

COWAL GOLD OPERATIONS
ENVIRONMENTAL MANAGEMENT STRATEGY



June 2023

Revision Status Register

Section/Page/ Annexure	Revision Number	Amendment/Addition	Distribution	DPE Approval Date
All	EMS- December 2021	EMS revised in accordance with Development Consent Condition 9.1(c)(v) to reflect Development Consent DA 14/98 as modified on 30 September 2021 and SSD 10367	DPE	11/04/2022
All	EMS – June 2023	EMS revised in accordance with Development Consent Condition 9.1(c)(i) to reflect Development Consent DA 14/98 as modified on 30 September 2021 and SSD 10367 as modified on 7 November 2022.	DPE	September 2023

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1. INTRODUCTION

The Cowal Gold Operations (CGO) is an open cut and underground gold mining operation located approximately 38 kilometres (km) north-east of West Wyalong in New South Wales (NSW) (Figure 1). Evolution Mining (Cowel) Pty Limited (Evolution) is the owner and operator of the CGO. All facilities and activities at the CGO are located within Mining Lease (ML) 1535 and ML 1791.

Development Consent (DA 14/98) for the CGO (including the Bland Creek Palaeochannel Borefield water supply pipeline) was originally granted by the Minister for Urban Affairs and Planning under Part 4 of the *Environmental Planning and Assessment Act, 1979* (EP&A Act) on 26 February 1999. Development Consent (DA 2011/64) for the operation of the Eastern Saline Borefield was granted by the Forbes Shire Council on 20 December 2010.

More recently, Evolution sought approval from the NSW Government for proposed underground mining via a State-significant Development application No. 10367 and a related modification to DA 14/98 for the *Cowel Gold Operations Underground Development Project Modification No. 16* (herein referred to as Mod 16). Approval for these were granted on 30 September 2021. Collectively, these applications related to the surface (Mod 16) and underground (SSD 10367) components of the Underground Development Project (the Project). SSD 10367 was modified on 7 November 2022, to reflect minor changes in the underground mining method, through Mod 1 (Optimisation Modification).

DA14/98 generally allows:

- Mining operations until 2040.
- Ore processing at a rate of 9.8 Mtpa.
- Crushing up to 150,000 of waste rock for use as gravel road base in a calendar year.
- The following maximum heights:
 - Northern Rock Emplacement - 308 m AHD;
 - Southern Rock Emplacement - 283 m AHD;
 - Southern Tailings Storage Facility – 248.4 m AHD;
 - Northern Tailings Storage Facility – 240.5 m AHD;
 - Perimeter Rock Emplacement - 233 m AHD;
 - Mineralised Material Stockpile - 320 m AHD; and
 - Integrated Waste Landform - 246 m AHD.
- Tailings and waste rock emplacement on site.
- Operation of a range of ancillary mining infrastructure.
- The following operating hours:

Activity	Hours
Construction of Tailings Storage Facility lifts or rock buttress	7 am to 6 pm, 7 days a week
Supplementary IWL activities *	
Construction of Lake Cowal water supply pipeline (excluding construction at the western side of Lake Cowal)	7 am to 6 pm, Monday to Friday 8 am to 1 pm, Saturday
Lake Cowal Road realignment construction	No activities on Sundays or public holidays
All other activities	24 hours a day, 7 days a week

*Through correspondence dated 7 November 2022, the DPE granted approval for Supplementary IWL Activities to be conducted 24 hours a day, 7 days a week.

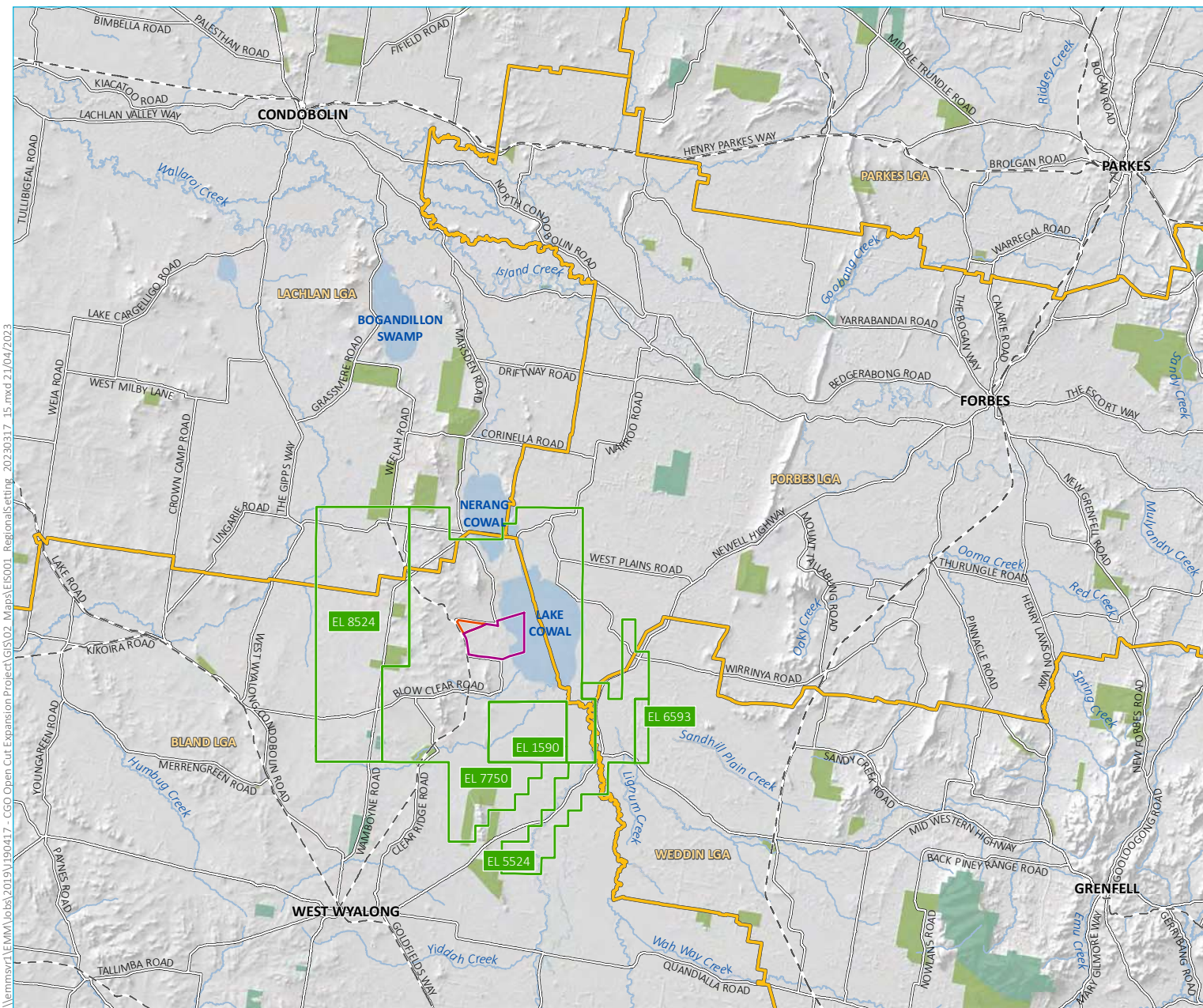
SSD 10367 generally allows:

- Underground stope mining until 2040.
- Backfilling the stopes with cemented paste made from tailings.

Development of ancillary infrastructure including a box-cut to the underground mine and a paste fill plant.

The general arrangement of the approved CGO is provided in Figure 2. A copy of the CGO's approved development consents (DA 14/98) and SSD 10367 (as approved on 30 September 2021 and 7 November 2022, respectively) are available on Evolution's website (www.evolutionmining.com.au).

The CGO's Environmental Management Strategy (EMS) was originally approved in November 2014, with subsequent revisions dated November 2016, February 2017 and 28 August 2018 prepared and submitted to the NSW Department of Planning Industry and Environment (DPE). The EMS was updated to reflect the conditions on Development Consent (DA 14/98) as modified 30 September 2021, the conditions on SSD 10367. The current version was updated in accordance with Condition 9.1(c)(i) and supersedes all former versions of the EMS.



- KEY**
- Mining lease (ML1535)
 - Mining lease (ML1791)
 - Exploration licence (EL)
 - Rail line
 - Main road
 - Named watercourse
 - Named waterbody
 - Local government area
 - NPWS reserve
 - State forest



ENVIRONMENTAL MANAGEMENT STRATEGY
Regional Location

Source: EMM (2023); Evolution (2023); DFSI (2017); GA (2011); ASGC (2006)

