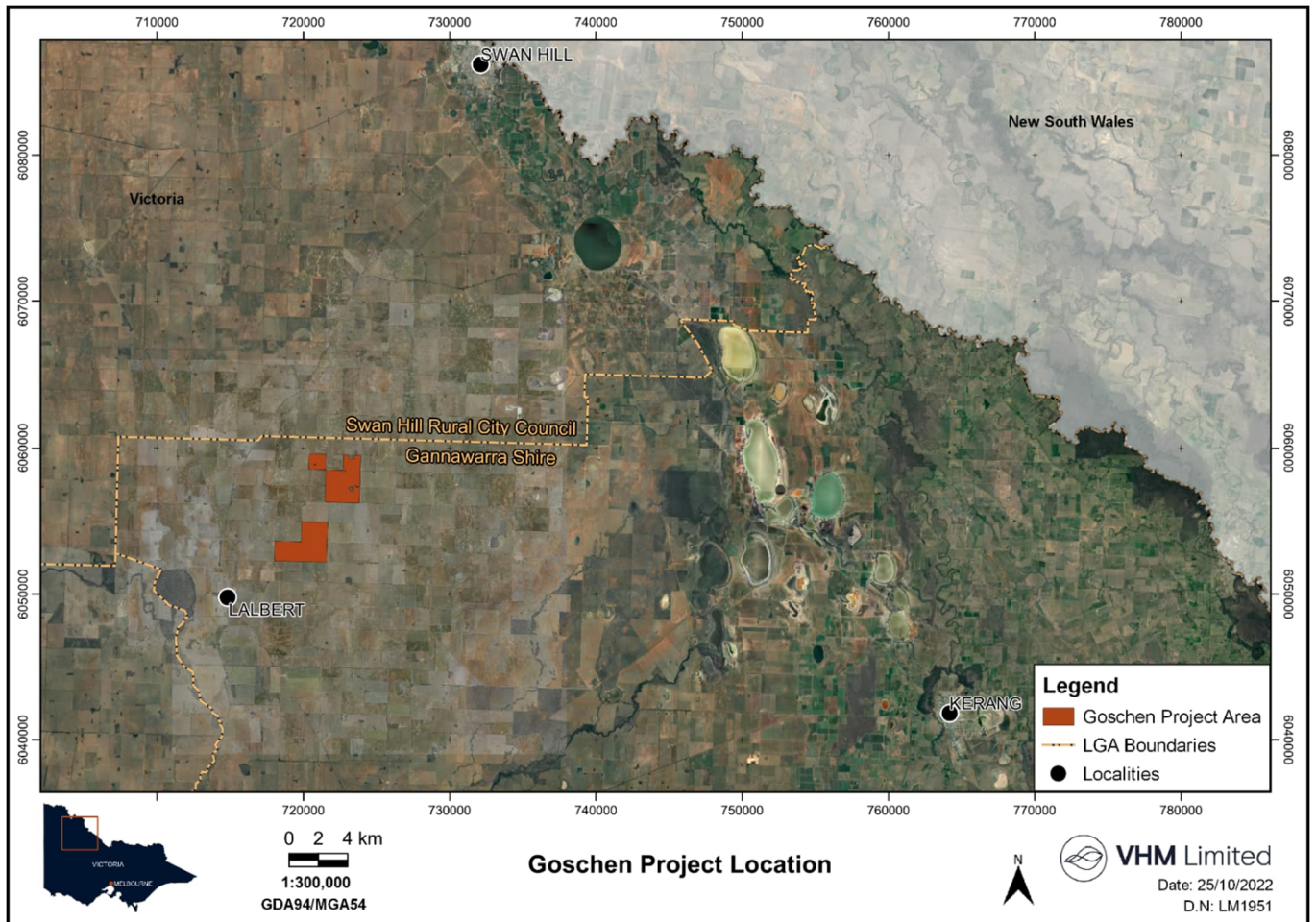




Goschen Rare Earths and Mineral Sands Project

COMMUNITY ENGAGEMENT PLAN

November 2025



Controlled Document- VHM001-000-AP-PLN-0002

COMMUNITY ENGAGEMENT PLAN

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Approvals

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Table of Contents

- 1 Chief Executive Officer Statement..... 4
- 2 Introduction 5
- 3 Site description..... 8
- 4 Legislative framework..... 9
- 5 Stakeholder analysis and mapping..... 11
- 6 Level of engagement..... 14
- 7 Maintaining a record of engagement 33
- 8 Complaint/grievance management 35
- 9 Community Reference Group..... 37
- 10 Evaluation 38

1 Chief Executive Officer Statement

VHM Limited (VHM) acknowledges the environmental, cultural, social and economic values of the region surrounding the Goschen Project area and is committed to protecting and enhancing these values.

VHM is dedicated to effective engagement with the community to establish trust, and foster support to develop the Goschen project as a vital and sustainable new industry that will benefit the Loddon-Mallee region of Victoria.

VHM respects the rights of private and public landowners and is committed to engaging with stakeholders and the broader community in an open, honest and transparent manner. The company considers that listening is key to understanding community concerns and to building a strong and trusting relationship. We are committed to working collaboratively with all genuine stakeholders to achieve mutually beneficial solutions and positive outcomes.

VHM will honour and respect the cultural values, traditions, beliefs and heritage of Aboriginal people in the communities we operate in and aims to work with traditional custodians to maintain cultural association with the land and to provide education, employment and economic opportunities associated with the Goschen Project.

VHM strives to be:

- Open, honest, and willing to engage
- Proactive in sharing information and communicating openly
- Respectful of all community views and responding to concerns in a timely manner
- Recognised as a valuable contributor to the community
- Trusted as an integral member of the community.

Andrew King
Chief Executive Officer

2 Introduction

VHM Limited (VHM) is developing the Goschen Mineral Sands and Rare Earths Project (the Project) in the Loddon-Mallee Region of Victoria.

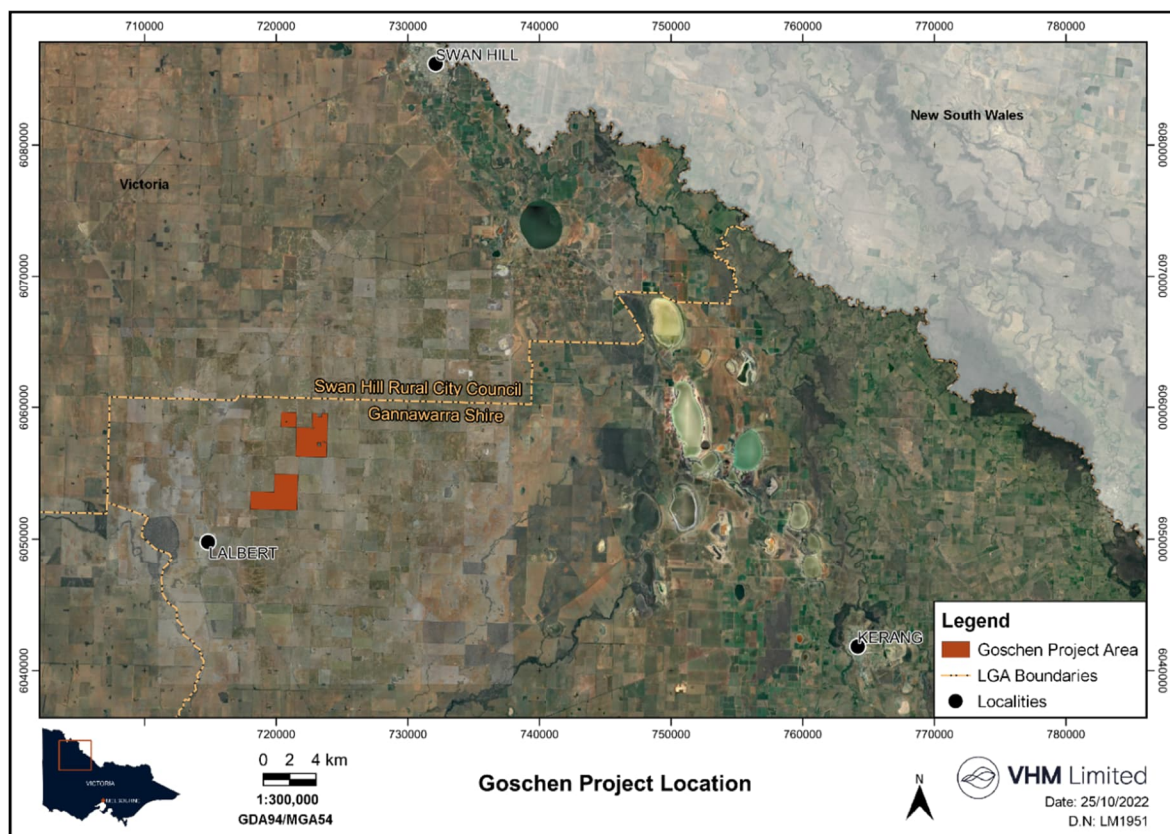
The Community Engagement Plan outlines the consultation and communication strategy that will be undertaken to keep stakeholders informed and engaged during the various phases of Project development. It builds upon the Stakeholder and Community Engagement Plan prepared for the Environment Effects Statement (EES) that ensured communities in the region were provided regular and detailed updates focussed on the suite of environmental studies undertaken.

