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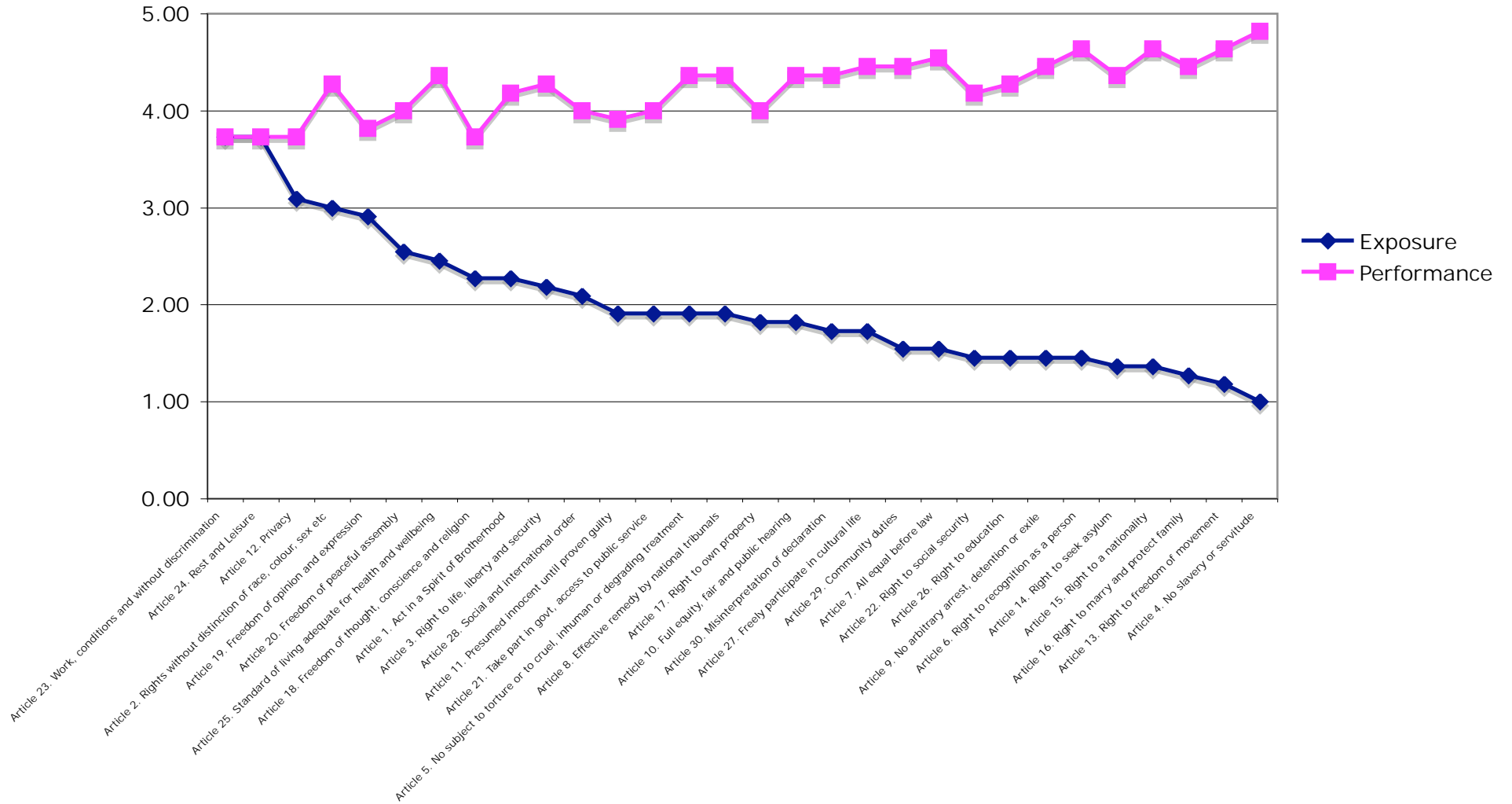
APPENDIX I: Human Rights Workshop Results

This SIA review included an awareness raising workshop with KCGM's management team to investigate Human Rights in the context of the Super Pit operations. The session was based on the Articles of the United Nation's Declaration of Human Rights and the Articles of the Convention (No. 169) concerning Indigenous and Tribal Peoples in Independent Countries.

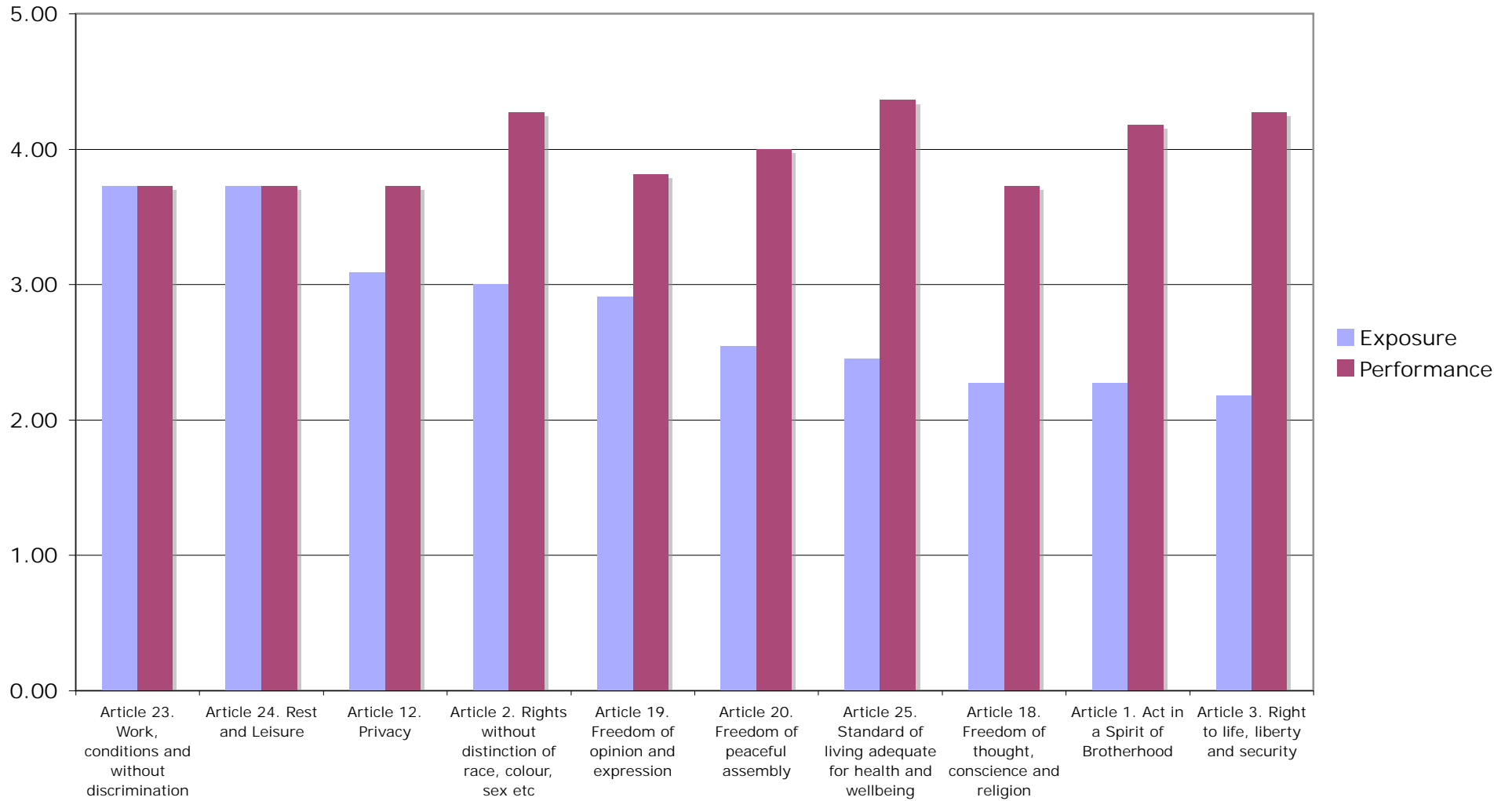
The results from the workshop are presented over detailing the top 10 areas of potential exposure and considerations for future planning around minimising these exposures.



