



Doc ID	Version	Next Review Date	Owner
3-3993	No. 5	31 Oct 18	PSE Manager

Management Plan

Heritage

Risk Statement: High

This document will be reviewed on a yearly basis, unless a process change occurs earlier than this period. The information in this document relates to management, monitoring and associated reporting required by Development Consent 11_0060 and Mining Leases 1247, 1367, 1641 and 1743.

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Revision Summary

First Issue	Issue Date	Implementation Requirements	Approved By
0	Feb 03	L O Larsen	

Version No.	Revision Date	Clause No.	Revision Details	Approved By
1	Aug 14		Plan reviewed and updated by Bharath Ram to comply the new Project Approval (11_0060) conditions.	
2	Oct 14		Reviewed and updated by Bharath Ram to include OEH comments and recommendations	
3	Oct 15		Reviewed and updated by Bharath Ram to include comments from Department of Planning and Environment. Minor amendments in Section 4.	NLT
4	Oct 16		Reviewed by Michael Priest – no amendments	
5	Oct 17		Annual Review by Michael Priest. Only administrative amendments made	

Approval Position	Automatic Notifications
Manager – People, Safety & Environment NLT	

Hard Copy Locations	Associated Documents to be reviewed

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1. OVERVIEW

1.1 Introduction

Northparkes Mines (NPM) is a copper and gold mine located 27 kilometres North West of Parkes in the Central West of New South Wales, Australia. Northparkes is a joint venture between China Molybdenum Co., Ltd (CMOC) (80%) and the Sumitomo Groups (20%).

NPM has been operating since 1993 following the grant of the original development consent (504/90) by the NSW Land and Environment Court. Since that time, seven additional development consents, inclusive of modification notices have been issued and have been surrendered to Parkes Shire Council. Combined, these approvals permitted the development and operation of two open cut mines, two underground block cave mines, construction of an additional Tailings Storage Facility and storage warehouse, a mine and mill upgrade to increase production to 8.5 million tonnes per annum and associated works.

NPM was granted project approval (Northparkes Mine Extension Project 11_0060) under Section 75J of the Environmental Planning and Assessment (EP&A) Act 1979 in May 2014 in accordance with the supporting document Environmental Assessment Northparkes Mines – Step Change Project (2013). This approval permits the ongoing operation of existing activities and the continuation of underground block cave mining in two existing ore bodies, the development of underground block cave mining in the E22 resource, additional campaign open cut mining located in existing mining leases, augmentation to approved Tailings Storage Facilities (TSFs) and an extended mine life of seven years until 2032 at the approved ore processing rate of up to 8.5 Mtpa.

1.2 Location

Northparkes Mines is located 27 kilometres North West of Parkes in the Central West of New South Wales, Australia, located on the edge of the inland slopes west of the Great Dividing Range. The NPM site is generally flat, with some low undulations, ranging in elevation from 288 metres Australian Height Datum (mAHD) to 301 mAHD. The area surrounding the NPM site is also generally flat with the most significant regional feature being Goonumbra Hill, which extends to a height of 386 mAHD, located approximately 4 kilometres south of the Project Area.

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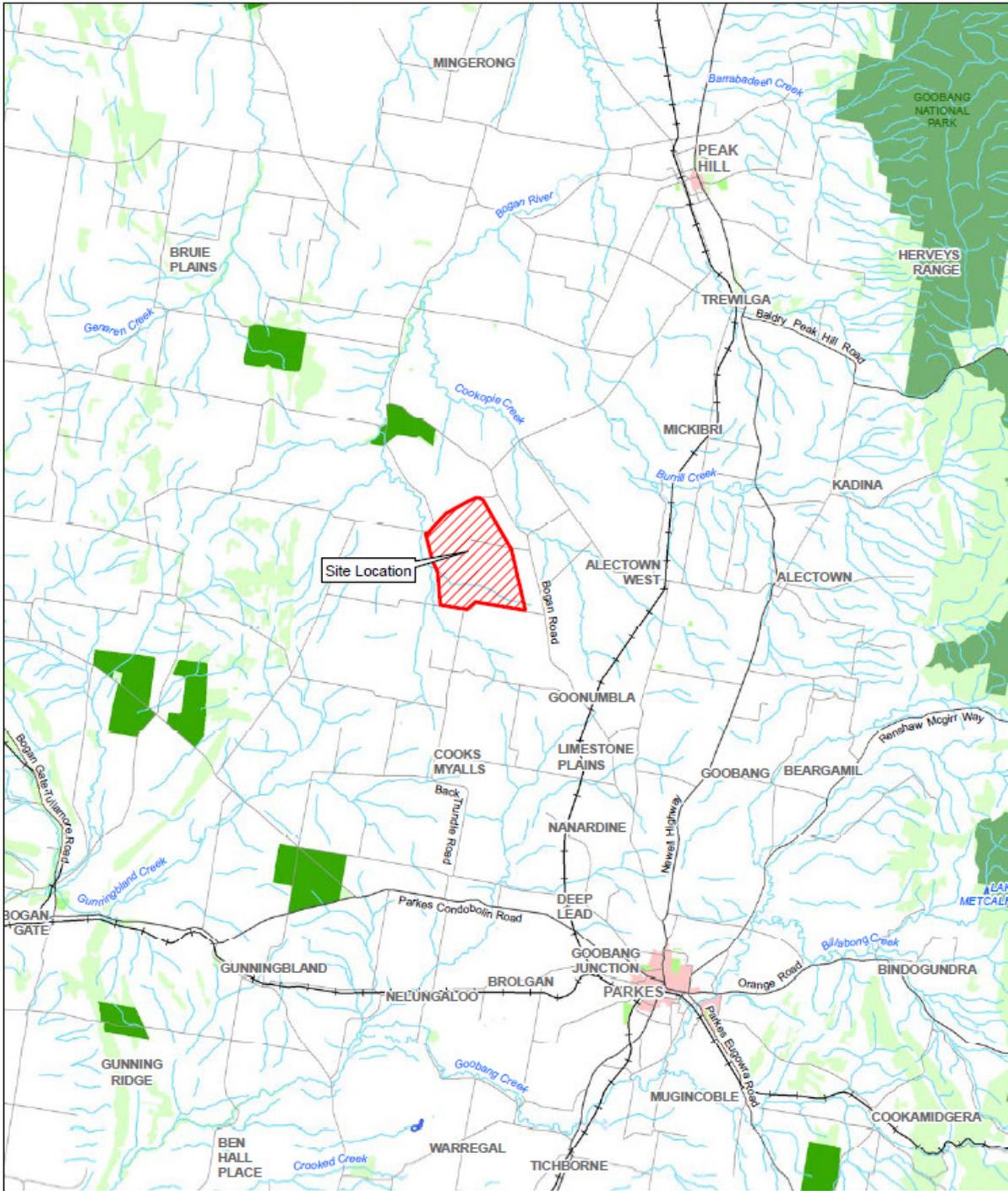


Figure 1 Northparkes Mine Location

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2. OBJECTIVES

This Management Plan applies to all activities undertaken by Northparkes Mines including mining processing of copper / gold ore resources; project development; maintenance activities; mine closure; logistics; associated service and support function.

To ensure that heritage sites, both Aboriginal and non Aboriginal, are located, documented and managed in accordance with legislative requirements, community expectations.

This HMP addresses the specific issues associated with, and the management of Aboriginal heritage classified to be of significance to the Wiradjuri people.

