

OceanaGold New Zealand Limited

SOCIAL IMPACT ASSESSMENT: WAIHI NORTH PROJECT VERSION 3 (2025)

26 FEBRUARY 2025



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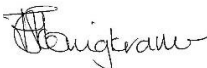
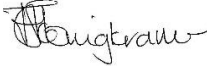

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VERSION 3 (2025)

OceanaGold New Zealand Limited

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This report ('**Report**') has been prepared by WSP exclusively for Oceana Gold New Zealand Limited ('**Client**') in relation to the independent assessment of potential social impacts associated with the proposed Waihi North Project ('**Purpose**') and in accordance with the Service Schedule OGN-3147 issued under Master Consulting Agreement – 1407 (OGN-1014) by the Client, dated June 2021. The findings in this Report are based on and are subject to the assumptions specified in the Report. WSP accepts no liability whatsoever for any reliance on or use of this Report, in whole or in part, for any use or purpose other than the Purpose or any use or reliance on the Report by any third party.

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ABBREVIATIONS

AEE	Assessment of Environmental Effects
DOC	Department of Conservation
FTEs	Full time equivalents
GOP	Gladstone Open Pit
HDC	Hauraki District Council
IAIA	International Association for Impact Assessment
NEET	Not in Employment, Education and Training
NRS	Northern Rock Stack
NZDI	New Zealand Deprivation Index
OGNZL	Oceana Gold New Zealand Limited
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
TCDC	Thames-Coromandel District Council
TSF3	Tailings Storage Facility 3
Willows Road SFA	Willows Road Surface Facilities Area
WNP	Waihi North Project
WRC	Waikato Regional Council
WTP	Water Treatment Plant
WUG	Wharekirauponga Underground Mine

EXECUTIVE SUMMARY

Oceana Gold New Zealand Limited (OGNZL) propose the expansion of the Waihi Gold Mine, known as the Waihi North Project (WNP) which consists of the following main components:

- **Wharekirauponga Underground Mine (WUG)** – a new underground mine at Wharekirauponga, approximately 10km north of Waihi (located beneath the Coromandel Forest Park), with associated surface infrastructure to be located on farmland (owned by OGNZL) at Willows Road, a temporary rock stack, underground access to dual tunnels extending to the Wharekirauponga orebody, and a connecting tunnel from the dual tunnels to the existing Processing Plant and surface facilities area at Waihi.
- **Gladstone Open Pit (GOP)** – A new open pit located west of the existing Processing Plant and surface facilities area at Waihi, with associated works to afford conversion to a tailings storage facility (TSF) on completion of mining.
- **Northern Rock Stack (NRS)** – A new rock stockpile located near the existing TSFs and Processing Plant in Waihi.
- **Tailings Storage Facility 3 (TSF3)** – A new TSF located to the east of the existing TSFs, with waste rock for the construction of the TSF3 embankment to be initially sourced from material borrowed from within the TSF3 footprint and on the eastern side of the NRS.
- **Water Treatment Plant (WTP) upgrade** – required to double the current treatment capacity of the existing WTP.
- **Processing Plant upgrade** – required to increase processing capacity at the existing OGNZL Processing Plant.

The total workforce required to support the WNP is an average of 455 full time equivalents (FTEs) over a 17-year period. The workforce requirements for the WNP are over and above the existing workforce (employees and contractors) of approximately 458 FTEs.

This is a substantial new development that has both positive and negative social effects. The overall intention of the Social Impact Assessment (SIA) is to ensure that the negative impacts are identified, understood, and effectively avoided, remedied or mitigated, and that potential benefits of the project are acknowledged and enhanced where possible. The social impact of the project has been analysed using the International Association for Impact Assessment (IAIA) assessment framework.

Key to the process is understanding the current social context (baseline) and engaging the community, stakeholder groups, and individuals to understand their interests and perspectives and what measures can be applied to avoid, remedy or mitigate adverse effects and enhance positive effects. Use was made of a range of engagement tools targeting the broader community to more directed methods for identified stakeholder groups.

In addition, a “social lens” was applied to a number of specialist studies¹ to ensure that the social effects identified were being addressed through mitigation measures and or enhancement measures applied by traffic, noise, air emissions, blast and vibration, light, visual, economic, and recreation specialists.

In summary, the significant positive effects of the project were identified as:

- Job security and sustained livelihoods.
- Social upliftment from reduced local unemployment.
- Social upliftment from increased business activity and indirect employment opportunities.

The negative effects of the project post-mitigation considered to be moderate were identified as:

- Increased demand for housing.
- Change in sense of place for the Willows Road area.
- Reduced quality of the environment as a result of increased traffic movements in the Willows Road area

The recommendations identified in the relevant specialist reports were supported in their entirety and additional social mitigation measures were then also applied to ensure the social effects were appropriately avoided, remedied or mitigated. Social mitigation measures identified are:

- Memorandum of Understanding with Hauraki District Council pertaining to the establishment of a mountain bike trail.
- Contract agreements with contractors to employ general labour from the local area.
- Develop and maintain a Skills Development and Training Action Plan for the WNP.
- Undertake a Workforce Accommodation Assessment at least 12 months prior to commencement of each stage of the WNP.
- The assessment of accommodation capacity in relation to workforce demand must be included in OGNZL's existing SIMP, with regular monitoring undertaken.
- Continued implementation of OGNZL's 'Top Up' policy to mitigate the potential impact of perceptions of mining on property values.
- Continuation of OGNZL's existing communication and engagement strategy.
- Continuation of the OGNZL complaints registration and feedback process.

Over and above the social mitigation identified, WSP have recognised the requirement to review and update OGNZL's existing Social Impact Management Plan (SIMP) to ensure inclusion of the WNP and any additional monitoring requirements relevant to this project.

¹Transportation Assessment (Stantec, 2025), Assessment of Noise Effects (Marshall Day, 2025), Blasting and Vibration Assessment (Heilig, 2025), Waihi Facilities - Air Discharge Assessment (Beca, 2025), Wharekirauponga Underground Mine – Air Discharge Assessment (Beca, 2025), Assessment of Environmental Effects: Lighting (Pedersen Read, 2025), Landscape, Natural Character and Visual Effects Assessment (Boffa Miskell, 2025), Recreation and Tourism Assessment (Greenaway, 2025), Dam Breach Assessment (Engineering Geology Limited, 2021), and Social Impact Assessment Dam Breach (WSP New Zealand 2022).

A preliminary assessment of the potential social effects of closure has been undertaken, based on our current understanding of the social environment. The preliminary assessment focused on the closure of the WNP, however in the absence of this project, or any other extension of the life of mine, the impact identified would be applicable to the currently forecasted mine closure. The following negative effects of closure were identified:

- Loss of direct employment
- Reduced local community stability
- Reduced wellbeing due to stress and anxiety

The information required to support a detailed assessment of the social implications of mine closure needs to be collected closer to the time of closure. Should the completion of the WNP signal the end of mining in Waihi, it is recommended that social closure planning be informed by the findings of a Socio-Economic Impact Assessment undertaken 5 years prior to closure. It is recommended that the Hauraki District Council, key stakeholders and the community participate in and be provided with the outcomes of the assessment, to ensure they understand the potential social impacts of the mine's impending closure, and opportunities are not missed to assist those parties in managing and mitigating these impacts as far as possible.

1 INTRODUCTION

Oceana Gold New Zealand Limited (OGNZL) proposes the expansion of the Waihi mining operation, known as the Waihi North Project (WNP). The WNP is listed as a project eligible to apply for approvals under the Fast-Track Approvals Act 2024, which introduces a streamlined consenting and permitting process for projects that offer significant regional or national benefits. The Assessment of Environmental Effects Report (AEE), prepared in support of the fast-track application, requires inputs from multiple different disciplines, including from social experts.

WSP New Zealand Limited (WSP) has been appointed to undertake an independent Social Impact Assessment (SIA) to inform the decision-making process. In addition, the SIA is being undertaken to meet the requirement of OGNZL's Corporate External Affairs and Social Performance Standards and to inform internal decision making.

1.1 PURPOSE AND SCOPE OF THE STUDY

The purpose of this SIA is to identify and fully consider the potential positive and negative impacts of the proposed WNP on the local and regional social environment. The overall intention of the SIA is to ensure that the negative impacts are identified, understood, and effectively avoided, remedied or mitigated, and that potential benefits of the project are acknowledged and enhanced where possible.

The scope of the SIA includes:

- Development of an assessment framework based on international best practice.
- Assessment of relevant statutory and non-statutory documents to provide regulatory and policy context for the project.
- Development of an understanding of the social context in which the proposed project will take place through the collection and analysis of baseline data.
- Review of other specialist and technical studies associated with the proposed project through a 'social lens'.
- Review of feedback from the public consultation process undertaken by OGNZL.
- Bespoke engagement with identified stakeholders to collect primary data to inform the understanding of the social context and the identification and assessment of impacts.
- Identification and assessment of the social effects of the Project against the defined framework.
- Identification of appropriate mitigation, avoidance or remedial strategies.
- Identification of appropriate enhancement measures.

The methodology used in the preparation of this assessment is outlined in **Section 4**. The SIA is part of a wider suite of technical reports informing the AEE and, while it overlaps with topics which are the focus of other technical reports, it examines these from a social perspective.

1.2 ASSUMPTIONS AND LIMITATIONS

The following assumptions and exclusions apply to the scope of this SIA study:

- The assessment is based on the project scope description and labour information made available up to December 2024.
- Economic impacts have been identified from a social perspective only, considering the potential social effect on local and regional businesses and communities.
- Cultural impacts affecting culture, land, water and air are not addressed in this SIA. OGNZL has consulted with iwi and Cultural Values Assessments have been prepared independently of the SIA.
- Technical assessments have separately considered a range of specialist areas that are affected or require consideration in a project of this nature. These assessments of effects have been carried out by the relevant technical specialist and their findings relied upon. Technical reports have been reviewed in this assessment from a social perspective only.
- A preliminary assessment of the potential social impacts of the closure of the proposed WNP has been included in this SIA. With the closure of WNP forecasted beyond 2040, it is anticipated that the social environment will be somewhat different to present day, and the information required to support a detailed assessment of the social implications of mine closure will need to be collected closer to the time of closure.
- Due to COVID-19 restrictions experienced in 2021, some of the engagement work which had been planned to take place face-to-face at the time, was undertaken remotely via online platforms (Microsoft Teams and Zoom) and telephone. Whilst remote engagement was not the preferred method, WSP is satisfied that the engagement undertaken was effective in supporting the identification of social issues and informing recommendations in this SIA.

2 PROJECT DESCRIPTION

2.1 CURRENT OGNZL WAIHI OPERATIONS

OGNZL's Waihi Gold Mine is an open pit and underground operation located within the town of Waihi, located within the Hauraki region of the North Island of New Zealand. The history of mining in Waihi dates back to the discovery of gold in 1897. Current operations in Waihi include Project Martha (Martha Underground) and Correnso underground gold mines and associated infrastructure. The existing underground mining operation is estimated to be completed by 2033. Mining in Waihi is therefore forecasted to cease in 2033 in the absence of an extension of the life of the mine.

OGNZL received consent to develop Project Martha in 2019, which is subject to conditions to avoid, manage and mitigate environmental and social impacts. Conditions include the requirement to develop a Social Impact Management Plan (SIMP) to provide a framework for the identification, assessment, monitoring and management of social effects. The SIMP framework was informed by the 2014 SIA undertaken to assess the social impacts associated with the Correnso Underground Mine project. It was developed in consultation with a wide range of stakeholders, was approved by the Hauraki District Council, and consists of individual management plans for key social themes.

2.2 WAIHI NORTH PROJECT OVERVIEW

Following the purchase of the Waihi mining operation in 2015, OGNZL has undertaken near-mine exploration and geological investigations in the search for high grade silver and gold deposits. Exploration work completed between 2016 and 2020 identified opportunities to expand the existing Waihi operation to extend the life of mining beyond 2040. This expansion includes the WNP which comprises (Figure 2-1):

- **Wharekirauponga Underground Mine (WUG)** – a new underground mine at Wharekirauponga, approximately 10km north of Waihi (located beneath the Coromandel Forest Park), with associated surface infrastructure to be located on farmland (owned by OGNZL) at Willows Road, a temporary rock stack, underground access to dual tunnels extending to the Wharekirauponga orebody, and a connecting tunnel from the dual tunnels to the existing Processing Plant and surface facilities area at Waihi.
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- **Water Treatment Plant (WTP) upgrade** – required to double the current treatment capacity of the existing WTP.

- **Processing Plant upgrade** – required to increase processing capacity at the existing OGNZL Processing Plant.

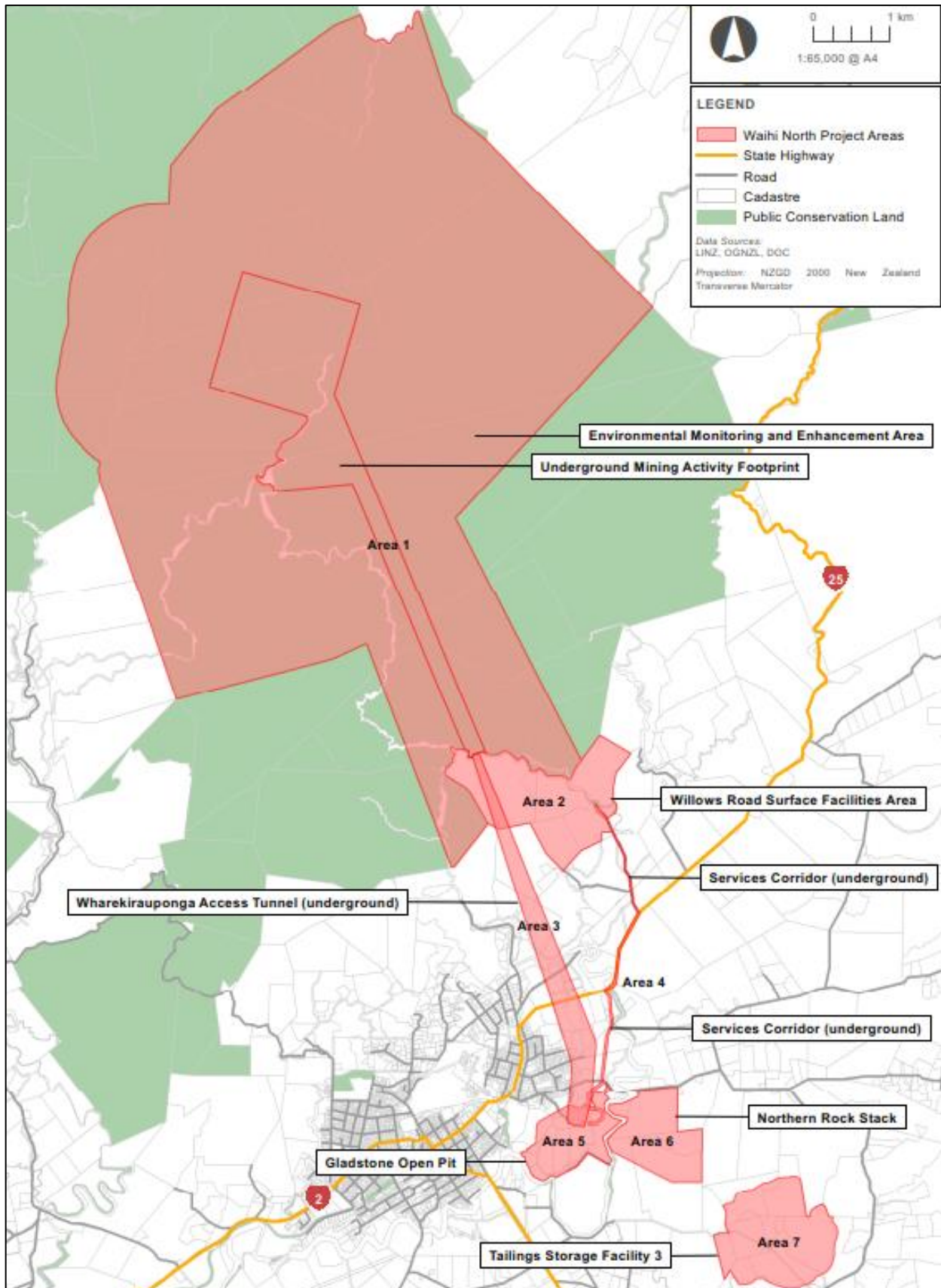


Figure 2-1: Overview of the Waihi North Project (OGNZL, 2025)

The WNP will require establishment of new Willows Road Surface Facilities Area (SFA) to support the WUG mining operations. This includes an access portal that will provide access via a tunnel to the Wharekirauponga ore body. In addition, an underground tunnel will be constructed to provide a connection to the existing Waihi Processing Plant to facilitate the movement of ore from the mine to the processing plant, and rock from the processing plant to the underground mine. A new helipad is proposed towards the north-western end of the Willows Road site. The GOP, NRS and TSF3 are located in Waihi, adjacent to the existing processing operations.

2.3 PROJECT STAGING

The WNP will be delivered in three stages as summarised in **Table 2.1**.

Table 2.1: Project Stages

PROJECT STAGE	STAGE DESCRIPTION
Stage 1	<ul style="list-style-type: none"> — Establishment of the Willows Access Tunnel decline. — Establishment of infrastructure associated with the Willows Access Tunnel, including the Willows Portal, the Willows Farm SFA. — Upgrades to the existing WTP. — Resource investigation and exploration progression at Wharekirauponga.
Stage 2	Wider mining development and production activities.
Stage 3	Mine remediation and closure activities.

2.4 WORKFORCE COMPOSITION

The incremental workforce numbers that will be generated directly by the WNP across the life of the project are presented in **Figure 2-2**. The total workforce required to support the WNP is an average of 455 over a 17-year period, commencing with 109 workers in the first year and reaching a peak of 654 in Year 13 at the height of operations.

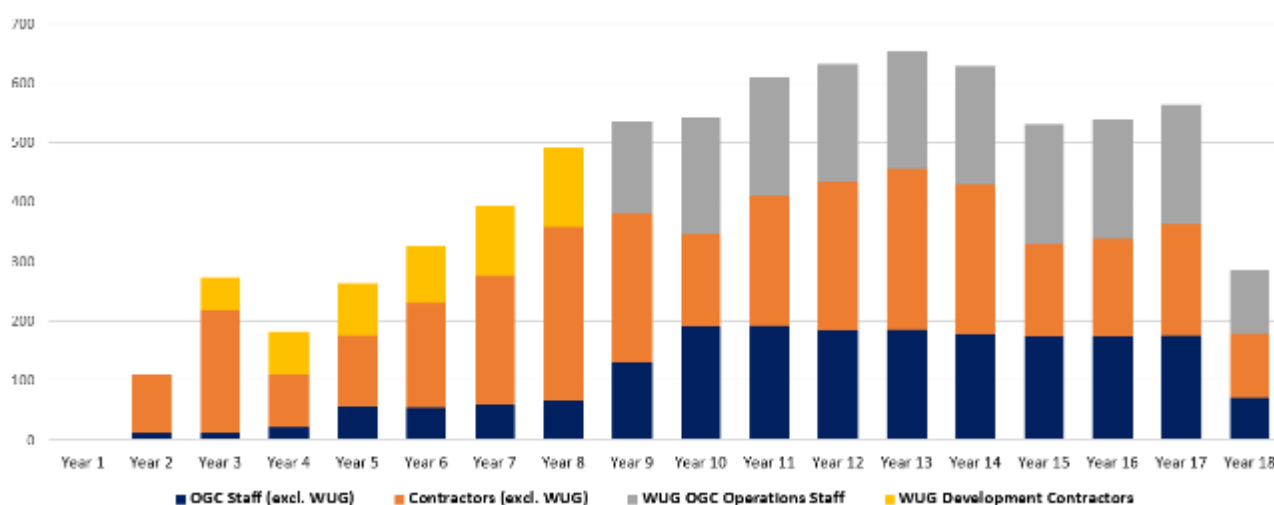


Figure 2-2: Proposed WNP Workforce (OGNZL, 2024)

The proposed WNP workforce consists of the following groups (**Figure 2-2**):

– **OGC Staff:**

This refers to the new OGNZL workforce employed to support the WNP. This includes several project management resources from Year 2 – 10. There is a ramp up in workforce numbers in Year 5 – 8 to support exploration, and a further increase from Year 9 onward as a result of resources required to support underground mining, GOP and mine processing activities.

– **Contractors:**

A contracting workforce will be required throughout the life of the project. The civil construction works proposed from Year 2 to 4, to be undertaken by local contractors, includes the Willows Road bulk earthworks and surface infrastructure development, the WTP upgrade and power related infrastructure. From Year 5 - 9 there will be a ramp up in drilling contractors and the civil construction contracting workforce will increase to support the construction of key project components such as the TSF3 and GOP. In the latter half of the project life drilling contractor workforce requirements will increase. There will be ongoing contractor involvement in civil construction activities as well as operational and maintenance requirements.

– **WUG Development Contractors:**

As it is considered unlikely that the required underground skills and experience are available in New Zealand, a specialist offshore contractor will be engaged to undertake the construction of the interconnecting ore tunnels over a 6-year period (Year 3 – 8). The tunnelling work will be implemented using a workforce that will operate on shifts, travelling to and from site for their specific shifts. As a result, only a portion of the offshore workforce are expected to be on site at any one time.

– **WUG OGNZL Operations Staff:**

The existing Waihi operational workforce is currently sustained by the Martha Underground Mine. This mining activity has a life of mine out to 2033. Based on the current WNP schedule, these existing employees will remain with OGNZL and transition over to fulfil the required operational roles related to the WNP in Year 9.

2.4.1 STAGE 1 WORKFORCE PROFILE

Stage 1 commences in Year 2 with early civil works and concludes at the end of Year 8, given mine production associated with the WNP commences in Year 9.

During Stage 1, contractors form a large proportion of the workforce (87%). The drilling contractors and specialist tunnelling contract workforce are likely to consist of longer-term resources, whilst the civil construction workforce may be more seasonal. There are several civil construction work packages that will be undertaken, requiring a variety of skills. Some of these packages may be completed in a few months, with the workforce identified not necessarily required for the full year.

The Stage 1 workforce experiences an initial peak in Year 3 (275 workers) as a result of the civil construction requirements. Workforce will reduce in Year 4, followed by incremental increases each year with the final peak occurring in Year 8 (493 workers) (**Table 2.2**).

Table 2.2: Stage 1 Workforce Composition

WORKFORCE COMPOSITION	Y 2	Y 3	Y 4	Y 5	Y 6	Y 7	Y 8	%
OGNZL Staff	11	12	13	48	47	44	51	13%
Contractors	98	208	98	128	184	233	307	61%
WUG Development Contractors	-	55	71	87	95	116	135	25%
TOTAL	109	275	182	263	326	393	493	

The skills profile of the workforce required to support Stage 1 of the WNP is presented in **Table 2.3**. Analysis of workforce composition identifies that a significant proportion (83.5%) of the positions over the 8-year period consist of tradesmen, skilled operators, and general labour, which is reflective of the construction related focus of Stage 1. The more highly skilled roles (managerial to supervisory) comprise an average of 16.5% of the workforce of the 8-year period.

Table 2.3: Stage 1 Workforce Skills Profile

CLASSIFICATION	Y 2	Y 3	Y 4	Y 5	Y 6	Y 7	Y 8	%
Managerial / Senior Professional	4	5	6	10	9	6	4	16.5%
Professional	11	13	15	31	31	26	32	
Technician / PA	2	2	2	17	17	15	15	
Supervisory	-	5	9	9	9	9	15	
Tradesmen	85	152	31	18	22	26	109	83.5%
Skilled Operators	5	38	43	100	158	207	200	
General Labour	2	60	76	78	80	104	118	
TOTAL	109	274	182	263	326	393	493	

2.4.2 STAGE 2 AND 3 WORKFORCE PROFILE

Stage 2 of the WNP commences in Year 9 and is characterised by mine production, followed by Stage 3 which is marked by a ramping down of production and commencement of mine closure activities.

During Stage 2 the OGNZL staff numbers increase substantially with the existing Waihi operational workforce transitioning to the WNP. Contractors remain an important part of the workforce, making up an average of 40% during Stage 2 and 3.

The Stage 2 workforce experiences incremental increases each year, commencing with 535 workers in Year 9 and reaching a peak of 654 workers in Year 13 (**Table 2.4**). From Year 14 to Year 17 workforce number average 565 workers, with a sudden decline in Year 18 to 285 workers as production ramps down and mine closure activities are initiated.

Table 2.4: Stage 2 and 3 Workforce Composition

WORKFORCE COMPOSITION	Y 9	Y 10	Y 11	Y 12	Y 13	Y 14	Y 15	Y 16	Y 17	Y 18	%
OGNZL Staff	115	165	166	166	168	160	156	156	159	53	26%
Contractors	266	182	246	268	289	270	175	183	205	126	40%
WUG OGNZL Operations Staff	154	196	198	198	198	199	200	201	201	107	34%
TOTAL	535	543	610	632	654	628	530	539	564	285	

The skills profile of the workforce required to support Stage 2 and 3 of the WNP, which occurs over a 10-year period, is presented in **Table 2.5**. Analysis of workforce composition identifies an increase in the more highly skilled roles (managerial to supervisory) to an average of 20% of the workforce, with the majority (80%) of the workforce consisting of tradesmen, skilled operators, and general labour.

Table 2.5: Stage 2 and 3 Workforce Skills Profile

CLASSIFICATION	Y 9	Y 10	Y 11	Y 12	Y 13	Y 14	Y 15	Y 16	Y 17	Y 18	%
Managerial / Senior Professional	17	27	26	26	27	27	26	26	26	10	20%
Professional	44	52	52	52	54	49	45	45	48	23	
Technician / PA	24	32	31	31	32	32	31	31	31	7	
Supervisory	17	18	20	20	21	21	13	13	13	3	
Tradesmen	143	62	70	74	79	75	49	50	54	20	80%
Skilled Operators	148	172	181	207	219	206	154	162	180	112	
General Labour	142	181	230	222	224	220	214	214	214	111	
TOTAL	535	543	610	632	654	628	530	539	564	285	

3 SOCIAL CONTEXT

3.1 ALIGNMENT WITH OBJECTIVES AND POLICIES

The WNP aligns well with the social aspirations outlined in the relevant Resource Management Act, 1991, policy documents reviewed (**Appendix A**). The Waikato Regional Policy Statement recognises the importance of sustainable resource use and development that enables the provision of economic, social, and cultural wellbeing. Sustainable resource use refers to the responsible management and use of natural resources that does not compromise the needs of future generations. OGNZL has a responsibility to undertake mining in a sustainable manner that considers economic, social and cultural wellbeing. This aligns well with the identification of sustainable resource use within the Waikato Regional Policy Statement. The need to maintain and enhance access to the significant mineral resources of the region is identified within the statement.

The Hauraki District Plan identifies objectives to address resource management in the district. It identifies objectives and policies relevant to the social aspirations of Waihi, recognising the role the town plays in the mining and tourism industries, the significance of mining to the social and economic wellbeing of residents, and the need to protect the amenity of residential environments.

The WNP will enable the people and community of Waihi Town to continue to take advantage of the social and economic benefits the mining industry contributes to the district. The fast-track application process seeks to protect the amenity of the residential environments from adverse effects of mining activities.

3.2 DISTRICT AND LOCAL CONTEXT

3.2.1 DISTRICT CONTEXT

The Hauraki District is characterised by several key industries, of which farming, mining and tourism are most prominent.

There is a rich farming history in the district and there are many businesses that support and service this industry. Dairy farming is the most prominent, followed by sheep and beef farming. The horticultural industry includes kiwifruit orchards, flower growing, grapes, and cropping.

Mining is a key feature of the district, with the Waihi gold mining operation being the centre of activity in Waihi. The mine contributes significantly to the district economy.

There are a number of light engineering firms that support the farming and transport industries. Manufacturing businesses produce a wide range of electronic equipment, furniture, press metal work, timber, concrete, road aggregates, and meat products.

Tourism is a growing industry in the district, with a number of attractions drawing tourists from within New Zealand and overseas to the area, such as the recently established Hauraki Rail Trail, the Karangahake Gorge, Ngātea Water Garden, Historic Maritime Park in Paeroa, and the Seabird Coast. Historical and current mine operations – including the Goldfields Railway in Waikino/Waihi and the Waihi Gold Mine – attract visitors to the area.

3.2.2 LOCAL CONTEXT

Mining is a key industry for Waihi, with other local industries such as agriculture and horticulture, including dairy and livestock farms and several kiwifruit orchards also contributing.

Waihi Gold Mine operations are notable given their proximity to the Waihi community. The Martha Pit is in the centre of Waihi Town and underground mining is taking place beneath residential areas.

There is currently land zoned within Waihi to accommodate for the future residential, commercial, and industrial development opportunities. The Hauraki District Growth Strategy 2050 (2019) identifies areas of future growth (Figure 3-1).

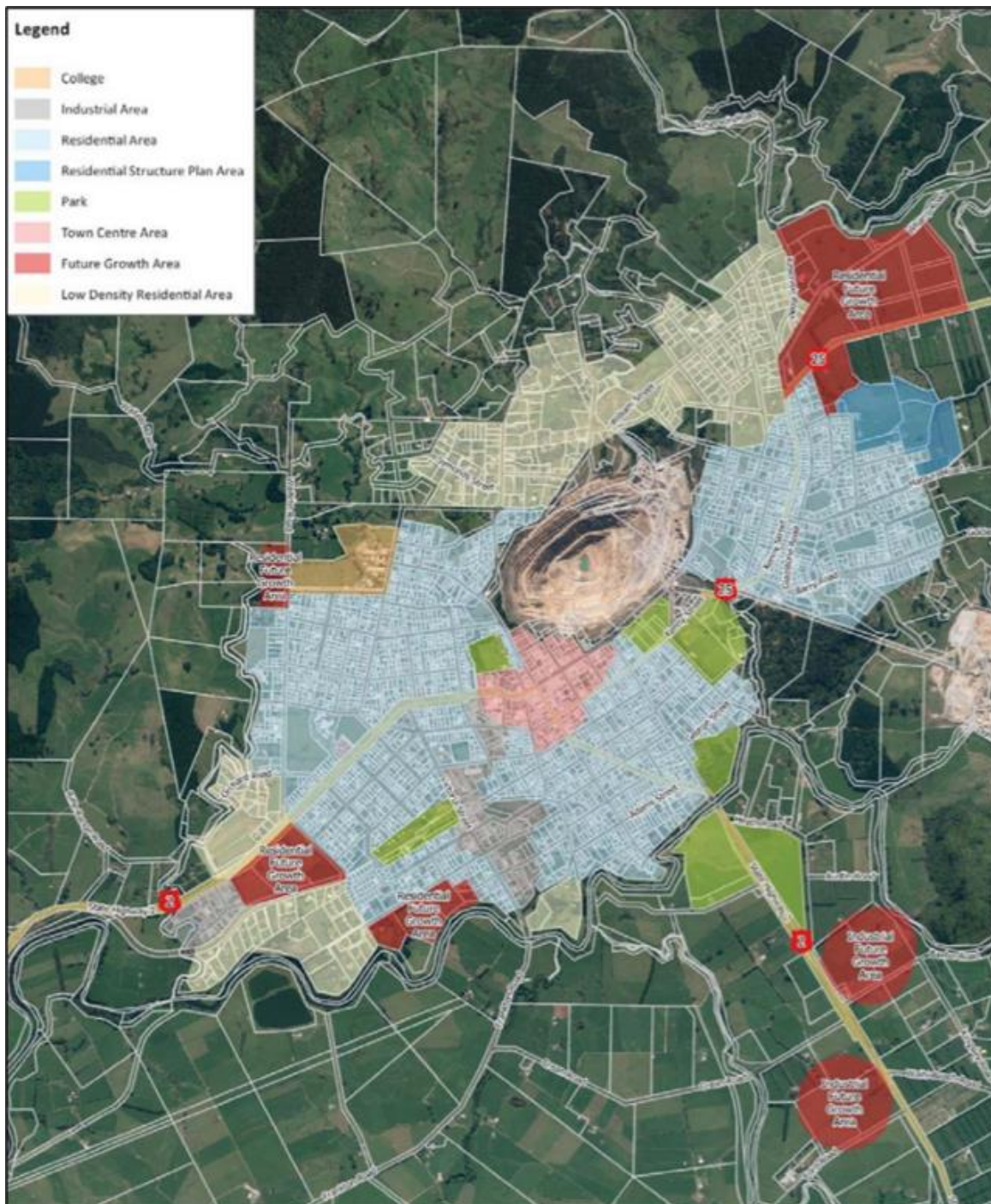


Figure 3-1: Existing and Future Growth Areas in Waihi (HDC Growth Strategy 2050, 2019)

3.3 SOCIAL ENVIRONMENT

The social environment associated with the WNP is defined in **Table 3.1**. The SIA has focussed primarily on the social impacts that are likely to be experienced in Waihi and the local area, with reference to the regional and national context where relevant.

Table 3.1: Social Environment of the WNP

CONTEXT	DESCRIPTION
Waihi Town	<p>The Waihi community (or Waihi Town) is defined by the boundaries of the Waihi township using Statistical Area units which Statistics New Zealand use as their smallest geographic reporting level. Waihi Town is comprised of all Statistical Area 1 units that make up the Waihi Town area (Figure 3-2).</p> <p>This area incorporates the Waihi Gold Mine, the town centre and the adjacent residential areas.</p>
Local	<p>“Local” is defined by a 30km radius from the Waihi Town Centre (Figure 3-2).</p> <p>The local area is made up of Statistical Area 1 units that have 50% or more land that falls within a 30 km radius centred on Waihi Town (centroid at -37.38943130; 175.84423688) (Figure 3-2).</p> <p>A 30 km radius – or the area within 30 minutes’ driving time from the centre of Waihi Town – is particularly relevant when considering the local economic and employment catchment area associated with the Waihi Gold Mine. The vast majority of the mine workforce lives within 30 km of Waihi, and those business activities and services which support the mine operations within this area are considered by OGNZL to be local. It is considered unlikely that many community members would regularly travel beyond 30 km for community related services and facilities.</p> <p>The area within 30 km radius from Waihi Town includes the following:</p> <ul style="list-style-type: none"> — Waihi and Paeroa (within Hauraki District) — Whangamatā (within Thames-Coromandel District) — Te Aroha, (within the Matamata-Piako District) — Waihi Beach and Katikati, (within the Western Bay of Plenty District) <p>The area beyond 30 km from the centre of Waihi Town is considered “regional”.</p>
Regional	<p>“Regional” is defined by regional council boundaries and focuses primarily on the Waikato Regional Council, with reference to the adjacent Bay of Plenty Region where relevant. The mine is strategically important in the regional context as it contributes to the economy and the wider community.</p> <p>The Waikato and Bay of Plenty Regional boundaries are shown in Figure 3-3.</p>
National	New Zealand.

The social environment described in **Table 3.1** aligns well with the geographical areas defined within the existing SIMP. This provides both confirmation of a shared understanding of the social environment relevant to existing and proposed activities, and synergy in terms of existing and future SIMP monitoring.

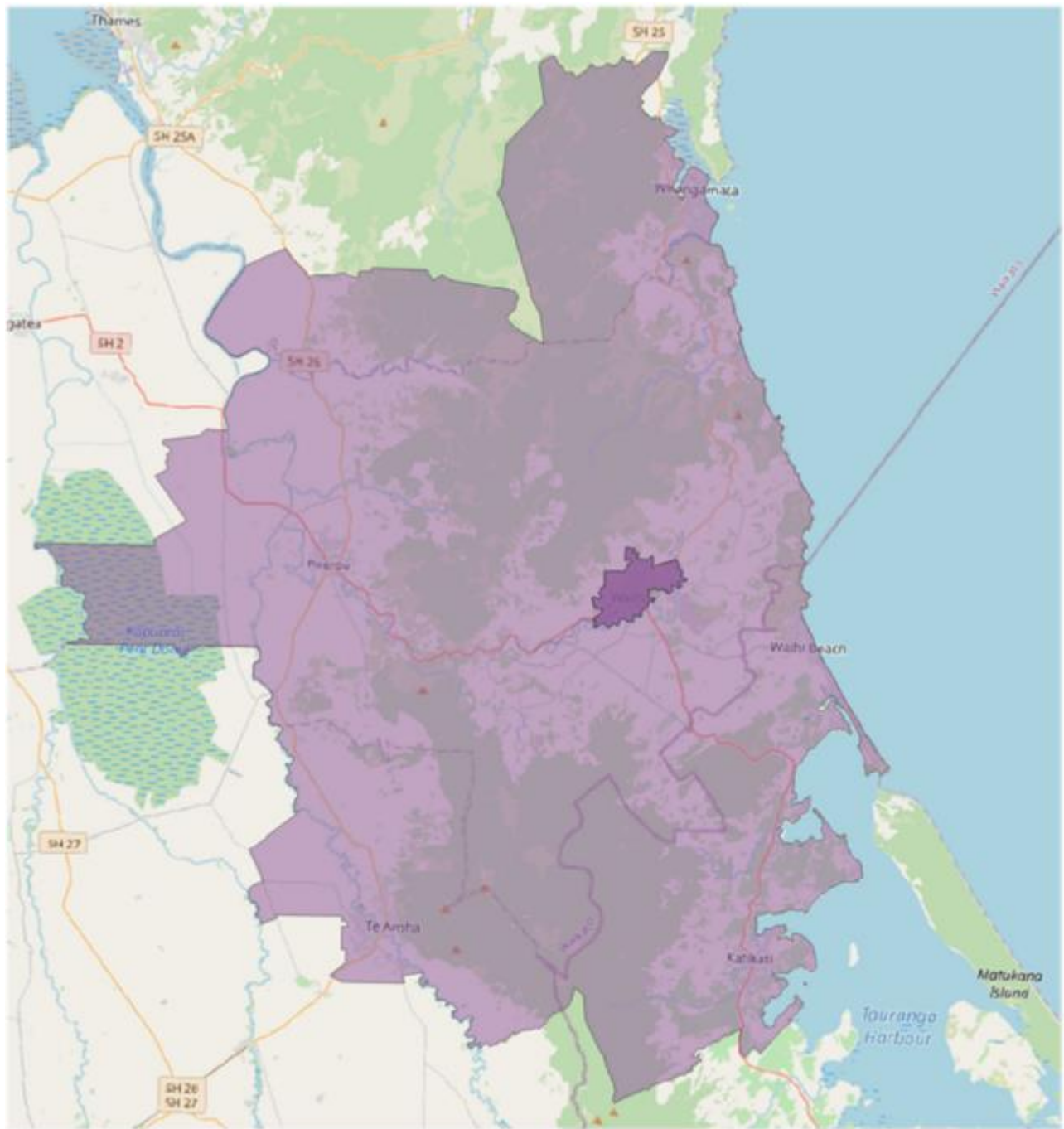


Figure 3-2: Local Area of Interest (light purple) with Waihi Town (dark purple).

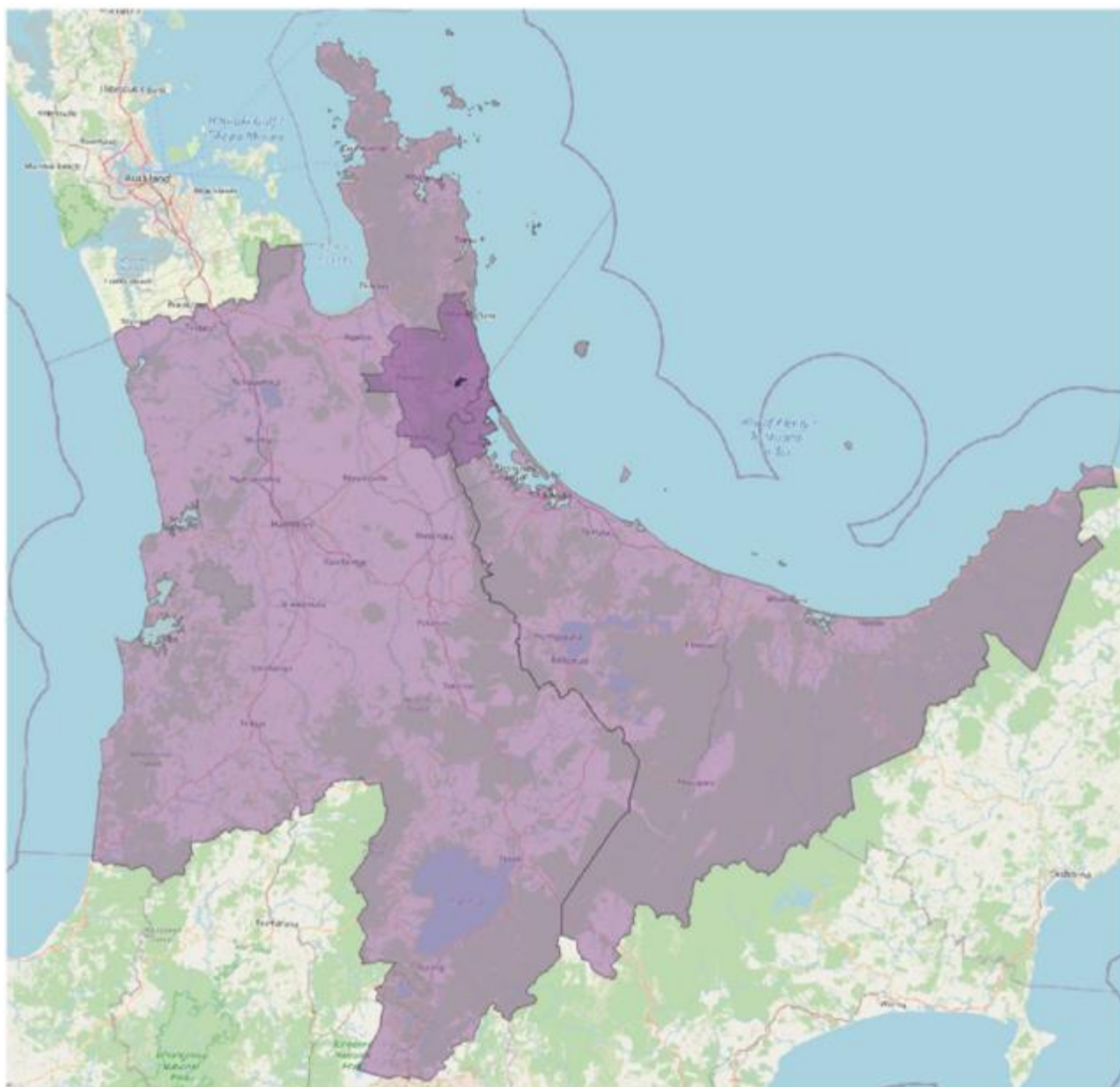


Figure 3-3: Regional Area of Interest (light purple), Local Area (dark purple) and Waihi Town (black).

3.3.1 WAIHI CONTEXT

In the context of the Waihi community, as described in **Table 3.1**, two primary areas associated with the WNP components have been identified:

— Willows Road and Surrounds

One of the primary components of the WNP is the new underground mine – WUG. The development and operation of the WUG requires the establishment of the Willows Road SFA at the end of Willows Road. Willows Road is located approximately 5km outside of Waihi town in a rural environment characterised by farming activities.

– Waihi Town and Surrounds

The remaining WNP project components – the GOP, TSF3, NRS and WTP and processing plant upgrades – are proposed to take place adjacent to or within the existing Waihi mining operations. Waihi town is steeped in mining history, dating back to the discovery of gold in 1897. Present day mining activities are located adjacent to existing residential and rural residential land uses.

3.4 COMMUNITY PROFILE

Baseline data associated with the regional, local and Waihi community social context is presented in **Appendix B**. The presentation of a profile of the community in the sections below is based on the baseline data collected and an understanding of the relevance of this data in the context of the WNP.

3.4.1 DEMOGRAPHICS

A review of the demographic profile of the regional, local, and community context provides an understanding of the existing social environment. Consideration has been given to age, gender and diversity, deprivation index, qualifications and skills, and the relevance of these demographics to the proposed WNP.

Age profile

Total population was captured as 5,610 for Waihi town and 37,528 for the local area in 2023 census data. The median age was 50.8 years in Waihi Town and 52.1 years in the local area based on the 2023 census data. This is substantially higher than the median age in the regional context. A review of the age structure within Waihi and the local area confirms a larger older population (60-70+ years) and a smaller younger population (<15 years) compared with the regional average.

The age profile of a community and local area provides an indicator of the likelihood of impacts on schools, pre-schools, commercial and employment areas, and health care facilities. All these aspects are relevant in the context of the WNP. The high elderly population is an indicator that impacts on certain facilities, in particular health care, may require careful consideration. Given the current low young population, consideration needs to be given to the capacity of existing schools to accommodate an increase in demand should there be an influx of families with school-age children into the area.

Gender and diversity

The gender split in Waihi town and the local area is an average of 51% female and 49% male, which is aligned to regional and national data. Based on the voluntary employee survey undertaken in 2022, OGNZL's existing workforce is 15% female and 85% male, which is reflective of mining being a largely male dominated industry. Additionally, the proportion of OGNZL employees who identify as being of Māori descent was 27%, which is higher than the average of 17.9% within the local area. It is also higher than the proportion in New Zealand of 16.5%. While not all employees responded to the voluntary survey, the percentages regarding diversity are the best available representation of the workforce.

The gender and ethnic diversity of the OGNZL workforce should be representative of the population and in accordance with the company's gender and diversity policies. The need to increase the workforce to respond to the WNP provides an opportunity for OGNZL to address

potential imbalances in their workforce profile through targeted skills development, training and employment initiatives.

Deprivation index

The New Zealand Deprivation Index (NZDI) is an area-based measure of socio-economic deprivation in New Zealand which uses a scale of 1 (least deprived) to 10 (most deprived). The aim of the NZDI is to support and inform applications for funding and health and related social services research. In addition, the index provides community groups and community-based service providers with the basis to advocate for resources for community services.

According to the NZDI 2023, Waihi town scores an NZDI of 8.4, which is significantly higher than the local area score of 6.8 and the New Zealand score of 5.6. The index combines census data relating to income, home ownership, employment, qualifications, family structure, housing, access to transport and communications to generate a score. There may be several factors that result in a somewhat skewed scoring, such as the high elderly population, and therefore lower percentage of population employed. However, we know from the review of other data that unemployment is relatively high, as is the lack of qualifications.

Using the NZDI as an absolute measure of socio-economic health is cautioned against, though Waihi's high score highlights the need to look closely at some of the key socio-economic factors that may be relevant in the context of the WNP.

Qualifications and skills

Waihi and the local area have lower levels of education and qualifications attainment compared to the regional and national averages. Waihi and the local area have a significantly higher population with no qualification, and lower proportion of people that have gone on to study further after school.

An increase in OGNZL's current workforce is required to support the project. The distribution of qualifications provides context to the consideration of whether the skills required to support the WNP are likely to be available locally. Waihi town and the local area have a relatively high unskilled working age population that could support the project in unskilled roles, and with targeted skills development and training potentially meet some of the project's more skilled role requirements. The availability of a local workforce will determine the extent to which mining employee requirements will need to be resourced from outside the local area, and therefore a determinant of the extent of population influx that may occur.

3.4.2 ECONOMICS

Mining represents the largest individual contributor to economic growth in the Hauraki District. Of OGNZL's total expenditure in 2022 (\$121 million), 29% was spent locally at a value of \$53 million. In 2022 there were approximately 170 suppliers that sold goods and services in support of the Waihi mining operations to the value of \$60000 or more. The local supplier sales totalled \$15.3 million and regional supplier sales totalled \$26 million (SIMP, 2023). OGNZL's operation results in direct local benefits as a result of overall expenditure and the use of local service providers. This does not appear to translate into widespread direct economic benefit within Waihi town and local area, probably because Waihi town and the local area's lower median personal income is likely to be a result of the age profile of the population (i.e., the higher percentage of retired members of the community) and higher than average unemployment and Not in Employment, Education or Training (NEET) rate. On average, mining jobs pay well above the New Zealand norm and an increase in local employment in the mining sector will have a benefit at a local level.

3.4.3 EMPLOYMENT

Based on 2018 census data, the unemployment rate in the town of Waihi was 5.0%, this being between 1% and 1.6% higher than the national regional and local rates. The 2023 census data reflects an overall decrease in unemployment in Waihi, and at the local, regional and national level. National unemployment is 3.0%, with Waihi and the local unemployment rate being 3.3% and 2.5% respectively. Unemployment in the current period is uncertain due to evolving market conditions. Recent Statistics NZ data reflects a national unemployment rate of 4.8% for the September 2024 quarter. Based on 2018 data, Waihi town and the Hauraki District had a higher youth (15 to 24 years) NEET rate (16.9 and 16.5 % respectively) compared with the regional and national rates. The New Zealand NEET rate in 2018 was 12.4%.

Based on the 2023 census data, the top 3 most common occupations in Waihi Town are, a) Professionals, b) Managers, and c) Technicians and Trades Workers. This is reflective of the local, regional, or national profile. Waihi town had a higher percentage of Clerical and Administrative Workers, Sales Workers and Technicians and Trades workers compared with the local, regional and national areas.

An understanding of the existing local workforce profile is useful when considering the workforce requirements for the WNP and the likelihood of local participation. Waihi having higher than average unemployment and NEET rates supports the potential for an increase in local workforce involvement in the project through skills development and training initiatives. The level of local involvement in the WNP workforce will affect the extent to which the workforce requirements will need to be met from outside the local area, and the associated population influx.

3.4.4 COMMUNITY INFRASTRUCTURE

Appendix B includes an overview of the key community facilities and infrastructure with Waihi town and the local area. There are 25 schools of various levels and deciles in the local area. There are several medical and emergency facilities located within the local area, with the two nearest public hospitals (with emergency departments) less than 60 km away from Waihi. The local area is characterised by a wide range of community facilities (including churches, marae, community centres, libraries) and sport and recreation facilities and clubs.

The local community is relatively well serviced with essential and support infrastructure required for a balanced social environment.

3.5 ANNUAL SIMP MONITORING

The existing SIMP consists of individual management plans that cover the following six social themes:

- Economy
- Employment
- Property
- Community
- Health and wellbeing
- Future of Waihi and the OGNZL legacy

Data collection for the key indicators identified under each theme is undertaken annually by an independent specialist. Reporting was prepared annually from 2015 to 2018, followed by biennial reporting in line with updated consent conditions for the preceding two years.

SIMP monitoring serves to monitor key social indicators. The reports produced provide a mechanism to report externally on results of data collected, any trends identified during analysis, and documents OGNZL's progress against the identified mitigation and management activities.

The SIMP monitoring data has informed this SIA and provides an excellent baseline on which to assess and monitor the social effects of the proposed WNP. For consistency, and to allow continued monitoring and trend analysis, we recommend similar SIMP conditions to that of Correnso and Project Martha be applied to the WNP.

Over and above the social mitigation identified, WSP have recognised the requirement to review and update this SIMP to ensure consideration of the WNP and inclusion of any additional monitoring requirements relevant to this project.

4 METHODOLOGY

4.1 ASSESSMENT FRAMEWORK

SIA is a supporting tool for decision making, and is defined by the International Association for Impact Assessment (IAIA) as:

“The process of analysing, monitoring and managing the intended and unintended social consequences, both positive and negative, of planned interventions (policies, programs, plans, projects) and any social change processes invoked by those interventions. Its primary purpose is to bring about a more sustainable and equitable biophysical and human environment” (www.iaia.org/).

The IAIA identifies that the following principle is key to all SIA studies, regardless of the different context or purpose for which they are being undertaken:

“The improvement of social wellbeing of the wider community should be explicitly recognised as an objective of planned interventions and as such should be an indicator considered by any form of assessment. However, awareness of the differential distribution of impacts among different groups in society, and particular the impact burden experienced by vulnerable groups in the community should always be of prime concern” (www.iaia.org/).

This framework is well recognised in New Zealand and internationally, and it provides a sound and robust framework for the identification and assessment of social effects.

4.2 METHODOLOGY OVERVIEW

The SIA process comprises of a number of steps that are largely sequential (Figure 4-1). The process is an iterative one of validation and update as new information arises and preliminary understandings are confirmed or clarified.

