



MADELEINE VERDICH

Principal, Communications & Engagement

Madeleine is a highly experienced stakeholder engagement and social performance professional having worked throughout Australia and globally over the last 13 years. She is passionate about bridging the gap between proponents and communities through effective and context appropriate strategies which enhance developers' social license to operate and deliver desired commercial and community outcomes. Madeleine has a deep understanding of stakeholder analysis and community engagement methodologies and has extensive experience engaging with local communities, Traditional Owners, NGOs and Government. Madeleine is an industry leader in social impact assessment practice and strategy implementation, having undertaken and managed numerous assessments for major projects globally and contributed to government guidelines and legislation, including in Queensland. She is solutions orientated, able to manage multiple projects concurrently and facilitate communication between different parties to achieve required outcomes. She is passionate about achieving optimal social, environmental and commercial outcomes which enable projects to comply with company and government standards and community expectations while supporting long term operations.

SKILLSETS

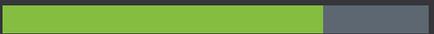
Stakeholder Management



Social Impact Assessment



Government Liaison



Environmental Impact Assessment



Strategic Advisory



Statutory Environmental Planning



MARKET SECTORS



Construction



Government



Transport & Logistics



Electricity & Renewables



Resource



Agriculture

CONTACT

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QUALIFICATIONS

2006 Sydney University / Bachelor of Economic and Social Sciences (Hons)

MAJOR PROJECTS

- Multicom Resources - St Elmo Vanadium Mine EIS
- Rio Tinto – Cape York Bauxite Strategy
- Rio Tinto – Hail Creek Eastern Margin Expansion EIS
- Rio Tinto – Hunter Valley Operations Expansion EIS
- Rio Tinto – Oyu Tolgoi Copper Mine
- Australia Pacific LNG – APLNG CSG and LNG Facility EIS

AFFILIATIONS

- Member, International Association for Public Participation (IAP2)
- Member, International Association for Impact Assessment (IAIA)

PUBLICATIONS

- Madeleine Verdich (2010) Creative Migration? The attraction and retention of the 'creative class' in Launceston, Tasmania, Australian Geographer, 41:1, 129-140, DOI: 10.1080/0004918090353564

ATTENDANCE

- United Nations Forum on Business and Human Rights, Geneva

EXPERIENCE

COMMUNITY AND STAKEHOLDER ENGAGEMENT

- **Stakeholder Lead, Multicom Resources Saint Elmo Vanadium Project EIS, Julia Creek, Queensland.** Madeleine is leading the stakeholder engagement for the EIS process for an upcoming Vanadium Pentoxide (V₂O₅) mine in Queensland.
- **Communities Lead, Rio Tinto Cape York Bauxite Strategy.** Madeleine led the development and implementation of the community and stakeholder engagement plan for Rio Tinto's long-term Cape York development planning. Over the last two years Rio Tinto has been undertaking studies to identify the preferred development pathway for Bauxite Development for the next 30 years. The community and stakeholder context is highly complex involving five Traditional Owner Groups, five local councils, multiple communities, a competitor adjacent to the Rio Tinto lease and the Steve Irwin Wildlife reserve. The plan has enabled the Project to progress to the point whereby there is support for further EIS studies from all stakeholders and the establishment of strong, respectful relationships with all groups, many of whom only had limited historic engagement with Rio Tinto due to distance from existing mining operations.
- **Stakeholder Lead, Hunter Valley Operations Expansion Engagement Strategy.** Madeleine led the development of a community and stakeholder engagement strategy to support expansion of Rio Tinto's Hunter Valley Operations Mine. This involved stakeholder mapping, analysis of historic engagement, commitments made and implemented, social risk analysis and key messages. The strategy supported the successful grant of the expansion by the NSW Government and significantly reduced negative submissions.
- **Stakeholder Lead, Kestrel Mine Expansion Engagement Strategy.** Madeleine led the development of an engagement strategy to support a mining lease application, EPBC referral and water license. There was a challenging near neighbour context due to legacy issues and high levels of concern regarding impacts to groundwater and dust generation. The engagement strategy defined key stakeholder risks and opportunities, incorporated stakeholder mapping and analysis, development of communication collateral (including fact sheets and key messages for management) and an engagement schedule. Through on the ground engagement and support to the site management team, mitigation strategies were negotiated and agreed with near neighbours and all submissions were retracted, leading to all required approvals being granted.