The objectives of the Heritage Management Plan (HMP) are:

- protect both identified and unidentified Aboriginal heritage from damage or harm
- ensure that in the event that Aboriginal heritage cannot be protected
- that appropriate management, such as salvage and storage of Aboriginal heritage material occurs
- ensure that effective and open consultation with the Wiradjuri people through establishment of a Working Group and other identified stakeholders occurs
- ensure the local community and regulators informed of activities where required and respond quickly and effectively to issues or complaints
- an effective monitoring, auditing and reporting framework to assess the effectiveness of the controls implemented

3. REGULATORY REQUIREMENTS

3.1 Legislative Requirements

Key environmental legislation relating to the heritage management includes

- National Parks and Wildlife Act 1974
- Heritage Act 1977
- Aboriginal and Torres Strait Islander Heritage Protection Act 1984
- DECC Guidelines for Aboriginal Community Consultation
- Environment Protection and Biodiversity Conservation Act 1999
- Australian heritage Council Act 2003

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3.2 Conditions of Approval

The Heritage Management Plan (HMP) addresses the relevant components of conditions 30 – 31 of the NSW Project Approval (PA11_0060) for the Northparkes Mines Step Change Project. These conditions are outlined in Table 1.

Table 1 NSW Development Consent Conditions – Schedule 3

Condition	Related Section in HMP
Protection of Aboriginal Sites	
1. The Proponent shall ensure that the project does not cause any direct or indirect impact on the Aboriginal sites located outside the approved disturbance area of the area of the project unless otherwise authorised under this approval or the NP&W Act.	
Heritage Management Plan	
2. The Proponent shall prepare and implement a Heritage Management Plan for the project to the satisfaction of the Secretary. This plan must: <ul style="list-style-type: none"> a) be prepared by suitably qualified and experienced persons whose appointment has been endorsed by the Secretary; b) be prepared in consultation with OEH and the Aboriginal stakeholders (in relation to the management of Aboriginal heritage values); c) be submitted to the Secretary for approval prior to construction, unless the Secretary agrees otherwise; d) include the a description of the measures that would be implemented for <ul style="list-style-type: none"> • managing the discovery of human remains or previously unidentified heritage items on site; and • ensuring any workers on site receive suitable heritage inductions prior to carrying out any development on site, and that suitable records are kept of these inductions; e) include the following for the management of Aboriginal Heritage: <ul style="list-style-type: none"> • a description of the measures that would be implemented for: <ul style="list-style-type: none"> – protecting, monitoring and/or managing (including any proposed archaeological investigations and/or salvage measures) the heritage items identified on site; – managing the discovery of previously unidentified Aboriginal items on site; – conserving the sites outside the surface disturbance area; – maintaining and managing reasonable access for Aboriginal stakeholders to heritage items on site; – ongoing consultation with the Aboriginal stakeholders in the conservation and management of Aboriginal heritage on site; and – a strategy for the storage of any heritage items salvaged on site, both during the project and in the long term; f) include a detailed plan for the implementation of the mitigation and management measures outlined for the heritage items identified on site including archival recording, historical research and archaeological assessment prior to any disturbance 	<p style="text-align: center;">Section 10</p> <p style="text-align: center;">Section 6, 7, 8, 9 & 10</p> <p style="text-align: center;">Section 9 & 10</p>

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Regulatory Comments

On 01 September 2015, NPM received comments from Department of Planning and Environment requesting NPM to amend additional information in the Heritage Management Strategy. The comments are detailed in Table 2 along with NPM comments for each component of the Condition is addressed within this document.

Table 2 Regulatory comments

Comments	Section
Section 4: Amend Table reference	Section 4

4. RESPONSIBILITY

Specific accountabilities in relation to management of 'heritage' at NPM are outlined in Table 3. Personnel carrying out work under this Management Plan must be familiar with and comply with it in full.

General role responsibilities under this Procedure are outlined in 'HSE Accountabilities' Procedure (03-3563). Personnel carrying out work under this Management Plan must be familiar with and comply with it in full.

Table 3 NPM responsibilities for Heritage Management

Role	Responsibility
All Personnel	Everyone is responsible to be familiar with and comply with this Management Plan
Manager Director	Review this Management Plan (for effectiveness and its performance against its objective/s). Ensure that the system and this Management Plan are consistent with CMOC Standards, the site HSEQMS and meets the requirements of relevant legal obligations.
PS&E Manager	Ensure that the system and this Management Plan are consistent with CMOC Standards, the site HSEQMS and meets the requirements of relevant legal obligations.
Superintendents / Contract Superintendents / Team Leaders	Ensure relevant employees and contractors under their direction are trained and comply with this Management Plan Ensure all equipment is adequately maintained and operated effectively.
Departmental Managers	Ensure relevant personnel and contractors within their responsibility are aware of and comply with this Management Plan.
Environment & Farm Superintendent	Report against performance criteria in the Annual Environmental Management Report (AEMR). Ensure the management plan is made available in the website for public. Report complaints and outcomes of investigations in the AEMR. Manage activities on site in accordance with this management plan.
Environment Team	Maintain and co-ordinate reporting for the monitoring program. Provide advice on effective and efficient heritage management controls. Review this management plan on an annual basis / or if a change to the project scope occurs

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Table 4 Registered Aboriginal Parties (RAPs)

Registrants /Aboriginal Group	Role	Name	Responsibility
Wiradjuri Council of Elders	CEO	Rob Clegg	Responsible for heritage surveys
Binjang Wellington Wiradjuri Heritage Survey	CEO	Dorothy Stewart	Field survey works
Peak Hill Local Aboriginal Land Council		Valda Keed & Cherie Keed	Registered for information
Condobolin Local Aboriginal Land Council;	CEO	Rebecca Shepherd	Registered for information
Yooranagunya Aboriginal Group		Donna Bliss & Jeffery Brown	Field survey works
NSW Government		Trevor Robinson (Peak Hill) Peter Peckham (Geurie)	Registered for information
NSW Department of Education and Communities		Joy Russell	Registered for information
Peak Hill Aboriginal Group		Francis Robinson	Field survey
CentaCare Wilcannia		Ralph Smith	Field survey

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5. KEY ISSUES

The primary mining activity that has the potential to impact upon Aboriginal cultural heritage is land disturbance.

The potential impacts on Aboriginal heritage due to land disturbance include:

- disturbance of identified Aboriginal objects
- disturbance of unidentified Aboriginal objects

Potential impacts resulting from operations were modelled as part of the NIA which was undertaken as part of the Environmental Assessment Northparkes Mines – Step Change Project (2013).

6. DEVELOPMENT OF THE MANAGEMENT PLAN

The Wiradjuri people have been consulted during the development of this AHMP (Appendix A). Consultation has included:

- distribution of a preliminary draft copy of the AHMP to the PHLALC and WCECHC for comment on 7 September 2007
- written response received from PHLALC (Appendix A) on 13 September 2007 identifying satisfaction with the AHMP and processes that NPM have in place to manage heritage
- written response received from WCECHC on 3 October 2007
- discussion held on 11 October 2007 between NPM and the WCECHC representative, Russell Dunn, on the received comments
- site visit held with Percy Knight and Dr Luke Godwin on 17 October 2007 and discussions regarding the AHMP and proposed MOU were held
- NPM attended the Wiradjuri Council of Elders meeting on the 24 November 2007 to update on status of the AHMP; and
- distribution of the final draft copy of the AHMP to the PHLALC and WCECHC for final review on 28 November 2007

Consultation with the DECC has occurred as follows:

- the preliminary draft copy of the AHMP was provided to the DECC for comment on 31 August 2007. Informal comments were received from the representing archaeologist for inclusion in the AHMP
- distribution of the final draft copy of the AHMP to the DECC for final review on the 28 November 2007. Additional informal and minor comments were received from the representing archaeologist for inclusion in the AHMP
- written response from the DECC (Appendix A) received on the 14 December 2007 stating that the AHMP adequately meets DECC requirements
- consultation with OEH, Wiradjuri Group and Peak Hill Local Aboriginal Land Council was undertaken during heritage assessment submitted in the EIS in May 2013

6.1 Construction Activities

NPM was granted project approval (Northparkes Mine Extension Project 11_0060) under Section 75J of the Environmental Planning and Assessment (EP&A) Act 1979 in May 2014 in accordance with the supporting document Environmental Assessment Northparkes Mines – Step Change Project (2013). This project approval allows for the continuation of current mining related activities as well as the construction two new tailings storage facilities (Rosedale TSF), a new site access road and access control as well as 4 small open cut mines.