This Community Engagement Plan describes how VHM will identify stakeholders, summarise stakeholder issues analysis, and outline the framework and methods for engaging stakeholders throughout the life of the Goschen operation. It is a live document and will be amended during the life of the Project to accommodate new knowledge as the Project and relationship with stakeholders matures.

This plan has been prepared in accordance with the relevant legislation and regulatory requirements, including the *Community Engagement Guidelines for Mining and Mineral Exploration in Victoria*.

2.1 About the Project

The Goschen Project is approximately 4-hours drive (280 kilometres) northwest of Melbourne and 30 minutes (35 kilometres) south of Swan Hill.



Goschen Project Location – showing Swan Hill and Gannawarra Shire boundaries

The Project will involve the mining and processing of rare earth minerals and heavy mineral sands at a throughput of approximately five million tonnes per annum (Mtpa) to produce heavy mineral concentrate (HMC) and rare earth mineral concentrate (REMC) products, over a 20 to 25 year mine life.

Mine products will be transported via road and rail for export overseas.

The Project requires water which will be used for construction earthworks, processing, dust suppression and rehabilitation.

The required water will be sourced through Goulburn Murray Water (GMW) on the open water market from Kangaroo Lake and will be delivered via a new pump station adjacent to Kangaroo Lake and a 38-kilometre underground pipeline.

Final rehabilitation of mined areas, and decommissioning of facilities after mining has ceased, is expected to take up to a further five years.

2.2 Purpose and objectives

This Community Engagement Plan (CEP) sets out VHM's plan to engage stakeholders in the Loddon-Mallee region of Victoria for the life of the Goschen Rare Earths and Mineral Sands Project. It provides a clear and effective framework to engage purposefully, openly, consistently and effectively to maximise stakeholder involvement with a view to being:

Open and transparent

- Sharing clear, accurate and relevant information about the operation in a timely manner

Collaborative and inclusive

- Providing the opportunity for stakeholders to be involved
- Understanding and considering stakeholder views, opinions and concerns and enabling stakeholders to have input into those aspects of the project that could affect them throughout the life of the Project

and

Acting with integrity

- Ensuring engagement is conducted in a manner that fosters mutual respect and trust
- Continuously reviewing and improving site practices and processes to ensure risks to community are considered, managed, and communicated
- Defining VHM's obligations relating to stakeholder engagement and ensuring employees and contractors understand the value of maintaining strong relationships with community and how they can assist to impact those relationships in a positive manner.

The objectives of this CEP are to:

- Provide a framework for community engagement throughout the life of the Project
- Identify relevant stakeholders and communities and understand their values, attitudes, interests, expectations and concerns
- Analyse stakeholders and establish the most appropriate levels and methods of engagement

- Establish clear lines of communication with stakeholders and community
- Outline how stakeholder and community enquiries, feedback and grievances are recorded and provide a process for resolving any related issues
- Provide a framework for escalating grievances, when required
- Evaluate community engagement activities and identify opportunities for continuous improvement.

The CEP has been developed in accordance with the *Community Engagement Guidelines for Mining and Mineral Exploration in Victoria* and incorporates concepts developed by the International Association for Public Participation (IAP2).

2.3 Implementation

The objectives of this CEP will be implemented by:

- Identifying different stakeholder groups and designing consultation to meet their needs and expectations
- Clarifying roles and responsibilities for community and stakeholder engagement to ensure consistency of approach and that stakeholders have accessible points of contact
- Establishing systems and processes to support stakeholder engagement activities
- Making sufficient investment in stakeholder engagement resources to ensure comprehensive and inclusive engagement
- Providing opportunities for involving and communicating with stakeholders, ensuring open, transparent, timely and informed engagement occurs
- Providing a process by which Project planning can consider matters raised by stakeholders in a timely manner
- Reducing the potential for stakeholder dissatisfaction due to misunderstandings about the Project or the engagement process.

3 Site description

The mining area footprint is generally used for broadacre farming consisting of dryland cropping and the production of wheat, barley, pulses and legumes. Stock is grazed on the land opportunistically.

The Project area falls within the Murray and Western Plains surface water segment, which comprises river and stream reaches of lowlands (generally below 200 metres in altitude) including the Avoca basin.

Potential sensitive receptors identified within two kilometres of the project area include:

- Six (6) dwellings
- Eleven (11) council roads
- Powerlines
- Telecommunications cables
- No registered waterways
- Nearest designated waterways in the near vicinity of the project are Lalbert Creek, Back creek and the Avoca River
- No registered bores

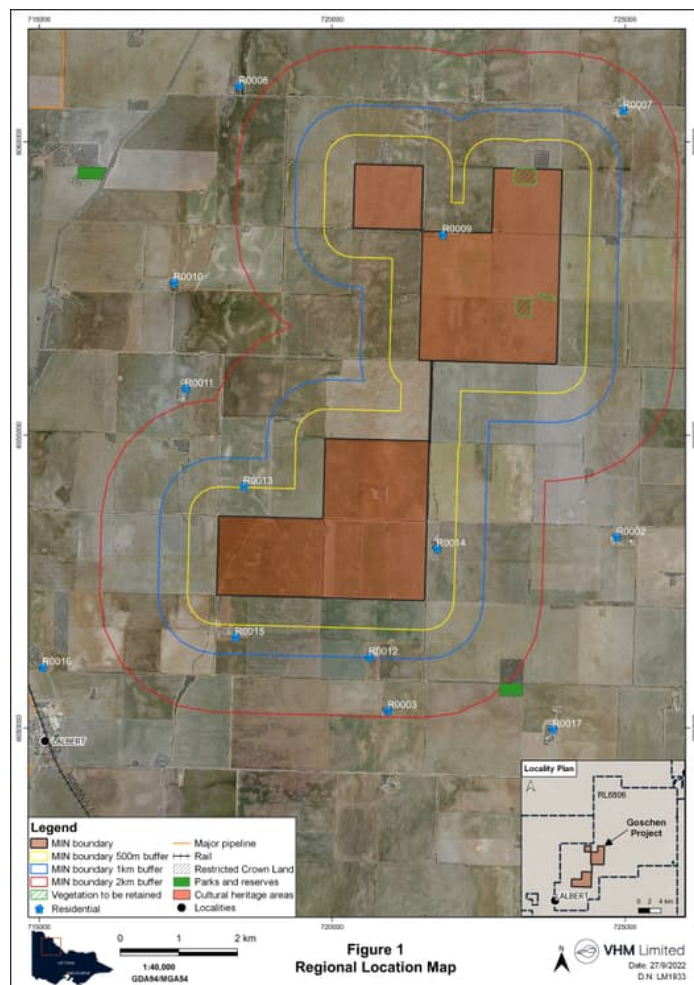


Figure 1 Regional Location Map

4 Legislative framework

This CEP has been prepared in order to meet the legislative requirements set out in Section 40(3)(d) of the *Mineral Resources (Sustainable Development) Act 1990*, the *Mineral Resources (Sustainable Development) (Mineral Industries) Regulations 2019*, and the 'Community Engagement Guidelines for Mining and Mineral Exploration' (2019).

