

EXECUTIVE SUMMARY

Rio Tinto Alcan (RTA) proposes to extend its Weipa bauxite mining operations to areas south of the Embley River. The proposed project is referred to as the South of Embley (SoE) Project.

An Environmental Impact Statement (EIS) and Social Impact Statement were completed for this project. Associated with this process, a suite of engagement tools were developed to be used throughout the feasibility study and public consultation period to ensure all relevant stakeholders were aware of the SoE Project, and could have input into the consultation process e.g. community forums, displays, and newsletters.

As a result of the public consultation process RTA has been able to identify several key social issues that are of most significance to the interested stakeholders. The areas of most interest include, but are not limited to, employment and training opportunities for people of the Western Cape region through construction and operation of the Project; Traditional Owner employment and participation in planning for heritage and environment management and ongoing land and sea management activities; and community commute arrangements to ensure an ability for residents of Aurukun to live at home while they work at the mine.

In response to the key issues, through the SIMP RTA has committed to the following:

- Establishment of a permanent community office in Aurukun, staffed by an Indigenous Office Coordinator and two Indigenous trainees as part of improving stakeholder engagement with Aurukun community;
- Implement a FIFO community commute arrangement for people living in Aurukun for the construction period;
- Implement an agreed community commute arrangement from Aurukun to the mine from the commencement of SoE operations;
- Direct employment and capacity building opportunities for Traditional Owners through the development of a Communities, Heritage and Environment Management Plan (CHEMP) for the SoE lease area;
- Establishment of a Land and Sea Management Programme from commencement of construction, to employ Traditional Owners and implement the action plans developed in the CHEMP;
- Development of a work readiness pilot programme in Aurukun in partnership with external partners;
- Complete Weipa township water and sewage infrastructure upgrade in 2013;
- Undertake Golf Links Stage 2 residential development, comprising 50 detached lots and 150 town house sites; and

- Development of a Housing and Accommodation Master Plan to ensure ongoing awareness of changing demands for land and accommodation.

RTA will continue to undertake extensive and diverse Stakeholder Engagement to ensure the Community remains informed and up to date with ongoing Project developments, and that RTA maintains appropriate awareness of existing and emerging community issues in order to ensure appropriate response. Specifically RTA has developed a stakeholder engagement strategy for the construction period.

Of particular note is the ongoing commitment of RTA to increase the number of indigenous people employed through our operations. RTA's Indigenous Employment & Training Strategy will continue to be implemented to ensure:

- Implementation of pre-work development and training programmes including:
 - literacy and numeracy support;
 - assistance for people to obtain drivers licences;
 - in-community engagement to support and mentor existing and potential employees; and
 - engaging Job Services Australia in communities to coordinate programmes and activities.
- Ongoing support to improve general health and wellbeing of employees such as:
 - provision of information and advice on health and wellness;
 - specific information provided through recruitment campaigns to raise awareness of RTA fit for work requirements; and
 - the first six months of the trainee programme focussed on blending “outside life” with “mine life”.
- Flexible policies and practices for individual case management and support such as:
 - provision of an Indigenous councillor once a month;
 - special leave policy to recognise cultural and community obligations bestowed upon some Indigenous employees;
 - engagement with families to assist in ensuring work readiness;
 - working with other agencies to provide support in areas such as living skills, housing and money management.

Further details on the implementation of complete range of commitments can be found in respective Action Plans.

Abbreviations

Acronym	Definition
ALPP	Aurukun Local Partnerships Project
AMP	Alcohol Management Plans
ARC	Australian Research Centre
ASC	Aurukun Shire Council
ATSIP	Aboriginal and Torres Strait Islander Partnership
ATSIIS	Australian and Torres Strait Islander Studies
BOLT	Building Our Leaders Training
CHEMP	Communities Heritage Environment Management Plan
CRC	Construction Resource Centre
CSRM	Centre for Social Responsibility in Mining
CYLC	Cape York Land Council
DoC	Department of Communities
DEEDI	Department of Employment, Economic Development and Innovation
DEEWR	Department of Education, Employment and Workplace Relations
DERM	Department of Environment and Resource Management
DIAC	Department of Immigration and Citizenship
EAP	Employee Assistance Programme
EBMPA	Ely Bauxite Mining Project Agreement
EIS	Environmental Impact Statement
EPCM	Engineering, Procurement, and Construction Management
FaHCSIA	Department of Families, Housing, Community Services and Indigenous Affairs
FRC	Family and Responsibilities Commission (FRC)
FTE	Full Time Equivalent
FIFO	Fly in Fly out
HACC	Health and Community Care
ICN	Industry Capability Networks
IET	Indigenous Employment and Training
IPS	Indigenous Pathways Solutions
JSA	Job Services Australia
JCU	James Cook University
LAP	Local Aboriginal People
LSMP	Land and Sea Management Programme
MDPTPA	Million Dry Product Tonnes Per Annum
MRPHP	Major Resource Projects Housing Policy
NQBP	North Queensland Bulk Ports Corporation
Occ Health	Department of Occupational Health and Safety
OESR	Office of Economic and Statistical research
Education Qld	Education Queensland
QH	Queensland Health
RAP	Reconciliation Action Plan
RDA - FNQ	Regional Development Australia Far North Queensland
RFDS	Royal Flying Doctor Service
RPA	Regional Partnership Agreement
RTA	Rio Tinto Alcan
SIA	Social Impact Assessment
SIAU	Social Impact Assessment Unit
SIMP	Social Impact Management Plan
SMA	Self Managed Assessment
SoE	South of the Embley

Abbreviations

Acronym	Definition
SoE S-C	Sub-committee of the WCCCC established for the SoE Project
TAFE	Technical and Further Education
TO	Traditional Owners
TSS	Transition Support Services
WIHS	Weipa Integrated Health Service
WCC	Western Cape College
WCCCA	Western Cape Communities Coexistence Agreement
WCCCC	Western Cape Communities Coordinating Committee
WCCT	Western Cape Community Trust
WRP	Welfare Reform Program
WTA	Weipa Town Authority

Key References

Regional Reports and Plans	Year
Weipa Community Baseline Study <i>A Socio-Economic profile and Assessment of the Economic Contribution of Rio Tinto Aluminium (RTA) to the Weipa Community</i>	2008
North Queensland Bulk Ports Corporation Limited – Land Use Plan.	2009
Mapoon Community Plan	2010
<i>Guideline to preparing a social impact management plan</i> (Department of Infrastructure and Planning)	2010
Regional Development Australia – FNQ “Regional Roadmap”	2011
Tropical North Queensland Tourism Opportunity Plan	2010
Weipa Draft Community Plan	2011
Weipa Sport and Recreational Plan	2011
Reconciliation Action Plan (Rio Tinto)	2011
Why Cultural Heritage Matters (Rio Tinto)	2011
Major Resource Projects Housing Policy: Core principles to guide social impact assessment	2011
Local Industry Policy A Fair Go for Local Industry - Guidelines	2011
Cairns’ Economic Future Plan	2012

Websites

Organisation	Website address
Rio Tinto	http://www.riotinto.com/
Rio Tinto Alcan	http://www.riotintoalcan.com/
Weipa Town Authority	http://www.weipatownoffice.com/
Aurukun Shire Council	http://www.aurukun.qld.gov.au/
Mapoon Shire Council	http://mapoon.com/
Napranum Shire Council	http://queenslandplaces.com.au/napranum-aboriginal-shire-council
WCCCA	http://www.westerncape.com.au/
Western Cape College	http://www.westerncapecollege.eq.edu.au/
Skills Queensland	http://www.skills.qld.gov.au

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Contents

EXECUTIVE SUMMARY	A6-03
1 INTRODUCTION	A6-10
1.1 Purpose of the SIMP	A6-10
1.2 Queensland Government Requirements	A6-10
1.3 Rio Tinto Communities Approach	A6-11
1.3.1 Rio Tinto Communities Policy	A6-11
1.3.2 Rio Tinto Communities Standard	A6-11
1.3.3 Communities Site Managed Assessment	A6-12
1.3.4 Cultural Heritage Management	A6-12
1.3.5 Reconciliation Action Plan	A6-12
1.3.6 Global Communities Target	A6-12
2 RIO TINTO ALCAN WEIPA	A6-13
2.1 Agreements	A6-13
2.2 Management	A6-15
2.3 The Community Relations Team	A6-15
2.4 Contribution to the Community	A6-16
2.5 Recognition	A6-16
3 PROJECT SUMMARY	A6-17
3.1 Project Description	A6-17
3.2 Project Objectives	A6-19
3.3 Economic Benefits to the Region	A6-19
4. WORKFORCE AND ACCOMMODATION MANAGEMENT	A6-20
4.1 Current Operation	A6-20
4.2 Project Construction	A6-21
4.3 Operational Workforce	A6-22
4.4 Affordability	A6-22
4.5 Skills Access and Development Strategies	A6-23
5. SOCIAL AND CULTURAL AREAS OF INFLUENCE	A6-24
5.1 Existing Socio-Economic Environment	A6-26
5.1.1 Regional Population	A6-26
5.1.2 Indigenous Population Profile	A6-26
5.1.3 Educational Facilities and Services	A6-26
5.1.4 Employment and Economic Profile	A6-26
5.1.5 Housing and Accommodation	A6-27
5.1.6 Health and other services	A6-27
5.2 Cumulative Impacts	A6-27
5.2.1 Development	A6-27
5.2.2 Scherger	A6-28
5.2.3 Indigenous Education	A6-28
5.3 Weipa Town Governance Project	A6-29

6. SIMP DEVELOPMENT PROCESS	A6-30
6.1 Step 1 – Plan	A6-31
6.1.1 Stakeholder Identification	A6-31
6.1.2 Consultation Approach	A6-32
6.1.3 Consultation Mechanisms	A6-32
6.2 Step 2 – Develop and Refine	A6-32
6.2.1 Pre EIS Public Comment Period Engagement	A6-34
6.2.2 EIS Public Comment Period Engagement	A6-36
6.2.3 Post EIS Public Comment Period Engagement	A6-36
6.3 Step 3 – Finalise	A6-38
6.4 Step 4 – Implement	A6-38
6.5 Step 5 – Review and Report	A6-38
7. SIMP MITIGATIONS	A6-39
7.1 “Tabular” SIMP	A6-39
7.2 Action Plans	A6-39
7.2.1 Community Commute – Aurukun to the Mine	A6-40
7.2.2 Land and Sea Management Programme	A6-41
7.2.3 Communities, Heritage and Environment Management Plan	A6-42
7.2.4 Indigenous Employment and Training	A6-43
7.2.5 Indigenous Education	A6-44
7.2.6 Local and Indigenous Sourcing	A6-45
7.2.7 Housing and Accommodation	A6-46
7.2.8 Community Health and Wellbeing	A6-47
8. GOVERNANCE FRAMEWORK	A6-48
8.1 Governance – Internal	A6-48
8.2 Governance – External	A6-49
8.2.1 SoE SIMP Steering Committee	A6-49
8.2.2 Stakeholder Engagement through Existing Forums	A6-50
8.3 Community Awareness	A6-51
8.4 Monitoring	A6-51
8.5 Reporting and Review	A6-51
9. STAKEHOLDER ENGAGEMENT STRATEGY	A6-53
9.1 Engagement Principles	A6-53
9.2 Key Engagement Mechanisms	A6-53
9.2.1 RTA Community Office in Aurukun	A6-54
9.2.2 The WCCCC and SoE Sub-Committee	A6-54
9.2.3 Local Recreational Fishing Reference Group	A6-54
9.2.4 SIMP Steering Committee	A6-54
10. COMPLAINT AND DISPUTE RESOLUTION	A6-59

APPENDICES

Appendix 6-A	RTA Weipa Aboriginal Relations Policy
Appendix 6-B	Reconciliation Action Plan
Appendix 6-C	WCCT Strategic Plan
Appendix 6-D	WCCA SoE Sub Committee Charter
Appendix 6-E	Regional Partnership Agreement
Appendix 6-F	Consultation Mechanisms
Appendix 6-G	“Tabular” SIMP
Appendix 6-H	Pre EIS Public Comment Period Engagement
Appendix 6-I	EIS Public Comment Period Engagement
Appendix 6-J	Post EIS Public Comment Period Engagement
Appendix 6-K	RTA Indigenous Employment and Training
Appendix 6-L	BOLT Strategic Plan
Appendix 6-M	Membership of Existing Forums
Appendix 6-N	Community Feedback Procedure

FIGURES

Figure 1-1	Rio Tinto Community framework	A6-11
Figure 2-1	WCCCC Structure	A6-14
Figure 3-1	SOE Project Infrastructure	A6-18
Figure 4-1	Operational Employment Levels	A6-20
Figure 4-2	Employment During Construction Phase Average FTE	A6-21
Figure 4-3	Employment During Project Operation	A6-22
Figure 5-1	Western Cape York Peninsula Map of Indigenous Groups	A6-25
Figure 6-1	SIMP Development Process	A6-30
Figure 8-1	RTA Weipa SIMP Delivery Team	A6-48
Figure 8-2	SIMP Governance Framework	A6-49
Figure 8-3	SoE SIMP Steering Committee Structure	A6-50

TABLES

Table 6-1	Key Stakeholders	A6-31
Table 6-2	Engagement Phases for SIMP Development	A6-33
Table 6-3	Frequently Raised Topics Pre EIS Public Comment Period	A6-35
Table 6-4	Revised “stand-alone” SIMP Engagement	A6-37
Table 8-1	Roles and Responsibilities	A6-50
Table 10-1	Definition of Community Feedback	A6-59

PLATES

Plate 2-1	Traditional Owners and WCCCA Staff Members Visiting Ely Dam	A6-15
Plate 5-1	Weipa Town Authority Office	A6-29
Plate 6-1	Weipa Township	A6-34
Plate 6-2	Project Site Inspection on Country	A6-37
Plate 9-1	Engagement on Country	A6-53

1 INTRODUCTION

Rio Tinto Alcan (RTA) proposes to extend its Weipa bauxite mining operations to areas south of the Embley River. The proposed project is referred to as the South of Embley (SoE) Project.

This document is the Social Impact Management Plan (SIMP) for the RTA SoE Project. The SIMP outlines the management of social impacts identified through the Environmental Impact Statement (EIS) process. RTA completed a Social Impact Assessment (SIA) as a part of the EIS process, and identified social impacts for the construction, operation and decommissioning stages of the Project.

1.1 Purpose of the SIMP

The Queensland State Government's Sustainable Resource Communities Policy 2008 stated that one of its initiatives would be to "empower the Minister for Mines and Energy to require the development and implementation of Social Impact Plans as a condition of mining" and develop guidelines to assist proponents and the Government to review and evaluate the Social Impact Plans.

The *Guideline to preparing a social impact management plan* (Department of Infrastructure and Planning, 2010) (The Guideline) states the purpose of a SIMP is to establish the roles and responsibilities of proponents, government, stakeholders and communities throughout the life of a project, in mitigating and managing social impacts and opportunities during construction, operation and the decommissioning of major resource development projects.

The RTA SoE SIMP aims to:

- Reflect the key findings of the SIA and issues and opportunities raised by stakeholders during engagement carried out since 2008;
- Present comprehensive mitigations and Action Plans that minimise the impacts and maximise the benefits of the project for local stakeholders, and in particular, the Traditional Owners for the area

of RT's mining leases located south of the Embley River, the Wik and Wik-Way people; and

- Leverage the experience and knowledge of existing local forums to provide transparent and accountable governance for implementation.
- Demonstrate a positive contribution to the Western Cape region.

1.2 Queensland Government Requirements

The SoE Project is to be developed by RTA Weipa Pty Ltd, a wholly owned subsidiary of Rio Tinto. The Project was declared "a significant project for which an environmental impact statement EIS is required" under section 26 of the *State Development and Public Works Organisation Act 1971* by the Queensland Government in late 2008. In 2009 RTA voluntarily agreed to include a "tabular" SIMP in the SIA. Comprehensive community engagement was undertaken in the years prior to submission of the EIS and informed the development of the "tabular" SIMP. The "tabular" SIMP was included in the EIS and community engagement regarding mitigation measures continued during the EIS public comment period.

The EIS including the "tabular" SIMP displayed for public consultation during August and September 2011 and community information sessions were held in Weipa, Aurukun, Mapoon, Napranum and New Mapoon during this period.

RTA has revised the "tabular" SIMP to better capture feedback raised during the engagement process and to align it more closely with The Guideline and restructuring as a separate document. This "stand-alone" SIMP includes also includes Action Plans and has been reviewed considering issues raised in submissions and further engagement with local stakeholders and Government agencies.

For more detailed information on the development of the SIMP refer to **Section 6**.

1.3 Rio Tinto Communities Approach

RTA is one of five product groups operated by RioTinto, a leading international mining group. RTA is guided by the principles laid out in Rio Tinto's approach to communities.

Rio Tinto's Communities work is guided by *The way we work*, Rio Tinto's global code of business conduct. The Rio Tinto Communities policy and Standards provide the framework, while guidance notes provide specific requirements in areas such as baseline communities assessment, consultation, social impact assessment, communities plans and compensation.