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As a requirement in the environmental assessment submission NPM have undertaken a comprehensive heritage assessment. The Central Queensland Heritage Management (CQCHM) was commissioned to undertake a heritage assessment of the proposed project development area. CQCHM was involved in all stages of this assessment, including initial consultation, settlement of the terms of reference, methodology for the conduct of the fieldwork, preparation of the report and negotiation of management recommendations. Fieldwork was undertaken by Luke Godwin (Mine Area) and Scott L'Oste-Brown (Water Pipeline Route options), the report was drafted by Luke Godwin and maps and tables were prepared by Scott L'Oste-Brown. Jason Scriffignano designed all transects and prepared other data required in the course of the fieldwork.

6.1.1 Aboriginal Consultation

The DGRs for the Project required NPM to satisfy OEH's consultation policies in relation to the CHA. NPM also noted that it had previously negotiated a Relationship Agreement with various Wiradjuri interests (notably the Wiradjuri Council of Elders and the Peak Hill Local Aboriginal Land Council). Consequently, NPM adopted a strategy of consultation that both met all conditions of OEH's consultation requirements as well as meeting the terms of its existing Relationship Agreement.

Accordingly, NPM issued letters to all entities specified in the OEH consultation requirements. These entities included:

- Peak Hill Local Aboriginal Land Council;
- Condobolin Local Aboriginal Land Council;
- Lachlan Catchment Management Authority;
- National Native Title Tribunal (Southeast and Central – Sydney Office);
- Native Title Services Corporation (NSW);
- Operations Office - Office of Environment and Heritage – Dubbo;
- Parkes Shire Council;
- The Registrar - Aboriginal Land Rights Act.

Additionally, NPM placed advertisements in a series of local papers in early December 2011. These included:

- The Parkes Champion Post;
- The Forbes Advocate;
- The Daily Liberal;
- The Cowra Guardian.

On the basis of advice from the above entities, letters sent to parties identified by those entities as possible interested parties, entities who are signatories to the Relationship Agreement and responses to the newspaper advertisements, a series of Registered Aboriginal Parties (RAPs) were identified. These RAPs have been invited to participate in all consultation regarding the project. Project RAPs are those persons and entities specified in Appendix of this report.

6.2 Identified Heritage

The results of the surveys are tabled below and in appendices 5 and 6. Figure 5 also depict results. The fieldwork completed resulted in the identification and recording of 22 areas containing Aboriginal heritage.

These included: 1 (4.5%) tree with a scar identified as being possibly of Aboriginal in origin and 21 (95.5%) areas containing isolated stone artefact/s.

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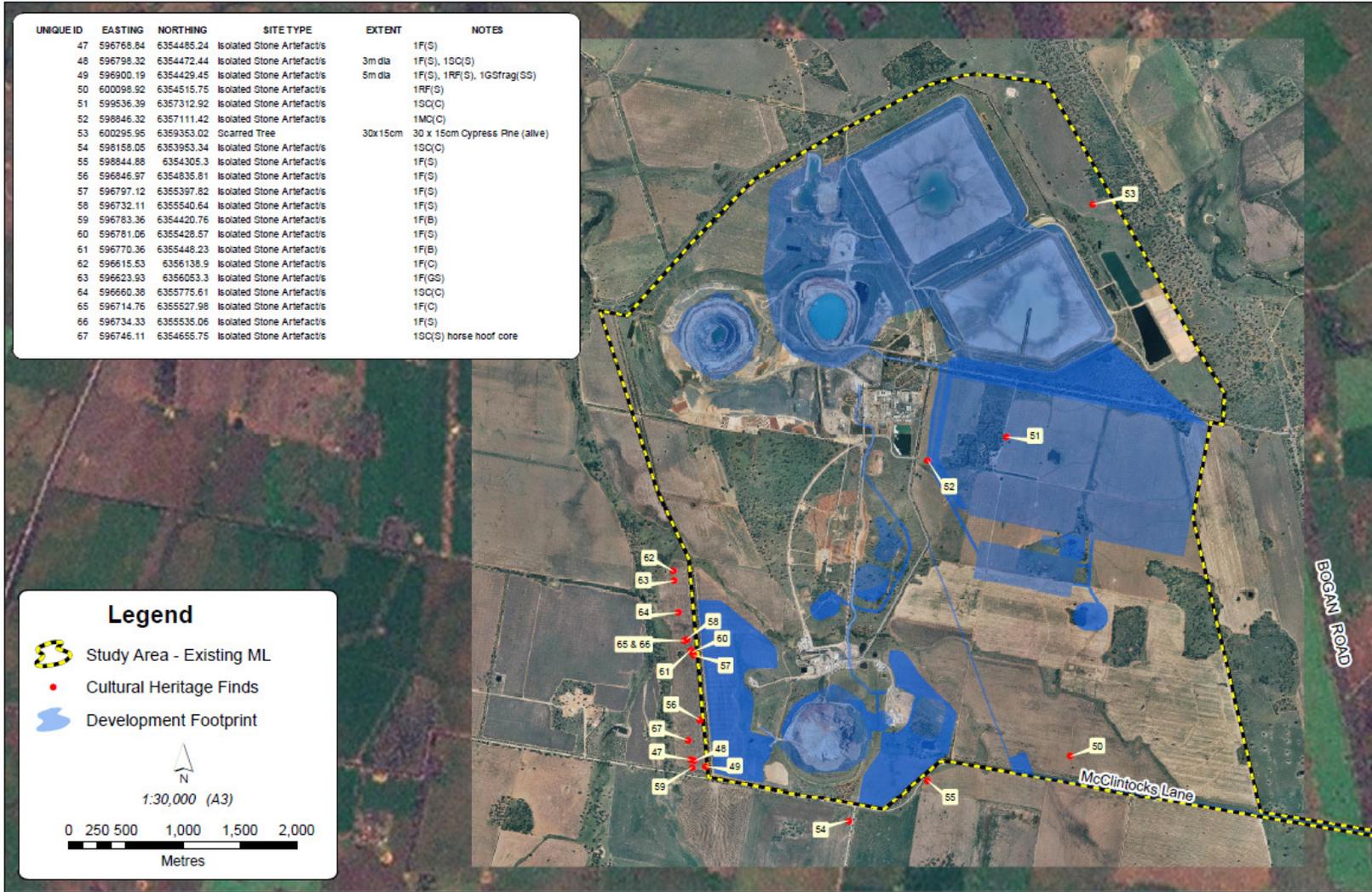


Figure 2: Identified Heritage onsite

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Prior to the most recent Aboriginal Heritage Assessment, portions of the site were surveyed in 19863, 19904 and 19965 as mining operations developed. Additional Aboriginal heritage field survey and assessment was carried out over the site as part of the Environmental Assessment Northparkes Mines – E48 Project2. The field survey was conducted in May 2005 by a qualified archaeologist and a representative from the Peak Hill Local Aboriginal Land Council.

7. CONTROL MEASURES

7.1 Hierarchy of Controls

7.1.1 General

- Northparkes Mines will take all reasonable measures to prevent harm to heritage sites. This will be achieved by:
 - identifying areas of heritage on the Mining Leases and relevant portions (NPM owned land) of the Exploration Licences via archaeological and/or ethnographic surveys
 - clearly marking areas or objects of significance in the land management systems (GIS)
 - considering heritage impacts along with other environmental and business impacts, when planning work that will disturb land, e.g. land clearing, exploration drilling, road or infrastructure development
 - maintaining open and honest consultation with the Wiradjuri people and local communities
 - periodically reviewing this standard in consultation with Northparkes Mines community groups to ensure it is working effectively, meets community expectations, CMOC requirements and legislative requirements

7.1.2 Consultation

Northparkes Mines is committed to ensuring early consultation takes place about its mineral exploration, development and operational plans with the community stakeholders who may have connection with, and hence may have heritage values in, the land on which Northparkes Mines operates.

