sup>38</sup>			CHANGES			
	ESTIMATED NUMBER OF CHILDREN			2018 - 2020		2019 - 2020	
	2018	2019	2020	Numbers of children	Percentage change	Numbers of children	Percentage change
Daycare centre <sup>39</sup>	39	42	54	15	38%	12	29%
Kindergarten	12	16	12	0	0%	-4	-25%
[Daycare and kindergarten combined] <sup>40</sup>	[51]	[58]	[66]	15	29%	8	14%
Primary school <sup>41</sup>	92	55	58	-34	-37%	3	5%
College	62	65	46	-16	-26%	-19	-29%
Total	205	178	170	-35	-17%	-8	-4%

Data source: Employee Surveys (OGNZL and Phoenix Research).

Note: Data not collected in 2014 baseline.

### Comment

There have been some fluctuations in the numbers of children of OceanaGold employees attending local schools, over the period from 2018 to 2020. While this will have been affected by variations in the numbers of employees each year, the following appear to be the key changes:

- There has been an increase in the number of children attending daycare centres
- There was a sharp drop off in the number of children attending primary schools from 2018 to 2019
- The number of children attending college dropped off markedly from 2019 to 2020

<sup>38</sup> As discussed in the footnote to the previous table, the data numbers in this table are estimates of the numbers of children of all employees that take account of the response rates in the two surveys. These estimates also take into account the number of employees living in households where a spouse or partner also works in mining (i.e. so that the children in such households are not double-counted).

<sup>39</sup> Inclusive of the number of children enrolled in the following daycares and kindergartens: Waihi Kindergarten, First Steps Waihi, Somerset Early Learning Centre, KiwiKidz Educare, ABC Waihi, Footprints Preschool and Te Kōhanga Reo o Pukewa.

<sup>40</sup> It seems likely that the reason for changes in the numbers of children attending daycares compared with kindergartens could be the result more of the way parents classify the facility, than real change. That is why this total is also shown. The total is likely to be the more reliable indicator. The numbers of children attending Waihi Playcentre are not included from this table or the following one, since this facility falls outside the scope of this SIMP indicator.

<sup>41</sup> Inclusive of the number of children enrolled in the following schools: Waihi East, Waihi Central, Waimata, St Josephs, Waikino and Waihi Beach.

It seems most likely that these changes reflect changes in the family backgrounds of OceanaGold employees over these years. However the trend noted in the Em-I-3 and 4 results for a smaller number of employees (especially those employed by contractors) to live locally, especially from 2019 to 2020, will clearly also have affected the number of children in schools.

## C-I-4: EXPENDITURE ON "COMMUNITY INVESTMENT" ACTIVITIES, INCLUDING IN-KIND CONTRIBUTIONS (External Affairs and Social Performance Department)

### Data and Changes

**Table 48: Expenditure on community investment activities including in-kind contributions**

	DATA (NZ\$)				CHANGES (%)		
	2014 (Baseline)	2018	2019	2020	2014 - 2020 %	2018 - 2020 %	2019 - 2020 %
Community investment expenditure	314,646	255,006	241,690	162,325	-48%	-36%	-33%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

### Comment

The 33% drop in community expenditure from 2019 to 2020 is almost entirely a result of the reduction in contributions to schools in Waihi East, as mining at Correnso largely came to an end. This is set out in detail at C-I-6.

## C-I-5: NUMBER OF COMMUNITY INVESTMENT RECIPIENTS, BY ORGANISATION TYPE (External Affairs and Social Performance Department)

### Data and Changes

**Table 49: Number of community investment recipients by organisation type**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 - 2020	2018 - 2020	2019 - 2020
Sporting	17	24	19	5	-71%	-79%	-74%
Environmental	1	0	1	2	100%	-	100%
Education/Youth*	16	2	6	3	-81%	50%	-50%
Arts/culture	9	4	4	2	-78%	-50%	-50%
Health	4	8	3	3	-25%	-63%	0%
Community	12	14	12	10	-17%	-29%	-17%
Elderly	1	1	1	2	100%	100%	100%
Total	60	53	56	34	-43%	-36%	-39%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\* Education and Youth community recipients were identified separately in 2014 and have been merged from 2017 onwards. These counts do not include donations to schools, which are shown in the following table.

### Comment

By far the most marked difference in the recipients of community investment is the drop-off of sporting recipients in 2020. This was the result of COVID-19 lockdowns leading to a marked reduction in sporting tournaments and school trips.

Changes in the mix of recipients of community investment is a function not just of OceanaGold's community investment criteria, but also changes in the mix of the different types of applications the company receives.

## C-I-6: EXPENDITURE ON LOCAL SCHOOLS, AS A TOTAL AND BY SCHOOL (External Affairs and Social Performance Department)

### Data and Changes

**Table 50: Expenditure on local schools as a total and by school**

SCHOOL / EDUCATION FACILITY	DATA (NZ\$)				CHANGES (%)		
	2014 (Baseline)	2018	2019	2020	2014 - 2020	2018 - 2020	2019 - 2020
Total expenditure	240,000	200,000	180,000	100,000	-58%	-50%	-44%
Primary schools							
Waihi Central	10,000	10,000	10,000	10,000	0%	0%	0%
St Josephs	10,000	10,000	10,000	10,000	0%	0%	0%
Waimata	10,000	10,000	10,000	10,000	0%	0%	0%
Waikino	10,000	10,000	10,000	10,000	0%	0%	0%
Waihi Beach	10,000	10,000	10,000	10,000	0%	0%	0%
Total	50,000	50,000	50,000	50,000	0%	0%	0%
Schools and education service providers in the Correnso area							
Waihi East	90,000	50,000	30,000	10,000	-89%	-80%	-67%
Waihi Kindergarten	30,000	30,000	30,000	0	-100%	-100%	-100%
First steps Daycare	20,000	20,000	20,000	0	-100%	-100%	-100%
Somerset Day Care	10,000	10,000	10,000	0	-100%	-100%	-100%
Total	150,000	110,000	90,000	10,000	-93%	-91%	-89%
Secondary schools							
Waihi College Trust	40,000	40,000	40,000	40,000	0%	0%	0%
Total	40,000	40,000	40,000	40,000	0%	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

### Comment

As noted briefly above (at C-I-4), with the move to more localised narrow vein mining at Correnso in early 2020, the company reduced its expenditure on the schools in the Correnso area in 2020.

While a reduction in funding was a change for the affected schools, the company had kept them informed well in advance of the reductions being made. The schools subsequently had time to plan for the reduced funding and have adapted as well as could be expected.

