



# **ACACIA MINE OPERATION GOKIRMAK COPPER MINE Influx Management Plan 2017**

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**Prepared By**

**Environment & Social  
Department, SRM Consultant**



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## Abbreviations

AIMP	: Acacia Mining Operations Inc. Influx management plan
AMPRU	: Acacia Mining Public Relations Unit
AMHRU	: Acacia Mining Human Resources Unit
AMOHSU	: Acacia Mining Occupational Health and Safety Unit
AMPU	: Acacia Mining Procurement Unit
FHC	: Family Health Centre
FRS	: Farmer Registration System
MPHS	: Multi-program High School
ESMP	: Environment and Social Management Plan
EBRD	: European Bank for Reconstruction and Development
IMP	: Influx Management Plan
PEC	: Public Education Centre
IFC	: International Finance Corporation
PAP	: Project affected people
SIA	: Social Impact Assessment
PHC	: Public Health Centre
TURKSTAT	: Turkish Statistical Institute
RBS	: Regional Boarding School

## Definitions

### **Area attractiveness:**

This is used to assess the capacity of a settlement in the Project area to attract/draw population from outside the region.

### **Capacity of Absorbing in-Migrants:**

The capacity to absorb potential negative impacts of the population that migrated to the Project area from outside, on the public services, environment, natural resources and the social and cultural life of local communities.

### **Remote place:**

Residential areas that are miles away from province and district centres, lack or have rare security services, have no villages, towns or cities in their immediate vicinity, host mining activities and almost all the staff in camps to perform these activities.

## 1. Introduction

This study was prepared to identify the potential impacts of population increase caused by immigration that may occur due to Acacia Mining Operations Inc. Gökırmak Copper Mine Project in Hanönü-Kastamonu and measures to be taken at management level.

### 1.1. Purpose

Purpose of the study is indicated below;

- To identify and manage the increase in the labour force and its potential impacts on local resources, services and communities **at the construction phase,**
- To identify and manage the increase in the labour force and its potential impacts on local resources, services and communities **at the operation phase,**
- To assess the potential influx of people not directly employed by Project but migrated to project area for opportunities related to the project activities.
- To develop an **Influx Management Plan** related to the prospective migration.

### 1.2. Scope

Scope of the study is the identification of local communities that may be affected and impacts due to migration in the scope of Influx Management Plan and clarification of the responsibility of Project staff accordingly.

In addition, Acacia Mining Operations Inc.'s corporate policies and legislative basis are also described in following sections of the report.

IFC's "Influx Management Handbook"<sup>1</sup> and the reports of Rio Tinto company, were used in identifying the writing plan of this document and performing evaluation. <sup>2</sup>

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<sup>1</sup>

[http://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/ifc+sustainability/learning+and+adapting/knowledge+products/publications/publications\\_handbook\\_immigration\\_wci\\_1319576839994](http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/ifc+sustainability/learning+and+adapting/knowledge+products/publications/publications_handbook_immigration_wci_1319576839994)

<sup>2</sup> <http://www.riotinto.com/search-results-2108.aspx#search/influx>

## 2. Project Introduction

### 2.1. Project Overview

#### Corporate Policy

Acacia Mining Operations Inc. started its activities in Kastamonu in 2007. It was founded by İlbak Mining Industry and Trade Inc. in 2007, carried out its activities under the name Asya Mining Operations Inc. and started to carry out its activities under the name Acacia Mining Operations Inc. as a result of the partnership it engaged in with Akfen Engineering Inc. as of 2016. Acacia Mining Operations Inc. the investments of which totally consist of domestic capital has worked with prominent persons and companies and developed expert staff since its establishment. Acacia Mining Operations Inc., which adopts the principle of being powerful and permanent in the sector, signed a contract with DMT and IMC companies under “TÜV Nord Group” that is an accreditation company based in Germany in 2011 and certificated this understanding. Acacia Mining Operations Inc. strengthens its infrastructure with no restrictions to use the natural resources of our country with maximum efficiency and continues its activities at JORC standards with its sustainable mining vision respecting ethical values.

Excavation of raw copper under the Project will be performed with open pit mining operations method. Production under the Project is planned to be started in 2018 and continued until the end of 2030. Production is foreseen to be started after mid-2018 since permit and construction processes will continue in 2017.

Ore production-facility planned in the Project will last for 11 years and mine production/lifetime will be 12 years. Ore enrichment facility to be established in the meantime will operate 12 months, 365 days a year and 24 hours a day in 3 shifts. Construction works still continue in the field. Lifetime of the quarry was identified as 12 years according to the reserve estimated so far. This duration does not include receiving pre-operational permits, land preparation, construction of the facility and tailings dam and rehabilitation after decommissioning.<sup>3</sup>

### 2.2. Project Location

Project activities are carried out in Hanönü district of Kastamonu province. Hanönü is a small settlement located between Boyabat district of Sinop and Taşköprü district of Kastamonu. Hanonu was a village of Gökçeğaç town of Kastamonu before. Hanonu became a town on 30 December 1988 and became a district on 20 May 1990. Now Hanonu has 20 villages and 3 quarters.

Its approximate distance from Taşköprü, which is the closest district, is 30 km and its distance from Boyabat is 37 km. Thus, the Project location is not a remote place; it bears the characteristics of rural area; however, is very close to neighbouring districts.

Table 1. Distance of Hanönü from Neighbouring Districts

Distance of Hanönü from Neighbouring Settlements	Km	Estimated duration (minutes)
Taşköprü-Kastamonu	30	30

<sup>3</sup> Acacia Mining, Capacity Building for Open Pit Mining Operations for Copper Mine, Final EIA Report, December 2014.

Kastamonu Centre	80	60
Sinop-Boyabat	37	30
Sinop-Centre	111	90

### 2.3. Project's Impact Area

AIMP's impact area was identified in the Social Impact Assessment (SIA) study of the Project and includes both directly and indirectly impacted settlements 5 settlements in Hanönü district that are directly affected by the project. 2 of them are quarters and 3 are villages. The number of sub-settlements in these settlements is 11 in total.

Table 2. Project Affected Hanönü Settlements

No	Directly Affected Settlements	Sub-settlements within directly affected Settlements.
1	Hanönü Central Quarter	Vakıf, Yılanlı, Centre
2	Vakıfgeymene Quarter	Dereköy, Sepetçioğlu, Geymene
3	Bağdere Village	Çaylı, Çayağzı, Bağdere
4	Gökçeaağaç Village	Nefsigökçeaağaç
5	Küreçayı Village	Aşağıküreçay

Source: SRM, 2017

Besides, since the neighbouring settlements of affected settlements are within the boundaries of Hanönü district and other settlements of Hanönü may also be affected by the Project in terms of employment etc., Hanönü district in general was included in project's impact area.

Taşköprü district, the closest neighboring settlement that is 30 km away, was included within the area of influence as a host community as it was already affected by employment, accommodation and local procurement.

Consequently, the number of settlements directly affected by the Project is 5. However, these settlements were not handled separately but considered as a whole in Hanönü under the study. The number of affected districts in Kastamonu is 2.

Table 3. All Project Affected Settlements

No	Project Affected Districts
1	Hanönü District
2	Taşköprü District

**The impact area will primarily cover Hanönü district but also Taşköprü district** due to impacts such as employment, accommodation, procurement etc. **in the construction and operation phases** of the Project.



### 3. Institutional and Legal Framework

#### Turkish Law

There are no special laws and provisions related to migration management. Project staff and affected/affecting stakeholders are subject to the laws of Republic of Turkey.

There are no specific laws and provisions for managing migration. Employees of the project and affected stakeholders are subject to Republic of Turkey Laws.

According to Article 23 of the Constitution of the Republic of Turkey, everyone has freedom of settlement and travel.

According to Article 19 of the Civil Law No. 4721, "the settlement is where someone is settled with the intention of staying permanently."

According to Article 23 "No one can give up on their freedom or limit them against the law or morality".

Population, migration and citizenship procedures are conducted by the "General Directorate of Population and Citizenship Affairs" and affiliated local and regional branches of it.

Persons who change their residence are obliged to make an address change notification.

The students in primary and secondary school needs to to the educational institutions that is the region of their registered addresses.

#### International Organisations/ International Finance Institutes.

Influx management is a new and establishing area of study for international organizations. As an example, WB has prepared an unapproved guideline on Labor Influx titled as "Managing The Risks Of Adverse Impacts On Communities From Temporary Project Induced Labor Influx"<sup>[1]</sup>.

IFC has also prepared a handbook titled as Projects and People: A Handbook For Addressing Project-Induced In-Migration<sup>[2]</sup>.

WB's guideline has been used to prepare this Influx Management Plan.

Influx Management is also alluded to in the EBRD Performance Requirements (PRs), specifically PR 1 Assessment and Management of Environment and Social Impacts and Issues and PR 2 Labour and Working Conditions.

In PR 2 it is mentioned in the following paragraphs:

Para 4. Throughout this PR, the term "workers" is used to refer to the employees of the client, including part-time, temporary, seasonal and migrant workers.

Para 16. The client will identify migrant workers and ensure that they are engaged on substantially equivalent terms and conditions to non-migrant workers carrying out the same work.

Acacia Mining follows EBRD PR 2 requirements and commits to implement the requirements.

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<sup>[1]</sup> <http://pubdocs.worldbank.org/en/497851495202591233/Managing-Risk-of-Adverse-impact-from-project-labor-influx.pdf>

<sup>[2]</sup> [http://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/publications/publications\\_handbook\\_inmigration\\_wci\\_1319576839994](http://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/publications/publications_handbook_inmigration_wci_1319576839994)

EBRD PR 1 requires that the environmental and social assessment carry out the following::

- Identifies and characterizes, to the extent appropriate, potentially significant environmental and social issue associated with activities or facilities which are not part of the project, but which may be directly or indirectly influenced by the project, exist solely because of the project or could present a risk to the project.
- Considers cumulative impacts of the project in combination with impacts from other relevant past, present and reasonably foreseeable developments as well as unplanned but predictable activities enabled by the project that may occur later or at a different location.

## 4. Current Situation

Under SIA, various information was provided on the current situation such as population, sources of income, agriculture and animal husbandry, education, health, infrastructure etc. In this section, only the information on population movements and potential impacts it may create are included.

### 4.1. Population

Population of Hanönü and Taşköprü districts was respectively 3898 and 38.252 in 2015. 49% of the population live in urban areas in Hanönü while this percentage is 61% in Taşköprü.

Table 4. Population of Districts

Provinces and Districts	Urban Population (% , 2015)	Rural Population (% , 2015 )	Total Population (2015)
Hanönü District	49%	51%	3.898
Taşköprü District	44%	56%	38.252
Kastamonu Province	61	39%	372.633

Source: TURKSTAT, 2017

51% of the total population in districts is women while 49% is men.

Table 5. Distribution of Gender in Affected Districts

Settlements	Women	Men	Total	Women %	Men %
Hanönü	1.917	1.981	3.898	49%	51%
Taşköprü	19.646	18.607	38.253	51%	49%
Total	21.563	20.588	42.151	51%	49%

Source: TURKSTAT, 2017

When the age distribution in Hanönü district is considered, it is seen that the population across the district tends to grow old and there is a decrease in the population growth. This also applies to Kastamonu province. **Kastamonu is the second province with the highest elderly population in Turkey.** Age average in the province is 37,6. This situation across the province also applies to Hanönü district.

When the population pyramid is taken into consideration, it is seen that the rate of population between 0 and 14 which constitutes the basis/base of the pyramid is 14 % and low, that an extension has occurred in the pyramid with the age of 50 and that the rate of population who is 50 and more is 48%. The rate of population between ages 15-49 is 37%.

Table 6. Distribution of Population in Hanönü District in 2015 by Age and Gender

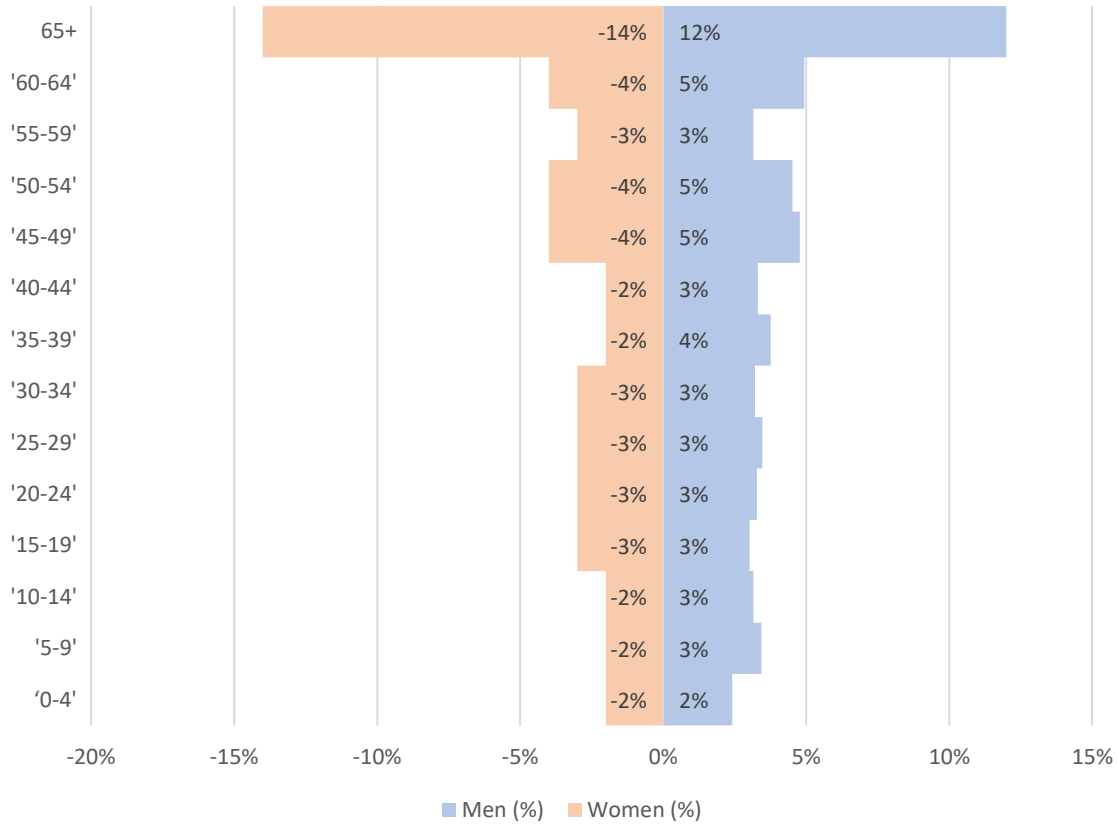
Hanönü 2015 Population	Total	Men	Women	Men (%)	Women (%)	Total (%)
'0-4'	154	76	78	1,9%	2,0%	4%

'5-9'	189	108	81	2,8%	2,1%	5%
'10-14'	192	99	93	2,5%	2,4%	5%
'15-19'	216	95	121	2,4%	3,1%	6%
'20-24'	207	103	104	2,6%	2,7%	5%
'25-29'	206	109	97	2,8%	2,5%	5%
'30-34'	205	101	104	2,6%	2,7%	5%
'35-39'	212	118	94	3,0%	2,4%	5%
'40-44'	182	104	78	2,7%	2,0%	5%
'45-49'	295	150	145	3,8%	3,7%	8%
'50-54'	294	142	152	3,6%	3,9%	8%
'55-59'	200	99	101	2,5%	2,6%	5%
'60-64'	295	155	140	4,0%	3,6%	8%
'65-69'	294	134	160	3,4%	4,1%	8%
'70-74'	302	139	163	3,6%	4,2%	8%
'75-79'	195	81	114	2,1%	2,9%	5%
'80-84'	159	67	92	1,7%	2,4%	4%
'85-89'	87	32	55	0,8%	1,4%	2%
'90+'	14	5	9	0,1%	0,2%	0%
<b>Total</b>	<b>3898</b>	<b>1.917</b>	<b>1.981</b>	<b>49,2%</b>	<b>50,8%</b>	<b>100%</b>

Source: TURKSTAT, 2017

Figure 1. Population Pyramid of Hanönü District

### Population Pyramid in Hanönü District (2015)



Source: TURKSTAT, 2017

When the population change of Hanönü district by years is considered, it is seen that the population is gradually decreasing. Such that the population that was 5545 in 2000 decreased to 4220 in 2010 and 3898 in 2015.

