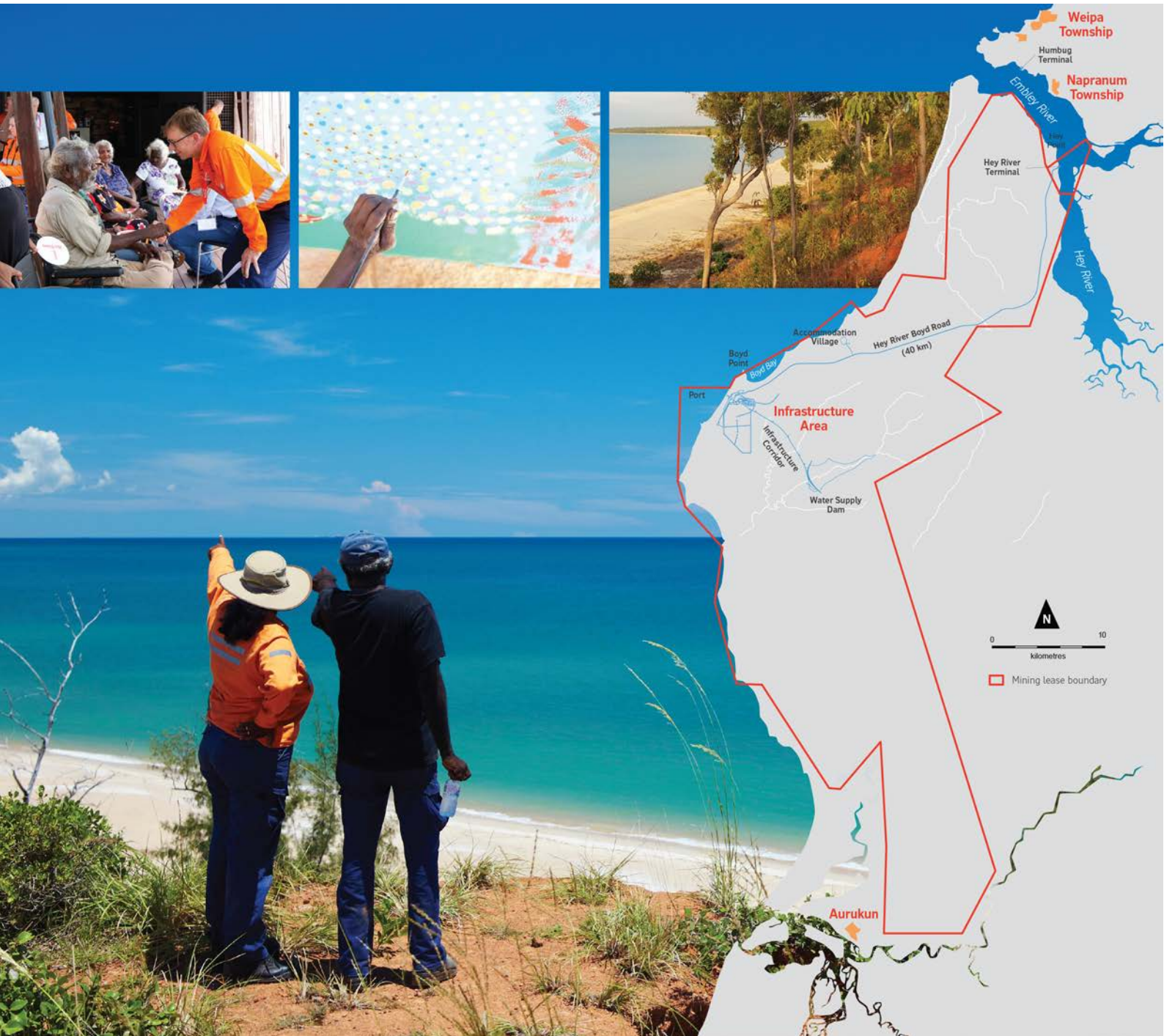


Social Impact Management Plan Amrun project



About the project

The Amrun project (previously known as South of Embley) is a greenfield bauxite operation located between Weipa and Aurukun on the Western Cape York Peninsula of Far North Queensland. The project was approved by Rio Tinto on 27 November, 2015. The new development will eventually replace the existing East Weipa mine centre and develop the high quality bauxite reserves available south of the Weipa Peninsula. The Project involves the staged increase in production up to 50 million dry product tonnes per annum (mdptpa).

Major project components include:

- Truck dump station and run of mine storage;
- Ore beneficiation facility;
- Conveying and stockpiling facilities supported by rail mounted machines;
- Export port;
- Water supply dam and infrastructure;
- Tailings storage facility;
- Power generation facility;
- River facilities, including a barge facility and roll-on roll-off (RoRo) barge terminal, a passenger ferry terminal, a combined barge and passenger terminal, tug berths and associated dredging and navigation aids;
- Sealed access road connecting the Hey River Terminal to the Boyd Mine Infrastructure area;
- Initial haul roads network;
- Facility automation/control system;
- Mine infrastructure buildings, including operations and temporary workshops, and general infrastructure including a telecommunications system to link the remote operations centre;
- Temporary works required to support construction, including a construction camp, power, water and telecommunications; and
- Information systems and technology equipment, heavy mine equipment, other marine vessels and mine operations equipment.

The construction period is estimated to be 38 months.

Executive summary

Rio Tinto has been producing bauxite on Western Cape York since the 1960's. The Amrun project represents an exciting expansion that further reinforces the company's commitment to enhancing the economic and social wellbeing of the region.

Located between Weipa and Aurukun, the Amrun project (the Project) involves a staged increase in bauxite production up to 50 million dry product tonnes per annum (mdptpa). The Project includes new mining areas, construction of new infrastructure including a beneficiation plant, power station, warehouses, workshops, barge and ferry facilities, ship loading facilities, and an access road.

The Project was approved by the Queensland Coordinator-General in May 2012 and by the Commonwealth Government in May 2013. The Project was approved by Rio Tinto on 27 November, 2015.

As part of the State Government approval process and following extensive consultation, a draft Social Impact Management Plan (SIMP) was developed in 2012. The SIMP represents a framework whereby the Project commits to the delivery of imposed social conditions and additional company prescribed commitments.

The Project's social conditions were further amended following additional change requests to the Coordinator-General in October 2013, November 2013, September 2015 and November 2015.

A key approval condition is Rio Tinto's requirement to submit a final SIMP within 60 days of the Project achieving Final Investment Decision (FID).

This SIMP has been updated following the review of the draft developed in 2012 and in consideration of; project changes, further stakeholder feedback, government policy changes, Rio Tinto's community standards, actions completed, and existing community initiatives underway in the region that support existing mining operations.

This document provides further information on the project and outlines Western Cape York's economic and social context, the Project's approach to stakeholder engagement, review and reporting mechanisms, and complaints and dispute resolution practices.

In consideration of community and stakeholder consultation throughout the Project, Rio Tinto has developed action plans that focus on key areas of social concern:

- Project related employment and training opportunities;
- Identification of project related business opportunities;
- Respect for cultural and environmental values through established management practices;
- Community commute arrangements to enable residents of Aurukun to seek employment;
- Long term economic sustainability for Western Cape York;
- Support for indigenous education initiatives; and
- Understanding of housing and accommodation requirements.

Key progress made since the draft SIMP was developed includes, but is not limited to:

- Development of a Communities, Heritage and Environment Management Plan (CHEMP) for the Amrun lease area in consultation with the Western Cape Communities Co-existence Agreement (WCCCA);
- Development of a Local and Indigenous Participation Strategy, identifying action to access related employment and supply opportunities for local community members and businesses;
- Establishment of a Rio Tinto community office in Aurukun;
- Initiation of a Land and Sea Management Programme;
- Support for residents of Aurukun to participate in Rio Tinto's work readiness programmes;
- Completion of the Golf Links 2 development;
- Completion of the Weipa township water and sewerage infrastructure upgrade;
- Expansion of Cape Kids Childcare service from 28 places to 75 places; and
- Completion of a Demographic and Workforce Analysis of Weipa.

Further details of the company's actions, initiatives and commitments can be found in respective Action Plans detailed in this document.

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1 Introduction

Rio Tinto proposes to extend its Weipa bauxite mining operations to areas south of the Embley River. The Amrun project (previously known as South of Embley) is referred to as the Project.

This document is the Project's Social Impact Management Plan (SIMP). Rio Tinto completed a Social Impact Assessment (SIA) as part of the Environmental Impact Statement (EIS) process, and identified social impacts for the construction, operation and decommissioning stages of the Project. A draft SIMP was developed in 2012. This document reflects Rio Tinto's approach to managing community and social performance in acknowledgement of the Project's imposed social conditions.

1.1 Queensland Government social conditions

The Project was declared "a significant project for which an environmental impact statement is required" under section 26 of the *State Development and Public Works Organisation Act 1971* by the Queensland Government in late 2008.

The purpose of an EIS is to assess and report on the Project's social, economic and environmental impacts and the measures proposed to avoid, manage, mitigate or offset the predicted outcomes of the project. In 2008, a requirement was introduced requiring project proponents to develop SIMPs to manage impacts on communities. It was under this policy direction, the Project's draft SIMP was developed in 2012.

The Project was approved by the Coordinator-General in May 2012 with 27 associated social conditions. The SIMP largely represents a framework in which these conditions and further commitments will be delivered upon.