The holder of an approved Mining Licence has a duty to consult with the community throughout the period of the work authority by sharing with the community information about any activities authorised by the work authority that may affect the community and giving members of a community a reasonable opportunity to express their views about those activities.

The Act further requires that a community engagement plan is prepared to document the commitments that a licensee has made to engage with the community.

Mineral Resources (Sustainable Development) Act 1990

Section 40(3)(d) – refers to a requirement for a community engagement plan to be included with any new work plan.

Section 41(2) – refers to the requirement for any application for a work plan variation to include an updated community engagement plan.

Section 39A – refers to a licensee's duty to consult with community throughout the period of the licence.

The Regulations stipulate the minimum requirements to be included in a community engagement plan.

Mineral Resources (Sustainable Development) (Mineral Industries) Regulations 2019

Part 3, Division 6, Regulation 46 Information required in work plans – community consultation.

For the purposes of regulation 40(c), the specified information is how the licensee will comply with their duty to consult with the community under 39A of the Act throughout the period of the licence, in the form of a plan that:

- a) Identifies the community likely to be affected by the work under the licence; and
- b) Sets out how the licensee will share information with the community; and
- c) Sets out how the licensee will manage complaints and other communications from members of the community; and
- d) In the case of a work plan for a mining licence that covers an area of more than five hectares, sets out how the licensee will
 - i. Identify community attitudes and expectations;
 - ii. Analyse community feedback, taking into account community concerns or expectations;
 - iii. Register, document and respond to complaints and other communications from members of the community in relation to the mine operations.

Regulation 48(g) the prescribed information required for variation of the work plan, is the proposed changes to the information, if the variation includes or gives rise to any changes relating to community consultation.

Resources Victoria provides guidance on the development of community engagement plans for mining and mineral exploration in Victoria. The guidelines set out the *'expectations of the State government for community engagement in the minerals sector'*.

5 Stakeholder analysis and mapping

5.1 Stakeholder identification

Stakeholders are considered to be all parties who represent a direct or indirect interest in the Goschen Project, and a stakeholder can be an individual, a group, or a part of the broader community. In line with the *Community Engagement Guidelines for Mining and Mineral Exploration in Victoria* developed by Resources Victoria, the stakeholders that have been identified in relation to the Goschen Project are broadly classified in three key categories, which are defined as:

Community of place – communities surrounding a geographic location, such as neighbouring properties.

Community of interest – stakeholders/community of similar practice, such as local community groups, sports groups, residents' associations, service clubs, farmers' groups, rate payers' associations, local businesses, local schools, local sports clubs, tourist or seasonal groups, and other associated groups.

Community of standing – communities that have a special or legal interest in the land, such as indigenous communities or some environmental groups.

5.2 Level of impact

As there is a broad range of stakeholders identified in relation to the Goschen Project, it can be safely concluded that each stakeholder will experience different levels of impact from the mining operation and at different times throughout the life of the mine. Impacts can be actual or perceived, and are categorised as:

Level 1 – high impact – significant, repetitive, regular or frequent aspects of the Project that may affect lives and lifestyles or amenity. This may also include mining activities that have the potential for high levels of controversy or conflict, or significant impact on attributes considered to be of high value to the community.

Level 2 – medium impact – occasional, or regular but infrequent, aspects of the Project that may be partial or avoidable/manageable – this could include disruptions during the construction phase of the Project. This may include the potential for some controversy or conflict, or changes to work plans that may affect attributes considered to be of high value to the community or their lifestyle.

Level 3 – low impact – infrequent and very occasional aspects of the Project that are manageable and not a constant issue. This may include a small change in activity that will not affect community wellbeing, or activities with low or no risk of controversy.

Throughout the life of the Goschen Project, the list of identified stakeholders may change, as well as the level of impact from the mining operation. Leading practice in stakeholder management will be implemented which is to review the list of identified stakeholders and re-assess their levels of impact on a regular basis to keep track of changes in the community and to also identify any emerging issues that could impact stakeholders and the community.

Table 1 below summarises the stakeholders identified and the level of impact that the mining operation may impose, based on the classifications listed above.

Table 1 – Stakeholder identification and level of impact

Identified community	Stakeholder groups	Level of impact
Community of place	Landowners <ul style="list-style-type: none"> • mine footprint • neighbouring and within 3.5 kilometres of mine footprint • along product transport route 	Level 1 High impact
Community of interest	Local businesses and suppliers	Level 2 Medium impact
	Special interest groups <ul style="list-style-type: none"> • Mine Free Mallee Farms (MFMF) • Sustainable Living in the Mallee (SLIM) • Birchip Cropping Group • Landcare groups (Lalbert, Ultima) 	Level 2 Medium impact
	Local communities <ul style="list-style-type: none"> • Beauchamp • Goschen • Kerang • Lalbert • Lake Boga • Lake Charm • Mystic Park • Quambatook • Ultima • Sea Lake • Swan Hill 	Level 2 Medium impact
	Community groups, service and sporting clubs	Level 3 Low impact
	Local and regional print and electronic media	Level 3 Low impact
	Representative bodies <ul style="list-style-type: none"> • Victorian Farmers Federation (VFF) • Minerals Council of Australia (MCA) • Regional Development Victoria (RDV) • Regional Partnerships Australia (RPA) • Cross-Border Industry Taskforce (CBIT) 	Level 3 Low impact
	Community of standing	Victorian State government <ul style="list-style-type: none"> • Resources Victoria • Environmental Protection Authority Victoria

Identified community	Stakeholder groups	Level of impact
	<ul style="list-style-type: none"> • Department of Energy, Environment and Climate Action • North Central Catchment Management Authority • VicRoads • WorkSafe Victoria 	
	Traditional custodians (Wamba Wemba)	Level 2 Medium impact
	Local Members of Parliament <ul style="list-style-type: none"> • MLCs Northern Victoria • MLA Murray Plains • MLA Mildura • Member for Mallee 	Level 3 Low impact
	Utility/asset owners <ul style="list-style-type: none"> • Goulburn Murray Water • Grampians Wimmera Mallee Water 	Level 1 High impact
	Local government <ul style="list-style-type: none"> • Gannawarra Shire Council • Swan Hill Rural City Council 	Level 1 High impact
	Emergency services <ul style="list-style-type: none"> • Victoria Police • CFA • SES • Ambulance Victoria 	Level 3 Low impact

6 Level of engagement

6.1 Community engagement spectrum

The Resources Victoria *Community Engagement Guidelines for Mining and Mineral Exploration in Victoria* recommend the International Association for Public Participation (IAP2) Public Participation Spectrum as a process for systematically engaging with the community.

The IAP2 is an internationally recognised association that seeks to promote and improve the practice of public participation in relation to individuals, governments, institutions and other entities that affect the public interest. This CEP references the IAP2 Spectrum to define the levels of community engagement and guide how to engage the stakeholders identified and which may be relevant to their level of interest in, and impact from, the Goschen Project.

Table 2 – IAP2 Spectrum of Public Participation

Level of engagement	Goal of engagement	Outcome of engagement
Inform	One-way communication with community to provide accurate, timely, balanced and objective information to assist understanding the problem, alternatives, opportunities, and/or solutions	We will keep you informed
Consult	Two-way communication to obtain community feedback on issues and concerns to help inform decision making	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision
Involve	Participatory process with community to ensure that issues, concerns and aspirations are consistently understood and considered	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision
Collaborate	Partnering with community to develop understanding of issues, concerns and interests to work out alternatives and identify preferred solutions	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible
Empower	Place decision making in the hands of community	We will implement what you decide

6.2 Engagement approach

The level of planned engagement activity is based on the classification of stakeholders, how they are impacted by, and their interest in, the Project. Table 3 below applies the IAP2 Spectrum as a framework for the engagement approach to be taken with identified stakeholder groups. This approach will be applied throughout the life of the Project.