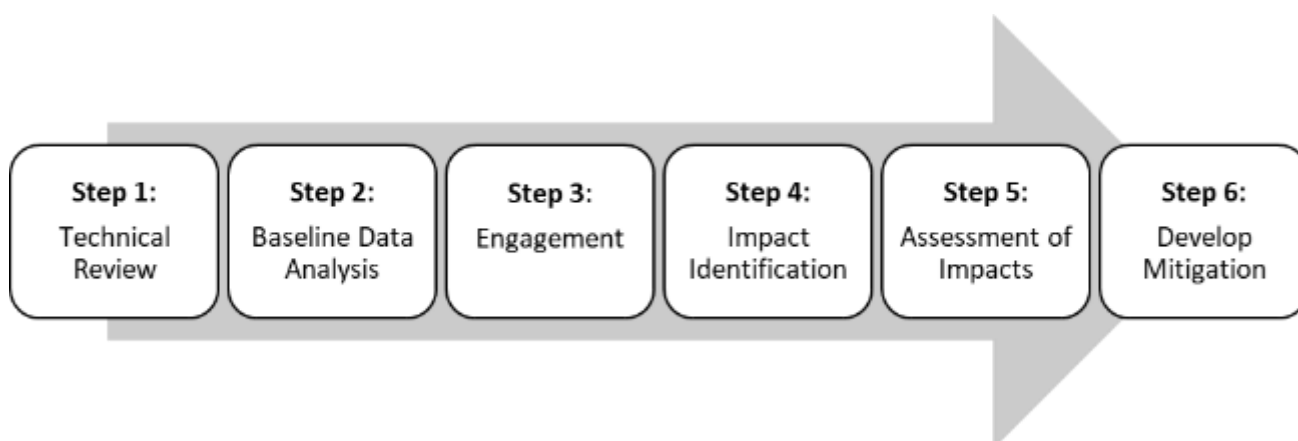


Figure 4-1: SIA Methodology Overview.

The process starts with scoping the issues and the context in which the project is taking place, followed by the prediction, analysis and assessment of likely impacts, and progressing to the development of mitigation strategies.

4.2.1 TECHNICAL REVIEW

To develop an understanding of the project components that make up the WNP, a detailed technical review was undertaken.

The following reports and information sources were included in the technical review:

- The Proposed Waihi North Project Overview (OGNZL issued public engagement material, November 2024).
- Waihi North Project, Project Description, Rev 2 (Document No: WAI-985-000-SOW-GE-0001; OGNZL, October 2021).
- Waihi North Project High Level Schedule (OGNZL, December 2021).
- Project layout plans and aerial imagery.
- Waihi North Project – Fast-track Approval, Project Description, Rev A (Document No: WAI-985-000-SOW-0002, August 2024).
- Waihi North Project Incremental Labour Schedule (OGNZL, December 2024)

In addition to the technical review, a review of the statutory and non-statutory plans and policies was undertaken to provide high level context to the project (**Appendix A**).

4.2.2 BASELINE DATA ANALYSIS

Relevant data was sourced and analysed to develop an understanding of the social context in which the proposed WNP will take place. The baseline data has been analysed and used to inform the SIA. The Baseline Data Analysis Report (**Appendix B**) includes attributes relating to demographics, economics, employment, property, and community infrastructure.

4.2.3 ENGAGEMENT

The objectives of engagement were to:

- Obtain an understanding of local values, knowledge, and experiences.
- Provide an opportunity to validate existing data and obtain further primary data to support the assessment.
- Understand the interests and perspectives of stakeholders and the community and ensure that the assessment and identification of avoidance, remediation and mitigation measures was informed by local knowledge.

A range of engagement tools were used between October and December 2021 to collect primary data to inform the understanding of the social context and the identification and assessment of impacts. There have been no substantive changes to the project scope since this data was collected in 2021.

A summary of the engagement methods that were selected to target the various stakeholder groups identified as relevant to the WNP is provided in **Table 4.1**).

Table 4.1: Summary of Engagement Methods

STAKEHOLDER GROUP	ENGAGEMENT METHODS
Residents affected by proximity	<p>Street Events:</p> <p>Street events were held with groups of residents identified as being close proximity residents. This provided an opportunity for residents to discuss the project and raise issues and concerns.</p> <p>Follow up discussions were held online where landowners were unable to attend or required additional time for discussion.</p>
Waihi community and general public	<p>Open Day:</p> <p>An Open Day, targeting the broader Waihi Community, provided an opportunity for the general public to obtain information and share views and opinions regarding the project.</p>
	<p>Online Maptionnaire Survey:</p> <p>Online survey tool targeting people that live or work in Waihi or the local area to gather local information and perspectives about the proposed project.</p>
Business	<p>Survey of Existing Suppliers:</p> <p>Online survey of OGNZL's existing suppliers and service providers to identify the potential social effects of the proposed project.</p>
	<p>Intercept Survey:</p> <p>Survey of local suppliers and service providers not contracted to OGNZL to identify potential social effects on business and retail.</p>
Community, facilities and service representatives	<p>Interviews:</p> <p>Interviews were held with representatives of sports and recreational facilities, schools, medical facilities, fire and emergency services.</p>
Regulatory authorities	<p>Interviews:</p> <p>Interviews were held with district and regional council representatives, as well as Work and Income.</p>
Housing and accommodation	<p>Interviews:</p> <p>Interviews were held with Kāinga Ora, Real Estate Agents, and housing contractors.</p>
Education, training and labour organisations	<p>Interviews:</p> <p>Interviews were held with polytechnics, transitional industry training organisations and a labour supply organisation.</p>
	<p>Focus Group Meeting:</p> <p>A Focus Group Meeting was held to explore the potential opportunities and challenges associated with local job creation and what that may mean for employment and skills development. The meeting included representatives of education, training, employment and social services sector organisations.</p>

4.2.4 IMPACT IDENTIFICATION

The identification of impacts has been an iterative process. The process of impact identification began during the technical review process. Through obtaining an understanding of the proposed project, the SIA team was able to start identifying the potential social impacts that may be associated with the various project components. The baseline data analysis undertaken provided valuable social context which allowed for the review and refinement of the social impacts initially identified. Engagement provided the opportunity to verify the potential social impacts identified, and for the collection of data to validate these impacts.

IAIA FRAMEWORK FOR IDENTIFICATION OF IMPACTS

The IAIA's SIA Guidance Note (SIA Guidance for assessing and managing social impacts of projects, IAIA, April 2015) explains social impacts as being changes to one or more of the following:

- **Way of life:** how people live, work, play and interact with one another on a daily basis.
- **Culture:** shared beliefs, customs, values and language.
- **Community:** cohesion, stability, character, services and facilities.
- **Political systems:** extent to which people are able to participate in decisions that affect their lives, level of democracy, and resources provided for this purpose.
- **Environment:** the quality of the air and water people use, the availability and quality of the food they eat, the level of hazard or risk, dust and noise they are exposed to, the adequacy of sanitation, physical safety, and access to / control over resources.
- **Health and wellbeing:** physical, mental, social and spiritual wellbeing.
- **Personal and property rights:** whether people are economically affected, or personally disadvantaged including violation of civil rights.
- **Fears and aspirations:** perceptions of safety, fears about the future of their community, aspirations for the future and future of their children.

Potential social impacts were identified within the categories defined within the IAIA framework. Not all the categories are relevant to all projects. When considering the applicability of the IAIA framework to the WNP, the following were identified as not relevant to the study for the reasons stated below:

- Political systems: the wider political system and ability to participate democratically in society is not considered a key project related issue.
- Culture: Māori cultural matters are excluded from the scope of this SIA as these will be addressed in the Cultural Values Assessments prepared by the relevant iwi.
- Health: the SIA does not include a detailed Health Impact Assessment, however, individual and community wellbeing associated with a healthy environment has been considered.
- Personal and property rights: there is no acquisition of property or relocation / demolition of residential homes and businesses proposed.

REVIEW OF SPECIALIST STUDIES WITH A “SOCIAL LENS”

A wide range of specialist studies were undertaken to inform the AEE. The following studies were identified to be of relevance to the SIA study and the final draft reports reviewed with a “social lens” to inform the identification and assessment of the social impacts of the WNP:

- Transportation Assessment Report (Stantec, 2025).
- Assessment of Noise Effects (Marshall Day, 2025).
- Waihi Facilities - Air Discharge Assessment (Beca, 2025).
- Wharekirauponga Underground Mine - Air Discharge Assessment – (Beca, 2025).
- Landscape, Natural Character and Visual Effects Assessment (Boffa Miskell, 2025).
- Economic Effects (Eaqub, 2025).
- Recreation and Tourism Assessment (Greenaway, 2025).
- Blasting and Vibration Assessment (Heilig, 2025).
- Assessment of Environmental Affects: Lighting (Pedersen Read, 2025).
- Storage 3 – Tailings Storage Facility – RL155 Dam Breach and Potential Impact Classification (Engineering Geology Limited, November 2021).

4.2.5 ASSESSMENT OF IMPACTS

To evaluate the potential social impacts associated with the WNP, impacts have been described and assessed according to the following:

- 1 The cause of the impact
- 2 The stakeholder / stakeholder group to be impacted and in particular, any potentially vulnerable groups, directly affected people, or indirectly affected people; and their ability to adapt to change
- 3 Whether the impact is positive or negative
- 4 The consequence of the impact, which is determined following consideration of the following aspects:
 - Extent of the impact: whether the impact is limited to the site, local area, region, or whether it will be national.
 - Duration of the impact: consideration of whether the impact will be temporary (0-1 year), short term (1-5 years), medium term (5-15 years) or permanent (> 15 years).
 - Magnitude of the impact: this considers whether the impact will be on the wider community (many affected); the local community (moderate number) or directly affected owners, occupiers and users of properties (few affected).
- 5 The likelihood of the impact: an estimation of the probability of the impact occurring, ranging from rare to almost certain.

The IAIA recommended risk assessment methodology, which considers the likelihood and consequence of an impact, has been used to determine overall significance of the impact (Figure 4-2).

Significance Rating (Likelihood / Consequence)

		Consequence Level				
		1	2	3	4	5
Likelihood Level	Descriptor	Insignificant	Minor	Moderate	Major	Catastrophic
A	Almost certain	A1	A2	A3	A4	A5
B	Likely	B1	B2	B3	B4	B5
C	Possible	C1	C2	C3	C4	C5
D	Unlikely	D1	D2	D3	D4	D5
E	Rare	E1	E2	E3	E4	E5

Risk Rating		<div></div> Low	<div></div> Moderate	<div></div> High	<div></div> Extreme
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Figure 4-2: Risk Assessment Framework (IAIA SIA Guideline, 2015).

5 ENGAGEMENT OUTCOMES

Engagement was undertaken to collect primary data to inform the understanding of the social context and the identification and assessment of impacts. Various forms of engagement were employed during October and December 2021 to reach a range of audiences and to target key areas of interest to inform the SIA.

A summary of the outcomes of the engagement undertaken with residents, businesses and stakeholder groups is provided within the section, with a more complete summary of engagement feedback included in **Appendix C**.

5.1 RESIDENTS IN THE LOCAL AREA

5.1.1 STREET EVENTS

Street events were held to target groups of residents who were identified as being close proximity residents. Outcomes of engagement with the following groups are summarised in **Table 5.1**.

- Willows Road Surface Infrastructure Proximity Residents including Highlands Road.
- Tunnel Alignment Proximity Residents.
- Gladstone Open Pit Proximity Residents.
- Tailings Storage Facility and Northern Rock Stack Proximity Residents.

Table 5.1: Residents Affected by Proximity

LOCATION	SUMMARY OF ENGAGEMENT INCLUDING POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Willows Road SFA Proximity Residents Number of parties contacted: 7	<ul style="list-style-type: none">— Adverse effects on the quiet nature and amenity of the area due to perceptions of mining, the nature and duration of construction and 24-hour operations during construction and operation.— Impact on land value (resale and land development potential)— Impact of traffic in terms of changes to amenity, safety and security with much higher traffic volumes than current.— Security perceptions as strangers are being introduced to the area.— Noise from helicopters and perceptions of invasion of privacy.— Dust from vehicles and from mining in the construction and operational phases. Impact on potable water from dust and other pollution settling on roofs and on the surface of the stream which is used for drinking in the summer months.— Safety of livestock moving between farms due to increased traffic.— Potential shortage of accommodation due to increased demand from a larger workforce in Waihi and surrounds.

	<ul style="list-style-type: none"> — Change in night lighting from construction and around the portal entrance and other security and operational lighting and its impact on sleep and amenity. — Impacts of blasting on wellbeing.
Tunnel Alignment Proximity Residents Number of parties contacted: 13 (Waihi-Whangamatā Road, Mataura Road, Reservoir Road, Wharry Road and Wenlock Street)	<ul style="list-style-type: none"> — Loss of land value due to the effects and perceptions of mining particularly land in Wharry Road identified by Hauraki District Council in the Draft Growth Strategy for rezoning from rural to residential. — Concerns about the tunnel alignment route and the exploration of other alignment options over OGNZL land. — Impacts of blasting on physical structure of residential and other buildings. — Impacts of noise and blasting on the wellbeing of people and productivity of farm animals. — Noise from helicopters, disturbance of livestock and invasion of privacy with flights from 7:30am to 8.00pm. — Lack of detailed information from OGNZL heightening fears and concerns.
Gladstone Open Pit Proximity Residents Number of parties contacted: 11 (Heath Road and State Highway 2)	<ul style="list-style-type: none"> — Impact on visual amenity. — Impact of dust from mining and from trucks settling on structures. — Perceived health effects from dust from mining and trucks — Impacts from vibrations from blasting and operations on amenity and wellbeing. — Impact on land value and certainty around OGNZL 'Top Up' policy. — Impacts on health, wellbeing and amenity from a 24-hour mining operation. — Impacts of noise, dust and vibration on animals and consequential financial impact on a landowner. — Dewatering of mining affecting bore and potable water.
Tailings Storage Facility Proximity Residents Number of parties contacted: 7 (Trig Road North)	The same concerns were expressed by the Trig Road North and Golden Valley Road residents namely: <ul style="list-style-type: none"> — Impact of night-works on amenity and wellbeing. — Impact on land value and development. — Impact of dust settlement on potable water supplies.
Northern Rock Stack Proximity Residents Number of parties contacted: 3 (Golden Valley Road)	As above, plus visual impacts

5.1.2 OPEN DAY

The public was afforded an opportunity to engage face to face. This was to ensure that those members of the public who were not comfortable with the online Maptionnaire survey still had an opportunity to engage on the social impacts of the project. The feedback from the public is summarised in **Table 5.2**.

Table 5.2: Open Day Engagement

LOCATION	SUMMARY OF ENGAGEMENT INCLUDING POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Waihi Memorial Hall Foyer General Public invitation (approximately 17 attendees)	<ul style="list-style-type: none">— Fear of undermining and collapse of residences and community infrastructure.— Safety fears around dam breaks from tailings facilities.— Concerns that job creation would not occur or be limited to those already connected to mining activities.— Negative property value perceptions from the new rock stack and tailings facilities.— Concerns that mine expansion would lead to further shortages in housing and pressure on prices for the local community.— Safety and lifestyle concerns around noise and vibration from operations and blasting.— Fears arising from project changes and how those are communicated to the public and OGNZL engagement methods.— OGNZL should make financial reparations to all Waihi owners to compensate for the effects of mining activity.— Positive effects of mining on the community in terms of employment and wealth generation.

5.1.3 MAPTIONNAIRE SURVEY

The general public were able to participate in identifying social impacts through the use of the Maptionnaire online survey. The key engagement outcomes from the survey are outlined in **Table 5.3**.

Table 5.3: Maptionnaire Outcomes

LOCATION	SUMMARY OF ENGAGEMENT INCLUDING POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Online Survey (160 respondents)	<ul style="list-style-type: none">— 93% of respondents either lived or worked and lived in Waihi or local area as defined by the 30 km radius.— 90% of respondents were 25 years or older with an almost even split between male and female.— 53% of respondents supported the project, 20.5% had concerns about specific parts of the project, 12.8% suggested other activities, and 12.8% were opposed to the project.

	<ul style="list-style-type: none"> — Vibration and dust levels were key concerns for both current and proposed activities. — Traffic movements were the key concern for the proposed activities. — 70.1% of participants stated that there would be no change in their visiting behaviour to the locations they visited and 12.1% felt they would need to change their normal behaviour. — 74% of respondents felt there would be no effect (neither a positive nor negative effect) from traffic on Willows Road and 60% on Baxter Road. — The components of the project identified as having the most significant social impacts were Gladstone Pit (35% of respondents), followed by 21.3% for mining at Wharakirauponga, 15% for increase in tailings storage, and 13.8% in respect of plant processing activities.
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5.2 BUSINESSES IN THE LOCAL AREA

5.2.1 BUSINESS SURVEY

Two surveys were undertaken, an online survey for OGNZL current suppliers and an intercept survey for local businesses who may be affected by the mine expansion but who were not current OGNZL suppliers. The key engagement outcomes from the surveys are outlined in **Table 5.4**.

Table 5.4: Business Survey Outcomes

LOCATION	SUMMARY OF ENGAGEMENT INCLUDING POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Online Supplier Survey (175 respondents)	<ul style="list-style-type: none"> — 89.5% of respondents felt the project would have a positive effect on the local economy. — 81% of respondents felt the project would increase their business or have no effect. — 78.1% of respondents were supportive to very supportive of the mine expansion. — 66.2% of respondents stated that only 1-10% of their business was attributable to the mine. — The closure of Martha Pit in 2015 had minor or no impact on revenue or staff numbers. — 58.4% of respondents felt that continuation of mining to 2037 would have minor or no effect on their business. — 59.9% of businesses felt there would be minor or no effect of eventual cessation of mining in Waihi. — 47.4% of businesses would continue as is but would shift to cope with extra revenue opportunities from mining. — 36.1% of businesses would focus investment and increase staffing to cope with the mine expansion.

	<ul style="list-style-type: none"> — 16.5% of businesses would make no changes to respond to mine expansion. — With businesses increasing staff numbers, it is anticipated that 64.2% of staff would come from the local area and region.
Business Intercept Survey (30 businesses of 81 businesses identified across the ANZSIC06 codes participated)	<ul style="list-style-type: none"> — Over the last five years 50% of businesses stated they had experienced growth and 41.7% expected growth to continue over the next five years. — 71.4% of respondents stated 0-10% of their business was mining related. — 69.6% said the closure of Martha Pit had no effect on their business. — 82% felt that mining ceasing in 2037 would not affect their business. — 76.2% of businesses would continue as is but would shift to cope with extra revenue opportunities from mining. — 100% believed labour needs would be met from within the region. — 38.5% of businesses were supportive or very supportive of mining, 30.8% were neutral and 11.5% were unsupportive. — 67% felt the project would have a positive effect on the local economy. — 58% felt the project would increase their business or have minor to no effect.

5.3 STAKEHOLDER GROUPS

5.3.1 INTERVIEWS

A series of interviews was undertaken based on anticipated impacts. The key engagement outcomes and themes from the interviews are outlined in **Table 5.5**.

Table 5.5: Stakeholder Interview Outcomes

LOCATION	SUMMARY OF ENGAGEMENT INCLUDING POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Community facilities and services	
<ul style="list-style-type: none"> — Sports and recreation facilities and clubs (Run Waihi, Waihi Mountain Bike Club, Blackhill Moto-X Club) — Medical facilities, fire and emergency services – Waihi Fire Station — Schools 	<p>Run Waihi</p> <ul style="list-style-type: none"> — No direct effects, as Martha Pit is no longer considered part of the project. — Any future works in the area and around the project that improves or enhances recreational benefits would be considered positive social benefit. <p>Waihi Mountain Bike Club</p> <ul style="list-style-type: none"> — 10km of track have been built over time from 2010 onwards largely on OGNZL land with origins in Nugget Multi- Sport Festival which was held as a community event. The

	<p>development of the proposed Gladstone Open Pit will result in the loss of the track and an existing recreational facility.</p> <ul style="list-style-type: none"> — Replacement of the facility has positive effects on mental and physical wellbeing and post-mine-closure, a sustainable and attractive facility. <p>Sport 'N Action Trust</p> <ul style="list-style-type: none"> — Loss of tracks would have an impact on the running of Nugget Multi-sport Event as the event partly utilises tracks within OGNZL land (attracts participants nationally, locally and regionally). — Mine closure would impact clubs and participant numbers and thus potentially the viability of some facilities. <p>Blackhill Moto-X Club</p> <ul style="list-style-type: none"> — GOP operations affect access across OGNZL-owned land to the Blackhill Moto-X Club track with impact on local and regional recreational use (60% of users are regional). <p>Waihi Community Resource Centre (WCRC)</p> <ul style="list-style-type: none"> — Limited employment opportunities in the district that has cultural, social and financial poverty. Mine expansion will improve locally based training and employment opportunities and community upliftment. Support systems will be required to move people into the employment opportunities connected. — There is a housing shortage for sale and rent both in Waihi and the broader local area. Local housing is critical to attract workers particularly from disadvantaged sectors of the community, as commuting is challenging. — Perceptions that OGNZL have purchased houses and rented them out causes negative perceptions in the community. — Perceived impact on social services with increased population influx. Potential impact reduction could result from formation of a community services hub and in addition to a one stop shop for social services would also be able to provide mentoring and support for people getting back into the work force. <p>Schools</p> <ul style="list-style-type: none"> — Population expansion would result in school role increases with challenges of staffing, and retaining culture, but the advantage of attracting increased funding. The school survey asked if their school capacity would be able to accommodate an increase in student numbers: 85.7 % of the respondents stated yes; and one stated they were unsure. No respondents stated their school would be unable to accommodate an increase in student numbers. <p>Emergency and Medical Facilities</p> <ul style="list-style-type: none"> — In relation to having capacity to meet future increases in demands for their services, one respondent stated they had the resources to do so while the other indicated an increase in funding would be required.
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Regulatory authorities (district and regional councils) and Crown

- Hauraki District Council representatives (economic development, planning)
- Thames-Coromandel District Council
- Waikato Regional Council
- Work and Income

Waikato Regional Council

- Regional Skills Development Group (business leaders in the region) are tasked with skills development and needs identification in the region including gaps and understanding immigration impacts. In a constrained market where there are skills shortages, labour will be taken from other industries or providing jobs for the unemployed.
- The Hauraki District has a very low unemployment rate, and a very high NEET rate. This indicates that to some extent labour will need to come from elsewhere. The age distribution is skewed towards older, except the Māori population which skews towards younger people. This indicates that the provision of at least some labour could come from that population. Training opportunities and apprenticeships could be focused on young Māori given the demographic profile of the community.
- 22% of Hauraki District's economy is based on mining so closure will have a localised impact.

Thames Coromandel District Council

- Thames Coromandel District has low unemployment rates, lower than the national average. Securing labour is a challenge
- There are significant housing developments in progress in collaboration with Kāinga Ora south of Thames with an initial 250 dwellings in a total development of 1000. Iwi are also proposing sizeable developments around Thames.

Hauraki District Council

- Mining contributes 22.4% of GDP to the District.
- Shortage of accommodation. Challenges are predominately around affordable housing and rentals. Limited supply of residential land in the district.
- Paeroa racecourse has development potential of 230 lots though there are infrastructure challenges. Council is looking to increase residential capacity by 15ha.
- Shortage of industrial land. Likely an industrial plan change will be progressed in 2022 looking to free up 10ha of land. There are however infrastructure challenges.
- A Council priority is around training opportunities and growing skills in an area of high deprivation. Important focus in an area of high deprivation.
- HDC receive a limited number of complaints as OGNZL is very responsive and largely well regarded by the local community. Complaints are mainly around the tailings storage facility.
- OGNZL development aligns with Council's employment objectives around upskilling and increasing incomes to improve wellbeing.
- Project provides opportunities for training and upskilling which leads to better paid jobs in the local economy.

	<ul style="list-style-type: none"> – Council has various programmes underway to encourage young people into employment who currently are not supported by MSD. MSD providing employer support for apprenticeships with local businesses in the manufacturing and primary sectors. Valley Education runs programmes to develop work ready skills and help place people in employment. WINTEC is keen to be involved in programmes. Council would like to see more jobs for iwi. – Council has a strategic objective to maintain a decent living environment around all the wellbeings. There is a need to maintain amenity which will require consideration around noise and vibration etc. from the tailings facility and Gladstone pit. Comfortable that community and support services can grow to meet the demand of an expanded mine workforce. – Expansion will continue reliance on mine though there are more diverse opportunities than previously (Hauraki Rail Trail, Gold Discovery Centre). Work already undertaken by Waihi Vision Trust exploring the future post mining. Mine closure is not an issue frequently raised with Council. <p>Councillor Spicer – Hauraki District Council</p> <ul style="list-style-type: none"> – Population influx could further impact housing prices and rentals which are already at unaffordable levels. – Population influx could impact on schools and medical facilities. Waihi East is at capacity as is one medical centre. – Job creation will have a positive impact and with potential for apprenticeships and early positioning for work through skills development such as heavy vehicle licenses. Opportunity for the Community Forum established through previous mining consents to be involved in training initiatives. – As a mitigation measure expansion of the Community Forum with OGNZL to support a range of community initiatives. <p>Service Centre Manager Work and Income</p> <ul style="list-style-type: none"> – Increased job opportunities was considered positive but there are barriers to uptake as suitable skills providers will need to come into the District or be more active in the community. Educational support will be needed. Pastoral support has to be very regular to overcome challenges on intergenerational unemployment, and drug and alcohol abuse or lack of motivation. – There is a need for consistent sustainable opportunities particularly if training and upskilling is involved. – There is a housing and accommodation shortage currently that could be impacted further by population influx. Finding permanent, affordable housing is very challenging.
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Housing and accommodation	
<ul style="list-style-type: none"> — Kāinga Ora — Real Estate Agents – First National Real Estate, Eves Realty, LJ Hooker — Developers/Housing contractors and builders – J2 Homes, GJ Gardener Homes 	<p>Kāinga Ora</p> <ul style="list-style-type: none"> — Main issues for housing provision are: <ul style="list-style-type: none"> — Increasing gap between housing cost and income levels. — Housing supply. — Infrastructure limitations in Hauraki District. — Kāinga Ora is working with HDC to determine priority areas for residential development. Hauraki is challenged as there are multiple small centres, geographically spread, where there is a demand in Paeroa, Waihi, Ngatea, Kerepehi, etc. There is a need to work with Council to prioritise/reprioritise infrastructure investment. Main infrastructure issues are around 3 Waters with wastewater being a prime factor in Paeroa. Ngatea affected by flood hazards. — WBOP is looking at intensifying around Katikati and Omokoroa. There is a large farm within town boundaries of Katikati that is zoned residential. <p>Real Estate Agents</p> <ul style="list-style-type: none"> — High buyer demand but low housing stock in the local area but particularly in Waihi. — Shortage of subdivisions. Some subdivided parcels came to the market about five years ago, but supply has been scarce since. — Rental properties are in very short supply. The additional staff required by the mine will have an impact on the property market (sales and rentals) given the current housing shortage. — Aware of a range of development opportunities including 40-50 new lot development in Waihi with home and land packages, large staged subdivision with 300 lots around Waihi Beach. — In the past mining had a small impact of values Waihi East being less favoured. Currently difficult to discern any difference in value. — Still some buyer concern about mining and people are still interested in what may happen in future but has not put off buyers. — Rumours of new mining projects temporarily stalls the market. Once information becomes available the market corrects. <p>Developers/Housing contractors and builders</p> <ul style="list-style-type: none"> — Major shortage of sections particularly in Waihi. — High demand for houses and sections mainly single dwellings with 3-4 bedrooms both in Waihi and Waihi Beach. — Considerable land available in Hauraki District and a Plan change to enable subdivision to 450m2 has been very helpful for infill.

Labour and training organisations	
<ul style="list-style-type: none"> – Polytechnics and Transitional Industry Training Organisations – Labour supply organisations 	<p>MITO Transitional Industry Training Organisation</p> <ul style="list-style-type: none"> – Shortage of talent in the sector. European male dominated with an aging demographic. Need to develop new skills. (Exacerbated by COVID-19 and immigration policies). – To meet OGNZL anticipated employee numbers need to work together to develop pathways in order to plan on how support can be offered for new trainees through to those upskilling. – Very keen to work with OGNZL to work with schools, learners, and career advisors to promote skills training. Mining considered to be a high value industry with salaries higher than the national average and there is a positive opportunity to work with OGNZL to promote skills to schools, learners and careers advisors. – Have adequate capacity to take on more trainees in the sector. <p>BCITO Transitional Industry Training Organisation</p> <ul style="list-style-type: none"> – Skills shortage generally though there are adequate resources to increase support for new trainees. – Key is for OGNZL to communicate needs well in advance. <p>WINTEC</p> <ul style="list-style-type: none"> – WINTEC is open to partnerships and there is a significant opportunity to work with OGNZL to develop a long-term strategy for Diploma Level trade skills and pre-trade training. – WINTEC is open to working with other organisations in order to maximise opportunities and minimise infrastructure cost (e.g., sharing premises, using school facilities etc). – Support a community impact forum (or similar) to work through issues to enable interest groups, employers and providers to work together to overcome the cost of providing infrastructure and maximising existing resources. <p>AWF Labour</p> <ul style="list-style-type: none"> – Finding labour is challenging, particularly attracting new staff. People who are placed become well skilled and trained so carry on longer than anticipated. Fewer temporary placements and when temporary these are longer term. – Local housing particularly rental accommodation is a problem and restricts new people coming into the area. Housing is a limiting factor to finding recruits if not already resident in the area. Emphasis on upskilling already resident labour. – There are accommodation shortages in the rental space in particular. This presents a barrier to the entry of labour from outside the district. Potential to target the under 30's in the area who are currently unemployed. Mining roles are sought after.

5.3.2 FOCUS GROUP MEETING

During engagement and the identification of effects associated with the WNP, two key social effects were identified, namely:

- Demand for skills in a tight labour market.
- High demand for accommodation and low supply that could limit the ability to meet employment demands of WNP.

A Focus Group Meeting was held to explore the potential opportunities and challenges associated with local job creation and what that may mean for employment and skills development. Representatives of key organisations from the education, training, employment and social services sector were invited. A number of groups participated in the online focus group and those unable to attend indicated their willingness to attend in future. The focus group was held online due to COVID-19 restrictions. The key questions for the focus group were:

- What are the key opportunities and challenges (technical, social, logistical, other) to develop a sustainable workforce?
- What is required to action an outcome?

A summary of the outcomes of the Focus Group Meeting is provided in **Table 5.6**.

Table 5.6: Focus Group Meeting Outcomes

STAKEHOLDERS	SUMMARY OF ENGAGEMENT
<p>Online Focus Group</p> <p>Invitees:</p> <p>Wintec*, Pacific Coast Technical Institute, Valley Education and Training Enterprises, MITO*, BCITO*, Te Wānanga o Aotearoa, Waihi College*, Te Waka*, Work and Income*, Ministry of Social Development, Te Korowai Hauora o Hauraki*, Waihi Community Resource Centre*, Hauraki District Council*, Waihi Community Forum*, OGNZL*</p> <p>(*attended focus group meeting)</p>	<p>The technical challenges identified were:</p> <ul style="list-style-type: none"> – Availability of workforce – Training availability – Workforce retention – Need for career pathways <p>The social challenges identified were:</p> <ul style="list-style-type: none"> – Housing – Roles for mana whenua – Support for youth – Drug, and alcohol issues – Need for local buy-in <p>Logistical Challenges:</p> <ul style="list-style-type: none"> – Funding – Job requirements of the mine (age, health, etc.) – Provision of Training opportunities – Housing <p>Other:</p> <ul style="list-style-type: none"> – Competition with other industries for skills – Perceptions of mining/environmental impact

	<p>— Attracting or retaining young people in Waihi.</p> <p>The outcome was a resolution that there was a need for a co-ordinated effort with inputs from a variety of organisations. The information gathered at the Focus Group would be used to formulate a recommendation in the Social Impact Assessment regarding Skills Development and Training and the discussion would be led further by OGNZL. The first step would be the development of a skills matrix to understand workplace requirements and skills needed and input would be obtained from all parties into the skills matrix and the support they could provide.</p>
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6 ASSESSMENT

The potential social impacts associated with the WNP that have been identified (**Table 6.1**) are described and assessed in this section. The IAIA recommended risk assessment methodology has been used to identify the overall significance of the impacts.

Table 6.1: Potential Impacts

IAIA CRITERIA	POTENTIAL IMPACTS
Way of life	<ul style="list-style-type: none"> — Loss of, and impact on, recreational facilities — Reduced safety of stock movement
Community	<ul style="list-style-type: none"> — Social upliftment from reduced local unemployment — Job security and sustained livelihoods — Social upliftment from increased business activity and indirect employment opportunities — Impact on business reliance on mining — Impact on demand for housing — Impact on demand on community facilities and services — Change in sense of place
Environment	<ul style="list-style-type: none"> — Impact on quality of the environment from traffic, noise, blasting and vibration, air emissions, lighting and visual amenity
Wellbeing	<ul style="list-style-type: none"> — Impact on wellbeing
Fears and aspirations	<ul style="list-style-type: none"> — Impact on land value and financial implications — Impact on safety and security — Risk of flooding as a result of dam breach — Future aspirations for Waihi — Communications and engagement required

Mitigation measures identified by the relevant specialist studies contributed to the reduction of adverse social effects. The assessment of social effects assumes the implementation of the mitigation measures recommended by specialists. The post-mitigation assessment included in this section assesses the effectiveness of the social mitigation proposed.

OGNZL have an existing SIMP which provides the framework for assessing social effects of their current mining activities (**Section 3.5**). Over and above the social mitigation identified, WSP have recognised the requirement to review and update this SIMP to ensure consideration of the WNP and inclusion of any additional monitoring requirements relevant to this project.

6.1 WAY OF LIFE

6.1.1 LOSS OF, IMPACT ON, RECREATIONAL FACILITIES

The WNP will have a direct impact on several community recreational facilities and associated sporting events in Waihi. Targeted interviews were held with the relevant parties during the engagement process in order to understand the potential implications of the project on

recreational facilities. The primary facilities and / or events that will be affected are described below.

1 Motocross track

The Blackhill Moto-X Club manages a motocross track which is located on the side of Black Hill, approximately 3 km east of Waihi town centre. The club is run by a small group of enthusiasts that maintain the facilities using proceeds from the sale of gate keys to access the track. The facility is well supported locally and by those visiting the area, with 364 annual gate keys and 900-day keys sold in 2020 (numbers were lower in 2021 due to COVID-19 travel restrictions).

The current access road that leads to the motocross track is located on OGNZL-owned land within the GOP area and will therefore be directly impacted by the construction and operation of GOP.

2 Mountain bike tracks

The Waihi Mountain Bike Club is an informal group of enthusiasts that have developed a 10 km mountain bike (MTB) track located on land owned by OGNZL on Winner and Gladstone Hill, east of Waihi town centre. The track traverses 5 km of Winner Hill and 5 km of Black Hill. There is a small group of local residents that use the track on a weekly basis. The track attracts between 50 to 100 regular users from the local area on a weekend, with number peaking to 200 – 300 people over holiday periods and long weekends when visitors to the area use the facility. This track is used for a number of sporting events that are supported both locally and regionally. The MTB tracks are not only used by bikers, but are also frequented by walkers, dog walkers, and runners. The MTB tracks are administered by Sport 'n Action Trust.

A 5 km section of the 10 km trail will be removed due to the construction and operation of GOP.

3 Events

A popular multisport event in New Zealand, the annual Nugget Multisport Festival, is held annually in Waihi. Approximately 1000 people participate across five events that consist of range of sporting activities including biking, kayaking, trail running, running and walking. All proceeds from the event go to charity. The event attracts participants from the region and beyond, and visitors spend provides a local economic boost to many businesses in Waihi.

The Waihi Gold Mine is central to the festival with course routes running alongside mining areas, and one section of the track goes inside the mine operational area. The area around the Pumphouse is a focal point of the festival where all events finish. The mine context makes this an interesting and unique sporting event.

The WNP will have a direct impact on the course routes that are used for the events that cross company-owned land. The MTB and 21 km run course will be directly affected by the construction of the NRS, and the MTB tracks on Winner and Gladstone Hill (discussed in item 2 above) that are used for MTB and running courses will be affected by the construction and operation of GOP.

4 Te Wharekirauponga Track

The Recreation and Tourism Assessment (Greenaway, 2025) has identified that exploration drill sites and camps, the construction and operation of ventilation raises associated with the WUG, and helicopter movements have the potential to affect recreational activities within the Coromandel Forest Park.

In Stage 1 and 2 there will be 18 exploration drill shafts and site camp facilities established, with a correlated increase in helicopter access. These activities will take place at the southern end of the Coromandel Forest Park characterised by low use.

In Stage 2 of the WNP, four ventilation raises will be operational within the Coromandel Forest Park. These raises have the potential to have an effect on users of the Te Wharekirauponga Track (noting that this track is currently closed for kauri-die back management). Users of this track include trampers and pig hunters (Greenaway, 2005).

Impact Description

Loss of Recreational Facilities

The GOP will result in the loss of a section of the MTB track and the access road to the motocross track, and the NRS will impact on part of the course route associated with the Nugget Multisport Festival event. This represents a permanent loss from the start of the construction of each of these project components, with the NRS construction occurring in Year 6 and 7 and GOP commencing construction in Year 7 and remaining operational until Year 14. There are no formal agreements in place in respect of the use of OGNZL land for both the MTB track and the motocross access road. The arrangements that are currently in place are based on historical informal agreements between users and the previous operators, Newmont Mining Corporation.

Impact on Recreational Facilities:

The Recreation and Tourism Assessment (Greenaway, 2025) concluded the following:

- Increased exploration in the Coromandel Forest Park has the potential to affect users of the Wharekirauponga Track by the noise generated by drilling and helicopter movements. Time restrictions on these activities will significantly limit the potential scale of effect.
- The southern end of the Coromandel Forest Park beyond the Wharekirauponga Track is a very low-use recreation setting, dominated by pig hunting – which will largely cease within the proposed pest control area for the life of the project. Significant alternative pig hunting locations will remain.
- Whilst the proposed vent raises will avoid tramping tracks, the location of built structures within recreation remote zones is generally incompatible with the expectations of visitors. There is likely to be adverse effect on those few trampers traversing the Coromandel Range on the Wharekirauponga Track who are aware of the vent raises; this effect is considered minor.

The Recreation and Tourism Assessment concluded exploration drill and camp sites constructed and operated in Stage 1 will be located away from tracks with the effects on recreational value considered minimal. The Noise Assessment (Marshall Day, 2025) concludes the noise effects of helicopter movements on visitors to the conservation area and the Wharekirauponga Track will not be significant.

During Stage 2, the potential scale of the effect on recreation at a regional level will be very low. The effects on activity on the Wharekirauponga Track could be more than minor for those few visitors that experience a change in landscape effects i.e., the intrusion of industrial structures in an undeveloped setting (Greenaway, 2025).

Impact Statement

Loss of Recreational Facilities:

The loss of a section of the MTB track and access road to the motocross track will directly affect Waihi residents who are regular users, as well as those people who travel within the local and regional area to make use of these facilities. The Nugget Multisport Festival would either not be able to continue to offer the range of events or would have to identify alternative routes should the WNP commence. These impacts are permanent, the probability of the impact is almost certain should the WNP go ahead, and as a result the significance has been assessed to be high. This assessment undertaken is based on the social effects only and excludes ownership or leasing arrangements.

In order to address the social effects associated with the loss of recreational facilities, it has been recommended that OGNZL establish Memoranda of Understanding with the relevant parties to provide the foundation to explore options available for the mitigation of effects on recreational facilities impact by the project (the section of MTB track and access road to the motocross track) and identification of potential alternative routes for the Nugget Multisport event.

In response to this recommendation OGNZL have actioned the following in support of the continued provision of valued community recreational facilities:

- A Memorandum of Understanding (MOU) has been established between OGNZL and Blackhill Moto-X Club, Waihi for the provision of an alternative access to the motorcross track.
- A MOU, which pertains to providing access to alternative OGNZL owned land for reestablishing a mountain bike trail and offering funding to support this, has been agreed upon in principle with the Waihi Mountain Bike Club, but remains unsigned. The delay in the signing of this MoU is due to the agreed-upon land being part of a land swap with the Hauraki District Council (HDC). HDC are not in a position to consider the MoU further, until the land swap process is complete.

The above mitigation, the implementation of which has progressed significantly, will result in a reinstatement of lost recreational facilities resulting in an overall impact of low significance.

Impact on Recreational Facilities:

Trampers may be dissuaded from using the Te Wharekirauponga Track as a result of perception that mining activities and associated structures will detract from the remote and undeveloped nature of the environment and therefore change their experience. The potential impact is limited to Te Wharekirauponga Track, and the duration is short and medium term. The magnitude of the impact is limited to a few affected and the likelihood of the impact occurring is considered unlikely without mitigation, and rare should mitigation measures be implemented. Overall, the impact has been determined to be of **low** significance.

Mitigation:

Mitigation recommended to address the social effects associated with the loss of recreational facilities include:

- MOU to be established between HDC, Waihi Mountain Bike Club, and OGNZL pertaining to the provision of OGNZL owned land and funding to support the reestablishment of a mountain bike trail.

Mitigation measures identified in the Recreation and Tourism Assessment (Greenaway, 2025) to reduce the potential effects on recreational activities within the Coromandel Forest Park are supported.

In addition, it is recommended that the following mitigation be implemented:

- Continuation of the existing OGNZL complaint registration and feedback process.

Impact Assessment

LOSS OF RECREATIONAL FACILITIES		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site, Local and Regional	Site, Local and Regional
Duration	Medium term	Medium term
Magnitude	Permanent	Permanent
Consequence	Minor	Insignificant
Likelihood	Almost certain	Rare
Significance	High	Low

IMPACT ON RECREATIONAL ACTIVITIES (TE WHAREKIRAUPONGA TRACK)		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Short and medium term	Short and medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Insignificant
Likelihood	Unlikely	Rare
Significance	Low	Low

6.1.2 REDUCED SAFETY OF STOCK MOVEMENT

The WNP will result in increased traffic movements on Willows Road, the main vehicular access to the proposed Willows Road SFA. Based on traffic counts undertaken in November 2020, the average daily traffic volume for Willows Road is 97 vehicles per day (veh/day) with heavy vehicles comprising approximately 5%. The typical hourly volume varied between 5 and 10 vehicles per hour, which is considered as very low traffic volumes (Stantec, 2025).

During engagement with Willows Road residents, the affected landowners raised concern that the increase in traffic volume and heavy vehicle movements would pose a risk to stock movement. According to OGNZL, a dairy operation, consisting of approximately 150 head, moves livestock across Willows Road on a regular basis for milking. Crossings take place twice a day during milking season (1 August to 30 April) between 6 – 8am and 5 – 7 pm. Outside of milking season, crossing is sporadic and dependent on the grazing location of the herd. Another property owner transfers a small number of cattle over the road less frequently, approximately once a month.

The increase in traffic volumes and heavy vehicle movements on Willows Road has implications on the safe movement of livestock on Willows Road.

Impact Description

Traffic movements on Willows Road will be primarily related to the transportation of the workforce and the delivery of materials and plant for construction and exploration. The majority of the mine workforce will travel to site by bus (“park and ride” from Kenny Street access) which will significantly reduce traffic movement at Willows Road (compared with workers travelling to Willows Road independently). Heavy vehicle movements are expected to peak within the first year, with the volume of heavy vehicles reducing for the balance of the project.

The Transportation Assessment has prepared an indicative forecast of total vehicle movements on Willows Road over the project timeframe, considering the combination of heavy vehicle movements, workforce buses and minivans, and light vehicles. In the early years peak daily movements of approximately 200-250 veh/day occur when there is an overlap of project phases (i.e. bulk earthworks, surface infrastructure development, and tunnelling occurring concurrently). The majority of the movements in the first year of the project will be heavy vehicles, with a peak of 150 heavy vehicle daily movements forecasted. From Year 4 traffic volumes reduce to between 60 and 100 veh/day for the remainder of the project.

These traffic movements will be in contrast to the current low volume and largely residential road usage associated with Willows Road.

Impact Statement

An increase in traffic on Willows Road will make stock movement more challenging and may pose safety risk to both vehicles, vehicle users and stock. The extent of the impact will be largely limited to the immediate Willows Road area. The impact will be most significant within the short term, during the first few years of the project, and will affect directly affected owners, occupiers and users of properties in this area. If not mitigated, it is possible that the impact would occur. Overall, it is assessed as a moderate impact if unmitigated, however will be reduced to low if the mitigation identified is implemented.

Mitigation

The mitigation identified in the Transportation Assessment (Stantec, 2025) is supported. In particular, the Transportation Assessment has identified the requirement for a Project Traffic Management Plan which will address effects on farm operations (including stock crossings).

To address the social effects identified, the following mitigation is required:

- Discussion of the outcomes of the Transportation Assessment with Willows Road stock owners.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED SAFETY OF STOCK MOVEMENT		
Stage 1 - Construction	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific	Site specific
Duration	Short term (1-5 years)	Short term (1-5 years)
Magnitude	Few affected	Few affected
Consequence	Minor	Insignificant
Likelihood	Possible	Rare
Significance	Moderate	Low

6.2 COMMUNITY

6.2.1 SOCIAL UPLIFTMENT FROM REDUCED LOCAL UNEMPLOYMENT

In the context of this SIA, social upliftment refers to the enhancement in a persons' social environment or the conditions in which they live and is strongly linked to socio-economic improvements.

Based on 2018 census data, the unemployment rate in the town of Waihi was 5.0%, this being between 1% and 1.6% higher than the national regional and local rates. The 2023 census data reflects an overall decrease in unemployment in Waihi, and at the local, regional and national level. National unemployment is 3.0%, with Waihi and the local unemployment rate being 3.3% and 2.5% respectively. Unemployment in the current period is uncertain due to evolving market conditions. Recent Statistics NZ data reflects a national unemployment rate of 4.8% for the September 2024 quarter.

The percentage of people aged 15-24 years who are Not in Employment, Education or Training (NEET) in Waihi town and the Hauraki District was higher than in the regional and national context in 2018. Whilst there is no 2023 data available for NEET in Waihi town, the Hauraki District Council reported a NEET rate of 13% in 2023 compared with the New Zealand rate of 11%.

The WNP requires labour for the construction and operation of specific components of the project as well as general and administrative functions. With a relatively high unemployment rate and proportion of the young population who are not employed, the WNP provides an opportunity to reduce local unemployment.

Local employment was a key theme that emerged during the interviews undertaken. Those interviews stated that there are challenges in meeting current labour supply requirements. Local job creation is supported, and it was stated that there should be an emphasis on upskilling already resident labour, and school leavers should be targeted. It was noted that unemployment in Waihi is associated with the long-term unemployed. The group aged 18-30 years old are mostly affected and this would be a useful pool of labour. This group can be difficult to motivate, they have challenges passing alcohol and drug tests and have no drivers' licences. Life coaching and support is needed to secure and maintain employment. The WNP was identified as a great

opportunity for employment and upskilling, which has the potential to result in increased incomes and overall improved wellbeing.

Respondents to the Maptionnaire survey were asked what the impact on others would be if the project did not go ahead, and the largest group of responses (38%) identified employment as the most significant impact.

The WNP presents an opportunity for employment for unemployed working age individuals living in Waihi and the local area; the upskilling of existing employed people; and provides a vocational pathway for school leavers.

Mining jobs in Waihi are well paid for the location, with the average annual salary paid being over \$100,000 (Economic Assessment, 2025). This is significantly higher than the annual median personal incomes of \$28,300 in Waihi and \$30,650 in the local area reflected in the 2023 census data. The proposed WNP provides the opportunity for high value jobs.

An increase in local employment will result in social upliftment both at an individual and community level. Employment provides social and economic stability to individuals and their families resulting in an overall positive effect on the community as a whole.

Impact Description

The WNP will support an average direct workforce (OGNZL employees and contractors) of 389 FTE's over the life of the project which spans approximately 17 years. During the construction phase (Stage 1) the average direct workforce is 291 FTE's, with a peak workforce of 493 FTE's in Year 8 (**Appendix D**). The average direct workforce during the operational and rehabilitation phase (Stage 2 and 3) is 552 FTE's, with a peak workforce of 654 FTE's in Year 13.

The skills profile for each of the project stages is presented in Section 2.4. In Stage 1, 83.5% of the workforce falls within the categories of general labour, skilled operators, and trades, with the remaining 16.5% made up of supervisory, technician, professional and managerial staff. During Stage 2, the workforce profile consists of 80% within the categories of general labour, skills operators and trades, with the remaining 20% fulfilling supervisory, technician, professional and managerial roles.

Some of the skills required are specialised and experienced roles. The opportunity to reduce local unemployment is most likely to be met in the general labour and trades categories which are less specialised, and the workforce requirements are higher.

Impact Statement

Through the provision of employment opportunities over the construction and operational phase, the WNP presents an opportunity to reduce unemployment in the local area. This will provide economic and social stability to individuals, their families, and the broader local community over a medium-term period. The impact will be on the local community (moderate number) and is considered possible. The overall significance of the impact of social upliftment from reduced local unemployment is considered **moderate (positive)**.

The opportunity exists to increase the magnitude, consequence and likelihood of this effect to achieve a significance of **high (positive)** by enhancing local workforce participation.

The Stage 1 Workforce Accommodation Assessment (WSP, 2025) (**Appendix E**) identified the following recommendations to maximise local workforce participation in the WNP:

- Early workforce planning including development and implementation of skills and training programmes by OGNZL and nominated contractors

- General labour workforce requirements to be sourced from the local area.

Mitigation

Not applicable

Enhancement

- Contract agreement with offshore contractors to include specifications to employ general labour from the local area
- Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors.
- Develop and maintain a Skills Development and Training Action Plan for the WNP.

Impact Assessment

SOCIAL UPLIFTMENT FROM REDUCED LOCAL UNEMPLOYMENT		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Medium term	Medium term
Magnitude	Moderate number	Many affected
Consequence	Minor	Moderate
Likelihood	Possible	Likely
Significance	Moderate (positive)	High (positive)

6.2.2 JOB SECURITY AND SUSTAINED LIVELIHOODS

The existing underground mining operation, Project Martha, is forecast to be completed by 2033. On completion, a portion of the Project Martha workforce is proposed to be retained and transferred to the WNP operational workforce.

It is envisaged that the existing underground mining workforce will transfer to the WNP from the end of 2032. Mining operations associated with WUG will be initiated in 2032 and will be fully operational for a period of 9 years from 2034 to 2042 (**Appendix D**). The continuation of mining operations will result in the retention of approximately 200 existing processing workers as well as general and administrative staff at Waihi numbering approximately 100 people.

Impact Description

The transfer of staff from Project Martha to the WNP workforce represents the extension of employment and, therefore, job security for approximately 300 people during the operational phase. This continued employment will result in sustained livelihoods for those directly employed, their families and others that they support.

Impact Statement

The continued job security and sustained livelihoods during the operational phase of the project is a positive impact directly affecting approximately 300 existing OGNZL staff and their families for a medium-term period (six years). If the WNP goes ahead, the probability of this impact occurring is almost certain, and the overall significance is therefore considered to be **extreme (positive)**.

Mitigation

Not applicable.

Impact Assessment

JOB SECURITY AND SUSTAINED LIVELIHOODS		
Stage 2 - Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	
Duration	Medium term	
Magnitude	Moderate number	
Consequence	Moderate	
Likelihood	Almost Certain	
Significance	Extreme (positive)	

6.2.3 SOCIAL UPLIFTMENT FROM INCREASED BUSINESS ACTIVITY AND INDIRECT EMPLOYMENT OPPORTUNITIES

Over and above the direct employment in the mine, gold mining activity supports a wide range of businesses and jobs in the region. Mining is the main industry in the Hauraki District Council area, accounting for 22.8% of the district's Gross Domestic Product (GDP) in 2021. The Waihi Mining Operations is a significant economic contributor. The spending of the mine supports various suppliers, creates indirect employment opportunities as well as induced jobs (those supported by the consumption of direct and indirect jobs) (Economic Assessment, 2025).

The WNP provides an opportunity for increased business activities, growth of local and regional businesses and the resultant indirect employment within the wider economy. The WNP will boost the local and regional economy. The Economic Assessment (2025) states that the project will heavily benefit the Hauraki District, with local spending adding 6% to the local economy. A more moderate effect will be experienced at a regional level, with the WNP adding approximately 0.2% to the Waikato Region's economy.

The majority of those interviewed commented that the business community would welcome the proposed project as it represents economic stability for the local area.

Data obtained from the survey undertaken of existing OGNZL suppliers (**Appendix B**) provides insights into current and anticipated business growth. The majority (90%) of respondents stated that the proposed project would have a positive effect on the local economy. A large proportion (83%) of businesses stated that they would respond to an increased demand for goods and services to support the proposed project, with 47% indicating they would continue as is but shift more of the business towards meeting this demand and 36% would focus investment and

increase staffing levels to meeting demands. Regarding new employee requirements, 38% of respondents stated that new staff would most likely come from Waihi town and the local area, whilst 56% anticipated people to come from either regional or national workforce. The majority of respondents (78%) were supportive or very supportive of the mine expansion of the mine.