RTA Weipa has been operating under Rio Tinto management since 2000 and as such is required to adhere to Rio Tinto's Communities Framework. The SoE Project approach to Communities is also underpinned by the Rio Tinto's policy, standard and guidelines. The intent and application of these standards and guidelines for RTA Weipa and the SoE Project are listed below.

1.3.1 Rio Tinto Communities Policy

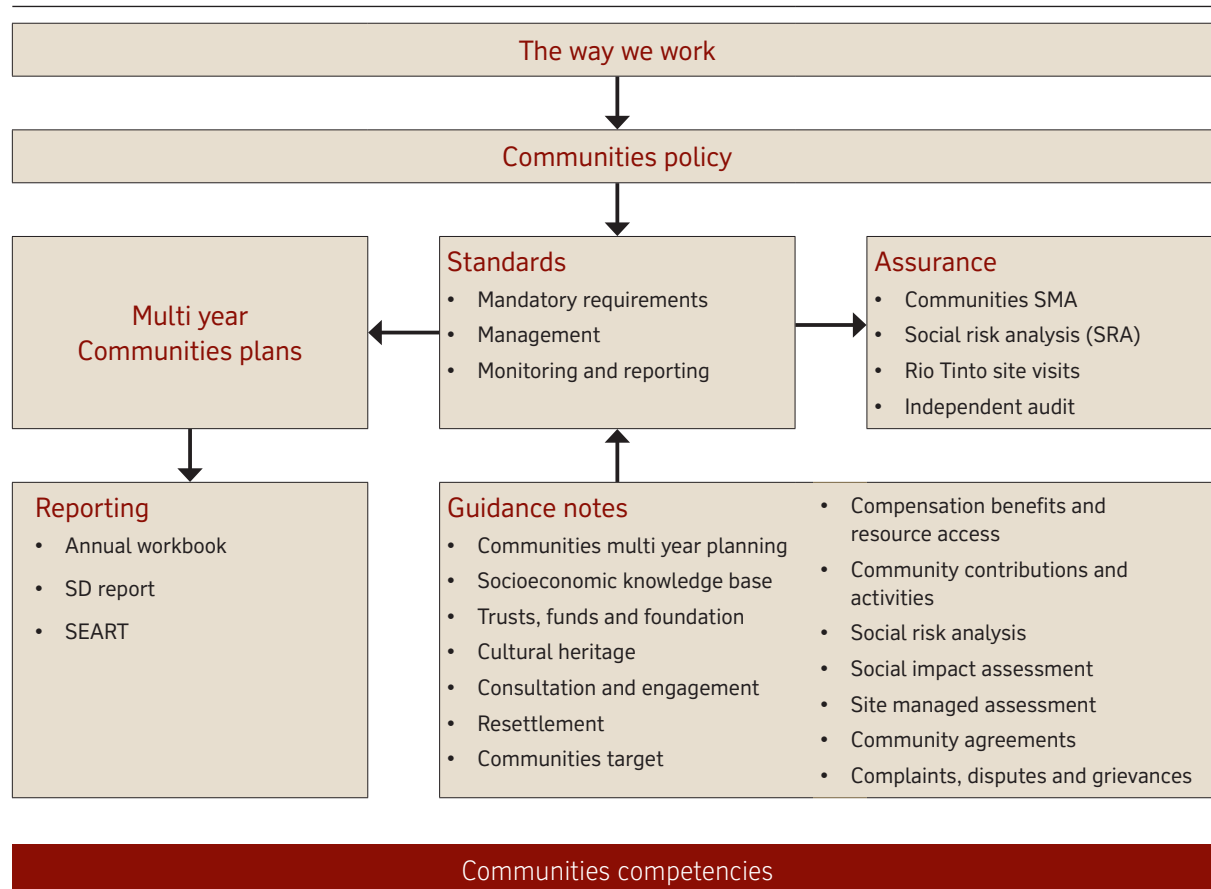
Rio Tinto sets out to build enduring relationships with its neighbours that are characterised by mutual respect, active partnership and long term commitment.

1.3.2 Rio Tinto Communities Standard

Rio Tinto managed activities, projects and businesses are required to develop their own, locally designed community relations programs, including a five year communities plan. The Communities Standard also requires that Rio Tinto businesses undertake baseline community assessments that detail the key social, environmental and economic factors that shape life in identified communities.

In 2008 RTA undertook *A Socio-Economic profile and Assessment of the Economic Contribution of Rio Tinto Aluminium (RTA)* for the SoE Project, the scope of which included Weipa and the surrounding communities of the Western Cape Region including Aurukun, Mapoon, Napranum and New Mapoon.

Figure 1-1 Rio Tinto Community framework



1.3.3 Communities Site Managed Assessment

The Communities Standard includes the requirements for a Communities Site Managed Assessment (SMA) to be completed against the standard every three years. This is an assurance procedure designed to demonstrate that sites are implementing *The Way We Work* and the Communities policy.

RTA Weipa demonstrated its 'beyond compliance' performance when it undertook a Communities SMA in May 2010.

1.3.4 Cultural Heritage Management

In 2011 published '*Why Cultural Heritage matters*' a resource guide to support the integration of cultural heritage management into Communities work at Rio Tinto. Respect for culture and heritage is integral to the way Rio Tinto conducts business. Wherever Rio Tinto operates, its businesses work with local and Indigenous communities on the protection of their cultural heritage. Rio Tinto does this because it is the right thing to do and because there is a strong business case for doing so.

Rio Tinto recognises that protecting culture and heritage is important to communities and, therefore, it is important to us. This is why Rio Tinto engages so thoroughly with our host communities to build strong relationships, understand cultural heritage values and manage the local and regional impacts of our operations.

RTA has developed its own Aboriginal Relations Policy (refer **Appendix A**) that apply to the operation and Project.

1.3.5 Reconciliation Action Plan

Rio Tinto works in partnership with Indigenous communities to ensure they share in the economic benefits created by our operations and will contribute to the process of reconciliation between Indigenous and non-Indigenous Australians.

RTA Weipa has made commitments in the Reconciliation Action Plan (RAP) to deliver actions that positively address the areas of Relationships, Respect; and Opportunities (refer **Appendix B**).

1.3.6 Global Communities Target

Rio Tinto has a global Communities target that states:

"All operations have locally appropriate, publicly reported social performance indicators that demonstrate a positive contribution to the economic development of the communities and regions where we work, consistent with the Millennium Development Goals, by 2013."

Through a partnership with the Centre for Social Responsibility in Mining (CSRMI) a project was developed to support the global Communities target by providing assistance to three selected Australian sites. As one of the pilot sites, a workshop was held at RTA Weipa to:

- identify opportunities and areas where the site can demonstrate a positive contribution to the economic development of the communities and regions where it operates; and
- develop social performance 'indicators' that are locally appropriate and publicly reportable.

As a result of the pilot study social indicators relating to indigenous employment and education have been developed for RTA Weipa. These indicators are reflected where appropriate in the Action Plans in **Section 7.2**. They will also become part of the internal and external community reporting process.

2 RIO TINTO ALCAN WEIPA

After the discovery of commercial quantities of bauxite on western Cape York in the mid-1950's, bauxite mining began on Cape York Peninsula.

1964 was the first year of commercial production with 453,365 tonnes of bauxite mined and shipped. Forty-seven years later, in 2011, this annual production figure has increased to 20.6 million dry product tonnes. Currently the operation employs 1024 Full Time Equivalent (FTE) employees.

Weipa has a long history as a mining town and is operated by RTA via the Weipa Town Authority. Given this unique relationship the business and its activities are imbedded in the Weipa community and have strong relationships with surrounding Indigenous communities strengthened by the formal agreements that exist with Traditional Owners (TOs).

Employees (2011)	1024 FTE as at Dec 2011
Production (2011)	20.7 million dry product tonnes
Products	Metal grade bauxite
Operation commenced production	First commercial production in 1964
Rio Tinto Alcan ownership	Rio Tinto Alcan 100 per cent
Markets	Rio Tinto Alcan's Yawun refinery in Gladstone, Queensland Alumina Limited refinery in Gladstone and overseas customers
Lease Area	3,860 square kilometres

2.1 Agreements

RTA mining leases are situated on Aboriginal land and neighbour the communities of Aurukun, Napranum, Mapoon and Weipa.

For the area of RTA's mining leases registered as ML7024 and ML6024, RTA operates in accordance to the Western Cape Communities Coexistence Agreement (WCCCA) (refer **Appendix C** for the WCCCA Strategic Plan). This Agreement was signed on 14th March 2001 and is an Indigenous Land Use Agreement (ILUA) over the mining lease areas. It was registered with the National Native Title Tribunal under the Native Title Act 1993 on 24 August 2001.

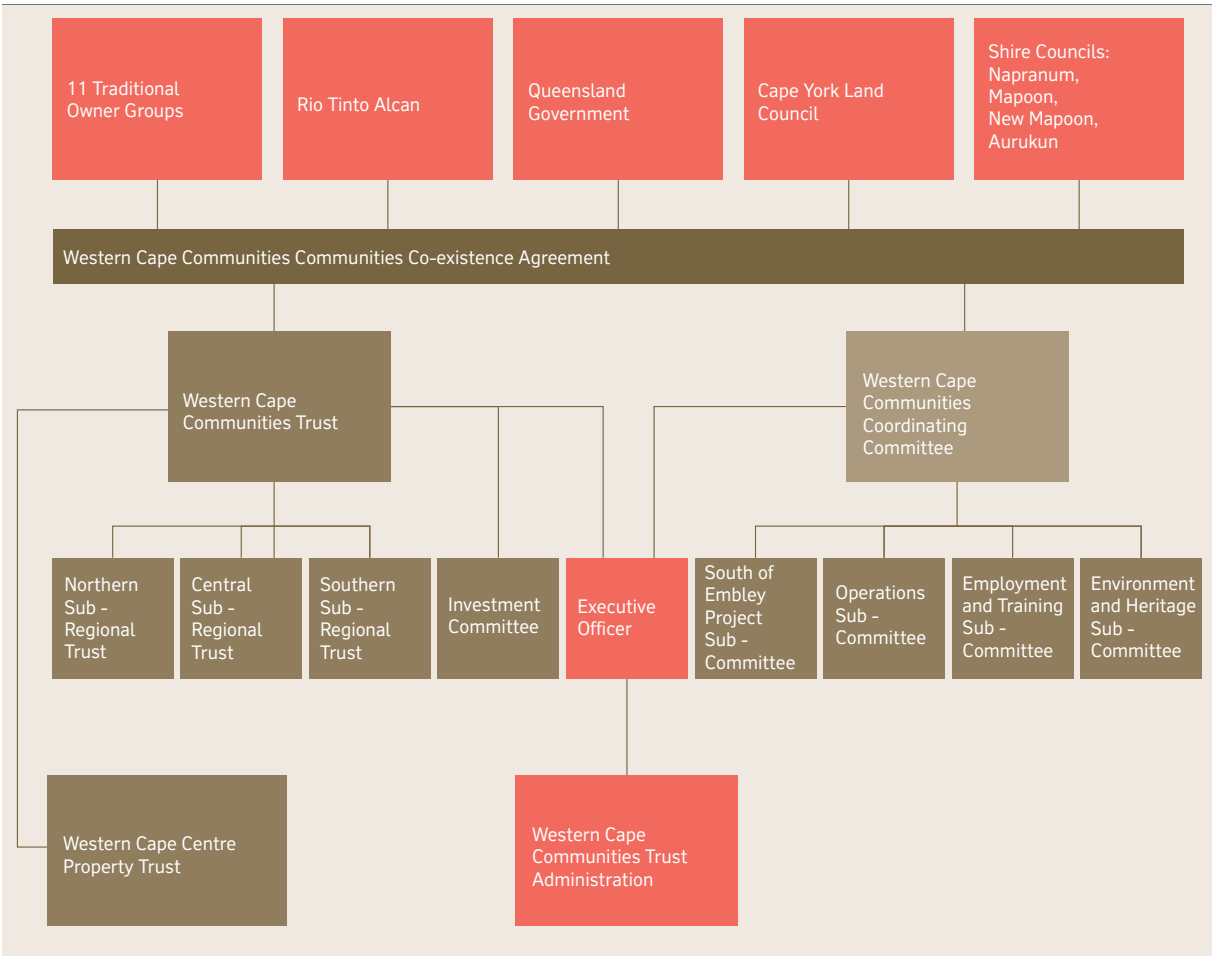
The Agreement was signed by eleven TO Groups, four Shire Councils (Aurukun, Napranum, Mapoon and New Mapoon), Comalco (now RTA), the Queensland State Government and the Cape York Land Council on behalf of the Native Title Parties. The 11 TO Groups are Alngith, Anathanangayth, Ankamuthi, Peppan, Taepadhighi, Thanikwithi, Tjungundji, Warrangu, Wathayn, Wik and Wik-Way, and Yupungathi.

The Agreement recognises RTA's support of Native Title rights provides support for mining activities. In return of access to land, the Agreement provides a range of benefits including employment, training, cultural heritage management and site protection, cultural awareness training, support for ranger programs and educational bursaries, relinquishment of land, and production related payments into charitable trusts for community benefit purposes. The agreement also sets out a number of obligations on all parties, particularly for TO Groups and Rio Tinto

Alcan and sets out formal consultation, monitoring and review processes between the company and Traditional Owners.

In 2008, the members of the WCCCC, including TOs for the area of the mining lease south of the Embley River, the Wik and Wik-Way People, endorsed the establishment of the SoE Project Sub-committee (SoE-SC) refer **Appendix D** for the SoE-SC Charter. The SoE-SC is chaired by a member of the WCCCC and has representatives from the Wik-Way TO Group, RTA and members who give representation to the parties represented on the WCCCC. The purpose of the SoE S-C is to provide a forum in which TOs and RTA can consult, review, provide advice and make recommendations to the WCCCC related to the activities of the Project feasibility study, including the EIS.

Figure 2-1 WCCCC Structure



In June 2009, RTA and the WCCCC agreed on a process whereby TOs would obtain independent advice regarding the content of draft EIS chapters. This process involved RTA submitting draft EIS chapters, WCCCC having these independently reviewed and providing recommendations back to RTA for response. RTA compiled responses to each of the recommendations and communicated these to the members of the SoE-SC and WCCCC.

Plate 2.1 Traditional Owners and WCCCA Staf Members Visiting Ely Dam



RTA, is also signatory to the Western Cape Regional Partnership Heads of Agreement (RPA) between Western Cape Communities Trust, Western Cape Communities Coordinating Committee, Council of the Shire of Aurukun, Napranum Aboriginal Shire Council, Mapoon Aboriginal Shire Council, Western Cape Chamber of Commerce, the Australian government and the Queensland government was signed on 26 March 2008 in Weipa, far north Queensland. The RPA is a 'statement of intent' by the parties to work towards improving opportunities for employment and training of Indigenous people in the Western Cape York region (refer **Appendix E**).

2.2 Management

Rio Tinto has been managing the RTA operation since 1990's. In this time RTA has established relationships, policies, procedures and structures to implement programmes and partnerships in the Western Cape region.

RTA details local working arrangements in rolling multiyear communities plans that are integrated with site's operational planning and updated annually. The plans are set within the context of company Communities policies and apply throughout the life cycle of the mining operation. RTA also carries out regular Social Risk Assessments. The risk assessment process includes other departments with social responsibilities. These are updated annually and conducted every three years.

2.3 The Community Relations Team

The RTA Weipa operation has a dedicated Community Relations team of 17 staff oversee implementation of the following accountabilities:

- Indigenous agreement implementation;
- development and delivery of cultural awareness training programs;
- communications and external affairs;
- community investment programs;
- cultural heritage management;
- Indigenous business development;
- social risk analysis and management;
- communities, heritage and environmental impact assessment process; and
- community and stakeholder engagement activities.

In this team a number of roles have been appointed to oversee communities and social impact related work for the SoE Project. This includes Communities Principal Advisor SoE and Communities Specialist SoE roles initially. Upon confirmation of project approvals this team will expand further to include a Coordinator of the RTA Aurukun Office and two Land and Sea Management Officers.

The Community Relations team is based at the RTA Community Relations building located in a central location within the Weipa community. RTA is working closely with Aurukun Shire Council to also establish an office in the Aurukun community with supporting accommodation facilities to support existing community engagement.

An additional 16 staff are employed in this team to manage the Cape Kids Childcare Centre and 13 staff and contractors who manage the Weipa Town operations (incorporating local Government functions).

An Indigenous Training and Development Team also exists within the Weipa operations structure with eight staff who oversee the development and implementation of the following:

- local Aboriginal traineeship program;
- workplace mentoring;
- employee support program;
- school engagement/school-to-work programs; and
- pre-work development and work readiness programs.