This includes members of the local Wiradjuri community who have legislative rights to be consulted about Aboriginal Heritage under the NSW National Parks and Wildlife Act 1974.

It is recognised that over time the community stakeholders may change and hence an assessment focused on identifying community stakeholders will be conducted periodically.

7.2 Identification

Land to be disturbed by mining operations and associated activities on Northparkes mining leases shall be surveyed for the presence of heritage sites. This survey will be undertaken as best as practicable prior to the disturbance of land or permanent structure. The survey will be conducted by a suitably qualified person using recognised sampling methodologies.

A register of all identified heritage sites shall be maintained. The location and description of any heritage sites must be entered into the land management systems (GIS). Additionally, sites in high activity areas or project areas should be signposted so they can be readily identified before any land clearing or disturbance activities are undertaken.

All project designs will consider heritage. Where disturbance of a heritage site is unavoidable, all reasonable steps will be taken to determine mitigation or rehabilitation solutions through consultation with the appropriate community groups before any application for approval to disturb is lodged with a statutory body.

Permission to disturb or destroy heritage sites will often need to be formally granted by NSW National Parks and Wildlife. Details on this process and the forms required can be obtained through them and are also available on their website.

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Prior to the disturbance of any areas, a site disturbance form must be completed and approved by the Environment and Community Team in accordance with the Site Disturbance Permit Procedure. Section 3 of the form identifies any potential cultural issues associated with the disturbance and control measures to be undertaken.

Ground disturbance near creeks, including dry creeks, should be avoided wherever possible. This not only ensures waterways are environmentally protected, but, as creeks are a source of sustenance there is a higher likelihood that archaeological artefacts, particularly Aboriginal artefacts, will be located along their banks.

It is recognised that a heritage survey may not identify every heritage site. For this reason during projects requiring the clearing of small amounts of land, for example drilling campaigns, the relevant personnel will be trained and made responsible to check for heritage sites as work progresses.

7.2.1 Training

During site inductions, all NPM employees, contractors, sub-contractors and visitors, will be notified that they have responsibilities under the National Parks and Wildlife (NPW) Act 1974 for management of aboriginal heritage as outlined under this Plan.

Employees and contractors undertaking roles that may require management of Aboriginal heritage will be provided with relevant heritage awareness training. Representatives of the Wiradjuri people will be consulted with, to assist with providing appropriate training material.

As part of the Aboriginal heritage awareness training, personnel will be trained in the operation of this management plan and, in particular, what to do if an Aboriginal object is located.

7.3 Risk Assessments

The management of heritage at Northparkes is based on an assessment of heritage risk exposure that is reviewed on a regular basis. This assessment has been informed through an understanding of the heritage values of the land and communities on and in which Northparkes operate, and the potential for the operations to impact on these values.

Operational area risks associated with heritage are assessed as part of the annual risk review process and detailed in the HSE risk register

8. MANAGEMENT

A register of all identified heritage sites shall be maintained. The location and description of any heritage sites must be entered into the land management systems (GIS). Additionally, sites in high activity areas or project areas should be signposted so they can be readily identified before any land clearing or disturbance activities are undertaken.

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8.1 Farms

The land surrounding Northparkes Mines has been farmed for many decades. The process of farming requires the tilling of fields on a routine basis. As such it is unlikely that any potential archaeological artefacts that may be present in fields would still be presented in an undisturbed state. However, heritage sites (Aboriginal and non-Aboriginal) may be located on farms, due to both the large land area they cover and their historical land use.

As the process of farming requires ground disturbance and in order to allow farming to continue, the following conditions regarding heritage apply:

- at the point where the existing use of land is changed, for example farming stops and structures are erected, the land is mined or new roads are built, consultation with the relevant stakeholders will be undertaken to determine if a heritage survey should be performed.

8.2 Exploration

The requirements of this standard apply to all Northparkes exploration programs. However exploration is often conducted on farm land that is not owned by Northparkes. The owners of this land will not be aware of this standard and communication will need to be conducted with acknowledgement that heritage can be a sensitive issue.

Given the uniformity of land use and landscape in the Parkes region, the results of the baseline heritage survey of the Northparkes farms have been used to develop a standard set of conditions that, when followed, will minimise any potential for Northparkes drilling activities on private farms to impact upon heritage features.

In the instance that an exploration drilling program cannot meet any of these conditions, a heritage survey of the proposed land disturbance areas may need to be conducted.

As an additional precaution, during exploration programs conducted on private land, at least one member of the Geoscience Department will be trained to identify heritage artefacts.

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8.3 Incident Management

In the instance that a suspected heritage site is identified during ground disturbance activities, the following will be undertaken in accordance with the Identification and Protection of Heritage Procedure:

Work in the immediate vicinity will stop and the site protected;

The supervisor or superintendent will be informed;

- the Manager – People, Safety and Environment (PS&E) will be informed;
- details of the site recorded
- the appropriate Aboriginal or other community group(s) will be contacted and liaised with to formulate a plan for managing the issue
- the appropriate government authority contacted if the site is significant to the community

In the event that human skeletal material is exposed the following additional groups must be notified as soon as is practical, Department of Planning and Environment, Office of Environment and Heritage and the NSW Police.

In the event that unapproved disturbance of a heritage site occurs any investigation will be in accordance with the HIAS and Mini HIAS Reporting and Investigation Guideline.

Incident reporting will be in accordance with Condition 7, Schedule 6 of Project Approval (11_0060) and in line with NPM and HIAS Recording and Reporting Standard. Any heritage incident must be reported to CMOC Community and External Affairs.

8.4 Monitoring

In order to ensure this Plan is working effectively, on a 12 monthly basis, the following monitoring will occur:

- the accuracy of the information recorded in the land management system will be reviewed (where new sites have been identified and / or salvaged)
- protected Aboriginal heritage sites will be inspected to ensure they are still appropriately demarcated and have not been damaged
- the NPM site ground disturbance process will be reviewed to ensure that all land approved for new ground disturbance has had the necessary archaeological assessments and, where required, salvage conducted
- a review of the training program to ensure that NPM employees and contractors have received Aboriginal heritage training as required for their role

8.5 Community Liaison

NPM will form an Aboriginal Stakeholder Reference Group (ASRG) that will oversee the implementation of this CHMP. This ASRG is only required during the first year of the implementation of this CHMP.

The ASRG will be comprised of PS&E Manager, Environment & Farm Superintendent, Community & External Relations Specialist and representatives of Aboriginal stakeholder groups. A qualified archaeologist will be engaged to provide advice where disturbance of known sites or Archaeologically Sensitive Areas may occur.

The registered aboriginal stakeholders as identified in Section 6.1.1 and Table 3 will be notified if any of the following occur:

- Discovery of unanticipated aboriginal site or object
- Discovery of aboriginal skeletal remains.

During the Project stage of the Rosedale tailings dam construction, NPM will also consider inviting representatives of the aboriginal stakeholder groups to participate in the inductions to explain the importance of heritage to the people working on the project site.

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A community relations program (via the Neighbours Meetings and Community Consultative Committee) shall be maintained to ensure two-way communication on heritage management.

Prior to construction activities, NPM will contact nearby residents to outline the nature and duration of works and to provide contact details should they have any queries.

All heritage complaints will be registered, investigated and responded to promptly.

9. COMPLAINTS AND DISPUTE RESOLUTION

9.1 Complaints Handling

In order to receive, record and respond to any complaints in a timely manner, NPM has established the following means of communication:

- Telephone via a 24-hour, 7 day per week Community Information Line.
- Directly via the Project web site (www.northparkes.com).

All complaints will be registered in a database and responded to verbally within 24 hours. A detailed written response will be provided within 10 days.

The following information will be recorded in the database:

- The date / time the complaint was made;
- Complainant's name;
- Complainant's telephone;
- Nature of complaint.