## C-I-7: NUMBER OF MINE TOURS CONDUCTED AT SITE (External Affairs and Social Performance Department)

**Table 51: Number of mine tours conducted at site**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 - 2020 %	2018 - 2020 %	2019 - 2020 %
Number of mine tours run by OGNZL's Education Centre	215	125	130	47	-78%	-62%	-64%
Number of mine tours run by Gold Discovery Centre*	435	625	580	381	-12%	-39%	-34%
Total	650	750	755	428	-34%	-43%	-43%

Data sources:

First row: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

Second row: OGNZL External Affairs and Social Performance Department (2014, 2018 - 2020).

\* Mine tours run by the Gold Discovery Centre are included in addition to those run by OGNZL's Education Centre, on the grounds that this provides a fuller measure to reflect this indicator, than counting only the tours run by OGNZL's Education Centre. The tours run by the Gold Discovery Centre involve considerable input from OGNZL. (These mine tours were not included in SIMP reporting until 2017.) Including these mine tours provides a robust indicator of total exposure of mining to the community and to the wider public achieved by mine tours.

### Comment

The major drop in mine tours in 2020 is a consequence of COVID-19 and the related lockdowns. Both the company and the Gold Discovery Centre remain committed to providing these tours, and anticipate that tour numbers will return to previous levels in 2021. (This is supported by 2021 data collected up until the time of writing this report.)

Reporting the revenue of the Gold Discovery Centre from mine tours had been considered for inclusion in this report as a further measure of the exposure of mining to the community and wider public, as well as its monetary contribution. The Gold Discovery Centre did not provide this information on the grounds that it is commercially sensitive.

## C-I-8: NUMBER OF WCF<sup>42</sup> MEETINGS ATTENDED BY OGNZL EMPLOYEES/REPRESENTATIVES (External Affairs and Social Performance Department)

### Data and Changes

**Table 52: Number of, and OGNZL attendance at Waihi Community Forum meetings**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020 %	2018 – 2020 %	2019 – 2020 %
Number of WCF meetings held	20	11	11	9	-55%	-18%	-18%
Number of WCF meetings attended by any OGNZL employees or representatives	20	11	11	9	-55%	-18%	-18%
Average number of OGNZL employees or representatives attending WCF meetings *	-	-	6.8	7.1	-	-	4%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\* New metric introduced from 2019.

### Comment

The drop in WCF meetings during 2020 is attributable only to COVID-19 and related lockdowns.

Note that in 2018 a new WCF member was sought from the Rex area. (The Rex underground vein is beneath the Baptist Church and other houses). Following the wind-down of mining at Correnso and the commencement of mining at Project Martha in 2020, the WCF has continued to function in a similar capacity as it has done in the past but with more emphasis on the wider Waihi area and not just Waihi East.

To provide a measure of OceanaGold's commitment to the WCF, the new metric of the number of company employees and/or representatives at each WCF meeting was introduced from 2019. The table now shows that as well as every WCF meeting being attended by the company, the average number of company attendees at the WCF meetings was seven, in both 2019 and 2020.

<sup>42</sup> Waihi Community Forum

## C-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO COMMUNITY, INCLUDING OGNZL'S RESPONSE TO COMMUNITY-RELATED ISSUES (External Affairs and Social Performance Department)

### Data (2014 baseline)

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are noted below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- OGNZL provides ongoing investment in the community which is broadly welcomed by the Waihi community. Local primary schools and Waihi College, and community groups are key recipients of funding. OGNZL has also funded community assets.
- In addition to maintaining an existing workforce, OGNZL employees are expected to remain involved in community life, such as through sports and clubs, contributing to the maintenance of the vibrant Waihi community.



## Data and Changes

**Table 53: Community perceptions of OGNZL's approach to community-related issues (2018 - 2020)**

	DATA						CHANGES			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Responses to the question "How do you rate OceanaGold for how it manages its relationship with the community of Waihi?"										
Very well	38	50	43	48	49	38	11	-12	6	-10
Well	38	28	34	42	33	40	-5	12	-1	-2
Neutral	19	14	17	8	11 ↓	12	-8	-2	-6	4
Poorly	2	4	4	2	4	4	2	0	0	2
Very poorly	1	0	0	0	2	4	1	4	2	4
Don't know	2	4	2	0	1	2	-1	-2	-1	2
Responses to the question "How would you summarise your opinion about mining in Waihi?"										
Strongly in favour	44	50	53 ↑	56	48	60	4	10	-5	4
Moderately in favour	21	20	21	18	20	16	-1	-4	-1	-2
A little in favour	1	4	3	0	1	2	0	-2	-2	2
Neutral	29	22	16 ↓	18	23	18	-6	-4	7	0
A little not in favour	0	0	0	2	0	0	0	0	0	-2
Moderately not in favour	1	0	2	0	3	2	2	2	1	2
Strongly not in favour	4	4	4	4	5	2	1	-2	1	-2
Don't know	0	0	1	2	0	0			-1	-2

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

## Comment

Residents remain generally very satisfied with the way OceanaGold manages its relationship with the community of Waihi. This trend has become more pronounced over the period from 2018 to 2020. (Statistical testing not shown in the table – because it is over a two-year period – shows that the increase in the percentage rating "Very well" in 2020 compared with 2018 is statistically significant.)

Businesses were also very positive about how the company manages its relationship with the community, with higher ratings than residents up until 2019. However business opinion then became not as strongly positive in 2020. That trend is likely to have been influenced by COVID-19 and by the announcement of Project Quattro (which includes an extension of the Martha pit towards the town centre).

The Community Perceptions Surveys also ask respondents about their opinion of mining in Waihi in general, when taking into account all the benefits and disadvantages of mining that they can identify. The survey results show a generally very positive view. As for the trends identified earlier in this report for residents to be even more positive about the economic and employment impacts of mining in 2019, residents were particularly positive about mining in Waihi in general in 2019.

Businesses are even more positive than residents in their overall opinions about mining in Waihi.

