

**NEWMONT TANAMI OPERATION,
THE CENTRAL LAND COUNCIL AND YAPA**



GRANITES-KURRA TEN YEAR PLAN



VISION STATEMENT

ACHIEVING BETTER OUTCOMES IN THE TANAMI REGION



**STRONGER
VOICE**



**STRONGER
EDUCATION**



**STRONGER
EMPLOYMENT**

FOR YAPA



PURPOSE

The Granites-Kurra Ten Year Plan (the Plan) provides the Central Land Council (CLC), Newmont Tanami Operations (Newmont, or the mine) and Yapa with a guide for working together to achieve stronger outcomes for Yapa. Our work together will ensure Yapa benefit from Newmont's operations for the life of the Plan and beyond.

The Plan highlights the outcomes that the CLC, Newmont and Yapa can achieve to strengthen Yapa voice, employment and education in the Tanami region. It also provides details of the actions that will implemented to achieve these outcomes, and the performance measures that will be used to monitor progress.

CONTEXT

There have been some good outcomes from the mine in the past but the CLC and Newmont believe better outcomes are possible.

Newmont is confident it will continue mining in the Tanami region until at least 2026.

For these reasons, in 2016, the CLC and Newmont worked together with Yapa to develop this Granites-Kurra Ten Year Plan.

The CLC and Newmont acknowledge the many other organisations who share similar goals to those set out in this Plan. The actions set out in this Plan will aim to complement the activities of these organisations.



