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MAULES CREEK COAL MINE

SOCIAL IMPACT MANAGEMENT PLAN

Edition	Rev.	Comments	Author	Authorised By	Date
2	3	Final 2015 SIMP	D. Elliott Elliott Whiteing	Craig Simmons	12 June 2015
3	1	Revision 2018 SIMP – Draft for stakeholder review	D. Elliott Elliott Whiteing	Darren Swain	5 June 2018
3	2	Final 2018 SIMP	D. Elliott Elliott Whiteing	Darren Swain	23 July 2018
3	3	Updated SIMP 2020	D. Elliott Elliott Whiteing	Andrew Garratt	9 July 2021
3	3	Review - Address further comments	D. Elliott Elliott Whiteing	Andrew Garratt	February 2022
3	4	Administrative Review Mod 9	Admin update	Darren Swain	14 June 2024

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Terms and Abbreviations

ABS	Australian Bureau of Statistics
ARTC	Australian Rail Track Corporation
CCC	Community Consultative Committee
CHPP	Coal Handling and Preparation Plant
DEC	NSW Department of Education and Communities
DIDO	Drive-in/ drive-out
DPC	Department of Premier and Cabinet
DRE	Department of Trade and Investment, Regional Infrastructure and Services - Division of Resources and Energy
DP&E	Department of Planning and Environment
DPHI	Department of Planning, Housing and Infrastructure
DPIE	Department of Planning Industry and Environment
EA	Environmental Assessment
GSC	Gunnedah Shire Council
LEP	Local Environment Plan
LGA	Local Government Area
MCC	Maules Creek Coal
Mtpa	Million Tonnes Per Annum
NSC	Narrabri Shire Council
NSW	New South Wales
RMS	Roads and Maritime Services
ROM Coal	Run of Mine Coal
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SRLUP	New England North West Strategic Regional Land Use Plan
MCC	Maules Creek Coal Mine
VPA	Voluntary Planning Agreement
WHC	Whitehaven Coal Limited

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1 INTRODUCTION

1.1 Maules Creek Coal Mine

The Maules Creek Coal Mine (MCCM) is a joint venture between Aston Coal 2 Pty Limited (a wholly owned company of Whitehaven Coal Limited [Whitehaven]), ICRA MC Pty Limited and J-Power Australia Pty Limited. Maules Creek Coal Pty Ltd (MCC), a wholly owned subsidiary of Whitehaven, has been appointed by the joint venture to manage the MCCM.

The MCCM is located in the Gunnedah Coal Basin, approximately 20 kilometres (km) north-east of Boggabri, in the Narrabri Local Government Area (LGA), approximately 55 km from Narrabri and 60 km from Gunnedah. Figure 1-1 shows the regional location of the MCCM.

Whitehaven submitted a Project Application to the NSW Department of Planning and Infrastructure (DP&I) (now Department of Planning, Housing and Infrastructure [DPHI]) in August 2010 for a Project Approval under Part 3A of the Environmental Planning and Assessment 1979 (EP&A Act) to enable the construction and operation of the MCCM. PA 10_0138 was approved by the Planning Assessment Commission (PAC) under delegation of the Minister for Planning and Infrastructure on 23 October 2012.

PA 10_0138 allows for the construction and operation of an open cut coal mine, with the recovery of up to 13 million tonnes per annum (Mtpa) of run-of-mine (ROM) coal for a period of 21 years. The Approval included:

- an open cut mining fleet including excavators/shovels and fleet of haul trucks, dozers, graders and water carts using permanent employees;
- the construction and operation of a Coal Handling and Preparation Plant (CHPP) with a throughput capacity of 13 Mtpa ROM coal, a Tailings Drying Area, administration facilities, workshop and related facilities and explosive storage areas; and
- construction and operation of supporting infrastructure including a rail spur, rail loop, associated load out facility and connection to the Werris Creek to Mungindi Railway Line, a Mine Access Road supporting power and communications infrastructure, and water management infrastructure including a water pipeline, pumping station and associated infrastructure for access to water from the Namoi River.

The Project Boundary (as defined by PA 10_0138), and the maximum MCCM Disturbance Boundary for the MCCM are shown in Figure 1-2.

Construction of the MCCM commenced in late December 2013 and was completed during 2015. Operations commenced in August 2015. Whitehaven expects the MCCM to produce 13 Mtpa ROM coal once peak production is reached. The current Approval allows MCCM to operate until the end of December 2034.

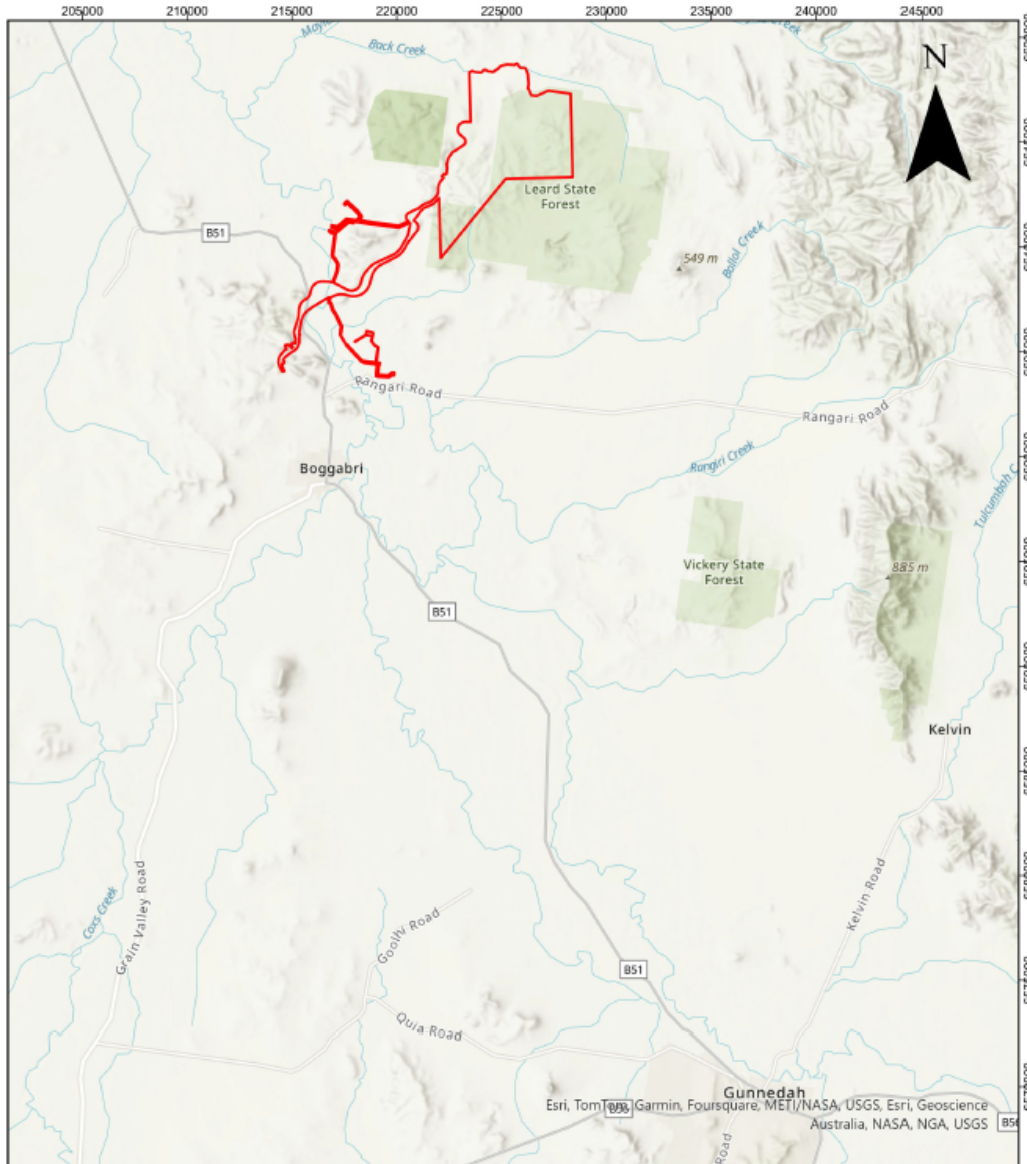


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Figure 1-1: Regional Locality



