

Capricorn Copper Pty Ltd



Capricorn Copper Mine Stakeholder Engagement Plan

May 2023

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V1.0	May 2023	Natalie Foster Desley Rosas	Geraldine McGuire

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List of Acronyms

Table 1: List of Acronyms

Acronym	Detail
CCC	Community Consultative Committee
CIP	Community Investment Plan
CM	Consultation Manager
DES	Department of Environment & Science
DSDILGP	Department of State Development, Infrastructure, Local Government and Planning
EA	Environmental Authority
E & C	Environment & Community
EPBC	<i>Environment Protection and Biodiversity Conservation</i>
ESG	Environment, Social and Governance
FIFO	Fly-in/ Fly-out
IAP2	International Association of Public Participation
IFC	International Finance Corporation
IPNRC	Infrastructure, Planning and Natural Resources Committee
MIGA	Multilateral Investment Guarantee Agency
MITEZ	Mount Isa to Townsville Economic Development Zone Inc
PBC	Prescribed Body Corporate
RNTBC	Registered Native Title Bodies Corporate
SSE	Serious Safety Event
SSRC Act	<i>Strong and Sustainable Resource Communities Act</i>
TCFD	Taskforce of Climate-related Financial Disclosures
TO	Traditional Owner

Glossary of Terms

Table 2: Glossary of Terms

Term	Definition
Inlier	Geologically, an 'inlier' is defined as an area where older rocks are found to be surrounded by younger rocks

1. Capricorn Copper: overview

Capricorn Copper is a high-grade underground copper operation owned by 29Metals and located in the highly prospective Mt Isa Inlier.¹

The operation was brought back into operation in 2017 after a period in care and maintenance, with significant expenditure on exploration, underground development, and refurbishment of the processing facilities.

29Metals recognises the importance of sustainability and Environment, Social and Governance (ESG) obligations and reports on these matters in Annual Reports.² In 2021, 29Metals launched its '29Metals Our Approach to Sustainability and ESG' to shareholders, including a roadmap to reporting aligned to the Taskforce of Climate-related Financial Disclosures (TCFD).

The three core dimensions of this initiative are:

- Safe and inclusive workplace
- Responsible environmental stewardship, including action on climate change
- Partnering with stakeholders

1.1 Brief Mine History

Capricorn Copper Mine was formerly known as the Mt Gordon Mine and Gunpowder Mine. As noted above, the mine was brought back into operation in 2017 after a period in care and maintenance.

The table below lists a brief history of the mine's ownership and operation.

Table 3: Mine Site History³

Year	Company	Activity
1927	The Shah Brothers	Discovered by the Shah Brothers who undertook small scale mining
1969-1977	VAM, then Consolidated Goldfields / Mitsubishi	Developed Mammoth deposit, producing 4-11ktpa Cu
1978-1982	Rension Goldfields	Heap leach / SXEW pilot
1989-1996	Adelaide Brighton Cement	In situ leach 7.5-14ktpa Cu
1996-1998	Aberfoyle	Exploration of Esperanza and Mammoth deposits. Developed low P-T autoclave/SXEW plant producing 45ktpa Cu
1998-2003	Western Metals	Western Metals takeover of Aberfoyle. Production from Esperanza deposit of 2.6Mt grading 8.4% Cu = 222,583t Cu
2003-2015	Aditya Birla	Aditya Birla acquired mine from Western Metals. Focus on underground development of Mammoth deposit
2013-2015	Aditya Birla	Placed into Care and Maintenance
2015	Capricorn Copper	Capricorn Copper Holdings, an incorporated joint venture between Lighthouse Minerals and EMR Capital, acquired the mine

¹ For definition, see Glossary of Terms

² 29Metals, Unlocking Value to empower the future: 2021 Annual Report.

³ AEC Group Ltd, 2016, Capricorn Copper Mine: Economic Impact Assessment. Report prepared for Lighthouse Minerals.

2. Purpose of this Plan

This Plan outlines the guiding principles and approaches to stakeholder and community engagement for Capricorn Copper and aims to assist 29Metals commitment in its 2021 Annual Report⁴ to:

- Improve community engagement to better understand community priorities
- Engage with communities around operating sites to identify priorities and opportunities for sustainable benefits
- Use collaboration to realise meaningful benefits for the community and other stakeholders

This Plan presents an overview of the engagement undertaken by Capricorn Copper to date, the current engagement context and issues and provides guidance regarding the delivery of stakeholder engagement and its documentation and monitoring.

Key communication tools and protocols to guide the implementation of engagement with stakeholders are detailed, including a template for a Stakeholder Database, recording of grievances, and monitoring and evaluation of engagement activities.

In addition, this Plan provides guidance and templates for the establishment and delivery of Community Consultative Committee meetings, engagement with Traditional Owners (TOs) and liaison with Queensland Department of Environment and Science (DES), the Department of Resources and the Department of Regional Development, Manufacturing and Water.

3. Legislative Framework

3.1 Environmental Authority (EA) Requirements

Capricorn Copper's most recent permit (EPML00911413) was updated on 30 September 2022. Amongst the requirements outlined in this permit, are those related to complaints and community engagement.

Schedule A10-1 stipulates that Capricorn Copper must record all complaints received about its mining activities, promptly notify the administering authority of the complaint, and provide any details requested by the regulator, including at a minimum:

- Name, address and contact number of the complainant
- Time and date of the complaint
- Investigations undertaken
- Conclusions formed
- Actions taken to resolve the complaint
- Any abatement measures implemented, and
- The name of the person resolving the complaint

3.2 International guidelines

This Plan has been developed in alignment with leading practice guidelines. Key principles of these guidelines have informed the development of engagement objectives and have been incorporated throughout the document. Key guidelines include:

- Queensland Ombudsman, *Guide to Developing Effective complaints Management Policies and Procedures*
- Office of the Compliance Advisor/Ombudsman for the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA), *A Guide to Designing and Implementing Grievance Mechanisms for Development Projects*
- United Nations Office of the High Commissioner Rights, *Guiding Principles on Business and Human Rights: implementing the United Nations Protect, Respect and Remedy Framework*
- IAP2 Public Participation Spectrum

3.3 Relevant Australian and Queensland Government Legislation

Capricorn Copper will also need to comply with a multitude of regulations and legislation, many of which contain specific or tacit requirements for stakeholder engagement throughout the life of mine. This plan has been developed with consideration to these matters. Key regulations and legislations include but are not limited to:

Australian Government

- *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act)
- *Great Barrier Marine Park Act 1975*
- *Native Title Act 1993*
- *Mineral Resources Act 1989*

Queensland Government

⁴ 29Metals, Unlocking Value to empower the future: 2021 Annual Report.

- *Aboriginal Cultural Heritage Act 2003*
- *Environmental Protection Act 1994*
- *Native Title (Queensland) Act 1993*
- *State Development and Public Works Organisation Act 1971*
- *Queensland Cultural Heritage Act 1992*
- *Strong and Sustainable Resource Communities Act 2017*

4. Key Interfaces Between Social Performance and Engagement

Effective engagement is integral to all elements of social performance and a key function of this Plan is to support Capricorn Copper's social performance, particularly at a community level. This will be achieved by:

- Building awareness, understanding and acceptance of the Capricorn Copper mining operation, referred to as "the Project" in this document, by the community
- Developing an in-depth understanding of community and other stakeholder needs, issues and expectations of Capricorn Copper
- Establishing and maintaining community partnerships that address/mitigate issues of concern

5. Stakeholder Engagement

Capricorn Copper respects the rights and interests of individual citizens, relevant organisations, and the communities in which it operates.