Following a State Government policy change in 2013, new SIA Guidelines were introduced. The new guidelines focus more on high risk impacts and outcome-focused measures, (rather than prescriptive conditions) to manage the impacts of projects.

Under the new approach, greater focus has been placed on the SIA process through reform to:

- Integrating SIAs into the EIS fast-tracking process;
- Focusing SIAs on risk impacts that directly arise from the project and genuinely determine where mitigation strategies are required;
- Removing the requirement for SIMPs from the process; and
- Being driven regionally, with a clear role for local government.

Following release of the new approach, where a project had been conditioned to have a SIMP, proponents could choose to either:

- Continue with the current arrangements; or
- Notify the Coordinator-General, in writing, that they wish to amend or replace the SIMP conditions by adopting some or all of the SIA guideline.

In respect of the extensive stakeholder consultation undertaken, Rio Tinto chose to retain the requirement to develop a SIMP and request some amendments to the Coordinator-General's social conditions.

The Project SIMP aims to:

- Reflect the key findings of the SIA and issues and opportunities raised by stakeholders during engagement carried out since 2008;
- Present comprehensive mitigations and Action Plans that minimise the impacts and maximise the benefits of the project for local stakeholders, and in particular, the Traditional Owners (TOs) for the area of Rio Tinto's mining leases located south of the Embley River, the Wik and Wik-Waya people;
- Leverage the experience and knowledge of existing local forums to provide transparent and accountable governance for implementation; and
- Demonstrate a positive contribution to the Western Cape York region.

1.2 Rio Tinto communities approach

Aluminium is one of the four product groups operated by Rio Tinto, a leading international mining group. The product group is guided by the principles laid out in Rio Tinto's Communities and Social Performance Standard which provides the framework, while guidance notes provide specific requirements in areas such as baseline communities' assessment, consultation, social impact assessment, communities' planning and associated policies.

Staff and contractors are guided by *The way we work*, a document that symbolises what we stand for as a business. It makes clear how we behave according to our values of respect, integrity, teamwork and accountability.

Our Weipa operations have been under Rio Tinto management for over 50 years and adhere to Rio Tinto's Communities Framework. The Project approach to communities is also underpinned by Rio Tinto's policies, standards and guidelines. The intent and application of these standards and guidelines for our Weipa Operations and the Project are listed below.

1.2.1 Rio Tinto communities policy

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

1.2.2 Rio Tinto communities standard

Rio Tinto managed activities, projects and businesses are required to develop their own locally designed community relations programmes and Communities and Social Performance (CSP) plan.

The CSP plan must integrate with business planning processes and support whole-of-business delivery of CSP outcomes. It is a requirement that the plan contains:

- Measurable local CSP targets and performance indicators;
- Is developed in collaboration across the business, especially Human Resources, Procurement, Health Safety and Environment, Mine/Plant/Operations/Planning, and specify cross-functional accountabilities; and
- Is reviewed and updated consistent with the business planning cycle.

The CSP plan is supported by completion of the following requirements:

- A social and economic knowledge base, including a formal social impact assessment where applicable;
- Community and stakeholder mapping, analysis and engagement; and

- Social risk analysis.

1.2.3 Cultural heritage management

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

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

1.2.4 Reconciliation action plan

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

Rio Tinto Weipa has made commitments in the Reconciliation Action Plan to deliver actions that positively address the areas of Relationships, Respect and Opportunities.

2 Rio Tinto Weipa

This section of the SIMP provides an overview of Rio Tinto's existing Weipa mining operations, agreements in place to support bauxite mining on Western Cape York and the company's approach to management.

2.1 Existing operations

The Weipa operations consist of two continuous mining operations at East Weipa and Andoom, two beneficiation plants, 19km of railway to transport mined bauxite from Andoom to the port area, two stockpiles and two ship loaders.

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

The first year of commercial production was in 1964 with 453,365 tonnes of bauxite mined and shipped. In 2014, annual production has increased to 26.4 million dry tonnes.

Weipa has a long history as a mining town and is currently operated by Rio Tinto via the Weipa Town Authority. Given this unique relationship, the business and its activities are embedded in the Weipa community. The company has strong relationships with surrounding Indigenous communities strengthened by the formal agreements that exist with Traditional Owners.

Annually, the company contributes over \$162 million to the economy through the payment of staff salaries and more than \$106 million in the payment of taxes and royalties. Since 2006 the company has invested more than \$73 million into Weipa infrastructure.

Table 1: Snapshot of Rio Tinto's Weipa Operations

Employees (2014)	1,173 FTE as at Dec 2014
Production (2014)	26.4 million dry product tonnes
Products	Metal grade bauxite
Operation commenced production	First commercial production in 1964
Rio Tinto Weipa ownership	Rio Tinto 100 per cent
Markets	Rio Tinto Aluminium's Yarwun refinery in Gladstone, Queensland Alumina Limited refinery in Gladstone and overseas customers
Lease area	3,860 square kilometres

Rio Tinto has been managing the Weipa operation since the 1960's. In this time the company has established relationships, policies, procedures and structures to implement programmes and partnerships in the Western Cape York region.

With the support of Rio Tinto's corporate community and social framework, Rio Tinto Weipa has a dedicated Community Relations team that oversees implementation of the following accountabilities:

- Indigenous agreement implementation;
- Development and delivery of cultural awareness training programmes;
- Communications and external affairs;
- Community investment programmes;

- Cultural heritage management;
- Indigenous business development;
- Social risk analysis and management; and
- Community and stakeholder engagement activities.

The team has been supplemented with additional resources to support the communities and social performance functions required by the Project.

The Community Relations team is based at the Rio Tinto Community Relations building located in a central location within the Weipa community. The company has also established an office in Aurukun to support existing community engagement.

2.2 Agreements

2.2.1 Western Cape Communities Coexistence Agreement (WCCCA)

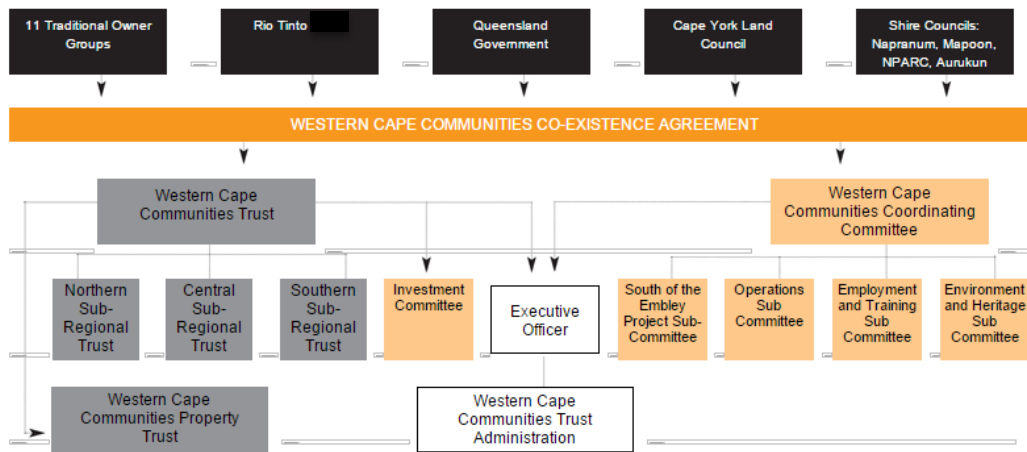
Rio Tinto's mining leases are situated on Aboriginal land and neighbour the communities of Aurukun, Napranum, Mapoon, Northern Peninsula Area (NPA) and Weipa.

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

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

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

Figure 1: WCCCA Structure



In 2008, the members of the WCCCA, including Traditional Owners for the area of the mining lease south of the Embley River, the Wik and Wik-Waya People, endorsed the establishment of the South of Embley (SoE) Project Sub-committee (SC). Decision on all issues other than trust matters are made through the Western Cape Coordinating Committee (WCCC).

The SoE SC is chaired by a member of the WCCC and has representatives from the Wik-Waya Traditional Owners group, Rio Tinto, and members who give representation to the parties represented on the WCCC. The purpose of the SoE SC is to provide a forum in which Traditional Owners and Rio Tinto can consult, review, provide advice and make recommendations to the WCCCA related to the activities of the Project feasibility study, including the EIS.

2.2.2 Ely Bauxite Mining Project Agreement (EBMPA)

In September 1997, the EBMPA was signed between Alcan, six Traditional Owner groups, the Mapoon and Napranum Shire Councils, New Mapoon Enterprises (formally New Mapoon Aboriginal Shire Council) and the Cape York Land Council. Rio Tinto Weipa took over the management of this agreement in February 2008.

The Agreement covers Mining Lease ML7031 and provides for a formal consultation process between Rio Tinto Weipa and the Aboriginal communities regarding:

- Mining activities on the mining lease;
- Payment of financial compensation to the Ely Bauxite Mining Project Aboriginal Beneficiaries Trust;
- Protection of culturally significant areas and cultural awareness training;
- Support for Indigenous employment and business development; and
- Education and training opportunities, for example, an apprenticeship and bursary scheme.

2.2.3 Weipa Township Agreement

Under the *Commonwealth Aluminium Corporation Pty Ltd Agreement Act 1957* (Qld), the establishment and management of the township of Weipa was vested in Comalco, Rio Tinto's Aluminium product group predecessor, with the arrangement remaining in place today.