Table 7. Population By Years in Hanönü District

YEARS	POPULATION
1990	7.360
2000	5.545
2007	4.487
2008	4.342
2009	4.229
2010	4.220
2011	4.071
2012	4.036

<b>2013</b>	4.112
<b>2014</b>	3.976
<b>2015</b>	<b>3.898</b>

Source: TURKSTAT, 2017

#### 4.2. Education Infrastructure

There is no education institution in villages apart from Hanönü district centre. The number of schools/institutions in the district is 5 including Public Education Centre. There is 1 kindergarten, 1 primary school, 1 secondary school and 1 multi-program high school (MPHS). The secondary school also functions as regional boarding school (YBS). The total number of classrooms is 22, the number of students 469, the number of teachers 42. The number of students per classroom is 20 in primary and elementary school and 10 in vocational and technical high school<sup>4</sup>.

There are a total of 44 schools/institutions, 304 classrooms, 6565 students and 421 teachers in Taşköprü. The number of students per classroom is 21 in primary and elementary school, 14 in general secondary education and 29 in vocational and technical high school<sup>5</sup>.

Table 8. Education Infrastructure

<b>Education Infrastructure Indicators</b>	<b>Hanönü</b>	<b>Taşköprü</b>
<b>Number of Schools/Institutions</b>	5	44
<b>Number of Classrooms</b>	22	304
<b>Number of Students</b>	469	6565
<b>Number of Teachers</b>	42	421
<b>Number of Students per Classroom in Primary and Secondary School</b>	20	21
<b>Number of Students per Classroom in General Secondary Education</b>	0	14
<b>Number of Students per Classroom in Vocational and Technical Secondary Education</b>	10	29

Source: MoNE: 2016

#### 4.3. Health Services

There are no hospitals in Hanönü district. There is 1 Public Health Centre (PHC) and 1 family health centre (FHC) in the district. There are a total of 4 beds in the PHC and they are used for emergency responses. There are 2 doctors and 3 nurses in the FHC and 3 doctors, 1 nurse and 4 health staff in the PHC. There is 1 ambulance in Hanönü District and it is referred by the 112 hotline in the province.

Since there are no hospitals in the district, patients are sent to the public hospital in Taşköprü, which is 30 kms away, when necessary. The bed capacity of Taşköprü public hospital is 50 + 25. The

<sup>4</sup> <http://hanonu.meb.gov.tr/>

<sup>5</sup> <http://taskopru.meb.gov.tr/>

hospital has emergency service, internal diseases, general surgery, dentistry and eye diseases units<sup>6</sup>. There are a total of 11 doctors in the hospital. There are 3 FHCs and 1 PHC in the district. There are a total of 4 doctors in these units. Ambulance services in the district are managed by the 112 hotline in the province.

Table 9. Health Institutions

Health Institutions	Hanönü	Taşköprü
Public Hospital	0	1
FHC	1	3
PHC	1	1

#### 4.4. Infrastructure

##### 4.4.1. Transportation

Hanönü district is on Sinop-Kastamonu road. Kastamonu-Sinop road extension works are carried out by Regional Directorate of Highways. According to the data of Kuzka Development Agency, there is 23 km highway in total in Hanönü. This road is being extended under Kastamonu-Sinop road works.

According to the information from District Special Administration Unit, there is a total of 70 km surface coating in district's road network. There is 300 km road network in total and 230 km of it is stabilized road. There is no railway transportation in the district.

Hanönü centre and Vakıfgeymene quarters are located in the district centre. These settlements generally have asphalt roads. While majority of the roads in the quarters are paving roads, there are also stabilized areas. This also applies to 3 directly affected villages. Bağdere Village is 3 km far from the district centre while Gökçeğaç is 7 and Küreçayı is 9 km far from it. The road between villages and the district are made of asphalt and majority of the roads connecting to the sub-quarters of villages is earth road.

##### 4.4.2. Drinking water

All 3 quarters in Hanönü district centre (Vakıfgeymene, Hanönü Merkez, Gelinbükü) have drinking water network. Bağdere village is connected to the drinking water network. There is a 50 ton water tank in Gökçeğaç village. It is connected to the drinking water network. There is a 50 ton water tank in Küreçayı. Mukhtar stated that they chlorinate the tanks themselves. The village is connected to the drinking water network. There are no villages without drinking water in the district.

Drinking water need will be completely met with Hasanlı Reservoir to become operational in 2017 in Taşköprü district<sup>7</sup>.

##### 4.4.3. Sewage

According to the information from Hanönü District Municipality, cesspool is used as a sewage method in Vakıfgeymene and Gelinbükü, which are in the district centre. Only Hanönü Central quarter has sewage network.

<sup>6</sup> <http://taskoprudh.saglik.gov.tr/detay.php?id=67&cid=38>

<sup>7</sup> <http://www.taskopru.bel.tr/index.php/2016/01/18/taskoprude-3-dev-proje-hayata-geciyor/>

According to the data from District Special Administration, there is sewage network in Gökçeğaç ve Küreçayı villages. Other villages that have a sewage network in the district are Sirke, Gökbelen, Yeniköy, Yeniboyundurcak Akçasu.

Construction of an additional sewage line is planned by Hanönü Municipality. District Special Administration Unit also plans to construct a sewage network in Bağdere.

Taşköprü District centre has sewage infrastructure.

#### 4.4.4. Waste Water Treatment

There is no waste water treatment plant in Hanönü. A waste water treatment plant is planned to be constructed by Hanönü Municipality. The type of plant has been decided to be physical.

In Taşköprü district, the municipality made biological waste water treatment plant operational in 2015.

#### 4.4.5. Solid Waste

Hanönü Municipality provides garbage collection service in 3 quarters affiliated to Hanönü district centre. According to 2014 data of the Provincial Directorate of Environment and Urbanization, the amount of garbage collected is 10 tonnes in summer and winter. Composition of garbage is mostly organic. There is uncontrolled storage of the garbage collected. Surface area of the garbage collection area is approximately 7.000 m<sup>2</sup> and the estimated amount of waste is 15.000 m<sup>3</sup>. The dump is next to the river and cemetery. 150 meter earth road is used to access the area. The dump land belongs to the Treasury. Transport of garbage to Taşköprü is envisaged as a method of refuse reclamation. Medical waste is collected by a private company.

There is a solid waste transfer station in Taşköprü district. The waste stored here is then transferred to the solid waste controlled storage facility in Devrekani district of Kastamonu.

#### 4.5. Housing Status

According to the information from Hanönü Municipality, the number of licensed buildings whose construction was completed is 260 in the district. The number of constructions that took place in 2015 is 8. According to the information from District Special Administration Unit, 10 people in the rural area were granted building numbers in 2015. The total number of houses construction of which continued in 2016 is 84. The total number of houses planned to be constructed in the future is 43.

Currently, construction of 278 houses was completed in the district and 84 of them are still under construction. 43 are planned to be constructed. So, the total number of houses is 405.

Table 10. Housing Status in Hanönü District

Houses	Number
Number of Licensed Buildings Constructed in Hanönü District (2015)	278
Houses Under Construction in Hanönü District 2016	84
<b>A. Total 2015-2016</b>	<b>362</b>
<b>B. New Housing Projects</b>	<b>43</b>
<b>C. Grand Total (A + B)</b>	<b>405</b>

Source: Hanönü Municipality, 2016



TURKSTAT information on the occupancy permits of municipalities shows that 22 houses were constructed in 2015 and 231 flats were constructed in Taşköprü.

Table 11. Number of Houses in Hanönü and Taşköprü in 2015

Indicators specific to 2015	Hanönü	Taşköprü
<b>A Number of Buildings</b>	4	37
<b>B Surface Area</b>	3.093	47.939
<b>C Value (TL)</b>	2.153.537	35.245.746
<b>D Number of Flats</b>	22	231
<b>E Housing Area</b>	2.281	29.141

Source: TURKSTAT, 2017

#### 4.6. Socio-economic Structure

Communities in Hanönü and Taşköprü districts are not different in terms of religious and ethnical aspects.

Main source of income in both districts is agriculture and animal husbandry. In addition, forestry is also an important source of income. There are a total of 13 forestry cooperatives active in Hanönü district. There are also various workplaces that are active in the field of industry in Taşköprü. Additionally, there is a small industrial site (SIS) in the district and a total of 116 workplaces are located in it.

#### 4.7. Status of Agricultural and Forestry Areas of Hanönü

According to 2014 data, the number of farmers registered to farmer registration system (FRS) is 259 in Hanönü district where Project activities are implemented. Total agricultural lands cultivated and area of perennial plants was 2631 hectare in 2013. 834 hectare (32%) of this area is fallowed. As agriculture is still performed through traditional methods in the region, it is possible to say that efficiency is low in the agricultural economic activities of households.

Green-house farming is performed in the district; however, the area in which it is performed is very small. 24 tonnes of tomatoes and 20 tonnes of cucumbers in total were cultivated in greenhouses in 2013. Total greenhouse area in Hanönü district is 4 hectare and it is high tunnel type. Across the district, in terms of the quantity of production, wheat and beet come the first as grain crops, garlic and field tomato as vegetable crops, apple and walnut as fruit crops.

Total forestry areas in Hanönü district is 32.789 hectare and total forest asset is 5.078.000 m<sup>3</sup>. Forestry is amongst the most important sources of income in the district. Members of forest cooperatives work for cleaning and regeneration of forests. In the meeting held with the Regional Directorate of Forestry, it was learnt that 55.000 m<sup>3</sup> was cut in total in 2014, there were no members younger than 40 in forest cooperatives and the age group of members was mostly around 40-60.

## 5. Other Major Projects to Affect Migration

There are no major investment projects that will result in large migration to Hanönü district.

Taşköprü-Hanönü highway project is expected to be completed in 2018.

Taşköprü Dam to be constructed for irrigation and energy purposes is still at the stage of project design. Presumably, there are 5-6 years before its implementation phase starts.

Both projects require negligible operational workers and it is expected that during construction non-local workers will stay in the construction site.

Whilst these projects will not themselves create a need for long term employment, the very presence of the projects and the increased infrastructure that they bring to the area could have an impact on the local economy by for example attracting more investment.

At this stage it is not possible to estimate the potential in-migration impact of these projects, but the potential cumulative impact should be reviewed at a later stage.

## 6. Influx Management Plan Risk and Impact Assessment Method

*The method and techniques used in the preparation of influx management plan are elaborated in detail below.*

1. **Firstly, the current situation was identified to determine the population growth impacts to occur in Project's construction and operation phase.** In the current situation, the impacts of population on natural resources, communities, public services and infrastructure are analyzed.
2. Then, total employment and foreseen/targeted local employment to be created by the Project in its construction and operation phase and vocational trainings and local expenditures associated with these were included.
3. Considering all this information, a projection was performed on the population growth to occur in construction and operation phases, impacts it would create on the resources and services were identified and attractiveness and absorbing-in migrant capacity of the settlements were evaluated based on it.
4. Following indicators were used for identifying the attractiveness and absorbing-in migrants capacity of the region<sup>8</sup>.

Table 12. Attractiveness Indicators

Attractiveness of the Region	Impact
<b>Distance of project activities from settlements</b>	There is a linear relation between the migration to the region and the distance of project activities from settlements.
<b>Population characteristics of settlements</b>	Existence of a different population (age, gender) and cultural (religious, ethnic) and socio-economic groups is an element increasing the attractiveness of settlements.
<b>Variety of livelihoods</b>	High variety of livelihoods is an element enhancing the attractiveness of settlements.
<b>Transportation infrastructure</b>	A developed transportation infrastructure is an element enhancing attractiveness.
<b>Migration status and population growth rate</b>	Migration status and population growth rate of the region gives an important idea in terms of the attractiveness of settlements.
<b>Local employment level</b>	Local employment, the need for local labour force and capacity to supply this labour force locally increases the attractiveness of settlements.

Table 13. Indicators regarding Absorbing in-Migrants

Capacity of Absorbing In-Migrants	Impact
<b>Community structure</b>	Structure of the community and its supporting or opposing

<sup>8</sup> <http://www.riotinto.com/search-results-2108.aspx#search/influx>

	approach towards the population groups and communities arriving with migration is an important element
<b>Drinking water resources and infrastructure</b>	Limited or inadequate resources is an important element affecting the absorbing-in migrants capacity.
<b>Sanitation infrastructure</b>	Existence of a sanitation infrastructure is an important element affecting absorbing-in migrants capacity.
<b>Land and housing stock</b>	is an important element affecting absorbing-in migrants capacity. There may be serious problems particularly in case of inadequate housing stock.
<b>Health infrastructure</b>	This is an important element since there will be an increase in the number of infectious diseases in case there is not sufficient health infrastructure.
<b>Education Infrastructure</b>	This is more related to meeting the educational needs of families and children arriving with the population employed.

5. Following scoring table was used in identifying the attractiveness and absorbing-in migrant capacity.

Table 14. Attractiveness and Absorbing in-migrants Value

<b>Low 1- 6</b>
<b>Low-Medium 7 - 12</b>
<b>Medium 13 - 18</b>
<b>Medium-High 19 - 24</b>
<b>High 25 - 30</b>

6. Problems occur when the attractiveness of the region is high and absorbing-in migrants capacity is low. However, when absorbing-in migrant capacity also increases with the attractiveness, the problems that may be created by the population growth decrease considerably<sup>9</sup>.