2.4 Contribution to the Community

RTA has made significant contributions to Weipa and surrounding communities. These contributions are made via agreements and partnerships and other capital works associated with managing the town. In 2010 RTA invested approximately AU\$440,000 in community investments in accordance with the RTA Community Donations Programme. In addition, approximately AU\$100 million was invested in employee salaries, wages and benefits, and a further AU\$50 million contributed in taxes and royalties. Production related payments are made to and distributed according to investment guidelines of the Western Cape Communities Trust (WCCT) and the Ely Bauxite Mining Project Agreement (EBMPA) Trust. Furthermore, significant contributions have been made to capital infrastructure such as housing estate development (Golf Links Stage 2), upgrading the sewerage treatment plant, expansion of the Cape Kids Childcare Facility, and upgrading the Weipa town water infrastructure.

2.5 Recognition

RTA has received recognition for specific education, training and safety programmes. One in particular was RTAs partnership with Western Cape College (WCC) which won the 2007 Prime Minister's Award for Excellence in Community Business Partnerships Queensland.

More recently, Rio Tinto Alcan was the regional winner of the Queensland Training Awards 2010, regional finalist for Far North Queensland Region Employer of the Year 2011 and winner of the Excellence Award Skills Development and Training 2011 Skills 360 Australia.

3 PROJECT SUMMARY

The proposed SoE Project consists of the construction and operation of a bauxite mine and associated processing facilities, barge and ferry terminals, and a port. The Project involves a staged increase in production up to 50 million dry product tonnes per annum (Mdptpa). The initial installed capacity is subject to ongoing feasibility studies but is likely to be 22.5Mdptpa. Actual production rates and the timing and size of capacity expansions would depend on market conditions. The EIS has been prepared to assess the impacts of several different levels of production along the expansion pathway: a minimum rate of 15Mdptpa, a maximum rate of 50Mdptpa, and a nominal intermediate rate of 30Mdptpa.

3.1 Project Description

The Project is located near Boyd Point on the Western Cape York Peninsula. Boyd Point is approximately 40km south-west of Weipa and 40km north of Aurukun, with the closest mining areas being 4km from Napranum, 15km from Aurukun, and 50km from the nearest cattle station homesteads. The Project area would be predominantly located on a portion of ML7024 south of the Embley River, on ML6024, on certain Strategic Port Land with the Port of Weipa, and offshore dredging and disposal areas.

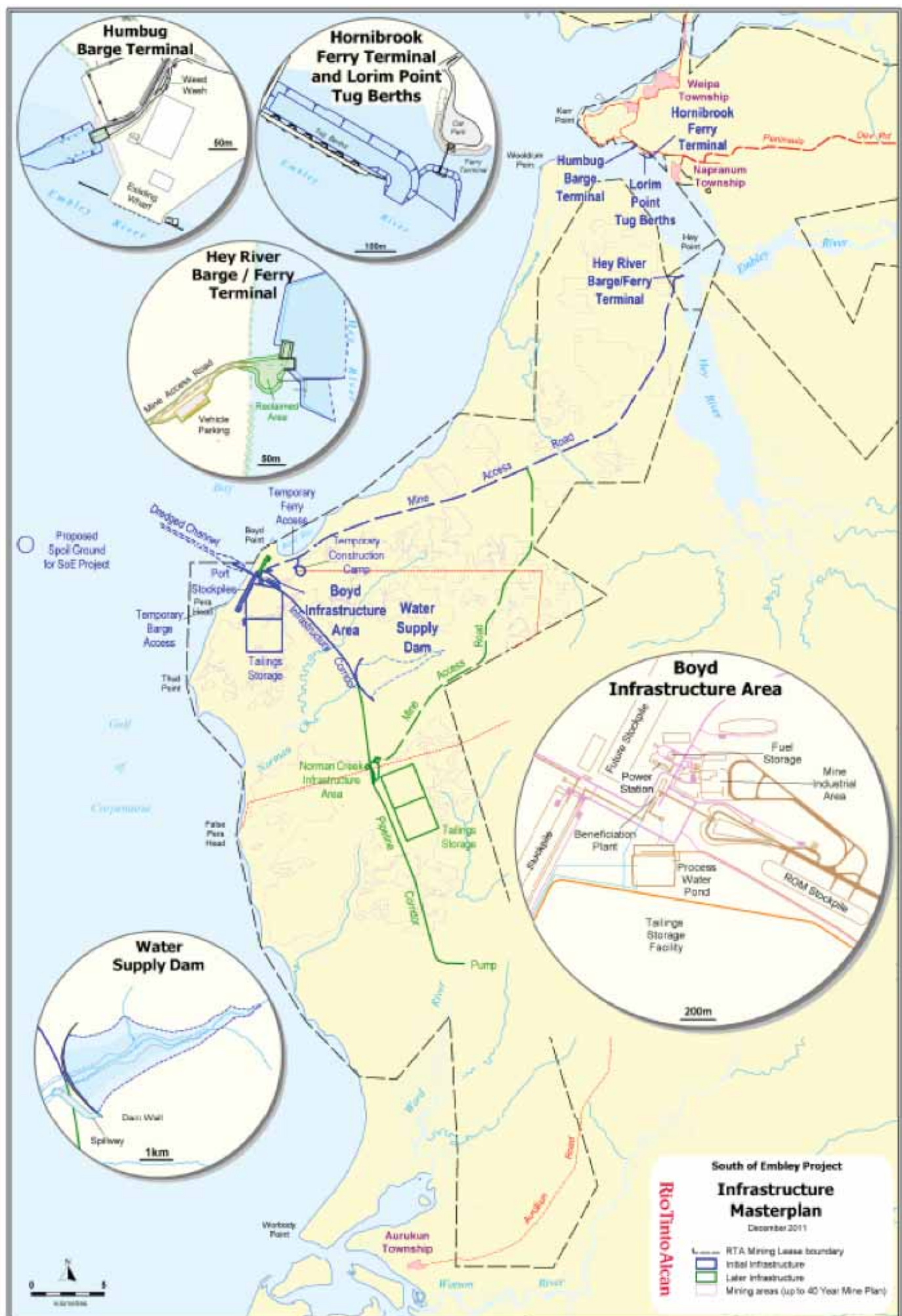
The main elements of the Project are:

- bauxite mining;
- bauxite processing and disposal of fine waste materials in tailings storage facilities;
- product bauxite stockpiles adjacent to the port facilities;
- construction and operation of port and ship-loading facilities between Boyd Point and Pera Head;
- dredging for the construction and maintenance of the port, and disposal of dredged spoil at an off-shore spoil ground;

- ancillary infrastructure including diesel-fuelled power generating facilities, workshops, warehouse, administration facilities, sewage treatment plants, general waste disposal and diesel storage;
- water infrastructure including a water supply dam on a freshwater tributary of Norman Creek (Dam C), a pump on the Ward River, pipeline, and up to 12 artesian bores;
- a temporary on-site camp for the construction phase – up to 2,000 beds and if required a new camp of up to 200 beds near Nanum;
- dredging for the construction and operation of a new ferry terminal at Hornibrook Point, a roll on/roll off (RORO) barge facility at Humbug Point, and a new barge/ferry terminal on the western bank of the Hey River, and disposal of dredged spoil at the existing Albatross Bay spoil ground. The ferry and barge terminals would be used to transport workforce, materials and equipment between Weipa and the SoE Project. For the first 12 months of construction, prior to commissioning these facilities and the all weather on-lease road, the workforce, materials and equipment would be transported either via the Peninsula Development Road, Aurukun Road and the Beagle Camp Access Road or via temporary seaborne access; and
- modification of the east wharf at Lorim point to provide protected tug moorings.

It is anticipated that construction would commence in late 2012, following receipt of relevant environmental approvals and Rio Tinto's internal project approvals. The initial construction phase is expected to take approximately three years. The estimated capital cost to establish 15Mdptpa capacity would be approximately AU\$1,450 million. The final cost is subject to completion of feasibility studies. The Project has bauxite reserves capable of sustaining a mine life of approximately 40 years, depending on annual production rate.

Figure 3-1 SOE Project Infrastructure



3.2 Project Objectives

The key objectives of the SoE Project are to:

- extend the life of RTA's mining operations in Weipa beyond depletion of East Weipa and Andoom reserves;
- maintain continuity of bauxite supply to Gladstone refineries and third parties;
- enable increased bauxite production in the Weipa region in response to the rising world demand for this product and to enhance RTA's competitiveness as a bauxite producer;
- continue mining-related employment in the Western Cape region;
- maintain Weipa as the main residential and commercial support base for the Project;
- operate the mine in a manner that has an acceptable impact on surrounding communities and the environment;
- develop and operate the SoE Project in compliance with all relevant statutory requirements; and
- continue to maintain an open and honest relationship with stakeholders.

3.3 Economic Benefits to the Region

Based on the results of economic modelling, the potential range of annual economic contributions during the construction and operation phases is estimated to be:

Construction Phase (modelled for 15Mdtpa production capacity)

- Direct employment averages more than 300 per annum over three years;
- Indirect employment of approximately 179 in the local area, 395 in the FNQ region, 632 state-wide and 705 nationally;
- Direct financial contribution of \$264 million locally, \$527.9 million in the FNQ region, \$989.9 million in Queensland and \$1,319.8 million nationally;
- Indirect financial contribution of \$201.7 million locally, \$612.2 million in the FNQ region, \$1,829.3 million in Queensland and \$2,828.2 million nationally.

Note that since this economic modelling was undertaken, RTA has undertaken further feasibility studies and the predicted construction workforce has increased due to shortened construction period, change in work roster requiring more workers, and increase in required earthworks. Direct employment during construction is now predicted to be an average of 950 per annum over 30 months. This remains no greater than it has historically been in Weipa. The majority of the Project's construction workforce would be accommodated in an on-site camp and if required a new camp of up to 200 beds may be constructed on previously disturbed land adjacent to Nanum.

Economic modelling in the EIS predicted the economic output and value-add of the construction phase based on building 15Mdtpa production capacity. The capital cost estimate for the construction of 22.5Mdtpa production capacity has not yet been finalised. The economic output and value-add component of the construction period will be higher than that predicted in the EIS.

Operations Phase – assumed 15Mdtpa production scenario from EIS

- Direct employment (including contractors) of approximately 500 in local region;
- Indirect employment of approximately 390 locally, 788 in the FNQ region, 1,170 state-wide and 1,771 nationally;
- Direct annual financial contribution of \$575 million across the local, regional, Queensland and national economies;
- Indirect annual financial contribution of \$96 million locally, \$182 million in the FNQ region, \$257 million in Queensland and \$423 million nationally.

In addition to direct employment, RTA acknowledges the participation opportunity that the SoE Project may provide to businesses in the Western Cape region and Action Plans have been developed to maximise these opportunities (refer **Section 7**).

4. WORKFORCE AND ACCOMMODATION MANAGEMENT

This section describes workforce trends and construction needs, accommodation arrangements and opportunities for skills development.

4.1 Current Operation

Employment numbers at RTA have varied depending on market conditions, which affect production rates. Despite fluctuations in employee numbers, total Indigenous employment numbers have grown. RTA has set a long term target to continue to increase representation of Indigenous people, particularly local Aboriginal people (LAP)¹, across our operation year-on-year. Over the past several years, RTA has achieved this objective culminating in 2011 with record participation rates for both LAP and Indigenous employees, 15.8% (171) and 25.5% (277) respectively. To support this target RTA has developed an Indigenous training and employment strategy in collaboration with TOs through the WCCCA.

While we currently employ people from throughout Western Cape communities and towns as part of current operations north of the Embley River, we recognise that Aurukun does not have the same level of representation in our workforce as other

communities. In response to this, we have developed a number of initiatives that focus on employment for Aurukun. The most recent pilot initiative for Aurukun has been developed in partnership with Indigenous Pathways Solution (IPS) to run an “in community” work preparedness programme in Aurukun. This is designed and built upon lessons from existing programmes, including the Destinations programme, and will assist potential employees to move into the existing “Steps to Success” model by building capability in community prior to commencing the pre-work journey (refer **Appendix K**).

The current RTA workforce is locally based in Weipa in predominantly privately owned homes and two single person villages located at Rocky Pt (140) and Evans Landing (200).

Golf Links Estate 1 was developed by RTA and released for building in 2008. This provided 69 detached lots plus 35 units sites. There are currently 3120 dwellings (237 RTA owned). Golf Links Estate 2 is planned for development by RTA in 2013. When development is completed it will provide 50 detached lots plus 150 townhouse sites (refer **Section 7.2.7** Housing and Accommodation Action Plan).

Figure 4-1 Operational Employment Levels



¹ LAP—Local Aboriginal Person (LAP) as defined by the WCCCA is:

- A member of a Traditional Owner Group;
- An indigenous person connected to a Traditional Owner Group by marriage or adoption;
- A person recognised as a Local Aboriginal Person by the majority of indigenous members of the Coordinating Committee who, once the decision is made, will always be a Local Aboriginal Person.

4.2 Project Construction

Since the economic modelling was undertaken for a 15Mdtpa production scenario in the EIS, RTA has undertaken further feasibility studies for the adopted 22.5Mdtpa initial production scenario. The predicted construction workforce has increased due to shortened construction period, change in work roster (requiring more workers), and an increase in the scale of works (mainly earthworks). Direct employment is now predicted to average 950 per annum over 30 months during Projects construction (although peak numbers would exceed this); however this is subject to further feasibility studies.

The EIS provided economic modelling based on an average of 307 full-time equivalent (FTE) employees over three years. Based on this conservative number, the construction phase would also induce an average of 179 jobs within the local economy over the period, supported by the indirect effect of the initial output stimulus. Thus, the Project would support an average of 1,129 jobs in the local economy over the construction period. It is industry practice for economic modelling to include the use of a multiplier to estimate the benefits in other regions as a result of the SoE Project.

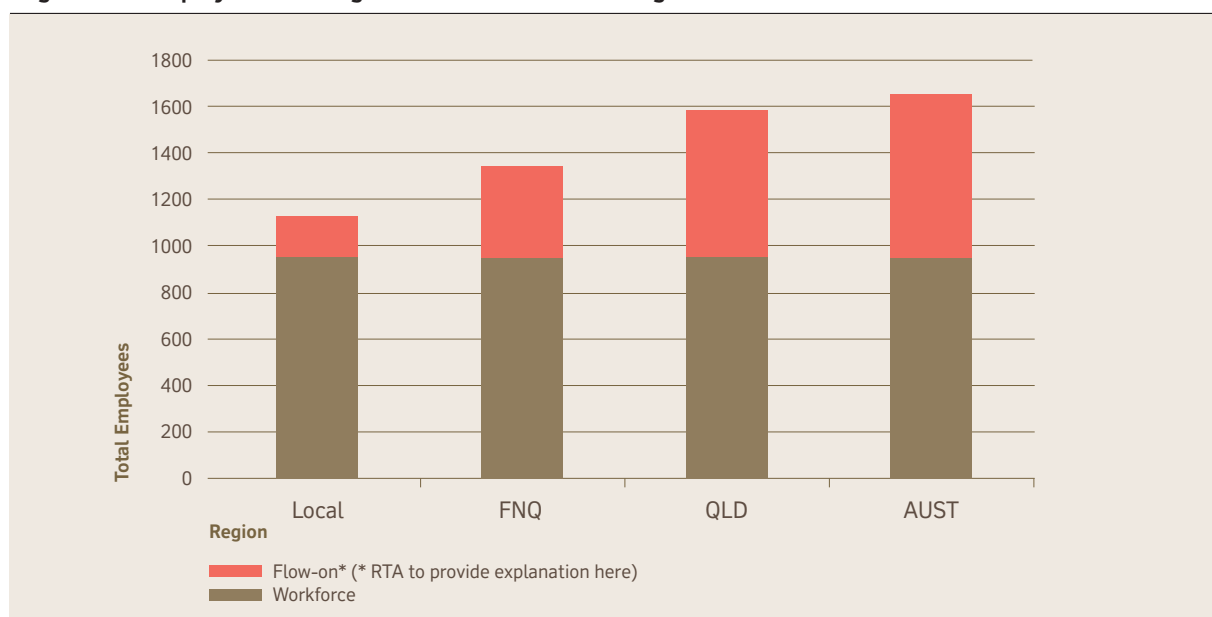
Whilst this is significant number, the majority of the Project's construction workforce would be accommodated in an on-site camp and when not on roster, would return to their point of hire. Most workers would be from the east coast of Australia, be fly-in and fly-out of Weipa airport and be bussed to site by RTA. It is also proposed that if

required, a new camp with up to 200 beds may be constructed on previously disturbed land adjacent to Nanum, part of the Weipa township (or another site as agreed with relevant stakeholders). This would help alleviate any short term accommodation pressures associated with construction should there be a delay to the decommissioning of the Scherger Detention Centre (refer **Section 7.2.7** Housing and Accommodation Action Pan).

The on-site construction camp has been designed to include a range of fitness and recreational facilities for example fully equipped gyms, tennis courts, oval/cricket pitches, basketball courts/volleyball courts, golf driving and putting range, and lawn bowls rink. RTA commits to ongoing support for community based health and well being programmes e.g. structured and approved bush walks and fishing charters.