The intercept business survey gathered data from a range of businesses operating within the local area. The majority of the respondents (92.6%) were small businesses with 10 or less employees, and 71.4% stated that 0-10% of their business was attributed to the presence of the mine. More than half (52.2%) of businesses surveyed stated that the extension of mining operations would have a minor effect or no effect at all on their business. In response to a potential increase demand for goods and services to support the WNP, the majority of respondents (76.2%) stated they would either continue as is but shift more of their business towards meeting this demand, or they would actively focus on investment and increase staffing levels to specifically meet this demand. Businesses surveyed anticipated staff would either come from Waihi Town (40%) or the region (60%). The majority (67%) of businesses surveyed stated the project would have a positive effect on the local economy.

Most of the respondents to the Maptionnaire survey stated that both the current and proposed mining operations in Waihi have a major positive effect in respect of economic benefits including employment, business revenue, and local economic development.

The Economic Assessment (2025) has determined that the WNP will support a total of 438 indirect employment opportunities. This includes 243 jobs generated from the purchase of goods and services from suppliers and a further 195 jobs via induced demand (through the spending of supported jobs) (Economic Assessment, 2025).

Impact Description

During the construction and operational phase, the WNP will have a positive effect on the local, regional and national economy, resulting in increased business activity. The project is forecasted to provide indirect employment opportunities. The social effects of business growth, increased employment opportunities and economic spend in the local area are improved quality of life at both an individual, family and community level. The WNP represents a significant long-term investment that will provide social upliftment and enhanced wellbeing. Continued mining represents economic stability and will contribute to creating a thriving and prosperous community.

Impact Statement

The resultant improved quality of life and enhanced economic growth and employment will be most significant at a local and regional level. This social upliftment is considered permanent (>15 years) given it will be experienced over the life of the project and will affect the wider community. The probability of this impact taking place is considered likely, resulting in an overall assessment of high (positive) significance.

Mitigation

Not applicable.

Impact Assessment

SOCIAL UPLIFTMENT FROM INCREASED BUSINESS ACTIVITY AND INDIRECT EMPLOYMENT OPPORTUNITIES		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local and Regional	
Duration	Permanent	
Magnitude	Many affected	
Consequence	Moderate	
Likelihood	Likely	
Significance	High (positive)	

6.2.4 IMPACT ON BUSINESS RELIANCE ON MINING

With mining being such an integral part of Waihi Town and the local area, the expansion of the mine represents the potential for deeper economic dependency and the postponement of economic diversity. If the proposed WNP represents an increase in dependency on mining, then the eventual closure of the mine will create challenges for the diversification of the local economy and employment retention. The extent to which businesses are reliant on mining related activities informs the level of business resilience to change and the overall stability of the community.

The business survey of OGNZL's existing suppliers confirmed that the majority of respondents (65.5%) are defined as small businesses, having 20 or less employees. From the group surveyed, reliance on the existing mine is limited, with the majority (66.2%) stating that only 1-10% of their business revenue is attributed to the presence of Waihi mining operations. When asked how resilient they believed their business was to mining operations potentially ceasing in 2037, a majority (63.7%) stated that their business was not dependent on mining and would continue largely unaffected. Most respondents (59.9%) either agreed or strongly agreed with the statement "Our business is well prepared for the eventual closure of mining in Waihi".

Almost all (92.6%) of the businesses that completed the business intercept survey had businesses with 10 or less employees. Like the suppliers' survey, the majority of these businesses (71.4%) stated that just 0-10% of their business revenue was attributed to the presence of the Waihi mining operations. The majority of respondents (82.6%) stated that their business was not dependent on mining and would continue largely unaffected should mining cease in 2037. Just over 60% of the businesses surveyed either agreed or strongly agreed with the statement "our business is well prepared for the eventual closure of mining in Waihi".

The outcomes of the two business surveys are consistent with the 2021-2022 SIMP annual monitoring data which shows from an analysis of turnover estimates that only 2% of local businesses receive more than 50% of their revenue from OGNZL (**Appendix B**). Continued SIMP monitoring will be valuable to analyse trends and identify changes in respect of local business reliance on the mine.

Several organisation representatives interviewed stated that the community had been very dependent on mining, but that economic diversification has taken place in Waihi and the local area over the past few years. The tourism and hospitality sectors have expanded significantly, and this growing stream of revenue is creating a less vulnerable community. This, along with other primary economic activities such as farming and agriculture, manufacturing and retail trade, creates a more diverse and resilient local economy.

Economic diversification helps to insulate businesses and the community from future economic change. As many businesses benefit from the existing mining operations, the proposed WNP does represent continued economic reliance on the mine. Given that OGNZL suppliers and other businesses in the local area are not heavily reliant on the mine, and that diversification is taking place, it is not likely that the WNP will result in increased reliance on the mine.

Business resilience to a change in the economy will result in increased community stability. There is confidence amongst local businesses that they are prepared for the eventual closure of the mine. An assessment of the implications of the closure of the Waihi mining operations is not included in this SIA. The preparation of a Rehabilitation and Closure Plan has been identified as a condition of consent. This plan is required to include an assessment of any risk posed to the environment and neighbouring communities in the event of closure.

Impact Description

The WNP will create community stability as a result of continued local economic investment. It is not anticipated that the proposed project will deepen reliance on mining as mine related revenue is spread widely over a large number of small companies. Economic diversification is taking place and continuation of this will insulate businesses and the community from the implications of the eventual mine closure.

Impact Statement

The WNP will provide community stability during the construction and operational phase with the investment in the local economy and opportunities for increased revenue for local businesses. The proposed project is unlikely to result in the widespread deepening of reliance on the mine, as mine related revenue is largely distributed across a large number of small businesses. There is a good level of business resilience present in the local area. There may be a few businesses that respond to the increase in demand for services to support the expanded mining operations, and as a result increase their reliance on mining. The duration of the impact would be medium term over the construction and operation phase, and the probability is considered unlikely. Overall, the potential for increased business reliance on mining has been assessed to be of low significance.

It is recommended that there be regular engagement between OGNZL and the business community to ensure open and transparent communication can take place and any business-related issues can be raised and addressed. It will provide the forum to discuss aspects of reliance and resilience, to provide businesses with up-to-date information relating to mining operations, and to provide timelines associated with changes in business needs.

Mitigation

- Regular engagement between OGNZL and business community.

Impact Assessment

INCREASED BUSINESS RELIANCE ON MINING		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Medium term	Medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely
Significance	Low	Low

6.2.5 IMPACT ON DEMAND FOR HOUSING

The availability of housing (stock) and lack of affordable housing options are significant challenges across New Zealand. There is the potential that the additional workforce requirements associated with the WNP will place additional pressure on an already stressed housing environment.

Shortage of housing was the most significant issue raised during the engagement process. The current housing environment in the local area was discussed specifically in interviews with real estate agents, home builders, Kāinga Ora and relevant representatives from the Hauraki District, Thames Coromandel District and Waikato Regional Councils. In addition, the housing challenge was raised independently by numerous stakeholders including various labour supply, training, community facilities and services organisations.

Current Situation

In 2018, construction within Waihi town, the local area and the Waikato District was below the national rate of construction, however home ownership in Waihi and the local area was higher than in the Waikato and Bay of Plenty Districts and nationally (**Appendix B**). The 2024 mean rental price in Waihi town was \$538 which is higher than the local area (\$512), and approximately 7% lower than the New Zealand mean rental price (**Appendix B**).

Representative interviews provided the opportunity for local representatives to share their sentiments regarding the current housing situation in the local area. All interviewees stated that the demand for housing in the local area substantially exceeds supply and that there is a significant shortage in sales and rentals. There has been an influx of people moving from larger centres (e.g., Auckland and Tauranga) into the area to work or retire. The high demand for property has resulted in an increase in housing prices. The shortage of local housing, particularly rental accommodation, restricts the movement of people into the area. Housing is a barrier to finding employees from outside the local area.

As experienced across the country, the housing challenge in the local area is due to a number of factors including a lack of housing stock, infrastructure limitations, and an increasing gap between the cost of housing and income levels. In addition, there is a severe lack of emergency housing in Waihi and the local area. OGNZL currently makes one of its properties available for short term, emergency accommodation.

In 2022, OGNZL owned a total of 124 residential properties, which represents 5% of the total number of private dwellings in Waihi. Of the 124 OGNZL residential properties, 67 are rental properties. A total of 48 mine employees (OGNZL staff and contractors) rent residential properties from OGNZL (SIMP, 2023).

Future Development Capacity

A review of building consent data from the past 5 years is useful as it provides a high-level indicator of potential dwelling stock and future housing proposed that may support future accommodation requirements.

Hauraki District Council has provided data for all new builds in Waihi (urban and rural) and for the whole of the district for the period 2019 to 2024 (up to 19/9/2024) ((Table 6.2). Consents for new builds in Waihi have made up an average of 41% of all consented new builds in the Hauraki District since 2019.

Table 6.2: New dwelling consents issued 2020 to 2024 (*up to 19/09/2024) (HDC)

AREA	2020	2021	2022	2023	2024*	TOTAL
Waihi	37	79	66	41	8	231 (41%)
Remainder of Hauraki District	64	63	117	70	15	329 (59%)
Hauraki District Total	101	142	183	111	23	560

To determine whether there is sufficient development capacity to meet the expected growth, the Hauraki District Council Growth Strategy 2050 (2019) presents the outcomes of analysis of the likely development within the main centres in the district. The residential development capacity of existing zoned greenfield land and new growth areas is summarised in Table 6.3.

Table 6.3: Hauraki District Council Growth Strategy 2050 – Development Capacity (HDC, 2019)

Area	Existing potential greenfield (lots)	New growth areas (lots)	TOTAL (lots)
WAIHI			
Residential	150	1 307	1 457
Low density residential	50	70	120
PAEROA			
Residential	302	1 144	1 446
Low density residential	183	304	487
NGATEA			
Residential	414	0	414

Table 6.3 shows that there will be capacity for over 3900 new residential dwellings in the district over the next 30 years, of which the majority will be in Waihi and Paeroa. This capacity exceeds the projected capacity requirement of the high growth scenario of 2700 new dwellings (HDC, 2019). This analysis excludes potential infill development which would add further capacity.

Emergent Housing

During the interviews conducted in 2021, several future housing developments were mentioned by local representatives including:

- 1000-1200 houses south of Thames are proposed.
- 230 lots being considered for development at the Paeroa racecourse.
- 100-200 lot iwi-lead housing developments in the Thames-Coromandel District.
- 40-50 home development on the east end of Waihi town, and another off Bradford Street.
- Smaller proposed developments in Waihi East (around Smith Street).

Whilst all the above have not been verified, they represent the potential development of over 1600 houses within the next 10-15 years, which provides an indication of future housing capacity in the local and surrounding area (within less than 1 hour driving distance to Waihi).

Impact Description

The workforce requirements associated with the WNP will result in the influx of new employees into the local area.

The total workforce for Stage 1 of the WNP is an average of 291 FTE's, with contractors forming a large proportion of the workforce (87%). Specialist offshore contractors will be used for the tunnel construction, with this workforce travelling to and from site for shift work, whilst civil construction and drilling contractors will be sourced locally as far as possible. The drilling and tunnelling contractors are likely to consist of longer-term resources, whilst the civil construction workforce may be more activity based. There are several civil construction work packages, some of which may be completed in a few months. Local workforce participation represents approximately 56% of the total workforce for the duration of Stage 1 of the WNP. It is therefore expected that there will be an influx of skilled workers into the local area to respond to the Stage 1 project requirements.

In Stage 2 and 3, contractor involvement drops to 40%, with the remaining 60% of the workforce directly employed by OGNZL. Included in this 60% is the existing Waihi operational workforce that is currently sustained by the Martha Underground Mine which will transition over to fulfil the required operational roles relating to the WNP. This existing workforce, representing 34% of the total Stage 2 and 3 workforce requirements, already reside within the local area. An influx of skilled workers is expected within Stage 2 and 3 to respond to by contractor and OGNZL staff requirements.

Within the Hauraki District, the WNP is forecasted to generate 243 indirect jobs from the purchase of goods and services from suppliers and via induced demand (through the spending of supported jobs) (Economic Assessment, 2025). Some of these indirect employment opportunities will be local which will add the housing demand.

Whilst the future development capacity exists, this is forecasted to take place over the next 30 years. Given the timeframes associated with land development, the emergent housing identified during engagement may only be realised in 10-15 years. There is currently a housing shortage in Waihi and the local area. The housing requirements for the WNP workforce will not be transient in nature given the nature of the project i.e., longer term workforce roles throughout the project. Given that housing will be required to support the WNP within less than 10 years, it is likely that there will be a significant housing constraint.

To better understand the availability of housing within the local area to support the WNP workforce accommodation demands, WSP has recommended that a Workforce Accommodation Assessment be undertaken at least 12 months prior to the commencement of each stage of the WNP. OGNZL commissioned a Workforce Accommodation Assessment for Stage 1 of the WNP (**Appendix E**) as part of the forward planning process for the project. The findings of this assessment are summarised as follows:

Workforce Accommodation Assessment – Stage 1

- The workforce accommodation requirements fluctuate over the course of Stage 1 of the WNP. During the early years (Year 2 to 4), the peak is experienced in Year 3 with 68 workers requiring accommodation. From Year 5 to 8 the workforce accommodation requirements increase year on year from an initial 128 to the maximum of 228 workers in Year 8.
- There is likely to be sufficient long- and short-term accommodation to meet the workforce accommodation demands for Year 2 to Year 4.
- There is a high probability that there will be insufficient supply of long-term accommodation to support the accommodation demands for Year 5 to Year 8, unless there is a market response to the accommodation demand. Short term accommodation is not likely to be suitable as it is expected that over this period many of the workforce roles will be more long term.

The Stage 1 Workforce Accommodation Assessment (**Appendix E**) recommends that following to mitigate the potential shortfall of accommodation to meet workforce requirements:

- Early workforce planning by OGNZL and contractors and early implementation of training programmes will ensure local involvement in maximised, reducing accommodation requirements.
- OGNZL owned residential properties to continue to be made available as rentals to house staff, contractors and the public thereby contributing to the supply of rental properties in Waihi. Opportunities to increase the number of OGNZL owned residential rentals is to be explored.
- The contract agreement with the offshore contractor to include specifications to employ general labour from the local area.
- The contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible (ii) maximise local participation across their workforce through training and skills development; and (iii) engage local specialist contractors.
- The assessment of accommodation capacity and workforce demand must be included in OGNZL's existing SIMP and regularly monitoring undertaken to inform future workforce accommodation planning.

Impact Statement

The project will result in an influx of workforce employees, and there is the potential for an adverse effect on the availability of housing and accommodation in the local area over the life of the project. Given that future development potential and emergent housing proposed for the local area are unlikely to be online to respond to the workforce housing requirement, it is likely that there will not be sufficient housing to meet the requirements of the WNP workforce. The anticipated impact of an increased demand for housing has been assessed to be of high significance.

The mitigation identified will contribute to reducing the adverse effect of the WNP on the availability of housing and accommodation in the local area over the life of the project. The overall significance rating post-mitigation is moderate as early workforce planning and identification of housing constraints allows for strategies to be developed to respond to housing requirements.

Mitigation:

- Undertake a Workforce Accommodation Assessment at least 12 months prior to commencement of each stage of the WNP.
- The assessment of accommodation capacity and workforce demand must be included in OGNZL's existing SIMP, and regular monitoring undertaken. is to be monitored.
- Contract agreement with offshore contractors to include specifications to employ general labour from the local area
- Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors.
- Develop and maintain a Skills Development and Training Action Plan for the WNP.
- Provision of an information pack providing guidance on housing and accommodation options (various towns) and associated travel distance as part of OGNZL's recruitment strategy.

Impact Assessment

INCREASED DEMAND FOR HOUSING		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Permanent	Permanent
Magnitude	Many affected	Moderate
Consequence	Moderate	Minor
Likelihood	Likely	Possible
Significance	High	Moderate

6.2.6 IMPACT ON DEMAND ON COMMUNITY FACILITIES AND SERVICES

A portion of the workforce to support the WNP is likely to be sourced from outside of the local area, resulting in an influx of new employees and their families into the area. This population influx has the potential to place pressure on existing community facilities and services including:

- Health, medical and emergency services.
- Schools.
- Community facilities such as churches, council facilities (libraries, community halls) and community support organisations.

— Sports facilities.

There are 25 schools covering a variety of levels in the Waihi and local area. There are medical services available locally, hospital facilities located less than 60 km from Waihi, and emergency facilities available in both the local area and regionally. There is a diverse range of community facilities (such as churches, libraries, community centres) in Waihi and the local area and numerous sports and recreational facilities.

From the engagement undertaken, the general sentiment from those interviewed and participating in surveys was that the proposed WNP would not result in pressure on community facilities and services. The vast majority (over 85%) of respondents to the Maptionnaire survey stated the proposed project would have no effect, or a positive effect, on access to schools, health services and community facilities. A number of community members mentioned in interviews that there are medical facilities locally and hospitals within reasonable driving distance.

Some concern was raised by the Waihi Community Resource Centre that there may be social implications of a large influx of people coming into an area that is not well resourced with social services due to the lack of local social workers and councillors. The anticipated population influx may cause a knock-on effect and may require community services such as health and education to grow to support a larger population.

The majority (57.1%) of schools surveyed stated that both the current mining operations and the proposed expansion of the mine would affect their school. When asked to elaborate on what these effects are, answers generally related to employment at the mine leading to increased numbers of students. Implications of an increase in school roll included factors such as staffing, retaining culture and opportunities for increased funding. Of the schools that were surveyed, 85.7% stated that they would be able to accommodate an increase in student numbers if demand increased.

Of the two medical and emergency facilities surveyed, both stated that the current and proposed mining operations have no effect on their operations in any way. One facility stated they could meet future increases in demand for their services, whilst the other stated they would need additional funding to do so.

Impact Description

Given the profile of skills required to support the WNP, it is likely that there will be an influx of workers into the local area. This influx has the potential to result in pressure on community facilities and services and the inability of school, medical and emergency services and community facilities to accommodate an increase in demand.

Impact Statement

Population influx and the resultant pressure on community facilities and services may result in local community members not having easy access to the health and community facilities they need. The extent of this impact is limited to the local area and would occur for the duration of the project as is therefore considered permanent (>15 years). The potential impact would be on the local community and the probability of this taking place is unlikely. Given the engagement feedback received from various community facilities and services representatives, the potential for reduced access to health and community facilities due to increased demand has been assessed to be of low significance. Increasing local workforce participation in the WNP will reduce the influx of new employees into the local area, has the potential to further reduce the likelihood of reduced access to health and community facilities.

Mitigation

- Contract agreement with offshore contractors to include specifications to employ general labour from the local area
- Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors.
- Develop and maintain a Skills Development and Training Action Plan for the WNP.

Impact Assessment

INCREASED DEMAND ON COMMUNITY FACILITIES AND SERVICES		
Stage 1, 2 and 3 – Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Permanent	Permanent
Magnitude	Moderate number	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Rare
Significance	Low	Low

6.2.7 CHANGE IN SENSE OF PLACE

Sense of place is a social construct of individuals and communities and their interaction within the landscape in which people live and work, creating a unique identity for a geographic area. Sense of place includes consideration of aspects such as social cohesion and a sense of community.

Mining is core to the identity of Waihi and the community is proud of the town's mining history. Both historical and present-day mining operations are very much part of the character of the town of Waihi, which is branded as "New Zealand's Heart of Gold". Many people who live in Waihi have a direct or indirect connection to the mine, either as a current employee, an owner of a business that benefits from the mine's presence, or someone whose grandfather worked in the mine many years ago. The current mining operation is as much part of the character of the town as is the mining history, with sports events and activities taking place alongside and even within operating mining areas.

It was evident from engaging with Waihi community members that many of them actively contribute to community life and invest time and effort into initiatives that enhance the facilities and community environment in and around the town.

There are two distinct geographic areas associated with the proposed WNP which have been considered in the context of sense of place:

— **Willows Road and Surrounds:**

Willows Road is located approximately 5 km outside of Waihi Town in a rural environment characterised by farming activities. The proposed construction and operation of the Willows Road SFA required to support the WUG will result in the introduction of mining related activities into an area not characterised by this type of activity. This location is considered the most likely to experience a change in sense of place.

— **Waihi Town:**

Mining is such an integral part of Waihi Town. Historic and present-day mining is very much part of the town's character; as such, the expansion of the existing mining operations represents the continuation of activities that align strongly with the town's unique identity. The proposed WNP will not result in a change in the sense of place of Waihi town, and as such this is not assessed further.

Impact Description

The construction, operation and decommissioning of the Willows Road SFA to support the WUG will change the nature of the Willows Road area with the introduction of new activities associated with mining that are in contrast with the current environment.

As sense of place refers to the personal connection to an area, the change in character will affect some people more than others. For some individuals, who have a deep connection to the area, the change will be significant and for others they will be able to accept the change more readily and there will be little change to the way they live and work.

During engagement, the Willows Road affected by proximity residents highlighted the quiet nature and amenity of the area and the lifestyle and wellbeing opportunities it currently offers them. A few residents identified that they have a personal connection to the area. Concerns were raised regarding a change in the environment (noise, traffic, dust, lighting, vibration, etc) that would reduce amenity and therefore result in the change in the nature of the area.

Impact Statement

The WNP will result in a change in the character of the Willows Road area, and this has the potential to change the sense of place or connection for some of the residents that live there. This change is limited to this location and immediate surrounds and the duration of the impact would be for the life of the project (from the start of construction to completion of decommissioning) which is considered to be medium term. If the project goes ahead, it is possible that sense of place will be affected for some individuals. The change in sense of place for those people living in the vicinity of the Willows Road SFA has been assessed to be of moderate significance.

Mitigation

- Sharing of information related to the WNP and anticipated effects (specialist studies) with those affected by proximity residents in Willows Road. Experts to be made available to outline the findings of their reports.
- Clear, transparent and consistent messaging regarding the project on a regular basis.
- Continuation of the existing OGNZL complaint registration and feedback process.

Impact Assessment

CHANGE IN SENSE OF PLACE – WILLOWS ROAD		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific – Willows Road area	Site specific – Willows Road area
Duration	Medium term	Medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Possible	Possible
Significance	Moderate	Moderate

6.3 ENVIRONMENT

6.3.1 IMPACT ON QUALITY OF THE ENVIRONMENT – TRAFFIC

The WNP will result in increased traffic movements during the construction and operational phases. The Transportation Assessment (Stantec, 2025) identified that increased traffic movement will occur at the two existing mine access points, at Baxter Road and Kenny Street, and on Willows Road:

- Baxter Road: main vehicular access (gated) to the mine processing area.
- Kenny Street: vehicular access (gated) to the Martha Pit.
- Willows Road: main vehicular access to the proposed surface infrastructure and entrance to the WUG at Willows Road Farm.

The Baxter Road and Kenny Street existing mine access points are likely to operate with similar traffic patterns to the existing operations (Stantec, 2025), as such implications on the amenity value of the social environment are considered negligible and are therefore not considered further in this assessment.

During engagement, those that live and or work in Waihi that responded to the Maptionnaire survey were asked to respond to the extent to which traffic movements was a current effect of mining, and the extent to which they perceived it would be an effect of the proposed project. Traffic movement was identified as the most significant concern associated with the proposed WNP with:

- Current traffic movement: 40% of respondent's identified that traffic movement has a negative effect (8% major effect, 32% minor effect) with 53% indicating no effect.
- Proposed traffic movement: 71% of respondent's identified that traffic movement would be a negative effect (22% major effect, 49% minor effect) with 25% indicating no effect in relation to the proposed WNP.

In addition, respondents to the Maptionnaire survey were asked to indicate their level of concern associated with increase traffic volumes on Willows Road and Baxter Road. In respect of Baxter Road, 60% of respondents felt there would be no effect (neither positive or negative) from an increase in traffic volume, the remaining 40% stated they anticipated a negative effect. An increase in traffic volumes on Willows Road was identified by 74% of respondents as likely to have no effect (neither positive or negative), with the remaining 24% of respondents as likely to have a negative effect on them, and 2% anticipating a potential positive effect.

Based on traffic counts undertaken in November 2020, the average daily traffic volume for Willows Road is 97 vehicles per day (veh/day) with heavy vehicles comprising approximately 5%. The typical hourly volume varied between 5 and 10 vehicles per hour, which is considered to be very low traffic volumes (Stantec, 2025). Willows Road is located outside of Waihi town centre, in a rural environment. Numerous residents use Willows Road to access their properties on Willows Road and Highland Road. A general theme raised during engagement with the Willows Road affected by proximity residents was the potential for increased traffic to change the overall amenity of their environment.

The increase in traffic volumes and heavy vehicle movements on Willows Road has the potential to reduce residential amenity on Willows Road.

Impact Description

The traffic movements associated with the WUG project are primarily related to the transportation of the workforce and the delivery of materials and plant for construction and exploration via Willows Road. The Transportation Assessment has determined that daily traffic movements on Willows Road are anticipated to peak in the early years with approximately 200-250 veh/day (Year 2 and 3) when there is an overlap of project phases (i.e. bulk earthworks, surface infrastructure development and tunnelling). From Year 4 onwards, daily traffic generation is, for the most part, forecasted to be below 100 veh/day. Most of the heavy vehicles are expected over the first year of the project. Heavy vehicle movements will peak at approximately 150 daily movements in Year 2, reducing to 100 daily movements in Year 3, then dropping to below 50 daily movements a day from Year 4 onwards.

The Transportation Assessment evaluated the potential adverse effects of traffic movement associated with the project and confirmed that, with mitigation, these effects will be avoided or mitigated to an acceptable level. The increased traffic movements will be in contrast with the current low volume and largely residential road usage associated with Willows Road. An increase in heavy vehicles and traffic volume has the potential to have a negative effect on the amenity for those residents who live in Willows Road.

Impact Statement

The extent of the potential impact on amenity related to increased traffic movements will be largely limited to the immediate Willows Road area. The impact will be most significant in the early years of the project; however, the impact will be experienced throughout the project lifespan and is therefore considered permanent. The impact is considered site specific as it will be experienced by directly affected owners, occupiers and users of properties in the immediate Willows Road area. The social effects associated with a change in the quality of the environment are considered to be moderate. Provision of information to affected parties will manage residents' expectations regarding the changes that could be experienced, and continuation of the existing complaints registration and feedback process will allow concerns to be raised and timeously addressed.

Mitigation

The mitigation identified in the Transportation Assessment (Stantec, 2025) is supported.

Mitigation recommended to address the social effects associated with reduced amenity from increased traffic movements during construction and the early stages of the operational phase:

- Results of the Transportation Assessment (Stantec, 2022) to be discussed with the Willows Road affected by proximity residents.
- Continuation of the existing OGNZL complaint registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT - TRAFFIC		
Stage 1, 2 and 3 - Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific	Site specific
Duration	Permanent (>15 years)	Permanent (>15 years)
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Possible	Possible
Significance	Moderate	Moderate

6.3.2 IMPACT ON QUALITY OF THE ENVIRONMENT – NOISE

The WNP will result in noise emissions during the construction and operational phases. An increase in noise has the potential to reduce the quality of the environment for residents that live in close proximity to the project components associated with the WNP. Noise can be intrusive and can have a negative effect on the amenity that individuals value in their residential environment.

During engagement, noise was raised as a concern by the Willows Road SFA, Tunnel Alignment and GOP residents affected by proximity. The Willows Road proximity residents were particularly concerned regarding construction and operational noise and raised significant concerns relating to a 24-hour operation based on their recent experience of the exploration phase. GOP proximity residents highlighted the adverse effects on amenity given the quiet nature of the area, and that the mine would impact negatively on lifestyle and wellbeing.

Noise from helicopter flyovers was raised as a potential adverse effect of amenity by the Willows Road and Tunnel Alignment proximity residents, with helicopter noise disturbance to livestock or animals raised by a Willows Road and GOP close proximity resident.

Those that live and or work in Waihi that responded to the Maptionnaire survey were asked to respond to the extent to which noise level was a current effect of mining, and the extent to which they perceived it would be an effect of the proposed project:

- Current noise levels: 13% of respondents identified that noise has a major negative effect, and 42% as a minor negative effect

- Proposed noise levels: 20% of respondents stated they anticipate noise will have a major negative effect, and 44% indicated a minor negative effect.

Whilst noise was not identified as the most significant concern by those participating in the Maptionnaire survey, it does appear that there is a perception that the proposed project will result in an increase in noise effects.

Marshall Day Acoustics (2025) have investigated and assessed the proposed noise emissions from the project and identified mitigation that can be implemented, with consideration of the existing noise environment and the recommended noise standards.

Impact Description

Construction and operational related noise effects assessed within the Noise Assessment (Marshall Day, 2025) are summarised for each of the WNP project components below:

GOP:

- Construction noise levels will be well below the proposed construction noise limits.
- Unmitigated operational noise levels from the GOP are below 50 dB at all receivers except for the first two years where there will be a small exceedance experienced at 27 dwellings on Moore Street, Barry Road and George Street. This is anticipated to have a small adverse impact on amenity for the residents of these properties. With the application of a Noise Management Plan (NMP) noise emissions will be able to comply with the noise limits and would therefore be considered reasonable.

Processing Plant:

- Noise emissions for the processing plant are compliant during the day.
- It is possible that noise levels at night may just exceed the night-time noise limit of 40 dB. With the implementation of a NMP, the processing plant noise emissions will comply with the noise limits in the proposed conditions and would therefore be considered reasonable.

NRS:

- The calculated noise levels associated with the construction of the earth bunds will be compliant at the closest dwelling, and operational noise is also compliant.

TSF3:

- Given the construction of the TSF3 occurs over a long period and is similar in character to normal mining activity, it is considered an operational activity. Operational noise levels are below the proposed compliance limit and are therefore considered reasonable.

WUG:

- For the Willow Road SFA site, with mitigation in place the construction and operational noise levels at the nearest rural receivers would comply with recommended noise limits and are considered acceptable.
- For the ventilation raise sites located on Department of Conservation (DOC) land, noise from construction both on the ground and from helicopter operations would potentially have some small effect on the recreational users of DOC land. Due to the short duration, and infrequent use by recreational users, this effect would be of no appreciable significance.

- Noise emissions from helicopter operations associated with the WUG do not exceed a noise level of 50 dB at any sensitive receiver, as such noise generated from general helicopter operations as a result of the WNP are acceptable.

The Noise Assessment (Marshall Day, 2025) has concluded the noise affects associated with the WNP are acceptable, on condition that noise limits within the proposed conditions are met. In summary:

- Construction noise: noise levels remain compliant in almost all circumstances. There may be some limited localised exceedances which can be adequately managed through appropriate management plans.
- Operational noise: there will be a small adverse impact on the level of amenity of some receivers due to noise levels being slightly above the 50 dB limit, for which mitigation will be required to achieve the best outcome.

Impact Statement

Noise generated from the construction and operation of the WNP may affect the quality of the environment for those residents considered to be sensitive noise receivers, in particular the Willows Road residents given the current rural nature of this area.

The Assessment of Noise Effects (Marshall Day, 2025) has confirmed the extent of this impact is limited to the GOP close proximity residents in Moore Street, Barry Road and George Street, Willows Road rural receivers and recreational users of DOC land. The impact will be experienced at varying degrees during the life of the project and is therefore considered permanent (>15 years). Given noise is anticipated to be within regulated limits and that mitigation measures will be implemented to reduce noise, the probability in a change in the quality of the environment for these residents is considered unlikely. Overall, the significance of the potential change in the quality of the environment as a result of noise during the construction phase is assessed to be of **low** significance.

Residents near the Willows Road SFA have concerns that they will be affected by noise. These concerns can be mitigated through the sharing of the outcomes of the Assessment of Noise Effects report. Continuation of the existing complaint registration and feedback process will provide the means for affect residents to raise complaints relating to noise so that these can be identified and addressed.

Mitigation

Mitigation has been identified in the Assessment of Noise Effects, namely the requirement for NMPs to be prepared to ensure noise levels do not exceed the required noise limits, is supported.

The following mitigation is recommended to address the social effects associated with exposure to increased noise during construction:

- Results of the Assessment of Noise Effects to be discussed with the residents identified as likely to be affected.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT - NOISE		
Stage 1, 2 and 3: Construction, Operation and Decommissioning	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific – sensitive receivers near GOP, Willows Road SFA and recreational users of DOC land.	Site specific – sensitive receivers near GOP, Willows Road SFA and recreational users of DOC land.
Duration	Permanent	Permanent
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely
Significance	Low	Low

6.3.3 IMPACT ON QUALITY OF THE ENVIRONMENT – BLASTING AND VIBRATION

The components of the WNP that will require blasting include the GOP, three borrow pits for sourcing material for the establishment of TSF3, the WUG, the WUG access decline tunnel, and the tunnel connecting the WUG to the existing Processing Plant area. Blasting and the associated vibration levels, has the potential to reduce the quality of the environment for residents that live in those areas identified as likely to be affected. Vibration levels, if perceptible, can have a negative effect on the amenity value of a residential environment. Vibration levels for the protection of amenity vary, but typically the most stringent of these levels is around 5mm/s.

The effects of blasting and vibration was a key concern raised during engagement. Significant concern regarding blasting and vibration effects on wellbeing and amenity of both residents and animals, was highlighted by the tunnel alignment proximity residents. The potential for vibrations from blasting to effect wellbeing and amenity was raised by the Willows Road SFA proximity residents. The GOP proximity residents stated vibration levels were a concern, and more information was requested on how this would be monitored. In addition, one of the GOP proximity residents raised the issue of the impact of vibration on animals and therefore the use of the land.

Vibration was one of the primary concerns raised by those who participated in the Maptionnaire survey. Those that live and or work in Waihi that responded to the survey were asked to comment on the extent to which vibration levels was a current effect of mining, and the extent to which they perceived it would be an effect of the proposed project:

- Current vibration levels: Vibration was identified as being the most significant area of impact associated with current mining operations, with 18% of respondent's having indicated a major negative effect, and 51% stated a minor negative effect.
- Proposed vibration levels: Following traffic and dust, vibration was identified as the third most significant impact associated with the WNP, with 22% of respondent's stated they anticipate

vibration levels will have a major negative effect, and 49% indicated a minor negative vibration effect associated with the WNP.

Impact Description

The Blasting and Vibration Assessment assessed the anticipated effects of the WNP as follows:

- **GOP blasting** is scheduled for approximately 6 years and will result in a change the existing vibration environment for a small, isolated area at the eastern end of Moore and Clarke Streets, Heath Road and Boyd Road. Vibration has the potential to affect around 50 properties, with the majority of receptors subjected to low and marginally perceptible levels of vibration. Fewer than 5 properties were modelled to receive more than 2 mm/s, with on average properties no expected to experience vibration greater than 3 mm/s.
- **Borrow pit blasting** will coincide with the requirements for rock fill for the TSF3 works, with planned blasting taking place one to two times a week at various stages during the WNP. The blasting in the western borrow pit is closer to the residents along Golden Valley Road and therefore vibration levels are higher at these northern properties. Only the property at 669 Golden Valley Road is modelled to receive vibration near to 5mm/s. At the next five closest properties, the maximum level of vibration is between 2 and 3mm/s.
- **Willows Access Tunnel blasting** will induce low vibration (less than 2mm/s), apart from a small section above the tunnel portal where vibration levels increase to 5mm/s. Vibration levels will not be perceptible to the occupants of the nearest residential properties.
- **WUG Access Tunnel blasting** will occur at a depth of between 120 and 140 m, and as blasting is anticipated to progress quickly, the duration of perceptible vibration is approximately 14 weeks. Vibration effects are considered minor but perceptible to the nearest residences in the area around the eastern end of Matura Road.
- **WUG production blasting** is planned to occur over a range of depths during Stage 2 of the WNP. With blasting occurring more than 5km from the nearest property, no vibration effects are anticipated. Potential effects of blast generated vibration on recreational users of the Wharekirauponga Track is considered minimal.

The overall outcome of the Blasting and Vibration Assessment is that, with good practices and controls in place, blasting can be completed without unnecessary impact and within the vibration compliance limit at sensitive receivers of 5 mm/s.

Impact Statement

Minor but perceptible vibration, associated with the development of the tunnel between WUG and the processing plant, will be experienced by a few residences around the eastern end of Matura Road. The extent of the impact will be limited to the local area, and given blasting will be completed within a few months, the duration of the impact is temporary (0-1 year).

Vibration will be marginally perceptible for less than 5 properties associated with blasting for the GOP, and a number of properties along Golden Valley Road will experience vibration as a result of borrow pit blasting. The extent of the impact will be limited to the local area, and as blasting activities associated with GOP and the borrow pits will have a medium term (5-15 year) duration, with the magnitude of the impact limited to a few potentially affected parties. The probability of an impact on the quality of the environment for identified residents is considered unlikely. A change in the quality of the environment as a result of blast and vibration has been assessed to be of low significance.

Residents have raised concern regarding vibration effects. Providing further information and improved understanding of the extent of the effect will reduce stakeholder anxiety and may reduce the extent to which amenity is affected. In addition, the continuation of the OGNZL complaints registration and feedback process will ensure these are investigated and addressed, thereby reducing the potential effect on the quality of the environment for these residents.

Mitigation

Mitigation identified in the Blasting and Vibration Assessment is supported as implementation of these measures will contribute to a reduction in the impact on the quality of the environment for those affected residents.

Mitigation recommended to address the social effects associated with vibration include:

- Results of the Blasting and Vibration Assessment to be discussed with concerned residents and those identified as likely to be affected.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT – BLAST AND VIBRATION		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific – residential receivers associated with the GOP, borrow pits, and WUG access tunnel to the processing plant.	Site specific – residential receivers associated with the GOP, borrow pits, and WUG access tunnel to the processing plant.
Duration	Temporary (tunnel) and medium term (GOP and borrow pits)	Temporary (tunnel) and medium term (GOP and borrow pits)
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely
Significance	Low	Low

6.3.4 IMPACT ON QUALITY OF THE ENVIRONMENT – AIR QUALITY

The WNP has the potential to generate dust from mining activities and vehicle movements. Beca Limited have undertaken two Air Discharge Assessments for the WNP which assess the potential air quality effects of:

1. The WUG – establishment of the underground mine and the two tunnels connecting with the Willow Road SFA and the Processing Plant.
2. The Waihi Surface Facilities (the remaining elements of the WNP).

Beca Limited (2024) has confirmed in their assessments that the likelihood of adverse effects of discharge to air from the WNP is considered low, and that potential effects can be adequately avoided and mitigated.

During engagement, dust generated from mining and from the movement of vehicles was raised as a concern the Willows Road SFA, Gladstone Open Pit and Tailings Storage Facilities proximity residents. Effects of dust settlement on potable drinking water (both rain harvesting and stream supply) and surface coating on solar panels were the primary concerns raised by residents.

Respondents to the Maptionnaire survey identified dust levels as one of their key concerns for both current operations and the proposed WNP. When asked to comment on the extent dust levels was a current effect of mining, and the extent to which they perceived it would be an effect of the proposed project responses were as follows:

- Current dust levels: 55% of respondents identified dust levels as a negative effect of current mining operations, with 10% stating this is major effect, and 45% indicating a minor effect.
- Proposed dust levels: A total of 65% of respondents identified that dust levels are anticipated to have a negative effect, with 14% identifying this as a major effect, and the remaining 46% as a minor negative effect.

During engagement, the potential emissions from the Processing Plant were not raised as a concern.

Impact Description

Emissions generated by mining activities have the potential to cause effects that reduce the quality of the environment for residents that live in close proximity to project components associated with the WNP.

WUG and associated tunnels

The discharges to air during the construction and operation of the WUG and tunnels are a permitted activity in the Waikato Regional Plan (Beca Limited, 2024).

The following was identified as relevant to the construction and operational phase:

- Effects of dust from project surface features on dwellings.
- Effects of portal and ventilation raises.

The Air Discharge Assessment identified that, without appropriate mitigation, there would be:

- A moderate to high risk of infrequent, short duration adverse nuisance dust effects at 111 Willows Road.
- A moderate risk from nuisance dust at 122 Willows Road from the topsoil stockpile construction.

If mitigation measures are implemented, dust levels are not expected to exceed standard guideline values.

Concentrations of contaminants within dust are not expected to exceed current and proposed guideline values beyond the boundary of the Willows Road SFA.

The assessment concluded that with the implementation of mitigation and management measures, the risk of discharges to air creating adverse effects beyond the Willows Road site boundary is considered low.

Waihi Surface Facilities (the components of WNP excluding WUG and associated tunnels)

Air emissions from the proposed WNP surface mining activities will be similar to those from the existing mining operations. Ambient air quality monitoring and complaints history of the existing operations demonstrates that emissions are small and well below the relevant standards and guidelines (Beca Limited, 2024).

The assessment undertaken by Beca Limited (2024) identified that there is a moderate to high risk of sensitive receptors within 100 m of the proposed activities being exposed to infrequent, short duration dust emissions during dry and windy conditions. With the implementation of mitigation, concentrations are not expected to exceed standard and guideline values.

There are no sensitive receptors within 200 m of the GOP, Processing Plant, and TSF3. There are two privately owned dwellings located approximately 90 – 100 m to the east of the closest stockpile associated with the proposed NRS. It is recommended that additional mitigation and monitoring is implemented when construction works are being undertaken. Particular care will need to be taken with earthworks and vehicle movements on exposed services, especially under dry windy weather conditions (Beca Limited, 2024).

Emissions from the processing plant are expected to increase when the ore processing rate increases. The higher mercury content of the GOP ore (11 times higher than current ore) and WUG ore (2 times higher than current ore) is expected to increase mercury emissions to air from the processing plant (Beca, 2025). Based on dispersion modelling it is predicted that mercury emissions will not exceed industry recognised guidelines and health-based assessment criteria, and therefore will not have an adverse effect on nearby residential properties, provided the proposed emission control system (oven retort) is implemented.

The assessment of effects undertaken by Beca Limited concludes that, provided mitigation measures are applied, the adverse effects of discharges to air from the WNP are considered low.

Impact Statement

There is the potential for dust generated to cause nuisance to two properties in close proximity to the Willows Road SFA and two properties in close proximity to the NRS. The extent of the impact will be limited to the area immediately adjacent to the Willows Road SFA and NRS respectively. The duration of the impact is anticipated to be temporary (0-1 years) to short term (1-5 years) with the magnitude of the impact limited to a few affected. Given that emissions are not expected to exceed relevant standards, the likelihood of an adverse effect on the quality of the environment of the identified properties is considered unlikely. With the implementation of implementation of mitigation measures identified by the air quality specialist the risk is not expected to exceed relevant standards and the overall significance is therefore considered to be **low**.

Residents in the Willows Road area have raised concern regarding dust effects. Providing further information on the anticipate effects will improve residents' understanding of the extent of the effect which will reduce the level of concern. Providing a means to log complaints (complaints hotline) will allow residents to raise issues as soon as these arise. Continuation of the OGNZL complaints registration and feedback process will ensure these complaints are investigated, addressed, and feedback provided, thereby reducing the potential effect on the quality of the environment for these residents.

Emissions from the Processing Plant are anticipated to increase; this has the potential to affect the quality of the air beyond the site boundary. The extent of the impact will be limited to the area immediately adjacent to the Processing Plant. The duration of the impact is anticipated to be

medium term (5-15 years) during the operation phase, with the magnitude of the impact limited to a few affected. Given that air emissions are not expected to exceed relevant standards, the likelihood of an adverse effect on the quality of the environment is considered unlikely. With the implementation of mitigation measures identified by the air quality specialist, the risk is not expected to exceed relevant standards and the overall significance is considered to be **low**.

Mitigation

The Air Discharge Assessment outlines the mitigation measures required, which are included in the Air Quality Management Plan (AQMP). The mitigation measures currently used to control dust at the mine will continue to be implemented, and these measures are included in the AQMP.

The mitigation identified to address dust and emissions from the Processing Plant are supported.

The following are recommended to address the potential amenity effects associated with emissions:

- Results of the Air Quality Assessments to be discussed with concerned residents and those identified as likely to be affected.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT – AIR QUALITY		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific – areas immediate adjacent to the Willows Road SFA, NRS and Processing Plant.	Site specific – areas immediate adjacent to the Willows Road SFA, NRS and Processing Plant.
Duration	Dust: temporary (0-1 year), short term (0-5 years) Processing Plant Emissions: medium term (5-15 years)	Dust: temporary (0-1 year), short term (0-5 years) Processing Plant Emissions: medium term (5-15 years)
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely
Significance	Low	Low

6.3.5 IMPACT ON QUALITY OF THE ENVIRONMENT – LIGHTING

Artificial lighting is required to support the proposed WNP. Pedersen Read (2025) have undertaken an assessment of the impact of artificial lighting on the night-time environment in relation to the WNP. The assessment has been undertaken against the Hauraki District Plan requirements and the principles of Australian and New Zealand Standard AS/NZS 4282: 2019 “Control of obtrusive effects of outdoor lighting”.

The area for the Willows Road SFA is currently sparsely illuminated. The GOP, NRS, TSF3 and Processing Plant areas of the WNP occur within proximity to existing mining operations, with the majority of these areas currently having some form of artificial lighting. Mobile lighting has the greatest potential to create glare and sky glow effects during construction and operational phases.

During engagement, night lighting was raised as a specific concern by the Willows Road SFA residents affected by proximity. The change in night lighting during the construction and operational phase and the potential impact on sleep and amenity were highlighted. GOP proximity residents raised concerns regarding health, wellbeing and amenity relating to the mine's 24-hour operation which including night lighting.

Those that live and or work in Waihi that responded to the Maptionnaire survey were asked to comment on the extent to which night light impacts was a current effect of mining, and the extent to which they perceived it would be an effect of the proposed project:

- Current night light impacts: 5% of respondent's identified that night light has a major negative effect, and 32% indicated a minor negative effect. 60% of respondents indicated that there was no current night light effect.
- Proposed light levels: 14% of respondent's stated they anticipate light will have a major negative effect, and 39% indicated a minor negative effect with 46% responding that they don't anticipate any effect from night light associated with the WNP.

Whilst night-light was not identified as the most significant concern by those participating in the Maptionnaire survey, there is a perception that the proposed project will result in an increase in night light effects.

Artificial night lighting has the potential to reduce the quality of the environment for residents that live in close proximity to the project components associated with the WNP. The extent to which these residents may be affected will largely depend on whether the night lighting presents a significant change from their current environment.

Impact Description

The Lighting Assessment (Pedersen Read, 2025) has determined that:

- Use of mobile lighting plant associated with lighting to the Willows Road SFA site entry gate, and lighting associated with areas in the conservation estate may result in an exceedance of the Hauraki District Plan direct spill light requirement of 8.0 lux (lumens per square metre).
- Permanent lighting to the intersection of Willows Road and SH25 is proposed, which will be designed and installed according to the required standards.
- Artificial lighting associated with above-ground construction activities at the Willows Road SFA will result in an increase in both glare and sky-glow from locations with a view. This affect has been assessed to be minor. With management measures the potential effects have been assessed to be minor due to their temporary nature and day shift operations.
- The GOP and Processing Plant components of the WNP occur in proximity to existing mining operations and in areas that have some form of artificial lighting and have been assessed to have a less than minor effect on surrounding properties.
- The NRS and TSF3 areas may operate outside of daylight hours, requiring vehicle lighting and mobile lighting equipment. Both locations would produce lighting effects that would be visible from various locations outside the mine site. For residents who value the existing

darkened night environment, changing lighting effects could range from moderate-low to moderate to high.

- Mobile lighting plant, used to illuminate large construction activities and / or changing operational areas, has the greatest potential to create glare and sky-glow effects.

Given the area associated with the Willows Road SFA is currently sparsely illuminated, night-light during the construction and, to a lesser extent, the operational phase has the potential to result in a change from the current environment if unmitigated. Residents in close proximity to the NRS and TSF3 project components may experience a change in the quality of their environment due to lighting effects.

Mitigation measures have been identified to minimise effects to residential receptors, including the preparation of a Lighting Management Plan.

Impact Statement

Those residents in close proximity to, and that have a view of, the Willows Road SFA, NRS and TSF have the potential to be exposed to night-light effects during the construction and operational phases. A change in the quality of the environment and associated amenity for residents would be experienced over the short and medium term (0-15 years). The potential impact would be limited to a few receptors, and it is considered unlikely that there would be a change in the quality of the environment. The overall significance of a change in the quality of the environment due to lighting effects is assessed to be low.

Mitigation

Implementation of the recommendations provided in the Lighting Assessment will result in the reduction in potential effects on residential receptors and are therefore supported.

Mitigation recommended to address the social effects associated with night light effects include:

- OGNZL to engage with the identified residential receivers to ensure they are aware of the potential effects and the management measures identified to mitigate this.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT – LIGHTING		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Site specific – residential receivers associated with the Willows Road SFA, NRS and TSF	Site specific – residential receivers associated with the Willows Road SFA, NRS and TSF
Duration	Medium term	Medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely

Significance	Low	Low
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6.3.6 IMPACT ON QUALITY OF THE ENVIRONMENT – VISUAL AMENITY

Whilst the WNP is proposed to take place within the context of ongoing mining activity, the surface components of the project will result in landform changes which may be visible from adjacent areas. Changes in the character of the landscape from the introduction of new activities and changes in landform have the potential to affect the amenity value of the receiving environment.

During engagement with residents affected by proximity, visual effects was a significant concern raised by the GOP proximity residents. Willows Road SFA proximity residents did not raise any concerns regarding visual effects during consultation. At the open day hosted for the general public, a request for more accurate visual representations was made.

The Maptionnaire survey did not specifically request feedback on current and potential visual effects of mining. Visual amenity from Trig Road North, with specific reference to the TSF3 facility, was raised as a concern in the open comments at the close of the survey.

Impact Description

The Landscape, Natural Character, and Visual Effects Assessment (Boffa Miskell, 2025) concluded that the visual effects associated with the WNP are not considered significant, this is due to the underground nature of the WUG and sympathetic siting of surface facilities. A summary of the findings of the visual effects assessment is as follows:

Willows Road SFA site will be visible from a number of residential dwellings and transport routes. Change in view is primarily due to the development of the Waste Rock Stack with low lying infrastructure obscured by existing and proposed vegetation. Overall visual effects were assessed to be low to very low, with the exception of views from adjacent residents' dwellings on Willows Road, which were assessed to be moderate to low during construction and operation.

The **WUG** is located in the Coromandel Forest Park which is a landscape that is sensitive to change. There are no potential views of underground mining activities, and topography and landcover will ensure that vent raises will not be seen beyond their immediate context. Views of vent raises will be extremely limited, and the visual effects have been assessed to be very low.

There is a high level of visual containment associated with the **GOP**. Visual effects from all potential viewing areas have been assessed as being of low to very low significant, apart from the views from Black Hill during the construction phase which have been assessed as being moderate to low.

Views associated with the **NRS**, including the proposed borrow area, are largely contained by surrounding landforms associated with existing mining activities. Visual effects are low to very low from all viewpoints with the exception of near distance views from a residential dwelling on Golden Valley Road. This is considered to be a short-term effect as planting will provide visual screening within a 5-year period.

Proposed upgrades to the existing Processing and Water Treatment Plants will remain within the existing Processing Plant footprint, with visual effects being assessed as low or very low.

All views of the **TSF3**, and proposed borrow areas, are considered low with the exception of Trig Road North where views from rural dwellings and rural roads will be moderate to high during construction, moderate during operation, and low following rehabilitation.

The overall visual effects are not considered significant. For most people living in and around Waihi, the WNP will remain visually contained with no visual effects. Following the operational phase, the project component areas will be rehabilitated and reassimilated into the existing landscape.

Impact Statement

Changes in landform and visual effects associated with mining have the potential to reduce the amenity value of the environment. Residents that live in close proximity to WNP project components are likely to be most affected by visual modifications as this has the potential to change the character of their immediate environment. The extent of the impact is limited to local areas adjacent to the project component, the duration of the impact will range from short term to medium term and a potential change in the quality of the environment will be limited to a few affected residents. As the effect is considered to be minor and the probability of effect occurring is unlikely, the significance of the effect is assessed as **low**.

Mitigation

Mitigation measures recommended within the Visual Effects Assessment are supported.

The anticipated social effects can be mitigated through the provision of:

- Information regarding anticipated effects to be provided to those residential receivers that have the potential to experience moderate visual effects.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED QUALITY OF THE ENVIRONMENT – VISUAL AMENITY		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Medium term	Medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Minor
Likelihood	Unlikely	Unlikely
Significance	Low	Low

6.4 WELLBEING

6.4.1 IMPACT ON WELLBEING

Wellbeing includes positive emotions (i.e., contentment and happiness), satisfaction with life, fulfilment and positive functioning, and the absence of negative emotions such as depression and anxiety.

Impact Description

In the context of this assessment, the potential impact on the wellbeing of individuals is anticipated to be a result of the following:

- Anxiety – due to the uncertainty associated with the potential effects of the project on individuals. Some people are sensitive to change, and some may be concerned about the perceived or anticipated effects of the WNP which will affect their overall wellbeing.
- Change in the quality of the environment – changes in the amenity associated with the environment in which people live, particularly relating to aspects that people value about their lifestyle and the locations that they live in.

