OceanaGold (New Zealand)

Waihi Social Impact Management Plan 2021 - 2022 Monitoring Report

June 2023

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**"), a proposed Underground Mine and cutback of the Martha Pit, including subdivision to enable re-alignment of Cambridge and Bulltown Roads (to facilitate the proposed cut back). 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 condition 78 that requires:

1. *"An updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Martha Underground Mine[1] 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. The first biennial SIMP monitoring report was produced in July 2021, covering the 2019 and 2020 years.

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**"[2]) 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.

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[1] The terms "Project Martha" and "Martha Underground" are used more or less interchangeably throughout this report. The latter term can be useful to distinguish that project from a new project, the "Martha Open Pit" project, announced in June 2021.

[2] Also referred to sometimes, for added readability, and where unambiguous, simply as "the company".

The current SIMP Monitoring Report has been compiled in the first half of 2023, for the 2021 and 2022 calendar years. As with previous SIMP Monitoring Reports, the 2021 - 2022 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.

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 Underground 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 (2021 and 2022). This report shows not just the SIMP indicator results for 2021 and 2022 but also, for context, results from:

- 2020 (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 2020) 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 to 2020, 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 Community 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 Community 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 the two most recent reports in this series are available from both OceanaGold and HDC. For further details, please refer to these reports:

"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

"Waihi Social Impact Management Plan 2019 - 2020 Annual Monitoring Report", Phoenix Research (2020), https://waihigold-files.co.nz/wp-content/uploads/2021/10/Waihi-2019-2020-SIMP%20Report.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 designed specifically for monitoring social impacts: any other uses of the report could be inappropriate.

The report is essentially concerned with data up to the end of the 2022 calendar year, although naturally the report includes analysis and observations about that year that have been made early in 2023.

The chapters on the six themes which form the basis of this SIMP Monitoring Report cover potential impacts of the Correnso and Martha Underground 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 OVERVIEW OF 2021 AND 2022

The major activities that have been relevant to the social impacts of mining in Waihi during 2021 and 2022 have been:

- Project Martha, which has been the main focus of the mining operations in Waihi over the period 2021 – 2022. This came into prominence particularly with the first stope blasting commencing in February 2021 and the first gold production a month later. That was a milestone in the transition from mining at Correnso, which, even from early 2021, had wound down to low production levels, largely only from narrow vein mining;
- The new projects the company has been developing, initially Project Quattro and the Wharekirauponga Exploration Tunnel, with these two projects being superseded in mid 2021 by Project Waihi North and the Martha Open Pit Project.

Each of these streams of work has been associated with a number of potential or perceived impacts, on topics across the range of social impact indicators, ranging from economics and employment, to property, community, health and wellbeing, and the future of Waihi and the OGNZL legacy, i.e. the main themes of the SIMP monitoring.

These streams of work are described below, including with an indication of their main social impacts. Full details of these social impacts are set out in the following chapters of this report.

2.1 PROJECT MARTHA

Project Martha had been known to the community for some time before 2021, starting from its initial announcement to the community, followed by news of the consent application for it being lodged, and finally its consent conditions being released in December 2018. Project Martha is also sometimes referred to as Martha Underground, which usefully distinguishes it from the new Martha Open Pit Project, which has been announced, with a change to the Hauraki District Plan currently being sought prior to any application for resource consents.

Project Martha has been the main focus of the mining operations in Waihi over the period 2021 – 2022, and has a current predicted mine life out to at least 2031. It comprises underground mining largely under the southern section of the current Martha Open Pit, with access through the portal close to the processing plant in Baxter Road. (This is the same portal as used for access to the Correnso mine.) The area being mined also extends underneath a small number of properties with a mix of residential and commercial land uses, south of the pit rim (the Rex orebody). The company issues Mine Development Plans to the community on its website and in the widely circulated "Mining Matters" newsletter, at the start of each month, as part of the consent conditions. These provide a visual representation of work planned in Martha Underground mine over the coming month. These can be viewed on the company's website at: https://www.waihigold.co.nz/newsletters/mining-matters/

With Project Martha being the essentially the sole location of active mining throughout 2021 and 2022, it has naturally been the source of revenue for the company, as well as the focus of much of its expenditure over the period. That has required purchase of new equipment and the training that goes with that, and recruitment of personnel. Both have been sourced locally, regionally, elsewhere in New Zealand, and to some extent also overseas. The company has policies of favouring local sourcing where it can, and this is evidenced in the locations of its purchasing, tendering, and applicants for positions within the operation. The company also favours its employees living locally, which well over the target of 70% of employees do: that includes employees of contractors. That target and the achievement of it, relates to employment goals, but it also has implications for the local economy, property market, and community measures such as the presence of children of mining families attending local schools, and participation by mine employees in local community volunteer organisations.

Project Martha has clearly been a main focus of the community's responses to mining, as shown by the results from the Waihi Community Perceptions Surveys – comprising separate surveys of residents of Waihi and nearby areas on the one hand, with business owners and managers surveyed separately. These surveys consistently show that the community (both residents and businesses) have overall positive opinions about the mining in and around Waihi by OGNZL. Those findings are supported by analysis of the logs the company keeps of complaints and concerns it receives from the community: the company's responsiveness to such contacts with and from the community is closely monitored and assessed against minimum standards, which are consistently met.

The residential property market in Waihi went through considerable ups and downs over 2021 – 2022 (in both numbers of sales and average sale price), but this has been found to be consistent with property markets in the comparator towns of Paeroa and Te Aroha, indicating the trends in Waihi have been part of much wider (and probably national) trends, not related to mining.

The impacts on residential property of Project Martha are apparent in data presented about the Amenity Effects Programme or AEP. As Correnso wound down, the number of recipients of AEP payments reduced, but increased again markedly (also in the values paid) as mining at Project Martha moved into full production.

As well as the AEP programme, the company operates a "Top Up" programme which aims to offset any disruptions to property sale prices that may result from mining. This was discontinued in Waihi East once any impacts on that part of the market from Correnso had been offset, but restarted with the commencement of Project Martha. To date, there has been no uptake of Top Up payments related to Project Martha.

The company undertook a review of its donations and sponsorships programme in 2021, in part to align it with corporate standards. This resulted in marked increases in its community investment expenditure in 2021 and in 2022, and a wider spread of recipients. Among other impacts, this resulted in substantial increases in its donations to local schools. A specific arrangement has been entered into with Waihi Central School, the school in Waihi closest to the Martha Underground operations, where vibrations from blasting have been measured and noticed. This school received an additional donation of $40,000 more than other local schools in 2022 accordingly.

The company monitors vibration events, as required by its consent conditions. Nine of these had peak particle velocities over 5mm/sec, a threshold that requires particular attention, in 2022, markedly more than the four in 2021. That corresponded to the increased production blasting in Project Martha during 2022. However that did not correlate with the number of complaints the company received about blasting, which is consistent with residents in the vicinity of Project Martha potentially becoming more accustomed to blasting, after it had been relatively new to them in 2021.

Although COVID-19's main impact was felt in 2020, a brief nationwide lockdown occurred in August 2021. This had little/only brief direct impact on mining. Some staff were able to continue to work by doing so remotely, including using video conferencing for meetings, and for others, the lockdown was productively used on further training. COVID-19's other main area of impact was in reducing the number of mine tours, run by either OGNZL's Education Centre, or the Gold Discovery Centre.

2.2 NEW PROPOSED PROJECTS: PROJECT QUATTRO, WHAREKIRAUPONGA EXPLORATION TUNNEL, PROJECT WAIHI NORTH AND THE MARTHA OPEN PIT PROJECT

These new proposed projects have been at various stages of development and announcement that are relevant to the period 2021 – 2022. In July 2020, OceanaGold published a Waihi District Study, which outlined possibilities for new mining, processing, and storage facilities in and around Waihi. Subsequently the company announced their intentions to develop Project Quattro and the Wharekirauponga Exploration Tunnel. (These projects were outlined in the 2019 – 2020 SIMP monitoring report and more information is available about them from the OGNZL website.) The company announced both these projects early whilst it was still finalising its technical studies, in an attempt to be transparent and open about its intentions.

Since then, further technical and exploration studies confirmed the viability of an underground mine at Wharekirauponga and as a result, in June 2021, the company announced the proposed Waihi North and Martha Open Pit projects, that superseded Project Quattro and the Wharekirauponga Exploration Tunnel.

This enabled the company to progress with the Waihi North Project more promptly, with a view to ensuring continuity of mining operations. (Continuity had suffered during the transition of mining from Correnso to Project Martha, with consequences for production output, and among other consequences, had necessitated some positions within the company becoming redundant. This was documented in the 2019 – 2020 SIMP monitoring report.)

The main components of the two new projects are as follows. Further and fuller details about both projects are available at:

https://www.waihinorth.info/
https://www.marthaopenpit.info/

Project Waihi North

This project is estimated to provide several hundred additional jobs and extend mining in the Waihi area until at least 2037. It has five components that are inter-related, with components that may seem somewhat disparate all meshing together so the whole project can function smoothly and effectively. In brief these are:

- Wharekirauponga Underground Mine, accessed via a portal located at the end of Willow Road;
- Gladstone Open Pit;
- Tailings Storage Facility 3;
- Northern Rock Stack;
- Processing Plant Upgrade.

Martha Open Pit Project

Like Project Waihi North, the Martha Open Pit Project would extend mining in the Waihi area by a significant number of further years. Also like Project Waihi North, this project has multiple components, all necessary to make up a single consolidated project:

- Expansion of the existing Martha Pit;

- A lift on the proposed Tailings Storage Facility 3;
- An increase in volume of the proposed Northern Rock Stack.

In July 2022 the company lodged its application for the proposed Waihi North Project, the next step in the development of that project. Results from the Community Perceptions Surveys show that the community opinions about the mining in Waihi continue to be strongly positive, with only very small minorities not in favour of it. That is, the announcements of those projects did not detract from the overall favourable opinions of the community about mining in Waihi. Instead, these projects were perceived by the community essentially as confirming and substantiating the company's commitment to the future of mining in and around Waihi. For all their scale and multiple components, the two new projects were largely responded to as "business as usual" or "more of the same". That response may have been in part because Project Quattro and the Wharekirauponga Exploration Tunnel had prepared the community for the projects that these evolved into.

One further development of the mining in Waihi is the application to expand the Martha Mineral Zone. The existing Martha Mineral Zone, as defined within the Hauraki District Plan, allows for surface mining within its boundaries. The proposed expansion of the Martha Pit, as part of the Martha Open Pit Project, would require a change to the District Plan to increase the boundary to include all the land parcels necessary to support the expansion (this is inclusive of areas required for rehabilitation). No privately owned land is proposed to be rezoned as part of the plan change application, and a change to the Zone doesn't mean mining can be undertaken there. Any mining activity is controlled by the Resource Management Act and resource consents would still need to be sought should the plan change be approved.

The company announced its plan to apply to expand the Martha Mineral Zone in July 2021 and submitted the application to Hauraki District Council in April 2022.

Extending the life of mining in Waihi was a key commitment OceanaGold made to the New Zealand Government when the company acquired the Waihi Operation in 2015. The proposed new projects are tangible evidence of that, based on years of technical and exploration studies. With the exception of a small minority, the community's overall response to these new projects is indicated in their steady highly favourable views of the impacts of mining on the town.

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.

As it has consistently in recent years, 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 those achievements.

The SIMP indicators and mitigation measures provide an objective and well-rounded assessment and monitoring of the company's performance of its social impact responsibilities. The SIMP monitoring framework has remained effective during 2021 and 2022 notwithstanding the differences in the focus of mining operations compared with previous years, with the focus of mining operations switching from Correnso to Project Martha, and the planned Project Waihi North and Martha Open Pit Project.

Even so, 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	• Continued contribution to the economy by OGNZL; and • Continued financial reliance on OGNZL.
Performance goals	1. 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. 2. 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. 3. Support government and business stakeholders in their work to manage economic dependencies.

3.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-1	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, and the Framework updated accordingly.

3 Actions as identified in the 2014 SIMP.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-2	Review OGNZL's regional and local procurement initiative, in particular: Identify whether it delivers relevant data on local procurement and indirect economic impact; and Update, analyse and report the data it provides or collect new data if necessary.	January 2015 then annual review	Commercial Department	Complete	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. OGNZL continues to monitor action through the indicators located within this report. The review will be conducted on a biennial basis.
Ec-M-3	Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.	Annual	Commercial Department	Ongoing	Community Perceptions 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. 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, and in 2022 committed to investigating the development of business and supply chain strategy that (where appropriate) prioritises local business (followed by regional, national, and then international), and builds local capacity and capabilities. These investigations are ongoing.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-4	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	The annual Community Perceptions 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. 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. The data on tenders won (Ec-I-4) provides some indicators of the extent to which OGNZL is procuring from local businesses.
Ec-M-5	Assess opportunities to improve how local businesses are notified of tenders.	Biennially	Commercial Department	Ongoing	In 2022 OceanaGold committed to investigating the development of business and supply chain strategy that (where appropriate) prioritises local business (followed by regional, national, and then international), and builds local capacity and capabilities. These investigations are ongoing.
Ec-M-6	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	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
Ec-M-7	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	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-8	Review use of the words "local"[4] and "regional"[5] 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.
Ec-M-9	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.
Other	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

4 OGNZL defines "local" as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata, and the surrounding rural areas.

5 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)		2020		2021		2022	
	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 (%)
Total expenditure[6] including payroll								
Local	46,249,183	30%	66,734,108	44%	63,727,804	37%	53,370,183	29%
Regional	39,646,373	26%	37,818,417	25%	31,424,599	18%	33,760,041	19%
New Zealand	45,599,546	30%	26,655,265	17%	52,351,139	30%	76,982,272	43%
Overseas	21,111,579	14%	21,666,323	14%	24,736,912	14%	16,868,728	9%
Total	**152,606,681**	**100%**	**152,874,114**	**100%**	**172,240,454**	**100%**	**180,981,223**	**100%**
Total expenditure expressed in 2014 dollars[7]	**152,606,681**		**141,597,472**		**153,486,193**		**150,482,302**	
Total expenditure excluding payroll								
Local	31,878,183	23%	39,634,775	32%	31,195,225	23%	20,078,911	14%
Regional	39,646,373	29%	35,511,354	29%	28,654,985	21%	30,925,836	21%
New Zealand	45,599,546	33%	26,217,245	21%	51,825,299	38%	76,444,168	53%
Overseas	21,111,579	15%	21,319,215	17%	24,320,211	18%	16,442,309	11%
Total	**138,235,680**	**100%**	**122,682,589**	**100%**	**135,995,720**	**100%**	**143,891,224**	**100%**
Payments to government								
Royalties	2,560,000	-	540,574	-	697,091	-	973,572	-
Rates	July 2013 – June 2014		July 2019 – June 2020		July 2020 – June 2021		July 2021 – June 2022	
HDC	575,700	N/A	1,542,903	N/A	1,054,318	N/A	997,852	N/A
WRC	41,635	N/A	252,844	N/A	99,193	N/A	168,114	N/A
Total royalties and rates	**617,335**	N/A	**1,795,747**	N/A	**1,153,511**	N/A	**1,165,966**	N/A

Sources: Waihi SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Commercial Department (2020 – 2022).

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.

6 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.

7 See detailed discussion of the inflation-adjusted expenditure in the Comment on this data.

Changes

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

	CHANGES					
	2014 – 2022		2020 – 2022		2021 – 2022	
	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)
Total expenditure including payroll						
Local	15%	-1%	-20%	-15%	-16%	-8%
Regional	-15%	-7%	-11%	-6%	7%	1%
New Zealand	69%	13%	189%	26%	47%	13%
Overseas	-20%	-5%	-22%	-5%	-32%	-5%
Total	**19%**		**18%**		**5%**	
Total expenditure excluding payroll						
Local	-37%	-9%	-49%	-18%	-36%	-9%
Regional	-22%	-8%	-13%	-8%	8%	0%
New Zealand	68%	20%	192%	32%	48%	15%
Overseas	-22%	-4%	-23%	-6%	-32%	-7%
Total	**4%**		**17%**		**6%**	
Payments to government						
Royalties	-62%		80%		40%	
Rates	July to June years					
HDC	73%		-35%		-5%	
WRC	304%		-34%		69%	
Total royalties and rates	89%		-35%		1%	

Comment

When the total expenditure data is examined without adjustment for inflation, it appears that total expenditure in 2020 was a very close match to that during the baseline year, 2014, while increasing markedly in 2021 and again in 2022.

In the years since the baseline for the SIMP reporting in 2014, up until 2020, inflation in New Zealand was well below 2% each year. It averaged only 1.3% over those years. Inflation started to increase in 2021, when in the December quarter inflation was 3.9% compared with the December quarter a year earlier. That rate jumped to 7.2% in the year to December 2022.

The consequence of this is that it had been entirely appropriate for SIMP monitoring reports up until the report on the 2019 – 2020 years to not show expenditure adjusted for inflation. However given the levels of inflation that New Zealand has experienced starting in 2021, it is clearly now appropriate to examine the expenditure data shown in Ec-I-1 and 2 taking account of inflation.

This raises the question of what measure of inflation is appropriate to apply to this data. This analysis uses the Consumer Price Index (CPI) and results for this measure that are provided by Statistics New Zealand. There could clearly be arguments made that the CPI is not entirely appropriate for a mining operation, for at least these reasons:

- The CPI is designed as a measure relevant to consumers and households, not businesses. For example, it is sensitive to increases in costs for household purchasing such as food, clothing and accommodation, which would clearly not be directly applicable to businesses, let alone mining specifically;
- Other indices such as the Labour Cost Index (or LCI, also reported on by Statistics New Zealand) may be more applicable for at least some parts of OGNZL's expenditure (including the knock-on effects on goods and services purchased, beyond simply its own labour costs), but the LCI typically does not correlate directly with the CPI;
- Purchases by OGNZL directly from overseas, and purchases within New Zealand but affected by overseas pricing, and changes in the costs of such goods and services, let alone exchange rate variations, may be more applicable, but reliable, relevant and aggregated business data for this type of indexing is not available.

However the CPI is widely used as a virtually "standard" measure of inflation, so despite the limitations of its applicability to the OGNZL data, and given the lack of any accepted alternative measure of inflation that would be more relevant for this type of purpose, the CPI has been used in this analysis. It is effectively the best option given the lack of any clearly better alternatives. A further minor point in favour of using the CPI is that it contains a component related to the cost of goods and services from overseas, which is relevant to mining and to OGNZL's purchasing and costs.