5.1 Objectives of Engagement

There are many benefits and advantages in developing a stakeholder engagement strategy and plan for the life of a mine and beyond. Briefly they can be identified as:

- A value in its own right
- Undertake reconnaissance: no secrets or surprises
- Locating information at a detailed local level; learning how the community 'does business'
- Building of trust (on all sides)
- Scoping: early issues identification
- Build partnership potential that maximise Project benefits and minimise adverse impacts
- Educate the community about the project and/or the wider sustainability issues
- Identify hard to reach and disadvantaged groups
- Manage risks
- Identify champions
- Identify future problems
- Identify outraged or potentially outraged people and identify strategies for their engagement
- Find good people to work with the team
- Create stable and flexible outcomes if wide agreements can be met
- Identification of cultural and linguistic values
- Communicate intentions early: scotch rumours

5.2 Risks of Engagement

Along with the benefits also come risks which need to be considered and managed throughout the life of a mine. These include:

- Lack of skills or support internally for community engagement
- Inconsistent behaviour by staff or consultants
- Contractors or suppliers may not be totally frank and could be exposed
- Requires a level of accountability and transparency that may be hard to achieve if previous corporate culture has been closed
- May not be able to satisfactorily answer all community questions at this point in time
- If project falls over or is on-sold, upfront costs may not be recouped
- Technical consultants may have to retreat from previous advice and messages
- Inadequate budget
- Inappropriate behaviour from members of the public at meetings

6. Engagement Approach

6.1 Discussion

Effective stakeholder consultation involves exchanging information in a way that enables stakeholders the opportunity to participate in the decision-making process. Face-to-face engagement is the preferred method of contact with stakeholders and the community where at all possible.

A range of other engagement tools to support face-to-face engagement and to ensure that Capricorn Copper communicates effectively and efficiently with the various stakeholder groups should be developed as required. Factors that have been considered when choosing appropriate communication tools and content for each stakeholder group include:

- Stakeholders culture and demographic
- Stakeholders' language ability (whether this be a factor of age, education, culture, disability)
- Geography
- Stakeholder interests in Capricorn Copper Mine's operations
- Sensitivity of issues to be communicated with stakeholder
- The resourcing (time and money) stakeholders have to engage
- Stakeholder preference for communication methods and communication frequency
- Stakeholders previous experience (both positive and negative) in community consultation
- Stakeholder's availability to attend engagement activities (e.g., consideration will need to be given to the timing of consultation activities)

6.2 Level of Engagement: IAP2 Public Participation Spectrum

The Spectrum of Public Participation was developed by the International Association of Public Participation (IAP2) to help clarify the role of the stakeholders in planning and decision-making, and how much influence stakeholders have in planning or decision-making processes (Table 4).

When including stakeholders in the decision-making process, it is important that the level of engagement is determined from the outset. At one end of the spectrum this simply means **informing** people. Taking this a stage further, **consultation** means we seek the views of people. Involving people takes the consultation process deeper, perhaps by **involving** people in an ongoing advisory role. **Collaboration** means working in partnership with stakeholders to reach a decision. Finally, **empowerment** means placing the decision in the hands of the public.

The level of engagement used varies according to the issue under consideration, the extent to which the decision maker is prepared or able to involve the public and legislative requirements. The questions posed in Table 5 below assist in this determination.

Table 4: IAP2 Public Participation Spectrum



iap2
International Association
for Public Participation
Australasia

IAP2 Public Participation Spectrum

Developed by the International Association for Public Participation

INCREASING LEVEL OF PUBLIC IMPACT

INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:
To provide the public with balanced and objective information to assist them in understanding the problems, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:	Promise to the Public:
We will keep You informed.	We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:	Example Techniques to Consider:
- Fact sheets - Web Sites - Open houses	- Public comment - Focus groups - Surveys - Public meetings	- Workshops - Deliberate polling	- Citizen Advisory Committees - Consensus building - Participatory decision-making	- Citizen juries - Ballots - Delegated decisions

© 2004 International Association for Public Participation

Table 5: Tool for determining Level of Engagement

Levels of Impact					
Assessment questions	Very low	Low	Moderate	High	Very high
What is the anticipated level of conflict, opportunity, controversy, or concern on this or related issues?					
How significant are the potential impacts to the public?					
How much do the major stakeholder's care about this issue, project, or program?					
What degree of involvement does the public appear to desire or expect?					
What is the potential for public impact on the proposed decision or project?					
How significant are the possible benefits of involving the public?					
How serious are the potential ramifications of NOT involving the public?					
What level of public participation does Regulators desire or expect?					
What is the possibility of broad public interest?					
What is the probable level of difficulty in solving the problem or advancing the project?					

7. Stakeholder Identification

7.1 Identifying stakeholders

Integral to the development of a stakeholder management plan is identifying stakeholders, understanding their issues, ensuring that stakeholders have a good understanding of a company's position and developing a plan to progress, in this case, the development of a stakeholder management plan for the mine site.

Capricorn Copper understands and acknowledges that it requires a deeper understanding of its community to meet ESG obligations, fulfil environmental compliance requirements and maintain and enhance its social license to operate. These are concepts and requirements that are becoming increasingly important pillars of corporate social responsibility in the 21st Century.⁵

Advice from Capricorn Copper indicates that Stakeholders consulted to date have been categorised based on:

- **Influence:** stakeholders' level of influence in regard to the operation of the Mine and monitoring of commitments and obligations
- **Interest:** stakeholders' level of interest in the Mine was considered by assessing direct and indirect impacts and special interests. For example, stakeholders located within proximity or who could be directly impacted by the Mine's operations.

This categorisation has guided engagement completed to date and will continue to guide engagement in developing this Plan. However, stakeholder assessment is not static as their influence or interest could vary over the life of the mine.

⁵ Wilburn, K. & Wilburn, R. 2011. "Achieving social license to operate using stakeholder theory," in *Journal of International Business Ethics*, vol. 4, no.2, p.8.

A number of stakeholder groups/ categories are particularly important to the operation of Capricorn Copper Mine. These include the local and State governments and the Traditional Owners. These are discussed further in following sections.

7.2 Stakeholder groups identified to date

Table 6 provides an overview of the stakeholder groups who have been consulted with to date, and those that should be consulted with in the preparation of this Plan.

Table 6: Stakeholders identified to date, and those who should be consulted with

Stakeholder Group	Stakeholder/s consulted/ to be consulted
Landholders	Calton Hills Station Barr Creek Station Bortola Pastoral Chidna Station Others – not direct neighbours of the mine
Communities (local surrounding)	Mt Isa region
Indigenous groups and organisations	Kalkadoon Native Title Aboriginal Corporation RNTBC (Kalkadoon Prescribed Body Corporate (PBC))
State Government Departments	Department of Environment and Science Department of Resources Department of Regional Development, Manufacturing and Water Department of State Development, Infrastructure, Local Government and Planning
State Government Ministers	Local Member for Traegar Minister for Environment & Science Minister for Mining & Resources
Regional Council elected members (Mt Isa City Council)	Mayor Divisional Councillor
Regional Council Officers	CEO Relevant Council Officers
Non-government organisations, environmental groups, special interest groups	Southern Gulf Natural Resource Management Northwest Wildlife Carers
Local businesses	Cattle Stations
Industry Groups	Mount Isa to Townsville Economic Development Zone Inc (MITEZ) Australasian Institute of mining and metallurgy (AUSIMM) Commerce Northwest (former Mt Isa Chamber of Commerce) Women in Mining and Resources Qld (WIMARQ)
Neighbouring industry	True North Lady Lorretta Mine Lady Annie Mine Osborne Mine Mt Oxide Mine Mt Isa Mines George Fisher Mine Century Mine Various other Mines in region but not close by CCM
Capricorn Copper contractors	Byrnecut (BAPL) Steelcon NPE Addex ESS Various community suppliers
Schools, childcare, training	Primarily those based in Mt Isa

A basic Stakeholder database is located in Appendix 1. More detail can be found in the CM database which is updated regularly.