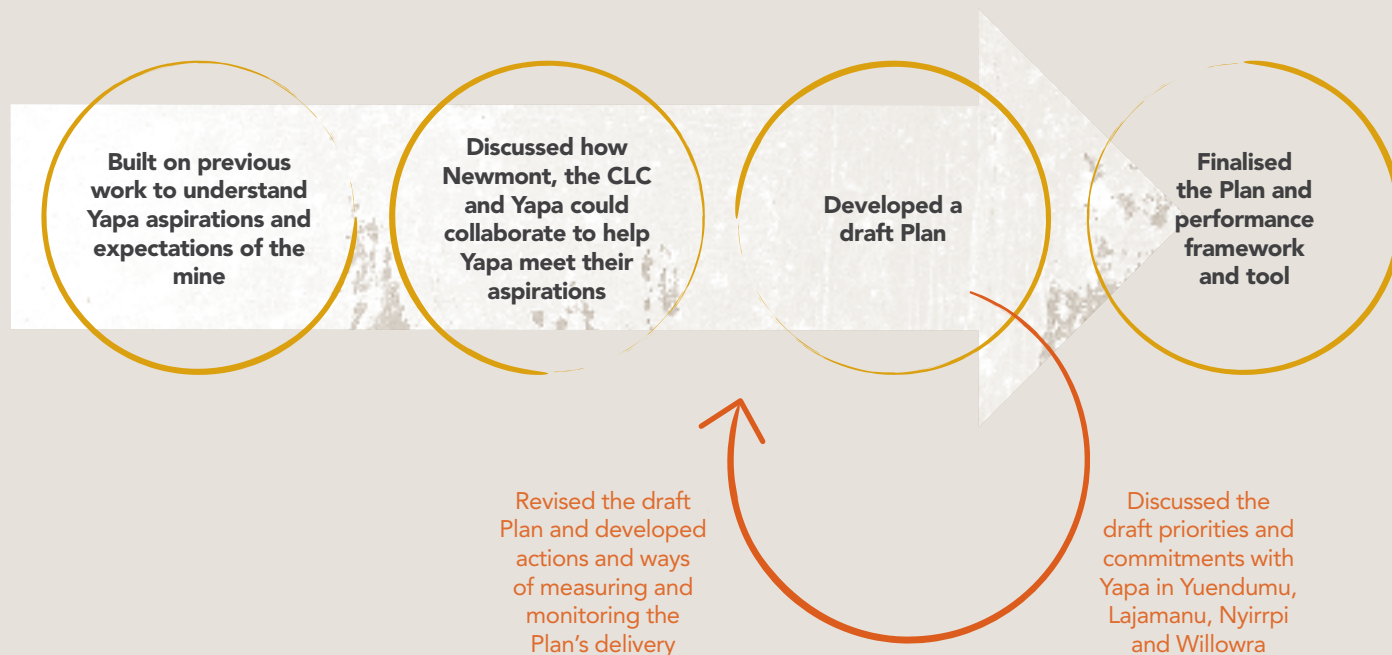
DEVELOPING THE PLAN

The process of developing the Plan built on previous research, engagement and discussions between Newmont, the CLC and Yapa that helped to identify:

- Yapa aspirations and expectations related to the mine; and
- Potential commitments, outcomes and actions for Newmont and the CLC to pursue together or separately to support Yapa to achieve their aspirations and expectations.

The Plan was:

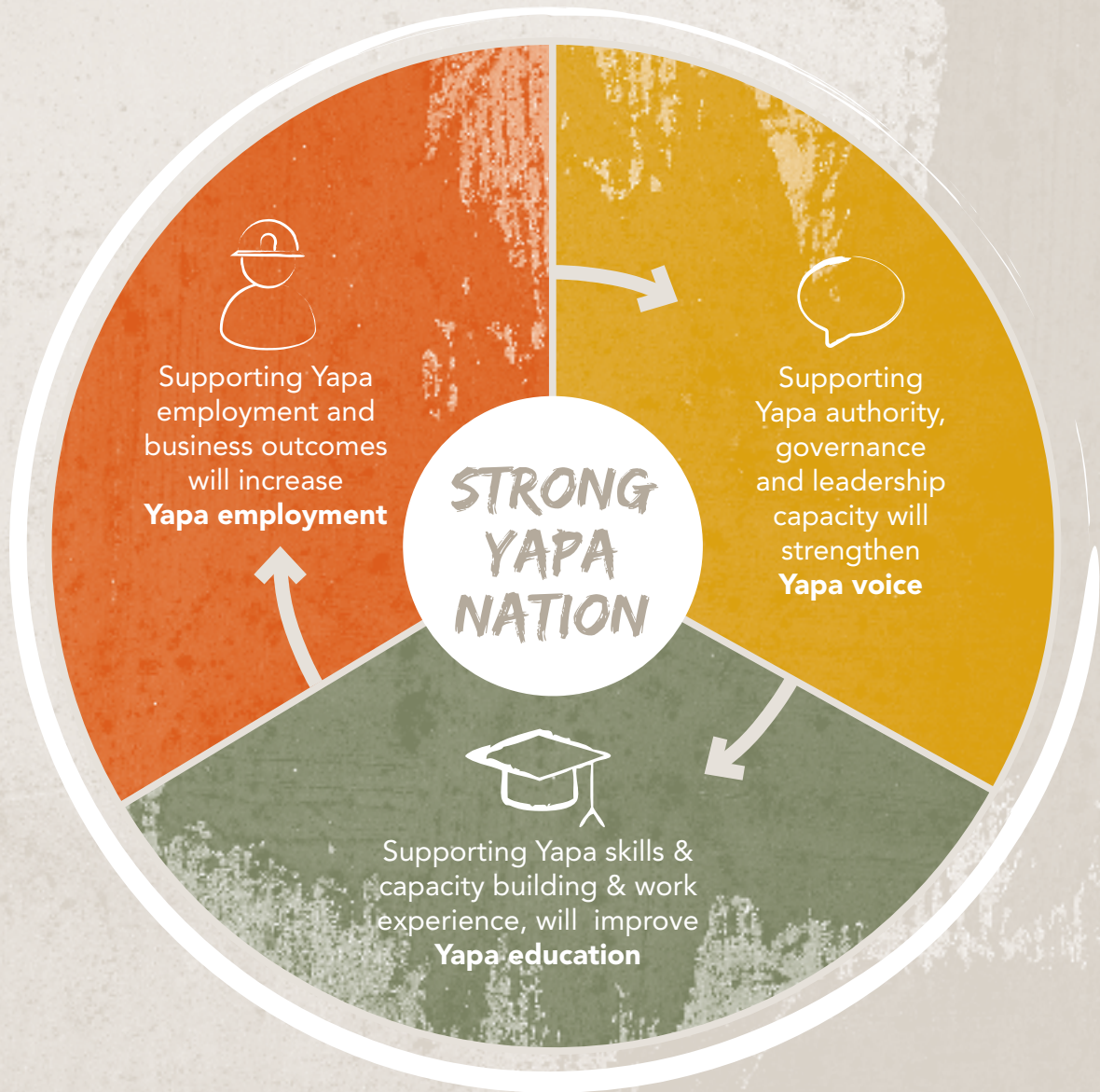
- Drafted based on the outcomes of independently facilitated workshops involving key Newmont and CLC personnel (April 2016); and
- Revised through undertaking:
 - Detailed discussions with Yapa in Yuendumu, Lajamanu, Nyirrpi and Willowra (July 2016).
 - Discussions with stakeholders including: GMAAAC Directors, WETT Advisory Committee, Kurra WETT, Liaison Committee members, WYDAC, YKNAC, Kurdiji (July - November 2016)
- Finalised at an independently facilitated workshop attended by Yapa, CLC and Newmont representatives (November 2016)
- Reviewed and endorsed by traditional owners and CLC regional delegates in June 2017.