During engagement the concept or potential impact on wellbeing was not specifically identified by stakeholders but was inherent in some of the concerns, fears, and perceptions raised. Heightened levels of anxiety are often a result of ‘not knowing’ and worrying about the potential effects of a project which can be mitigated to a large extent through the provision of information. A large proportion of concerns raised during engagement with residents affected by proximity related to changes in residential amenity due to a reduced quality of environment. The anticipated impact of the quality of the environment has been assessed in **Section 6.3**.

Impact Statement

There were a number of stakeholders that raised concerns due to an expectation that they would be directly affected by the project and concerns related to a change in amenity. The project has the potential to affect the wellbeing of a range of stakeholders regardless of their proximity to the proposed project. The potential for reduced wellbeing is therefore likely to be limited to the local area and would be experienced over the medium term (construction and operational phase). It is anticipated that the magnitude of the impact is likely to be limited to a few affected people and is considered possible. Overall, this impact has been assessed to be of moderate significance prior to mitigation.

Mitigation

The following mitigation has been identified to reduce potential effects of wellbeing:

- Clear, transparent and consistent messaging regarding the project on a regular basis.
- Continuation of the OGNZL complaints registration and feedback process.

Impact Assessment

REDUCED WELLBEING (DUE TO ANXIETY AND / OR CHANGES IN THE QUALITY OF THE ENVIRONMENT)		
Stage 1 and 2 – Construction and Operation	Pre-Mitigation Assessment	Post-Mitigation Assessment
Extent	Local area	Local area
Duration	Medium term	Medium term
Magnitude	Few affected	Few affected
Consequence	Minor	Minor

Likelihood	Possible	Unlikely
Significance	Moderate	Low

6.5 FEARS (PERCEPTIONS) AND ASPIRATIONS

Fears and aspirations under the IAIA framework include perceptions of safety, fears about the future of their community, and aspirations for the future and future of their children.

In the context of this assessment, the fears and aspirations relate primarily to:

- Financial impacts and how the proposed activity may impact on land value, and development potential as well as financial implications should mining restrict or inhibit current land use activities.
- Reduced safety and security through the introduction of additional people and vehicles into previously relatively isolated areas where everyone who is resident is known.
- Fears for safety of people, animals and property in the event of a dam breach resulting from a failure in a tailings storage dam or overflow from the tailings facilities as a result of a heavy rainfall event or events.
- Structural damage of buildings from blasting and tunnelling and collapse of residents and community facilities either from undermining or as a result of earthquake activity.
- Aspirations of how mining could enhance Waihi town and support that could be offered to the community to improve community and other facilities.
- General fears around mine activities and how this may impact of the lives and aspirations of the community.

An assessment of the significance of fears and aspirations has not been undertaken, but rather a description of the key themes that arose out of the engagement process has been provided with identification of mitigation measures where relevant.

6.5.1 IMPACT ON LAND VALUE AND FINANCIAL IMPLICATIONS

A common fear that emerged through the engagement process was how mining was perceived to have a negative effect on land values and the future potential to develop land.

Willows, Highland, Golden Valley and Trig Road residents as well as the GOP neighbours in Heath Road were concerned about the effect mining could have on their land value and the financial implications that may result if the development potential of their property was limited through either proximity to the mining activity or the effects of mining.

Several owners were intending to develop their land to accommodate housing for family members (enabling children to gain access to the property ladder) or providing housing for elderly family members. This would no longer be considered desirable because of mining or the change of amenity in the area.

Negative impact on development potential was an issue raised by a Wharry Road resident, as Hauraki District Council in the Draft Growth Strategy identified land in Wharry Road be rezoned from rural to residential. The concern was HDC would either reconsider the proposed zone change

in the light of tunnelling activities or if the zone change occurred whether developers and potential purchasers of sections would be deterred because of perceptions of a mining tunnel beneath their property.

A Heath Road Resident was concerned that the perceived effects of mining (noise, dust, vibration from blasting) would have an adverse financial effect on the financial success of their equine business.

A further fear was that property insurance would either be difficult to obtain because of mining activity or that insurance premiums would be higher because of the proximity to mining.

At the open day at the Waihi Memorial Hall, a view was expressed that financial payment should be paid to Waihi residents to compensate for the “effects” of mining activities on the community.

OGNZL has acknowledged the potential for WNP to have a minor short-term impact on the values of a small number of properties. Based on previous experience from earlier mining activities the financial impact is short term from the consenting period through to the start of the new project and beyond that a recovery is likely to occur.

In the past, OGNZL Waihi and its predecessors have successfully implemented a ‘Top Up’ management measure as a way of mitigating the impacts of mining activity on property values.

The Top Up initiative is designed to avoid distortions in the property market due to any perceptions of adverse mining effects and encourages ongoing private ownership. It involves paying the purchaser of a property the difference between their offer and the market value of the purchased property. This ensures that the vendor gets market value from the sale.

The Top Up programme is based on the concept of a fair price and a fair offer. OGNZL makes up the difference between the ‘fair price’ offered by a purchaser and the ‘fair market value’ sought by a vendor. OGNZL pays the purchaser a ‘top up’ to add to the purchase price already offered and that is then paid to the vendor.

To be eligible for Top Up a property must meet the following criteria:

- The property must be within one of the defined areas above where the property value assessment has identified a potential effect on property values as a result of their proximity to mining activities.
- The property must be on the market with a registered real estate agent.
- The property must have been on the market for a period of at least four months following the announcement of the WNP.

Only one Top Up is available per property. A purchaser, having bought a property with the benefit of a Top Up from OGNZL, cannot then resell that property and rely on the second purchaser receiving a second Top Up to make up any difference in the price offered and market value. The first purchaser has benefited through buying the property at a lower cost to them, which has then been ‘topped up’ by the company and has done so with full knowledge of the proximity of the property to the mining activity.

OGNZL has received confirmation from the Insurance Council of New Zealand that the proposed mining activities will have no impact on the ability of property owners to obtain insurance.

Hauraki District Council have not indicated that there is any intention to change the proposed direction of the Draft Growth Strategy as a result of mining activity.

Mitigation

OGNZL have committed to the continuation of the Top Up policy which provides homeowners with compensation to close the gap between the market value and offer received. Properties identified are:

- Within about 300 m south of the Gladstone pit in the Heath Road area.
- East of the Northern Rock Stack along Golden Valley Road for approximately 500 m.
- Directly above a section of the proposed Ore Transport Tunnel alignment.
- At the upper end of Highland Rd and Willows Rd, adjacent to the proposed SFA.

Appendix F includes images that show the location of the properties included in the above-mentioned areas.

6.5.2 *IMPACT ON SAFETY AND SECURITY*

A fear was expressed that attracting potentially a large number of new people and vehicles into an area previously subjected to no through traffic would become a safety concern. There is a perception that there may be an impact on crime from an increase in outsiders in the area. Currently the areas identified are limited to a small number of properties where all the owners are known to each other thus creating the perception of a safe environment.

Willows Road currently has a low volume of traffic, a small number of properties culminating in a dead-end rural road. With development of the Willows Road SFA there will be increased traffic volumes and a larger number of people entering the community.

Mitigation

- OGNZL to advise staff and contractors not to park in Willows Road and to limit activities associated with the mine to the OGNZL site and to avoid any loitering in the local neighbourhood.

6.5.3 *RISK OF FLOODING AS A RESULT OF DAM BREACH*

The risks of dam breach from a tailings storage facility were not a widely identified risk or fear other than from a small number of residents who live in close proximity to the proposed new tailings facility (SF3). A Dam Breach and Potential Impact Classification Assessment for TSF3 has been undertaken by Engineering Geology Limited (November 2021).

Storage 3 (TSF3) is to be designed and operated in accordance with dam safety guidelines meaning it will have a low and acceptable risk of potential failure, and a breach would be highly unlikely to occur (ELG, 2021). Whilst the risk of dam failure is very low, the perceived risk may have a negative effect of the wellbeing of people living downstream from the facility.

Mitigation:

- Provide ongoing, quality technical information to the community in a form that is suitable for lay people to allay fears and concerns.

6.5.4 *FUTURE ASPIRATIONS FOR WAIHI*

From the consultation with the community and community groups the ongoing life of the mine was perceived to be positive as the mine has a long history of supporting the community and community activities. A number of groups such as Run Waihi, Waihi Mountain Bike Club, Blackhill

Moto-X Club, Waihi Community Resource Centre and individuals at the public event all identified enhancement opportunities OGNZL could be involved in. This included the improvement of existing facilities through a range of activities including track grading, facilities maintenance, provision of water supply, landscaping and environmental enhancements, supporting further development at Morgan Park, further Waihi town enhancements, ongoing delivery of firewood to disadvantaged members of the community and the support of community events (**Appendix C**).

The enhancement opportunities identified by the community and community groups that are not a direct consequence of mining are covered by OGNZL and their Corporate External Affairs and Social Performance (EA&SP) function. The EA&SP function outlines how OGNZL understands community and societal expectations, participates in meaningful community relations and activities, engages with stakeholders, delivers internal and external communications and provides sponsorships, amongst others.

6.5.5 COMMUNICATIONS AND ENGAGEMENT REQUIRED

Fears and aspirations can be managed or enhanced through good communication. Feedback was received from the Open Day at the Waihi Memorial Hall and from directly affected neighbours that there were negative perceptions around OGNZL's communications and engagement strategy. The need for the provision of regular and up to date information, fewer changes to projects once publicly known, provision of more visual material and greater opening hours at the OGNZL Information Centre were identified during consultation.

Frequent, accurate and transparent information and engagement is critical to managing fears and aspirations. OGNZL's existing communications and engagement programme includes the following regular activities:

- Six-Monthly Community Meetings which are independently facilitated.
- Monthly OceanaGold Update: a full-page advertorial in the HC Post newspaper which is distributed weekly (20 000 copies) serving the areas of Tairua, Whangamatā, Waihi, Paeroa, Thames and the Hauraki Plains.
- Monthly Mining Matter: newsletter delivered to residents in the current mining areas (Project Martha and Correnso consent areas) which provides a description of the mining activity undertaking in the preceding month and any upcoming activities proposed for the next month.
- Community Engagement Line: OGNZL operate a 0800 number which is available seven days a week. Stakeholders are encouraged to phone if they have any questions or concerns regarding operations or proposed project. OGNZL staff follow up on these calls with visits to stakeholder homes to provide them with further information, where appropriate.

Mitigation:

- Continuation of the existing OGNZL communication and engagement programme, with the inclusion of the WNP project area.

6.6 ASSESSMENT SUMMARY

The potential social impacts identified have been assessed using the methodology outlined in **Section 4**. A summary of the pre- and post-mitigation assessment is presented in **Table 6.4**.

Table 6.4: Summary of Impact Assessment

IMPACT / EFFECT	PHASE	POSITIVE / NEGATIVE	SIGNIFICANCE PRE-MITIGATION	SIGNIFICANCE POST-MITIGATION
Loss of Recreational Facilities	Stage 1, 2 and 3	Negative	High	Low
Impact on Recreational Facilities (Te Wharekirauponga Track)	Stage 1, 2 and 3	Negative	Low	Low
Reduced Safety of Stock Movement	Stage 1	Negative	Moderate	Low
Social Upliftment from Reduced Local Unemployment	Stage 1 and 2	Positive	Moderate	High
Job Security and Sustained Livelihoods	Stage 2	Positive	Extreme	Extreme
Social Upliftment from Increased Business Activity and Indirect Employment Opportunities	Stage 1 and 2	Positive	High	High
Increased Business Reliance on Mining	Stage 1, 2 and 3	Negative	Low	Low
Increased Demand for Housing	Stage 1, 2 and 3	Negative	High	Moderate
Increased Demand on Community Facilities and Services	Stage 1, 2 and 3	Negative	Low	Low
Change in Sense of Place	Stage 1, 2 and 3	Negative	Moderate	Moderate
Reduced Quality of the Environment – Traffic	Stage 1, 2 and 3	Negative	Moderate	Moderate
Reduced Quality of the Environment – Noise	Stage 1, 2 and 3	Negative	Low	Low
Reduced Quality of the Environment – Blast and Vibration	Stage 1 and 2	Negative	Low	Low

Reduced Quality of the Environment – Air Quality	Stage 1 and 2	Negative	Low	Low
Reduced Quality of the Environment – Lighting	Stage 1 and 2	Negative	Low	Low
Reduced Quality of the Environment – Visual Amenity	Stage 1 and 2	Negative	Low	Low
Reduced Wellbeing	Stage 1 and 2	Negative	Moderate	Low

7 MITIGATION

7.1 MITIGATION PLAN

Positive and negative effects of WNP have been identified. Below is a table that details the effects that have been identified through stakeholder engagement and by various professionals and outlines the mitigation measures applied.

7.1.1 WAY OF LIFE

SOCIAL EFFECTS	MITIGATION
Loss of, or impact on recreation facilities Relevance: <ul style="list-style-type: none"> — Direct impacts on key community recreational facilities through the loss of a 5 km section of the MTB Track and the access road to the motocross track. This is a permanent loss from the start of construction. — Direct impact on Nugget Multisport Event as several of the course routes are lost from start of construction — Construction and operation of the four ventilation raises in the Coromandel Forest Park may affect the enjoyment of trampers using Te Wharekirauponga Track during construction. During the operational phase the presence of the structures is unlikely to change the level of activity on the track 	Replacement of facilities lost <ul style="list-style-type: none"> — MOU to be established between OGNZL, Waihi Mountain Bike Club, and HDC, pertaining to the provision of access to alternative land (currently OGNZL owned), and funding to support the reestablishment of a mountain bike trail. Te Wharekirauponga Track <ul style="list-style-type: none"> — Mitigation recommended in the Recreation and Tourism Assessment. General Mitigation: <ul style="list-style-type: none"> — Continuation of the OGNZL complaints registration and feedback process.
Reduced safety of stock movement Relevance: <ul style="list-style-type: none"> — Increase in traffic volumes and heavy vehicle movements in the construction and operational phases has implications on the safe movement of livestock on Willows Road. 	<ul style="list-style-type: none"> — Discussion of the outcomes of the Transportation Assessment with Willows Road stock owners — Continuation of the OGNZL complaints registration and feedback process.

7.1.2 COMMUNITY

SOCIAL EFFECTS	MITIGATION / ENHANCEMENT
<p>Social upliftment from reduced local unemployment</p> <p>Relevance:</p> <ul style="list-style-type: none"> WNP provides an opportunity to reduce local unemployment through: <ul style="list-style-type: none"> providing employment opportunities for unemployed working age individuals, upskilling of existing employed people providing a vocational pathway for school leavers skills creation (operational and construction phase) but requires planning from the consenting phase onwards in order to prepare and train the future workforce Increased local employment will result in social upliftment at individual and community level, providing social and economic stability. 	<ul style="list-style-type: none"> Contract agreement with offshore contractors to include specifications to employ general labour from the local area Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors. Develop and maintain a Skills Development and Training Action Plan for the WNP.
<p>Job security and sustained livelihoods</p> <p>Relevance:</p> <ul style="list-style-type: none"> On completion of Project Martha, a portion of the Project Martha workforce will be retained and transferred to the WNP operational workforce. 	<p>No specific mitigation required.</p>
<p>Social upliftment from increased business activity and indirect employment opportunities</p> <p>Relevance:</p> <ul style="list-style-type: none"> WNP will boost the local economy and represents economic stability for the local area Indirect employment opportunities Business growth, increased employment opportunities and economic spend will improve quality of life, and reduced deprivation. 	<p>No specific mitigation required.</p>

<p>Increased business reliance on mining</p> <p>Relevance:</p> <ul style="list-style-type: none"> — WNP will provide community stability, with investment in the local economy and opportunities for increased revenue for local businesses — There is a good level of business resilience present in the local area 	<ul style="list-style-type: none"> — Regular engagement between OGNZL and the business community
<p>Increased demand for housing</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Currently a significant shortage of housing — Influx of workforce employees into the area are likely to result in an increase in the demand for housing and accommodation. — Future development capacity and emergent housing identified during engagement is unlikely to be available to respond to an increase in demand. 	<ul style="list-style-type: none"> — Undertake a Workforce Accommodation Assessment at least 12 months prior to commencement of each stage of the WNP. — Assessment of accommodation capacity and workforce demand must be included in OGNZL's existing SIMP, and regular monitoring undertaken. — Contract agreement with offshore contractors to include specifications to employ general labour from the local area — Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors. — Develop and maintain a Skills Development and Training Action Plan for the WNP. — Provision of an information pack providing guidance on housing and accommodation options (various towns) and associated travel distance as part of OGNZL's recruitment strategy.
<p>Increased demand on community facilities and services</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Influx of population due to workforce requirements has the potential to result in pressure on community facilities and services — Ability of schools, medical and emergency facilities to accommodate an increase in demand. 	<p>Enhance local workforce participation</p> <ul style="list-style-type: none"> — Contract agreement with offshore contractors to include specifications to employ general labour from the local area — Contract agreements with local civil and drilling contractors to include specifications to (i) employ general labour from the local area; and as far as possible, (ii) maximise local participation across their workforce through training and skills development, and (iii) engage local specialist contractors. — Develop and maintain a Skills Development and Training Action Plan for the WNP.

<p>Change in sense of place</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Change in character and sense of place associated with Willows Road, a rural environment characterised by farming activities, as a result of the introduction of new activities that are in contrast with the current environment. 	<ul style="list-style-type: none"> — Clear, transparent and consistent messaging regarding the project on a regular basis. — Sharing of information related to the WNP and anticipated effects (specialist studies) with those residents in Willows Road affected by proximity. Experts to be made available to outline the findings of their reports. — Continuation of the OGNZL complaints registration and feedback process.
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7.1.3 ENVIRONMENT

SOCIAL EFFECTS	MITIGATION
<p>Reduced quality of the environment – traffic, noise, blasting and vibration, air emissions, lighting and visual amenity</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Potential reduced quality of the environment and associated amenity for residents located in close proximity to Willows Road SFA, tunnel alignment, GOP, TSF3 and NRS due to traffic, noise, vibration, air emission, lighting and visual nuisances. 	<p>General Mitigation</p> <ul style="list-style-type: none"> — Specialist reports pertaining to traffic, noise, blasting and vibration, air emissions, lighting and visual effects be made available to the residents identified as likely to be affected due to proximity. Experts shall be made available to outline the findings of their studies. — Continuation of the OGNZL complaints registration and feedback process. <p>Specialist Mitigation</p> <p>Mitigation recommended in the:</p> <ul style="list-style-type: none"> — Transportation Assessment — Assessment of Noise Effects — Blasting and Vibration Assessment — Air Discharge Assessments — Lighting Assessment — Landscape, Natural Character and Visual Effects Assessment

7.1.4 WELLBEING

SOCIAL EFFECTS	MITIGATION
<p>Reduced wellbeing as a result of:</p> <ul style="list-style-type: none"> — Anxiety – due to the uncertainty associated with the perceived or anticipated effects of the WNP. — Change in the quality of the environment – changes in the environment, particularly relating to aspects people value about their lifestyle and the location they live in. 	<ul style="list-style-type: none"> — Clear, transparent and consistent messaging regarding the project on a regular basis. — Sharing of information related to the WNP and anticipated effects (specialist studies) with those affected by proximity. Experts to be made available to outline the findings of their reports. — Continuation of the OGNZL complaints registration and feedback process.

7.1.5 FEARS AND ASPIRATIONS

SOCIAL EFFECTS	MITIGATION
<p>Reduced land value and financial implications</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Fears / concerns raised by residents affected by proximity on land value (GOP, above ore transport tunnel, upper end of Willows Road adjacent to the surface infrastructure area) 	<p>'Top Up' policy</p> <p>Continued implementation of OGNZL's 'Top Up' policy which provides homeowners with compensation to close the gap between the market value and offer received. These properties (Appendix F) are:</p> <ul style="list-style-type: none"> — Within 300 m south of the Gladstone pit in the Heath Road area. — East of the Northern Rock Stack along Golden Valley Road for 500 m. — Directly above the proposed Ore Transport Tunnel alignment. — At the upper end of Highland Rd and Willows Rd, adjacent to the Willows Road SFA. <p>To be eligible for Top Up a property must meet the following criteria:</p> <ul style="list-style-type: none"> — The property must be within one of the above defined areas — The property must be on the market with a registered real estate agent; and — The property must have been on the market for a period of at least four months following the announcement of the Waihi North Project — Only one Top Up is available per property. A purchaser, having bought a property with the benefit of a Top Up from OGNZL, cannot then resell that property and rely on the second purchaser receiving a second Top Up to make up any difference in the price offered and market value. The first purchaser has benefited through buying the property at a lower cost to them, which has then been 'topped up' by the company and has done so with full knowledge of the proximity of the property to the mining activity.
<p>Reduced safety and security</p> <p>Relevance:</p> <ul style="list-style-type: none"> — Fears / concerns that mining will result in increase in traffic / people movement that may affect safety and security — Perceived impact of crime from increase of strangers being in the area 	<ul style="list-style-type: none"> — OGNZL to advise staff and contractors not to park in Willows Road and to limit activities associated with the mine to the OGNZL site and to avoid any loitering in the local neighbourhood.

Risk of flooding as a result of dam breach Relevance: — Risk of dam breach from the TSF3	— Provide ongoing, quality technical information to the community in a form that is suitable for lay people to allay fears and concerns.
Futures aspirations for Waihi Relevance: — Enhancement of Waihi town — Improvements to community facilities	No specific mitigation required.
Improved communications and engagement required Relevance: — Negative perceptions associated with OGNZL's communications and engagement strategy — Frequent, certain, accurate and transparent information and engagement is critical to managing fears and aspirations.	— Continuation of the existing OGNZL communication and engagement programme and update to incorporate WNP area.

7.2 ADDITIONAL DETAIL ON MITIGATION IDENTIFIED

7.2.1 MEMORANDUM OF UNDERSTANDING TO MITIGATE LOSS OF RECREATIONAL FACILITIES

MoU's are required with the relevant parties to establish an effective working relationship to explore the options available for the mitigation of effects on recreational facilities impacted by the WNP (section of MTB track and access road to the motocross track).

It has been recommended that a MOU be established between OGNZL, Waihi Mountain Bike Club and HDC pertaining to the provision of land currently owned by OGNZL and funding to support the reestablishment of a mountain bike trail. This is in addition to the signed MOU already in place committing to providing alternative access to the motorcross track.

The above mitigation, the implementation of which has progressed significantly, will result in a reinstatement of lost recreational facilities resulting in an overall impact of low significance.

These agreements will provide the framework for ongoing discussions to identify the way forward in respect of the recreational facilities currently well utilised and valued by the local community and those that visit the area for holidays or events.

7.2.2 SKILLS DEVELOPMENT AND TRAINING ACTION PLAN

The creation of a Skills Development and Training Action Plan is required. It is recommended that this be convened by OGNZL in collaboration with secondary and tertiary education providers in the region, relevant Transitional Industry Training organisations, relevant representatives from regional and district councils and government agencies. The plan may include preparation of a skills matrix, identification of areas where skills are in short supply, identification and promotion of vocational pathways and career development opportunities within the mining and allied sectors, identification of resources across participant organisations (human capital and physical

infrastructure) including opportunities to co-locate and share resources, identify and implement programmes, and training initiatives to support the vocational pathways.

In order to increase local workforce participation, it will be necessary for the plan to consider the approach required to:

- Provide training and skills development opportunities for unemployed working age individuals
- Upskill of existing employed people
- Provide a vocational pathway for school leavers

Given that unemployment in Waihi is associated with the long-term unemployed, life coaching and support is needed to assist this group to secure and maintain employment.

OGNZL to contribute directly to training and skills support through:

- Support of vocational pathways facilitating training for secondary students and currently unemployed to develop skills sets that will contribute to future local workforce i.e. trades, safety, first aid, driver licence (vehicle, forklift, heavy truck, etc.)
- Provision of work experience opportunities for secondary and tertiary students who meet OGNZL's employment and health and safety requirements.

7.2.3 *ENHANCEMENT OF LOCAL WORKFORCE PARTICIPATION THROUGH CONTRACT AGREEMENTS*

The enhancement of local workforce participation will increase the local benefits associated with the WNP and reduce the population influx as a result of workers moving into the local area.

Given that there is extensive contractor involvement in the WNP, it is recommended that the agreements with contractors include specifications that seek to increase local workforce participation.

7.2.4 *WORKFORCE ACCOMMODATION ASSESSMENT*

A Workforce Accommodation Assessment is required at the start of each stage of the WNP to obtain a clear understanding of local accommodation supply and demand in relation to workforce requirements. This assessment is likely to include the development of an accommodation baseline, identification of the direct workforce requirements including understanding of local workforce participation levels, assessment of local accommodation capacity to service workforce demand, and recommendations on how to address workforce accommodation requirements. It is recommended that this assessment be undertaken at least 12 months prior to commencement of the construction and operational phase.

Accommodation capacity in relation to workforce demand must be included in OGNZL's existing SIMP, with regular monitoring undertaken to inform future workforce accommodation planning. This ongoing monitoring will track actual workforce accommodation patterns and identify challenges or opportunities from the previous year that can inform the year ahead.

7.2.5 *REGULAR ENGAGEMENT BETWEEN OGNZL AND BUSINESS COMMUNITY*

It is recommended that there be a regular engagement between OGNZL and the business community to ensure open and transparent communication can take place and any business-related issues can be raised and addressed.

7.2.6 *LIMIT ACTIVITIES IN WILLOWS ROAD*

OGNZL to advise staff and contractors not to park in Willows Road and to limit activities associated with the mine to the OGNZL site and to avoid any loitering in the local neighbourhood.

7.2.7 *SPECIALIST REPORT OUTCOMES AND PROJECT INFORMATION*

The provision of quality technical information to the community in a form that is suitable for lay people is important to mitigate fears, concerns and perceptions.

It is recommended that specialist reports pertaining to traffic, noise, blast and vibration, air emissions, lighting and visual effects be made available to the residents identified as likely to be affected, and those affected, by proximity. Experts are to be made available to outline the findings of their studies.

7.2.8 *EXISTING POLICIES AND PROCESSES*

It is recommended that the following existing policies and processes continue leading up to and throughout the WNP:

- OGNZL complaints registration and feedback process
- OGNZL communication and engagement plan
- Top Up Policy

7.3 **MONITORING**

OGNZL's existing SIMP provides the framework for assessing the social effects of their mining activities. The SIMP Framework contains management plans for the following six themes:

- | | |
|--------------|--|
| — Economy | — Community |
| — Employment | — Health and wellbeing |
| — Property | — Future of Waihi and the OGNZL legacy |

Monitoring of key indicators contained within each of the identified themes is undertaken annually by an independent specialist.

Over and above the social mitigation identified, WSP have recognised the requirement to review and update the SIMP to ensure consideration of the WNP. The update of the SIMP will ensure the inclusion of any additional monitoring requirements relevant to the project, with particularly emphasis on aspects relating to the availability and affordability of accommodation both for workforce and within the local area.

8 WNP CLOSURE ASSESSMENT

Mining in Waihi is currently forecasted to cease in 2033 in the absence of an extension of the life of the mine such as the WNP. The social impacts of mine closure identified in this assessment are therefore already part of Waihi's future.

The WNP will extend the life of mining in Waihi, and in turn the time until those closure impacts are experienced.

The identification and assessment of closure impacts requires a good understanding of the social context in which closure is likely to take place. With the closure of WNP forecasted for beyond 2040, it is anticipated that the social environment will be somewhat different to present day, and the information required to support a detailed assessment of the social implications of mine closure will need to be collected closer to the time of closure.

For the purposes of this SIA study, a preliminary assessment has been undertaken, based on our current understanding of the existing social environment, to provide some direction on the likely effects. The potential closure impacts have been identified (Table 8.1) and described in the sections that follow. This high-level assessment has been undertaken using the IAIA assessment framework.

This preliminary assessment is focused on the closure of WNP which, in the absence of an approved further extension of mining operations and increase in life-of-mine, will signal the closure of mining in Waihi. There is a multitude of factors that can influence the timing of mine closure, which cannot be estimated or accounted for at this stage.

Table 8.1: Preliminary Identification of Closure Impacts

IAIA CRITERIA	POTENTIAL IMPACTS
Way of life	— Loss of direct employment
Community	— Reduced local community stability — Change in sense of place
Environment	— Reduced quality of the environment
Wellbeing	— Reduced wellbeing due to stress and anxiety
Fears and aspirations	— Uncertainty regarding the future of Waihi without mining — Aspirations for environmental and landscape improvements post closure

8.1 WAY OF LIFE

8.1.1 LOSS OF DIRECT EMPLOYMENT

The workforce requirements for the construction, operation, decommissioning and closure phases of the WNP have been estimated (Appendix D). The total workforce required to support the WNP is an average of 445 over a 17-year period. The total workforce in the final year of the WNP (Year 18) reduces significantly from 564 to 285 workers as mining and processing activities ramp down. This represents a 50% reduction, prior to the cessation of the workforce associated with WNP at the

end of Year 18 (2042). The change in the profile of the workforce from operational to closure phase is presented in **Table 8.2**.

Table 8.2: Workforce Reduction in Closure Phase (OGNZL WNP Labour Data, 2024)

WORKFORCE CLASSIFICATION	NUMBER OF ROLES	
	YEAR 17	YEAR 18
Managerial / Senior Professional	26	10
Professional	48	23
Technical / PA	31	7
Supervisory	13	3
Tradesmen	54	20
Skilled Operators	180	112
General Labour	214	111
TOTAL	564	285

The closure of the WNP will directly affect those employed by the mine at the time of closure, resulting in job losses. Loss of employment removes or reduces an individual's ability to financially support themselves and their dependents. An individual's response to loss of employment is to seek alternative employment either within the local area, or elsewhere. Some employees may reassess their employment options which may vary depending on the age of the individual, including the option of older employees choosing to retire.

Impact Statement

The transition from the operational phase to the closure phase will result in the immediate loss of managerial, professional, technical, supervisory, and tradesperson roles, representing a total of 279 jobs at the end of Year 17. This is based on the assumption that there are no future expansions proposed that will result in the retention of the WNP workforce. The majority of these roles will be held by people living in Waihi and the local area. This will have a negative impact on the WNP workforce, directly affecting the individual employees, their families and others they support. The loss of employment associated with the WNP would be permanent. The likelihood of the impact occurring is almost certain, as the operational phase of the WNP has a defined life of mine, which will come to an end. The overall significance is therefore considered to be extreme (negative).

LOSS OF DIRECT EMPLOYMENT	
Phase: Closure Phase	Preliminary Assessment (pre-mitigation)
Extent	Site specific
Duration	Permanent
Magnitude	Moderate number

Consequence	Major
Likelihood	Almost certain
Significance	Extreme

8.2 COMMUNITY

8.2.1 REDUCED LOCAL COMMUNITY STABILITY

With the closure of the WNP there is the potential for an outflux of mine workers and their families as they relocate for work related opportunities elsewhere, whilst some of the workforce may remain and attempt to find alternative employment locally. The movement of people out of the area will result in a change in the population and demographic profile of Waihi and the local area.

In the 2019-2020 SIMP annual monitoring undertaken, the existing workforce (OGNZL staff and contractors) were asked to indicate the likelihood of leaving when mining finished. A total of 40% of respondents indicated they would 'definitely leave' or 'possibly leave', whilst 24%% indicated they would 'definitely stay' or 'possibly stay'. The remainder of the respondents were either undecided (24%) or indicated they don't live in the area (12%%). Several representatives interviewed during the SIA engagement stated that the closure of the mine would result in people moving out of the area, particularly younger families.

When interviewed, one of the training organisations stated there was a shortage of talent in New Zealand, and that in the event of closure there would be demand for skills gained in the mining sector which would be transferrable to other sectors. The ability for the WNP workforce to find alternative employment in the local area will reduce the extent of outflux out of Waihi and the local area.

One of the key themes raised during the interviews was the recent increase in the influx of people into the local area from larger economic centres such as Auckland and Tauranga. Following COVID-19, and the associated change in the way of working, people are able to work remotely and can be selective on where they would like to live, whilst others are looking for a lifestyle change. The result has been increased movement out of main centres to small towns where property and the cost of living is lower. It is likely that the influx of people into the area from larger cities and towns will continue. According to the estate agents interviewed, the average age of those looking to buy property in Waihi and the local area is 56 years.

With the closure of WNP, a change in the demographic profile of Waihi and the local area is likely as a result of the outflux the younger workforce members and the continued influx of the 50+ year age group. Waihi and surrounding areas are and will continue to be a popular retirement destination. The completion of the WNP is therefore likely to result in an increased prevalence of the older population groups within the age structure of Waihi and the local area.

The outflux of mine workers and their families, and the resultant reduction of the population has the potential to have implications on the provision of social and community services and facilities. Mine closure has the potential to result in reduced demand for schools as younger mine workers leave the area with their families. One representative interviewed identified that a number of teachers are associated with partners working at the mine. The movement of mine workers out of the area is therefore likely to result in the loss of other skills such as teachers and healthcare workers (i.e. the partners of mine workers). One interviewee identified that the membership of

local clubs would be affected by mine closure. Clubs may have reduced membership and participation, which may affect the continuation of some of these social and recreational facilities.

There is likely to be an increase in housing supply as there is movement of people out of the area. Several organisation representatives interviewed identified that in their view mine closure would likely result in an oversupply of property in Waihi and the local area due to people moving out the area.

Over and above the direct job losses and the outflux associated with the completion of the WNP, there are likely to be indirect employment losses in the wider economy. Direct and indirect job losses will result in movement of people out of the local area, and this will have an impact on the stability of the local community, particularly within a short-term period following the closure of the WNP.

Closure of the WNP is likely to have a localised impact given 22% of Hauraki District economy is based on mining. Various organisation representatives interviewed stated that economic diversification is evident in Waihi and the local area, identifying specifically the growth in the tourism and hospitality sectors. Specific mention was made of the Hauraki Rail Trail and the Gold Discovery Centre as being key tourist attractions and the strengthening of the tourism link with Auckland and Tauranga. Whilst there is economic diversification evident, the completion of the WNP will represent a loss of local economic investment and will have an impact on the local economy.

Mine closure has the potential to decrease local business activity as the local economy changes. Some businesses are likely to experience an impact on revenue as there is a reduction in the provision of goods and services to the mine and local community. The extent to which businesses are dependent on mining related activities, will determine the extent to the effect on the stability of the community. With economic diversification evident and the majority of existing suppliers and local businesses not significantly dependent on the mine for their business revenue (Section 6.2.4), the social impacts of closure on businesses are not likely to be significant. Existing suppliers and businesses experienced temporary mine closure with the closure of the Martha Pit in 2015. The majority of business survey respondents (85.2% of existing suppliers, and 69.6% of local businesses) stated that the closure of Martha Pit in 2015 had minor to no impact on their business revenue and staff numbers.

The completion of the WNP is likely to result in changes to the population and the demographic profile of the local area, movement of people, and changes in the local economy. This has the potential to result in a decline in community stability and cohesion for a period until the local economy and community recover and adjust to a new normal in the absence of mining. The extent of the impact and the period of time it would take for stabilisation to occur will be dependent on the level of business and community resilience.

Impact Statement

The local community will experience a period of instability following the closure of the WNP as a result of population and local economic changes. It is anticipated that the duration of this impact will be short term (1-5 years) as there is an adjustment in population and local economy. The consequence of reduced community stability is moderate, and it is likely to occur, as such the overall significant of this impact is assessed to be **high (negative)**.

Impact Assessment

REDUCED LOCAL COMMUNITY STABILITY	
Phase: Closure Phase	Preliminary Assessment (pre-mitigation)
Extent	Local area
Duration	Short term
Magnitude	Moderate number (local community)
Consequence	Moderate
Likelihood	Likely
Significance	High

8.2.2 CHANGE IN SENSE OF PLACE

Both historical and present-day mining operations have shaped the character and identity of the Waihi town. In **Section 6.2.7** it was determined that the proposed WNP will not result in a change in the sense of place of Waihi town. The closure of the WNP will result in the cessation of active mining in Waihi (in the absence of further mining activities), however this is unlikely to change the character of the town which is steeped in mining history. Following completion of the WNP it is highly likely that the town will continue to be branded as “New Zealand’s Heart of Gold”. A significant change in the identity of Waihi is not anticipated to occur during the closure of the WNP and is therefore not assessed further.

8.3 ENVIRONMENT

8.3.1 REDUCED QUALITY OF THE ENVIRONMENT

Section 6.3 provides an assessment of the potential for the quality of the environment to be reduced during the construction and operational phase of the WNP. Consideration was given to the potential for traffic, noise, blast and vibration, air quality, lighting and visual amenity to reduce the amenity value of the environment. The significance of these impacts on residents that live in close proximity to the WNP was determined to be low, with measures identified by specialists contributing to the adequate management and mitigation of these impacts.

As the potential impact on quality of the environment was assessed as being low during the construction and operational phase, the likelihood of a reduced quality of the environment during the closure phase is considered negligible.

8.4 WELLBEING

8.4.1 IMPACT ON WELLBEING

The potential impact of the WNP on the wellbeing was considered in **Section 6.4**. In the context of closure, the most significant potential impact on wellbeing is likely to be a result of stress and

anxiety due to the uncertainty regarding mine closure and the perceived and actual impacts that closure may have on way of life and community aspects.

During interviews, it was raised that the closure of the mine was a ‘running joke” amongst the local community, as the anticipated closure has been spoken about so many times and then a new project identified that will extend the life of the mine. As closure becomes more imminent, there is likely to be heightened anxiety associated with the potential implications of closure at an individual level as well as worry about the changes that may take place at a community level.

Impact Statement

The closure of WNP has the potential to affect the wellbeing of a range of stakeholders within the local area. Reduced wellbeing would be experienced for a short-term period leading up to and during the closure phase. The impact will affect the members of the local community (i.e. a moderate number of people) and is considered possible. Overall, the significance of reduced wellbeing is considered moderate (negative).

REDUCED WELLBEING (DUE TO STRESS AND ANXIETY ASSOCIATED WITH CLOSURE)	
Phase: Closure Phase	Preliminary Assessment (pre-mitigation)
Extent	Local area
Duration	Short term
Magnitude	Moderate number
Consequence	Minor
Likelihood	Possible
Significance	Moderate

8.5 FEARS AND ASPIRATIONS

During engagement, stakeholders and individuals did not specifically raise their fears and aspirations specific to closure. Under the IAIA framework, stakeholder fears and aspirations include fears about the future of their community, and aspirations for the future and future of their children.

The closure of the WNP is likely to result in:

- Uncertainty regarding the future of Waihi without mining including:
 - Fears that many people will leave Waihi town and local area, resulting in a loss of community cohesion and a change in the character of the town.
 - Fears associated with the loss of employment and business activity.
 - Concern that existing community facilities and services will not continue to be provided
- Aspirations for environmental and landscape improvements post closure

Fears and aspirations are closely linked to wellbeing, as such an assessment of significance has not been undertaken.

8.6 CLOSURE ASSESSMENT SUMMARY

A summary of the preliminary assessment of potential closure impacts is provided in Table 8.3. In considering this assessment it is important to keep in mind that without WNP mine, closure in Waihi will still occur, with the various social impacts discussed in this report being experienced in one form or another, and most likely sooner than will be the case if WNP proceeds.

Table 8.3: Summary of Preliminary Closure Assessment

Impact	Positive / Negative	Preliminary Assessment
Loss of direct employment	Negative	Extreme
Reduced local community stability	Negative	High
Reduced wellbeing due to stress and anxiety	Negative	Moderate

8.7 SOCIAL CLOSURE PLANNING

Social closure planning should commence well in advance of closure to ensure OGNZL, the Hauraki District Council, key stakeholders and the community understand the potential social impacts of the mine's impending closure (including those discussed in the sections above), and opportunities are not missed to assist those parties in managing and mitigating these impacts as far as possible.

Should the completion of the WNP signal the end of mining in Waihi, it is recommended that social closure component of closure planning commence with OGNZL commissioning a Socio-Economic Impact Assessment 5 years prior to closure.

This assessment, informed by relevant data collection, may include consideration of the following:

- Level of dependency of services and businesses on the mine.
- Closure business scenarios and population modelling to predict changes and determine what initiatives may be available to support these changes.
- Establishment of a community consultation committee with community and key stakeholders to inform planning for closure transition.
- Social investment opportunities to support closure.

It is important that Hauraki District Council, community and stakeholder participation and engagement be central to the preparation of the Socio-Economic Impact Assessment, and once complete, it be provided to those parties to inform their planning. The benefits of the Hauraki District Council, communities and stakeholders being involved in mine closure planning in this way include improved transparency, alignment of closure outcomes with community aspirations, and an improved understanding of the consequences of decisions made during closure planning.

9 CONCLUSION

The WNP has both positive and negative effects. The social impacts have been reviewed utilising the internationally and locally accepted IAIA framework.

The effects have been analysed according to the stage of the development, the magnitude of the effect before mitigation and the magnitude of the effect post-mitigation.

The significant positive effects of the project were identified as:

- Job security and sustained livelihoods.
- Social upliftment for reduced unemployment.
- Social upliftment from increased business activity and indirect employment opportunities.

The negative effects of the project post mitigation considered to be moderate were identified as:

- Increased demand for housing.
- Change in sense of place for the Willows Road area.
- Reduced quality of the environment as a result of increased traffic movements in the Willows Road area.

The recommendations identified in the relevant specialist reports were supported in their entirety and additional social mitigation measures have been identified to ensure the social effects were appropriately avoided, remedied or mitigated.

In addition to the mitigation identified, it is recommended that the existing SIMP be reviewed and updated to take into account the WNP SIA findings and incorporate monitoring requirements relevant to the WNP context.

A preliminary assessment of the potential social effects of closure has been undertaken, based on our current understanding of the social environment. The following negative effects of the closure of the WNP were identified:

- Loss of direct employment
- Reduced local community stability
- Reduced wellbeing due to stress and anxiety

Without the WNP project, closure in Waihi will still occur, with the various social impacts discussed in this report being experienced in one form or another, and most likely sooner than will be the case if WNP proceeds. Extending the life of the mine will postpone the negative effects associated with mine closure.

The information required to support a detailed assessment of the social implications of mine closure needs to be collected closer to the time of closure. Should the completion of the WNP signal the end of mining in Waihi, it is recommended that social closure planning be informed by the findings of a Socio-Economic Impact Assessment undertaken 5 years prior to closure. It is recommended that the Hauraki District Council, key stakeholders and the community participate in and be provided with the outcomes of the assessment, to ensure they understand the potential social impacts of the mine's impending closure, and opportunities are not missed to assist those parties in managing and mitigating these impacts as far as possible.

APPENDIX A

Review of relevant statutory and non-statutory documents (2022)

APPENDIX B

Baseline Data Analysis Report (WSP, 2024)

APPENDIX C

Engagement Outcomes (2022)

APPENDIX D

Workforce requirements for Waihi North Project – Labour Schedule (OGNZL, December 2024)

APPENDIX E

Workforce Accommodation Assessment, Waihi North Project - Stage 1 (WSP, 2025)

APPENDIX F

Properties identified as potentially affected by
the Waihi North Project (OGNZL, 2022)

STATUTORY FRAMEWORK

PROPOSED WAIHI NORTH PROJECT

1 OVERVIEW

There are statutory and non-statutory plans and policies that provide high level context for the proposed project. An understanding of the outcomes and relevant resource management themes from legislation and strategic documentation provides the framework for considering the likely regional and local social impacts of the Waihi North Project (WNP).

A number of relevant documents of interest have been reviewed to identify the aspects that are likely to be most relevant to the community. These include key legislation, regional and local plans and strategy documents; a summary of which is provided in the sections below.

2 STATUTORY MATTERS

2.1 RESOURCE MANAGEMENT ACT 1991

The RMA requires the consideration of actual and potential effects of activities on the environment to inform decision making. Environment is defined in Section 2 of the RMA as including:

- (a) Ecosystems and their constituent parts, including people and communities, and*
- (b) All natural and physical resources; and*
- (c) Amenity values; and*
- (d) The social, economic, aesthetic, and cultural conditions which affect the matters states in paragraphs (a) to (c) or which are affected by those matters.*

People and communities, and the social conditions that affect them, as highlighted in (a) and (d) of the definition, are a critical part of the environment that needs to be considered in decision making.

The purpose of the RMA is defined in Section 5 as being “to promote sustainable management of natural and physical resources”. According to the RMA, sustainable management refers to “managing the use, development and protection of natural and physical resources in a way, or at a rate, which enables people and communities to provide for their social and economic and cultural wellbeing and for their health and safety...”.

Section 7(c) of the RMA states that in order to achieve the purpose of the Act, particular regard shall be given to “the maintenance and enhancement of amenity values”. Amenity values, the qualities and characteristics of an area that are meaningful to people and impact on their way of life, is an important consideration in an SIA study.

Schedule 4 of the RMA outlines the information required in support of an application for resource consent. The inclusion of socio-economic and cultural effects as one of the key effects that must be addressed within the assessment of environmental effects, is highlighted in Section 7(a) of this schedule.

The above RMA references highlight the broad legal framework within which this SIA study is undertaken.

3 REGIONAL AND LOCAL PLANS

Regional and local plans and strategies can provide a good indication of social matters important to the community. Review of relevant documents can provide insight as to whether a proposed development, in this case the WNP, aligns with the social aspirations contained within these plans.

The following documents have been reviewed:

- Waikato Regional Long Term Plan 2018-2028
- Waikato Regional Policy Statement
- Hauraki District Plan
- Hauraki Long Term Plan
- Hauraki District Economic Development Strategy (Towards 2025)
- Hauraki District Growth Strategy
- Destination Hauraki 2030 (Hauraki Tourism Strategy)

The key social themes identified in these documents are:

- The importance of air, soil and water quality to peoples' health and wellbeing, livelihoods and recreational aspirations, including the effect that appreciation for the environment has on peoples' experiences and sense of place.
- The importance of sustainable resource use that enables people and communities to provide for their economic, social and cultural wellbeing.
- The quality of the environment and the importance of maintaining the amenity value for people and communities.

3.1 WAIKATO REGION

3.1.1 2018-2028 LONG TERM PLAN

Waikato Regional Council's long-term plan (LTP) is a requirement of the Local Government Act 2002. It contains information about the Waikato Region's planned activities for the next ten years and shows how these contribute to the region's three long term outcomes Healthy Environment, Strong Economy and Vibrant Communities. The community outcomes identified under each of these themes define the regional council priorities. Those outcomes most relevant to the proposed project are as follows:

HEALTHY ENVIRONMENT

- The full range of ecosystem types including land, water and coastal and marine ecosystems, is in a healthy and functional state.

STRONG ECONOMY

- By 2034, household median incomes are above the New Zealand average.
- By 2034, value added per capita will grow by 2.8 per cent per annum so that the Waikato region is in the upper third of regions in New Zealand for economic performance.
- Economic growth ensures natural capital and ecosystem services are maintained.
- New investment is attracted to the region through improved reputation and partnerships.

VIBRANT COMMUNITIES

- Communities are less vulnerable and more resilient to natural hazards, the effects of climate change and changes to society and economy.
- People and communities are well connected to each other, to services (including health and other essential services), and to opportunities including recreation, education and jobs.
- We support all parts of the Waikato to be as successful as they can be.

The WNP will employ a variety of mitigation measures through the resource consent process to respond to any ecological affects, as well as effects on air, soil and water quality. The proposed project will extend the life of the Waihi Gold Mine thereby ensuring the continued economic contribution to the region. The project will ensure the sustained, and a potential increase in, employment for the workforce and contractors. This will ensure continued regional economic growth and contribution to a successful economy, reducing community vulnerability to economic change. Overall, the WNP is aligned with the LTP community outcomes.

3.1.2 WAIKATO REGIONAL POLICY STATEMENT

The Regional Policy Statement (RPS) outlines the significant resource management issues for the region, and the policies and methods to be used in managing its physical and natural resources.

The RPS addresses a number of regionally significant issues that are relevant to the consideration of social impacts associated with the WNP. These include state of resources; effects on climate change; managing the built environment; relationship of tāngata whenua with the environment (te taiao); and health and wellbeing of the Waikato River catchment. Resource use and development is particularly relevant and has the following objective:

OBJECTIVE 3.2 RESOURCE USE AND DEVELOPMENT

Recognise and provide for the role of sustainable resource use and development and its benefits in enabling people and communities to provide for their economic, social and cultural wellbeing, including by maintaining and where appropriate enhancing:

- Access to natural and physical resources to provide for **regionally significant industry** and **primary production** activities that support such industry;*
- The life supporting capacity of soils, water and ecosystems to support primary production activities;*
- Access to the **significant mineral resources** of the region;*

The WNP seeks to access significant gold resources within the Waikato Region contributing to the mining industry which is consistent with the above objective. The proposed resource consent application process will seek to manage adverse effects on amenity and discharges to air and water.

3.2 HAURAKI DISTRICT

3.2.1 HAURAKI DISTRICT PLAN

The Hauraki District Plan sets out the objectives, policies and rules to address resource management issues within the district. The following objective has been identified as relevant to social aspirations:

- *Objective 5.6.4(1): To enable the people and community of Waihi to provide for its service town role to the surrounding rural area, as well as its role in the mining and tourist industries, at the same time as maintaining an attractive residential environment.*

The key policies to achieve Objective 5.6.4(1) of most relevance to the WNP being:

- *Policy (i) Make adequate provision for Waihi Town and its role as a service town to the surrounding rural areas as well as its role in the mining and tourist industries.*
- *Policy (ii) Recognise the significance of mining and the ongoing associated developments to the social and economic wellbeing of the residents of Waihi, subjects to maintaining the amenity values of Waihi.*
- *Policy (vi) Protect the amenity of residential environments from adverse effects of commercial, mining and industrial activities.*

The WNP will enable the people and community of Waihi to continue to take advantage of the social and economic benefits the mining industry contributes to the district. The resource consent application process seeks to protecting the amenity of the residential environments from adverse effects of mining activities. Overall, the WNP is considered to be consistent with the relevant social objectives of the Hauraki District Plan.

3.2.2 HAURAKI LONG TERM PLAN 2018-2028

The Long-Term Plan (LTP) is a requirement of the Local Government Act 2002 and outlines 'community outcomes' being:

- Prepared Hauraki
- Progress Hauraki
- Kotahitanga Hauraki
- Interactive Hauraki
- Lifestyle Hauraki
- Sustainable Hauraki

Two of the key community outcomes of the LTP, Interactive Hauraki and Sustainable Hauraki are of relevance to the WNP:

INTERACTIVE HAURAKI

We have a positive climate that encourages balanced and sustained economic growth throughout our district.

- *Our infrastructural services and facilities are planned and developed to meet future demand.*
- *We actively encourage new economic development opportunities while continuing to support existing ventures and service providers.*
- *We encourage further development of tourism opportunities and facilities focusing on our heritage and eco-tourism.*

SUSTAINABLE HAURAKI

We plan for the wise use and management of all land and resources for the continued benefit of our district.

- *Our natural and physical environments are sustainably managed.*
- *We have a shared respect for both economic growth and environmental protection.*
- *We support the protection of the district's significant natural habitats and ecosystems.*

From a social perspective, the WNP responds to the need to encourage economic development opportunities (Interactive Hauraki); and provide for economic growth while striving for good environmental outcomes (Sustainable Hauraki). The project is therefore considered to be consistent with the relevant community outcomes of the Hauraki LTP.

3.2.3 ECONOMIC DEVELOPMENT STRATEGY (TOWARD 2025)

The Economic Development Strategy identifies the five areas or 'pillars' where the Hauraki District can best influence economic growth. The strategy sets out goals under each of the five pillars. The expectation is that if these goals are met, there will be an increase in the number of businesses operating in the District, an increase in the number of jobs available, and population growth. The pillar being the most relevant to the proposed project.

PILLAR: HAURAKI INC

- *Attract international business to establish the District.*
- *Encourage investment that provides jobs for people living in the District.*

This economic development approach highlights the importance of New Zealand attracting international investors into opportunities that increase capital for existing industries and creates job growth. From a social perspective, the WNP will provide job security to the existing workforce and contractors, as well as provide new job opportunities. This will contribute to the continued, and possibly an increase in the standard of living for the Hauraki community.

3.2.4 HAURAKI DISTRICT GROWTH STRATEGY

The Hauraki District Growth Strategy sets out six key principles to guide sustainable development of the Hauraki District into the future. The principle of relevance to this project being, "*Promote the development of towns and townships that enable people, communities and future generations to provide for their social, economic, cultural and environmental wellbeing*".

The Hauraki District Growth Strategy notes, "*The eventual closure of the mine in Waihi will have significant effects on people, the community and business in Waihi and the wider area. There are also environmental impacts which will require remediation. It is difficult to plan for this event as*

the timing of closure is uncertain, as are the development of other mining opportunities in the area”.