## C-I-10: SUMMARY RESULTS OF FEEDBACK MECHANISM FOR COMMUNITY INVESTMENT PROGRAMMES, INCLUDING THE EDUCATION CENTRE (External Affairs and Social Performance Department)

### Data and Changes

**Table 54: Summary results from community investment feedback mechanism – Part 1**

SOURCES OF INFORMATION	DATA								CHANGES		
	2014 (Baseline)		2018		2019		2020		Movements in percentages		
	No.	% *	No.	%	No.	%	No.	%	2014 - 2020 %	2018 – 2020 %	2019 – 2020 %
<b>How did you find out that OGNZL provides assistance?<sup>43</sup></b>											
Website	4	14%	2	10%	4	15%	1	5%	-9%	-5%	-10%
Had received previous sponsorships	5	18%	3	14%	4	15%	8	38%	20%	24%	23%
Local knowledge	10	36%	3	14%	2	7%	3	14%	-22%	0%	7%
Word of mouth	2	7%	10	48%	10	37%	8	38%	31%	-10%	1%
Newspaper advertising	4	14%	3	14%	3	11%	1	5%	-9%	-9%	-6%
Not indicated	3	11%	0	0%	4	15%	0	0%	-11%	0%	-15%
<b>Total</b>	<b>28</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>27</b>	<b>100%</b>	<b>21</b>	<b>100%</b>			
<b>How do you acknowledge OGNZL's assistance?</b>											
Public notice	5	8%	1	2%	5	8%	3	6%	-2%	4%	-2%
Letter of thanks	21	34%	17	41%	19	31%	10	20%	-14%	-21%	-11%
Use of OGNZL promotional material	8	13%	5	12%	6	10%	6	12%	-1%	0%	2%
Newspaper article	8	13%	5	12%	9	15%	11	22%	9%	10%	7%
Signage	11	18%	13	31%	11	18%	10	20%	2%	-11%	2%
Other	9	15%	1	2%	11	18%	10	20%	5%	18%	2%
<b>Total</b>	<b>62</b>	<b>100%</b>	<b>42</b>	<b>100%</b>	<b>61</b>	<b>100%</b>	<b>50</b>	<b>100%</b>			

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\* All percentages shown in this table are percentages of total answers given (i.e. not percentages of people answering that question).

<sup>43</sup> The wording of the questions shown in this table have been marginally changed in 2018 since previous years, though not enough to impact on the results. (See SIMP report 2017 for the previous questions.)

**Table 55: Summary results from community investment feedback mechanism – Part 2**

ASSESSMENT QUESTIONS (see key below)	MEANS (based on key below)				CHANGES IN MEANS		
	2014	2018	2019	2020	2014 - 2020	2018 - 2020	2019 - 2020
<i>Base number for following group of questions</i>	(n=25)	(n=21)	(n=27)	(n=21)			
Is community investment advertising adequate?	7.8	8.5	7.9	8.0	0.2	-0.5	0.1
Is the evaluation criteria communicated adequately?	7.8	9.2	8.7	9.4	1.6	0.2	0.7
Is the time taken to process applications reasonable?	9.4	9.8	9.8	9.6	0.2	-0.2	-0.2
<i>Base number for following group of questions</i>	(n=25)	(n=21)	(n=27)	(n=21)			
Is the amount of money donated adequate?	9.3	9.2	9.5	9.2	-0.1	0	-0.3
Is the evaluation fair and equitable?	9.3	9.9	10.0	9.1	-0.2	-0.8	-0.9
Have you received help before?	Yes = 22; No = 3	Yes = 14; No = 7	Yes = 17; No = 10	Yes = 17; No = 4			
<i>Base number for following group of questions</i>	(n=25)	(n=16)	(n=30)	(n=15)			
Pre-visit information was adequate	9.1	9.1	9.6	8.9	-0.2	-0.2	-0.7
Education Officer's presentation was appropriate	9.9	10.0	10.0	10.0	0.1	0	0
Activities were age appropriate for students	9.9	9.6	9.9	10.0	0.1	0.4	0.1
Activities were linked to the curriculum	9.9	8.9	9.8	9.4	-0.5	0.5	-0.4
Time spent on activities was appropriate	9.5	10.0	9.9	10.0	0.5	0	0.1
Scope was allowed for follow-up activities	9.6	9.8	9.8	9.6	0	-0.2	-0.2
I would recommend the Education Centre to other teachers	9.8	10.0	10.0	10.0	0.2	0	0

Key: (1) = Poor, (3) = Below average, (5) = Average, (7) = Above average, (10) = Excellent

Means were first shown for this data in the 2018 SIMP report, as a way of providing an appropriate summary of these ratings.

## Comment

Word of mouth has consistently been the most common way recipients found out that OceanaGold provides assistance over the period 2018 to 2020, although in 2020 having received previous sponsorships came more into prominence.

Recipients acknowledge OceanaGold's assistance spread across a range of methods, especially in 2020. A letter of thanks, a newspaper article or signage were most often used by recipients in 2020, although the letter of thanks had been the more dominant method in 2018 and 2019. Signage had also been used more extensively in 2018.

Ratings of community investment by recipients across a wide range of criteria are all very positive and have remained so over the period 2018 to 2020. (Note that despite the continuing positivity of these ratings there is value in continuing these measurements as a mechanism to monitor and ensure the continuation of high standards.)

### C-I-11: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING COMMUNITY INVESTMENT OR PARTICIPATION-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

#### Data

**Table 56: Stakeholder feedback received by OGNZL regarding community investment or participation-related issues**

	2014 (Baseline)	2018	2019	2020
Letter of thanks received	24	27	39	22

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

No concerns or complaints were received by OGNZL regarding community investment or participation-related issues from 2014 to 2020.

#### Comment

The reduced number of letters of thanks received in 2020 relates to the reduced number of recipients in 2020 compared with earlier years, as set out in C-I-5.

## C-I-12: THE NUMBER OF TIMES EMERGENCY SERVICES WERE CALLED UPON BY OGNZL

This indicator is introduced in the 2020 report for the first time in the SIMP series of reports.

### Data

Emergency services (police, ambulance and fire brigade) were not called upon by OGNZL during 2018, 2019 or 2020.

### OTHER

N/A.

## 6.3 SUMMARY - COMMUNITY

Discussion	<p>The data presented in the Community section indicate that OceanaGold continues to support the community through community investment, and continues to be well regarded by the community for doing so.</p> <p>The biggest changes in community investment over the period have been the reduction and cessations of the funding of the schools and pre-schools in Waihi East. These decisions by the company illustrate one way in which it is acting to manage the risks associated with dependence and the potential negative impacts of funding.</p> <p>COVID-19 and associated lockdowns have also impacted on community investment programmes and mine tours.</p> <p>The data also indicates that the company has maintained a commitment to working with the community, e.g. as seen in its ongoing attendance at Waihi Community Forum meetings, the very positive ratings by recipients of community investment, and the ongoing positive ratings of community relationships in the annual Community Perceptions surveys. The ongoing high levels of participation by company and contractor employees in voluntary community activities further support the company's engagement with the community.</p>
Compliance with other Project Martha and Correnso Consent Conditions	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Mitigation action C-M-4 is ongoing, as it requires OGNZL to review and revise (as needed) the community investment strategy to reflect community priorities and needs.</p>