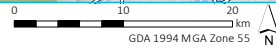
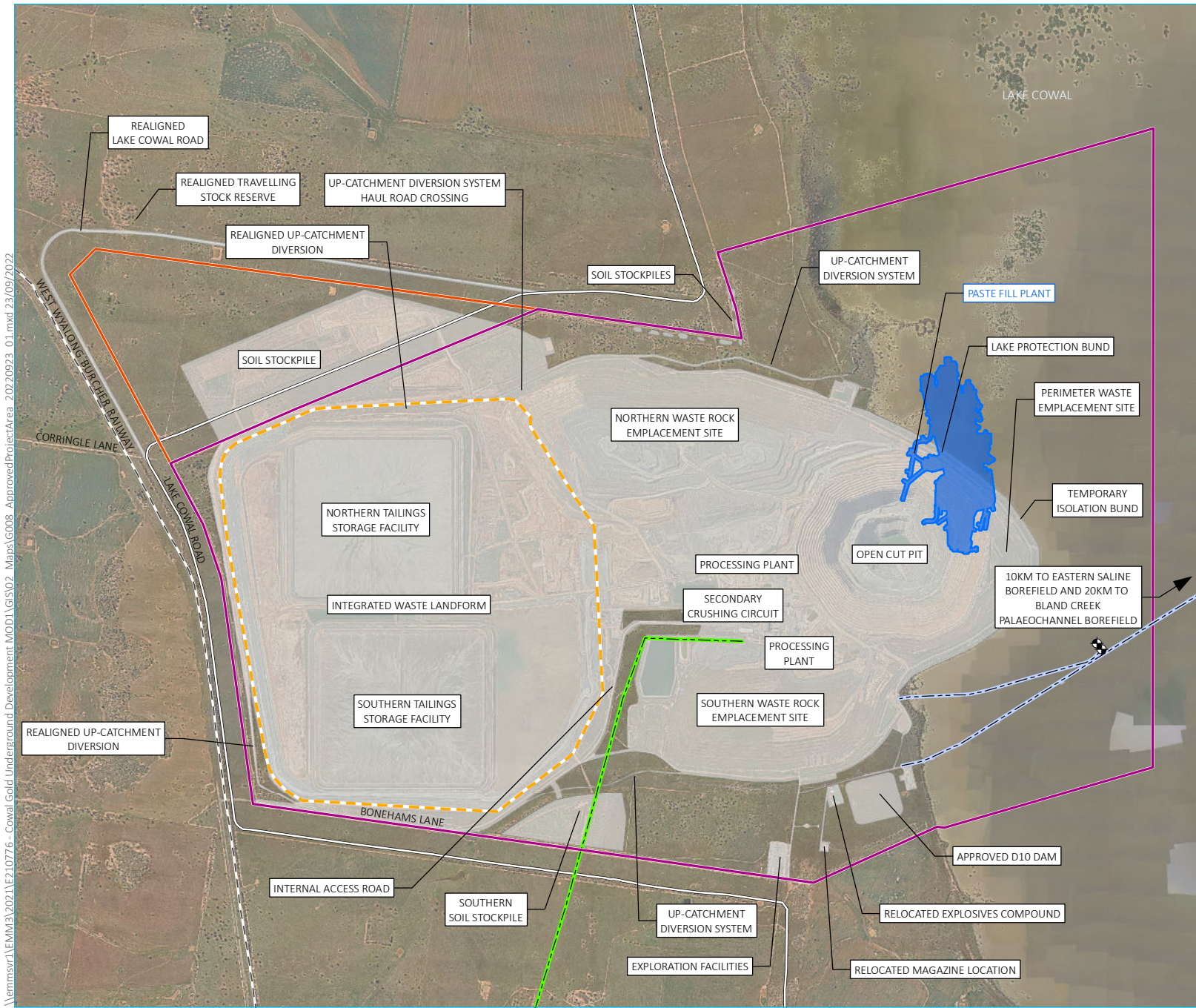


Figure 1



- KEY**
- Approved underground development
 - Mining lease (ML1535)
 - Mining lease (ML1791)
 - DA14/98 approved surface disturbance
 - Indicative integrated waste landform perimeter
 - Electricity transmission line
 - Water supply pipeline
 - - Rail line
 - Main road
 - xxx Approved underground development elements
 - xxx Approved surface elements

\\lemmsvr1\EMM3\2021\E210776 - Cowal Gold Underground Development MOD1\GIS\02_Maps\G008_AprovedProjectArea_20220923_01.mxd 23/09/2022

Source: EMM (2022); Evolution (2020); DFSI (2017)



Figure 2

1.1 PURPOSE AND SCOPE OF THIS EMS

Purpose: This EMS has been prepared in accordance with the requirements of condition 9.1(a) of the DA 14/98 and condition C1 of SSD 10367.

Scope: This EMS is relevant to all activities associated with operation of the CGO within ML 1535 and ML 1791, including operation of the Bland Creek Palaeochannel Borefield and the Eastern Saline Borefield and the water supply pipelines to the CGO.

The objective of this EMS is to provide a strategic framework for environmental management at the CGO guided by relevant conditions of approval and implemented through various environmental management plans (EMPs), strategies and programs. An overview and clear plan of the CGO's EMPs, strategies and programs required under DA 14/98 and SSD 10367 are provided in Section 5.

2 STATUTORY REQUIREMENTS

Evolution's main statutory obligations for activities and facilities at the CGO are defined in:

- the conditions of DA 14/98;
- the conditions of SSD 10367;
- the conditions of DA 2011/64 for the Eastern Saline Borefield (ESB) (herein referred to as the ESB Development Consent);
- relevant licences and permits including Environment Protection Licence No. 11912;
- the Conditions of Authority for ML 1535 and ML 1791; and
- water licences
- other relevant legislation.

Details of the statutory obligations directly relevant to this EMS are described below.

2.1 DEVELOPMENT CONSENT CONDITIONS

Condition 9.1(a) of DA 14/98 and condition C1 of SSD 10367 include specific requirements for the preparation of an EMS.

Table 1 presents conditions from both development consents and indicates where the requirements are addressed within this EMS.

Table 1
Requirements of Development Consent Conditions

Development Consent 14/98 condition 9.1(a)	EMS Section
<p>9.1. Environmental Management</p> <p>(a) <u>Environmental Management Strategy</u></p> <p><i>The Applicant shall prepare and implement an Environmental Management Strategy for the development to the satisfaction of the Secretary. This strategy must:</i></p> <p>(i) <i>be submitted to the Secretary for approval by the end of October 2014, unless the Secretary agrees otherwise;</i></p> <p>(ii) <i>provide the strategic framework for environmental management of the development;</i></p> <p>(iii) <i>identify the statutory approvals that apply to the development;</i></p> <p>(iv) <i>describe the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;</i></p> <p>(v) <i>describe the procedures that would be implemented to:</i></p> <ul style="list-style-type: none"> • <i>keep the local community and relevant agencies informed about the operation and environmental performance of the development;</i> • <i>receive, handle, respond to, and record complaints;</i> • <i>resolve any disputes that may arise;</i> • <i>respond to any non-compliance;</i> • <i>respond to emergencies; and</i> <p>(vi) <i>include:</i></p> <ul style="list-style-type: none"> • <i>copies of any strategies, plans and programs approved under the conditions of this consent; and</i> • <i>a clear plan depicting all the monitoring to be carried out in relation to the development.</i> 	<p>Complete</p> <p>Full Document</p> <p>Section 2</p> <p>Section 3</p> <p>Sections 6 and 7</p> <p>Section 8</p> <p>Section 8</p> <p>Section 9</p> <p>Section 10</p> <p>Section 5</p> <p>Section 5</p>

State-Significant Development No. 10367	EMS Section
	Full document
<i>C1. The Applicant must prepare an Environmental Management Strategy for the development to the satisfaction of the Planning Secretary. This strategy must:</i>	Complete
<i>a. be submitted to the Planning Secretary for approval prior to commencing construction under this consent;</i>	
<i>b. provide the strategic framework for environmental management of the development;</i>	Section 3
<i>c. identify the statutory approvals that apply to the development;</i>	Section 2
<i>d. set out the role, responsibility, authority and accountability of all key personnel involved in the environmental management of the development;</i>	Section 3
<i>e. set out the procedures to be implemented to:</i>	Sections 6 and 7
<i>(i) keep the local community and relevant agencies informed about the operation and environmental performance of the development;</i>	Section 8
<i>(ii) receive, record, handle and respond to complaints;</i>	Section 9
<i>(iii) resolve any disputes that may arise during the course of the development;</i>	Section 9
<i>(iv) respond to any non-compliance and any incident; and</i>	Section 10
<i>(v) respond to emergencies; and</i>	Section 11
<i>f. include:</i>	
<i>(i) references to any strategies, plans and programs approved under the conditions of this consent; and</i>	Section 5 (and CGO website)
<i>(ii) a clear plan depicting all the sites where monitoring is to be carried out under the conditions of this consent.</i>	Section 5

The ESB Development Consent (granted by the Forbes Shire Council on 20 December 2010 for the operation of the Eastern Saline Borefield).

2.2 CONSENTS, LEASES, LICENCES AND PERMITS

In addition to the development consents, all activities at the CGO are conducted in accordance with a number of licences, permits and leases for the CGO. Details are provided in Table 2 below.

Table 2
Key Consents, Leases, Licences and Permits

Instrument	Relevant Authority	Date of Grant	Duration of Approval
<i>Environment Protection and Biodiversity Conservation Act 1999 (EPBC) Approval EPBC 2017/7989</i>	DAWE	25/01/2019	This approval is in effect until 31/12/2032.
Development Consent DA 14/98	DPE	26/02/1999	Mining operations may take place until 31 December 2040. "Mining operations" includes the removal and emplacement of waste rock; the processing, handling and storage of ore on site; and the transport of ore concentrate offsite. The development consent then continues to be in force until Evolution rehabilitates the site in accordance with the conditions of the development consent.
SSD 10367	DPE	30/09/2021	Underground mining and related infrastructure to 2040.
Development Consent DA 2011/64	FSC	22/12/2010	Valid for the construction and operation of the Eastern Saline Borefield.
ML 1535	DRG	13/06/2003	21 years (i.e. 13 June 2024).
ML 1791	DRG	20/06/2019	Expires 20 June 2040.
EPL No. 11912	EPA	23/12/2003	Until the licence is surrendered, suspended or revoked. The licence is subject to review every three years, and was last varied on 9 June 2022.
Permit #1361 under section 87(1) of the <i>National Parks and Wildlife Act 1974</i> (NPW Act)	OEH	23/05/2002	Valid for period of exploration drilling on the lots covered by the permit.
Consent #1467 under section 90 of the NPW Act	OEH	27/11/2002	The approval lapses when the Minister for Resources and Energy acknowledges that satisfactory rehabilitation work has