The nature of the responses will depend on the nature and source of complaint but will include one or more of the following actions:

1. Liaison with the complainant to ascertain all details and to identify the nature and source of the complaint and provide supplementary details for the log.

Details recorded in the log will include:

- the date and time of the complaint;
 - the method by which the complaint was made;
 - details of the person making the complaint;
 - the nature of the complaint;
 - action taken in relation to the complaint including any follow-up contact; and
 - if no action, the reason why
2. As appropriate, the initiation of monitoring or other investigations to verify or otherwise the exceedance or non-compliance with approval or licence condition(s).
 3. Initiation of appropriate changes in operating practices or procedures.
 4. Conducting a follow-up interview with the resident to determine their level of satisfaction with the response and the resultant outcome.

A copy of the complaint report sheet will be supplied to the complainant, if requested. The summary of the complaints received in each 12 month period will also be included in each Annual Environmental Management Report. The Community and External Relation Team will be responsible for the recording of the complaint, response action requirements and updating of the database and website.

9.2 Dispute Resolution

In the event that any complainant does not consider that the response or reactions adequately address their concerns, the following procedure will be adopted.

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- A meeting will be convened with the NPM Managing Director or other senior Company personnel to seek resolution of the matter. The complainant will be provided with a written response, detailing the results of investigations undertaken and the agreed actions to be taken regarding the measures to be implemented.
- On implementation of the nominated measures, a further meeting will be convened to seek advice of satisfaction, or otherwise, regarding the outcomes.

If, after 21 days following Steps 1 and 2, the complainant believes the matter remains unresolved and no further agreement can be reached as to additional measures to be undertaken, the matter will be referred to an independent Dispute Facilitator for independent review.

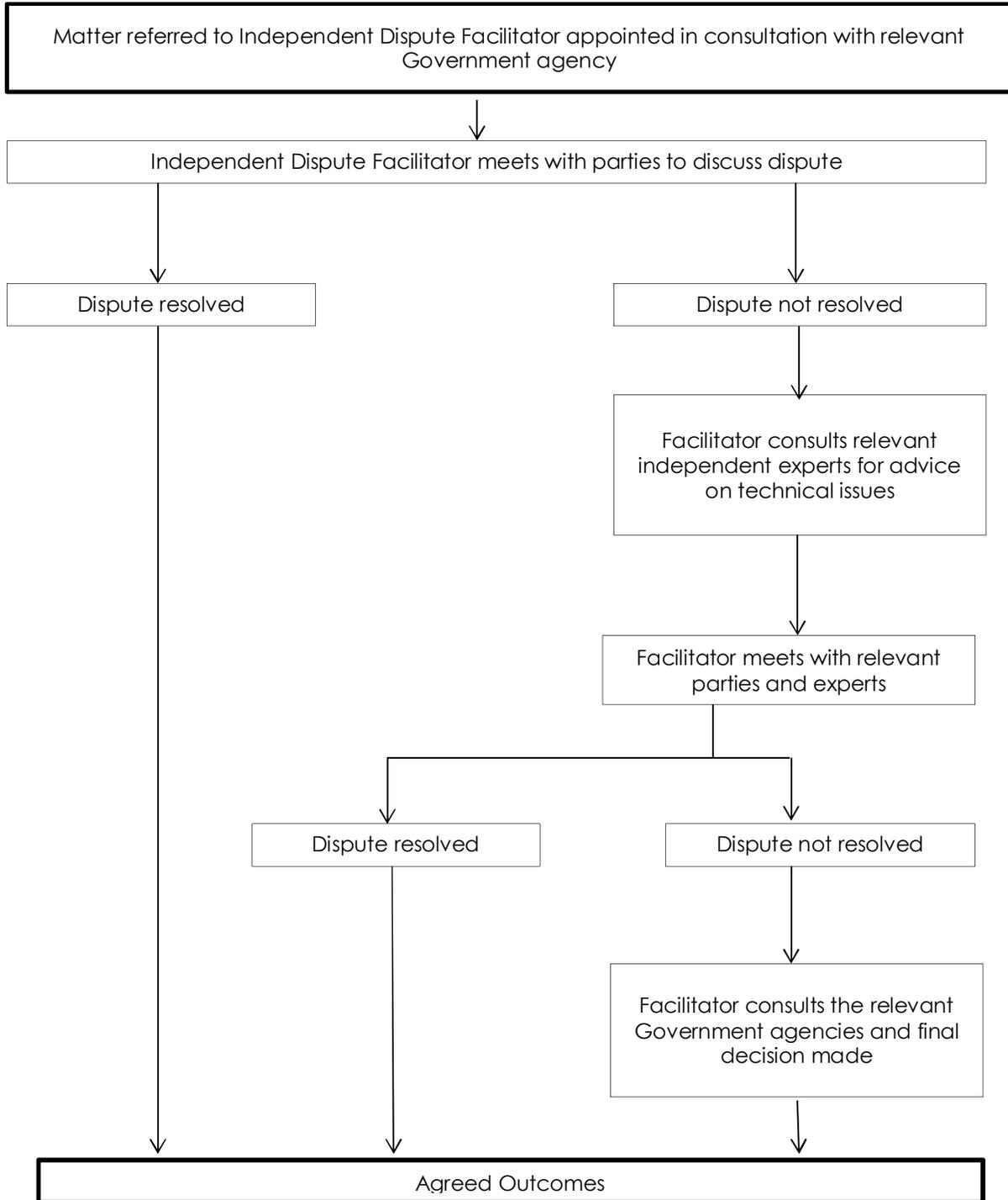


Figure 3 Independent Dispute Resolution Process

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10. MANAGEMENT OF KNOWN ABORIGINAL OBJECTS

10.1 Introduction

This section outlines strategies to manage Aboriginal heritage within the Project Site throughout the life of the project. These strategies have been specifically formulated for the Project Site based on information provided in the Aboriginal Heritage Assessment (Appendix 13 of the Project Assessment) and on information provided with the Environmental Assessment that accompanied the Part 3A application for this Project and include:

- Impact area of the proposed works
- Identified aboriginal sites
- Assessment of archaeological significance
- Best practice for heritage management as regulated by the Office of Environment and Heritage.

The best outcome for management of the Aboriginal archaeological resource is conservation through avoidance. The proposed works as outlined in the Aboriginal Heritage Assessment do not impact directly on any of the archaeological sites identified. As a result the strategies outlined below are intended to mitigate against unintended impacts.

10.2 Aboriginal heritage inductions

This section outlines protocols to be included in an employee induction. The employee induction will be completed by all employees prior to starting work on the Project Site.

An Aboriginal Heritage Induction is intended to educate all workers to be aware of the Aboriginal heritage contained within the Project Site and what measures should be taken to avoid impacting those values.

The Aboriginal Heritage Induction will include:

- The location of known Aboriginal sites/objects within the Project Site;
- Photographic examples of Aboriginal objects that may be located within the Project Site, particularly photographic examples of stone artefacts of the type known to be within the Project Site;
- Protocols for avoiding impact to known Aboriginal objects;
- Protocols for actions if unexpected Aboriginal objects are uncovered;
- Protocols for actions if skeletal remains are uncovered;
- Useful contacts;
- A brief description of the legislation protecting Aboriginal objects and the penalties for impacting on objects;
- An explanation of the importance of Aboriginal objects and country to the Aboriginal community to be developed in consultation with the registered Aboriginal stakeholders.

10.3 Continued Consultation with registered aboriginal stakeholders

Registered Aboriginal Stakeholders as identified in Table 3 will be notified if any of the following occur:

- Discovery of unanticipated Aboriginal site or object;
- Discovery of Aboriginal skeletal remains;

The client will also consider inviting representatives of the Aboriginal Stakeholder groups to participate in the Induction to explain the importance of heritage and country to the Aboriginal community to the people working on the Project Site.

Finally, the client will engage the local Aboriginal community to determine ways in which the client and the community can work co-operatively for the benefit of both.