## 7 HEALTH AND WELLBEING

Objective	Respond to community anxiety and uncertainty regarding OGNZL's operations and future plans, and respond to negative experiences of mining noise and vibration.
Potential impacts	<ul style="list-style-type: none"> <li>• Uncertainty over future mining plans and financial stress relating to property; and</li> <li>• Anxiety regarding mining noise and vibration.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>1. Build OGNZL's understanding of its role in relation to health and wellbeing impacts.</li> <li>2. Promote community understanding of OGNZL's operations, including mining noise, vibration and future plans.</li> <li>3. Build confidence in OGNZL's approach to managing its health and wellbeing impacts.</li> <li>4. Develop management responses where appropriate, such as the blast notification programme.</li> </ol>

### 7.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
H-M-1	Review current monitoring and evaluation activities and identify gaps in relation to health and wellbeing in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP health and wellbeing indicators are now being tracked and reviewed biennially.
H-M-2	Review and implement, where appropriate, the remedial and mitigating actions proposed by the consultant clinical psychologist <sup>44</sup> , incorporating findings from the SIA, as detailed below		External Affairs and Social Performance Department	Complete	All remedial and mitigating actions set out in the Action column have been implemented. In particular, automated blast notification devices are in place.

<sup>44</sup> Dunne Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

Ref.	Action			Completion date / timeframe	Owner	Status	OGNZN self-reported progress summary
	Suggested mitigation	OGNZN response	Timeframe				
	Predictability in process and outcome	Blasting windows as per Consent Conditions	In place				
		Blast notification	May 2015				
	Predictability in noise and blasting effects	Blast notification	May 2015				
	Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness	Blast notification	May 2015				
		Blasting windows as per Consent Conditions	In place				
	Increased education regarding actual effects as opposed to feared or perceived effects	Vibration workshop	March 2015				
		Education sessions with East school children	February 2015 onwards				
	Increased opportunities to express concerns and receive feedback as to risk of harm from stable base	Complaints management procedure	In place				
		Community meetings	Quarterly in 2014; and				
6-monthly from March 2015							

Predictability in process and outcome  
Predictability in noise and blasting effects



Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
	Different pathways for different people	Independent Review Panel (IRP)	In place		<p>Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness</p> <p>Increased education regarding actual effects as opposed to feared or perceived effects</p> <p>Increased opportunities to express concerns and receive feedback as to risk of harm from stable base</p> <p>Different pathways for different people</p> <p>Specialised pathway for people with a specific vulnerability</p> <p>Decreased levels of feeling trapped</p> <p>Increased opportunities for people who are feeling trapped to apply for assistance</p> <p>Increased opportunities for activities such as blasting to be predictable</p>
		CR personnel first point of contact	In place		
	Specialised pathway for people with a specific vulnerability	CR personnel first point of contact	In place		
		Independent Review Panel (IRP)	In place		
	Decreased levels of feeling trapped	Property Programme	In place		
		Independent Review Panel (IRP)	In place		
	Increased opportunities for people who are feeling trapped to apply for assistance	Independent Review Panel (IRP)	In place		
		Top up on property sales	In place		
	Increased opportunities for activities such as blasting to be predictable	Blasting windows as per Consent Conditions	In place		
		Blast notification system	May 2015		

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
H-M-3	Continue to monitor and review employee wellbeing through OGNZL employee surveys.	Annual	People and Culture Department	Ongoing	Employee surveys are carried out annually, which either focus exclusively on health and wellbeing issues, or include these topics in more general surveys of employees.
H-M-4	Monitor complaint register to identify and investigate blasting periods where the level of complaints increases significantly in comparison to comparable blasting periods with similar vibration levels.	Monthly	External Affairs and Social Performance Department	Ongoing	This is done daily and reported at the daily meeting with end of month reporting.
H-M-5	Review and update OGNZL's Communications Plan to support the SIMP and respond to the SIA findings in relation to health and wellbeing. Include proactive education; an assessment of communications for psychological prevention and impact; consideration of impacts specific to people who are vulnerable such as the elderly, pre-existing medical or psychological conditions; provision of reports in an appropriate format for the public to understand and; the blasting notification programme.	June 2015	External Affairs and Social Performance Department	Ongoing	The Stakeholder Engagement Plan, Communications Plan, annual Perception Surveys and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose. These measurements provide a baseline for tracking the impacts of actions taken.
H-M-6	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015	External Affairs and Social Performance Department	Ongoing	OGNZL's Communications Plan related to health and wellbeing was reviewed in 2018 as part of the Project Martha preparations. The findings were reported to management for review with any mitigating actions considered for implementation alongside business requirements.
H-M-7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.
	Short term - Cintellate entries to be monitored.				

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
	Post - perception survey will identify additional indicators.				The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	See self-reported progress summary.	Ongoing	Health Safety and Environment	Ongoing	<p>A nurse is employed fulltime on site and a health programme initiative has been implemented. The site went smoke free at the end of 2016.</p> <p>OGNZL continues to provide medical check-ups for all staff including contractor employees on a bi-annual basis.</p> <p>OGNZL also continues to provide voluntary alcohol breath testing at the mine gate.</p> <p>The company has increased its attention to fitness to work initiatives for employees during 2019-2020, as part of a more holistic approach to health and safety. This has included implementing corporate standards, and offers to employees of personal trainer and counselling services.</p>

## 7.2 INDICATORS

### H-I-1: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO HEALTH, INCLUDING OGNZL'S APPROACH TO MANAGING HEALTH-RELATED ISSUES (External Affairs and Social Performance Department)

#### Data

**Table 57: Community perceptions of OGNZL's approach to health and wellbeing (2014 baseline)**

Question: "How do you rate the impact of Correnso on your health and wellbeing?"

	2014 (Baseline) Total (n=48) %
Very positive	17
Positive	16
Neutral	40
Negative	12
Very negative	9
No response	7

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- Participants raised concerns due to the uncertainty they feel regarding the Correnso development, particularly when and if mining (as opposed to exploration development) will start; the project design; and the timeframes including the overall life of the development.
- A number of Waihi residents stated during consultation that they have experienced stress and lifestyle impacts from OGNZL's operations. Such impacts were often in relation to personal health and property damage from the vibration that has come from the Trio mine and residents are therefore anxious about future blasting and vibration effects with Correnso. Of this group, those who are older or unwell, and those who stay home during the day (including shift workers) reported feeling greater personal impact from blasting, and therefore are potentially more susceptible to impacts from Correnso.
- These impacts may worsen once Correnso begins, or may lessen as the effect becomes predictable and normalised.

## Data and Changes

**Table 58: Community perceptions of OGNZL's approach to health and wellbeing (2018 - 2020)**

Question: "How do you rate the impact of mining in Waihi [and Correnso in particular]\*, on your health and wellbeing?"

