



Hillside Copper Mine
Social Management Plan
Program for Environment Protection and Rehabilitation (PEPR)

SOCIAL MANAGEMENT PLAN

COMMUNITY
CONSULTATION
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Document Owner

Community Manager

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Revision History

Version No.	Date Published	Details
1.0	13/06/2017	First draft
1.1	03/07/2017	Discussion draft for HMCV
2.0	12/07/2017	Management review
3.0	17/07/2017	Draft for HMCV website

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Definition of Terms

CEP	Community Engagement Plan
DSD	Department of State Development, South Australia
EEO	Equal Employment Opportunity
EFS	Extended Feasibility Study announced by Rex Minerals in May 2015
Goyder SED	Goyder South East Drainage Region
HMCV	Hillside Mine Community Voice
KPI	Key Performance Indicator
ML	Mineral Lease 6438
SACOME	South Australian Chamber of Mines and Energy
SIA	Socio-Economic Impact Assessment
SMP	Social Management Plan
YP	Yorke Peninsula
YPC	Yorke Peninsula Council

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1. INTRODUCTION

Rex Minerals Limited plans to develop and operate the Hillside Mine, situated 12 kilometres south of the township of Ardrossan. Conventional open cut mining techniques will be employed using trucks and excavators to deliver ore to a processing plant that will produce a copper concentrate.

Economic activity on the Yorke Peninsula (YP) is dominated by primary production (predominantly agriculture, with some existing mining activity) and tourism.

The Hillside Mine (Rex Minerals EFS, May 2015) estimated a construction workforce of 550 people and an estimated operational production workforce of about 500 people.

1.1 SOCIAL MANAGEMENT PLAN (SMP)

Rex Minerals is committed to minimising the impact and enhancing the benefits of its operations on the local environment and community.

This Plan outlines Rex Minerals' commitment to the local community and other stakeholders and provides a description of the measures to be implemented by the Hillside Mine to manage the social impacts and enhance social benefits from the Hillside Mine.

1.2 OBJECTIVES

This Plan provides the framework for Rex Minerals' objectives regarding:

- local and regional employment;
- regional business development;
- community relations;
- Rex Minerals relevant Policies and Standards;
- implementation actions to manage the Hillside Mine's social impact;
- assignment of responsibilities and timeframes for commencement; and
- links to the Community Engagement Plan and the complaints protocol.

2. SOCIAL MANAGEMENT PLAN - CONDITIONS

While there is no legislation against which social performance is monitored, the following Hillside Mine ML (Second Schedule) conditions relate to the SMP.

Social Management Plan

40 The Tenement Holder must prepare, implement and maintain a SMP within 12 months from the date of the grant of the Mining Tenement (in consultation with relevant State Government agencies and key community stakeholders) that addresses:

40.1 The matters described in Table 8.2-1 of the MLP; and

40.2 anything further that the Director of Mining directs in writing.

41 The Tenement Holder must make the SMP publicly available.

3. SOCIAL MANAGEMENT OUTCOMES

There are no Hillside Mine ML outcomes (Sixth Schedule) relating to social management.

4. SOCIO-ECONOMIC IMPACT BACKGROUND

A Socio-Economic Impact Assessment (SIA) for the proposed Hillside Mine was completed in March 2013. This SIA was based on a Socio-Economic Baseline completed September 2012. Both these reports and community feedback received during the ML public review have informed the objectives of this SMP.

The SIA considered the following eight social aspects that may be impacted by the Project:

- Land use
- Employment
- Local population
- Health and wellbeing
- Community services and facilities
- Infrastructure
- Housing and accommodation
- Economy

The SIA identified 27 potential socio-economic impacts of which some also directly relate to environmental impacts. With control measures and management strategies in place, eight impacts were assessed (listed above) as having a residual impact rating above low and were identified in the areas of employment, local population, health and wellbeing, infrastructure, housing and accommodation and land use. Seven positive potential impacts were identified in the areas of employment, local population, community services and facilities, infrastructure and the economy (Appendix 1: Socio-Economic Assessment summary).