MCCM Project Locality Plan

Maules Creek Coal

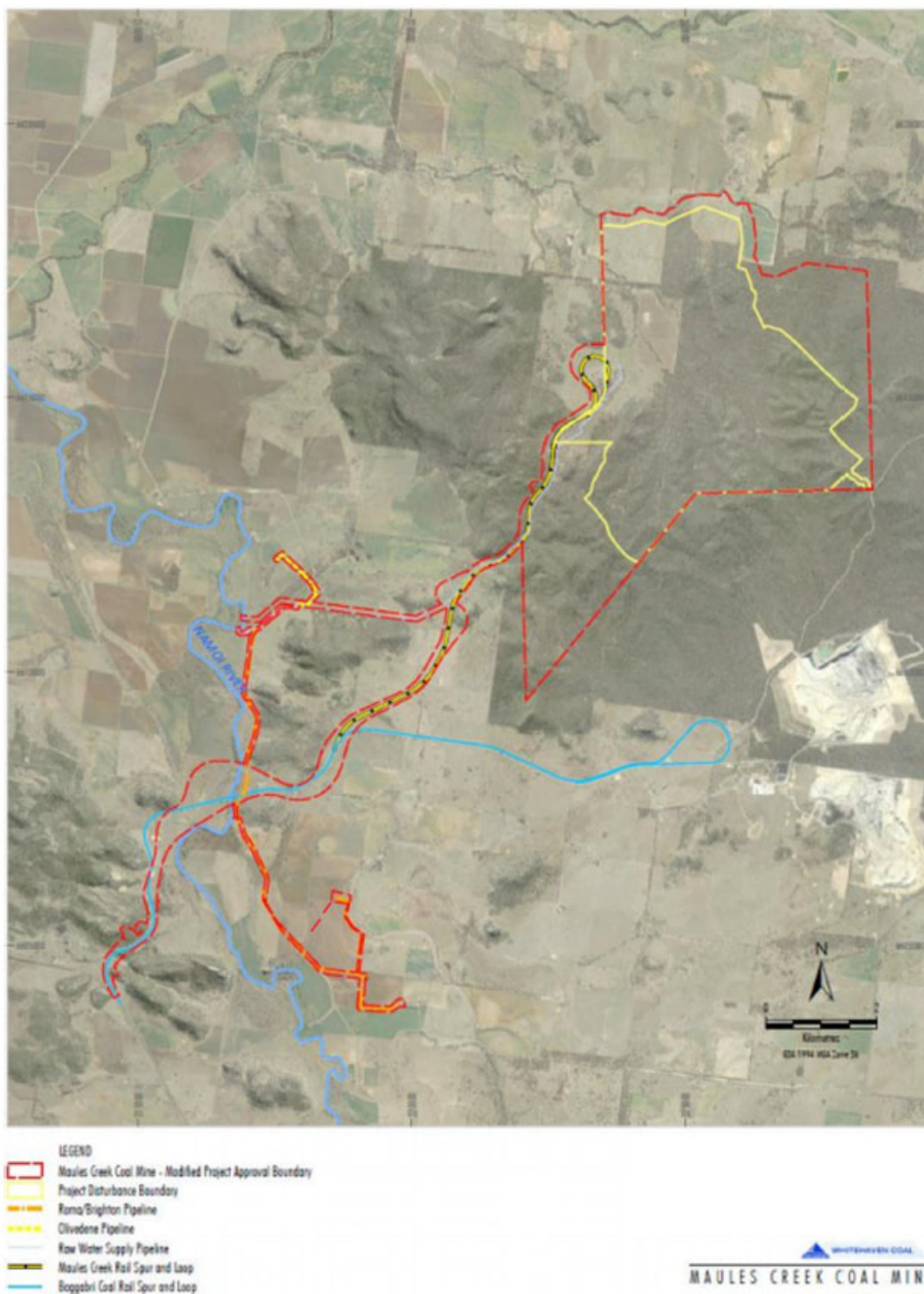
Project Approval Boundary




Author: AFriend
 Date: Wednesday, 17 April 2024
 Spatial Reference:
 Name: GDA2020 MGA Zone 56

Disclaimer: Map for reference only and subject to survey. MCC makes no guarantee of the accuracy of this map and data within. MCC shall have no liability for any decisions made or actions taken based upon this map.

Figure 1-2: MCCM Project boundary



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1.2 Purpose of this SIMP

This Social Impact Management Plan (SIMP) is Edition 3 Revision 4 and is an administrative update to align the project approval boundaries of Modification 9. The MCCM SIMP Edition 3 Revision 3 was approved by DP&E in March 2022. . SIMP Edition 3 Revision 2 was provided to the then DP&E (now DPHI) in 2018, and in 2020 DPHI requested it be loaded to the Planning Portal. Data on project employment, local unemployment rates and housing cost/availability and the assessment of relevant impacts were updated in early 2021.

The SIMP describes the mitigation and management program for the MCCM's social impacts and opportunities during operations and reflects:


- the relevant conditions of Project Approval (PA 10_0138);
- the completion of construction and management strategies specific to the construction phase;
- progress with SIMP implementation;
- changes to MCCM's social setting that have occurred since the last SIMP was completed; and
- relevant requirements of DPHI's Social Impact Assessment Guideline (SIA Guideline).

Whitehaven Coal carries out reviews of the MCCM SIMP in accordance with PA 10_1038 Schedule 2 Condition 16 and Schedule 5 Sections 3 and 5. Upon its approval, this SIMP will supersede the previous approved SIMP.

1.3 SIMP Revision Process

This SIMP has been prepared based on information provided by MCC, and also refers to the Social Impact Assessment prepared by Hansen Bailey for the MCCM Project in 2011. The SIMP revision process has involved:

- a review of statutory requirements and policy guidance (see Section 2 and Appendix A);
- research to identify changes to local and regional social conditions since the 2015 SIMP was approved (see Section 3);
- identifying progress on SIMP strategies (see Section 5);
- recalibrating the social impacts and benefits assessment for the operational phase (see Appendix B) to reflect the core matters and significance criteria identified by the SIA Guideline;
- revising the SIMP to include:
 - an updated summary of social impacts and opportunities;
 - social impact mitigation, management and enhancement measures relevant to the operations phase;
 - MCC's implementation and governance process for SIMP actions;
 - performance outcomes and a monitoring and reporting process

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- consultation with key stakeholders which included:
 - provision of advice regarding the SIMP revision process by MCC to Gunnedah Shire Council (GSC) and Narrabri Shire Council (NSC), Registered Aboriginal Parties and the MCCM Community Consultative Committee (CCC) during 2018; and
 - provision of the draft SIMP to the NSC, GSC, Registered Aboriginal Parties, Boggabri Coal and MCCM CCC for their review and feedback during 2021; and
- consideration of stakeholder feedback in finalising the SIMP for submission to DPHI.

Stakeholder feedback from the 2021 reviews is noted in Appendix D, noting how these inputs have been considered in the development of the SIMP.

Stakeholder feedback received on the draft SIMP during June and July 2018 is summarised in Table 1.1, noting how these inputs have been considered in the development of the SIMP.

Table 1.1 Stakeholder input to draft SIMP

Summary of stakeholder inputs	How input has been addressed
Improve alignment with New England North West Regional Plan (NE/NW Regional Plan) 2017 by: <ul style="list-style-type: none"> • supporting development of employment land in Narrabri LGA (with a focus on Boggabri), consistent with the Plan's goals for Gunnedah LGA; and • identifying strategies to maintain a healthy environment with pristine waterways. 	MCCM SIMP Appendix A, Table A-1 outlines the actions MCC will undertake to support implementation of the NE/NW Regional Plan 2017, including that MCC will, where relevant, work with the Council to inform land use planning and growth management strategies. MCCM Biodiversity Management Plan includes measures for maintaining local environmental qualities and waterways (addressed in Section 5.3).
Address change in Boggabri population characteristics, change in levels of volunteerism and workforce / community participation	Addressed Section 3.3 (community profile), Section 4.3 (population impacts and opportunities), Section 5.3 (community infrastructure and wellbeing) and Section 5.5 (role of CCC).
Address social impacts including noise, dust and water loss associated with MCCM	SIMP implementation is supported by a number of MCCM Management Plans (specifically identified in Section 5.3) including: <ul style="list-style-type: none"> • MCCM Air Quality and Noise Management Plans • Air Quality Management Strategy for the Leard Forest Mining Precinct • MCCM Groundwater Management Plan • MCCM Biodiversity Management Plan Section 5.5 also identifies the communication and engagement measures undertaken by MCCM on water resource management.
Clarify funding arrangements for Environmental Projects, funding for capital equipment and emergency services, and support for Ochre health and Boggabri Medical Centre.	Section 2.2 identifies funding for Environmental Projects Section 5.3 identifies MCC contributions to support capital equipment purchases for local community services (CA7) and support Ochre Health and Boggabri Medical Centre (CA9)
Provide further detail on the support MCC will provide toward the Boggabri Childcare Facility and Ochre Health and Boggabri Medical Centre.	Section 5.3 identifies MCC commitments to Boggabri Childcare Facility, Ochre Health and Boggabri Medical Centre (Table 5-6 CA7 and CA8). MCCM Annual Review will report on the implementation of MCCM's commitments.

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Summary of stakeholder inputs	How input has been addressed
Increase transparency of MCCM's local supply arrangements	Section 5.2 outlines MCCM's commitments. MCCM Annual Review to report on MCCM's commitments, including local spend and number of LGA-based recipients.
Increase transparency of MCCM's dispute resolution process	Section 5.5 outlines MCCM's commitments and public reporting arrangement.
SIMP is comprehensive – no suggestions to improve SIMP. Suggestion to explore new local investment opportunities via the MCCM CCC (e.g. sealing of local roads, improving internet services and upgrading local electricity grid to access alternative energy sources).	Section 2.2 outlines MCC's VPA with NSC Section 5.5 outlines role of CCC

1.4 Relevant Whitehaven Documents

This SIMP references Whitehaven and MCC strategies, policies and plans as shown in Table 1.2.

Table 1.2 Other Whitehaven/MCC Documents Relevant to this SIMP


Documents	Impacts/ Opportunities	Key objectives	SIMP Section
Workforce Behaviour Guidelines	Community amenity	Encouraging positive employee behaviours in line with local values and expectations.	Section 4.2
Aboriginal Archaeology and Cultural Heritage Management Plan	Cultural heritage	Prevention and mitigation of impacts on Aboriginal cultural heritage.	Section 3.5
Whitehaven Diversity Policy	Employment	Setting the employment framework for the MCCM, including the employment of women, Indigenous people and people from non-mining backgrounds.	Section 5.2
Traffic Management Plan	Increased traffic volumes	Providing the framework for managing the impacts of MCCM-related traffic on local and regional roads.	Section 5.4

2 STATUTORY REQUIREMENTS AND POLICY SETTING

This section provides a summary of the regulatory and policy framework which is relevant to the SIMP. Further detail on the regional and local policy setting is provided as Appendix A.

2.1 Project Approval Conditions and Statements of Commitment

This SIMP has been prepared to satisfy Condition 78 of Schedule 3 of PA 10_0139 (Social Impact Management Plan). Table 2-1 identifies where each sub clause of Condition 78 has been addressed in this SIMP, noting that Condition 78 clause (c) requirements were addressed in previous SIMP revisions, and that this SIMP is relevant to operations and decommissioning only.


