

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
1	Feb 03	L O Larsen	

Version No.	Revision Date	Summary of Revision Details	Approved By
2	Aug 14	Plan reviewed and updated by Bharath Ram to comply the new Development Consent 11_0060 conditions.	
3	Oct 14	Reviewed and updated by Bharath Ram to include DPIE comments and recommendations.	
4	Oct 15	Reviewed and updated by Bharath Ram to include comments from Department of Planning and Environment. Minor amendments in Section 4.	NLT
5	Oct 16	Reviewed by Michael Priest – no amendments.	
6	Oct 17	Annual Review by Michael Priest. Only administrative amendments made.	
7	Feb 19	Reviewed by N Jones minor amendments, update contacts.	
7.01	Mar 20	Updated to the new format	M Row
8	Jun 20	Annual review – D Shaw	C Higgins
9	Sep 20	Reviewed and approved by Department of Planning Industry & Environment	C Higgins
9.01	Jun 21	Annual review – no change required	C Higgins
9.02	Aug 21	Per recommendation by internal ISO audit, update revision summary to say "reviewed and approved" by DPIE, and include in consultation table Aboriginal Stakeholders and Heritage NSW.	C Higgins
9.03	Sep 22	Annual review - (updated item map, logo, change hard copy location to public copy location)	D Shaw
9.04	Mar 2024	Update to Evolution	D Shaw

Consultation Required	Public Copy Locations
If a significant change is required (per DC11_0060): <ul style="list-style-type: none"> • Department of Planning, Industry & Environment (DPIE) • Aboriginal stakeholders • Heritage NSW 	<ul style="list-style-type: none"> • Northparkes Website

Associated Documents to be Reviewed
Not Applicable

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1. OVERVIEW

1.1 Background

Northparkes Mining Services Pty Limited (Northparkes) is the manager of the Northparkes Joint Venture, an unincorporated joint venture between Evolution Mining (Northparkes) Pty Ltd (80%); Sumitomo Metal Mining Oceania Pty Ltd (13.3%) and SC Mineral Resources (6.7%). Northparkes is a copper-gold operation in Goonumbla, situated 27 kilometres north-west of the town of Parkes.

Construction of the ore processing plant and associated facilities began in 1993. Open cut mining commenced on the E22 and E27 ore bodies in late 1993. Development of the E26 Lift 1 block cave underground mine began in 1994, with full scale production commencing in 1997.

1.2 Mining Context

Operations at Northparkes primarily comprises underground mining from multiple ore sources that feed a processing plant with a capacity of 6½ million tonnes per annum (Mtpa). The underground mine is accessed via a decline ramp from the surface for people and materials with ore transported to the surface via inclined conveyors and a hoisting shaft, with a nominal capacity of 7.2 Mtpa. Northparkes utilises low cost block and sub-level cave mining and exploits industry leading technology, such as semi-autonomous loaders and various cave monitoring systems.

The ore processing operation consists of four stages: crushing, grinding, flotation and thickening / filtering. In addition to producing concentrate, the ore processing team also manages tailings disposal. The concentrator was constructed in two modules. Each module consists of its own grinding circuit with a single flotation circuit, concentrate thickener and filter. After extracting the copper and gold bearing minerals, the tailings are combined in a single tailings thickener before being deposited in the active tailings storage facility.

Northparkes' copper concentrate is transported to a rail siding at Goonumbla where it is then transported by rail to Port Kembla, for shipping to overseas customers.

1.3 Heritage Management

The Heritage Management Plan addresses the specific issues associated with, and the management of Aboriginal heritage classified to be of significance to the Wiradjuri people.

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 – Step Change Project (2013).