PRIORITIES AND COMMITMENTS



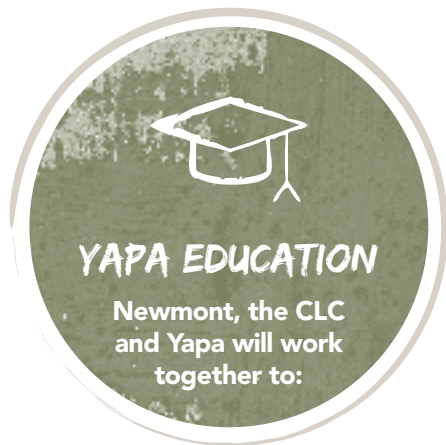




Support Yapa authority and governance across the Tanami region

Support Yapa leadership capacity and succession planning

Promote and support Yapa self-determination



Strengthen education opportunities that build the capacity and capability of Yapa to take on employment and other roles

Support engagement of children and youth in educational activities that respect and celebrate culture

Increase opportunities for Yapa work experience in the Tanami region



Increase employment outcomes at the mine and in the Tanami region that are desirable and accessible for Yapa

Increase the confidence of Yapa to pursue their career path

Support the development of sustainable Yapa businesses and social enterprises

YAPA VOICE



Newmont, the CLC and Yapa will work together to:

Support Yapa authority and
governance across the Tanami region

Support Yapa leadership
capacity and succession planning

Promote and support
Yapa self-determination

WHY IS IT CRUCIAL TO THE PLAN?

- Strong Yapa voice is critical to enabling Yapa to participate in decision-making processes that affect their community.
- The CLC plays a strong and respected role in community governance, while Newmont has to date played a limited role but recognises the potential to involve Yapa in planning and decision making for the mine and community. In addition, Newmont and the CLC have identified ways to work together with Yapa to increase Yapa participation in decision making regarding the Plan, mine and Tanami region.
- Yapa exposure to and participation in decision making processes that affect their community will encourage ownership and sustainability of initiatives beyond the life of the mine site.

COMMITMENT 1.

Strong Yapa voice: Support Yapa authority and governance across the Tanami region.

OUTCOMES

Yapa are involved in the governance of the Plan and contribute to the implementation, monitoring and review of the Plan

Yapa participate in relevant planning and decision making related to the mine site

Yapa make decisions about the issues that most affect their lives across the Tanami region

IMPACT



THIS WILL BE ACHIEVED BY

Supporting and encouraging Yapa leaders and community to have a strong voice in planning, decision making and governance for the Plan, the mine and across the Tanami region.

COMMITMENT 2.

Support Yapa leaders: Support Yapa leadership capacity and succession planning.