The Weipa Town Authority, represented by an elected Chair, three elected members of the community, two Rio Tinto appointed members and one Traditional Owner, has managed the town on Rio Tinto's behalf since 1994.

Through Rio Tinto financial support, the Weipa Town Authority is responsible for the provision of infrastructure services required by the town including, but not limited to the airport, road networks, port, power, water and sewerage facilities.

Between 2006 and 2014, Rio Tinto has invested over \$73 million into the township for the provision of community infrastructure and services.

2.2.4 Regional Partnership Agreement (RPA)

Rio Tinto is also signatory to the Western Cape Regional Partnership Heads of Agreement between Western Cape Communities Trust, Western Cape Communities Coordinating Committee, Council of the Shire of Aurukun, Napranum Aboriginal Shire Council, Mapoon Aboriginal Shire Council, Western Cape Chamber of Commerce, the Australian government and the Queensland government. The RPA was signed on 26 March 2008 in Weipa and was most recently extended in 2015.

The RPA is a 'statement of intent' by the parties to work towards improving opportunities for employment and training of Indigenous people in the Western Cape York region.

3 Project summary

The Project consists of the construction and operation of a bauxite mine and associated processing facilities, barge and ferry terminals, and a port. The Project involves a staged increase in production up to 50 million dry product tonnes per annum (mdptpa). The initial installed capacity is likely to be 22.8 mdptpa. Actual production rates and the timing and size of capacity expansions will depend on market conditions. The EIS was prepared to assess the impacts of several different levels of production along the expansion pathway: a minimum rate of 15mdptpa, a maximum rate of 50 mdptpa, and a nominal intermediate rate of 30 mdptpa.

3.1 Projects description

Located between Weipa and Aurukun on the Western Cape York Peninsula, Far North Queensland, it is envisaged the Amrun development will eventually replace the existing East Weipa mine centre and develop the high quality bauxite reserves located in the area. The Project involves the staged increase in production of up to 50mdptpa.

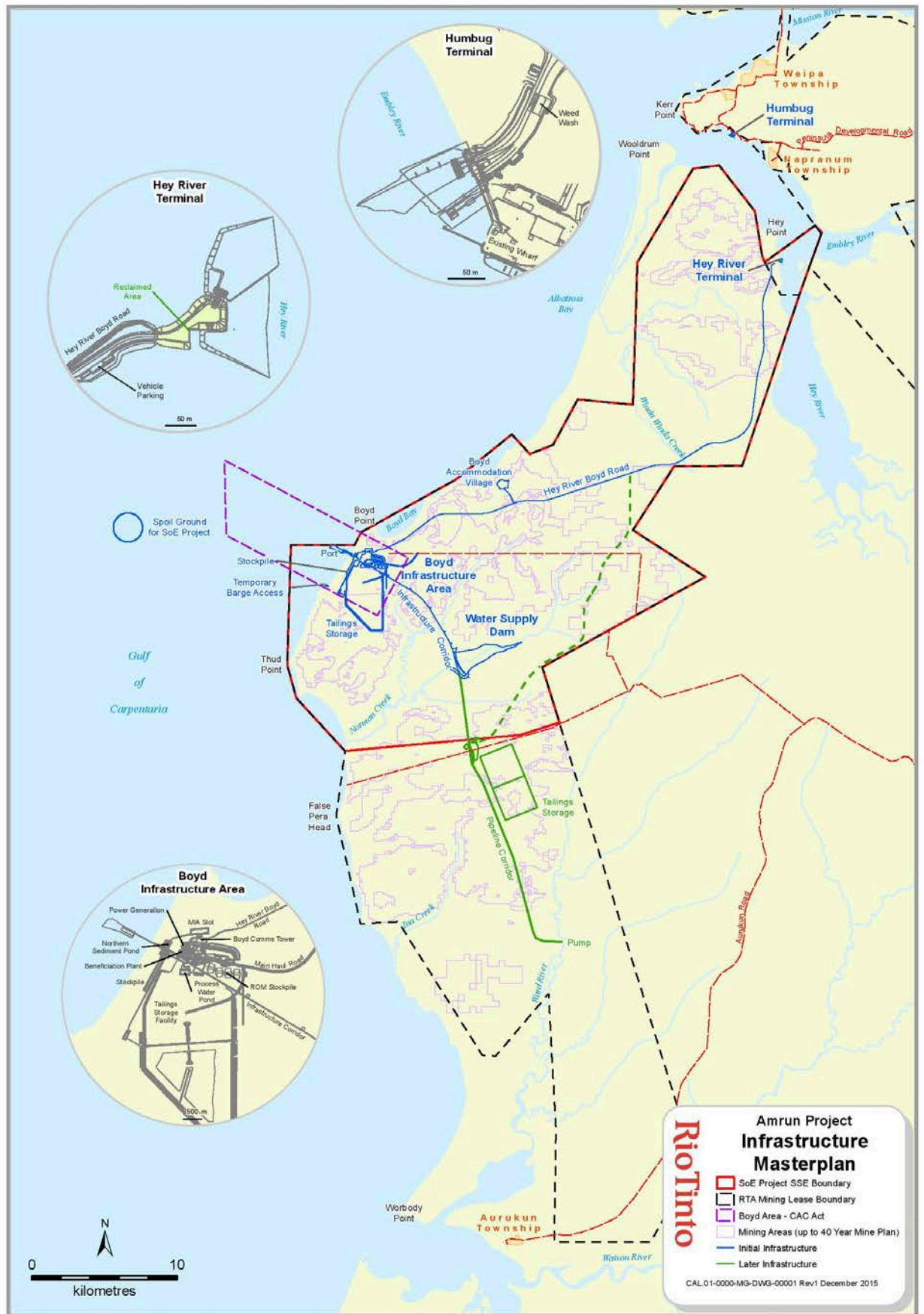
Major project components include:

- Truck dump station and run of mine storage;
- Ore beneficiation facility;
- Conveying and stockpiling facilities supported by rail mounted machines;
- Export port;
- Water supply dam and infrastructure;
- Tailings storage facility;
- Power generation facility;
- River facilities, including a barge facility and roll-on roll-off (RoRo) barge terminal, a passenger ferry terminal, a combined barge and passenger terminal, tug berths and associated dredging and navigation aids;
- Sealed access road connecting the Hey River Terminal to the Boyd Mine Infrastructure area;
- Initial haul roads network;
- Facility automation/control system;
- Mine infrastructure buildings, including operations and temporary workshops, and general infrastructure including a telecommunications system to link the remote operations centre;
- Temporary works required to support construction, including a construction camp, power, water and telecommunications; and
- Information systems and technology equipment, heavy mine equipment, other marine vessels and mine operations equipment.

The construction period is estimated to be 38 months.

The Project has bauxite reserves capable of sustaining a mine life of approximately 40 years, depending on annual production rate.

Figure 2: Amrun project infrastructure



3.2 Project objectives

The key objectives of the Project are to:

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

3.3 Economic benefits to the region

In 2015, Rio Tinto engaged SGS Economics and Planning to undertake a modelling exercise to forecast the economic benefits of the Project based on a series of assumptions.

The economic contribution of the construction period was forecast as follows:

- \$108 million (Western Cape York);
- \$270 million (Far North Queensland region);
- \$1.5 billion (Queensland); and
- \$2 billion (national).

Amrun's operations have been forecast to contribute \$1.3 billion annually to the Queensland economy.

3.4 Workforce

Rio Tinto has established policies, procedures and strategies in place in Western Cape York focused on identifying employment opportunities for Local Aboriginal People (LAP).

The following table is a breakdown of key statistics in relation to Rio Tinto's workforce in Weipa between 2010 and 2014.

Table 2: Rio Tinto Weipa workforce statistics

Workforce	2010	2011	2012	2013	2014
Employees	871	1,024	1,019	1,129	1,173
Total Indigenous Participation	20.7%	23.1%	24.1%	22.1%	22.4%
Local Aboriginal Participation	13.7%	14.4%	13.7%	11.8%	11.9%

Rio Tinto is proud of the levels of indigenous and LAP employment within the Weipa Operations.

The company has developed and continues to implement the *Indigenous Employment and Training Strategy July 2013 – June 2016* in close collaboration with the WCCCA Employment and Training Sub-Committee and the Ely Coordination Committee.

The strategic focus areas of the strategy are related to:

- Agreements and budgets;
- Company policies and systems;
- School to work pathways;
- Indigenous Employment and Development;
- Direct employment;
- Employee retention; and
- Career development.