The key aspects of the SIA to be managed under this SMP are:

- Local Employment Management Plan
- Local Business Development Plan
- Community Relations Plan

The Communication Management Plan will be included in the Community Engagement Plan (CEP).

In some instances, potential social impacts are managed through control measures and management strategies contained within the environmental, health and safety, and quality management components.

5. LOCAL AND REGIONAL EMPLOYMENT PLAN

Rex Minerals understands that its procurement and employment practices play a significant role in the creation of sustainable employment and economic development opportunities for our host communities.

Rex Minerals is committed to providing access to opportunities for local and Indigenous businesses and community members to benefit from the Project.

Our key objectives in this regard are to:

- Maximise the local and Indigenous opportunities for employment of peoples with relevant skills or experience in the study area and Goyder SED region.
- Contribute to the management of potential impacts arising from increased population in the region (resulting from direct and indirect employment at the Project), particularly as they relate to requirements for housing and accommodation.
- Carefully manage workforce reductions to limit the negative impact on regional communities.

Table 1: Action Plan – Local Employment Management Plan

ACTION PLAN	Local Employment Management Plan		
BENEFIT / IMPACT	<ul style="list-style-type: none"> • Maximise economic benefit to the region • Creation of direct and indirect employment opportunities • Limit depletion of skilled workers available to other business/industry 		
OUTCOMES	<ul style="list-style-type: none"> • Local employment opportunities • Equal Employment Opportunities resulting in diverse workforce • Strive to define appropriate goals to encourage traditional owners, women, school leavers, and unemployed to seek opportunities • Provision of structured training programs such as apprenticeships and traineeships • Continued up-skilling and training of staff • Safe and healthy workforce 		
Actions	Performance Expectation	Responsibility	Timeframe
<ul style="list-style-type: none"> • Recruitment of Key Management to live in the Region 	<ul style="list-style-type: none"> • 100% of Key Management Employees during operation reside in the Region • Recruitment advertising to highlight the preference for local applications 	<ul style="list-style-type: none"> • Rex Minerals HR Policy 	<ul style="list-style-type: none"> • Decision to mine • Operations
<ul style="list-style-type: none"> • Facilitate and emphasise Equal Employment Opportunities targeting a balanced workforce which reflects the regional demographic. This will include targeted advertising campaigns 	<ul style="list-style-type: none"> • Equal Employment Opportunity (EEO) Policy is developed and approved • Training on the EEO Policy is provided to all employees and contractors • Specific allocation under the Rex Minerals recruitment budget, for identifying the regional demographic and setting goals to reflect this mix of diverse population groups • Employment opportunities promoted to local community groups, including the traditional owners, women and unemployed 	<ul style="list-style-type: none"> • Rex Minerals 	<ul style="list-style-type: none"> • Decision to mine
<ul style="list-style-type: none"> • Pursue partnership opportunities with the Narungga to encourage 	<ul style="list-style-type: none"> • Continued engagement with Narungga Aboriginal Progress Association 	<ul style="list-style-type: none"> • Rex Minerals 	<ul style="list-style-type: none"> • Ongoing

