




ILUKA

BALRANALD MINERAL SANDS MINE

Workforce Accommodation Plan

January 2025

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07 January 2025	2	Revised for temporary on-site accommodation.	Brendan Isaacs

Abbreviations

Term	Definition
Commonwealth Approval	Balranald Mineral Sands Project – EPBC Approval 2012/6509
Consent	Consolidated Development Consent SSD-5285
DPHI	Department of Planning, Housing and Infrastructure
EIS	Environmental Impact Statement
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
EP&A Act	<i>Environmental Planning and Assessment Act 1979</i>
Iluka	Iluka Resources Limited
NSW	New South Wales
Project	Balranald Mineral Sands Project
WA	Western Australia

Contents

1. Introduction.....	5
1.1. Purpose and scope	5
1.2. Project description	5
2. Statutory context.....	8
2.1. Consents, authorisations and licences	8
2.2. Approval requirements	8
2.3. Strategic development strategies and plans	9
3. Workforce accommodation strategy.....	9
3.1. Construction workforce temporary accommodation	10
3.1.1. Local temporary accommodation services	10
3.1.2. Off-site temporary construction camp	10
3.2. On-site accommodation facility	14
4. Other matters.....	17
4.1. Economic considerations	17
4.2. Engineering considerations for on-site camp	17
4.3. Long-term plans for on-site camp	18
5. Plan consultation.....	18
6. Approval of plan by Secretary.....	18
7. References.....	19
Appendix A.....	20

Tables

Table 1 – Consents, authorisations and licences.....	8
Table 2 – Conditions of approval reference table.....	8
Table 3 – Strategic development strategies and plans relevant to workforce accommodation planning.....	9
Table 4 – Balranald temporary accommodation facilities.....	10

Figures

Figure 1.1 – Sequence of site activities.....	6
Figure 1.2 – Balranald project location.....	7
Figure 3.1 – Off-site accommodation facility (QCV camp) location, Church St Balranald.....	11
Figure 3.2 – Iluka temporary off-site construction camp – conceptual plan.....	12
Figure 3.3 – Iluka temporary off-site construction camp – conceptual plan – existing and proposed facilities.....	13
Figure 3.4 – On- site camp location.....	15
Figure 3.5 – On-site camp layout.....	16

1. Introduction

1.1. Purpose and scope

This Workforce Accommodation Plan (WAP) has been prepared by Iluka Resources Limited (Iluka) to satisfy the requirements of Schedule 2, Conditions 9 and 10 of the Consolidated Development Consent (SSD-5285) ('the Consent') for the Iluka Balranald Mineral Sands Project, New South Wales (herein referred to as 'the Balranald Project' or 'the project').

The WAP is applicable to all activities undertaken during the construction, operations and rehabilitation phases of the Project and for each project stage, being:

- Stage 1 – extended underground mining trial at the West Balranald Deposit;
- Stage 2 – future underground or open operations at West Balranald Deposit; and
- Stage 3 – future open cut mining operations at the Nepean Deposit.

This follows that the on-site accommodation facility ('camp'), to be constructed for purposes of enabling mining operations for the Stage 1 (MOD1) extended underground mining trial, will also be used to house the mine workforce for all subsequent stages of the project and regardless of whether mining operations are underground or open cut.

The WAP does not consider workforce accommodation requirements associated with exploration activities outside the approved Project boundary or mining leases.

Consistent with Conditions 9 and 10 of the consent, the WAP describes how the mine construction and operations workforce will be housed throughout the life-of-project.

The plan also provides an overview of consultation undertaken to-date with respect to mine workforce housing and further consultation proposed.

1.2. Project description

The Iluka Balranald Project will involve the construction, operation, and rehabilitation of two linear mineral sand deposits, known as the West Balranald and Nepean deposits, located approximately 12 kilometres (km) and 66 km north-west of the town of Balranald (Balranald town), respectively (Figure 1.2).

An environmental impact statement (EIS) was prepared and submitted in 2016 to accompany an EIS (EPBC 2012/6509) application under Section 130(1) and 133 of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act) to construct, operate and rehabilitate a mineral sand mine near Balranald, NSW. Commonwealth EPBC Act Approval 2012/6509 was granted by a delegate of the Commonwealth Minister for the Environment on 6 January 2017 for the mineral sands mine (herein referred to as 'the Commonwealth approval').

A separate EIS was submitted to the NSW Minister for Planning under the *Environmental Planning and Assessment Act 1979* (NSW) (EP&A Act), with NSW Development Consent (SSD 5285) granted on 5 April 2016. The consent was granted for open cut mining of both deposits but allowed the trial of a novel underground mining methodology within the West Balranald deposit, inclusive of the bulk sampling of mineral ore from depth, with initial underground mining trials and bulk sampling completed between 2016 and 2020.

Following successful trials, Iluka sought and were granted a modification of the consent (Modification 1) ('MOD1') to expand the underground mining trial at West Balranald, and for an additional disturbance at West Balranald to accommodate primary processing infrastructure for the production of heavy mineral

concentrate (HMC), with the transport of HMC off-site for secondary processing at Iluka’s facilities in Victoria and/or Western Australia (WA).

The Balranald Project will have a life of approximately 15 years, including construction, mining, backfilling of all overburden material, rehabilitation and decommissioning. The Project will be developed in stages, commencing with mining operations at the West Balranald deposit, with construction expected to take approximately eighteen (18) months followed by an operational phase (the extended underground mining trial) of approximately six (6) years. The operational phase would include underground mining and associated ore extraction, processing and transport activities, and progressive rehabilitation.