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Table 2.1 Project Approval Condition 78 of Schedule 3

Requirements of Approval	SIMP Section
a) The Applicant must prepare and implement a Social Impact Management Plan for MCC to the satisfaction of the Director-General to manage the potential impacts of MCCM. This plan must: b) be prepared by suitably qualified and experienced person/s whose appointment has been endorsed by the Director-General; c) be prepared in consultation with Narrabri Shire Council, Gunnedah Shire Council, the Maules Creek Community Consultative Committee, Aboriginal stakeholders and other relevant Government agencies and service providers, other mine operators in the Leard Forest Mining Precinct and submitted to the Director-General for approval within 12 months of project approval;	SIMP Edition 1. Rev 1. (2013)
d) take into consideration relevant actions related to social impacts identified in the Strategic Regional Land Use Plan for New England North West;	Section 2.5
e) identify the social impacts resulting from the various stages of MCCM (including construction, operational and decommissioning stages) in both the local and regional context, including but not limited to: <ul style="list-style-type: none"> ▪ soft infrastructure such as housing, medical, education, childcare and emergency services; ▪ hard infrastructure such as local and regional roads and rail; ▪ economic/business development; ▪ workforce demand/supply factors, such as training needs; ▪ labour availability impacts on other sectors, such as agricultural enterprises; 	Section 4
f) identify proposed initiatives for promoting workforce opportunities for residing in the area/region as opposed to FIFO/DIDO [fly-in / fly out; drive-in / drive out]	Section 5.1, 5.2
g) include a management and mitigation program to minimise and/or mitigate social impacts which at a minimum incorporates the socio-economic mitigation initiatives identified in the EA; and	Sections 5.1 – 5.6
h) include a monitoring program, incorporating key performance indicators and a review and reporting protocol, including reporting in the Annual Review.	Section 6.2

The SIMP has also been prepared in consideration of Whitehaven's relevant Statement of Commitments (SoC) included in Appendix 5 of PA 10_0138. Table 2-2 summarises these commitments.

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Table 2.2 Summary of Statement of Commitments Relating to the SIMP

SoC No	Statement of Commitment	Progress
20	MCC will provide the opportunity for one representative of the Aboriginal community to be a member of the Maules Creek Community Consultative Committee (CCC).	The opportunity for an Aboriginal representative on the CCC is in place.
30	MCC will use reasonable endeavours to work with other Gunnedah Basin coal projects and the relevant roads authorities in managing safety issues on the road network related to mining within the Narrabri and Gunnedah LGAs.	Whitehaven participates in industry and Government forums or other mechanisms aimed at monitoring cumulative transport infrastructure actions, including safety issues on the road network.
31	MCC will use reasonable endeavours to work with other Gunnedah Basin coal miners and the Australian Rail Track Corporation (ARTC) to encourage management strategies to ensure that the rail network can continue to handle the forecast additional rail movements.	Consultation with the ARTC has occurred and is ongoing. Based on this consultation Whitehaven understands that the existing rail network has sufficient capacity to accommodate the projected MCCM rail movements.
33	MCC will implement the management strategies as described within Section 7.20.9 of the Maules Creek EA in order to monitor and address the possible impacts of the MCCM upon the socio-economic environment.	This is described in detail in Section 5.
34	MCC will enter into an appropriate Voluntary Planning Agreement (VPA) on terms it will seek to agree with NSC and GSC.	The VPA was required for NSC only. Implementation is discussed in Section 2.2.
36	MCC will prepare an Annual Review (which summarises monitoring results and reviews performance) and distribute it to the relevant regulatory authorities and the Maules Creek CCC.	Annual Reviews are compiled and lodged with DPHI.

2.2 Voluntary Planning Agreement

Condition 17 of Schedule 2 of PA 10_0138 (Community Enhancement) required MCC to enter into a VPA with NSC, in accordance with Part 4 of the EP&A Act and the terms of the Proponent's offer in Appendix 3 of PA 10_0138. Table 2-3 provides the general terms of the VPA, and the corresponding sections of the SIMP where the VPA requirements are addressed.

To date, MCCM has contributed VPA payments to NSC to the value of ~\$13,325,000, and has also contributed over \$3,300,000 for cents per saleable tonne between January 2015 and December 2020. As part of the VPA, MCCM has also provided a \$100,000 payment which is administered by the Leard Forest Environmental Trust Committee to be used for Environmental Projects.


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Table 2.3 Voluntary Planning Agreement General Terms

Description	Payment Timeline	Amount	Relevant Section in this SIMP
Funds to upgrade infrastructure and roads including Therribri Road and Tarriaro Bridge Note: It has been agreed by NSC and MCC that the Baan Baa water supply scheme will replace the Tarriaro bridge	\$3,000,000 - 3 months after receipt of approvals to commence construction \$1,500,000 - 12 months after the first payment \$1,500,000 - 24 months after the first payment	\$6,000,000 (provided)	Transport Infrastructure (Section 5.4)
Funds to upgrade the Narrabri Airport	\$1,000,000 - 3 months after receipt of approvals to commence construction Each 12 months thereafter - \$1,000,000	\$5,000,000 (provided)	Transport Infrastructure (Section 5.4)
Funds to be utilised on various projects within the township of Boggabri and its surrounds	To be distributed in consultation with NSC and the Boggabri community, where possible equally distributed over a 3 year period commencing 3 months after receipt of approvals to commence construction.	\$800,000 (provided)	Community Infrastructure (Section 5.3)
Funds to be contributed to the Maules Creek Community	To be distributed in consultation with NSC and the Maules Creek Community, where possible equally distributed over a 3 year period commencing 3 months after receipt of approvals to commence construction	\$275,000 (provided)	Community Infrastructure (Section 5.3)
Funds to be utilised on CBD upgrades in the Narrabri Shire	\$250,000 - 3 months after receipt of approvals to commence construction \$500,000 - 12 months after the first payment \$500,000 - 24 months after the first payment	\$1,250,000 (provided)	Community Infrastructure (Section 5.3)
As part of the VPA, MCC has contributed a one-off payment of \$100,000, to contribute to a "pool of funds" with all current and future mines, to support the establishment of a fund for 'environment' projects.		\$100,000 (provided)	Community Infrastructure (Section 5.3)
NSC through gaining a Consumer Price Index (CPI) increase on the tonnes produced will allocate 1.5% of the increase each and every year to supplement the fund. The Council and MCC will work through the MCCM CCC to administer the funds. The cents per saleable tonne will mirror the calculation per saleable tonne paid to the NSW State Government and be payable monthly. The cents per saleable tonne will commence from the start of production and be utilised on infrastructure projects (including environmental) at Council's discretion. The Consumer Price Index is to be calculated as follows: <ul style="list-style-type: none"> ▪ Price Indexes published by the Australian Bureau of Statistics (ABS); ▪ CPI to be based upon the weighted average of eight capital cities for the previous 12 months and to commence from the start of production; and ▪ the first review to be undertaken and applied in the first instance and based on the prior 12 months CPI. 		\$0.075 per saleable tonne +CPI	Community Infrastructure (Section 5.3)

Whitehaven is in regular contact with NSC and GSC with regard to its operations in the Gunnedah Basin. Consultation occurs through the various mine site Community Consultative Committees, meetings and

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written and verbal communications. These consultations are used to keep abreast of relevant planning initiatives and policy updates.

2.3 Social Impact Assessment Guideline

The NSW DP&E (now DPHI) published its Social Impact Assessment Guideline for State Significant Mining, Petroleum Production and Extractive Industry Development on 8 September 2017. The SIA Guideline details a methodology for the identification, prediction and evaluation of the social impacts of proposed State Significant Resource Projects. While the SIA Guideline does not require development of a SIMP, and MCCM's approval precedes publication of the SIA guideline, this SIMP has been revised to reflect its relevant guidance for:


- research to reduce key uncertainties, e.g. analysing changes in local social conditions (see Section 3);
- ensuring a clear connection between mitigation measures and the social impacts to be addressed (Section 4, Section 5 and Appendix B);
- identifying the relevant requirements of government policy, including those relevant to VPAs (Section 2);
- mitigation measures including when and where the measure applies, and how effectiveness will be monitored and maintained (Sections 5.1-5.6);
- monitoring predicted social impacts (Section 6.2); and
- making monitoring results and associated information publicly available, including any revisions to the monitoring and management framework (Section 6.2).

2.4 New England and North West Regional Plan 2036

MCCM is within the area is covered by the New England North West Regional Plan 2036 (NENWRP), which provides a 20-year blueprint guiding the NSW Government's land use planning priorities and decisions to 2036. Priorities identified by the Plan for the Narrabri and Gunnedah LGAs that have relevance to this SIMP and MCC's corresponding actions are detailed in Appendix A.

2.5 Strategic Regional Land Use Plan – New England and North West

The *Strategic Regional Land Use Plan – New England North West* (SRLUP) was published by the NSW Government in 2012 to address specific social and land use management issues associated with mining and resource development in the region. The SRLUP recommended specific policy responses to these issues and remains a resource document supporting the 2036 Regional Plan. MCCM is within the area covered by the NENWRP. The NSW Government's vision for the New England North West Region is 'Nationally valued landscapes and strong, successful communities from the Great Dividing Range to the rich black soils'.

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Table A-1 of Appendix A summarises the specific actions of the SRLUP that remain applicable to this SIMP.

2.6 New England North West Housing and Land Monitor (2018)

DP&E (now DPFI), in partnership with Local Government, established a *New England North West Housing and Land Monitor* to provide an annual review of housing and employment land data. The second Monitor report was published in 2018¹ based on data from 2010-11 to 2016-17 and incorporating data from the previous Monitor (2010-2013) to help identify historical trends. Key findings relevant to the Narrabri LGA and Gunnedah LGA are discussed in Section 3.4 of this SIMP with further detail provided as Appendix A (Section A.3).

3 SOCIO-ECONOMIC SETTING

This section summarises key aspects of the existing socio-economic environment and provides an update on potential impacts and opportunities associated with the MCCM. It includes a focus on the Gunnedah and Narrabri LGAs, with the adjacent Tamworth and Liverpool Plains LGAs referenced where relevant.


3.1 Land use

MCCM is within the traditional nation of the Kamilaroi people, which comprises an area of more than 50,000 km in Central Northern NSW². Contemporary land use in the vicinity of the MCCM is dominated by grazing (primarily cattle) with grain and cotton cultivation on the flatter and more fertile areas to the north, east and west. Private dwellings are located to the north, north-west and north-east of the MCCM.