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Indigenous peoples to apply for employment opportunities	<ul style="list-style-type: none"> Continued engagement with the Narungga Heritage Committee 		
<ul style="list-style-type: none"> Training and education programs in order to maximise the 'pool' of skilled labour in the region for employment at the Project 	<ul style="list-style-type: none"> Where appropriate, Rex Minerals will offer non-mine employees the opportunity to participate in training and education programs 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Construction
<ul style="list-style-type: none"> Initiate scholarship and apprenticeship support to provide opportunities for local school-leavers, in a range of disciplines including mining and agriculture 	<ul style="list-style-type: none"> Mentor program with key management of scholarship/apprenticeship recipients Continued partnership with local schools and university 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Operations
<ul style="list-style-type: none"> Accommodation Strategy <ul style="list-style-type: none"> Construction camp Local share rentals Early consultation with accommodation providers 	<ul style="list-style-type: none"> Employees live within Yorke Peninsula Facilitate share rentals BnB accommodation offered locally as option 	<ul style="list-style-type: none"> Rex Minerals Rex Minerals with real estate agents 	<ul style="list-style-type: none"> Decision to mine
<ul style="list-style-type: none"> Liaise with local accommodation providers prior to peak employment periods to identify options to accommodate short-term workers 	<ul style="list-style-type: none"> An accommodation assessment is conducted before major construction and maintenance events 	<ul style="list-style-type: none"> Rex Minerals Local accommodation businesses 	<ul style="list-style-type: none"> Prior to major recruitment drives or major contract work
<ul style="list-style-type: none"> Maintain flexible work practices 	<ul style="list-style-type: none"> Variety of shift and work arrangements available Work experience and vacation employment opportunities for local students 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Ongoing

MONITORING FRAMEWORK

Overall Performance Goal	Target	Evidence Requirements	Data Collection Source	Frequency
<ul style="list-style-type: none"> To maximise local access to employment and training opportunities 	<ul style="list-style-type: none"> Local employment considered during construction Local employment prioritised during operation 	<ul style="list-style-type: none"> Contracted construction companies employment records 	<ul style="list-style-type: none"> Employment statistics reports 	<ul style="list-style-type: none"> Quarterly
<ul style="list-style-type: none"> To facilitate equal access to employment opportunities 	<ul style="list-style-type: none"> The EEO Policy is well communicated and readily available 	<ul style="list-style-type: none"> EEO Policy on the Company's website and induction training 	<ul style="list-style-type: none"> Records of attendance at anti-discrimination and awareness training sessions 	<ul style="list-style-type: none"> Ongoing

6. LOCAL BUSINESS DEVELOPMENT PLAN

Rex Minerals is committed to providing access to opportunities for local and Indigenous businesses to benefit from the Project.

Table 2: Action Plan – Local Business Development Plan

ACTION PLAN		Local Business Development Plan		
BENEFIT / IMPACT		<ul style="list-style-type: none"> Creation of local and regional supply chain opportunities 		
OUTCOMES		<ul style="list-style-type: none"> To provide full and fair opportunity for local businesses to tender on contracts To assist in equipping local and regional businesses to access supply chain opportunities Increased capability for local suppliers and contractors to tender, including Indigenous businesses Development of a Procurement Plan for the revised Project 		
Actions	Performance Expectation	Responsibility	Timeframe	
<ul style="list-style-type: none"> Align procurement plans with Australian Industry Participation Plan 2014 (FINPRO 601) and Queensland Resources and Energy Sector Code of Practice for Local Content 	<ul style="list-style-type: none"> Local content strategy of the Rex Minerals Purchasing Policy aligned with the Code of Practice for Local Content 	<ul style="list-style-type: none"> Rex Minerals Procurement Manager 	<ul style="list-style-type: none"> Pre-construction 	
<ul style="list-style-type: none"> Promote local access to procurement opportunities, and investigate project-specific strategies to improve local participation 	<ul style="list-style-type: none"> Strategies developed to promote local access to procurement opportunities Rex Minerals will hold bi-annual procurement information sessions during detail design and construction of the Project with potential contractors and subcontractors to explain requirements and expectations Invite pre-qualified suppliers to tender in addition to advertising tender opportunities via public avenues Establish a register for local contractors to register interest in the revised Project Develop and publicise a forward procurement plan 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Pre-construction 	
<ul style="list-style-type: none"> Promote tender requirements locally 	<ul style="list-style-type: none"> Regional Development Authority and local industry groups provided with a list of goods and service requirements to distribute through their local networks Tender opportunities are promoted locally Expressions of interest are promoted on the Rex website Rex Minerals to facilitate or sponsor a presentation/workshop 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Prior to major procurement contracts 	