The site will operate 24 hours per day, seven days per week during construction, mining, processing and transport activities. The indicative planned sequencing of activities for the West Balranald Mine is presented in Figure 1.1.

Construction of infrastructure at the Nepean mine is proposed to commence in approximately Year 5 of the operational phase, with mining of ore starting in Year 6, and being complete by approximately Year 8.

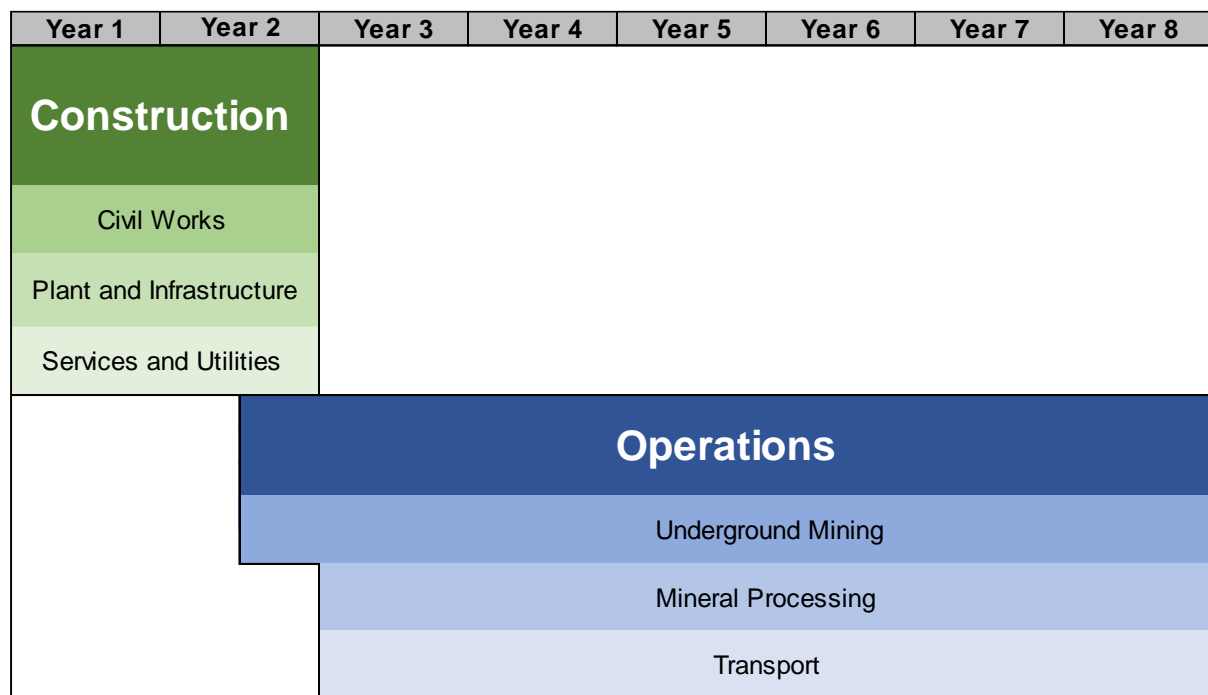


Figure 1.1 – Sequence of site activities

Financial investment approval for the Project was granted by the Iluka Board of Directors on 21 February 2023 (ASX:ILU) to progress construction of the West Balranald Mine. Construction is proposed to commence in August 2023, with underground mining and HMC production to commence in Q1 2025.