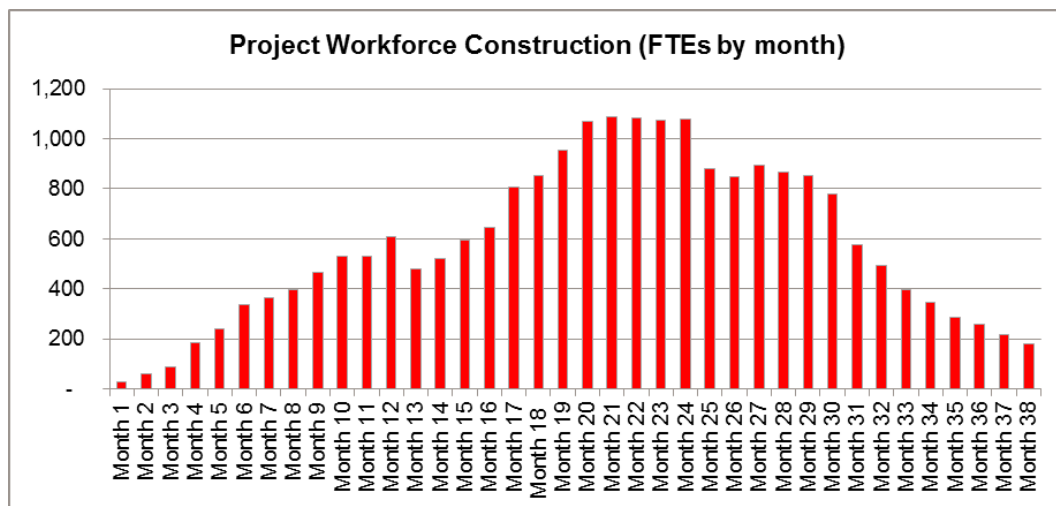
The strategy differentiates between Indigenous Person(s) and Local Aboriginal People(s) (LAP) and is subject to regular reporting to the WCCCA Employment and Training Subcommittee.

The Project’s strategy for local and Indigenous employment is identified in the *Amrun Project Local and Indigenous Participation Strategy* and supporting SIMP action plans.

3.4.1 Construction

While project related roles will provide employment and skill development opportunities, stakeholders need to be aware that construction work is temporary in nature with more sustainable opportunities in operational roles associated with the mine.

Figure 3: Construction workforce



The construction labour force requirement equates to a peak of approximately 1,100 persons and monthly average of approximately 580 FTEs.

The table below is an analysis of the average demand of construction related positions throughout the project:

Table 3: Estimated average construction labour demand by type per year

Position	Year 1	Year 2	Year 3
Carpenters	Very low	Low	Low
Steel Fixer	Very low	Low	Very low

Position	Year 1	Year 2	Year 3
Concrete Finisher	Very low	Low	Very low
Equipment Operator	High	High	High
Rigger	Low	Moderate	Moderate
Scaffolder	Low	Moderate	Low
Instrument & Control Tradesman	Very low	Very low	Very low
Electrician	Low	Moderate	Moderate
Welder	Low	Moderate	Low
Pipefitter	Very low	Very low	Very low
Mechanical Fitter	Low	Moderate	Moderate
Labourers	Low	Moderate	Moderate

Opportunities to undertake long-term skill development specifically related to construction (such as a trade apprenticeship) will be limited given the short period of the construction phase.

There may be opportunities for community members to participate in the project as a means to complete qualifications (such as a trade apprenticeship). It would be counterproductive to commence training in areas whereby there are limited or no identifiable long-term employment prospects.

Instead, greater focus will be placed on programmes that assist local Indigenous community members to become job ready.

The construction period will allow local community members to develop skills and experience in certain disciplines that will have a requirement as the project moves in to operations, such as security, camp operations and general maintenance. Central to creating sustainable employment pathways, is linking the requirements of project contractors with the skills, experience and aspirations of local job seekers.

3.4.2 Operations

The project will generate significant employment opportunities both directly and indirectly through impacts on other sectors of the economy.

As production at the East Weipa mine declines, the workforce will transition to the Amrun mine as production increases.

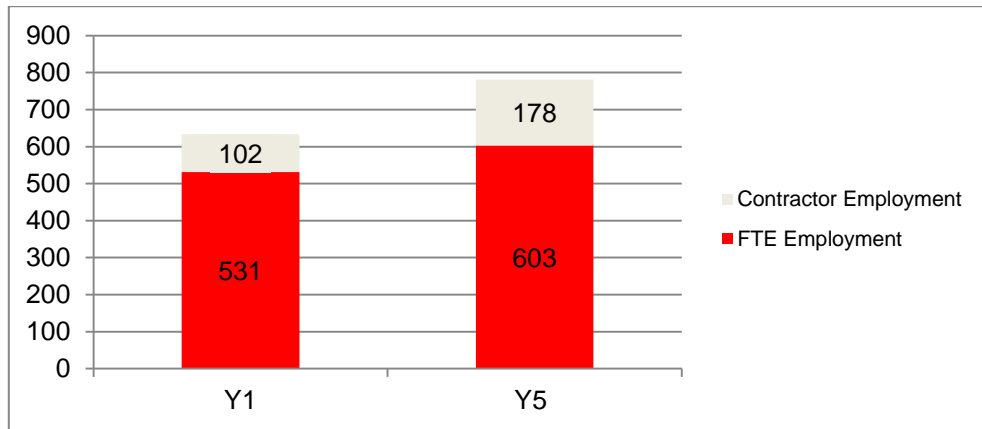
Employment will be in the following mine related disciplines:

- Mine management;
- Mine development;
- Mine operations;
- Heavy mining equipment maintenance;
- Beneficiation and shiploading operations;
- Plant maintenance;
- Logistics; and
- Other support.

The vast majority of roles will be for equipment operators.

As depicted in the following graph, based on production of 22.8mtpa, it is estimated that operation will require 530 fulltime employees (FTEs) and 100 contractors in Year 1 and 600 FTEs and 175 contractors in Year 5.

Figure 4: Amrun mine projection of operations employment based on 22.8mtpa production



Contractor employment is related to the workforce required to perform shutdown maintenance and construct additional haul roads as the mining footprint expands over time.

3.5 Workforce accommodation

3.5.1 Construction

To accommodate the construction workforce, a construction camp known as the Boyd Accommodation Village will be established. The majority of the Project's construction workforce will be fly in, fly out (FIFO), arriving in Weipa, before being transported to the Boyd Accommodation Village via ferries and buses.

A transport service at the commencement and conclusion of roster patterns will be offered to the local Indigenous community of Aurukun through the community commute arrangement. This service will be demand driven. Once at site for a shift pattern, the workforce will not be permitted to leave site during the roster unless direct permission is sought to do so (such as a family emergency).

Rio Tinto has consulted closely with Traditional Owners to determine the most appropriate site for the village. In consideration of the Traditional Owners feedback, the village has been located inland and requires permission to access the adjacent beach area. Rio Tinto is interested in working with Traditional Owners to explore the business opportunities that may be created through the village establishment (such as the provision of recreation services).

In some circumstances, members of the project workforce may be accommodated at existing workforce accommodation facilities in Weipa or hotels as a temporary measure.

3.5.2 Operations

Once construction has concluded, the Boyd Accommodation Village will be modified to create accommodation for the mine's operational workforce.

It is Rio Tinto's intent for Weipa to remain the company's residential base, with the workforce transported to the mine site via a bus in, bus out operation (BIBO). It is anticipated approximately 25 per cent of Amrun's workforce will continue to work out of

Weipa to provide centralised professional services across all Western Cape York mine sites.

The commencement of operations at the Amrun mine will coincide with the ramp down of activities at the East Weipa mine. Given the township of Weipa will remain the residential base for all the company's Western Cape York operations, the company believes there is adequate housing within the township, and will continue to monitor the situation.

As at 2014, Rio Tinto Weipa owned 240 residential dwellings and operated two Single-Person Quarters facilities providing accommodation for permanent employees, external contractors, local organisations and their families. There is an estimated residential housing stock of over 1,000 private dwellings in Weipa.

Approximately 250 dwellings are leased locally from the private market on behalf of Rio Tinto Weipa employees.

Rio Tinto will continue to work with the Weipa Town Authority and the surrounding communities to monitor demand for any further land releases for construction of new dwellings and ensure any growth considers the impact to the existing property market and property owners.

4 Economic and social context

4.1 Western Cape York communities overview

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

There is no comprehensive published history of the Western Cape York region, but there are many published sources relating to Cape York Peninsula that include some coverage of the Western Cape. The main historical phases of the region may be described as:

- the Indigenous pre-contact era;
- the European contact (exploration) era from 1606 to 1880;
- the frontier settlement era from 1880 to the early 1900s;
- the mission era from 1891 to the late 1950s and
- the post-mission community and mining era from the 1960s to present.

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

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

The Aurukun community is comprised of approximately 1,400 people, many of which represent the Wik and Wik-Waya Traditional Owners of the area. While Aurukun is the central location for many people living in the area, there are also a number of "outstations" stretching over 125km from Pera Head south to the Kendell River. There are also a number of Wik and Wik-Waya Traditional Owners who have relocated and now live in other communities across Cape York. There has been no cattle production/agriculture in the Project area and, as such, no direct impacts are anticipated on agricultural land uses within or surrounding the Project.

4.2 Existing socio-economic environment

A Social Impact Assessment was carried out as part of the EIS process in 2011. At the time, the SIA drew on the most relevant information, primarily derived from the 2006 Census, Office of Economic Statistics Research (OESR) Community Profiles and other Australian Bureau of Statistics (ABS) publications.

Given the final SIMP was completed in late 2015, updated key social and economic indicators has been provided derived from a range of sources, predominately referenced in the Weipa Social Economic Report completed by Umwelt in September 2015.

4.2.1 Regional population

As of 30 June 2014, Western Cape York's regional population was 6,502 people with the majority of the population being indigenous (60.1 per cent according to the 2011 ABS Census). Weipa accounted for most of the region's population with 3,856 people, followed by, Aurukun (1,410 people), Napranum (943 people) and Mapoon (293 people).
Correlated

The region's population is young when compared to the rest of the State with a median age of 27.9 years versus 36.6 years. The region's population has strong association with persons of working age and families with the largest percentage of persons aged in the 25 to 44 year age bracket (32.3 per cent).