Consequently Table 1 includes a new line not previously reported, showing inflation-adjusted total expenditure. This has been done by expressing expenditure in later years in terms of the equivalent "2014 dollars". On that basis, it is clear that total expenditure has remained relatively constant over the years shown. Total expenditure was marginally down in 2020 compared with the baseline expenditure, but returned to close to baseline levels in 2021 and 2022. Those changes relate to changes in the mining operation, with Correnso winding down in 2020 and 2021, and the first gold being produced from Martha Underground in March 2021, which was then in full production in 2022.

While it would be quite cumbersome to present all the data in Table 1 also inflation-adjusted, key trends are apparent without that refinement. In addition, changes in the proportions of expenditure locally through to overseas are not affected by inflation. On that basis, there is a striking trend for expenditure at the New Zealand level (i.e. exclusive of local and regional expenditure) to have increased markedly in 2021 compared with 2020, when it came close to doubling on the year before. It also increased yet further in 2022, when this expenditure was close to 50% up on 2021. Those increases make the expenditure at the "New Zealand" level almost three times higher in 2022 than they were in 2020. (That would be somewhat less than three times higher if inflation was taken into account.) Factors contributing to this increased expenditure include the purchase of new equipment required for Martha Underground, costs related to the refurbishment and expansion of the mill/processing plant, and extensive work being done during 2021 and 2022 on new projects in the pipeline, including the Waihi North and Martha Open Pit projects. (Within the latter project, significant work was also done on preparing plans and the application for the expansion of the Martha Mineral Zone.)

It is noteworthy that expenditure related to the Waihi North and Martha Open Pit projects is not related to the consent conditions for Correnso and Project Martha, which are the focus of this report, even though work on the Waihi North and Martha Open Pit projects is a significant part of the company's "presence" in the town.

It is of some interest and relevance that a similar pattern of fluctuations in expenditure was noted in the 2018 SIMP report, when 2018 saw an unusually high proportion of expenditure with New Zealand suppliers. That was noted at the time as being largely because of expenditure on the expertise needed to develop the consenting application for Project Martha. That work being completed in 2018 led to the expenditure with New Zealand suppliers dropping back in 2019 and 2020 to levels more in line with previous years.

A further factor likely to have influenced the increasing proportion of expenditure at the New Zealand level, is that the company is increasingly buying goods and services jointly with the Macraes mine in Otago, OGNZL's main other mine in New Zealand. This provides benefits from joint buying power. Note that care has been taken even so in the preparation of this data, to identify the proportions of any joint expenditure specifically for the Waihi operation.

The large increases in New Zealand expenditure were offset by decreases in expenditure in other areas. The largest of those was a decrease in non-payroll local expenditure from 2020 to 2022. A further trend is evident in the data when the all-of-New-Zealand expenditure is aggregated, and contrasted with overseas expenditure: in 2022 there was a notable increase in the proportion of the company's expenditure across the whole of New Zealand, with overseas expenditure in 2022 a somewhat smaller proportion of total expenditure than in the previous two years.

The changes in royalties over time directly reflect the changing levels of gold production. That was clearly relatively low in 2020 as mining at Correnso was winding down (with more focus on narrow vein mining, with its lower production output), then picked up in 2021 and again in 2022 as Martha Underground production began then picked up.

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[8]	-	-	-	-	-	-	-	-	**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 (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).

Table 5: Procurement opportunities (2021 calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	**18**
Number of tender participants	10	15%	12	18%	34	52%	10	15%	**66**
Number of tenders won	4	24%	4	24%	5	29%	4	24%	**17**

Source: OGNZL Commercial Department (2021).

[8] 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 (2022 calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL *		INTERNATIONAL *		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	**12**
Number of tender participants	5	8%	8	15%	19	36%	31	40%	**63**
Number of tenders won	2	33%	0	0%	2	33%	2	33%	**6**

Source: OGNZL Commercial Department (2022).
* In 2022 new challenges arose with classifying tenders won and to whom, as some had split awards to National and International branches of the same company/organisation. Case by case judgement calls in these scenarios were made, more often treated on balance as International.

Changes

Table 7: Changes in procurement opportunities

	CHANGES		
	2014 – 2022 %	2020 – 2022 %	2021– 2022 %
Number of tender participants			
Local	150%	-64%	-50%
Regional	167%	-43%	-33%
National	138%	-32%	-44%
International	244%	29%	210%
Total	**186%**	**-21%**	**-5%**
Number of tenders won			
Local	0%	-60%	-50%
Regional	-100%	-100%	-100%
National	0%	100%	-60%
International	0%	-60%	-50%
Total	**-14%**	**-54%**	**-65%**

Comment

The obvious driver of changes in tendering over the period 2021 and 2022 is the changing nature of the mining work being done during the period and/or covered by the life of the tenders being let. There was clearly a marked drop in the number of tenders let in 2022 compared with 2021, although the number of tender participants did not show a corresponding drop. Martha Underground being in relatively a "steady state" of stope blasting and production during 2021 and 2022, with the necessary tenders already in place, contributed to the reduction in the number of tenders let in 2022.

The changing nature of the current mining also impacts on the length of tenders offered. Martha Underground's relatively "steady state", particularly in 2022, is well suited to longer contracts, which in turn reduces the number of tenders let in any one year. Better rates can also be obtained with longer tenders. The certainty and continuity of work offered by Project Martha has made for longer life-of-project tendering.

A point of detail about this data is worth noting. The company has a number of tenders with suppliers that it simply rolls over, rather than putting out tenders for that work. Contracts that may be simply renewed at some roll-over periods are likely to be put to tender at least from time to time to keep the company abreast of offerings in the marketplace. This indicator focuses on the extent of *opportunity* the mine provides for supplier businesses, so its focus on tenders (and not including contract roll-overs or extensions) is appropriate. A related point is that rolled over contracts are of course included in the expenditure data shown in Ec-I-1 and 2.

The increasing use by the company of joint purchasing with Macraes also impacts on this indicator. As with the expenditure data reported in Ec-I-1 and 2, particular care has been taken in preparing this data to ensure the inclusion of only the tenders that include a significant proportion of expenditure by the Waihi operation.

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. This trend has also been noted in previous years. 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, and the particular expertise and capability that local suppliers have acquired over their years of contracting to the company.

Another factor is the preference of OceanaGold to "onboard" employees rather than outsource where possible, further developing the company's own internal expertise and capability. Conversely developing some of the currently planned mining projects (particularly Waihi North and Martha Open Pit) requires specialist expertise, and especially when this is *project* as opposed to ongoing *operations* work, it can be more appropriate to bring in contractors and consultants with the relevant specialist expertise. These factors all contribute to the variations in tendering over the period 2020 – 2022.

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

This indicator was reported on for the first time in the 2018 SIMP report, using a methodology based on procuring turnover estimates from companies providing business listings and comparing those turnover estimates with OGNZL's expenditure with each of their suppliers. On that basis estimates were made for each supplier of the proportion of their revenue that OGNZL contributes.

This methodology was then applied again in 2020 and 2022. 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 each year when this analysis was done. This threshold level of $60,000 was set in order to remove the suppliers that provided only the smallest value of goods and services to OGNZL. 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.

As acknowledged in the 2018 SIMP report when this methodology was first used, 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. 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. In other words, larger businesses that supplied goods and services to OGNZL of less than $60,000 would be excluded from this analysis.

A minor development of this indicator was to run a "sensitivity" analysis of the model in 2020, first replicating the 2018 approach, then reducing the threshold of purchases by OGNZL from $60,000 to $30,000. (The latter figure was necessarily somewhat arbitrary, but appropriate for the sensitivity analysis.) That showed that lowering the turnover criterion for inclusion in this analysis had the anticipated effect of showing that a smaller proportion of businesses had OGNZL contributing more than 50% of their revenue. Thus using the $60,000 threshold figure for inclusion in this analysis provides conservative estimates of the proportion of businesses reliant on revenue from OGNZL. On that basis, the sensitivity analysis done in 2020 was taken as definitive, making it unnecessary to repeat the sensitivity analysis in later years.

In 2022 there were 171 suppliers to OGNZL that sold $60,000 or more of supplies to OGNZL. That compares with 165 in 2020 and 158 in 2018.

OGNZL identified for each supplier whether they are a local, regional, national or international business, using the standard SIMP area definitions.

Total OGNZL expenditure during 2022 with these 171 suppliers was $121m, as shown in Table 8 below. It may be useful to note that this figure, and its components of local, regional, national and international expenditure, would be comparable with the 2022 expenditure figures quoted in Table 1 (excluding payroll), if the following adjustments were made: Table 1 expenditure includes GST whereas the expenditures in Table 8 do not; the Table 8 expenditures are based only on businesses with billings of $60,000 or more to OGNZL (whereas Table 1 covers all suppliers regardless of their billings).

Comparing Tables 1 and 8 shows that the analysis of suppliers for Ec-I-5 purposes covers the very large majority of the purchasing expenditure by OGNZL.

The spread of suppliers over their locations is shown below, along with the value of supplies OGNZL purchased from suppliers located in each area.

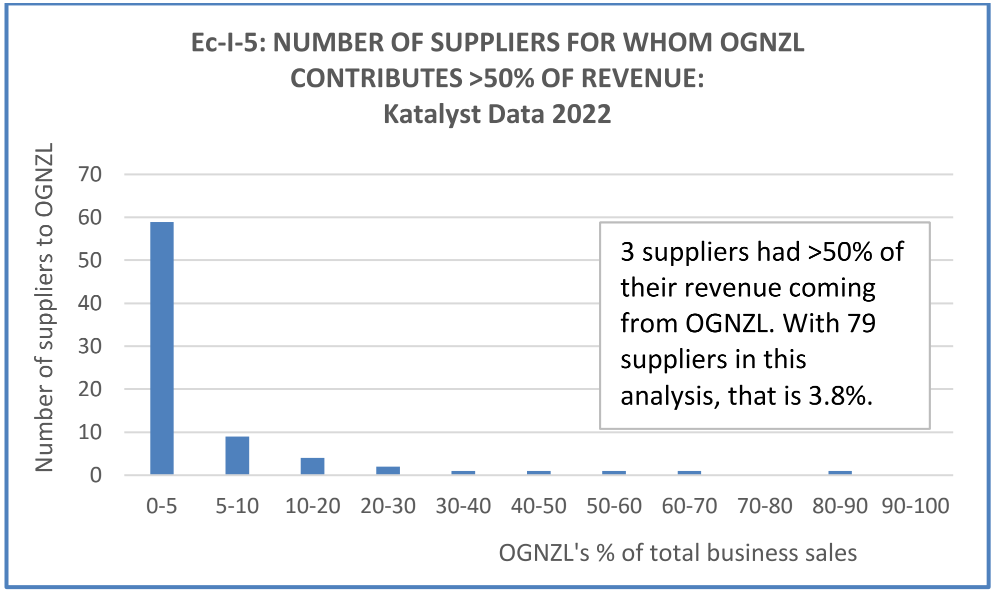
Table 8: The locations of suppliers to WGO with annual billings to OGNZL of $60,000 or more

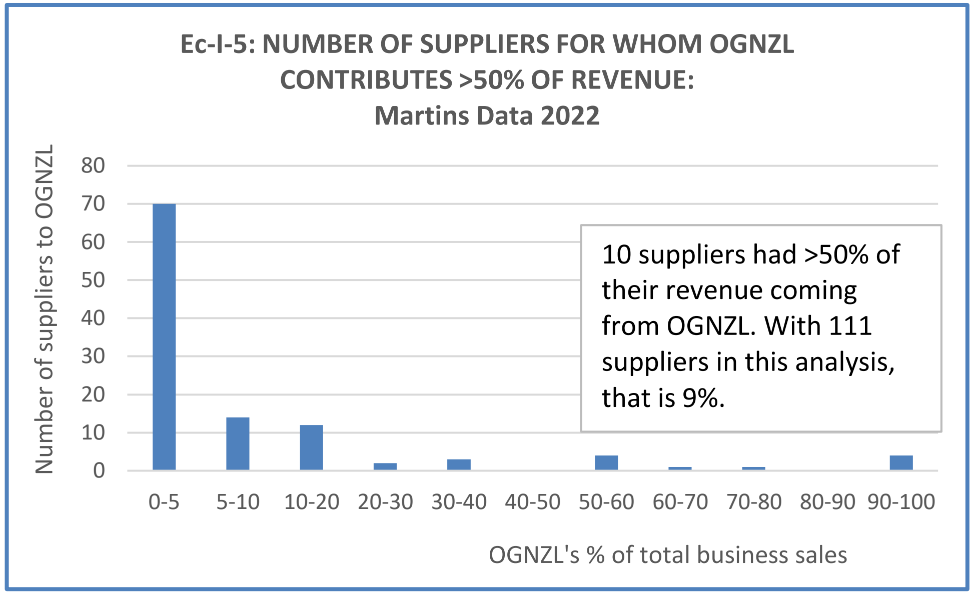
	2018				2020				2022			
	Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased	
	No.	%	NZD	%	No.	%	NZD	%	No.	%	NZD	%
Local	31	20%	$37,104,585	38%	27	16%	$20,135,165	20%	37	22%	$15,367,063	13%
Regional	41	26%	$23,065,329	23%	31	19%	$27,645,901	28%	36	21%	$25,946,905	21%
National	56	35%	$25,761,914	26%	68	41%	$29,067,325	30%	72	42%	$64,541,700	53%
International	30	19%	$12,908,540	13%	39	24%	$21,170,507	22%	26	15%	$15,249,767	13%
Total	**158**	**100%**	**$98,840,368**	**100%**	**165**	**100%**	**$98,018,897**	**100%**	**171**	**100%**	**$121,105,436**	**100%**

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

In 2022 it can be seen that 145 of these suppliers were local, regional or national businesses, i.e. located in New Zealand rather than overseas. 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[9] and Martins, two leading suppliers of this type of information about businesses. Among these 145 businesses, Katalyst was able to provide turnover estimates for 79 businesses and Martins for 111 businesses. 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.

[9] 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 and again in 2022. Like Equifax, Katalyst is also an acknowledged leading provider of such business information. These companies use a range of sources of information to model and calculate their turnover estimates. Examples include published data from annual reports (where applicable), and data from Statistics New Zealand economic surveys that determine turnover per employee in different industries.





A curious minor technical detail about this data is that the Martins estimates of turnover had four businesses with turnover estimated at less than what they had billed OGNZL in 2022. These businesses are included in the graph above in the 90 – 100% range of the percentage of their turnover being from OGNZL. This is an acceptable quirk of the turnover estimation methods and does not detract significantly from the merits of this analysis.

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.)

In 2022 a new analysis of this data was also undertaken, as part of assessing the reliability of this method. There were 68 businesses for which both Katalyst and Martins were able to provide turnover estimates. The corresponding analysis for these 68 supplier businesses, based on averaging the turnover estimates from Katalyst and Martins, is also shown in the table below under the heading "Combined".

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

	2018		2020		2022		
	Equifax	Martins	Katalyst	Martins	Katalyst	Martins	Combined *
Number of businesses for which turnover estimates available	65	68	87	95	79	111	68
Number of businesses for which >50% of turnover is sales to OGNZL	5	1	4	8	3	10	2
Percentage of businesses for which >50% of turnover is sales to OGNZL	7.7%**	1.5%**	4.6%	8.5%	3.8%	9.0%	2.9%

* This column is based on supplier businesses where both Katalyst and Martins were able to supply turnover estimates: see text.

** These results were presented only in graphical and text form in 2018, not in a table. They were quoted erroneously (at higher levels) in the 2019 – 2020 SIMP report.

The key point related to Ec-I-5 that is immediately apparent from the graphs and the table above is that the proportions of suppliers to OGNZL for whom OGNZL contributes more than 50% of their revenue is very small. In 2022 three out of the 79 supplier businesses for which Katalyst could provide turnover estimates had 50% or more of their revenue contributed by OGNZL, while based on the Martins turnover estimates that number was 10 out of 111 supplier businesses. Those proportions, for all local, regional and national businesses combined, are 4% and 9% respectively.

The new analysis in 2022, using the averages of the estimates of business turnover provided by Katalyst and Martins, may be a more accurate measure, since the averaged turnover estimates are likely to be more reliable than the turnover estimates provided by either company individually. However this method reduces the number of supplier businesses that can be included in the analysis, with a small skew to larger businesses. Even so, the result of 3% of businesses for whom OGNZL accounts for more than 50% of their revenue is a useful measure, and arguably more reliable than the estimates based on turnover estimates by either Katalyst or Martins individually.

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. However it is appropriate to note that the few businesses that could be argued to be "reliant" on their billings to OGNZL by having more than 50% of their billings to OGNZL, include local, regional and national businesses.

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 supplier 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 (now Sense Partners). The 2015 survey indicated that just 2% of local businesses had 50% of 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 analyses in 2018, 2020 and 2022.

It is also appropriate to comment that the methods used for this indicator rely on estimates that are inherently subject to relatively wide confidence bands. Consequently this data does not enable any conclusions to be made about changes, increases or decreases in reliance of businesses on their billings to OGNZL over time.

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 Newmont Waihi Gold (NWG). Key points still relevant in 2022 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- NWG contributed to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by NWG'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 that NWG had a positive impact on the Waihi economy. Participants, however, qualified positive comments on NWG's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst residents who had been negatively affected by NWG's operations, particularly those living in Waihi East. [That has become less relevant now that mining at Correnso is now almost completed.]
- NWG'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 (2020 - 2022)

Question: *"How do you rate the impact of the current mining in the Waihi area, on the economy of Waihi?"*[10]

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 - 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=301) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	41	54	39	52	36	40	-5	-14	-3	-12
Positive	49	36	42	42	44	48	-5	12	2	6
Neutral	9	6	16 ▲	2	16	4	7	-2	0	2
Negative	1	2	2	0	3	2	2	0	1	2
Very negative	0	2	1	0	0	0	0	-2	-1	0
Don't know	0	0	0	4	1	6	1	6	1	2

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. The overall strongly positive ratings about economic impact are a continuation of trends found in previous years.

However the results also show consistent but small decreases in how positively mining is rated for its impact on the economy of Waihi. Over the years from 2020 to 2022 (the results presented in the table above) it is important to note that these trends are too small to be statistically significant. That is, those trends are not large enough so that they can be generalised with confidence to apply to all residents and businesses in the study area: they are well within the margins of sampling error. This trend, however, does become statistically significant when the results from 2019 (when positivity was particularly high), are also taken into account.