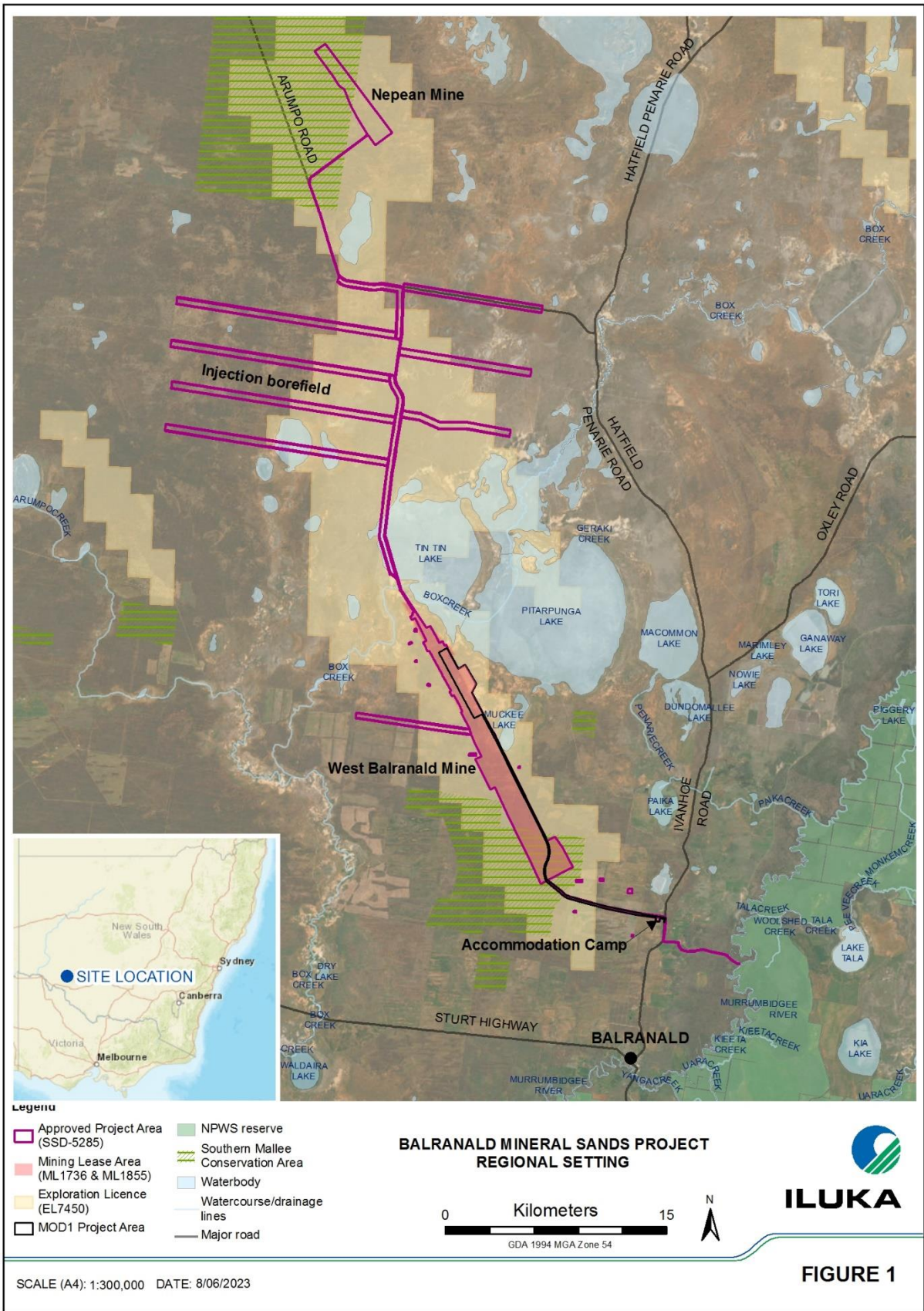


Figure 1.2 – Balranald project location

2. Statutory context

2.1. Consents, authorisations and licences

Iluka's current consents, authorisations and licenses relevant to Balranald Project are provided in Table 1.

Table 1 – Consents, authorisations and licences

Type	ID	Date of grant	Duration
Exploration Licence	EL7450	February 2010	11 years
Development Consent	SSD-5285	April 2016	16 years
Development Consent – MOD1	SSD-5285-Mod-1	December 2022	Per SSD-5285
Development Consent – MOD2	SSD-5285-Mod-2	August 2023	Per SSD-5285
Commonwealth Approval	EPBC 2012/6509	January 2017	29 years
Mining Lease	ML1736	May 2016	21 years
Mining Lease	ML1855	June 2023	21 years
Environment Protection Licence (EPL)	EPL20795	June 2016	Renewed annually

2.2. Approval requirements

This plan has been prepared to fulfil the requirements of Schedule 2, Conditions 9–10 of the consent (Table 2).

Table 2 – Conditions of approval reference table

Schedule	Condition	Condition requirement	Plan reference
2.	9	<p>The Applicant may construct a workforce accommodation facility on the site that accommodates no more than 350 workers. The facility must be constructed within the area identified in Figure 2A in Appendix 2.</p> <p>Detailed plans of the facility must be prepared in consultation with Council, and a copy of the final plans must be submitted to the Secretary.</p>	Section 3
2.	10	<p>The Applicant must prepare a Workforce Accommodation Plan to the satisfaction of the Secretary. This plan must:</p> <ul style="list-style-type: none"> a) be prepared in consultation with Council; b) identify options for constructing or providing a workforce accommodation facility in the Balranald town, having regard to workforce requirements over the various stages of the project life; c) include consideration of engineering and economic implications of the identified options; d) provide detail of intended plans for the on-site accommodation facilities; and e) identify a preferred approach, including justification and timing. <p>The Application must not commence Open Cut Mining Operations until the Secretary approves the Workforce Accommodation Plan.</p>	This document Section 3

2.3. Strategic development strategies and plans

Strategic development strategies and plans considered relevant to the workforce accommodation strategy for the Balranald project are summarised in Table 3.

The documents flag a strategic priority for Balranald Shire Council (BSC) to improve housing availability within the Balranald township to address a current and medium-term shortfall, and with housing demand increasing across various industry sectors and major projects in the region.

Table 3 – Strategic development strategies and plans relevant to workforce accommodation planning

Instrument	Relevance to workforce accommodation plan
Balranald Settlement Strategy (Enhancement and Growth), Shire of Balranald, December 2022	Identifies a shortfall in housing within the Balranald township relative to housing demand from several industry sectors. Notes that the growth in local housing supply is likely to require a mixture of in-fill development of privately-owned land, in-fill development of Crown land, and some minor expansion of the urban area to meet projected growth within the next 10 years when local major projects are planned.
Balranald Shire Council – Local Strategic Planning Statement	Identifies an increased demand on housing and other accommodation associated with agriculture, horticulture (irrigated tree nut farms) and renewables projects. Identifies a strategic priority to increase housing within the Balranald township to accommodate temporary and drive-in/drive-out (DIDO) workforces. Notes the need for housing to be practical and developed in consultation with other organisations.
Balranald Shire Council – Operational Plan 2022-2023, (March 2022)	Identifies plans to improve access to housing, with a housing strategy to be adopted by 2024, subject to a review of the Balranald Shire Council Local Environment Plan (LEP) and identification of land release areas for new housing.

3. Workforce accommodation strategy

As indicated in Balranald Shire Council strategic development strategies and plans (section 1.5), there is a shortfall of available housing within Balranald due to increasing industry-driven demand in the region. While land access for new housing is acknowledged as a Council priority, any subsequent increase in dwellings is likely to take several years, with sufficient town-based dwellings unlikely to be available in time to accommodate the construction workforce. This low housing availability is also likely to affect the operations phase.