4.2.2 Indigenous population profile

Weipa has a lower proportion of Indigenous people than the other Western Cape communities with 18.6 per cent (311 people) of the total population. The Aurukun area has the largest Indigenous population 1,300 (92 per cent), followed by Napranum with 904 people (92 per cent) and Mapoon with 261 people (89 per cent).

All four communities show have a significantly higher proportion of Indigenous residents compared to the Queensland average of 3.6 per cent.

4.2.3 Educational facilities and services

The Western Cape College (WCC) is the main education service provider in the Western Cape York region. In recent years, the WCC has opened a new residential 120 bed boarding facility in Weipa to provide accommodation for indigenous secondary students who are living away from home to study. Mapoon is serviced by a campus of the WCC whilst Napranum residents travel to the Weipa campus via bus.

According to the WCC 2014 Annual report, the College currently consists of three campuses:

- Mapoon Campus (primary – year 6, 33 students);
- Weipa Campus (primary – year 12, 1002 students); and
- Residential Campus (year 7 – year 12, 120 bed capacity).

Fifty-four per cent of students at WCC are Aboriginal and Torres Strait Islander and attendance rates in 2014 were 80 per cent.

Aurukun is serviced through the Aurukun Campus of the Cape York Aboriginal Academy, part of the *Good to Great Schools Australia* network. The Aurukun campus has approximately 200 enrolled students and offers classes from prep to year six. Students undertaking secondary education are supported through the Cape York Institute to travel to Brisbane, Townsville, Cairns or Rockhampton to attend boarding school.

There are several day care facilities in the region, three kindergartens (one in Aurukun, Mapoon and Napranum) and a school aged care facility in Weipa.

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

4.2.4 Employment and economic profile

After consulting with the Australian Bureau of Statistics and Queensland Government Statistician's Office, the conclusion was drawn that it is difficult to find accurate workforce data for small Indigenous communities as regular data collection does not occur.

The data in the below table is from the 2011 census.

Table 4: Estimated average construction labour demand by type per year

LGA	Aurukun	Napranum	Mapoon	Weipa
Employed, worked full-time	155	133	48	1,401
Employed, worked part-time	49	47	37	295
Employed, away from work	26	5	8	147
Unemployed, looking for full-time work	35	37	3	35
Unemployed, looking for part-time work	38	11	0	13
Not in the labour force	542	332	107	256
Not stated	57	3	0	307
Not applicable	393	290	60	877
TOTAL	1,295	858	263	3,331

According to the Federal Government Department of Employment's *Small Area Labour Markets* publication, unemployment in Aurukun averaged 34.6 per cent in 2014 and 28.9 per cent in the first two quarters of 2015. It is understood unemployment is much higher given the number of community members currently not employed who are unregistered to receive or have been deregistered from receiving welfare payments, who are not counted as unemployed.

According to the Australian Bureau of Statistics key Average Weekly Earnings figures for the May 2015 reference period, average weekly earnings in Australia are \$1,136,90 per week. Cross referenced with the 2011 Census data, the percentage of Western Cape Community representatives with a personal weekly income of \$1,000 or more is as follows:

- Aurukun – 1.2 per cent
- Napranum – 4.5 per cent
- Mapoon – 3.4 per cent
- Weipa – 43.1 per cent

There are a number of social and health issues that have been reported as key barriers to achieving positive health outcomes and which also affect employment. The issues highlighted include alcohol and drug use, alcohol related harm, poor diet and hygiene, and family relationship breakdowns. Alcohol and drug related illnesses are common to both Indigenous and non-Indigenous populations in the Western Cape York region. Rio

Tinto has adopted a strict alcohol and drug policy to ensure that Rio Tinto employees and contractors operate and fulfil their duties in a safe work environment.

4.2.5 Housing and accommodation

According to the 2011 Census, the total number of dwelling types across the Western Cape York communities is as follows:

Table 5: Dwelling type by Western Cape York Community

Dwelling type	Aurukun	Napranum	Mapoon	Weipa
Separate House	218	136	59	643
Semi-detached, row, terrace, townhouse				185
Flat, unit or apartment		40	7	160
Caravan, cabin, houseboat		5	4	
House / flat attached to a shop, office, etc				4
TOTAL	218	181	70	1,008

Since the 2011 Census, additional dwellings have been constructed in Weipa as part of the Golf Links Stage 2 development. In 2014, the Aurukun Shire Council announced plans to build five houses a year until 2018 through a government-funded community housing programme.

Rental is the overwhelming form of occupation across Cape York; Aurukun (100 per cent), Napranum (100 per cent), Mapoon (84 per cent) and Weipa (73 per cent).

Overcrowding is prevalent across the Western Cape's Indigenous communities with 69.1 per cent of households in Aurukun overcrowded, 42.5 per cent in Napranum, 10.5 per cent in Mapoon and 26.7 per cent in Weipa.

4.2.6 Health and other services

The Western Cape York region is serviced by the Queensland Government through the Weipa Integrated Health Service Unit which provides a 12 bed acute care facility providing outpatient, medical/surgical, inpatient, casualty, X-ray and palliative care services to Weipa and the surrounding communities. The Weipa Hospital also has a ten bed rural aged care facility with respite amenities.

The Weipa Hospital provides a range of general and specialist services including inpatient and casualty services, general surgery, X-ray, outpatient services and palliative care. In addition, the hospital has many visiting specialists such as paediatrician, physician, rheumatologist and dentist.

Clinics are also available including: child health, immunisation, antenatal, women's health, diabetes, mental health, sexual health, general medicine, dental, nutritional and diabetic education, and alcohol, tobacco and drugs service.

The Weipa Hospital is supported by primary health care centres in Aurukun, Napranum, Mapoon which are operated by the Queensland Government's Department of Health and supported by the Royal Flying Doctor Service and offer services including accident and emergency, aged care, child and adolescent health, diabetes and nutritional health and

sexual health. These centres provide residents with a regular clinic and emergency medical service.

Visiting medical, community and allied health services are also offered in partnership with other health and social service providers, including podiatry, paediatricians, hearing health, mental health, maternal, eye specialists, and ear nose and throat specialists.

Alcohol Management plans are currently implemented across a number of Western Cape York communities, including Aurukun, Napranum and Mapoon. Alcohol Management plans contain a set of recommendations on reducing alcohol related crime and violence via restrictions in the sale and consumption of alcohol.

4.3 Other project developments

Since the early 2000's, the Queensland Government have been engaged with resource proponents interested in developing Aurukun bauxite resources.

The agreement between Chalco and the Queensland government to develop the Aurukun Bauxite Project (on MDL378) ended on 30 June 2011.

Following an open-ended and competitive process run by the previous Queensland government, Glencore was announced as the preferred proponent to develop the Aurukun bauxite project. Glencore has applied to the State Government for a Mineral Development Licence (MDL). The MDL is necessary for Glencore to undertake on-site feasibility and environmental studies for the project. Grant of the MDL is dependent on resolution of native title and requires extensive consultation with Traditional Owners.

The Glencore project requires significant work to seek regulatory approval.

Given the different stages the Amrun and Glencore projects are currently at, in the immediate term Rio Tinto believes there are no cumulative impacts to the communities of Aurukun and Weipa. However, if the Glencore project was to proceed, capacity constraints and additional economic and social pressures could emerge within Western Cape York communities as a result of increased activity.

5 Stakeholder engagement

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

- *Respect for cultural differences* – Wherever we operate, we do our best to accommodate the different cultures, lifestyles, heritage and preferences of our neighbours and are committed to continually reviewing and improving our approach.
- *Open and honest dialogue* – Providing regular opportunities and a variety of mechanisms for engagement is critical to our understanding the issues that are important to our neighbours and our neighbours' understanding what is important to us.
- *Active local and regional partnerships* – Rio Tinto is dedicated to active partnerships based on mutual commitment, trust and openness. In doing so, we support community based projects that can make a difference in a sustainable way, assist regional development, training and employment and small business opportunities.
- *Strong and transparent governance* – Our communities work is closely coordinated via our agreement structures and takes account of peoples' perceptions of the effects and consequences of our activities. Good performance requires all of us to accept responsibility for community relationships.
- *Long term commitment to sustainability* – We detail local arrangements in our planning and report to stakeholders regularly to ensure programmes remain relevant and deliver outcomes throughout the life cycles of Rio Tinto's activities.

In the early stages of project development and prior to EIS consultation, a scoping study was undertaken to define the key stakeholders who would be potentially directly and/or indirectly affected by the Project. This list was reviewed and refined throughout the consultation and engagement programme and most recently in 2015 as project feasibility continued.

This process included the identification of Traditional Owner families and individuals whose traditional lands may be affected by the Project.

The stakeholders and members of the general public provided with the opportunity to participate in the consultation process are summarised the following table.