Leard State Forest, which is used for forestry, mineral extraction and recreational purposes, is located to the south and east of the MCCM, and is the other main land use in area. The Leard State Conservation Area is located to the west of the mine. PA 10_0138 introduces and uses the term 'Leard Forest Mining Precinct', and defines it as *'the area incorporating the existing and proposed mining operations centred*

¹ NSW Department of Planning and Environment (2018), *New England North West Housing and Land Monitor: Data for 2010-2011 to 2016-2017*

² Narrabri Shire Council (2017), *The Kamilaroi Tribe*, accessed at <http://www.narrabri.nsw.gov.au/kamilaroi-tribe-1078.html> on 30 June 2018

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around Leard Community Conservation Area (CCA) 4, including the MCCM, Boggabri Coal Mine and Tarrawonga Coal Mine.’ Whitehaven and Boggabri Coal Pty Ltd (BCPL, a subsidiary of Idemitsu Australia Resources Pty Ltd) own a significant portion of the land adjacent to the Leard State Forest.

The Boggabri and Tarrawonga coal mines are located to the south-east of the MCCM and are operated, respectively, by BCPL and Tarrawonga Coal Pty Ltd (which is 100 percent Whitehaven owned).

3.2 Project Workforce

3.2.1 Construction

Construction of the MCCM commenced in December 2013 with an average of 400 full time equivalent (FTE) construction workers employed over the following twelve months. On average, local workers (i.e. from the Narrabri and Gunnedah LGAs) comprised approximately 25 percent of the construction workforce.

A Construction Workforce Accommodation Plan (CWAP) was prepared for the MCCM in accordance with Condition 77 of Schedule 3 of PA 10_0138 which required that the Plan be prepared and implemented prior to construction activities commencing, in consultation with Council, and to the satisfaction of the Director-General. The CWAP was prepared in consultation with the NSC and was approved by the Director-General of the Department of Planning and Infrastructure (now Secretary of the DPHI) in April 2013.


The CWAP anticipated a peak of approximately 300 non-local workers and outlined MCC’s commitment to reserve 410 rooms within the Boggabri and Narrabri Workers’ Accommodation Villages, which are now managed by Civeo. Construction works have now been completed however MCC continues to reserve sufficient rooms for non-local workers across the two Civeo facilities.

3.2.2 Operations Phase

MCCM operations commenced in June 2014, and coal was first transported from the MCCM via the rail spur in December 2014. By August 2016, approximately 400 operations personnel had been recruited comprising a combination of experienced mining operators and people new to the mining industry. During FY16, MCCM was named NSW Mine of the Year, producing 7.4 million tonnes (Mt) of saleable coal in its first year of commercial production.

In February 2021, MCCM forecasts production at an annualised rate of 11.8 – 12.4 Mt for FY21 and employs approximately 508 full time Maules Creek Coal operational personnel. This is an 8 percent increase on MCC’s 2011 peak employee workforce forecast of 470 personnel, and an increase since August 2016 of 27 percent.

From March-November 2020, MCCM recruited 96 permanent roles, of which 46 employees were local residents (48 percent of the new recruits and 9 percent of current employees), and 19 employees relocated to live in the Narrabri or Gunnedah LGA as a result of their employment at MCCM (4 percent of current employees).

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MCCM currently provides direct employment for approximately 122 local residents from the Narrabri LGA (24 percent of employees) and 263 residents in the Gunnedah LGA (52 percent of the employed workforce), for total local employment of 76 percent. Of the 40 new recruits in 2020 who were not existing residents of the Narrabri or Gunnedah LGAs, three personnel are intending to move to the LGA, awaiting the availability of suitable housing.

MCCM also employs 40 workers from Tamworth LGA within a safe daily commute to site (8 percent of the workforce) including five new recruits from the Tamworth LGA since March 2020. The workforce drawn from Tamworth LGA is located within a safe daily commute to site and does not generate demand for housing or local services in the Narrabri and Gunnedah LGAs.

Approximately 83 people (16 percent of employees) are non-residential / DIDO workers, staying locally while on shift in a combination of local accommodation options including Civeo accommodation facilities and rental accommodation. MCC maintains sufficient accommodation beds in the Civeo facilities to accommodate all DIDO workers.

MCCM utilises contract labour, with numbers of contractors fluctuating throughout the year and in accordance with site requirements. At February 2021, the total workforce included approximately 783 FTE personnel including contractors. Anecdotally, a large proportion of contractors reside in the Narrabri, Gunnedah or Tamworth LGAs, however address details for contractors are unavailable. Non-local contractors stay locally in Civeo accommodation facilities and rental accommodation whilst they are contracted to MCCM and rostered on.

3.3 Community Profile


The SIA (Hansen Bailey, 2011) defined the MCCM’s area of influence as the Narrabri and Gunnedah LGAs and the urban areas within those LGAs. Current socio-economic characteristics for the two LGAs are addressed in the relevant sections of this SIMP, with key points summarised in Table 3.1.

Table 3-1 also includes the NSW Government’s 2019 population projections to 2041 for the Narrabri and Gunnedah LGAs, which predicted minimal long-term change to the LGA populations, consistent with DPHI’s previously released projections in 2014 and 2016.

The Narrabri and Gunnedah LGAs both have a significant agricultural industry. MCC’s consultation with local community members indicates that both LGAs are experiencing some rural population decline due in part to ongoing technological improvements in the agricultural industry and the labour efficiencies achieved through management of larger holdings.

Community feedback on the draft SIMP also noted a change in local community composition, particularly in Boggabri, describing a loss of community members over time through mine property acquisition, reduced involvement of farmers in the Boggabri community and lower rates of volunteerism generally.

MCC will continue to liaise regularly with both Councils to ensure they are aware of any changes to the workforce profile which may result in potential population changes. Future versions of this SIMP will also consider any revision to the NSW Government’s population projections, in consultation with the two Councils.

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Table 3.1: Social Profile – Narrabri and Gunnedah LGAs

Social Conditions	Summary of Findings
2016 Population ³	<ul style="list-style-type: none"> ▪ The SIA study area (Narrabri and Gunnedah LGAs) had a combined population of 25,299 people in 2016. ▪ There were 13,084 people in the Narrabri LGA (an increase of 1.2 % or 159 people since 2011) and 12,215 people in the Gunnedah LGA (an increase of 1.2% or 149 people since 2011). ▪ Narrabri and Gunnedah LGAs had a marginally older population than the NSW median (a median age of 40 years in both LGA compared to 38 years for NSW), and a balanced ratio of males to female.
Population projections ⁴	<ul style="list-style-type: none"> ▪ In 2020, the estimated resident population for the Gunnedah LGA is 12,690 (id.profile 2020) and for the Narrabri LGA, is 13,049 people (REMPPLAN, 2020). ▪ The NSW Government's 2019 Population Projections indicated a small decrease in Narrabri LGA's population and a very small increase in Gunnedah LGA's population over the next 20 years: <ul style="list-style-type: none"> ○ the population of Narrabri LGA is estimated to decrease by 850 people between 2016 and 2041, from 13,350 to 12,500. In 2021, Narrabri LGA is expected to have population of 13,300 people ○ the population of Gunnedah was estimated to remain stable, increasing by just 100 people between 2016 and 2041, from 12,500 to 12,600. In 2021, Gunnedah LGA is expected to have population of 12,600 people.
Indigenous community ⁵	<ul style="list-style-type: none"> ▪ Collectively, 3,163 people in the Narrabri and Gunnedah LGAs identified as Indigenous in 2016, representing 12.2% and 12.8% of the respective LGA populations, which was well above the 2.9% for NSW.

³ ABS (2016) Census of Population and Housing: General Community Profiles – Narrabri and Gunnedah LGA

⁴ NSW Government – NSW Government –Population Projections (2019) viewed at <https://www.planning.nsw.gov.au/Research-and-Demography/Population-projections/Projections>

⁵ ABS (2016) Census of Population and Housing: General Community Profiles – Narrabri and Gunnedah LGA

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Social Conditions	Summary of Findings
Employment	<ul style="list-style-type: none"> ▪ At the September Quarter 2020, the unemployment rate was lower than the NSW average (7.1 percent) at 5.8 percent in the Narrabri LGA and 6.0 percent in the Gunnedah LGA. The unemployment rate had increased by 1.5 percentage points in Narrabri and 1.6 percentage points in Gunnedah between September 2019 and September 2020 reflecting nation-wide employment conditions influenced by the COVID-19 pandemic, but had decreased by 0.9 percentage points in Narrabri and by 1.6 percentage points in Gunnedah since September 2014 during the period that MCCM has been operating. ▪ The latest available seasonally adjusted unemployment rate (for March 2021) were 4.8 percent in Narrabri LGA and 5.2 percent in the Gunnedah LGA (compared to 5.5 percent for NSW's seasonally adjusted figure) indicating improved conditions for employment ⁶ ▪ Indigenous unemployment at the 2016 Census was substantially higher than for non-Indigenous people, at 18.9% in the Narrabri LGA (compared to 4.7% for non-Indigenous people) and 17.9% in Gunnedah LGA (compared to 4.2% for non-Indigenous people), and higher than NSW's rate of 15.3% (compared to 6% for non-Indigenous people). ▪ 2,284 coal mining production jobs were counted in the New England region at December 2017, representing creation of an additional 900 jobs in the last three years, including an increase of 162 jobs in the twelve months to December 2017 – the highest job figure on record.⁷

As noted in Table 3.2 the Narrabri and Gunnedah LGAs have much higher percentages of Indigenous residents than the NSW average, and Indigenous unemployment rates in the LGA were also substantially higher than for non-Indigenous people. The median age of people of Indigenous people living in the Narrabri LGA was 22 years (compared to the non-Indigenous median of 43 years), similar to Gunnedah LGA's median age of 21 years for Indigenous people compared to a 43 year median among non-Indigenous residents. Table 3-2 summarises the number of Aboriginal and Torres Strait Islander people in the study area and the change in the Indigenous population since 2011.