To manage this risk, Iluka will utilise an off-site temporary accommodation facility in Balranald to house the construction workforce, supplemented by the use of other local short-term accommodation (e.g. motels, caravan park lodging) where practicable.

Consistent with the approved Consent (Condition 9), Iluka will also construct a demountable on-site camp with a capacity of up to 350 occupants in single-person rooms/quarters to house the mine operations workforce. This includes 96 rooms that will only be on site temporarily during the construction period. The entire camp will be demobilised from site at completion of operations. Further to addressing local housing availability, the camp also provides the following benefits:

- employee safety – the camp is near the operation, reducing travel time and associated safety risks, particularly for shift personnel;
- social – reduced potential for disruptive or antisocial behaviour and detrimental interaction with members of the local community; and
- economic – ability to engage and utilise local supply chain service providers (i.e. ability to utilise local and regional service providers irrespective of whether the camp is located on-site or in town).

Information and plans for the off-site and on-site accommodation facilities are provided below.

3.1. Construction workforce temporary accommodation

3.1.1. Local temporary accommodation services

Given its location on the Sturt Highway and proximity to regional attractions, Balranald is generally well serviced by tourist and temporary accommodation in the form of motels and a caravan park.

As of February 2024, there are seven (7) local temporary accommodation providers in Balranald with a total combined offering of up to 111 rooms/cabins (Table 4).

Table 4 – Balranald temporary accommodation facilities

Facility	Address	Total rooms	Included key amenities
Shamrock Hotel / Motel	35 Mayall St, Balranald	21	Dining
Balranald Club Motel	112 Market St, Balranald	14	Dining
Balranald Sturt Motel	32 River St, Balranald	14	
Balranald Capri Motel	207 Market St, Balranald	12	Communal kitchen
Balranald Motor Inn	154 Market St, Balranald	25	
Balranald Colony Inn Motel	140 Market St, Balranald	8	
Balranald Caravan Park	60 Court St, Balranald	17	

Relevant to workforce accommodation planning, these local accommodation facilities experience periods of limited or no availability coinciding with local community events and school holiday periods and, as noted in section 2.3, increased demand for these facilities is expected due to the various projects in the region.

Given the scale and length of the initial construction period of the Balranald Project, and to ensure the project has reliable access to temporary accommodation, Iluka plans to establish its own temporary construction camp (section 3.1.2).

3.1.2. Off-site temporary construction camp

Iluka will lease part of an existing temporary accommodation facility (known as ‘QCV Camp’) located in Church Street, Balranald for purposes of housing the construction workforce. This facility will ensure that construction personnel can be accommodated while minimising demand on, and competition for, short-term accommodation services.

This QCV camp, which includes bedrooms, dining, recreation facilities, ablutions, administration, first aid, gymnasium, communications and parking facilities, will be upgraded to increase capacity up to 120 persons in an Iluka-specific area in the camp. There remains the potential for the use of the QCV camp to utilise as many rooms as available in peak construction. This may go as high as 400 rooms but only on a temporary basis.

The off-site temporary camp is intended for construction purposes while the on-site camp is built closer to the mine site which will minimise travel.

Iluka prefers to house the on-site camp close to the mine site so that it can manage travel, interaction with the public and access to alcohol. Resources will be encouraged to participate in the township however Iluka wants to encourage DIDO or FIFO staff to feel at home and supported by the camp. There will be the option to utilise the temporary camp in town for overflow requirements such as shutdowns and specific projects.

Iluka has engaged with Balranald Shire Council, together with the owner, QCV, on its plans for the facility with proposed upgrades to be undertaken subject to development approval (DA) requirements under the Balranald Local Environment Plan (LEP).

The facility location, and proposed layout of existing and additional planned infrastructure, are shown in Figure 3.1, Figure 3.2 and Figure 3.3.



Figure 3.1 – Off-site accommodation facility (QCV camp) location, Church St Balranald

(Source: Google)