			been completed under ML1535 or 18 years after completion of constructions works, whichever occurs first (i.e. 2022).
Permit #1468 under section 87(1) of the NPW Act	OEH	27/10/2003	Same as Consent #1467.
Consent #1680 under section 90 of the NPW Act	OEH	28/07/2003	The approval lapses when the Minister for Resources and Energy acknowledges that satisfactory rehabilitation work has been completed under ML1535 or 18 years after completion of construction works, whichever occurs first (i.e. 2022).
Permit #1681 under section 87(1) of the NPW Act	OEH	28/07/2003	Same as Consent #1680.
AHIP C0004570	OEH	27/06/2019	Approved for a period of 14 years from the date of grant.
Care Agreement C0004976	OEH	27/06/2019	Approved for a period of 14 years from the date of grant.
Production bore licence (Bland Creek Palaeochannel Borefield) WAL 31864	DI-Lands and Water	14/09/2012	13 September 2025.
Production bore licence (Eastern Saline Borefield) WAL 36569	DI-Lands and Water	10/06/2011	9 June 2026.
Production bore and pit dewatering licence (saline groundwater supply bores within ML 1535 and pit dewatering [including pit inflows]) WAL 36615	DI-Lands and Water	21/03/2014	13 September 2025. Upper 10 percent (%) (366 units. Lachlan Alluvial Zone 7). Valid for the operation of three lake floor saline production bores when not inundated by Lake Cowal.
Pit dewatering licence WAL 36617	DI-Lands and Water	21/03/2014	13 September 2025.
Monitoring and test bore licences	DI-Lands and Water	Various	Various.
High Security WAL 13749	DI-Lands and Water	21/12/2006	Title for allocation from Regulated River Source.
High Security WAL 14981	DI-Lands and Water	15/9/2011	Title for allocation from Lachlan Regulated River Source – Water Sharing Plan.
General Security WAL 13748	DI-Lands and Water	21/12/2006	Title for allocation from Regulated River Source.
Supply Work Approval 70WA614805	DI-Lands and Water	12/01/2010	13 September 2025. Surface licence for TIB-LPB and buried borefield pipeline under Lake Cowal.

AHIP: Aboriginal Heritage Impact Permit.

DPE: Department of Planning and Environment.

DRG: Department of Planning and Environment – Division of Resources and Geoscience.

DI-Lands and Water: NSW Department of Industry – Lands and Water.

DAWE: Commonwealth Department of Agriculture, Water and the Environment.

EPA: Environment Protection Authority.

EPL: Environment Protection Licence.

FSC: Forbes Shire Council.

NPW Act: NSW *National Parks and Wildlife Act 1974*.

OEH: Office of Environment and Heritage.

WAL: Water Access Licence.

2.3 LEGISLATION AND GUIDELINES

Evolution will conduct activities at the CGO consistent with the relevant development consents, leases, licences and permits and any other legislation applicable to the CGO. The key NSW and Commonwealth legislation applicable to the CGO include (but not necessarily limited to):

- *Environment Protection and Biodiversity Conservation Act, 1999* (Commonwealth).
- *National Greenhouse and Energy Reporting Act, 2007* (Commonwealth).
- *Environmental Planning and Assessments Act 1979*
- *State Environmental Planning Policy (Mining, Petroleum Production and Extractive Industries), 2007*
- Bland Local Environmental Plan 2011
- Forbes Local Environmental Plan 2013

- *Mining Act, 1992*
- *Protection of the Environment Operations Act, 1997*
- *National Parks and Wildlife Act, 1974*
- *Biodiversity Conservation Act, 2016*
- *Contaminated Land Management Act, 1997*
- *Biosecurity Act, 2015*
- *Dangerous Goods (Road and Rail Transport) Act, 2008*
- *Water Act, 1912*
- *Water Management Act, 2000*
- *Environment Protection and Biodiversity Conservation Act, 1999 (Commonwealth).*
- *National Greenhouse and Energy Reporting Act, 2007 (Commonwealth).*

3 SITE ENVIRONMENTAL MANAGEMENT STRUCTURE

Table 3 presents the roles and responsibilities of key members of the site environmental management team, and other key CGO personnel.

**Table 3
Site Environmental Management – Roles and Responsibilities**

Environmental Management Role	Responsibility
Sustainability Manager	<ul style="list-style-type: none"> • Act as the appointed “Environmental Officer” on behalf of the operation. • Oversees the development and implementation of Environment and management systems and governance programs to ensure the operation maintains compliance with applicable environmental and social obligations (internal and external). • Works with relevant government agencies and consultants to ensure necessary project approvals are achieved. • Oversees the implementation of organisational policies, standards, plans and procedures. • Oversees the environmental monitoring program to meet the environmental obligations. • Oversees the development and management of Sustainability risks. • Coordinates cultural heritage matters ensuring compliance with relevant NSW legislation and the Indigenous Archaeology and Cultural Heritage Management Plan. • Leads, coaches and mentors a dynamic team to provide high quality Sustainability service and support to the CGO. • Establishes training and awareness programs for employees, contractors and visitors to site in relation to the Sustainability management plans developed to comply with Sustainability obligations and Evolution’s policies in relation to Sustainability management and performance. • Oversees the governance programme to monitor compliance and performance of department managers, supervisors, employees, and contractors against the Sustainability management programmes. • Oversees the establishment of environmental monitoring objectives to meet the requirements of environmental obligations and stakeholder expectations. • Acts as the spokesperson for all Sustainability matters related to the operations. • Oversees the preparation and delivery of internal and external reports as per Sustainability obligations. • Promotes Evolution’s Sustainability strategy by educating staff and contractors. • Oversees the development and implementation of cultural heritage and European heritage awareness program for all employees, contractors and visitors to the operation. • Responsible for the development of the rehabilitation, biodiversity offsets, mine closure and land strategies, and oversees the implementation of associated programs and activities. • Responsible for the annual strategic planning for the environmental function, facilitating the development and implementation of performance metrics, work programs, and operating and capital budgets.

Table 3 (Continued)
Site Environmental Management – Roles and Responsibilities

Environmental Management Role	Responsibility
Sustainability Superintendent	<ul style="list-style-type: none"> • Maintains project approvals, ensuring approval obligations are suitable for the continued operation of the CGO. • Ensures all CGO approval documents are submitted as required by licences, development consent and mining lease conditions and other permits. • Manages consultants involved in CGO approvals processes. • Works with relevant government agencies and consultants to ensure necessary project approvals are achieved. • Promotes and enhances Evolution’s reputation and relationship with the Government regulators, local landholders and other stakeholders. • Maintains the implementation of the environment management system and governance programs to ensure the CGO maintains compliance with applicable environmental obligations and minimises environmental harm and risk. • Oversees the environmental monitoring and reporting program. • Coordinates external environmental audits and site visits, acting as primary contact on environmental matters. • Supports Sustainability Manager’s responsibilities. • Responsible for site environmental monitoring, including external consultant monitoring and reporting. • Implementation and compliance with EMPs, environmental approvals, licensing and permits. • Responsible for annual internal auditing and reporting (e.g. CGO Annual Review). • Public monthly reporting of environmental monitoring data. • Closure rehabilitation. • ChemAlert updating and chemical approvals. • Pest and weed control works coordination. • Equipment management. • Environmental Management System implementation and optimisation. • Scheduling of corrective and preventative actions. • Significant environmental aspects, formal risk assessments and Management of Change program supervision. • Objectives, targets and action tracking. • Workplace interactions, planned general inspections and internal audit scheduling. • Pre-starts, awareness packs and training days input.
General Manager	<ul style="list-style-type: none"> • Provides adequate resourcing to support site environmental management and implementation of the Forward Program and approved management plans. • Provide strategic direction. • Responsible for management of Evolution staff and all contractors.
Operations Manager	<ul style="list-style-type: none"> • Responsible for ensuring all mining works are carried out in accordance with the Forward Program and other relevant approvals and legislation. • Provide strategic direction.
People & Culture Manager	<ul style="list-style-type: none"> • Promotes and enhances Evolution’s reputation and relationship with the broader community and stakeholders through positive consultation, proactive engagement and compliance with relevant legislation and permitting conditions. • Manages stakeholder engagement for the CGO through community meetings, media, publications and site visits. • Oversees the implementation of organisational policies, standards, plans and procedures. • Manages the ongoing implementation and compliance of the Wiradjuri Native Title Agreement. • Coordinates cultural heritage matters ensuring compliance with relevant NSW legislation and the Indigenous Archaeology and Cultural Heritage Management Plan. • Oversees the development and implementation of cultural heritage and European heritage awareness program for all employees, contractors and visitors to the operation. • Maintenance of the community complaints register.

General Staff and Contractors	<ul style="list-style-type: none">• All general staff members trained in environmental procedures and protocols as part of the induction process and regular site meetings.• All general staff members responsible for immediately reporting environmental incidents.• All general staff members responsible for undertaking works in an environmentally sound manner and in accordance with EMPs and site commitments.
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4 SUSTAINABILITY POLICY, REHABILITATION PRINCIPLES AND OBJECTIVES

Evolution's Sustainability & Strategic Planning Policy states that:

1. OBJECTIVE

The objective of our sustainability and strategic planning efforts is to deliver long-term stakeholder value through safe, low-cost gold production in an environmentally and socially responsible way.

By enabling innovative thinking, setting the strategic direction and goals for the business to drive value creation and establishing clear direction, authority and accountability to act to those at the source of the risk through our devolved leadership model will build a culture of operational excellence.

2. SCOPE

The requirements of this company-wide policy and its supporting Sustainability and Strategic Planning Standards applies to all directors, employees, business partners and their subsidiaries.

In the Evolution Mining context, Sustainability refers to health, safety, environment, operational risk, security and social responsibility whilst Strategic Planning incorporates enterprise risk management, the planning cycle, from long-term strategic planning to short-term tactical, Mineral Resource and Ore Reserves (MROR) and project development and execution.

3. COMMITMENTS

Sustainability and Strategic Planning is embedded in our decision making at all levels of the organisation.