Table 15. Attractiveness- Capacity of Absorbing In-Migrants

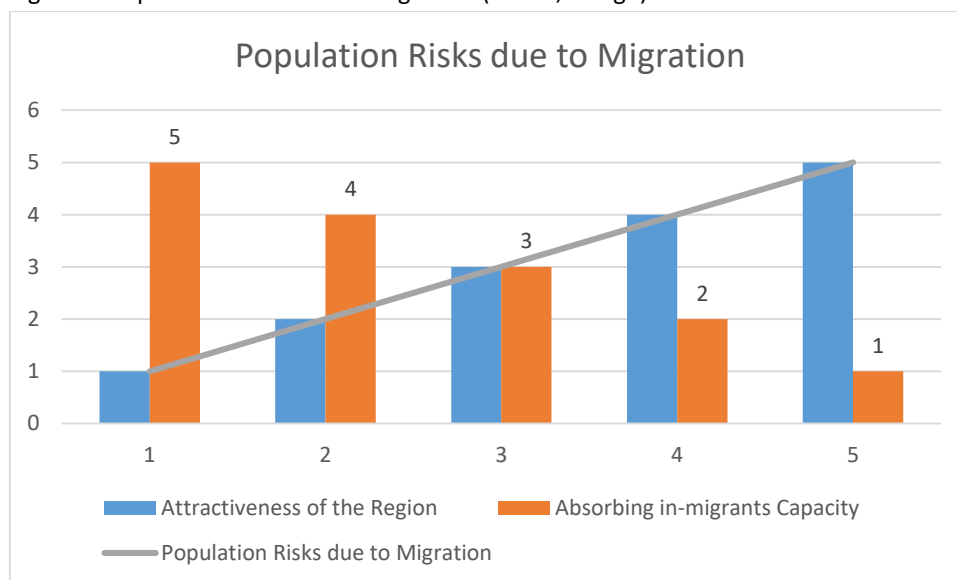
<b>Population Risks due to Migration</b>	<b>Capacity of Absorbing In-Migrants</b>				
<b>Attractiveness of the Region</b>	<b>High</b>	<b>Medium-High</b>	<b>Medium</b>	<b>Low-Medium</b>	<b>Low</b>
<b>1 Low</b>	Not Significant	Not Significant	Not Significant	Not Significant	Minor
<b>2 Low-Medium</b>	Not Significant	Not Significant	Not Significant	Minor	Moderate
<b>3 Medium</b>	Not Significant	Not Significant	Minor	Moderate	Major
<b>4 Medium-High</b>	Not Significant	Minor	Moderate	Major	Critical
<b>5 High</b>	Minor	Moderate	Major	Critical	Critical

<sup>9</sup> [http://www.riotinto.com/documents/R\\_Ch17\\_InMigration\\_EN.pdf](http://www.riotinto.com/documents/R_Ch17_InMigration_EN.pdf)

Source: Rio Tinto 2012

It is clearer when the following graph is analysed. Attractiveness of the settlement is low; however, risk level is low when absorbing-in migrants capacity is high. However, when the attractiveness of the region is high and absorbing-in migrants capacity is also high, risk level also increases.

Figure 2. Population Risks due to Migration (1-Low, 5-High)



Source: Rio Tinto 2012

- The potential impacts related to the population growth due to migration were identified in construction and operation phases. In the identification of impacts, their characteristics (positive, negative, neutral), duration (short, medium, long term), scope (local, regional) and severity were considered and level of significance was determined. The assessment table used is presented below.

Table 16. Impact Assessment Table

Criteria	Detailed Description of Criteria	Assessment Thresholds	
		Threshold	Description
Identification of the Characteristics of the Impact	Direction of the Impact	Positive	The impact is a development with regard to the current situation or is desired
		Negative	The impact worsens the current situation or is not desired
		Neutral	The impact does not show any change within the identified time line
Geographical scope And Affected Stakeholders/Communities	Identifies the area where a certain impact will occur and is related to spatial borders of the evaluation	Area-specific	Impact is created on a small population group.
		Local	The impact is limited to certain individuals or population groups/communities which are close the Project area

		<b>Regional</b>	<i>The impact is so extensive that it covers Hanönü district</i>
<b>Period</b>	Related to how long an impact will last and closely related to the project phase or activity which could cause the impact	<b>Short-term</b>	<i>It is expected that the impact will last in short-term during the construction phase (one year or less than two years)</i>
		<b>Medium-term</b>	<i>It is expected that the impact will last in medium-term during the operation phase (two to five years)</i>
		<b>Long-term</b>	<i>It is expected that the impact will last during the operation phase</i>
<b>Possibility of occurrence</b>	Possibility of impact to occur	<b>Not Probable</b>	<i>It is considered that the occurrence of the impact is not probable</i>
		<b>Probable</b>	<i>It is considered that the occurrence of the impact is probable at medium level</i>
		<b>Absolute</b>	<i>It is considered that the occurrence of the impact is probable at high level</i>
<b>Severity</b>	Describes the nature and level of a social impact and is quantified in terms of the amount of change	<b>Negligible/no change</b>	<i>It does not have any measurable impact</i>
		<b>Low</b>	<i>It has a discernible impact on individuals or Project Affected People (PAP) at a low level</i>
			<i>In terms of negative impacts: Some measurable changes in the sensitivity of PAPs</i>
			<i>In terms of positive impacts: Small-scale advantages</i>
		<b>Medium</b>	<i>Impacts can both be realized and measured and affect most of PAP</i>
			<i>In terms of negative impacts: Loss of resources, but does not adversely affect all of them</i>
			<i>In terms of positive impact: Benefit and development for PAP</i>
		<b>High</b>	<i>It has a measurable and sustainable positive or adverse impact on social issues</i>
			<i>In terms of negative impacts: Loss of resources and integrity, severe damage in</i>

			terms of characteristics
			<i>In terms of positive impacts: Major or high-level development of the quality of resources</i>
<b>Level of Importance</b>	Degree of importance of the impact	<b>High</b>	<i>Impacts can be measured and are continuous and a strong concern occurs among stakeholders as a result of the impacts and in general, they last for a long period of time and cannot be managed in an easy way</i>
		<b>Medium</b>	<i>Impacts can both be differentiated and measured and an awareness or concern occurs among stakeholders as a result of the impacts and in general, they are short or medium-term impacts</i>
		<b>Low</b>	<i>Duration of the impact is usually short or medium term. There is no negative impact on PAP.</i>
		<b>Neutral</b>	<i>No discernible change in socio-economic conditions</i>

Source: SRM, 2017

8. Population projection scenarios (A. Business as usual, B. If the Targeted Local Employment is Achieved, (59% Local Employment) C. If the Targeted Local Employment is Not Achieved (40% Local Employment) are used and approximate of the population size is calculated. The Details of the scenarios are added in Annex 1.

## 7. Evaluation of Settlements' Attractiveness and Absorbing-in Migrants Capacity

### 7.1. Comparison of Scenarios

It is foreseen that Acacia Mining Operations Inc. will have a significant impact on population growth in the operation phase. Employment of approximately 240 people from outside the district is targeted in the project. This corresponds to around 720 people when average household size is included. However, if targeted local employment cannot be achieved, the size of the population to come from outside the district may be 1062.

Population decrease in the district is prevented with the project and population growth is expected.

Table 17. Population Projection Scenarios

Years	A: Business As Usual	B. Acacia Mining Operations Inc. Impact of Targeted Local Employment (59% Local Employment)	C. Acacia Mining Operations Inc. Impact of Not Achieving the Targeted Local Employment (40% Local Employment)
2015	3.898	3.898	3.898
2016	3.865	3.865	3.865
2017	3.797	3.797	3.797
2018	<b>3.647</b>	<b>4.367</b>	<b>4.709</b>
2019	3.699	4.310	4647
2020	3.651	4.254	4587
Population Growth Rate	-1,3%	-1,3%	-1,3%
2020-2015 Difference	-247	356	689
Percentage of Difference in 2020	7%	8%	15%

Source: SRM, 2017

If the local employment target is achieved, population growth to occur due to the Project is foreseen to be 720, this number will be 1062 if it is not achieved.

Table 18. Impact of Local Employment on Population

Operation Phase	Local Employment 59% Population Impact		Local Employment 40% Population Impact	
Categories	Direct Employment	Number of Affected People	Direct Employment	Number of Affected People
Local	350	1.050	236	708
Outside the Region	240	720	354	1.062
Total	<b>590</b>	<b>1.770</b>	<b>590</b>	<b>1.770</b>
Indirect Employment	271	814	271	814
Grand Total	<b>861</b>	<b>2.584</b>	<b>861</b>	<b>2.584</b>

Source: SRM, 2017



Residing options for the population to arrive at construction and operation phases were evaluated in terms of Taşköprü, which is the closest neighbouring district of project area, Hanönü, and the situation was revealed.

## 7.2. Attractiveness of Settlements

In the evaluation, impact of population growth on Hanönü and Taşköprü districts at construction and operation phases and their attractiveness in terms of receiving migration from outside was identified. Accordingly, "attractiveness" of Hanönü is at "medium-high" level in the operation phase while it used to be "medium" in the construction phase. This also goes for Taşköprü district. However, there are differences between the evaluation results although attractiveness results of both districts are the same. Hanönü district is more attractive in terms of receiving migration when compared to Taşköprü. Explanations made are as follows.

Table 19. Attractiveness of Settlements

Attractiveness Indicators	Hanönü		Taşköprü	
	Construction	Operation	Construction	Operation
Outcome	Medium - 18 Points	Medium-High - 23 Points	Medium - 17 Points	Medium-High - 19 Points

Source: SRM, 2017

Table 20. Settlements by Attractiveness Indicators

Attractiveness Indicators	Hanönü		Taşköprü	
	Construction	Operation	Construction	Operation
Distance of project activities from settlements	Project location is Hanönü.	Project location is Hanönü.	It is 30 km far from Hanönü. Acacia Mining Operations Inc. provides service buses for employees. There are also minibuses for transportation. It conserves its attractiveness since the distance is short and there are service buses.	Transportation service will also be provided for employees through service buses at the operation phase.
Outcome	High	High	Medium-High	Medium-High
Population characteristics of settlements	Population in Hanönü demonstrates an aging trend. The level of young population is low. 2015 population of the district is less than 5 thousand. However, there are no significant differences that must be paid attention to in terms of religion and ethnicity.	Aging trend of local population is expected to continue also at the operation phase.	2015 population of the district is almost 40 thousand. It has more attractive conditions when compared to Hanönü in terms of the size of its population. Taşköprü does not have differences in terms of religion and ethnicity either.	The situation for the construction phase also goes for the operation phase. However, attractiveness will maintain its importance since the operation phase will be longer.
Outcome	Low-Medium	Low-Medium	Medium	Medium
Variety of livelihoods	Main livelihoods in the district are agriculture, animal husbandry and cooperative organization. Retirement has also become an important source of income since the population is ageing. Average age of the population engaged in agriculture is above 40.	A similar situation is expected to continue also at the operation phase. However, small workplaces active in auto spare parts may be opened in the district in this period. In addition, employment areas providing goods and services to the mine in the district are expected to develop.	Agriculture and animal husbandry have a more developed economy when compared to Hanönü. There is also a larger variety of goods and services.	Taşköprü will continue to be attractive in terms of the opportunities it offers and variety of livelihoods at the operation phase too.
Outcome	Low-Medium	Medium	Low-Medium	Medium

Transportation infrastructure	There is Taşköprü-Hanönü road work in the district and it is foreseen to be completed in 2018. The road between cities is asphalt. It is attractive in terms of transportation since it is located in Taşköprü and Boyabat districts.	The reasons for the construction phase also go for the operation phase.	The road work between Taşköprü-Hanönü will be completed in 2018. The district is attractive since its distance from Hanönü is short - 30 km - and its transportation infrastructure facilitates travelling. Employees settling there can easily commute to Hanönü.	Attractive characteristics for the construction phase also goes for the operation phase.
<b>Outcome</b>	<b>Medium-High</b>	<b>Medium-High</b>	<b>Medium-High</b>	<b>Medium-High</b>
Migration status and population growth rate	Hanönü district is a settlement with emigrant characteristics and its population ages gradually. Its population growth rate was calculated as -1,13. Main reasons of migration include lack of adequate livelihoods, unemployment and economic reasons. Additionally, the population growth to occur at the construction phase is temporary. The camp established for the workers from outside (173 people) will be available during the construction phase.	When the population employed locally at the operation phase and their families are considered, it is foreseen that out-migration will decrease and an important part of the population will be kept in the district.	The rate of population employed and residing in Taşköprü at the construction phase is quite low when compared to the size of population in Taşköprü. The population of the district is around 38 thousand. There are not distinct or major differences in the population increase and decrease in the district in years.	Taşköprü district may become an important attraction considering the duration of the operation phase. Labour force that cannot be supplied locally may be supplied from Taşköprü.
<b>Outcome</b>	<b>Low</b>	<b>Medium-High</b>	<b>Low</b>	<b>Medium-High</b>
Local employment level	90 people from Hanönü are employed thanks to the project. This is the biggest employment area at local level.	It is foreseen to become more attractive due to the duration of the operation phase and targeted local employment level.	41 people are employed at the construction phase. This is an important place for employment.	An increase is foreseen in the rate of local employment to take place at the operation phase. This is because supply of labour force at local level will enhance attractiveness since employable population of Hanönü is less when compared to Taşköprü.
<b>Outcome</b>	<b>Medium-High</b>	<b>High</b>	<b>Medium</b>	<b>Medium-High</b>
<b>Overall Evaluation</b>	<b>Medium - 18 Points</b>	<b>Medium-High - 23 Points</b>	<b>Medium - 17 Points</b>	<b>Medium-High - 19 Points</b>

Source: SRM, 2017

### 7.3. Capacity of Absorbing In-Migrants

When Hanönü and Taşköprü's absorbing-in migrants capacity is considered, it is observed that Taşköprü has much higher capacity when compared to Hanönü and the capacity of Hanönü district at the construction phase is higher when compared to the operation phase.

Table 21. Capacity of Absorbing In-Migrants of Settlements

Capacity of Absorbing In-Migrants	Hanönü		Taşköprü	
	Construction	Operation	Construction	Operation
Outcome	Medium-High - 23 Points	Medium - 18 Points	High - 26 Points	High - 26 Points

Source: SRM, 2017

Details are demonstrated in the table below.