Table 3.2: Indigenous residents in the Study Area 2016

⁶National Skills Commission, Small Area Labour Markets, March quarter 2021 https://docs.employment.gov.au/system/files/doc/other/small_area_labour_markets_-_

⁷ NSW Minerals Council (Stutchbury, H), 20 March 2018: Strong global demand delivering more coal mining jobs for NSW <http://www.nswmining.com.au/menu/media/news/2018/march/strong-global-demand-delivering-more-coal-mining-j>

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Geographical area	2016 Population	% of Total Population	2011-16 Change
Narrabri LGA	1,595	12.2%	+14.9% (207)
<i>Narrabri UC/L</i>	<i>817</i>	<i>13.8%</i>	<i>+13.6%(111)</i>
Gunnedah LGA	1,568	12.8%	+15.1% (206)
<i>Gunnedah UC/L</i>	<i>1,198</i>	<i>15%</i>	<i>+8.4% (93)</i>
NSW	216,176	2.9%	+0.4%

Source: ABS 2016 Census of Population and Housing: General Community Profiles

3.4 Housing

At the 2016 Census, there were a total 9,749 occupied private dwellings across the two LGAs, with unoccupied private dwellings at 13.7 percent in the Narrabri LGA and 11.6 percent in the Gunnedah LGA. Median weekly rents at the Census were higher in Gunnedah LGA than Narrabri LGA (\$240/week compared to \$200/week) although still well below the NSW average (\$380/week).


Real estate agents consulted in November 2017 as part of MCCM's monitoring of local housing capacity identified a strained rental market in Boggabri and Gunnedah, with limited to no rentals available, while a small number of rental properties continued to turn over in Narrabri. MCC's consultation with NSC and GSC in early 2018 identified capacity in existing local housing stocks to meet the needs of the 'new local' MCCM employees. GSC's LEP (2012) and Gunnedah Urban Land use Strategy June 2016 also identified the potential for increased land availability for residential, commercial and industrial purposes⁸.

Data reported for the 2018 NE NW Housing and Land Monitor⁹ indicate that a total of 336 dwellings were approved between 2010-11 and 2016-17 in the Narrabri LGA, with 'solid growth in approvals over the first three years, and a slowing of approvals in the four years to 2016-2017. In the Gunnedah LGA, there were 517 dwellings approved between 2010-11 and 2016-17, with approval numbers fluctuating over the period and strongest during 2012-13 and 2013-2014.

MCCM operations commenced in August 2015. The following tables provide data on housing availability and cost in the Narrabri, Gunnedah and Boggabri communities, comparing data for 2014 (prior to the

⁸ Gunnedah Shire Council (2016)

⁹ NSW Department of Planning and Environment (2018), New England North West Housing and Land Monitor: Figures for 2014-2017

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commencement of operations) with the most recently available data (2020 or 2021) for the relevant postcodes.

Rental vacancy rates were low in January 2021, at 1.6 percent in Narrabri, 0.7 percent in Gunnedah, and 3.5 percent in Boggabri. Rental vacancy rates had fallen since January 2020, reflecting a trend to sustained demand for rental dwellings in regional areas during 2020. As noted in Section 3.2.2, 19 new MCCM employees moved to the project region during 2020, so some of the demand for new tenancies is attributable to these employees.

Compared with rental vacancy rates in January 2014, rates were higher in 2021 in Narrabri (by 0.7 percentage points), lower in Gunnedah (by 2.2 percentage points) and lower in Boggabri (by 2.7 percentage points).

Table 3.3: Rental vacancy rates, January 2014, 2020 and 2021

Town (postcode)	January 2014		January 2020		January 2021	
	Rental dwellings available	Rental vacancy rate	Rental dwellings available	Rental vacancy rate	Rental dwellings available	Rental vacancy rate
Narrabri (2390)	10	0.9%	38	2.8%	22	1.6%
Gunnedah (2380)	42	2.9%	38	2.3%	12	0.7%
Boggabri (2382)	12	6.2%	14	4.7%	11	3.5%

Source: SQM Research Property Data, accessed at www.sqmresearch.com.au on 8 March 2021

As a result of a national trend in rental vacancies within the regions, rental vacancy rates declined further during the first half of 2021, to reach 0.6 percent in the Narrabri postcode (down from 1.6 percent in January 2021) but with no change in the average weekly asking rental costs over this period. In Gunnedah, the vacancy rate in July 2021 sat at 1.1 percent (up from 0.7 percent in January 2021), again with no discernible increase in average weekly rental costs over the six month period.

Table 3.4 shows the trend in rental housing costs between February 2021, February 2020 and February 2014 and shows:

- in Narrabri, an increase of 7.4 percent in the average weekly rent for houses in the year to February 2021, however a minimal change (1.1 percent) was seen over the seven year period. Small increases in rental costs for units were identified over the 1 year period with a small decrease identified over the seven year period;
- in Gunnedah, an increase of 0.6 percent in the average weekly rent for houses in the year to February 2021, and over seven years, a minimal increase of 1.2 percent. Average weekly rents for

units increased by 27.8 percent in the year to February 2021, which may reflect recent competition for limited rental housing stocks; and

- in Boggabri, an increase in the average weekly rent for houses of 14.1 percent in the year to February 2021 but a decrease of 3.1 percent over the seven year period. Rental costs for units increased by 7.0 percent over the year to February 2021, but there was a minimal decrease in average weekly rents over the seven year period.


Table 3.4: Rental cost trends, 1 and 7 year change at 24 February 2021

Town (postcode)	Houses			Units		
	Av. Weekly rent	1 yr change av. rent	7 year change av rent	Av. Weekly rent	1 yr change av. rent	7 year change av rent
Narrabri (2390)	\$379.80	7.4%	1.1%	\$249.00	2.7%	-2.4%
Gunnedah (2380)	\$371.00	0.6%	1.2%	\$338.70	27.8%	7.6%
Boggabri (2382)	\$361.60	14.1%	-3.1%	\$216.70	7.0%	-1.3%

Source: SQM Research Property Data, accessed at www.sqmresearch.com.au on 8 March 2021

Table 3.5 provides the number of dwellings available for purchase, average asking prices for houses and units at January 2021, and the one and seven year changes in asking prices. Collectively between the three towns there were approximately 444 dwellings available for purchase in January 2021. The majority of these were houses, with a small number of units available. The data indicate that:

- asking prices for houses in Narrabri decreased by 5.6 percent over the 12 month period, with minimal change (-0.3 percent) seen over the seven year period. There was a large increase in the asking price for units in Narrabri over the 12 month period (72.7%), however this should be treated with caution given the low number of units for sale in Narrabri (with eight units listed in January 2021). Change in asking prices for units over the seven year period was minimal at -3.5 percent;
- in Gunnedah, the average asking price for houses had increased over the 12 months by 11.5 percent, but the seven year change was just 0.6 percent. The average asking price for units increased by 6.1 percent over the 12 months and by just 0.6 percent over the seven years; and
- in Boggabri, there was a minimal increase in asking prices for houses at 0.2 percent over the 12 months and a decrease of 3.8 percent over the seven years. Data for units were not available due to small number of units in Boggabri.

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Table 3.5: Dwellings (houses and units) available for purchase and three year change in asking price for houses at January 2021

Town (postcode)	Stock on market	Average asking price houses	1 year change - houses	7 year change - houses	Average asking price units	1 year change - units	7 year change - units
Narrabri (2390)	154	\$331,200	-5.6%	-0.3%	\$241,800	72.7%	-3.5%
Gunnedah (2380)	240	\$362,500	11.5%	0.6%	\$243,900	6.1%	0.6%
Boggabri (2382)	50	\$234,400	0.2%	-3.8%	\$145,000	N/A	N/A

Source: SQM Research Property Data, accessed at www.sqmresearch.com.au on 8 March 2021


3.5 Community Values

3.5.1 Rural community

Whilst the physical footprint of the MCCM will have minimal impacts on agricultural land, it is being developed in the context of local concern about changing land use and the loss of agricultural productivity due to direct or indirect impacts of resource extraction activities. Research on Narrabri Shire's community attitudes to changing land uses found that the area's recent developments (with an emphasis on mining and CSG, but also referring to the intensification of the cotton industry) was contributing to underlying conflict between local people who either viewed the industries as economic progress, or as a threat to the region's core rural character. While the research focused on Narrabri Shire, there are likely to be commonalities in the values held by other local communities including place attachment, the prioritisation of soil and water resources and the importance of good government¹⁰.

As the region's resource extraction industries have developed over the last decade, areas of land that were once used for agriculture have been ceded to different land uses. In addition, mining companies have acquired properties adjacent to, and in the vicinity of their operations in order to provide an environmental management 'buffer' and/or to provide biodiversity offsets. These properties continue to be run as agricultural enterprises in a similar manner to how they were managed pre-mining, or may be partially or completely converted to a permanent biodiversity conservation land use.

¹⁰ Askew M & Askland HH (2016), Local Attitudes to Changing Land Use – Narrabri Shire; Summary Report December 2016, The University of Newcastle, NSW Department of Primary Industries
https://www.newcastle.edu.au/__data/assets/pdf_file/0009/336726/CSRRF_Narrabri-Summary-Report_December-2016_240217_Web.pdf

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As these changes have been occurring, drought and other factors have constrained the profitability of some agricultural properties, which in turn has motivated some farmers to improve efficiency and increase the scale of their operations. This has resulted in some smaller farms being purchased by larger operations and has contributed to the decline of rural operations and also rural population. As local family businesses leave agriculture, and sometimes the region, this can affect local population numbers and community cohesion.

Mining activity also introduces new employees and families who do not necessarily have longstanding ties to the area, and may bring different lifestyle behaviours and expectations. Rural residents may fear the loss of close neighbourhood and community connections due to mining workforces moving into the local area, particularly if the associated housing demand displaces existing residents. However, many community members generally acknowledge that the increased population numbers, business use and incomes available as a result of mining can invigorate rural towns that may be facing decline.

Overall, a process of adjustment is required to enable existing and new residents to integrate and become part of one community. Whitehaven's investments in community infrastructure as guided by the VPA, are expected to support enhancement of community facilities and services, and to assist local communities to build strong and active community networks which include MCCM employees.