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	to local businesses to present upcoming supply opportunities		
<ul style="list-style-type: none"> Build capacity of local businesses to become 'tender ready' 	<ul style="list-style-type: none"> Rex Minerals to sponsor a local workshop to educate businesses on preparing for tenders and becoming 'tender ready' Develop and distribute fact sheet on tender requirements Advise capability development program providers of capabilities required by the Company and existing capability gaps in the region Provide feedback if requested by suppliers that were unsuccessful in pre-qualification or tendering 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Pre-construction
<ul style="list-style-type: none"> Promote opportunities for Indigenous business procurement opportunities 	<ul style="list-style-type: none"> Continued engagement with Narungga Aboriginal Progress Association Continued engagement with the Narungga Heritage Committee to identify Indigenous business opportunities Develop and distribute fact sheet on procurement requirements and process 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Construction commencement Operational commencement
<ul style="list-style-type: none"> Monitor procurement, including percentages of local content 	<ul style="list-style-type: none"> Report annually on local content 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Annually
<ul style="list-style-type: none"> Liaise with local accommodation providers prior to peak employment periods to identify options to accommodate short-term workers 	<ul style="list-style-type: none"> An accommodation assessment is conducted before major construction and maintenance events 	<ul style="list-style-type: none"> Rex Minerals Local accommodation businesses 	<ul style="list-style-type: none"> Prior to major recruitment drives or major contract work

MONITORING FRAMEWORK

Overall Performance Goal	Target	Evidence Requirements	Data Collection Source	Frequency
<ul style="list-style-type: none"> To provide full and fair opportunity for local businesses to tender on contracts 	<ul style="list-style-type: none"> Compliance with Code of Practice for Local Content 	<ul style="list-style-type: none"> Rex Minerals and its contractors annually meet all requirements of Code of Practice for Local Content 	<ul style="list-style-type: none"> Procurement reporting 	<ul style="list-style-type: none"> Annually
<ul style="list-style-type: none"> To assist in equipping local and regional businesses to access supply chain opportunities 	<ul style="list-style-type: none"> Majority positive perceptions about access to business development opportunities 	<ul style="list-style-type: none"> Positive comments and monitoring of results 	<ul style="list-style-type: none"> Engagement with Regional Development Authority and SACOME 	<ul style="list-style-type: none"> Annually

7. COMMUNITY RELATIONS PLAN

The objectives of this Plan are to:

- Integrate the Project's workers into regional communities in a way that adds value to those communities and minimises the potential for disharmony and/or conflict in communities.
- Generate community collaboration in the management of potential impacts that may affect community health (such as road safety).
- Maximise the preparedness of communities to manage the potential impacts of increased population on social services.

7.1 COMMUNITY RELATIONS PROGRAM

There are a number of ways in which Rex Minerals works to build positive relations with its communities. They include:

- A policy encouraging its workers to volunteer and participate in community activities in a way that adds value in those communities.
- Behavioural protocols (Code of Conduct) guiding the ways in which its workers interact with community members.
- Supporting local volunteering groups, community clubs and associations, and events, as part of its community sponsorship program.
- Through the HMCV and relevant authorities, collaborating to minimise the potentially negative effects of its activities, particularly to enhance road safety.
- Through the establishment of a community benefits program which offers opportunities for community sponsorships and longer term benefit outcomes.

Each of these initiatives will be supported by Rex Minerals' policies, standards and procedures.