Local Government stakeholders

Local government, along with other levels of government, produce policies and plans that can provide important context for identifying and managing social impacts. Despite Mt Isa City Council having no direct regulatory impact on the operations of Capricorn Copper Mine, it is important that the mine's activities do not adversely impact its neighbours or more broadly, as generally they are the constituents of the Council. As such, Mt Isa City Council is an important stakeholder for Capricorn Copper.

Resource areas are undergoing rapid and sometimes unexpected or quicker change than expected. This was acknowledged by Mt Isa City Council in its 2017 submission to the Infrastructure, Planning and Natural Resources Committee (IPNRC) Public Hearing on the Strong and Sustainable Resource Communities Bill,⁶ where amongst a broader critique of particularly the impacts of Fly-in/ Fly-out (FIFO) on the Mt Isa community, it advocated for the need for a Social Impact Assessment (now a requirement under this legislation) in partnership with local governments and community groups.

State Government stakeholders

Like local government, State government produce policies and plans and industry guidelines that can provide important context for identifying and managing social impacts.

Importantly, for Capricorn Copper, the DES, the Department of Resources and the Department of Regional Development, Manufacturing and Water regulate Capricorn Copper's mining activities through various pieces of legislation (see Section 3). Regular briefings and meetings with these departments are encouraged to ensure that they are abreast of operations at the mine site.

Traditional owners

Traditional Owners are particularly important stakeholders for a number of reasons:

- The Kalkadoon peoples are the traditional owners of the land on which Capricorn Copper Mine is located
- At least one neighbouring pastoral station is Indigenous owned
- The Traditional Owners are an important part of the wider community
- A proportion of Capricorn Copper's workforce is Kalkadoon
- The Traditional Owners are natural partners for managing the land into closure and beyond

8. Community and Stakeholder Expectations

In recent times mining has becoming an increasingly divisive activity both politically and socially.

Mining in the Mt Isa and NW Queensland area has a long history and as such, many communities and stakeholders have experienced the impacts of mining. Their experiences may be positive or negative, or a mixture of both.

Consequently, they will have **expectations** (positive or negative) of how the impacts of a mining operation will be managed and will look for tangible evidence that these are being addressed.

As a minimum, Capricorn Copper Mine stakeholders expect:

- Easily identified access to the Project staff
- Response to issues or requests for information in a timely manner
- Open and honest communication
- That the mine operates in accordance with its Environmental Authority (EA)

9. Engagement and Communication Methods

9.1 Existing Engagement Methods

As discussed in Section 5, effective stakeholder consultation involves exchanging information in a way that enables stakeholders the opportunity to participate in the decision-making process.

Capricorn Copper will continue to build upon this engagement and the relationships developed by operational staff. Table 4 provides an overview of the engagement currently undertaken and / or proposed for use by the mine site.

⁶ Mt Isa City Council, 2017, Submission to the IPNRC Public Hearing-Mt Isa: Strong and Sustainable Resource Communities Bill, tabled 24 February 2017.

Table 7: Overview of engagement and communication tools used / proposed to be used

Engagement Method	Currently used (TBC)	To be implemented
Community newsletters		✓
Notifications (e.g., water releases)	✓	
Media releases & advertisements	✓	
Public meetings	✓	
Face-to-face meetings	✓	
Dedicated email contact	✓	
Dedicated phone number	✓	
Site tours	✓	
Community Drop in Forums		✓
Community Consultative Committee (CCC)	✓	
Briefings (as necessary): Ministers; Mayors etc	✓	

Advice from Capricorn Copper indicates that the Community Consultative Committee is attended by all types of stakeholders including landholders, Indigenous stakeholders and government officials. The function and role of this forum requires restructuring and this is discussed later in this Plan.

10. Communication Protocols

10.1 Stakeholder Recording and Management

Capricorn Copper records its interactions including engagement events, enquiries, complaints with stakeholders. In April 2023 a more systematic and efficient approach was enabled through the implementation of Consultation Manager (CM), a database specifically designed for this purpose. The CM enables tracking of all stakeholder interactions and actions and provides a process to help ensure complaints are logged and acted upon in a timely manner. Statistical data can be easily gathered and reported on through the CM. Reports generated will feed into corporate ESG reporting and enable the team to analyse current and emerging issues and tailor engagement tools accordingly.

The Environment and Community team will be responsible for both entering all communications into the database as well as maintaining records.

10.2 Complaints and Grievance Mechanism

Discussion

Communities and stakeholders need a trusted way to raise and resolve complaints and grievances linked to mining operations, and companies need an effective way to address community concerns.⁷

A locally based, well thought-out complaints and grievance mechanism offers a reliable structure and set of approaches where communities, stakeholders and the Project can find effective solutions together.

This Complaint and Grievance Mechanism was developed in line with leading practice guidelines, principles and standards on complaints and grievance mechanisms, and is consistent with the requirements of Capricorn Copper's EA.

⁷ Office of the Compliance Advisor/Ombudsman for the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA), 2008, *A Guide to Designing and Implementing Grievance Mechanisms for Development Projects*, p.1.

Principles and good practice measures of grievance resolution

International Finance Corporation (IFC) and the Multilateral Investment Guarantee Agency (MIGA) Performance Standards and Guidance Notes, offer various principles and good practice measures in relation to grievance mechanisms:

- Establish a procedure for receiving, recording/documenting, and addressing complaints that is easily accessible, culturally appropriate, and understandable to affected communities
- Inform the community about the mechanism
- Report back to the community periodically on grievances received and responses given
- Seek solutions in a collaborative manner with the involvement of the impacted communities
- Address concerns promptly, using an understandable and transparent process that is easily accessible to all segments of the affected communities – at no cost and without retribution
- Ensure full participation of all genders and vulnerable groups
- Assign consistent, experienced, and qualified personnel with responsibility for receiving and responding to complaints and grievances
- Establish a redress mechanism so those who feel their grievances have not been addressed have recourse to an external body for reconsideration of their case
- Provide periodic reports on issues that the mechanism has identified as of concern to communities

Commitments

The Complaint and Grievance Mechanism is designed to ensure that concerns raised by stakeholders are treated consistently and that complaints are addressed in a timely manner and equitably.

A provision to provide guidance for managing any escalating disputes should be incorporated into this document. Transparent management of complaints and grievances builds trust with communities and contributes to establishing and maintaining good stakeholder relationships.

Implementation and Responsibilities

In line with leading practice, Capricorn Copper's preferred method for addressing complaints and grievances is through face-to-face contact.

However, this may vary according to the preference of the complainant. An effective Complaints and Grievance Mechanism should offer a variety of approaches, not just a single procedure.⁸ The complainant should have influence over which approach to select. Examples include:

- Informal management whereby the process is managed solely by those involved, such as a Mine representative and the complainant
- More formal independent redress, such as arbitration using a neutral third party
- An interest-based approach, such as responding to the stated legitimate and perceived needs of the complainant
- A rights-based approach, based on legal, contractual, or other rights.⁹

Lodging a grievance and access to policy

Capricorn Copper encourages feedback from stakeholders and communities and is committed to managing complaints and grievances in an objective, transparent and effective manner.