Table 3 – Applying the IAP2 Spectrum

Community of place							
Stakeholder groups	Level of impact	Level of engagement (IAP2 Spectrum)					Engagement approach
		Inform	Consult	Involve	Collaborate	Empower	
Landowners - mine footprint	1 - High	x	x	x	x	x	Actively involve. Inform and consult on all on-land activities. Collaborate and empower where practicable
Landowners - neighbouring and within 3.5 kilometres of mine footprint	1 - High	x	x	x	x		Actively involve. Inform and consult as needed. Involve and collaborate where practicable
Landowners - along product transport route	1 - High	x	x	x			Inform and consult as required
Community of interest							
Stakeholder groups	Level of impact	Level of engagement (IAP2 Spectrum)					Engagement approach
		Inform	Consult	Involve	Collaborate	Empower	
Local businesses and suppliers	2 - Medium	x	x	x	x		Consult on business impacts. Involve and collaborate in local procurement and supplier processes
Special interest groups <ul style="list-style-type: none"> Mine Free Mallee Farms (MFMF) 	2 - Medium	x	x				Inform and consult as required

<ul style="list-style-type: none"> Sustainable Living in the Mallee (SLIM) Birchip Cropping Group 							
Local communities <ul style="list-style-type: none"> Lalbert Ultima Kerang Swan Hill Quambatook Beauchamp Lake Boga Mystic Park Lake Charm Sea Lake Swan Hill 	2 - Medium	x	x	x			Inform at all times. Consult and involve as required
Community groups, service and sporting clubs	3 - Low	x	x				Inform and consult as required
Local and regional print and electronic media	3 - Low	x					Inform at key steps and as required
Representative bodies <ul style="list-style-type: none"> Victorian Farmers Federation (VFF) 	3 - Low	x	x	x			Inform at key steps, and consult and involve as required
Representative bodies <ul style="list-style-type: none"> Minerals Council of Australia (MCA) 	3 - Low	x	x	x	x		Inform, consult, involve and collaborate as required
Community of standing							
Stakeholder groups	Level of impact	Level of engagement (IAP2 Spectrum)					Engagement approach
		Inform	Consult	Involve	Collaborate	Empower	
Victorian State government <ul style="list-style-type: none"> Resources Victoria (RV) Environmental Protection Authority Victoria (EPA) Department of Energy, Environment and Climate Action (DEECA) North Central Catchment Management Authority (NCCMA) 	1 - High	x	x	x	x		Inform, consult, involve and collaborate as required

<ul style="list-style-type: none"> • VicRoads • Work Safe 							
Traditional custodians <ul style="list-style-type: none"> • Wamba Wemba Aboriginal Corporation 	2 - Medium	x	x	x	x		Inform, consult, involve and collaborate as required
Local Members of Parliament <ul style="list-style-type: none"> • MLCs Northern Victoria • MLA Murray Plains • MLA Mildura • Member for Mallee 	3 - Low	x	x				Inform and consult as required
Utility/asset owners <ul style="list-style-type: none"> • Goulburn Murray Water (GMW) • Grampians Wimmera Mallee Water 	1 - High	x	x	x	x		Inform, consult, involve and collaborate as required
Local government <ul style="list-style-type: none"> • Gannawarra Shire Council • Swan Hill Rural City Council 	1 - High	x	x	x	x		Inform, consult, involve and collaborate as required
Emergency services <ul style="list-style-type: none"> • Victoria Police • CFA • SES • Ambulance Victoria 	3 - Low	x	x	x	x		Inform, consult, involve and collaborate as required

6.3 Community attitudes and expectations

Throughout the EES assessment process, community engagement has informed VHM of a wide range of attitudes, perspectives and expectations that exist within the community towards the Goschen Project. It is also recognised that throughout the life of the Goschen mining operation stakeholders and community members, and their respective attitudes and expectations, will evolve and change.

As the Project moves through its developmental and operational phases, VHM is committed to engaging with stakeholders and community regularly and proactively, with a view to identifying and understanding concerns and issues that arise and addressing these in a timely and effective manner to build credibility and trust.

Table 4 – Operational milestone engagement

The following outlines operational milestones and associated communications

Operation Milestone	Engagement method/s	Purpose
Secondary Approvals	Community Newsletter via email	Inform stakeholders of progress and outcomes of approvals process.
Formation of GCRG	Community Newsletter via email, hard copies at key locations and newspaper advertising	Inform stakeholders of the purpose of the GCRG and call for nominations
Commencement of mobilisation and construction	<p>Community Newsletter via email</p> <p>Phone and email will be used to engage with surrounding neighbours prior to community newsletter and as schedule is refined</p> <p>Phone call or email to identified specific individuals along traffic routes</p> <p>Other media as required</p> <p>Community Reference Group</p>	<p>Community Newsletter will be used for broad early (>1 month) notification</p> <p>Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.</p>
Commencement of mining	<p>Community Newsletter via email</p> <p>Phone and email will be used to engage with surrounding neighbours prior to community newsletter and as schedule is refined</p> <p>Community Reference Group</p>	<p>Community Newsletter will be used for broad early (>1 month) notification</p> <p>Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.</p>
Commencement of commissioning processing plant	<p>Community Newsletter via email</p> <p>Phone and email will be used to engage with surrounding neighbours prior to community newsletter and as schedule is refined</p> <p>Community Reference Group</p>	<p>Community Newsletter will be used for broad early (>1 month) notification</p> <p>Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.</p>
Commencement of rehabilitation	<p>Community Newsletter via email</p> <p>Phone and email will be used to engage with surrounding</p>	<p>Community Newsletter will be used for broad early (>1 month) notification</p>

Operation Milestone	Engagement method/s	Purpose
	neighbours prior to community newsletter and as schedule is refined Community Refence Group	Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.
Commencement of transitioning to a new mining area	Community Newsletter via email Phone and email will be used to engage with surrounding neighbours prior to community newsletter and as schedule is refined Community Refence Group	Community Newsletter will be used for broad early (>1 month) notification Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.
Commencement of transitioning to final closure	Community Refence Group Closure Workshops Community Newsletter via email Phone and email will be used to engage with surrounding neighbours prior to community newsletter and as schedule is refined	Rehabilitation and closure plans will require specific Community Engagement Plan. Community Newsletter will be used for broad early (>1 month) notification Direct engagement and involving potentially impacted individuals will assist VHM to minimise direct impacts to stakeholders.

Notes:

1. *The Community Newsletter mailing list is well established from the community engagement conducted prior to, and during the Environment Effects Assessment process. During engagement sessions VHM encourages members of the community who have not registered their e-mail address to receive the Community Newsletter to do so. This can be done directly through attendance lists or face to face interactions, phone or via the VHM website.*
2. *In circumstances where VHM is made aware that a community member who lives in close proximity to the Goschen Project does not have access to e-mail and cannot be contacted by phone, and they wish to receive updates on the Project, VHM will attempt to establish an alternate means of communicating with that community member, e.g. by a personal visit posting a physical letter to them.*

The key themes of issues and concerns that have been identified through community engagement to date are summarised in Table 5 below.

Table 5 – Community issues and concerns

Key stakeholder issues

Stakeholder	Issues/concerns	Anticipated - Controls
<p>Landowners</p> <ul style="list-style-type: none"> • Mine footprint • Nearby/neighbouring 	<ul style="list-style-type: none"> • Ability to mine safely • Impact on farming operations (Agriculture)– access to neighbouring properties, air quality/dust deposition on crops • Land values, compensation, land acquisition • Changed amenity, increased heavy vehicle traffic, road maintenance • Visual amenity, dust (including radiation), noise impacts, 24/7 operations • Impact on water resources - volume and quality of surface water • Impact of tailings on groundwater • Effectiveness of rehabilitation • Biosecurity – weed control • Community cohesion, social fabric, multi-generational connection to land 	<ul style="list-style-type: none"> • Regular consultations and communications to provide project updates • Provide information to the community in relation to existing resources relevant to managing mental health and wellbeing • Engage with the National Centre for Farmer Health (and/or other such services) to provide the community with additional resources/tools to manage stress and anxiety • Reduced size of mine footprint to that originally proposed less landholders affected directly and indirectly • Implement a Neighbour Agreement for owners of existing dwellings within 3.5 kilometres of MIN007256 boundary to acknowledge amenity impacts including visual, roads, noise, dust • One-on-one meetings with landholders to maintain access to farmland that may be impacted by road closures