OUTCOMES

"Growing up the young ones strong" – Yapa youth have the confidence and ability to participate in decision-making

Yapa leaders have the skills and confidence to speak up in cross-cultural contexts

Yapa leaders are supported to manage and resolve disputes

IMPACT



**Yapa
leadership
capacity and
succession
planning**

THIS WILL BE ACHIEVED BY

Helping to raise the confidence and ability of Yapa youth, as future leaders, to participate in decision making and of Yapa leaders to advocate for Yapa and manage and resolve disputes.

COMMITMENT 3.

Kardiya support Yapa voice:
Promote and support Yapa self-determination.

OUTCOMES

Greater respect for and understanding of Yapa culture within the Newmont mine

Greater respect for and understanding of Yapa culture within non-Yapa organisations

Non-Yapa organisations use their relationships and resources to help Yapa organisations to achieve their goals and effectively advocate for Yapa in the Tanami region

IMPACT

**Enabling
environment that
is supportive
of Yapa self-
determination**

THIS WILL BE ACHIEVED BY

Building greater respect for and understanding of Yapa culture within the mine and other organisations in the Tanami region, in order to encourage Kardiya to better support Yapa organisations and voice.

YAPA EDUCATION



Newmont, the CLC and Yapa will work together to:

Strengthen education opportunities that build the capacity and capability of Yapa to take on employment and other roles

Support engagement of children and youth in educational activities that respect and celebrate culture

Increase opportunities for Yapa work experience in the Tanami region

The Warlpiri Education and Training Trust (WETT) uses mining royalties for sustainable education, training and employment benefits. Overseen by the WETT Advisory Committee, the priority WETT regional programs are: early childhood program, country visit and elder support program, school support program, and the youth and media program. Supporting WETT initiatives is a key mechanism for achieving the Education commitments set out in this Plan.

WHY IS IT CRUCIAL TO THE PLAN?

- Good education and skills, together with a strong connection to culture, are critical to enabling Yapa to work in a multicultural environment, have a greater voice, and participate in employment and other roles in their community.
- The CLC's strategic goals and priorities include increasing Yapa's capacity and capability to participate in the wider economy, while also strengthening Yapa culture and identity.
- Newmont and the CLC therefore have an opportunity to promote education and training programs that build Yapa's skills, strengthen pathways to employment, and build a base for continued Yapa voice and self-sustaining employment opportunities beyond the life of the Newmont mine site.

COMMITMENT 4.

Grow Yapa skills: Strengthen education opportunities that build the capacity and capability of Yapa to take on employment and other roles.

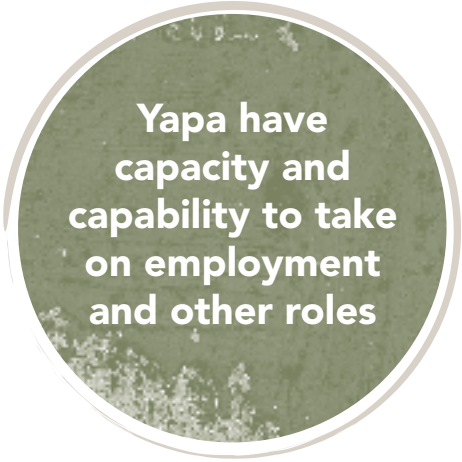
OUTCOMES

Yapa develop stronger literacy and numeracy skills

Yapa have the skills required to pursue employment at the mine and in the Tanami region.

Enhance the impact and reach of WETT initiatives

IMPACT



**Yapa have
capacity and
capability to take
on employment
and other roles**

THIS WILL BE ACHIEVED BY

Supporting WETT, local education and training initiatives, identifying employment opportunities, and developing strategies to prepare Yapa to pursue employment in the Tanami region.

COMMITMENT 5.

Support 'two-way learning': Support engagement of children and youth in educational activities that respect and celebrate culture.