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2. REGULATORY REQUIREMENTS

2.1 Conditions of Approval

Table 1: NSW Development Consent Conditions – Schedule 3

Condition	Related Section in HMP
Protection of Aboriginal Sites	
30. 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	
31. The Proponent shall prepare and implement a Heritage Management Plan for the project to the satisfaction of the Secretary. This plan must:	
a) be prepared by suitably qualified and experienced persons whose appointment has been endorsed by the Secretary;	
b) be prepared in consultation with BCD 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 a description of the measures that would be implemented for	Section 10
<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:	Section 6, 7, 8, 9 & 10
<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.	Section 9 & 10

Regulatory Comments

On 01 September 2015, Northparkes received comments from Department of Planning and Environment requesting Northparkes to amend additional information in the Heritage Management Strategy. The comments are detailed in Table 2 along with Northparkes 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

3. SCOPE

This document applies to all activities undertaken by Northparkes including mining and exploration activities, processing of copper / gold ore resources, project development, maintenance activities, mine closure, logistics, associated service and support functions, bore fields, farming operations and products.

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4. PURPOSE/OBJECTIVES

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.

5. RESPONSIBILITIES

Specific accountabilities in relation to management of 'heritage' at Northparkes 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 are outlined in the Health, Safety and Environment Responsibilities and Accountabilities Procedure (PRO-0080). Personnel carrying out work under this document must be familiar with and comply with it in full. The following persons have specific responsibility:

Table 3: Responsibilities

Role	Responsibility
all workers	<ul style="list-style-type: none"> – Have a duty of care to take reasonable care for their own health and safety and that they do not adversely affect the health and safety of other persons – Are responsible for identifying hazards with this document and initiating management of change to correct those deficiencies – Are to identify any hazards in the workplace and advise their leader of changes – Must implement controls, effective for managing – Are responsible for complying with all associated process, procedures and instructions that support this document
environment team	<ul style="list-style-type: none"> – Maintain compliance to all components of this and its supporting documents – Engage specialists (as required) to have input into the development, implementation, maintenance and review of various aspects of this management plan – Engage specialists to provide attended noise monitoring – Maintain calibration of equipment – 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
environment superintendent	<ul style="list-style-type: none"> – Report against performance criteria in the Annual Review (AR). – Ensure the management plan is made available on the website for the public. – Report complaints and outcomes of investigations in the AR. – Manage activities on site in accordance with this management plan
PSE manager	<ul style="list-style-type: none"> – Review this document for effectiveness and its performance against its objective/s – Ensure this document meets the requirements of the relevant legal obligations – Ensure the development and implementation processes comply with this document
managing director	<ul style="list-style-type: none"> – Must provide sufficient resources to comply with this document

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Table 4: Registered Aboriginal Parties (RAPs)

Responsibility	Registrants/Aboriginal Group
Support for Heritage surveys	Wiradjuri Council of Elders
Field survey work	Binjang Wellington Wiradjuri Heritage Survey Yooranagunya Aboriginal Group
Registered for information	Peak Hill Local Aboriginal Land Council (PHLALC) Condobolin Local Aboriginal Land Council NSW Government NSW Department of Education and Communities

6. DEFINITIONS

Table 5: Definitions

Key Word	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.
Dispute	Refers to disagreement between Northparkes 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.
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 or national level are also included; may also have a more specific, legislative definition.
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.

7. DEVELOPMENT OF MANAGEMENT PLAN

The Wiradjuri people have been consulted during the development of this HMP. Consultation has included:

- distribution of a preliminary draft copy of the HMP to the PHLALC and WCECHC for comment on 7 September 2007
- written response received from PHLALC on 13 September 2007 identifying satisfaction with the HMP and processes that Northparkes have in place to manage heritage
- written response received from WCECHC on 3 October 2007
- discussion held on 11 October 2007 between Northparkes 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 HMP and proposed MOU were held

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- Northparkes attended the Wiradjuri Council of Elders meeting on the 24 November 2007 to update on status of the HMP; and
- distribution of the final draft copy of the HMP 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 HMP was provided to the DECC for comment on 31 August 2007. Informal comments were received from the representing archaeologist for inclusion in the HMP
- distribution of the final draft copy of the HMP 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 HMP
- written response from the DECC received on the 14 December 2007 stating that the HMP adequately meets DECC requirements
- consultation with DPIE, Wiradjuri Group and Peak Hill Local Aboriginal Land Council was undertaken during heritage assessment submitted in the Environmental Impact Statement in May 2013.