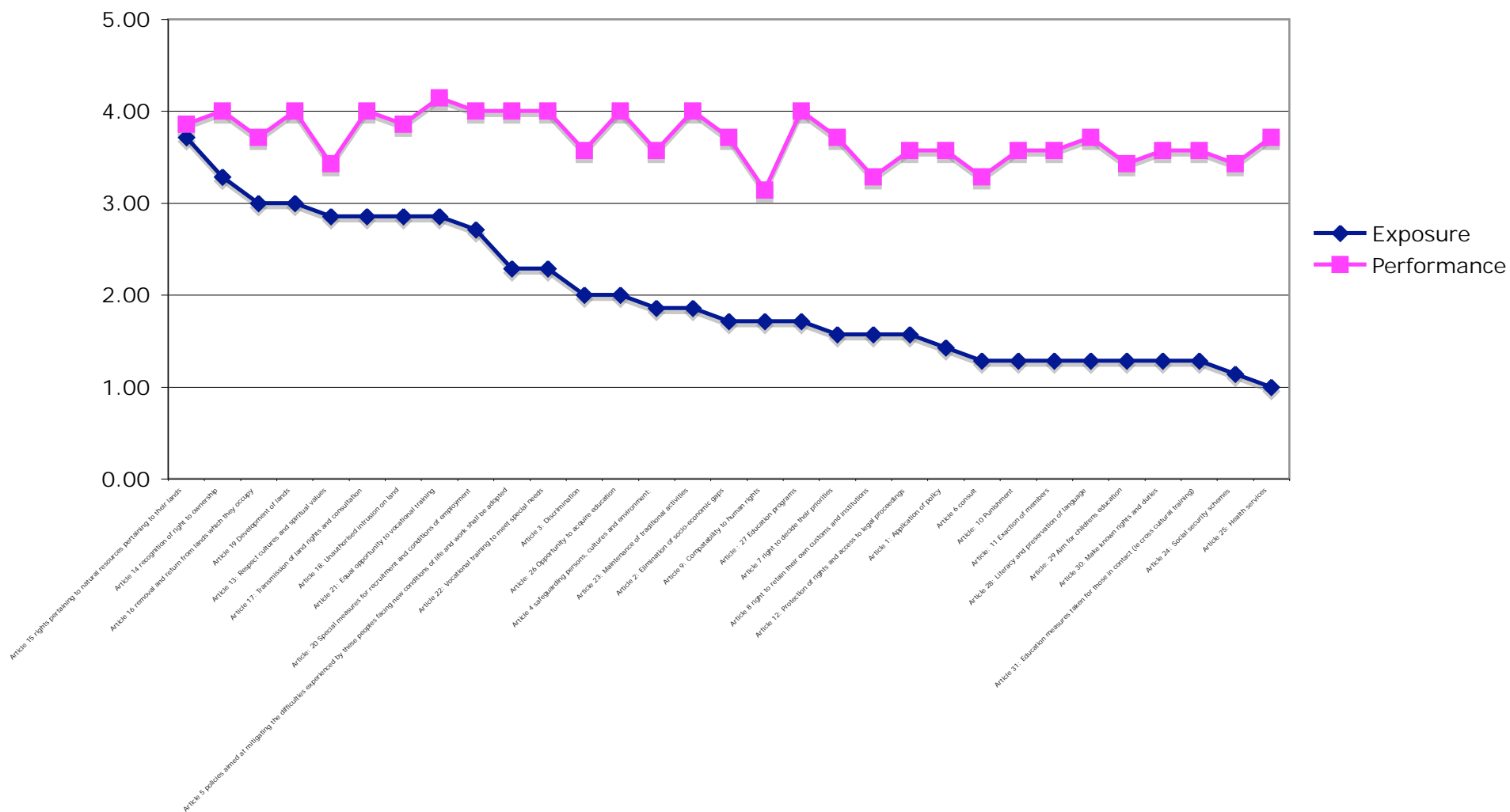
KCGM Perceived Human Rights Exposure and Performance