The WNP will extend the life of the Waihi Gold Mine which will positively contribute to the growth of the district through ensuring it continues to be one of the District’s main community and business centres, specialising in mining and servicing the surrounding rural area.

3.2.5 DESTINATION HAURAKI 2030 (TOURISM STRATEGY)

Destination Hauraki 2030 (the Hauraki tourism strategy) sets out the vision and objectives for tourism in the district.

The vision is: *‘The Hauraki District has a sustainable and inclusive tourism industry that contributes value to its communities, environment and visitors’.*

The most relevant objective to the WNP is:

- *Enhanced environment – we protect, respect and enhance Papatūānuku and our natural, cultural and historical taonga.*

Destination Hauraki 2030 recognises the importance of the quality of the environment. Particularly as the appreciation and experience of the local environment drives the tourism industry in the district. Waihi’s gold history and current mining operations contributes to the tourism value of the district. The WNP represents a continuation of this tourism opportunity which have the potential to contribution to the community and district economy.

4 SYNOPSIS

The WNP aligns well with the social aspirations outlined in the relevant policy documents that have been reviewed. References from the Waikato Regional Policy Statement and the Hauraki District plan are provided below to illustrate this.

The Waikato Regional Policy Statement recognises the importance of sustainable resource use and development in enabling the provision of economic, social and cultural wellbeing. The statement highlights the need to maintain and enhance the following:

- Access to natural and physical resources to provide for regionally significant industry and primary production activities that support such industry;*
- The life supporting capacity of soils, water and ecosystems to support primary production activities;*
- Access to the significant mineral resources of the region;*

As the WNP seeks to access significant gold resources within the Waikato Region, the project is consistent with the above objective.

The Hauraki District Plan identifies objectives to address resource management in the district. Objective 5.6.4 (1) is specifically relevant to social aspirations for Waihi:

- To enable the people and community of Waihi to provide for its service town role to the surrounding rural area, as well as its role in the mining and tourist industries, at the same time as maintaining an attractive residential environment.

The key policies to achieve the above objective, of particular relevance to the WNP, are:

- Policy (i) Make adequate provision for Waihi Town and its role as a service town to the surrounding rural areas as well as its role in the mining and tourist industries.
- Policy (ii) Recognise the significance of mining and the ongoing associated developments to the social and economic wellbeing of the residents of Waihi, subjects to maintaining the amenity values of Waihi.
- Policy (vi) Protect the amenity of residential environments from adverse effects of commercial, mining and industrial activities.

The WNP will enable the people and community of Waihi to continue to take advantage of the social and economic benefits the mining industry contributes to the district. The resource consent application process seeks to protect the amenity of the residential environments from adverse effects of mining activities.

OceanaGold New Zealand Limited

BASELINE DATA ANALYSIS REPORT WAIHI NORTH PROJECT: SOCIAL IMPACT ASSESSMENT

FEBRUARY 2025



BASELINE DATA ANALYSIS REPORT

WAIHI NORTH PROJECT: SOCIAL IMPACT ASSESSMENT

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REV	DATE	DETAILS
2	03 February 2025	2025 Update – Final

	NAME	DATE	SIGNATURE
Prepared by:	Daniel Cooper	03 February 2024	
Reviewed by:	Wendy Turvey	03 February 2025	
Approved by:	Wendy Turvey	03 February 2025	

This report ('Report') has been prepared by WSP exclusively for OceanaGold New Zealand Limited ('Client') in relation to the baseline assessment of various measurable attributes to inform the Social Impact Assessment Study for the proposed Waihi North Project ('Purpose') and in accordance with the Services Schedule OGN-3147 issued under Master Consulting Agreement – 1407 (OGN-1014)] by the Client, dated June 2021. The findings in this Report are based on and are subject to the assumptions/limitations specified in the Report. WSP accepts no liability whatsoever for any reliance on or use of this Report, in whole or in part, for any use or purpose other than the Purpose or any use or reliance on the Report by any third party.



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1 INTRODUCTION

OceanaGold New Zealand Limited (OceanaGold) propose the expansion of the Waihi Gold Mine, known as the Waihi North Project (WNP). This project will extend the life of mining in Waihi beyond 2040 and consists of the following main components:

- Wharekirauponga Underground Mine: A new underground mine 10km north of Waihi and associated surface infrastructure to support this activity located on land at the end of Willows Road, approximately 5km north of Waihi.
- Gladstone Open Pit: A new open pit located west of the existing Waihi operations, which on completion of mining will be converted to a tailings storage facility (TSF).
- Northern Rock Stack (NRS): A new rock stockpile facility located near the existing TSFs and Processing Plant in Waihi.
- Tailings Storage Facility 3 (TSF3): A new TSF located to the east of existing TSF's, with waste rock for the construction initially sourced from material borrowed from within the TSF3 footprint and on the eastern side of the NRS.
- Water Treatment Plant (WTP) upgrade: Required to double the current treatment capacity of the existing WTP.
- Processing Plant upgrade: Required to increase processing capacity at the existing OGNZL Processing Plant.

WSP New Zealand Limited (WSP) has been appointed to undertake an independent Social Impact Assessment (SIA) to identify and fully consider the potential positive and negative impacts of the proposed WNP on the local and regional social environment. The development of an understanding of the social context in which the proposed project will take place, through the collection and analysis of baseline data, is an important component of the SIA study.

The following document is the baseline assessment of various measurable attributes that will be used to inform the SIA study. It is most likely that some of these attributes will be identified as relevant for future assessment in respect of monitoring the social impacts of the WNP on the Waihi Town and greater local area.

This baseline covers the following attributes over a defined area of interest:

- Demographics
- Economics
- Employment
- Property
- Community Infrastructure

2 AREA OF ANALYSIS

For this report, four areas were identified for analysis being:

- Waihi Town
- Local area
- Regional area
- National

The boundaries for the Waihi Town and local area have been defined using Statistical Area 1 units which Statistics New Zealand use as their smallest geographic reporting level as of the 2018 Census as a replacement to meshblocks.

The Waihi Town area is made of all the Statistical Area 1 units that make up Statistical Area 2 units Waihi North, East and South. The Local area is made of Statistical Area 1 units that have 50 % or more land that falls within a 30 km radius circle centred on Waihi Town.

The Regional area is defined by the Waikato and Bay of Plenty Regional Council boundaries and for the National area this is the entirety of New Zealand to align with Statistics New Zealand data reporting.

A description of the areas covered can be seen in Table 2-1 and the exact areas that encompass the 'Waihi Town' and 'Local' areas are outlined in Appendix A: Waihi town and

Appendix B: Local Area.

Table 2-1. Areas of analysis

Area	Description
Waihi Town	All Statistical Area 1 units that make up the Waihi Town area
Local	All Statistical Area 1 units that have 50 % or more land that falls within a 30 km radius circle centred on Waihi Town (centroid at -37.38943130, 175.84423688)
Regional	Waikato and Bay of Plenty Regional Council areas
National	New Zealand

The following figures illustrate the Waihi Town, Local and Regional areas of interest. Figure 2-1 illustrates the Waihi Town, the Local area is shown in Figure 2-2, and the Regional area is shown in Figure 2-3.

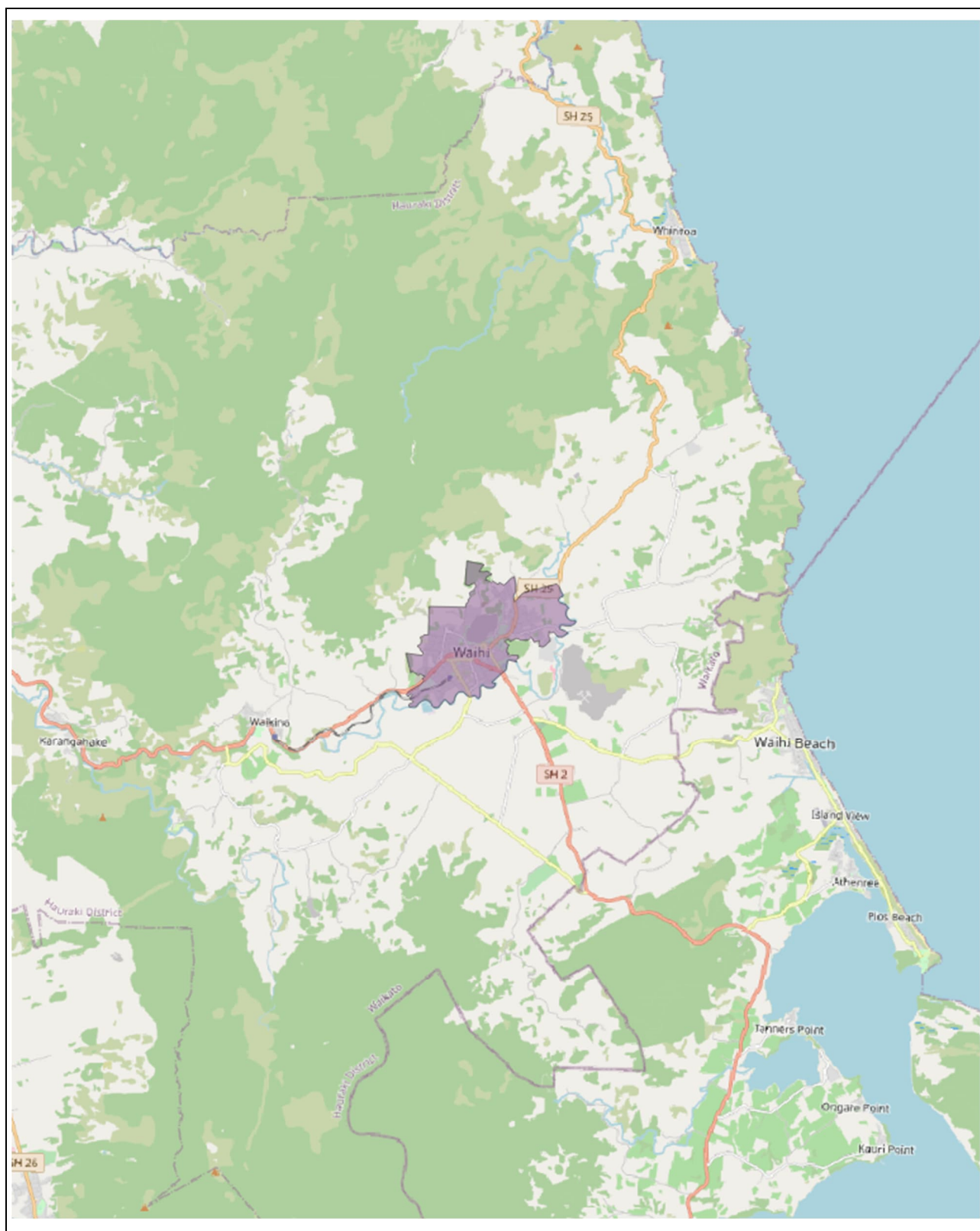


Figure 2-1. Waihi Town area of interest marked in purple

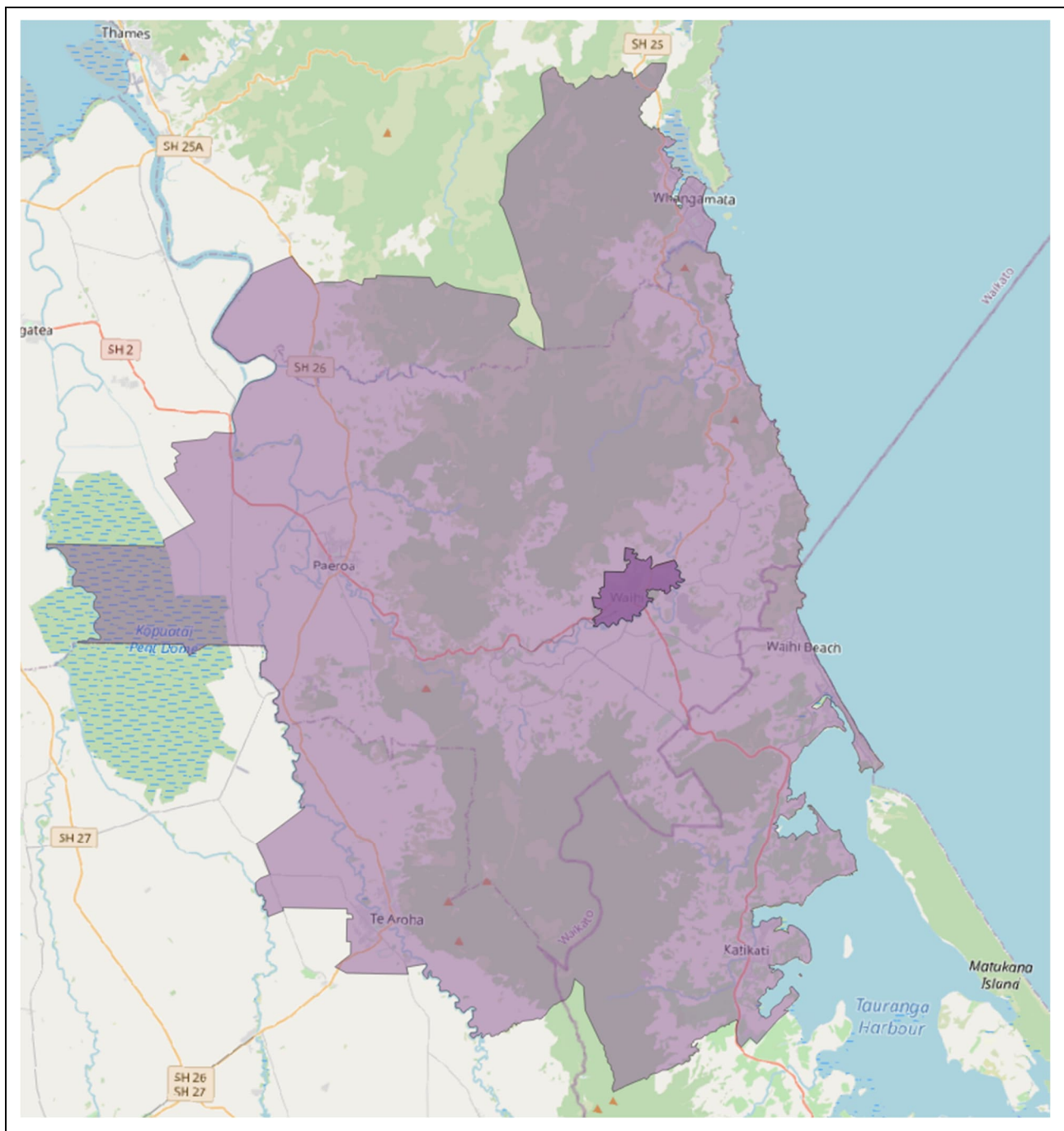


Figure 2-2. Local area of interest (light purple) with Waihi Town (dark purple)

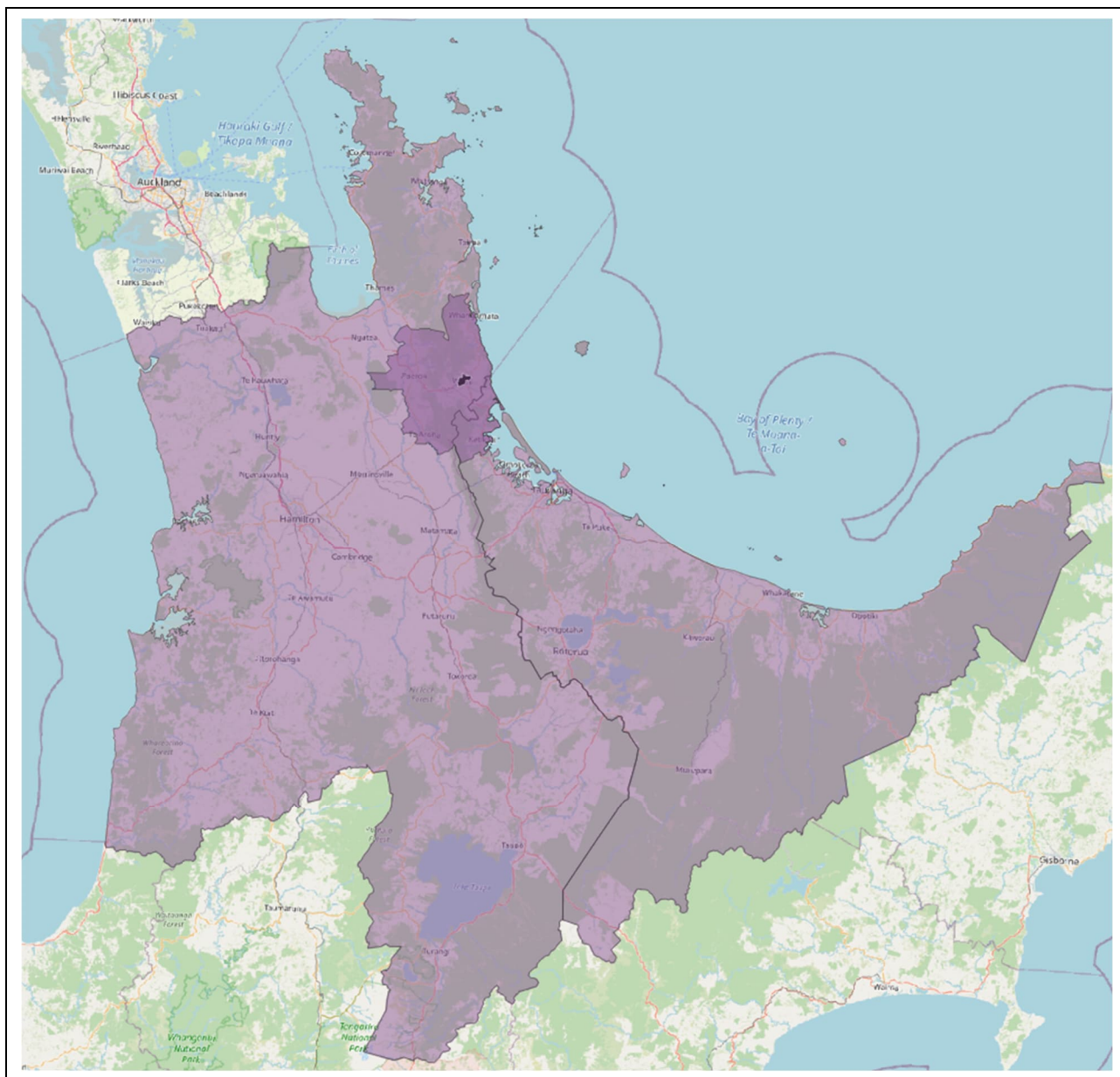


Figure 2-3. Regional area of interest (light purple), Local area (dark purple) with Waihi Town (black)

3 DEMOGRAPHICS

3.1 POPULATION BY AGE GROUP

3.1.1 REGIONAL, LOCAL AND WAIHI TOWN

In the 2023 Census, the median age was 50.8 years in Waihi Town and 52.1 years in the local area. This compares to 38.1 years and 39.7 years in the Waikato and Bay of Plenty regions respectively (Table 3-1).

Table 3-1. Population and age per Waihi Town, local area and regions, 2018¹ and 2023²

Age groups	Waihi Town		Local		Waikato		Bay of Plenty	
	2018	2023	2018	2023	2018	2023	2018	2023
Total	5,403	5,610	35,430	37,528	458,202	498,799	308,499	334,153
<15	17.1%	16.1%	16.7%	15.2%	21.1%	20.2%	20.8%	19.9%
15-19	5.4%	4.9%	5.0%	5.0%	6.5%	6.5%	6.0%	6.2%
20-29	8.1%	8.3%	8.4%	7.7%	13.2%	12.2%	11.4%	11.1%
30-39	8.2%	10.9%	8.4%	10.1%	12.2%	13.8%	11.5%	13.2%
40-49	11.0%	8.8%	11.1%	9.4%	12.6%	11.8%	12.6%	11.7%
50-59	13.7%	12.7%	14.1%	12.7%	12.1%	12.3%	13.1%	12.3%
60-69	16.0%	15.9%	16.6%	16.9%	10.8%	11.3%	11.7%	11.8%
70+	20.1%	22.4%	19.5%	23.1%	10.8%	12.0%	12.9%	13.8%

3.2 GENDER AND ETHNICITY

3.2.1 NATIONAL, REGIONAL, LOCAL AND WAIHI TOWN

The gender split in Waihi Town, the local area and within New Zealand are detailed in Table 3-2, while ethnicity can be seen in Table 3-3.

The gender split in Waihi Town and the local area does not differ substantively from the national level data.

¹ (Statistics New Zealand, 2018a)

² (Statistics New Zealand, 2023a)

Table 3-2. Gender split in Waihi Town, 2018³ and 2023⁴

Area	Female (%)		Male (%)	
	2018	2023	2018	2023
Waihi Town	51.7%	51.4%	48.3%	48.8%
Local	50.8%	50.9%	49.2%	48.8%
Regional	50.9%	50.4%	49.1%	49.2%
New Zealand	50.6%	50.3%	49.4%	49.3%

Table 3-3. Ethnicity per Waihi Town, local area and regional average, 2018⁵ and 2023⁶

Ethnicity	Waihi Town		Local		Regional		New Zealand	
	2018	2023	2018	2023	2018	2023	2018	2023
European	82.9%	83.6%	84.7%	84.5%	74.1%	71.7%	70.2%	67.7%
Māori	22.9%	23.3%	18.4%	20.0%	26.0%	27.4%	16.5%	17.8%
Pacific Peoples	3.8%	4.2%	3.3%	3.6%	4.1%	4.8%	8.1%	8.9%
Asian	4.7%	5.8%	4.8%	5.5%	8.6%	10.8%	15.1%	17.3%
MELAA	0.3%	0.4%	0.3%	0.5%	0.9%	1.3%	1.5%	1.9%
Other Ethnicity	2.0%	1.8%	2.1%	2.5%	2.3%	2.2%	2.5%	2.3%

3.2.2 OCEANAGOLD EMPLOYEES⁷

The number of employees at the Waihi operation averaged at 458 employees per month across 2022 (104 of which are contractors). Of the OceanaGold employees who responded to the voluntary employee surveys 301 were male (85%) and 53 were female (15%). Similar numbers were also found for contractor employees with 91 identifying as male (87%) and 13 as female (13%). The percentage split for gender is not representative of the gender diversity of Waihi Town, the local area or New Zealand. Additionally, the proportion of OceanaGold employees who identify as being of Māori descent was 27% (94) and 32% (33) for contractor employees., which is higher than the average of 17.9% within the local area. It is also higher than the proportion in New Zealand of 16.5%. While not all employees responded to the voluntary survey, the percentages regarding diversity are the best available representation of the workforce.

³ Statistics New Zealand (2018a)

⁴ Statistics New Zealand (2023a)

⁵ Statistics New Zealand (2018a)

⁶ Statistics New Zealand (2023a)

⁷ Phoenix Research (2023)

3.3 DEPRIVATION

3.3.1 NEW ZEALAND, REGIONAL, LOCAL, AND WAIHI TOWN

The New Zealand Deprivation Index (NZDI) is an area-based measure of socio-economic deprivation in New Zealand. The aim of the NZDI research programme, led by the University of Otago, is to develop indexes of socio-economic deprivation in New Zealand to support and inform applications for funding, and health and related social services research⁸. In addition, the index provides community groups and community-based service providers with the basis to advocate for resources for community services.

The NZDI is related to geographic areas, not people, and rates these areas from 1 (least deprived) to 10 (most deprived). According to the NZDI 2023, Waihi Town scores 8.4 on a deprivation scale, whereas the New Zealand mean is 5.6 (see Table 3-4 below). The index combines the following census data: (1) communication (people with no access to the internet at home), (2) income (people aged 18-64 receiving a means tested benefit) (people living in equivalised households with income below a set threshold), (3) employment (people aged 18-64 unemployed), (4) qualifications (people aged 18-64 without any qualifications), (5) owned home (people not living in own home), (6) support (people aged <65 living in a single parent family), (7) living space (people living in equivalised households below a bedroom occupancy threshold) and (8) living condition (people living in dwellings that are always damp and/or always have mould greater than A4 in size). The scale generates a 'score' according to these criteria, and an ordinal 'scale' is derived from this accordingly.

Crampton, Salmond and Atkinson (2019) caution the use of Deprivation Scores for several reasons. Firstly, (1) indicators can be confused with underlying phenomenon, (2) deprivation when measured within small areas can be skewed by other factors, (3) 'deprivation' is relative, not absolute, and (4) apparent simplicity belies underlying complexity.

Table 3-4. Deprivation Index ordinal and interval variable locale, 2018 and 2023⁹

Area	NZDI Scale		NZDI Score	
	2018	2023	2018	2023
Waihi Town	8.5	8.4	1086	1083
Local	6.9	6.8	1029	1026
Waikato	6.4	6.0	1022	2012
Bay of Plenty	6.3	6.0	1030	1017
New Zealand	5.7	5.6	1004	1002

⁸ Berl (2018)

⁹ University of Otago (2023)

3.4 QUALIFICATIONS/SKILLS

3.4.1 NATIONAL, REGIONAL, LOCAL AND WAIHI TOWN

Table 3-5 outlines education levels among respondents to the 2018 and 2023 Censuses, which shows Waihi Town and the local area see lower levels of attainment compared to the regional and national averages.

Table 3-5. Distribution of education and qualifications per area of interest 2018¹⁰ and 2023¹¹

Qualification level	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
	2018	2023	2018	2023	2018	2023	2018	2023	2018	2023
No qualification	29.6%	25.4%	25.4%	22.5%	19.9%	17.3%	18.9%	16.1%	17.0%	15.1%
Level 1 - 4	41.1%	44.7%	42.5%	45.1%	42.1%	43.6%	42.1%	43.3%	38.6%	39.9%
Level 5 - 6	8.3%	9.7%	9.2%	10.1%	9.2%	9.8%	10.4%	11.0%	9.2%	9.5%
Level 7 / Bachelor	6.0%	7.6%	7.7%	9.0%	11.3%	12.6%	11.0%	12.6%	13.7%	14.9%
Postgraduate	3.0%	4.1%	4.4%	5.5%	7.4%	8.7%	6.6%	8.1%	9.5%	11.1%
Overseas secondary	4.0%	3.8%	4.0%	3.6%	4.1%	4.2%	4.1%	4.1%	5.5%	5.6%
Not elsewhere incl.	7.9%	4.8%	6.9%	4.3%	6.0%	3.9%	6.9%	4.7%	6.5%	3.9%

¹⁰ (Statistics New Zealand, 2018c)

¹¹ (Statistics New Zealand, 2023b)

4 ECONOMICS

4.1 NATIONAL GDP, MINING GDP, MINING SECTOR EMPLOYMENT

In the year ending March 2021, the size of the New Zealand economy was \$325 billion with an annual growth of -2.3%¹². For the same period, mining was reported as being down 19.0% annually from 3.13 billion to 2.53 billion¹³. These figures were later revised to 2.67 billion for to 2.18 billion, down 18.5% annually (Figure 4-1).

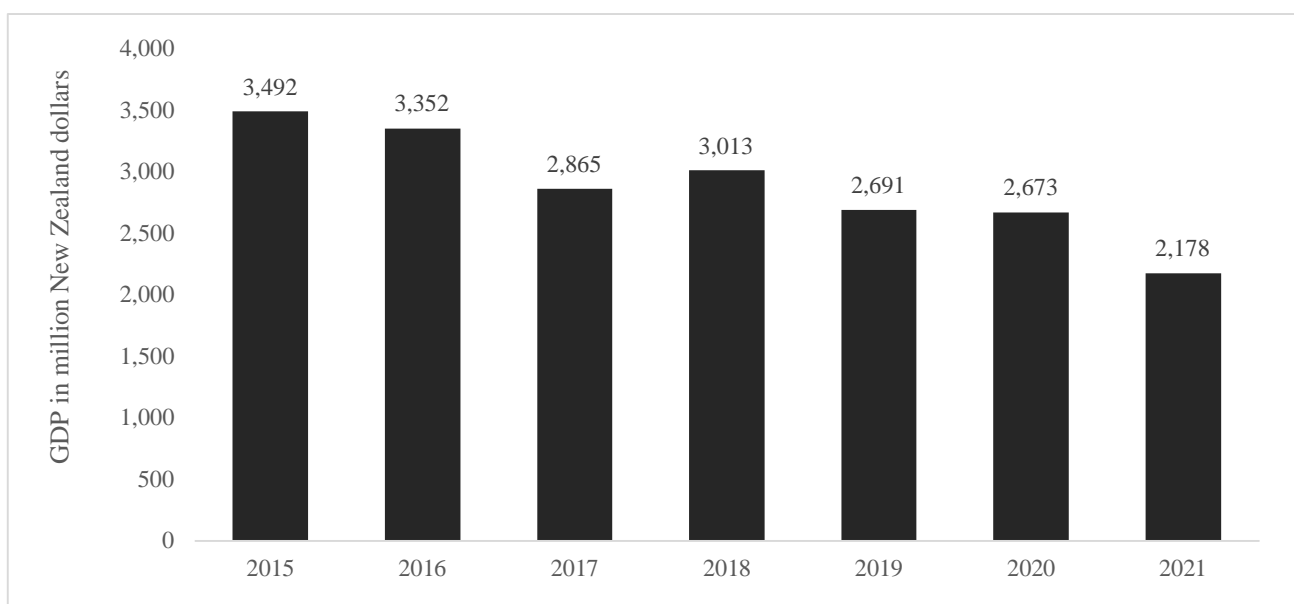


Figure 4-1. Gross domestic product of the mining industry in New Zealand from 2015–2021¹⁴

¹² (Statistics New Zealand, 2021b)

¹³ (Statistics New Zealand, 2021c)

¹⁴ (Statistics New Zealand, 2021a)

Overall, approximately 6,500 workers are employed directly in the mining sector as of 2024, up approximately 800 employees since 2020 (Figure 4-2).

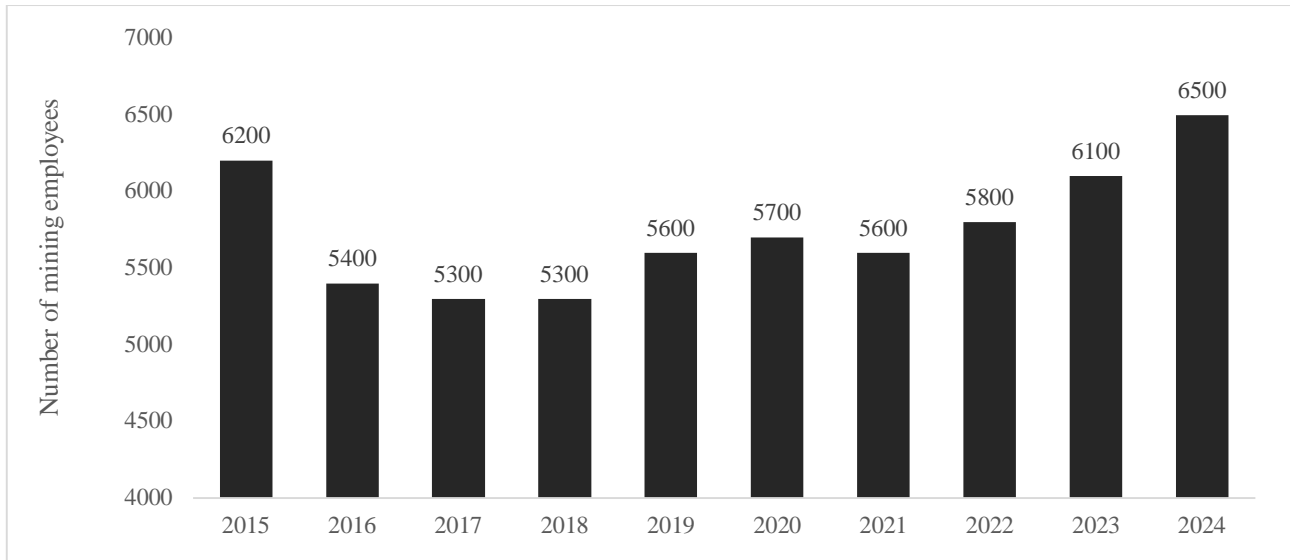


Figure 4-2. Employee count for the mining industry in New Zealand from 2015–2024¹⁵

Figure 4-3 shows the share of the total GDP in 2021 for the Hauraki District in 2021 (part of the Waikato Regional Council and the neighbouring Western Bay of Plenty District — part of the Bay of Plenty Regional Council). Among the detailed industries, mining contributed 22.8% of the GDP to the district or 270 million dollars (Figure 4-3).

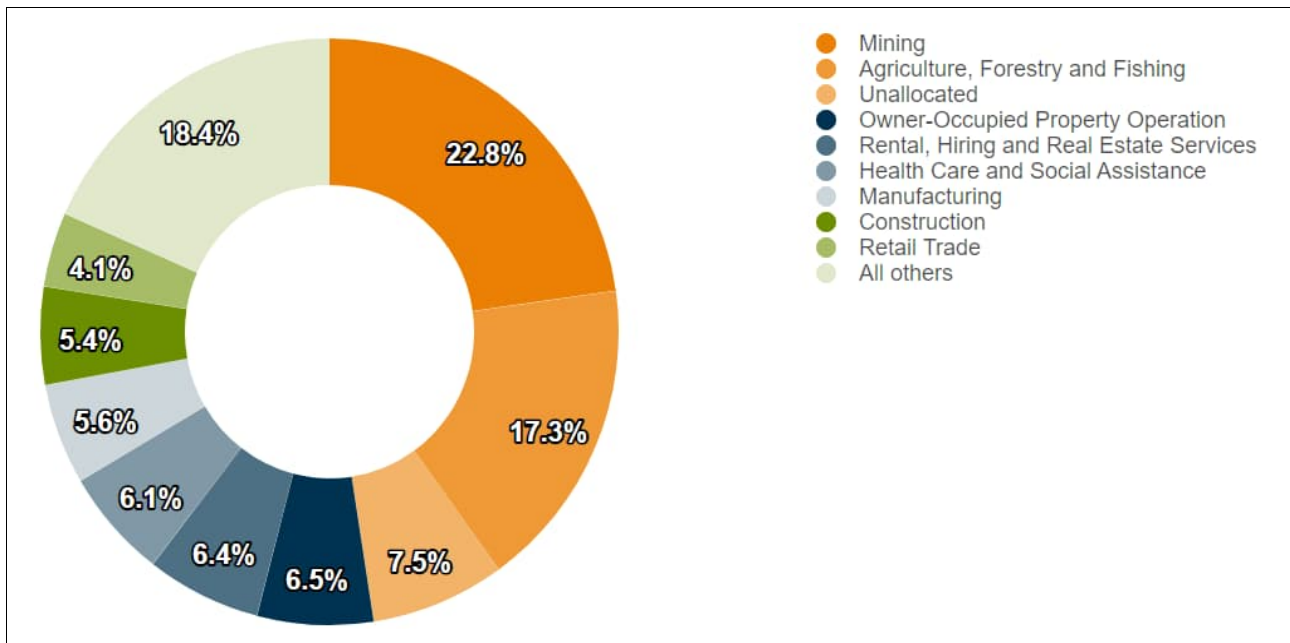


Figure 4-3. Share of total GDP for the Hauraki District in 2021¹⁶

¹⁵ (Statistics New Zealand, 2024)

¹⁶ (Infometrics, 2022)

4.2 OCEANAGOLD DIRECT CONTRIBUTIONS

4.2.1 OCEANAGOLD'S CONTRIBUTION TO THE LOCAL AREA, REGIONALLY, NATIONALLY AND INTERNATIONALLY

OceanaGold's 2022 total expenditure (including payroll), broken down by area, can be seen in Table 4-1.

Table 4-1. OceanaGold 2022 expenditure by area¹⁷

Area ¹⁸	Value of expenditure (NZD)	Proportion of total expenditure
Local	\$53M	29%
Regional	\$34M	19%
New Zealand	\$77M	43%
International	\$17M	9%

A total of 171 suppliers received a minimum of \$60,000 from OceanaGold in 2022; 37 (22%) of which are from the local community and 145 (85%) are within New Zealand (Table 4-2. Suppliers with minimum sales of \$60,000 to OceanaGold New Zealand Limited (2022)Table 4-2). The local community supplier sales total \$15,367,063 (13%), on par with international sales (Phoenix Research, 2023).

Table 4-2. Suppliers with minimum sales of \$60,000 to OceanaGold New Zealand Limited (2022)

	Suppliers		NZD	
	No.	%	No.	%
Local	37	22%	\$15,367,063	13%
Regional	36	21%	\$25,946,905	21%
National	72	42%	\$64,541,700	53%
International	26	15%	\$15,249,767	13%
Total	171	100%	\$121,105,436	100%

Of the suppliers, 111 businesses had turnover estimates available, based on data from Martins. Analysis of the turnover estimated show that only 9% (n=10) of these business' received more

¹⁷ Phoenix Research (2023)

¹⁸ Areas as defined in Phoenix Research (2023)

than 50% of their revenue from OceanaGold in 2022; for local businesses this percentage was just 2%. The majority of the businesses received 5% or less of their total business sales from OceanaGold (Figure 4-4) (Phoenix Research, 2023).

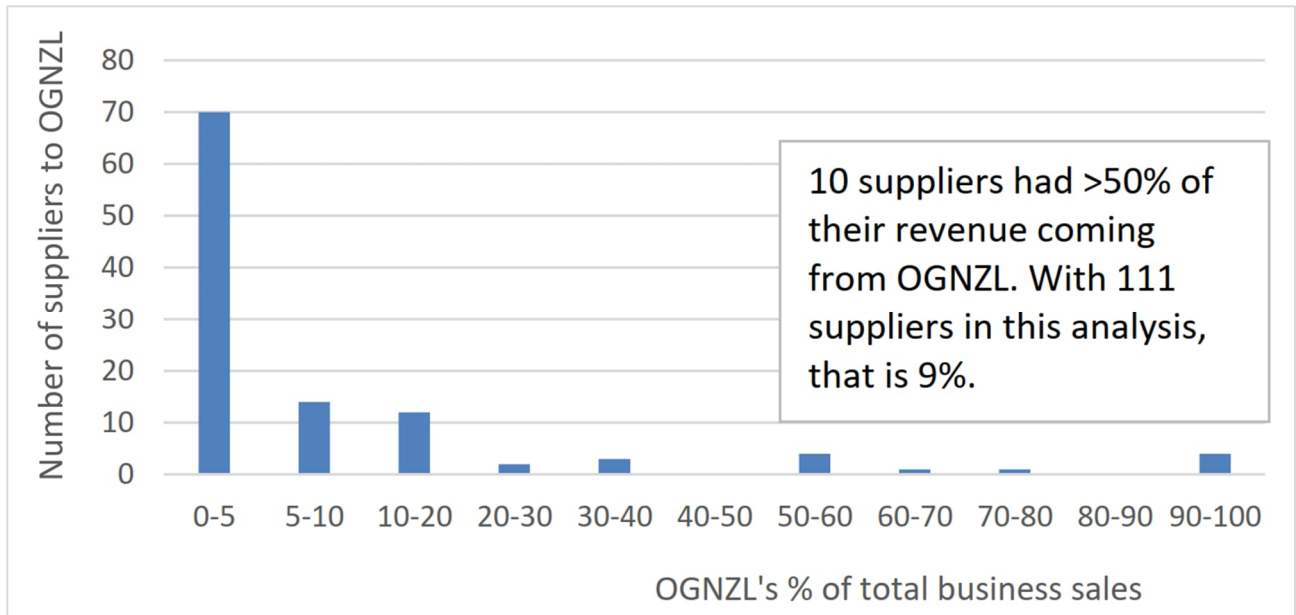


Figure 4-4. Proportion of suppliers for whom OceanaGold contributes revenue (with a minimum sale of \$60,000 (2022))

4.3 ANNUAL AND MEDIAN INCOME

4.3.1 NATIONAL, REGIONAL, LOCAL, AND WAIHI TOWN

Relative to the New Zealand national median personal income of \$41,900 in 2023, in Waihi Town the median was \$28,300, and in the local area it was \$30,650 (Table 4-3).

Table 4-3. Income range per area of interest 2018¹⁹ and 2023²⁰

Income (NZD)	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
	2018	2023	2018	2023	2018	2023	2018	2023	2018	2023
Under \$10,000	14.8%	11.5%	13.7%	11.7%	16.7%	13.8%	15.5%	12.8%	17.6%	14.4%
\$10,001-\$20,000	30.3%	16.5%	24.2%	14.1%	18.4%	11.0%	19.4%	10.7%	16.9%	10.7%
\$20,001-\$30,000	21.9%	26.5%	19.0%	23.5%	14.5%	15.6%	16.3%	17.0%	13.7%	14.6%
\$30,001-\$50,000	17.4%	20.5%	20.1%	20.2%	20.6%	18.0%	21.0%	19.6%	20.2%	17.4%
\$50,001-\$70,000	9.1%	13.4%	11.6%	14.2%	14.4%	17.6%	13.4%	17.1%	14.4%	17.1%
\$70,001 or more	6.6%	11.7%	11.3%	16.2%	15.5%	24.1%	14.4%	22.8%	17.2%	25.8%
Median (\$NZD)	21,600	28,300	28,600	30,650	30,400	40,800	29,100	39,700	31,800	41,900

4.4 CURRENT SUPPLIERS TO OCEANAGOLD WAIHI

OceanaGold spent \$121m across 171 suppliers in 2022 which can be seen in Table 4-4.

Table 4-4. OceanaGold 2022 expenditure by supplier location (min \$60k NZD spend)²¹

Area	Value of supplies (NZD)	Value of supplies (%)
Local	\$15M	13%
Regional	\$26M	21%
New Zealand	\$65M	53%
Overseas	\$15M	13%

¹⁹ Statistics New Zealand (2018a)

²⁰ Statistics New Zealand (2023)

²¹ Phoenix Research (2023)

5 EMPLOYMENT

5.1 EMPLOYMENT RATE

5.1.1 NATIONAL, REGIONAL, LOCAL, AND WAIHI TOWN

The three main employers (by employment sector) located in Waihi Town are: 1) mining, 2) retail trade, and 3) health care and social assistance (Table 5-1). However, when looking at level of employment by employee resident location, mining is the 5th largest employer in Waihi Town (Table 5-2). Both datasets show mining is a bigger employer in the Waihi Town area than the local, regional or New Zealand areas.

Table 5-1. Employment percentage by employer location, 2018²² and 2023²³

Category	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
	2018	2023↓	2018	2023	2018	2023	2018	2023	2018	2023
Mining	15.5%	18.8%	2.7%	3.4%	0.7%	0.5%	0.1%	0.1%	0.2%	0.2%
Retail Trade	16.3%	17.2%	10.5%	11.0%	9.9%	8.9%	10.5%	9.9%	9.6%	9.4%
Health Care and Social Assistance	12.9%	12.2%	9.1%	9.9%	11.8%	10.4%	11.9%	12.3%	10.8%	10.2%
Manufacturing	6.2%	8.9%	11.7%	10.1%	12.1%	11.5%	9.7%	9.8%	10.2%	9.8%
Education and Training	9.8%	7.9%	8.3%	7.9%	8.9%	8.4%	8.4%	8.4%	8.4%	8.1%
Accommodation and Food Services	7.5%	6.2%	9.5%	7.2%	7.3%	6.2%	7.8%	6.3%	7.5%	6.5%
Professional, Scientific and Technical Services	4.0%	5.4%	5.4%	6.0%	6.6%	8.7%	5.0%	7.9%	8.2%	10.3%
Other Services	3.3%	4.5%	2.5%	3.3%	3.2%	3.8%	3.9%	4.5%	3.3%	3.9%
Construction	8.3%	4.3%	8.0%	8.5%	8.7%	8.9%	8.4%	8.7%	7.9%	8.2%
Public Administration and Safety	2.0%	3.1%	3.9%	5.1%	5.1%	5.8%	4.3%	5.5%	5.9%	7.4%
Rental, Hiring and Real Estate Services	1.8%	3.1%	1.3%	2.7%	1.3%	2.1%	1.5%	2.1%	1.5%	2.2%
Transport, Postal and Warehousing	1.7%	2.3%	1.7%	1.5%	3.0%	2.4%	4.7%	3.9%	4.3%	3.8%

²² (Statistics New Zealand, 2018b)

²³ (Statistics New Zealand, 2023b)

Category	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
Wholesale Trade	2.0%	1.7%	2.3%	3.1%	3.7%	4.6%	3.9%	4.2%	5.0%	5.2%
Administrative and Support Services	3.9%	1.2%	5.5%	3.6%	3.9%	2.4%	5.8%	4.6%	5.3%	3.1%
Arts and Recreation Services	1.4%	1.2%	1.7%	1.0%	2.1%	1.6%	2.1%	1.5%	1.9%	1.6%
Agriculture, Forestry and Fishing	1.8%	1.0%	13.1%	13.7%	8.6%	10.3%	8.7%	7.3%	5.2%	5.4%
Financial and Insurance Services	1.4%	0.6%	1.0%	1.2%	1.3%	1.5%	1.5%	1.7%	2.5%	2.6%
Information Media and Telecommunications	0.3%	0.2%	0.4%	0.5%	0.7%	0.6%	0.6%	0.5%	1.4%	1.3%
Electricity, Gas, Water and Waste Services	0.2%	0.2%	1.5%	0.5%	1.2%	1.5%	1.2%	0.9%	0.8%	0.9%

Table 5-2. Industry counts by employee resident location, 2018²⁴ and 2023²⁵

Category	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
	2018	2023↓	2018	2023	2018	2023	2018	2023	2018	2023
Retail Trade	11.0%	12.1%	9.1%	9.4%	8.9%	8.4%	9.2%	9.0%	9.0%	8.8%
Health Care and Social Assistance	12.0%	11.3%	9.1%	9.6%	9.5%	9.8%	10.9%	11.0%	9.5%	9.5%
Construction	10.2%	10.4%	9.8%	11.3%	9.6%	10.8%	9.9%	10.7%	9.2%	10.2%
Manufacturing	10.9%	9.4%	11.5%	10.2%	11.3%	10.5%	9.7%	9.0%	9.8%	9.1%
Mining	4.8%	8.5%	1.7%	2.5%	0.5%	0.4%	0.2%	0.2%	0.2%	0.2%
Education and Training	7.8%	8.5%	6.3%	7.2%	8.6%	8.0%	8.1%	7.9%	8.1%	7.7%
Accommodation and Food Services	7.6%	7.0%	6.3%	6.0%	6.2%	5.7%	6.6%	5.8%	6.5%	6.0%
Professional, Scientific and Technical Services	5.2%	5.8%	6.1%	6.4%	8.3%	8.6%	7.8%	8.1%	9.9%	9.9%
Administrative and Support Services	6.5%	4.5%	5.2%	4.7%	3.7%	3.3%	5.5%	5.2%	4.6%	3.9%

²⁴ (Statistics New Zealand, 2018b)

²⁵ (Statistics New Zealand, 2023b)

Category	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
Agriculture, Forestry and Fishing	4.8%	4.1%	15.1%	11.0%	10.3%	8.7%	8.3%	7.1%	5.9%	5.1%
Other Services	3.7%	4.1%	3.7%	3.8%	3.8%	4.1%	4.3%	4.5%	3.9%	4.0%
Transport, Postal and Warehousing	3.7%	3.3%	3.2%	3.0%	3.5%	3.2%	4.6%	4.2%	4.3%	4.1%
Public Administration and Safety	3.4%	3.1%	3.7%	4.4%	4.7%	5.7%	4.0%	5.4%	5.4%	7.0%
Wholesale Trade	3.2%	2.6%	3.3%	3.4%	4.0%	4.8%	4.1%	4.3%	4.9%	5.1%
Rental, Hiring and Real Estate Services	2.1%	2.3%	2.2%	3.0%	1.8%	2.2%	2.1%	2.4%	2.0%	2.5%
Arts and Recreation Services	1.4%	1.8%	1.5%	1.3%	1.9%	1.7%	1.7%	1.6%	1.8%	1.7%
Financial and Insurance Services	1.0%	0.7%	1.2%	1.5%	1.6%	1.8%	1.7%	2.0%	2.7%	3.0%
Information Media and Telecommunications	0.4%	0.3%	0.6%	0.5%	0.9%	0.8%	0.7%	0.7%	1.6%	1.5%
Electricity, Gas, Water and Waste Services	0.3%	0.3%	0.5%	0.7%	1.0%	1.4%	0.7%	1.0%	0.7%	0.9%

5.2 UNEMPLOYMENT RATE

5.2.1 NATIONAL, REGIONAL, LOCAL AND WAIHI TOWN

Unemployment in this period is uncertain due to evolving market conditions. National level unemployment for New Zealand is 3.0% as of the most recent 2023 Census, a reduction from 4.0% in the previous 2018 Census.

There has been an overall decrease in unemployment across all areas between the Census 2018 data and the Census 2023 data (Table 5-3).

Table 5-3. Unemployment rates by area of interest, 2018²⁶ and 2023²⁷

Date	Waihi Town	Local	Waikato	Bay of Plenty	New Zealand
Unemployment, Census 2018	5.0%	3.4%	4.3%	4.5%	4.0%
Unemployment, Census 2023	3.3%	2.5%	3.1%	3.4%	3.0%

5.2.2 NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET)

The youth 'Not in Employment, Education or Training' (NEET) rate is used to capture the statuses of New Zealanders aged 15 to 24 years of age in relation to employment, education and training (Ministry for Business, Innovation & Employment, 2019). Table 5-4 shows the percentage of people aged 15-24 years who are NEET split out by the Regional Council. The NEET rates are higher for Waikato and Bay of Plenty than for that of New Zealand. Additionally, the Hauraki District Council reported a NEET rate of 13% in 2023 compared to the New Zealand NEET rate of 11%²⁸.

Table 5-4. Youth (15-24 years) NEET by region (2024 Q4)²⁹

Location	Working Age Population	Not in Employment Education or Training	NEET Rate
Waikato Region	69,400	8,500	12.2%
Bay of Plenty Region	43,800	5,900	13.4%
New Zealand	671,600	76,000	11.3%

To understand the rates of NEET closer to the Waihi area, responses to the 2018 Census were examined. The number of people aged 15-24 years who reported they were not studying and were also unemployed or not in the labour force were summed and divided by the total number of people aged 15-24 years who reported their work and labour force status (see Table 5-5). Note

²⁶ Statistics New Zealand (2018a)

²⁷ Statistics New Zealand (2023)

²⁸ Hauraki District Council (2024)

²⁹ <https://infoshare.stats.govt.nz/> — Select 'Work income and spending > Household Labour Force Survey - HLF > Youth NEET by Regional Council by Age (Qrtly-Mar/Jun/Sep/Dec)'. All variables were selected to create this dataset.

that Waihi local area is not included as some of the SA2 areas contained confidential data (low numbers reported compromises anonymity). Similar to the December 2021 regional council data, the NEET rate was higher in the Waihi Town, Thames-Coromandel district, the Hauraki district, Waikato and the Bay of Plenty than that of New Zealand as a whole (while Western Bay of Plenty had a similar rate of 12.1% compared New Zealand at 12.4%).

Table 5-5. Youth (age 15–24) NEET by area, 2018³⁰

Area	NEET Total people	Work and labour force status total people (aged 15-24 years)	NEET Rate
Waihi Town	81	480	16.9%
Thames-Coromandel District	318	2349	13.5%
Hauraki District	324	1,968	16.5%
Western Bay of Plenty District	651	5,391	12.1%
Waikato Region	7,659	53,430	14.3%
Bay of Plenty Region	3,957	26,091	15.2%
New Zealand	76,521	619,227	12.4%

³⁰ Statistics New Zealand (2018f)

5.3 OCCUPATIONAL GROUPS (MOST COMMON / TOP 3-5)

5.3.1 NATIONAL, REGIONAL, LOCAL, AND WAIHI TOWN

The top 3 most common occupations in Waihi Town are, a) labourers, b) technicians and trades workers, and c) community and personal service workers (Table 5-6). This is not reflective of the of local, regional, or national picture where Professionals and Managers generally make up the top two occupations.