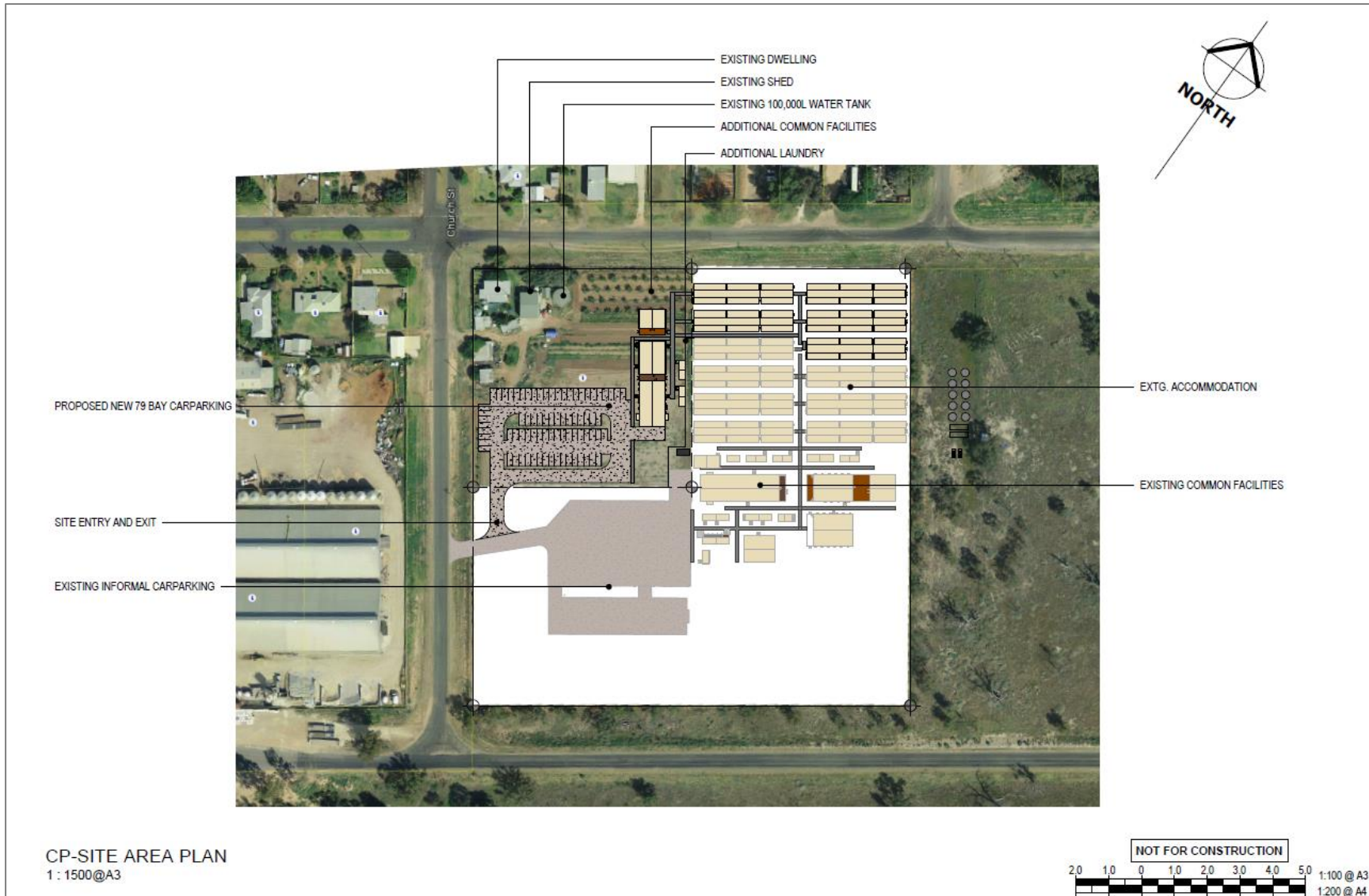


Figure 3.2 – Iluka temporary off-site construction camp – conceptual plan

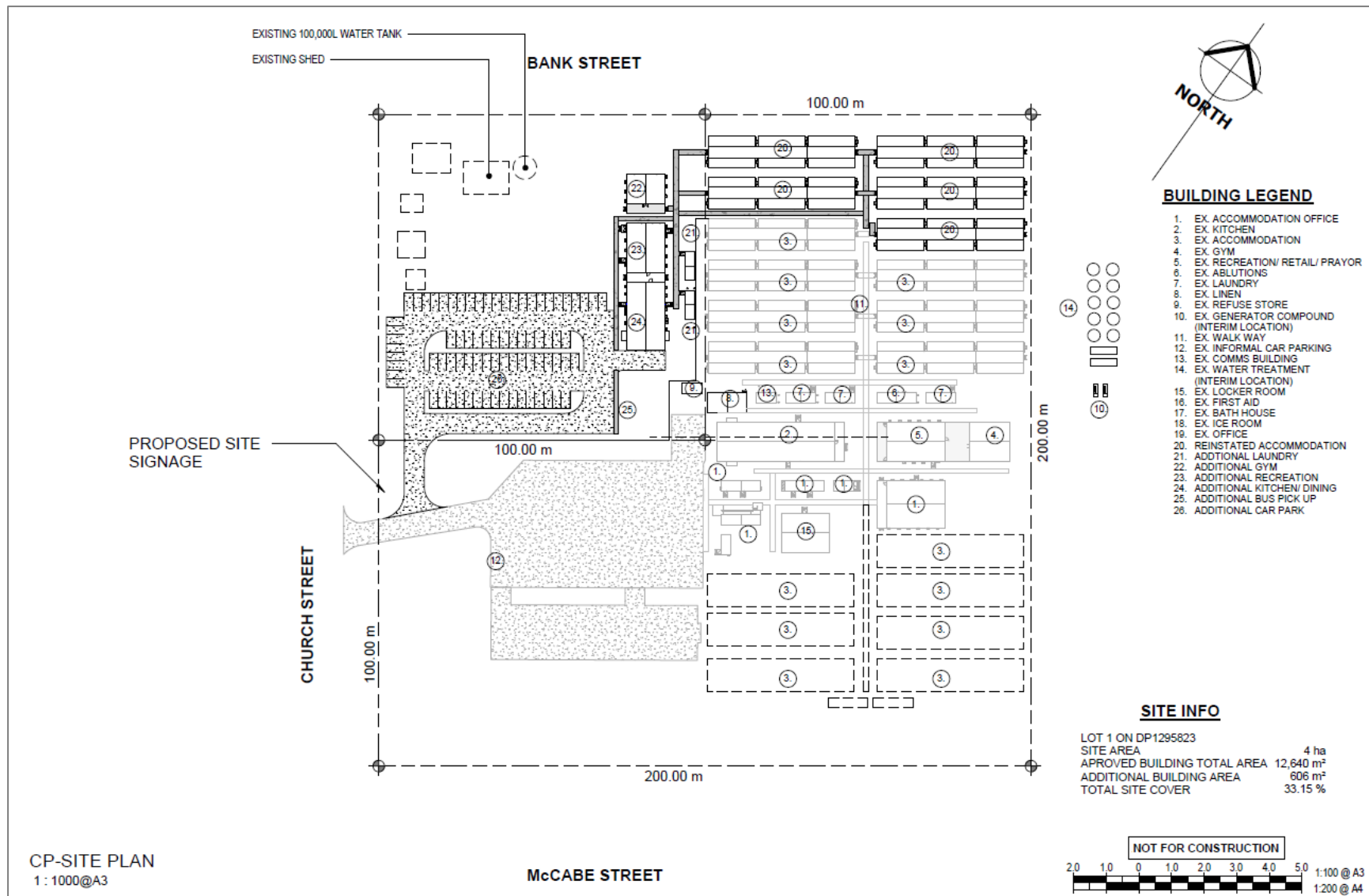


Figure 3.3 – Iluka temporary off-site construction camp – conceptual plan – existing and proposed facilities