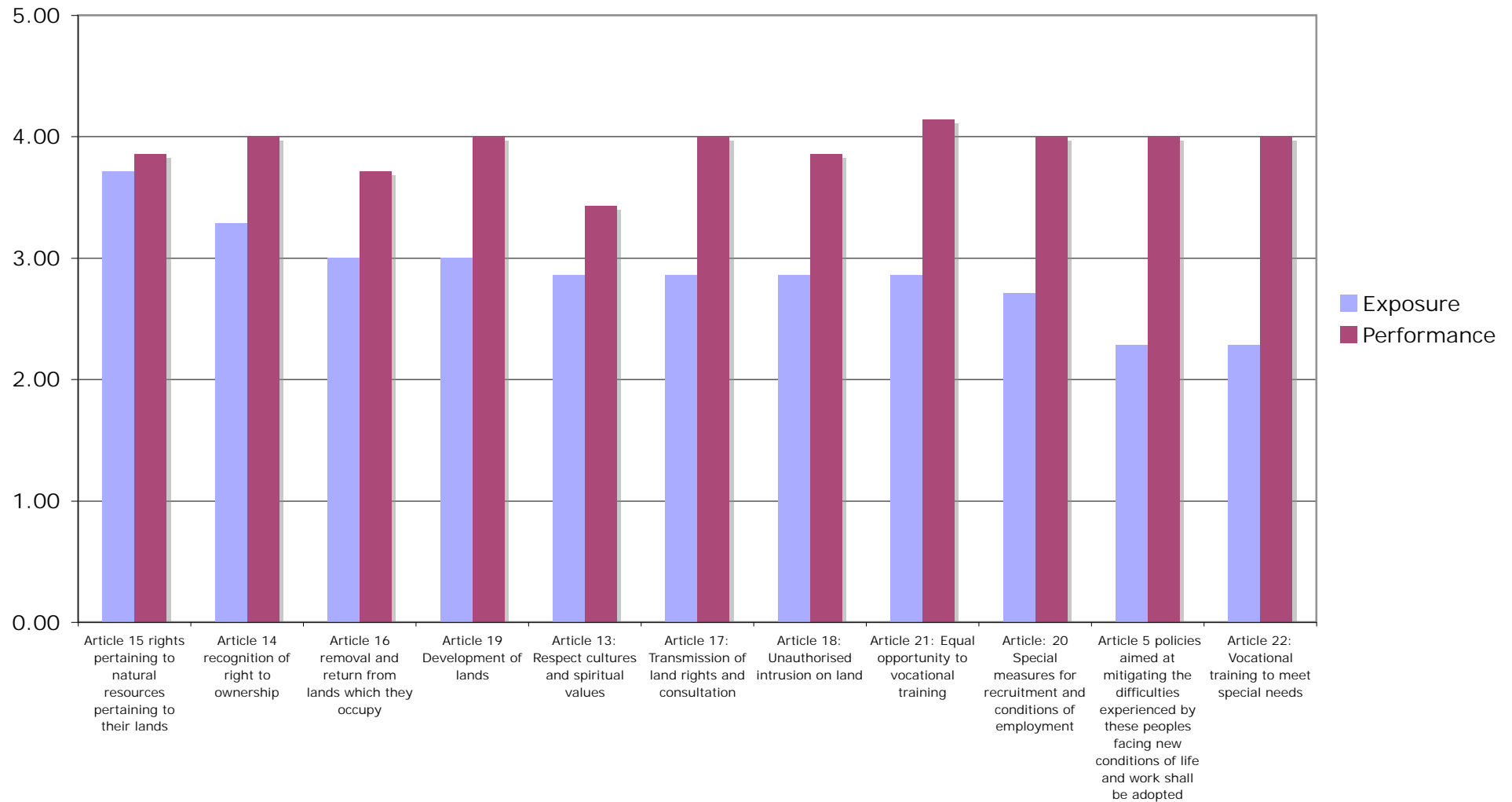
Top 10 Human Rights Ranked by Perceived Exposure



Articles of the Convention (no 169) relating to Indigenous and Tribal Peoples



Top 12 Exposure for Indigenous Peoples Articles



Column1	ARTICLE	DESCRIPTION	Newmont Category	Stakeholder Group	Exposure	Performance	KCGM Context	Strategies in Place	Considerations
23	Article 23. Work, conditions and without discrimination	(1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. (2) Everyone, without any discrimination, has the right to equal pay for equal work. (3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. (4) Everyone has the right to form and to join trade unions for the protection of his interests.	Economic	Employees/ Contractors + Suppliers	3.73	3.73	Equal pay for equal work? International drivers? Transparent tender process? Just and favourable working conditions? Protection against unemployment for suppliers? Right to join union?	Mines Act Compliance, Hay System, Performance Reviews systems; bonus system, competency based promotion and training system; buy local policies in place	Check on pay cycles and certainty around renewal of contracts for suppliers
24	Article 24. Rest and Leisure	Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.	Social	Employees/ Contractors	3.73	3.73	Roster systems and impacts on rest and leisure?	Roster system allows for leave	Issues with rosters, hours of work currently under state government review
12	Article 12. Privacy	No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.	Social	Employees/ Contractors + Suppliers	3.09	3.73	Privacy of staff and community records? Site access forms? Arbitrary interference? Blasting and impacts on homes/property	Workplace harassment policy and disciplinary procedures	Privacy Act Review particularly for stakeholder databases and come to site forms

2	Article 2. Rights without distinction of race, colour, sex etc	Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.	Civil	Employees/ Contractors + Suppliers	3.00	4.27	Discrimination on site? Policies and procedures for discrimination?	Anti discrimination policy/EO contacts now in place/Indigenous employment targets/cross cultural training	Are policies and consequences understood across the site?
19	Article 19. Freedom of opinion and expression	Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.	Civil	Employees/ Contractors	2.91	3.82	Open culture? Media policy?	Regular communication meetings/Complaints and suggestion boxes	
20	Article 20. Freedom of peaceful assembly	(1) Everyone has the right to freedom of peaceful assembly and association.(2) No one may be compelled to belong to an association.	Civil	Employees/ Contractors	2.55	4.00	Freedom of association? Being compelled to join any associations?	Employment contracts do not place restrictions on freedom of association	
25	Article 25. Standard of living adequate for health and wellbeing	(1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control. (2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.	Economic (1) Social (2)	Employees/ Contractors	2.45	4.36	Maternity leave and procedures? Impacts of 12 hour shifts on families?	Health promotional practices	

18	Article 18. Freedom of thought, conscience and religion	Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.	Cultural	Employees/ Contractors	2.27	3.73	Place for religious prayer on site?		Investigate whether a non denominational place for prayer maybe appropriate on site
1	Article 1. Act in a Spirit of Brotherhood	All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.	Civil	Employees/ Contractors	2.27	4.18	Values? Respect at work? Bullying? Harassment in workplace?	KCGM values	Have they been rolled out effectively?
3	Article 3. Right to life, liberty and security	Everyone has the right to life, liberty and security of person.	Civil	Employees/ Contractors	2.18	4.27	Duty of care? Safety procedures?	Police clearances in place for employees, health and safety policies, tools and procedures. Safer WA and other legal compliance	
28	Article 28. Social and international order	Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.	Political	All	2.09	4.00			

11	Article 11. Presumed innocent until proven guilty	(1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence. (2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.	Civil	All	1.91	3.91			
21	Article 21. Take part in govt, access to public service	(1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.(2) Everyone has the right of equal access to public service in his country.(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections, which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.	Political	Government	1.91	4.00	(2) lobbying for community to receive government services?		
5	Article 5. No subject to torture or to cruel, inhuman or degrading treatment	No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.	civil	Employees/ Contractors	1.91	4.36	Bullying procedures and policies? Counseling? Degraded treatment of apprentices?	Workplace harassment policy and disciplinary procedures	
8	Article 8. Effective remedy by national tribunals	Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.	Civil	All	1.91	4.36			