Table 3: Action Plan – Community Relations Plan

ACTION PLAN		Community Relations Plan		
PERFORMANCE GOALS	<ul style="list-style-type: none"> • Integrate the Project's workers into regional communities • Generate community collaboration in the management of potential impacts • Balance mining, agricultural activities and tourism activities 			
OUTCOMES	<ul style="list-style-type: none"> • Positive relationship with mine workforce and community • Shared behavioural protocols • Active HMCV ongoing dialogue • Defined ongoing relationships with local community groups, service providers, educational institutions, industry, employment and training groups and government agencies 			
Actions	Performance Expectation	Responsibility	Timeframe	
<ul style="list-style-type: none"> • Information sharing with agencies, local government, State Government and community groups to plan, on a regional scale 	<ul style="list-style-type: none"> • Regular updating on operational strategy and plans • Staff participation in identified groups to ensure first person insights 	<ul style="list-style-type: none"> • Rex Minerals 	<ul style="list-style-type: none"> • Ongoing 	

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<ul style="list-style-type: none"> Behavioural protocols guiding interactions between Rex Minerals employees and the broader community 	<ul style="list-style-type: none"> Code of Conduct, well promoted and simple to articulate Inductions to emphasise and describe cultural, environmental and social values of our host community Easy identification of mine employees, contractors and equipment 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Construction
<ul style="list-style-type: none"> Policy support to encourage workforce participation in community activities 	<ul style="list-style-type: none"> Management KPI to volunteer in local/regional service organisations, associations or clubs Flexible support for employee participation 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Decision to mine
<ul style="list-style-type: none"> Development of community sponsorship program 	<ul style="list-style-type: none"> Establish board (company and community stewards by invitation) to oversee development of sponsorship and charitable guidelines Rex Minerals' annual budget allocation to support board fund donation and support decisions 	<ul style="list-style-type: none"> Rex Minerals Appointed board 	<ul style="list-style-type: none"> Decision to mine
<ul style="list-style-type: none"> Provide tourism opportunities 	<ul style="list-style-type: none"> Mine site tours Public viewing area 	<ul style="list-style-type: none"> Rex Minerals 	<ul style="list-style-type: none"> Quarterly In operations

MONITORING FRAMEWORK				
Overall Performance Goal	Target	Evidence Requirements	Data Collection Source	Frequency
<ul style="list-style-type: none"> To facilitate open and transparent engagement with local communities 	<ul style="list-style-type: none"> Implement stakeholder engagement strategy Social acceptance or approval from local community 	<ul style="list-style-type: none"> Records of engagement including topics, trends The stakeholder engagement strategy is reviewed and revised internally 	<ul style="list-style-type: none"> Community Information Centre and community contact mechanisms and grievance procedure Consultation Management System Internal review 	<ul style="list-style-type: none"> Annual
<ul style="list-style-type: none"> Minimise disruption to neighbours and the local community 	<ul style="list-style-type: none"> Community notified of key milestones before they occur 	<ul style="list-style-type: none"> Records of engagement including topics, trends 	<ul style="list-style-type: none"> Community Information Centre and community contact mechanisms and grievance procedure 	<ul style="list-style-type: none"> Annual

8. CONSULTATION

This Plan is being prepared in consultation with the DSD, the HMCV consultation group and directly with local landowners. The draft version of the SMP and the final SMP will be made publicly available.

9. RESPONSE PROCEDURES

9.1 COMMUNITY RESPONSE PROCESS

All complaints received in relation to the Hillside Mine operations will be responded to in accordance with the established Hillside Mine procedure for complaints. This procedure details the obligations of the Hillside Mine in regard to receiving, handling, responding to, and recording details of all community complaints. Upon receipt of a complaint from the community, preliminary investigations will commence as soon as practicable to determine the likely causes of the complaint using information such as the prevailing meteorological conditions, the nature of activities taking place and recent monitoring results. A response will be provided as soon as practicable, which may include the provision of relevant monitoring data.

Every effort will be made to ensure that concerns are addressed in a manner that facilitates a mutually acceptable outcome for both the complainant and Rex Minerals.

Rex Minerals will record all community complaints into the site event management database in accordance with the Hillside Mine procedure for complaints. The database will include reporting, incident/event notification, close out action tracking, inspections, and audits.

