

KARRATHA VILLAGE INTEGRATION PLAN 2020

Civeo proposes to implement both social and economic integration with the town of Karratha through the design of the development and via the ongoing operations of the villages. Having operated within the region for over eight (8) years Civeo has an awareness of the various needs and demands on the town and seeks to implement integration initiatives wherever possible. Civeo understands the importance of this approach to development and operational procedure.

This Integration Plan will be included as an Addendum to the existing approved Social Impact Statement and Social Impact Management Plan

Taking into account City of Karratha's guidelines on integration principles, and from recent discussions with Officers, Civeo offers the following initiatives to reach this important objective:

Operations	<ul style="list-style-type: none"> - Shuttle Bus circuit from village/villages into CBD, onto Leisureplex Centre and return. - Modest central facilities buildings to encourage non-compete. - Pool- Civeo's on-site pool is a modest facility. Civeo plans to negotiate with the operators of Leisureplex for corporate rates and encourage patronage. Alongside this, we endeavor to advertise and encourage guests to utilise town services (e.g. swimming pool, gym classes, library). - Civeo's Karratha Village management do not actively promote its own services – in order to not directly compete with those of the township. - Retail facilities- needs to be kept minimal/modest to non-compete with town. Our retail facilities are minimal and only offer small, 'late notice' convenience items. This is required due to the nature of the guests shifts and their travel movements. Often arriving and departing at hours outside normal business hours. Certain personal hygiene items, for example, may be required at very short notice and at odd hours. - Security: Civeo has a national reputation for managing quality villages with high expectations of guest behaviour on- and off-site. Alongside an on-site security guard, Civeo utilizes CCTV in key areas to ensure the safety of its guests and surrounding residents. In addition to this, we implement a strict Code of Conduct which needs to read and signed by all guests when checking in to our village. Village management acts quickly and strictly in taking action in the event that management is advised of any guests who have not followed the Village's Code of Conduct. Alongside this, our Karratha village has been designed with lighting which creates a residential feel. Village management will maintain close liaison with the WA Police Service Karratha and operators of frequented facilities in Karratha as a means of anticipating and acting upon any emerging issues. - We encourage guests to venture to town through promotional material, transport and activities.
Procurement	<p>Overview</p> <p>We are committed to partnering with local businesses and suppliers in the areas in which we operate through our Local Preference Procurement Policy. Our procurement decision-making processes seek to provide opportunity for local businesses, enabling them to develop business relationships with Civeo. Where possible, Civeo is committed to buying and sourcing locally. We do this by: Encouraging and promoting a 'buy local' culture within the company; Providing early communication to local businesses of</p>

	<p>future opportunities to become a supplier to Civeo; Providing full, fair and equitable opportunities to local suppliers to indicate their interest in becoming a supplier; and giving preference to local suppliers in tendering and purchasing, provided that local suppliers' tender or quotation is competitive with non-local tenders or quotations and meets Civeo's qualification requirements.</p> <p>Civeo's Karratha Village management procures locally available goods and services where it is commercially sensible to do so.</p> <p>Some examples of goods and services that are obtained by Civeo from Karratha businesses are:</p> <ul style="list-style-type: none"> - Pilbara Bakehouse - Cherratta Lodge Laundry - Toll Express (formerly known as Sadleirs) – Logistics company - North Fleet - Bus Service into Karratha local town for guests - Classic Meats WA - Karratha Contracting - Liftequipt - St Johns Karratha - Home Hardware Karratha
Human Resources	<ul style="list-style-type: none"> - Civeo is responsible for the selection and employment of its personnel. In selecting employees for our Karratha Village, Civeo ensures that those employed are skilled and experienced in the trade/position for which they are employed. Where possible, Civeo endeavors to employ residents local to the area – in roles such as the kitchen, cleaning, administration, management and grounds maintenance. - As our village grows, opportunities for local employment will be of benefit to the Karratha community in providing jobs to partners of people who are working in other sectors of the economy. Increasing the availability of entry level jobs in Karratha will be a benefit to the community from Civeo Karratha Village. - Civeo is committed to the employment and development of Aboriginal and Torres Strait Islander people by setting an aspirational target of 15% employment of Aboriginal and Torres Strait Islander people within our Karratha Village. This will be achieved through various methods, including (but not limited to) Building and developing a positive working relationship with the community and relevant stakeholders to help increase the participation rate of Aboriginal and Torres Strait Island people within the Civeo Karratha Village. In addition to this, committing to engaging with clients and other external organisations (community, business, industries and government) to foster alliances and partnerships and to develop programs that support and improve Indigenous Australian employment opportunities.
Community	<p>Overview</p> <p>We are strong believers in being part of the communities in which we operate, working with them to create a great place to live and work. Our partnerships with local communities aim to foster a community spirit and promote sustainable development and economic growth. Wherever possible, we do this by employing local people, providing training opportunities and using local suppliers.</p> <p>As part of our commitment to corporate social responsibility, Civeo contributes to host communities and will continue to extend this commitment to the Karratha community.</p>