RTA's is in the unique position of managing the town of Weipa and has a dedicated team whose core role is to regularly manage and monitor housing stock. This enables RTA to closely monitor changes in housing trends such as growth, impacts, infrastructure capability. They also plan and manage workforce accommodation needs, are linked directly to the housing market and keep abreast of emerging issues or cumulative impacts – the key principles of the Major Resource Projects Housing Policy (MRPHP).

Figure 4-2 Employment During Construction Phase Average FTE



4.3 Operational Workforce

The SoE Project would generate significant employment opportunities, both directly and through the indirect impacts to other sectors of the economy. The employment generated by the SoE Project is set out in **Figure 4-3** against the various production rates.

As production in East Weipa declines the workforce will transition to SoE as production begins to ramp up. This means that the overall RTA workforce figures will largely reflect current levels until production exceeds 30mdptpa. This ongoing workforce will be predominantly housed locally in Weipa.

RTA Weipa will continue to implement workforce health and wellness programmes for operation including provision of appropriate health services and facilities e.g. free gym access, Employee Assistance Programme.

RTA will carry out further SIA should production levels exceed 30mdptpa and will engage with Department of Communities (DoC) regarding the application of the MRPHP in the development the scope for the SIA and Housing, Accommodation and Infrastructure Master Plan.

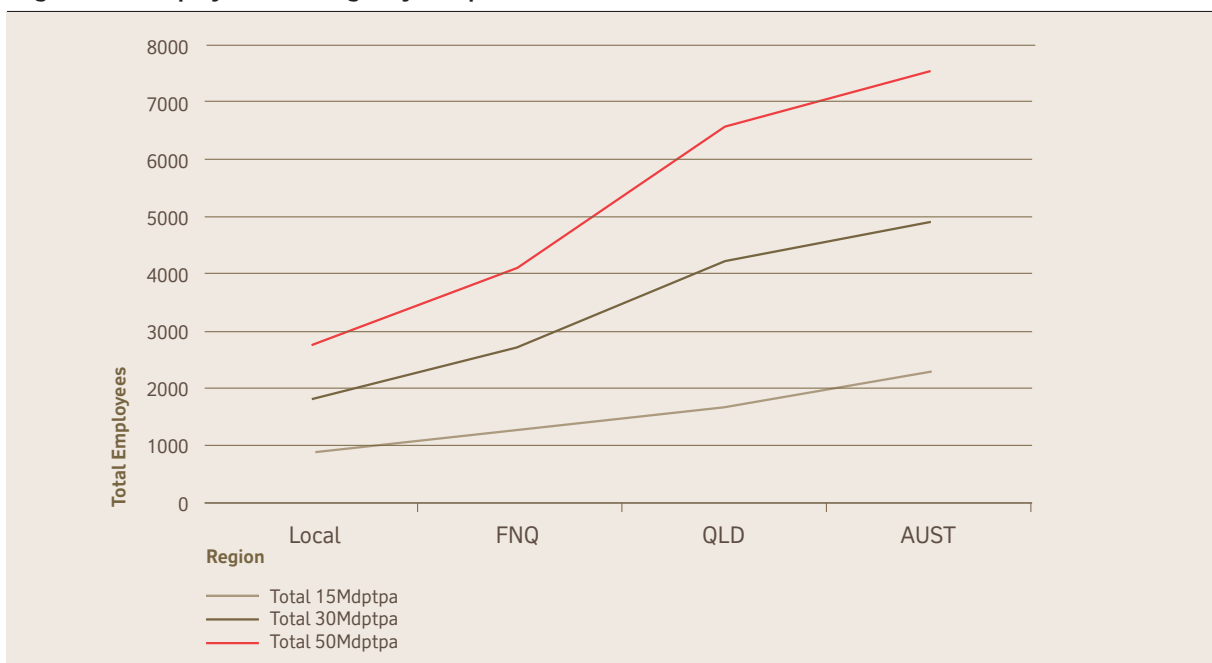
4.4 Affordability

The key mitigations to address housing availability and affordability in Weipa are:

- the provision of an onsite camp for construction workers;
- the local commute arrangement will also support LAP to return and reside in their communities; and
- the SoE operational workforce will be drawn from the existing residentially based workforce as production shifts from the East Weipa to SoE.

The government agency representatives are typically provided accommodation in Government owned and/or rented properties. RTA does not foresee that the Project would impact Indigenous housing affordability and will carry out further studies in advance of future expansion above 30mdptpa.

Figure 4-3 Employment During Project Operation



4.5 Skills Access and Development Strategies

RTA acknowledges the participation opportunity that the SoE Project may provide to businesses in the Western Cape region and particularly acknowledges the objective of Traditional Owners to develop business and entrepreneurial skills and capabilities. RTA will assist Traditional Owners to develop such skills and capabilities and to pursue independent business opportunities, consistent with our current WCCCA obligations.

RTA will work closely with Engineering, Procurement, and Construction Management (EPCM) companies, local and regional Chambers and other key agencies to determine the skills requirements and sourcing options for the various work packages for the construction phase. The selection criteria for all contractors include aspects relating to Indigenous employment as a key component for a successful tender. A contractor's willingness to partner with RTA to support Indigenous employment and promote LAP employment within construction as a pipeline for future careers with the contractor, or with RTA operations, is an agreed action with our Indigenous E&T strategy for SoE. RTA supports future inclusion of the EPCM and SoE Project representatives on the WCCCA E&T sub-committee to report on appropriate measures as the project commences.

An Employee Relations Management Plan has been developed for the SoE Project and RTA will continue to engage with Skills Qld as programmes develop and particularly regarding any future expansion to production rates exceeding 30Mdtpa. As the operational workforce will transition from East Weipa to the SoE the overall skills needs of the project also reflect the current trade, production, processing, administration and service department roles.

RTA will continue to engage with Skills Qld as programmes develop and particularly regarding any future expansion to production rates exceeding 30Mdtpa. As the operational workforce will transition from East Weipa to the SoE the overall skills needs of the project also reflect the current trade, production, processing, administration and service department roles.

In recognition of engagement feedback, RTA has developed a number of Action Plans that specifically support skills develop and access (refer **Section 7.2**). These focus on:

- Indigenous Employment and Training
- Local and Indigenous Sourcing Plan
- Indigenous Education.

RTA will continue to develop its Local & Indigenous Sourcing Plan in collaboration with DEEDI to meet existing agreement obligations and incorporate relevant principles of the State's Local Industry Participation Plan (LIPP). The Plan will include the following key components:

- A high level background as to schedule and accountabilities of the SoE Project;
- Detail of ongoing stakeholder engagement including key stakeholders such as the WCCCA, Weipa Chamber of Commerce, Mareeba Chamber of Commerce, Cairns Chamber of Commerce;
- Demonstrate that bid documentation developed and used by the project throughout the project incorporates the obligatory WCCCA requirements;
- Demonstrate that the Project procurement execution strategies require the use of local or regional supply where that is comparable to or better than any alternative supply;
- In line with Rio Tinto Procurement and EPCM policies, procurement processes and systems are established and in place for the Project.
- RTA support for capability development initiatives; and
- Demonstration of methods and mechanisms of local reporting on progress against plan execution, including measures of local participation.

The development of this strategy will also include broader consultation with local stakeholders and relevant government agencies.

5. SOCIAL AND CULTURAL AREAS OF INFLUENCE

For the purposes of this SIMP the local community area of the Western Cape region includes the Aurukun, Mapoon, Napranum and Weipa communities and all lands between Aurukun in the south and Mapoon in the north, extending from the coastline to the eastern boundaries of the Deed of Grant in Trust (DOGIT) and Aurukun Shire lands.

There is no comprehensive published history of the Western Cape region, but there are many published sources relating to Cape York Peninsula that include some coverage of the Western Cape. The main historical phases of the region may be described as: the Indigenous pre-contact era; the European contact (exploration) era from 1606 to 1880; the frontier settlement era from 1880 to the early 1900s; the mission era from 1891 to the late 1950s and the post-mission community and mining era from the 1960s to present.

The lifestyles of Indigenous people of the region were severely affected and changed by European exploration and settlement of their lands. This lack of control by Indigenous people of the region was recognised by RTA (formerly Comalco) and the Queensland Government in the compensation package accepted by Traditional Owners and Indigenous communities as parties to the Western Cape Communities Co-existence Agreement (WCCCA). In 2001 RTA signed the WCCCA with the 11 Traditional Owner groups associated with the ML 7024 and ML 6024 lease areas, refer to **Figure 5-1** for the names and distribution of the Traditional Owner groups.

The area of land south of the Embley River is recognised as the traditional lands of the Wik and Wik-Way people. The Wik and Wik-Way people, by birthright, are the Traditional Owners of the lands which occupy a large area along the coastal floodplains lying between Pormpuraaw and Weipa and inland to the middle reaches of rivers such as the Archer, Kendall and Holroyd Rivers. There are probably more than 50 clan estates and many language groups. The Wik estate occupies more than 72,000 hectares.

The local communities that could be affected by the Project include the Aurukun, Mapoon, Napranum, and Weipa communities. Extensive community consultation was undertaken as part of the EIS and this information provided the basis for the SIA. Mitigation and management strategies were developed for all issues identified during the SIA consultation.

The Aurukun community is comprised of approximately 1,200 people, many of which represent the Wik and Wik-Way Traditional Owners of the area. While Aurukun is the central location for many people living in the area, there are also a number of “outstations” stretching over 125km from Pera Head south to the Kendell River. There are also a number of Wik and Wik-Way Traditional Owners who have relocated and now live in other communities across Cape York. There has been no cattle production/ agriculture in the Project and, as such, no direct impacts are anticipated on agricultural land uses within or surrounding the Project area.

Weipa is located north of Aurukun and has a population of 3089. It has been operating largely as a ‘Mining Town’ since the 1950s and is operated by RTA via the WTA. Whilst not a council, the WTA endeavours to operate and function as though it were a local government constituted and established under the 1993 Local Government Act (LGA). The WTA are currently finalising their voluntary community planning process. RTA was a key stakeholder in this process and will play an important role in the implementation and future collaboration of the Community Plan once endorsed.

Mapoon is community located north of Weipa and has a small population 234. Compared to other Indigenous Councils the town area is large and therefore housing density is low. The community planning process was undertaken in 2010.

Napranum Aboriginal Community Council was established in 1989 and continues with unaltered boundaries under the name of Napranum Aboriginal Shire Council (2008). They have recently begun their Community Planning workshop with a workshop in November 2011 which included representatives from RTA.

Figure 5.1 Western Cape York Peninsula Map of Indigenous Groups



5.1 Existing Socio-Economic Environment

A SIA was carried out as part of the EIS process. The information was primarily drawn from the 2006 census data which was the most current at a time of the assessment. Detailed profiles of the communities of interest to the Project are presented within the SIA (**Section 16** of the EIS). A summary of the key socio-economic characteristics are outlined below. Some additional data from the Office of Economic and Statistical Research (OESR) Profile generated on 22 June 2011) has been provided where current and comparable (based primarily on 2006 Census). It should be noted that the data collected for Indigenous communities can be limited due to the nature of the communities and their organisational structure, however it is also important to note that the ABS takes comprehensive measures to ensure the data is as accurate as possible for these communities. RTA will ensure any further SIA considers improved data collection methodologies.

5.1.1 Regional Population

According to the 2006 Census the total population of the four communities in the Western Cape region was 5,191 people. Weipa accounted for most of the region's population with 3,089 people, followed by Aurukun (1,039 people), Napranum (829 people) and Mapoon (234 people). Recent OESR data indicates that in mid 2010 Weipa's population may have increased by approximately 250 people.

5.1.2 Indigenous Population Profile

Weipa has a lower proportion of Indigenous people than the other Western Cape communities with a total of 702 Indigenous persons, or 23% of the total population. In Aurukun, there were 955 people who reported being of Indigenous origin accounting for 92% of the population. In Napranum there were 782 Indigenous people or 90% of the local population. Mapoon's population consisted of 219 indigenous people, or 90% of its population. All four communities show a high proportion of Indigenous residents compared to the Queensland average of 3.2%.

5.1.3 Educational Facilities and Services

The WCC is the main education service provider in the Western Cape region. The College currently services the schooling needs of Weipa, Mapoon, Napranum and Aurukun communities. In 2009, the WCC had enrolled approximately 1,200 students across the three campuses of Mapoon, Aurukun and Weipa. According to the WCC, the enrolment of Aboriginal students has increased in the last seven years. The average attendance rate for all students in 2007 was 81%. The Weipa campus caters for approximately 960 students from Pre-prep to senior (Year 12). The Aurukun campus offers classes from

years 1–10, and had a total enrolment of 253 in 2008, whilst the Mapoon campus provides classes from pre-prep to year 6 with an enrolment of 28 in 2008. The Napranum campus of the WCC was closed in 2005 with Napranum students now attending the Weipa campus, travelling by bus each day.

The Tropical North Institute of TAFE has a regional campus located in Weipa that also services the communities across the Western Cape region. Post-secondary education and training programs are delivered in Weipa for specific courses. A number of programs are delivered by distance learning through the main campus in Cairns with local support provided by the Weipa campus.

Weipa has a higher proportion of residents with post-secondary education qualifications compared to Aurukun, Napranum and Mapoon. Those residents with university degrees are also concentrated in Weipa. Holders of Certificate qualifications (either Certificate I, II, III or IV) accounted for 26% of people aged 15 years and over in Weipa compared to 2% in Aurukun, 10% in Napranum and 20% in Mapoon. The percentage of Certificate holders in Weipa (26%) and Mapoon (20%) is greater than the Queensland state average of 18% while the percentages in Aurukun (2%) and Napranum (10%) are lower. RTA will work with other key stakeholders to facilitate the delivery of programmes to train and support LAP to enhance their skills and entry into employment (refer to **Section 7.2** Indigenous Education and Indigenous Employment and Training Action Plans). Efforts to improve the success rate of programme participants continue to be a priority for the business.

5.1.4 Employment and Economic Profile

The 2006 labour force numbers and participation rates in the four communities of the Western Cape include Community Development Employment Project (CDEP) participants as employed persons [as counted by the ABS]. Weipa has the region's highest labour force participation rate of 79% followed by Mapoon (66%), Napranum (48%), and Aurukun (47%). The labour force participation rate refers to the number of people who are either employed or actively seeking work, as a percentage of the total population aged 15 years and over.

Private sector employment is relatively high in Weipa for both Indigenous and non-Indigenous people in comparison to that of the other communities, where government employment is dominant. Weipa's high proportion of Indigenous and non-Indigenous private sector employment is largely attributable to employees and contractors engaged in RTA's operations. In 2008/2009 there were 126 businesses in Weipa, with a turnover of between \$100,000 and \$1million (OESR). Approximately 30 of these

businesses were in Agriculture, Forestry and Fishing and 27 Construction.

2006 Census data indicated that the unemployment rate in Weipa (1.4%) and Mapoon (2.7%) was below the state average of 4.7 percent; however the Aurukun community had a significantly higher unemployment rate at 8.1 percent. Napranum was also higher than the state average with 5.7 percent.

There are a number of key social and health issues that have been reported as key barriers to achieving positive health outcomes and which also affect employment. These have been highlighted in both the *Weipa Community Baseline Assessment* (SGS 2008) and in the Aboriginal and Torres Strait Islander Partnership (ATSIP) *Quarterly Reports on Key Indicators in Queensland's Discrete Indigenous Communities* (Queensland Government 2008). The issues highlighted include alcohol and drug use, alcohol related harm, poor diet and hygiene, and family relationship breakdowns. Alcohol and drug related illnesses are common to both Indigenous and non-Indigenous populations in the Western Cape region. RTA has adopted a strict alcohol and drug policy to ensure that RTA employees and contractors operate and fulfil their duties in a safe work environment.

According to OESR, the 2010 'smoothed' unemployment rate in Weipa region was 9.9 percent, this is based on a different calculation methodology by using unadjusted 2006 Census data and Centrelink Newstart and Youth Allowance.

5.1.5 Housing and Accommodation

In Weipa the most common household sizes were two people per dwelling (30%) and single person households (21%). The average Weipa household size was 2.7 people, marginally above the Queensland average of 2.6. The most common household size in Aurukun and Napranum was six or more (49% and 26% respectively). The average Aurukun household size was 5.7 people, which indicates a high degree of overcrowding. The most common household size in Mapoon was single person occupancy (28%, or 14 of 60 households surveyed). These households probably represent relatively short term residents involved in support services for the community.

5.1.6 Health and other services

The Western Cape region is serviced by the Queensland Government through the Weipa Integrated Health Service Unit which provides 12 acute beds, 10 residential aged care beds, primary health care, dental, physiotherapy, and District Office administration. Primary health care centres are located in Aurukun, Napranum and Mapoon. These facilities are operated by Queensland Health (QH), refer **Section 16** of the EIS)

In addition the communities across the region are serviced through a number of other service providers, including RFDS, various outreach primary health care teams and HACC. According to OESR there were three childcare services in Weipa in April 2011, one aged care provider with 10 places in operation and in mid 2010 there was one police station, 1 ambulance station, 1 school and 1 hospital.