Complaints and grievances can be lodged by any member of the public or other stakeholder. They can be accepted verbally or in writing. Information of where and how to lodge a complaint or grievance will be available through various channels:

- Dedicated Mine website
- Mine email addresses
- A land line general Environment & Community Team contact number
- Serious Safety Event (SSE) contacts provided to neighbours

⁸ Office of the Compliance Advisor/Ombudsman for the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA), 2008, *A Guide to Designing and Implementing Grievance Mechanisms for Development Projects*, p.3.

⁹ Office of the Compliance Advisor/Ombudsman for the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA), 2008, *A Guide to Designing and Implementing Grievance Mechanisms for Development Projects*, p.3.

Details of these will be made available to the community directly and through newsletters when they are established.

Responding to and assessing complaints

Complaints and grievances received by the Mine can vary from those which must be acted upon quickly to those that are complex and/or sensitive and may require more thorough investigation. Capricorn Copper is committed to acting upon complaints and grievances within an acceptable timeframe.

Publicly disseminating the Complaints and Grievances Mechanism is an important component of transparency and accountability processes.

The following process should be followed upon receipt of a complaint:

- Record name, contact details, date, and nature of the complaint on a Feedback Form (Appendix 2)
- Ensure that the complaint or grievance is forwarded to the Environment & Community (E&C) team as soon as practicable after being received, but no later than one (1) business day after
- Acknowledge receipt of the complaint or grievance within a business day
- Register the complaint or grievance in the central database
- Conduct an initial assessment and forward it to the appropriate person for a suggested solution within two (2) business days
- Inform the complainant of the suggested solution as soon as practicable after resolution with regular feedback until completion
- Publicly communicate key outcomes of the Complaints and Grievances Mechanism through the relevant channels.

Monitoring and Complaints Resolution

All complaints and grievances shall be tracked and monitored until the resolution has been provided to the complainant. Where resolution is not to the satisfaction of the complainant, they will be provided with information regarding available options for resolution.

Capricorn Copper is committed to finding acceptable solutions to complaints and grievances and will make public the outcomes of resolutions and how they have contributed to an improvement in the Mine's processes and activities.

Reporting and Continual Improvement

The Mine site will, as part of its reporting responsibilities provide reports on its complaint's management performance to the relevant agencies within the Queensland Government; the CCC and Kalkadoon Traditional Owners.

The role of staff as important and influential stakeholders

Increasingly, commentators view the active participation of mine staff in the local community as having a protective impact against the development of complaints and grievances.¹⁰

Media

Mine site staff will work in accordance with relevant corporate documents to guide all contact with the media, both when initiating contact with and responding to media enquiries.

In summary, no unauthorised employee or contractor will be allowed to have any contact with or provide comment to the media. If approached by the media, either formally or informally, Capricorn Copper employees and contractors should decline to comment and gain the media contact's name, publication, contact details and deadline. This information should be forwarded to the relevant manager.

¹⁰ Office of the Compliance Advisor/Ombudsman for the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA), 2008, *A Guide to Designing and Implementing Grievance Mechanisms for Development Projects*, p.14.

11. Engagement Delivery

11.1 Responsibilities

The overall responsibility for the implementation of this Plan, will sit with the E&C team. This group will also be responsible for the review and update of this Plan. Review of the Plan will be carried out in collaboration with the CCC.

Any reporting requirements will be the responsibility of this Group. Table 8 details the various engagement roles and associated responsible staff or departments for these activities.

Table 8: Engagement Roles and Responsibilities

Engagement Roles and Responsibilities	
Relevant internal stakeholder	Responsibilities
Chief Governance & Legal Officer General Manager Operations Environment & Community Manager	Australian, Queensland and local government relations and reporting on mine site commitments
Environment & Community team	Coordinates CM database
	Reporting of site issues internally and externally
	Community engagement
	Grievance lodging, managing, and reporting
	Internal communication
Corporate team General Manager Operations Environment & Community Manager	Media and external communication
	Issues motivated groups
Chief Governance & Legal Officer General Manager Operations Environment & Community Manager Community Advisor HR Superintendent	Indigenous cultural heritage, non-indigenous cultural heritage, and Native title engagement

11.2 Engagement at key points

The E&C team, with the support of the CCC (if appropriate) will coordinate, develop, and implement all engagement and communication on behalf of the mine site. This will present a unified Project approach to stakeholders and make it easier for stakeholders to gain additional information or provide feedback on any mine-related activities.

Community notification and consultation will be undertaken by the E&C team in the lead- up to significant events, which could include:

- Regulated and unregulated release of water
- Dam exceedances
- Release of contaminants into the environment

11.3 Targeted and ongoing engagement

Capricorn Copper recognises the need for ongoing engagement with stakeholders and will provide information on opportunities and developments as they arise. This will be the responsibility of the E & C team.

11.4 Inclusion of diverse stakeholder groups

Capricorn Copper respects diversity and seeks the participation of all impacted groups, particularly those directly impacted by its operations. It will implement tailored engagement approaches as required to ensure that impacted, vulnerable and/or difficult to reach groups are able to participate.

Specifically, Capricorn Copper will:

- Use careful language to describe stakeholders to avoid stereotyping which can undermine Capricorn Copper's reputation and relationships with local communities and other stakeholders
- Seek balanced representation from males and females in engagement activities such as focus groups
- Produce information sheets in clear plain English to facilitate understanding across a wide range of stakeholder groups
- Produce information sheets in languages other than English if required
- Collaborate with local non-government and government organisations to facilitate the participation of vulnerable groups in the development of strategies to address key impacts
- Implement an appropriate range of communication methods which may include print media, internet, community networks, radio, and face-to-face communications to ensure that stakeholders can access information from various means.

11.5 Indigenous Engagement

Engagement with Indigenous stakeholders aims to develop genuine, sustainable partnerships which are based on integrity, co-operation, transparency, and mutual respect.

Engagement with the Kalkadoon peoples is discussed in detail in Section 12.

11.6 Monitoring and Evaluation

Capricorn Copper is committed to continuously improving engagement activities and ensuring that issues are addressed, and emerging issues are identified. The mine is required to assess and provide evidence of how it is meeting its commitments. This Plan will be reviewed and revised as required.

Successful implementation of stakeholder and community activities can be measured by a variety of indicators, such as community feedback and stakeholder outputs. Key methods to assess the effectiveness of engagement will be feedback forms, meeting minutes and evaluation reports from the CM database.

The purpose of evaluating the Project's engagement activities will be to:

- Ensure that engagement activities are effective and key objectives achieved
- Improved engagement activities and mine reputation
- Inform the review of this Plan
- Verify engagement results for reporting requirements and commitments.

12. Engaging with Traditional Owners

12.1 Introduction

Capricorn Copper is located on the lands of the Kalkadoon Nation family clans, who are recognised as Traditional Owners over 38,719 square kilometres of land and waters awarded by the Federal Court of Australia by consent determination in 2011.¹¹ These Traditional Owners are represented by the Kalkadoon Prescribed Body Corporate (PBC).

The Kalkadoon People, also known as the Kalkatungu, Kalkatunga or Kalkadungu, ruled what is called the Emu Foot Province and have been living on these lands for over 40 thousand years. The Kalkadoon People owned vast tracts of land extending from McKinley's Gap in the east where they joined the Goa tribe of the Winton district to Gunpowder Creek which was the territory of the Waggaboongas. On the southern side of their territory the Kalkadoons were touched upon by the Pitta-Pitta tribe of the Boulia district, and on the northern side by the Mittakoodi of the Fort Constantine country.

An understanding of the history of the area, particularly in relation to contact / frontier history is necessary to establish collaborative relationships with Indigenous stakeholders going forward. A brief overview of this history is outlined below in Section 12.2.