MAJOR PROJECT APPROVALS

- **Community and Stakeholder Lead, North of Weipa EPM and Land Access Strategy.** Madeleine supported the granting of an Exploration Permit for Mining (EPM) through the development and implementation of a land access and engagement strategy. Rio Tinto Aluminium are currently investigating future development options on Cape York which may require access to the coast line from the existing mining tenement. The land tenure context on the Cape in this location is highly complex involving Native Title, Aboriginal Freehold, Aboriginal Shire Council and other EPM and mining tenements. Madeleine developed a strategy which led to the granting of both the EPM and three land access agreements in under 8 months through analysis and strong understanding of the stakeholder landscape and establishment of strong relationships with all stakeholders. These agreements and relationships have set the basis for Rio Tinto to continue project development through the environmental approvals process and negotiation of an Indigenous Land Use Agreement.
- **Lead Social Consultant, Australia Pacific LNG EIS.** Madeleine led the preparation of a social baseline assessment of the Gladstone and Surat Basin communities and responsibility for preparation and development of the Social Impact Assessment and Economic Impact Assessment chapters of the EIS which was prepared to IFC and Equator Principal standards. Madeleine was instrumental in leading the development of the Social Impact Management Plans for the Project, the first Plans to be included as part of an EIS in Queensland. Through development of the SIMP, Madeleine has established a close working relationship with the Queensland Department of Infrastructure and Planning's SIA Unit. On delivery of the SIMP, WorleyParsons was commended by the Department of Infrastructure and Planning for developing the most detailed, appropriate and innovative SIMP for any major project at that time.
- **Social Lead, Hail Creek Eastern Margin Expansion.** Madeleine led the social impact assessment and stakeholder engagement analysis for the Major EA Amendment for the Expansion of the Hail Creek mine, which included an additional open cut mine and new underground mine. The project had several environmental challenges and concerns for neighbouring landholders including dust and noise emissions, cultural heritage and water management. Madeleine designed the engagement strategy and led the drafting of the social risk and impact analysis, including the commissioning of a socio-economic baseline study. The project moved successfully through the approvals process with no submissions and, unlike many similar projects, was able to avoid the land and environment court process and gain approval in record time. This was achieved through

early and regular engagement with stakeholders to understand and respond to concerns, leading to support from Council and near neighbours.

- **Social Management Plan Lead, Oyu Tolgoi Copper Mine, Mongolia.** Madeleine was engaged on a three month secondment to Oyu Tolgoi (Mongolia) to deliver a suite of Operational Phase Management Plans to support International Lender financing and integration of the mitigation plans into the operational requirements of local teams. Support also included advising on significant complaints to the IFC Ombudsman by local herders.