RTA will continue to liaise with Cape York Local Health and Hospital Network, and Queensland Health, as part of ongoing stakeholder engagement and will continue to implement workforce health and wellness programmes. These programmes include provision of appropriate health services and facilities (e.g. support existing initiatives with Weipa Community Care) and explore community based partnership opportunities to increase awareness of pre-employment health requirements.

There are other opportunities for further collaboration with existing government programmes, for example:

- ATSIP notes that Aurukun is one of four communities working with the Queensland and Australian governments to address the impacts of alcohol abuse (Queensland Government 2008). The aim of the Alcohol Reform Program, part of the broader Welfare Reform Program (WRP), is to improve service delivery to Aurukun residents. One of the key components of the WRP is the formation of Family and Responsibilities Commission (FRC) that has membership from the Aurukun community.
- Alcohol Management Plans (AMPs) are currently implemented across a number of Cape York communities, including Aurukun, Napranum and Mapoon. AMPs contain a set of recommendations on reducing alcohol related crime and violence via restrictions in the sale and consumption of alcohol.

5.2 Cumulative Impacts

5.2.1 Development

The agreement between Chalco and the Queensland government to develop the Aurukun Bauxite Project (on MDL378) ended on 30 June 2011. The Queensland government have designated the Aurukun bauxite resource a “restricted area” pursuant to part 188 of the *Mineral Resources Regulation 2003* and it is understood that a process to gauge interest in developing this resource may commence in due course.

The design of the port, stockpiles, and infrastructure corridor will not preclude development of additional capacity by a third party, following agreement with RTA on suitable commercial terms. Such an arrangement could simplify the management of vessel movements compared to operating two ports and reduce cumulative impacts.

5.2.2 Scherger

RTA was notified in September 2010 that the Federal Minister for Immigration and Customs was about to announce that the Scherger air force base would be used as temporary accommodation of 300 male Afghan asylum seekers for a six month period. The period extended beyond the initial six months then Asylum seeker numbers at Scherger were doubled to 600 early in 2011 following rioting at the Christmas Island detention centre.

This expansion introduced approximately 200 Commonwealth staff and contractors to support the operations of a new Detention Centre at the Scherger RAAF Base. This has resulted in shortage of accommodation for tourists and regular contractors and increased pressure on services and infrastructure.

In response to this increase in demand, a number of property developments have begun including redevelopment of the old hospital site into a 90 bed accommodation and the Albatross Hotel expansion is underway. Once Scherger is decommissioned in mid 2012 pressure should ease as support staff are no longer required and these new developments have the potential to provide additional accommodation in Weipa.

RTA proposes that if required it would build a new camp of up to 200 beds SoE contractor camp adjacent to Nanum to avoid placing further pressure on accommodation. RTA has also received development approval from the WTA to proceed with the development of a new residential housing area, Golf Links Stage 2, including 50 detached lots plus 150 townhouse sites. RTA has also committed to undertake capital works to upgrade the town water infrastructure in 2013, to be completed prior to construction of housing on these blocks. RTA has also developed a number of mitigations to address housing related matters outlined in **Section 7.2.7**.

5.2.3 Indigenous Education

The Australian and Queensland government plans to build a new residential boarding facility in Weipa on Queensland's western Cape York is due to open in 2012. The 120-bed Western Cape Residential Campus will provide much-needed accommodation for Indigenous secondary students who are living away from home to study. In its first year of operation, it is expected up to 60 students will board at the facility. The Indigenous Land Corporation has been funded by the Australian Government to project manage the construction of the facility and will own the facility on behalf of the Australian Government.

The new campus would also provide new employment opportunities for local people in Weipa through jobs such as house parenting, cleaning, laundry services, grounds maintenance and tutoring. Up to thirteen positions will be available next year, building to twenty-one positions by 2016.

This development will bring Indigenous students and possibly families from other communities across the Cape to Weipa. It is likely to have a positive impact on RTA programs as the school will have a larger pool of Indigenous students to draw from which will likely flow on to greater interest in RTA traineeships, apprenticeship programmes. This facility will enable Indigenous students from Aurukun, Mapoon and Napranum to be close to their families and support networks as well as reducing travel time.

5.3 Weipa Town Governance Project

In 2007 Local Government Reform Commission recommended 'normalisation' be pursued. Since 2009 the WTA, State Government and RTA have been working in partnership to investigate the sustainability of Weipa as a stand-alone council or amalgamated with Cook Shire Council. The project has three phases; exploratory, decision making and implementation. Phase 1 is nearing completion with financial modelling of both options is due for completion in 2012. The partnership is seeking a mutually beneficial, financially sustainable, supported and coordinated outcome.

In 2011 Weipa Town Governance Working Group recommended the WTA undertake a Community Planning process. Although a statutory requirement for local government, the community plan process provided an opportunity to better understand the views and the future aspirations of the Weipa community. RTA has identified links with between the key goals of the Weipa Community Plan and the key issues and Action Plans in this SIMP.

Further community engagement focused on the Weipa Town Governance Project will be carried out in 2012 to identify the opportunities and risks and the community's view of governance options.

Plate 5-1 Weipa Town Authority Office



6. SIMP DEVELOPMENT PROCESS

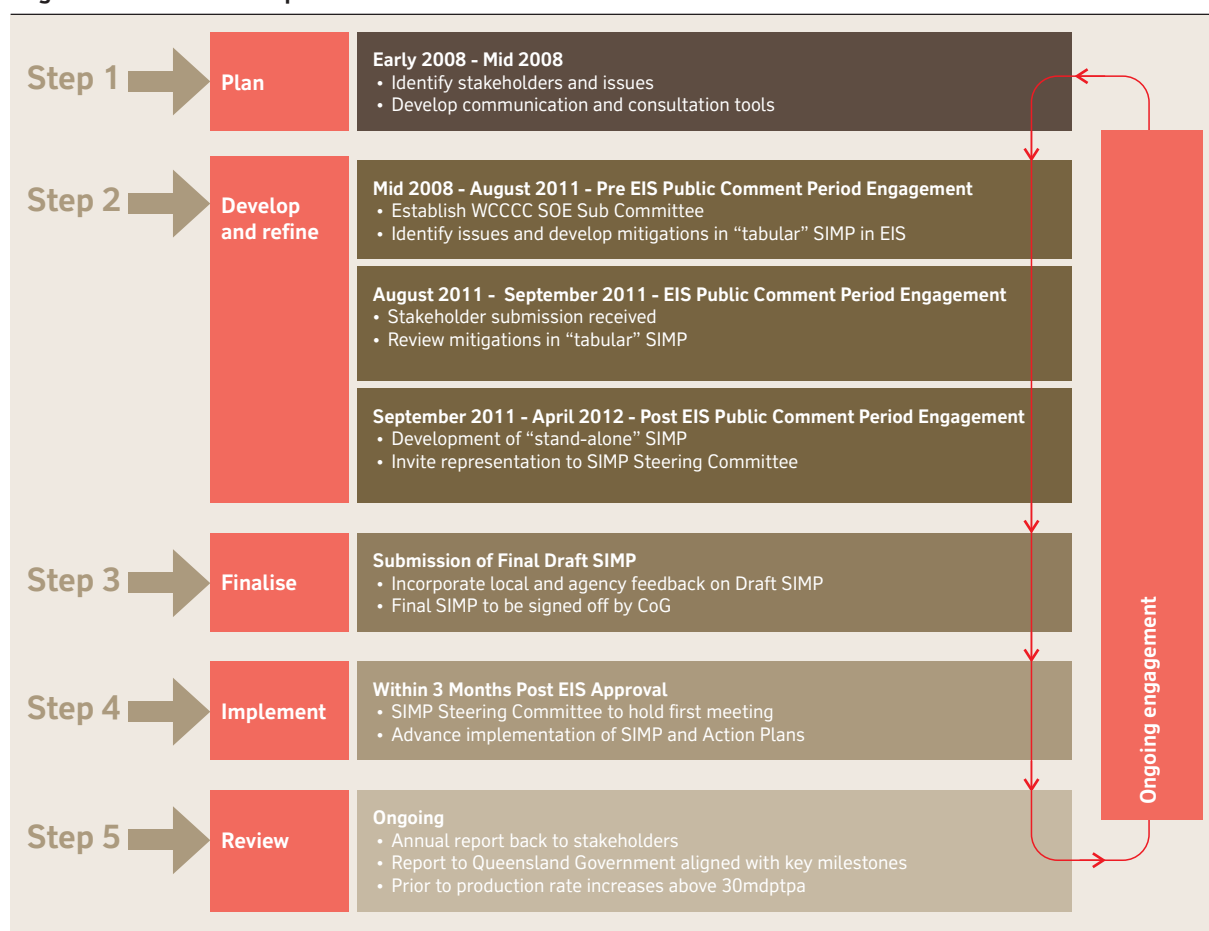
The process of SIMP development involves a number of steps including planning, development, refining and finalising the plan. (see **Figure 6-1**).

Unique to the RTA SoE SIMP was the early development of a “tabular” SIMP included in the EIS and was placed on display for comment. Upon further engagement and feedback RTA, built on this work by developing a “stand-alone” SIMP document. This “stand-alone” SIMP provides a robust and

transparent mechanism to deliver the mitigations and commitments RTA has made for the SoE Project across the life of the operation.

This section outlines the extensive periods of engagement undertaken by RTA, the issues and discussion topics that informed and shaped the development of mitigation measures at each step of SIMP process.

Figure 6-1 SIMP Development Process



6.1 Step 1 – Plan

6.1.1 Stakeholder Identification

A scoping study was undertaken in 2008 to define the key stakeholders who would be potentially directly and/or indirectly affected by the Project. This list was reviewed and expanded throughout the engagement phases. This process also included the identification of TO families and individuals whose traditional lands may be affected by the Project.

The stakeholders and members of the general public were also provided with the opportunity to participate in the consultation process is summarised in **Table 6-1**.

Table 6-1 Key Stakeholders

Category	Group
Government	State and Federal government-elected representatives State and Federal government agencies and service providers Cook, Aurukun, Napranum, Mapoon Aboriginal Shire Councils Northern Peninsula Area Aboriginal Council Cook Shire Council Weipa Town Authority Regional Partnership Agreement Queensland Health – Cape York Health Services Queensland Police Department Department of Communities
Non-government organisations and local community groups	Cape York Land Council Community justice groups Cultural heritage bodies Cape York Development Association
Traditional Owners and Aboriginal groups	Wik & Wik-Way TOs whose traditional lands are directly impacted by the Project Other Traditional Owner groups across the Western Cape who are signatories to the Western Cape Communities Coexistence Agreement and Ely Bauxite Mining Project Agreement Western Cape Communities Trust and Coordinating Committee SoE Project S-C Ely Bauxite Mining Project Coordinating Committee
Industry, local business and service providers	Local businesses and service providers operating throughout the Western Cape region (Aurukun, Napranum, Weipa, Mapoon) North Queensland Bulk Ports Corporation Limited Weipa Chamber of Commerce Recreational and commercial fishing groups Tourism operators Cairns Chambers of Commerce Mareeba Chambers of Commerce Australia Zoo Apunipima Cape York Health Services Western Cape Collage Aboriginal Australian Academy Koolkan Campus
General public and residents	Aurukun, Napranum, Weipa, Mapoon, New Mapoon

Table 6-1 Key Stakeholders

Regional landholders	Pastoral lease holders and managers, including: Merluna Station York Downs Station Watson River Station Batavia Downs Station Bertiehaugh Station – Steve Irwin Wildlife Reserve Bramwell Station Bramwell Junction Moreton Telegraph Station
Employees and contractors	RTA and local contractor employees based on the Western Cape

6.1.2 Consultation Approach

The objectives of the community consultation process were:

- to identify stakeholders who have an interest in the Project;
- facilitate two-way engagement with stakeholders, providing accurate, timely and relevant information on the Project;
- identify any concerns or potential issues stakeholders may have with the Project;
- explore areas of the Project with the potential to have a positive impact on communities;
- develop appropriate strategies to mitigate any concerns;
- address stakeholder issues and concerns during the EIS process; and
- incorporate feedback on the restructured SIMP.

6.1.3 Consultation Mechanisms

A range of consultation mechanisms were utilised to meet the objectives of the community consultation process. These included face-to-face meetings, project newsletters and fact sheets, information sessions, public displays, free call number and community forums (refer **Appendix F**).

6.2 Step 2 – Develop and Refine

Following the identification of stakeholders, and development of consultation mechanisms, stakeholder engagement programmes were developed to ensure engagement activities were conducted in an appropriate manner to meet the specific needs of each stakeholder group. **Table 6-2** shows the engagement phases that informed SIMP development.

Table 6-2 Engagement Phases for SIMP Development

Phase	Period	SIMP Development	Guidance
Pre EIS Public Comment Period Engagement	Early 2008 to August 2011	Stakeholder issue identification Mitigation discussions Development of “tabular” SIMP for within EIS (refer Appendix G)	Voluntary agreement with DEEDI to develop a “tabular” SIMP via correspondence in April/May 2009). Engagement undertaken during the EIS process has been exhaustive and informed the development of the SIMP.
EIS Public Comment Engagement	August 2011 to Mid September	Public display of “tabular” SIMP within EIS Review of submissions	Need to better capture SIMP specific feedback raised during the engagement process. Maximise the SIMP value and leverage The Guideline.
Post EIS Public Comment Period Engagement	Mid September to April 2012 Incl. SICAR meeting Oct 2011	Revised “stand-alone” SIMP and incorporation of feedback	Validation and further agency and local stakeholder engagement.
Ongoing Engagement	April through project life	Stakeholder Engagement Schedule included in the SIMP Section 9 Establish SIMP Steering Committee	Implementation through existing engagement forums see Stakeholder Engagement Schedule and monitor via SIMP Steering Committee.

6.2.1 Pre EIS Public Comment Period Engagement

Engagement for the SoE Project began in early 2008 and included briefings with stakeholders about the public announcement of the EIS and the commencement of consultation. The details of the engagement carried out with stakeholders during this period and a summary of the feedback they provided has been presented in the **Appendix H**. Engagement during this period continued through to mid 2011 and informed the development mitigations in the “tabular” SIMP refer **Appendix G**.

Key Engagement Activities

Some of the key activities of the stakeholder engagement programme are highlighted below:

- Meetings, briefings and face to face (in excess of 70)
- Workforce presentations (6)
- Community forums (6)
- Project site visits (2)
- Workshops (2)
- Scheduled and regular trips to Aurukun

Issues and Discussion Topics

Across all stakeholder groups, the issues and opportunities of greatest significance were:

- traffic/transport on the proposed new access road to the Project infrastructure;

- land and sea management;
- community consultation and engagement;
- employment, training and educational opportunities;
- breakdown in community cohesion associated with increases in alcohol and substance abuse, and escalating law and order problems;
- water supply dam construction, operational and closure impacts;
- opportunities for business development; and
- workforce arrangements.

In addition, there were a number of other issues of importance to indirectly affected stakeholders such as State and Commonwealth government departments and agencies:

- demographic changes;
- economic impacts on the local economy;
- housing and property values; and
- cumulative impacts.

Through this engagement phase 37 impacts were identified 41% were ranked low (negative), 19% medium (negative) and a 30% were ranked with the potential of a positive impact. The overall impacts are summarised in the “tabular” SIMP **Appendix G**.

Plate 6-1 Weipa Township



Table 6-3 Frequently Raised Topics Pre EIS Public Comment Period

Most Fre- quently Raised Issues	Land and sea access	Cultural heritage management	Project details	Dams	Wetlands & swamps	Land management	Buffer zones	Project alternatives	Traffic and transport	Rehabilitation	Watercourses - flora and fauna	Employment and training	Business development	Community Consulta- tion	Indigenous business development	Socio-economics	Economic diversity	European cultural heritage	Project rationale	EIS feedback pro- cesses	Marine – flora and fauna	EIS Process	Surface water	Groundwater	Dredging/port/spoil/ sediments	Construction camp and workers	Emergency services	Fly in/Fly Out	Law and Order	Alcohol and Sub- stance Abuse
Stakeholder Group																														
State/Federal government agencies and service providers	X		X						X				X	X	X											X		X	X	X
Local government	X		X		X			X	X			X	X	X	X		X	X	X	X	X		X					X	X	X
NGOs & local community groups		X	X	X			X		X	X		X			X									X			X	X	X	X
Wik & Wik-Way Traditional Owners	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X												
WCCT & WCCCC	X	X	X	X	X	X	X	X	X	X	X	X		X					X		X	X	X	X	X					
Other Aboriginal groups	X	X	X		X	X	X	X		X		X	X	X	X															
Industry, local businesses & service providers	X	X	X	X	X		X	X	X	X	X	X	X	X							X			X	X	X	X			
General public & residents	X	X	X	X	X				X	X		X	X	X			X	X			X	X	X	X	X					
Fishing groups	X	X	X	X	X				X	X	X	X	X				X	X			X			X	X	X	X			
Regional landholders					X				X	X	X	X	X				X	X	X		X							X	X	X

6.2.2 EIS Public Comment Period Engagement

The extensive engagement continued and included the six week EIS public comment period from 1 August to 12 September 2011. In this period over 500 external and more than 900 internal stakeholders were briefed on the project. The details of who was consulted during this period and a summary of the feedback they provided have been presented in **Appendix I**. This phase of engagement provided feedback on social issues that were considered in the review of the “tabular” SIMP.