Evolution Mining will achieve the objectives of this Policy by ensuring we:

- Define and demonstrate robust risk management and environmental stewardship where threats are mitigated, whilst exploiting opportunities to create value for the business and our stakeholders
- Cultivate an innovative culture relentlessly driving operational excellence
- Provide a healthy, safe and inclusive workplace through collective leadership, encouraging our people to report unsafe situations and have positive interactions and conversations
- Foster an engaged, diverse, fit and capable workforce, providing appropriate information, instruction, training and supervision to deliver on our plan and sustainably achieve our targets
- Communicate, support and consult with our employees, contractors and stakeholders at all levels
- Provide clear accountability and understanding in developing and reporting of the MROR for Evolution Mining's assets
- Foster an agile and robust project planning process that maximises value to the business
- Contribute positively to local, regional and national sustainability efforts, providing sustainable outcomes for our communities
- Protect and enhance our reputation as a trusted partner whilst respecting the human rights of our stakeholders
- Advance outcomes for Indigenous peoples and protecting cultural heritage and respect the human rights of all our stakeholders
- Are transparent at all levels of corporate governance and comply with applicable laws and regulations
- Conduct regular reviews and share learnings across the business to drive continuous improvement

Sustainability & Strategic Planning Policy

Issued: 12/12/2021

Owner: Fiona Murfitt – Vice President Sustainability

Approver: Jake Klein – Executive Chairman

Evolution will honour its environmental responsibilities through good engineering practice, fulfilment of statutory responsibilities, regular community consultation and consideration of those impacted by operations. The CGO rehabilitation philosophy is to operate as a non-intrusive land user and to create stable rehabilitated landforms that increase the areas of endemic vegetation in the mine area and the status of land-lake habitats (Evolution, 2018). This philosophy has guided the development of the rehabilitation principles and objectives described below.

Rehabilitation Principles

The CGO's rehabilitation programme includes the following general principles (Evolution, 2018):

- *The rehabilitation of landforms is to be progressive (where possible) and conducted in accordance with approved plans.*
- *Final landforms are to be stable in the long-term and include native and/or endemic vegetation characteristic of remnant vegetation within the surrounding landscape.*
- *Native and/or endemic groundcover, understorey and tree species are to be used in the rehabilitation programme.*
- *Rehabilitation concepts are to be flexible to allow for adjustments, based on investigations and trials, to improve the programme.*
- *The annual rehabilitation programme and budget is to be prepared by a site team incorporating senior management representatives.*

Rehabilitation Objectives

Original rehabilitation objectives proposed for the CGO are outlined below (Evolution, 2018). However, updated Rehabilitation Objectives will be approved by the Resources Regulator as a part of the NSW Operational Rehabilitation Reforms.

- The water quality of Lake Cowal is not detrimentally affected by CGO landforms.
- Revegetating CGO landforms with selected native and/or endemic vegetation that is suited to the physiographic and hydrological features of each landform, and which expand on the areas of remnant endemic vegetation in the surrounding landscape.
- Designing final landforms so that they are stable and include revegetation growth materials that are suited to the landform and support self-sustaining vegetation.
- The placement (wherever possible) of soils on final landforms to enable the progressive establishment of vegetation.
- The expansion of habitat opportunities for wetland and terrestrial fauna species. This includes the design and implementation of rehabilitation works at the New Lake Foreshore in a manner consistent with the NSW Wetlands Policy (Department of Environment, Climate Change and Water, 2010).
- The selection of revegetation species in accordance with accepted principles of long-term sustainability (e.g. genotypic variation, vegetation succession, water/drought tolerances).
- Grazing of land within ML 1535 and ML 1791 area to be excluded during operations and during rehabilitation of the mine site. At lease relinquishment, rehabilitated final landforms are excluded from grazing, with some areas suitable for grazing surrounding the rehabilitated final landforms.

The CGO's Rehabilitation Management Plan provides a detailed description of the CGO's rehabilitation and landscape management strategy. As required by SSD 10367 condition A1, Evolution is committed to implement all reasonable and feasible measures to prevent, and if prevention is not reasonable and feasible, minimise, any material harm to the environment.

Commitments to Protecting Public Infrastructure

As required by DA14/98 condition 1.5, Evolution will bear the cost of repairing damage to public infrastructure caused by the development or the full cost of relocating public infrastructure that needs to be relocated as a result of the development.

5 ENVIRONMENTAL MANAGEMENT PLANS, STRATEGIES AND MONITORING PROGRAMS

The following plans, strategies and programs required under the various development consents are used to guide environmental management at the CGO:

- this EMS;
- Air Quality Management Plan (incorporating an air quality monitoring program);
- Biodiversity Offset Management Plan (including Offset Strategy and an offset monitoring program for the CGO's northern and southern offset areas);
- Blast Management Plan (including a blast monitoring program);
- Compensatory Wetland Management Plan;
- Cyanide Management Plan (including a cyanide monitoring program);
- Emergency Preparedness and Response Plan
- Erosion and Sediment Control Management Plan;
- Flora and Fauna Management Plan (including Threatened Species Management Protocol, Threatened Species Management Strategies and monitoring programs for flora, fauna, fish and aquatic invertebrates);
- Hazardous Materials Management Plan;
- Heritage Management Plan;
- Indigenous Archaeology and Cultural Heritage Management Plan.
- Land Management Plan;
- Noise Management Plan (incorporating a noise monitoring program);
- Rehabilitation Management Plan (including Rehabilitation Strategy and a rehabilitation monitoring program);
- Soil Stripping Management Plan;
- Subsidence Monitoring Program (in development);
- Transport Management Plan;
- Water Management Plan (including a water monitoring program, Strategy for the Decommissioning of Water Management Structures and Long-term Management of the Final Void and Lake Protection Bund);

In addition to the above EMPs, a Pollution Incident Response Management Plan is covered by the CGO's Emergency Preparedness Response Management Plan in accordance with the provisions of the NSW *Protection of the Environment Operations Act, 1997* and a summary page is available on the CGO website for the public to access.

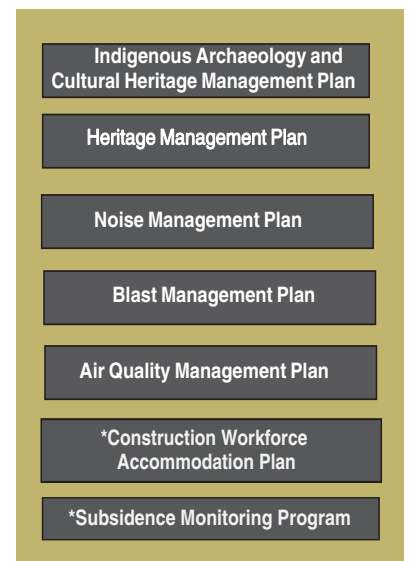
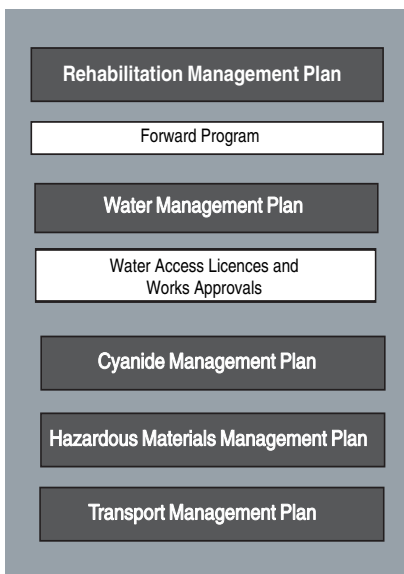
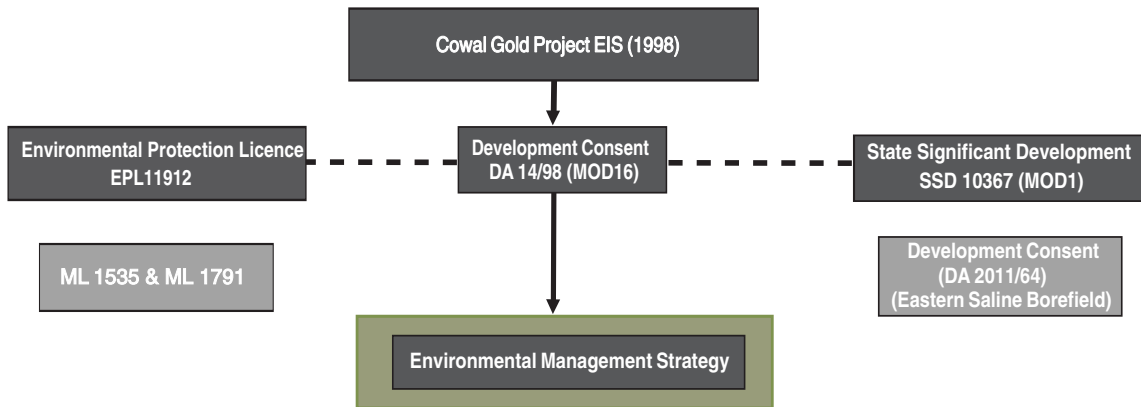
A copy of each of these plans, strategies and programs is available on Evolution's website except for the sites Emergency Preparedness Response Plan due to the sensitive information within this document:

<https://evolutionmining.com.au/compliance/#cowalpart>

Section 6.2 of this EMS outlines the review and revision process for these plans, strategies and programs. Finalisation of the individual plans, strategies and programs is subject to consultation with relevant regulatory authorities and approval by the DPE. The requirements for each strategy, plan and program are detailed in the development consents provided in appendices, A, B and C.

The CGO's environmental monitoring programs are comprehensive and addressed within the management plans. They have been developed to address each key environmental aspect (e.g. surface water, groundwater, air quality) relevant to the CGO. In keeping with these plans and as required by DA14/98 condition 1.6, Evolution is committed to ensuring that all plant and equipment used on site, or to monitor the performance of the development is maintained and operated in a proper and efficient manner.

A clear plan showing the CGO's environmental management system of management plans, monitoring programmes and strategies is provided in Figure 3.