It is therefore reasonable to conclude that there is a slight (but more importantly, very slow) reduction in the strength of the positivity of the ratings among the community about the economic impacts of mining. Previous analysis of the announcements of new mining projects and lodgement of consents etc, has shown the

[10] 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 – and the other related questions in the Community Perceptions Surveys - also included specific mention of Correnso, which was dropped from 2019 onwards because of Project Martha. The wording "the current mining in the Waihi area" has been used for all these questions since 2019, replacing wording such as "and Correnso in particular". That change is not considered to impact significantly on comparisons of the survey results that can be made over time.

community can be marginally unsettled when new projects are announced or become evident, depending on the nature of the projects. The slight decrease in positivity during 2021 and 2022 could relate to the extent of such activities during those years, with the start of blasting in Martha Underground, community discussions about Project Quattro (followed by it being replaced by other projects), and the announcements and further progress on the Waihi North and Martha Open Pit projects.

Previous analysis has also shown that the added certainty provided by the approval of new projects can consolidate community positivity about the impacts of mining on the economy of Waihi. That factor will almost certainly also have been at play in these results. (The approvals process provides opportunities for any issues people may have with what is proposed to be worked through, and typically resolved or accepted.)

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 2022.

OTHER

N/A

3.3 SUMMARY – ECONOMY

Discussion	The economic indicator data presented in this chapter shows that OceanaGold continues to support the local, regional and national economy, through procurement, payroll, 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 Surveys showing that both residents and businesses view the mining in Waihi as contributing positively to the local economy. The company's plans to markedly extend the life of the mine have been strongly evidenced over recent years, with the announcement and consenting of Project Martha followed by its commencement in 2020 (providing ten or more years future mining), followed by the announcements of Project Quattro then the Waihi North and Martha Open Pit projects (the latter two in June 2021). These projects demonstrate and confirm the company's long-term commitment to mining in Waihi, with ongoing input to the local economy accordingly.

	The data available now for the third 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, with only very small percentages deriving more than 50% of their revenue from OGNZL. This indicates very low levels of reliance. The consistency of this finding from the 2022 data with the 2018 and 2020 results, and the interrogations of this methodology undertaken in both 2020 and in 2022, confirm the validity of this conclusion (technical provisos and limitations aside – these are discussed in more detail in the section on Ec-I-5).
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

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	• Continued provision of employment; • Continued contribution to the economy by OGNZL employees and contractor employees; and • Continued provision of training programmes.
Performance goals	1. Promote the local sourcing of employees and contractors, and associated training and development opportunities. 2. 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.

4.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-1	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	In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly. Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-2	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	Anecdotally, preference is given to local candidates/contractors if they have the relevant skills and experience for the role (as is demonstrated by the high percentage of local employees). In 2022 OceanaGold committed to formalise a recruitment hierarchy that (where appropriate) prioritises recruitment of workers who live locally, then recruitment of workers who live regionally, then nationally and lastly internationally. This process has commenced, with implementation expected in 2023
Em-M-3	Review and improve current level of responsiveness to job applicants. Local ad hoc applications – a letter is sent or phone call made within one week. 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.	December 2014 Success Factors implemented October 2016	People and Culture Department	Complete	The same processes are followed as in previous years. 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. OGNZL is constantly reviewing its response times to applicants.
Em-M-4	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.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-5	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. 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. "Regional" includes the Waikato and Bay of Plenty regions.	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.
Em-M-6	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 saw seven interns participate in 2021, and nine in 2022. In 2022 OceanaGold initiated its “JumpStart Programme”. This programme is in partnership with Waihi College, Bluelight and Waihi Police, supports local people (mostly students) with obtaining their driver licence. 30 students obtained their restricted licence through the programme in 2022.
Em-M-7	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.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-8	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	Ec-I-5 provides an insight into the proportion of businesses that have a high percentage of turnover related directly to the Waihi Gold Mine. The annual business perceptions survey, and contractor employee survey (and corresponding data) also provide insights related to this action.
Em-M-9	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 OceanaGold Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
Em-M-10	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	OceanaGold continues to engage with the local college, and other stakeholders, on what barriers to employment might be. From this engagement it was discovered that for young people in Waihi not having a driver licence is a significant hindrance to employment and / or further training (to be employed at OceanaGold for example a prerequisite is having a driver licence). In 2022 OceanaGold initiated its “JumpStart Programme”. This programme is in partnership with Waihi College, Bluelight and Waihi Police, and supports local people (mostly students) with obtaining their driver licence. 30 people obtained their restricted licence through the programme in 2022.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment. Short term - Cintellate entries will be monitored. Post – socio-economic analysis will identify additional indicators.	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.
Other	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)	2020	2021	2022	2014 – 2022 %	2020 – 2022 %	2021 – 2022 %
Number of OGNZL employees	112	277	332	354	216%	28%	7%
Number of contractor employees	263	76	103	104	-60%	37%	1%
Total	**375**	**353**	**435**	**458**	**22%**	**30%**	**5%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2020 - 2022)[11].

Comment

The total OceanaGold workforce increased from 2020 to 2022, particularly from 2020 to 2021. Those trends applied to the workforces both directly employed by OGNZL, and the contractor employees.

The larger of these increases, from 2020 to 2021, was required for both the increase in the underground mining at Project Martha, and for the development of plans for future mining, i.e. the Waihi North and Martha Open Pit projects. That change was also made larger because the 2020 workforce had shrunk marginally from the year before after a number of redundancies occurred during that year as a result of changes in mining activity, including the gap between Correnso winding down and Project Martha ramping up.

The mix of employees being weighted to those employed directly by the company rather than employed by contractors (as in the baseline year 2014) is consistent with the company's preference for direct employment: the company "onboarded" employees particularly over the period 2014 to 2016.

Defining the range of contractors and their employees to be included in this analysis is under review. Depending on definitions and criteria, and for example, treatment of one-off contractors, there could be significantly more contractor employees than have been covered up to 2022 for this indicator by the Employee Survey.

11 The figures reported from 2018 onwards are monthly employee numbers averaged over each year.

Em-I-3 and Em-I-4: WORKFORCE LIVING LOCALLY[12] (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

Data and Changes

Table 13: OGNZL workforce and size and distribution

NUMBER AND PERCENTAGE OF WORKFORCE LIVING LOCALLY [13]	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022	2020 – 2022	2021 – 2022
Number of OGNZL employees living locally	99	213	243	275	*	62	32
Number of contractor employees living locally[14]	210	66	86	89	*	23	3
Number of total workforce living locally	**309**	**279**	**329**	**364**	*	85	35
					Movements In Percentages		
Proportion (%) of OGNZL employees living locally	89%	77%	73%	78%	-11%	1%	5%
Proportion (%) of contractor employees living locally	80%	87%	83%	86%	6%	-1%	3%
Proportion of total workforce living locally (%)	**83%**	**79%**	**76%**	**79%**	-4%	0%	3%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2020 - 2022); Employee Survey (OGNZL and Phoenix Research, 2020 - 2022)[15].
* The changes in numbers of employees from 2014 to 2022 are not reported, for the reasons set out in detail in footnote 15 below.

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[12] 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.

[13] The sources of this data, both the OGNZL records and the Employee Survey, do not hold this information for all employees. The 2020 – 2022 figures are **estimates** based on the proportions of employees for whom where they live is known. The numbers of employees in 2020 – 2022 living in the locations shown in the next two tables have also been estimated on that basis.

[14] Inclusive of contractor employees living in the following locations in 2014: Waihi, Waihi Beach/Athenree, Katikati and Paeroa. For the 2020 – 2022 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.

[15] 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.

Comment

The proportion of employees living locally has remained high over the period 2020 to 2022.

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

There was a small drop in the proportion of employees living locally in 2021, compared with both 2020 and 2022. This trend applied to both those employed directly by the company and those employed by contractors.

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, both among those employed directly by the company, and also among employees of contractors.

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)		2020		2021		2022		In proportions of employees		
	No.	%	No.	%	No.	%	No.	%	2014 - 2022 %	2020 – 2022 %	2021 – 2022 %
Regional	10	9%	50	18%	63	19%	62	18%	9%	0%	-1%
New Zealand	1	1%	12	4%	23	7%	15	4%	3%	0%	-3%
Overseas	1	1%	2	1%	3	1%	2	1%	0%	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2020 - 2022).

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)		2020		2021		2022		In proportions of employees	
	No.	%	No.	%	No.	%	No.	%	2020 – 2022 %	2021 – 2022 %
Regional	Not reported		9	12%	11	11%	8	8%	-4%	-3%
New Zealand	Not reported		0	0%	4	4%	7	7%	7%	3%
Overseas	Not reported		0	0%	2	2%	0	0%	0%	-2%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (OGNZL and Phoenix Research, 2020 - 2022),
Refer to notes about the source of this data (the Employee Survey) with the table for Em-I-3 and 4.

Comment

Consistent with the marginally lower proportion of those employed directly by OceanaGold living locally in 2021, in that year there was a small increase in the proportion of these employees living elsewhere in New Zealand, compared with both 2020 and 2022. Among those employed by contractors that small increase in numbers living elsewhere in New Zealand occurred instead in 2022.

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

Data and Changes

Note that all data reported for this indicator concern job applicants for positions with OGNZL only. This information is not available for applicants for positions with contractors.

Table 16: Total job applicant numbers analysed by location: data

JOB APPLICANT LOCATION	DATA							
	2014 (baseline)		2020		2021		2022	
	No.	%	No.	%	No.	%	No.	%
Local	71	17%	282	19%	319	16%	156	15%
Regional [16]	151	37%	348	23%	343	17%	180	17%
New Zealand			482	32%	580	29%	251	24%
Overseas	187	46%	379	26%	742	37%	477	45%
Total	**409**	**100%**	**1491**	**100%**	**1984**	**100%**	**1064**	**100%**

Source: OGNZL People and Culture Department.

Table 17: Total job applicant numbers analysed by location: changes

JOB APPLICANT LOCATION	CHANGES					
	2014 – 2022		2020 - 2022		2021 - 2022	
	No.	Change in percentage points %	No.	Change in percentage points %	No.	Change in percentage points %
Local	85	-2%	-126	-4%	-163	-1%
Regional	280	4%	-168	-6%	-163	0%
New Zealand			-231	-8%	-329	-5%
Overseas	290	-1%	98	20%	-265	8%
Total	**655**		**-427**		**-920**	

16 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 2021 compared with 2020, then tailed off strongly in 2022. The initial increase reflects work continuing to expand in Martha Underground during 2021, which then was well staffed for 2022. The increase in 2021 over 2020 may have reflected people's willingness to move after the restrictions of COVID-19, which were more severe in 2020.

The numbers and proportions of job applicants from overseas were considerably higher in 2021 and 2022 than in 2020. In 2022 it was particularly notable that 45% of applicants were from overseas, taking that proportion back to 2014 levels. The lower proportions of applicants from overseas in 2020 and 2021 (especially 2020) were strongly influenced by COVID-19 restrictions on immigration, during the era of Managed Isolation and Quarantine (MIQ) controls on immigration, including for "Kiwis returning home". Following the reduction in restrictions in immigration in 2021 and 2022, the proportions of applicants from overseas increased markedly in 2021 and 2022.

The increased numbers of applicants from overseas in 2021 was also impacted by the company's internal advertising of positions. In particular, in 2021 many applications were received from people working at the company's mining operation at Didipio in the Philippines, where mining had been stopped for nearly two years by a local dispute. Mining resumed there late in 2021, which is likely to have contributed to the reduction in numbers of overseas applicants in 2022.

While internal advertising of positions is significant, most recruitment advertising is on Seek. LinkedIn and the careers page on the company's website are also used to advertise or notify positions.

The proportions of job applicants who live locally has fluctuated over time most often from 15% to 20% of applicants. The company's recruitment policies contain a specific local focus: it seeks to make sure locals know of jobs that are available.

The variations in the proportions of applicants who are local have typically been the result of fluctuations in the proportions of applicants from overseas: when high proportions of applicants are from overseas, as in 2021 and 2022, the proportions of applicants who live locally are typically smaller.

The numbers of New Zealanders who are willing to relocate within New Zealand is also of interest. In 2020, the year most impacted by COVID-19 restrictions, the proportion of applicants from elsewhere in New Zealand was at its highest, perhaps as people found moves overseas to be less available or less attractive.

Applicant Data by Type of Job

Applicant data in previous SIMP monitoring reports has included listings of positions vacant, as well as the numbers of applicants for each of these positions. The following table shows this data as reported in the 2014 SIMP report, the baseline year.

Table 18: 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 an enhancement to SIMP reporting, starting with applicant data in 2019, a new classification was 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[17], and are summarised as follows:

[17] 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_C5GgI1AJkVsJEs4kCtZY9RUWYTm-EaFWpNGnIXzxoCHtAQAvD_BwE#ClassificationView:uri=http://stats.govt.nz/cms/ClassificationVersion/Z9DujoqhMVdksKZG
(This was updated in February 2023.)

Table 19: 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

Classifying jobs using the ANZSCO classifications provides a useful summary of the positions applicants have been able to apply for at OGNZL.

In the SIMP monitoring report for the 2019 – 2020 years, full lists of all positions applicants applied for were shown, including with the ANZSCO code for each position. That generated tables of data similar to that shown above for the baseline 2014 year, but very much more extensive, because there were many more positions available to apply for, in those years. This large volume of tabulated data was far in excess of the requirements of Em-I-6, and arguably not particularly relevant to, or informative about, Em-I-6. In both 2021 and 2022 there were even more positions applicants applied for, resulting in even larger volumes of tabulated data.[18] In this report, instead, the data shown about applicants has been focused on meeting the requirements of Em-I-6 (as set out above), while retaining the useful summary overview provided by use of the ANZSCO job classifications that was first presented in the 2019 – 2020 SIMP report. The update of this information, to 2022, is provided below.

[18] In 2014 there were 13 positions applicants applied for: those shown in Table 18. By comparison in 2020 – 2022 those numbers of positions were 54, 107 and 63 respectively.

Table 20: Analysis of applicants by ANZSCO job code and category

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
1 Managers	2020	N	5	10	18	35	**68**
		%	7%	15%	26%	51%	**100%**
	2021	N	2	7	11	57	**77**
		%	3%	9%	14%	74%	**100%**
	2022	N	4	3	14	55	**76**
		%	5%	4%	18%	72%	**100%**
Change in percentages 2020 - 2022			-2%	-11%	-8%	21%	
Change in percentages 2021 - 2022			2%	-5%	4%	-2%	
2 Professionals	2020	N	17	51	113	106	**287**
		%	6%	18%	39%	37%	**100%**
	2021	N	80	147	376	500	**1103**
		%	7%	13%	34%	45%	**100%**
	2022	N	53	81	137	285	**556**
		%	10%	15%	25%	51%	**100%**
Change in percentages 2020 - 2022			4%	-3%	-14%	14%	
Change in percentages 2021 - 2022			3%	2%	-9%	6%	
3 Technicians and Trades Workers	2020	N	46	66	105	85	**302**
		%	15%	22%	35%	28%	**100%**
	2021	N	64	70	88	101	**323**
		%	20%	22%	27%	31%	**100%**
	2022	N	32	44	50	92	**218**
		%	15%	20%	23%	42%	**100%**
Change in percentages 2020 - 2022			0%	-2%	-12%	14%	
Change in percentages 2021 - 2022			-5%	-2%	-4%	11%	
4 Community and Personal Service Workers	2020	N	6	7	5	**0**	**18**
		%	33%	39%	28%	**0%**	**100%**
	2021	N	0	0	0	0	**0**
		%	-	-	-	-	**-**
	2022	N	0	0	0	0	**0**

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
		%	-	-	-	-	**-**
Change in percentages 2020 - 2022			-100%	-100%	-100%	-100%	
Change in percentages 2021 - 2022			-	-	-	-	
5 Clerical and Administrative Workers	2020	N	26	38	51	**41**	**156**
		%	17%	24%	33%	**26%**	**100%**
	2021	N	30	9	6	5	**50**
		%	60%	18%	12%	10%	**100%**
	2022	N	15	12	9	6	**42**
		%	36%	29%	21%	14%	**100%**
Change in percentages 2020 - 2022			19%	5%	-12%	-12%	
Change in percentages 2021 - 2022			-24%	11%	9%	4%	
7 Machinery Operators and Drivers	2020	N	160	165	172	94	**591**
		%	27%	28%	29%	16%	**100%**
	2021	N	143	110	99	79	**431**
		%	33%	26%	23%	18%	**100%**
	2022	N	52	40	41	39	**172**
		%	30%	23%	24%	23%	**100%**
Change in percentages 2020 - 2022			3%	-5%	-5%	7%	
Change in percentages 2021 - 2022			-7%	-2%	5%	4%	
8 Labourers	2020	N	22	11	18	18	**69**
		%	32%	16%	26%	26%	**100%**
	2021	N	0	0	0	0	**0**
		%	-	-	-	**-**	**-**
	2022	N	0	0	0	0	**0**
		%	-	-	-	-	**-**
Change in percentages 2020 - 2022			-100%	-100%	-100%	-100%	
Change in percentages 2020 - 2022			**-**	**-**	**-**	**-**	

Notes: See next page.

Table notes continued from the previous page: The 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.

The application of ANZSCO codes to applicants' positions can be challenging for positions at OGNZL. There are two particular pairs of positions where distinguishing the positions can be uncertain and can vary between the people deciding on the most appropriate ANZSCO code:

- Managers compared with professionals
- Machinery operators or drivers compared with labourers

This table accordingly requires careful interpretation. This is discussed in the text below.

Comment

The key useful points from the table above concern where applicants for the different kinds of jobs come from. Applicants for manager and professional positions have skewed strongly over time towards coming from overseas. Applicants for technical and trades positions also have a modest skew towards coming from overseas, though not as strongly as those applying for manager and professional positions. Applicants for these positions also often come from other parts of New Zealand.

By comparison, applicants for positions as machinery operators and drivers, or labourers, show a more even spread in terms of where they come from, with a possible small skew towards living locally.

The large changes in the relativities of numbers of applicants for manager versus professional positions, and similarly machinery operators and drivers compared with labourers, between the years reported in the table above, merit attention. As noted under the table, those pairs of positions particularly, can be challenging to distinguish. Variations from year to year in how the positions have been classified almost certainly underlie those changes, rather than the changes representing "real" changes over time. Even so, it is possible that the switch in proportions of applicants for professional to managerial roles from 2021 to 2022 may represent a change in staffing requirements.

As a result of those provisos, while this table provides some clarity about the sources of applicants for different types of roles, the table also needs to be interpreted taking account of the limitations arising from the classification of positions, based on likely variability in how positions have been allocated to ANZSCO codes each year. Improvements in the consistency of these classifications will be attempted with future data, but this system is likely to remain inherently prone to variability in how positions are classified. For all that, there is some value in use of the ANZSCO codes as a way to summarise the large amount of applicant data.