3.2. On-site accommodation facility

Consistent with the approved Consent (Condition 9), Iluka will construct an on-site camp with a capacity of up to 350 occupants in single-person rooms/quarters. The camp will provide accommodation for the mine construction and operations workforce, and will be partially demobilised at the completion of commissioning, and fully demobilised at completion of operations

The on-site camp will include 165 rooms for both construction and operational phases, with the option to expand to up to 300 during life of mine. An additional 96 temporary rooms will be required during the construction and commissioning phase (Figure 3.5), it is anticipated that the rooms will be demobilised from the accommodation facility by June 2026.

It is anticipated that the construction workforce will peak at approximately 300 personnel and 120 personnel will be required for the operational phase during the life of mine for up to 12 years. The accommodation will remain operational until mine rehabilitation works are concluded.

The on-site camp will be located near the intersection of the Balranald mine access road and Ivanhoe Road. Camp amenities will include:

- administration office;
- worker accommodation rooms;
- bar and dining facilities;
- sport and recreation facilities;
- vehicle parking;
- wastewater treatment plant and tanks; and
- telecommunications tower.

The camp location and conceptual layout are presented in Figure 3.4 and Figure 3.5.

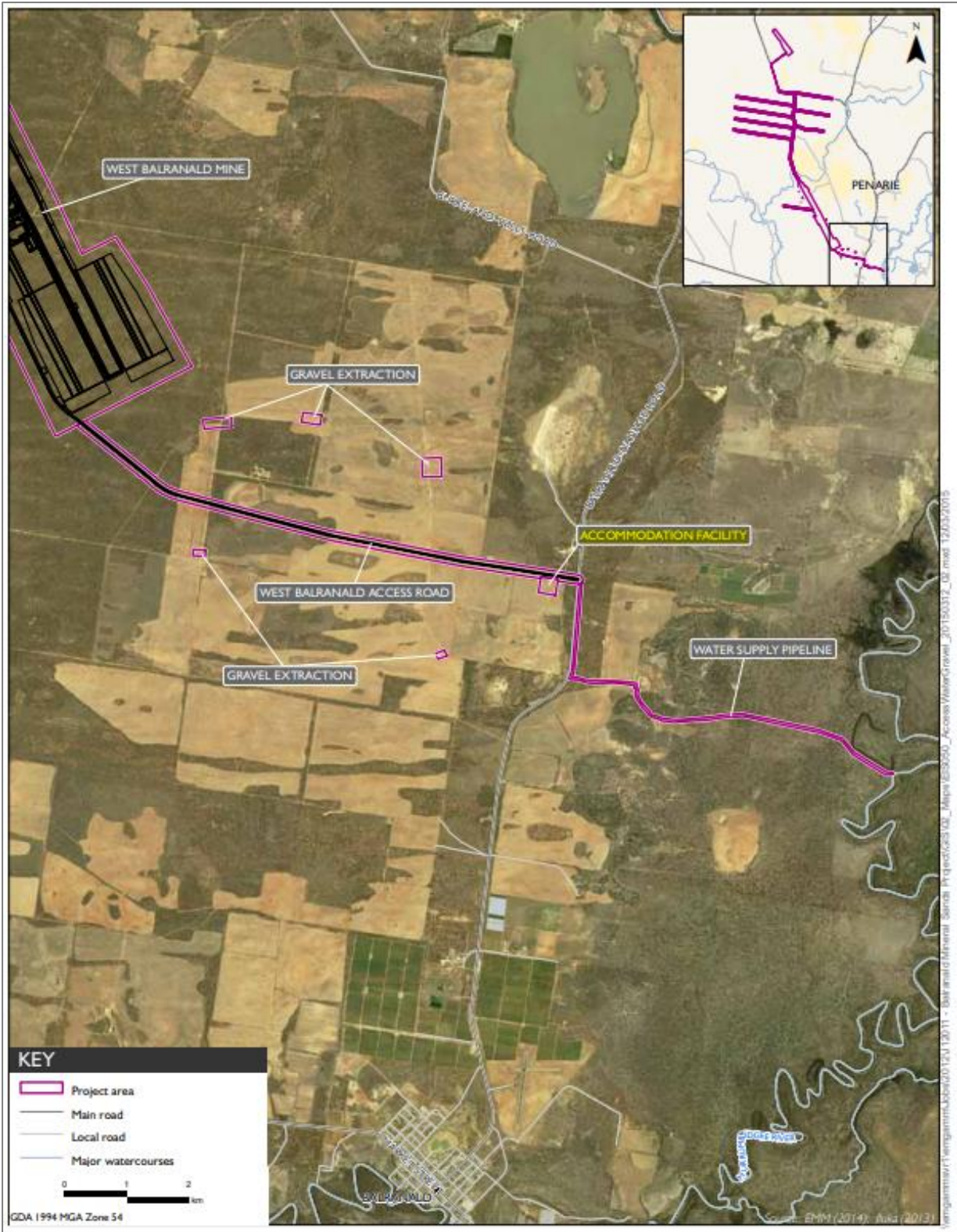


Figure 3.4 – On- site camp location

(Source: Balranald Project EIS – Figure 4.2 (EMM 2015))