3.5.2 Indigenous community values


It has been estimated that there were at least 60 Kamilaroi clans, and that each clan probably lived most of the year at a small number of established locations within their estate¹¹.

Consultation conducted as part of MCCM's Aboriginal Archaeology and Cultural Heritage Management Plan (AACHMP) process identified Kamilaroi community values including the cultural and spiritual significance of the landscape and of specific sites, a desire to be involved in ongoing care for country, and contemporary social use of the area, including appreciation of cultural, educational, environmental and recreational values.

Publicly available sources demonstrate Kamilaroi people's priorities including:

- provision of services which enable care for Elders, social and legal justice, and better health and educational outcomes for Aboriginal people;

¹¹ O'Rourke, M. 1997: The Kamilaroi Lands: North-Central NSW in the Early 19th Century. Griffith, ACT

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- preservation of the Kamilaroi language and knowledge such as astronomy, flora and fauna use and land management, through participation in research and education ¹²;
- ongoing activism for rights to access and management of traditional country¹³; and
- responding to community concerns about the cumulative impacts of mining and development on traditional lands.¹⁴

MCC's commitments to working with Indigenous people including Kamilaroi people include:

- provision of on-country work opportunities for Aboriginal community members;
- encouraging educational and training opportunities, especially for younger Indigenous people; and
- continuation of the Aboriginal employment program at the MCCM.

In May 2018, Whitehaven Coal released its Stretch Reconciliation Action Plan (RAP) January 2018 – December 2020 which re-affirms the company's ongoing commitment to building positive relationships with local Indigenous people. The Plan also outlines MCC's ongoing commitment to achieving and sustaining an Indigenous employment rate above 10%, supported by a focused pre-employment program that gives participants a chance to experience mining life while learning about employment conditions, healthy lifestyles, and financial management. Additional commitments are documented in the RAP, available as indicated in Appendix C.

The successor Stretch RAP is well-advanced and is expected to be endorsed by Reconciliation Australia in 2021.


3.6 Cumulative context

The MCCM is one of three mines (with Tarrawonga Coal Mine and Boggabri Coal Mine) within the Leard Forest Mining Precinct. In May 2018, Whitehaven Coal announced its complete acquisition of the Tarrawonga Coal Mine operation, which remains at a steady state since expansion works in 2014. As noted by the 2015 SIMP, the expansion of the Tarrawonga Coal Mine during 2014 (i.e. as authorised by PA 11_0047) did not involve any significant construction activities.

¹² Numerous sources e.g. <http://www.moreetourism.com.au/about-moree-plains/kamilaroi-culture.html>

¹³ E.g. Weatherall, Bob (2012) quoted in Native Title is not Land Rights - under any circumstances <http://treatypublic.net/content/native-title-not-land-rights-under-any-circumstances>

¹⁴ E.g. Whitehaven Coal (2012) Tarrawonga Coal Mine Extension EIS Cultural Heritage Assessment, viewed at <https://www.whitehavencoal.com.au/environment/docs/appendix-e-cultural-heritage-assessment-part-2.pdf>

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Expansion of the Boggabri Coal Mine by BCPL under its Project Approval (i.e. PA 09_0182) commenced in January 2014 for an estimated period of 18 months¹⁵, which was co-incident with the commencement of construction and first coal from the MCCM. Both projects accommodated their non-local workers in Narrabri and Boggabri Accommodation Villages. The BCPL manage their social impacts through the approved BCPL SIMP. The BCPL has committed to monitoring the demand for rental properties and mitigating these effects of increased demand through the development of additional housing if required.

In July 2017, BCPL initiated a change to its contracting arrangements for the management of the Boggabri Coal Mine operation. BGC Contracting was awarded a five-year contract (estimated to July 2022, with mine operations approved to 2033), while BCPL's former contract with Downer Group ended in November 2017. Some of the existing 450 mine personnel employed by Downer Group were required to re-apply to continue working at the mine¹⁶, which is expected to have resulted in a level of turnover within the mine's workforce with a potential increase in both local and external hires between September 2017 and January 2018.


The coincidence of the three mines' operational periods and increased employment is likely to have had a cumulative impact on local population growth, housing requirements and social and health infrastructure access, particularly between 2017 and 2018. In the future, cumulative effects may ease as mining operations progress and, eventually, reduce production levels in accordance with their current approvals.

Whitehaven Coal has prepared an EIS for the Vickery Extension Project (VEP) which will incorporate and extend the operations of the approved (but not yet constructed) Vickery Mine, approximately 18 km south-east of Boggabri and 25 km north of Gunnedah. The VEP was approved by the Independent Planning Commission (IPC) NSW in August 2020 (i.e. SSD 7480). The VEP would require a peak construction workforce of 500 people and a peak operational workforce of 450 people. Boggabri is expected to host the majority of the Project construction workforce in an existing accommodation camp located on the outskirts of the town.

The Minister for Planning and Public Spaces approved Phase 1 of the Inland Rail Narrabri to North Star project in August 2020, which includes rebuilding existing rail track and track formation, upgrading crossings, replacing rail bridges, adding new road bridges, and providing new crossing loops. The Narrabri to North Star's EIS documentation suggests rooms for its predicted 180 construction personnel would likely be secured at existing Civeo facilities in Boggabri and Narrabri. With Phase 1 in the

¹⁵ Idemitsu Australia Resources Chief Operating Officer quoted in Namoi Valley Independent 9 January 2014, viewed at <http://www.nvi.com.au/story/2013651/boggabri-coal-mine-begins-expansion>

¹⁶ The Land (2017), Idemitsu-owned Boggabri coal mine switches operators from Downer Group to BGC Contracting under \$700m contract change <https://www.theland.com.au/story/4757724/boggabri-coal-mines-operation-contract-changes-hands/>

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construction stage and Stage 2 in the assessment phase, the cumulative demand for accommodation is likely to increase during 2021-2025.

The IPC has recently granted approval for Santos' Narrabri Gas project to proceed. Santos expects that this project will result in 1,300 jobs during construction and 200 ongoing jobs. Operational jobs in particular will result in an increased demand for housing and/or accommodation. As outlined in the project's EIS, the majority of the project's employees are expected to be based in Narrabri, and as it is expected that employees would relocate progressively over the project's life, the EIS anticipates that the local housing market would have sufficient capacity to absorb the new residents.

The Narrabri Special Activation Precinct is described as leveraging opportunities enabled by the Narrabri Gas Project and key infrastructure such as the Inland Rail, the Narrabri West Walgett Railway line and the proposed Narrabri Industrial and Logistics Hub. The precinct is at the master planning stage, therefore employment numbers and timeframes for construction are not yet available. Progress with master planning for the SAP will be monitored and reflected in future versions of the SIMP.

Cumulative impacts are addressed in the management strategies outlined in Section 5.


4 SOCIO-ECONOMIC IMPACTS AND OPPORTUNITIES

This section updates the assessment of social impacts and benefits provided in the SIA. An updated evaluation of impacts and benefits in line with the SIA Guideline's requirements is provided in Appendix A and confirms that impacts and benefits identified in the SIA remain relevant.

4.1 Housing and accommodation

In accordance with the 2015 SIMP, MCC subsidised accommodation at the Civeo Accommodation Villages for non-local employees and contractors to reduce the pressure on the local housing market at the commencement of operations. MCCM's non-local workforce was predominantly accommodated in the Boggabri Village, with a small number in the Narrabri Village. Gradual reductions to the subsidised rate of village accommodation have encouraged a steady integration of MCCM employees into local communities.

During Q1 2017, with the ramp up of MCCM's production, the majority of MCCM's non-residential workers (inclusive of approximately 113 non-residential/DIDO personnel and a small proportion of workers that have since settled as new locals) were accommodated using a combination of MCCM-subsidised Civeo accommodation and local rental accommodation options. At the Boggabri Village's peak occupation rate by WHC/MCCM employees, approximately 76% of the village's capacity remained available. Whilst cumulative demands will reduce the availability of workforce accommodation in the local area, any additional demands from MCCM are expected to be minimal.

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As discussed in Section 3.2.2, MCCM currently employs approximately 508 operational personnel plus approximately 275 contractors. MCC are currently transitioning operational Contractors to Whitehaven employees. Approximately 76 percent of current employees live in the Narrabri and Gunnedah LGAs (385 employees) with approximately 40 employees living in the Tamworth LGA, within a safe daily commute to site. The workforce drawn from Tamworth LGA does not generate demand for housing or local services in the Narrabri and Gunnedah LGAs. A large but unquantified proportion of contractors are also believed to live locally.

As noted in Section 3.4, rental vacancy rates were low in January 2021 at 1.6 percent in Narrabri, 0.7 percent in Gunnedah, and 3.5 percent in Boggabri, and had fallen since January 2020. Changes in average weekly rental costs for houses over the 12 months to February 2021 ranged from 0.6 percent in Gunnedah to 7.4 percent in Narrabri and 14.1 percent in Boggabri (noting Boggabri’s small rental pool requires caution in interpreting these data). As noted in Section 3.2.2, 19 new MCCM employees moved to the project region during 2020 and have rented or purchased housing in the Narrabri or Gunnedah LGAs, so some of the demand for new tenancies is attributable to these employees. However, the decreases in rental vacancy rates over the 12 months also reflect a trend to sustained demand for rental dwellings in regional areas during 2020.


Overall, there were small changes in rental vacancy rates in each community during 2014-2020 (an increase of 0.7 percentage points in Narrabri, a decrease of 2.2 percentage points in Gunnedah and a decrease of 2.7 percentage points in Boggabri). In the context of other demands on rental housing from household formation and in-migration, a change in rental vacancy rates due to MCCM’s operation during this period is not discernible. The seven year trend in rental costs showed minimal changes, with increases of 1.1 percent in Narrabri and 1.2 percent in Gunnedah, and a decrease of 3.1 percent in Boggabri. This indicates that demand from MCCM personnel was absorbed without upward pressure on rental prices.