	DATA						CHANGES			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Very positive	16	24	20	16	15	24	-1	0	-5	8
Positive	34	18	34	24	29	18	-5	0	-5	-6
Neutral	40	50	39	58	50▲	56	10	6	11	-2
Negative	6	4	3	2	3	2	-3	-2	0	0
Very negative	2	0	1	0	1	0	-1	0	0	0
Don't know	2	4	3	0	2	0	0	-4	-1	0

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

\* Wording in square brackets used up to 2018, then dropped from 2019 because of Martha starting.

## Comment

The extent of residents being positive about the impact of mining on their health and wellbeing rose marginally in 2019 compared with 2018, though then in 2020 returned to 2018 levels.

The recent movements in these ratings are also important. Between 2017 and 2018 there was a marked increase in the percentage of residents stating they were "positive" in their rating of the impact of mining on their health and wellbeing. That reversed an earlier decline in the rating of health and wellbeing that was noted in the 2017 SIMP monitoring report, with the 2018 data returning to close to 2016 levels. Hence the upward trend earlier noted from 2017 to 2018 has clearly continued through until 2019.

The factors identified by the psychologist contracted by the company to report on mitigation actions (see H-M-2), combined with the qualitative observations made in the 2014 SIA Engagement, suggested that when there is uncertainty about the future of mining this may be a significant contributing factor to less positive ratings of health and wellbeing by residents. Hence it is very likely that the announcement, consenting then commencement in 2019 of Project Martha, by markedly reducing uncertainty about the future of mining, has impacted on this result and lifted the health and wellbeing rating though until the 2019 result.

That interpretation based on the certainty/uncertainty hypothesis is supported by the marked increase in the proportion of residents who were neutral on this rating in 2020 compared with 2019, given the events of 2020.

## H-I-2: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING HEALTH-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

### Data and Changes

**Table 59: Stakeholder feedback – concerns and complaints received by OGNZL regarding health and wellbeing-related issues**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 - 2020 %	2018 - 2020 %	2019 - 2020 %
Number of times that residents indicated they were frightened or stressed by the effects of OGNZL operations (based on assessment and review of concerns/complaints)	33	17	14	7	-79%	-59%	-50%
Number of residents that made these concerns/complaints	11	10	9	7	-36%	-30%	-22%
Details of repeat locations	64% of all concerns/ comments (21 concerns/ complaints) arose from 3 residents.	1 resident called 4 times, 1 resident called 3 times, 2 residents called twice. The remainder only called once.	1 resident called 4 times. 2 residents called 2 times. The remaining 6 residents called once.	Each resident called once.			
Response time	Within one day	Within one day	Within one day	Within one day			
Average number of complaints per resident	3.0	1.7	1.6	1	-67%	-41%	-38%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

### Comment

There has been a marked reduction over the period 2018 to 2020 in the number of concerns and complaints where residents indicated they were frightened or stressed by the effects of OceanaGold operations. That is a continuation of the trend noted since 2017 in the 2018 SIMP monitoring report. This appears to be a consequence of the marked reduction in mining at Correnso over the period up to 2020.

The marked reduction in concerns and complaints regarding health and wellbeing in 2020, and the reductions in mining activities at Correnso, also correlate with the reduced numbers and value of payments made through the AEP programme during 2020 (refer indicator P-I-1).

As per OGNZL's SOP, the procedural requirement for responding to these complaints is within one day, a target which the data shows has been met consistently over the full period of SIMP reporting.<sup>45</sup>

**H-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING BLASTING, VIBRATION AND NOISE (UNRELATED TO PROPERTY DAMAGE), INCLUDING PERCENTAGE OF COMPLAINTS WHERE THE BLAST/NOISE WAS NOT COMPLIANT WITH OPERATING CONDITIONS; AND NUMBER AND PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS (I.E. MULTIPLE COMPLAINTS IN A GIVEN PERIOD) (External Affairs and Social Performance Department)**

Data and Changes

**Table 60: Number of complaints relating to vibrations**

	DATA				CHANGES		
	2014 (Baseline)	2018	2019	2020	2014 – 2020 %	2018 – 2020 %	2019 – 2020 %
Vibration events <sup>46</sup>	2	4	4	3	50%	-25%	-25%
Vibration complaints	4	3	7	15	275%	400%	114%
Exceedance of conditions <sup>47</sup>	2	0	0	0	-100%	-	-

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

<sup>45</sup> Though not included in the table, from 2015 to 2017 the response times for this type of concern or complaint were also always within one day (i.e. that target has been met every year since 2014).

<sup>46</sup> Defined as a blast that is greater than greater than 5.0mm/sec.

<sup>47</sup> The Correnso Underground Consent Condition 14c) and Project Martha Consent Condition 33b) state that conditions are exceeded when the peak particle velocity (vector sum) is more than:

(i) For development blasts: 5mm/s for 95% of the monitored events; and 2mm/s on average.

(ii) For production blasts: 5mm/s for 95% of the monitored events; and 3mm/s on average.

**Table 61: Number of complaints relating to blasting**

YEAR	PERIOD	NUMBER OF COMPLAINTS		NUMBER OF COMPLAINANTS		PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS/STREETS	
		U/G	Martha	U/G	Martha	U/G	Martha
2014 (Baseline)	Q1	97	36	32	5	57% from George/Clarke St	69% Seddon/Gilmour St
	Q2	70	21	25	8	52% from George/Clarke St	62% Seddon/Gilmour St
	Q3	39	25	19	11	38% from George/Clarke St	64% Seddon/Gilmour St
	Q4	28	25	23	4	47% Gladstone/Mataura Rd	92% Seddon/Gilmour St
2018	Q1	27	0	7	0	89% from Gladstone Rd	-
	Q2	31	0	11	0	81% from Gladstone Rd	-
	Q3	16	0	8	0	81% from Gladstone Rd	-
	Q4	61	0	22	0	61% from Gladstone Rd	-
2019	Q1	64	0	16	0	26% from Cuba St, 56% from Gladstone Rd	-
	Q2	43	0	14	0	28% from Cuba St, 49% from Gladstone Rd	-
	Q3	66	0	17	0	26% from Cuba St, 47% from Gladstone Rd, 12% from Stafford St	-
	Q4	32	0	9	0	38% from Cuba St, 41% from Gladstone Rd, 19% from Stafford St	-
2020	Q1	38	0	18	0	16% from Barry Rd, 24% from Cuba St, 32% from Gladstone Rd	-
	Q2	3	0	3	0	No repeat location	-
	Q3	8	0	7	0	50% Kenny St, 25% Gladstone Rd	-
	Q4	18	0	10	0	45% Gladstone Rd, 17% Stafford St	-