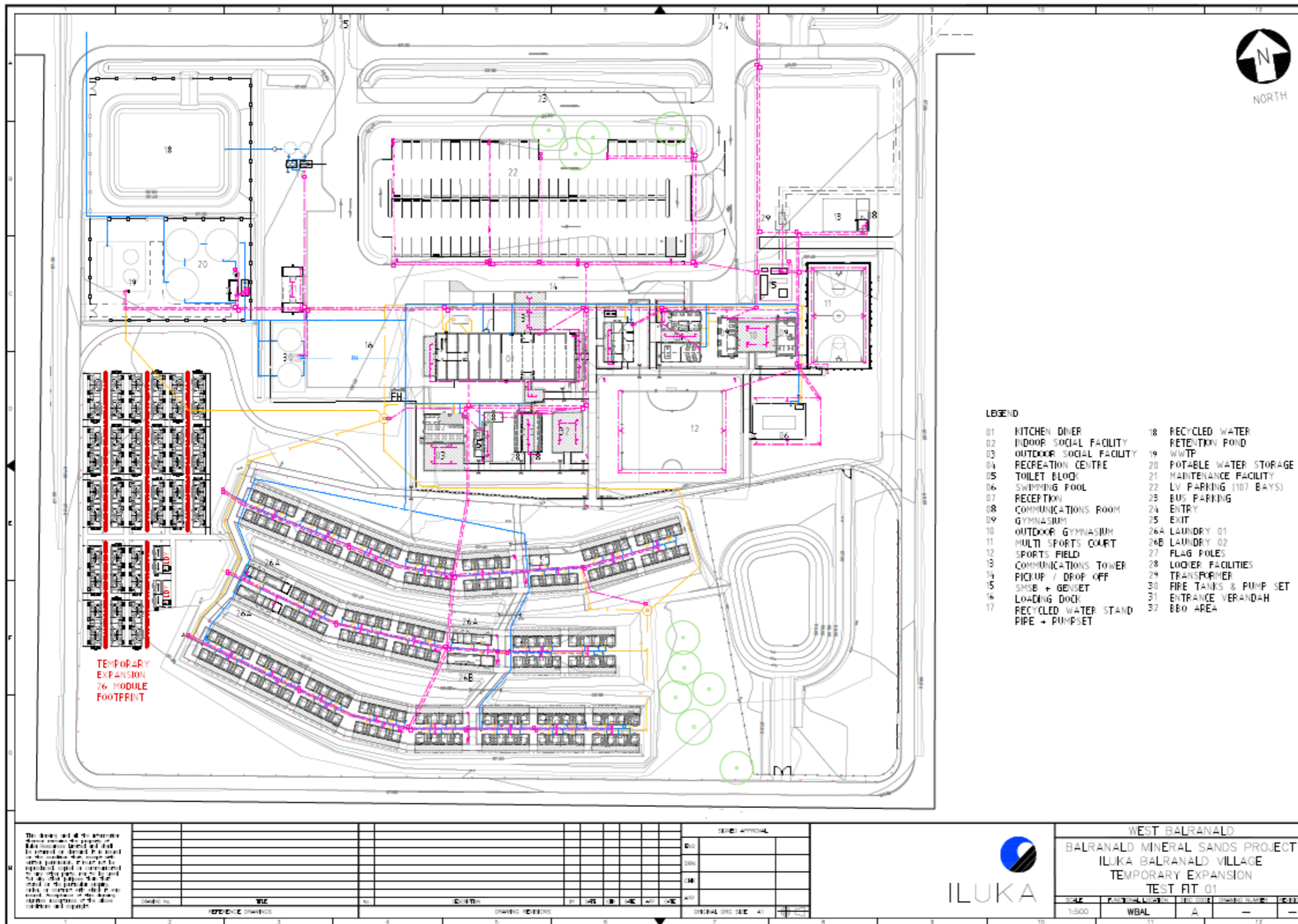


Figure 3.5 – On-site camp layout

4. Other matters

4.1. Economic considerations

A detailed assessment of economic impacts and benefits has not been undertaken for purposes of plan development, noting that economic impacts and benefits associated with Iluka's accommodation strategy (dedicated on-site camp and short-term use of local temporary accommodation facilities) were addressed in the MOD1 Assessment Report (EMM, 2022a). In summary, these included:

Potential impacts:

- Reliance on short-term local temporary accommodation facilities to house overflow construction workforce could increase occupancy rates/competition and potentially prices for tourist and other public temporary accommodation, with flow-on impacts to local tourism-related income.

Potential benefits:

- Dedicated on-site camp would reduce demand on, and competition for, short-term local accommodation by tourist and other members of the public.
- Increased use of regional and local retail and business facilities and services (opportunities for the expansion of retail and business capabilities (diversification) or capacities (scale)).
- Opportunity for local contractors and jobseekers in camp catering and maintenance services.

As noted in the MOD1 Assessment Report, the significance of additional demands on hospitality and community services is generally considered to be 'low' because of the existing capacity in most community services sectors in Balranald town, with 'high' positive impacts expected on retail services due to predicted increased demand and spend with these services.