Em-I-8[19] 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 indictors 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[20]
- **Em-I-9:** Number and percentage of contractor employees by gender; and who identify as being of Māori descent

Data and Changes

Table 21: OGNZL workforce diversity: data

	DATA							
	JUNE 2014 (Baseline)		2020		2021		2022	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
OGNZL Employees								
Male	89	78%	259	87%	290	87%	301	85%
Female	25	22%	38	13%	42	13%	53	15%
Māori descent/ethnicity	16	14%	65	23%	85	25%	94	27%
Contractor Employees[21]								
Male	167	96%	66	87%	100	97%	91	87%
Female	7	4%	10	12%	3	3%	13	13%
Māori descent/ethnicity	61	35%	11	14%	29	28%	33	32%

Sources: Correnso SIA Engagement (KPMG Banarra, 2014);
2020 - 2022 sources:
for gender of OGNZL Employees: OGNZL People and Culture;
for the Māori ethnicity of OGNZL Employees: Employee Survey (OGNZL and Phoenix Research) – that is a different source from that previously used: refer discussion in Comment section of text;
for both diversity measures for contractor employees: Employee Survey (OGNZL and Phoenix Research). Refer to notes about the Employee Survey with the table for Em-I-3 and 4.

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19 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.

20 The term "Māori descent" has been used in defining this indicator. That is in contrast to cultural affiliation to the Māori ethnic group, or for short, "Māori ethnicity". See discussion of this point in the Comment section.

21 Small numbers of contractor employees have not answered the gender question each year the Employee 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 22: OGNZL workforce diversity: changes

	CHANGES		
	Movements in percentages		
	2014 – 2022 %	2020 – 2022 %	2021 - 2022 %
OGNZL Employees			
Male	7%	-2%	-2%
Female	-7%	2%	2%
Māori descent/ethnicity	-*	4%	2%
Contractor Employees			
Male	-9%	0%	-10%
Female	9%	1%	10%
Māori descent/ethnicity	-3%	18%	4%

* Not shown because data sources different in 2014 compared with 2022: see Comment section in text.

Comment

Gender diversity is low in the OceanaGold workforce and remains so. However as has also been observed previously[22], these gender proportions are not uncommon in the mining sector. In 2021 the proportion of women among direct OGNZL employees was 13%, somewhat down from the 22% in 2014, although this increased marginally to 15% in 2022. The actual numbers of women among direct OGNZL employees has increased by just under 40% from 2020 to 2022, even though their proportion of the total OGNZL workforce has not increased markedly (that is because of the growth in the total workforce over that time).

The contracted workforce has a similar gender mix, though with a strong drop in the proportion of women in 2021 compared with 2020 and 2022.

For those employed directly by the company, the proportion of Māori descent has previously been sourced from the company's internal People and Culture records. In contrast, for employees of contractors, this data has been obtained from the Employee Surveys. For the first time in the series of SIMP monitoring reports, the data sources for those two groups of employees has been standardised in this report, using just results from the Employee Surveys for both groups of employees.

There is some discussion in the social science literature about the distinctions between "Māori descent" and "Māori ethnicity". The latter "is commonly used in social … research to classify individuals or populations."[23] The questions in the Employee Survey about ethnicity have been changed over the last few years to better align with the way ethnicity is measured in the Census. Based on internal review, the conclusion was reached that the Māori representation among those directly employed by

22 For example, see the Waihi 2018 SIMP Annual Monitoring Report.

23 https://vhin.co.nz/guides/what-information-is-available-about-maori-descent-in-the-idi/

OGNZL is more appropriately drawn from the Employee Survey, with its relatively detailed questions about ethnicity, and now well matched to the way ethnicity is measured in the Census, than from the company's internal records.

Using the Employee Survey as the source for data on Māori representation in the directly-employed workforce shows Māori representation at close to one quarter of this part of the workforce, and with a small increase over the years from 2020 to 2022. With the exception of the unusually low number of Māori employees of contractors in 2020, the data also shows that representation of Māori among the employees of contractors at around 30% is marginally higher than among those employed directly by the company.

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

The company introduced a new system for recording training in 2021. This logs more data about training than previously, and also uses a new classification of training subjects. One result of the latter point is that it is not possible to align the training subjects from 2021 onwards with the categories of training subjects that were used previously (i.e. at the level of detail shown in Table 23 below). Consequently this data is shown in two blocks: that applicable up until 2020, and separately, the training data for 2021 and 2022.

One further point about the training data for 2021 onwards is that it includes all training provided by OGNLZ of both those employed directly by the company and those employed by contractors. Training provided to employees of contractors was not previously comprehensively recorded. That is a further reason to show this data separately up to 2020, and from 2021 onwards.

Table 23: OGNZL workforce training participation: up to 2020

	DATA	
	Number of training participants	
	2014 (Baseline)	2020
Total training participants (No.)	**744**	**1047**
Total training subjects (No.)	**24**	**14**
Health and safety		
General and Site Specific Inductions *	320	832
Move at Work (known as Manual Handling/Back Care in 2014) *	19	21
Fatigue Management	54	0
Fall Arrest (Working at Height) *	36	26
4WD Driving Training	13	0
Risk Management	19	4
Establish Risk Management System	0	0
Incident Investigation and Management	0	0
Confined Space *	0	24
Fire Extinguisher	0	17

Drug and Alcohol Screening	0	0
Task Observations (known in 2014 as Safedrill, a Newmont module)	35	4
Emergency response		
Muster Warden Training (integrated into Evacuation Familiarisation in 2018)	13	0
Evacuation Familiarisation Session (equivalent training run internally in 2017, so attendance not shown in SIMP report)	-	0
CIMS (previously called Rapid Response)	14	1
Cyanide Awareness (previously called Cyanide Emergency Response)	17	0
First Aid *	64	53
Remote First Aid	na	0
Spill Response	2	0
Develop Emergency Response Management Plan	0	0
Community		
Cultural Awareness Training	34	26
Media Training	9	0
Equal Opportunities	10	0
Technical		
B Grade Quarry Workshop	6	0
Computer Training	6	0
Contract Management	28	0
Forklift Operation	12	2
HSNO Approved Handler	4	0
HT Licence	2	0
Electrical Competence	0	0
HV Switching	18	5
MAF Accredited Person / Transitional Facility Operator	2	0
Rock Breaker Operation (was part of another qualification that no longer exists)	7	0
Regulatory Requirements	0	1
Operate a Telehandler (new equipment, not standard training)	-	0
In-house Auditor Training	0	0
Radiation Safety Awareness	na	31
Radiation Safety Officer	na	0
Lifting Using Gantry Crane	na	0
Truck Mounted Crane	na	0

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Training Department (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.

Table 24: OGNZL workforce training participation: 2021 and 2022

	DATA								CHANGES 2021 - 2022		
	2021				2022						
Topic Area	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours	Number of training events	Trainees	Total training hours
Health & Safety	30	0	200	2817	21	0	100	1726	-30%	-50%	-39%
Emergency Response	4	0	32	512	21	0	147	745	425%	359%	46%
Cultural Awareness	4	0	42	252	4	0	37	222	0%	-12%	-12%
Technical	52	0	240	2056	96	0	1048	4404	85%	337%	114%
Company Policy/Standards	1	3	68	46	3	4	490	256	200%	621%	457%
Management/Leadership/Professional Development	37	3	354	1399.5	11	3	92	2382	-70%	-74%	70%
SOP/Procedure	2	0	7	7	0	0	0	0	-100%	-100%	-100%
Inductions/On boarding	126	5	1519	5477.75	89	5	1256	4048.75	-29%	-17%	-26%
Totals	**256**	**11**	**2462**	**12567.25**	**245**	**12**	**3170**	**13783.75**	**-4%**	**29%**	**10%**
Average number of training events/courses done by each employee **			5.7				6.9				
Average number of hours in training per employee **				29				30			

Data source: OGNZL Training Department.
* Learning Management System, an online training system.
** Based on numbers of employees each year reported at Em-I-1.

Comment

There are a number of factors that influenced training over the years 2020 to 2022, in addition to the new system in effect from 2021 to measure training:

- As mentioned above, the new system enables OGNZL to log training provided to employees of contractors, which was not previously recorded. Even so, some training provided by contractors is not recorded in this system, so it continues to be in addition to what these indicator tables can show. Examples of this training include in trades where specific levels of training can be required by regulations, e.g. electrical;
- In 2022 the company acquired a significant amount of new equipment, which required technical training. That underlies the large increases in both the numbers of trainees and total training hours, for technical training;
- Onboarding of new staff, especially in 2021 as Project Martha gained momentum, accounted for the large increase that year in induction training;
- The LMS or Learning Management System, a system of online training, had just started in 2020 and was still quite new in 2021. Data shown in the table has been included despite low usage in 2021 and 2022, partly as a benchmark, anticipating much greater use in the future. This has been found to be a much more efficient way to provide training than through provision of in-person courses. The company anticipates having more training programmes available for online learning in 2023. With the added efficiencies LMS training offers, it is anticipated that wider use of LMS in the future is likely to result in more people doing training, though less hours being spent in training;
- One apect of LMS training is that it has not been possible so far to include hours spent in training in the above results, making the "Total training hours" in the above table conservative. This may be able to be rectified in the future, for example if only by calculating total time in LMS training using the average time taken to complete each course;
- The company has a policy of providing training and qualifications above the bare minimums, and this is reflected in the high number of training hours per employee;
- While COVID control measures were in place, necessitating reductions in some mining activities, additional training was done during what could otherwise have been down time;
- A notable change in this data is the lack of SOP/Procedures training in 2022. This is a result of a trial that was run in 2021 to formally capture people's review of SOP’s, which gave rise to the seven sessions recorded. The trial of SOP training was further refined in 2022 with the intention of being able to implement people's review of SOPs/Procedures from 2023 onwards. The focus during 2022 was on **department** SOP’s, which were not recorded as trainings.

More generally, it is useful to note that most training is provided by external providers, although some training has moved from being externally to internally provided. 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. Onboarding of new staff can also impact on the provision of training, for example if a trained employee leaves and is replaced by someone needing training for that specific role or equipment, this generates a demand for more training.

Note that this data does not show a number of other types of training, for example small group on-the-job training, or training 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.

Em-I-13[24]: 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 25: 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.

[24] 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 26: Community perceptions of OGNZL's approach to local employment (2020 - 2022)

Question: *"How do you rate the impact of the current mining in the Waihi area[25] on employment opportunities in Waihi?"*

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 - 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=301) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	29 ↓	40	35	46	35	34	6	-6	0	-12
Positive	57	54	47 ↓	42	47	54	-10	0	0	12
Neutral	10	2	15	8	12	10	2	8	-3	2
Negative	3	4	1	0	5	0	2	-4	4	0
Very negative	0	0	1	0	0	0	0	0	-1	0
Don't know	1	0	1	4	1	2	0	2	0	-2

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

Table 27: 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	
				Movements in percentages	
	2020 (n=274)* %	2021 (n=222)* %	2022 (n=204)* %	2020 - 2022 %	2021 - 2022 %
Very satisfied	19	19	16	-3	-3
Satisfied	50	43	52	2	9
Neutral	25	27	25	0	-2
Dissatisfied	5	7	5	0	-2
Very dissatisfied	1	3	1	0	-2
Not answered	0	1	1	1	0

Data source: Employee Survey (OGNZL and Phoenix Research).
* Bases reduced each year to show only those who had received training in the 12 months prior to the survey.

[25] See footnote to Table 11 for explanation about minor changes to the wording of this and related questions in the Community Perceptions Survey, from 2019 onwards, to generalize to mining in the Waihi area 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. After a marked peak in 2019 (not shown in the table, very likely related to the added certainty of the ongoing operation of mining provided by Project Martha, then recently announced), the 2020 result for residents was not as strongly positive, though in 2021 and 2022 it rebounded, perhaps in turn influenced by the announcements of further mining developments.

Employees remain 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 from the community by OceanaGold regarding employment-related issues over the period 2014 to 2022.

OTHER

N/A

4.3 SUMMARY – EMPLOYMENT

Discussion	The major factors affecting employment in mining in Waihi over the 2021 and 2022 years have been: • The reduction in underground mining at Correnso, as this mine has approached its end-of-life; • More significantly, the commencement of mining and production from Project Martha, with its first gold produced in March 2021, and a marked increase in numbers employed from 2020 to 2021 accordingly: even so, the proportion of the workforce living locally continued steady at close to 80%, well above the target of 70%;

	• Continuing work on new mining opportunities: the Waihi North Project and Project Martha Open Pit (previously Project Quattro and the Wharekirauponga Exploration Tunnel Project), all requiring the employment of additional mining specialists in management and professional roles, and often with project as opposed to operational focuses; • An influx of applicants from overseas for positions over the years 2020, 2021 and 2022, corresponding to people's responses to restrictions on travel and migration as a result of COVID; • Increased levels of training across a wide spectrum of topics. Gender diversity in the workforce remains a challenge. This remains a workforce where men far outnumber women, though with an indication that the proportion of women is slightly increasing. Diversity in terms of Māori representation now stands at close to 25% among those employed directly by the company, and 30% among contractor employees. The company continues to provide extensive training of its employees, across a wide range of subjects, and they rate this training positively. The Community Perceptions Surveys show that the company is also seen by the community, both residents and businesses, as making a positive impact on employment in Waihi.
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

5 PROPERTY

Objective	Manage property programmes in a way that builds community confidence and minimises stress related to local property.
Potential impacts	• Structural property damage and reduced amenity; • Changes in property values and market activity; and • Distribution of financial compensation.
Performance goals	1. Monitor the Waihi property market to understand what effect OGNZL's operations may be having. 2. Manage and minimise OGNZL's negative impacts on property and the property market. 3. Promote a high level of community understanding of OGNZL's approach to managing its impacts on property.

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	In August 2019 a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly. Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
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), property purchase, and ex-gratia payments are still being used, as per their relevant consent conditions. After a review of the housing market data which indicated that the market had returned to normal, the Top Up Programme was discontinued for the Correnso area 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 programme was extended again in 2020 to include properties that may have been affected by the announcement of what was at the time Project Quattro (now superseded by the Waihi North Project, and the Martha Open Pit Project) – the Top Up initiative continues to be in place for these areas.
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.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
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.
	• Consideration of communication with regard to blasting;				Blasting is communicated via email, text, phone calls and website the morning of blasting, with blast notification devices also available to advise residents one minute prior to each blast.
	• Consideration of handling of concerns; and				Concerns are documented and reported. All complaints and concerns are reported at the twice weekly management meetings and included in monthly reports; and any trends are discussed at management review meetings.
	• Consideration of the complaints monitoring and evaluation process.				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.
					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. In 2017 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-M-5	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	IRP & WCF roles were reviewed in 2018 given that Correnso mining was scheduled to end in 2022. Since the announcement of Project Martha, WCF, with support from Hauraki District Council and OGNZL, will represent residents in the wider Waihi area.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-6	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.
P-M-7	Develop and implement a property divestment strategy.	March 2015	Commercial Department	Ongoing	The development of an updated property divestment strategy has been put on hold. This is due to OGNZL not planning to close, and actively looking to extend the life of mine (LOM), as exemplified by Project Martha and the proposed Waihi North Project.
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 OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan and Annual Community Perceptions Survey are updated annually, and together with the SIMP biennial monitoring report, 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	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. All SIMP indicators related to property are now reported on within the biennial monitoring report.
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.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
	Monitor Cintellate entries.				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

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)

Data

Table 28: AEP Payments[26]

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			
2020	Jan - June 2020	$196,934	458	$429.99	$272,545	648	$420.59
	July - Dec 2020	$75,611	190	$397.95			
2021	Jan - June 2021	$117,718	224	$525.53	$325,579	597	$545.36
	July - Dec 2021	$207,860	373	$557.27			
2022	Jan - June 2022	$195,805	356	$550.01	$378,441	674	$561.48
	July - Dec 2022	$182,636	318	$574.33			

Sources: Six-monthly data: SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Property Department (2020 - 2022); Annual data: calculated by Phoenix Research.

Changes

Table 29: Changes in annual AEP payments

AEP PAYMENTS	CHANGES		
	2014 - 2022	2020 - 2022	2021 - 2022
Amount paid (NZ$)	60%	39%	16%
Number of payments	31%	4%	13%
Average amount paid per payment (NZ$)	22%	33%	3%

[26] All data shown in this table relating to amalgamating AEP payments over time is subject to the proviso that recipients of the payments are not unique, with the same person being able to receive AEP payments in more than one period. For example, while the total number of payments shown in the table is 2,432, this is the total number of payments in each six-monthly period, and for the avoidance of doubt, does not represent 2,432 different people. The average number of recipients per six months over the last three years shown in this table is 320. That compares with an average of 257 recipients in 2014.

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/depth 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).

As noted in the 2019 – 2020 SIMP report, the number of AEP payments made fell off strongly in the second half of 2020, because of reduced production from Correnso.

With production blasting starting at Martha Underground in February 2021, this marked the beginning of a rise in the number of AEP payments, which were at their highest levels during 2022 and in the second half of 2021. The mining at Martha Underground being in a new area (compared with Correnso previously) involved new and different residents coming onto the programme, i.e. people who were new to the programme. It is useful to note that new participants in the programme receive a one off 'enrolment payment' of an additional $500, on top of the sum calculated based on measured effects. So a significant number of new participants can change the overarching AEP sums.

In comparison to 2021, during 2022 the mining at Martha Underground was more in a steady state, which is reflected in the tailing off in the number of AEP payments.

As noted in the commentary on Ec-I-1, with the very low inflation in New Zealand over the years up until 2020, it has been appropriate for the SIMP reports up until then to ignore inflation[27]. However the higher rates of inflation during 2021 and 2022 (quoted in relation to Ec-I-1) mean that it is now appropriate to consider the impact of inflation on the AEP results. It is also useful to note that the company adjusts the AEP payments each year by the rate of inflation.

The increases in AEP payments (when annualised) from 2020 to 2021, in terms of both the total paid by the company, and the average amount per payment, are well ahead of inflation during that period: those increases were 19% and 30%[28] respectively, compared with inflation over that period at 3.9%. The total of the AEP payments in 2022 was 16% up on 2021, again well ahead of inflation, but the average amount per payment only increased by 3%, i.e. by less than the rate of inflation, 7.2% for the year to the end of 2022. This may have related to the relatively steady state of the mining at Martha Underground during 2022, compared with the earlier stages of the development of this mine during 2021, and lesser numbers of new participants in the programme receiving the $500 enrolment payment.

[27] As also noted in the more detailed discussion of inflation at Ec-I-1, the CPI (Consumer Price Index) has been used in this report as the best available measure of inflation.

[28] These two percentages have been calculated specifically to show year-to-year (2020 – 2021) changes. These are not standard percentages in the form shown in change tables elsewhere in this report.