SOCIAL PERFORMANCE

- **Social Lead, Blair Athol Mine Closure.** Madeleine led the social risk and impact analysis of the Mine Closure prior to the public announcement of the closure by Rio Tinto. The purpose was to inform the closure planning and developed strategies to mitigate the impacts associated with closure on the community of Clermont. This included commissioning and managing a social impact assessment in partnership with Central Queensland University.
- **Policy Lead, Coal & Allied Local Procurement Policy and Strategy.** Madeleine led the development of the Coal and Allied Local Procurement Policy and Implementation Strategy to enable improved outcomes for local businesses. The Policy was developed to provide guidance to procurement and mine management personnel and local businesses as to how local businesses would be supported and prioritised to lead to greater local sourcing. Development of the policy involved extensive internal engagement and negotiation to achieve a policy that was equitable and continued to deliver commercial value while not compromising HSE issues. The strategy included a framework to support implementation and an evaluation matrix.
- **Lead, Multiple Socio-Economic Baseline Studies.** Led commissioning and management of multiple socio-economic baseline studies in NSW and Queensland to support operations. She designed studies to inform community relations and social performance strategies for Rio Tinto Coal Australia and Rio Tinto Aluminium sites. These studies involved detailed analysis of ABS, State and Federal Government data sources and community consultation. For the Weipa Baseline study, brochures were developed for each community so that local community members could access information in a more accessible way and as support for local aboriginal councils. Baseline studies were used to inform community funding priorities, community planning and social impact assessments.
- **Human Rights Lead, Rio Tinto.** Madeleine led coordination of a consistent human rights approach across the business to promote best practice and to ensure Rio Tinto met its human rights-related voluntary commitments. Madeleine's role included the establishment of a group-wide 'Responsible Supply Chain' working group after identifying significant duplication of work and effort. Other tasks involved leading engagement with key stakeholders on human rights and policy issues with the aim of furthering Rio Tinto's interests, prioritising resources and delivering reputational value; and management and coordination of responses to complaints and grievances through global institutions. A key example involved complaint to the UN which required coordination of a wide range of internal stakeholders with divergent views and external stakeholders at the UN and other organisations. Through good management, the complaint was closed out with minimal reputational damage.
- **Ongoing Social Performance Management and Advice, ConocoPhillips.** Madeleine was retained by ConocoPhillips following completion of the APLNG EIS and supplementary EIS (see below) to provide ongoing social performance advice and support. This involved a full time secondment in the client office involving development of implementation action plans, contractor management and maintaining ongoing relationships with key stakeholders; including Gladstone Regional Council and other state government bodies. A key element of this role was to work closely with the FEED contractor to negotiate inclusion of social performance commitments and content into the EPCM contract. Through this role, Madeleine was able to elevate the status of social performance in the business and encouraged the championing of the social impact management plan by senior management. This was important in establishing, for Australia Pacific LNG and ConocoPhillips, a 'social license to operate' in the Gladstone community in the early phase of the project.

INDIGENOUS DEVELOPMENT AND STRATEGY

- **Lead Engagement Consultant, Implementation of Human Services Directorate for Beagle Bay.** Madeleine led the development and implementation of a planning and coordination framework for the delivery of human services to the remote Aboriginal community of Beagle Bay in Western Australia. The project involved two months of community based engagement and culminated in the development of a framework agreement in which government agencies and other non-government service providers committed to a minimum standard of service delivery.

- **Lead Consultant, Indigenous Gateway Organisation Feasibility Study and Business Plan.** Madeleine led development of a model for industry, government and the Indigenous community of the Mid West to capitalise on the employment and training opportunities the rapidly growing mining and resources industry sectors had to offer at that time. The project involved liaising and consulting with stakeholders to gain a clear picture of how Indigenous communities and people of the Mid West could harness the current industry growth for the betterment of Indigenous people of the region.
- **Lead Consultant, Kimberley Employment Based Accommodation Project Feasibility Study.** Madeleine led the undertaking of a feasibility study into the Kimberley Employment Based Accommodation Project (KEBAP). The primary objective of this project was to provide safe, affordable hostel accommodation for up to 100 indigenous youth in up to three locations in the West Kimberley, in order to provide them with structured and supported access to better education and training opportunities. Madeleine managed the community and stakeholder consultation and was the principle author of the report.

POSITION SUMMARY

● 2019 - Present	Principal, Communications and Engagement	Epic Environmental Pty Ltd
● 2019 – Present	Principal Consultant	Whitaker Consulting Pty Ltd
● 2017 – 2019	Principal Advisor, Workforce & Communities Weipa	Rio Tinto
● 2015 – 2015	Principal Advisor, Human Rights and Policy	Rio Tinto
● 2014 – 2017	Specialist, Social Assessments and Approvals	Rio Tinto
● 2011 – 2014	Specialist, Social Policy & Performance	Rio Tinto
● 2009 – 2014	Senior Social Consultant	Worley Parsons
● 2006 – 2009	Consultant	SGS Economics and Planning