¹¹ Kalkadoon PBC website, <https://www.kalkadoonpbc.com.au/home>. Accessed 15 June 2022.

12.2 Brief Kalkadoon history

The Kalkadoons have gone down in history as one of the few native tribes in Australia that have stood up to the whites in open battle¹²

Early encounters were peaceful

The first Europeans to visit Kalkadoon country were the four members of the Burke and Wills expedition in early 1861. The expedition travelled northwards to the east of Mt Isa, through the Gulf of Carpentaria before returning south to Coopers Creek. Oral traditions of the Kalkadoon people recall that they watched the expedition from a distance but did not make contact with the explorers.¹³

Later in that year, a peaceful encounter occurred between the Kalkadoon people and William Landsborough who had been dispatched to search for the lost Burke and Wills party. Landsborough's meeting with a group of Kalkadoon men included him presenting them with a tin pot and two glass bottles.¹⁴

Copper was discovered by prospector Ernest Henry in the Cloncurry area in 1867. He established a mining company and employed Cornish miners. He also employed local Aboriginal men and women to work in his mines and guide him to new mineral deposits. By the early 1870s, a number of copper and gold mines had been established and in 1874, Bridgewater Station, the region's first pastoral station, was established on the Malbon River.¹⁵

Tensions began to rise from the late 1870s

Apart from a few gold-fossickers and copper-prospectors, who were generally left unmolested, the Kalkadoon and the miners co-existed. However, as pastoralists and miners encroached upon Kalkadoon land, tensions rose with the Kalkadoon initially responding by killing cattle.

In December 1878, a settler called Molvo, with three of his men, were killed near Cloncurry, at the important Wonomo watering hole on Suleiman Creek near Cloncurry, where they camped with their herd. This was the starting point, in Indigenous history, for Kennedy and other settlers in the district joining forces with native troops under Inspector Eglinton, stationed at Boulia, to war down the native tribes of the region.

Subsequent to this incident, scores of Kalkatungu in the surrounding hills were shot.¹⁶ Over the following years, the Kalkatungu gained a reputation among graziers for tactical wiliness both in resisting police and settler forays against them, and in harvesting the cattle game they found on their lands.

The government responded by locating a Native Police detachment at Cloncurry from 1883 until 1889. This detachment was instrumental in crushing Aboriginal resistance in Northwest Queensland.¹⁷ Frontier violence escalated with the arrival of the Native Police at Cloncurry:

- in 1883, Kalkadoon warriors ambushed and killed Marcus Beresford, a Native Police Officer and wounded five of his Aboriginal Troopers in the McKinlay Ranges¹⁸
- in January 1883, James Powell, part-owner of Calton Hills Station was killed by the Kalkadoon along with a number of out-lying prospectors. In retaliation, large numbers of Kalkadoon men, women and children were killed by the Native Police and armed parties of pastoralists¹⁹

This resulted in the government sending an expeditionary force led by Sub-Inspector Urquhart of the Native Police to the area in September 1884. The parties met on a rocky hill near Prospectors Creek, where Kalkadoon warriors hurled missiles at the Native Police and then levelled their spears and charged Urquhart's men, before dying in a hail of rifle fire.²⁰

¹² Pearson, S.E., 'In the Kalkadoon Country, The Habitat and Habits of a Queensland Aboriginal Tribe' (1949) 4, 2 *Journal of the Royal Historical Society of Queensland*.

¹³ Pearson, S.E., 'In the Kalkadoon Country, The Habitat and Habits of a Queensland Aboriginal Tribe' (1949) 4, 2 *Journal of the Royal Historical Society of Queensland*, 197-198.

¹⁴ Armstrong, R.E.M., *The Kalkadoons. A Study of an Aboriginal Tribe on the Queensland Frontier* (William Brooks & Co., Brisbane, 1980), 72.

¹⁵ Armstrong, R.E.M., *The Kalkadoons. A Study of an Aboriginal Tribe on the Queensland Frontier* (William Brooks & Co., Brisbane, 1980), 76.

¹⁶ Kalkadoon PBC website, <https://www.kalkadoonpbc.com.au/about-us/who-we-are>

¹⁷ Native Police: Queensland Historical Atlas, <http://www.qhatlas.com.au/content/native-police>

¹⁸ Queenslander, 10 February 1883, p. 205; 7 April 1883, p. 548.

¹⁹ Armstrong, R.E.M., *The Kalkadoons. A Study of an Aboriginal Tribe on the Queensland Frontier* (William Brooks & Co., Brisbane, 1980), pp. 150-158.

²⁰ Pearson, S.E., 'In the Kalkadoon Country, The Habitat and Habits of a Queensland Aboriginal Tribe' (1949) 4, 2 *Journal of the Royal Historical Society of Queensland*, 197-198; Armstrong, R.E.M., *The Kalkadoons. A Study of an Aboriginal Tribe on the Queensland Frontier* (William Brooks & Co., Brisbane, 1980), pp. 140-145.

More than 200 are estimated to have died in this battle. Urqhart himself was knocked out, and this broke the back of organized resistance at a tribal level. The estimated number of Kalkatungu lost over the six years from 1878 to 1884, in counter-attacking incursions of their lands, runs to 900.²¹

The area was later named Battle Mountain. A memorial to the Kalkadoon people killed at Battle Mountain was officially opened at Kajabbi by Charles Perkins and the Kalkadoon elder George Thorpe in 1984.²²

Survivors of the Frontier Wars: fringe camps and disease, forced removals and wage controls

Aboriginal survivors of the frontier violence were drawn to fringe camps on the outskirts of settlements and pastoral stations across North West Queensland, where diseases such as measles were endemic.²³ Government assistance to the Aboriginal people in the late 19th century was limited to the occasional distribution of blankets and rations, at towns such as Cloncurry and Camooweal.²⁴ By the late 1880s, pastoralists in North West Queensland had begun to employ Kalkadoon and other Aboriginal people on their stations.²⁵ Since then, Aboriginal stockmen have continued to play an important role in the North West Queensland cattle industry.

In 1897, the Queensland Government passed the *Aboriginals Protection and Restriction of the Sale of Opium Act 1897*. Under this Act and subsequent Aboriginal Protection acts, the government appointed local protectors to districts across Queensland. Protectors exercised control over Aboriginal labour and savings accounts and were authorised to remove Aboriginal people to reserves and missions across Queensland.²⁶ The first Protector of Aboriginals to be based in Mount Isa was appointed on 13 February 1930. Prior to this, Aboriginal people in the greater Mount Isa area had been regulated and controlled by the Cloncurry Protector of Aboriginals.²⁷

Between the years 1933 and 1967, there were 28 documented removals of Aboriginal people from Mount Isa. The majority of Aboriginal people removed from Mount Isa were taken to Palm Island, with smaller numbers taken to Woorabinda and Cherbourg. Between the years 1892 and 1968, large numbers of Aboriginal removals also occurred in areas neighbouring Mount Isa, with 208 people removed from Cloncurry, 39 from Camooweal, five from Duchess and four from Dajarra.²⁸

12.3 Engagement between Capricorn Copper and Traditional Owners

Introduction

In 2017, Capricorn Copper and the Kalkadoon Native Title Aboriginal Corporation entered into an agreement titled 'Agreement Relating to Native Title and Mining', an agreement which covers the entire Determination Area including areas where native title rights and interests exist and where native title rights and interests may have been extinguished.²⁹

The Agreement outlines the terms under which the relationship between Capricorn Copper and the Traditional Owners will be conducted. Capricorn Copper agreed to several undertakings in the Agreement. Of relevance to this Plan are the following:

- Management of Agreement (Section 4)
- Cultural Heritage (Section 5)

These are discussed below.