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 30: OGNZL property rentals and ownership

OGNZL PROPERTY RENTALS AND OWNERSHIP	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022	2020 – 2022	2021 – 2022
OGNZL rental properties in the CEPA (Correnso Extended Project Area)	22	62	55	52	136%	-16%	-5%
OGNZL rental properties in the Rex (Project Martha) Area	N/A	4	8	11	-	175%	38%
Total residential properties in Waihi owned by OGNZL	78	126	123	124	59%	-2%	1%
Sections of land owned by OGNZL	56	61	60	60	7%	-2%	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, farms) owned by OGNZL	11	11	11	12*	9%	9%	9%
Total assets rented/owned by OGNZL[29]	**216**	**272**	**268**	**270**	**25%**	**-1%**	**1%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Property Department and Commercial Department (2020 - 2022).

* The increase of one "other" property owned by OGNZL in 2022 reflects the purchase of the farm on Willows Road, bought for the Waihi North Project. This is a further example of an impact of mining more widely than just Correnso and Project Martha being reflected in the SIMP monitoring indicators.

29 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 31: Residential properties in Waihi owned by OGNZL

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022	2020 – 2022	2021 – 2022
Residential properties in Waihi owned by OGNZL as a proportion of the total number of private dwellings in Waihi [30]	3%	6%*	5%*	5%*	2% points	1% point*	0% point*
Number of residential properties in the CEPA that are owned by OGNZL and rented by OGNZL employees	0	21	17	20	-	11%	17%
Proportion of OGNZL-owned residential properties in the CEPA that are rented by OGNZL employees	0%	34%	31%	38%	-	4% points	7% points
Number of residential properties in the Rex that are owned by OGNZL and rented by OGNZL employees	N/A	0	3	4	-	-	33%
Proportion of OGNZL-owned residential properties in the Rex that are rented by OGNZL employees	N/A	0%	38%	36%	-	-	-2% points

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Commercial Departments (2020 - 2022).
* 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 total number of residential properties in Waihi owned by OGNZL, all increased from the baseline in 2014 up to a peak in 2020, a result of the expansion of the Correnso mine (located under a residential area) over that period, and the CEPA operations more broadly, which led to further property purchases by OGNZL. In contrast, during 2021 and 2022, with the focus of mining switching to Martha Underground, the company has been able to divest itself of a number of rental properties in the CEPA area. That is consistent with its preference and policy to avoid owning more property than it needs to. However it still rents somewhat less than half of those it continues to own in this area to employees (38% as of 2022).

[30] 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. The format of presenting these results requires estimates to be made of the "total number of private dwellings" in Waihi. That has been done by extrapolating forwards from the 2018 Census results by applying the rate of growth in Waihi as measured in the Census in 2013 compared with 2018.

The number of rental properties owned by the company in the Rex or Project Martha area has naturally increased from when mining started there in 2020. However the number of rental properties owned by the company related to Project Martha (11 in 2022) is markedly less than the number in the Correnso or CEPA area, a reflection of the fact that Martha Underground is located under less land and buildings than Correnso: a significant part of Martha Underground is located under the Martha pit, not under residential or commercial land. A visual inspection of the mine development plan issued by the company at the start of each month would suggest that well over 50% of the land above the Martha Underground mine is in fact the Martha pit, rather than land with or without buildings. The company being required to offer to purchase land above Project Martha thus affects many less properties than was the case with Correnso. The location of Martha Underground also underlies the relative number of properties the company owns and rents to employees in the Correnso compared with Project Martha areas.

The relatively small number of residential properties owned by OGNZL in the Rex (Project Martha) area also reflect that this area (i) is small and (ii) is mostly commercial rather than residential. Even so, the proportion of residential properties owned by OGNZL in the Rex area that are rented to employees is similar to the proportion in the CEPA area.

Of all the residential properties in Waihi owned by OGNZL, a consistent proportion, close to 50%, have been in the Correnso/CEPA/Project Martha areas over the period 2022 – 2022.

There has been virtually no change in the numbers of properties owned by OGNZL in Waihi, other than residential ones, over the period 2020 – 2022.

One property purchase in 2022 is worth special note. This was the purchase of a farm on Willows Road Waihi, which (should resource consents be granted) will host surface infrastructure required for the construction and maintenance of the proposed Wharekirauponga access tunnels.

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 32: Waihi property sales and average sale prices

	SALES PERIOD							
	Jan 2014 to Jun 2014	Jul 2014 to Dec 2014	Jan 2020 to Jun 2020	Jul 2020 to Dec 2020	Jan 2021 to Jun 2021	Jul 2021 to Dec 2021	Jan 2022 to Jun 2022	Jul 2022 to Dec 2022
Waihi (overall) [31]								
Number of sales	43	72	61	92	93	63	54	33
Average sale price	$200,384	$205,540	$450,326	$486,191	$555,914	$659,314	$698,384	$640,642
Waihi West								
Number of sales	12	26	15	31	16	21	16	10
Average sale price	$196,917	$227,212	$446,793	$479,452	$542,323	$702,848	$767,578	$669,020
Waihi East								
Number of sales	5	7	14	12	19	12	12	7
Average sale price	$237,300	$180,357	$451,286	$486,967	$619,579	$664,883	$690,833	$657,286

Source: 2014 – 2020: Telfer Young. 2021 and 2022: Telfer Young from CBRE.

[31] 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^2. 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

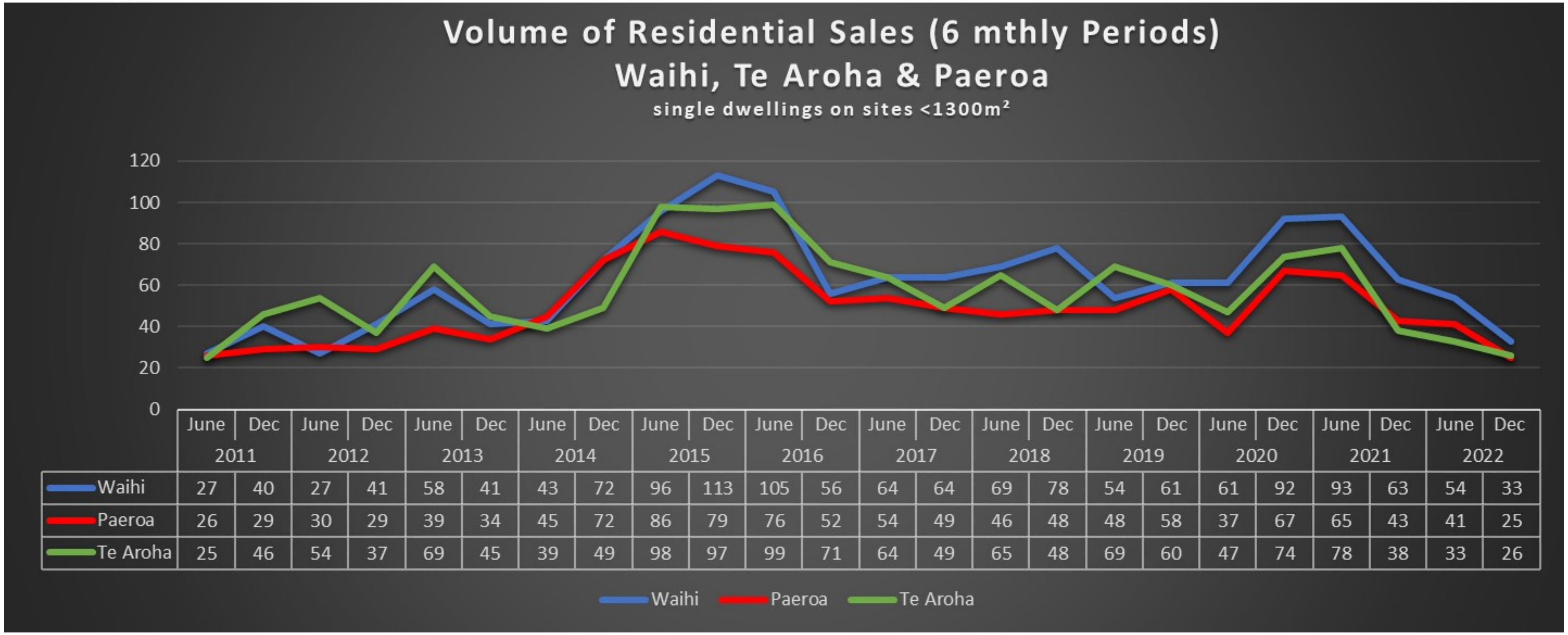
Table 33: Waihi property sales and average sale prices

	ANNUAL DATA				CHANGES		
	Overall 2014 (Baseline)	2020	2021	2022	2014 to 2022	2020 to 2022	2021 to 2022
Waihi (overall) [32]							
Number of sales	115	153	156	87	-24%	-43%	-44%
Average sale price	$202,962	$471,892	$597,672	$676,482	233%	43%	13%
Waihi West							
Number of sales	38	46	37	26	-32%	-43%	-30%
Average sale price	$212,065	$468,802	$633,432	$729,671	244%	56%	15%
Waihi East							
Number of sales	12	26	31	19	58%	-27%	-39%
Average sale price	$208,829	$467,754	$637,116	$678,474	225%	45%	6%

Data sources: 2014: SIMP Annual Monitoring Report (KPMG Banarra, 2016);
2020 – 2022: Telfer Young/CBRE six-monthly data annualised by Phoenix Research.

32 All the property sales data in this table refer to sales of single residential properties with land area less 1,300m^2. 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. These descriptions of the property sales data also apply to the following graph.

Data for activity in comparable markets (number of sales)



	June 2011	Dec 2011	June 2012	Dec 2012	June 2013	Dec 2013	June 2014	Dec 2014	June 2015	Dec 2015	June 2016	Dec 2016	June 2017	Dec 2017	June 2018	Dec 2018	June 2019	Dec 2019	June 2020	Dec 2020	June 2021	Dec 2021	June 2022	Dec 2022
Waihi	27	40	27	41	58	41	43	72	96	113	105	56	64	64	69	78	54	61	61	92	93	63	54	33
Paeroa	26	29	30	29	39	34	45	72	86	79	76	52	54	49	46	48	48	58	37	67	65	43	41	25
Te Aroha	25	46	54	37	69	45	39	49	98	97	99	71	64	49	65	48	69	60	47	74	78	38	33	26

Source: Review of Market Activity – Waihi, Telfer Young from CBRE.

Comment

The total number of residential property sales in Waihi was more or less steady during the four years up to the first half of 2020. Over the year from July 2020 to June 2021 sales peaked compared to most previous years, except in 2015 and the first half of 2016, when the number of sales was higher than during any other period since 2014. Sales then fell away markedly starting in the second half of 2021, and were particularly low in the second half of 2022. The graph above shows that the marked decrease in property sales in Waihi starting in the second half of 2021 (as shown in Table 32) also occurred in other towns in the area approximately similarly. That is, this is a trend not specific to Waihi. Similarly it is clear that the decline in sales in 2022 was Waihi-wide, and not specific to any particular area within Waihi, including not specific to Waihi East.

Average sale prices climbed sharply for the whole of Waihi over the period 2020 to 2021. This holds for both the six-monthly sales periods and when this data is annualised. After those strong price rises, it is not surprising that the average sale price dropped marginally in the second half of 2022, consistent with national patterns in house sales. There are no marked differences in the extent of those price drops between the sub-areas within Waihi.

In the 2018 and 2020 SIMP reports particular note was made of the trends in long-term average sale prices in Waihi East compared with Waihi West, as an indication of the appropriateness of the cessation of the Top Up programme in the Correnso area, that the company had run for some years, though brought to a conclusion in 2016. (Also see discussion of the Top Up programme under P-I-7.) This was designed to "top up" the price a vendor could get for their property, to the extent that being in an area above the Correnso mine had detracted from the resale value of their house.

The best measures of this are comparing the change in the number of property sales, and the increase in sale prices in Waihi East compared with Waihi West, over the period 2014 to 2022. Comparing those two years, Waihi West had a markedly smaller number of sales in 2022 than in 2014, although the average price of those sales rose more than in Waihi East. Waihi East in contrast had more sales in 2022 than in 2014, but with a slightly lesser increase in sale price than in Waihi West.

Those increases in average sale price up to 2022, compared with 2014, (as shown in Table 33) were 225% and 244% for Waihi East and Waihi West respectively. Clearly average sale prices in both areas have increased very markedly in both areas over those years. While those increases could be described as both large, it is also apparent that the increases have been slightly bigger in Waihi West than in Waihi East. However that that pattern did not hold in 2018 or 2020[33], when by those measures Waihi East was at least on par with Waihi West.

It is also of note that comparing the increases in average sale prices from 2014 to 2021 shows, as in 2018 and 2020, that the increases in Waihi East were higher than the increases in Waihi West.

To conclude on this point, while the increases in sale prices in Waihi East exceeded those in Waihi West over the periods 2014 to 2018, 2020 and 2021, that pattern did not continue into 2022. That may relate to the marked drop in sales throughout Waihi, but also in comparator towns, in the second half of 2022.

[33] For example, over the period 2014 to 2020, the gain in the average residential property sale price in Waihi East was 124%, marginally higher than the gain in average property sale price in Waihi West, of 121%. (Those figures were quoted in the 2020 SIMP report.)

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 34: Summary of Top Up programme

NUMBER OF…	2014 (Baseline)	2020	2021	2022 **
Applications received	23	1*	1	1
Applications approved	14	1*	0	1
Properties settled	9	1*	0	0

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

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

** The single Top Up application recorded in this column related to a sale and purchase that was conditional on the purchaser selling their property. This was not settled in 2022. This application related to the Waihi North Project.

Comment

The Correnso 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, "Mining Matters"[34] (previously "The East Ender").

However as part of the announcement of Project Martha in 2018, OGNZL reintroduced the Top Up programme, resulting in one application being received each year from 2020 to 2022, as shown in the table above. The programme clearly has had much narrower applicability in the last three years than earlier.

One Top Up application was received and approved in 2020, as reported in the 2019 – 2020 SIMP report. 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. That application is also of note as a further example of SIMP indicators identifying social impacts

[34] Available at: https://www.hauraki-dc.govt.nz/community/mining-in-hauraki/monitoring-reports

beyond those of Correnso and Project Martha: on balance it has been concluded that such social impacts are better included in the SIMP reporting than not, as indicators of the wider social impacts of mining in Waihi as a whole, not just Correnso and Project Martha. That observation also applies to the single Top Up application received and approved in 2022: that was also unrelated to either Correnso or Project Martha.

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

Data

Table 35: Number of OGNZL fixed point vibration monitors

	2014 (Baseline)	2020	2021	2022
Total fixed point vibration monitors	18	21	21	18
Number located in the Correnso area	10	10	10	7*
Number in the Project Martha Area	NA	11**	11**	11**

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

* Reduced from 10 to 7 on 18th July 2022.

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

Comment

The 21 fixed point vibration monitors that were in the Waihi area over several years up until 2021 reduced by three during 2022 to 18, as a result of the lesser need to monitor vibration in the Correnso area, with the mining there winding down. Eleven remain located in the Martha area. They are located in strategic positions based on the location of the Correnso and Martha ore bodies.

Any change in the location of these monitors must first be 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 in response 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 36: 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) %
Any of impacts of Correnso on local property	
Very confident	29
Quite confident	28
Moderately confident	16
Slightly confident	10
Not at all confident	16
No response	2
Blasting noise and vibration	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0
Any of impacts of Correnso on land stability	
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 37: Community perceptions of OGNZL's approach to property (2020 - 2022)
Question: *"How confident are you that OceanaGold is managing any impacts of the mining in the Waihi area[35] on local property?"*

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 – 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=301) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very confident	20	18	18	30	21	24	1	6	3	-6
Quite confident	29	34	29	18	26	30	-3	-4	-3	12
Moderately confident	27	26	29	34	24	24	-3	-2	-5	-10
Slightly confident	14	8	12	8	17	10	3	2	5	2
Not at all confident	8	8	9	0	7	2	-1	-6	-2	2
Don't know	2	6	3	10	5	10	3	4	2	0

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

Comment

The confidence of residents and businesses in Waihi in 2021 and 2022 about how OceanaGold manages any impacts of mining on local property remains high. This confidence mirrors their being very positive about economic and employment impacts of mining.

The steady and high ongoing confidence by the community in how OGNZL manages impacts on local property is notable in view of the announcements and developments in mining during 2021 and 2022 that might have been thought likely to impact local property. These include:

- The commencement of production mining at Martha Underground;
- The announcements of the Waihi North and Martha Open Pit projects, including the purchase of the farm on Willows Road for Waihi North;
- The application to HDC for a change to the District Plan to increase the boundary of the Martha Mineral Zone;
- Community workshops and "ask the experts" sessions, related to OceanaGold's proposed projects.

Even though these might all be thought likely to impact on property, these announcements have clearly not reduced the community's confidence in how OGNZL manages the impacts of mining on local property. The steadiness of this confidence in the company's management of impacts on property suggests effective communications

[35] See earlier discussion of minor changes to the wording of this and similar questions: footnote 10 to Table 11.

about the new projects, and may also relate to the wind-down at Correnso, combined with the fact that the majority of mining at Martha Underground is under the Martha pit, not local properties.

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 under continual review, seeking to improve the accuracy of recording the date and time of the company's first response for all concerns and complaints. Situations where that can be a challenge include relatively informal contacts such as someone coming into the company's office or the Gold Discovery Centre and commenting informally. In such situations the date and time of response that is recorded may not refer specifically to the first response. The data presented for this indicator needs to be interpreted in the light of that proviso. Assessment of "average response rate" as specified in the indicator would seem best taken as time to first response, a conservative approach to reporting on this indicator that the company has chosen to use.

Data and Changes

Table 38: Stakeholder feedback, concerns and complaints received by OGNZL regarding property-related issues

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 - 2022 %	2020 - 2022 %	2021 - 2022 %
Number of complaints and concerns							
Complaints regarding perceived property damage[36]		7	11	7	*	0%	-36%
Concerns regarding perceived property damage	23 *	3	1	6		100%	500%
Total		10	12	13	-43%	30%	8%
Average number of days to first response **	4	1.1	1.1	1.2	-	9%	9%
Number of contacts/enquiries by nature of communication							
House available for rent	1	11	1	1			
Information request for due diligence	9	108	31	24	167%	-78%	-23%
Information request – general	5	8	3	4	-20%	-50%	33%
IRP process	3	0	0	0	-100%	0%	0%
Loss of equity/potential for proposed projects to impact property value	3	7	11	12	300%	71%	9%
Request for OGNZL to purchase property	5	2	2	1	-80%	-50%	-50%
Top Up Programme	12	12	1	6	-50%	-50%	500%
Inability to sell property	3	1	0	0	-100%	-100%	0%
AEP enquiries	9	25	28	21	133%	-16%	-25%
Other property related enquiries (most of these are about property agreements: examples of other enquiries are about anomalies related to fencing, wandering/grazing,stock, and drone use)	-	1	32	35	-	3400%	9%

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. The way this was measured in 2014 has been tightened since then.