7.1 Construction Activities

Northparkes was granted development consent (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 – Step Change Project (2013). This allows for the continuation of current mining related activities as well as the construction of a new tailings storage facilities (Rosedale TSF), a new site access road and access control as well as 4 small open cut mines.

As a requirement in the environmental assessment submission Northparkes 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.

7.1.1 Aboriginal Consultation

The DGRs for the Project required Northparkes to satisfy DPIE's consultation policies in relation to the heritage assessment. Northparkes 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, Northparkes adopted a strategy of consultation that both met all conditions of DPIE's consultation requirements as well as meeting the terms of its existing Relationship Agreement.

Accordingly, Northparkes issued letters to all entities specified in the DPIE 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);

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- Operations Office - Office of Environment and Heritage – Dubbo;
- Parkes Shire Council; □ The Registrar - Aboriginal Land Rights Act.

Additionally, Northparkes 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.

7.2 Identified Heritage

The results of the surveys are tabled below. The fieldwork completed resulted in the identification and recording of 21 areas containing Aboriginal heritage.

These included: 1 (4.5%) tree with a scar identified as being possibly of Aboriginal in origin and 20 (95.5%) areas containing isolated stone artefact/s.

Prior to the most recent Aboriginal Heritage Assessment, portions of the site were surveyed in 1986, 1990 and 1996 as mining operations developed. Additional Aboriginal heritage field survey and assessment was carried out over the site as part of the Environmental Assessment Northparkes – E48 Project. The field survey was conducted in May 2005 by a qualified archaeologist and a representative from the Peak Hill Local Aboriginal Land Council.

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Identified Heritage

(relative to study area)

Northparkes Mines 2020

Legend

- NPM sites not on AHIMS June 2020
- ▲ NPM AHIMS sites June 2020
- Study Area
- Development Footprint

Spatial Reference
Name: GDA 1994 MGA Zone 55
Source: AHIMS register and Northparkes Mines internal surveys
Date Saved: 14/10/2020 5:07 PM
User: darren.priest