Key Engagement Activities

During the public comment period RTA undertook a range of consultation activities as summarised below:

- placed hardcopies of the EIS at 12 locations for viewing (including Weipa (3 locations), Aurukun, Napranum, Mapoon, Bamaga, Cook, Brisbane, Canberra (2 locations));
- distributed 50 copies on CD ROM;
- distributed Newsletter 4 to more than 2,000 stakeholders;
- held public information sessions at Weipa (6), Napranum (4), Aurukun (4), Mapoon (1) and Bamaga (1);
- held 2 community forums in Weipa and 1 each at Aurukun and Napranum;
- held agency briefings in Canberra, Brisbane and Cairns and a site visit for regulatory agencies; and
- maintained the Project web site and 1800 free call number.

Key Issues and Discussion Topics

The feedback during the EIS public comment period was focused on four main areas:

- employment opportunities;
- contracting opportunities;
- impacts on commercial and charter operators; and
- transport from/to Aurukun.

Stakeholder Submissions

During the EIS public comment period twenty four submissions were received from stakeholders. RTA has reviewed each submission and has refined this SIMP where required.

The key issues and topics raised were:

- employment and training;
- land and sea management;
- transport between Aurukun and SoE mine site;
- local business;
- engagement;

- charter and commercial; and
- broad social impacts.

Issues raised in submissions informed the development of the “stand-alone” SIMP. Responses to issues outside of the scope of the SIMP are available in **SEIS Appendix 1**.

Stakeholders who made submissions will receive a copy of the Supplementary EIS addressing their queries and concerns and will continue to be engaged refer Section 9 Stakeholder Engagement Schedule.

6.2.3 Post EIS Public Comment Period Engagement

Engagement continued post the close of the EIS Public Comment period in September. The engagement focused on face to face meetings on key issues raised in submissions and greater agency awareness and involvement in particular the Social Impact Assessment Unit (SIAU). The details of those consulted during this period and the issues raised are presented in **Appendix J**.

Key Engagement Activities

A summary of the issues and discussion topics raised during this consultation were:

- presence in Aurukun;
- employment and business opportunities;
- access and transport to Aurukun;
- fly in/fly out;
- access to significant sites;
- land and sea programmes;
- charter and recreational fishing;
- community infrastructure and services;
- submission follow-up;
- mitigation implementation; and
- SIMP structure.

After assessing the EIS submissions and considering post public comment period engagement, the SIMP was revised into a “stand-alone” document with the mitigations developed in the “tabular” SIMP included as an **Appendix G**.

Where there was increased interest from stakeholders and agencies key issues have been grouped into eight Action Plans, now a core component of the SIMP (refer **Section 7.2**).

RTA will undertake additional consultation to seek stakeholder feedback on the revised “stand-alone” SIMP and Action Plans. This consultation will utilise existing engagement forums set out in **Table 6-4**.

Table 6-4 Revised “stand-alone” SIMP Engagement

Timing	Stakeholder	Discussion topics and actions
12 January 2012	Social Impact Assessment Cross Agency Reference group (SIACAR)	SIMP and Action Plans
Mid to end January 2012	Existing Engagement Forums	Establish SIMP Management Team
End January 2012	Government Agencies	RTA incorporates feedback on Draft SIMP
Week beginning 30 January 2012	SIAU – Site visit WTA RPA Shire Councils EBMPA Chamber of Commerce Rural Division of General Practice Western Cape College	Introduction to RTA, tour of operation and project site, meet key stakeholders
February 2012*	Chamber of commerce RPA Community Forum Aurukun, Napranum and Mapoon Aboriginal Shire Councils	SIAU to seek feedback on revised SIMP and Action Plans from local stakeholders. RTA to invite nominations for SIMP Steering Committee RTA to gain better understanding of alternative engagement methodologies. RTA to display of SIMP in Aurukun
March 2012*	WCCCC SoE S-C RPA Aurukun, Napranum and Mapoon Aboriginal Shire Councils	Seek feedback on revised SIMP and Action Plans Invite nominations for SIMP Steering Committee

* This table will be further refined as appointments are confirmed with the SIAU.

Plate 6-2 Project Site Inspection on Country

6.3 Step 3 – Finalise

RTA will continue engagement with local groups and the SIAU on the Final Draft SIMP. RTA will also establish a CR office in Aurukun to ensure community members and interested parties receive regular updates about the Project and an opportunity to provide feedback on the SIMP. Following this further engagement with a greater focus on Aurukun, the final draft SIMP will be submitted at the end of April for review by DEEDI's SIAU .

6.4 Step 4 – Implement

RTA has developed a robust Governance Framework that includes an external SIMP Steering Committee and an internal SIMP Management Team to oversee SIMP implementation (refer Section 8). Action Plans will be implemented via collaborations between RTA and stakeholders through existing groups. The SIMP Steering Committee will guide implementation and is a key mechanism of the Stakeholder Engagement Schedule (refer **Section 9**).

6.5 Step 5 – Review and Report

The Governance Framework (refer **Section 8**) outlines the roles and responsibilities to review and report on SIMP implementation. SIMP reports are made to DEEDI at key milestones and the appropriate audit schedule is maintained.

7. SIMP MITIGATIONS

Given the change of structure to the SIMP, we have included the “tabular” SIMP as an appendix to ensure continuity, and demonstrate that all issues and mitigations raised by stakeholders during engagement have been captured. Some of the issues raised are not of a social nature and through further engagement, stakeholders may prefer these matters are managed outside of the SIMP process.

7.1 “Tabular” SIMP

The “tabular” SIMP was made available for comment during the EIS public comment period and has been reviewed to incorporate any additional perspectives raised in submissions (refer **Appendix I**).

Monitoring of the “tabular” SIMP will be carried out, predominantly to address medium (negative) and high (positive) impacts, and low impacts where not addressed in the following Action Plans. Monitoring will track progress on the implementation of mitigation strategies and will be used to advise communities and government on progress and achievements.

7.2 Action Plans

Extensive engagement has been undertaken since 2008 to identify issues and impacts raised by stakeholders relating to the SoE Project. Issues that were of particular interest or impact have been grouped into Action Plans that to enable a focused and holistic approach to implementation. The Action Plans are:

- Community commute – Aurukun to the SoE mine site
- Communities, Heritage and Environment Management Plan
- Land and sea management
- Indigenous employment and training
- Indigenous education
- Local and Indigenous sourcing
- Housing and accommodation
- Community health and wellbeing

Given the considerable feedback we received from stakeholders more than half the Action Plans focus on employment outcomes or improving access to employment, primarily for indigenous people. RTA is committed to continually improving its programmes to deliver sustainable results for communities.

Many of the programmes will be implemented via collaborative efforts with key stakeholders and utilise existing engagement groups and partnerships.

The Action Plans detail the impacts, performance goals, responsible parties, actions and performance indicators and implementation timeframes. This will enable the SIMP Steering Committee (refer **Section 8**) to monitor RTA's performance in addressing stakeholder concerns by delivering against these Action Plans.

7.2.1 Community Commute – Aurukun to the Mine

Issue	Wik and Wik-Way TOs who are residents in Aurukun have held views that as they are recognised as holding native title rights and interests over the SoE Project area (their traditional lands) they should be able to live in their homes in Aurukun and work at the mine. The ability for Aurukun resident TO to be able to live in their homes and work at the mine is considered to be an important component of any local Aboriginal employment and training and business development strategy for the SoE Project.
Objective	To facilitate the provision of access and transport for TOs living in Aurukun and working in the mine.
Performance Goals	<ul style="list-style-type: none"> Residents of Aurukun are able to reside in Aurukun and commute to work at the mine An increase in the number of people from Aurukun employed by RTA in construction and operation

Plan			
Actions	Key Performance Indications	Responsibility	Timeframe
Implement a FIFO community commute arrangement for Traditional Owners living in Aurukun and working in the mine during the SoE construction phase	– FIFO arrangement in place for the construction period	RTA	From construction
Undertake an options analysis to assess community commute options for TOs living in Aurukun and working in the mine during operations phase	– Study completed	RTA	2012
Compile a Final Report on the options analysis	– Report presented to SoE S-C	RTA	Q2 2013
Establish supporting infrastructure to facilitate access and transport	– Infrastructure established	RTA / State Gov.	Prior to operation
Implement agreed community commute arrangement for SoE mine operators	– Commute arrangement in place	RTA	On commencement

Monitoring & Review		
Goal	Evidence	Frequency
Ability for residents of Aurukun to reside in Aurukun and commute to work at the mine	<ul style="list-style-type: none"> Community commute arrangement in place Number of employees utilising commute arrangements 	One off Quarterly
An increase in the number of people from Aurukun employed by RTA in construction and operation	– Employment data	Quarterly

7.2.2 Land and Sea Management Programme

Issue	Wik and Wik-Way people as the Traditional Owners for the area of the mining lease south of the Embley have expressed a desire to be engaged and employed directly in land and sea management activities throughout the development and life of the South of Embley mine. Specifically, TOs are seeking to be employed in land and sea management through the establishment of a Land and Sea Management Programme (LSMP).
Objective	For RTA to establish a LSMP in collaboration with Traditional Owners, Aurukun Shire Council and the SoE Sub-Committee, to be operational from the commencement of construction of SoE mine infrastructure.
Performance Goals	<ul style="list-style-type: none"> Increased Wik and Wik-Way TO employment in LSMP Development of a capable and appropriate community based workforce to assist RTA to meet land stewardship obligations

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Develop establishment requirements for LSMP including preparation of establishment costs and budgets, governance structures and processes	– Relevant documentation presented to WCCCA SoE S-C	RTA, ASC, SoE S-C	Prior to construction
Develop LSMP work schedule as part of SoE CHEMP development	– LSMP work schedule presented to WCCCA SoE SC	RTA, ASC, SoE S-C	2012
Implement land and sea management activities through direct employment of TOs in both permanent and casual roles with RTA	<ul style="list-style-type: none"> – Number of Wik & Wik-Way TO's employed by RTA in Land & Sea Management activities – Monitoring of work programme implementation 	RTA, ASC, SoE S-C	Quarterly
Investigate and pursue opportunities to establish and promote career development pathways for TOs into areas such as environmental management, land management, cultural heritage management and/or community relations	– Increase in TO's employed in relevant careers	RTA	Ongoing

Monitoring & Review		
Goal	Evidence	Frequency
Increased Wik and Wik-Way TO involvement in LSMP	<ul style="list-style-type: none"> – Employment data – Career pathways presented to WCCCA 	Quarterly
Development of a capable and appropriate community based workforce to assist RTA to meet land stewardship obligations	<ul style="list-style-type: none"> – Staff attendance and retention rates – Staff training and qualifications – Results against defined CHEMP annual work plan – Wik and Wik-Way community expectations being met regarding TO being on country and directly engaged in LSMP activities 	Quarterly

7.2.3 Communities, Heritage and Environment Management Plan

Issue	RTA remains committed to the existing obligations under the WCCCA with regard to TO involvement in land and coastal management. In response to the issues raised by TOs, RTA recognises and supports the need for the joint development of a comprehensive CHEMP for the area of the mining lease south of the Embley River. A CHEMP would provide the framework for RTA and Traditional Owners to identify employment opportunities and to work together, through the LSMP, to manage the community, heritage and environmental values of the area covered by the mining lease south of the Embley River in the context of the WCCCA. This will include details of buffer zones and land management strategies for Waterfall (Ina Creek), False Pera Head (Amban), Pera Head and Boyd Bay.
Objective	To develop a SoE CHEMP to; <ul style="list-style-type: none"> clearly identify the community, heritage and environmental values of the area of the mining lease located south of the Embley River; and, define the key strategies and ongoing operational activities, including processes for ongoing engagement and consultation, with TOs in these areas.
Performance Goals	<ul style="list-style-type: none"> CHEMP for SoE developed and endorsed by WCCCA. LSMP SoE planned and implemented in collaboration with relevant TOs

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Facilitate a CHEMP Workshop with members of the SoE S-C to develop the concept, agree on the methodology and nominate family members to participate in fieldwork and consultation.	– CHEMP workshop conducted	RTA, SoE S-C	Q1 2012
Establish an SoE CHEMP working group.	– CHEMP working group established	RTA, SoE S-C	Q1/Q2 2012
Submit CHEMP terms of reference to the SoE S-C for review and comment, and if satisfied, provide recommendation on these to the WCCCA for endorsement.	– TOR endorsed by WCCCA	RTA, WCCCA	Q2 2012
Develop scope, CHEMP style guide and proposed Traditional Owner engagement strategy.	– Relevant documents endorsed by WCCCA	RTA, SoE S-C	Q3 2012
Conduct consultation with TOs through a series of workshops and field trips on country.	– Key strategies developed and endorsed by WCCCA	RTA, SoE S-C	Q3 2012
Develop and present draft CHEMP to SoE Sub-Committee for endorsement by WCCCA.	– CHEMP endorsed by WCCCA	RTA, SoE S-C	Q4 2012
Implement an annual CHEMP work programme.	– Performance review by SoE S-C	RTA, SoE S-C	Quarterly

Monitoring & Review		
Goal	Evidence	Frequency
SoE CHEMP developed and endorsed by WCCCA.	– CHEMP and annual work programme endorsed by WCCCA	Annual
LSMP planned and implemented in collaboration with relevant TOs.	<ul style="list-style-type: none"> – Results against defined CHEMP annual work plan – Wik and Wik-Way community expectations being met regarding TOs being on country and directly engaged in LSMP 	Annual

7.2.4 Indigenous Employment and Training

Issue	Throughout the consultation process, Indigenous employment and training was raised by almost all stakeholder groups as an opportunity for the people of the region arising from the Project. Employment was a key consideration for TOs in particular. RTA will continue to work with local communities to invest in employment and training to create a locally-based labour pool with the appropriate skill sets and knowledge to meet the particular employment needs of the SoE Project.
Objective	To provide a culturally competent workplace that promotes increased access, participation, retention and advancement for Indigenous people, specifically LAP, and supports them to achieve their personal aspirations within RTA.
Performance Goals	<ul style="list-style-type: none"> Implement RTA Indigenous Employment and Training Strategy Year on year increase in number of LAP and Indigenous people employed by RTA.

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Ensure pre-work development activities targeted for people living in Aurukun address the current challenges and are effective in preparing Aurukun people for work in the SoE Project. (refer Appendix K)	– Representation of Indigenous people, specifically LAP, within the SoE construction workforce	RTA, SoE Project, EPCM, WCCT	2012
Identify and implement initiatives to support pathways to long term employment within the RTA operations and in local communities	– Representation of Indigenous people, specifically LAP, within the RTA workforce.	RTA, SoE Project, EPCM, WCCT	2013/14
Develop and communicate a clear resource plan, including culturally appropriate recruitment and on-boarding processes, for the SoE construction phase	– Resource plan presented to WCCCA and relevant sub-committees	RTA, SoE Project, EPCM	2012
Engage with Indigenous and local industry groups to ensure maximum awareness and opportunity for local and indigenous businesses to benefit from the SoE Project	– Local and Indigenous Sourcing Plan developed and presented to WCCCA and Western Cape Chamber of Commerce	RTA, SoE Project	2012

Monitoring & Review		
Goal	Evidence	Frequency
Implement RTA Indigenous Employment and Training Strategy	– Ongoing reporting through WCCCA and RPA	Quarterly
Year on year increase in number of LAP and Indigenous people employed by RTA	– Ongoing reporting through WCCCA and RPA	Annually

7.2.5 Indigenous Education

Issue	RTA has for many years recognised the significance of ensuring quality educational outcomes for students in the Western Cape York region. RTA has an interest to support effective educational outcomes for local students to assist in growing the pool of potential employees. RTA has been a key stakeholder in the development of the soon to be opened Western Cape College - Western Cape Campus. In addition, a high standard of locally available educational services assists RTA in attracting and retaining staff from outside of the Western Cape. Indigenous education has also been identified as a priority through the EIP public comment period engagement for the EIS.
Objective	To provide an integrated approach aimed at securing stronger school-to-work pathways for students in the Western Cape region.
Performance Goals	<ul style="list-style-type: none"> • Number of WCCCA Bursary students participating in school-to-work programmes. • Indigenous school-to-work program participants transitioning into employment or further training/education. • University scholarships awarded to Western Cape College (WCC) students completing Year 12 each year.