Comment

The number of complaints and concerns about perceived property damage has remained low over the period 2020 to 2022. The low average number of days to first

[36] The count of the number of complaints for this category is mostly made up of what could generally be described as complaints about mining. Some complaints are marginal as to whether they are appropriate to include in this indicator data, although a conservative approach has been taken in making these classifications. For example, in 2020 a complaint was made about cattle wandering from OGNZL land – in this case the cattle caused damage so this complaint ***is*** included in this data. The data also includes somewhat anomalous cases, for example about fencing where the resident's property is bounded by an 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 was not provided in SIMP reports before 2019, and shows the extent of the contacts and enquiries that are less directly related to mining, and do not qualify as "complaints".

response also shows that complaints and concerns continue to be responded to promptly.

Requests for information about due diligence were particularly high in 2020 but decreased during 2021 and 2022. Although not directly related, a somewhat similar pattern is evident in the fall-off of enquiries about the Top Up programme, although that rose again in 2022.

The number of enquiries about the AEP peaking in 2021 is likely to have related to new properties potentially becoming eligible for the AEP, given the transition of mining from Correnso to Martha Underground. It could also relate to the announcements of the Waihi North and Martha Open Pit projects, triggering interest by those currently not eligible for the AEP but thinking they may be in future.

A moderately large number of "other" enquiries were recorded in 2021 and 2022. Case-by-case examination of these enquiries shows that they almost all were only marginally connected with mining, or less directly so. Use of this category for classifying enquiries is being reviewed, seeking the most appropriate ways to distinguish enquiries that are more versus less directly related to mining. The next SIMP report is likely to contain some clarification about this category of enquiry, and distinctions within it.

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 the 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. (Those proportions ranged between 5% and 9% over the period 2018 - 2022.)

Table 39: Employees' housing situations

HOUSING SITUATION	DATA						CHANGES	
	2020		2021		2022		Changes in percentages	
	N	%	N	%	N	%	2020 - 2022	2021 - 2022
All employees	**353**		**435**		**458**			
Own current home	213	60%	246	57%	267	58%	-2%	1%
Rent on private market	70	20%	103	24%	91	20%	0%	-4%
Rent from OceanaGold	34	10%	32	7%	48	11%	1%	4%
Board/Rent a room *	32	9%	36	8%	38	8%	-1%	0%
Company provides accommodation *	2	1%	8	2%	6	1%	0%	-1%
Other	1	0%	10	2%	8	2%	2%	0%
Own a house don't live in * **	73	21%	104	24%	85	19%	-2%	-5%
OGNZL employees	**277**		**332**		**354**			
Own current home	171	62%	206	62%	211	60%	-2%	-2%
Rent on private market	52	19%	74	22%	66	19%	0%	-3%
Rent from OceanaGold	30	11%	24	7%	39	11%	0%	4%
Board/Rent a room	23	8%	21	7%	30	8%	0%	1%
Company provides accommodation	0	0%	0	0%	2	0%	0%	0%
Other	1	0%	7	2%	6	2%	2%	0%
Own a house don't live in *	58	21%	85	26%	69	19%	-2%	-7%
Contractor employees	**76**		**103**		**104**			
Own current home	44	58%	40	39%	56	54%	-4%	15%
Rent on private market	18	24%	29	28%	25	24%	0%	-4%
Rent from OceanaGold	4	5%	8	8%	9	8%	3%	0%
Board/Rent a room	8	10%	15	14%	9	9%	-1%	-5%
Company provides accommodation	2	3%	8	8%	4	4%	1%	-4%
Other	0	0%	3	3%	1	1%	1%	-2%
Own a house don't live in *	16	21%	20	19%	16	15%	-6%	-4%

Data source: Employee Survey (OGNZL and Phoenix Research).
Note: This data is not available from the 2014 Employee Survey.
* Asked of everyone only since 2020 (i.e. same for each year in this table, but not in previous years).
** A separate answer category from those above. The lines above add to the total people in each year, i.e. not including the ** line of results.

Comment

The results on this indicator have remained very stable over 2020 to 2022, 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, although that has varied somewhat over the years.

Analysis of the Employee Survey shows that within the 19% of employees in 2022 who owned a house they do not live in, 11% are living in a home they also own, i.e. these 11% of employees own both the house they currently live in and one or more other houses. A similar pattern was found in 2020.

There are several possible reasons for this, although it is important to acknowledge that owning one or more other houses applies only to a small proportion of employees:

- For some employees this could be a simple case of a holiday home or a form of investment that they have chosen;
- Although there is limited specific evidence on this point, ownership of more than one house may relate to a small proportion of mining employees retaining two households (e.g. one parent lives in a house they own in Waihi while working at the mine, e.g. visiting family at weekends, while the other parent continues to live in the "family" home to provide continuity of schooling for children – there is some evidence of this pattern in results from the Employee Survey about where employees' children go to school);
- Retaining a house previously owned in some other location may also indicate a lack of certainty that the employee intends to live and work long-term in Waihi, e.g. providing an easy housing option if they later return to somewhere they lived before.

OTHER

N/A

5.3 SUMMARY - PROPERTY

Discussion	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. The results and trends on property in the 2019 – 2020 SIMP report indicated clearly that the impacts of Correnso on property prices there had fallen away, building on similar trends noted in 2018. That appeared to fully support the decision the company had taken earlier to end the "Top Up" programme. The results to 2021 continued that pattern. In the 2022 year there was a marked drop in sales numbers, especially in the second half of the year. These reductions also occurred in the comparator towns of Paeroa and Te Aroha, and within the sub-areas within Waihi, including Waihi East. Sale prices followed a similar pattern except for continuing to rise until the first half of 2022, before falling in the second half, as did the number of sales. To summarise these trends, there is no clear or consistent difference in the numbers of sales or the average sale price, comparing Waihi East with Waihi West. There are no firm indications that the presence (or reduction) of mining at Correnso at Waihi East is impacting property sales. Mining at Correnso has been scaling down since at least 2020, though still continuing on a reduced scale, mostly with narrow vein mining. The mining at Martha Underground, which has taken over from Correnso as by far the main focus of current mining, seems likely to have much less impact on property, if only because most of this mining is under the Martha pit, not other properties. Consequently the SIMP reporting on property will now do best to reduce emphasis on Waihi East: the other indicators tracking the impacts of mining on property will be more relevant to future mining activity. Residents' and business owners' and managers' views on how the mine is managing any impacts on local property have remained predominantly positive, as they have been for some years. 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.
Compliance with other Project Martha and Correnso Consent Conditions	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 is actively looking to extend LOM.

6 COMMUNITY

Objective	Contribute positively to the Waihi community through sustainable community investment and supporting employee participation in community life.
Potential impacts	• Continued investment in the community; • Increased community division and dissention; and • Continued participation of OGNZL's employees and contractors in community life.
Performance goals	1. Provide for continued and sustainable investment in the community. 2. Support community cohesion. 3. Support employee participation in community life.

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 the Project Martha area, and maintain involvement with WCF.	Annual	External Affairs and Social Performance Department	Ongoing	Monitor sentiment through the Waihi Annual Community Perceptions Survey(s), local newspaper, social media and feedback through the Community Engagement Phone Line. Personal visits are also regularly conducted to help monitor community perception (all of which are recorded in InForm), 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 Hauraki-Coromandel 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	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. 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. As of 2022, OceanaGold's "JumpStart Programme" is also facilitated through the Education Centre by the Company's Education Officer.
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	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan and Waihi Annual Community Perceptions Survey(s) are updated annually, and together with the SIMP biennial monitoring report, inform this action point, and continue to be used for this purpose.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
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	The OGNZL Stakeholder Engagement Plan was reviewed and updated in 2021 and 2022. This pairs with the Communications Plan that was reviewed as part of the Waihi North Project preparations. The Stakeholder Engagement Plan, Communications Plan, Waihi Community Perceptions Survey(s) and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
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 40: Number of OGNZL and contractor employees participating in community life (2014 baseline)

Question: *"How do you get involved in the Waihi community?"*
[Note that employees could answer this question by indicating that they participated in none, one or several of these community life activities.]

PARTICIPATION TYPE[37]	2014 (Baseline) (n=112)	
	No.	%
Community group	13	12%
Emergency services	12	11%
Religious group	7	6%
School	19	17%

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

[37] 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.

Table 41: Number of OGNZL and contractor employees participating in community life (2020 - 2022): data

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

PARTICIPATION TYPE	DATA [38]					
	2020 (n=353 employees, 274 in survey)		2021 (n=435 employees, 272 in survey)		2022 (n=458 employees, 298 in survey)	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
Community sports organisation	109	31%	144	33%	148	32%
Service organisation (e.g. Lions, Rotary)	15	4%	24	6%	29	6%
Community volunteer (e.g. meals on wheels)	18	5%	18	4%	24	5%
Arts/cultural group	39	11%	29	7%	37	8%
Education (e.g. BOT, PTA, other volunteer)	28	8%	27	6%	27	6%
Church group	24	7%	32	7%	28	6%
Rescue volunteer group	35	10%	28	6%	34	7%
Other (please specify)	10	3%	14	3%	13	3%

Source: Employee Surveys (OGNZL and Phoenix Research).

38 The numbers of employees ("No.") quoted in this table are estimates based on extrapolating from the Employee 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 42: Number of OGNZL and contractor employees participating in community life: changes

PARTICIPATION TYPE	CHANGES					
	2020 - 2022			2021 - 2022		
	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees[39]	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees
Community sports organisation	39	36%	1%	4	3%	-1%
Service organisation (e.g. Lions, Rotary)	14	91%	2%	5	21%	0%
Community volunteer (e.g. meals on wheels)	6	33%	0%	6	33%	1%
Arts/cultural group	-2	-6%	-3%	8	28%	1%
Education (e.g. BOT, PTA, other volunteer)	-1	-3%	-2%	0	0%	0%
Church group	4	15%	-1%	-4	-13%	-1%
Rescue volunteer group	-1	-3%	-3%	6	21%	1%
Other (please specify)	3	27%	0%	-1	-7%	0%

Comment

The widespread participation by OceanaGold employees in voluntary community activities has grown over the years 2020 to 2022, largely in proportion to the growth in the numbers of employees. Participation in community sports organisations, service organisations and as community volunteers have seen the largest increases in 2021 and 2022.

As well as growth in the numbers of employees, the mostly modest increases in participation in voluntary community activities may be in part a consequence of "bounce back" after the restrictions from COVID-19 lockdowns during 2020. Participation in community sports organisations was particularly impacted by COVID-19 lockdowns during 2020 and has clearly increased more than all other voluntary community activities.

[39] 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 43: Type of local school/education facility attended by children of OGNZL and contractor employees

TYPE OF SCHOOL/ EDUCATION FACILITY	DATA[40]			CHANGES**			
	ESTIMATED NUMBER OF CHILDREN			2020 - 2022		2021 - 2022	
	2020	2021	2022	Numbers of children	Percentage change	Numbers of children	Percentage change
Daycare centre[41]	54	72	89	35	65%	17	24%
Kindergarten	12	10	22	10	83%	12	120%
[Daycare and kindergarten combined][42]	[66]	[82]	[111]	[45]	[68%]	[29]	[35%]
Primary school[43]	58	101	120	62	107%	19	19%
College	46	58	72	26	57%	14	24%
Total	**170**	**241**	**303**	**133**	**78%**	**62**	**26%**

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

Notes: Data not collected in 2014 baseline.

In 2021 a refinement was added to this analysis to take into account households where two parents both work in mining. (Those numbers are shown with the P-I-13 indicator.) This refinement to the analysis takes account of that, and does not double-count the children from such households, as had been done previously. The estimates in 2021 and 2022 are therefore fractionally more accurate than before. In 2021 the new analysis method shows 12 less children in total in local schools and educational facilities, than the previously used analysis methods showed. In 2022 that number was 9 less. Those numbers are small enough not to detract significantly from the validity of comparisons with previous years. The new more accurate method of providing these estimates will be used from 2021 onwards.

Comment

The numbers of children attending schools and other local education facilities has increased markedly over the period 2020 to 2022. The extent of those increases is markedly greater than the increases in the number of employees, and also more than the increases in the number of employees living locally. The total numbers of children attending these facilities has varied year by year over the period since 2014, as reported in previous SIMP reports, from 143 (in 2016) to 224 (in 2015). The increases in 2021 and 2022 are clearly outside that range, so constitute significant increases.

40 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.

41 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. Starting in 2021, this list of facilities was extended to include Best Start Waihi East, Elite ECE, and Montessori in Athenree. Note that this is a more restricted meaning of "local" than that used throughout the rest of this report. It is planned to align "local" schools and education facilities with "local" as used elsewhere in SIMP reporting, starting with the next SIMP report.

42 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 evident in how some parents identified the facility their child/children attend in the Employee Survey, and 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.

43 Inclusive of the number of children enrolled in the following schools: Waihi East, Waihi Central, Waimata, St Josephs, Waikino and Waihi Beach. As for daycares and kindergartens as noted above, note that this is a more restricted meaning of "local" than that used throughout the rest of this report.

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

Data and Changes

Table 44: Expenditure on community investment activities including in-kind contributions

	DATA (NZ$)				CHANGES (%)		
	2014 (Baseline)	2020	2021	2022	2014 - 2022 %	2020 - 2022 %	2021 – 2022 %
Community investment expenditure	314,646	162,325	219,148	368,945*	17%	127%	68%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

Comment

The sharp increase in community investment expenditure in 2022 is the result of at least five factors:

1. The company conducted a full review of its sponsorship and donations procedures to align with corporate standards;
2. Related to that the education expenditure was increased (see C-I 6);
3. The Jumpstart programme was initiated in 2022;
4. Property leases pro bono and/or below market rates, and hence a form of in-kind contribution (to education, sports, arts and crafts organisations, totalling $38,400 in 2022) are included in the 2022 data but have not previously been identified and included in this indicator;
5. The company was able to donate a vehicle (a Mazda four-wheel drive dual cab ute) to the Waihi branch of Land Search and Rescue team or LandSAR. (OGNZL had inadvertently won this ute from a supplier.)

It is noted that the high expenditure in 2022 on community investment activities includes some "one-off" expenditures. It is unlikely that there will be equivalent one-off expenditures in the next year or two.

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

Data and Changes

Table 45: Number of community investment recipients by organisation type

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022	2020 – 2022	2021 – 2022
Sporting	17	5	10	20	18%	300%	100%
Environmental	1	2	0	2	100%	0%	-
Education/Youth*	16	3	3	11	-31%	267%	267%
Arts/culture	9	2	5	5	-44%	150%	0%
Health	4	3	4	2	-50%	-33%	-50%
Community	12	10	11	9	-25%	-10%	-18%
Elderly	1	2	0	2	100%	0%	-
Total	**60**	**34**	**33**	**51**	**-15%**	**50%**	**55%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
* 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 increase in sporting recipients in 2021 and 2022. COVID-19 lockdowns in 2020 had led to a marked reduction in sporting tournaments and school trips, which increased markedly in 2021 and 2022 as COVID-19 restrictions lifted. The increase of community investment in education and youth organisations is also a result of those factors. The markedly increased cost of travel affected both sporting and education/youth organisations, and also contributed to these increases in community investment.

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. Community investment in 2021 and 2022 also tended to be more widely spread, sometimes in smaller amounts.

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

Data and Changes

Table 46: Expenditure on local schools as a total and by school

SCHOOL / EDUCATION FACILITY	DATA (NZ$)				CHANGES (%)		
	2014 (Baseline)	2020	2021	2022	2014 - 2022	2020 - 2022	2021 - 2022
Total expenditure	**240,000**	**100,000**	**100,000**	**182,000**	**-24%**	**82%**	**82%**
Primary schools							
Waihi Central	10,000	10,000	10,000	54,000	440%	440%	440%
St Josephs	10,000	10,000	10,000	14,000	40%	40%	40%
Waimata	10,000	10,000	10,000	14,000	40%	40%	40%
Waikino	10,000	10,000	10,000	14,000	40%	40%	40%
Waihi Beach	10,000	10,000	10,000	14,000	40%	40%	40%
Total	**50,000**	**50,000**	**50,000**	**110,000**	**120%**	**120%**	**120%**
Waihi East	90,000	10,000	10,000	14,000	-84%	40%	40%
Waihi Kindergarten	30,000	0	0	0	-100%	-	-
First steps Daycare	20,000	0	0	0	-100%	-	-
Somerset Day Care	10,000	0	0	0	-100%	-	-
Total	**150,000**	**10,000**	**10,000**	**14,000**	**-91%**	**40%**	**40%**
Secondary schools`							
Waihi College Trust	40,000	40,000	40,000	58,000	45%	45%	45%
Total	**40,000**	**40,000**	**40,000**	**58,000**	**45%**	**45%**	**45%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
Note: This expenditure is a sub-set of the Community investment expenditure reported in C-I-4.

Comment

As noted above (at C-I-4), the company conducted a full review of its sponsorship and donations procedures to align with corporate standards: this identified that it was appropriate to increase the donations to schools, which had remained static for some years. That was the basis for the marked increase, largely across the board.

The marked increase in expenditure at Waihi Central School was linked to the Martha Underground, which they are currently experiencing vibration from. A similar arrangement as to what was agreed with East School during Correnso has been established (as described in detail in the 2017 SIMP Report).

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

Data and Changes

Table 47: Number of mine tours conducted at site

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 - 2022 %	2020 – 2022 %	2021 – 2022 %
Number of mine tours run by OGNZL's Education Centre	215	47	91	82	-62%	74%	-10%
Number of mine tours run by Gold Discovery Centre*	435	381	273	203	-53%	-47%	-26%
Total	**650**	**428**	**364**	**285**	**-56%**	**-33%**	**-22%**
Number of Education Sessions run by OGNZL's Education Centre **	N/A	N/A	100	76			**-24%**

Data sources:
First row: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
Second and third rows: OGNZL External Affairs and Social Performance Department (2014, 2020 - 2022).

* 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.

** Included for the first time in 2021, as a further indicator of the total exposure of mining to the community and to the wider public achieved by OGNZL's Education Centre.

Comment

The major drop in OGNZL's mine tours in 2020 (to 47 from 130 the year before) was a consequence of COVID-19 and the related lockdowns. These are directly linked to schools taking up the opportunity. These mine tours increased markedly in 2021 and 2022. Over the six years from 2014 to 2019 OGNZL's Education Centre had averaged just over 160 mine tours each year, so the "rebuild" after COVID-19 still has some way to go to return to pre-COVID levels. The company is committed to fostering these tours and return to the previous high utilisation.