Table 22. Settlements by their Capacity of Absorbing In-Migrants

Capacity of Absorbing In-Migrants	Hanönü		Taşköprü	
	Construction	Operation	Construction	Operation
Community structure	There is no negative approach towards the labour force moving to the district with the project. Only the women living in the households in settlements close to the worker camp and working area stated they cannot walk around comfortably when they go to Hanönü centre on foot when compared to the past. No sensitivity or differences related to ethnicity and religion were observed between local communities and employees.	Hanönü Municipality, local tradesmen and house owners would like the labour force to reside in Hanönü. Hanönü Municipality already started a campaign for the employees to reside in Hanönü and carry their residence registration there and Acacia Mining Operations Inc. announced it to its staff and supported it.	The population of the district is around 40 thousand. When the size of its population is considered, estimated population to arrive from outside with the project is very small. No groups demonstrating negative attitude towards the population to arrive with the project were observed.	It is foreseen that the explanations made for the construction phase are also valid for the operation phase.
<b>Outcome</b>	<b>Medium-High</b>	<b>Medium-High</b>	<b>Medium-High</b>	<b>Medium-High</b>
Drinking water resources and infrastructure	No problems were faced at the construction phase in terms of drinking water resources. There are currently sufficient drinking water resources in the district.	Drinking water infrastructure may have to be improved with the population growth.	The district has a drinking water network and water resources are adequate. There are drinking water infrastructure and resources to meet the demand in case of a potential population growth.	The explanations for the construction phase are also valid for the operation phase.
<b>Outcome</b>	<b>Medium-High</b>	<b>Medium</b>	<b>Medium-High</b>	<b>Medium-High</b>

Sewage infrastructure	The sewage system is in the district centre. There is no treatment in the district. Those residing in the district centre use the sewage network.	A population growth is expected in the district at the operation phase due to the project. Currently, the sewage network is not sufficient. Therefore, there is a need for updating the sewage project and implementing infrastructure projects by the municipality.	The sewage infrastructure of the district is adequate. There is a treatment plant. The population to arrive with the project is not expected to have a negative impact on the sewage system.	The population to grow at the operation phase is not expected to exceed the capacity of the sewage system.
<b>Outcome</b>	<b>Medium</b>	<b>Low-Medium</b>	Medium-High	Medium-High
Housing stock	Currently, non-local workers reside in the worker camp at the construction phase. White collar employees reside in company's guest house and lodging buildings in the district. No housing related problems were encountered at the construction phase.	There has been a revival in the construction sector in the district with the project. Construction of 278 houses was completed in the district and 84 of them are still under construction. 43 are planned to be constructed. So, the total number of houses is 405. It is foreseen that 590 people will be employed at the operation phase. However, options may be limited in terms of building heating systems (central heating, stove etc.) and house types (apartment building, detached house etc.).	The district has adequate housing stock in terms of the number of houses. Number of flats constructed only in 2015 is 231.	The explanations for the construction phase are also valid for the operation phase and no problems are expected in terms of the number of houses.
<b>Outcome</b>	Medium-High	<b>Medium</b>	<b>High</b>	<b>High</b>

Health infrastructure	There are no hospitals in the district. Patients are referred to Taşköprü and Kastamonu for hospital services. There is a clinic in the construction site and a doctor providing services.	Population must be 9000 so that an integrated hospital can be opened in the district. It is not expected to happen in the short term. There is only 1 FHC in the district. In case the population increases, another doctor may need to be recruited by the government. A workplace doctor will be assigned in the company at the operation phase and clinic services will be provided. Patients will be referred to Taşköprü and Kastamonu if necessary.	There is a hospital in the district with 50 beds capacity. Those with health problems such as neurology, cardiology, chest diseases etc. must be referred to Kastamonu centre. However, availability of specialist doctors in other fields provides an important service for residents through polyclinic services. In addition, there are 3 FHCs.	The explanations for the construction phase are also valid for the operation phase.
<b>Outcome</b>	<b>Medium</b>	<b>Medium</b>	<b>Medium-High</b>	<b>Medium-High</b>
Education Infrastructure	Employees from outside the region do not have an impact on education services at the construction phase. This is because there has not been a big increase in the number of students in the district since most of them did not bring their families.	It is aimed that 240 people are employed from outside the region at the operation phase. If they bring their families too, there will be an increase in the number of students in the district. The number of primary, secondary and high schools in the district is 1. There are ongoing preparations for the construction of a second high school. The number of students per classroom in primary and secondary education may be 20-30. There is no problem for the high school because the number of students per classroom is currently 10.	In terms of the number of schools and the educational institutions, the district has the capacity to handle a possible increase in the number of students. There are 44 educational institutions in the district.	The comments for the construction phase are also valid for the operation phase.
<b>Outcome</b>	<b>High</b>	<b>Medium</b>	<b>High</b>	<b>High</b>
<b>Overall Evaluation</b>	<b>Medium-High - 23 Points</b>	<b>Medium - 18 Points</b>	<b>High - 26 Points</b>	<b>High - 26 Points</b>

Source: SRM, 2017

#### 7.4. Regional Results for Attractiveness and Capacity of Absorbing In-Migrants

Under the assessment, the interaction between the levels of attractiveness and absorption capacities for Hanönü and Taşköprü districts during construction and operation phases has been reviewed.

According to this assessment, since the attractiveness level for Taşköprü was medium for the construction phase and high for the operation phase; and absorption capacity was high for construction and operation phases, the results obtained were at a "Not Significant" level for both phases.

However, the results differed with regard to the Hanönü district. The attractiveness level of the district is medium for the construction phase and medium-high for the operation phase. This leads to a projection that there will not be a large population influx to the district, that may affect the district, during the construction phase; however there will be a much larger population settling in the district on a long-term and/or permanent basis, having an impact on the district, during the operation phase. While the population increase during the construction phase is at an absorbable size, **there will be a reduction in the population absorption capacity during the operation phase.** The areas with a low and medium level of population absorption capacity during the operation phase are in particular **water infrastructure, sanitation infrastructure, housing stock, education and healthcare** services. Therefore, **measures should be developed on the aforementioned issues.**

However, these indicated areas, in terms of their coverage, are not issues where Acacia Mining Operations Inc. can single-handedly intervene and take measures. Such areas will require various actions to be taken in particular by the public institutions as well as the Hanönü Municipality.

The results are presented in the table below.

Table 23. Population Risks due to Migration

Population Risks due to Migration	Hanönü		Taşköprü	
	Construction	Operation	Construction	Operation
Attractiveness of the Region	Medium - 18 Points	Medium-High - 23 Points	Medium - 17 Points	Medium-High - 19 Points
Population Absorption Capacity	Medium-High - 23 Points	Medium - 18 Points	High - 26 Points	High - 26 Points
Outcome	Not Significant	Medium	Not Significant	Not Significant

Source: SRM, 2017



## 8. Main Impacts

### 8.1. Approach

The mining projects in Turkey, regardless of their phase -construction or operation - do not constitute a type of activity leading to boomtowns or that are carried out in remote areas with an attractiveness causing thousands and/or tens of thousands of people to migrate into the district. For example, in the Çayeli district of Rize, a copper mine was established in 1994 to be operated by Çayeli Copper Enterprise. The enterprise is located approximately 7 km to the city centre and the employees are well integrated with the city. Copper extraction activities did not cause a “boomtown” in the district<sup>10</sup>. In both phases of the project, unqualified labour force is usually preferred to be hired at the local level to reduce costs. The project location is generally close to province and district centres. That is why, as such operations are not mining activities performed in remote locations, they **do not cause** situations, as observed in some foreign countries, such as migration flow and accompanying alcoholism, crime rate, sexually transmitted diseases, significant diseases such as AIDS, etc. that are a threat against social health as well as excess consumption natural resources such as drinking and utility water, excess enlargement of agricultural lands against forest lands and excessive increase in livestock production activities.

Nevertheless, an increase occurs in the level of population residing in the residential area where project operations are carried out in the construction and operation phases. During the construction phase, unqualified and technical labour force is temporarily employed and accommodation is provided for such workers usually in camps, lodging buildings and guest houses. Thanks to the accommodation provided within the construction site, the operation phase usually does not have a negative impact on local communities in terms of population. Moreover, all workers are given special training in issues such as health care, safety and also interaction with the local community. Since the operation phase lasts longer and the labour force is more stationary, the analysis of migration caused by the project and the measures to be defined are usually more comprehensive and significant for the operation phase.

Striving to lower any additional pressure on resources and public services, the project will prioritize local employment to prevent unwanted in-migration and hence reduce the labour force and the population accompanying them (their families, etc.) coming in from outside the district.

The measures defined in the Influx management plan and decided to be implemented will be applicable not only for Acacia Mining Operations Inc. but also for contractor companies supplying goods and services during construction and operation phases. Therefore, the measures defined will be covered in the contracts concluded by contractors and such contracts shall also include sanction clauses for failure to comply with the measures.

The population increase that the project may lead to might create a negative social impact in social and environmental fields. The Influx management plan to be prepared will also cover the measures to be applied regarding the negative impacts mentioned below.

**The questions below as well as their answers are guiding in identifying project impact on migration influx and population increase.**

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<sup>10</sup> For more information about the company and its activities, please see <http://www.cayelibakir.com/tr/>

Table 24. Migration Related Population Increase and Relation with the Project Impact

Basic Questions	Responses	Aspects that Require Attention	Responses
<ul style="list-style-type: none"> <li>Does the project have a potential effect on labour force increase?</li> <li>Is this increase significant for the local community?</li> </ul>	<ul style="list-style-type: none"> <li>It has an effect</li> <li>It is significant</li> </ul>	<ul style="list-style-type: none"> <li>How many people are needed for the project, what are the required skills and qualities and how long will they work?</li> <li>Can the project employ workers locally?</li> <li>If the local labour force do not have the qualities required by the project, could this be remedied through training?</li> <li>How will accommodation be ensured for the workers? Will they accommodate in the camps or in houses? If they are going to stay in the site, what should be the camp size?</li> </ul>	<ul style="list-style-type: none"> <li>The labour force required during the construction phase is 419 persons. Out of these, 79 are white collar and 340 are blue collar.</li> <li>The labour force required during the operation phase is 590 persons. Out of these, 168 are white collar and 422 are blue collar.</li> <li>There are workers that the project can hire locally and regionally. However, this number is not sufficient.</li> <li>There are vocational and on-the-job training programs organized during the construction phase. Such training activities will be continued. However, although it will not be possible to cover all of the required labour force locally and regionally through the trainings to be delivered, the Project target is to employ the highest possible number of labour force, i.e. 100%, from the region.</li> <li>The on-the-job trainings and experience gained within the organization contributed to qualified increase in the local labour force.</li> <li>During the construction phase, workers from outside the region will reside in the workers' camp. As for the white collars, those wishing to reside in Taşköprü will be provided with a shuttle bus service. During the operation phase, all employees will be provided with accommodation means in houses as well as guest houses and lodging buildings in Hanönü and Taşköprü. The camp to accommodate workers during the construction phase should be large enough for 340 workers on average.</li> </ul>
<ul style="list-style-type: none"> <li>Is the project being implemented in a rural or remote</li> </ul>	<ul style="list-style-type: none"> <li>It is being implemented in Hanönü district</li> </ul>	<ul style="list-style-type: none"> <li>What is the size of local population in the project area?</li> <li>Is the project area frequently</li> </ul>	<ul style="list-style-type: none"> <li>Project area is Hanönü district. District population is 3898 as of 2015. The nearest neighbouring district is Taşköprü which is 30 km away. Taşköprü's population</li> </ul>

area?	with rural area characteristics.	<p>used by outsiders?</p> <ul style="list-style-type: none"> <li>What is the level and scope of communication between local communities and outsiders?</li> <li>Are there sensitive environmental issues and scarce resources (water, etc.) that should be taken into consideration?</li> </ul>	<p>is 38.253 as of 2015.</p> <ul style="list-style-type: none"> <li>Population of Hanönü, which is an emigrant district, is decreasing and ageing. Workers residing in the district meet their food needs from the district.</li> <li>Workers from other regions reside in the workers' camp. Some white-collar employees reside in the guest houses and lodges of Acacia Maden İşletmeleri A.Ş.</li> <li>Blue-collar employees are not in contact with the local community. White-collar employees have lunch in Hanönü centre during the construction phase. Outside the working hours, employees residing in Hanönü maintain neighbour relations with the local communities.</li> <li>There is no sensitive environmental issue to be taken into consideration. Drinking water resources, agricultural lands and forestry areas of the district are sufficient. Furthermore, sufficiency of all these resources and measures to be taken will be monitored under the monitoring and evaluation activities and appropriate actions will be taken when required in the construction and operation phases.</li> </ul>
<ul style="list-style-type: none"> <li><b>Considering the socio-economic, cultural, religious and demographical characteristics of the local community and labour force to come, is it possible to experience a negative conflict between two parties?</b></li> </ul>	<ul style="list-style-type: none"> <li>A negative cultural, religious, socio-economic conflict has not yet been experienced between the local communities and existing labour force. With the right mitigation and continuous monitoring, any potential unforeseen tension</li> </ul>	<ul style="list-style-type: none"> <li>Do workers from outside the region and local community have common socio-economic, cultural, religious and demographical characteristics?</li> <li>What is the level of available resources? Will workers from outside the region cause any pressure or competitiveness on these resources?</li> <li>What is the expected duration of stay of the labour force to come in the community?</li> <li>Is there any special case that</li> </ul>	<ul style="list-style-type: none"> <li>While the workers may have similar religious cultural background, there may be differences related to ethnicity and/or local culture. Therefore, the Project will provide trainings to employees for effective cultural integration.</li> <li>The increase in the number of workers from outside the region is not expected to create significant pressure for local resources. Increased number of employees is not expected to pose a threat for the project affected lands and agriculture, livestock production and forestry activities of the local communities.</li> <li>Employees coming from outside the region and residing in the workers' camp for the construction</li> </ul>

	may be avoided.	may cause a negative impact considering the local community's characteristics?	<p>phase will continue working until the project completion in 2018. Duration of the operation phase is 12 years. Blue-collar and white-collar employees from outside the region will be employed until the mine closure.</p> <ul style="list-style-type: none"> <li>• There has not yet been any incident/ case that have caused a negative impact.</li> </ul>
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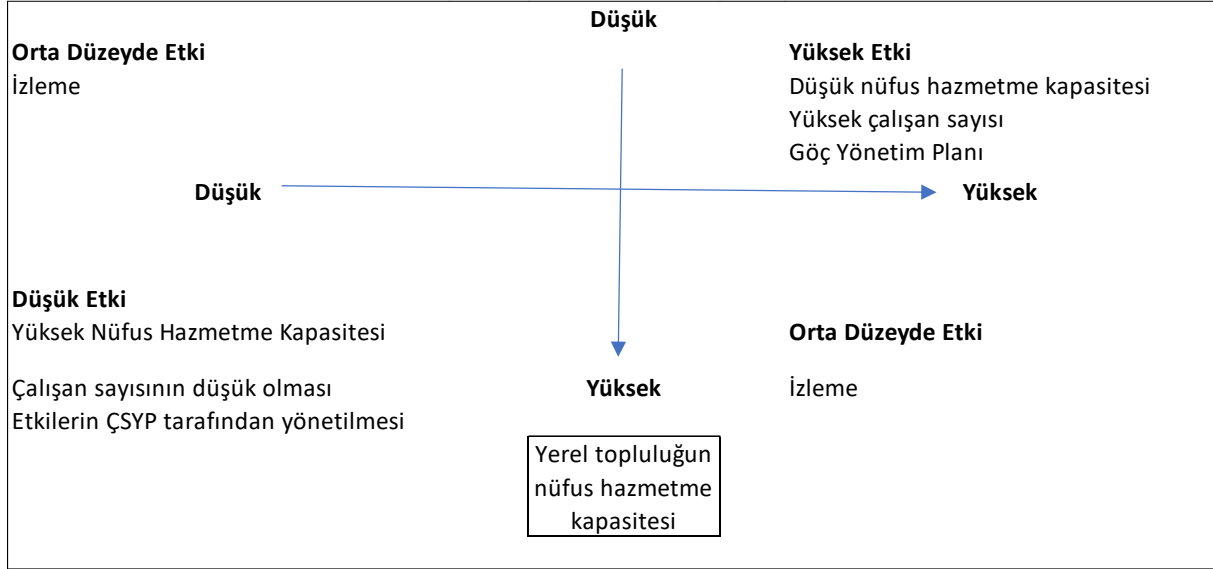
Source: World Bank Unpublished Labor Influx Guidance Note<sup>11</sup>

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<sup>11</sup> The World Bank started the activity of preparing guidelines on Migration Management activities, and a draft document was prepared. The source document of the World Bank is dated 11 November 2016 and titled “Managing The Risks of Adverse Impacts on Communities from Temporary Project Induced Labor Influx **Guidance Note**”.