Stakeholder	Issues/concerns	Anticipated - Controls
	<ul style="list-style-type: none"> <li data-bbox="629 268 1290 336">• Mental health impacts throughout planning and operations 	<ul style="list-style-type: none"> <li data-bbox="1440 268 2107 373">• MOU with Gannawarra Shire Council to work together for community benefit – planning, road maintenance <li data-bbox="1440 411 2177 676">• Establish Environmental Management Framework and implement environmental management plans for construction, then operations including progressive rehabilitation and closure activities. Performance against Management Plans will be communicated via the Goschen Community Reference Group (GCRG) <li data-bbox="1440 715 2159 740">• Construction activities limited to daytime hours only <li data-bbox="1440 778 2175 847">• Implement a traffic management plan and regulatory process to manage road impacts and use - <li data-bbox="1440 885 2107 954">• Implement a noise management plan to ensure regulatory noise limits are maintained <li data-bbox="1440 992 2152 1061">• Implement erosion and sediment control measures and effective site drainage <li data-bbox="1440 1099 2002 1168">• Implement groundwater monitoring and management plan - <li data-bbox="1440 1206 2078 1232">• Develop and implement a rehabilitation plan -

Stakeholder	Issues/concerns	Anticipated - Controls
		<ul style="list-style-type: none"> • Implement a radiation management plan and ongoing dust and radiation monitoring through life of project • Implement best-practice dust emission mitigation measures including water sprays, misting systems, water trucks • Mining activities adjusted to daily weather patterns to minimise/lower dust levels • Mining schedule to limit areas exposed to wind erosion • Water supply pipeline placement in road reserves to reduce impact to private land and remnant roadside vegetation • Weed control management plan to manage disturbance areas, soil stockpiles and rehabilitation areas • Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities
Traditional custodians – Wamba Wemba Aboriginal Corporation	<ul style="list-style-type: none"> • Cultural heritage • Employment and training opportunities 	<ul style="list-style-type: none"> • Regular briefings and annual site tours • Implement cultural heritage management plan

Stakeholder	Issues/concerns	Anticipated - Controls
	<ul style="list-style-type: none"> • Direct and indirect disturbance to conservation significant flora and fauna populations • Appropriate methods of engagement 	<ul style="list-style-type: none"> • Cultural heritage awareness training and induction for all personnel directly involved or managing ground disturbing works • Develop a community benefit program that includes First Nation peoples upskilling, training and education opportunities after consultation with the traditional owners and in accordance with the Cultural Heritage Management Plan. Progress against this will be reported via the GCRG
<p>Local Members of Parliament</p> <p>MLCs Northern Victoria</p> <p>MLA Murray Plains</p> <p>MLA Mildura</p> <p>Member for Mallee</p>	<ul style="list-style-type: none"> • Community views, community health, social fabric • Employment and training opportunities • Increase in traffic resulting in road damage and safety risk • Power diversification to renewables 	<ul style="list-style-type: none"> • Regular briefings and site tours as required • Community benefit program that includes upskilling, training and education opportunities for aboriginal and local workforce • Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities
<p>Agencies and statutory authorities</p>	<ul style="list-style-type: none"> • Direct and indirect disturbance to conservation-significant flora and fauna populations • Potential impacts to availability or quality of surface water or groundwater • Potential impacts to aboriginal cultural heritage 	<ul style="list-style-type: none"> • Regular site visits to monitor operations • Native vegetation mapping and implement environmental management plan to protect remnant vegetation

Stakeholder	Issues/concerns	Anticipated - Controls
	<ul style="list-style-type: none"> • Potential public health risks - radiation from storage or transport of mineral product • Potential for air emissions to affect public amenity or health • Potential detriment to future land value and utilisation due to poor rehabilitation • Increased fire risk impacting environment and community 	<ul style="list-style-type: none"> • Implement cultural heritage management plan, including training of all site personnel in cultural heritage awareness and management • Implement dust and radiation monitoring and management plans Implement rehabilitation plan and groundwater monitoring program Develop capabilities of site emergency response team • Performance against Management Plans will be communicated via the Goschen Community Reference Group (GCRG)
<p>Utility and asset owners</p> <ul style="list-style-type: none"> • Goulburn Murray Water • Lower Murray Water • Grampians Wimmera Mallee Water • Vic Roads • Power utilities • Telecommunications providers 	<ul style="list-style-type: none"> • Potential impacts to availability or quality of surface water or groundwater • Potential impacts of utility supply • Resourcing for upgrade to utility infrastructure and services • Increased traffic resulting in road damage or increased safety risk • Pipeline infrastructure – installation and legacy use 	<ul style="list-style-type: none"> • Regular briefings and site tours as required • Clear promotion to community of self-sufficient site-generated power and not impacting on community supply • Implement environmental management framework and environmental management plans for construction and operations activities. • Performance against Management Plans will be communicated via the Goschen Community Reference Group (GCRG)
<p>Local government</p>	<ul style="list-style-type: none"> • Road use, damage, maintenance, safety risk 	<ul style="list-style-type: none"> • Briefings and site tours as required

Stakeholder	Issues/concerns	Anticipated - Controls
<ul style="list-style-type: none"> Gannawarra Shire Council Swan Hill Rural City Council 	<ul style="list-style-type: none"> Potential decline in property values and land use due to poor rehabilitation Mining impacts to landscape, visual amenity, character of region Potential impacts to availability or quality of surface water or groundwater Local employment, training and skills development Workforce accommodation availability Cost of housing and potential to drive away locals due to increasing accommodation costs Community cohesion, social fabric Consultation between both Councils Power diversification to renewables Pipeline infrastructure – installation and legacy use 	<ul style="list-style-type: none"> MOU with Councils to work collaboratively for betterment of community Implement environmental management framework and environmental management plans for construction and operations activities. Develop workforce accommodation strategy that minimises impacts on existing accommodation Implement environmental management framework and environmental management plans for construction and operations activities. Performance against Management Plans will be communicated via the Goschen Community Reference Group (GCRG) Establish community investment strategy which includes community partnership program and local sponsorships and donations program in consultation with the appropriate representatives of the Community Reference Group and other relevant members of the community as determined by the Community Reference Group
<p>Emergency service providers</p> <ul style="list-style-type: none"> Victoria Police 	<ul style="list-style-type: none"> Increase to local population impacting local service provision Road access and maintenance, safety risk 	<ul style="list-style-type: none"> Regular project briefings

Stakeholder	Issues/concerns	Anticipated - Controls
<ul style="list-style-type: none"> • CFA • SES • Ambulance Victoria 	<ul style="list-style-type: none"> • Increased fire risk impacting environment and community • Community cohesion, social fabric 	<ul style="list-style-type: none"> • MOU with Gannawarra Shire Council and Swan Hill Rural City Council to work together for community benefit • Establish site emergency response team with firefighting and other emergency response capability- can deploy to assist community in emergency situations where appropriate
<p>Local businesses, contractors and industry groups</p> <ul style="list-style-type: none"> • Kerang Traders • Swan Hill Incorporated 	<ul style="list-style-type: none"> • Competition for local labour – trades and other skills being depleted from local businesses to work in mining • Income differences – attraction of mining wages versus local business wages • Accommodation availability for increased local workforce • Accommodation costs increasing with increased demand, driving locals out due to affordability • Upskilling level of service provision to meet standards required by mining industry • Local business and services not being afforded opportunities to support mining operations 	<ul style="list-style-type: none"> • Implement local purchasing and procurement policy • Develop and implement regional accommodation strategy • Establish community benefit program that includes upskilling, training and education opportunities for local and aboriginal employment • Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities
<p>Industry groups/ representative bodies</p>	<ul style="list-style-type: none"> • Sourcing and accommodating labour in the region 	<ul style="list-style-type: none"> • Project briefings and site tours as required