Management of Agreement

Section 4³⁰ of the Agreement details how the relationship between the parties should be conducted. This is principally through the establishment of a Liaison Committee, and this is discussed below.

²¹ Kalkadoon PBC website, <https://www.kalkadoonpbc.com.au/about-us/who-we-are>

²² Furniss, E., 'Timeline History and the ANZAC Myth: Settler Narratives of Local History in a Northern Australian Town' (2001) 71, 4 Oceania, p. 290.

²³ Queensland Government, *Annual Report of the Northern Protector of Aboriginals for 1900* (1901), p. 7.

²⁴ Queensland Government, *Annual Report of the Northern Protector of Aboriginals for 1899* (1900), p. 3.

²⁵ May, D., *From Bush to Station. Aboriginal Labour in the North Qld Pastoral Industry* (James Cook University, Townsville, 1983) 56-57.

²⁶ Kirkman, N., *Mount Isa: Oasis of the Outback* (James Cook University, Townsville, 1998), pp. 4-5.

²⁷ Queensland Government, *Queensland Government Gazette*, Vol. LXIX, No.74, 1898.

²⁸ Department of Aboriginal and Torres Strait Islander Partnerships, Community and Personal Histories Removals Database (access restricted).

²⁹ QSNTS, 2017, Agreement Related to Native Title and Mining: Capricorn Copper Pty Ltd 106 396 801 and Kalkadoon Native Title Aboriginal Corporation RNTBC ICN 7639. P. 4.

³⁰ QSNTS, 2017, Agreement Related to Native Title and Mining: Capricorn Copper Pty Ltd 106 396 801 and Kalkadoon Native Title Aboriginal Corporation RNTBC ICN 7639. Pp. 9-10.

Establishment of a Liaison Committee

Capricorn Copper and the Kalkadoon Native Title Aboriginal Corporation will be represented by the following in any required discussions regarding implementation, management and future conduct of all matters rising out of the Agreement including the management of cultural heritage for the Project Area (unless a Party notifies the other Party otherwise):

- The Native Title Party
 - Such persons as are from time to time nominated by the Native Title Party; and
- Capricorn Copper
 - Carl Hallion; and
 - Such other persons as are from time to time nominated by the Native Title Party

The Liaison Committee must be comprised of an equal number of representatives of the Native Title Party and Capricorn Copper unless the latter agrees otherwise.

The Liaison Committee will exist for the term of the Agreement.

Meetings of the Liaison Committee

- Liaison Committee meetings and protocols will commence as soon as practicable after the commencement of the Agreement (2017)
- The Liaison Committee will meet at least annually, unless agreed otherwise by both parties
- The parties agree to act in good faith

Responsibilities of the Liaison Committee

The Liaison Committee will review, monitor, and make recommendations regarding the performance and implementation of the Agreement and will:

- Make recommendations regarding the resource and personnel requirements of Schedule 2 (Cultural Heritage Management Agreement) or any other cultural heritage arrangement in relation to the Project Area
- Discuss the progress of employment and contracting initiatives
- Provide on-going advice and guidance to Capricorn Copper on cultural heritage issues in relation to all aspects of the Project Activities
- Assist Capricorn Copper in meeting schedules and timeframes in relation to the Project Activities
- Assist where requested by Capricorn Copper to obtain all permits required to implement the Agreement
- Assist Capricorn Copper to comply with all laws relevant to cultural heritage

Cultural Heritage

Section 5³¹ of the Agreement, along with Schedule 2, relates to the management of Project Activities and cultural heritage.

Capricorn Copper made a number of undertakings in relation to cultural heritage in the Agreement, particularly that employees should be made aware of cultural heritage obligations. As such Capricorn Copper has a number of obligations under the Agreement including:

- That all its employees and contractors working in the Project Area are aware of their obligations under the *Aboriginal Cultural Heritage Act* and are aware of and comply with Capricorn Copper's obligations under the Agreement
- Ensure that all non-Native Title Holders engaged directly or indirectly by or on behalf of Capricorn Copper to perform duties on the Project Area are given appropriate instruction for the following purposes:
 - To familiarise them with Kalkadoon tradition and culture relevant to the Project Area
 - To promote a knowledge and understanding of and respect for Kalkadoon tradition and culture relevant to the Project Area, and
 - To foster good relations between Capricorn Copper and Traditional Owners
- Capricorn Copper agreed that it would convene a Cultural Induction Workshop for its employees and contractors to ensure that they understand and respect for relevant aspects of the traditional laws and customs and culture of the Native Title Holders
 - Delivered by Traditional Owners

³¹ QSNTS, 2017, Agreement Related to Native Title and Mining: Capricorn Copper Pty Ltd 106 396 801 and Kalkadoon Native Title Aboriginal Corporation RNTBC ICN 7639, pp. 10-11.

Relationship between Traditional Owners and the Community Consultative Committee (CCC)

The Liaison Committee discussed in preceding sections is a relationship between the Kalkadoon RNTBC and Capricorn Copper.

In addition, the Traditional Owners are an important part of the local community and as such will be represented on the Community Consultative Committee.

13. Engagement with Local Industry

13.1 Overview

One of the significant opportunities for stakeholders impacted by an operating mine site is the associated benefits which include:

- Increased business opportunities
- Increased employment opportunities
- Regional economic benefits

Capricorn Copper's Local Business and Industry Procurement Plan details its approach to managing local industry participation within its geographic and other relevant spheres of influence to achieve the following aims:

- Improving local industry and company outcomes
- Enhance engagement and reputation with these stakeholders.

13.2 Strategies to manage engagement with local industry

The management of relationships with local industry is an important component of the relationship that Capricorn Copper is developing in the area. It is important that local industry is involved with all aspects of the development and implementation of the Local Business and Industry Procurement Plan which has the potential to provide lasting benefits for individuals, communities and the region.

Engagement strategies to support the Local Business and Industry Procurement Plan include:

- Ensuring commitments made with Indigenous businesses and landholders are upheld
- Ensure commitments made with landholders are upheld
- Undertake an assessment of the capacity of local Indigenous and non-Indigenous businesses and employers which provide goods and services to Capricorn Copper
- Support consultation with local businesses by:
 - Providing information on the opportunities available
 - Providing information on Capricorn Coppers procurement and HR policies
 - Understanding local capacity to provide goods and services
 - Identifying business incubation opportunities
- Consult with regional stakeholder networks to support the implementation of Capricorn Coppers Local Business and Industry Procurement Plan and Local and Indigenous Employment Plan
- Ensure ongoing communication with local government, regional bodies, Traditional Owners and local goods and services providers to raise awareness of these plans:
 - Stakeholder meetings and briefings
 - Website
 - Media releases
 - Industry forums
 - Local industry briefings
 - Free call number
 - Company email

14. Issues identified from desktop analysis of available documentation

Minutes from the three most recent CCC meetings: held in April 2021 - October 2022 – May 2023 indicate the spread of issue of concern to stakeholders and contain a number of undertakings made by Capricorn Copper (Table 9).

It is unclear whether these actions were closed out and if they were, how this was monitored and documented.