Table 6: Key Stakeholders

Category	Group
Government	State and Federal government-elected representatives State and Federal government agencies and service providers Queensland Government Departments Aurukun and Cook Shire Councils Napranum and Mapoon Aboriginal Shire Councils Northern Peninsula Area Region Council Weipa Town Authority Regional Partnership Agreement
Non-government organisations and community service providers	Cape York Land Council Community justice groups Cultural heritage bodies Education and training providers Health service providers

Category	Group
	Environmental groups
Traditional Owners and Aboriginal groups	Wik & Wik-Waya Traditional Owners whose traditional lands are directly impacted by the Project Other Traditional Owner groups across the Western Cape who are signatories to the Western Cape Communities Coexistence Agreement and Ely Bauxite Mining Project Agreement Western Cape Communities Trust and Coordinating Committee WCCCC Amrun Project Sub-committee Ely Bauxite Mining Project Coordinating Committee Ngan Aak-Kunch Aboriginal Corporation
Industry, local business and service providers	Local businesses and service providers operating throughout the Western Cape York region (Aurukun, Napranum, Weipa, Mapoon and NPA) Employment and employment training service providers Chambers of Commerce Tourism operators Recreational and commercial fishing industry Infrastructure providers
General public and residents	Aurukun, Napranum, Weipa, Mapoon, NPA
Regional landholders	Pastoral lease holders and managers
Employees and contractors	Rio Tinto and local contractor employees based on the Western Cape

5.1 Consultation approach

The objectives of community consultation undertaken to date has been to:

- Identify stakeholders who have an interest in the Project;
- Facilitate two-way engagement with stakeholders, providing accurate, timely and relevant information on the Project;
- Identify any concerns or potential issues stakeholders may have with the Project;
- Explore areas of the Project with the potential to have a positive impact on communities;
- Develop appropriate strategies to mitigate any concerns;
- Address stakeholder issues and concerns during the EIS process; and
- Incorporate feedback on the restructured SIMP.

A range of consultation mechanisms were utilised to meet the objectives of the community consultation process. These included face-to-face meetings, project newsletters and fact sheets, information sessions, public displays, freecall number and community forums and are explained in further detail in section 5.3.

5.2 Engagement prior to EIS approval

In developing the SIMP, various engagement tools were utilised including but not limited to:

- Over 70 face to face meetings and briefings;
- Six workforce presentations;

- Six community forums;
- Two project site visits;
- Two workshops; and
- A series of regular visits to Aurukun.

During the six week EIS process the public comment period took place from 1 August to 12 September 2011. In this period over 500 external and more than 900 internal stakeholders were briefed on the project.

5.3 Engagement post EIS approval

Following the extensive consultation undertaken as part of the EIS consultation period, post approval engagement in relation to SIMP related issues has been through the existing community engagement forums, tools mechanism and mechanisms utilised by Rio Tinto's Weipa operations. This approach has been taken by the company to ensure continuity, avoid duplication of existing and familiar processes and avoid confusion amongst the community, particularly in relation to some issues which are equally as applicable across the project as the operations.

A summary of existing communication channels utilised to engage with community members and stakeholders are explained in the below table.

Table 7: Communication channels used to engage with community members and stakeholders

Communication channel	Description
Media releases	Rio Tinto Weipa operations with support from the Bauxite & Alumina Communications and External Relations function, issue local media releases highlighting the key pieces of work and major projects that are likely to provide public interest.
Rio Tinto website	Rio Tinto run a website where materials can be displayed and accessed - www.riotinto.com/aluminium/weipa . A specific Amrun Project website has been developed - http://www.riotinto.com/australia/amrun-16113.aspx
Public information sessions	Public sessions are often conducted. These sessions provide opportunity for the general public to access Rio Tinto Weipa operations staff and ask questions in an informal environment.
Free call number and email	Rio Tinto Weipa operations operates a free call 1800 (1800 707 633) number for access to information and to contact staff. The free call number and email (RTAWeipafeedback@riotinto.com) are well known across Western Cape York Communities and feature on local communication materials.
Face to face briefings and presentations	These are usually conducted in association with major projects that have public or government interest.
Newsletters	Rio Tinto Weipa publishes FOCUS magazine bi-monthly that details the work of the operation and provides opportunity to show case pieces of work.

5.4 Summary of stakeholder issues

Across all stakeholder groups, the issues and opportunities of greatest significance have largely remained consistent since the EIS consultation period until now.

Key issues of stakeholder interest include but are not limited to:

- Traffic/transport on the proposed new access road to the Project infrastructure;
- Culture heritage, land and sea management;
- Employment, training and educational opportunities;
- Business supply opportunities;
- Breakdown in community cohesion associated with increases in alcohol and substance abuse, and escalating law and order problems;
- Future of the existing Weipa mining operations;
- Water supply dam construction, operational and closure impacts;
- Workforce rostering and accommodation arrangements;
- Demographic changes;
- Economic impacts on the local economy; and
- Housing and property values.

In addition, a number of other issues of importance and relevance to specific stakeholder groups have been investigated.

A summary of the key issues raised throughout the consultation period is included in the table on the following page.

Table 8: Summary of key issues raised by community members and stakeholders

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

6 Impact summary and action plans

6.1 Action plans

As previously stated, extensive engagement has been undertaken since 2008 to identify issues and impacts raised by stakeholders relating to the Project. Issues that emerged as common themes or impact have been grouped into Action Plans that to enable a focused and holistic approach to implementation. The Action Plans are:

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

The issues, objectives, responsibilities and performance measures associated with the actions plans are explained in further detail in the following sections.

6.1.1 Community commute – Aurukun to the mine site

Action Plan: Community commute – Aurukun to the mine site			
Issue	<p>Access to transport is a barrier for Wik and Wik-Waya Traditional Owners (TOs) residing in Aurukun to access employment opportunities in the mining operation. It is understood less than 20% of the population have a drivers licence.</p> <p>The ability for Aurukun residents to live in community when off roster and work in the mine is considered an important component in achieving the objective on, and implementation of, Rio Tinto Weipa Operations' <i>Indigenous Employment and Training Strategy July 2013 – June 2016</i>.</p>		
Objective	<p>To provide transport for TOs living in Aurukun and working in the mine and remove a barrier to accessing employment opportunities.</p>		
Actions	KPIs	Responsible	Timeframe
Implement either a FIFO or BIBO community commute arrangement for TOs living in Aurukun and working on the project during the construction phase (demand dependant)	<ul style="list-style-type: none"> • Establishment of community commute arrangement • Take up of community commute by Aurukun residents 	Rio Tinto	From construction or as required by demand
Undertake an options analysis to assess community commute options for TOs living in Aurukun and working in the mine during operations phase	<ul style="list-style-type: none"> • Completion of study and establishment of community commute arrangements for mine operations 	Rio Tinto	2018

Action Plan: Community commute – Aurukun to the mine site			
Presentation of final options analysis for operations community commute	<ul style="list-style-type: none"> • Presentation of findings to the South of Embley (SoE) and E&T WCCCA SCs 	Rio Tinto	2018
Work with the ASC to identify any longer term infrastructure requirements (eg bus stops) requirements to support a Community Commute arrangement for mine operations	<ul style="list-style-type: none"> • Identification of infrastructure constraints • Possibly establishment of infrastructure (if required) 	Rio Tinto	Prior to operation
Implement agreed community commute arrangement for the operational mine workforce (demand dependant)	<ul style="list-style-type: none"> • Establishment of arrangements prior to operations 	Rio Tinto	Operations commencement
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Residents of Aurukun are able to reside in Aurukun off-roster and commute to work on the construction project or operational mine (demand dependant)	<ul style="list-style-type: none"> • Take up of community commute arrangements 	Half yearly	
An increase in the number of Aurukun residents employed by the Project's construction period and operations	<ul style="list-style-type: none"> • Employment data 	Half yearly (construction) Annually (operations)	

6.1.2 Communities heritage and environmental management plan (CHEMP)

Action Plan: Communities, Heritage and Environmental Management	
Issue	<p>Rio Tinto remains committed to the existing obligations under the WCCCA with regard to TOs involvement in activities. In response to TOs requests, Rio Tinto recognises and supports the collaborative development of a comprehensive Communities, Heritage and Environmental Management Plan (CHEMP) for the Amrun mining lease area.</p> <p>The purpose of the CHEMP is to provide a framework whereby Rio Tinto, the WCCCA CHEMP Working Group, SoE SC and TOs can work together to maintain community, heritage and environmental values while supporting the creation of employment opportunities.</p>

Action Plan: Communities, Heritage and Environmental Management

Objective	<p>Development and implementation of CHEMP that;</p> <ul style="list-style-type: none"> Identifies the community, heritage and environmental values of the area of the mining lease located south of the Embley River; and, Defines the key strategies and ongoing operational activities, including processes for ongoing engagement and consultation, with TOs in these areas.
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Actions	KPIs	Responsible	Timeframe
Participation in regular Amrun CHEMP working group meetings	<ul style="list-style-type: none"> Regular CHEMP WG meetings 	Rio Tinto WCCCA	Ongoing
Facilitate consultation with the Amrun SC and CHEMP Working Group (WG) to agree on the methodology and process of, and the nomination of people to participate in, fieldwork and consultation	<ul style="list-style-type: none"> Establishment of agreed process 	Rio Tinto CHEMP WG SoE Project SC	Complete
Develop and present draft CHEMP to the Amrun Project SC for endorsement by WCCCA.	<ul style="list-style-type: none"> CHEMP endorsed by WCCCA 	Rio Tinto CHEMP WG	Complete
Implement an annual CHEMP work programme	<ul style="list-style-type: none"> Performance review by SoE SC 	Rio Tinto CHEMP WG	Ongoing