OUTCOMES

Yapa are better supported to "grow up the young ones strong" through intergenerational sharing of knowledge and culture

Education is delivered in a way that respects and values Yapa language and culture

Greater participation of Yapa children and youth in educational and cultural activities

IMPACT



Children and youth are engaged in educational activities that respect and celebrate culture

THIS WILL BE ACHIEVED BY

Engaging with WETT and other Yapa organisations, education providers, and other community organisations in the Tanami region to encourage education that respects and values Yapa culture, and better engages Yapa children and youth in educational and cultural activities.

COMMITMENT 6.

Yapa can explore work opportunities: Increase opportunities for Yapa work experience in the Tanami region.


OUTCOMES

Positive and engaging work experience opportunities for Yapa at the mine

Other employers in the region provide positive and engaging work experience for Yapa

Greater awareness of and participation in work experience opportunities by Yapa

IMPACT



**Opportunities
for work
experience in the
Tanami region**

THIS WILL BE ACHIEVED BY

Helping Newmont and other employers to prepare for and provide positive and engaging work experience to Yapa, and to build Yapa awareness of and participation in work experience opportunities in the Tanami region.

YAPA & EMPLOYMENT



Newmont, the CLC and Yapa will work together to:

Increase employment outcomes at the mine and in the Tanami region that are desirable and accessible for Yapa

Increase the confidence of Yapa in skilled and semi-skilled work

Support the development of sustainable Yapa businesses and social enterprises

WHY IS IT CRUCIAL TO THE PLAN?

- Employment opportunities that are desirable and accessible to Yapa are critical to enabling greater participation by Yapa in employment and to developing the skills and confidence for Yapa participation in the economy more broadly.
- As a significant local employer, Newmont has an opportunity to offer jobs that are good for Yapa within the mine site. The CLC has an important role in helping Newmont and other employers in the Tanami region to create a good working environment for Yapa, and support Yapa to access employment and business opportunities.
- Yapa participation in employment and business will strengthen the local economy, encourage participation in education, and build a stronger base for a self-sustaining economy beyond the life of the Newmont mine site.

COMMITMENT 7.

Good jobs for Yapa: Increase employment outcomes at the mine and in the Tanami region.

OUTCOMES

Increased Yapa employment at the mine

Greater understanding of what makes 'good work' for Yapa at the mine and in the Tanami region.

Yapa have increased access to available employment opportunities

IMPACT

Employment opportunities that are desirable and accessible for Yapa

THIS WILL BE ACHIEVED BY

Building greater respect for and understanding of what makes good work for Yapa at the mine and in the Tanami region, in order to grow employment opportunities that fit with Yapa culture, responsibilities and practices.

COMMITMENT 8.

Yapa feel good in their jobs: Increase the confidence of Yapa to pursue their career path.

OUTCOMES

Yapa feel comfortable to work at the mine

Yapa have good relationships with their workmates and supervisors

Yapa remain in employment, over time increasing their skills and earning promotions

IMPACT



**Yapa feel
confident in
their jobs**

THIS WILL BE ACHIEVED BY

Helping Yapa to feel comfortable working at the mine and with their colleagues, by creating a positive working environment that builds Yapa engagement, and encourages them to remain in employment and achieve their career path.

COMMITMENT 9.

Yapa businesses sustain themselves: Support the development of sustainable Yapa businesses and social enterprises.

OUTCOMES

More Yapa understand business and identify opportunities to start a new business or social enterprise