Table 5-6. Worker occupations per area of interest, 2018³¹ and 2023³²

Occupation	Waihi Town		Local		Waikato		Bay of Plenty		New Zealand	
	2018	2023	2018	2023	2018	2023	2018	2023	2018	2023
Labourers	15.6%	8.8%	16.3%	11.9%	12.8%	9.1%	13.3%	8.9%	11.3%	8.2%
Technicians and Trades Workers	15.2%	14.7%	12.4%	11.2%	12.7%	12.6%	12.7%	12.2%	12.1%	11.3%
Community and Personal Service Workers	14.7%	11.1%	10.3%	9.6%	9.3%	8.4%	9.8%	8.9%	9.5%	8.7%
Professionals	13.6%	21.6%	14.4%	20.1%	19.8%	24.7%	20.1%	26.3%	23.0%	28.8%
Managers	13.1%	14.9%	22.5%	23.3%	19.8%	21.0%	18.1%	19.1%	18.0%	18.9%
Sales Workers	11.4%	10.0%	8.2%	8.2%	8.7%	7.4%	9.1%	8.0%	9.2%	7.8%
Machinery Operators and Drivers	8.7%	10.0%	6.8%	10.6%	6.6%	10.8%	6.5%	11.1%	6.0%	11.0%
Clerical and Administrative Workers	7.7%	8.8%	9.0%	4.9%	10.4%	5.9%	10.5%	5.5%	10.9%	5.3%

³¹ Statistics New Zealand (2018a)

³² Statistics New Zealand (2023)

5.4 EMPLOYMENT IN METAL ORE MINING

As can be seen in Table 5-7 there is a greater percentage of people employed in the metal ore mining industry (a subset of the mining industry overall) in the local area than at the regional or national levels.

Table 5-7. People directly employed in metal ore mining vs total job industry (2020)³³

Area	Metal Ore	Total job industry	Percent
Waihi Town	230	2,020	11.4%
Local	239	12,755	1.9%
Waikato	370	203,800	0.18%
Bay of Plenty	3	137,600	0.00%
New Zealand	1,100	2,317,000	0.05%

5.4.1 OCEANAGOLD CURRENT EMPLOYMENT LEVELS³⁴

The operations at the Waihi gold mine, as of 2022, employ 458 people. OceanaGold employ 354 directly and 104 jobs are supplied by contractors.

³³ Statistics New Zealand (2018e)

³⁴ Phoenix Research (2023)

6 PROPERTY

6.1 RESIDENTIAL DWELLINGS

Table 6-1. Housing stock, occupancy, and under-construction, 2018³⁵

Area	Total	Occupied	Unoccupied	Under construction	Construction (% of total)
Waihi Town	2,475	2,238	231	6	0.2%
Local	22,851	16,341	6,378	132	0.6%
Waikato	198,291	165,258	31,779	1,257	0.6%
Bay of Plenty	127,812	112,263	14,568	981	0.8%
New Zealand	1,886,517	1,673,880	196,506	16,128	0.9%

Note – construction within Waihi Town, the Local area and Waikato District is below the national rate of construction in 2018.

6.2 RATE OF HOME OWNERSHIP VERSUS RENTING

6.2.1 NATIONAL, REGIONAL, LOCAL, AND WAIHI TOWN

As of 2018, the rate of homeownership for Waihi Town and the local area were higher than for the larger Waikato and Bay of Plenty regions and for New Zealand as a whole (see Table 6-2).

Table 6-2. Rate of home ownership versus renting, 2018³⁶

Area	Owner Occupier	Renter
Waihi Town	68.8%	31.0%
Local Area	72.7%	27.3%
Waikato	63.6%	36.4%
Bay of Plenty	66.8%	33.2%
New Zealand	64.5%	35.5%

³⁵ Statistics New Zealand (2018d)

³⁶ Statistics New Zealand (2018f) — Values taken from property type total, bedrooms total for Waihi, Local, and New Zealand mean rent for the quarter ending 01/09/2020.

6.2.2 OCEANAGOLD EMPLOYEES HOUSING SITUATION³⁷

As of 2022, 58% of all OceanaGold employees (both directly employed and contractors) owned their current home while the remainder rented either privately (20%), from OceanaGold (11%) or had other arrangements (11%) (Phoenix Research, 2023) (see Table 6-3).

Table 6-3. Employees' housing situations

Housing situation (N = 353)	Count	Percentage
Own current house	267	58%
Rent on private market	91	20%
Rent from OceanaGold	48	11%
Board/Rent a room	38	8%
Company provides accommodation	6	1%
Other	8	2%
Own a house they do not live in	85	19%

6.2.3 OCEANAGOLD PROPERTY RENTALS AND OWNERSHIP

As of 2022, OceanaGold had ownership of 124 residential properties in Waihi (or 5% of the total proportion of private dwellings in the Waihi area) (see Table 6-4)

Table 6-4 OceanaGold property rentals and ownership (2022)

	Count
Total residential properties in Waihi owned by OceanaGold New Zealand Limited (OGNZL)	124
Sections of land owned by OGNZL	60
Commercial properties owned by OGNZL	8
Unusable properties (in the subsidence zone) owned by OGNZL	66
Other properties (mill, tailings storage facility, underground portal, open pit, farms) owned by OGNZL	12
Total assets rented/owned by OGNZL	270

³⁷ Phoenix Research (2023)

6.3 NUMBER OF RENTAL PROPERTIES

The number of active bonds lodged with Tenancy Services are used as proxy for the number of rental properties currently in the market (Table 6-5).

Table 6-5. Number of active bonds, 2024³⁸

Area	Number of active bonds
Waihi Town	447
Local Area	2,067
Waikato	38,823
Bay of Plenty	23,143
New Zealand	402,873

6.4 AVERAGE RENTAL PRICES

6.4.1 NATIONAL, REGIONAL, LOCAL, AND WAIHI TOWN

Mean rental price for 2024 is presented in Table 6-5.

Table 6-6. Mean rent, 2024³⁹

Area	Geometric mean (\$)
Waihi Town	\$538
Local	\$512
Waikato	\$532
Bay of Plenty	\$586
New Zealand	\$576

³⁸ Ministry of Business, Innovation & Employment (2024)

³⁹ Ministry of Business, Innovation & Employment (2024)

6.5 SALES TRENDS, MARKET ACTIVITY

The following **Table 6-7** illustrates the volume of property sales and median property price per region from period 1 (p1) (6-months ending Sept 2019) and period 2 (p2) (6-months ending March 2020) according to the Real Estate Institute of New Zealand⁴¹

Note: In June 2020 the median residential property price across New Zealand was \$637,000 and increase by 28.7% to \$820,000 by June 2021.⁴⁰

Table 6-7. Property sales volumes, median price and change 2019-2020⁴¹.

Area	Count p1	Count p2	Price (M) (p1)	Price (M) (p2)	Count Δ (%)	Price Δ (%)
Waihi	47	61	\$425,000	\$445,000	+29.8	+4.7
Te Aroha	51	59	\$450,000	\$440,000	+15.7	-2.2
Paeroa	33	47	\$366,000	\$420,000	+42.4	+14.8
Waikato	3,801	3,993	\$539,000	\$580,000	+5.1	+7.6
Bay of Plenty	2,719	2,900	\$595,000	\$650,000	+6.7	+9.2
New Zealand	37,367	40,465	\$585,000	\$630,000	+8.3	+7.7

⁴⁰ (Real Estate Institute of New Zealand, 2024)

⁴¹ (Real Estate Institute of New Zealand, 2020)

7 COMMUNITY INFRASTRUCTURE

7.1 SCHOOLS, LEVEL AND SCHOOL ROLL

There are twenty-five schools in the local and Waihi Town areas, including fourteen primary schools, four secondary schools, five 'contributing' schools⁴², and one composite and one special needs school. All schools listed are co-ed (Table 7-1 and Table 7-2).

Table 7-1. School, decile and student roll, Waihi Town, 2024⁴³

School	Decile	Level	Roll
Waihi East School	3	Contributing	195
Waihi Central School	2	Contributing	106
Waimata School	3	Contributing	71
St Joseph's Catholic School (Waihi)	3	Full Primary	49
Waihi College	4	Secondary (Year 7-15)	646

Table 7-2. School, decile and roll, local area, 2024⁴⁴

School	Decile	Level	Roll
Whangamata Area School	4	Composite	552
Katikati Primary School	4	Contributing	520
Waihi Beach School	7	Contributing	255
Elstow-Waihou Combined School	7	Full Primary	150
Hikutaia School	5	Full Primary	117
Karangahake School	3	Full Primary	58
Miller Avenue School	2	Full Primary	130
Netherton School	5	Full Primary	146
Paeroa Central School	1	Full Primary	81

⁴² Years 1-6, then continue to intermediate, middle or secondary schools.

⁴³ Ministry of Education (2024)

⁴⁴ Ministry of Education (2024)

School	Decile	Level	Roll
Paeroa Christian School	3	Full Primary	56
St Joseph's Catholic School (Paeroa)	3	Full Primary	58
St Joseph's Catholic School (Te Aroha)	4	Full Primary	83
Stanley Avenue School	4	Full Primary	265
Tairua School	7	Full Primary	156
Te Aroha Primary School	3	Full Primary	193
Tirohia School	3	Full Primary	42
Katikati College	5	Secondary (Year 7-15)	815
Paeroa College	2	Secondary (Year 9-15)	282
Te Aroha College	4	Secondary (Year 9-15)	314
Goldfields School (Paeroa)	3	Special School	88

7.2 MEDICAL AND EMERGENCY FACILITIES

The two nearest public hospital facilities are: a) Thames Hospital (53 km from Waihi), and b) Tauranga Hospital (59 km from Waihi). Emergency services are available at these public hospitals, in addition, 21 km away at Paeroa Medical Centre and 26 km away at Katikati Medical Centre. According to the Ministry of Health the nearest private hospital facilities are in Tauranga and Hamilton. Thames Hospital has 52 beds, Tauranga Hospital has 360, and Waikato Hospital has 759 beds⁴⁵. Table 7-3 lists the Waihi town, local area and regional medical and emergency facilities.

⁴⁵ Ministry of Health (2024)

Table 7-3. Waihi, local, and regional medical and emergency facilities^{46, 47, 48, 49, 50}

Area	Facility	Services	Emergency
Waihi Town	Waihi Health Centre	GP, nurse	
	Waihi Family Doctors	GP, nurse	
Local	Waihi Beach Medical Centre	GP, nurse	
	Health Te Aroha	GP, nurse	
	Katikati Medical Centre	GP, nurse, mental health	Yes
	Paeroa Medical Centre	GP, nurse	Yes
	Te Aroha & District Community Hospital	GP, nurse, geriatric	
	Te Korowai Hauora o Hauraki	GP, nurse, mental health	
	Whangamatā Medical Centre	GP, nurse	Yes
Regional (closest emergency facilities)	Thames Hospital	Maternity, surgical, medical	Yes
	Tauranga Hospital	Psychogeriatric, geriatric, mental health, children's health, maternity, surgical, medical	Yes
	Waikato Hospital	Medical, geriatric, children's health, maternity, surgical	Yes

7.3 GEOLOCATED COMMUNITY FACILITIES

The locations of community facilities in Waihi and the Local area are shown in Figure 7-1 and Figure 7-2 which shows:

- medical facilities (hospitals, community health centres and GPs),
- emergency management facilities (fire, police, ambulance),
- marae,

⁴⁶ Healthpoint (2024b)

⁴⁷ Healthpoint (2024a)

⁴⁸ Ministry of Health (2024)

⁴⁹ Health New Zealand (2024)

⁵⁰ Direct to respective online portals.

- churches,
- sports facilities (e.g. tennis, rugby, golf, active sports and water sports),
- general community facilities (community centres, libraries), and
- schools (contributing, full primary, secondary and special schools).



Figure 7-1. Waihi Town and community facilities

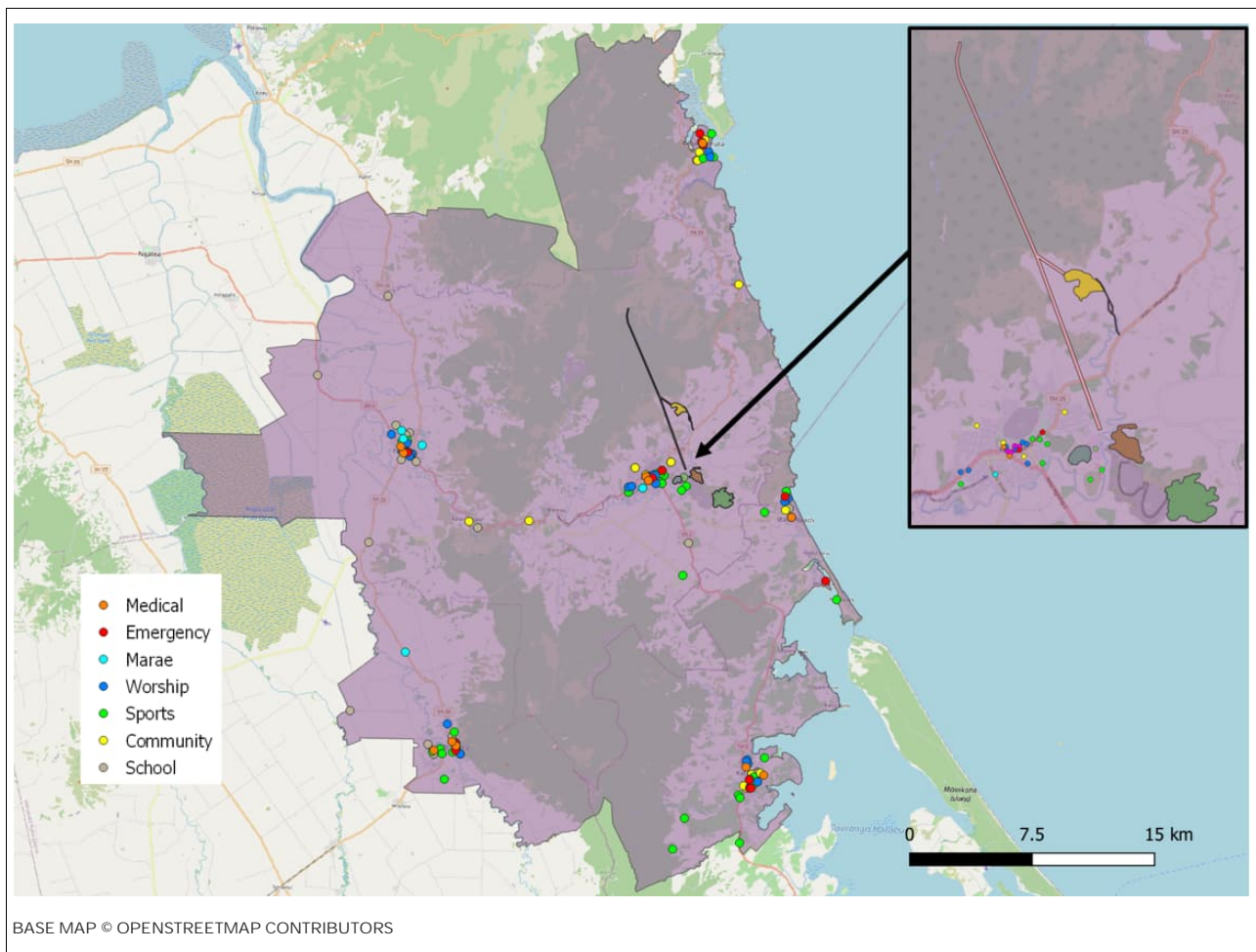


Figure 7-2. Local area and Waihi Town community facilities

7.4 DISTANCE BETWEEN WAIHI TOWN AND COMMUNITY FACILITIES

The distance between each identified community facility and the centre of the Martha Mine pit (centroid at -37.38606775, 175.84342853) is shown in Table 7-4.

Table 7-4. Distance between Waihi Town and community facilities

Category	Type	Name	Distance (km)
Medical and emergency facilities	GP	Waihi Health Centre	0.56
Medical and emergency facilities	GP	Waihi Family Doctors	0.73
Emergency management	Police	NZ Police Waihi	0.60
Emergency management	Fire	Waihi Fire Station	0.53

Category	Type	Name	Distance (km)
Marae	Community Centre	Waihi Community Marae	1.31
Places of Worship	Church	St John's Anglican Church	0.37
Places of Worship	Church	Waihi Bible Chapel	0.92
Places of Worship	Church	Waihi Community Church	0.52
Places of Worship	Church	Waihi Seventh Day Adventist Church	1.58
Places of Worship	Church	Saint James Presbyterian Church	0.52
Places of Worship	Church	Waihi Baptist Church	0.44
Places of Worship	Church	Kingdom Hall of Jehovah's Witnesses	1.81
Sport and recreation	Park	Gilmour Reserve	1.07
Sport and recreation	Park	A&P Showground	2.07
Sport and recreation	Park	Morgan Park	0.67
Sport and recreation	Park	Rugby Park	0.42
Sport and recreation	Park	Ngatikoi Domain	2.21
Sport and recreation	Active sport	Waihi Athletic Rugby Club	0.48
Sport and recreation	Active sport	Black Hill MX Track	2.26
Sport and recreation	Active sport	Waihi Squash Club	0.82
Community facilities	Library	Waihi Library	0.67
Community facilities	Community Centre	Waihi Community Link	0.63
Community facilities	Community Centre	Waihi Citizens Advice Bureau	0.45
Community facilities	Community Centre	Waihi Community Resource Centre	0.45
Community facilities	Community Centre	Plunket Waihi	0.54
School	Full Primary	St Joseph's Catholic School (Waihi)	0.73
School	Contributing	Waihi East School	1.19
School	Contributing	Waihi Central School	0.56
School	Secondary (Year 7-15)	Waihi College	0.96

8 APPENDICES

8.1 APPENDIX A: WAIHI TOWN

8.1.1 STATISTICAL AREA 1 (2021)

7010910	7010905
7010909	7010908
7010915	7010907
7010911	7010935
7010917	7010923
7010916	
7010919	
7010918	
7010921	
7010920	
7010925	
7010924	
7010927	
7010926	
7010929	
7010928	
7010934	
7010937	
7010936	
7010912	
7010904	
7010931	
7010914	
7010930	
7010913	
7010933	
7010922	
7010932	
7010938	
7010906	
7010939	



8.1.2 STATISTICAL AREA 2 (2021)

169400: Waihi North

169500: Waihi East

169600: Waihi South

8.2 APPENDIX B: LOCAL AREA

8.2.1 STATISTICAL AREA 1 (2021)

7010936	7013532	7011505	7010924	7010892	7010790	7011500
7010934	7013571	7011499	7010917	7010865	7010795	7011491
7010836	7013534	7011495	7010916	7010894	7010794	7010904
7010806	7013528	7011447	7010919	7010893	7010787	7010878
7010838	7013569	7011473	7010918	7010889	7010781	7010913
7010837	7013530	7011501	7010910	7010863	7010789	7010912
7010705	7013570	7011493	7010909	7010891	7010788	7010866
7010801	7013526	7011492	7010915	7010890	7010777	7010937
7010786	7013567	7011445	7010911	7010872	7010785	7010871
7013588	7013568	7011494	7010908	7010886	7010780	7010869
7013587	7013527	7011487	7010907	7010888	7010791	7010844
7013590	7013524	7011486	7010935	7010887	7010792	7010839
7013580	7013565	7011489	7010923	7010842	7010782	
7013579	7013566	7011488	7010903	7010841	7010784	
7013586	7013525	7011483	7010902	7010845	7010783	
7013585	7013520	7011482	7010906	7010843	7013582	
7013574	7013518	7011485	7010905	7010834	7013581	
7013559	7013523	7011484	7010922	7010833	7010938	
7013578	7013521	7011479	7010883	7010840	7013583	
7013577	7013515	7011478	7010901	7010835	7013543	
7013563	7013514	7011481	7010900	7010884	7013540	
7013562	7013516	7011480	7010880	7010873	7013558	
7013557	7013564	7011475	7010879	7010832	7013545	
7013573	7013510	7010939	7010882	7010885	7013531	
7013560	7013509	7011477	7010881	7010807	7013529	
7013552	7013513	7011476	7010875	7010805	7013536	
7013561	7013511	7010931	7010874	7010809	7013535	
7013556	7013501	7010930	7010877	7010808	7013517	
7013547	7013500	7010933	7010876	7010802	7013512	
7013554	7013508	7010932	7010870	7010800	7013522	
7013551	7013507	7010927	7010897	7010804	7013519	
7013555	7013503	7010926	7010899	7010803	7013584	
7013542	7013502	7010929	7010898	7010797	7011446	
7013539	7013505	7010928	7010895	7010796	7013506	
7013553	7013504	7010921	7010867	7010799	7013499	
7013572	7011498	7010920	7010868	7010798	7011490	
7013533	7011497	7010925	7010896	7010793	7010914	

8.2.2 STATISTICAL AREA 2 (2021)

190200: Waihi Beach-Bowentown

190600: Katikati

190500: Aongatete

190400: Athenree

173600: Mangaiti

174100: Te Aroha East

174200: Te Aroha West

174300: Waihou-Manawaru

169500: Waihi East

169600: Waihi South

169400: Waihi North

169200: Paeroa

169100: Paeroa Rural

168500: Whangamata

190100: Waiau

190300: Tahawai

168300: Matatoki-Puriri

168400: Whangamata Rural

169300: Waihi Rural

8.2.3 WARD (2021)

01203: Waihi Ward

01202: Paeroa Ward

02201: Katikati-Waihi Beach Ward

8.2.4 TERRITORIAL AUTHORITY (2021)

012: Hauraki District

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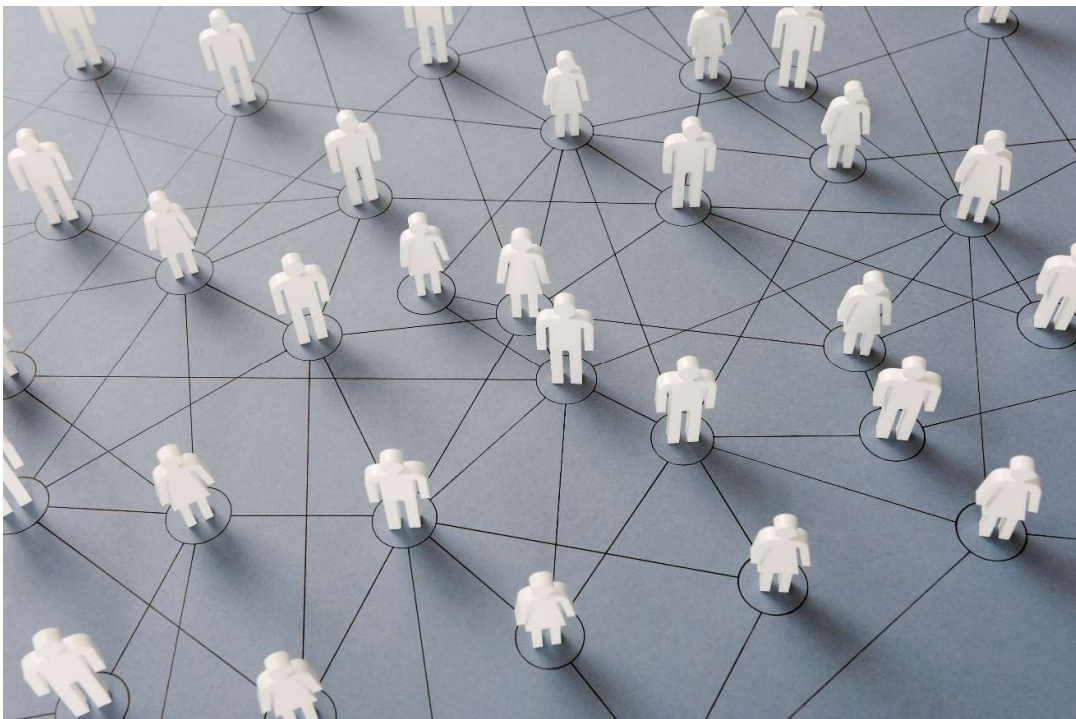
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OceanaGold New Zealand Limited

ENGAGEMENT OUTCOMES PROPOSED WAIHI NORTH PROJECT

APRIL 2022






ENGAGEMENT OUTCOMES

PROPOSED WAIHI NORTH PROJECT

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REV	DATE	DETAILS
1	14 April 2022	Final Report

	NAME	DATE	SIGNATURE
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Reviewed by:	Hilary Konigkramer Wendy Turvey	14 April 2022	
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This report ('Report') has been prepared by WSP exclusively for OceanaGold New Zealand Limited ('Client') in relation to the independent assessment of potential social impacts associated with the proposed Waihi North Project ('Purpose') and in accordance with the Services Schedule OGN-3147 issued under Master Consulting Agreement – 1407 (OGN-1014)] by the Client, dated June 2021. The findings in this Report are based on and are subject to the assumptions specified in the Report. WSP accepts no liability whatsoever for any reliance on or use of this Report, in whole or in part, for any use or purpose other than the Purpose or any use or reliance on the Report by any third party.

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1 INTRODUCTION

Engagement was undertaken for the Waihi North Project (WNP) Social Impact Assessment (SIA) to obtain data to verify the social impact identified and to further understand these to be able to assess them and identify adequate avoidance, remediation or mitigation measures. In addition, it provided an opportunity for stakeholders to develop their understanding of the project and how it may impact on them.

The objectives of engagement were therefore to:

- Obtain an understanding of local values, knowledge, and experiences
- Provide an opportunity to validate data and obtain primary data to support the assessment
- Assist impacted stakeholders to understand the proposal and its implications
- Understand the interests and perspectives of stakeholders and the community and ensure that the assessment and identification of avoidance, remediation and mitigation measures was informed by local knowledge.

A range of engagement tools were used to collect primary data to inform the understanding of the social context and the identification and assessment of impacts. A summary of the engagement methods that were selected to target the various stakeholder groups is provided in **Table 1**.

Table 1: Summary of Engagement Methods

STAKEHOLDER GROUP	ENGAGEMENT METHODS
Residents affected by proximity	Street Events: Street events were held with groups of affected by proximity residents. Follow up discussions were held online where landowners were unable to attend or required additional time for discussion.
Waihi community and general public	Open Day: An Open Day was held to target the broader Waihi community.
	Online Maptionnaire Survey: Online survey tool targeting people that live or work in Waihi or the local area to gather local information and perspectives about the proposed project.
Businesses	Survey of Existing Suppliers: Online survey of OceanaGold New Zealand Limited (OGNZL) existing suppliers and service providers to identify the potential social effects of the proposed project.
	Intercept Survey: Survey of local suppliers and service providers not contracted to OGNZL to identify potential social effects on business and retail.

STAKEHOLDER GROUP	ENGAGEMENT METHODS
Community, facilities and service representatives	Interviews: Interviews were held with representatives of sports and recreational facilities, schools, medical facilities, fire, and emergency services.
Regulatory authorities	Interviews: Interviews were held with district and regional council representatives, as well as Work and Income.
Housing and accommodation	Interviews: Interviews were held with Kāinga Ora, real estate agents, and housing contractors.
Education, training and labour organisations	Interviews: Interviews were held with polytechnics, transitional industry training organisations, and a labour supply organisation
	Focus Group Meeting: A Focus Group Meeting was held to explore the potential opportunities and challenges associated with local job creation and what that may mean for employment and skills development. The meeting included representatives of education, training, employment and social services sector organisations.

The sections that follow provide an overview of each of the engagement methods employed and the outcomes.

2 STREET EVENTS

Street events were held to target larger groups of residents who were identified as being close proximity residents. Four groups of residents were identified based on an understanding of the proposed activities and identification of properties immediately adjacent or within close proximity to the primary project components and clustered by impact (i.e., it was identified that there may be impacts that affect a particular location or area).

Close proximity residents were identified as follows:

- Willows Road Surface Infrastructure Proximity Residents including Highlands Road
- Tunnel Alignment Proximity Residents
- Gladstone Open Pit Proximity Residents
- Tailings Storage Facility and Northern Rock Stack Proximity Residents

Street events locations were identified within each of the four neighbourhoods. Residents received a letter delivered to their mailbox inviting them to attend the event in their immediate area, or any of the other events being hosted nearby. Street events were held on 28 and 29 October 2021 and provided an informal environment to share information and to discuss views and concerns regarding the proposed WNP. Individual landowners allowed a gazebo to be erected on their property for the events which allowed residents to stop by within a specific time window to discuss their concerns as an individual or within a group regardless of the weather conditions. Following the events, additional interviews were held online where landowners or tenants were unable to attend at the time, required additional time for discussion, or were not resident in the area or country. Where issues that were raised were out of scope of the mandate of the SIA, these were passed on to OGNZL.

2.1 RESULTS

Table 2 identifies the areas where landowners / tenants were identified as being directly affected by WNP. The feedback from the affected residents can be summarised to encompass the following issues (no particular or weighting is attributed). There were issues that were raised that were not within the scope of the SIA and these were referred to OGNZL.

Table 2: Residents Affected by Proximity

LOCATION	SUMMARY OF ENGAGEMENT -POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
<p>Willows Road SFA Proximity Residents</p> <p>Number of parties contacted: 7</p> <p>(Willows and Highland Road – this included an offshore owner and another owner who attended briefly – both were followed up with video/phone calls)</p>	<ul style="list-style-type: none"> • The majority of the residents who attended the street event were not anti-mining and a few had family members who worked at the mine. • The offshore owner was opposed to mining in this or other locations and another did not believe OGNZL had the right to “harvest” gold. Benefits were considered to accrue to OGNZL and all the costs to those affected. • Adverse effects on the quiet nature and amenity of the area and the lifestyle and wellbeing opportunities it currently offers due to perceptions of mining, the nature and duration of construction and 24-hour operations. • There was a general concern about the impact on land value (resale and land development potential were raised). For one owner the safety and desirability of a child building on the property was a major issue. • A general theme was the impact of traffic in terms of changes to amenity, safety and security with much higher traffic volumes than current. Currently the neighbours all know each other, and this provides an environment perceived to be secure from crime. • Noise effects were a recurrent theme both from construction and operation. Major concerns about a 24-hour operation based on the recent experience of the exploration phase. Noise from helicopters was also noted as was the frequency of flights. In addition to noise, helicopter flyovers was considered a privacy issue. • Dust from vehicles and from mining was raised as an issue both from a construction and operational perspective. This included effects on potable drinking water from dust and other pollution settling on roofs and on the surface of the stream which was used for drinking in the summer months. • Two residents moved livestock almost daily and there were concerns around safety with increased traffic. • One resident was concerned about the impact of labour on the availability of accommodation in Waihi and surrounds. • Change in night lighting from construction and around the portal entrance and other security and operational lighting and its impact on sleep and amenity. • Impacts of blasting on wellbeing and amenity from noise and vibration.

LOCATION	SUMMARY OF ENGAGEMENT -POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
<p>Tunnel Alignment Proximity Residents</p> <p>Number of parties contacted: 13</p> <p>(Waihi-Whangamata Road, Mataura Road, Reservoir Road, Wharry Road and Wenlock Street)</p>	<ul style="list-style-type: none"> • OGNZL explained that a final corridor alignment had not been identified but rather a corridor which enabled flexibility in the event of running into anticipated geological/geotechnical constraints). • One owner proposed an alternative alignment that only affected OGNZL land and would have no adverse effects on privately owned land. • Loss of land value due to the effects and perceptions of mining particularly where land in Wharry Road which has been identified by Hauraki District Council in the Draft Growth Strategy for rezoning from rural to residential. • Concerns about blasting and its impact on physical structure of residential and other buildings as well as wellbeing of residents. • Fears of the effects of noise and safety effects of blasting are affecting development options of owners. • Concerns about the drill and blast methodology and its impact on the wellbeing and productivity from farm animals. • Noise from helicopters, disturbance of livestock and invasion of privacy with flights from 7:30am to 8.00pm. • The alignment and the effect on residents and farming activities was considered negative from a vibration and safety perspective. • Lack of detailed information from OGNZL is heightening fears and concerns.
<p>Gladstone Open Pit Proximity Residents</p> <p>Number of parties contacted: 11</p> <p>(Heath Road and State Highway 2)</p>	<ul style="list-style-type: none"> • Major impact was considered to be visual and that the pines that were there historically had slowly been removed and a request had been made 18 months previously for screen planting and that had not occurred. • Adverse effects on amenity of the area as considered a quiet area. The mine would impact negatively on lifestyle and wellbeing. • Dust was already considered to be a problem including coating solar panels on roofs. This was from mining and from trucks. • Vibrations from blasting and operations were a concern and more information on how it would be monitored was requested. • One resident believed that they had struggled to obtain insurance due to the nature of mining. • Concerns about land value impacts and how the “compensation zones” might work. • Concerns about health, wellbeing and amenity if the mine was to be a 24-hour operation. • One owner was very concerned about the financial impact of the mine on his equine business and his land value. The potential of the mine he considered had already damaged the business and changed his plans. In addition to the financial and land

LOCATION	SUMMARY OF ENGAGEMENT -POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	implications the impact that noise, dust and vibration had on the animals prevented reasonable use of the land.
Tailings Storage Facility Proximity Residents Number of parties contacted: 7 (Trig Road North)	The same concerns were expressed by the Trig Road North and Golden Valley Road residents namely: <ul style="list-style-type: none"> • Effect on 24-hour operations on amenity and wellbeing though daytime operations did not appear to be a major concern. • Adverse effects on land values were the major concern. • One resident was concerned about dust settlement affecting their rain harvesting for water supply.
Northern Rock Stack Proximity Residents Number of parties contacted: 3 (Golden Valley Road)	As above.

3 OPEN DAY

An Open Day, hosted on 30 October 2021, targeted the broader Waihi community and provided an opportunity for the general public to obtain information and share their views and opinions regarding the project. This event was publicly advertised in the local newspaper and on the local radio station in advance of the event.

The original intention was to have a mobile open day event where a bus stopped at various locations around Waihi town on a Saturday morning. COVID-19 constraints meant a static event was held at the Memorial Hall, a central location within Waihi town.

3.1 RESULTS

The public were afforded an opportunity to engage face to face. This was to ensure that those members of the public who were not comfortable with the online Maptionnaire survey still had an opportunity to engage on the social impact. The feedback from the public is summarised in **Table 3**. There were issues that were raised that were not within the scope of the SIA and these again were referred to OGNZL for consideration and attention. The members of the public were split between those opposed to the WNP and those seeking further information. Three of those attended left as soon as they realised that WNP did not include Martha Mine. Some attendees were reluctant to provide their contact details so contact details were retained for three weeks for COVID-19 tracing purposes and then destroyed.

Table 3: Open Day Engagement

LOCATION	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Waihi Memorial Hall Foyer General Public invitation (approximately 17 attendees)	<ul style="list-style-type: none">• Fear of undermining and collapse of residences and community infrastructure in the event of an earthquake.• Concerns that job creation only filtered through to employment if the potential “employee had connections within OGNZL”• Perceptions that job numbers would not translate into actual employment.• Perceptions that OGNZL and the previous mine owners Newmont do not invest in the community.• OGNZL’s “top-up” should be extended to the entire town to compensate for adverse effects of mining and more information on how the “top-up” policy operates requested.

LOCATION	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<ul style="list-style-type: none"> • Negative property value perceptions from new rock stacks and tailings facilities. • Negative perceptions around OGNZL's engagement strategy and that it should focus on public meetings rather than targeted engagement. • Social Impact assessment should focus solely on Waihi and not on the 30km local area contained. • Concerns that mine expansion would lead to further shortages in housing and pressure on prices for the local community. • Safety and lifestyle concerns and vibration from operations and blasting. • Concerns about project changes and accurate and up to date information being available including more visual montages. • The OGNZL Information Shop being open and manned for more hours to enable greater community participation.

4 MAPTIONNAIRE SURVEY

The purpose of this survey was to gather the perceptions of those with ties to Waihi of what they think the potential social impacts of the proposed project would be, i.e., impacts on people and their way of life. The survey itself was implemented using Maptionnaire which is a survey platform tool with a fully incorporated geographical spatial information (GIS) component. This allows for respondents to be asked questions that can be tied to specific geo locations. It also allows for respondents to identify geo locations and answer questions on said locations as needed.

4.1 RESULTS

A total of 160 respondents took part in the survey of which 80 (50%) proceed all the way to the end of the survey. As only one question was compulsory this means not every respondent answered every question.

4.1.1 DEMOGRAPHICS

Most of the respondents (93.1%) stated they either lived and worked or lived in Waihi or the local area. These geographical locations can be seen in **Figure 1** and the respondents ties to the areas can be seen in **Table 4**.

The majority of the respondents (90.5%) were aged 25 years or older, there was approximately an even split in female and male respondents and the majority of respondents (60%) reported having a household income over \$70,000. A breakdown of respondent age, gender, and household income can be seen in **Table 5** to **Table 7**.

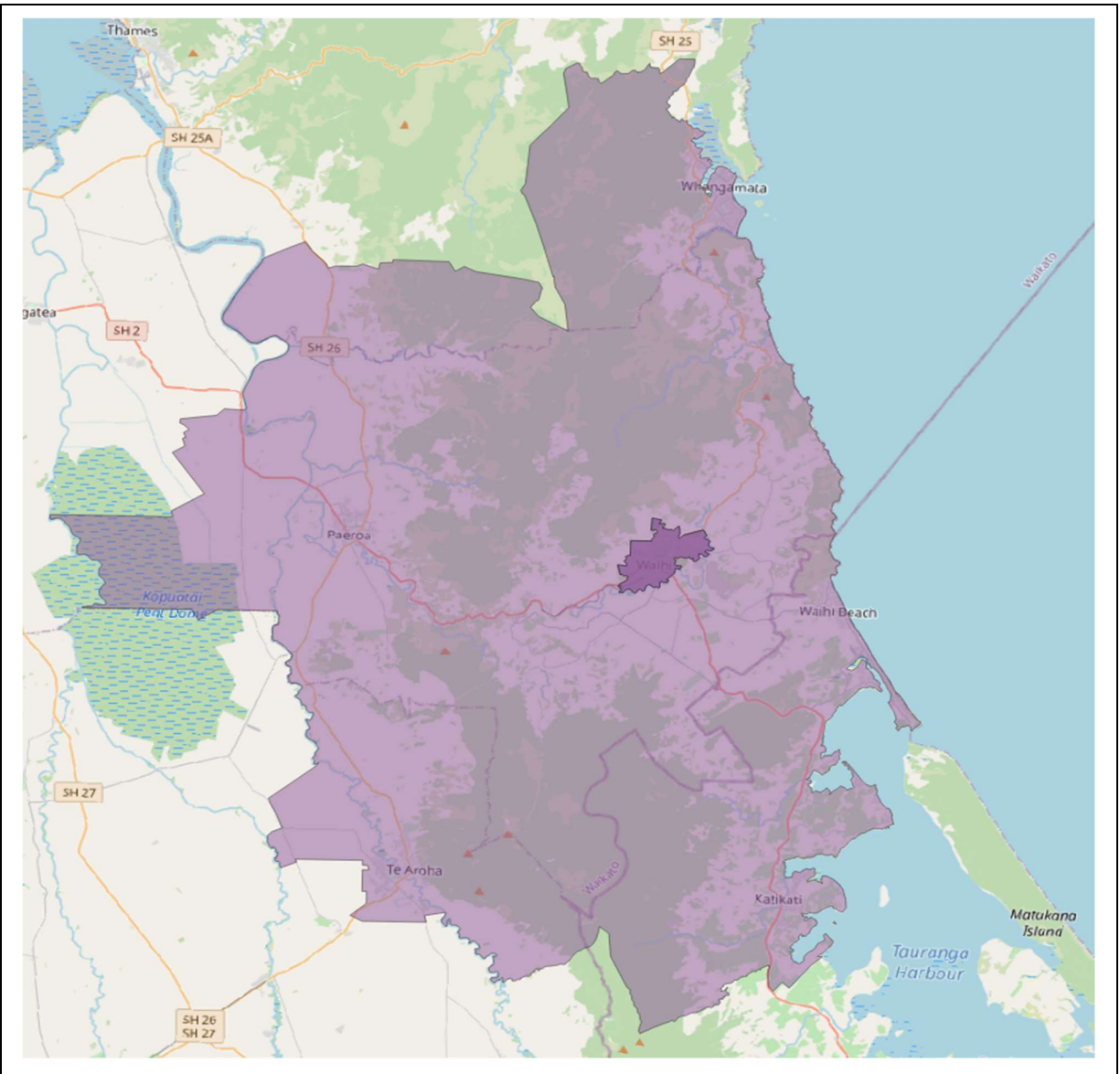


Figure 1: Local area (light purple) with Waihi Town (dark purple)

Table 4: Respondents' locational ties

TIES	N. (%)
I live and work here	87 (54.4%)
I live here	62 (38.8%)
I work here	5 (3.1%)
I have no ties to Waihi or the 'Local' area	6 (3.8%)

Table 5: Respondents' age

AGE	N. (%)
15 – 24	3 (4.1%)
25 – 44	19 (25.7%)
45 – 64	26 (35.1%)
65 +	22 (29.7%)
Prefer not to say	4 (5.4%)

Table 6: Respondents' gender

GENDER	N. (%)
Female	41 (48.2%)
Male	39 (45.9%)
I prefer not to say	5 (5.9%)

Table 7: Respondents' household income before tax

INCOME	N. (%)
5,001 - 10,000	1 (1.8%)
20,001 - 25,000	1 (1.8%)
25,001 - 30,000	3 (5.5%)
30,001 - 35,000	5 (9.1%)
35,001 - 40,000	2 (3.6%)
40,001 - 50,000	3 (5.5%)
50,001 - 60,000	4 (7.3%)
60,001 - 70,000	3 (5.5%)
70,001 - 100,000	10 (18.2%)
101,000 - 150,000	14 (25.5%)
150,001 or more	9 (16.4%)

4.1.2 EFFECT OF CURRENT AND PROPOSED MINING OPERATIONS

Respondents were asked to rate the impact of current mining operations and of the proposed project on the areas listed in Table 8.

Table 8: Current and potential impact areas

IMPACT AREA	CURRENT ACTIVITIES	PROPOSED PROJECT
Availability of property	Yes	Yes
Property prices	Yes	Yes
Access to community facilities such as schools, medical facilities, etc.	Yes	No ¹¹
Access to recreational and sports facilities	Yes	Yes
Traffic movements	Yes	Yes
Dust levels	Yes	Yes
Vibration levels	Yes	Yes
Noise levels	Yes	Yes
Night light impacts	Yes	Yes
Economic benefits including employment, business revenue and local economic development	Yes	Yes
Skills development and training	No	Yes
Road safety for people who walk, cycle or drive	No	Yes
Access to health, medical and emergency services 2 (i)	No ²	Yes
Access to community facilities - churches, council facilities (libraries, community halls), and community support structures / organisations	No ²	Yes
Access to schools	No ²	Yes
Change in character of the local area	No	Yes

¹ This question was broken into three parts for the proposed project

² These three questions were combined to make a single question for the current impacts

The respondents identified vibration and dust levels in the top three areas for both current and proposed activities. For current activities the other top three areas impacted were property availability and for the proposed project it was traffic movement. Each of the top three impacted areas are presented in **Table 9**.

Table 9: Perceptions regarding the impacts of current mining operations and the proposed project

TOP 3 AREAS IMPACTED BY CURRENT AND PROJECT REALTED MINING ACTIVITIES	CURRENT MINING OPERATIONS IMPACTS	PROPOSED PROJECT IMPACTS
1 st	Vibration levels	Traffic movements
2 nd	Property availability	Dust levels
3 rd	Dust levels	Vibration levels

A breakdown of current and proposed project impact areas is shown in **Figure 2** to **Figure 4**.

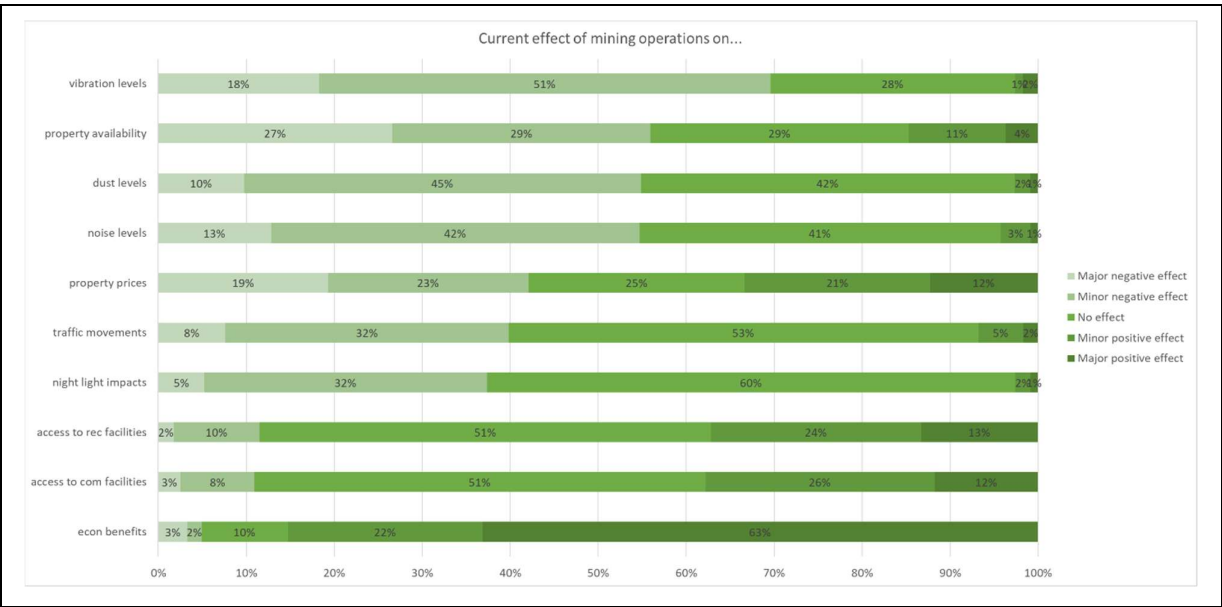


Figure 2: Respondents' perceptions of the effect of current mining operations

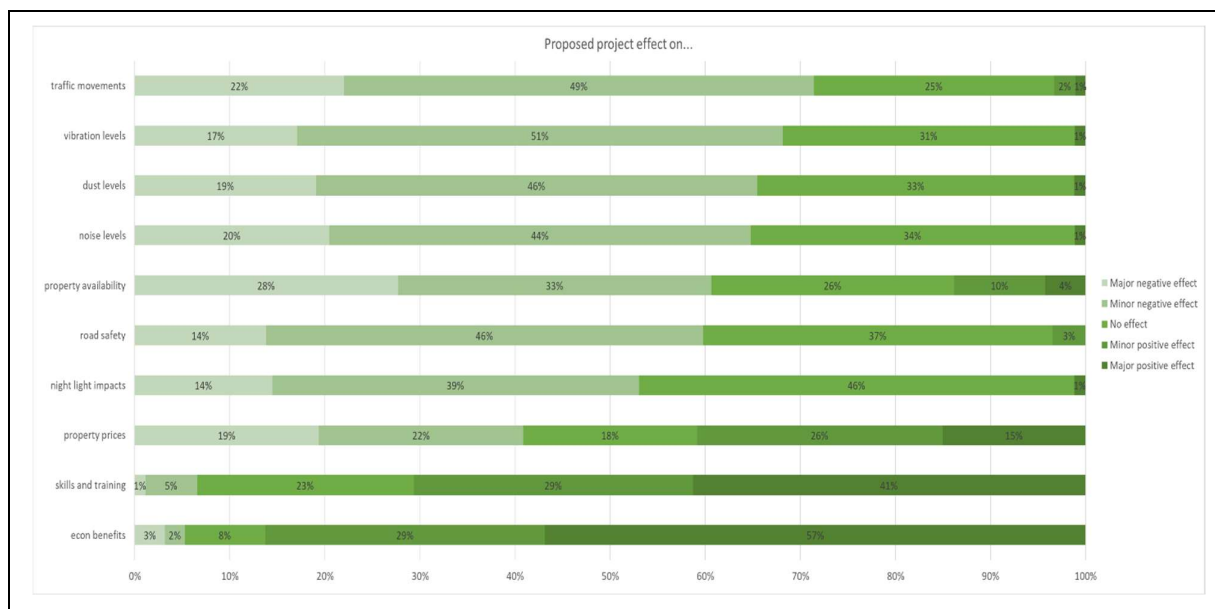


Figure 3: Respondents' perceptions of the proposed projects effect

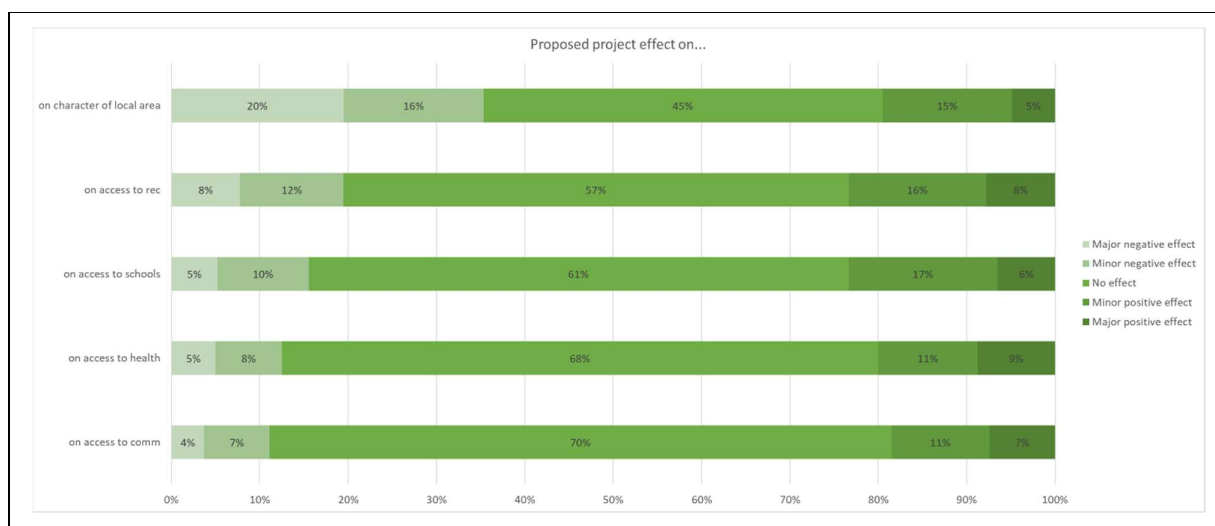


Figure 4: Respondent's perceptions of the proposed projects effect on access and character

In relation to the proposed projects perceived effect on traffic, respondents were asked for their perceptions specifically for the Willows Road and Baxter Road, and their corresponding junctions. Most respondents (74% Willows, and 60% Baxter) indicated they thought there would be neither a negative nor positive effect on traffic at these locations. See **Figure 5** for a breakdown by location and perceived effect.

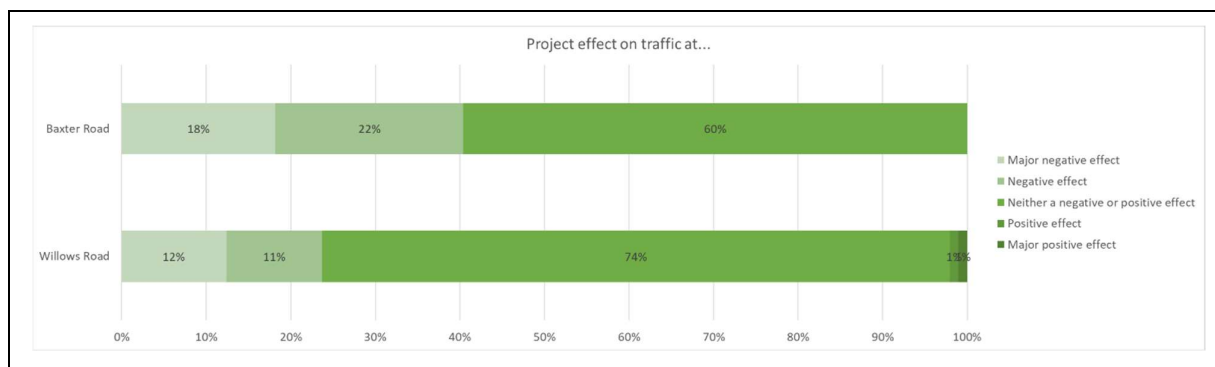


Figure 5: Respondents' perceptions of the effect of proposed mining operations on traffic at Baxter and Willows Road

When asked which element of the proposed project would have the greatest impact on the respondent, the largest response (35%) was in relation to the Gladstone Pit with the next largest being the mine under Wharakirauponga. Each feature and its corresponding perceived level of impact can be seen in **Table 10**.

A further breaking down of the impact effect of the Gladstone Pit indicated the majority of the respondents (57%) concerns were around location and lose of space issues.

Table 10: Project features and level of perceived impact on respondents

PROJECT ELEMENT WITH GREATEST PERCEIVED IMPACT ON RESPONDENT	N. (%)
Gladstone Pit	28 (35.0%)
The mine under Wharakirauponga	17 (21.3%)
Increase in tailings storage capacity	12 (15.0%)
Processing plant upgrades	11 (13.8%)
Rock storage facility	5 (6.3%)
Associated tunnels	5 (6.3%)
Surface infrastructure at the end of Willows Road	2 (2.5%)

4.1.3 GEOSPATIAL RESPONSES

In part of the survey respondents were asked geolocate locations that were important, visited regularly, and they believed may be impacted by the proposed project. For each location identified the respondents were asked the following set of questions:

- Main reason for visiting the location
- Would they avoid this location in the future
- If they were to avoid the location, why would this be.