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10.4 Management of known aboriginal objects

Impacts to the know sites will be avoided with the exception of one site (51 – stone artefact) which will be affected by the proposed development on the development footprint as they lie within the development footprint.

Plans showing the location of all identified Aboriginal sites will be held by the Environmental Supervisor and Mine Surveyor and activities in the vicinity of those sites will be prohibited.

At the time of writing the proposed works do not impact directly on any of the archaeological sites identified by the Aboriginal Heritage Assessment. Fencing is an appropriate measure to protect known objects from harm. If the design of the proposed works should change in any way that impacts on known Aboriginal objects, further mitigation measures may be required.

10.4.1 Exclusion zone

An exclusion zone is a physical barrier to prevent encroachment on the site. Exclusion zones will be highly visible and prevent access to the site. Highly visible orange para-webbing stretched between star pickets would be suitable materials with which to construct this barrier. The exclusion zone will be constructed 20m from the centre of the site. If the site area has a radius of greater than 20m the exclusion zone will be established at least 1m beyond the known site perimeter.

10.4.2 Unavoidable impacts to known sites

If impact to a known site cannot be avoided further mitigation will be required. These mitigation strategies will be formulated through consultation with registered Aboriginal stakeholders, OEH and Department of Planning and Environment. Mitigation strategies could include:

- Collection of objects;
- Further archaeological investigation, example test excavation.

10.4.3 Management of unanticipated aboriginal objects

This section provides procedures that will be followed if unanticipated Aboriginal objects are discovered at any time throughout the life of the Project.

Aboriginal objects are protected from harm by Section 86 of the National Parks and Wildlife Act 1974 (NPW Act). Harm refers to any act or omission that:

- Destroys, defaces or damages the object;
- Moves the object from the land on which it is situated.

If unanticipated Aboriginal objects are uncovered at any time throughout the life of the project the following actions will be implemented.

- No further earth disturbing works would be undertaken in the vicinity of the suspected item of Aboriginal heritage significance.
- A buffer of 20m x 20m would be established around the suspected item of Aboriginal heritage significance. No unauthorised entry or earth disturbance would be allowed with this buffer zone until the area has been assessed.
- A qualified archaeologist or the OEH would be contacted to make an assessment of the discovery and prepare an assessment report, including recommended mitigation measures. The draft report would then be provided to the OEH & DP&I as well as representatives of the local Aboriginal community (including registered Aboriginal stakeholders identified during the preparation of the EA and subsequently) by way of consultation in accordance with the requirements of the Aboriginal heritage consultation requirements.

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10.4.4 Discovery of skeletal remains

If suspected human skeletal remains are uncovered at any time throughout the life of the project the following actions will be implemented.

- The suspected skeletal remains would not be touched or disturbed.
- A buffer zone of 50m x 50m would be established around the suspected remains and all work in the vicinity of the suspected remains would be suspended until the area has been assessed.
- The NSW Police, DP&I and the OEH would be contacted to make an assessment of the discovery. If appropriate, mitigation procedures would then be developed in consultation with DP&I, OEH and the registered stakeholders.

If the skeletal remains are found to be older than 100 years but non-Aboriginal, the PS&E Manager will:

- Notify the Heritage Council of NSW; and
- Await further advice before proceeding with work in the area.

10.5 Curation of heritage objects

NPM acknowledges that the Aboriginal objects that may be salvaged from the Project area are of primary interest to the registered Aboriginal Stakeholders.

All Aboriginal objects salvaged under the Project will be curated in an appropriate manner, as determined in consultation with the registered Aboriginal stakeholders and OEH.

Actions

- Any Aboriginal objects salvaged under the Project may be temporarily stored at NPM offices in consultation with Aboriginal stakeholders and OEH. Such objects will be stored in a secure location after analysis and recording is completed;
- Any Aboriginal objects salvaged under the Project may be temporarily stored in a secure facility at the NPM mine office, prior to transfer to their final destination;
- Prior to or after the salvage of Aboriginal objects from any Aboriginal site within the Project area, NPM and the registered Aboriginal stakeholders will discuss the curation of the Aboriginal objects from each specific site, and seek to reach a consensus agreement on the manner of curation of those objects;
- The consensus agreement for specific salvaged objects may involve the following outcomes:
 - Transferral to a registered Aboriginal stakeholder with the approval of OEH;
 - Transferral to another party for storage and/or display (such as the Australian Museum, or a local museum or historical society or educational institution);
 - Storage and/or display at the NPM mine office;
 - Storage within the Project area at a designated secure location that will not be subject to future development impacts (a 'natural' keeping place);
 - Storage and/or display within or outside of the Project area at a purpose-built secure location (a constructed keeping place);
 - Return of the objects to or as near as possible to the locations from which they were salvaged.
- Where consensus agreement is not reached between the registered Aboriginal stakeholders and NPM as to the curation of any salvaged Aboriginal object, such objects will be retained in storage at the NPM mine office and/or transferred to the care of the Australian Museum or a third party in consultation with DP&I;
- Aboriginal cultural material that is suitable for radiocarbon dating may be submitted to an accredited laboratory and used for dating purposes;
- An application will be made to OEH for the curation of any salvaged items that are removed from any heritage site and will be permanently transferred to any third party.

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11. REPORTING

NPM will report against the performance criteria outlined in this Plan in the Annual Environmental Management Report (AEMR).

In accordance with Condition 8, Schedule 6 of Project Approval (11_0600) a summary of monitoring results will be made publicly available at the mine and on the website and updated on a quarterly basis.

Incident reporting (including any exceedances and complaints) will be in accordance with Condition 7, Schedule 6 of Project Approval (11_0060); the NPM Mini HIAS and HIAS Recording and Reporting Standard.

As per the requirements of the Project Approval 11_0060, NPM shall notify the '**Secretary**' and any other relevant agencies of any incident associated with the project as soon as practicable after the NPM becomes aware of the incident. Within seven days of the date of the incident, NPM shall provide the '**Secretary**' and any relevant agencies with a detailed report on the incident.

12. REVIEW AND CONTINUOUS IMPROVEMENT

The Heritage Management Plan will be reviewed and updated annually or in the case of a significant operational change. The review will include an assessment of the effectiveness of control measures and performance against the Plan's objectives.

The objectives of a review are:

- to maintain compliance with statutory requirements
- to identify opportunities for improvement in the management plan
- incorporate community considerations

The NMP review will include:

- this document
- Legislation, approval, license changes
- community complaints and enquiries

NPM will complete and send an Aboriginal site impact recording form for each site that has been impacted by the development to Office of Environment and Heritage (OEH) within 3 months of the impact of the site. The notification form can be found in Appendix 1.

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13. RELATED DOCUMENTS

Reference	Title	Document Number
	Aboriginal Heritage Management Plan	DOCID- 3-4030
	Landscape Management Plan	DOCID-3-3730
	Site Disturbance Permit Procedure	DOCID-3-3699
	Ground Disturbance and Rehabilitation	DOCID- 3-3728
	Identification and Protection of Heritage Procedure	
	Heritage Risk Assessment	
	Internal (ESH and Contractors) Auditing Procedure	
	ESH Inspections SOP	
	Mini HS and HIAS Recording and Reporting Standard	
	NSW National Parks and Wildlife Act, 1974	
	Heritage Act 1977	
	Development Consent 06-0026	
	Australian Heritage Council Act, 2003	
	Aboriginal and Torres Strait Islander Heritage Protection Act, 1984	
	Environment Protection and Biodiversity Conservation Act 1999	
	DECCW Due Diligence Code of Practice for the Protection of Aboriginal Objects in New South Wales	

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14. DEFINITIONS

Heritage

All the manifestations of a community/society, generally handed down by tradition or with some historical associations: These can be physical, such as buildings, landscapes and artefacts, and non-physical, such as literature, language, art music and customs; may also have a more specific legislative definition.