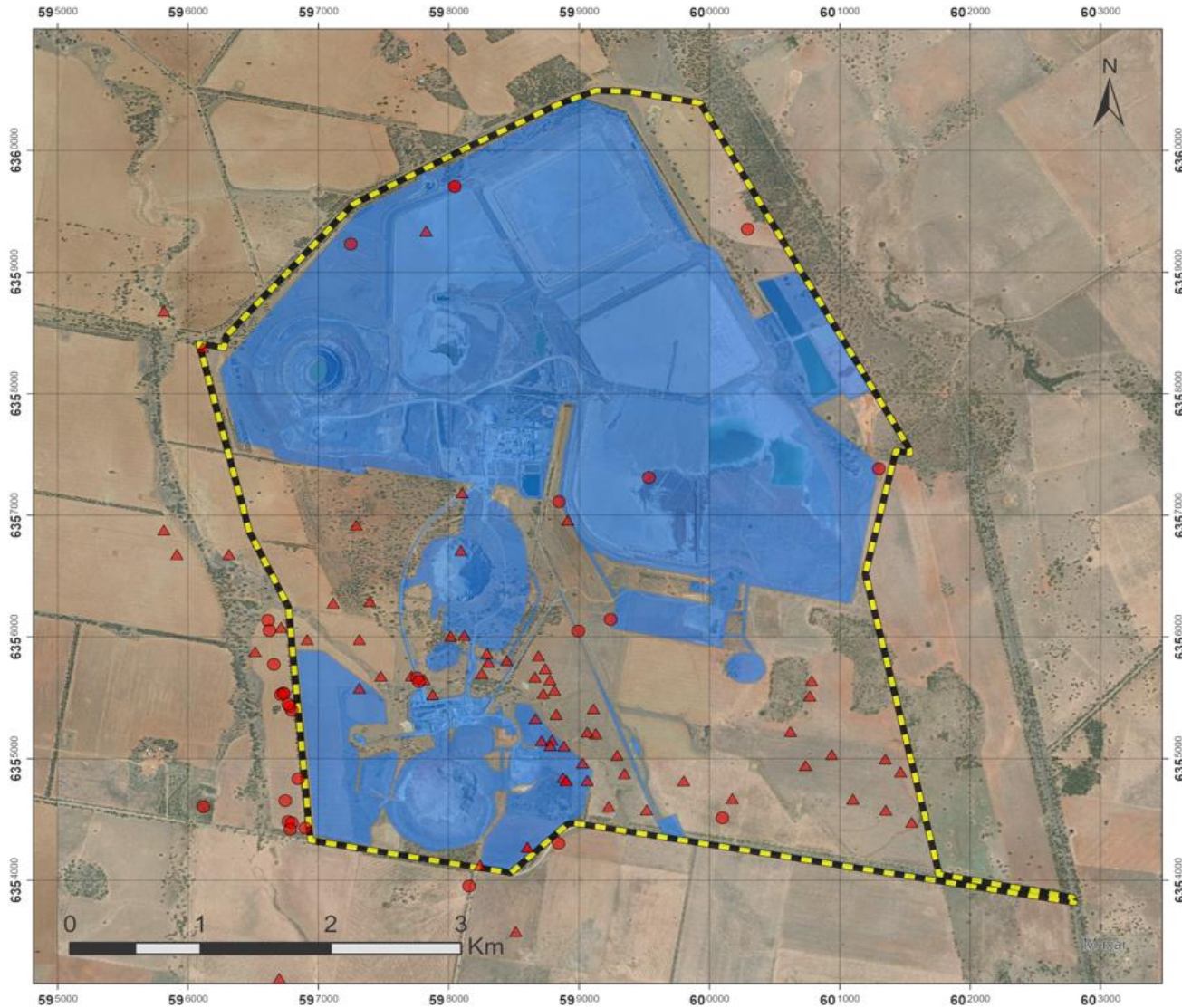


Figure 1: Identified heritage onsite

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8. CONTROL MEASURES

8.1 Hierarchy of Controls

8.1.1 General

Northparkes 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 (Northparkes owned land) of the Exploration Licenses 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 community groups to ensure it is working effectively, meets community expectations, company requirements and legislative requirements.

8.1.2 Consultation

Northparkes 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 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.

8.2 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 early 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 Heritage, 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.

8.2.1 Training

During site inductions, all Northparkes 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.

8.3 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 formed 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.

9. MANAGEMENT

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9.1 Farms

The land surrounding Northparkes 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, a due diligence heritage survey should be performed.

9.2 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.

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

9.3 Incident Management

In the instance that a suspected heritage site is identified during ground disturbance activities, the following will be undertaken:

- Work in the immediate vicinity will stop and the site protected;
- The supervisor or superintendent will be informed;
- the Manager – People, Safety and Environment (PSE) 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 an investigation will be conducted.

Incident reporting will be in accordance with Condition 7, Schedule 6 of Development Consent 11_0060 and in line with Northparkes internal investigation procedures. Any heritage incident must be reported to the Group Community and External Affairs.

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9.4 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 Northparkes 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 Northparkes employees and contractors have received Aboriginal heritage training as required for their role.

9.5 Community Liaison

Northparkes will form an Aboriginal Stakeholder Reference Group (ASRG) that will oversee the implementation of this HMP. This ASRG is only required during the first year of the implementation of this HMP. The ASRG will be comprised of PSE 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, Northparkes 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 site.

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, Northparkes 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.

10. COMPLAINTS AND DISPUTE RESOLUTION

10.1 Complaints Handling

In order to receive, record and respond to any complaints or disputes in a timely manner, Northparkes 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).

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11. MANAGEMENT OF KNOWN ABORIGINAL OBJECTS

This section outlines strategies to manage Aboriginal heritage at Northparkes. These strategies have been specifically formulated 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.

11.1 Aboriginal Heritage Management Training

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

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

The Ecology and Heritage Management Training module will include:

- The location of known Aboriginal sites/objects;
- Photographic examples of Aboriginal objects that may be located on site, particularly photographic examples of stone artefacts;
- 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.

11.2 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;

Northparkes will 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 site.

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

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11.3 Management of Known Aboriginal Objects

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

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.

