

Appendix 6.1

Stakeholder Management Plan



LISHEEN MINE CLOSURE PROJECT

STAKEHOLDER MANAGEMENT PLAN

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Document Control

Issue Record

This document will be revised as necessary by the issue of amended pages and these will be recorded in the revision history. Revised or additional pages will be marked with a black line in the left hand margin. Where the document is updated by the issue of a complete replacement, the issue number will be changed and no black line will be shown.

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Table of Contents

1 Commitment.....4

2 Scope.....4

3 Objective4

4 Responsibilities.....4

5 Project Background4

6 Project Stakeholder Management Methodology5

 6.1 Stakeholder Identification.....5

 6.2 Classification.....5

 6.3 Stakeholder Consultation and Liaison.....5

 6.3.1 Communication6

 6.3.2 Grievances6

7 Engagement Approach.....6

1 Commitment

The Lisheen Mine is fully committed to promoting and maintaining open and constructive dialogue as well as good working relationships with all stakeholders in order to increase knowledge and enhance mutual understanding in matters of common concern.

2 Scope

The purpose of this plan is to show the identification and classification of all stakeholders based on their responsibility and interest in relation to the Mine Closure Project. It also demonstrates how Lisheen will engage with and work with all stakeholders to ensure the successful implementation of the closure plan and how relevant information is communicated to them.

3 Objective

To ensure successful completion on Mine Closure Lisheen needs to take account the views of all stakeholders. The objective of the Stakeholder Management Plan is to provide a structured and standardised approach for Stakeholder management.

4 Responsibilities

The key roles in defining and preparing a complete Stakeholder Management Plan for the closure and rehabilitation of the Lisheen Mine site are:

Project Sponsor – Stephen Wheston – the individual with the overall responsibility for the delivery of the Mine Closure Project within the defined project objectives and targets.

Project Manager – Paraic Maher – the individual with the overall responsibility for the running of the Mine Closure Project on a daily basis.

Project Management Team members – individuals responsible for identifying potential stakeholders, making recommendations and escalating any issues to the project sponsor.

5 Project Background

Lisheen Mine has been in operation since the late 1990's and is anticipated to cease production of Lead & Zinc concentrate towards the end of 2015. Successful closure of the mine will affect a significant number of people, presenting the mine with a complex social accountability challenge. The mine is a significant employer and landlord, supporting a considerable supply chain and operating across a substantial freehold estate. In addition, the mine operates a concentrate distribution facility within Cork harbour. An array of welfare and re-skilling measures are required to manage the social consequences of mine closure, set within a framework of due process that is described by employment law and best practice approaches.

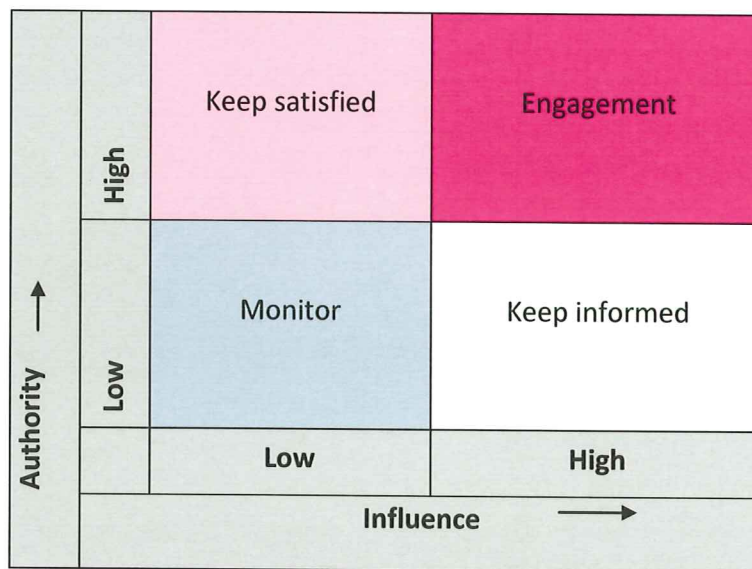
6 Stakeholder Plan Management Methodology

6.1 Stakeholder Identification

The purpose of the Stakeholder Management process is to identify all the project stakeholders at the inception stage of the project. On review of a Socio-Economic Assessment Toolbox process that was carried out in 2009 and brainstorming with the management team, all stakeholders were identified.