Plan				
Actions	Key Performance Indicators	Responsibility	Timeframe	
Develop and implement a range of activities designed to ensure students are made aware of the many career options available to them.	– Detailed in BOLT Strategic Plan (refer Appendix L). Career information sessions conducted	RTA-WCC, Transition Support Services (TSS)	Ongoing, commenced 2006	
Develop and implement a range of activities and initiatives aimed at promoting the core industry requirements for employment.	– RTA- WCC Forum continues	RTA-WCC, TSS	Ongoing, commenced 2006	
Provide real work experiences within RTA in a range of areas, as well as offering further educational opportunities post-graduation.	– Work experience programme in place	RTA-WCC, TSS	Ongoing, commenced 2006	
Develop and implement structured on-going case management processes throughout school to monitor students' progress and offer guidance to help them achieve their career aspirations.	– Case management processes in place	RTA-WCC, TSS	Ongoing, commenced 2006	

Monitoring & Review		
Goal	Evidence	Frequency
Number of WCCCA Bursary students participating in school-to-work programmes	– BOLT Strategy	Quarterly
Indigenous school-to-work program participants transitioning into employment or further training/ education	– BOLT Strategy	Quarterly
University scholarships awarded to Western Cape College students completing Year 12 each year	– BOLT Strategy	Quarterly

7.2.6 Local and Indigenous Sourcing

Issue	<p>The WCCCC and EBMP agreements both outline TO objectives of developing business and entrepreneurial skills and capabilities.</p> <p>Submissions were received on this issue throughout the public comment period for the EIS in which Wik and Wik-Way TOs, shire councils, local businesses and service providers strongly expressed their view that they wish to take advantage of potential business opportunities available through the SoE Project.</p>
Objective	Maximise opportunities for local and Indigenous business participation and business development with the SoE Project.
Performance Goals	<ul style="list-style-type: none"> • Development of a Local and Indigenous Sourcing Plan • Year-on-year increase in the proportion of goods and services sourced from local and Indigenous businesses for the RTA Weipa operation • LAP employment by contractors through SoE construction

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Further develop RTA's Local and Indigenous Sourcing Plan to incorporate relevant principles of the State's Local Industry Participation Plan (LIPP) template.	– Strategy developed and presented to WCCCC, Chamber of Commerce and relevant Government agencies	RTA, RPA, WCCC, WCCT, DEEDI, SoE Project	2012
Develop and implement processes to ensure local business opportunities are considered in Project sourcing strategies.	<ul style="list-style-type: none"> – Development of specific tender evaluation criteria to encourage local and indigenous benefit in contracts – Utilisation of communication processes to ensure understanding and awareness of Project procurement requirements, tender opportunities and processes 	RTA, RPA, WCCC, WCCT, DEEDI, SoE Project	2012
Identify and pursue opportunities that place members of the community into roles during the SoE construction phase that enhance skill development in areas currently lacking in local communities.	– Number of people returning to work in communities after SoE construction phase	RTA, RPA, Shire Councils, SoE Project	2012
Identify and pursue opportunities that place people into roles during the SoE construction phase that support employment pathways into the SoE operations post-construction.	– Number of people transitioning from SoE construction roles to Operations roles	RTA, RPA, SoE Project	2012/13/14
Implement RTA Local and Indigenous Sourcing Plan, complimented by RTA Indigenous Employment and Training Strategy.	– Strategy implemented	RTA	2012

Monitoring & Review		
Goal	Evidence	Frequency
Development of a Local & Indigenous Sourcing Strategy	– Strategy reviewed through Western Cape Chamber of Commerce, RPA and WCCCC (refer Appendix D)	Bi-Annually
Year-on-year increase in the proportion of goods and services sourced from local and Indigenous businesses for the RTA Weipa operation	– Strategy reviewed through Western Cape Chamber of Commerce, RPA and WCCCA	Annually
LAP employment by contractors through SoE Construction	– Strategy reviewed through Western Cape Chamber of Commerce, RPA and WCCCA	Bi-annually

7.2.7 Housing and Accommodation

Issue	RTA received submissions in relation housing and accommodation through the public comment period for the EIS. The issue was also raised by members of the public at community forums conducted in Weipa in the lead up to the EIS public comment period. RTA is committed to continuing to be a residential site and not FIFO – it is therefore in the interest of RTA to ensure sufficient quality housing at affordable prices to attract and retain employees.
Objective	Implement appropriate strategies and processes to ensure RTA is aware of and responsive to changing demands for land and accommodation.
Performance Goals	<ul style="list-style-type: none"> • Maintain housing and accommodation availability in Weipa • Maintain affordability of housing and accommodation in Weipa

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Continue engagement with Federal and State Government regarding external influences on availability of accommodation e.g. timing of Scherger decommissioning and hostel development.	<ul style="list-style-type: none"> – Engagements with Government on Scherger impacts and closure – Scherger decommissioned 	RTA, DIAC, DoC, WTA, FaHCSIA	Ongoing
Complete water infrastructure upgrade and commence development of Golf Links Estate Stage 2 consistent with development approval from WTA.	<ul style="list-style-type: none"> – Water upgrade complete – Golf Links II commenced 	RTA, WTA	2013
Implement FIFO arrangement for construction workforce.	<ul style="list-style-type: none"> – FIFO for construction workforce in place 	RTA, EPCM, SoE Project	For duration of construction phase
Undertake desk top analysis of medium and long term residential, industrial, commercial and community land requirements and assess the availability of land within Weipa Town boundary.	<ul style="list-style-type: none"> – Desktop analysis complete and presented to WTA 	RTA, WTA	End 2012
Verify desktop demographic analysis through continued engagement with relevant stakeholders, including Govt agencies, and develop a collaborative approach to future housing and accommodation development.	<ul style="list-style-type: none"> – Collaborative approach to future development 	RTA, DoC	2013
Develop a Housing, accommodation and Infrastructure Master Plan.	<ul style="list-style-type: none"> – Master Plan complete and presented to Stakeholders 	RTA, DoC, WTA	2014

Monitoring & Review		
Goal	Evidence	Frequency
Maintain housing and accommodation availability in Weipa	<ul style="list-style-type: none"> – Housing stock statistics 	Bi-annually
Maintain affordability of housing and accommodation in Weipa	<ul style="list-style-type: none"> – Housing affordability statistics 	Bi-annually

7.2.8 Community Health and Wellbeing

Issue	Law and order and alcohol and substance abuse were key issues raised during consultation meetings with a range of stakeholders. Identification and response to positive and negative health & wellbeing impacts of the SoE Project is a significant consideration for the Project.
Objective	To ensure identification, understanding and appropriate response if required, of any health and wellbeing impacts as a result of the SoE Project.
Performance Goals	<ul style="list-style-type: none"> • Ensure RTA awareness and responsiveness to potential impacts • Support provision of appropriate child care services

Plan			
Actions	Key Performance Indicators	Responsibility	Timeframe
Continue to implement existing policies and procedures and integrate these into recruitment and induction processes for SoE.	– RTA policies developed and implemented for SoE	RTA, SoE Project, contractors	Ongoing
Continue to identify and co-operatively support community-based health and wellbeing programmes that encourage greater education and awareness around health risks.	– Partnerships with community health programmes	RTA	Ongoing
Assess and monitor the potential impact of the SoE construction workforce on the demands on current regional health services provided by both RTA (Occupational Health Centre) and Queensland Health.	– KPI's developed with key health services	RTA, SoE Project, DCS	2012
Provide comprehensive range of occupational health and family support services for all employees and contractors	– Employee Assistance Programme (EAP) counselling support, doctor, physio, employee support services available to employees	RTA	Ongoing
Continue to support 18-24 year old men to participate in life-skills and leadership development programme through Rio Tinto and AFL Footy Means Business Programme	– Participants in programme annually	RTA	Ongoing
Undertake social baseline community assessments and monitor key social indicators	– Developed as part of Socio-Economic Baseline	RTA, DCS, Skills Qld	2012 (every 5 years)
Queensland Police Service and Queensland Government to increase coverage after hours (i.e. 24/7 police services for Weipa)	– Engagements with Government on this topic	Qld Gov	2013
Support local Shire Councils with the implementation of permit systems and communication of Alcohol Management Plan requirements for visitors to local communities.	<ul style="list-style-type: none"> – Permit progress reported through WCCCA – AMP information available to RTAW employees 	RTA, WCCCA	Ongoing
Expand current Cape Kids Childcare service from 28 places to 75 places	– Expanded centre operational	RTA, Federal Government	2012

Monitoring & Review		
Goal	Evidence	Frequency
Ensure RTA awareness and responsiveness to potential impacts	– SIA and RTA Communities Plan	5 years
Support provision of appropriate child care services	– Expanded Cape Kids Early Learning Centre operational	2012

8. GOVERNANCE FRAMEWORK

The development and ongoing implementation of the SoE SIMP will be managed by the RTA Weipa Community Relations department reporting through to the RTA Weipa General Manager Operations.

The governance structure includes both internal coordination of work against SIMP commitments and the ongoing engagement with key external stakeholders to monitor, review and guide the implementation of mitigation strategies for social impacts.

This section will outline the governance structure, including the establishment of an overarching SIMP Steering Committee (comprising the appointment of an independent chair and nominated representatives of key stakeholder groups), reporting on SIMP implementation through existing regional groups, and raising awareness of SIMP outcomes to the broader communities on the Western Cape.

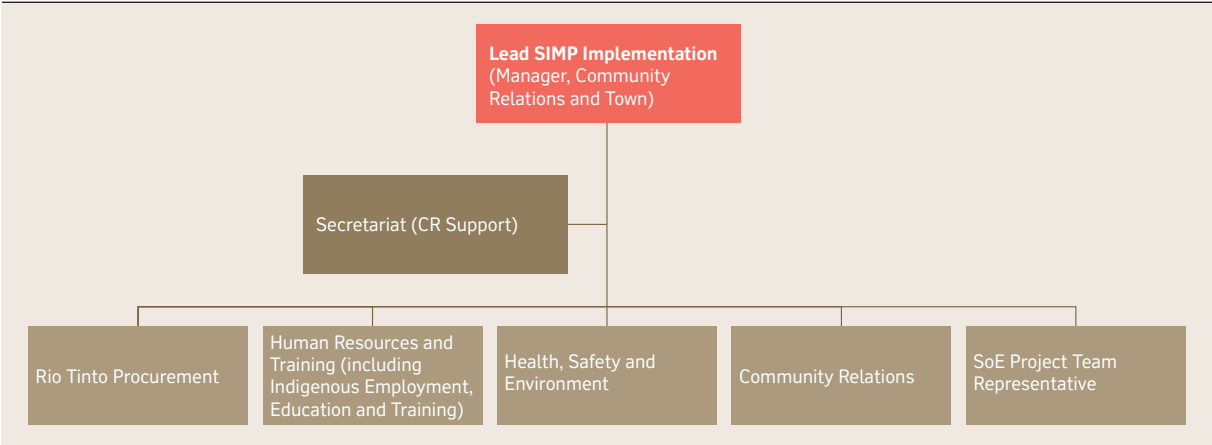
8.1 Governance – Internal

The RTA operation will be accountable for implementing the SIMP over the life of the SoE Project. This requires the support of a number of departments across the business and as such will be supported by the RTA Weipa SIMP Delivery Team, led by the Manager, Community Relations and Town.

The RTA SIMP Delivery Team will meet quarterly to review progress against each of the action plans and report to RTA's SoE Project Steering Committee during construction and the RTA Site Management Team during operational phases of the project.

The RTA SIMP Delivery Team will coordinate and monitor all aspects of SIMP implementation. The RTA SIMP Delivery Team will include key personnel from across the RTA Weipa, including those work areas holding accountability for SIMP and Action Plans. The coordination of SIMP Action Plans will be supported by the RTA Community Relations and Town and RTA Bauxite and Alumina Communications & External Affairs departments which includes specialists in social impact management, stakeholder engagement, partnership development, Indigenous relations and cultural heritage management.

Figure 8-1 RTA Weipa SIMP Delivery Team



8.2 Governance – External

A Governance Framework was developed to ensure a transparent and collaborative approach to monitoring SIMP implementation. Without duplicating existing stakeholder engagement mechanisms, RTA proposes to establish a SIMP Steering Committee with representatives of key local stakeholder groups.

Figure 8-2 SIMP Governance Framework

New Structure <ul style="list-style-type: none"> Independent chair SoE representative Weipa community representative One representative from each existing forum Government representative 	Monitoring SIMP Steering Committee	Purpose <ul style="list-style-type: none"> Monitor, review and guide SIMP implementation Frequency <ul style="list-style-type: none"> Meet twice per annum (March and September)
Existing Structure <ul style="list-style-type: none"> Defined membership Represent SIMP issues Represent stakeholder groups WCCCA representatives, WTA representative, Chamber, RPA, workforce, Community forums SIMP developed through engagement with these stakeholders 	Implementation Stakeholder Engagement	Purpose <ul style="list-style-type: none"> Updates on implementation and collaboration on Action Plans and mitigations where relevant Frequency <ul style="list-style-type: none"> Include SIMP update on agenda twice per annum (April and October)
Existing Structure <ul style="list-style-type: none"> Community forums including open invitations to community Targeted communication Updates, reports, presentations and newsletters 	Community Awareness Communication	Purpose <ul style="list-style-type: none"> Updates on implementation and seek input/feedback where relevant Frequency <ul style="list-style-type: none"> Include SIMP update on agenda twice per annum (May and November)

8.2.1 SoE SIMP Steering Committee

The SoE SIMP Steering Committee will provide a forum in which key stakeholders of the SoE Project can monitor, review and provide support and guidance on the implementation of the SoE SIMP.

The SoE SIMP Steering Committee will:

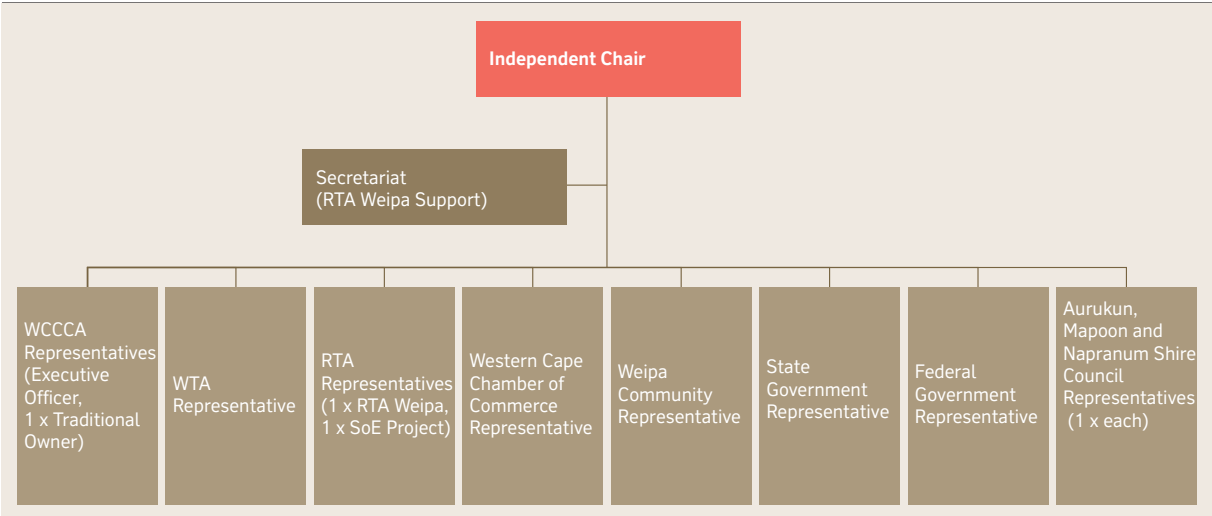
- perform the functions and roles clearly outlined in the Steering Committee Terms of Reference (to be developed);
- monitor and evaluate the progress of the SIMP Action Plans as they relate to the SoE Project;
- provide advice and support with the establishment of appropriate communication protocols between the SIMP Steering Committee and other stakeholder groups; and
- consider and provide recommendations to RTA about issues related to the implementation of the SIMP and Action Plans.
- review progress reports before signed off by the Independent Chair and submitted to the Office of the Coordinator-General.

Committee Membership

The SoE SIMP Steering Committee will be chaired by an independent person jointly appointed by RTA and the State Government. The SIMP Steering Committee will comprise the following membership:

- Independent Chair
- RTA Representatives (1 × RTA, 1 × SoE Project Team)
- Western Cape Chamber of Commerce Representative
- WCCCA Representatives (Executive Officer, 1 × Traditional Owner)
- WTA Representative
- Weipa Community Representative
- State Government Representative
- Federal Government Representative
- Aurukun, Mapoon, and Napranum Shire Council Representative (1 rep for each)

Figure 8-3 SoE SIMP Steering Committee Structure



Meetings

The SoE SIMP Steering Committee will meet at least twice per annum .

Formal Terms of Reference and meeting procedures will be finalised by the group when first established.

RTA will provide secretarial services, including preparation of agendas, meeting papers and dissemination of minutes.

The draft minutes will include a written record of each meeting, details of all advice and recommendations made and will be considered for adoption at the following meeting.