**Table 62: Number of complaints relating to noise**

YEAR	PERIOD	NUMBER OF COMPLAINTS		NUMBER OF COMPLAINANTS		PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS/STREETS	
		U/G	Martha	U/G	Martha	U/G	Martha
2014 (Baseline)	Q1	0	20	0	11	-	41% Russell St/Moresby Av
	Q2	0	7	0	7	-	No repeat location
	Q3	0	8	0	5	-	37% received via HDC
	Q4	0	1	0	1	-	No repeat location
2018 <sup>48</sup>	Q1	1 <sup>49</sup>	0	1	0	No repeat location	-
	Q2	0 <sup>50</sup>	0	0	0 <sup>51</sup>	-	-
	Q3	0	0	0 <sup>52</sup>	0	-	-
	Q4	1	0	1	0	No repeat location	-
2019	Q1	0	0	0	0	-	-
	Q2	0	0	0	0	-	-
	Q3	0	0	0	0	-	-
	Q4	2	0	2	0	No repeat location	
2020	Q1	0	0	0	0	-	-
	Q2	0	0	0	0	-	-
	Q3	0 <sup>53</sup>	0	0	0	-	-
	Q4	0	3 <sup>54</sup>	0	1	-	100% Bulltown Rd

Source: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

Note: In SIMP reports up until 2018 a single table presented complaints about both blasting and noise. The inclusion of a second prior year in the 2020 report has necessitated splitting this table, to avoid a single table running over two pages.

<sup>48</sup> A further 4 complaints were received about drill rig noise during 2018. Because of the small number of these complaints, not attributable to either U/G or Martha, these complaints are not included in this table.

<sup>49</sup> Arguably may not belong in this table: related only to an alarm going off at a OGNZL owned property.

<sup>50</sup> Two other noise complaints were received that were found not to be related to mining. One was found not to be from OGNZL activities, and one concerned a fireworks display put on by OGNZL.

<sup>51</sup> One complaint was received, investigated, found to be not OGNZL activities making the noise, hence shown as a zero count in this table.

<sup>52</sup> One noise complaint received concerned a dog barking at a property owned by OGNZL. This complaint has not been recorded in this table.

<sup>53</sup> There were two noise complaints in this period (not included in this table) that were associated with the helicopter flying to Wharekirauponga.

<sup>54</sup> These all concerned a generator operating in Martha Pit.

## Comment

Complaints about blasting have only been about underground mining over the period 2018 to 2020, not about the Martha open pit, where there has been virtually no activity during 2019 and 2020. Complaints about blasting rose marginally in 2019 compared with 2018, then dropped markedly after the mining at Correnso largely ended at the end of the first quarter of 2020.

Complaints relating to vibrations do not follow that trend. (That is despite the physical measurement of vibration events being static over 2018 to 2020.) Instead, there was a marked increase in complaints about vibrations during 2020 compared with 2019, which in turn had more of these complaints than 2018. While the lack of correlation in these two kinds of complaints cannot be entirely explained, it may be that because blasting was less frequent during 2020 people became less accustomed to the vibration effects. As a consequence when larger events happened more people may have been heightened to it.

Complaints about noise have dropped to very low levels over the period 2018 to 2020, compared to the baseline year 2014.

### H-I-4: NUMBER OF LOST TIME INJURIES ON SITE (Health and Safety Department)

### H-I-5: NUMBER OF SITE REFERRALS TO LOCAL HEALTH SERVICES (Health and Safety Department)

- H-I-4: Number of lost time injuries on site
- H-I-5: Number of site referrals to local health services

OceanaGold classifies three kinds of injuries within what it refers to as "Total recordable injuries":

- Lost time injuries (LTI)
- Medically treated injury (MTI) referrals
- Restricted work injuries (RWI)

The last of the categories above has been included in SIMP monitoring reports since 2017 only.

## Data

**Table 63: Number of recordable injuries (including lost time injuries and site referrals to local health services), and minor first aid treatments**

	2014 (Baseline)	2018	2019	2020
Number of recordable injuries on site				
Lost time injury (LTI)	1	0	0	0
Medically treated injury (MTI) referrals	6	2	4	3
Restricted work injury (RWI)	N/A	7	1	2
Total recordable injuries		9	5	5

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Health and Safety Department (2018 - 2020).

## Comment

The number of lost time and medically treated injuries remains very low.

Restricted work injuries is a classification that was introduced in 2017 and early results (including for 2018) were thought likely to be influenced by differing rates of identification of this type of injury. There were very few of these injuries during 2019 and 2020.

## OTHER

N/A

## 7.3 SUMMARY – HEALTH AND WELLBEING

<p>Discussion</p>	<p>Residents' responses to the Community Perceptions Survey indicate that the community remains moderately positive about how well OGNZL is managing any health and wellbeing impacts of mining. The modest lift in this rating in 2019 is consistent with the reduced uncertainty the community felt about mining in Waihi following the announcement and starting of Project Martha.</p> <p>Changes on a number of further indicators all correlate with the reduced activity in the Correnso mine as mining there reduced over the period 2018 to 2020, as this mine approaches its end-of-life. These include:</p> <ul style="list-style-type: none"> <li>• The ongoing reductions in the number of concerns and complaints by residents of feeling frightened or stressed by the effects of mining operations though to 2020</li> <li>• The marked fall-off in the number of complaints about blasting from the second quarter onwards of 2020, corresponding directly with the marked reduction in mining at Correnso (although this did not correlate with a reduction in complaints about vibration, as discussed in more detail above)</li> <li>• The lack of activity in the Martha Mine and corresponding lack of complaints about this operation (with the exception of a small number of complaints about noise from a generator there)</li> <li>• A marked lack of complaints about noise</li> <li>• The corresponding reductions the numbers and value of AEP payments in 2020</li> </ul> <p>The number of onsite injuries has remained very low through to 2020, as it has over recent years.</p>
<p>Compliance with other Project Martha and Correnso Consent Conditions</p>	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.</p>

## 8 FUTURE OF WAIHI AND OGNZL LEGACY

Objective	Understand and manage the impact of closure of OGNZL's operations including consideration of community, the economy, environmental impacts and rehabilitation.
Potential impacts	<ul style="list-style-type: none"> <li>Continued environmental impacts including delay of the Martha pit rehabilitation; and</li> <li>Delayed realisation of future economic opportunities as a result of reliance on mining.</li> </ul>
Performance goals	<ol style="list-style-type: none"> <li>Take measures to promote a high level of community understanding in relation to the physical environment and rehabilitation and confidence in OGNZL's approach, in the short and long-term.</li> <li>Engage with Iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to.</li> <li>Proactively support employees and contractors in employment transitions resulting from eventual OGNZL mine closure.</li> <li>Identify opportunities for OGNZL to contribute to the transition to a post-mine economy.</li> </ol>