There is relation between the capacity of absorbing in-migrants of the local community and the size of the impacts caused by increased population due to the project. When the capacity of absorbing in-migrants is high, the impacts to be caused by increased population tend to be low. Under the project, especially Taşköprü district has the high capacity of absorbing in-migrants. Hanönü district also has the capacity of absorbing in-migrants but less than Taşköprü district.

Figure 3. Impacts according to capacity of absorbing in-migrants



Source: World Bank Unpublished Labor Influx Guidance Note

While identifying the impacts of population increase due to the Project and the relevant measures to be taken, these measures should be included even though the Project does not create a significant negative impact in the following issues.

## 8.2. Key Impacts related to the Increase in Migration and Population (Project Specific)

### Population

The project is expected to bring positive impacts in terms of employment and economy in Hanönü both in the construction and operation phases. Because, the population increase contributes to the improvement of local economy in the district. Population increase is valid for Hanönü district, and therefore, it has a local impact. The duration is short for the construction phase and long for the operation phase. Construction phase will be concluded in 2018. Operation phase, on the other hand, will last for 12 years on average. The impacts will certainly arise, and their extent and significance is high especially for the operation phase.

In the operation phase of the Project, a population around 700-1000 is expected to settle in Hanönü district. The population that will not settle in Hanönü will probably reside in Taşköprü. Size of the population to settle in Hanönü is important as 2015 population of the district is 3898. Percent increase in population by operation phase (2020) will be approximately % 15 of 2015 population

Table 25. Population Impact

On the Population Increase	Evaluation Thresholds	
	Construction	Operation

Features of the Impact	Positive	Positive
Geographical scope	Local	Local
Period	Short	Long
Possibility of occurrence	Absolute	Absolute
Severity	Medium	High
Level of Importance	Medium	High

Source: SRM, 2017

## Education

The Project's construction phase does not have an impact on the education services and infrastructure in Hanönü. However, existing education infrastructure and relevant education services may not be sufficient depending on the size of the population to settle in the district in the operation phase and the number of children in school age.

There are 1 kindergarten, 1 primary school, 1 secondary school and 1 multi-program high school (MPHS) in the district. The secondary school also functions as regional boarding school (YBS).

It was decided to construct 1 multi-program high school (MPHS) in the district. Classroom number of MPHS will be 12. The high school is foreseen to be operational in 2017-2018 school year. When the new MPHS becomes operational, the existing high school can be used for other levels of education (kindergarten, vs.).

If 20 students on average per classroom is accepted as the maximum number, 800 students in primary-secondary-high school education will be provided with education and training services through education institutions in the district. This number is equivalent to 400 households assuming that there are 2 children in each household. The existing education infrastructure may be insufficient if the number of students increase. Therefore, it is important to inform education institutions and agree on the measures based on the possible population size in the operation phase.

Table 26. Impact on Education Infrastructure

On the Education Services and Infrastructure	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Neutral	Negative
Geographical scope	Local	Local
Period	NA	Long
Possibility of occurrence	NA	Probable
Severity	Negligible/no change	Medium
Level of Importance	Neutral	Medium

Source: SRM, 2017

## Health

There is no hospital in Hanönü district. Hospital services are provided from Taşköprü which is 30 km away. The chief physician of Taşköprü Public Hospital informed that the project construction phase did not have a negative impact on them, their workload did not increase, and the population increase in the operation phase would not affect them negatively owing to the hospital capacity.

On the other hand, the workload of family health centre (FHC) may increase with the population increase in Hanönü district in the operation phase. Because, there is 1 FHC in the district with 1 doctor.

FHCs are opened in accordance with the relevant circular requiring one family doctor for 3500 people on average.<sup>12</sup> In case the population exceeds 4 thousand in the district, opening of a second FHC or assigning a required number of doctors or other health personnel in the current FHC may be necessary.

Due to the demographic and socio-cultural characteristics of the district, any health risks related to sexually transmitted diseases are not anticipated.

Large-scaled epidemic diseases are also not expected as the access to health services is not limited. This is because the region is a part of national health network.

Table 27. Impact on Health Infrastructure

On the Health Services and Infrastructure	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Neutral	Negative
Geographical scope	Local	Local
Period	NA	Long
Possibility of occurrence	NA	Probable
Severity	Negligible/no change	Low
Level of Importance	Neutral	Low

Source: SRM, 2017

### Infrastructure

The project construction phase is not expected to negatively affect the existing infrastructure and relevant services. Issues such as waste collection, storage, meeting the water need, etc. are handled as stipulated in the environmental management system. Nevertheless, almost all workers from outside the region stay in the workers' camp. However, the need for drinking water, sewerage, garbage collection and storage will increase depending on the population growth in the project operation phase. Hanönü Municipality stated that they need projects especially on improving the drinking water and sewage infrastructure.

Table 28. Impact on Infrastructure

On the Infrastructure and Infrastructure Services	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Neutral	Negative
Geographical scope	Local	Local
Period	Short	Long
Possibility of occurrence	NA	Probable
Severity	Negligible/no change	Medium
Level of Importance	Neutral	Medium

Source: SRM, 2017

<sup>12</sup> <http://ailehekimligi.gov.tr/genel-mevzuat/yoenetmelikler.html>

## Housing Status

Project construction phase had a positive impact on the increase in the number of houses in district. The number of houses that are either completed or under construction is 102 in the district. 84 of them are still under construction. Depending on the population increase due to the project, availability of suitable houses (with central heating, etc.) for employees and their families who want to reside in the district is significant. In the construction phase, Acacia Mining Operations Inc. rented a building in the district to be used as a guest house. In addition, other buildings in the district were rented to be used as lodging buildings. Increase in the number of house constructions is possible with the population growth in the district during the operation phase. At this point, rental prices will be significant in addition to the number and characteristics of the houses. A high increase in the house rental prices is not expected as Taşköprü district is nearby and attractive as a residential area.

Table 29. Impact on Housing Infrastructure

On the Housing Status	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Positive	Positive
Geographical scope	Local	Local
Period	Long	Long
Possibility of occurrence	Absolute	Probable
Severity	High	High
Level of Importance	High	Medium

Source: SRM, 2017

## Socio-economic Infrastructure

Both construction and operation phases of the project have significant impacts on the socio-economic structure of the district. Local procurement and local employment ensured the positive development of district economy.

Adverse reactions were not received from the residents of the district regarding population increase in the construction phase. Any hostility and/or social conflict was not experienced between the newcomers and residents. However, residents of the district and especially women have certain minor concerns. Some women residing in the settlement areas nearby the project activities stated that compared to the past, they do not feel comfortable walking around and especially to Hanönü centre alone. Nevertheless, any relevant grievance was not recorded. District residents and institutional stakeholders have positive and supportive attitudes towards the project. For instance, Hanönü Municipality launched a campaign to encourage Acacia Mining Operations Inc. employees residing in Taşköprü to settle in Hanönü. Municipality warns the workplaces and house owners to prevent excessive increase in rental prices in the district. According to the statements of tenants, rental prices of 90m<sup>2</sup>, 100m<sup>2</sup> and 120m<sup>2</sup> stove-heated houses are around 200-300 TL and for 100m<sup>2</sup> and 120m<sup>2</sup> houses with central heating, the prices are approximately 400-500 TL. Potential house demands improved the house standards, as well.

District Police Department personnel provide services in Hanönü and Taşköprü district centres. In villages, on the other hand, Hanönü and Taşköprü District Gendarmerie Commands provide services. There is also a gendarmerie station in Taşköprü. Law enforcement units in the district are capable of responding to any potential crime.



Any crime (theft, abduction of girls, battery, etc.) involving employees from outside the district has not been experienced in the district.

Population increase in the district is expected to contribute to the socio-economic development of the district. Thus, increase in population residing in the district will also increase the Municipality's budget.

Table 30. Impact on Socio-economic Structure

On Socio-Economic Structure	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Positive	Positive
Geographical scope	Local	Local
Period	Short	Long
Possibility of occurrence	Absolute	Absolute
Severity	High	High
Level of Importance	High	High

Source: SRM, 2017

### Agricultural and Forestry Areas

Project affected forest areas correspond to 1% of total forest areas in Hanönü. Representatives from the Regional Directorate of Forestry informed that the forestry areas allocated are infertile lands where income cannot be generated from the forestry activities or it can only be generated at the ratio of 1/3.

The total size of project affected treasury and private lands used for agriculture and livestock production activities is 129 hectare. Reduction in the size of agricultural lands due to the population decrease and ageing did not limit the agriculture and livestock production activities across the district. District Directorate of Agriculture informed that there are sufficient agricultural lands in the district; however, many of them are idle as the population that can cultivate these lands is not adequate.

Population increase is not expected to have an adverse impact on the agricultural and forestry areas either in the project construction or operation phase. This is because impacts experienced and anticipated are not related to the population increase due to the Project.

Table 31. Impact on Agricultural and Forestry Areas

On Agricultural and Forestry Assets	Evaluation Thresholds	
	Construction	Operation
Features of the Impact	Neutral	Neutral
Geographical scope	Local	Local
Period	NA	NA
Possibility of occurrence	NA	NA
Severity	Negligible/no change	Negligible/no change
Level of Importance	Neutral	Neutral

Source: SRM, 2017

## 9. Activities Carried Out By Acacia Mining Operations Inc.

Acacia Mining Operations Inc. carried out certain activities that are included in the Influx management plan (IMP) and may affect the measures related to the population increase. Relevant activities and the current situation are as follows.

### 9.1. Reports Completed and Prepared

Regarding IMP, various activities were conducted and plans were prepared by Acacia Mining Operations Inc. The ones completed include:

- Social Impact Assessment
- Environmental Impact Assessment
- Stakeholder Engagement Plan
- Human Rights Framework
- Human Resources Policy
- Public Relations Policy
- Cumulative Impact Assessment
- Social Management Plan :
- Livelihood Restoration Plan (This plan also includes land acquisition and the relevant annex and measures including the energy transmission line)
- Land Acquisition Procedure
- Local Employment Management Plan
- Local Procurement Management Plan
- Monitoring and Evaluation Framework
- Traffic Management Plan
- Water Management Plan
- Emergency Action Plan

### 9.2. Workshops Organized

Acacia Mining Operations Inc. supported local stakeholders in the organization of participatory workshops to ensure multi-dimensional development of Hanönü district, plan development steps and discuss and assess the impacts of mining activities on the district development with the purpose of conducting sustainable mining activities with the motto *“Sensitive, Responsible and Respectful Mining”*.

1st Hanönü Workshop was held in Hanönü on 25 February 2016 under the leadership of Hanönü District Governorate, Hanönü Municipality, Acacia Mining Operations Inc. which was previously named as Asya Maden, and SRM Danışmanlık (Consulting). Workshop's aim is to identify the issues and areas that will direct the district development and ensure planned and sustainable development in the years ahead, and to take the first steps for designing projects that will direct district development. With this purpose, 5 working groups were created during the 1st Hanönü Workshop. Working groups created:1-Rural Development, Agriculture, Forestry, Livestock Production; 2- Education, Culture, Health and Public Services,3- Urban Design, Industry and Trade,4- Mining Activities and Employment,5- Women Initiatives and Civil Society. In each working group, expectations of participants were identified, expectations were prioritized, objectives were

described, strengths and weaknesses were elaborated for each target, and activities to be carried out until the next workshop were identified. The workshop was organized in a transparent, fair and participatory manner. 107 people, out of which 72 from Hanönü, 23 from Kastamonu, 5 from Ankara and 7 people from İstanbul and other provinces, participated in the 1st Hanönü workshop in total.

2st Hanönü Workshop was held in Hanönü on 10 May 2016 under the leadership of Hanönü District Governorate, Hanönü Municipality, Acacia Mining Operations Inc. which is previously named as Asya Maden, and SRM Danışmanlık (Consulting). Action suggestions received at the end of the first workshop were realized by the relevant institutions before the 2nd Workshop. Two working groups were created in the areas of “*Rural Development*” and “*Urban Development*” in the 2nd Hanönü Workshop. Attention was paid to invite participants who are knowledgeable on these two subjects and who may contribute to the project production process. Therefore, less number of representatives from the institutions were invited. Members of both groups expressed their opinions and suggestions on the activities that "can be conducted" and "must be conducted" for Hanönü district, identified the possible project subjects and prioritized them during the workshop. In the last session of the workshop, project ideas generated in the workshop were shared with all stakeholders in Hanönü district, and their questions, opinions and suggestions on the issue were received. Participation at local and regional level as well as from metropolitan cities such as İstanbul and Ankara was ensured in the 2nd Hanönü Workshop. 39 people, out of which 25 from Hanönü, 10 from Kastamonu, 3 from İstanbul and 1 from Ankara, participated in the 2nd Hanönü workshop in total.