17	Article 17. Right to own property	(1) Everyone has the right to own property alone as well as in association with others.(2) No one shall be arbitrarily deprived of his property.	Economic	Employees/ Contractors	1.82	4.00	Does intellectual property come under here?		Check intellectual property clauses against this article
10	Article 10. Full equity, fair and public hearing	Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.	Civil	Employees/ Contractors	1.82	4.36	Fair & public hearing?		
30	Article 30. Misinterpretation of declaration	Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.	Political	All	1.73	4.36			
27	Article 27. Freely participate in cultural life	(1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits. (2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.	Cultural	Employees/ Contractors	1.73	4.45	Free participation if restricted to leave site?	Community volunteering and participation encouraged.	Check on issues relating to departure from site restrictions and indigenous cultural leave

29	Article 29. Community duties	(1) Everyone has duties to the community in which alone the free and full development of his personality is possible. (2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society. (3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.	Social	General Community	1.55	4.45	Community development programs and volunteering?		Investigate opportunities to increase government visits and services to remote locations and communities
7	Article 7. All equal before law	All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.	Civil	Employees/ Contractors + Suppliers	1.55	4.55	Accommodation discrimination towards contractors? Fair treatment policy?	Disciplinary procedures, workplace harassment procedures	
22	Article 22. Right to social security	Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.	Social	Employees/ Contractors	1.45	4.18			
26	Article 26. Right to education	(1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit. (2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities	Social	General Community	1.45	4.27		Training and development programs	

9	Article 9. No arbitrary arrest, detention or exile	No one shall be subjected to arbitrary arrest, detention or exile.	Civil	All	1.45	4.45			
6	Article 6. Right to recognition as a person	Everyone has the right to recognition everywhere as a person before the law.	Civil		1.45	4.64			
14	Article 14. Right to seek asylum	(1) Everyone has the right to seek and to enjoy in other countries asylum from persecution. (2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.	Civil	All	1.36	4.36	GSDU - gold stealing and immediate deportation		Further consider implications of GSDU on HR rights
15	Article 15. Right to a nationality	(1) Everyone has the right to a nationality. (2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.	Civil	All	1.36	4.64			

16	Article 16. Right to marry and protect family	(1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.(2) Marriage shall be entered into only with the free and full consent of the intending spouses.(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State	Social	Employees/ Contractors	1.27	4.45			
13	Article 13. Right to freedom of movement	(1) Everyone has the right to freedom of movement and residence within the borders of each state. (2) Everyone has the right to leave any country, including his own, and to return to his country.	Social	Employees/ Contractors	1.18	4.64	Freedom of residence?		
4	Article 4. No slavery or servitude	No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.	Civil	Employees/ Contractors + Indigenous	1.00	4.82			

Articles of the Convention (no 169) Indigenous Peoples							
	Article 15 rights pertaining to natural resources pertaining to their lands		3.71	3.86	Indigenous discrimination? Preservation of heritage sites? Native title recognition? Indigenous employment strategies? Overcoming barriers to employment?	Indigenous People's Policy; indigenous employment programs; Cross Cultural Awareness Courses.	Check on cultural sites or places of significance and Indigenous access; Improve indigenous employment; check on induction compliance for heritage; Check EO contracts have attended CCA training; Check on progress of new agreement with Widji people
	Article 14 recognition of right to ownership		3.29	4.00			
	Article 16 removal and return from lands which they occupy		3.00	3.71			
	Article 19 Development of lands		3.00	4.00			
	Article 13: Respect cultures and spiritual values		2.86	3.43			
	Article 17: Transmission of land rights and consultation		2.86	4.00			
	Article 18: Unauthorised intrusion on land		2.86	3.86			
	Article 21: Equal opportunity to vocational training		2.86	4.14			
	Article: 20 Special measures for recruitment and conditions of employment		2.71	4.00			
	Article 5 policies aimed at mitigating the difficulties experienced by these peoples		2.29	4.00			
	Article 22: Vocational training to meet special needs		2.29	4.00			
	Article 3: Discrimination		2.00	3.57			
	Article: 26 Opportunity to acquire education		2.00	4.00			
	Article 4 safeguarding persons, cultures and environment;		1.86	3.57			
	Article 23: Maintenance of traditional activities		1.86	4.00			
	Article 2: Elimination of socio-economic gaps		1.71	3.71			
	Article 9: Compatability to human rights		1.71	3.14			
	Article : 27 Education programs		1.71	4.00			
	Article 7 right to decide their priorities		1.57	3.71			
	Article 8 right to retain their own customs and institutions		1.57	3.29			
	Article 12: Protection of rights and access to legal proceedings		1.57	3.57			
	Article 1: Application of policy		1.43	3.57			
	Article 6 consult		1.29	3.29			
	Article: 10 Punishment		1.29	3.57			
	Article: 11 Exaction of members		1.29	3.57			
	Article 28: Literacy and preservation of language		1.29	3.71			
	Article: 29 Aim for childrens education		1.29	3.43			
	Article 30: Make known rights and duties		1.29	3.57			
	Article 31: Education measures taken for those in contact (ie cross cultural training)		1.29	3.57			
	Article 24: Social security schemes		1.14	3.43			
	Article 25: Health services		1.00	3.71			






Note 1:	Note 2:
1=no exposure at	1=excellent performance
2=could be exposed in extremely rare	2=good performance
3=could be exposed in some circumstance	3=moderate performance
4=would be exposed in most circumstance	4=poor performance
5=definitely exposed in all	5=extremely poor performance




APPENDIX 2: Closure Case Studies






A total of five (5) Closure Case Studies were completed as part of this review. They are illustrated according to the themes arising from the investigation over. These themes have been used to present the Closure Recommendations in the body of this report.



CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
					
Description of Pre Closure Mining Activity	<p>Martha Mine operated by NWG Operations, wholly owned by Newmont, located in township of Waihi some 150km from Auckland NZ. Open pit mine and associated conveyor, processing plant and waste disposal areas. Mine is located adjacent to residential community.</p>	<p>The Erzberg open cast iron mine was the largest in central Europe and formed part of the historic “Styrian Iron Road”. The mining activity footprint is 7.5m2 in area, with the “Styrian mountain standing 24m high and 860m wide with 23 layers. Ore was taken by an extensive narrow gauge railway (Ezberbahn) to nearby processing facilities</p>	<p>The Mupane prospect was discovered in 1998 and commenced operating in 2004 as an open cut gold mine. Operations consist of a processing plant and associated tailings facilities</p>	<p>The Crachet Picquery sits on the outskirts of Mons in The Hainaut Province of Belgium. Operations included a large underground coalmine, associated buildings, conveyors and foundry. Most of the infrastructure was upgraded and built in the 1950s following the second world war. Its footprint is 150m long by 7 high.</p>	<p>The “Coal Cluster” of the province region’s large scale coal mining activity dates back to the late 1800s and includes significant underground galleries and associated mining infrastructure</p>
Mine Life	<p>Operated from 1870s to 1952 (35 year break) then 1987 to 2006</p>	<p>Over 1,500 years of operation closing in December 2002. Peak production was between 1960 and 1987.</p>	<p>End of mine life is estimated within 7 years.</p>	<p>Operational from 18th, 19th and into the early 20th century though to closure in 1960.</p>	<p>Mining in the region commenced in the late 1800s, between 1981 and 1983 the mines had declined from 44 to 21, by 2001 down to 5 and in 2003 the last mine began its closure activities. A total of 30,000 jobs have been lost in the region since 1981.</p>





CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
Community History and Heritage	 <p>Town has a population of 4,524 and a Maori population of approximately 900. Area's history entrenched in gold mining activity. Also near significant environmental assets – Karangahake Gorge, rivers, waterways and beaches.</p>	 <p>Eisenerz was settled from the 13th C nested in a high mountain region with water harnessed to drive water wheels and the early charcoal furnaces. The community was built on industrial heritage and beautiful alpine scenery. The region boomed in 15th and 16th centuries which created significant mansions and arcaded courtyard's belonging to the foundry prioritors, Noted buildings include the Schichtturm (Shift Tower), a museum, the suburb of Kruupertal purpose built for miners and the 860hp WABC Halupak dump truck "Hauly" specially adapted with seats on top to take visitors up onto the Erzberg mine mountain. There are a number of exhibitions on the way up.</p>	 <p>Mupane is located in the North East District of Botswana with the nearest major centre being 30km away. A number of villages occur closer to the project area. The region is primarily freehold farms and tribal lands with some adjacent game ranches. The land is flat with low hills, limited ground water and no permanent surface water. Local vegetation includes woodlands and shrub savanna and wildlife includes steenbok, impala, duiker, kudu, jackal, hyena and leopard.</p> <p>Gold mining existed in area since about 1200 AD</p>	 <p>The region is synonymous with coal mining activity. There is evidence of coal mining activity by hand as early as the 12th C but it flourished during the 18th and 19th Centuries and saw a steep decline during the 1960s with the majority of mines in the region closing. Other significant local collieries include Hornu (now a cultural centre), Bous-Bois and Frameries. Mons is now a University town and is known for its architectural homogeneity and a place of Catholic Pilgrimage (home of St Waltrude). In 1989 the site of the Crachet Picquery was given listed status due to 1950s industrial architecture. In 1997 it was chosen as the location of Belgium's premier scientific and technical culture site.</p>	 <p>This region of the Zulu Kingdom, a province of South Africa has had a history based on various colonial owners, battlefields, its mining activity and small-scale agricultural activities. Durban is the largest regional centre and acts as a busy port to the region. Other centres have developed tourism based on the great outdoors and the adjacent mountainous region known as the "Barrier of Spears" which is listed as a world heritage site. Significant local events in the coastal regions include sardine run, whale migration, dolphins and surfing at regional beaches (10 with world class status). Over 4/5ths of the regions population is of black African decent, mostly Zulus.</p>


CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
<p>Post Closure Risks</p>	<p>A sustainable future for Waihi beyond mining Community reliance on mine for employment and economic input Water quality Visual amenity Subsidence (been two past incidents) Rehabilitation</p>	<p>With over 200 years of significant mining activity, risks included: Dumps of overburden in mountainous region Tailings heaps and ponds Dam breaks Flood disasters Waste trip slide Re-employment or support for employees Community reliance on mining activity</p>	<p>Access to site and safety Stability of landforms and surfaces Soil quality Chemical mobility Visual amenity Loss of local jobs Management of pre existing ancient workings over 1000 years old</p>	<p>Little was done initially at mine closure and much of the infrastructure had been left to ruin. The mine entrance was sealed and some monitoring done locally for underground subsidence events.</p>	<p>The number of closures in the area have highlighted a number of significant closure challenges inc. Reskilling miners and helping ex employees and communities set up cooperative and other enterprises Infrastructure including vandalism, theft and illegal occupation of houses/units Illegal mining Water management Land use Environmental rehabilitation</p>
<p>Infrastructure Considerations/ Re-use</p>	<p>Early mine infrastructure included a historic pump house and battery which have been relocated or renovated to allow for tourism activity and preservation. Pit Rim Walkway also a community investment for the future</p>	<p>In 1990, Ezberg Railway Society took over 18.5km of Erzberg railway to run a tourist railway. Other infrastructure uses inc exhibition spaces & local miners housing is a tourist attraction</p>	<p>Removal of majority of project infrastructure Retention of water pipes and pumps” Return site to landholders</p>	<p>In 1994 the European Commission approved the Parc d’Adventures Scientifiques (a collaboration between IDEA and the Wallonia Regional Government). This agreement included technical studies prior to</p>	<p>Mine workforces (up to 2000 – 4000 total employees) were accommodated in company infrastructure including hostels, family units, commercial centres, schools and recreational clubs. In</p>






CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
				 <p data-bbox="1447 547 1783 1497"> construction work to return the site to its former glory. Architect Jean Nouvel won an international competition to be appointed as the project's architect. Restoration of the buildings included the Pass'erelle, the Belvedere, the Pit Head Frame and the Salle des machines (original lifting gear). Stage two by Architect Laurent Niget has included the Silo, La Charniere, The Garage and the Tremies. There are now 10 exhibition spaces in all, as well as a 28-hectare science park including the slagheap and a children's playground. PASS is now renowned for its innovative & contemporary architectural spaces, and its interactive science exhibitions (particularly for young children). </p>	 <p data-bbox="1805 547 2128 1497"> addition there is traditional mine infrastructure including workshops, offices, processing plants etc. Infrastructure has tended to be demolished or sold with some donated for community services. Accommodation complexes often left to responsibility of local Municipality with individual homes sold at reduced prices to their ex employees bringing its own sets of challenges into the future. Where ground water was accessed and local miners invested in water treatment plants to process water these have often been maintained for supply of water to nearby industries </p>

CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
					
Employee Programs	<p>Some employees will be re-employed at proposed underground mine Favona others will receive redundancy packages</p>	<p>35.4 ÖS Million of 140.3 ÖMillion of social support for workers was provided by European Coal and Steel Closure Committee Aid (see below) the remainder from the operating company</p> <p>@mi-after mining – 3 year EC project started in 1996 to look at local labour following mine closure in Arjplog Sweden, Eisenerz Austria and Pyhajarvi Finland set out measures to reduce these impacts.</p>	<p>Developed a training program accredited by Botswana Government Training Authority so training on site meets the country requirements for transferring to other employment and workers will be able to reference training gained at MGM. Communication re status of project activities and closure to ensure expectations are realistic.</p>	<p>The Hainut region is known for the challenges faced in re-employment and lack of economic vitalisation following the closure of the local coalmines. The region remains Belgium's highest for unemployment.</p>	<p>Transfers have become increasingly difficult as skill requirements increase and available opportunities in the region decrease dramatically. Higher professionals and skilled workers tend to be transferred with lower job categories remaining unemployed.</p>
Pit and Rehabilitation	<p>Pit will refill with water within 20 years if allowed to fill naturally (although with inflow from Ohinemuri River this could be reduced to 5 years). Size of mound makes pit invisible to town and pit walls rehabilitated effectively due to high rainfall in the region.</p>	<p>A decision was taken after 8 years of negotiations & study to fill the Gerichtsgraben Valley to avoid erosion and slides, protect settlements in front of heap, provide hill side stability, protection from high water flow rates (480MT refilled)</p>	<p>Progressive rehabilitation of pit areas</p> <p>Undertaking consultation with Botswana's National Museum on how best to protect archaeological sites in the project area following site closure.</p>	<p>Underground mines have been closed and capped, all infrastructure maintained and restored and slag heaps form part of a 28 hectare science park.</p>	<p>Mine areas have generally been backfilled or revegetated. Monitoring continues for subsidence and underground combustion events.</p>

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Mine safety and security	Pit wall stability will require engineering solution and access to site will be reduced once pit is refilled	Safety and security measures were put in place. Now site is accessed and used by tourism providers and other providers such as the BMX Rodeo.	Yet to be determined	N/A	Entrances are sealed and security guards in place in an effort to reduce illegal mining
Monitoring	Community expectations for ongoing monitoring centre on subsidence, tailing dam and pit wall stability and water quality though responsibility and timing is yet to be determined	Requirement of European Commission Guidelines	Yet to be determined	Ongoing	Monitoring for underground combustion, subsidence and ground water
Legal Requirements	Hauraki District Council and Environment Waikato are NWG's regulators. Closure issues not currently regulated and advocating a "partnership" approach.	European Commission European Coal and Steel Closure Committee sets guidelines for closure and safe and environmentally friendly withdrawal as well as Austrian Environmental Impact Laws	Botswana Mines and Minerals Act (revised 1999) requires that mining companies develop proposals for closure & rehabilitation of mine sites & facilities for approval by the Department of Mines. There are limited guidelines or standards set on what this should include other than safety and restoration as close as possible to natural state.	Closed prior to closure criteria being a major consideration	MPRDA (South Africa 2002) which sets out criteria for closure but many of these mines closed between 1950 and 1990 so tend to be quite haphazard and trial and error driven.

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Funding for Post Closure Activity	<p>NWG have funded facilitation of vision process described below, Vision Waihi Trust CEO position, Cornish Pump House Project, Pou Pou to mark the site of Pukewa (Martha Hill), Pit Rim Walkway and support some new initiatives</p>	<p>Differences in revenue were covered by state to allow for closure activities. 30% of total cost (136 ÖS Million of 454.5 ÖMillion) was made available by the Austrian State through the European Commission Coal and Steel Closure Committee based on the significant contribution of this industry to the European economy. The remainder provided for by the operating company.</p>	<p>Not sourced as yet</p>	<p>Funded by the European Community, local and regional authorities, the budget allocated was 652million Belgian Francs in ERDF credits and 194 million Belgian Francs in ESF credits</p>	<p>By closing mining operations</p>
Community Involvement	<p>Waihi's Community Consultative Committee evolved into the Waihi Community Vision in 2003 and produced a 2020 vision for the community which included prioritised projects and established the Vision Waihi Trust to foster partnerships and provide skills to support implementation of projects</p>	<p>Verein Steirische EisnstrabBe Association (revitalisation of cultural heritage connected to history of mining and gives introduction to life in former times. Tourist activities include visits to Old Smithy and mine. The Verein Ezberbhan</p>	<p>Preliminary list of stakeholders' prepared and initial discussions occurred during preparation of project's initial EIS. Further discussions planned.</p>	<p>Decision making involved local and regional governments, the European Union and the scientific community.</p>	<p>Community forums, trusts and committees. Consultants employed by companies have often employed technical sub contractors (offering training in micro enterprises such as agriculture, meat processing, carpentry, brick laying, welding etc)</p>

CLOSURE CASE STUDY ASSESSMENT CRITERIA	Waihi Gold Mine New Zealand	Eisenerz Iron Ore Mine Austria	Mupane Gold Mine Botswana	Crachet Colliery Belgium	KwaZulu Natal Coal Cluster South Africa
	 <p>including project management, feasibility and funding. Cluster groups on the WCV working in association with the trust include social development group, creative Waihi, sport n action Waihi and the heritage group. NWG aim to inject funding and skills to maintain structure, direction and momentum so community will take on its own future</p>	 <p>(Erzberg Railway Society).</p>			 <p>and consultants with marketing and business development backgrounds to assist communities to regenerate their local economies following mine closure. Donations from sale of infrastructure or trusts have helped fund some of these initial activities.</p>
New economic focuses for region	Heritage and tourism based on mining and environmental assets	An investigative study showed the township of Eisenerz had: the natural landscape for winter and summer tourism given its proximity to the Alps, a rare type of mineral water suitable for medicinal water and/or mineral water; old mine galleries tested for air temperature, humidity and radon content found to be suitable for medicinal galleries; Educational or industrial	Assumed to resume previous activities around subsistence farming, tourism and game ranches.		Land has often been sold to commercial farmers or donated to communities carrying out farming activities. Some areas have been converted into successful timber plantations. Tourism – marketing the former Zulu English battlefields have also been initiated.