Performance Monitoring and Review

Goal	Evidence	Frequency
CHEMP work programme developed and endorsed by WCCCA.	<ul style="list-style-type: none"> CHEMP and annual work programme endorsed by WCCCA 	Annual

6.1.3 Land and sea management

Action Plan: Land and sea management

Issue	As the TOs of the area within the Amrun mining lease, the Wik and Wik-Waya people have expressed a desire to be engaged and employed directly in land and sea management (LASM) activities throughout the development and life of the Amrun mine.
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Objective	For Rio Tinto to establish a sustainable Land and Sea Management Programme in collaboration with TOs and the SoE Sub-Committee.
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Actions	KPIs	Responsible	Timeframe
Identify LASM activities that need to be undertaken as part of the Project's construction and operations	<ul style="list-style-type: none"> Identification of specific scopes of works Ability to complete works in accordance with 	Rio Tinto	Ongoing

Action Plan: Land and sea management			
	Rio Tinto standards		
Investigate and review operational models for TOs to participate in LASM related employment opportunities (eg either direct hire, subcontract to an indigenous business or direct employment with a contractor)	<ul style="list-style-type: none"> • Employment opportunities for TOs • Possible business opportunities identified for indigenous businesses 	Rio Tinto WCCCA SoE & CHEMP SCs	Prior and during construction
Investigate opportunities to schedule work to reduce the temporary and/or infrequent nature of land and sea management requirements	<ul style="list-style-type: none"> • Ability to develop a consistent work flow • Employee retention 	Rio Tinto WCCCA	Ongoing
Encourage TOs to use land and sea management experience to pursue career development and training pathways. For example in areas such as environmental management, land management, cultural heritage management and/or community relations	<ul style="list-style-type: none"> • Training and development opportunities accesses 	Rio Tinto WCCCA	Ongoing
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Establishment of Land and Sea Management Programme	<ul style="list-style-type: none"> • TOs engaged in LASM initiatives • Works undertaken 	Construction Commencement	
Continual TOs engagement in Project related LASM activities	<ul style="list-style-type: none"> • Employment data 	Half yearly	
Development of a capable workforce to assist Rio Tinto meet its land stewardship obligations	<ul style="list-style-type: none"> • Qualifications obtained • Individuals engaged • Works performed to standard 	Annually	

6.1.4 Indigenous employment and training

Action Plan: Indigenous Employment and Training	
Issue	<p>Throughout the consultation process, Indigenous employment and training was raised by the majority of stakeholder groups as a significant opportunity for residents of Western Cape York Communities, particularly TOs.</p> <p>Rio Tinto will continue to work with local communities to invest in employment and training to create a locally-based labour pool through implementation of Rio Tinto Weipa Operations <i>Indigenous Employment and Training Strategy July 2013 – June 2016</i> and the complementary project specific actions identified in the <i>Amrun Project Local and Indigenous Participation Strategy</i>.</p>
Objective	To provide a culturally competent workplace that promotes increased access, participation, retention and advancement for Indigenous people, specifically LAP,

Action Plan: Indigenous Employment and Training

and supports them to achieve their personal aspirations within Rio Tinto or its contractors.

Actions	KPIs	Responsible	Timeframe
Develop an understanding of the local indigenous labour market and key inhibitors to project employment	<ul style="list-style-type: none"> Collation of key data 	Rio Tinto	Ongoing
Implement the employment and training initiatives identified in the Project's <i>Local and Indigenous Participation Strategy</i> and Rio Tinto Weipa's <i>Indigenous Employment and Training Strategy July 2013 – June 2016</i>	<ul style="list-style-type: none"> Project and operations employment Implementation of identified actions Participation in employment and training initiatives 	Rio Tinto E&T SC	Ongoing
Ensure pre-work development activities, targeted for people living in Aurukun, address the current challenges and are effective in preparing Aurukun people for work on the Project or in the operational mine	<ul style="list-style-type: none"> Access to and participation in employment and training initiatives 	Rio Tinto E&T SC	Ongoing
Develop and communicate a clear resource plan, including culturally appropriate recruitment and on-boarding processes, for the Amrun construction phase	<ul style="list-style-type: none"> Staff participation in cultural awareness training as part of the on-boarding process 	Rio Tinto E&T SC	2015

Performance Monitoring and Review

Goal	Evidence	Frequency
Implement Rio Tinto Weipa's <i>Indigenous Employment and Training Strategy July 2013 – June 2016</i> and <i>Amrun Project Local and Indigenous Participation Strategy</i>	<ul style="list-style-type: none"> Ongoing reporting through WCCCA 	Quarterly

6.1.5 Local and indigenous sourcing

Action Plan: Local and Indigenous Sourcing

Issue

The Project is required to comply with the *Australian Jobs Act 2013* and Queensland Resources Council's *Queensland Resources and Energy Sector Code of Practice for Local Content (2013)*. The WCCCA and EBMP agreements both outline TOs objectives of developing business and entrepreneurial skills and capabilities.

In order to maximise opportunities for local and indigenous businesses, the Project has developed a *Local and Indigenous Participation Plan*.

Objective

Provide access to opportunities for local and Indigenous business participation and

Action Plan: Local and Indigenous Sourcing			
business development with the Project.			
Actions	KPIs	Responsible	Timeframe
Develop a Project <i>Local and Indigenous Participation Strategy</i> for the Amrun construction project.	<ul style="list-style-type: none"> Strategy developed and approved by Rio Tinto management Contractor compliance 	Rio Tinto	2015
Develop procurement practices that support and encourage the use of local and indigenous suppliers	<ul style="list-style-type: none"> Inclusion of relevant contractual clauses and evaluation criteria in procurement processes, etc 	Rio Tinto	2015 onwards
Develop communications strategies to effectively communicate Project supply opportunities to local and indigenous suppliers	<ul style="list-style-type: none"> Work packages advertised publically Supplier briefing sessions held Communication materials developed (eg supplier fact sheet) 	Rio Tinto	2015 onwards
Support participation in capability development initiatives that assists local and indigenous businesses increase their capacity and capability to supply to the project and other major projects	<ul style="list-style-type: none"> Local and indigenous businesses participation in capability development initiatives 	Rio Tinto RPA	2015 onwards
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Development and implementation of the Project <i>Local and Indigenous Participation Strategy</i>	<ul style="list-style-type: none"> Finalisation of Strategy 	One-off	
Collation of data related to local and indigenous business development engagement and spend	<ul style="list-style-type: none"> Rio Tinto and contractor reporting 	Half yearly	

6.1.6 Indigenous education

Action Plan: Indigenous Education	
Issue	<p>Rio Tinto recognised the significance of ensuring quality educational outcomes for students in the Western Cape York region. Rio Tinto has an interest to support effective educational outcomes for local students to assist in growing the potential candidate pool.</p> <p>Indigenous education was identified as a priority through the EIS public comment period engagement for the EIS.</p>

Action Plan: Indigenous Education			
Objective	To provide an integrated approach aimed at securing stronger school-to-work pathways for students in the Western Cape region.		
Actions	KPIs	Responsible	Timeframe
Develop and implement a range of activities designed to ensure students are made aware of the many career options available to them	<ul style="list-style-type: none"> Student participation 	Rio Tinto	Ongoing
Develop and implement a range of activities and initiatives aimed at promoting the core industry requirements for employment	<ul style="list-style-type: none"> Increased awareness of employment requirements 	Rio Tinto	Ongoing
Provide real work experiences within Rio Tinto in a range of areas, as well as offering further educational opportunities post-graduation	<ul style="list-style-type: none"> Identification of opportunities Student participation 	Rio Tinto	Ongoing
Develop and implement processes to monitor local indigenous secondary students' progress and offer guidance to help them achieve their career aspirations	<ul style="list-style-type: none"> Case management programme established and in operation 	Rio Tinto	Ongoing
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Number of students engaged through education to identify possible career opportunities in the mining industry	<ul style="list-style-type: none"> Ongoing reporting through WCCCC 	Quarterly	

6.1.7 Housing and accommodation

Action Plan: Housing and Accommodation			
Issue	<p>Throughout the public consultation period, housing and accommodation was an issue raised by community members and stakeholders.</p> <p>Since then, the housing situation in Weipa has eased somewhat given the closure of the Scherger detention centre.</p> <p>Availability and affordability of quality housing is key to Rio Tinto's ability to attract and retain staff within the region.</p>		
Objective	Implement appropriate strategies and processes to ensure Rio Tinto is aware of and responsive to changing demands for land and accommodation.		
Actions	KPIs	Responsible	Timeframe
Implement FIFO arrangement for construction workforce	<ul style="list-style-type: none"> FIFO for construction workforce in place 	Rio Tinto	Underway

Action Plan: Housing and Accommodation			
Undertake desktop demographic analysis to inform any decisions related to Housing & Accommodation Master Planning in Weipa	<ul style="list-style-type: none"> Collaborative approach to future development 	Rio Tinto Weipa Town Authority (WTA)	2017
Undertake desk top analysis of medium and long term residential, industrial, commercial and community land requirements and assess the availability of land within Weipa Town boundary	<ul style="list-style-type: none"> Desktop analysis complete and presented to WTA 	Rio Tinto WTA	2017
Work with the WTA to assist in the development of initiatives to assist future housing accommodation and infrastructure planning	<ul style="list-style-type: none"> Master Plan complete and presented to stakeholders 	Rio Tinto WTA	Ongoing
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Maintain housing and accommodation availability and affordability in Weipa	<ul style="list-style-type: none"> Housing stock statistics 	Bi-annually	