In brief, the following decisions were made as a result of the workshops:

- Supporting the activities to ensure housing stock increase in the district by private sector and municipality,
- Improving the urban infrastructure (drinking water network and sewage infrastructure),
- Encouraging Acacia Mining Operations Inc. employees to reside in the district,
- Ensuring that local institutions carry out certain activities to prevent high increases in both rental prices and the prices for goods and services,
- Attaching importance to local employment and training qualified labour force, and
- Establishing a Hanönü Advisory Council. It was agreed to identify the issues related to establishment of the council, its duties, etc. in the 3rd workshop.

### 9.3. Employment and Local Employment

It was planned to employ 419 people on average in the project construction phase including the contractors and 590 people on average in the operation phase. The target is to employ 350 people at local level both in the construction and operation phases.

Table 32. Local Employment Targets during the Construction and Operation Phase

COMPANY	CONSTRUCTION PHASE		TOTAL	OPERATION PHASE		TOTAL
	White Collar	Blue Collar		White Collar	Blue Collar	
ACACIA	50	50	100	150	100	250
GENCER	11	65	76	0	0	0
ATILLA	10	150	160	0	0	0

KÖSEOĞLU	8	75	83	18	322	340
TOTAL	79	340	419	168	422	590
LOCAL EMPLOYMENT TARGET	350					
LOCAL EMPLOYMENT TARGET %	84%			59%		

Source: Acacia Mining Operations Inc., 2017

In total, 304 people were employed including the contractors as of the end of November 2016. Out of these individuals, 23 are women while 281 are men.

Employment rates are 30% (90 people) for Hanönü, 13% (41 people) for Taşköprü and 3% (10 people) for Kastamonu provincial centre and other districts. Thus, local employment rate achieved across Kastamonu is 46%. The employment rate achieved in other provinces is 54% (163 people).

Table 33. Local Employment

EMPLOYMENT (NOVEMBER 2016)	WOMEN	MEN	TOTAL	%
HANÖNÜ DISTRICT	14	76	90	30%
TAŞKÖPRÜ	1	40	41	13%
KASTAMONU AND OTHER DISTRICTS	1	9	10	3%
OTHER PROVINCES	7	156	163	54%
TOTAL NUMBER OF EMPLOYEES	23	281	304	100%

Source: Acacia Mining Operations Inc., 2017

#### 9.3.1. Acacia Mining Operations Inc. Employment Plan at the Operation Phase

In the operation phase, personnel will be hired by Acacia Mining Operations Inc. and Köseoğlu which is one of the contractors. The majority of personnel to be hired will work under Köseoğlu (58%). Köseoğlu will be employing approximately 337 people and Acacia Mining will be employing approximately 233 people in operation phase. Details are added in Annex 3.

#### 9.4. Vocational and Skill Development Trainings

Various training programmes were implemented in Hanönü district by Acacia Mining Operations Inc. to train qualified labour force and improve knowledge and skills.

In line with the protocols signed between Atilla Machinery Construction Company, Hitit Mining, which are the subcontractors of Acacia Mining Operations Inc., and Hanönü Public Education Centre (PEC) in the construction phase, on-the-job vocational training courses are being provided. However, these courses are not only for Hanönü residents but anyone interested. Certificated training courses will be provided in the identified areas in cooperation with PEC.

So far, 4 vocational training courses were organized in cooperation with PEC and 54 people were provided with vocational training certificates. 7 participants are from Hanönü while 25 from Taşköprü district. Details are demonstrated below.

Table 34. Vocational Education Courses Organized

Vocational Trainings	Hanönü	Taşköprü	Kastamonu Centre	Other Districts of	Other Provinces	Total
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Kastamonu						
Construction Machinery Operator (Forklift)	1	10	1	0	3	15
Course on Steel Construction in Hazardous and Highly Hazardous Works	1	1	0	0	5	7
Course on Reinforcing Iron, Moulding and Roof Construction in Hazardous and Highly Hazardous Works	0	4	0	0	6	10
Solid Fuel Fired Furnace Stoker	5	10	1	1	5	22
<b>Total</b>	<b>7</b>	<b>25</b>	<b>2</b>	<b>1</b>	<b>19</b>	<b>54</b>
<b>%</b>	<b>13%</b>	<b>46%</b>	<b>4%</b>	<b>2%</b>	<b>35%</b>	<b>100%</b>

Source: Hanönü PEC, 2015

Apart from these, 60 people from Hanönü were provided with certificated **entrepreneurship courses** in cooperation with PEC<sup>13</sup>.

In December 2016, 23 people, 6 of whom are women and 17 are men, were provided with certificated unarmed private **security guard** course within the scope of "Mesleğimle Varım Projesi (I Exist with My Occupation Project).

### 9.5. Accomodation and Working Conditions

Service bus is provided for the employees residing in Hanönü and Taşköprü in the project construction phase. The same service will also be provided in the operation phase.

Acacia Mining Operations Inc. rented a building to be used as a guest house by some white collar employees in Hanönü. Accommodation is provided for 20-30 employees in this guest house.

Camp service is offered to the workers who do not find accommodation by their own means at the local level. The nearest settlement areas to the workers' camp are Küreçayı and Sepetçioğlu. Location of the workers' camp is 1-2 km away from the settlement areas, which do not allow interaction between the local communities and workers at the camp. There are Gökırmak River and natural hills between Sepetçioğlu and the workers' camp while there are Taşköprü—Hanönü D100 road and natural hills between Küreçayı and the camp.

In line with the legislation, accommodation, hygiene, nutrition, etc. facilities are provided for the workers staying at the camp.

### 9.6. Local Procurement

Local procurement during the construction phase creates an important impact on the district economy. Total amount of local procurement for the first 11 months of 2016 is **5.382.305 TL** . This amount shows that local procurement per month corresponds to **489.300 TL** on average.

In total, 3.183.243 TL local procurement was performed as of October and November 2016. Out of this amount, 39% is fuel, 38% is construction materials and works, 16% is the salaries of local workers, 4% is food, 2% is vehicle rental and transportation and 1% is spare parts.

<sup>13</sup> <http://www.haberler.com/hanonu-nde-girisimcilik-kursu-acildi-8676724-haberi/>

Table 35. Local Procurement

Type of Expenditure	October and November 2016 Total Amount (TL)	%
Fuel oil/Diesel/Gasoline	1.250.500	39%
Construction materials/Construction works	1.206.215	38%
Labour cost / Salary	503.165	16%
Foodstuff/Market	139.866	4%
Vehicle rent/Transport	49.153	2%
Car repair and Spare Parts	34.344	1%
<b>Total</b>	<b>3.183.243</b>	<b>100%</b>

Source: Acacia Mining Operations Inc., 2017

Importance will be attached to local procurement in the operation phase. It is planned to establish a local transportation cooperative for the operation of trucks required to transport tallow and ore to be extracted from the open pit and to prioritize local employment in the operation phase.

## 10. Identification of Stakeholders

The detailed list of project-related stakeholders is included in the Stakeholder Participation Plan. Regarding the Influx management plan, the key stakeholders for both construction and operation phases are public institutions and local governments.

### 1. Local and Regional Public Institutions:

They are important as they are responsible for the development of education and health infrastructure as well as relevant services. These institutions include Provincial and District Directorate of National Education and the medical department (FHC, PHC, 112 Emergency Service, Taşköprü Public Hospital).

Provincial and District Special Administrations play an important role in the improvement of drinking water and sewage infrastructure in the villages that are outside the responsibility area of Hanönü Municipality.

Governorate and District Governorate are important as they are the highest level local authorities and responsible for the operations of local institutions.

### 2. Local Governments:

Hanönü Municipality is responsible for the improvement of sewage and drinking water infrastructure, classifying certain areas as construction zones, performing license procedures for houses, collection of solid wastes, etc. in the district. Hanönü Municipality is an important stakeholder as the Municipality's budget will increase with the population growth in the district, and socio-economic development of the district will positively affect the Municipality.

### 3. Local Communities:

The population groups that permanently and/or seasonally reside in Hanönü, benefit from the services of public institutions and use the infrastructure sources.

### 4. Local Employeeest:

The labour force that is employed in the project construction and operation phases and reside in Hanönü.

The labour force that is employed from Taşköprü district in the project construction and operation phases and reside in Taşköprü.

### 5. Employees from outside the Region:

Blue and white collar employees employed in the project construction and operation phases.

Blue collar employees will reside in the temporary workers' camps within the construction site in the construction phase. In the operation phase, workers will reside in the houses in Hanönü and Taşköprü.

Guest house and lodging building support was provided to the white collar employees in the construction phase. This kind of supports will be also provided in the operation phase.

### 6. Families of Locally Employed Individuals:

Families of locally employed people in the project construction and operation phases. The average family size was accepted as 3 people. Thus, it was assumed that there are 1 employee, 1 spouse and 1 child in each family.

#### **7. Families of Employees from outside the Region:**

Families of employees from outside the region who do not reside in Hanönü and Taşkörü in the project construction and operation phases. The average family size was accepted as 3 people. Thus, it was assumed that there are 1 employee, 1 spouse and 1 child in each family.

As the duration of construction phase is limited, families of blue collar employees did not move to the district. The number of white collar employees who brought their families along is quite low. However, there will be an inevitable increase in the number of families of employees with the transition to operation phase.

#### **8. Enterprises, Building Owners and Suppliers Providing Goods and Services Locally**

In the construction and operation phases, procurement will be performed from the local companies both for the mining activities and the service, food, etc. needs of the employees. Procurement will be performed by Acacia Mining Operations Inc. as well as for the employees own needs. Local enterprises maintaining economic relations with Acacia Mining Operations Inc. and its employees and providing goods and services are among the project-affected groups. These include groups constructing apartments for rental or sales purpose and/or owning houses.

#### **9. Individuals Affected by the Indirect Employment**

These individuals were not employed by the Acacia Mining Operations Inc. or its contractors in the construction and operation phases; however, their employment was ensured in other enterprises and sectors (agriculture, service) thanks to the added value created by the project and the impact on the local economic development. Employment multiplying vale of the mining sector is 0,46. This value is multiplied by the total number of employees to calculate the estimated number of indirectly employed people. It was assumed that this labour force is generally supplied locally and not from outside the region.



### 9.1. Influx management Plan and Measures Suggested

The following **principles** will be followed in the implementation of measures identified for population increase due to the project.

1. Establishing and maintaining effective communication with stakeholders,
2. Minimizing the labour force supply from outside the region through local employment,
3. Monitoring the impacts of migration and related population increase, and assessing the effectiveness of measures taken,
4. Providing various supports for the capacity building of local institutions and stakeholders in their responsibility areas,
5. Informing and supporting relevant institutions to develop measures against pressure and problems that may be caused by the increased demand for infrastructure and public services, and
6. Establishing participatory mechanisms including local stakeholder representatives such as Hanönü Advisory Council or Community Advisory Panel.

Measures stated here will also be a part of Environmental and Social Management Plan.

In addition, these measures are valid for Acacia Mining Operations Inc. as well as its all contractors. Therefore, social and environmental measures will be a part of contracts to be renewed and signed with the contractors.

Influx management plan matrix is presented below.

Table 36. Impacts and Measures

SUBJECT	POSSIBLE IMPACT AND RISK	MEASURES	RESPONSIBLE UNIT
<b>POPULATION</b>	<b>FOLLOWERS</b> (Risk is population increase by approximately % 15 in five years)	<ul style="list-style-type: none"> <li>• Prioritizing local employment to reduce pressure on and demand for the resources by follower population,</li> <li>• Organizing vocational training programmes for the operation phase in the construction phase,</li> <li>• Preparing a retrenchment plan for the construction phase, and selecting the local personnel to be recruited in the operation phase,</li> <li>• Continuing providing service bus to Taşköprü and Hanönü for the employees,</li> <li>• Recording information on the household size and personnel residing in and/or moving to Hanönü, and informing the relevant institutions regularly,</li> <li>• Ensuring the establishment of a local cooperative and assigning this structure for transportation of workers,</li> <li>• Supporting vocational courses to be opened by the relevant institutions,</li> <li>• Organizing on-the-job training programs for employed local personnel,</li> <li>• Organizing training programs for mine employees,</li> </ul>	<p>Acacia Mining Operations Inc. Public Relations Unit (AMPRU)</p> <p>Acacia Mining Operations Inc. Human Resources Unit (AMHRU)</p> <p>Relevant units of Acacia Mining Operations Inc.</p>
<b>Relations with Communities</b>	<b>Social conflict (ethnic, religious, cultural, social)</b>	<ul style="list-style-type: none"> <li>• Maintaining the communication and relations with effective stakeholders,</li> <li>• Efficient use of internal and external grievance mechanism</li> <li>• Implementing monitoring and evaluation procedures and the system in a more comprehensive way with the participation of other stakeholders</li> <li>• Developing corporate social responsibility projects which are community-based and aimed at common benefits,</li> <li>• Establishing and operating mechanisms that would ensure local stakeholder participation (Community Advisory Council, Advisory Panel, etc.),</li> <li>• Ensuring that women representatives also participate in this panel,</li> <li>• Organizing and supporting sports, culture and entertainment programmes for the different segment of society including particularly young people, children and women,</li> <li>• Providing trainings on the cultural structure and gender sensitivity of the</li> </ul>	<p>Acacia Mining Operations Inc. Public Relations Unit (AMPRU)</p> <p>Acacia Mining Operations Inc. Human Resources Unit (AMHRU)</p>

		<p>region as well as effective communication for the employees, sub-contractors, drilling personnel and security personnel,</p> <ul style="list-style-type: none"> <li>• Providing regular trainings for the security personnel of Acacia Mining Operations Inc.,</li> </ul>	
	<p><b>Potential social conflicts/increase in crime rates</b></p>	<ul style="list-style-type: none"> <li>• Installing surveillance system within the project site and improving the existing ones,</li> <li>• Supporting the installation of a CCTVs across the district</li> <li>• Transferring the employee salaries to their bank accounts instead of cash payment,</li> <li>• Using local labour force,</li> <li>• Creating social /recreational facilities/areas in the workers' camps, and establishing social facilities for the employees in the operation phase,</li> <li>• Implementing programmes aiming at preventing and managing drug addiction,</li> <li>• Cyultural awareness training to all employees</li> <li>• Informing employees about Acacia Mining Operations Inc. ethics and discipline norms to be followed,</li> <li>• Following a balanced salary policy between local employees and the ones from outside the region,</li> </ul>	<p>AMPRU</p> <p>AMHRU</p> <p>Acacia Mining Operations Inc. Procurement Unit (AMPU)</p>
<p><b>Accommodation</b></p>	<p><b>The number of houses with reasonable features and rental prices</b></p>	<ul style="list-style-type: none"> <li>• Municipality support to creating new construction zones and housing,</li> <li>• Ensuring that Hanönü Municipality and local stakeholders warn communities against high increases in rental prices, and following a competitive policy with other settlements (Taşköprü),</li> <li>• Increase in the number of houses by the private sector,</li> <li>• Providing dormitory, guest house and lodging building services for the employees from outside the region in the construction phase, and continuing guest house services in the operation phase,</li> <li>• Prioritizing local employment from Hanönü and Taşköprü,</li> </ul>	<p>Hanönü Municipality,</p> <p>Private Sector,</p> <p>AMHRU</p> <p>Relevant units of Acacia Mining Operations Inc.</p>
<p><b>Education</b></p>	<p><b>The number of students per classroom and teacher</b></p>	<ul style="list-style-type: none"> <li>• Regularly informing Provincial and District Directorate of National Education, Governorate and District Governorate about the population to settle in the district in the operation phase, the number of children and likely education requirements.</li> </ul>	<p>AMPRU</p> <p>Provincial and District Directorate of National Education,</p>