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Source	Q & A 2006 Social Impact Assessment for Waihi Gold Mine.	<p>Klemens Grosel & Reinhard Belocky, (2001) MINEO Alpine Environmental Test Site Siderite Mine Steirischer Erzberg Styria Austria, Geologische Bundesanstalt Wien Austria</p> <p>Newman H 1998 Mineral Industry of Austria</p> <p>EU (1995) Commission Decision of 29 November 1995 on aid to be granted by Austria to Voest-Alpine Erzberg Gesellschaft mbH (L 094, 16/4/1996 P. 0017-0022)</p> <p>Austria Uncovered Styrian Iron Road Eisenerz (accessed via web 2/7/07)</p>	<p>Finucane S, Gallinger R (2006) Elephants and Ancients – A Case Study in Sustainable Closure Planning at the Mupane Gold Mine, Botswana, Mine Closure Conference 2006 Australian Centre for Geomechanics Perth WA (ISBN 0-9756756-6-4)</p>	<p>Fifth European Coal Conference (2002) Mining History and Post Mining Development of the Crachet Colliery</p> <p>Parc D'adventures Scientifiques PASS (www.pass.be), accessed 2/7/07</p> <p>The Pass Architectural Press Pack (www.pass.be) accessed 2/7/07</p> <p>Site visit 3/1/07</p>	<p>Tourism KwaZulu-Natal Wikipedia (2006) Zulu Kingdom. Accessed 2/7/07</p> <p>Molefe n, Molap, MP, Chunderdoojh, BP (2006) Socio-Economically Sustainable Communities Post Mine Closure – A Case Study of the South African Coal Mining Industry, Mine Closure Conference 2006 Australian Centre for Geomechanics Perth (ISBN 0-9756756-6-4)</p>

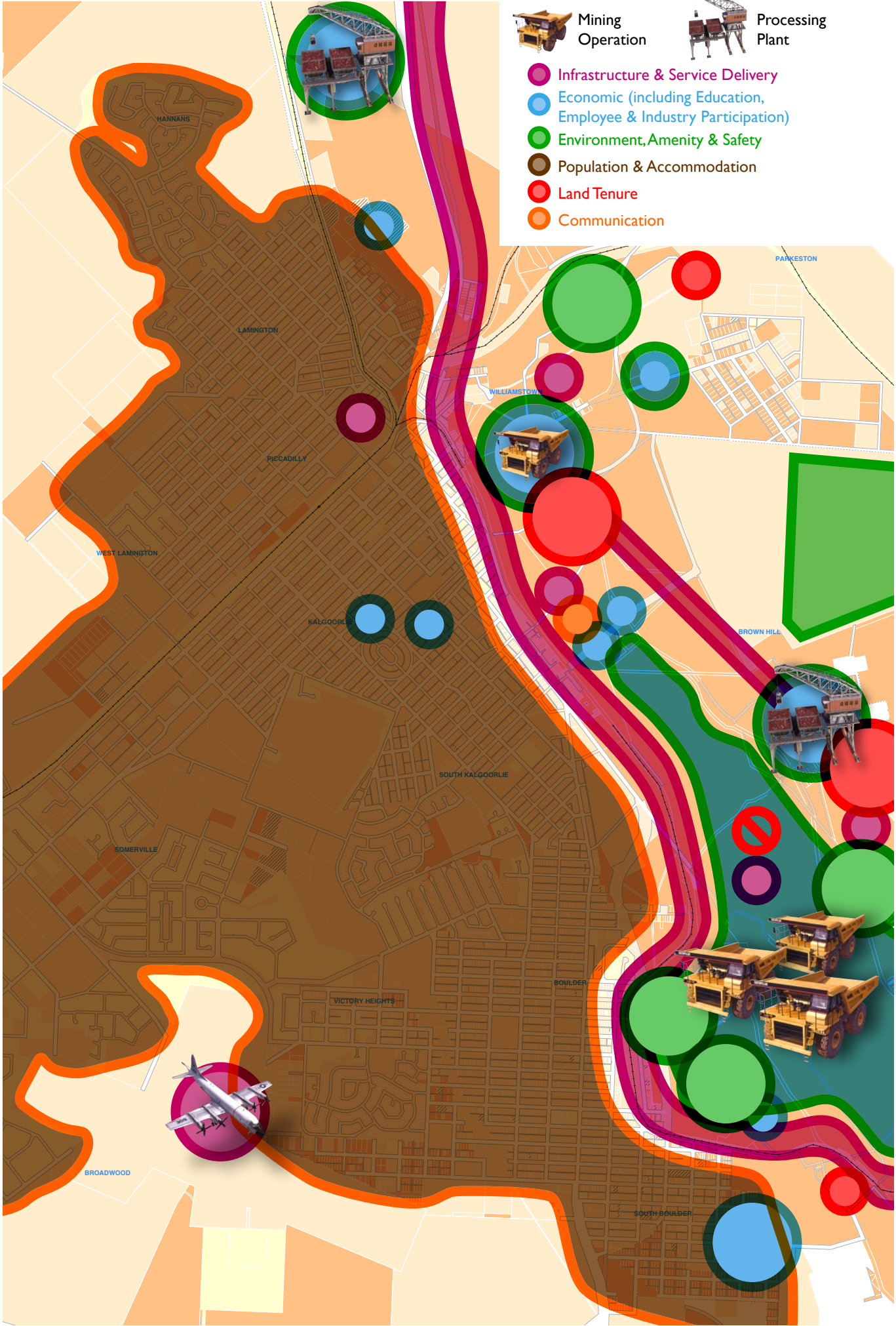


APPENDIX 3: Spatial Diagram of Impacts





- Infrastructure & Service Delivery
- Economic (including Education, Employee & Industry Participation)
- Environment, Amenity & Safety
- Population & Accommodation
- Land Tenure
- Communication