Asking prices for houses also saw minimal changes during 2020 in Narrabri and Boggabri (with a 5.6 percent decrease and a 0.2 percent increase respectively), whilst Gunnedah saw an increase in the average asking price for houses of 11.5 percent. Over the seven year period, asking prices had seen minimal changes with a decrease of 0.3 percent in Narrabri, an increase in Gunnedah of 0.6 percent, and a decrease in Boggabri of 3.8 percent.

Any further increases in population, housing requirements or social infrastructure demands relating to MCCM’s operation which could contribute to cumulative impacts are expected to be small and incremental.

In summary, it does not appear that MCCM’s workforce demands have resulted in decreases in the availability or increases in the asking prices for housing in Narrabri, Gunnedah or Boggabri during its operation to date.

Approximately 83 personnel (16 percent of employees) are non-residential / DIDO workers, staying locally while on shift in a combination of local accommodation options including Civeo accommodation

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facilities and rental accommodation. MCC maintains sufficient accommodation beds in the Civeo facilities to accommodate all DIDO workers.

The number of employees staying locally whilst on shift has decreased by approximately 30 personnel from 113 personnel over the past two years, so there has been no increase in demand for rental housing from this source.

Whitehaven Coal will continue to monitor population and housing indicators in conjunction with local Councils to identify impacts on the local housing market and collaborate with Councils to stimulate further housing development as required. These strategies are outlined in Section 5.1.

4.2 Local employment and training

MCC currently employs approximately 508 personnel, which is an 8 percent increase on the estimated workforce numbers provided in 2011. As at January 2021, an additional 275 people were employed as contractors (for a total current FTE workforce of 783 people), with the number of contractors changing over time according to the nature of works being undertaken.


The MCC trial of autonomous haulage trucks is not expected to require operator redundancies. Traditionally MCCM has had unfilled job vacancies and with ongoing workforce attrition and other local Whitehaven opportunities there is expected to be no operator redundancies for these roles should this trial progress. Automation will change some skill sets required to manage this equipment. Roles will be merged and transitioned to fleet management, and highly technical roles will be developed to operate the autonomous fleet. Additional employees have already been employed to develop this trial to an operational stage.

As described in Section 3.3, at the March Quarter 2021, the unemployment rate was lower than the NSW average of 5.5 percent in the Narrabri LGA (4.8 percent) and in the Gunnedah LGA (5.2 percent). The unemployment rate had decreased by 0.9 percentage points in Narrabri and by 1.6 percentage points in Gunnedah since September 2014, during the period that MCCM has been operating. MCCM's employment opportunities have been a positive contribution to maintaining local employment levels.

MCCM represents an ongoing opportunity to increase employment for local Indigenous and non-Indigenous residents of the Narrabri and Gunnedah LGAs as evidenced by Whitehaven's locally focused recruitment strategy (refer to EA1 in Table 5-4) and successful employment program at MCCM.

In addition to achieving 76% local employment within the employed workforce, Whitehaven's Workforce Diversity Policy has supported stronger representation of women, Indigenous and young people. Of MCCM's total workforce (employees and contractors) currently approximately:

- ~150 personnel (>19 percent) are Indigenous;
- ~105 personnel (>13 percent) are women; and
- ~97 personnel (>12 percent) who commenced production operators roles were new to mining (having commenced employment in the mining industry during the past twelve months).

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Whitehaven and MCCM provide training (apprenticeships, cadetships and traineeships) in order to support local employment and increase local skills levels. Since 2011, MCCM has supported in the order of 44 young people to start a trade apprenticeship, with more than 20 apprenticeships now complete and approximately 15 ongoing. Several apprentices have gone on to full time employment with MCCM or at other Whitehaven sites.

Whitehaven also provides opportunities for scholarships for tertiary studies and continues to provide vacation and graduate employment to students and recent graduates in the fields of environment, electrical engineering, geology and mechanical engineering.

Provision of employment data and the amount of local spend by Whitehaven is available and provided to Councils as requested to assist them in their forward planning.

MCC requires its workforce to comply with Whitehaven’s Workforce Behaviour Guidelines to encourage positive employee behaviours that meets expected community standards.

4.3 Population

MCCM currently provides employment for 122 local residents from the Narrabri LGA (24 percent of the directly employed workforce) and 263 residents in the Gunnedah LGA (52 percent of the directly employed workforce), for total local employment of 76 percent. This includes approximately 172 ‘new local’ personnel (approximately 34 percent of the workforce) having moved to the project region and stayed during 2011-2020.

Of the ‘new local’ recruits since 2016, approximately 34 have moved to the Narrabri LGA, and approximately 138 have moved to the Gunnedah LGA.


Based on the LGAs’ average household size in 2016 of 2.5 people, this has resulted in approximately 85 new residents in Narrabri LGA and an additional 345 new residents in Gunnedah LGA. This is equivalent to a maximum increase of 0.6 percent on the 2016 Narrabri LGA population (13,084 people) and 3 percent on Gunnedah LGA’s population (12,215 people).

The increased population estimates represent a positive contribution to the population size and stability of local centres, and the Gunnedah and Narrabri LGAs more broadly. As noted in Appendix B (Table B-2), the increased population estimates associated with MCCM also represent an opportunity for increased community participation and volunteerism, relative to the interests of new local residents. MCCM continues to support local community organisations through engagement, investment and through the VPA with NSC.

MCC has liaised with the DPHI regarding the anticipated change to workforce figures for planning purposes. Local workforce estimates are also made available to Councils to assist their forward planning.

4.4 Access to and use of infrastructure, services and facilities

Table 4-2 provides an estimated breakdown of population characteristics associated with the MCCM’s current ‘new local’ workforce to determine the likely associated demand for local education, health and

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emergency services. Estimates were calculated with reference to the existing demographic characteristics of each LGA at the 2016 Census.

At the 2016 Census, children aged under 15 years made up roughly 21 percent of the Narrabri and Gunnedah LGA populations, with 7 percent aged under five years. Based on the estimate of 85 new residents in the Narrabri LGA, 7 percent of the population is equivalent to an additional six children aged under five years and if 40 percent required childcare, while the remainder were cared for by parents and family members, this would result in possible demand for an additional two or three childcare places in the Narrabri LGA. Using the same assumptions, new local residents to the Gunnedah LGA would have resulted in increased demand for approximately eleven childcare places.


Based on the current percentages in each age group in the LGAs (approximately 8 percent of the two LGAs' populations were between five and nine years and 6 percent were between 10-15 years) it is estimated that MCCM's new local population could have resulted in the order of approximately seven primary school enrolments and five secondary school enrolments in the Narrabri LGA, and approximately 31 primary school enrolments and 23 secondary school enrolments in the Gunnedah LGA. Noting that a proportion of these would choose private schools, this is unlikely to have caused any strain on local schools.

MCC has sponsored Scholarships via the Country Education Foundation in Narrabri and Gunnedah and the Gunnedah Shire Council Community Scholarship Fund, and has worked with a childcare provider (Nurruby Children's Services Incorporated) to commence provision of new childcare opportunities in Boggabri. The Nurruby Boggabri Child Care Facility opened in June 2021. With MCC funding, Nurruby has confirmed it will provide a Childcare Traineeship for this centre. MCC has also provided funding for this facility to purchase necessary equipment to get started. This initiative will provide support for working families at MCCM while also addressing a local community priority area identified in consultation with NSC.

Whitehaven Coal has partnered with the Clontarf Foundation since 2016. The Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men and by doing so, equips them to participate more meaningfully in society. Whitehaven has worked with Clontarf through regional Employment Forums, hosting site visits, and, with the company's support, Clontarf established an Academy at Narrabri High School in 2019. In 2020, there were 64 young men across years 7 to 12 participating in the program at Narrabri High.

Whitehaven has supported the Narrabri Future EDU Committee to assist the advancement of Science Technology Engineering Mathematics (STEM) based educational opportunities for the students and educators of the Narrabri Shire. Whitehaven were pleased to provide a \$10,000 donation to help support a Project Officer role who will help link students and teachers with local STEM-related businesses.

Whitehaven has a long-standing relationship with Winanga-Li Aboriginal Child and Family Centre. Whitehaven assisted Winanga-Li Aboriginal Child and Family Centre with the purchase of 2 buses to assist with delivery of key programs across family support; disability support; health services and education and childcare in the Aboriginal community.

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Table 4.1: Estimated population increases and enrolments (net at December 2020)

LGA	Est. New local population	Est. increased childcare places (40 percent of new locals under 5)	Est. increased primary school enrolments	Est. increase in secondary school enrolments
Narrabri	85	2-3	7	5
Gunnedah	385	11	31	23

It can be expected that a 'new local' population of 470 people, comprising 85 new residents in Narrabri LGA and 385 in Gunnedah LGA, would make regular demands on local GPs, however given the region's otherwise slow population growth, the increased activity could represent a positive stimulus to demand for GP clinics and may also assist in approaching population thresholds for greater provision of health services. Whitehaven is committed to assisting local community infrastructure providers to maintain and enhance community facilities and services (see Section 5.3) and are working with the NSW Rural Doctors Network to bring additional Doctors to the region and the Narrabri Shire Council to form an Attract, Connect, Stay Committee to attract and retain Health Care Professionals in the Narrabri Shire. Whitehaven is exploring options to introduce additional Doctors to the Gunnedah area.


Whitehaven acknowledges mental health is an important issue in the Community and hence provides a free mental health service to its employees and their families. This program is available 24 hours a day, 7 days a week. Whitehaven also runs several mental health awareness programs over the course of the year to increase employees' awareness and provides training in recognition and support of those with mental health issues.

The estimated 83 non-residential DIDO employees that live locally while on shift occupy a combination of MCCM-subsidised accommodation facilities in Boggabri and Narrabri, in addition to local rental accommodation, which is also likely to contribute to a small increase in demand for services such as GPs and outpatient visits in the Narrabri and Gunnedah LGAs.

MCC provides a shuttle bus service for both MCCM's residential and non-residential employees to substantially reduce commuter movements and traffic volume associated with MCCM employees (see Section 5.4). In turn, this transport solution facilitates close management of workforce behaviour as they travel to and from MCCM.