6.1.8 Community health and wellbeing

Action Plan: Community Health and Wellbeing			
Issue	Law and order and alcohol and substance abuse were key issues raised during public consultation. Identification and response to positive and negative health and wellbeing impacts of the Project is a significant consideration for the Project.		
Objective	To ensure identification, understanding and appropriate response, of any health and wellbeing impacts as a result of the Project.		
Actions	KPIs	Responsible	Timeframe
Continue to identify and cooperatively support community based health and wellbeing programmes that encourage greater education and awareness around health risks	<ul style="list-style-type: none"> Related community partnerships and support 	Rio Tinto Health Service Providers	Ongoing
Assess and monitor the potential impact of the Amrun construction workforce on the demands on current regional health services	<ul style="list-style-type: none"> No significant impact on existing services 	Rio Tinto	Ongoing
Provide comprehensive range of occupational health and family support services for all employees and contractors	<ul style="list-style-type: none"> Provision of services (eg counselling, physiotherapy, etc) 	Rio Tinto	Ongoing

Action Plan: Community Health and Wellbeing			
Support local Council implementation of permit systems & communication of AMP requirements for visitors to local communities	<ul style="list-style-type: none"> Education of staff and contractors to understand AMP requirements 	Rio Tinto	Ongoing
Performance Monitoring and Review			
Goal	Evidence	Frequency	
Ensure Rio Tinto's awareness and responsiveness to potential impacts	<ul style="list-style-type: none"> Rio Tinto's existing communities planning processes 	5 years	

7 Review and reporting

Rio Tinto acknowledges the importance of reviewing and reporting the progress of SIMP relative initiatives and outcomes.

As a summary of the Coordinator-General's approval conditions related to SIMP review and reporting, Rio Tinto is required to:

- Submit an annual progress report on the implementation of the SIMP to the Coordinator-General and relevant stakeholders 12 months following approval of the final SIMP; and
- Undertake an independent external audit two years after the commencement of significant construction and two years after commencement of shipment of ore from Boyd Port.

Initially, the draft SIMP proposed establishment of a Steering Committee comprised of local stakeholders to oversee review and reporting of SIMP outcomes. However, on review and following consultation with stakeholders, it was decided creation of an additional group will place further strain on stakeholders' time and also create duplication of functions required as per existing consultative mechanisms and groups.

Rio Tinto Weipa already has in place well developed and transparent practices in place for reporting social, environmental and economic outcomes. Each year, a Sustainable Development Report is produced and published on Rio Tinto's corporate website: <http://www.riotinto.com/ourcommitment/local-sustainable-development-reports-3145.aspx>

Key quantitative metrics Rio Tinto Weipa has reported against as part of the Sustainable Development Report framework are listed in the table below.

Table 9: Rio Tinto Weipa Sustainable Development Reporting Metrics

Category	Metrics reported as part of Sustainable Development Reporting
Employment	<ul style="list-style-type: none"> • Total employment • Total indigenous participation • Local Aboriginal participation • Female participation
Health and Safety	<ul style="list-style-type: none"> • All injury frequency rate • Significant Potential Incidents • SPI Closure Rate • Recordable Occupational Illnesses
Community	<ul style="list-style-type: none"> • Community complaints • Community forums • Community investment
Environmental	<ul style="list-style-type: none"> • Environmental incidents • Freshwater withdrawn • Total water recycled • Total new land disturbed • Total new land rehabilitated
Economy	<ul style="list-style-type: none"> • Production • Employee contributions • Taxes and royalties

The Sustainable Development Report also includes in-depth qualitative analysis of progress against key initiatives.

Additionally, Rio Tinto also reports regularly on social and community issues through the WCCCC SoE Sub-Committee.

Rio Tinto will revise the SIMP after completion of the Project's construction stage and advise if there are any strategies no longer meeting the desired outcomes, any improvements to enhance effectiveness and/or reasons for suggested amendments.

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

To help guide the review and reporting process, Rio Tinto will develop a compliance checklist to monitor delivery of agreed SIMP actions. The checklist will include:

- An overview of the effectiveness of implementation;
- An assessment of progress against indicators;
- Explanation of action not undertaken; and
- Recommendations for future performance.

8 Complaints and dispute resolution

Community feedback systems are a requirement as part of Rio Tinto's Community Standard. Rio Tinto Weipa has an established Community Feedback procedure in place which sets out the timelines, accountabilities and process for managing community complaints, disputes and grievances.

This procedure has been developed to be locally appropriate and easily accessible to all community members. Under the policy all stakeholders, employees, members of the community, representatives of state or local government agencies, suppliers, customers, media, and local industry can provide feedback.

The procedure identifies key steps and times associated with the process including:

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

Community members can provide feedback through the following methods:

Table 10: Methods for Community members to provide feedback

Mechanism	Description
Telephone	Via the community hotline number (1800 707 633) or direct telephone call to a Community Relations staff member
In person / via representative	Either through visiting the Weipa or Aurukun Community Relations Offices or other interaction with a Community Relations staff member
Formal letter/email	Addressed to a Rio Tinto staff member or via the community feedback mailbox RTAWeipafeedback@riotinto.com or project mailbox amrun.enquiries@riotinto.com

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

This process aligns with the requirements to manage feedback related to the implementation of SIMP related initiatives. Any feedback that is required to be escalated (as per the procedure) will be escalated to the Rio Tinto Weipa Manager, Community Relations.

Rio Tinto is committed to ensuring that all feedback including complaints, disputes and grievances is dealt with in a fair and objective manner. Feedback can be received by any employee of Rio Tinto or stakeholder interested in providing feedback.

In addition to our feedback procedure, Rio Tinto provides a range of contact avenues that will allow all stakeholders to have direct access to project personnel.

9 Further information

For further information about the Amrun Project's Social Impact Management Plan, contact the Rio Tinto Weipa Community Relations Team:

- Phone - 1800 707 633
- Email - RTAWeipafeedback@riotinto.com
- In person – By visiting the Rio Tinto Weipa or Aurukun Community Relations Offices.

10 Abbreviations and references

Acronym	Definition
ABS	Australian Bureau of Statistics
AMP	Alcohol Management Plans
ASC	Aurukun Shire Council
BIBO	Bus in Bus Out
CHEMP	Communities Heritage Environment Management Plan
CYLC	Cape York Land Council
CSP	Communities and Social Performance
(DOGIT)	Deed of Grant in Trust
EBMPA	Ely Bauxite Mining Project Agreement
EIS	Environmental Impact Statement
FID	Final Investment Decision
FTE	Full Time Equivalent
FIFO	Fly in Fly Out
IET	Indigenous Employment and Training
(ILUA)	Indigenous Land Use Agreement
LAP	Local Aboriginal People
LASM	Land and Sea Management
MDPTPA	Million Dry Product Tonnes Per Annum
NPA	Northern Peninsula Area
OESR	Office of Economic and Statistical Research
RPA	Regional Partnership Agreement
RoRo	Roll on roll off
SIA	Social Impact Assessment
SC	Sub-Committee
SIMP	Social Impact Management Plan
TO	Traditional Owners
WCC	Western Cape College
WCCCA	Western Cape Communities Coexistence Agreement
WCCCC	Western Cape Communities Coordinating Committee
WCCT	Western Cape Community Trust
WG	Working Group
WTA	Weipa Town Authority

Reference Document	Year
Mapoon Community Plan 2010 – 2020 (Mapoon Aboriginal Shire Council)	2010
Reconciliation Action Plan (Rio Tinto)	2011
Western Cape Communities Trust Investment Strategy 2011- 2022	2011
Communities and Social Performance Roadmap for Projects (Rio Tinto)	2012
Weipa Community Plan 2012-2022 (Weipa Town Authority)	2012
Napranum 10 Year Community Plan (Napranum Aboriginal Shire Council)	2012
Queensland Resources Council Resources Sector Code of Practice for Local Content	2013
Social Impact Assessment Guidelines (Coordinator-General)	2013
Managing the Impacts of Major Projects in Resource Communities (Coordinator-General)	2013
Aurukun Community Safety Plan 2013 – 2014 (Aurukun Shire Council)	2013
Rio Tinto Alcan Weipa Sustainable Development Report	2014
Communities and Social Performance Standard (Rio Tinto)	2014
Cape York Regional Plan (Department of State Development)	2014
Western Cape Community Baseline (Rio Tinto)	2015
White Paper on Developing Northern Australia	2015
Cultural Heritage Management Group Procedure Australia (Rio Tinto)	2015

Organisation Websites	Website Address
Rio Tinto	http://www.riotinto.com/
Weipa Town Authority	http://www.weipatownoffice.com/
Aurukun Shire Council	http://www.aurukun.qld.gov.au/
Mapoon Aboriginal Shire Council	http://mapoon.com/
Napranum Aboriginal Shire Council	http://napranum.qld.gov.au/
WCCCA	http://www.westerncape.com.au/
Queensland Coordinator-General	http://www.dilgp.qld.gov.au/coordinator-general/