Stakeholder	Issues/concerns	Anticipated - Controls
<ul style="list-style-type: none"> • Victorian Farmers Federation (VFF) • Minerals Council of Australia (MCA) 	<ul style="list-style-type: none"> • Employment, training and skills development opportunities • Community cohesion and social fabric 	<ul style="list-style-type: none"> • Develop and implement regional workforce accommodation strategy • MOU with Gannawarra Shire Council and Swan Hill Rural City Council to work together for community benefit • Establish community benefit program that includes upskilling training and education opportunities for local and aboriginal employment • Implement regular community surveys to ascertain and monitor community sentiment towards project
<p>Local communities</p> <ul style="list-style-type: none"> • Beauchamp • Kerang • Lake Boga • Lake Charm • Lalbert • Mystic Park • Quambatook • Ultima 	<ul style="list-style-type: none"> • Housing availability for increased workforce • Cost of living increases across the region and pricing out long-term lower income locals • Employment and training - availability of jobs for local people and opportunities to upskill • Strain on existing services to keep up with increased local population • Increased traffic on roads and road maintenance • Potential impacts to historical heritage of the region • Multi-generational connection to land 	<ul style="list-style-type: none"> • Issue regular Project Update newsletters • Establish regular community information sessions • Develop community investment strategy which includes local sponsorships and donations program • Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities

Stakeholder	Issues/concerns	Anticipated - Controls
<ul style="list-style-type: none"> Swan Hill 		
Special interest groups Landcare Groups (Murray Mallee, Lalbert, Kerang, Lake Charm) Sustainable Living in the Mallee (SLIM) Birchip Cropping Group Wildlife Victoria	<ul style="list-style-type: none"> Direct and indirect disturbance to conservation significant flora and fauna populations Increase in traffic, road maintenance and safety Potential for effects to public amenity or health as a result of air emissions Public health risks as a result of radiation from storage or transport of mineral product Impact on farming, land use and land values Effectiveness of rehabilitation Employment, training and upskilling local workforce Impact of light on night sky viewing 	<ul style="list-style-type: none"> Comprehensive mapping of native vegetation to understand and preserve remnant vegetation from mining impacts Implement biodiversity, dust and groundwater monitoring plan MOU with local councils to work collaboratively to support community Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities
Community groups and sporting clubs Lions Clubs Rotary Clubs Probus Clubs CWA	<ul style="list-style-type: none"> Community cohesion and lifestyle Employment and training opportunities Availability of accommodation for increasing workforce numbers Social investment in local community 	<ul style="list-style-type: none"> Issue regular Project Update newsletters Establish regular community information sessions MOU with local councils to work collaboratively to support community Develop community investment strategy which includes local sponsorships and donations program Monitor and regularly report community feedback. Undertake community surveys to ascertain

Stakeholder	Issues/concerns	Anticipated - Controls
Swan Hill Business and Professional Women Football-Netball Leagues Cricket Associations Little Athletics Quambatook Tractor Pull Committee Lake Charm Power Boat Club		community sentiment towards project and management of activities
Media – electronic and print <ul style="list-style-type: none"> • ABC Radio Mildura/Swan Hill • MixxFM Swan Hill • Gannawarra Times • Swan Hill Guardian • TV news • Social media 	<ul style="list-style-type: none"> • Appropriate community consultation • VHM support for local community • Access to accurate and timely information 	<ul style="list-style-type: none"> • Issue regular Project Update newsletters • Establish regular community information sessions • Monitor and regularly report community feedback. Undertake community surveys to ascertain community sentiment towards project and management of activities

Nb. These groupings and issues/concerns are aggregated and not necessarily a complete range attributable to each group listed.

6.4 Communication tools

VHM continues to implement a range of tools and techniques to engage with stakeholders and community to ensure effective two-way communication in order to meet the objectives of this CEP.

Community engagement is intended to be proactive and inclusive while applying a variety of communication tools and techniques. Communications methods will be tailored to suit the audience, with the commitment that alternative views from all stakeholder groups will be actively heard and considered.

Using the IAP2 engagement approach, the tools and techniques utilised to engage with stakeholders and community are listed below in Table 5. An indicative deployment schedule in using these tools is also included within the table.

Table 6 – Communication tools

Level of engagement	Communication strategy	Communication tools utilised	Suggested timing
Inform	<ul style="list-style-type: none"> • One-way communication • Sharing information to <ul style="list-style-type: none"> ○ Inform ○ Educate ○ Engage ○ Persuade • Assist with understanding 	Direct communications (written correspondence and verbal)	As required
		Email distribution	As required
		Project update newsletters	Quarterly
		Information/Fact sheets	Annual
		Letterbox drops	As required
		Website	As required
		FAQs	As required
		Webinars	As required
		Annual reports	Annual
		Advertising	As required
		Media releases	Key milestones
		Working groups/consultative committees (such as the Community Reference Group)	Quarterly
		Social media	As required
		Site tours	As required
		Consult	<ul style="list-style-type: none"> • Two-way communication and interaction
Community information meetings	Bi-annual		

Level of engagement	Communication strategy	Communication tools utilised	Suggested timing
	<ul style="list-style-type: none"> • Sharing information to obtain responses • Gathering feedback to help inform decision-making • Assist with mutual understanding 	Drop-in information sessions	As required
		Direct communications	As required
		Email distribution	As required
		Website	As required
		Advertising	As required
		Media releases	Key milestones
		Surveys	Annual
		Social media	As required
		Working groups/consultative committees (such as the Community Reference Group)	Quarterly
		Site tours	As required
Involve	<ul style="list-style-type: none"> • Two-way communication and interaction • Share information to obtain responses • Give a voice through involvement in decision-making • Establish mutual understanding 	One-on-one meetings/briefings	As required
		Community information meetings	Bi-annual
		Drop-in information sessions	As required
		Working groups/consultative committees (such as the Community Reference Group)	Quarterly
		Email distribution	As required
		Surveys	Annual
		Site tours	As required
		Community investment program	Bi-annual
		Community mine open day	Biennial
Collaborate	<ul style="list-style-type: none"> • Two-way communication and interaction • Sharing information to obtain responses 	One-on-one meetings/briefings	As required
		Working groups/consultative committees (such as the Community Reference Group)	Quarterly
		Site tours	As required

Level of engagement	Communication strategy	Communication tools utilised	Suggested timing
	<ul style="list-style-type: none"> • Give a voice through involvement in decision making • Mutual understanding provides opportunity to shape outcomes 	Community investment program	Bi-annual
Empower	<ul style="list-style-type: none"> • Trusted partnership with stakeholder/community • Place decision making in the hands of stakeholder/community • Enable implementation of stakeholder/community decision 	Community partnership program	Where opportunities present

VHM will keep the community updated through the above methods.

7 Maintaining a record of engagement

7.1 Engagement communications database

All community engagement activities relating to the Goschen Project are recorded in a dedicated database, which was established at the commencement of the EES process in 2018.

All communication with stakeholders, enquiries and any feedback from community, community liaison activities, and complaints or grievances, have been systematically captured. Planned engagement events including one-on-one meetings, community information sessions, public engagement events (such as market information stalls), attendance at sponsored events, are also routinely captured and recorded in the database.

Specific data captured from communication and liaison activities includes the stakeholder name and contact details, the date, time and occasion that the meeting/interaction took place, the type of communication (telephone conversation, email, face to face meeting etc), the topics/themes raised, any actions committed to during the communication (such as response by a certain date/time), and any relevant attachments.

7.2 Community feedback

A range of methods are used to capture community feedback relating to the Goschen Project. These include (but are not limited to):

- A 24-hour community enquiry telephone number
- A community email address – community@vhmltd.com.au – for direct contact
- Goschen Project website with dedicated ‘contact us’ page – www.vhmltd.com.au/contact/
- Direct contact with VHM personnel at events, during meetings, telephone calls, emails etc
- Feedback forms provided at community information sessions and events
- Contact triggered by receipt of project update newsletters, letterbox drop flyers, etc
- Community surveys
- Working group/consultative committees such as Community Reference Group meetings where representatives raise matters on behalf of stakeholders/community members

7.3 Response and reporting community feedback

All feedback, whether positive or negative, is recorded in the engagement communications database. VHM is committed to act swiftly on receipt of any complaints/grievances and to manage these following a rigorous procedure which includes steps to escalate if/when required (refer to Appendix 1).