Most respondents (70.1%) stated that they would continue to visit the identified locations if the project was implemented.

A breakdown of the location types that respondents were unsure they would continue to visit or would not visit due to the proposed project showed that locations where respondents would 'enjoy the natural environment' would be impacted the most. These locations were centred around the town of Waihi.

A map of these locations and the respondents reported potential change in visiting behaviour can be seen in **Figure 6** and **Table 11**.

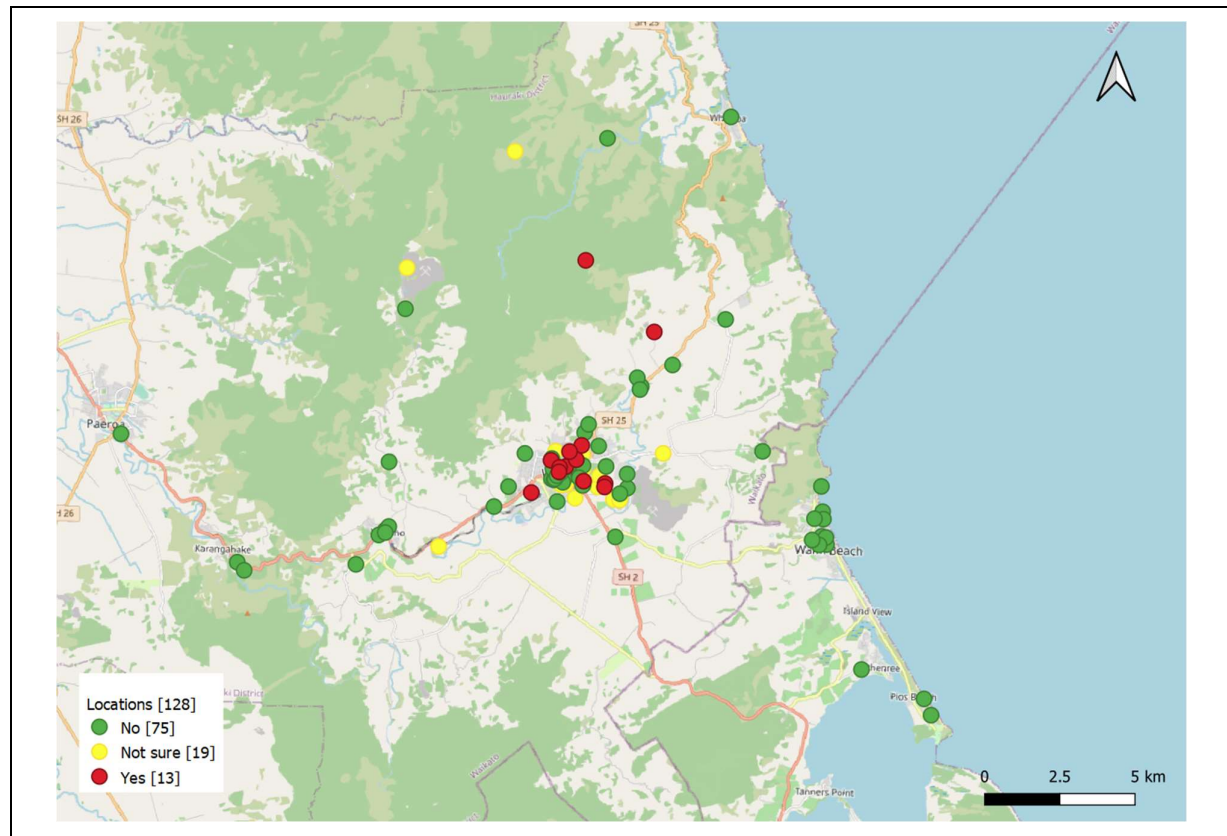


Figure 6: Locations that respondents visit as part of 'day to day' activities and respondents stated changes in visiting behaviour in relation to changes caused by the project.

Table 11: Respondents stated changes in visiting behaviour in relation to changes caused by the project

WOULD THE RESPONDENT CHANGE THEIR VISITING BEHAVIOUR	N. (%)
No	75 (70.1%)
Not sure	19 (17.8%)
Yes	13 (12.1%)

4.1.4 PERCEIVED EFFECTS OF PROJECT NOT GOING FORWARD

When asked what would be in the impact on the respondent if the proposed project didn't go forward the largest number of responses (45%) were that there would be no impact on the respondent with the next highest response (15%) was that there would be an impact on work.

When asked what the impact on others would be if the project did not go ahead the largest group of responses (38%) were around impacts on employment with the second largest number of responses (20%) being around an impact on the local economy.

4.1.5 CLOSING COMMENTS

In the final part of the survey the respondent were asked if there were any other comments they would like to make which were then thematically coded. The results of this coding showed that the majority of the respondents' comments were expressing support for the proposed project. All the coded themes can be seen in **Table 12**.

Table 12: Respondents end of survey comments

ANY OTHER COMMENTS	N.
Supports project	21 (53.8%)
Concerns regarding specific parts of the project/process	8 (20.5%)
Suggested other activities	5 (12.8%)
Does not support mine	5 (12.8%)

5 SURVEY OF EXISTING SUPPLIERS

An online survey of existing suppliers to the OceanaGold Waihi operation was undertaken as part of the Social Impact Assessment of the proposed Waihi North Project on businesses.

A link to the online survey was sent on 6 September 2021 by OceanaGold to its existing suppliers of the Waihi mining operations, asking for it to be completed by those responsible for making business decisions in relation to the services supplied to OceanaGold. A timeframe of four weeks was provided for completion of the survey.

5.1 RESULTS

A total of 175 business representatives responded to the survey. As not all questions were compulsory, respondents did not answer every question.

5.1.1 BUSINESS PROFILE

The large majority of survey respondents (75.9%) had 30 or less employees in their business.

Respondents were asked which ANZSIC06 industrial classification they best fit into of which the top three groups were: 1) Other services, 2) Professional, Scientific and Technical Services, and 3) Manufacturing.

When asked to best describe their business over the last five years a majority (54.6%) stated that their business had expanded. Most respondents (59.7%) also stated they expected their business to expand in the next five years as well.

A breakdown of the responses can be seen in **Table 13** to **Table 16**.

Table 13: Number of employees

NUMBER OF EMPLOYEES	N. (%)
1 to 10	75 (51.7%)
11 to 20	20 (13.8%)
21 to 30	15 (10.3%)
31 to 40	11 (7.6%)
41 to 50	2 (1.4%)

NUMBER OF EMPLOYEES	N. (%)
51 to 60	3 (2.1%)
61 to 70	0 (0 %)
71 to 80	3 (2.1%)
81 to 90	3 (2.1%)
91 to 100	2 (1.4%)
101 +	11 (7.6%)

Table 14: Business classifications

BUSINESS CLASSIFICATION	N (%)
Other Services	43 (24.6%)
Professional, Scientific and Technical Services	33 (18.9%)
Manufacturing	24 (13.7%)
Wholesale Trade	14 (8.0%)
Retail Trade	14 (8.0%)
Construction	10 (5.7%)
Mining	8 (4.6%)
Transport, Postal and Warehousing	7 (4.0%)
Information Media and Telecommunications	5 (2.9%)
Health Care and Social Assistance	4 (2.3%)
Rental, Hiring and Real Estate Services	3 (1.7%)
Agriculture, Forestry and Fishing	2 (1.1%)
Education and Training	2 (1.1%)
Electricity, Gas, Water and Waste Services	2 (1.1%)
Arts and Recreation Services	1 (0.6%)

BUSINESS CLASSIFICATION	N (%)
Accommodation and Food Services	1 (0.6%)
Administrative and Support Services	1 (0.6%)
Financial and Insurance Services	1 (0.6%)

Table 15: Description of business performance over the last five years

DESCRIPTION OF BUSINESS OVER LAST FIVE YEARS	N. (%)
Expanded	77 (54.6%)
Maintained size with little or no investment	34 (24.1%)
Maintained size with investment	17 (12.1%)
Down sized	13 (9.2%)

Table 16: Description of business performance over the next five years

DESCRIPTION OF BUSINESS OVER NEXT FIVE YEARS	N. (%)
Expand	77 (59.7%)
Maintain size with little or no investment	21 (16.3%)
Maintain size with investment	19 (14.7%)
Sell	11 (8.5%)
Downsize	1 (0.8%)

5.1.2 CURRENT ISSUES

When asked what factors currently limit their business the most prevalent issue was 'Orders or sales' with 'Capacity' having the least limiting affect, see

Table 17 for a full breakdown.

Table 17: Current limiting factors on respondents' business

CURRENT LIMITING FACTOR ON BUSINESS	N. (%)
Orders or sales	29 (34.1%)
Labour	24 (28.2%)
Materials or components	19 (22.4%)
Capacity	13 (15.3%)

5.1.3 DEPENDENCE ON WAIHI MINING OPERATIONS

When asked what percentage of their business could be attributed to the presence of the Waihi mining operations a majority (66.2%) stated that only 1 to 10% of their business revenue was.

Most respondents (85.2%) also stated that the closure of the Martha Pit in 2015 had minor to no impact on their business revenue or staff numbers.

In response to a question regarding what the effect on their business would be of mining operations continuing to 2037, the majority (58.4%) responded that this would have minor to no effects on their business.

When asked how resilient they believed their business was to mining operations potentially ceasing in 2037, a majority of respondents (63.7%) stated that their business was not dependent on mining and would continue largely unaffected.

Finally, when asked their level of agreement with the statement "Our business is well prepared for the eventual closure of mining in Waihi" a majority of the respondents (59.9%) either 'Agreed' or 'Strongly agreed' with the statement. A breakdown of responses can be seen in Table 18 to Table 22.

Table 18: Percentage of business attributed to Waihi mining

PERCENTAGE OF BUSINESS ATTRIBUTED TO WAIHI MINING	N. (%)
0	9 (6.5%)
1 to 10	92 (66.2%)
11 to 20	9 (6.5%)
21 to 30	6 (4.3%)
31 to 40	6 (4.3%)
41 to 50	4 (2.9%)
51 to 60	2 (1.4%)

PERCENTAGE OF BUSINESS ATTRIBUTED TO WAIHI MINING	N. (%)
61 to 70	4 (2.9%)
71 to 80	2 (1.4%)
81 to 90	1 (0.7%)
91 to 100	4 (2.9%)

Table 19: Impact of 2015 closure on respondents' business

IMPACT	EFFECT OF 2015 CLOSURE
Major impact	1 (0.7%)
Moderate impact	19 (14.1%)
Minor impact	48 (35.6%)
No impact	67 (49.6%)

Table 20: Effect of extension of mining to 2037 on respondents' business

EFFECT	POTENTIAL EFFECT OF EXTENDING OPERATIONS TO 2037
Major effect	14 (11.2%)
Moderate effect	38 (30.4%)
Minor effect	58 (46.4%)
No effect	15 (12.0%)

Table 21: Businesses' resilience to potential extension of mining to 2037

RESILIENCE TO POTENTIAL CEASING OF MINING IN 2037	N. (%)
It is entirely dependent on mining and our company would most likely close	5 (3.7%)
It is somewhat dependent on mining but could diversify if needed	44 (32.6%)
It is not dependent on mining and would continue largely unaffected	86 (63.7%)

Table 22: Respondents' level of agreement that their business is well prepared for the closure of mining in Waihi

LEVEL OF AGREEMENT	N. (%)
Strongly disagree	5 (3.6%)
Disagree	10 (7.3%)
Neither disagree nor agree	40 (29.2%)
Agree	55 (40.1%)
Strongly Agree	27 (19.7%)

5.1.4 RESPONSE TO POTENTIAL PROJECT

When asked what their response would be to an increase in goods and services to support the proposed project, if it went ahead, a majority of the respondents (83.5%) stated they would either continue as is but shift more of their business to meet this demand or they would actively focus investment and increase staffing levels to specifically meet this demand.

When asked if they were to increase their staff numbers, where did they believe said staff would come from, a majority (64.2) stated that they would come from within the region. See **Table 23** and

Table 24 for a breakdown of responses.

Table 23: Respondents' stated response in relation to increases in goods and services due to the proposed project

STATED RESPONSE TO INCREASED DEMAND IN GOODS AND SERVICES	N. (%)
We would not make any changes.	22 (16.5%)
We would continue as is but shift more of the business towards meeting this demand.	63 (47.4%)
We would focus investment and increase staffing levels towards meeting this demand.	48 (36.1%)

Table 24: Respondents' perceptions of where new employees would come from if they needed to increase staff numbers in response to the proposed project

SOURCES OF NEW EMPLOYEES	N. (%)
Waihi Town	23 (12.8%)
Local Area	45 (25.1%)
Regional	47 (26.3%)
National	53 (29.6%)
International	11 (6.1%)

5.1.5 OVERALL SUPPORT FOR THE PROPOSED PROJECT AND ITS PERCEIVED EFFECT

When asked how the respondents felt overall regarding the proposed project the large majority (78.1%) stated they were 'Supportive' to 'Very supportive'.

When asked what effect the proposed project would have on their business and the local economy, most respondents (81%) stated that the project would either increase their business or have minor to no effect. However, the vast majority (89.5%) stated that the proposed project would have a positive effect on the local economy. See **Table 25** to **Table 27** for a full breakdown.

Table 25: Respondents' overall stated support for the proposed project

LEVEL OF SUPPORT FOR PROPOSED PROJECT OVERALL	N. (%)
Very unsupportive	11 (8.0%)
Unsupportive	0 (0%)
Neither unsupportive nor supportive	19 (13.9%)
Supportive	48 (35.0%)
Very supportive	59 (43.1%)

Table 26: Respondents' perceived impact of the proposed project on their business

EFFECT OF PROPOSED PROJECT ON RESPONDENTS' BUSINESS	N. (%)
Increase in business	59 (47.2%)
Minor to no effect	42 (33.6%)
Positive effect	9 (7.2%)
Give business continuity	7 (5.6%)
Other	6 (4.8%)
Negative effect	2 (1.6%)

Table 27: Respondents' perceived impact of the proposed project on the local economy

EFFECT OF PROPOSED PROJECT ON LOCAL ECONOMY	N. (%)
Positive	102 (89.5%)
Not sure	10 (8.8%)
None to minor	2 (1.8%)

6 BUSINESS INTERCEPT SURVEY

A business intercept survey was designed to gather data to support the Social Impact Assessment being undertaken for the proposed Waihi North Project. This survey was designed to understand the potential impacts of the proposed Waihi North Project on local businesses.

This survey was an in-person survey that involved interviewers visiting identified business in the following six locations:

- Waihi
- Waihi Beach
- Te Aroha
- Katikati
- Paeroa
- Whangamatā.

A total of 81 businesses were selected, averaging 13 per location, to take part in the survey.

To create this group of 81 businesses, first a potential pool of was created by identifying all businesses that appeared on, or very close to, the main road route through each location's main centre.

These were then sorted into ANZSIC06 industrial classifications based on their business name or business description as reported on the web. From there an average of five of each classification type was selected to take part in the survey. The classifications that were decided to be part of the survey can be seen in

Table 28.

These businesses were then visited between 09:00 and 1700 on 23 and 24 September 2021 by interviewers who asked to speak to the business owner or manager who was then invited to take part in the survey. If the invitation was declined the interviewer moved on to the next business, however if the business was closed at the time of the visit or the owner/manager was not on site at the time, the interview tried returning at least once. A number of follow up phone calls were undertaken as a final effort to obtain input from those that were unavailable during the fieldwork.

Table 28: ANZSIC06 industrial classifications chosen to be part of survey

ANZSIC06 INDUSTRIAL CLASSIFICATION
Accommodation and Food Services
Administrative and Support Services
Agriculture, Forestry and Fishing
Arts and Recreation Services
Construction
Electricity, Gas, Water and Waste Services
Health Care and Social Assistance
Manufacturing
Other Services
Professional, Scientific and Technical Services
Rental, Hiring and Real Estate Services
Retail Trade
Transport, Postal and Warehousing
Wholesale Trade

6.1 RESULTS

6.1.1 BUSINESS PROFILE

A total of 30 businesses (of the 81 identified) chose to take part in the survey. The vast majority of these (92.6%) had 10 or less employees.

Respondents were asked which ANZSIC06 industrial classification they best fit into, of which the top three groups were: 1) Retail trade, 2) Construction, and 3) a mix of accommodation, rental and other services.

When asked to best describe their business over the last five years, half (50.0%) stated that their business had expanded. Nearly half of respondents (41.7%) also stated they expected their business to expand in the next five years as well.

A breakdown of the responses can be seen in **Table 29** to **Table 32**.

Table 29: Number of employees

NUMBER OF EMPLOYEES	N. (%)
1 to 10	25 (92.6%)
11 to 20	1 (3.7%)
21 to 30	1 (3.7%)

Table 30: Business classifications

BUSINESS CLASSIFICATION	N (%)
Retail Trade	8 (27.6%)
Construction	4 (13.8%)
Accommodation and Food Services	3 (10.3%)
Rental, Hiring and Real Estate Services	3 (10.3%)
Other Services	3 (10.3%)
Administrative and Support Services	2 (6.9%)
Agriculture, Forestry and Fishing	1 (3.4%)
Arts and Recreation Services	1 (3.4%)
Financial and Insurance Services	1 (3.4%)
Health Care and Social Assistance	1 (3.4%)
Professional, Scientific and Technical Services	1 (3.4%)
Transport, Postal and Warehousing	1 (3.4%)

Table 31: Description of business performance over the last five years

DESCRIPTION OF BUSINESS OVER LAST FIVE YEARS	N. (%)
Expanded	13 (50.0%)
Maintained size with little or no investment	7 (26.9%)
Maintained size with investment	5 (19.2%)
Down sized	1 (3.8%)

Table 32: Description of business performance over the next five years

DESCRIPTION OF BUSINESS OVER NEXT FIVE YEARS	N. (%)
Expand	10 (41.7%)
Maintain size with little or no investment	6 (25.0%)
Maintain size with investment	6 (25.0%)
Sell	2 (8.3%)

6.1.2 CURRENT ISSUES

When asked what factors currently limit their business the most the number one issue was 'Orders or sales' and 'Materials or components' while 'Labour' had the least limiting affect, see **Table 33** for a full breakdown.

Table 33: Current limiting factors on respondents' business

CURRENT LIMITING FACTOR ON BUSINESS	N. (%)
Orders or sales	4 (25.0%)
Materials or components	4 (25.0%)
Finance	3 (18.8%)
Capacity	3 (18.8%)
Labour	2 (12.5%)

6.1.3 DEPENDENCE ON WAIHI MINING OPERATIONS

When asked what percentage of their business could be attributed to the presence of the Waihi mining operations a majority (71.4%) stated that just 0 to 10% of their business revenue was.

A majority of respondents (69.6%) also stated that the closure of the Martha Pit in 2015 had no impact on their business revenue or staff numbers.

In response to a question regarding what the effect on their business would be of mining operations continuing to 2037, a majority (52.2%) responded that this would have either a minor effect or no effect at all on their business.

When asked how resilient they believed their business was to mining operations potentially ceasing in 2037, most respondents (82.6%) stated that their business was not dependent on mining and would continue largely unaffected.

Finally, when asked their level of agreement with the statement “Our business is well prepared for the eventual closure of mining in Waihi” a majority of the respondents (60.9%) either ‘Agreed’ or ‘Strongly agreed’ with the statement. A breakdown of responses can be seen in **Table 34** to

Table 37.

Table 34: Percentage of business attributed to Waihi mining

PERCENTAGE OF BUSINESS ATTRIBUTED TO WAIHI MINING	N. (%)
0	5 (35.7%)
1 to 10	5 (35.7%)
11 to 20	0 (0%)
21 to 30	2 (14.3%)
31 to 40	1 (7.1%)
41 to 50	0 (0%)
51 to 60	0 (0%)
61 to 70	1 (7.1%)
71 to 80	0 (0%)
81 to 90	0 (0%)
91 to 100	0 (0%)

Table 35: Impact of 2015 closure and potential impact of ceasing of mining in 2037 on respondents' business

IMPACT/EFFECT	EFFECT OF 2015 CLOSURE	POTENTIAL EFFECT OF CEASING OPERATIONS IN 2037
Major impact/effect	0 (0%)	03 (13.0%)
Moderate impact/effect	3 (13.0%)	08 (34.8%)
Minor impact/effect	4 (17.4%)	06 (26.1%)
No impact/effect	16 (69.6%)	06 (26.1%)

Table 36: Businesses' resilience to potential ceasing of mining in 2037

RESILIENCE TO POTENTIAL CEASING OF MINING IN 2037	N. (%)
It is entirely dependent on mining and our company would most likely close	0 (0%)
It is somewhat dependent on mining but could diversify if needed	4 (17.4%)
It is not dependent on mining and would continue largely unaffected	19 (82.6%)

Table 37: Respondents' level of agreement that their business is well prepared for the closure of mining in Waihi

LEVEL OF AGREEMENT	N. (%)
Strongly disagree	0 (0%)
Disagree	2 (8.7%)
Neither disagree nor agree	7 (30.4%)
Agree	9 (39.1%)
Strongly Agree	5 (21.7%)

6.1.4 RESPONSE TO THE PROPOSED PROJECT

When asked what their response would be to an increase in goods and services to support the proposed project, if it went ahead, a majority the of respondents (76.2%) stated they would either continue as is but shift more of their business to meet this demand or they would actively focus investment and increase staffing levels to specifically meet this demand.

When asked if they were to increase their staff numbers, where did they believe said staff would come from, all the respondents (100%) stated that they would come from within the region. See

Table 38 and **Table 39** for a breakdown of responses.

Table 38: Respondents' stated response in relation to increases in goods and services due to the proposed project

STATED RESPONSE TO INCREASED DEMAND IN GOODS AND SERVICES	N. (%)
We would not make any changes.	5 (23.8%)
We would continue as is but shift more of the business towards meeting this demand.	9 (42.9%)
We would focus investment and increase staffing levels towards meeting this demand.	7 (33.3%)

Table 39: Respondents' perceptions of where new employees would come from if they needed to increase staff numbers in response to the proposed project

SOURCES OF NEW EMPLOYEES	N. (%)
Waihi Town	4 (40.0%)
Local Area	0 (0%)
Regional	6 (60.0%)
National	0 (0%)
International	0 (0%)

6.1.5 *OVERALL SUPPORT FOR THE PROPOSED PROJECT AND ITS PERCEIVED EFFECT*

When asked how the respondents felt overall regarding the proposed project only 38.5% stated they were 'Supportive' to 'Very supportive', however respondents that were 'Neither unsupportive nor supportive' made up another 30.8%.

When asked what effect the proposed project would have on their business and the local economy, most respondents (58%) stated that the project would either increase their business or have minor to no effect. However, the majority (67%) stated that the proposed project would have a positive effect on the local economy. See **Table 40** to

Table 42 for a full breakdown.

Table 40: Respondents' overall stated support for the proposed project

LEVEL OF SUPPORT FOR PROPOSED PROJECT OVERALL	N. (%)
Very unsupportive	6 (23.1%)
Unsupportive	2 (7.7%)
Neither unsupportive nor supportive	8 (30.8%)
Supportive	7 (26.9%)
Very supportive	3 (11.5%)

Table 41: Respondents' perceived impact of the proposed project on their business

EFFECT OF PROPOSED PROJECT ON RESPONDENTS' BUSINESS	N. (%)
Increase in business	8 (33.3%)
No impact	6 (25.0%)
Unsure	3 (12.5%)
Positive impact	3 (12.5%)
Housing issues	2 (8.3%)

Table 42: Respondents' perceived impact of the proposed project on the local economy

EFFECT OF PROPOSED PROJECT ON LOCAL ECONOMY	N. (%)
Positive	16 (66.7%)
Not sure	4 (16.7%)
None to minor	4 (16.7%)

7 INTERVIEWS

Interviewees were selected by interest group based on the preliminary impacts identified. Where the interviewees suggested further information could be obtained from other parties, this was followed up where it was thought additional benefit would be gained.

Due to COVID-19 constraints, the majority of the interviews were undertaken online via Microsoft Teams video call, with a small number taking place over the phone. The short phone interviews proposed with the schools, medical, and emergency facilities representatives yielded little response, due to challenges with making contact and finding suitable respondents who had time to participate. The approach was adjusted, and the short interview questions were transferred into an online survey, that was emailed through to key representatives which yielded some additional responses. The list of stakeholder organisations and groups interviewed is contained in **Table 43** below.

Table 43: Interview Details

ACTIVITY CLASSIFICATION	ACTIVITY	INTERVIEWEES
Community facilities and services	Sports and recreation facilities and clubs Schools Medical facilities, fire and emergency services	Run Waihi Sport 'N Action Trust Waihi Community Resource Centre Waihi Mountain Bike Club Blackhill Moto-X club Waimata School Waihi College Waihi Beach School Stanley Avenue School Paeroa Christian School Karangahake School Miller Avenue School Waihi Fire Station Te Rūnanga o Ngāi Tamawhariua
Regulatory authorities (district and regional councils) and Crown	Hauraki District Council (HDC) Thames-Coromandel District Council (TCDC) Waikato Regional Council (WRC)	HDC, TCDC and WRC economic development and planning representatives Waihi Ward Councillor Work and Income Service Centre Manager

ACTIVITY CLASSIFICATION	ACTIVITY	INTERVIEWEES
	Work and Income	

ACTIVITY CLASSIFICATION	ACTIVITY	INTERVIEWEES
Housing and accommodation	Kāinga Ora Real Estate Agents Developers/Housing contractors and builders	Kāinga Ora Regional Director and Community Engagement Manager and Manager of Communication, Engagement and Partnerships in the Bay of Plenty area First National Real Estate Eves Realty Waihi LJ Hooker Waihi J2 Homes GJ Gardner Homes
Education, training, and labour organisations	Polytechnics, Te Wānanga o Aotearoa, Transitional Industry Training Organisations Labour supply organisations	Building and Construction Industry Training Organisation (BCITO) MITO New Zealand WINTEC AWF Labour

7.1 COMMUNITY FACILITIES AND SERVICES (EXCL. SCHOOLS, EMERGENCY AND MEDICAL FACILITIES)

Table 44: Community Facilities and Services Interview Results

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Community Facilities and services (Sports and recreation facilities and clubs)	
Run Waihi	<ul style="list-style-type: none"> Established about 6.5 years ago with 25 regular runners who meet on a Saturday and an occasional Wednesday evening. Primarily runners are local from Waihi and Waihi Beach. 4km of the run is around the Martha Pit perimeter (Pit Rim Walk). The project scope no longer includes the expansion of Martha pit so it is not considered that there will not be any direct effects. Any future works in the area and around the project that improves or enhances recreational benefits would be considered a positive benefit.
Waihi Mountain Bike Club	<ul style="list-style-type: none"> Informal group of enthusiasts who have built up 10km of track starting 2010/2011. The track is predominantly on Winner and Gladstone Hills. Initially the track was part of a Newmont walking track which was part of a programme to increase resilience for Waihi post closure of the mine. The bike track had its origins in a Total Sport multi-event held in Waihi in 2010. Events were then

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>run over three years and was then handed over to locals to run the Nugget Multi-Sport Festival as a community charity event.</p> <ul style="list-style-type: none"> • Access and maintenance arrangements are informal. It is partially managed by Hauraki District Council who lease the land to a farmer. The farmer is supportive of the activity. Track also traverses Māori and OGNZL owned land. • The track is well known in NZ. There are 50-100 regular users with 200-300 people over holiday periods and long weekends (bikers and walkers). • The development of the proposed Gladstone Open Pit will result in the loss of the track and an existing recreational facility. • Discussions have been held with OGZNL to provide a more formal management structure and to separate walkers and bikers. Much of the land required to replace the track is in OGNZL ownership. There is an opportunity to look at the track design from a technical perspective to increase the quality and use of the facility with Sport 'N Action potentially "owning" the facility. Potential to link with the Hauraki Rail Trail. • Opportunity to provide a community project that has positive effects on mental and physical wellbeing. In addition, post mine closure, a sustainable and attractive facility remains. • Vision 2020 should be re-invigorated, and the Waihi Community Forum may have a role in that.
Sport 'N Action Trust (SNAT)	<ul style="list-style-type: none"> • SNAT was established over 15 years ago when the previous owners of the mine, Newmont, were looking at closures and there were slumping issues on a sports field. Some money came out of that situation, and SNAT was formed and registered as a charitable trust. • 12 years ago, SNAT took over the Waihi Events Centre from council and began managing bookings. They also started redeveloping Morgan Park, which is the main park in Waihi. About eight different sports are played there including football, croquet, bowls and tennis. To date two stages of redevelopment have been completed and over \$2M raised. • SNAT manages two sport and recreational activity facilities for council - Morgan Park (outdoor sports and activities) and Waihi Events Centre (indoor sports). SNAT also provides services for some sports events in and around Waihi, such as The Nugget. For these sports events SNAT provides event volunteers for which they receive some event profits. • SNAT has a working relationship with Hauraki District Council whereby they have one permanent trustee on the board. SNAT

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>will probably approach OGNZL for funding as they need to raise \$1.5M by next year to finish the final stage of the Morgan Park redevelopment.</p> <ul style="list-style-type: none"> • So far, the redevelopment has seen upgrades to netball and tennis courts, relocation of netball building, upgrade of croquet greens and installation of flood lighting. The next and final stage of the redevelopment will include moving and rebuilding the hub building so that there is a proper community facility in the middle of the park. The bowling green, two rugby / football fields and pump track will also be upgraded. • Activities affected by the mine are The Nugget – the mountain biking path goes near the Mill and ends up at the pumphouse. In order to get to the finish line, riders need to ride on a part of the track that goes inside the mine. The area around the Pumphouse and where the event ends is a focal point of The Nugget as that is where events finish. • A lot of mine workers use the facilities that SNAT manages and are involved in sports events and teams. • Membership of local clubs would take a hit if the mine closed. This would result in less money coming in for maintenance, and clubs will fold as membership and participation numbers drop.
Blackhill Moto-X Club	<ul style="list-style-type: none"> • Facility has been there since 1970's though tidied up about six years ago and now includes a website, seating and driveways. • Good location for Moto-X as noise is an issue so compatible with mining. • About 60% of users are from outside the district. There are 364 yearly keys, 900-day keys. • Track degrades over time so needs constant maintenance. No funding and relies on volunteers. Fees kept low unlike some other clubs to facilitate affordable use. • OGNZL have been in touch as the mining of Gladstone pit will impact the track. Confident that a solution will be reached and unlikely to change activity. • Recommend someone from OGNZL work with the Club so can finalise access and would like to see more maintenance and access to water from the stream.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Waihi Community Resource Centre (WCRC)	<ul style="list-style-type: none"> • The centre has a long history in Waihi. It was initially set up with a focus on employment but now it is more concerned with social services including social work and counselling. • The WCRC deals with the poorest sector of community; those in part time work and those who generally have a low income. Poverty is a big issue in Waihi (cultural poverty, social poverty, financial poverty). • Key issues in the community are family violence, drug and alcohol abuse and all the things that contribute to those issues, with the WCRC being part of a Waikato collective that deals with domestic violence. • Youth mental health is another key area of concern and the WCRC interfaces with primary schools and colleges to work with families where children are having behavioural and mental health issues. Jan notes there is a high incidence of anxiety in young children and teenagers with an increase of children not going to school, and that there are not many opportunities for school leavers in such a small town. • A high proportion of the local Māori population is struggling the most with health, education and finances. • Business community will welcome the project and contribute if there is a focus on creating a thriving and prosperous community. • She is concerned about a number of social implications with such a large influx of people coming into an area that is not well resourced. Housing is an issue (she acknowledged this is NZ wide), and noted that if you work in Waihi, you generally live in the area. She said you wouldn't want to live too far away because, for example, relying on the Gorge Road to commute can be problematic as it is sometimes closed. • It was noted that Aucklanders sell up and come to Whangamatā and the Coromandel as the outdoor activities (walks, beaches) and attractive areas make it an appealing place to move. Those people can buy cheaper houses (than in Auckland) which in turn means that the availability of local houses diminishes and notes that the demand to purchase a house is quite high. More people are renting too but there are no more rentals going around. • There is definitely a group of people that would be available for upskilling and training, but work would need to be done as many of these people are coming from intergenerational families where there has been a reliance on benefits, so work ethic, self-discipline and getting up to do a job is an issue.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<ul style="list-style-type: none"> • The issue of lack of housing was raised again with respect to the fact that Waihi is currently struggling to get counsellors and social workers – they cannot accept a job in Waihi as they cannot find a house. There is some resentment in the community towards OGNZL because they bought up a lot of houses and rented them out, and this hasn't helped public perception. • If there was an influx of people, noting the knock-on effect it would have in terms of having to attract other people to Waihi to fill positions in, for example, education and health. There would be pressure on schools and all services to grow, and housing would be needed for all of these people too. • Overall, there is in no doubt that an influx of people will give Waihi a huge boost, but preparations need to be made for other things for mining employees to do when the mine closes. • Keen to have a partnership with Council and OGNZL and major providers and partners of health and social services to get a permanent residence set up where all community services, including a social hub, were under the one roof. That way everyone could be supportive of each other, and goals could be achieved – they could support the community more effectively if all together. Not having a community hub has been detrimental to the town. For example, having people drive in and out of town to provide services is not cost or time effective. A counsellor may have to drive two hours to Waihi for 2 hours of counselling, and then drive home again. A person working in Waihi could work longer hours. • A Community Centre could also provide a place: <ul style="list-style-type: none"> ◦ for young people as there is currently no recreational spaces for them to hang out. As a result, they drink at home and get into trouble (D&A abuse is an issue in the area due to boredom) ◦ to upskill locals in life skills including "How to make parents better parents" (budgeting, cooking, planning) ◦ to provide mentoring and support for people getting back into the work force.

7.2 SCHOOLS, EMERGENCY AND MEDICAL FACILITIES

7.2.1 INTERVIEWEE PROFILES

Table 45: Interviewees by facility type

FACILITY TYPE	N. (%)
Emergency	1 (11.1%)
Medical	1 (11.1%)
School	7 (77.8%)

7.2.2 SCHOOL RESPONSES

7.2.2.1 CATCHMENT AREA AND STUDENT TRAVEL DISTANCES

Catchment areas for the schools covered locations between:

- Paeroa
- Katikati
- Te Aroha
- Waihi Beach
- Waihi.

One school reported having students as far up as from Thames. These far catchment areas are reflected in the fact that when asked the furthest afield students travelled to school, the response was over one hour of travel.

7.2.2.2 ROLL SIZE AND CAPACITY

The size of the school rolls ranged from 56 to 611 with two out of six of the schools stating they were operating at full capacity.

Asked if their school capacity would be able to accommodate an increase in student numbers 85.7% of the respondents stated yes and one stated they were unsure. No respondents stated their school would be unable to accommodate an increase in student numbers.

In relation to potential challenges or opportunities that would arise from an increase in school roll respondents highlighted such factors as staffing, retaining culture chances for increased funding.

7.2.2.3 STUDENT TIES TO MINING OPERATIONS

When asked the percentage of their students had ties to Waihi mining operations, e.g., a parent working there, responses ranged from 0 to 36% with an average of 11.7%.

7.2.2.4 EFFECT OF CURRENT AND PROPOSED MINING OPERATIONS

Most respondents stated that both current mining operations (57.1%) and proposed expansion of the mine (57.1%) affect their school.

Expanding on why the current mining operations have an effect, respondents' answers generally related to employment at the mine leading to increased numbers of students. This was also the theme of answers as to why respondents felt the potential expansion of the mine would have an impact on schools.

7.2.2.5 EFFECT OF PROPOSED PROJECT NOT PROGRESSING

Respondents stated that if the non-progression of the project led to a reduction in school rolls this would lead to loss of staff etc, if the respondents felt their school had minimal ties to the mine, then they stated the non-progression of the project would have minimal to no impact on them.

7.2.3 EMERGENCY/MEDICAL FACILITY RESPONSES

7.2.3.1 CATCHMENT AREA

Respondents stated they covered from Waihi and Waihi Beach to Whakamārama.

7.2.3.2 CAPACITY

In relation to having capacity to meet future increases in demands for their services, one respondent stated they had the resources to do so while the other indicated an increase in funding would be required.

7.2.3.3 EFFECT OF CURRENT AND PROPOSED MINING OPERATIONS

Both respondents stated that the current mining operations have no effect on their facility/operations in any way. Both respondents also stated that the proposed mining operations should not have any effect either.

7.2.3.4 EFFECT OF PROPOSED PROJECT NOT PROGRESSING

Both respondents stated that if the proposed project did not proceed this would not have an impact on their operations.

7.3 REGULATORY AUTHORITIES

Table 46: Regulatory Authorities Interview Results

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Regulatory Authorities (district and regional councils) and Crown	
Waikato Regional Council	<ul style="list-style-type: none"> Regional Skills Development Group (business leaders in the region) are tasked with skills development and needs identification in the region including gaps and understanding immigration impacts. In a constrained market where there are skills shortages, labour will be taken from other industries or providing jobs for unemployed. The Hauraki District has a very low unemployment rate, and a very high NEET rate. This indicates that to some extent labour will need to come from elsewhere. The age distribution is skewed towards older, except the Māori population which skews young indicating that the provision of labour could come from that population. Training opportunities and apprenticeships could be focused on young Māori given the demographic profile of the community. 22% of Hauraki District's economy is based on mining so closure will have a localised impact. The Hauraki and Waikato Districts have been much more focused on mining, particularly in last 10 years. Mostly coal mining for Waikato, but this is now shrinking. Wastewater and water reticulation is the responsibility of the district council and there could be challenges if there is an influx of new employees and families in Waihi. Concerns if schools can take the influx, if new families are attracted by the project.
Thames Coromandel District Council	<ul style="list-style-type: none"> Thames Coromandel District has low unemployment rates, lower than the national average. Securing labour is a challenge. There are significant housing developments in progress in collaboration with Kāinga Ora south of Thames with an initial 250 dwellings in a total development of 1,000. Iwi are also proposing sizeable developments around Thames.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Hauraki District Council	<ul style="list-style-type: none"> • Mining contributes 22.4% of GDP to the District. • Mine plays an important role in the community supporting various community-based activities such as providing firewood for the elderly. • Shortage of accommodation. Challenges are predominately around affordable housing and rentals. Limited supply of residential land in the district. • Labour shortages, and infrastructure challenges, including water, particularly water storage in Waihi. • Paeroa racecourse has development potential of 230 lots though there are infrastructure challenges. Council is looking to increase residential capacity by 15ha. • Shortage of industrial land. Likely an industrial plan change will be progressed in 2022 looking to free up 10ha of land. There are however infrastructure challenges. • A Council priority is around training opportunities and growing skills in an area of high deprivation. Important focus in an area of high deprivation. • HDC receive a limited number of complaints as OceanaGold is very responsive and largely well regarded by the local community. Complaints are mainly around the tailings storage facility. • OGNZL development aligns with Council's employment objectives around upskilling and increasing incomes to improve wellbeing. • Project provides opportunities for training and upskilling which leads to better paid jobs in the local economy. • Council has various programmes underway to encourage young people into employment who currently are not supported by MSD. MSD providing employer support for apprenticeships with local businesses in the manufacturing and primary sectors. Valley Education runs programmes to develop work ready skills and helping place people in employment. WINTEC are keen to be involved in programmes. Council would like to see more jobs for iwi. • Council has strategic objectives to maintain a decent living environment around all the wellbeings. There is a need to maintain amenity which will require consideration around noise and vibration etc from the tailings facility and Gladstone

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>pit. Comfortable that community and support services can grow to meet the demand of an expanded mine workforce.</p> <ul style="list-style-type: none"> Expansion will continue reliance on mine though there are more diverse opportunities than previously (Hauraki Rail Trail, Gold Discovery Centre). Work already undertaken by Waihi Vision Trust exploring the future post mining. Mine closure is not an issue frequently raised with Council.
Councillor Spicer – Hauraki District Council	<ul style="list-style-type: none"> Population influx could further impact housing prices and rentals which are already at unaffordable levels. Population influx could impact on schools and medical facilities. Waihi East is at capacity as is one medical centre. Job creation will have a positive impact and with potential for apprenticeships and early positioning for work through skills development such as heavy vehicle licenses. Opportunity for the Community Forum established through previous mining consents to be involved in training initiatives. As a mitigation measure expansion of the Community Forum with OGNZL to support a range of community initiatives. There has been a shift over the last few years. The community was very dependent on mining, but tourism/hospitality has expanded due to the growth and development of the Hauraki Rail Trail. This is a growing stream of revenue, so community is not feeling as vulnerable. When mining stops there will be a considerable impact not only economically but also in areas such as schooling as several teachers are associated with partners working at the mine. OceanaGold could do better with investing in the community. An area could be Morgan Park which has been a nightmare of grant funding and relying heavily on a group of volunteers.
Service Centre Manager Work and Income	<ul style="list-style-type: none"> Primary role is the administration on pensions and benefits. Also includes working in the community to support social services, schools, groups such as Grey Power, working with those with disabilities and associated support agencies such as Workbridge as well as police, civil defence and COVID-19 response. Have strong relationships with resource centres such as the Waihi and Paeroa Community Resource Centres, Whangamata Community Services Trust, Salvation Army, Te Korowhai Hauora, doctors and health clients. Also work with

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>groups providing training, qualifications and work support (e.g., drivers' licences)</p> <ul style="list-style-type: none"> • Waihi and Waihi area primary focus is on emergency housing and employment. There are no emergency housing support providers in the community and there is some resistance from moteliers. Biggest challenge is finding accommodation across all communities. Finding permanent, affordable housing is very challenging. Have strong relationships with other government agencies such Kāinga Ora but they do not supply emergency housing. Mention was made of the Kāinga Ora proposed new development at Thames but that is considered too far away to be practical. • Unemployment in Waihi is associated with long-term unemployed. This group can be difficult to motivate because of the ability to pass alcohol and drug tests, have no drivers' licences and there is no public transport. Provision of transportation to work would be useful and remove obstacles. 18–30-year-olds are affected and would be a useful pool of labour. The secret for motivating employment is money. Life coaching and support to get into and stay in work is important - helping support lifestyle choices such as swapping drugs for sport. Need regular touch points particularly around mental health. Drug and alcohol support is provided through the Manaaki Centre. • COVID-19 has increased numbers and has affected mental health, stress, and anxiety especially in young people. Also, an increase in having to respond to family violence issues. Seasonal employment around kiwifruit and avocados doesn't get people into long-term permanent employment. Well paid work with Silver Fern Farms and Ingrams Chicken processing but also tends to be seasonal. There is a need for consistent sustainable opportunities particularly if training and upskilling is involved. Easier for solo parents to come off the benefit if childcare arrangements are in place. • Those with existing skills are already in employment. The mine is seen as an opportunity. • The proposed expansion project presents an opportunity for potential upskilling of local community members. • There are barriers to uptake as suitable skills providers will need to come into the district or be more active in the community. Educational support will be needed. Pastoral support must be very regular to overcome challenges on

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>intergenerational unemployment, drugs, alcohol or simply demotivated.</p> <ul style="list-style-type: none"> Lack of accommodation. Those with good incomes will take precedence over those who are less advantaged which has the risk of pushing these people to the back of a housing queue, where housing is already a major issue. Council should be looking at land availability and providing infrastructure. Speed on this is a key issue. Should be looking to work with groups such as Habitat for Humanity.

7.4 HOUSING AND ACCOMMODATION

Table 47: Housing and Accommodation Interview Results

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Housing and Accommodation	
Kāinga Ora	<p>Main issues for housing provision are:</p> <ul style="list-style-type: none"> Increasing gap between housing cost and income levels Housing supply Infrastructure limitations in Hauraki District Kāinga Ora is working with Hauraki DC to determine priority areas for residential development. Hauraki is challenged as there are multiple small centres, geographically spread, where there is a demand Paeroa, Waihi, Ngatea, Kerepehi, etc. There is a need to work with Council to prioritise/reprioritise infrastructure investment. Main infrastructure issues are around 3 Waters with wastewater being a prime factor in Paeroa. Ngatea affected by flood hazards. WBOP is looking at intensifying around Katikati and Omokoroa. There is a large farm within town boundaries of Katikati that is zoned residential.
Real Estate Agents	<p>The emerging themes from the Real Estate interviews were the following:</p> <ul style="list-style-type: none"> High buyer demand but low housing stock in the local area, particularly in Waihi. Residential listings down 64% from

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>August 2020 to August 2021. A number of agents have no houses to list.</p> <ul style="list-style-type: none"> • Shortage of subdivisions. Some subdivided parcels came to the market about five years ago, but supply has been scarce since. • Rental properties are in very short supply, for example only one rental available in Paeroa at the end of October 2021. One agent had a waiting list of 320 people for rentals in Waihi Beach when generally the maximum available stock is 30. • The additional staff required by the mine will have an impact on the property market (sales and rentals) given the current housing shortage. • Already pressure on the residential market from Auckland and Tauranga partly from the COVID-19 effect and partly desire for less expensive real estate as more people work from home. • Aware of a range of development opportunities including 40-50 new lot development in Waihi with home and land packages, large, staged subdivision with 300 lots around Waihi Beach. • Higher salaries offered by the mine compared to others in the area was viewed as positive for the community. • Two of the real estate agents considered the project really positive for the area including increasing community vibrancy.
Eves Reality	<ul style="list-style-type: none"> • In the past mining had a small impact of values with Waihi East being less favoured. Currently difficult to discern any difference in value. • Still some buyer concern about mining and people are still interested in what may happen in future but has not put off buyers.
First National Real Estate	<ul style="list-style-type: none"> • Development is easier in Hauraki District than Western Bay of Plenty. Hauraki District Plan now allows for subdivision of 1,000m2 sites which allows potential for infill. • Rumours of new mining projects temporarily stalls the market. Once information becomes available the market corrects.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<ul style="list-style-type: none"> Regional Director and Community Engagement Manager and Manager of Communication, Engagement and Partnerships for in the Bay of Plenty area (Kāinga Ora).
Developers/Housing contractors and builders	<ul style="list-style-type: none"> Major shortage of sections particularly in Waihi. High demand for houses and sections mainly single dwellings with 3-4 bedrooms both in Waihi and Waihi Beach. Some development occurring in Smith Street. Proposed new development called Parry Palms. Considerable land available in Hauraki District and a Plan change to enable subdivision to 450m2 has been very helpful for infill.

7.5 LABOUR AND TRAINING ORGANISATIONS

Table 48: Labour and Training Organisation Interview Results

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
Labour and Training Organisations	
MITO Transitional Industry Training Organisation)	<ul style="list-style-type: none"> Aim is to attract, train, retain and develop staff in automotive, mining and quarrying sectors. 31 Employees involved in MITO Programmes from OGNZL with 18 in heavy plant and equipment training and the balance doing A and B grade training (certificate of competency/ tunnel and surface extraction qualifications). Recognition of prior learning process with OGNZL. Qualifications can map across between Australia and New Zealand. Shortage of talent in the sector. European male dominated with an aging demographic. Need to develop new skills. Exacerbated by COVID-19 and immigration policies). To meet OGNZL anticipated employee numbers need to work together to develop pathways in order to plan on how support can be offered for new trainees through to those upskilling. Very keen to work with OGNZL to work with schools, learners, and career advisors to promote skills training. Considered to be a high value industry with salaries higher than the national average.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<ul style="list-style-type: none"> • Training can be started in advance of the A and B- grade training. • MITO has shifted to e-learning and online workshops coupled with on-the-job training. • To ensure success, industry training advisors work with apprentices with a visit approximately every 12 weeks. • Have adequate capacity to take on more trainees in the sector.
BCITO (Transitional Industry Training Organisation)	<ul style="list-style-type: none"> • There are 1,900 apprentices in the regional area. BCITO covers 14 different trades with about 60% falling within the carpentry discipline and the balance in disciplines such as plastering, tiling, painting and decorating, concrete work and architectural elements engineering (doors/windows). BCITO does not cover plumbing or electrical trades. There are 22 apprentices in the immediate study area with three BCITO staff living locally. Due to Government's fee free policy, there has been 30% increase in apprenticeships. There are also opportunities for employers to work with MSD and receive funding. • No current OGNZL staff in training but possibly some could have qualified. • Skills shortage generally. BCITO supports school Gateway programmes which enable students to undertake work experience to see if they have aptitude or interest for post school seeking apprenticeships and qualifications. • Adequate resources to increase support for new trainees. • Key is for OGNZL to communicate needs well in advance.
WINTEC	<ul style="list-style-type: none"> • WINTEC offers hard trades with Diploma level trade skills as well as pre-trade training. The pre-trades need employers to take them on as apprentices. Since government funding has been redirected enrolment numbers have substantially increased. • WINTEC is open to partnerships and there is a significant opportunity to work with OGNZL to develop a long-term strategy. • WINTEC is open to working with other organisations in order to maximise opportunities and minimise infrastructure cost (e.g. sharing premises, using school facilities, etc). WINTEC hard trade facilities are based in Hamilton which can create

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<p>logistic difficulties for some learners. Successful example was Waihi College that allowed their space to be used for courses after school hours.</p> <ul style="list-style-type: none"> • Support a community impact forum or alike to work through issues to enable interest groups, employers and providers to work together to overcome the cost of providing infrastructure and maximising existing resources.
AWF Labour	<ul style="list-style-type: none"> • AWF is a labour supply organisation with 22 branches across New Zealand, but the local branch extends from Katikati to the Coromandel. They are also supported from the Tauranga and Hamilton offices so have a good-sized regional catchment. They advertise on six platforms through BOP, Waikato and Coromandel primarily including AWF's own platform, Facebook, TradeMe, Volcanic and Seek. Also advertise locally in local newspapers. AWF also has marketing support through its Auckland office so can recruit nationally. They have a robust tracking system of people currently and previously employed so access to good information for potential recruits. • AWF offers both long and short-term placements, they come at it from two perspectives – looking to place individuals in appropriate employment but also working with employers to meet their labour needs. Cover a broad spectrum from lower entry positions through to senior technical roles. Path may be from temporary to permanent or direct to permanent. Term of placements can be short/long-term. • Finding people is challenging, particularly attracting new staff. People who are placed become well skilled and trained so carry on longer than anticipated. Fewer temporary placements and when temporary these are longer term. • Local housing particularly rental accommodation is a problem and restricts new people coming into the area. Housing is a limiting factor to finding recruits if not already resident in the area. Emphasis on upskilling already resident labour. • There are accommodation shortages in the rental space in particular. This presents a barrier to the entry of labour from outside the district. Potential to target the under 30's in the area who are currently unemployed. Mining roles are sought after.

GROUP	SUMMARY OF ENGAGEMENT- POSITIVE AND NEGATIVE EFFECTS IDENTIFIED
	<ul style="list-style-type: none"> • If the project did not proceed it would be a lost opportunity for the district.

8 FOCUS GROUP MEETING

In the preliminary assessment of effects for the project two social effects were identified namely:

- Demand for skills in a tight labour market
- High demand for accommodation and low supply that could limit the ability to employment demands of WNP.

A Focus Group Meeting was held on 30 November 2021 to explore the potential opportunities and challenges associated with local job creation and what that may mean for employment and skills development. Representatives of key organisations from the education, training, employment and social services sector were invited. A number of groups participated in the online focus group and those unable to attend indicated their willingness to attend in future. Due to COVID-19 constraints, the meeting was held via Zoom and made use of online tools (Miro whiteboard and breakout rooms) to encourage participation. The key questions for the focus group were:

- What are the key opportunities and challenges (technical, social, logistical, other) to develop a sustainable workforce?
- What is required to action an outcome?

The attendees identified some of the challenges to building a local workforce and then considered what resources and support would be required to implement this and what the next steps look like.

A summary of the outcomes of the Focus Group Meeting is provided in **Table 49**.

Appendix 1 contains a copy of the focus group meeting presentation and record of the meeting outcomes.