Environmental Monitoring Programs



ENVIRONMENTAL MANAGEMENT STRATEGY
CGO Environmental
Management System

Note: * Is a requirement under SSD10367 only

Figure 3

6 REVIEW AND IMPROVEMENT OF ENVIRONMENTAL PERFORMANCE

6.1 ANNUAL REVIEW

In accordance with conditions DA 14/98 and SSD 10367, Evolution will prepare an Annual Review which reports on the environmental performance of the CGO by the end of March each year, or other timing as may be agreed by the Secretary of the DPE. The Annual Review will be made publicly available on Evolution's website (Section 7), in accordance with DA 14/98 condition 9.4(a)(vii) and SSD 10367 condition C9. The Annual Review will also address the Annual Environmental Management Report requirements of ML 1535 Condition of Authority 28.

The Annual Review will specifically address the following aspects of Condition 9.1(b) which are directly relevant to this EMS:

- (i) describe the development that was carried out in the previous calendar year, and the development that is proposed to be carried out over the next year;*
- (ii) include a comprehensive review of the monitoring results and complaints records of the development over the previous calendar year, which includes a comparison of these results against the:*
 - the relevant statutory requirements, limits or performance measures/criteria;*
 - the monitoring results of previous years; and*
 - the relevant predictions in the EIS;*
- (iii) identify any non-compliance over the last year, and describe what actions were (or are being) taken to ensure compliance;*
- (iv) identify any trends in the monitoring data over the life of the development, including the ongoing interaction between the Cowal Gold Mine and Lake Cowal;*
- (v) identify any discrepancies between the predicted and actual impacts of the development, and analyse the potential cause of any significant discrepancies; and*
- (vi) describe what measures will be implemented over the next year to improve the environmental performance of the development.*

Condition C9 expresses similar requirements, with the addition of:

- (b)(ii) requirements of any plan or program required under this consent;*

This EMS is subject to the review and revision requirements described in Section 6.2.

6.2 EMS REVIEW AND UPDATE

In accordance with condition 9.1(c) of DA 14/98, this EMS (and any strategy, plan or program required under the development consent) will be reviewed within three months of:

- the submission of an Annual Review under Condition 9.1(b);
- the submission of an incident report under Condition 9.3(a);
- the submission of an audit under Condition 9.2(a);
- the submission of an Annual State of the Environment Report under Condition 9.2(b);
- the approval of any modification to the conditions of the Development Consent; or
- any direction of the Secretary under Condition 1.1(c).

Condition C5 of the SSD has similar requirements.

Where this review leads to revisions of the EMS (or any other plan, strategy or program required under the Development Consent), then within six weeks of the review, the revised EMS (or plan, strategy or program required under the development consent) will be submitted to the Secretary of the DPE for approval (unless otherwise agreed by the Secretary). The revision status of this EMS is indicated after the title page of this document.

As stated earlier, this EMS will be made publicly available on Evolution's website (Section 7), in accordance with conditions of the development consents. A hard copy of the EMS will also be kept at the CGO.

6.3 AUDITING AND REVIEW

6.3.1 Independent Environmental Audit

An Independent Environmental Audit of the CGO will be conducted in accordance with conditions 9.2(a) and C11 of the development consents. These conditions are reproduced below:

DA 14/98

9.2 Independent Auditing and Review

(a) Independent Environmental Audit

- (i) By the end of July 2016, and every 3 years thereafter, unless the Secretary directs otherwise, the Applicant shall commission and pay the full cost of an Independent Environmental Audit of the development. This audit must:*
- be conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary;*
 - include consultation with relevant agencies, BSC and the CEMCC;*
 - assess the environmental performance of the development and assess whether it is complying with the requirements in this consent and any other relevant approvals (such as environment protection licences and/or mining lease (including any assessment, plan or program required under this consent));*
 - review the adequacy of any approved strategy, plan or program required under this consent or the abovementioned approvals; and*
 - recommend measures or actions to improve the environmental performance of the development, and/or any strategy, plan or program required under this consent.*

Note: This audit team must be led by a suitably qualified auditor, and include ecology and rehabilitation experts, and any other fields specified by the Secretary.

- (ii) Within 3 months of commissioning this audit, or as otherwise agreed by the Secretary, the Applicant shall submit a copy of the audit report to the Secretary, together with its response to any recommendations contained in the audit report, and a timetable for the implementation of these recommendations as required. The applicant must implement these recommendations, to the satisfaction of the Secretary.*

SSD 10367

Independent Environmental Audit

C11. Within one year of the date of commencement of development under this consent, and every three years after, unless the Planning Secretary directs otherwise, the Applicant must commission and pay the full cost of an Independent Environmental Audit of the development. The audit must:

- a) be led by a suitably qualified, experienced and independent auditor whose appointment has been endorsed by the Planning Secretary;*
- b) be conducted by a suitably qualified, experienced and independent team of experts (including any expert in field/s specified by the Planning Secretary) whose appointment has been endorsed by the Planning Secretary;*
- c) be carried out in consultation with the relevant agencies and the CEMCC;*
- d) assess the environmental performance of the development and whether it is complying with the relevant requirements in this consent, water licences and mining leases for the development (including any assessment, strategy, plan or program required under these approvals);*
- e) review the adequacy of any approved strategy, plan or program required under the abovementioned approvals and this consent;*
- f) recommend appropriate measures or actions to improve the environmental performance of the development and any assessment, strategy, plan or program required under the abovementioned approvals and this consent; and*
- g) be conducted and reported to the satisfaction of the Planning Secretary.*

Condition C12 (SSD 10367) is similar to condition 9.2(a)(ii):

C12. Within three months of commencing an Independent Environmental Audit, or other timeframe agreed by the Planning Secretary, the Applicant must submit a copy of the audit report to the Planning Secretary, and any other NSW agency that requests it, together with its response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations. The recommendations must be implemented to the satisfaction of the Planning Secretary.

Evolution will conduct Independent Environmental Audit's every 3 years as defined in Condition 9.2(a)(i).

All Independent Environmental Audits and Evolution's response to the recommendations of the audit are made publicly available on Evolution's website (Section 7), in accordance with development consent conditions.

As described in Section 6.2, within three months of the submission of an Independent Environmental Audit, Evolution will also review this EMS (and any strategy, plan or program required under the Development consent) to confirm whether any revision to the EMS (or any other document) is required as a result of the outcomes or recommendations of the Independent Environmental Audit.

6.3.2 Hazard Audit

In accordance with DA 14/98 condition 5.4(c), a comprehensive hazard audit of the CGO was conducted (by a duly qualified independent person or team approved by the then NSW Department of Planning) 12 months after the commencement of operations, and an audit report submitted to the then Director-General for Planning.

As required by DA 14/98 condition 5.4(c), further audits will continue to be carried out every 3 years, or as determined by the Secretary of the DPE, and a report of each audit will be submitted to the Secretary within a month of the audit. Hazard audits will be carried out in accordance with the DPE's Hazardous Industry Planning Advisory Paper No. 5, "*Hazard Audit Guidelines*".

8 INFORMATION DISSEMINATION

Evolution is committed to a policy of regular liaison with the local community and regulatory agencies and strives to maintain positive relationships with stakeholders.

Dissemination of information to the local community and relevant agencies regarding operation of the CGO and its environmental management performance will be achieved via the following key communication and reporting mechanisms.

Community Environmental Monitoring and Consultative Committee

The Community Environmental Monitoring and Consultative Committee (CEMCC) was established prior to the commencement of construction of the CGO in accordance with DA 14/98 condition 9.1(d)(i). The SSD 10367 requires the CEMCC as established under DA 14/98 to continue, this is outlined in condition A11 of SSD 10367. The CEMCC is an advisory committee to monitor the compliance with conditions of the development consent and any other relevant matters to the operation of the CGO. The CEMCC currently consists of:

- four community representatives (including one member of the Lake Cowal Landholders Association);
- one representative of the Lake Cowal Environmental Trust;
- one representative of each of the Bland Shire Council, Forbes Shire Council and Lachlan Shire Council;
- one representative of the Wiradjuri Condobolin Corporation;
- an independent chairperson; and
- two representatives of Evolution.

The CEMCC provides an opportunity for members of the community to attend CEMCC meetings to discuss specific issues relevant to them. This will be achieved by landholders making a request to the CEMCC regarding a particular issue, or the landowner can register a complaint in the complaints register. Landowners who register complaints may be invited to join in discussion of the issue at the next CEMCC meeting.

The CEMCC is operated in general accordance with the department's *Community Consultative Committee Guidelines: State Significant Projects* (2019 or its latest version) as required by Condition 9.1(d)(i) of DA 14/98 and Condition A11 of SSD 10367.

The CEMCC meets quarterly and the minutes from CEMCC meetings are provided on Evolution's website (www.evolutionmining.com.au).

Annual Review

As described in Section 6.1, information describing the environmental performance of the CGO is made publicly available in the form of the Annual Review posted on Evolution's website.

Evolution's Website

As required by DA 14/98 condition 9.4 and SSD 10367 condition C14, the following information will be available on Evolution's website (www.evolutionmining.com.au) and updated regularly:

- the CGO's approved Environmental Impact Statement (EIS)
- the CGO's approved Cowal Gold Operations- Modification 16 Modification Report (Evolution, 2020b)
- current statutory approvals for the development;
- approved strategies, plans and programs required by the development consent;
- a comprehensive summary of monitoring results required by the various plans and programs approved under the various development consents;
- a complaints register (which is on a monthly basis);
- minutes of CEMCC meetings;
- the last five Annual Reviews;
- any Independent Environmental Audit, and Evolution's response to the recommendations of the audit;
- the Development Layout;
- a summary of the current phase and progress of the development;
- contact details to enquire about the development or to make a complaint;
- regular reporting on the environmental performance of the development, in accordance with the reporting arrangements in any plans or programs approved under the conditions of the development consent; and
- any other matter required by the Secretary of the DPE.