Heritage site

Any place or object with cultural spiritual, aesthetic, historic, science/research or social significance for past present and future generations: This could include places of 'sacred' significance to traditional Aboriginal custodians, such as burials, rock art and ceremonial grounds, waterholes and hills or other physical manifestations or a mythological or historic event. It can also involve structures or places of historical or aesthetic significance, other sites structures or remains of archaeological, palaeontologic, religious or cultural significance at a local state of national level are also included; may also have a more specific, legislative definition.

Aboriginal heritage

Aboriginal heritage includes the sites, places, objects, stories and documents that relate to the long history of Aboriginal occupation and use of the continent before and after European colonisation. Aboriginal cultural places include natural or built places which are valued by Aboriginal people for their association with religious, ceremonial, historical or other aspects of Aboriginal social and cultural life.

Non-Aboriginal heritage

Refers to the physical evidence of exploration and settlement by European and other non – Aboriginal cultures. This can include buildings, works, relics or places defined as having significant historic, scientific, cultural, social, geological, architectural, natural or aesthetic interest to the community.

Dispute

Refers to disagreement between NPM and the Registered Aboriginal Party (the parties) in relation to the implementation of this management plan, the parties shall exercise best endeavours to resolve the matter initially by discussion and negotiation between themselves.

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Appendix 1 Aboriginal Site Impact Recording Form

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Office of
Environment
& Heritage

Aboriginal Site Impact Recording Form

AHIMS Registrar
PO Box 1967, Hurstville 2220 NSW
April 2012 OEH 2012/0558

- 1 This form must be completed following impacts to AHIMS sites that are:
 - a) a result of test excavation carried out in accordance with the *Code of Practice for the Archaeological Investigation of Aboriginal Objects in NSW*
 - b) authorised by an Aboriginal Heritage Impact Permit (AHIP) issued by the Office of Environment and Heritage (OEH)
 - c) undertaken for the purpose of complying with Director General's Requirements issued by the Department of Planning and Infrastructure (DP&I) for:
 - State Significant Development (SSD - Part 4),
 - State Significant Infrastructure (SSI - Part 5.1), or
 - A Major Project (Part 3A - now repealed) under the *Environmental Planning and Assessment Act 1979 (EP&A Act)*, or
 - d) authorised by a SSD/SSI/Part 3A consent/approval under the EP&A Act.
- 2 Completed forms must be submitted to the AHIMS Registrar (www.environment.nsw.gov.au/contact/AHIMSRegistrar.htm).
- 3 This form is intended to complement (not replace) the AHIMS Site Recording Form. Where there is a need to provide detailed information about the nature of a site, use the AHIMS Site Recording Form.
- 4 This form does not replace the need to submit reports to OEH (as a condition of an AHIP or SSD/SSI/Part 3A consent/approval). This form must be submitted in addition to any reports.

AHIMS site ID:

Site impact authorisation (select one)	Reference numbers, dates
<input type="checkbox"/> Archaeological Code (The impacts to this site were the result of test excavation carried out in accordance with the <i>Code of Practice for the Archaeological Investigation of Aboriginal Objects in NSW</i> .)	Date OEH was notified (under requirement 15c of the Code): <input type="text"/> OEH Regional office notified: <input type="text"/>
<input type="checkbox"/> AHIP (The impacts to this site were authorised by an AHIP.)	AHIP number: <input type="text"/> Date issued/signed: <input type="text"/> AHIMS permit ID/number: <input type="text"/>
<input type="checkbox"/> SSD/SSI/Part 3A application (The impacts to this site were undertaken for the purposes of complying with Director General's Requirements issued by the DP&I)	Project number: <input type="text"/> Date Director General's Requirements issued: <input type="text"/>
<input type="checkbox"/> SSD/SSI/Part 3A approved project (The impacts to this site were authorised by a consent/approval under Parts 4/5.1/3A of the EP&A Act.)	or Date of project approval: <input type="text"/>

Site status following impacts:

- Not a site** (The investigations concluded that this is not a site.)
- Valid site** (The investigations confirmed that this is an Aboriginal site.)
- Partially destroyed** (The site was partially destroyed following authorised impacts; a portion of the site remains in situ.)
- Destroyed** (The site was completely destroyed following authorised impacts.)

Geographic location

Site name:

Easting: Northing: Coordinates must be in GDA (MGA)

Map sheet:

Zone: Location method:

1

Primary recorder

(The person responsible for the completion and submission of this form)

Title	Surname	First name
<input type="text"/>	<input type="text"/>	<input type="text"/>
Organisation: <input type="text"/>		
Address: <input type="text"/>		
Phone: <input type="text"/>	E-mail: <input type="text"/>	
Date recorded: <input type="text"/>	Fax: <input type="text"/>	

Site information

Open/closed site:

Features:

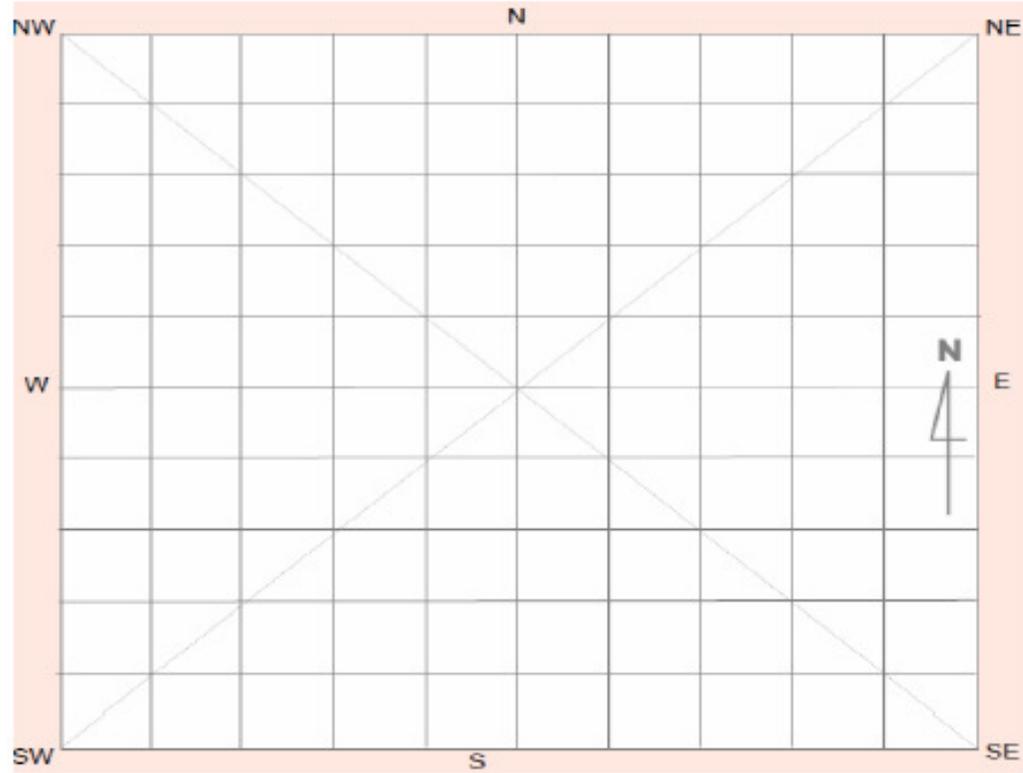
- | | | | |
|--------------------------|--------------------------------------|--------------------------|---|
| <input type="checkbox"/> | 1. Aboriginal ceremony and dreaming | <input type="checkbox"/> | 11. Habitation structure |
| <input type="checkbox"/> | 2. Aboriginal resource and gathering | <input type="checkbox"/> | 12. Hearth |
| <input type="checkbox"/> | 3. Art | <input type="checkbox"/> | 13. Non-human bone and organic material |
| <input type="checkbox"/> | 4. Artefact | <input type="checkbox"/> | 14. Ochre quarry |
| <input type="checkbox"/> | 5. Burial | <input type="checkbox"/> | 15. Potential archaeological deposit |
| <input type="checkbox"/> | 6. Ceremonial ring | <input type="checkbox"/> | 16. Stone quarry |
| <input type="checkbox"/> | 7. Conflict | <input type="checkbox"/> | 17. Shell |
| <input type="checkbox"/> | 8. Earth mound | <input type="checkbox"/> | 18. Stone arrangement |
| <input type="checkbox"/> | 9. Fish trap | <input type="checkbox"/> | 19. Modified tree |
| <input type="checkbox"/> | 10. Grinding groove | <input type="checkbox"/> | 20. Water hole |

Site condition

Written description of the condition of the AHIMS site (including relevant features) following the authorised impact of the site

Site map

Clearly demarcate the original AHIMS site boundary, show the boundaries of impacted areas and the areas where the site remains in situ. Display map coordinates.