8.2.2 Stakeholder Engagement through Existing Forums

RTA has been undertaking its mining activities on the Western Cape for many years and over this time is party to a number of formal and informal mechanisms to engage with local stakeholder groups. The some of these groups operate under agreements and charters and their membership includes representatives from WCCCC, local councils, government departments who have been collaborating for many years to address issues in the region and matters relating to the SoE Project (refer **Appendix M**). This overlapping membership supports a holistic approach and greater understanding of the relevant issues and existing programmes. The existing groups are a key element of the Stakeholder Engagement Strategy (refer **Section 9**).

The roles and responsibilities of stakeholders within this structure as it relates to SIMP implementation and delivery on mitigations is outlined in **Table 8-1**.

Table 8-1 Roles and Responsibilities

Role	Responsibility
RTA	To keep stakeholder groups updated and collaborate with those who hold shared responsibility in the delivery of mitigations and Action Plans. Present to stakeholder group twice per year. Ensure Stakeholder Engagement (Section 8) includes all SIMP related engagement.
Stakeholder group	To provide local insight to issues and where appropriate collaborate on mitigations and Action Plan delivery. Include SIMP update on agenda. Steering Committee representative to attend meetings twice per year.

Where there are shared responsibilities refer to specific mitigation timeframes and Action Plans.

RTA will provide a SIMP implementation update to stakeholder group to occur at least twice per annum (April, October).

8.3 Community Awareness

A suite of communication and engagement tools were developed and used throughout all engagement phases to ensure all relevant stakeholders were aware of the SoE Project, and could have input into the consultation process e.g. community forums, displays, and newsletters.

RTA will provide a SIMP update at least twice per annum (May, November) to targeted stakeholder groups and the general community by utilising the communication mechanisms established for the SoE Project.

8.4 Monitoring

The RTA SIMP Delivery Team will develop a SIMP monitoring programme to ensure compliance with EIS conditions and fulfilment of commitments outlined in the SIMP. The programme will monitor the progress and effectiveness of mitigations and ensure stakeholder input is considered as part of the ongoing implementation process. The SIMP Steering Committee will provide guidance and support with the monitoring process and will ensure active involvement of key stakeholders, including TOs.

Specifically, RTA will monitor:

- progress towards completion of actions and satisfaction of performance measures in the SIMP Action Plans;
- the Community Feedback Procedure, including timely follow-up and resolution of community issues related to the project;
- changes in social performance (which reflect existing local circumstances and project impacts) such as housing availability, utilisation of regional services and community infrastructure, employment levels and local business content.

The SIMP Steering Committee, ongoing stakeholder engagement will play a key role in monitoring social impacts and the effectiveness of mitigation and management strategies (refer **Section 9**). This continued engagement will also allow RTA to regularly inform stakeholders on the status of SIMP implementation and continue to engage further as required.

The size and nature of the SoE Project means that elements of the project may change over time. RTA will continue to monitor and manage project change to ensure that appropriate mitigations and partnerships are developed to respond to changes in the project. Monitoring and management of project changes with potential implications for social values will include:

- progressively updating knowledge about social conditions in the project area and across the region;
- site specific assessment, as facilities and activities are designed and located;
- a stakeholder engagement process to discuss change management;
- reporting on changes to impacts and mitigation strategies to be employed; and
- recommended amendments to the SIMP if required.

8.5 Reporting and review

RTA has a number of internal auditing and reporting requirements such as Sustainable Development reporting and our commitments in our RAP. Annual progress reports on the SIMP implementation including any proposed SIMP amendments will be submitted to the Office of the Coordinator-General during the construction phase of the Project.

RTA will revise the SIMP after completion of the construction stage of the project and will advise if there are any strategies no longer meeting the desired outcomes, any improvements to improve effectiveness and /or reasons for suggested amendments.

RTA will work collaboratively with the Office of the Coordinator-General to identify a process to facilitate any amendments should they be required.

Reports will be submitted to DEEDI at regular periods throughout the life of the project. The table on the following page provides a summary of the proposed reporting schedule.

Phase	Report type	Frequency	Stakeholder
Construction	Progress report	Annually during the construction period	SIMP Steering Committee and Other External (DEEDI)
Construction	Progress report	At end of construction period (prior to commencement of operations)	SIMP Steering Committee and Other External (DEEDI)
Operation	Review and report	Three yearly*	SIMP Steering Committee and other External (DEEDI)
Operation	Review and report	Key milestones* (prior to 30Mdtpa & prior to 50 Mdtpa)	SIMP Steering Committee and other External (DEEDI)
Closure	Progress report	At closure	SIMP Steering Committee and other External (DEEDI)

* Aligns with our internal Rio Tinto Communities (SMA) process.

The content of the report will include:

- an overview of the effectiveness of implementation;
- an assessment of progress against indicators;
- explanation of action not undertaken; and
- recommendations for future performance.

External reviews will be carried out via the SIMP Steering Committee in line with the above schedule. RTA will work with the external Steering Committee and DEEDI regarding these reviews.

9. STAKEHOLDER ENGAGEMENT STRATEGY

RTA considers that good management of community relationships is as necessary to business success as the management of our operations. In recognition of this, a comprehensive and planned approach to stakeholder engagement will continue through the life of the SoE Project to ensure continuity of engagement with key stakeholders identified in **Section 6.1.1**.

9.1 Engagement Principles

Rio Tinto will continue to build enduring relationships with its neighbours that are characterised by mutual respect which it aims to foster through the following principles:

- **Respect for cultural differences** – Wherever we operate, we do our best to accommodate the different cultures, lifestyles, heritage and preferences of our neighbours and are committed to continually reviewing and improving our approach.
- **Open and honest dialogue** – Providing regular opportunities and a variety of mechanisms for engagement is critical to our understanding the issues that are important to our neighbours and our neighbours understanding what is important to us.
- **Active local and regional partnerships** – RTA is dedicated to active partnerships based on mutual commitment, trust and openness. In doing so, we support community based projects that can make a difference in a sustainable way, assist regional development, training and employment and small business opportunities.

- **Strong and transparent governance** – Our communities work is closely coordinated via our agreement structures and takes account of peoples' perceptions of the effects and consequences of our activities. Good performance requires all of us to accept responsibility for community relationships.
- **Long term commitment to sustainability** – We detail local arrangements in our planning and report to stakeholders regularly to ensure programmes remain relevant and deliver outcomes throughout the life cycles of the RTA's activities.

9.2 Key Engagement Mechanisms

The suite of communication and engagement tools were developed and utilised throughout the EIS engagement phases to ensure all relevant stakeholders were aware of the SoE Project, and could have input into the consultation process e.g. community forums, displays, and newsletters. RTA will continue to implement a comprehensive stakeholder engagement schedule that includes regular points of engagement and utilises a variety of mechanisms to ensure accessibility of information to a wide audience.

There are also some key external engagement mechanisms that support the implementation and monitoring of the SIMP. These are the Aurukun Office, the existing WCCCA processes, a local recreational fishing reference group and the SIMP Steering Committee.

Plate 9-1 Engagement on Country



9.2.1 RTA Community Office in Aurukun

RTA will work collaboratively with ASC to establish a permanent office in Aurukun to coordinate RTA activities and ensure an appropriate and accessible presence in Aurukun. The office will also facilitate improved communications and collaboration as well as timely updates on project developments, to progress the implementation of mitigations and to ensure it keeps abreast of emerging issues. The Office will provide the key interface that will support the CHEMP and Land and Sea Management Action Plans as well as local employment initiatives.

9.2.2 The WCCCC and SoE Sub-Committee

The WCCCC, and SoE S-C will continue to provide a key mechanism for consultation between RTA and Traditional Owners and implementation of the SIMP. At the conclusion of the EIS process the WCCCC will decide whether there is a need to continue the SoE-SC, in addition to the existing Sub-Committees that operate for current Weipa operations. Progress reports and forward looking plans on all activities associated with the Project, including heritage surveys and development of management plans, TO consultation and engagement activities, drilling programs and ongoing environmental work, will continue to be submitted for consideration at least quarterly to the SoE S-C until a decision is made. Formal recommendations are forwarded to the WCCCC for endorsement prior to implementation.

9.2.3 Local Recreational Fishing Reference Group

RTA proposes to support the establishment of a local recreational fishing reference group to provide a forum to develop and help implement the establishment of artificial reefs. The reference group would comprise representatives from charter operators and the Weipa Sportsfishing Club.

9.2.4 SIMP Steering Committee

To ensure an ongoing focus on SIMP implementation, a SIMP Steering Committee will be established in Weipa to monitor and guide progress of identified actions. Existing engagement forums will be utilised to support collaborative implementation and regular structured reporting. Further broader community engagement will also ensure RTA keeps abreast of emerging local issues, and is able to share and accumulate knowledge with members of the community not engaged in other formal mechanisms

9.3 Stakeholder Engagement Schedule

Category	Group	Mechanism	Focus area	Period	Frequency
SIMP	SIMP Steering Committee	Meetings and site visits where required	Monitor and guide SIMP Implementation	3 months post approval - throughout the life of the project	6 monthly
	RTA SIMP Delivery Team	Meetings	Manage SIMP implementation and monitoring	Upon approval - throughout the life of the project	Monthly
Government	State and Federal government-elected representatives. State and Federal government agencies and service providers including FaHCSIA, DoC, Skills Qld, Qld Health, DCS, DIAC, DEEDI, ATSI, JSA	Face-to-Face; Site visits; Project briefings; WCCCA meetings; RPA meetings	Collaboration on Action Plans SIMP; implementation (WCCCA & RPA)	2008- ongoing	Regularly and as representatives on other forums
	Cook, Napranum, Mapoon and Northern Peninsula Area Aboriginal Shire Councils Cook Shire Council Queensland Health – Cape York Health Services Queensland Police Department	Council Meetings; Face-to-Face; Briefings; WCCCA meetings; RPA meetings	Representative on SIMP Steering Committee Collaboration on Action Plans; Strategy implementation (WCCCA & RPA)	2009- ongoing	Monthly Council Meetings; and as required during key stages of the project
	Aurukun Aboriginal Shire Council	Council Meetings; Face-to-Face; WCCCA meetings	Representative on SIMP Steering Committee Collaboration on Action Plans; Strategy implementation (WCCCA & RPA)	2008-ongoing	Monthly
	Weipa Town Authority (WTA)	Council Meetings; Face-to-Face; WCCCA meetings	Representative on Steering Committee Collaboration on Action Plans	2009- ongoing	Monthly
	Regional Development Australia - FNQ	Weipa Representative	Updates on SIMP implementation	2012 - ongoing	Approx Quarterly

9.3 Stakeholder Engagement Schedule

Category	Group	Mechanism	Focus area	Period	Frequency
Non-government organisations and local community groups	Regional Partnership Agreement	Steering committee (RPA) and working group (RPA) Meetings	Collaboration on Action Plans	2009- ongoing	Monthly
	RTA - WCC Forum	BOLT meetings	Collaboration on Action Plans	2006 - ongoing	Quarterly
	Cape York Land Council (CYLC)	Meetings; Project briefings; WCCCA meetings (CYLC)	Collaboration on Action Plans	Late 2009- ongoing	Six monthly and/or as required during key stages of the project
	Community justice groups		Implementation (WCCCA)		
	Cultural heritage bodies				
	Cape York Development Association				
Traditional Owners and Aboriginal groups	Cape York Natural Resource Management				
	Regional Development Australia - FNQ				
	Wik & Wik-Way Traditional Owners whose traditional lands are directly impacted by the Project	Permanent presence via Aurukun office, Face-to-Face; Site visits; Community information sessions; Workshops; WCCCA meetings & working groups	Establishment of Aurukun office	Early 2012	Weekly during dry season; monthly during wet season (road closed)
			Collaboration on Action Plans	2012-ongoing	
			Implementation (WCCCA)	2008- ongoing	
	Other Traditional Owner groups across the Western Cape who are signatories to the Western Cape Communities Coexistence Agreement (WCCCA) and Ely Bauxite Mining Project Agreement (EBMPA).	Face-to-Face; Community information sessions; WCCCA meetings & working groups	Collaboration on Action Plans Implementation (WCCCA & EBMPA)	2008- ongoing	Quarterly
	WCCT and WCCCA SoE S-C EBMPC	Meetings; Project briefings; Site visits	Representative on Steering Committee Collaboration on Action Plans Implementation (WCCCA & EBMPA)	2009- ongoing	Quarterly

9.3 Stakeholder Engagement Schedule

Category	Group	Mechanism	Focus area	Period	Frequency
Industry, local business and service providers	Local businesses and service providers operating throughout the Western Cape region (Aurukun, Napranum, Weipa, Mapoon) including:	Community forums, meetings, Chamber of Commerce, RTA-WCC Forum, newsletters	Updates on SIMP implementation Implementation (RTA-WCC BOLT Strategy)	2009 - ongoing	As invited
	<ul style="list-style-type: none"> North Queensland Bulk Ports Corporation Limited (NQBP) Tourism operators Apunipima Cape York Health Services Australia ZOO WCC Aboriginal Australian Academy Koolkan Campus 				
	Weipa Chamber of Commerce				
	Cairns Chambers of Commerce				
	Mareeba Chambers of Commerce				
	Fishing groups Charter operators Weipa Sportsfishing Club				
	Other recreational fishers	Community forums, meetings, fact sheets	Updates on the project and SIMP implementation	2009 - ongoing	Bi-monthly
General public and residents of local communities	Aurukun, Napranum, Weipa, Mapoon, New Mapoon	Public Forums; Community information sessions; Face-to-face, Public display, newsletters	Updates on SIMP implementation Input on emerging issues	2008 - ongoing	Quarterly Community forums; Weekly visits to Aurukun & Napranum; Fortnightly visits to Mapoon; & Annual visits to New Mapoon

9.3 Stakeholder Engagement Schedule

Category	Group	Mechanism	Focus area	Period	Frequency
Regional landholders	Pastoral lease holders and managers, including: <ul style="list-style-type: none"> • Merluna Station • York Downs Station • Watson River Station • Batavia Downs Station • Bertiehaugh Station – Steve Irwin Wildlife Reserve • Bramwell Station • Bramwell Junction • Moreton Telegraph Station 	Project briefing and information sessions, newsletters.	Updates on SIMP implementation	2011	As invited or at key stages throughout the project
Employees and contractors	RTA and local contractor employees based on the Western Cape	State of the Nation; Community Forums	Updates on SIMP implementation	2009- ongoing	Six monthly Quarterly community forums

10. COMPLAINT AND DISPUTE RESOLUTION

RTA has a Community Feedback Procedure (refer **Appendix N**) which sets out the timelines, accountabilities and process for managing community complaints, disputes and grievances. This procedure is publicly available, locally appropriate and easily accessible to all community members. Under the policy “all stakeholders, employees, members of the community, representatives of state or local government agencies, suppliers, customers, media, and local industry” can provide feedback. Feedback includes positive feedback, negative feedback, community incidents and community interactions (see **Table 10-1** for definitions).

Table 10-1 Definition of Community Feedback

Category	Definition
Negative Feedback	Negative comment or complaint concerning RTA's operations and/or employees
Positive Feedback	Positive feedback regarding RTA's operations and/or employees
Community Incident	Negative feedback, which requires actions to be carried out before the issue is resolved
Community Interaction	Feedback from the community which does not require actions to be carried out.

Feedback can relate to our current or planned operations, infrastructure provided by RTA, the conduct of suppliers or contractors when they are carrying out work for RTA, community engagement mechanisms or any other matter. The Community Feedback Procedure includes processes for:

- Engaging with the feedback provider;
- Recording the feedback;
- Assessing the feedback;
- Responding to feedback; and where appropriate
- Escalating the feedback.

The procedure outlines the expected response times for emergencies, injuries or incidents (immediate), preparation of communication with 24 hours, investigation and report to the Incident Review Team within a week and investigation outcomes implemented within 6 months.

This procedure ensures that all legitimate feedback is tracked, ensures coordination with all departments appropriate to the nature of the complaint and aligns with the RTA site Health, Safety and Environment Management System and Rio Tinto Community Standard.

This process aligns with the Governance Framework for the management of the SIMP. All feedback received regarding the SIMP will be managed through the Community Feedback Procedure and will be referred to the SIMP Delivery Team. Any feedback that is required to be escalated (as per the procedure) will be escalated to the SIMP Steering Committee.

RTA is committed to ensuring that all feedback including complaints, disputes and grievances is dealt with in a fair and objective manner. Feedback can be received by any employee of RTA. Stakeholders interested in providing feedback can do so by:

- Speaking with any RTA employee;
- Visiting the Community Relations Building in Weipa;
- Emailing RTAWeipafeedback@riotinto.com; or
- Calling our free call community hotline 1800 707 633

In addition to our feedback procedure, RTA provides a range of contact avenues that will allow all stakeholders to have direct access to project personnel. The avenues currently available to find out more about the project are:

- Calling our free call hotline 1800 308 938
- Emailing external.affairs@riotinto.com
- Visiting www.riotintoalcan.com

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