The number of Gold Discovery Centre mine tours was also reduced markedly by COVID-19, though with a markedly different pattern to these reductions compared with the tours run by OGNZL's Education Centre. In the three years prior to 2020, just under 600 of these mine tours were done each year. These mine tours are largely targeted at tourists, and the reduced numbers of tours reflect reduced tourism following COVID-19. The reduction in tourism includes tourists from cruise ships that frequently include a stop-over at Tauranga: the reduction in such cruise ships has been a further factor affecting the Gold Discovery Centre's numbers of mine tours. The slower start to these reductions, with steady reductions over the years 2020 to 2022 may reflect that in 2020 some tourism within New Zealand was fostered by "visiting local" during border shutdowns. Examples of that "visiting local" phenomenon, though not directly related to Waihi mine tours, were the unusually high numbers of New Zealanders visiting places such as Stewart Island and the Chatham Islands.

C-I-8: NUMBER OF WCF[44] MEETINGS ATTENDED BY OGNZL EMPLOYEES/REPRESENTATIVES (External Affairs and Social Performance Department)

Data and Changes

Table 48: Number of, and OGNZL attendance at Waihi Community Forum meetings

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022 %	2020 – 2021 %	2021 – 2021 %
Number of WCF meetings held	20	9	9*	7	-65%	-22%	-22%
Number of WCF meetings attended by any OGNZL employees or representatives	20	9	9	7	-65%	-22%	-22%
Average total number of attendees at WCF meetings**	-	7.1	9.7	8.8		24%	-9%
Average number of OGNZL attendees at WCF meetings***	-	-	2.4	2.0	-	-	-17%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
* Nine meetings plus two workshops.
** New metric introduced from 2019.
*** New metric introduced from 2021.

Comment

There was a small drop in WCF meetings in 2020, from eleven meetings in the previous two years. This was attributable only to COVID-19 and related lockdowns. In 2021 these meetings were augmented by two workshops. In 2022 the number of meetings dropped to seven, although attendance at these meetings remained similar to previous years.

44 Waihi Community Forum.

New metrics were added to this data in 2019 and again in 2021, concerning attendance at the meetings. The total number of attendees at these meetings has averaged between seven and ten each year since 2020. While OGNZL has two representatives in the WCF, during 2022 one of those employees was changing roles so was accompanied by another OGNZL representative during a transition period: that is why the OGNZL average attendance in 2022 is greater than the two representatives the company has in the WCF.

OGNZL has been represented at all WCF meetings in the years covered by this reporting.[45] Those attendance levels, and numbers of representatives attending, provide a measure of OGNZL's commitment to the WCF.

As a now somewhat historic note, in 2018 a new WCF member was sought from the Rex area, part of Project Martha. (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.

[45] In fact the full history of SIMP reporting shows that OGNZL has been represented at every WCF meeting since 2014.

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 2022 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 49: Community perceptions of OGNZL's approach to community-related issues (2020 - 2022)

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 – 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=301) %	Businesses (n=50) %	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	49	38	39 ↓	36	42	38	-7	0	3	2
Well	33	40	36	40	35	30	2	-10	-1	-10
Neutral	11 ↓	12	16	20	12	22	1	10	-4	2
Poorly	4	4	5	2	9	2	5	-2	4	0
Very poorly	2	4	2	0	1	0	-1	-4	-1	0
Don't know	1	2	2	2	1	8	0	6	-1	6
Responses to the question "How would you summarise your opinion about mining in Waihi?"										
Strongly in favour	48	60	43	62	45	50	-3	-10	2	-12
Moderately in favour	20	16	22	20	23	26	3	10	1	6
A little in favour	1	2	2	0	0	2	-1	0	-2	2
Neutral	23	18	24	16	21	18	-2	0	-3	2
A little not in favour	0	0	0	0	0	0	0	0	0	0
Moderately not in favour	3	2	3	0	3	0	0	-2	0	0
Strongly not in favour	5	2	6	2	8	4	3	2	2	2
Don't know	0	0	0	0	0	0	0	0	0	0

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

Comment

Although the large majority of residents remained very positive about how OGNZL manages its relation to the community, this positivity reduced markedly in 2021, then nudged back up in 2022. This is a pattern that has been evident many times over the years Phoenix has been conducting Community Perceptions Surveys for OGNZL: the announcements of new projects in 2021 - the proposed Waihi North and Martha Open Pit projects, announced in June 2021 - will almost certainly have resulted in that dip in 2021. The rebound from that dip a year later also exactly mirrors the community's responses to previous announcements of new projects.

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. Although not a significant change, there is an indication of a corresponding drop for residents in 2021 in favourability, that also nudges back up in 2022.

Businesses are marginally less effusive than residents in their views about how well OGNZL manages its relationship with the community, which most likely reflects that they interpret "community" as referring largely to residents, not themselves/businesses. However it is noteworthy that their rating of this did not dip in response to the announcements of new projects, in the way it did among residents. That relates to the pattern that businesses consistently rate the mining at Waihi more favourably overall than residents, and their favourability ratings did not drop at all following the announcements. Other data shows that businesses see economic benefits in new projects, and a more steady future for their businesses, which explains why their response to new projects does not detract from their overall positivity when new projects are announced, as happens for some residents.

The relative complexity of the Waihi North Project, with its five key components, and its emerging, along with Project Martha Open Pit from the more complex project Quattro that these projects replaced, most likely further explains the divergence in responses of residents compared with businesses. It would be reasonable to anticipate that business owners and managers would be more able to "see beyond" that complexity and see the benefits to their businesses.

More of historical interest, further perspective on these points is added by the observation from the first Community Perceptions Survey following the announcement of Project Martha/Martha Underground, that this project, being simpler and with less proximity to existing housing, was largely accepted by the community as a whole as simply "business as usual". Again, businesses tended to respond to that announcement more favourably than residents, reassured by the company's commitment to about a further decade of mining.

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 50: Summary results from community investment feedback mechanism – Part 1

SOURCES OF INFORMATION	DATA								CHANGES		
	2014 (Baseline)		2020		2021		2022		Movements in percentages		
	No.	% *	No.	%	No.	%	No.	%	2014 - 2022 %	2020 – 2022 %	2021 – 2022 %
*Base number of people who answered these questions***					17		18				
How did you find out that OGNZL provides assistance?[46]											
Website	4	14%	1	5%	2	9%	1	5%	-9%	0%	-4%
Had received previous sponsorships	5	18%	8	38%	6	27%	6	32%	14%	-6%	5%
Local knowledge	10	36%	3	14%	2	9%	2	11%	-25%	-3%	2%
Word of mouth	2	7%	8	38%	8	36%	4	21%	14%	-17%	-15%
Newspaper advertising	4	14%	1	5%	4	18%	3	16%	2%	11%	-2%
Not indicated	3	11%	0	0%	0	0%	3	16%	5%	16%	16%
Total	**28**	**100%**	**21**	**100%**	**22**	**100%**	**19**	**100%**			
How do you acknowledge OGNZL's assistance?											
Public notice	5	8%	3	6%	1	3%	1	2%	-6%	-4%	-1%
Letter of thanks	21	34%	10	20%	12	30%	11	26%	-8%	6%	-4%
Use of OGNZL promotional material	8	13%	6	12%	5	13%	4	9%	-4%	-3%	-4%
Newspaper article	8	13%	11	22%	10	25%	10	23%	10%	1%	-2%
Signage	11	18%	10	20%	3	8%	3	7%	-11%	-13%	-1%
Other:	9	15%	10	20%					17% ***	12%***	
Printed media (posters, banners, flyers, etc)****					4	10%	4	9%			-1%
Social media****					5	13%	10	23%			10%
Total	**62**	**100%**	**50**	**100%**	**40**	**100%**	**43**	**100%**			

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
* All percentages shown in this table are percentages of total answers given (i.e. not percentages of people answering that question). Some people gave more than one answer.

[46] The wording of the questions shown in this table was marginally changed in 2018 compared with previous years, though not enough to impact on the results. (See SIMP report 2017 for the previous questions.)

** Data not available before 2021.

*** For the purposes of comparison with 2022 results, the earlier years are compared with the sum of the 2022 results for "Other". That could be slightly inaccurate (and may overstate the changes), because people could have given both of the answers listed in 2022. The changes are worth showing despite that reservation.

**** Not separately identified before 2021.

Table 51: Summary results from community investment feedback mechanism – Part 2

ASSESSMENT QUESTIONS (see key below)	MEANS (based on key below)				CHANGES IN MEANS		
	2014	2020	2021	2022	2014 - 2022	2020 - 2022	2021 - 2022
Base number for following group of questions	(n=25)	(n=21)	(n=17)	(n=18)			
Is community investment advertising adequate?	7.8	8.0	8.1	7.2	-0.6	-0.8	-0.9
Is the evaluation criteria communicated adequately?	7.8	9.4	9.5	9.3	1.5	-0.1	-0.2
Is the time taken to process applications reasonable?	9.4	9.6	9.4	9.7	0.3	0.1	0.3
Base number for following group of questions	(n=25)	(n=21)	(N=17)	(N=18)			
Is the amount of money donated adequate?	9.3	9.2	9.2	9.2	-0.1	0.0	0.0
Is the evaluation fair and equitable?	9.3	9.1	9.6	9.2	-0.1	0.1	-0.4
Have you received help before?	Yes = 22; No = 3	Yes = 17; No = 4	Yes = 13; No = 4	Yes = 11; No = 7			
Base number for following group of questions	(n=25)	(n=15)	(n=11)	(n=10)			
Pre-visit information was adequate	9.1	8.9	9.5	9.4	0.3	0.5	-0.1
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	10.0	10.0	10.0	0.1	0	0
Activities were linked to the curriculum	9.9	9.4	10.0	9.4	-0.5	0	-0.6
Time spent on activities was appropriate	9.5	10.0	10.0	9.7	0.2	-0.3	-0.3
Scope was allowed for follow-up activities	9.6	9.6	9.7	9.6	0	0	-0.1
I would recommend the Education Centre to other teachers	9.8	10.0	10.0	10.0	0.2	0	0

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

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 and having received previous sponsorships remain by far the most common ways recipients of sponsorships found out that OceanaGold provides assistance. Although the numbers of people providing this information are small, there is an indication that word of mouth declined markedly in 2022: that could indicate an opportunity to encourage recipients to tell others of the possibility of sponsorship from OGNZL.

A letter of thanks remains the way recipients most often acknowledge the assistance they have received from OGNZL, closely followed by newspaper articles. There was a marked drop in 2021 and 2022 in recipients using signage to acknowledge the assistance they have received from OGNZL, although that may have been offset by a large increase in use of social media for that purpose.

Ratings of community investment by recipients across a wide range of criteria are all very positive and have remained so over the years for which this data is presented. That pattern has also been evident in previous years. The aspect of community investment rated lowest is about whether the level of advertising about community investment is adequate, although even that criteria is rated quite favourably. This finding suggests that the community could find a higher level of this advertising appropriate.

(Note that despite the continuing very high positivity of these ratings – generally close to the maximum of ten - 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 52: Stakeholder feedback received by OGNZL regarding community investment or participation-related issues

	2014 (Baseline)	2020	2021	2022
Letter of thanks received	24	22	24	10

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

No concerns or complaints were received by OGNZL regarding community investment or participation-related issues from 2014 to 2022.

Comment

There is no obvious reason for the drop in the number of letters of thanks in 2022: all the same mechanisms for encouraging and receiving feedback are in place.

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

This indicator was 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 to 2022.

OTHER

N/A.

6.3 SUMMARY - COMMUNITY

Discussion	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. The biggest changes in community investment over the period have been the very large increase in community investment expenditure particularly in 2022, arising from the company conducting a full review of its sponsorship and donations procedures to align with corporate standards. Schools were among those most impacted by these increases, with a notably large extra provision of funding to Waihi Central School. COVID-19 and associated lockdowns impacted severely on mine tours, from both the Education Centre and the Gold Discovery Centre. While tour numbers from the Education Centre bounced back up somewhat in 2021 and 2022 compared with 2020, those numbers are still well below pre-COVID levels. The company is committed to redeveloping this area of activity. The number of tours the Gold Discovery Centre has been able to run since COVID-19 has continued to decline, largely influenced by continuing declines in tourism.

	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, and the increases in these following the lessening of restrictions arising from COVID-19, further support the company's engagement with the community.
Compliance with other Project Martha and Correnso Consent Conditions	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. A significant development during the last two years has been the company conducting a full review of its sponsorship and donations procedures to align with corporate standards: among other impacts this resulted in significant increases in community investment expenditure, particularly in 2022.

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	• Uncertainty over future mining plans and financial stress relating to property; and • Anxiety regarding mining noise and vibration.
Performance goals	1. Build OGNZL's understanding of its role in relation to health and wellbeing impacts. 2. Promote community understanding of OGNZL's operations, including mining noise, vibration and future plans. 3. Build confidence in OGNZL's approach to managing its health and wellbeing impacts. 4. Develop management responses where appropriate, such as the blast notification programme.

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. In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly.

<table>
<tr><td></td><td></td><td></td><td></td><td></td><td>Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.</td></tr>
<tr><td>H-M-2</td><td>Review and implement, where appropriate, the remedial and mitigating actions proposed by the consultant clinical psychologist[47] incorporating findings from the SIA, as detailed below:
<table>
<tr><th>Suggested mitigation</th><th>OGNZL response</th><th>Timeframe</th></tr>
<tr><td rowspan="2">Predictability in process and outcome</td><td>Blasting windows as per Consent Conditions</td><td>In place</td></tr>
<tr><td>Blast notification</td><td>May 2015</td></tr>
<tr><td>Predictability in noise and blasting effects</td><td>Blast notification</td><td>May 2015</td></tr>
<tr><td rowspan="2">Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness</td><td>Blast notification</td><td>May 2015</td></tr>
<tr><td>Blasting windows as per Consent Conditions</td><td>In place</td></tr>
<tr><td rowspan="2">Increased education regarding actual effects as opposed to feared or perceived effects</td><td>Vibration workshop</td><td>March 2015</td></tr>
<tr><td>Education sessions with East school children</td><td>February 2015 onwards</td></tr>
</table></td><td></td><td>External Affairs and Social Performance Department</td><td>Complete</td><td>All remedial and mitigating actions set out in the Action column have been implemented. In particular, automated blast notification devices are in place.</td></tr>
</table>

47 Dunne, Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

	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				
	Different pathways for different people	Independent Review Panel (IRP)	In place				
		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	Complaints are monitored and reported at the twice weekly management meetings and included in monthly reports. Trends are discussed at quarterly management review meetings.
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 OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan and Annual Community Perceptions Survey are updated annually, and together with the SIMP biennial monitoring report, inform this action point, and continue to be used for this purpose.
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	All communications, complaints, concerns and feedback received from the community (including those related to Health and Wellbeing) are recorded in InForm. These are then reported to the site management team at twice weekly meetings for review, with any mitigating actions considered for implementation alongside business requirements.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
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. Short term - Cintellate entries to be monitored. Post - perception survey will identify additional indicators.	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	See self-reported progress summary.	Ongoing	Health Safety and Environment	Ongoing	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. OGNZL continues to provide medical check-ups for all staff including contractor employees on a bi-annual basis. OGNZL also continues to provide voluntary alcohol breath testing at the mine gate. The company 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 included implementing corporate standards, and offers to employees of personal trainer and counselling services.

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 53: 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 54: Community perceptions of OGNZL's approach to health and wellbeing (2020 - 2022)

Question: *"How do you rate the impact of the mining in the Waihi area[48], on your health and wellbeing?"*

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 - 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=301) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	15	24	19	16	15	16	0	-8	-4	0
Positive	29	18	27	26	32	30	3	12	5	4
Neutral	50▲	56	42	54	48	50	-2	-6	6	-4
Negative	3	2	8 ▲	2	4	2	1	0	-4	0
Very negative	1	0	2	0	1	0	0	0	-1	0
Don't know	2	0	2	2	0	2	-2	2	-2	0

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

Comment

While residents and businesses tend strongly towards clearly positive ratings on the other main social impact factors covered by the SIMP, for impact on health and wellbeing the ratings are most often neutral, although the combined positive and very positive ratings typically are almost as high as the neutrals.

A curious finding in these results is the increase in the percentage of residents rating the impact of mining in the Waihi area on their health and wellbeing as being "negative", in 2021 compared with 2020. While this trend is statistically significant[49], it is important first to note that this even so represents a very small proportion of the full community, at just 8%. There would appear to be two reasonable responses to this trend: it could be a response from a small number of people to the two major announcements during 2021, of the Waihi North and Martha Open Pit projects, or alternatively it could be a "rogue" result – a term sometimes used in political polling when an unexpected result turns up that does not fit well with other data. Either way, it is helpful to note that this small proportion of the community feeling negative about the impacts of mining on their health and wellbeing reduced strongly in 2022. (That reduction, to 4%, similarly to the previous increase from 3% to 8%, is large enough to come very close to being statistically significant.)

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[48] See earlier discussion of the update to the wording of this question, and others like it, in 2019: footnote 10 to Table 11.

[49] Statistical significance refers to a branch of statistics that is concerned with the confidence with which one can extrapolate results from a random survey to the full population the survey represents. Following convention, a trend is described as "statistically significant" if the chances are 95% or more that the trend does properly generalise to the population.

Apart from that finding about a small subgroup of the community, the results generally show that the community rates the impacts of mining on their health and wellbeing as being very similar over the period 2020 to 2022.

The psychologist contracted by the company to report on mitigation actions (see H-M-2) identified and listed a range of mitigation actions. It may be that some small minority of residents were particularly sensitive to whether those mitigation actions were undertaken, or able to be undertaken, when projects as comprehensive as Waihi North and Martha Open Pit are announced, for example addressing senses of control, helplessness or unexpectedness. The company's extensive communications with the community about these projects presumably averted those concerns for most residents.

Any such negative impacts of those announcements would almost certainly have been offset by the fact that new mining projects reduce uncertainty about the future of mining in Waihi, uncertainty being another focus of the mitigation actions identified.

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

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 - 2022 %	2020 - 2022 %	2021 – 2022 %
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	7	15	6	-82%	-14%	-60%
Number of residents that made these concerns/complaints	11	7	14	6	-45%	-14%	-57%
Details of repeat locations	64% of all concerns/ comments (21 concerns/ complaints) arose from 3 residents.	Each resident called once.	1 resident called 2 times. 13 residents called once.	Each resident called once.			
Response time	Within one day	Within one day	14 within in one day; 1 within 2 days*	Within one day			
Average number of concerns and complaints per resident	3.0	1	1.07	1	-67%	0%	-7%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

*The initial complaint came through on a Sunday (3 Jan 2021) direct to the email of an employee who was on leave and returned to work on the Tuesday (5 Jan 2021) and responded immediately.