Reporting of feedback will be included in regular internal management reports and aggregated deidentified data will be presented to the Community Reference Group.

Community Reference Group reports will be made available via community representatives and the company's website

8 Complaint/grievance management

VHM is committed to implementing an effective complaint/grievance management process. A complaint or grievance is an issue, problem, concern or claim (actual or perceived) that a stakeholder or community member wants to have addressed. A robust process to manage a complaint or grievance is in place to manage issues with a view to avoiding issues or concerns escalating into more serious issues or conflicts.

VHM's commitment is to:

- Provide a visible and user-friendly system for providing feedback. This includes:
 - direct face-to-face contact with a VHM or Project representative
 - email to the community@vhmltd.com.au email address
 - lodgement of enquiry through the Goschen Project website
 - a letter received through Australia Post
 - a direct telephone call
- Provide information on how and where to raise a complaint or grievance and/or provide feedback. This will be:
 - published on the Goschen project website
 - discussed during community engagement activities
 - published in Project Update newsletters.
- Keep a detailed complaints/grievance and feedback register
- Have clear accountabilities and procedures for the accountable VHM personnel to investigate and respond to complaints/grievances and feedback
- Respond promptly, fairly and confidentially to feedback received and aim to respond within a timeframe of two normal business days
- Implement an internal monitoring and audit system to ensure effectiveness of the complaint/grievance and feedback management process, and to identify recurrent themes and appropriate management responses.

The process for handling complaints and grievances will include:

- Prompt acknowledgement of the complaint/grievance, and providing an indicative time for resolution (where practicable) and commitment to when next contact will be made
- Assessing the complaint/grievance, giving it a priority, and ensuring the relevant manager decides details of investigation (who will investigate, does it need to be escalated etc)
- Planning the complaint/grievance investigation – what needs to be investigated, the steps involved, providing an estimate of time it may take to resolve, what the complainant's expectations are, any special considerations (e.g. anonymity), etc
- Investigating the complaint/grievance – facts, transparency (following clear process steps)
- Responding to the complainant to advise:
 - how the investigation was undertaken
 - clear findings of the investigation and/or decision reached

- Following up with the complainant to:
 - see if any residual concerns remain
 - seek feedback of how the complaint/grievance was handled and resolved.

Appendix 2 contains a complaints registration form and a chart detailing the process for managing community complaints/grievances.

9 Community Reference Group

As part of its ongoing commitment to effectively engage with the community, VHM will reconvene a Goschen Community Reference Group (GCRG) to provide a consultative forum in relation to the Goschen Project. This forum will be to:

- facilitate open communication between VHM and stakeholder representatives
- effectively identify issues
- provide feedback
- consider improvement opportunities and initiatives.

The GCRG will ideally include representatives from:

- State government agencies (Environmental Protection Authority, Department of Energy, Environment and Climate Action, Resources Victoria, North Central Catchment Management Authority)
- Local government (Gannawarra Shire Council, Swan Hill Rural City Council)
- Wamba Wemba Aboriginal Corporation
- Water authority (Goulburn Murray Water)
- Agriculture (Birchip Cropping Group)
- Environment (Landcare)
- Local residents (within 3.5 kilometres of mine footprint)
- Community representatives (Lalbert, Ultima, Kerang, Swan Hill, Mine Free Mallee Farms)
- Local business
- Education/training
- Emergency Services
- VHM (Senior Site Manager, Environment, Community)
- Representatives from major service provision partners, e.g. Mining and Logistics partners

The GCRG community representatives are to be appointed by a process that includes seeking expressions of interest and an assessment panel.

An independent facilitator will chair this forum and provide an opportunity for community representatives to raise questions and provide feedback in relation to Goschen operations. Feedback provided via the GCRG will be shared with relevant VHM personnel and taken into consideration when planning or changing operational activities.

The Terms of Reference for the GCRG can be found in Appendix 3.

10 Evaluation

The effectiveness of this CEP and its delivery will be routinely evaluated against the objectives listed in this plan (refer 2.2).

A list of performance indicators, targets and responsibilities to guide evaluation of this CEP are provided in Table 6 below.

Table 7 – Community engagement performance indicators

Performance indicator	Target	When to review	Responsibility
Stakeholder analysis	Stakeholder mapping review	Biannual	Community & Stakeholder Engagement Lead
	Database maintenance (upload of accurate, timely and relevant information)	Ongoing	Community & Stakeholder Engagement Lead
Engagement schedule	Schedule developed and maintained to ensure activities are appropriate for operational requirements at the time	Quarterly	Community & Stakeholder Engagement Lead
	Tasks in the engagement schedule are completed within designated timeframes and frequencies	Quarterly	Community & Stakeholder Engagement Lead
Complaint/grievance management	Complaints/grievances acknowledged within two business days and register maintained	Quarterly	Senior Site Manager
	Complaints/grievances are investigated and where required, corrective actions identified and implemented to rectify or prevent reoccurrence	Quarterly	Environment and Community Manager
Communication with stakeholders and community	Stakeholders and community are appropriately informed regarding operational updates and reporting	Quarterly	Environment and Community Manager
	Stakeholder engagement activities routinely evaluated, and community feedback assessed	Annual	Environment and Community Manager

Evaluation will also take account of:

- Regular informal feedback from stakeholders
- Feedback provided within feedback forms distributed at engagement activities
- Formal surveys undertaken at key points to gauge community awareness, participation and stakeholder satisfaction with the engagement processes.

Appendix 1

Complaints/grievance management process

STEP	ACTION	DETAIL
1	Receive grievance/complaint	<ul style="list-style-type: none"> Record details into the Complaints Log/Database Report to Senior Site Manager/Environment-Community Manager
2	Assess the issue	<ul style="list-style-type: none"> Classify category (e.g. environmental, land disturbance, cultural heritage, health/safety etc) Establish level of severity to help determine level of response and how it is to be approached Assign the grievance/complaint to the relevant manager
3	Acknowledge/respond	<ul style="list-style-type: none"> Acknowledge complaint/grievance verbally or in writing to complainant Provide information of future steps and timings for resolution Ensure acknowledgement is provided within 48 hours of receiving grievance/complaint
4	Investigate	<ul style="list-style-type: none"> Investigate issue to discover underlying causes and potential impacts Scope of investigation will be determined by the severity and potential impact of the complaint/grievance
5	Resolve	<ul style="list-style-type: none"> Develop action plan to determine how the complaint/grievance is to be addressed and to prevent similar incidents occurring in the future
6	Conclude	<ul style="list-style-type: none"> Provide response to complainant advising how the complaint/grievance has been resolved or remedial actions undertaken/completed Endeavour to ensure the complainant is satisfied and accepts the resolution
7	Further action – follow-up and close-out	<ul style="list-style-type: none"> If complainant is not satisfied with resolution and actions, further investigation must be undertaken If necessary, the complaint/grievance should be passed on to a third party for mediation Record the response and outcomes in the Complaints Log/Database

Appendix 2

Complaint/grievance registration form

COMMUNITY ENQUIRY / COMPLAINTS FORM

Date: _____ **Time:** _____

Initially Received by: Security Duty Manager ECM **Name:** _____

Complainant/Enquiry Contact Details

Full Name: _____ **Anonymous**

Address: _____

Phone: _____ **Email:** _____

- Land Management** **Noise** **Dust**
 Vibration **Traffic** **Other (details)**

Details Where and when did this occur?

Notified: Duty Manager Site Supervisor Process Supervisor ECM

Action Taken by: _____ **Date:** _____

Follow Up

Date Issue Resolved: _____ **Signed:** _____

Appendix 3

Goschen Community Reference Group – Terms of Reference

Title

The name of the Committee is the *Goschen Community Reference Group* (GCRG).

Purpose

To provide a consultative forum between VHM Limited (VHM) and community representatives in relation to the Goschen Rare Earths and Mineral Sands Project that can:

- Enhance two-way communication between VHM Ltd, community and stakeholders
- Increase community understanding about the Goschen Project, processes and key milestones
- Provide a transparent forum to discuss issues of community interest related to the Goschen Project
- Capture community feedback and suggestions to assist with Project decision-making

GCRG members will be required to respect confidentiality, if required, on matters discussed at meetings.