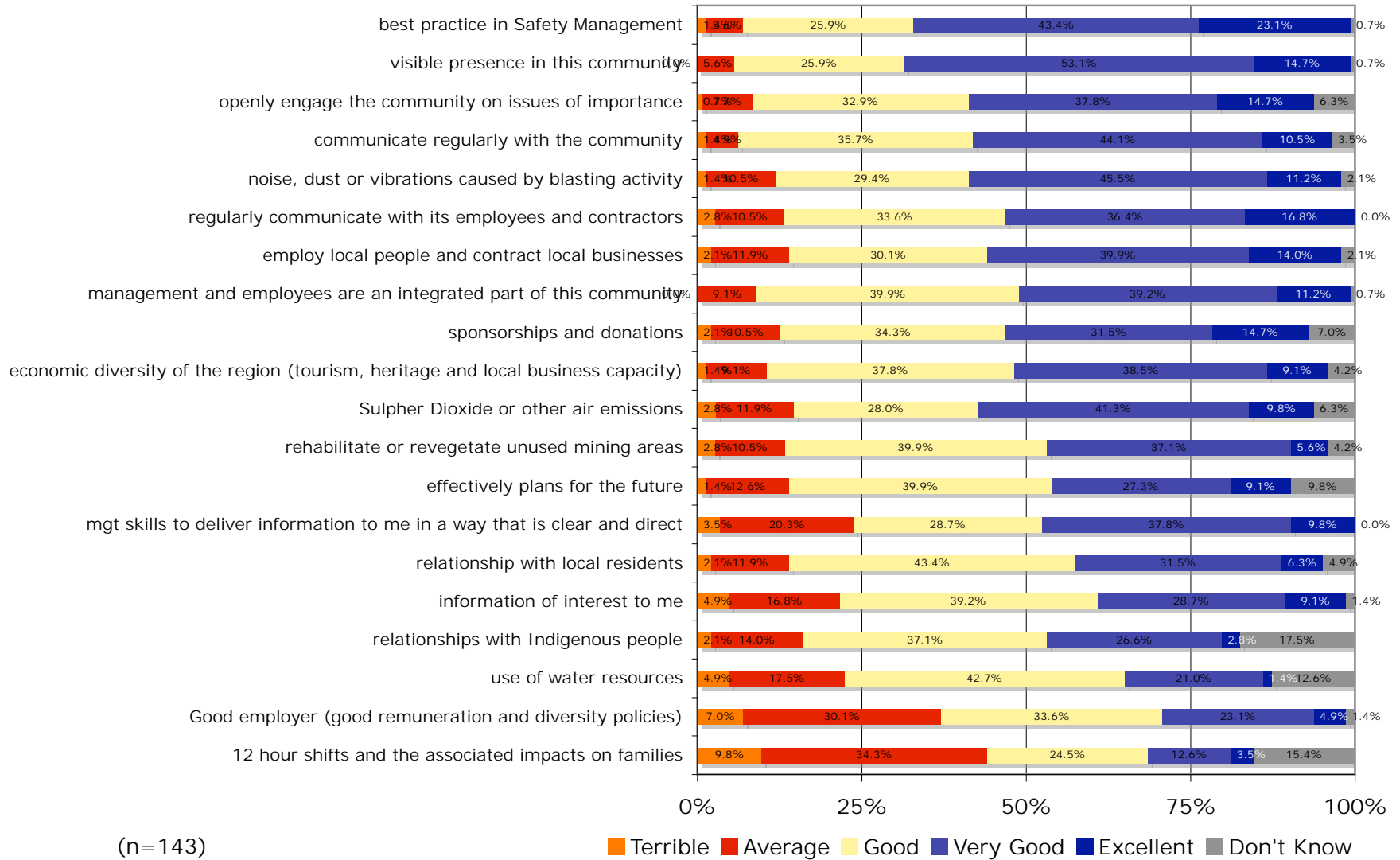




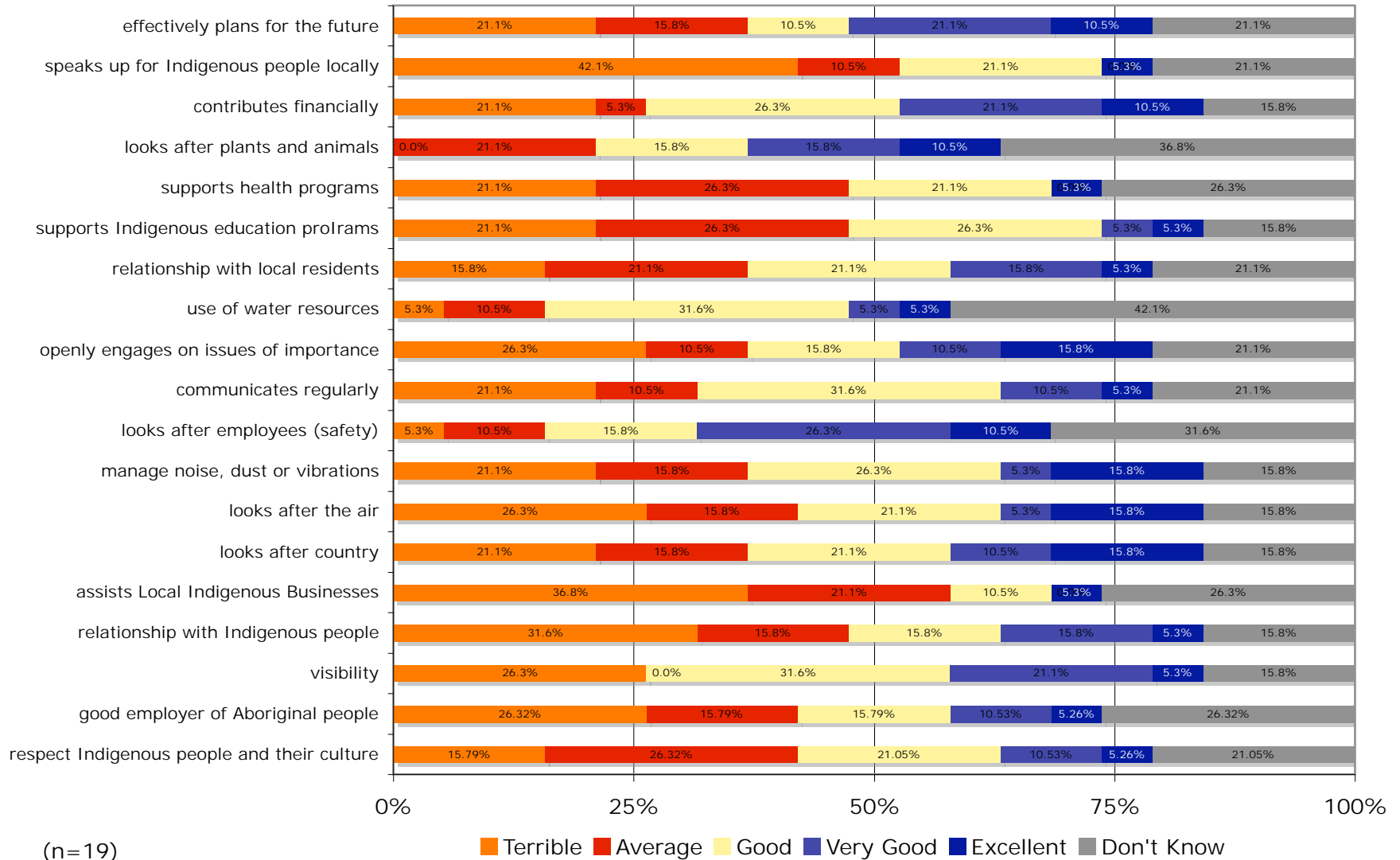
APPENDIX 4: Performance Graphs for All Attributes by Stakeholder Group



Performance - Employees and Contractors



Performance - Indigenous



Performance Means (Business and Residents)