Comment

There was a marked increase in 2021 compared with 2020 in the number of concerns and complaints where residents indicated they were frightened or stressed by the effects of OceanaGold operations. That number dropped back to 2020 levels in 2022. It seems extremely likely that this one-year upturn would have been a result of the blasting at Martha Underground, an area where blasting had not previously been undertaken on anything like the same scale as in 2021, when production blasting started there. This would have been a new experience for residents who had not previously been exposed to blasting anywhere near where they live. The relatively "steady state" of Martha Underground mining during 2022 would be consistent with residents' concerns falling away as they became more familiar with blasting.

For context, it is important to note that the mining at Martha Underground is largely under the Martha pit, rather than under residents' properties. However Martha Underground is below enough residential properties for these comments to apply even so.

Further context concerns the transition from development blasting at Martha Underground to production blasting. As explained in the footnote to Table 56, the consent conditions allow production blasting (started in early 2021) to have a higher peak particle velocity than development blasting (some of this was done in 2020). That is, production blasting is likely to be experienced as residents as "stronger" than development blasting. That is likely to further underlie the peak in concerns and complaints noted above in 2021.

As per OGNZL's SOP, the procedural requirement for responding to these complaints is within one day, a target which the SIMP data shows has been met consistently over the full period of SIMP reporting (i.e. since 2014), with the one exception in 2021 documented above.

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 56: Number of concerns and complaints relating to vibrations

	DATA				CHANGES		
	2014 (Baseline)	2020	2021	2022	2014 – 2022 %	2020 – 2022 %	2021 – 2022 %
Vibration events [50]	2	3	4	9	350%	200%	125%
Vibration complaints	4	21*	17	4	0%	-81%	-76%
Vibration concerns **		2	2	1		-50%	-50%
Exceedance of conditions [51]	2	0	0	0	-100%	-	-

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

* Reported as 15 in the 2019 - 2020 SIMP report; correction identified while preparing current report.

** Concerns have only been shown separately from complaints in the vibrations data from 2020 onwards.

The following tables show complaints relating to blasting and noise. The framework for collecting this data was established when it was important to distinguish complaints from:

- Any underground operation, "U/G", which over time has included Favona, Trio, Correnso and Martha Underground/Project Martha
- "Martha", meaning the Martha Open Pit

That two-way split of the following complaints data has been retained.

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50 Defined as a blast that is greater than 5.0mm/sec.

51 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 57: Number of complaints relating to blasting

YEAR	QUARTER	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
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	-
2021	Q1	12	0	11	0	25% Gladstone Rd 17% Kenny St	-
	Q2	27	0	16	0	7% Cuba St 22% Barry Rd 15% Kenny St 11% Gladstone Rd 19% Stafford St	-
	Q3	13	0	9	0	23% Gladstone Rd 15% Barry Rd 15% Smith St 23% Stafford St	-
	Q4	20	0	13	0	22% Stafford St 44% Phillips Ln	-
2022	Q1	18	0	6	0	39% Union Street 22% Islington Tce 22% Johnston Street	-
	Q2	4	0	4	0	No repeat location	-
	Q3	3	0	3	0	No repeat location	-
	Q4	7	0	5	0	71% Johnston Street 29% Kenny Street	-

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

Table 58: Number of complaints relating to noise

YEAR	QUARTER	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
2020	Q1	0	0	0	0	-	-
	Q2	0	0	0	0	-	-
	Q3	0[52]	0	0	0	-	-
	Q4	0	3[53]	0	1	-	100% Bulltown Rd
2021	Q1	2	0	1	0	100% Bulltown Road	-
	Q2	0	0	0	0	-	-
	Q3	0	0	0	0	-	-
	Q4	0	0	0	0	-	-
2022	Q1	1	0	1	0	No repeat location	-
	Q2	0	0	0	0	-	-
	Q3	0	0	0	0	-	-
	Q4	0[54]	0	0	0	-	-

Source: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).

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 necessitated splitting this table, to avoid a single table running over two pages.

Comment

While the number of vibration events jumped up in 2022 compared with the previous two years, a striking counter trend is the reduction in the number of complaints about blasting. That is consistent with comments above about the newness of blasting at Martha Underground being initially disconcerting for some residents there,

52 There were two noise complaints in this period (not included in this table) that were associated with the helicopter flying to Wharekirauponga.

53 These all concerned a generator operating in Martha Pit.

54 In Q4 2022 there was also one complaint about helicopter noise, arising from site visits to Wharekirauponga/Waihi North. As with the two similar complaints in 2020, the complaint in 2022 has not been included in this table, on the grounds that this is not related to either Correnso or Martha.

and that as these people became more accustomed to blasting they less often lodged complaints about it. There were no instances of exceedance of conditions during 2020 – 2022.

Very few complaints were received during 2021 – 2022 about noise from Martha Underground.

It is notable though not at all surprising that there have been virtually no complaints over the last three years about blasting or noise from the Martha Open Pit. The data also shows that in the unlikely event that any such complaints arise, they are recorded and reported.

The company plans to upgrade the way this data is reported in future SIMP monitoring reports, by differentiating underground operations and in particular identifying what are clearly complaints about Project Martha. That is likely to prove useful if the various components of the proposed Waihi North Project were to begin.

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" on site. In order from lower to higher impact these are:

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

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

Data

Table 59: Number of recordable injuries on site

	2014 (Baseline)	2020	2021	2022
Medically treated injury (MTI) referrals	6	3	3	4
Restricted work injury (RWI)	N/A	2	1	1
Lost time injury (LTI)	1	0	0	0
Total recordable injuries		**5**	**4**	**5**

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Health and Safety Department (2020 - 2022).
Note: In 2022 all MTI and RWI had follow up appointments with local health services.

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 have been very few of these injuries recorded since 2019.

OTHER

N/A

7.3 SUMMARY – HEALTH AND WELLBEING

Discussion	Residents' responses to the Community Perceptions Survey indicate that the community on balance remains moderately positive about any impacts of mining on their health and wellbeing. As had been found consistently in the past, this is the one area of social impact where the community tends to have neutral opinions, rather than positive as for the other social impact factors the SIMP addresses. Even so, people other than neutral about any impacts of mining on their health and wellbeing, weight strongly to positive opinions, with only very small minorities expressing negative opinions (most often just 4-5% among residents, and less among businesses). Changes on other health and wellbeing indicators all clearly related to the increased activity in the Martha Underground mine. These most often peaked during 2021, when production blasting started there (that has higher permissible blast particle velocities than development blasting, which had been the focus of blasting in Martha Underground during 2020). Those indicators include: • The number of concerns and complaints by residents about feeling frightened or stressed by the effects of mining operations, which increased in 2021 compared with 2020, then dropped back to 2020 levels in 2022 (the extent of such concerns and complaints is not high, at just 6 in 2022); • After a sharp increase in the last quarter of 2020 in the number of complaints about underground blasting, which lasted through 2021, those complaints reduced markedly in the last three quarters of 2022. There were very few complaints about noise from Martha Underground during 2021 and 2022. The lack of activity in the Martha Open Pit has resulted in no complaints about blasting or noise from there during 2021 and 2022. The number of onsite injuries has remained very low through to 2022, as it has over recent years.
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

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	• Continued environmental impacts including delay of the Martha pit rehabilitation; and • Delayed realisation of future economic opportunities as a result of reliance on mining.
Performance goals	1. 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. 2. Engage with iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to. 3. Proactively support employees and contractors in employment transitions resulting from eventual OGNZL mine closure. 4. Identify opportunities for OGNZL to contribute to the transition to a post-mine economy.

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. The number of participants receiving this training was higher in 2021 and 2022 than previously (see Em-I-10). A significant number of meetings were held with individual iwi during 2021 and 2022.
F-M-4	Review Memorandum of Agreements (MOUs).	Annual	External Affairs and Social Performance Department	Ongoing	OceanaGold currently has four MoU's in place with iwi. A further two were drafted in 2022 and sitting with the respective iwi for review and /or signing.
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 OceanaGold now focused on continued mining, this action point is to be revisited and is under investigation. We continued to engage with business stakeholders in 2021 and 2022 on initiatives where OceanaGold may be able to contribute to the sustainable development of the area.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL 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	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 minimal discussion of a post mine economy.
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	With the consents approved for Project Martha OGNZL mine life has been extended for an estimated 10 years. OGNZL is also actively seeking to extend the LOM through the recent announcement of other significant projects. As part of this announcement, OGNZL has committed to making positive contributions to the sustainable development of the region. Consultation on how OGNZL may be able to contribute to the communities' values and aspirations will continue with HDC.
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.
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.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
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. Short term - Cintellate entries to be monitored. Post - perception survey will identify additional indicators.	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

8.2 INDICATORS

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

Data

Table 60: Number of Iwi Advisory Group meetings conducted

	DATA			
	2014 (Baseline)	2020	2021	2022
Number of formal meetings conducted	4	2	0*	0**
Timing of formal meetings conducted	March, July, August and September	June, September***		

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
* Due to COVID-19 restrictions and change in alert levels around the time of the scheduled meetings these could not take place. However multiple meetings were held with individual iwi groups.
** While no iwi advisory group meetings were held during 2022, multiple meetings were held with individual iwi groups. Engagements included over 500 exchanges of information.
*** March meeting postponed due to COVID-19.

Comment

The switch from Iwi Advisory Group meetings, to meetings with individual iwi in 2021 and 2022, was made in consultation with iwi, and with their agreement. This was largely because of the need to consider their individual perspectives related to the newly proposed projects. Topics in these meetings and information exchanges in 2021 and 2022 included the completion of Cultural Impact Assessments for the proposed Waihi North Project, updates on the Cultural Balance Plan, consultation and engagement around the proposed Martha Open Pit Project and Martha Mineral Zone Plan Change, and general Operation Updates.

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 61: 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 at the time 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 62: Community perceptions of OGNZL's economic legacy (2020 - 2022)

Question: *"How do you rate OceanaGold for how it assists with planning for the [long term[55]] future of Waihi?"*

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages			
							2020 - 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very well	25	36	29	42	28	22 ↓	3	-14	-1	-20
Well	38	36	28 ↓	28	29	34	-9	-2	1	6
Neutral	25	8	29	16	28	12	3	4	-1	-4
Poorly	6	12	5	4	8	10	2	-2	3	6
Very poorly	4	4	4	2	4	2	0	-2	0	0
Don't know	2	4	5	8	3	20	1	16	-2	12

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 Community 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".

55 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 63: Community perceptions of how well OGNZL manages environmental impacts of mining

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

	DATA						CHANGES			
	2020		2021		2022		Movements in percentages[56]			
							2020 – 2022		2021 - 2022	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=303) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Summary measures:										
Percent rating 8 to 10	48%	60%	49%	52%	33% ↓	50%	-15%	-10%	-16%	-2%
Percent No opinion/don't know	16%	6%	12%	8%	18%	16%	2%	10%	6%	8%
Average rating out of 10 (This row shows numeric results, not percentages, which is the format for all other results in this table. Hence this row is italicised to emphasise that distinction.)	*7.4*	*7.4*	*7.6*	*7.5*	*7.1*	*7.3*	*-0.3*	*-0.1*	*-0.5*	*-0.2*
Full distribution of answers on scale:										
0 – Does not do this at all well	2%	4%	0%	2%	1%	0%	-1%	-4%	1%	-2%
1	1%	0%	0%	0%	0%	2%	-1%	2%	0%	2%
2	2%	4%	2%	0%	1%	0%	-1%	-4%	-1%	0%
3	2%	0%	2%	6%	1%	2%	-1%	2%	-1%	-4%
4	5%	0%	2%	0%	4%	2%	-1%	2%	2%	2%
5	7%	8%	6%	6%	8%	14%	1%	6%	2%	8%
6	5%	0%	8%	10%	9%	4%	4%	4%	1%	-6%
7	11%	18%	19%	16%	25%	10%	14%	-8%	6%	-6%
8	18%	34%	22%	18%	13%	30%	-5%	-4%	-9%	12%
9	13%	14%	10%	16%	7%	8%	-6%	-6%	-3%	-8%
10 – Does this extremely well	17%	12%	17%	18%	13%	12%	-4%	0%	-4%	-6%
No opinion/Don't know	16%	6%	12%	8%	18%	16%	2%	10%	6%	8%

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

[56] 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

Residents' opinions about how well the company assists with planning for the long term future of Waihi are clearly weighted towards positive opinions. Business opinions on this aspect of the company's performance are substantially more favourable.

Those trends have remained broadly true over the period 2020 – 2022 but with the following subtleties:

- The results for residents show a marked decrease in 2021 compared with 2020, in the percentage rating this "well". Because that is an intermediate point on the rating scale rather than a result for either end of the rating scale, the conventional interpretation is to make little of that change. However with the announcements during 2021 of the two new large projects, Waihi North and Martha Open Pit, this change could reflect residents becoming less interested in planning for the long term future of Waihi, since those projects push the closure of mining at Waihi many years out into the future;
- With the much smaller sample of businesses being surveyed, changes or trends for businesses need to be much larger to register as being "statistically significant". That makes the drop in the percentage of businesses considering that the company assists "very well" with planning for the longer term future of Waihi, from 2021 to 2022, all the more notable. It is possible that the combination of Martha Underground and the two major new projects announced in 2021 led businesses to think of mining in Waihi as being effectively for the foreseeable future, in terms of many business people's horizons as to what constitutes long term planning.

The opinions of both residents and businesses about how well OGNZL handles the environmental impacts of mining weight towards the "well" end of this scale. Businesses are more favourable than residents.

However there is a marked trend for residents to view the company less favourably in this respect in 2022 compared with 2021. Although other measures suggests residents have been responsive to the *announcements* of new projects, with the actual *application* for Project Waihi North being lodged in July 2022, it is possible that has triggered this change among residents. If so, based on previous trends and responses to new projects, it is very likely, all other things being equal, that residents' opinions about the company's handling of environmental aspects of mining will return to the previous more positive levels, typically in one to two 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 who rate OGNZL below the midpoint on this scale, i.e. expressing dissatisfaction with the company in this way. For the three years covered by these results, those percentages are 12%, 6% and 7% respectively. That contrasts with a steady 10% of residents having that opinion over the previous three years, and indicates a modest reduction in people rating OGNZL poorly in that regard.

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 64: Stakeholder feedback – concerns and complaints received by OGNZL regarding environmental impacts

COMPLAINTS AND CONCERNS*	DATA				CHANGES – COMPLAINTS ONLY		
	2014 (Baseline)	2020	2021	2022	2014 – 2022 %	2020 – 2022 %	2021 – 2022 %
Noise	31	6	2	2	-94%	-67%	0%
Noise – Concern	0	3	2	1			
Vibration	317	25	49	21	-93%	-16%	-57%
Vibration – Concern	2	1	5	7			
Noise from Blasting	30	0	0	0	-100%	0%	0%
Noise from Blasting – Concern	0	1	0	0			
Felt and Heard	82	42	23	11	-87%	-74%	-52%
Felt and Heard – Concern	0	9	0	0			
Air Quality (Dust)	6	1	1**	2***	-67%	100%	100%
Air Quality – Concern	0	0	0	0			
Water	0	0	0	0	0%	0%	0%
Water – concern	0	0	0	0			
Light pollution	0	0	0	0	0%	0%	0%
Communications	0	1****	0	0	0%	-100%	0%
Staff Behaviour	0	2*****	0	0	0%	-100%	0%
Work Hours/Hours of Operation	0	0	0	0	0%	0%	0%
Total complaints	**468**	**77**	**75**	**36**	-92%	-53%	-52%
Total concerns	**2**	**14**	**7**	**8**	300%	-43%	14%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 - 2022).
* Note that 2 additional complaints not included in this table were logged in relation to odour. One of these was in relation to the smell of burning at night - determined to not be OGNZL. The second complaint was about weed spraying around the pit rim. All procedures and safety protocols were followed.
** This dust complaint was found not to be mine related but rather pollen. However, due to it being a neighbouring property to OGNZL land which contained pine trees OGNZL responded and cleaned up the pollen on the complainant's property.
*** One of these complaints related to weed spraying; one to dust. Investigations did not find that there were dust exceedances.

**** Complaint about website being down.
***** Complaint about how a staff member or contractor was behaving in the community.

Comment

Complaints about vibration continue to account for the largest number of the complaints regarding environmental impacts of mining. However like all the other types of these complaints with at least modest numbers of complaints, complaints about vibration have diminished markedly over time, and generally continue to trend downwards over the period 2020 – 2022. The one exception to that trend is complaints about vibrations, which showed a distinct but short lived upturn in 2021. Other data suggests that short upturn could have related to production blasting starting in Martha Underground early in 2021.

Complaints classified as "Felt and heard" are the only other types of complaints regarding environmental impacts of mining, that still have significant numbers of complaints in 2022, even though that too is decreasing over time.

For each of the more common types of complaints, it is notable that complaints per se are much more common than simple "concerns". (See the definitions of complaints compared with concerns set out under P-I-10.) That is, on these topics people contacting the company are typically opting to have their complaint reported to management, and to have a written reply, rather than the alternative they are offered, to have their concern simply noted, with no undertaking of any follow-up.

(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.)

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	Up until 2020, the sale of the Waihi mine to OceanaGold in 2015, and OceanaGold's commitment in principle to continued exploration and mining in and around Waihi, had been a prominent signal to the community in Waihi of the lesser need for concern about planning for the long term future of the town. (OceanaGold's approach was in contrast to the previous owner, NWG, whose approach had led to an expectation of closing the mine once the mining in Correnso was completed.) OceanaGold's initiatives to further develop the mine, starting with Martha Underground, with its ten year extension to mining, reduced the interest, concerns and relevance of planning for the long term future of the town, among both residents and businesses. Since Martha Underground, OceanaGold has developed plans for Project Quattro (announced in July 2020), then transformed those plans into two projects announced in 2021, the Waihi North and Martha Open Pit projects. Those have been clear signals of an even longer future, a significantly longer future, for mining in and around Waihi. That has further reduced the interest among the community (as a whole), and the perceived relevance, of planning for the long term, post mining, future of the town. For all the benefits of mining, the community remains alert to how well the company is managing any environmental impacts of mining. Only small proportions of residents and business people do not have opinions about that.
Compliance with other Project Martha and Correnso Consent Conditions	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. This has entailed the consenting then commencement of work on Project Martha, the announcement of Project Quattro followed by the announcements of it devolving into the Waihi North and Martha Open Pit projects, then the lodging of the consent applications for Project Waihi North. Mitigation actions F-M-4 and F-M-7 have accordingly been delayed for future implementation.