Methodology and results

Summary of the methodology and results of the activity or works undertaken through the authorised impacts, as relevant to the AHIMS site



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Management recommendations

Summary of any management recommendations for the AHIMS site



Post-investigation significance

Discuss if the scientific/archaeological or cultural significance of the site has changed in light of the results of the investigations or works conducted at the site.

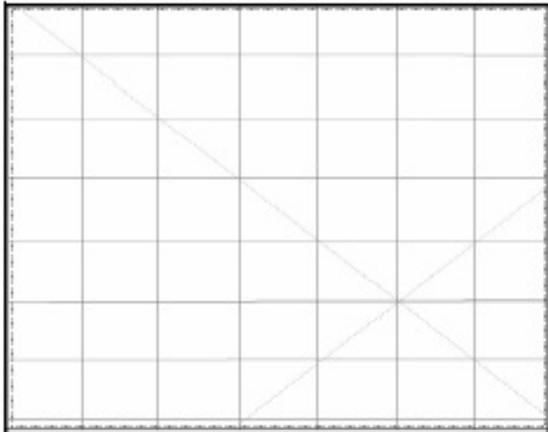


Additional comments

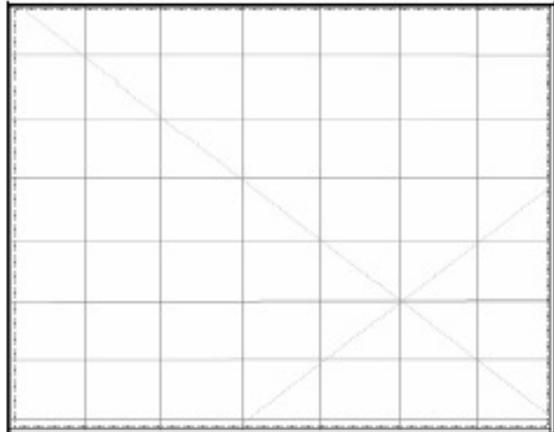


Site photographs

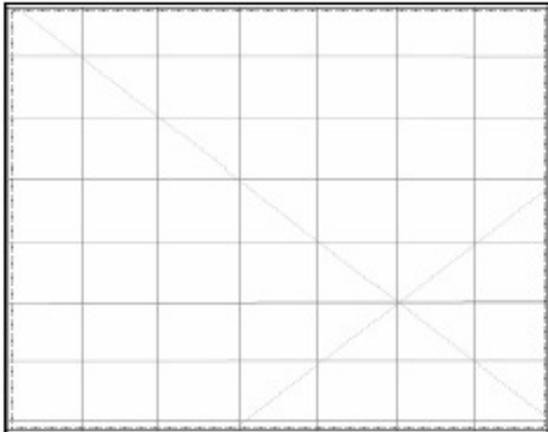
Include photographs of the authorised Impacts activity, as relevant to the AHIMS site. Please keep photo size to a maximum of 200 kb.



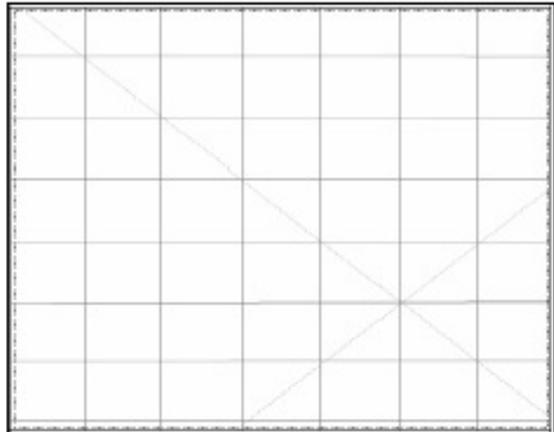
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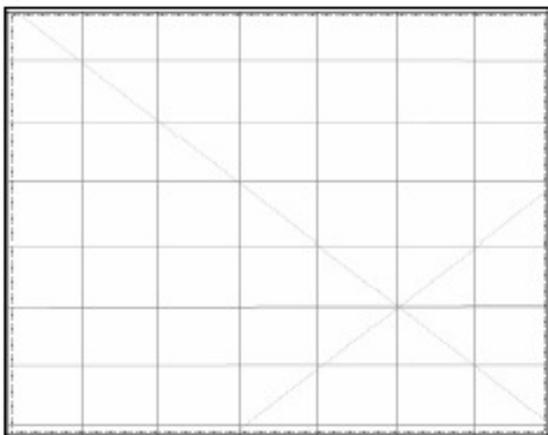
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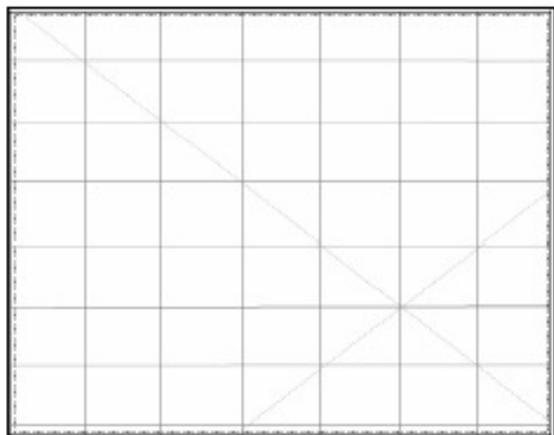
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Appendix 2 Aboriginal Heritage Meeting Protocols

Purpose

This protocol sets down the process for the conduct of the Aboriginal Heritage review meetings for both operational heritage and project specific heritage consultation meetings. The aim of the review meetings is to inform the registered Aboriginal stakeholders of NPM's operations and other issues of potential interest to Aboriginal community groups as required by section 10.3 of the NPM Heritage Management Plan.

Scope

This protocol applies to the operation/projects of the Aboriginal Heritage review meetings held in respect to the NPM in accordance with condition 31 of Project Approval 11_0060. It also applies to Aboriginal Heritage meetings convened to discuss project specific issues where NPM actively seeks Aboriginal stakeholder input.

Frequency

The heritage communication meeting frequency will be quarterly for the first year during the initial implementation of the Heritage Management Plan. After the first year the meetings will become six monthly or more frequently if required. Project specific consultation meetings will be convened on a project by project basis.

Responsibility

Personnel with responsibilities for this protocol are as follows:

Table 3 Roles and Responsibilities

Position	Responsibilities
People, Safety & Environment Manager	Convening meetings Chairing meetings
Environment & Farm Superintendent / Community & External Relations Specialist	Provide an update on NPM mining activities and implementation of the Heritage Management Plan Aboriginal Heritage matters Confirming meetings are minuted Distributing minutes
Environmental Advisor / Community & External Relations Advisor	Attend meetings Provide information as required Take minutes of meetings
Registered Aboriginal Group Representatives	Attend operational heritage communication meetings on behalf of the Aboriginal stakeholders Attend project specific heritage consultation meetings on behalf of the registered Aboriginal stakeholder groups Provide information and advice on Aboriginal Heritage matters in the requested format i.e. written or verbal Report back to their Aboriginal community on all Aboriginal Heritage matters discussed