Membership

GCRG membership will consist of approximately 15 local community representatives from across the Gannawarra and Swan Hill local government areas who are representative of the communities that will be affected by the Project.

Member requirements

Community representatives will be:

- Current residents and/or landholders within a 3.5 - kilometre radius of the Goschen mine footprint, or a member of a community or stakeholder group with an interest in the Project
- Able to demonstrate involvement in local community groups and/or activities
- Able to represent and communicate the interests of the local community in the Project area
- Willing to adhere to these GCRG terms of reference and Code of Conduct
- Able to commit to a membership period of at least two years and attend all meetings where possible

Member roles

Each GCRG member will be asked to:

- Collect and share feedback on community sentiment, issues, concerns and options to reduce impacts in relation to the Goschen Project
- Provide feedback on the effectiveness of VHM's community engagement plans and activities
- Share information with their communities about the Project where appropriate

GCRG members will be appointed by VHM, with the aim to include representation from relevant government agencies and a wide cross-section of the community.

If possible, members will represent the following organisations:

- Gannawarra Shire Council and Swan Hill Rural City Council
- North Central Catchment Management Authority
- Goulburn Murray Water
- Environmental Protection Authority Victoria (EPA)
- Department of Energy, Environment and Climate Action (DEECA)
- Resources Victoria (RV)
- Wamba Wemba Aboriginal Corporation
- Birchip Cropping Group (or VFF or equivalent agricultural representative)
- Mine Free Mallee Farms
- Residents (x 2) within 3.5 kilometres of the mine footprint
- Landcare x 1 (Lalbert or Ultima or Kerang)
- Lalbert community x 1 (e.g. Progress Association)
- Ultima community x 1 (e.g. Progress Association)
- Kerang community x 1 (e.g. Neighbourhood House, service/sporting group)
- Swan Hill community x 1 (e.g. Neighbourhood House, service/sporting group)
- Local small business/service provider x 2 (e.g. Kerang x 1, Swan Hill x 1)
- Education x 1 (e.g. CUC Mallee, SuniTAFE, local high school like Kerang Technical College)
- Emergency services x 1 (e.g. police, CFA, SES)

VHM will be represented by:

- Senior Site Manager
- Environment Manager
- Community & Stakeholder Engagement Lead
- Other personnel as required to assist with the operation of the GCRG

Member roles

Each GCRG member will be asked to:

- Collect and share feedback on community sentiment, issues, concerns and options to reduce impacts in relation to the Goschen Project
- Provide feedback on the effectiveness of VHM's community engagement plans and activities
- Share information with their communities about the Project where appropriate

Regulatory authorities (RV, EPA, DEECA, NCCMA, GMW, Councils) are permitted to send a 'proxy', if the proxy can suitably represent their organisation. Regulatory authorities, including proxies, are expected to attend all GCRG meetings, where the meeting agenda relates to their statutory roles and responsibilities.

If a community representative is absent for more than two consecutive meetings without an apology or appropriate justification, the representative will be contacted and their GCRG membership may be revoked.

Other attendance

As needed, other stakeholders, technical experts and representatives will be invited to attend the GCRG to present on topics of interest or support the GCRG process as required and requested at meetings.

Meeting facilitator

The GCRG will be chaired by an independent facilitator who will be appointed to:

- Refer matters to the GCRG for discussion
- Encourage participation by all group members
- Keep discussions flowing, productive and fair
- Ensuring all discussion items, where relevant, end with a decision or action
- Respect confidentiality, if required, of matters discussed at meetings
- Review and approve the draft minutes before distribution

Secretariat

The VHM site-based Community representative will fill the role of meeting secretary with the responsibility to:

- Prepare agendas and issue notices for meetings, and ensure all necessary documents requiring discussion or comment are attached to the agenda
- Distribute the agenda two weeks prior to the meeting
- Take notes of proceedings and prepare minutes of meeting
- Distribute the minutes to all GCRG members within four weeks after the meeting
- Complete any other administrative duties as directed by the independent facilitator

Meeting protocol

- Meetings are to be held in a location close to the Goschen project area, preferably in Lalbert or Kerang.
- All members shall declare any potential conflict of interest at the commencement of each meeting, or when a matter is raised during the meeting.
- GCRG members may elect a proxy to attend a particular meeting in their absence but must obtain prior approval from the independent facilitator. Proxy attendance is to be limited to one occasion per annum.
- A quorum of members must be present before a meeting can proceed. At least two VHM representatives and six other GCRG representatives must be present for the meeting to proceed.
- GCRG members will be appointed for a period of 24 months. At the biannual anniversary meeting, nominations will be called for membership for the next two years.
- GCRG members will cease to be a member if they:
 - Resign from the committee

- Fail to attend three consecutive meetings without providing apologies to the independent facilitator
- Resign from their employment, or from the group they represent
- Breach confidentiality
- The GCRG may terminate a person's membership of the group for misconduct, or by a vote of two-thirds of those present at a GCRG meeting called in accordance with these Terms of Reference.

Frequency of meetings

Meetings are nominally proposed to be held on a weekday (day of the week to be decided) at a time suitable to a majority of GCRG members; and be held once every three months – however they may be more or less frequent as agreed by a quorum of members of the GCRG.

Duration of meetings

Meetings are expected to be approximately two hours and will not exceed three hours per meeting unless warranted and by mutual agreement.

Duration of GCRG

Meetings are proposed to be ongoing throughout the final planning, construction, operation and rehabilitation phases of the Goschen project.

Vacant positions

Vacant positions will be filled as soon as practicable after the position is vacated.

Limitations, Non-negotiable and Negotiable

The GCRG is an advisory group to VHM. To ensure the long-term success of the GCRG it will be important to clearly articulate the limitations, non-negotiable and negotiable aspects of the Goschen Project with committee members.

These will be developed in conjunction with the Chair when appointed and addressed in the Terms of Reference. They will be communicated with prospective members when expressions of interest are sought for membership of the GCRG.

Examples of the Limitations, Non-negotiable and Negotiable to be developed for the project.

Limitations: The group does not hold decision making powers on behalf of VHM and cannot commit to activities requiring expenditure that must be approved by VHM.

Non-negotiable: The overall scope and operation of the project as defined by the Work Plan and licence conditions must be adhered to. Safety and environmental standards must be abided by.

Negotiable: Opportunity for the GRCG to discuss and recommend opportunities to improve how VHM engages with stakeholders.

Developing elements of the sponsorship and community benefit sharing programs, can be negotiated to better meet local needs.

Amendments

The Terms of Reference shall be reviewed at the inaugural meeting of the GCRG and thereafter, annually from the date of approval. They may be altered to meet the current needs of all committee members, by agreement of the majority (75 percent) of VHM and community representatives.

Code of Conduct

All GCRG members and guests must adhere to the following principles of conduct:

- Act with good faith, honesty, integrity, and in accordance with an open and transparent process
- Act in the best interests of their local and broader communities
- Respect the views and opinions of other members, colleagues, visitors and other stakeholders
- Refrain from non-constructive, threatening, intimidating or disorderly behaviour
- Refrain from any form of conduct which may cause any reasonable person unwarranted offence or embarrassment
- Attend all meetings, or send an apology, to the meeting facilitator if they are unable to attend

Conflict resolution

- The meeting facilitator will ask members to adhere to these terms of reference and Code of Conduct
- The meeting facilitator will request a short break to allow members to calm down if they feel that is appropriate
- The meeting facilitator will suspend the meeting if they feel that is appropriate

In the event that a GCRG member or invited attendee has acted outside the expectations of members as outlined in these Terms of Reference and Code of Conduct or illegally, the individual may be suspended from the GCRG at the discretion of the meeting facilitator.

Confidentiality

It is important that GCRG members feel free to contribute openly and honestly and that there is a level of trust between members. The GCRG members will protect the privacy of individual member's views by ensuring that no member may represent or communicate another member's opinions from these meetings to an external party.

All electronic and written documents provided to GCRG members will be provided on the expectation that members will distribute these documents responsibly, and only for obtaining feedback from the groups they represent.

No documents are to be made available to the media.