4.2. Engineering considerations for on-site camp

The design of the on-site accommodation camp has considered and addressed the following key engineering considerations:

- Noise attenuation initiatives to keep noise to a minimum for workers regardless of day or night shift. These include setback distances from haul road, additional insulation in walls between rooms, recreational facilities placed away from living quarters and separated by walled gardens, split system air conditioning, laundry facilities located at end of blocks, substation and water treatment facilities located away from main camp.
- Warm solar lighting to be installed to ensure safety and security for workers and minimise adverse impacts on native fauna.
- Camp designed for a 10–12 year life, with minimal use of concrete and focus on buildings blending into the surrounding landscape.
- Flood mitigation including use of swales through the camp to direct and 'harvest' surface water runoff for re-use through the camp reticulation system. These swales and reticulation system will also support the establishment of native vegetation consistent with the nominated final land use (grazing on chenopod shrubland) with interim benefit to camp landscaping and aesthetic appeal.

Additionally, the camp has been designed with social amenity in mind with the focus on the safety of the workforce and a 'village' atmosphere to support workers living in the camp over a long period of time.

4.3. Long-term plans for on-site camp

Currently, as detailed in the MOD1 Assessment Report (EMM, 2022a) and supporting Rehabilitation and Closure Assessment (EMM, 2022b), the on-site camp will be decommissioned, and the camp site rehabilitated per the proposed post-mining land use (grazing on chenopod shrubland) when no longer required. Decommissioning and rehabilitation activities would generally include:

- decommissioning of processing plant areas following removal of plant.
- decommissioning of mine services and infrastructure.
- removal of mining infrastructure, materials and rubbish.
- topsoil and sub-soil testing of all potentially contaminated areas, including excavation and removal of any contaminated substrate and confirmation sampling to confirm only benign materials remain.
- contouring earthworks to rip up compacted areas and blend disturbed mining surfaces into surrounding topography; and
- application of topsoil and subsoil and/or collected seeds to promote vegetation establishment.

5. Plan consultation

In accordance with Schedule 2, Condition 10 of the consent, this plan has been issued to Balranald Shire Council for review and endorsement.

Final plans will be prepared in consultation with BSC and submitted to DPHI.

Feedback received from Council during consultation is provided in Appendix A.

6. Approval of plan by Secretary

As per Schedule 2 (Condition 10) of the consent, approval of this workforce accommodation plan by the Secretary (Department of Planning and Environment, DPHI) before Open Cut Mining Operations can commence.

Construction of the on-site camp will be undertaken to support the execution of MOD1 (extended underground mining trial), and this camp will service all future mining activities regardless of whether this involves open cut or underground mining.

Accordingly, and consistent with intent of this Condition 10, Iluka submits this workforce accommodation plan for approval by the Secretary in advance of the MOD1 development.

7. References

Balranald Shire Council (March 2022). Operational Plan 2022-2023.

Balranald Shire Council (December 2022). Balranald Settlement Strategy (Enhancement and Growth), Shire of Balranald, December 2022

Balranald Shire Council (no date). Local Strategic Planning Statement. Shire of Balranald.

EMM (2022a). Balranald Mineral Sands Project Modification 1 – Extension of mining trial modification report (SSD-5285_MOD1) (v5 Final). Prepared for Iluka Resources Ltd, 9 May 2022.

EMM (2022b). Balranald Mineral Sands Project - Modification of Consent (SSD-5285) – Rehabilitation and closure assessment. Appendix Q to MOD1 Assessment Report. Prepared for Iluka Resources Ltd, 6 May 2022.

Appendix A

From: Ray Mitchell <rmitchell@balranald.nsw.gov.au>
Sent: Friday, 6 December 2024 12:28 PM
To: Philip Lazzari <Philip.Lazzari@iluka.com>
Cc: David Mckinley <dmckinley@balranald.nsw.gov.au>
Subject: SSD-5285, Iluka/ Balranald : Workforce Accommodation Plan_Rev1

[EXTERNAL] This email came from outside Iluka. Exercise caution before opening attachments or clicking links.

Thanks for sending the updated proposed accommodation facility site plan and associated information through Phil.

I have reviewed the documentation and note that the updated site plan indicates that the overall layout remains under the approved maximum room number of 350 and is located in accordance with the conceptual site plan of the original approval.

Council does not object to the updated proposed accommodation facility layout.

Should you require additional information in relation this matter, please do not hesitate to make contact at your convenience.

Kind Regards



Ray Mitchell

Health & Development Officer

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   @balranaldshirecouncil

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From: [Ray Mitchell](#)
To: [Nick Travers](#)
Subject: RE: Iluka Balranald Project - Workforce Accommodation Plan - for Consultation
Date: Tuesday, 23 April 2024 2:44:24 PM
Attachments: [image002.png](#)

Good afternoon Nick,

Council is appreciative of opportunity to review the Draft Workforce Accommodation Plan (the Draft Plan).

We note the details around the provision of accommodation both on and off-site, including the social, environmental, economic impact and opportunity assessment contained in the Draft Plan.

Council is satisfied that there are no additional matters that are required to be addresses in the Draft Plan.

Should you require additional information in relation to this matter, please do not hesitate to make contact at your convenience.

Kind Regards



Ray Mitchell

Health & Development Officer

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From: Nick Travers <Nick.Travers@iluka.com>
Sent: Thursday, March 28, 2024 1:31 PM
To: Ray Mitchell <rmitchell@balranald.nsw.gov.au>
Subject: Iluka Balranald Project - Workforce Accommodation Plan - for Consultation

You don't often get email from nick.travers@iluka.com. [Learn why this is important](#)

Hi Ray,

Not sure if you're the correct point-of-contact regarding the enclosed, so please pass on if required.







Workforce Accommodation Plan_Rev2(2)

Final Audit Report

2025-01-15

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