### 8.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the future of Waihi and WGC legacy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP indicators are now being tracked.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-2	Complete Iwi consultation report and submit to HDC and relevant Iwi stakeholders.	July 2015	External Affairs and Social Performance Department	Complete	Completed in 2015.
F-M-3	Continue Iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.	Ongoing	External Affairs and Social Performance Department	Ongoing	This is ongoing and generally through the Iwi Advisory Group. Cultural awareness training is now being provided at least twice a year. A number of meetings have been held with iwi during 2019 and 2020 to seek feedback on operational and project updates.
F-M-4	Review Memorandum of Agreements (MOUs).	Annual	External Affairs and Social Performance Department	Ongoing	In 2019 and 2020 and emphasis was made on reviewing iwi Memorandum of Agreements (MOUs). A number of these have now been updated and we continue to work towards having these finalised.
F-M-5	Review and revise WGC's two closure plans (Rehabilitation and Closure Plan and Waihi Closure and Reclamation Plan) to include as necessary, management of economic impacts; employment transitions; rehabilitation.	January 2015	External Affairs and Social Performance Department	Ongoing	Reviewed annually and submitted as required.
F-M-6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual	External Affairs and Social Performance Department	Ongoing	With OGNZL now focused on continued mining, this action point is to be revisited and is under investigation. We continued to engage with business stakeholders in 2019 and 2020 on initiatives where OGNZL may be able to contribute to the sustainable development of the area.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZN self-reported progress summary
F-M-7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.	January 2015	Commercial Department	Ongoing	<p>One formal meeting was held in 2020 – this was not specific to Correnso or Project Martha but instead provided contractors with an overview of OGNZN's recently announced projects. Informal meetings specific to Correnso and Project Martha were held throughout 2019 and 2020.</p> <p>Contractors have been communicated with through other usual channels: Update, Mining Matters, and Goings On. There are no plans to close, and there is increased company emphasis on extending the Life of Mine (LOM), thus no discussion of a post mine economy.</p>
F-M-8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015	External Affairs and Social Performance Department	Ongoing	<p>With the approved consents for Project Martha OGNZN mine life has been extended for an estimated 10 years.</p> <p>OGNZN is also actively seeking to extend the LOM through the recent announcement of other significant projects. As part of this announcement, OGNZN has committed to making positive contributions to the sustainable development of the region. Consultation on how OGNZN may be able to contribute to the communities' values and aspirations will continue with HDC.</p>
F-M-9	Review and update the WGC Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs and Social Performance Department	Complete	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-10	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2015	External Affairs and Social Performance Department	Ongoing	Mine closure not a current issue or concern: see F-M-7 and 8.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs and Social Performance Department	Ongoing	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-12	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the future of Waihi and WGC legacy.	June 2015	External Affairs and Social Performance Department	Complete	<p>The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action.</p> <p>The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.</p>
	Short term - Cintellate entries to be monitored.				
	Post - perception survey will identify additional indicators.				
Other	None.	N/A	N/A	N/A	N/A



## 8.2 INDICATORS

### F-I-1: NUMBER OF IWI ADVISORY GROUP MEETINGS CONDUCTED (External Affairs and Social Performance Department)

#### Data

**Table 64: Number of Iwi Advisory Group meetings conducted**

	DATA			
	2014 (Baseline)	2018	2019	2020
Number of formal meetings conducted	4	0 <sup>55</sup>	1	2
Timing of formal meetings conducted	March, July, August and September		August	June, September*

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

\* March meeting postponed due to COVID-19.

#### Comment

Topics of discussion at the Iwi Advisory Group meetings in 2019 and 2020 included: Closure planning, Project Quattro, the Wharekirauponga Exploration Tunnel Project, Operational updates, and Introductions to new senior OceanaGold staff members.

<sup>55</sup> Individual iwi consultation took place regarding Project Martha.

## F-I-2: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY INCLUDING OGNZL'S APPROACH TO CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs and Social Performance Department)

### Data

**Table 65: Community perceptions of OGNZL's environmental legacy (2014 baseline)**

Question: "How do you rate the impact of Correnso on the environment?"

	2014 (Baseline) Total (n=58) %
Very positive	10
Positive	34
Neutral	29
Negative	16
Very negative	10
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2018 are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- In general, stakeholders were happy with OGNZL's approach to environmental management, although several concerns were raised.
- As the Correnso development is mined, the tailings dams will continue to operate and grow, which some participants feel is an unwelcome environmental impact.
- In the past, Iwi groups have expressed concerns regarding effects on the mauri (life force) of the water, land, and well-established trees; changes in topography and visual impacts; effects of dewatering and the quality of the regional groundwater system and; the filling of the Martha pit. Iwi groups consulted still held concerns, but felt that Correnso did not raise any new or considerable environmental concerns not already expressed about OGNZL's existing operations.

## Data and Changes

**Table 66: Community perceptions of OGNZL's economic legacy (2018 - 2020)**

Question: "How do you rate OceanaGold for how it assists with planning for the [long term<sup>56</sup>] future of Waihi?"

	DATA						CHANGES			
	2018		2019		2020		Movements in percentages			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
Very well	20	20	26	26	25	36	5	16	-1	10
Well	43	32	35 ↓	32	38	36	-5	4	3	4
Neutral	25	32	25	22	25	8	0	-24	0	-14
Poorly	7	2	6	6	6	12	-1	10	0	6
Very poorly	2	2	4	4	4	4	2	2	0	0
Don't know	3	12	4	10	2	4	-1	-8	-2	-6

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

After consultation with Phoenix Research, and with a view to more fully meeting the scope intended by this indicator, OceanaGold decided to include a new question in the 2017 Perceptions Survey, which has been continued since then. Results are shown in the following table. Responses to this topic were collected on a scale ranging from ten meaning "does this extremely well", down to zero meaning "does not do this at all".

<sup>56</sup> The additional wording "long term" was added to this question in 2020, after an investigation in the 2019 Community Perceptions Survey showed this would be an improvement.

**Table 67: Community perceptions of how well OGNZL manages environmental impacts of mining**

Question: "How well does OGNZL handle environmental impacts of mining?"