Community Complaints Line

Evolution has established a dedicated Community Complaints Line (Telephone: (02) 6975 3454) that is available 24 hours, seven days a week for community members who have enquiries or who wish to lodge complaints in relation to Evolution's activities at the CGO. Further detail regarding the CGO's complaint and dispute resolution procedures is provided in Section 8.

Community Initiatives and Involvement

Evolution has established a number of community initiatives and consultation programmes which are ongoing at the CGO and are described below. Evolution's ongoing community involvement is documented each year in the Annual Review and shared as part of the CEMCC quarterly meetings.

CGO Site Visits and Community Open Days

Subject to ongoing restrictions relating to COVID-19 health directives, Evolution will continue to regularly extend invitations to the following (and other) stakeholders to visit the CGO:

- neighbouring landholders;
- representatives from relevant regulatory agencies and local shire councils;
- interested Aboriginal stakeholders;
- representatives from local water user groups and farmers;
- various community and charity groups; and
- various primary and secondary schools.

Community open days and family visit days will continue to be conducted on an annual basis.

Wiradjuri Condobolin Corporation

The Wiradjuri people are recognised as the Traditional Owners of the Lake Cowal area. Evolution has worked collaboratively with the Wiradjuri Council of Elders and the Registered Native Title applicants to negotiate an equitable Native Title Agreement (the Agreement) and the CGO's IACHMP.

Under the terms of the Agreement, signed in 2004, Evolution has agreed to support the Wiradjuri community in the areas of environmental and cultural heritage, employment, training and education and business development. This includes annual contributions to the Wiradjuri Study Centre located in Condobolin.

As a result of the Agreement, the Wiradjuri Condobolin Corporation (WCC) was established to facilitate business, education and employment opportunities for the Wiradjuri people. The WCC, operated by the Wiradjuri people themselves, was created as the legal entity to support the development and implementation of the provisions within the Agreement. It also established the Wiradjuri Condobolin Cultural Heritage Company (WCCHC) that Evolution has engaged to manage Wiradjuri heritage protection activities during the mine's development and ongoing operation. Evolution will continue to facilitate the Agreement and support the WCC and WCCHC.

Lake Cowal Foundation

The Lake Cowal Foundation (LCF) was established as a non-profit, independent Environmental Trust in June 2000 and continues to be supported both financially and in-kind by the CGO. The Lake Cowal Conservation Centre (LCCC) was established in 2006 and operates under a licence agreement between the LCF, the NSW Department of Education, the Central West Local Land Services and Evolution.

The LCCC is located on an Evolution-owned property immediately south of ML 1535 and provides a community learning centre for school students, landholders and community members to learn about and experience issues associated with landscape management.

Media

Media releases will continue to be regularly provided to local media outlets through local newspapers including the "West Wyalong Advocate".

9 COMPLAINTS AND DISPUTE RESOLUTION

Complaints Management

The CGO's People, Culture and Community department are responsible for maintaining a system for recording and reporting complaints.

As required by EPL Condition M6.1, Evolution operates a Community Complaints Line 24 hours per day, seven days a week on which complaints regarding CGO activities can be made. Complaints and/or concerns can be made by dialling (02) 6975 3454 where an operator advises the caller that they have reached the CGO Complaints Line. The operator requests the caller's name, the nature of their complaint/concern, and a return phone number. The information is logged along with the date and time that the call was made. Complaints may also be made using the following email address: community.cowel@evolutionmining.com.au. A record of each call/email is entered into the electronic incident management system INX InControl. Following this, the appropriate personnel within CGO are informed.

For immediate notification of complaints logged outside of regular business hours, the appropriate Superintendent/ Manager receives a copy to their mobile phone. Upon receiving an enquiry, the appropriate Superintendent/ Manager conducts necessary investigations and prepares a response. The complainant is contacted within 24 hours of the complaint and notified of any action taken or proposed by Evolution.

Evolution will maintain public advertising of the Community Complaints Line telephone number in the local Telstra Directory, White Pages online, West Wyalong Visitors Directory, Forbes Visitors Directory and the Condobolin Business Directory.

Complaints do not have to be received via the Community Complaints Line and may be received in any other form. Any complaint or enquiry relating to environmental management or performance is to be relayed to the Superintendent - Environment as soon as practicable. All employees are responsible for ensuring the prompt relaying of complaints.

In accordance with EPL Condition M5.1, Evolution maintains a complaints register (or complaints record) for the CGO.

For each complaint, the following information will be recorded in the complaints register:

- date and time of complaint;
- method by which the complaint was made;
- any personal details of the complainant which were provided by the complainant or, if no such details were provided, a note to that fact;
- nature of the complaint;
- the action(s) taken by Evolution in relation to the complaint, including any follow-up contact with the complainant; and
- if no action was taken by Evolution, the reasons why no action was taken.

In accordance with Condition 9.4(a)(v) of DA 14/98 and Condition C14 (a)(ix) of SSD 10367, the complaints register is made publicly available on Evolution's website (www.evolutionmining.com.au) and is updated on a monthly basis.

A report of the complaints received during the previous calendar year will be included in the Annual Review. Details of complaints received and Evolution's response will be provided to the CEMCC and recorded within CEMCC meeting minutes, which will be published on Evolution's website in accordance with DA 14/98 condition 9.4(a)(vii) and condition C14 (a) (iv) of SSD 10367.

Dispute Resolution

As provided by various conditions of the development consents, the Secretary of the DPE can provide dispute resolution in the following situations:

Condition 1.8 Dispute Resolution

In the event that the Applicant and the BSC or any Government agency, other than the Department, cannot agree on the specification or requirements applicable under this consent, the matter shall be referred by either party to the Planning Secretary for resolution. The Secretary's determination on the dispute shall be final and binding on the parties.

Condition 4.2 (c) Compensatory Water Supply

If the Applicant and the landowner cannot agree on whether the loss of water is attributed to the Cowal Gold Operations or the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution.

Condition 6.3(c) Blast Management (Property Investigations)

If there is a dispute over the selection of the suitably qualified, experienced and independent person, or the Applicant or the landowner disagrees with the findings of the independent property investigation, then either party may refer the matter to the Planning Secretary for resolution.

Condition 6.4(b) Noise Management (Additional Noise Mitigation)

If within 3 months of receiving this request from the owner, the Applicant and the owner cannot agree on the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution.

Condition 6.5(a) Visual Management (Additional Visual Impact Mitigation)

If within 3 months of receiving this request, the Applicant and the owner cannot agree on the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution.

Condition 8.2 Independent Review

If an owner of privately owned land considers the development to be exceeding the criteria in this consent, then he/she may ask the Planning Secretary in writing for an independent review of the impacts of the development on his/her land.

Condition 8.3(a) Land Acquisition

However, if at the end of this period, the Applicant and landowner cannot agree on the acquisition price of the land and/or the terms upon which the land is to be acquired, then either party may refer the matter to the Planning Secretary for resolution.

Upon receiving such a request, the Planning Secretary shall request the President of the NSW Division of the Australian Property Institute to appoint a qualified independent valuer to:

- (1) consider submissions from both parties;
- (2) determine a fair and reasonable acquisition price for the land and/or the terms upon which the land is to be acquired, having regard to the matters referred to in paragraphs (i)-(iii) above;
- (3) prepare a detailed report setting out the reasons for any determination; and
- (4) provide a copy of the report to both parties..

Within 14 days of receiving the independent valuer's report, the Applicant shall then make a binding written offer to the landowner to purchase the land at a price not less than the independent valuer's determination.

However, if either party disputes the independent valuer's determination, then within 14 days of receiving the independent valuer's report, they may refer the matter to the Planning Secretary for review. Any request for a review must be accompanied by a detailed report setting out the reasons why the party disputes the independent valuer's determination. Following consultation with the independent valuer and both parties, the Planning Secretary shall determine a fair and reasonable acquisition price for the land, having regard to the matters referred to in paragraphs (i)-(iii) above, the independent valuer's report, the detailed report of the party that disputes the independent valuer's determination and any other relevant submissions.

Within 14 days of this determination, the Applicant shall make a binding written offer to the landowner to purchase the land at a price not less than the Planning Secretary's determination.

If the landowner refuses to accept the Applicant's binding written offer under this condition within 6 months of the offer being made, then the Applicant's obligations to acquire the land shall cease, unless the Planning Secretary determines otherwise.

Condition A10 Planning Agreement

If there is any dispute between the Applicant and BSC in regards to condition A9 then either party may refer the matter to the Planning Secretary for resolution.

Condition B5 Compensatory Water Supply

If the Applicant and the landowner cannot agree on whether the loss of water is attributed to the Cowal Gold Operations or the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution.

Condition B19 Road Upgrades

If there is any dispute between the Applicant and TfNSW in implementing these requirements, then any of the parties may refer the matter to the Planning Secretary for resolution.

10 NON-COMPLIANCE NOTIFICATION AND REPORTING

A non-compliance is defined within the development consents as:

DA 14/98

An occurrence, set of circumstances, or development, which is a breach of the Development Consent but is not an incident.

SSD 10367

An occurrence, set of circumstances or development that is a breach of this consent.

In accordance with these definitions and Condition 9.3 (b) of DA 14/98 and Condition C8 of SSD 10367, Evolution will notify the Planning Secretary in writing via the Major Projects website within seven days after Evolution has become aware of any non-compliance. Evolution will provide in writing to the Planning Secretary a detailed report of the non-compliance which identifies, the development application number for the CGO, the development consent condition of which the CGO is non-compliant, the way in which the CGO does not comply and the reason for the non-compliance. The CGO will also provide details around any actions which have been or will be taken, to address the non-compliance.

Compliance with all approvals, strategies, plans and programs will be the responsibility of all personnel (staff and contractors) employed by, or in association with, the CGO.

Notwithstanding, the Superintendent - Environment will undertake regular inspections, internal audits and initiate directions identifying any remediation/rectification work required, and areas of actual or potential non-compliance.