6.2 Classification

In order to determine the key stakeholders a influence/ authority grid was compiled. This groups the various stakeholders in one of four groups depending on the power and influence.



Key stakeholders identified are those who have a significant interest and influence the closure project. These are the people who the Mine must fully engage and make the greatest efforts to satisfy.

6.3 Stakeholder Consultation and Liaison

A stakeholder strategy is devised on the following basis:

- Determining the current project position
- Establishing the projects aims and objectives
- Preparing Stakeholder Management strategy

Stakeholder liaison shall continue throughout the project process until project completion.

6.3.1 Communication

The Project Team decides what information will be communicated and to who, the level of detail, the frequency, and the engagement mechanisms of doing so.

6.3.2 Grievances

Stakeholders with a grievance can either contact the mine directly or they can also approach the authorities. There is a procedure in place to handle all complaints / issues from both internal and external stakeholders. On receipt of a complaint an investigation is carried out and all complaints are dealt with and closed out accordingly.

7 Engagement Approach

The key stakeholder groups, their primary interests and the range of engagement mechanisms that are utilised throughout the Project are outlined below.

Area	Key stakeholders	Primary Interests	Engagement Mechanisms
Physical Closure	Vedanta Resources Plc	Sustainability and Mine Closure performance	Monthly reporting and communications meeting
	EPA Ireland	Regulatory Compliances, Environmental and Closure performance	Regular reporting, annual review process, MCC and EMC with all other regulatory authorities
	Dept. of Communications, Energy & Natural Resources	Regulatory Compliances, Safety, Health, Environmental and Closure performance	Quarterly reporting, annual review process, MCC and EMC with all other regulatory authorities
	Tipperary County Council	Regulatory Compliances, Safety, Health, Environmental and Closure performance	Quarterly reporting, annual review process, MCC and EMC with all other regulatory authorities
	The Southern Regional Fisheries Board	Regulatory Compliances, Environmental and Closure performance	EMC with all other regulatory authorities
	Port of Cork	Policies, practices, wind down of the operation and hand over of facility	Formal communication to inform them that the Mine is progressively winding down its operations and planned hand over of the Port facility
	Health and Safety Authority	Regulatory Compliances with Safety, Health & Environment	On an as needed basis by phone, email or site visit

Employees	Safety, Health & Environmental, Preparing for closure (outplacement programme) and redundancy	Monthly communications meetings, weekly newsletters, notice boards
Trade Unions	Employee welfare and redundancy	Communication meetings with HR dept and union reps
Local Community - households and landowners	Mine closure Environmental performance Employment Community Welfare & Relations Loss of funding and sponsorship	The Lisheen Mine Community Engagement Forum, The Mine Closure Sub Committee, AGM with the community forum, quarterly meetings with the sub-committee Environmental department has open door policy to deal with any concerns/complaints
Moyne Group Water Scheme	Mine closure and rebound of the water table	Meetings as and when required; open line of communication between Lisheen and MGWS committee
Contractors and Suppliers	Policies, practices and wind down of the operation	Formal communication to inform them that the Mine is progressively winding down its operations
Asset Disposal Project Management Group	Interface between physical closure and asset disposal	Project sponsor and manager for mine closure are fully informed and consulted by asset disposal on an ongoing basis
Lisheen Mine redevelopment task force	Interface between physical closure and potential task force opportunities	Project sponsor and manager for mine closure are fully informed and consulted by the task force on an ongoing basis
IMEG	Knowledge transfer for industry improvements, standardisation of regs etc	Meetings; open line of communication between Lisheen and other national mining entity's
Universities and schools	Knowledge transfer for educational purposes	Open line of communication between Lisheen and universities and schools