		<ul style="list-style-type: none"> <li>Ensuring that public institutions make required education investments in the district,</li> <li>Supporting social responsibility activities related to developing education services in the district,</li> </ul>	
Health	Demand for local health services	<ul style="list-style-type: none"> <li>Regularly informing Provincial and District Health Institutions, Governorate and District Governorate about the population to settle in the district in the operation phase,</li> <li>Ensuring that relevant public institutions increase the number of doctors at the family health centre (FHC), and open a second FHC if required,</li> <li>Providing clinic services and appointing a workplace doctor and allied health personnel under Acacia Mining Operations Inc. in the construction and operation phases,</li> <li>Keeping a patient transport vehicle belonging to the company ready on site,</li> <li>Providing health trainings to the employees,</li> </ul>	AMPRU AMHRU Acacia Mining Operations Inc. Occupational Health and Safety Unit (AMOHSU) Provincial and District Health Institutions
	The possibility of contagious and dangerous (HIV, etc.) disease spread due to population increase	<ul style="list-style-type: none"> <li>Establishing health clinics in the camps and construction sites,</li> <li>Delivering trainings on diseases and transmission modes,</li> <li>Performing regular health screenings,</li> <li>Increasing awareness on the impacts of worker migration on the community health</li> </ul>	AMOHSU AMPRU
Local Economy	Local prices	<ul style="list-style-type: none"> <li>Identifying and implementing a local procurement procedure,</li> <li>Identifying which goods and services (food, bus service etc.) will be supplied at local level,</li> <li>Informing supplier institutions, their representatives and key stakeholders on procurements and realizations,</li> <li>Informing and warning local stakeholders and communities to avoid high price practices,</li> <li>Procuring both at local and non-local level in a balanced way to ensure that project provides contribution at the local level, and the risk of price increase for local consumers is eliminated,</li> <li>Providing an effective Grievance-Demand mechanism that is accessible for</li> </ul>	AMPRU, Acacia Mining Operations Inc. Procurement Unit (AMPU) Hanönü Municipality and other relevant local key stakeholders

		<p>local stakeholders, and in this way, identifying problems and taking measures at an early stage,</p> <ul style="list-style-type: none"> <li>• Following the local prices and ensuring the security of sufficient materials,</li> </ul>	
<b>Vulnerable Groups</b>	<b>Gender-based violence, sexual harassment</b>	<ul style="list-style-type: none"> <li>• Creating social areas that can be used by workers without mixing with the local community instead of using social areas of host communities,</li> <li>• Informing employees about gender-based cultural differences,</li> <li>• Employing woman security guards in the project area, as well,</li> <li>• Organizing information and awareness raising campaigns for particularly girls, women as well as all local communities,</li> <li>• Informing the local community about Grievance mechanism,</li> <li>• Delivering trainings on sexual harassment, mobbing and gender for the project personnel,</li> </ul>	<p>AMPRU</p> <p>AMHRU</p>
	<b>Child Labour</b>	<ul style="list-style-type: none"> <li>• Not employing children and individuals under 15 years old directly or indirectly under the project,</li> <li>• Keeping in touch with all relevant parties (contractors, suppliers, local stakeholders and communities) regarding the recruitment and <b>age limits</b>,</li> </ul>	<p>AMPRU</p> <p>AMHRU</p>
<b>Traffic</b>	<b>Increase in traffic and accident risks</b>	<ul style="list-style-type: none"> <li>• Preparing a traffic management plan and controlling the implementation,</li> <li>• Constructing additional roads for the project and worker camp areas,</li> <li>• Arranging transportation from camps to the project area and reducing traffic,</li> <li>• Providing road safety and defensive driving trainings for the employees,</li> <li>• Imposing sanctions for the drivers disobeying the rules,</li> <li>• Rehabilitating and protecting the project affected roads,</li> <li>• Checking whether or not speed limits are complied with,</li> </ul>	<p>AMPRU</p> <p>AMOHUSU</p>
<b>Natural Resources and Environment</b>	<b>Increase in the demand for drinking water sources</b>	<ul style="list-style-type: none"> <li>• Implementing projects aiming at improving the drinking water infrastructure in the district,</li> <li>• Completing hydro-geological studies,</li> <li>• Preparing a Water Monitoring and Management Plan regarding water use,</li> <li>• Supporting the activities to find different water sources for households</li> <li>• Providing support to local public service providers in the projects and practices that would build their capacities</li> <li>• Identifying the water source to be used and preventing the use of other water sources,</li> <li>• Identifying the rules to be followed regarding water and power</li> </ul>	<p>Hanönü Municipality and District Special Administration</p> <p>Relevant units of Acacia Mining Operations Inc.</p>

		consumption, <ul style="list-style-type: none"> <li>Reducing water use and developing practices that would ensure waste water recycling,</li> <li>Using rain water in the appropriate areas,</li> <li>Preventing pollution of fresh water sources,</li> </ul>	
	<b>Sewage services</b>	<ul style="list-style-type: none"> <li>Establishing waste water treatment and cesspool or other suitable waste water systems in the workers' camps,</li> <li>Auditing the operations regularly,</li> </ul>	Relevant units of Acacia Mining Operations Inc.
	<b>Solid waste</b>	<ul style="list-style-type: none"> <li>Creating less waste,</li> <li>Auditing the waste areas,</li> </ul>	Relevant units of Acacia Mining Operations Inc.
	<b>Protection of environment and natural life</b>	<ul style="list-style-type: none"> <li>Setting up workers' camps away from the areas with environmental sensitivity to preserve local wild life,</li> <li>Constructing new access roads to workers' camps to protect the areas with environmental sensitivity and minimize interaction,</li> <li>Using only commercial wood in the project,</li> <li>Not using wood as fuel,</li> <li>Reducing energy use, the amount of light and noise and the use of hazardous chemicals and ensuring secure use,</li> <li>Minimizing the land use changes and the use of other natural resources,</li> <li>Preventing eradication of and damage to the forest areas around the camps,</li> </ul>	Relevant units of Acacia Mining Operations Inc.

## 10. Monitoring and Evaluation

Monitoring and evaluation activities of the Plan will be implemented within the scope of Environment and Social Management Plan (ESMP). Therefore, activities to be carried out by the external consultants and Acacia Mining Operations Inc. experts for performance and impact monitoring regarding EMP will also include the developments related to influx management plan.

Acacia Mining Operations Inc. experts will update the Plan annually in accordance with the information communicated.

In the monitoring and evaluation activities, data on the following indicators will be collected, and the measures and action plans to be developed as a result of these activities will also include measures in line with these indicators.

### **Population:**

- Annual population, gender distribution and age groups of Hanönü district,
- The number of Acacia Mining Operations Inc. employees who are from outside the region and reside in Hanönü and Taşköprü, and family information of these employees (size of families, the number of children at the school age, education level, etc.),
- The number of Acacia Mining Operations Inc. personnel who are employed from and reside in Hanönü and Taşköprü, and family information of these employees (size of families, the number of children at the school age, education level, etc.),

### **Local Economy**

- The number of start-ups in Hanönü district and their sectors,
- Local procurement from Hanönü and Taşköprü, and their distribution by sectors,
- Change in the rental and sales prices of houses,

### **Local Employment**

- Local employment from Hanönü and Taşköprü, breakdown of these individuals by gender and age, their labour qualifications (qualified, half-qualified, unqualified),
- The number of employees under sub-contractors and enterprises worked with in local procurement,

### **Accommodation**

- Number of flats granted with building license by the Municipality and District Special Administration,
- The number of flats under construction,
- Status of the structures providing accommodation services (guest house, pension, hotel),
- The number of employees staying at Acacia Mining Operations Inc. guest house,

### **Infrastructure**

- The latest state of sewage and drinking water infrastructure development activities carried out by Hanönü Municipality and District Special Administration,
- The latest state of drinking water sources of project-affected settlements in Hanönü (water source, flow, reservoir, etc.),

- Waste collection services provided by the Municipality and District Special Administration,

#### **Education**

- Education institutions, number of classrooms, number of students, number of teachers and the number students per classroom and teacher,

#### **Health**

- The number of employees who have used the clinic at Acacia Mining Operations Inc.,
- The number of employees referred to Taşköprü and Kastamonu and the reasons for referral,
- The latest state of health services in Hanönü district (number of institutions, doctors and personnel),

#### **Social Relations**

- The number of grievances received from the communities and institutions in Hanönü district, their subjects and current state,
- Incidents such as protesto, etc.,
- Social responsibility activities conducted and social supports provided by Acacia Mining Operations Inc. and their financial size,
- The number of trainings, participants and the duration of trainings aiming to raise awareness for the employees of Acacia Mining Operations Inc. and contractors.



## Annex 1. Details o the Population Scenarios

### 1.1. Population Projection

**Only the population scenarios that may occur in Hanönü** were reviewed when evaluating the population growth impact of the project. This is because the project location is in Hanönü district. Population projection only applies to the operation phase. The reason for that is the impacts at the construction phase are temporary and the real impacts are foreseen to take place in 12 year operation phase of the project.

Exponential method was selected for population projection for easy calculation and since the number of variables in the study was low. Shortly, the exponential method is the projection for years of estimation finding out the population growth rate in a 5 year period.

Population in Hanönü district tends to decrease. Population information used for the exponential method is presented below.

Table 37. Population By Years in Hanönü District

YEARS	POPULATION
2010	4.220
2011	4.071
2012	4.036
2013	4.112
2014	3.976
2015	3.898

Source: TURKSTAT, 2017<sup>14</sup>

2010-2015 was selected as the 5-year period under the study. 2015 as the most current year and 5 years before that were selected to be a basis for population projection.

#### 1.1.1. Scenarios Used

The exponential value for 2010-2015 period was found to be -0,013 in the calculations. Accordingly, there is a decline in the population growth rate of the district and its value is %-1,3. This value was used in the calculations.

##### 1.1.1.1. Scenario A: Business As Usual

In this scenario, population in 2016-2020 was estimated assuming there would be no change in the current population trend in 2010-2015 and it would continue to be the same.

The reason for choosing 2015-2010 period in the calculation is that these years were needed for the 5 year population growth rate information to perform exponential population projection.

<sup>14</sup> [http://www.tuik.gov.tr/PreTablo.do?alt\\_id=1059](http://www.tuik.gov.tr/PreTablo.do?alt_id=1059)

It is foreseen that, If there is no change in the population growth rate, the **population in 2020 will decrease to 3651 with a reduction of 247 people**<sup>15</sup>. This corresponds to 7% of the population in 2020.

Table 38. Scenario A Population Projection

Starting Year	Population
2015	3.898
Years	Estimated Population
2016	3.847
2017	3.797
2018	3.647
2019	3.699
2020	3.651
Difference (2020-2015)	-247
Population Growth rate	-1,13 %

Source: SRM, 2017

#### 1.1.1.2. B. Acacia Mining Operations Inc. If the Targeted Local Employment is Achieved

Gökırmak Copper Mine Project may have an impact that will create changes in the population size of the district. Construction activities in the district are still ongoing and operation is planned to start 2018.

Number of staff needed in the operation phase is **590** in total. 250 (150 white collar + 100 blue collar) of them will be employed in Acacia Mining Operations and 340 (18 white collar + 322 blue collar) will be employed in Köseoğlu company. Number of labour force foreseen to be supplied from the region is **350 people**. Number of labour force foreseen to be employed from outside the region is **240 people**.

If all the labour force employed in the operation phase **reside in Hanönü district**, the change to occur in district population will be as follows.

- **240 people** outside the region will be residing in the district.
- Household size of the labour force to be employed was considered as 3 people since there may also be those who are unmarried and/or do not have any children. Therefore, household size was considered as 3 people instead of 3,7, which is the country average.

<sup>15</sup> <http://www.metamorphosisalpha.com/ias/population.php>

- **720 people** in total are expected to settle in the area - 240 from outside the region and 480 their families.

**350** people employed from the district are expected to reside locally. The population to reside with their families in the district is estimated to be **1050**. Out-migration trend of the population is expected to decrease when 1050 people in total remain in the district. Trend of declining population will be slowed down.

- 
- The value of total employment coefficient created by the sector was used to identify the number of people who may benefit from local procurement, indirect employment and local trade at the operation phase.
- Total **employment multiplier of the sector is 0,46<sup>16</sup>**. Thus, the number of those benefiting from indirect employment created is **271**. When the household size is again considered as 3, total number of people affected is **814**.
- The total population expected to be kept in the district in 2018 thanks to Acacia Mining Operations Inc is **2.584**.

Table 39. Population Foreseen to be Affected by Employment

Categories	Direct Employment	Number of Affected People
Local	350	1.050
Outside the Region	240	720
Total	590	1.770
Indirect Employment	271	814
Grand Total	861	2.584

Source: Acacia Mining Operations Inc., 2017 and SRM 2017

The following method was used for population projection.

- 2018 population was calculated (3647 people) according to the current trend and the labour force to be employed in Acacia Mining Operations Inc. from outside the region in the operation phase and their families (720 people) were added to it (4.367 people in total)
- A projection was performed for 2020 based on the population calculated. The population growth rate projection calculated for business as usual scenario, which is -1,3%, was used for the population projection.
- According to that, 2020 population of the district will reach 4.254 with an increase of **356** people when compared to 2015. This corresponds to 8% of the population in 2020.
- **It is foreseen that the total population that will be kept at local level and provided with contributions to reside in the district thanks to Acacia Mining Operations Inc. will be 2584 and this will correspond to 61% of 2020 population of the district.**

Table 40. Scenario B Population Projection

Starting Year	Population
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<sup>16</sup> <http://www.akademikbakis.org/eskisine/34/13.pdf>

<b>2015</b>	3.898
<b>Years</b>	<b>Estimated Population</b>
<b>2016</b>	3.847
<b>2017</b>	3.797
<b>2018</b>	4.367 (3.647 + 720)
<b>2019</b>	4.310
<b>2020</b>	4.254
<b>Difference (2020-2015)</b>	<b>356</b>

Source: SRM, 2017

#### 1.1.1.3. C. Acacia Mining Operations Inc. *If the Targeted Local Employment is Not Achieved*

There is a possibility that local employment may not be achieved at the targeted level. This is because Hanönü's existing labour force potential may not be sufficient for the operation phase. In this case, labour force will be obtained from other settlements, particularly Taşköprü. The labour force to be supplied from outside the region and from the region may settle in Hanönü. Then, there will be a bigger increase in the population moving from outside the district and residing there. In this scenario, the population to arrive from outside the district is foreseen to be 50% to 70%. This is because the percentage of employment from Hanönü at the construction phase is 30% while the percentage of local employment at regional level is 54%. Therefore, the estimated employment rate to settle in Hanönü in the operation phase was considered as 59%.