As required by development consent conditions, within three months of commissioning the Independent Environmental Audit (or as otherwise agreed by the Secretary), Evolution will submit a copy of the audit report to the Planning Secretary of the DPE, together with a response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations.

In addition to the above, an Annual Return will also be prepared comprising of a 'Statement of Compliance' and a 'Monitoring and Complaints Summary' at the end of each annual EPL reporting period, in accordance with Condition R1 of the EPL.

The Annual Review (Section 6.1) will identify any non-compliance with the conditions of the development consents,

11 EMERGENCY AND INCIDENT NOTIFICATION AND REPORTING

Incidents are defined in the development consents as:

DA 14/98

A set of circumstances that causes or threatens to cause material harm to the environment, and/or breaches or exceeds the limits or performance measures/criteria in this consent.

SSD 10367

An occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be or cause a non-compliance

An emergency or incident will be addressed through the site-based Emergency Preparedness and Response Plan and the Hazardous Materials Management Plan as required by DA 14/98.

The Hazardous Materials Management Plan describes, at a high level, the appropriate emergency response actions should an emergency situation or incident occur at the CGO. In accordance with condition 5.4 (b) (iii) of DA 14/98, the CGO has a comprehensive Safety Management System that specifies all safety related procedures, responsibilities and policies, along with details of mechanisms for ensuring adherence to procedures.

Designated environmental emergencies such as flooding, bushfire, chemical spills or releases and serious vehicle incidents are identified within the Hazardous Materials Management Plan. Emergencies or incidents will be classified into one of three levels depending on the severity of the emergency or the potential of the incident to become more serious. An overview of the Emergency Response Hierarchy is provided in Figure 4.

- Level 1 – *Operational Management Response* - A site-based response to minor emergency events which generally does not require external assistance. E.g., Small manageable fires, accidents, or security threats.
- Level 2 – *Incident Management Team (IMT)* - Is a site-based response for emergency events where support from the management level is required. Depending on the emergency, either part or all the IMT will be activated, and external emergency services may be engaged. E.g., bushfire encroaching on explosives magazine or uncontrolled release of concentrated cyanide outside of primary bunded area.
- Level 3 – *Crisis Management Team (CMT)* - The CMT will be initiated if an incident is of major impact, high severity and require a level of Group support. Relevant Emergency Services shall be contacted in response to an incident in alignment with Threat and Mitigation guides in the EPRP. The CMT consist of executive and senior management members at Evolution Group Office who support the incident response through the IMT. E.g., situations where a significant hazard to the public and surrounding communities exists, such as off-site pollution threatening to impact Lake Cowal.

Any emergency situations or incidents which do or could potentially cause material harm will be reported to the EPA and the DPE (and other relevant authorities) in accordance with Condition R2 of the EPL and Condition 9.3(a) of DA 14/98 and C7 of SSD 10367.

In accordance with conditions 9.3(a) and C7, Evolution will notify the Planning Secretary in writing via the Major Projects website and any other relevant agencies, immediately after becoming aware of an incident. Evolution will provide the relevant agencies with a detailed report on the incident, and any further reports that may be requested. These reports will outline as a minimum, the development (including the development application number), the location and the nature of the incident which has occurred.

All site personnel will receive an appropriate level of emergency preparedness and response training, with regular updates through toolbox sessions. Any changes to these emergency procedures will be documented and communicated to all personnel. All site visitors and contractors will also receive emergency response procedure information during the induction process for the CGO.

The CGO's Pollution Incident Response Management Plan (extracted from the Emergency Preparedness Response Plan) also details the CGO's procedures for responding to pollution incidents in accordance with the requirements of the *Protection of the Environment Operations Act, 1997*.

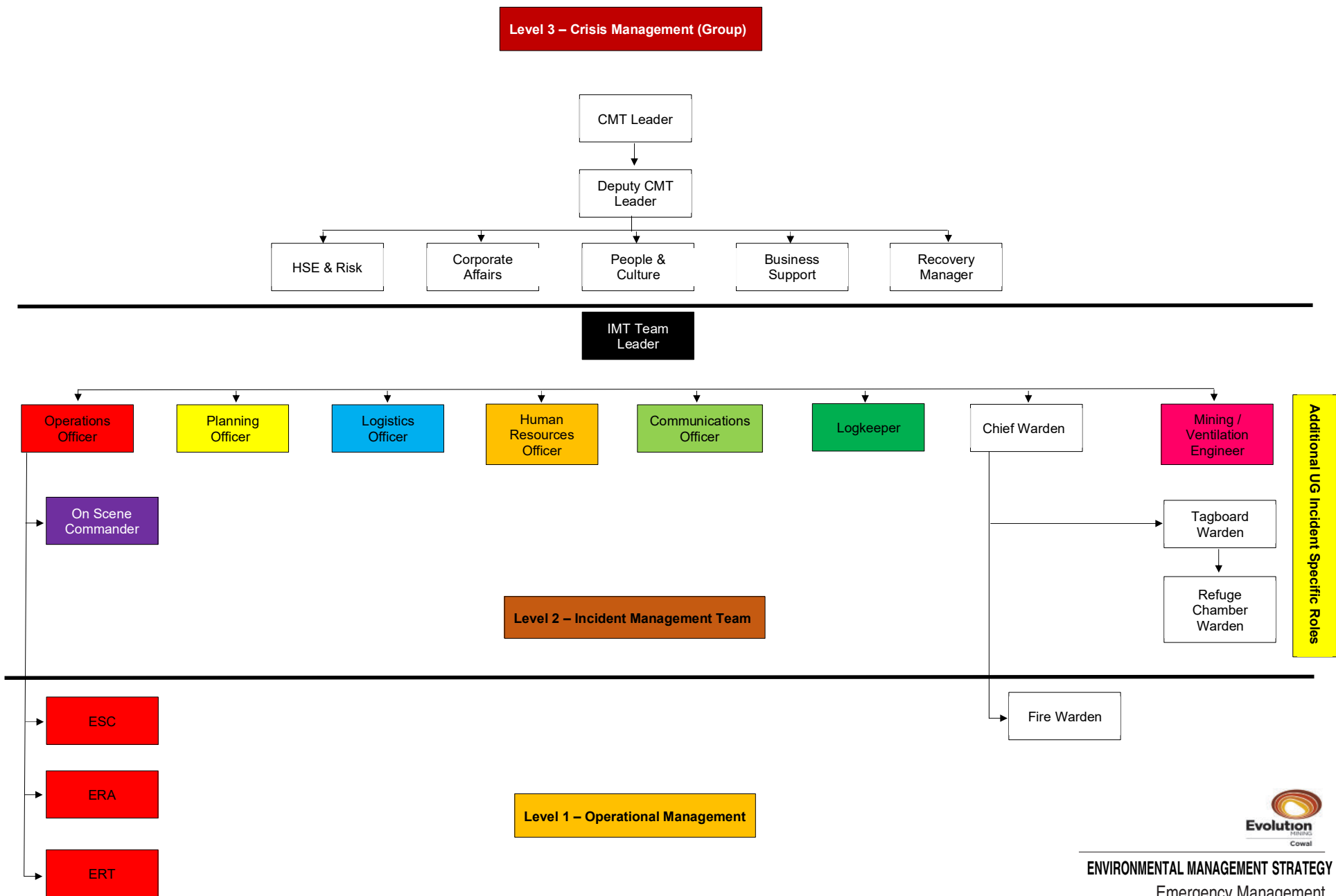


Figure 4

12 REFERENCES

Department of Environment, Climate Change and Water (2010) *NSW Wetlands Policy*.

Department of Planning and Environment (2016) *Community Consultative Committee Guidelines, State Significant Projects*.

Evolution Mining (Cowal) Pty Limited (2020a) *Cowal Gold Operations Underground Development Environmental Impact Statement*

Evolution Mining (Cowal) Pty Limited (2020b) *Cowal Gold Operations- Modification 16 Modification Report*

North Limited (1998) *Cowal Gold Project Environmental Impact Statement*.

APPENDIX A

CHARTER OF THE
COMMUNITY ENVIRONMENTAL MONITORING AND CONSULTATIVE
COMMITTEE

Barrick Cowal Gold Mine

Lake Cowal

West Wyalong

**Charter of the Community
Environmental Monitoring
and Consultative
Committee**

December 2011

Barrick Environment Policy & Barrick Community Relations Policy



BARRICK

Barrick Environmental Policy

Barrick Gold Corporation believes that wise environmental stewardship is based on careful work planning, diligent implementation, thoughtful assessment of performance and a desire to improve over time. Successful implementation of our plans results in some disturbance to our natural environment. However, Barrick believes that we can contribute to the sustainable development of our host communities. We are committed to meeting the needs of current members of that community without jeopardizing the ability of future generations to meet their needs.

Therefore, it is Barrick Gold Corporation policy to:

Regularly communicate this policy to those who work at Barrick, their families, and the communities in which we operate.

Establish, document and maintain an environmental management system and clearly defined environmental requirements.

Educate our employees, their families, and our neighboring communities about our systems and practices.

Insist that those who provide services or products adhere to our environmental policy and practices.

Ensure that our leadership and employees understand, support and maintain our environmental management system.

Provide our managers and supervisors the authority and resources necessary to implement our environmental management system and associated environmental standards and practices.

Apply proven management practices to prevent pollution or other environmental impacts, when practical, or to mitigate our impacts.

Set and review environmental objectives and targets aimed at continual improvement.

Conduct periodic reviews of our operations to monitor environmental performance and to guide its environmental management program.

Comply with relevant environmental laws and regulations and with other relevant environmental obligations.

Work with governmental and civic leaders, environmental groups, and other concerned parties to develop a mutual understanding of environmental issues.