Given that Civeo village guests will be users of Karratha township's retail, health, recreation and transport services, a contribution to programs operating in these areas would be integral to our integration. Civeo is keen to partner with other organisations in supporting existing programs that are delivering good outcomes, but that would benefit from additional support.

We are currently Platinum sponsors of the KDCCI and intend to continue to foster and develop this relationship. It is integral to our engagement with the Karratha economy and community in identifying issues and impacts that need to be addressed (in addition to those documented here) and in developing opportunities for Civeo to further contribute in a positive way to the town and Shire.

We plan to build upon existing relationships with Local Government and community leaders through preparation of an Annual Report, invitations to visit the Village for meals and meetings, and through formal meetings with the Shire, KDCCI, the WA Police Service and the WA Department of Health.

In order to facilitate existing programs, and develop additional ones, Civeo appoints a community officer which allows a centralised point of contact to raise issues, suggestions and contact with Civeo.

Below outlines some of our existing programs, though we are not confined to these and always work with the evolving needs of our host communities.

Civeo School Mates

Working with our local partners, we identify the unique needs of each community and the best ways we can provide support that will have a positive and lasting impact. Civeo's School Mates education program reflects our commitment to work in partnership with every school across our host communities, helping to deliver better learning outcomes. Intent on meeting each school's specific needs, our contributions have been used to:

- Purchase laptops, iPads, interactive electronic whiteboards and LCD touch screen TVs
- Enhance teacher professional development programs
- Refurbish classrooms, rejuvenate playgrounds and build vegetable gardens
- Upgrade IT infrastructure to improve internet access and boost WiFi capability

We also encourage local students to excel, by sponsoring academic excellence and sports awards at many of our community schools. However, it's not all about awards and room donations. Each year at the Education and Careers Pathways Expo in Moranbah (for example) our HR team holds a stall, providing information to aspiring hospitality stars.

At Karratha, Civeo gives a grant to each of Karratha's schools (K-12) to be used on initiatives to help the students learning outcomes. Projects funded have ranged from infrastructure projects, excursions and free books for low-income students. This program will continue into the foreseeable future. Civeo's local sponsorship program continues to sponsor the Karratha & District Chamber of Commerce. The program will continue to fund groups and projects that meet our commitment to addressing the biggest needs the community has in the areas of health and wellbeing, financial stability, education and community connectedness. We determine the biggest issues through consultation with Council and community organisations. In the past this has include