Table 9: Issues identified through desktop analysis of available documentation

Stakeholder	Issue	Action item	Implemented (yes / no + detail)
	Level of reliance on Gunpowder Creek by downstream landholders	- Ensure compliance with EPO - Ensure compliance with wet season discharge requirements - Geotechnical studies to identify faults and transmission pathways	in process and ongoing
Georgie Spreadborough	Requesting understanding of water management particularly around pit and tailings management	- Capricorn Copper to schedule quarterly consultation meetings - Independent chair to be appointed	Information around water management provided
Alfred Lanskey	Asked DES to consider downstream water users when developing compliance measures for mine	Taken on notice	monitoring by CCM
Alfred Lanskey	Sulphate expression around the causeway	Taken on notice	monitoring by CCM
Alfred Lanskey	Requesting testing of flood plains adjacent Barr Creek to determine if contaminants were being deposited during downstream discharge events when river in flood. (Potential contamination of beef for export)	- Additional downstream water and sediment monitoring program to be scoped including Torpedo Gorge waterhole and Gunpowder flood plains in Barr Creek and upstream - DES requested to review monitoring program - DES asked if Alfred had any observable contaminated areas on his property	
Georgie Spreadborough	Requested copy of Receiving Environmental Monitoring Program 2021		Supplied 3 May 2021
Georgie Spreadborough	More frequent meetings	To be scheduled quarterly	yes- meeting occurring at quarterly intervals
Alfred Lanskey	Requested Shane Lafferty (Cloncurry DPI) attend next meeting to discuss uptake of metals in cattle	Capricorn Copper agreed to extend invitation	No
Georgie Spreadborough	Requested copy of Receiving Environmental Monitoring Program 2022/23		No – waiting on Sharepoint access setup (May 2023) for CCC members where they can view this and other documents

<i>Landholders</i>	Provide feedback on DES review of WBM & DES and ETSF Lift 2 and EPO	Detail on this is updated to Stakeholders verbally at face to face CCC meetings, which includes a site tour of relevant sites	Provided verbally face to face at meeting 9 May 2023 and documents will be uploaded to
<i>Landholders</i>	Identified a locals knowledge gap in CCM baseline data gap	Request for opportunity to input relevant , valuable locally acquired information	All agreed to workshop this at the next CCC meeting (Sept 2023)
<i>Landholders</i>	Would like face to face time with executive level management	CEO Peter Albert to attend the next CCC meeting (or at another agreed time) to meet face to face with key neighbours of the Project	will extend an invitation

15. Community Investment

15.1 Community Investment Plan

A Community Investment Plan (CIP) shall form the basis for Capricorn Copper's community development and investment activities in its region.

Development of CIPs shall be consistent with Capricorn Copper's Stakeholder Engagement Strategies, thereby ensuring that local investment activities focus on enhancing company strategies that are aimed at sustainable programs that do not cause dependence on Capricorn Copper.

In the context of Capricorn Copper's current operation, the CIP shall aim to:

- Address short- and long-term objectives in the areas of greatest impact
- Align with overall operational strategy and closure planning
- Incorporate input from current stakeholders
- Help avoid dependency, encourage self-reliance and create long term benefits, and
- Provide measurable benefits to local stakeholders

The community development strategies and budgeting for community funds shall be based on the priorities and funding needs identified in the CIP once it has been prepared. Consultation with community through the CCC shall be undertaken to identify community priorities, particularly as it relates to decreasing the community's level of dependence on Capricorn Copper Mine.

- Look at existing community investment plan

16. Community Consultative Committee (CCC)

29Metals has an existing Community Consultative Committee (CCC) for its operations at Capricorn Copper Mine. A more structured approach is now required for this group. To this end, a number of documents and templates have been developed to assist the Environment team in managing this important communication and collaboration vehicle into the future. These include:

- Stakeholder database template (Appendix 1)
- Feedback Form (Appendix 2)
- Community Reference Group Charter & Code of Conduct (Appendix 3)
- Meeting Minutes template (Appendix 4)
- Nomination form for membership of the CCC (Appendix 4)

17. References

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Appendix 1

CONSULTATION MANAGER Database is where all detailed and updated stakeholder information can be found.

29	Capricorn Copper	Current Stakeholder Contact List (Stakeholders are recorded and updated in CM)	
		Metals	
ADDRESS	NAME	CONTACT	
LANDHOLDERS			
Carlton Hills, Mt Gordon	Paul Edmonds	07 4748 4948	
Barr Creek, Mt Gordon	Alfred Lanskey	07 4748 9186	
Chidna, Mt Oxide	Vernon Spreadborough (Brussy)	07 4748 9157	
Bortala, Mt Oxide	Christine Lanskey	bortala80@gmail.com	
Kamilaroi, Mines in Mt Isa Region	Sandi Watson	07 4742 5977	
Lorraine, Mines in Mt Isa Region	Michael Crisp	07 4748 5500	
Nardoo, Mines in Mt Isa Region	Edge Webber / Peter Wolart	07 4748 5594	
Augustus Downs, Mines in Mt Isa Region	John O'Kane	07 4745 3923	
Floraville, Mines in Mt Isa Region	Erin & Kylie Camp	07 4748 5585	
Armraynold, Mines in Mt Isa Region	Zac Duff	07 4748 5526	
Wernadinga, Mines in Mt Isa Region	Mark	07 4748 5599	
Neumayer, Mines in Mt Isa Region	Ian Flecher	07 4745 3444	
KALKADOON PRESCRIBED BODY CORPORATE			
109 Barkly Highway, Mt Isa Qld 4825	Tara Bell	07 47492766	
109 Barkly Highway, Mt Isa Qld 4825	Kurt Caulton	07 47492766	
109 Barkly Highway, Mt Isa Qld 4825	Leigh Kerkhoff	07 47492766	
109 Barkly Highway, Mt Isa Qld 4825	Dorsey Hill	07 47492766	
SOUTHERN GULF NATURAL RESOURCES MANAGEMENT (NRM)			
112 Camooweal Street, Mt Isa Qld 4825	Lyndy Skea	07 4743 1888	
MT ISA CITY COUNCIL			
Various sectors	General number	07 4747 3200	
MITEZ (Mount Isa to Townsville Economic Development Zone)			
Maria James (CEO)	General number	07 4743 3488	
Local Member for Traegar			
Robbie Katter	General number	07 4730 1100	
Department of Environment and Science -PO Box 7230 Cairns 4871			
Various sectors	General number	07 4222 5352	

Appendix 2

Table 10: Feedback form

29 Metals		Capricorn Copper			
		☐ Enquiry	☐ Complaint	☐ Suggestion	☐ Comment
I wish make a (please tick)					
Date and time	•				
Location	•				
CONTACT DETAILS					
Please enter your contact details below:					
Name					
Organisation (if applicable)					
Address					
Phone					
Email					
Preferred method of contact (please tick)	Phone	Email	Post	Other	
Ideal response time to feedback request (if required)					
SUMMARY OF ISSUE					
Please provide a description of your enquiry/complaint/suggestion/comment below (for example, it may relate to access, regulatory, social, or environmental matters)					
HOW WOULD YOU LIKE TO SEE THIS ISSUE RESOLVED?					
Privacy Statement:					

REGISTRATION FEEDBACK (office use only)	
Name of site investigation team member providing feedback	
Signature	Date
Copy of completed form received by E&C Team	
Date and time entered on Consultation Manager	
Follow up details	