Aaron Regent
President and CEO
September 2009

Peter Kinver
Executive Vice President and COO
September 2009

Gary Halverson
President – Australia Pacific Region
August 2010

Peter Geleta
General Manager – Cowal Gold Mine
September 2011



BARRICK

Community Relations Policy

“Working together with local communities for mutual long-term success”

We Believe

- Mining can be a positive force for social and economic development.
- We have a responsibility to develop and maintain constructive relationships with host communities.
- Two-way engagement and dialogue will build trust and foster genuine collaboration with local stakeholders.
- We have a responsibility, together with government and other partners, to mitigate the impacts of our operations and to capitalize on opportunities to enhance sustainable socio-economic development.
- As a company we are accountable for our actions.

We Promise

- To respect the human rights of all stakeholders with whom we interact.
- To listen to and engage with host communities in a culturally-appropriate, transparent and gender-sensitive manner.
- To work proactively with communities to identify and manage social risks, impacts and obligations.
- To help foster a stable, healthy and safe environment in which to live and work.
- To collaborate with host communities, governments, employees, contractors and other partners to promote sustainable social and economic development.
- To address grievances in a fair, timely and consistent manner.
- To consider the values, needs and concerns of Indigenous Peoples and vulnerable groups within our sphere of influence.
- To minimize the need for, and mitigate the impacts of, physical and economic displacement.
- To leave a lasting positive legacy by working with local stakeholders to prepare for our eventual departure and the closure of our operations.
- To monitor and continually seek to improve our community relations performance in order to create value for our stakeholders and shareholders alike.

Aaron W. Regent
President &
Chief Executive Officer

Peter Kinver
Executive Vice President &
Chief Operating Officer

Kelvin Dushnisky
Executive Vice President,
Corporate & Legal Affairs

1. COMMUNITY ENVIRONMENTAL MONITORING AND CONSULTATIVE COMMITTEE

The Community Environmental Monitoring and Consultative Committee (CEMCC) is established in compliance with condition 8.7 of the Development Consent (DA 14/98 for the Cowal Gold Project granted on 26 February 1999) (Development Consent).

2. PURPOSE OF THE CEMCC

The purpose of the CEMCC is to monitor compliance with conditions of the Cowal Gold Project Development Consent and the matters relevant to the operation of the mine during the term of the Development Consent. The CEMCC operates in accordance with the Department of Planning & Infrastructure, June 2007 Guidelines for Community Consultative Committees.

3. ROLE OF CEMCC

3.1 Consultation

The CEMCC is required to be consulted under the following conditions of the Development Consent:

- (a) Condition 3.10(E) - Long term land use strategy on decommissioning of the mine site for the Development Consent area.
- (b) Condition 4.1/4.2(b) - Strategy for the decommissioning of water management structures.
- (c) Condition 8.7(ix) - Post mining issues.
- (d) Condition 8.7(x) - Special interest tourism.
- (e) Condition 8.8(a)(i) - Environmental audit.
- (f) Condition 8.8(b)(i) - Selection of the Independent Monitoring Panel representatives.

3.2 Notification

The CEMCC is required to be notified under the following conditions of the Development Consent:

- (a) Condition 3.1(ii) - Name and contact details of the Environmental Officer.
- (b) Condition 5.3(c) - Cyanide management.

3.3 Reporting

The CEMCC is required to be reported to under the following conditions of the Development Consent:

- (a) Condition 3.4(a)(ii) - Native fauna deaths or incidents.

- (b) Condition 8.8(a) - Provision of the environmental audit and submissions on the audit.
- (c) Condition 9.2(iii) - Annual Environmental Management Report.
- (d) **Condition 10.1(a)(ii) - Provision of the report of complaints every 6 months from the Environmental Officer.**

3.4 The CEMCC may make comments and recommendations to Barrick Australia Limited (**Barrick**) about the implementation of the development and environmental management plans. Barrick shall ensure that the CEMCC has access to the necessary plans for such purposes. Barrick shall consider the recommendations and comments of the CEMCC and provide a response to the CEMCC and Director-General.

4. **BARRICK (COWAL) LIMITED**

Barrick shall, at its own expense:

- (a) nominate two (2) representatives to attend all meetings of the CEMCC;
- (b) provide to the CEMCC regular information on the progress of work and monitoring results;
- (c) promptly provide to the CEMCC such other information as the Chair of the CEMCC may reasonably request concerning the social and or environmental performance of the development;
- (d) provide access for site inspections by the CEMCC;
- (e) provide meeting facilities for the CEMCC, and take minutes of CEMCC meetings. These minutes shall be available for public inspection at Bland Shire Council within 14 days of the meeting.

5. **FUNDING OF THE CEMCC**

Barrick shall establish a trust fund to facilitate the functioning of the CEMCC, and pay \$2000 per annum to the fund for the duration of gold processing operations. The annual payment shall be indexed according to the Consumer Price Index (CPI) at the time of payment. The first payment shall be made by the date of the first CEMCC meeting. Barrick shall also contribute to the Trust Fund reasonable funds for payment of the independent Chairperson, to the satisfaction of the Director-General.

The fund will be paid to, and managed by, the Bland Shire Council on behalf of the CEMCC.

6. COMPOSITION OF CEMCC

Representatives of the CEMCC shall be approved by the Director General of Planning and Infrastructure and comprise the following persons:

- a) 2 Barrick representatives (The Environmental Manager and Community Relations Manager or their delegates);
- b) 1 Bland Shire Council representative;
- c) 1 Lachlan Shire Council representative;
- d) 1 Forbes Shire Council representative;
- e) 1 Lake Cowal Foundation Ltd (formerly Lake Cowal Environmental Trust) representative (but not a Trust representative of Barrick);
- f) 4 Community representatives (including one member of the Lake Cowal Landholders Association); Employees of Barrick are not eligible to be appointed as community representatives.
- g) 1 representative from the Wiradjuri Condobolin Community as required by an agreement reached under the *Native Title Act*.
- h) All committee members can elect an alternate to their position on the CEMCC, if a member is unable to attend a meeting their elected alternate can attend in their place. While at the meeting the alternate sustains the same rights as the member. Alternate representatives of the CEMCC also require approval by the Director General of Planning and Infrastructure.
- i) Observers – The committee may agree to a person acting as an observer to attend any meeting of the committee. Observers cannot participate in the business of the committee unless invited to do so by the chairperson.
- j) If a member of the committee fails to attend 4 consecutive meetings the committee reserves the right, by majority vote, to request the approval of the Director General of Planning and Infrastructure to declare the position vacant.

7. INDEPENDENT CHAIRPERSON

Condition 8.7 of the Development Consent requires an independent Chairperson be appointed to the satisfaction of the Director-General in consultation with Bland Shire Council and Barrick.

The Chairperson must undertake their role in an independent manner without prejudice.

8. DEPUTY CHAIRPERSON

The Chairperson will preside at all meetings of the CEMCC at which he or she is present. If the chairperson is not present at a meeting of the CEMCC, the members present at the meeting must elect one of the members to preside at the meeting.

9. VACANCIES

Vacancies on the CEMCC shall be filled in accordance with condition 8.7 of the Development Consent. "Selection of the representatives shall be to the satisfaction of the Director General and the appointment of an independent Chairperson shall be to the satisfaction of the Director -General in consultation with Barrick and the BSC.

Community representative positions on the CEMCC may be reviewed from time to time by the Director General. Renomination and or nomination of community representatives must be approved by the Director General of the Department of Planning and Infrastructure.

10. CEMCC MEETINGS

The CEMCC will meet quarterly. Meetings must be held on a Business Day unless otherwise decided by the CEMCC. The Chairperson may, at any time, convene a meeting of the CEMCC.

Barrick Community Relations Manager and Environmental Manager, or their delegate, shall provide the CEMCC members with a quarterly update presentation pertaining to their respected areas. The CEMCC may also request Barrick to provide presentations on topics of interest to the community and subsequently invite community stakeholders to view the presentation.

Quorum

A quorum of half the CEMCC members is required in order to convene a meeting.

11. NOTICE OF MEETINGS

At least 14 days prior to each meeting of the CEMCC the Chairperson must send to each member a notice of the meeting specifying the time and place of the meeting and an agenda setting out the matters proposed to be dealt with at that meeting.

12. MINUTES

Condition 8.7 of the Development Consent provides that Barrick must take minutes of CEMCC meetings. These minutes shall be available for public inspection at Bland Shire Council within 14 days of the meeting. Copies of the minutes are also provided to both the Lachlan and Forbes Shire Councils.

13. COMMITTEE REMUNERATION

Those members not representing a local Government Authority or registered organisation and who incur personal out of pocket expenses to attend meetings are eligible for reimbursement from Barrick. Payments will be administered in accordance with the Barrick travel standard and be coordinated by the committee secretary.

14. INDEPENDENT GRIEVANCE COMMITTEE

The Independent Grievance Committee is established for issues that are unable to be resolved directly between Barrick and the complainant and thus require adjudication by external representation. The CEMCC will nominate up to 4 people, by majority vote (and without a conflict of interest), to form the Independent Grievance Committee. The function of the committee will be to assist in resolving a particular issue/s and make recommendations to Barrick Cowal and the complainant about how best to resolve the issue/s. Failing resolution issues will be referred to official agencies or the statutory judicial processes.

15. COMMUNICATIONS WITH COMMUNITY

The CEMCC members are encouraged to actively promote the CEMCC to the broader community. To ensure the community are kept informed about CEMCC meetings the Chairperson will, at the conclusion of each CEMCC meeting, elect a member to write and disseminate an editorial of the meetings key outcomes. The editorial will be published in the local newspapers around the operation.

Barrick Cowal will advertise CEMCC member details on the Barrick community complaints advertisement, advertised quarterly in the local papers. The advertisement will give the members name and representative group.

CEMCC Chairperson:

Name;

Margaret MacDonald-Hill

Signature:

M MacDonald-Hill

Date:

6/12/11

Barrick Representative:

Name:

Richard Savage

Signature:

R. Savage

Date:

6/12/11