10. REPORTING

The Hillside Mine will provide annual updates to members of the HMCV consultation group, and ensure the same information is made available on the Rex Minerals website.

11. CONTINUAL IMPROVEMENT

The Hillside Mine will strive to continually improve on the mine's social management and community relations performance by applying the principles of best practice in these areas, including where cost-effective and practicable, the adoption of new best practice systems and enhanced communication and consultation measures.

12. REVIEW

This Plan will be reviewed and if necessary revised, following the PEPR submission and approval:

- when a relevant/significant improvement has been identified;
- on the decision to mine;
- where a risk assessment identifies the requirement to alter the Plan;

13. REFERENCES

Rex Minerals Ltd, Hillside Mine Mineral Lease Application, August 2013

Government of South Australia, Mineral Lease 6438, 16 September 2014

Rex Minerals Ltd, Extended Feasibility Study (EFS), May 2015

Socio-Economic Impact Assessment for Rex Minerals Hillside Copper Mine Yorke Peninsula, March 2013

Socio-Economic Baseline for Rex Minerals Hillside Copper Mine Yorke Peninsula, September 2012

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14. APPENDICES

Appendix 1: Socio-Economic Assessment Summary

Summary of socio-economic impacts, management measures, residual impact rating and management objective

Impact		Management measure		Residual impact assessment			Positive aspect	Management objective
				Magnitude	Sensitivity	Residual Impact		
Land use								
I1	Inconvenience to adjoining landholders	M1.1	Air Quality Management Plan Noise and Vibration Management Plan	L	L	N		Minimise or avoid potentially negative impacts of the Project on land use, particularly for directly affected landholders and traditional owners.
		M1.2	Communication Management Plan					
		M1.3	Traffic Management Plan					
I2	Reduction in aesthetic value from change in existing land use	M2.1	Visual Amenity Management Plan	L	M	Mi		
		M2.2	Drill and Blast Management Plan					
I3	Changes to land value and industry types within region	M3.1	Local Employment Management Plan	M	M	Mo	✓	
		M2.1	Visual Amenity Management Plan					
		M2.2	Drill and Blast Management Plan					
I4	Disturbance or damage to heritage	M4.1	Cultural Heritage Management Plan	L	L	N		
Employment								
I5	Increased employment	M3.1	Local Employment Management Plan	P	P	P	✓	Economic benefits of the Project are largely retained within the region.
I6	Increase in regional employment	M3.1	Local Employment Management Plan	P	P	P	✓	
I7	Increase in regional competition for skilled labour	M3.1	Local Employment Management Plan	M	M	Mo	✓	
		M6.1	Local Business Development Plan					

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Impact		Management measure		Residual impact assessment			Positive aspect	Management objective
				Magnitude	Sensitivity	Residual Impact		
Local Population								
I8	Increase in local population	M3.1	Local Employment Management Plan	M	M	Mo	✓	Increased population improves community sense of value and agreeableness of living on Yorke Peninsula.
		M1.2	Communication Management Plan					
I9	Increase in volunteering and community participation	M3.1	Local Employment Management Plan	P	P	P	✓	
		M6.1	Community Relations Management Plan					
I10	Effects on community cohesion	M1.2	Communication Management Plan	L	M	Mi	✓	
		M3.1	Local Employment Management Plan					
		M6.1	Community Relations Management Plan					
Health and wellbeing								
I11	Road safety from increased traffic associated with the Project	M1.3	Traffic Management Plan	M	M	Mo	✓	Minimise or avoid potentially negative impacts of the Project on community health and wellbeing.
		M6.1	Community Relations Management Plan					
I12	Increased mental health issues associated with the presence of the Project	M1.2	Communication Management Plan	L	M	Mi		
		M2.1	Visual Amenity Management plan					
		M2.2	Drill and Blast Management Plan					
I13	Changes in lifestyle affecting health	M6.1	Community Relations Management Plan	L	M	Mi	✓	
		M7.1	Employee Health and Safety Management Plan					