Number of staff needed in the operation phase is **590** in total. 59% of this labour force is **354 people**. Thus, the labour force to be supplied from the region is **236 people**.

If all the labour force employed in the operation phase **reside in Hanönü district**, the change to occur in district population will be as follows.

- **354 people** outside the region will be residing in the district.
- Household size of the labour force to be employed was considered as 3 people.
- **1062 people** in total are expected to settle in the area - 354 from outside the region and 708 their families.
- **236 people** from the district will be keep at local level. Thus, out-migration trend of this population will be decreased. The population to be kept in the district with their families is estimated to be 708.
- The value of total employment coefficient created by the sector was used to identify the number of people who may benefit from local procurement, indirect employment and local

trade at the operation phase. Total employment multiplier of the sector is 0,46.<sup>17</sup> Thus, the number of those benefiting from indirect employment created is **271**. When the household size is again considered as 3, total number of people affected is **814**.

- The total population expected to be kept in the district in 2018 thanks to Acacia Mining Operations Inc is **2.584**.

Table 41. Population Foreseen to be Affected by Employment

Categories	Direct Employment	Number of Affected People
Local	236	708
Outside the Region	354	1.062
Total	590	1.770
Indirect Employment	271	814
Grand Total	861	2.584

Source: Acacia Mining Operations Inc., 2017 and SRM 2017

The following method was used for population projection.

- 2018 population was calculated (3647 people) according to the current trend and the labour force to be employed in Acacia Mining Operations Inc. from outside the region and their families (720 people) were added to it (4.367 people in total)
- A projection was performed for 2020 based on the population calculated. The population growth rate projection calculated for business as usual scenario, which is -1,3%, was used for the population projection. Population growth rate is still considered as -1,3% since a 5-year average is used for population growth rate in the calculation of population projections. Therefore, the calculation used for projection was followed in spite of the fact that population may increase in 2020 due to employment from outside.
- According to that, 2020 population of the district will reach 4.254 with an increase of **356** people when compared to 2015. This corresponds to 8% of the population in 2020.
- **It is foreseen that the total population that will be kept at local level and provided with contributions to reside in the district thanks to Acacia Mining Operations Inc. will be 2584 and this will correspond to 61% of 2020 population of the district.**

Table 42. Scenario C Population Projection

Starting Year	Population
2015	3.898
Years	Estimated Population
2016	3.847
2017	3.797
2018	4.709
	(3.647 + 1.062)
2019	4.647

<sup>17</sup> <http://www.akademikbakis.org/eskisine/34/13.pdf>

<b>2020</b>	4.587
<b>Difference (2020-2015)</b>	<b>689</b>

Source: SRM, 2017

## Annex 2 Potential Impacts related to Migration (General Issues)

### Potential Negative Social Impacts

- Social conflict risk (ethnic, religious, cultural)
- Increase in crime rates and negative behaviours
- Additional population increase: Employees' families, traders, suppliers, job-seekers, sex workers, etc.
- Increase in the demand for public services: The population brought along with the employed population may cause pressure on the access to water, electricity, health, education, social services and infrastructure services or create additional demands.
- Contagious disease risk may increase. These diseases may include sexually transmitted diseases as well as AIDS.
- Gender based violence: It may cause sexual harassment and pressure. As the majority of employees is male, women both in the workplace and the local communities may experience sexual harassment.
- Child labour and school non-attendance: Sales of goods and services to the employees at local level may have an impact on the use of child labour in providing and supplying these goods and services and on the school non-attendance of these children.
- Increase in local prices: Increase in the demand for goods and services due to the increased labour force population may significantly increase the local prices.
- Accommodation and rental prices may dramatically increase depending on the increase in demand.
- Traffic jam and relevant accidents may increase. Increased traffic will also increase the risk of accidents especially on the common roads.

### Potential Negative Environmental Impacts

- With the increase in employed labour force, a large amount of garbage will be produced. The existing resources may not be sufficient to store, transport and dispose all the garbage. In this case, inappropriate and illegal methods may be applied.
- Waste water may create pollution. This is valid for the waste water in the workers' camps.
- The increase in drinking water need may reduce the natural resources.
- Natural environment and living creatures may be disturbed by the camp activities, road, light and noise. Illegal hunting rates may increase.
- Natural resources may be degraded to meet the food needs of workers, and forestry areas may be reduced to be used as agricultural lands. Erosion may be experienced.
- Since water resources will increase the demand for agriculture and livestock production activities, it may cause reduction, extinction or migration of species.

## Annex 3 Acacia Mining Operations Inc. Employment Plan Details at the Operation Phase

Table 43. Acacia Mining Operations Inc. Labour force to be Supplied Locally at the Operation Phase

OPERATION PHASE	
POSITIONS	LOCAL
ADMINISTRATIVE	
SHIFT ENGINEER	1
FOREMAN	1
OHS GROUP	
SECURITY + GUARD	2
MEASUREMENT TEAM	
CHAINMAN	1
RODMAN	1
WORKSHOP PERSONNEL	
MACHINERY REPAIRMAN	2
TRUCK MECHANIC	2
TIRE REPAIRMAN	1
WELDER	2
ELECTRICIAN	1
SWITCHMAN	1
MAINTENANCE TEAM LEADER	1
GREASER	8
BLASTING TEAM	
UNSKILLED WORKER	4
CAFETERIA PERSONNEL	
ASSISTANT COOK	1
WAITER	2
CLEANING	2
FIELD PERSONNEL	
TRUCK DRIVER	97
OPERATOR	32
VOUCHER ISSUER	2
BANKSMAN	2
POSITIONS	
Mining Shift Engineer	2
Mining Shift Technician	3
Mapping Technician	1
Security	15
Security	3



<b>BENEFICIATION</b>	
Control room operator	4
Breaking-screening op.	9
Mill-flotation op.	20
Filtration op.	6
Laboratory personnel (Sample taking staff)	4
<b>GRAND TOTAL</b>	233

Source: Acacia Mining Operations Inc., 2017

Table 44. Acacia Mining Operations Inc. Employment Plan

Positions	Required Diploma	Number of Personnel	Required Open Pit Mining experience – year	Recruitment calendar	Where to supply the labour force
<b>Mining Operations Manager</b>	Mining Engineer	1	10	Recruitment completed	From outside
<b>Mining Shift Engineer</b>	Mining Engineer	4	3	After Köseoğlu starts the works	50% from outside, 50% from the region
<b>Drilling and Blasting Engineer</b>	Mining Engineer	1	5	After Köseoğlu starts the works	From outside
<b>Mining Shift Technician</b>	Mining Technician	6	3	After Köseoğlu starts the works	50% from outside, 50% from the region
<b>Mining Milestone Engineer</b>	Mining Engineer	1	5	Recruitment completed	From outside
<b>Mapping Technician</b>	Mapping Technician	2	3	After Köseoğlu starts the works	50% from outside, 50% from the region
<b>Rock Mechanics Engineer</b>	Mining Engineer	1	3	Recruitment completed	From outside
<b>Mining Planning Engineer</b>	Mining Engineer	2	3	After Köseoğlu starts the works	From outside
<b>Pirami Security</b>	Security Certificate	15	2	After Köseoğlu starts the works	From the region
<b>Pirami Security or another company</b>	Secondary school / High school graduate - Cleaning staff	3	1	After Köseoğlu starts the works	From the region

Source: Acacia Mining Operations Inc., 2017

Table 45. Köseoğlu Contractor Company Operation Phase Employment Plan

Positions	Number of Personnel	Required Diploma	Required Open Pit Mining experience - year	Recruitment calendar	Where to supply the labour force
<b>ADMINISTRATIVE</b>					
<b>PROJECT MANAGER</b>	1	Mining Engineer	10	After Signing the Contract	From outside
<b>SITE MANAGER</b>	1	Mining Engineer	7	After Signing the Contract	From outside
<b>SHIFT ENGINEER</b>	3	Mining Engineer	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>MAPPING ENGINEER</b>	1	Mapping Engineer	5	In the Mobilization Phase	From outside
<b>MECHANICAL ENGINEER</b>	1	Mechanical Engineer	2	In the Mobilization Phase	From outside
<b>CAMP CHIEF</b>	1		5	In the Mobilization Phase	From outside
<b>FOREMAN</b>	3		5	In the Mobilization Phase	50% from outside, 50% from the region
<b>TECHNICAL OFFICE</b>					
<b>ACCOUNTING</b>	1	Operation Technician	1	At the End of Mobilization	
<b>PROCUREMENT</b>	1	Technician	1	At the End of Mobilization	
<b>TALLYMAN</b>	1			At the End of Mobilization	
<b>OHS GROUP</b>					
<b>OHS ENGINEER</b>	1	Mining Engineer	5	In the Mobilization Phase	50% from outside, 50% from the region
<b>DOCTOR</b>	1	Workplace Doctor	5	In the Mobilization Phase	50% from outside, 50% from the region
<b>HEALTH OFFICER</b>	1	Health Technician	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>SECURITY + GUARD</b>	4	Security Certificate	1	In the Mobilization Phase	50% from outside, 50% from the region
<b>MEASUREMENT TEAM</b>					

<b>MAPPING ENGINEER</b>	1	Mapping Engineer	5	In the Mobilization Phase	From outside
<b>TOPOGRAPHER</b>	1	Mapping Technician	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>MAPPING TECHNICIAN</b>	1	Mapping Technician	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>CHAINMAN</b>	1		Unnecessary	In the Mobilization Phase	From the region
<b>RODMAN</b>	1		Unnecessary	In the Mobilization Phase	From the region
<b>WORKSHOP PERSONNEL</b>					
<b>WORKSHOP MANAGER</b>	2	Vocational Training Certificate	5	In the Mobilization Phase	From outside
<b>MACHINERY REPAIRMAN</b>	4	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>TRUCK MECHANIC</b>	4	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>TIRE REPAIRMAN</b>	2	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>WELDER</b>	4	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>ELECTRICIAN</b>	2	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>SWITCHMAN</b>	2	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>MAINTENANCE TEAM LEADER</b>	2	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>GREASER</b>	8	Vocational Training Certificate	2	In the Mobilization Phase	From the region
<b>WAREHOUSE OFFICER</b>	2	Vocational Training Certificate	2	In the Mobilization Phase	From outside
<b>MACHINERY REGISTRY</b>	1	Vocational Training Certificate	2	In the Mobilization Phase	

<b>BLASTING TEAM</b>					
<b>BLASTING ENGINEER</b>	1	Mining Engineer	2	At the Start of Mining Works	From outside
<b>BLASTER</b>	1	Blaster Certificate	2	At the Start of Mining Works	From outside
<b>UNSKILLED WORKER</b>	4		Unnecessary	At the Start of Mining Works	From the region
<b>CAFETERIA PERSONNEL</b>					
<b>COOK</b>	3	Vocational Training Certificate	2	In the Mobilization Phase	From outside
<b>ASSISTANT COOK</b>	3	Vocational Training Certificate	2	In the Mobilization Phase	50% from outside, 50% from the region
<b>WAITER</b>	2		Unnecessary	In the Mobilization Phase	From the region
<b>CLEANING</b>	2		Unnecessary	In the Mobilization Phase	From the region
<b>FIELD PERSONNEL</b>					
<b>TRUCK DRIVER</b>	194	Driving License - Vocational Training Certificate	2	20% Mobilization - 80% At the Start of Mining Works	50% from outside, 50% from the region
<b>OPERATOR</b>	64	Driving License - Vocational Training Certificate	2	20% Mobilization - %80 At the Start of Mining Works	50% from outside, 50% from the region
<b>VOUCHER ISSUER</b>	2		Unnecessary	At the Start of Mining Works	From the region
<b>BANKSMAN</b>	2		Unnecessary	At the Start of Mining Works	From the region
<b>GRAND TOTAL</b>	<b>337</b>	<b>Note-1</b>	<b>The number of personnel may vary depending on the schedule.</b>		
		<b>Note-2</b>	<b>Vocational qualifications will be required from the personnel to be hired at the regional level.</b>		

Source: Acacia Mining Operations Inc., 2017

Table 46Acacia Mining Operations Inc. Employment Plan at the Operation Phase

PERSONNEL PLANNING				
<i>Recruitment</i>		2017	2018	
Position	Section	Recruitment Month	Recruitment Month	Number of People to be Employed
<b>Facility</b>				
Process Director	Process			1
Process Manager	Process	August		1
Section Secretary	Process		February	1
Mineral Processing Engineer	Process		February	1
Mineral Processing Technician or Technical Expert	Process		February	1
Unit Engineer	Process	November		4
General Foreman (Technician)	Process	August		1
Shift Technician	Process	August		4
Control room operator	Process	October		4
Breaking-screening op.	Process	October		9
Hiab Operator	Process		February	2
Loder operator	Process		February	4
JCB Operator	Process		February	2
Mill-flotation op.	Process	October		20
Filtration op.	Process	October		6
<b>Total Facility</b>				<b>61</b>
<b>Laboratory</b>				
Laboratory Manager	Laboratory	June		1
Laboratorian	Laboratory	October		4
Chemist	Laboratory	October		1
Laboratory personnel (Sample taking staff)	Laboratory	October		4
<b>Total Laboratory</b>				<b>10</b>
<b>Maintenance</b>				
Maintenance Manager	Maintenance			1
Planning Engineer	Maintenance	September		2
Project Engineer				1
Planning Staff	Maintenance		January	1
Electrical and Electronics Engineer	Maintenance	August		1
Automation Foreman	Maintenance	August		1
Automation Master	Maintenance	October		1

Electrical foreman	Maintenance	August		1
Electrical technician	Maintenance	October		1
Electrician	Maintenance	October		6
Senior Mechanical Engineer	Maintenance	August		1
Mechanical Engineer or Machine Technician	Maintenance	August		1
Mechanical foreman	Maintenance	October		1
Mechanical Technician	Maintenance	October		1
Mechanic	Maintenance	October		7
Welder	Maintenance	October		3
Lathe, Planer Op.	Maintenance	October		2
Total Maintenance				32
Grand Total				103

Source: Acacia Mining Operations Inc., 2017