New Yapa businesses and social enterprises are starting

Existing Yapa businesses and social enterprises grow and are sustainable

IMPACT

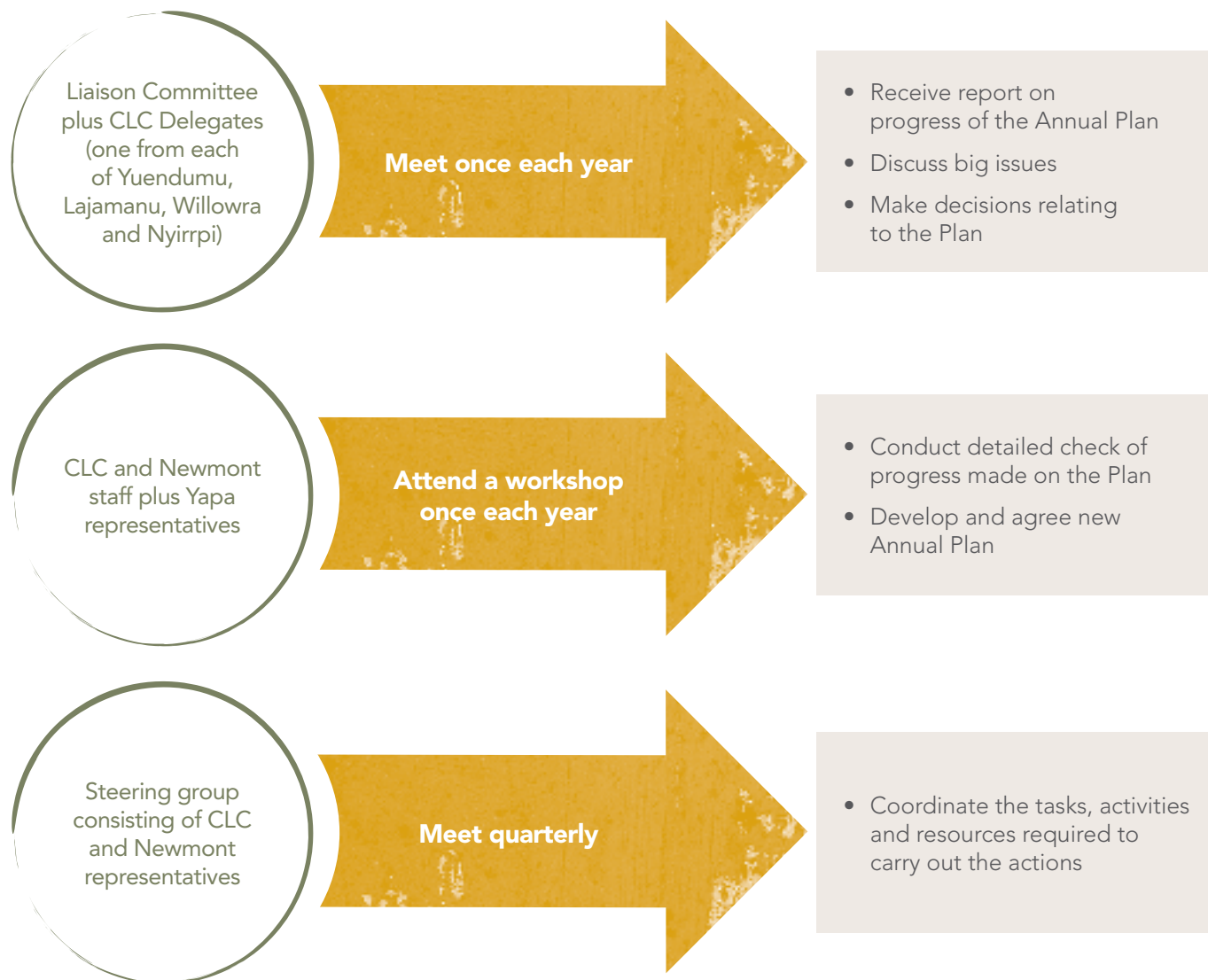


**Sustainable
Yapa
businesses**

THIS WILL BE ACHIEVED BY

Working with Yapa through workshops, training and mentoring to help Yapa to understand and identify business opportunities, and to start and grow sustainable businesses and social enterprises.

GOVERNANCE



TEN YEAR PLAN



ANNUAL PLANS WILL SET OUT THE ACTIONS REQUIRED TO ACHIEVE THE PLAN



**CENTRAL
LAND
COUNCIL**

The Central Land Council

27 Stuart Highway
Alice Springs
NT 0870

T +61 8 8951 6211
www.clc.org.au



Newmont Tanami Pty Ltd

PO Box 8020
Alice Springs
NT 0871

T +61 8993 8200
F +61 8993 8500

Published July 2017