Appendix 3

Table 11: Community Consultative Committee (CCC) Charter and Code of Conduct

29 Metals	Capricorn Copper
1. Vision	
The purpose of Capricorn Copper Mine's Community Consultative Committee (CCC) is to provide an open, honest and transparent formal communication process between the local community and Capricorn Copper Mine to discuss current community interests and opportunities.	
2. Objectives	
The objectives of the CCC are to: • Provide factual, accurate information about Capricorn Copper's mine operations and any potential environmental, social and economic impacts to the local community • Identify and understand existing community values and concerns • Identify and discuss any issues of concern • Discuss strategies to mitigate any potential negative impacts and enhance any positive impacts • Encourage a level of understanding in the community that the mining operation will be managed in an environmentally and socially responsible manner • Promote direct feedback and open discussion with key community representatives • If the opportunity arises, liaise with CCC's from nearby mines or projects where there is potential for cumulative impacts and mutually beneficial sharing of information • Foster long-term collaborative relationships between the local community and 29 Metals to develop opportunities for the region • Provide guidance on priorities for 29 Metals' Community Investment Programs for the local area	
3. Membership	
The CCC is comprised of representatives of community and other interested / relevant stakeholders that are active participants in the local community and represent the community's values and issues.	
Membership is by nomination of those who have expertise and experience in the following areas: • Landholders / pastoralists • Social services • Emergency services • Education and childcare • Health • Environment • Business and industry • Community activity, sport and recreation	
4. Roles and Responsibilities	
Capricorn Copper will: • Provide the CCC with factual, accurate information about Capricorn Copper Mine's operations and projects and its understanding of any potential environmental, social and economic impacts • Provide information to the CCC on environmental and social impact management plans and other relevant aspects on project planning and mine operational planning • Ensure that relevant options and views of the local community will be considered during the planning and functioning of Capricorn Copper Mine's operations • Respond in a timely fashion to advice or recommendations contributed by the CCC concerning Capricorn Copper Mine's operations • Provide professional advice and expertise • Organise site tours for the CCC at appropriate times	

- Call for meeting attendance and agenda items from members at least two weeks prior to the meeting
- Provide final meeting agendas at least one week prior to the meeting
- Record and distribute minutes of the meetings to each member within one (1) week of the meeting
- Arrange a suitable venue for the meetings to enable open, honest and transparent communications

5. CCC Members Role and Responsibilities

Members of the CCC should:

- Attend meetings on a regular basis and if not able to attend, organise an agreed alternative attendee from the organisation / stakeholder group they represent
- Identify, raise and monitor stakeholder and community issues or concerns regarding Mine operations or general community concerns
- Report back to the organisation or group they represent on the information and outcomes of the CCC meetings
- Disseminate factual information to the broader community
- Collate community feedback for consideration by the CCC and referral to 29Metals
- Seek professional advice, if required
- Advise on and monitor the resolution of issues and concerns
- Interact constructively with regards to any issues and / or concerns raised

6. CCC Meeting Logistics

The CCC will meet at least twice per year, or at appropriate times during significant changes to the operation.

Any member may request that Capricorn Copper convene an extraordinary meeting of the CCC to discuss any matter, relating to the broader community, which warrants urgent consideration. The facilitator shall determine whether an extraordinary meeting is warranted.

Where possible, at least one (1) month notice will be given to all members of any meeting of the CCC. Meetings shall be held in the Mine's local area at a time and place generally convenient to the CCC members. Capricorn Copper will organise facilities and resources for CCC meetings.

Minutes will be recorded by a Capricorn Copper Mine representative and circulated to CCC members following the meetings. Any follow up actions will be communicated to the broader CCC.

CCC members are expected to attend meetings or if not able to attend, will organise an agreed alternative attendee from the organisation / group they represent.

7. Meeting Proceedings

Capricorn Copper Mine shall convene CCC meetings. A facilitator shall chair meetings. The CCC is not a decision-making body, and it is not a requirement that consensus be reached amongst members on issues discussed. Meetings of the CCC will follow standard good practice for meetings

Any member may propose a matter for inclusion on the agenda, prior to a meeting, provided the matter is within the scope of the CCC. The facilitator should ensure that issues or concerns raised on behalf of the community are properly considered. Late items may be deferred to the next meeting.

Agenda items would normally include:

- Agenda
- Declaration of financial or other interests
- Confirmation of minutes from the previous meeting
- Business or actions arising from previous minutes
- Response to issues raised or provision of additional information requested
- Overview of activities
- General business
- Next meeting details

8. CCC Meeting Minutes

Capricorn Copper is responsible for recording the CCC minutes. The minutes shall record issues raised and actions to be undertaken, the person/s responsible for taking those actions and the time for action resolution. If a member so requests, then the minutes shall record that member's dissenting views on any matter. Meetings can only be recorded with the agreement of the facilitator and all CCC members.

Following each CCC meeting, Capricorn Copper Mine shall provide a copy of the meeting minutes to each CCC member, and a copy may be made available on Capricorn Copper's website. The facilitator will sign off the meeting minutes prior to their distribution.

9. Code of Conduct of Members

Members of the CCC shall at all times and to the best of their abilities:

- Act properly, in accordance with an open, honest and transparent process
- Perform their functions in the best interests of the organisation / group that they represent and broader community
- Be respectful to fellow CCC members and not engage in threatening, intimidating or disorderly behaviour
- Refrain from any form of conduct which may cause any reasonable person unwarranted offence or embarrassment

The facilitator should bring any breach of the code of conduct to the attention of the member concerned. Following repeated breaches of the code of conduct, the member may be requested to be replaced or asked to leave the meeting.

10. Dispute Resolution

The CCC is encouraged to discuss any matters that may be the subject of substantial disagreement between its members. The facilitator carries a particular responsibility to resolve disputes through negotiation, in respect to both disputes between members of the CCC and also between the CCC and Capricorn Copper. Where a dispute between two parties cannot be resolved, a separate meeting may be organised with an independent third-party facilitator (agreed to by both parties).

11. Media Communications

Only Capricorn Copper is permitted to release statements or other information to the media on behalf of the CCC or adopt other approaches to the public for dissemination of information relating to Capricorn Copper's activities.

Individual CCC members may make comments to the media or in public forums on behalf of themselves.

Appendix 4

Table 12: Meeting Minutes Template

29 Metals		Capricorn Copper	
		Community Consultative Committee	
Meeting Minutes			
Date /Time			
Venue			
Attendees	Name	Initials	
Chair			
Community Members:			
Other attendees:			
29 Metals representatives			
Minute Taker			
Apologies:			
Meeting opened at:			
1. Welcome and Introductions from all			
2. Declaration of Pecuniary Interest by Committee Members:			
3. Minutes from the last meeting			
4. Business Arising			
5. Mine Update			
6. Questions from the Floor			
7. General Business & Future Opportunities			
8. Next Meeting –			
9. Meeting Close –			
Actions:			

ITEM #	ACTION	RESP	DUE DATE	STATUS

Table 13: Nomination Form: Community Consultative Committee

29 Metals	Capricorn Copper	
Capricorn Copper Mine Community Consultative Committee Nomination Form		
Nomination Details I hereby nominate to be a local community representative on the Capricorn Copper Mine's Community Consultative Committee. I accept that selection and appointment to the committee will be subject to my: • Being a current resident or landowner in impacted by Capricorn Copper Mine's operations • Being able to demonstrate my involvement in local community groups or activities • Having knowledge and awareness of the Mine's operations and related issues of concern to the local community • Being able to represent and communicate the interests of the affected local community, and • Being willing to adhere to the committee's code of conduct I have attached a supporting letter demonstrating how I meet the above criteria for membership		
Signed declaration If appointed to the committee, I: • Confirm that I am aware of my responsibilities as a local community representative on Capricorn Copper Mine's Community Consultative Committee • Accept that the position is voluntary with no entitlement to remuneration • Agree to sign and comply with the committee's code of conduct agreement • Agree to sign a declaration of pecuniary and non-pecuniary interests and keep this declaration up to date		
Name: Phone number: Address: Stakeholder group (if relevant)		
Signature:	Date:	
This signed nomination form and supporting letter must be sent directly to the Independent Chair of the Community Consultative Committee. The Independent Chair's details can be found on the advertisement calling for nominations.		