	<p>sponsorship of Karratha Future Clubs, Clontarf, Girls Academy, Police Legacy Ride, Council's Local Sports Awards and Junior Community Sports Awards and Mission Australia's Substance Abuse program.</p> <p>Sponsorship In December 2019 we entered into a partnership with the City of Karratha to sponsor the Neighborhood Activation program for winter 2020. The program is all about promoting the livability of Karratha and providing family friendly, safe and healthy activities. The activities occur every week for several months. This will help Council reach their goals of being the most livable regional city in WA.</p> <p>Civeo supports other initiatives such as schools, Clontarf and the Karratha & Districts Chamber of Commerce. In previous years we have sponsored Council's sports awards. Our commitment is to address the biggest needs the community has in the areas of health and wellbeing, financial stability, education and community connectedness. We determine the biggest issues through consultation with Council and community organisations.</p> <p>In the areas we operate, we're proud to play our part by supporting local community groups, events and sporting teams. Over the last four years we have been a major sponsor of Middlemount's annual race day. The premier event attracts over 2,000 racegoers from across Queensland's Bowen Basin region. Other key community events we support include Moranbah Mayor's Charity Ball, Dysart and Middlemount ANZAC Day dawn service and Boggabri's Drovers Campfire.</p> <p>We actively encourage those organizing local events to approach us for event assistance, sponsorship and donations.</p> <p>Sponsorship is generally handled by our Community Relations Manager. We actively manage the process by reaching out directly to participants in the local community.</p> <p>Sport & Recreation Healthy and active lifestyles are as important for our host communities as they are for our guests and employees. We have a long-held tradition of supporting local sporting teams and are major rugby league club sponsors of the Boggabri Kangaroos, Moranbah Miners, Narrabri Blues and Werris Creek Magpies. We also love a good bat and bowl and support the Narrabri Twenty/20 cricket team.</p> <p>Civeo endeavors to advertise and encourage guests to engage in town activities and cultural events (e.g. fairs, attend sporting matches, view visiting shows) and utilise town services (e.g. swimming pool, gym classes and library). We plan to do this through a public notice board in the Zest Eatery advising of opportunities for engagement in the community (e.g. timetable for special events, what's on at the local theatre and contacts for sporting clubs).</p> <p>Partnerships Civeo is interested in partnering with other businesses, accommodation providers, Council and Karratha & Districts Chamber of Commerce to support existing businesses in Karratha. This could be through new initiatives or supporting existing programming that drives visitors to retail, health, recreation and transport service programs</p>
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	<p>Community activities and events</p> <p>Guests are encouraged to participate in activities ranging from footy to basketball outside of the Village and introduced inter-village competitions thus encouraging interactions between Village guests and supporting local business. In addition, Civeo introduced a bus service providing guests the ability to be part of a late-night shopping experience and as such support local business</p> <p>Civeo will support Council and community organisation's programs and services in these areas by promoting them to guests and, where possible, through sponsorships of programs.</p>
Design and Development	<ul style="list-style-type: none"> - Endeavour to use City of Karratha's certification services - Central facilities and recreational services have been designed to be modest/non-compete etc. - Social contributions- Civeo has an existing contribution agreement with the City of Karratha that supports funding of the shire's community facility plan. - Village legacy, opportunity to leave central facilities for future community use, and transitional use strategy (see below)
Integration	<ul style="list-style-type: none"> - An important element of Civeo Karratha Village is to provide the opportunity for integration with the wider Karratha Community as much as possible. The village does not excessively duplicate other community amenities and as such encourages residents to become part of the wider community by utilising these amenities. - Civeo village residents will also be able to access facilities in town. In general, this is desirable as the community has an expectation that transient residents will engage with the community in spending money and becoming involved in activities. - According to our usage data of guests, approximately 77% of guests do travel to Karratha town (once or twice a week on average). The mode of travel is approximately 80% by car and 20% by either shuttle bus or work bus. The most often utilised businesses and services within Karratha are the supermarkets, convenience stores, bottle shops, pubs, fast food outlets, restaurants and service stations. - The village has been designed to locate its major community and non-residential facilities central to the site. This includes some recreational and community facilities. This has been done to provide the opportunity upon future transition to residential subdivision, to create a central area of public open space with existing improvements which could possibly be converted for community use. - Landscaping: The design intent of Civeo villages strives for a pleasing and more community integrated and accepted aesthetic. Civeo villages do not resemble traditional camps – pleasing lighting, landscaping and security choices are made to better integrate with the community. - Throughout the site, Civeo has considered resident's comfort in the design. The single road entrance enables Village staff to keep track of people entering the site. The open ring road system acts like a normal community residential subdivision, calming traffic and managing pedestrians.

CLARIFICATIONS

In response to a recent review (2019) by City of Karratha officers of the existing, endorsed *Social Impact Management Plan* and the *Draft Integration Plan*, we offer the following clarifications to address these queries:

Endorsed Social Impact Management Plan	
1. The City of Karratha no longer supports public access to workforce accommodation facilities.	Noted. Not part of our strategy. Public is not invited onto the village site.
2. Through a quick search of Civeo's website, I was unable to find a sponsorship application form.	Sponsorship is generally handled by our Community Relations Manager. We actively manage the process by reaching out directly to participants in the local community.
3. There is reference to Civeo's interest in partnering with other organisations to support existing retail, health, recreation and transport service programs. What does this mean in relation to Civeo's Karratha Village?	Civeo is interested in partnering with other businesses, accommodation providers, Council and Karratha & Districts Chamber of Commerce to support existing businesses in Karratha. This could be through new initiatives or supporting existing programming that drives visitors to retail, health, recreation and transport service programs.
4. The City of Karratha does not support the inclusion of meals and meetings for local government and community leaders, nor hiring out facilities at the Village for conferences.	Noted. This is not part of our policy and is not implemented.
5. Does the community bus stop at Civeo's Karratha Village?	No, we're not on a bus route
6. What local sporting clubs does Civeo sponsor?	None in WA, but we support other initiatives such as schools, Clontarf and the Karratha & Districts Chamber of Commerce. In previous years we have sponsored Council's sports awards. Our commitment is to address the biggest needs the community has in the areas of health and wellbeing, financial stability, education and community connectedness. We determine the biggest issues through consultation with Council and community organisations.
7. What is Civeo doing to encourage guests to engage in activities and events?	Guests are encouraged to participate in activities ranging from footy to basketball outside of the Village and introduced inter-village competitions thus encouraging interactions between Village guests and supporting local business. In addition, Civeo introduced a bus service providing guests the ability to be part of a late-night shopping experience and as such support local business
8. The City of Karratha has no record of reporting on levels of patronage by non-guests, use of the shuttle bus service nor participation by guests in community activities.	<p>Guest Survey at Karratha Village:</p> <p>According to our usage data of guests, approximately 77% of guests do travel to Karratha town (once or twice a week on average). The mode of travel is approximately 80% by car and 20% by either shuttle bus or work bus. The most often utilised businesses and services within Karratha are the supermarkets, convenience stores, bottle shops, pubs, fast food outlets, restaurants and service stations.</p>

9. Does Civeo have bicycles for hire by guests?	Civeo does not provide bikes for hire. We initially flagged this idea but there was no demand for this service by guests (some often bring their own for recreational purposes)
10. The statement in the endorsed SIMP that the high standard of facilities in the Village reduces the need for guests to access Karratha facilities undermines the intention to achieve integration.	Noted. This was a reflection of what was desired by consultation with Council at the time of the original DA in 2011. We recognise that TWA development is a changing landscape over time and the focus and intent in the current climate is to encourage integration. Hence facilities are not currently designed or intended to discourage guest to visit and access Karratha businesses and services.
11. What goods and services are not obtained from Karratha businesses?	<p>Sample of suppliers 2019</p> <ul style="list-style-type: none"> - Pilbara Bakehouse - Cherratta Lodge Laundry - Toll Express (formerly known as Sadleirs) – Logistics company - North Fleet - Bus Service into Karratha local town for guests - Classic Meats WA - Karratha Contracting - Liftequipt - St Johns Karratha - Home Hardware Karratha
Draft Integration Plan	
1. Reference to the restaurant and bar being open to the public is a concern.	This is not our policy now. We don't encourage public to the village at all and do not have record of any public patronage
2. The City would prefer no onsite retail facilities.	Noted. Our retail facilities are very minimal and only offer small, 'late notice' convenience items. This is required due to the nature of the guests shifts and their travel movements. Often arriving and departing at hours outside normal business hours. Certain personal hygiene items for example may be required at very short notice and at odd hours.
3. The draft Integration Plan again refers to retail, health, recreation and transport service programs that Civeo will support. It is not clear what this means in effect.	This means that Civeo will support Council and community organisation's programs and services in these areas by promoting them to guests and, where possible, through sponsorships of programs.
4. What is being, or will be done in Karratha under Civeo's School Mates program and local sponsorship programs?	Civeo gives a grant to each of Karratha's schools (K-12) to be used on initiatives to help the students learning outcomes. Projects funded have ranged from infrastructure projects, excursions and free books for low-income students. This program will continue into the foreseeable future. Civeo's local sponsorship program continues to sponsor the Karratha & District Chamber of Commerce. The program will continue to fund groups and projects that meet our commitment to addressing the biggest needs the community has in the areas of health and wellbeing, financial stability,

	<i>education and community connectedness. We determine the biggest issues through consultation with Council and community organisations. In the past this has include sponsorship of Karratha Future Clubs, Clontarf, Girls Academy, Police Legacy Ride, Council's Local Sports Awards and Junior Community Sports Awards and Mission Australia's Substance Abuse program.</i>
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