11.3.1 Exclusion Zone

An exclusion zone is a highly visible physical barrier to prevent encroachment or access to the heritage site. 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.

11.3.2 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, DPIE and Department of Planning and Environment. Mitigation strategies could include:

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

11.3.3 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 until the area has been assessed
- A buffer of 20m x 20m would be established around the suspected item of Aboriginal heritage significance
- A qualified archaeologist or the DPIE 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 DPE as well as representatives of the local Aboriginal community as above.

11.3.4 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.

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- The NSW Police, and the DPIE would be contacted to make an assessment of the discovery. If appropriate, mitigation procedures would then be developed in consultation with DPIE and the registered stakeholders.

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

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

11.4 Curation of Heritage Objects

Northparkes 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 DPIE. Further information can be found on the DPIE website on the process for salvaging items.

Actions

- Any Aboriginal objects salvaged under the Project may be temporarily stored at Northparkes offices in consultation with Aboriginal stakeholders and DPIE. Such objects will be stored in a secure location after analysis and recording is completed;
- Mine site access for Aboriginal stakeholders will be permitted following a written request and subject to approval from the Managing Director;
- Any Aboriginal objects salvaged under the Project may be temporarily stored in a secure facility at the Northparkes 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, Northparkes 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:
 - o Transferral to a registered Aboriginal stakeholder with the approval of DPIE;
 - o Transferral to another party for storage and/or display (such as the Australian Museum, or a local museum or historical society or educational institution);
 - o Storage and/or display at the Northparkes mine office;
 - o Storage within the Project area at a designated secure location that will not be subject to future development impacts (a 'natural' keeping place);
 - o Storage and/or display within or outside of the Project area at a purpose-built secure location (a constructed keeping place);
 - o 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 Northparkes as to the curation of any salvaged Aboriginal object, such objects will be retained in storage at the Northparkes 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 DPIE 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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12. REPORTING

Northparkes will report against the performance criteria outlined in this Plan in the Annual Review (AR).

In accordance with Condition 8, Schedule 6 of Development Consent 11_0060 a summary of monitoring results will be made publicly available at the mine and on the website.

Incident reporting (including any exceedances and complaints) will be in accordance with Condition 7, Schedule 6 of Development Consent 11_0060 and the Northparkes internal investigation procedure.

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

13. 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 HMP review will include:

- This document
- Legislation, approval, license changes
- Community complaints and enquiries.

Northparkes will complete and send an Aboriginal site impact recording form for each site that has been impacted by the development to the DPIE within three months of the impact of the site. These forms can be found on the DPIE website.

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14. REFERENCE MATERIALS

Table 6: Reference Materials

Document Title	ID No. Year
Site Disturbance Permit Procedure	PRO-0100
Ground Disturbance and Rehabilitation Management Plan	PLN-0061
Internal Auditing Program (HSE)	PRO-0114
Aspects and Impacts Register	
NSW National Parks and Wildlife Act	1974
Heritage Act	1977
Development Consent 11_0060	
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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APPENDIX 1

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 Northparkes operations and other issues of potential interest to Aboriginal community groups as required by section 10.3 of the Northparkes Heritage Management Plan.

Scope

This protocol applies to the operation/projects of the Aboriginal Heritage review meetings held in respect to the Northparkes in accordance with schedule 3 condition 31 of Development Consent 11_0060. It also applies to Aboriginal Heritage meetings convened to discuss project specific issues where Northparkes 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 7: Responsibilities at Heritage meeting

Role	Responsibility
Environment Superintendent / Community & External Relations Advisor	<ul style="list-style-type: none"> - provide an update on Northparkes mining activities and implementation of the Heritage Management Plan - aboriginal Heritage matters - confirming meetings are minuted - distributing minutes
Senior Environmental Advisor / Community & External Relations Advisor	<ul style="list-style-type: none"> - attend meetings - provide information as required - take minutes of meetings
PSE Manager	<ul style="list-style-type: none"> - convening meetings - chairing meetings
Registered Aboriginal Group Representatives	<ul style="list-style-type: none"> - 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