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Impact		Management measure		Residual impact assessment			Positive aspect	Management objective
				Magnitude	Sensitivity	Residual Impact		
Community services and facilities								
I14	Effects of increased population on health services	M1.2	Communication Management Plan	L	L	N	✓	Community services and facilities are adequate to meet residents' needs.
I15	Effects of increased population on education and childcare	M1.2	Communication Management Plan	L	L	N	✓	
I16	Effects of increased population on police and emergency services	M1.2	Communication Management Plan	L	M	Mi	✓	
		M8.1	Emergency Response Management Plan					
		M6.1	Community Relations Management Plan					
I17	Effect on retail and commercial services	M5.1	Local Business Development Plan	P	P	P	✓	
		M1.2	Communication Management Plan					
I18	Effects of increased population on cultural and leisure facilities	M6.1	Community Relations Management Plan	P	P	P	✓	
		M1.2	Communication Management Plan					
Infrastructure								
I19	Effect of increased population and mine activities on transport infrastructure (roads)	M1.2	Communication Management Plan	M	M	Mo	✓	Regional infrastructure is adequate to meet residents' needs.
		M1.3	Traffic Management Plan					
I20	Effect of increased population and mine activities on power and water	M1.2	Communication Management Plan	L	L	N	✓	
I21	Effect of increased population and mine activities on waste management	M1.2	Communication Management Plan	L	L	N		
I22	Improvements to infrastructure	M1.2	Communication Management Plan	P	P	P	✓	

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Impact		Management measure		Residual impact assessment			Positive aspect	Management objective
				Magnitude	Sensitivity	Residual Impact		
Housing and accommodation								
I23	Increased population requirements for housing and accommodation	M3.1	Local Employment Management Plan	M	M	Mo	✓	Sufficient housing and accommodation is available in the region to fulfil existing and future residents' needs.
		M1.2	Communication Management Plan					
I24	Reduction in availability of housing and accommodation	M3.1	Local Employment Management Plan	M	M	Mo		
		M1.2	Communication Management Plan					
I25	Reduction in housing and accommodation affordability	M3.1	Local Employment Management Plan	M	M	Mo		
		M1.2	Communication Management Plan					
I26	Reduction in housing and accommodation quality/standards	M3.1	Local Employment Management Plan	L	M	Mi		
Economy								
I27	Effect on economy	M3.1	Local Employment Management Plan	P	P	P	✓	Economic benefits of the Project are largely retained within the region.
		M6.1	Local Business Development Plan					

Appendix 2: Correspondence Records

Key relevant communications with DSD, HMCV, SMP Working Group and the community relating to this management plan are detailed below.

Date	Communication with	Action or Outcomes
08/02/2017	HMCV	Working Group meeting planned and points discussed
06/03/2017	SMP Working Group	Review of Socio-Economic Study
24/03/2017	SMP Working Group	Discussed development of SMP draft
01/05/2017	HMCV	Working Group for external meetings
03/07/2017	SMP Working Group	Meetings held with Government and regional organisations
17/07/2017	HMCV	Draft SMP to HMCV website

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Appendix 3: Social Management Requirements Checklist

Condition	Requirement	Section
Rex Minerals Hillside Mine Mineral Lease Conditions (ML 6438) Second Schedule		
Social Management Plan		
40	The Tenement Holder must prepare, implement and maintain a SMP within 12 months from the date of the grant of the Mining Tenement (in consultation with relevant State Government agencies and key community stakeholders) that addresses:	2, 3 to 10
40.1	The matters described in Table 8.2-1 of the MLP; and	3
40.2	anything further that the Director of Mining directs in writing.	
41	The Tenement Holder must make the SMP publicly available.	7, 9
Rex Minerals Hillside Mine Mineral Lease Conditions (ML 6438) Sixth Schedule		
Social Management Plan		
	There are no Hillside Mine ML conditions (Sixth Schedule) relating to Social Management	2