	DATA						CHANGES			
	2018		2019		2020		Movements in percentages <sup>57</sup>			
	Residents (n=311) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	2018 - 2020		2019 - 2020	
							Residents %	Businesses %	Residents %	Businesses %
<i>Summary measures:</i>										
Percent rating 8 to 10	44%	36%	51%	48%	48%	60%	4%	24%	-3%	12%
Percent No opinion/don't know	16%	28%	14%	12%	16%	6%	0%	-22%	2%	-6%
<i>Average rating out of 10 (This row shows numeric results, not percentages, as are all other results in this table. Hence this row is italicised to emphasise that distinction.)</i>	<i>7.0</i>	<i>7.4</i>	<i>7.5</i>	<i>7.5</i>	<i>7.4</i>	<i>7.4</i>	<i>0.4</i>	<i>0</i>	<i>-0.1</i>	<i>-0.1</i>
<i>Full distribution of answers on scale:</i>										
0 / Zero	3%	0%	0%	2%	2%	4%	-1%	4%	2%	2%
1	1%	0%	1%	2%	1%	0%	0%	0%	0%	-2%
2	0%	0%	2%	0%	2%	4%	2%	4%	0%	4%
3	2%	2%	2%	0%	2%	0%	0%	-2%	0%	0%
4	4%	0%	5%	4%	5%	0%	1%	0%	0%	-4%
5	9%	14%	8%	8%	7%	8%	-2%	-6%	-1%	0%
6	9%	6%	7%	6%	5%	0%	-4%	-6%	-2%	-6%
7	13%	14%	10%	18%	11%	18%	-2%	4%	1%	0%
8	22%	12%	17%	18%	18%	34%	-4%	22%	1%	16%
9	10%	12%	13%	8%	13%	14%	3%	2%	0%	6%
10	11%	12%	21%	22%	17%	12%	6%	0%	-4%	-10%
Don't know	16%	28%	14%	12%	16%	6%	0%	-22%	2%	-6%

Data source: Waihi Annual Community Perceptions Survey (Phoenix Research).

<sup>57</sup> The third row of data in this table shows means, not percentages: the change column naturally shows the changes in the means between the two years.

## Comment

The community's views of the company assisting with planning for the long term future of Waihi that became more positive in 2019, also remained more positive in 2020. The marked upswing in 2019 corresponds to upswings in several other indicators in 2019, including for economic and employment impacts.

That upswing in 2019, carrying over to 2020 but not as strongly, is also evident in the question about how well OceanaGold manages environmental impacts of mining.

As discussed previously, though even more relevant when it comes to the future of Waihi, progress in getting Project Martha consented then commenced in 2019 has no doubt influenced these ratings, given that Project Martha extends the life of mining in Waihi by at least ten years.

While results on the rating of OGNZL's handling of environmental impacts of mining are very positive overall, it is also important to note the persistent minority of residents (close to 10% in each year from 2018 to 2020) who rate OGNZL below the midpoint on this scale, i.e. expressing dissatisfaction with the company in this way. This finding has remained virtually unchanged since 2017.

**F-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE REGARDING CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs and Social Performance Department)**

Data and Changes

**Table 68: Stakeholder feedback – concerns and complaints received by OGNZL regarding environmental impacts**

COMPLAINTS AND CONCERNS	DATA				CHANGES – COMPLAINTS ONLY		
	2014 (Baseline)	2018	2019	2020	2014 – 2020 %	2018 – 2020 %	2019 – 2020 %
Noise	31	6	4	6	-81%	0%	50%
Noise – Concern	0	0	0	3			
Vibration	317	46	51	25	-92%	-46%	-51%
Vibration – Concern	2	4	3	1			
Noise from Blasting	30	3	7	0	-100%	-100%	-100%
Noise from Blasting – Concern	0	0	0	1			
Felt and Heard	82	89	154	42	-49%	-53%	-73%
Felt and Heard – Concern	0	0	5	9			
Air Quality (Dust)	6	1	0	1	-83%	0%	-
Air Quality – Concern	0	0	0	0			
Water	0	1	0	0	-	-100%	0%
Water – concern	0	0	0	0			
Light pollution	0	2	0	0	-	-100%	0%
Communications	0	0	0	1 <sup>58</sup>	-	-	-
Staff Behaviour	0	0	0	2 <sup>59</sup>	-	-	-
Work Hours/Hours of Operation	0	0	2	0	-	-	-100%
<b>Total complaints</b>	<b>468</b>	<b>148</b>	<b>218</b>	<b>77</b>	<b>-84%</b>	<b>-48%</b>	<b>-65%</b>
<b>Total concerns</b>	<b>2</b>	<b>4</b>	<b>8</b>	<b>14</b>	<b>600%</b>	<b>250%</b>	<b>75%</b>

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2018 - 2020).

<sup>58</sup> Complaint about website being down.

<sup>59</sup> Complaint about how a staff or contractor was behaving in the community.

## Comment

The total complaints received associated with environmental impacts had dropped from 2017 to 2018, but then rose sharply in 2019, before falling off even more markedly in 2020. Those trends clearly have been largely influenced by the changes at Correnso, including with it winding down to only (reduced impact) narrow vein mining in 2020.

(Note that these complaints and concerns are distinguished from those reported under H-I-2 where residents were frightened or stressed, making those health and wellbeing issues, as opposed to the environmental basis for the complaints reported in this indicator.)

In 2019 and 2020 complaints concerning environmental impacts were almost all classified as "Felt and heard" (over half the complaints in each year) or about "Vibration" (a quarter to a third of all complaints).

Data is not available on OGNZL's actual average response rate for these complaints, although this is known to be one working day or less: the process for responding to complaints at the mine requires a maximum response time of within one working day, and this maximum has been consistently applied since 2014.

## OTHER

N/A

## 8.3 SUMMARY – FUTURE OF WAIHI AND OGNZL LEGACY

### Discussion

Two significant factors have influenced the theme of the future of Waihi and the legacy of the mine over recent years. The first was the sale of the Waihi mine to OceanaGold in 2015, and increased understanding and working through the following years, of OceanaGold's commitment to continued exploration and mining in Waihi. (That was in contrast to the previous owner, NWG, having the expectation of closing the mine once the mining in Correnso was completed).

The second factor that has become particularly significant by the end of 2020, though directly related to the first, has been the tangibility of both Project Martha (with works begun in early 2020) and Project Quattro (announced in July 2020). These two projects have established much greater certainty about the future of mining in Waihi than in recent years, with Project Martha extending mining in Waihi by at least a further ten years and Project Quattro more years beyond that.

	<p>The community has responded to this increased certainty of future mining in Waihi in a number of positive ways, particularly in terms of perceived positive impacts on employment and the economy more widely.</p>
Compliance with other Project Martha and Correnso Consent Conditions	<p>All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Closure and legacy planning have not occurred in depth over recent years due to the extended life of mine with OceanaGold ownership, the consenting then commencement of work on Project Martha, and the announcement of Project Quattro. Mitigation actions F-M-4 and F-M-7 have accordingly been delayed for future implementation.</p>