Table 49: Focus Group Meeting Outcomes

LOCATION	SUMMARY OF ENGAGEMENT
Online Focus Group	
Invitees³ Wintec*, Pacific Coast Technical Institute, Valley Education and Training Enterprises, MITO*, BCITO*, Te Wānanga o Aotearoa, Waihi College*, Te Waka*,	The technical challenges were identified were: <ul style="list-style-type: none">• Availability of workforce• Training availability• Workforce retention• Need for career pathways

³ * Attended Focus Group

LOCATION	SUMMARY OF ENGAGEMENT
<p>Work and Income*, Ministry of Social Development, Te Korowai Hauora o Hauraki*, Wahi Community Resource Centre*, Hauraki District Council*, Waihi Community Forum*, OGNZL*</p>	<p>The social challenges identified were:</p> <ul style="list-style-type: none"> • Housing • Roles for mana whenua • Support for youth • Drug, and alcohol issues • Need for local buy-in <p>Logistical challenges identified:</p> <ul style="list-style-type: none"> • Funding • Job requirements of the mine (age, health, etc.) • Provision of Training opportunities • Housing <p>Other:</p> <ul style="list-style-type: none"> • Competition with other industries for skills • Perceptions of mining/environmental impact • Attracting or retaining young people in Waihi <p>The outcome was a resolution that there was a need for a co-ordinated effort with inputs from a variety of organisations. The information gathered at the Focus Group would be used to formulate a recommendation in the Social Impact Assessment regarding Skills Development and Training and the discussion would be led further by OGNZL. The first step would be the development of a skills matrix to understand workplace requirements and skills needed and input would be obtained from all parties into the skills matrix and the support they could provide.</p>

APPENDIX 1

FOCUS GROUP MEETING PRESENTATION AND OUTCOMES

OceanaGold New Zealand Limited

WORKFORCE ACCOMMODATION ASSESSMENT WAIHI NORTH PROJECT - STAGE 1

25 FEBRUARY 2025






WORKFORCE ACCOMMODATION ASSESSMENT

WAIHI NORTH PROJECT - STAGE 1

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REV	DATE	DETAILS	
Final	25 February 2025	Final Report	

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This report ('Report') has been prepared by WSP exclusively for Oceana Gold New Zealand Limited ('Client') in relation to the independent assessment of accommodation implications associated with workforce requirements ('Purpose') and in accordance with the Service Schedule OGN-3147 issued under Master Consulting Agreement – 1407 (OGN-1014) by the Client, dated June 2021. The findings in this Report are based on and are subject to the assumptions specified in the Report. WSP accepts no liability whatsoever for any reliance on or use of this Report, in whole or in part, for any use or purpose other than the Purpose or any use or reliance on the Report by any third party.

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1 INTRODUCTION

OceanaGold (NZ) Limited (OGNZL) propose the expansion of the Waihi Gold Mine, known as the Waihi North Project (WNP). For the project to proceed, Resource Management Act, 1991 (RMA) resource consents are required. WSP undertook an independent Social Impact Assessment (SIA)¹ to inform the RMA decision-making process.

The SIA (2025) identified that the project was likely to result in an influx of workforce employees, and that there is a potential for an adverse effect on the availability of housing and accommodation in the local area over the life of the project. The assessment found that there was not likely to be sufficient housing to meet the requirements of the WNP. As a result, the anticipated impact of an increased demand for housing was assessed to be of high significance. Consequently, one the key outcomes of the SIA was that a Workforce Accommodation Assessment was required to clearly understand local accommodation supply and demand in relation to workforce requirements. It was recommended that this assessment be undertaken prior to the commencement of both the construction and operational phase of the project.

WSP were appointed by OGNZL in July 2024 to prepare a Workforce Accommodation Assessment for the first stage of the WNP.

1.1 PROJECT OVERVIEW

The WNP consists of the following main components:

- Wharekirauponga Underground (WUG) Mine – a new underground mine beneath the Coromandel Forest Park with associated surface infrastructure at the end of Willows Road, including a temporary rock stack, an access portal, and underground tunnels connecting the ore body to the Waihi Processing Plant.
- Gladstone Open Pit (GOP) – a new open pit mine near the existing Waihi Processing Plant.
- Tailings Storage Facility 3 (TSF3) – a new tailings facility east of the current facilities.
- Northern Rock Stack – a new rock stockpile, north of the current tailings storage facilities.
- Water Treatment Plant (WTP) and Processing Plant upgrades.

The project will be delivered in three stages as summarised in **Table 1.1**.

Table 1.1 Project Stages²

PROJECT STAGE	STAGE DESCRIPTION
Stage 1	<ul style="list-style-type: none">— Establish the Willows Access Tunnel decline.— Establish infrastructure associated with the Willows Access Tunnel, including the Willows Portal, the Willows Farm Surface Facilities Area (SFA).

¹ Social Impact Assessment – Waihi North Project (WSP, 2025)

² Waihi North Project – Fast-track Approval, Project Description, Rev A (Document No.: WAI-985-000-SOW-GE-0002) (OGNZL, August 2024).

	<ul style="list-style-type: none"> — Upgrade existing WTP, and the discharge of treated water from this plant. — Support WUG mine resource investigation and exploration progression.
Stage 2	Activities associated with the wider WNP mining and production activities.
Stage 3	Mine and remediation and closure activities.

1.2 METHODOLOGY

The following methodology guided the development of this assessment:

- 1 Define study area:** the study area for the assessment was defined based on estimated 60-minute travel time from Waihi Town Centre.
- 2 Analyse baseline data:** relevant baseline data for the study area was sourced and analysed, with a focus on data relating to employment, skills, education and accommodation.
- 3 Analyse workforce data to identify the likely accommodation requirements:** an analysis of the likely workforce requirements was undertaken to understand the various groups that make up the workforce, the skills profile of each group, and the extent of offshore and local involvement. The anticipated extent of local workforce participation was calculated, and the likely accommodation requirements determined. Telephonic interviews were held with five local contractors that are well placed to support the delivery of the project to inform the analysis. These discussions provided valuable insights into the size of their current workforce, their likely approach to resourcing this project, local participation and potential accommodation requirements.
- 4 Assess accommodation capacity to house the workforce:** the capacity of current long- and short-term accommodation to meet the anticipated workforce accommodation demand was assessed. The opportunities and constraints of the various accommodation types were considered.
- 5 Make recommendations regarding workforce accommodation options:** Options to address workforce accommodation requirements have been identified and recommendations made to address the outcomes of the assessment.

1.3 ASSUMPTIONS AND LIMITATIONS

- The assessment is based on the project scope description and labour information made available up to December 2024.
- The assessment has used the most up to date baseline data available at the time of the study, including significant reliance on the latest full set of census data dated 2018.
- Labour data is presented in full years; however, some specific construction works may be completed within a matter of months.
- As there is no specific legal reference in New Zealand that states that a 60-minute travel time is standard for construction workers, the concept of a reasonable travel time is governed by norms and industry standards. Contractors interviewed confirmed that 60-minute travel time is acceptable, with company policies on health and safety applied to long term commuting.

- A maximum 60-minute travel time between the project site and accommodation has been used in this study based on:
 - **Commuting norms** – a 1-hour commute is common, and generally accepted as a standard travel time for work and is not considered extra-ordinary.
 - **Employee wellbeing and productivity** – employees are able to maintain a reasonable work-life balance and be productive at work in the absence of excessive fatigue.

2 STUDY AREA

The WNP SIA defined the social environment associated with the WNP. This included the definition of the local area as a 30-kilometre radius from the Waihi Town Centre. Those living within this local area use the local facilities and services and participate in local activities. Given that the SIA study identified a likely shortage of housing in a 30-kilometre radius, it has been necessary for the Workforce Accommodation Assessment to consider a larger catchment area.

For this Workforce Accommodation Assessment, the study area has been defined as the area within a 60-minute commute of Waihi Town Centre (**Figure 1**). A description of the method used to define the 60-minute commute is provided in **Appendix A**.

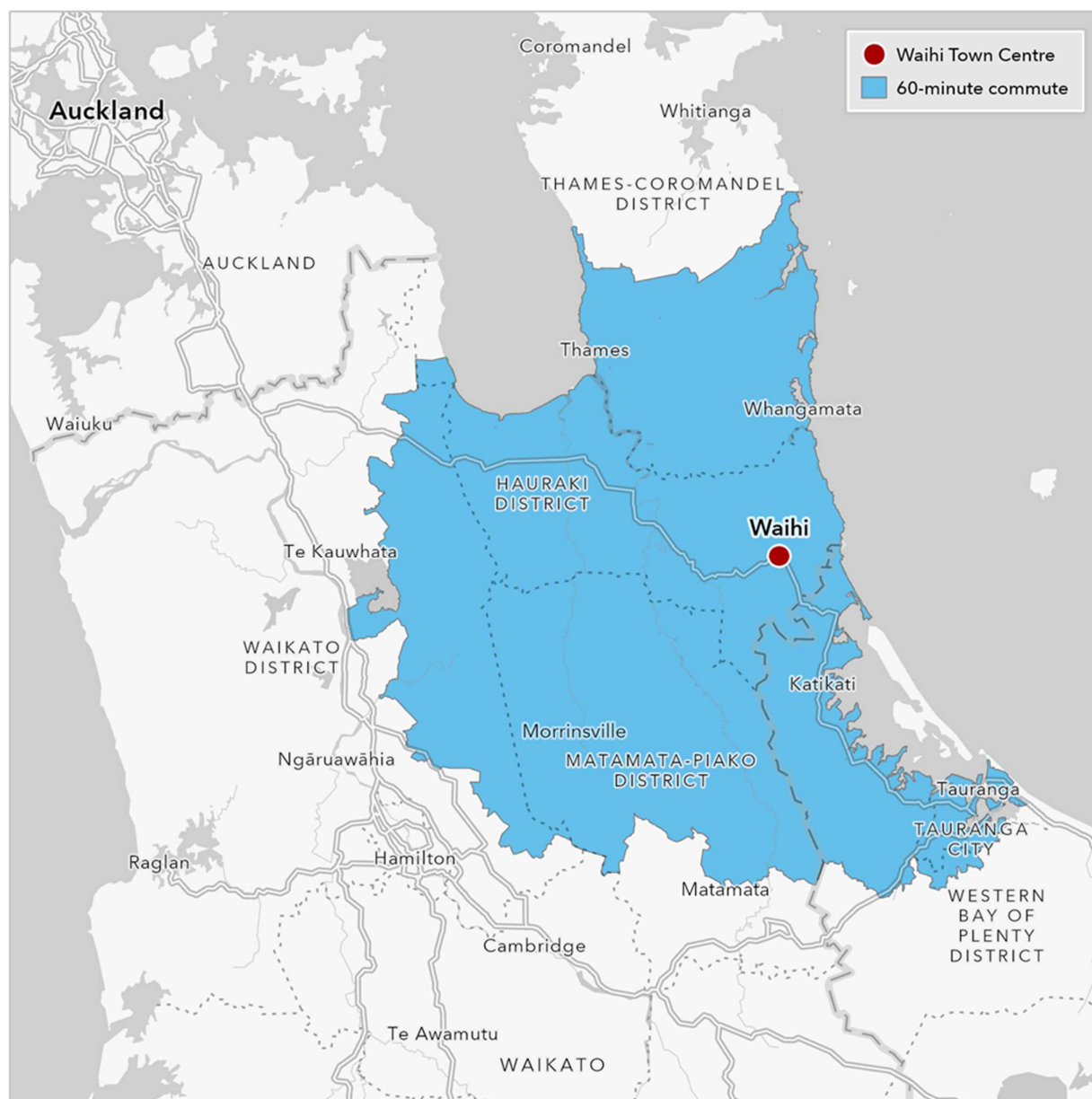


Figure 1 Area within a 60-minute commute of Waihi Town Centre

The 60-minute commute isochrone³ covers a larger area than the 30-kilometre radius and uses driving times rather than distance to identify the potential area in which the workforce could be located, and workforce accommodation could be reasonably sought (**Figure 1**). Those living within the 60-minute commute area are less likely to use local facilities and services or participate in local activities.

2.1 URBAN AREAS WITHIN THE STUDY AREA

Peak morning travel times, and corresponding travel distances, and populations of each urban area are provided in **Table 2.1**. Several of the urban areas lie on the border of the 60-minute commute area, such as Tauranga and Matamata. The commute times from these locations may exceed 60 minutes in some instances, and there may be some parts of these urban areas that are further than 60 minutes away from Waihi (particularly in the case of larger urban areas such as Tauranga). Commutes that may exceed 60 minutes are highlighted in red, commutes between 30–60 minutes are in orange, and commutes less than 30 minutes are in green.

Table 2.1 Urban Areas within 60-minute Commute of Waihi

URBAN AREA ⁴	POPULATION (2018) ⁵	POPULATION (2024) ⁶	TRAVEL DISTANCE ⁷	TRAVEL TIME ⁶
Tauranga	136,668	162,800	61 km	50–65 min
Morrinsville	7,755	9,710	62 km	45–60 min
Matamata	7,812	9,610	75 km	60–70 min
Thames	7,278	7,440	53 km	45–55 min
Waihi	5,387	6,020	-	-
Katikati	5,001	5,920	25 km	20–24 min
Ōmokoroa	3,204	5,450	47 km	40–50 min
Paeroa	4,266	4,740	22 km	18–24 min
Te Aroha	4,548	4,700	41 km	35–45 min
Whangamatā	4,086	4,420	30 km	35 min
Waihi Beach	2,136	2,860	10 km	8–10 min
Ngātea	1,455	1,640	45 km	35–45 min
Tairua	1,476	1,610	65 km	60–70 min
Pauanui	1,005	1,170	64 km	60–75 min
Athenree	807	920	16 km	12–16 min
Waharoa	630	740	69 km	55–65 min

³ An isochrone is a travel time map that depicts an area accessible from a point with a certain time threshold.

⁴ Statistics New Zealand, 2018f

⁵ Statistics New Zealand, 2018b

⁶ Stats NZ, 2024

⁷ Google, 2024

Te Puru	537	570	65 km	55–65 min
Kerepehi	507	600	38 km	30–40 min

The urban areas that can be reached within a 60-minute commute of Waihi were identified by overlaying the study area with Statistics New Zealand's Urban Rural boundaries⁸ and filtering by urban areas with a population of at least 500 people (to exclude very minor urban areas). The fastest commute time between the centre of each of these urban areas and Waihi was calculated using a start time of 07:00 AM on a weekday (to account for peak commuting traffic). This is considered a worst-case scenario as the workforce (regardless of shift or standard work hours) will commence work at 07:00 AM and as a result will be travelling prior to 07:00 AM, before the main peak traffic period. The calculation of the 17:00 PM weekday peak journey times from Waihi to each of the urban areas confirmed these are within a very similar range to the weekday morning journey times.

⁸ Statistics New Zealand, 2018e

3 BASELINE DATA ANALYSIS

Baseline data has been collected for the study area (60-minute commute area), specifically related to employment, skills, qualifications and accommodation. An analysis of the data and its relevance to this assessment is presented in the sections below.

3.1 EMPLOYMENT

Based 2023 Census data for the 60-minute commute area, approximately 61% of the population is employed and 2.5% are unemployed. Unemployed individuals are those who are not currently working but are actively seeking and available for work. A large proportion (36.5%) of the working-age population is not in the labour force. This refers to individuals who are not employed and are not seeking employment such as those who are studying, retired, taking care of family or unable to work due to a disability.

A summary of the labour force status of working-age population (15 years and older) is provided in Table 3.1.

Table 3.1 Labour Force Status for Population Living within the Study Area

QUALIFICATION	2018 ⁹	2023 ¹⁰
Employed full-time (30+ hours per week)	68,724 (45.2%)	77,959 (46.9%)
Employed part-time (less than 30 hours per week)	23,649 (15.5%)	23,666 (14.2%)
Unemployed	4,998 (3.3%)	4,078 (2.5%)
Not in labour force	54,750 (36.0%)	60,620 (36.5%)
Total¹¹	152,139	166,301

The labour workforce status is useful when considering the workforce requirements for the WNP. Whilst the focus of local workforce participation is within a 30km radius of Waihi Town Centre, labour within a commutable distance from the WNP is an additional source that can be drawn on to support the project.

3.2 SKILLS AND QUALIFICATIONS

Census data from 2023 shows that Construction (10.9%), Healthcare and social assistance (10.6%), and Manufacturing (9.4%) are the three main employers by industry within the study area. The Mining industry employs the least number people within the study area at 0.5%. A summary of the number of people living within the 60-minute commute area and the industry type they are employed in is provided in Table 3.2.

⁹ Statistics New Zealand, 2018d

¹⁰ Statistics New Zealand, 2023c)

¹¹ Total number of people in the workforce. Percentages for each category are calculated from the total stated to provide a more accurate figure (this excludes unstated responses).

Table 3.2 Number of Employees by Industry within the Study Area

INDUSTRY	BY EMPLOYEE LOCATION		BY EMPLOYER LOCATION	
	2018 ¹²	2023 ¹³	2018 ¹²	2023 ¹³
Agriculture, forestry, and fishing	9,003 (10.3%)	8,093 (8.0%)	6,861 (11.2%)	6,451 (7.1%)
Mining	498 (0.6%)	547 (0.5%)	132 (0.2%)	384 (0.4%)
Manufacturing	9,414 (10.7%)	9,501 (9.4%)	7,248 (11.8%)	9,021 (9.9%)
Electricity, gas, water, and waste services	528 (0.6%)	1,018 (1.0%)	324 (0.5%)	734 (0.8%)
Construction	9,456 (10.8%)	11,077 (10.9%)	5,406 (8.8%)	7,220 (7.9%)
Wholesale trade	4,044 (4.6%)	4,637 (4.6%)	2,649 (4.3%)	3,520 (3.9%)
Retail trade	8,559 (9.8%)	9,320 (9.2%)	6,027 (9.8%)	8,025 (8.8%)
Accommodation and food services	5,121 (5.8%)	5,061 (5.0%)	3,096 (5.0%)	3,839 (4.2%)
Transport, postal, and warehousing	3,921 (4.5%)	4,134 (4.1%)	2,607 (4.2%)	3,500 (3.8%)
Information, media, and telecommunications	654 (0.7%)	618 (0.6%)	309 (0.5%)	351 (0.4%)
Financial and insurance services	1,452 (1.7%)	2,083 (2.1%)	1,101 (1.8%)	1,560 (1.7%)
Rental, hiring, and real estate services	2,007 (2.3%)	2,569 (2.5%)	1,287 (2.1%)	1,813 (2.0%)
Professional scientific and technical services	7,248 (8.3%)	8,343 (8.2%)	5,157 (8.4%)	6,259 (6.9%)
Administrative and support services	933 (1.1%)	4,231 (4.2%)	1,920 (3.1%)	2,535 (2.8%)
Public administration and safety	3,255 (3.7%)	5,096 (5.0%)	2,421 (3.9%)	4,312 (4.7%)
Education and training	6,612 (7.5%)	6,977 (6.9%)	4,290 (7.0%)	5,762 (6.3%)
Healthcare and social assistance	9,813 (11.2%)	10,744 (10.6%)	7,227 (11.8%)	9,364 (10.3%)
Arts and recreation services	1,302 (1.5%)	1,293 (1.3%)	801 (1.3%)	853 (0.9%)
Other services	3,759 (4.3%)	4,232 (4.2%)	2,613 (4.3%)	3,198 (3.5%)
Total¹⁴	92,292	101,628	71,094	91,157

An increase in OGNZL's current workforce is required to support the project. The distribution of employees by industry gives context to the specific type of existing skills employees within the study area have that might support the WNP.

Based on census data, the majority of the population (56.5%) living within the study area have obtained a Certificate or Diploma, and a large portion (18%) of the population have no qualification. **Table 3.3** provides a summary of the highest qualification obtained for the population living within the 60-minute commute area.

¹² Statistics New Zealand, 2018d

¹³ Statistics New Zealand, 2023c

¹⁴ Total number of people in the workforce. Percentages for each industry are calculated from the total stated to provide a more accurate figure (this excludes unstated responses).

Table 3.3 Highest Qualification Obtained for Population Living within the Study Area

QUALIFICATION	2018¹⁵	2023¹⁶
No qualification	31,212 (20.5%)	28,701 (18.0%)
Certificate (Level 1–4)	63,792 (42.0%)	72,035 (45.1%)
Diploma (Level 5–6)	15,654 (10.3%)	18,228 (11.4%)
Bachelor's degree	15,843 (10.4%)	20,419 (12.8%)
Postgraduate degree	6,084 (4.0%)	7,958 (5.0%)
Master's degree	2,934 (1.9%)	4,383 (2.7%)
Doctoral degree	513 (0.3%)	798 (0.5%)
Overseas high school	6,468 (4.3%)	7,214 (4.5%)
Not elsewhere included	9,453 (6.2%)	6,574 (4.1%)
Total¹⁷	152,139	166,301

The WNP has the potential to generate employment for those living within the study area. An understanding of the profile of qualifications within the study area provides an indication of the potential pool of people available to support the workforce requirements of the project.

The availability of both an existing and potentially skilled workforce within the 60-minute commute area will determine the extent to which employee requirements will need to be resourced from outside the study area.

3.3 ACCOMMODATION

3.3.1 CURRENT HOUSING STOCK

An overview of the housing stock within the 60-minute commute area, broken down by the type of housing, the number of bedrooms, and the ownership status is provided in **Table 3.4**. Based on Census 2023 data for the study area, the total number of private dwellings is 76,205. The majority (71%) of private dwellings are owner occupied, with 72% being 3- and 4-bedroom homes.

Tenancy Services data confirms the number of active rental bonds as 12,298 and the mean rent cost has been calculated as \$627 (**Appendix A**).

¹⁵ Statistics New Zealand, 2018c

¹⁶ Statistics New Zealand, 2023c

¹⁷ Total number of people eligible to hold a qualification. Percentages for each qualification are calculated from the total stated to provide a more accurate figure (this excludes unstated responses).

Table 3.4 Housing statistics within the Study Area

HOUSING STOCK	2018 ¹⁸	2023 ¹⁹
Total private dwellings	71,385	76,205
<i>Private dwellings by type</i>		
Separate house	62,265 (87%)	64,483 (85%)
Joined dwelling	8,163 (11%)	10,852 (14%)
Other private dwelling	900 (1%)	747 (1%)
<i>Private dwellings by number of bedrooms</i>		
1 bedroom	3,318 (5%)	3,653 (5%)
2 bedrooms	12,117 (17%)	13,337 (18%)
3 bedrooms	33,954 (48%)	35,531 (47%)
4 bedrooms	17,505 (25%)	18,835 (25%)
5 or more bedrooms	4,398 (6%)	4,761 (6%)
<i>Occupied private dwellings by ownership</i>		
Owner-occupied	48,777 (69%)	53,863 (71%)
Rented	21,906 (31%)	21,673 (29%)
RENTALS		2024 ²⁰
Active bonds		12,298
Mean rent		\$627

The distribution of housing stock by dwelling type, number of bedrooms and ownership status gives context to the specific type of housing available to support potential accommodation requirements for the proposed WNP workforce. Rented dwellings make up 31% of the housing stock, indicating there is a reasonable rental market within the study area.

3.3.2 FUTURE HOUSING STOCK

Hauraki District Council has provided data for all new builds in Waihi (urban and rural) and for the whole of the district for the period 2019 to 2024 (up to 19/9/2024) (Table 3.5). Consents for new builds in Waihi have made up an average of 41% of all consented new builds in the Hauraki District since 2019.

A review of building consent data from the past 5 years is useful as it provides a high-level indicator of potential dwelling stock and future housing proposed that may support future accommodation requirements.

¹⁸ Statistics New Zealand, 2018a

¹⁹ Statistics New Zealand, 2023a, 2023b

²⁰ Tenancy Services, 2024

Table 3.5 New dwelling consents issued 2020-2024 (*up to 19/09/2024)

AREA	2020	2021	2022	2023	2024*	TOTAL
Waihi	37	79	66	41	8	231 (41%)
Remainder of Hauraki District	64	63	117	70	15	329 (59%)
Hauraki District Total	101	142	183	111	23	560

3.3.3 OGNZL OWNED PROPERTY

OGNZL property portfolio extends beyond the land they require for mining related operations. Consent conditions require OGNZL to make an offer to purchase when active mining is occurring immediately beneath a residential property. The number of properties owned by OGNZL peaked in 2020 as a result of the expansion of the Correnso mine (located under a residential area), with some divestment of properties in 2021 and 2022 within the Correnso area as the focus of mining shifted to Martha underground mining.

A total of 270 properties are rented and owned by OGNZL¹⁷. An overview of OGNZL's property portfolio, based on 2022 data, is provided in Table 3.6.

Table 3.6 OGNZL Waihi Property Portfolio

OGNZL PROPERTY RENTALS AND OWNERSHIP ²¹	2022
OGNZL rental properties in the Correnso Extended Project Area	52
OGNZL rental properties in the Project Martha area	11
Total residential properties in Waihi owned by OGNZL	124
Sections of land owned by OGNZL	60
Commercial properties owned by OGNZL	8
Unusable properties (in the subsidence zone) owned by OGNZL	66
Other properties (mill, tailings storage facilities, underground portal, open pit, farms) owned by OGNZL	12
Total number of properties rented / owned by OGNZL	270

Of relevance to this study is an understanding of OGNZL's residential property portfolio. In 2022, OGNZL owned a total of 124 residential properties, which represents 5% of the total number of private dwellings in Waihi. Of the 124 OGNZL residential properties, 50.8% (63 properties) are rental properties of which 38% (24 properties) are let to OGNZL employees.

²¹ Waihi Social Impact Management Plan 2021-2022 Monitoring Report: Phoenix Research (2023)

4 WORKFORCE COMPOSITION

The incremental workforce numbers that will be generated directly by the WNP across the life of the project are presented in **Figure 2**. The total workforce required to support the WNP is an average of 408 over a 17-year period.

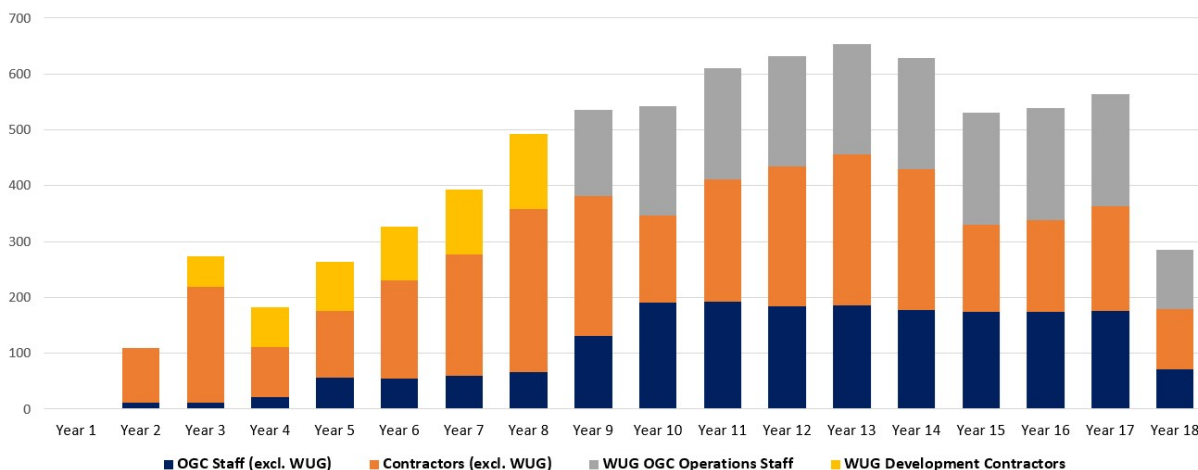


Figure 2 Proposed WNP Workforce²²

With reference to **Figure 2**, the proposed WNP workforce consists of the following groups:

- **OGC Staff:**

This refers to the new OGNZL workforce employed to support the WNP. This includes several project management resources from Year 2 – 10. There is a ramp up in workforce numbers in Year 5 – 8 to support exploration, and a further increase from Year 9 onward as a result of resources required to support underground mining, GOP and mine processing activities.

- **Contractors:**

A contracting workforce will be required throughout the life of the project. The civil construction works proposed from Year 2 to 4, to be undertaken by local contractors, includes the Willows Road bulk earthworks and surface infrastructure development, the WTP upgrade and power related infrastructure. From Year 5 - 9 there will be a ramp up in drilling contractors and the civil construction contracting workforce will increase to support the construction of key project components such as the TSF3 and GOP. In the latter half of the project life drilling contractor workforce requirements will increase. There will be ongoing contractor involvement in civil construction activities as well as operational and maintenance requirements.

- **WUG Development Contractors:**

As it is considered unlikely that the required underground skills and experience are available in New Zealand, a specialist offshore contractor will be engaged to undertake the construction of the interconnecting ore tunnels over a 6-year period (Year 3 – 8). The tunnelling work will be implemented using a workforce that will operate on shifts, travelling to and from site for their

²² WNP Incremental Labour Data (OGNZL, 20 August 2024)

specific shifts. As a result, only a portion of the offshore workforce will be in country and on site at any one time.

— **WUG OGNZL Operations Staff:**

The existing Waihi operational workforce is currently sustained by the Martha Underground Mine. This mining activity has a life of mine out to 2032 (Year 9). Based on the current WNP schedule, these existing employees will remain with OGNZL and transition over to fulfill the required operational roles related to the WNP.

4.1 STAGE 1 WORKFORCE

Stage 1 commences in Year 2 with early civil works and concludes at the end of Year 8, given mine production associated with the WNP commences in Year 9.

During Stage 1, contractors form a large proportion of the workforce. The drilling contractors and specialist offshore contractors' workforce are likely to consist of longer-term resources, whilst the civil construction workforce may be more seasonal. There are several civil construction work packages that will be undertaken, requiring a variety of skills. Some of these packages may be completed in a few months, with the workforce identified not necessarily required for the full year.

The Stage 1 workforce experiences an initial peak in Year 3 (275 workers) as a result of the civil construction requirements. Workforce will reduce in Year 4, followed by incremental increases each year with the final peak occurring in Year 8 (493 workers) (**Table 4.1**).

Table 4.1 WNP Stage 1 Workforce Composition²³

WORKFORCE COMPOSITION	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8
OGNZL Staff (excluding WUG)	11	12	13	48	47	44	51
Contractors (excluding WUG)	98	208	98	128	184	233	307
WUG Development Contractors	0	55	71	87	95	116	135
TOTAL	109	275	182	263	326	393	493

4.2 STAGE 1 WORKFORCE SKILLS PROFILE

The skills profile of the workforce required to support Stage 1 of the WNP is presented in **Table 4.2**. The workforce profile has been presented using the major skills groups defined by the ANZSCO skills classification²⁴ used by Statistics New Zealand to classify occupations.

Analysis of workforce composition identifies that a significant proportion (83.5%) of the positions over the 8-year period consist of tradesmen, skilled operators, and general labour, which is reflective of the construction related focus of Stage 1. The more highly skilled roles (managerial to supervisory) comprise an average of 16.5% of the workforce of the 8-year period.

²³ WNP Incremental Labour Data (OGNZL, 20 August 2024)

²⁴ Australian and New Zealand Standard Classification of Occupations (2022)

Table 4.2 Stage 1 Workforce Skills Profile²⁵

CLASSIFICATION		YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	%
Managerial / Senior Professional	1	4	5	6	10	9	6	4	16.5%
Professional	2	11	13	15	31	31	26	32	
Technical / PA	3	2	2	2	17	17	15	15	
Supervisory	4	0	5	9	9	9	9	15	
Tradesmen	5	85	152	31	18	22	26	109	83.5%
Skilled Operators	6	5	38	43	100	158	207	200	
General Labour	7	2	60	76	78	80	104	118	
TOTAL		109	275	182	263	326	393	493	

A breakdown of the skills profiles of the OGNZL workforce, local contractors, and offshore contractors are presented in Table 4.3 to Table 4.5. The OGNZL workforce skills profile differs from that of the contractors in that the majority of the OGNZL staff (68%) fall into the managerial to supervisory classification, whilst the contractor workforces are largely tradesmen, skilled operators and general labour.

Table 4.3 OGNZL Workforce – Stage 1 Skills Profile²⁰

CLASSIFICATION		YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	%
Managerial / Senior Professional	1	4	6	6	10	9	6	4	80.8%
Professional	2	7	4	4	15	15	15	23	
Technical / PA	3	-	-	-	10	10	10	1-	
Supervisory	4	-	1	1	1	1	1	1	
Tradesmen	5	-	-	-	-	-	-	-	19.2%
Skilled Operators	6	-	-		10	10	10	10	
General Labour	7	-	2	2	2	2	2	3	
TOTAL		11	13	13	48	47	44	51	

Table 4.4 Contractors Workforce - Stage 1 Skills Profile²⁰

CLASSIFICATION		YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	%
Managerial / Senior Professional	1	-	-	-	-	-	-	-	6.8%
Professional	2	4	6	7	12	12	6	3	
Technical / PA	3	2	2	2	4	4	2	2	
Supervisory	4	-	-	-	-	-	-	6	
Tradesmen	5	85	145	17	1	1	1	83	93.2%

²⁵ WNP Incremental Labour Data (OGNZL, 20 August 2024)

Skilled Operators	6	5	20	22	61	119	168	150	
General Labour	7	2	35	50	50	48	56	63	
TOTAL		98	208	98	128	184	233	307	

Table 4.5 WUG Development Contractors Workforce - Stage 1 Skills Profile²⁶

CLASSIFICATION		YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	%
Managerial / Senior Professional	1	-	-	-	-	-	-	-	15.1%
Professional	2	-	4	4	4	4	5	6	
Technical / PA	3	-	-	-	3	3	3	3	
Supervisory	4	-	4	8	8	8	8	8	
Tradesmen	5	-	8	14	17	21	25	26	84.9%
Skilled Operators	6	-	18	21	29	29	29	40	
General Labour	7	-	23	24	26	30	46	52	
TOTAL		-	57	71	87	95	116	135	

4.3 LOCAL WORKFORCE PARTICIPATION

The SIA defines the local area as the 30 km radius of Waihi Town Centre, which comprises the towns of Waihi, Paeroa, Whangamatā, Te Aroha, Waihi Beach and Katikati.

This study has defined a 60-minute commute area, which is larger than the defined local area. The 60-minute commute distance is considered a reasonable and safe travel distance to and from a place of work. This larger area provides more accommodation opportunities to support the proposed workforce and provides an expanded labour catchment area. For this study, the potential labour pool available within the 60-minute commute area is referred to as the local workforce.

With an unemployment rate of 2.5% and a large proportion (36.5%) of the working-age population not in the labour force, there is a pool of approximately 65,000 people within the study area from which the general labour requirements for the project can be sourced. Employment statistics for the 2023 Census identified that there are 11,077 people who work in the construction industry in the study area. It is likely that many of these individuals are employed by local contractors and have the necessary skills and knowledge required to support Stage 1 of the WNP.

The local workforce participation for Stage 1 of the WNP is outlined in the sections below.

²⁶ WNP Incremental Labour Data (OGNZL, 20 August 2024)

4.3.1 OGNZL STAFF

All general labour roles associated with the OGNZL staff will be sourced from the local workforce. For this assessment, it is assumed that all remaining roles will be sourced from outside the local area.

4.3.2 WUG DEVELOPMENT CONTRACTORS

Whilst this contract will require specialised skills not available in New Zealand, there is a requirement for general labour to support the delivery of their contract. This presents an opportunity for local workforce participation. It is, therefore, assumed that all general labour roles associated with the offshore contractor workforce requirements will be sourced from the local workforce.

4.3.3 CONTRACTORS

- **Drilling Contractors:** There are local drilling contractors that are likely to support the requirements for Stage 1. From the interview undertaken with one local drilling contractor, the likely approach to meeting the WNP drilling needs is as follows:
 - The existing local workforce will be utilised, and a programme to train local people will be implemented to increase the local workforce numbers.
 - With larger projects, it is common that approximately 50% of the workforce is sourced from other centres such as Auckland, Taranaki and Rotorua, with staff flying in and out of the local area to accommodate peak workforce needs.
 - With good forward planning, opportunities to train local people can be maximised, reducing the reliance on external resources to support the project.

Based on the above, it is estimated that drilling requirements in Year 2-4 (less than 20 workers) will be able to be resourced locally. When drilling resources ramp up from Year 5, it is anticipated that with successful training programmes, approximately 60% of the drilling contractor workforce will represent local workforce participation.

- **Civil Contractors:** From interviews held with four primary civil contracting firms that would be able to deliver the civil works in Stage 1, the following was established:
 - All contractors have well established teams within a commutable distance of the project site, with three of the four contractors having an existing local team based in Waihi and Paeroa.
 - All have the same approach to the initial response the project, which is to use the core local team, with a strong focus on local hiring to build the workforce required to support the project. All contractors were confident that labour would be available locally, and with an investment in skills development and training would be able to develop the skills required to deliver the work.
 - Two contractors with a significant local presence are reasonably confident that they would not hire or move people in from outside the local area and would utilise smaller local sub-contractors to supply specialist skills. This approach would result in the civil contractor component of the project largely being delivered by a local workforce.
 - The other two contractors envisaged that there would be a need to transport workers from within a reasonable commuting distance (1 hour) from larger centres such as Tauranga,

noting that this would only be feasible for a short period of time (i.e. 3-6 months). Longer term workforce requirements would require the relocation of a portion of the construction workforce into the local area particularly during workforce peaks. Regarding the extent of the workforce that may come from outside the local area, the responses varied from limited to as much as 50% of the workforce.

Given the varied response from contractors on likely local workforce participation (i.e. majority local vs 50% local), for the purpose of this study it has been assumed that all general labour and 75% of the remaining labour requirements will be delivered by a local workforce. The Stage 1 local workforce participation is presented in (Table 4.6).

Table 4.6 Local Workforce Participation – Stage 1

LOCAL WORKFORCE PARTICIPATION	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8
OGNZL Staff							
General Labour (100%)		2	2	2	2	2	2
WUG Development Contractors							
General Labour (100%)	-	23	24	26	30	46	52
Contractors							
Drilling Contractors (100% in Year 2-4, 60% in Year 5-8)	2	17	17	58	57	48	48
Civil Contractors							
- General labour (100%)	0	33	40	0	0	0	7
- Remaining labour force (75%)	72	119	25	17	61	103	105
Total - Contractors	74	169	82	75	118	151	160
TOTAL	74	194	108	103	150	199	215

Overall, the local workforce participation represents approximately 54% of the total workforce for the duration of Stage 1 of the WNP.

4.4 ACCOMMODATION DEMAND

The estimate of the workforce that will require accommodation during Stage 1 of the WNP is presented in Table 4.7.

Table 4.7 Workforce Requiring Accommodation

ACCOMMODATION REQUIREMENTS	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8
OGNZL Staff	11	10	11	46	45	42	48
Contractors	24	39	16	53	66	82	147
WUG Development Contractors	0	18	28	37	39	42	49
TOTAL	35	67	55	136	150	166	244

The accommodation demand during Stage 1 of the WNP is based on the following assumptions made for each of the workforce categories:

— **OGNZL staff:**

- General labour will be sourced locally, resulting in no accommodation requirements.
- All other categories of labour are likely to be supplied from outside the local area, i.e. from the region, and more broadly across New Zealand. These staff will need to be accommodated within the local area for the duration of Stage 1 given these are long term permanent positions.

— **Contractors:**

- General labour required by civil contractors will be sourced locally, resulting in no accommodation requirements.
- A large proportion (75%) of the remaining categories of labour required to support the civil works will be sourced locally or within a commutable distance of the project site. It is therefore estimated that 25% of the civil contractor's workforce (excluding general labour) will need to be accommodated.
- Drilling contractors are likely to source 40% of their workforce from outside the local area i.e. from the region and more broadly across New Zealand. These staff will need to be accommodated within the study area (i.e. a commutable distance) for the duration of Stage 1.

— **WUG development contractors:**

- General labour required to support the tunnelling contractor will be sourced locally, resulting in no accommodation requirements.
- All other categories of labour are considered specialist resources and will be sourced from offshore (Australia). Offshore contracting staff will operate on rotation, with individual workers (not including family members) coming into New Zealand for a specific shift that will last for a set number of weeks. OGNZL has calculated the number of offshore contractor workers that will require accommodation for the duration of Stage 1 (**Table 4.7**), considering staff rotation and locally sourced general labour.

5 CAPACITY ASSESSMENT

The workforce accommodation requirements fluctuate over the course of Stage 1 of the WNP. During the first three years (Year 2 to 4), the peak is experienced in Year 3 with 67 workers requiring accommodation. From Year 5 to 8 the workforce accommodation requirements increase year on year from an initial 136 to the maximum of 244 workers in Year 8.

The capacity of the current long- and short-term accommodation market to satisfy workforce demand is assessed below.

5.1 LONG-TERM ACCOMMODATION

5.1.1 OVERVIEW

Long-term accommodation options include the existing and potential future private rental and homeowner market.

The New Zealand Rental Housing Vacancy Rate was 6.6% in the second quarter of 2024, which means 6.6% of properties were unoccupied during that period. In smaller towns the vacancy rate tends to be lower with there being a high demand for housing and limited supply.

Of the 71,385 residential homes in the study area, 31% are rented. Following a review of local real estate listings²⁷ at the time of this assessment (October 2024), there were 47 residential rental properties available within the local area²⁸. Waihi is considered to have an active rental market with 21 days being the average time for a property to be rented²⁴.

In terms of the private homeownership market, Waihi, like many other towns in New Zealand, is experiencing a shortage of housing due to several factors including increased demand for housing, limited availability of new homes due to limited construction, and the lack of affordable housing options. There is a requirement for local councils and developers to support an increase in the supply of housing through new developments and subdivisions.

Since 2020 there have been 231 building consents issued for new builds in Waihi town. This represents the future housing stock in Waihi. Whilst 115 consents were granted within the last 3 years, there has been a substantial decrease in building consents issued in the past year with as few as 8 granted from January to September 2024. As demand for housing increases in Waihi as a result of the WNP, it is possible that some of these new builds will enter the market and support the accommodation needs in the latter years of Stage 1.

Some OGNZL residential properties currently provide long term accommodation and are used to house staff and contractors which represents additional housing stock in Waihi.

Interviews with civil and drilling contractors indicates a preference for utilising rentals or the purchase of properties within the local area to house workers. This is more cost effective and reduces travel related health and safety risks associated with short term accommodation outside the local area.

²⁷ MyRent.co.nz; realestate.co.nz; trademe.co.nz

²⁸ Waihi, Paeroa, Whangamatā, Te Aroha, Waihi Beach and Katikati

5.1.2 OPPORTUNITIES AND CONSTRAINTS

Private rentals within the local area are well suited for long-term accommodation for permanent staff and their families. This provides these workers the opportunity to settle in close proximity to their workplace, minimising travel time and costs. The result is a workforce that is integrated into the local community which results in long term local economic and social benefits.

There are, however, some significant constraints associated with the private market. Given the high demand for rentals and properties for purchase in Waihi and the local area, using available private properties to house the WNP workforce would reduce supply in an already constrained rental market. Further reductions in supply are likely to result in increased rental and purchase prices which would negatively affect vulnerable and low-income residents. In addition, utilising private housing for worker accommodation would limit supply for potential new residents to the area, representing a loss of new long-term residents, workers and consumers to the local community.

5.2 SHORT-TERM ACCOMMODATION

5.2.1 OVERVIEW

Short-term accommodation typically refers to furnished living spaces that are rented out for brief periods, usually less than 30 days. Accommodation options include serviced apartments, bed and breakfast suites, hotels, and motels. For this assessment, the accommodation options of hotels and motels have been considered:

- Hotels are often located in urban areas, designed for travellers who may need to stay for more than just a few nights. Hotels tend to provide a wide range of facilities like restaurants, room service, laundry service and other amenities tailored to the needs of holiday makers and business travellers. Hotels are generally a minimum of 3.5 stars.
- Motels are often located alongside main roads to service travellers and short-term guest. Motels typically have room doors that directly face the car park for ease of access. Some motels have amenities similar to those provided by hotels but tend to have a lower level of service offered.

There are 52 operational hotels and motels within the 60-minute commute of Waihi²⁹. Using data from Ministry of Business, Innovation and Employment (MBIE) Accommodation Data Programme, it was estimated that on average there were 714 hotel and motel stay units (defined as a single rental unit of accommodation) unoccupied each day during January 2024 within a 60-minute commute area. The estimate of 714 unoccupied stay units is considered conservative as January is generally the busiest month for accommodation providers and representative of the peak tourism period. Availability of short-term accommodation will be higher, particularly during off-peak periods when occupancy rates drop to as low as ~30% in June.

Given there is one major urban centre³⁰ (Tauranga) and over 10 small urban areas³¹ within the study area, short-term accommodation will be available within a reasonable commutable distance

²⁹ OpenStreetMap Contributors, 2023

³⁰ Major urban areas are those areas with a population of 100,000 or more.

³¹ Small urban areas are those areas with a population from 1,000 to 9,999.

(60 minutes) of the project site. Existing tourism, business and seasonal worker demand is unlikely to limit availability of accommodation.

5.2.2 OPPORTUNITIES AND CONSTRAINTS

Short term accommodation is best suited to individual workers for short periods of time. It is likely that some hotels and motels will be able to accommodate longer term stays. With several urban centres within a 60-minute commute, sufficient short-term accommodation will be available to support the workforce requirements in Stage 1.

It is likely that accommodation of a high standard can be found that provides a comfortable environment for extended stays with kitchenette and laundry facilities. Short-term accommodation is likely to lack the home-like environment and space that workers may seek and may not be in proximity of local amenities and recreational facilities to support wellbeing requirements in the longer term.

Use of short-term accommodation, and workers spend on services and amenities, would result in revenue generation with the study area. It is not anticipated that these economic benefits would be experienced within Waihi and the local area.

The main constraint with short term accommodation is that most providers are likely to be some distance from the project site. This will result in the requirement to commute up to an hour to and from work. The most significant impact of this would be on the health and wellbeing of workers. Provision of transport for those housed some distance from the site would be required to support the health and safety of the workforce.

Interviews with contracting companies revealed that commuting over a period of 3-6 months is considered acceptable. Longer term commuting poses health and safety risks and is not supported, and accommodation closer to site would need to be sought. In addition to the health and wellbeing issues, contractors noted that extended commute times have an implication on the number of hours that can be worked in a week with as much as 10% of the work week lost to travel time.

Contractors provide support to their staff when sourcing accommodation. Two of the civil contractors that were interviewed confirmed that on larger projects they have successfully set up construction villages in the project location, providing temporary housing for their workforce when local accommodation is not available.

5.3 ASSESSMENT OUTCOMES

There is likely to be sufficient long- and short-term accommodation to meet the workforce accommodation demands in Year 2 to 4.

There is high probability that there will be insufficient supply of long-term accommodation to support the workforce accommodation demands for Year 5 to 8, unless there is a market response to the accommodation demand. Short term accommodation is not likely to be suitable as it is expected that many of the contractor workforce roles are likely to be more long term (i.e. drilling workforce).

5.3.1 LONG TERM ACCOMMODATION ASSESSMENT

Long term accommodation is best suited for housing workers and families for a sustained period. OGNZL staff represent permanent roles that will be filled by workers that will become long-term

residents in the study area along with their families. The potential for long term accommodation to meet the requirements of the OGNZL workforce is as follows:

- **Year 2 to 4:** There is an OGNZL staff requirement of 11 workers will be able to be accommodated by the private rental or homeowner market.
- **Year 5 to 8:** The OGNZL workforce will average 45 staff, which represents an additional 34 workers over and above the 11 existing workers from the start of the project in Year 2. The ability for the private rental and or homeowner market to accommodate an additional 34 families will be dependent on the increase in the supply of housing through new developments and subdivisions.

Long term accommodation is not considered suitable for offshore contractor workforce which will operate on rotation for the duration of Stage 1.

It is unlikely that there will be sufficient long-term accommodation available to support the civil and drilling contractor accommodation demands during Stage 1 which peaks at 39 workers in Year 3.

5.3.2 SHORT TERM ACCOMMODATION ASSESSMENT

Short term accommodation is well suited for accommodating offshore contractors during Stage 1 of the project. The offshore workforce will operate on rotation, with individual workers requiring accommodation for a set number of weeks before returning to Australia for rostered time off.

Using short term accommodation for drilling and civil contractors is possible, but not for extended periods (no more than 6 months) due to health, safety and wellbeing considerations. It is understood that the civil contracting work involves a series of packages, many of which can be delivered within several months.

Opportunities to utilise short term accommodation for contractors is as follows:

- **Year 2 to 4:**
 - Offshore contractor requirements are 18 workers in Year 3 and 28 in Year 4. These workers can be accommodated in short term accommodation, with transport provided.
 - Contractor accommodation requirements peak at 39 workers in Year 3, with the majority of these being civil contractors. These workers can be accommodated in short term accommodation for up to 6 months, with transport provided. This is likely to align well with the nature of the civil contracting work packages. Accommodating contractors in short term accommodation for more than 6 months at a time is not supported.
- **Year 5 to 8:**
 - Offshore contractor accommodation requirements will peak at 49 workers in Year 8. There is sufficient capacity to continue to house these workers in short term accommodation, which is suitable given the rotation of staff every few weeks.
 - Contractor requirements increase to a maximum of 147 workers in Year 8. A large proportion of the contractor workforce to be housed during Year 5 to 8 are drilling staff. These staff are likely to be long term resources over the course of the projects, as such short-term accommodation located some distance from the site is not likely to be suitable.

6 RECOMMENDATIONS

Based on the outcomes of the capacity assessment, it is evident that there is currently a strong demand for long term accommodation in the local area. Whilst there is sufficient capacity to accommodate the workforce in short term accommodation, health and wellbeing considerations place limits on the extent to which this can be utilised to house workers for periods longer than 6 months.

The accommodation and workforce related recommendations for Stage 1 of the WNP project are presented below:

1 Year 2 to 4 - Accommodation Recommendations

The long- and short-term accommodation capacity will meet the workforce accommodation requirements for Year 2 to 4 of Stage 1 of the WNP.

The following is recommended for Year 2 to 4:

- OGNZL workers to make use of long-term accommodation available within the local area.
- Contractors to be housed in hotels and motels within the study area, with transport provided, for a maximum continuous stay of 6 months.

2 Year 5 to 8 - Accommodation Recommendations

A shortfall of accommodation to meet the requirements during Year 5 to 8 is anticipated.

There needs to be a high level of collaboration between OGNZL and Council regarding opportunities to increase housing availability in the local area to respond to the workforce accommodation demand.

In the absence of an increased availability of long-term accommodation during Year 5 to 8, the following options would need to be considered:

- Accommodation to be built to house contractor staff, which could be released into the private market after the project is completed.
- Temporary worker camps to be developed to house contractor staff.

An assessment of the availability of long-term accommodation (private rentals and properties to purchase) must commence 18 months prior to the start of Year 5. This assessment would include an evaluation of capacity available to meet the workforce accommodation demands of Year 5 to 8 and explore opportunities to address potential shortfalls.

3 Overall Recommendations

- Early workforce planning by OGNZL and contractors will reduce the potential for resources to be sourced outside of the local and study area. Advanced planning for workforce requirements, and early implementation of training programmes will ensure local involvement in maximised, reducing accommodation requirements.
- OGNZL owned residential properties are to continue to be made available as rentals to house staff, contractors and the public thereby contributing to the supply of rental properties in Waihi. Opportunities to increase the number of OGNZL residential rentals is to be explored.
- The contract agreement with the offshore contractors is to include specifications to employ general labour from the local area.

- The contract agreements with local civil and drilling contractors are to include specifications to (i) employ general labour from the local area; and as far as possible (ii) maximise local participation across their workforce through training and skills development; and (iii) engage local specialist contractors.
- The assessment of accommodation capacity and workforce demand must be included in OGNZL's existing Social Impact Management Plan (SIMP), and regular monitoring undertaken to inform future workforce accommodation planning.

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APPENDIX A

60-MINUTE COMMUTE METHOD

The 60-minute commute isochrone around the Waihi Town Centre was defined using the following methodology:

- The Waihi Town Centre was set as the intersection of Seddon Street and Haszard Street (coordinates -37.39069, 175.84172).
- A Network Dataset built in ArcGIS Pro using road network data from OpenStreetMap³² was used to calculate a 60-minute service area around the Waihi Town Centre based on driving times.
- The service area was refined to line up exactly with the boundaries of Statistics New Zealand Statistical Area 1 (SA1)³³ units to support further analysis with Census data. This was done by overlaying the 60-minute service area polygon with SA1 polygons and selecting the SA1 units where the overlay covered at least 50% of the unit. This ensured that only SA1 units where the majority of the area could be reached within 60-minutes were included within the commute isochrone.

MEAN RENT COST ESTIMATE METHOD

Tenancy Services provides the geometric mean rent cost for each area in their rental bond dataset. While this is suitable for the purposes of looking at a particular area, it does not easily allow for aggregation across multiple areas. To do so, the arithmetic mean was estimated for each area using the following equation, where AM is the arithmetic mean, GM is the geometric mean, and sigma represents the log standard deviation:

$$AM \approx GM \times \exp\left(\frac{\sigma^2}{2}\right)$$

The total rental spend for each area was calculated by multiplying the number of active bonds by the estimated arithmetic mean. These figures were then summed across the whole study area, and the estimated rent was calculated by dividing the sum of the rental spend by the sum of the number of active bonds.

³² (OpenStreetMap Contributors, 2023)

³³ (Statistics New Zealand, 2018d)



Gilmour
Lake

Ohinemuri River

Gladstone Open Pit
Top Up Area

Black Hill



Northern
Rock Stack
Top Up Area

Golden Valley Road

Tiri Road North

Ohinemuri River





Interconnecting
Transport Tunnel
Top Up Area