Whitehaven Coal has provided \$35,000 to the Boggabri Pony Club to help support the completion of the Multipurpose Hall enclosure, disability access and road upgrade at the Boggabri Showground for the benefit of the whole community.

Since the Tamworth Westpac Rescue Helicopter base was established in 2000, Whitehaven's overall contribution has provided over \$1,000,000 including Staff donations to help keep the service in the air with more than \$154,000 provided in the last year. This service provides coverage for a large portion of NSW and the MCCM and communities around it also benefit from this service.

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Strategies to address impacts on community infrastructure and wellbeing are provided in Section 5.3.

5 SOCIAL IMPACT MANAGEMENT STRATEGIES

This section describes the mitigation and management strategies to be used by MCCM to minimise potential socio-economic impacts.

Commitments outlined in this section are principally derived from the conditions of PA 10_0138, the VPA with NSC, and the relevant Maules Creek SoC.

Management and mitigation measures have been grouped as follows:

- Housing and Accommodation Management Strategies (Section 5.1);
- Employment, Training and Economic Development Management Strategies (Section 5.2);
- Community Infrastructure and Wellbeing Management Strategies (Section 5.3); and
- Transport Infrastructure Management Strategies (Section 5.4).

Each strategy includes:

- a summary of the relevant impacts and opportunities, management objectives, relevant corporate and Government policies, and references to conditioned requirements;
- an action plan which describes the planned actions, relevant stakeholders, timing and performance measures for each action; and
- a description of the key management and mitigation measures to be adopted.


To facilitate cross-referencing a numbering system has been used to structure and track objectives and actions. For example, HO1 refers to Housing Objective 1 (as derived from the SIA), and HA1 refers to Housing Action 1.

The monitoring program for assessing the ongoing implementation of the management strategies is detailed in Section 6.

5.1 Housing and Accommodation Management Strategy

MCC's key goals for managing housing and accommodation impacts, and the introduction of the MCCM workforce to local towns, is to avoid placing additional pressure on the housing market in the Narrabri and Gunnedah LGAs, and to assist non-local MCCM employees and their families to successfully settle into the Narrabri and Gunnedah LGAs.

Whitehaven has a strong focus on employing local people at its operations. This includes recruiting locally wherever possible and encouraging employees from outside the Narrabri or Gunnedah LGAs to relocate to the region. Under Whitehaven's subsidised village accommodation program, the cost of accommodation increases every three months, in order to encourage employees to seek local accommodation and move to the area permanently.

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Housing Actions 6 and 7 (Table 5-2) describe the strategies used to assist MCCM employees and their families in successfully settling and integrating into the local community.

In the context of the current rental stock availability (as described in Section 3.3), MCC will also liaise with DPHI, NSC, and GSC to advise on their workforce numbers and discuss strategies to encourage increased housing development if required (refer to HA4 and HA5 in Table 5-2).

Cumulative Housing Issues

Potential cumulative impacts on local housing affordability and availability are likely, as discussed in Section 3.5. Responses to these impacts are best dealt with within a cooperative framework. Housing Action 8 (refer to Table 5-1) describes the initiatives used by Whitehaven to co-operate with government and private industry to identify and address potential cumulative housing impacts.

As outlined in Section 2.5, one of the actions within the SRLUP is to ‘work with local councils, infrastructure providers and the housing and development industry to monitor the supply of residential land and the delivery of new housing’. Whitehaven is available to work as part of this initiative and with initiatives under the New England North West Region Plan (2017) in sharing MCCM workforce data.

A summary of impacts and opportunities, stakeholders, objectives and the policy context in relation to housing and accommodation is provided in Table 5-1. Associated management and monitoring actions, (including stakeholders for each action, timing and performance measures) are presented in Table 5-2.


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Table 5.1: Housing and Accommodation - Impact Management Framework

MCCM	Operations Phase	
Potential Impacts and Opportunities	Potential impacts (Narrabri and Gunnedah LGAs): <ul style="list-style-type: none"> Increased demand for permanent housing and increased pressure on the housing market 	Potential opportunities (Narrabri and Gunnedah LGAs): <ul style="list-style-type: none"> Stimulation of local residential and commercial subdivision and development.
Objectives (O) (H – Housing and Accommodation)	<ul style="list-style-type: none"> HO1 – ensure that the non-resident workers have available accommodation in local third party-provided accommodation. HO2 – ensure housing solutions and associated transport for the non-resident workforce do not impact on their local communities. HO3 – provide the MCCM operational workforce with information about permanent local housing options that avoid placing additional pressure on the local housing market. HO4 – assist non-local operational workforce hires and their families to settle into the Narrabri and Gunnedah LGAs, where there is capacity. HO5 – participate in monitoring the housing affordability and availability impacts in Narrabri and Gunnedah LGAs arising from cumulative mining developments. 	
Relevant Company Policies	<ul style="list-style-type: none"> PA 10-0138 Conditions, SoC, Maules Creek CWAP. Workforce Behaviour Policy 	<ul style="list-style-type: none"> Employee Induction Program.
Key Government Policies	<ul style="list-style-type: none"> 2017 NE NW Regional Plan, and NE NW Housing and Land Monitor 2012 SRLUP. Narrabri LEP 2012 Narrabri Shire Community Strategic Plan – 2017 – 2027 	<ul style="list-style-type: none"> Gunnedah LEP 2012. Gunnedah Community Strategic Plan 2017-2027 Gunnedah Shire Urban Land Use Strategy 2016
Approval References	<ul style="list-style-type: none"> Condition 77 of Schedule 3 of PA 10-0138. Condition 78 (d), (e) (e) (f) and (g) of Schedule 3 of PA 10-0138. 	<ul style="list-style-type: none"> SoC No 33 'Community'. Condition 6 of Schedule 5 of PA 10-0138.



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Table 5.2: Housing and Accommodation Management Actions

Objectives	Actions	Stakeholders	Timing	Performance Measures
HO1	HA1 – Encourage non-local employees to use local Accommodation Villages if necessary prior to securing permanent local accommodation	NSC, GSC, Civeo.	Ongoing	Ensure an adequate number of rooms are available in the Boggabri and Narrabri Accommodation Villages to accommodate non-local employees.
HO2	HA2 – Implement MCC’s Workplace Behaviour Policy to support positive behaviour and reduce potential for anti-social behaviours	NSC, Civeo, Leard Forest Mining Precinct operators.	Ongoing	Minimal complaints are received by Civeo, MCC or regulators regarding MCC employees.
	HA3 – Work with Civeo to maximise the integration of Boggabri Accommodation Village residents in the Narrabri and Gunnedah LGAs.			
HO3	HA4 – Work with the NSC and GSC to attract developers to progress housing subdivisions, particularly in Boggabri.	NSC, GSC.	2018-2024	Discussions are held with the NSC and GSC regarding provision and availability of serviced land.
	HA5 – Work with the NSC and GSC to support housing diversity.	NSC, GSC.	2018-2024	Discussions are held with the NSC and GSC regarding diversity of housing types.
	HA6 – Implement MCC Employee Accommodation Assistance Scheme (EAAS) to promote relocation to the Narrabri and Gunnedah LGAs.	NSC, GSC.	Ongoing	Disincentive scheme setup to encourage employees to settle locally.
HO4	HA7 – Provide non-local employees with information to assist with successful settlement and involvement in local communities.	NSC, GSC.	Ongoing	Local community information is available during recruitment stage.
HO5	HA8 – Monitor cumulative housing affordability and availability actions.	NSC, GSC, other Leard Forest Mining Precinct	2018 to 2024	Monitoring data provided for inclusion in cumulative impact reports as required.

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5.2 Employment, Training and Economic Development Management Strategies

MCC's key goal for managing impacts and maximising opportunities in relation to employment and economic development is to support the distribution of the MCCM's economic benefits to the local and regional area, specifically the towns of Narrabri, Gunnedah and Boggabri.

Local Employment and Workforce Diversity

As noted in Section 4.2, MCC has developed a recruitment strategy with a focus on local employment and workforce diversity (refer to EA1 in Table 5-4), and Whitehaven's Workforce Diversity Policy has supported employment of a current 150 Indigenous workers (approximately 19 percent of the workforce), 105 women (approximately 13 percent of the workforce) and 97 personnel who are new to mining (having commenced employment in the mining industry during the past twelve months (approximately 12 percent of the workforce). This includes the provision of approximately 44 apprenticeships since 2011, of which 15 are current.

Key education and training initiatives undertaken by MCCM include:

- involvement and support for Future EDU, including sponsorship of a local High School Robotics Team to compete in the US, sponsorship to help fund a Project Officer to coordinate Businesses support for students, teachers and schools;
- Multiple School visits to view rehabilitation areas, environmental monitoring and discuss future employment and tertiary study opportunities;
- sponsorship of the Narrabri and Gunnedah Country Education Fund and Gunnedah Community Scholarship Fund which provide funding for local tertiary students;
- Childcare Traineeship for new Boggabri Childcare Facility; and
- School-based presentations for Careers Expo Days.


Maximising Local Business Opportunities

Whitehaven is committed to facilitating local and regional businesses' participation in procurement opportunities associated with the MCCM and Whitehaven's other operations in the Gunnedah basin. A Local Suppliers Database has been developed as detailed in EA6 and EA7 (refer to Table 5-3).

Whitehaven has included a local content strategy in its procurement processes as the mechanism through which MCC will facilitate the involvement of local and regional businesses in its supply chain opportunities. This includes businesses based in the Narrabri, Gunnedah, Tamworth and Liverpool Plains LGAs.

Cumulative Economic Development Issues

With a strong focus on local employment, MCCM is one of a number of resource projects that has an impact on the availability of labour for other (non-resource) industry sectors. Significant cumulative impacts include employment opportunities for residents in the Narrabri and Gunnedah LGAs, labour supply and training demands resulting from resource developments in the area, and labour draw on local industry sectors.

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As outlined in Section 2.3, the SRLUP refers to management of cumulative economic impacts through a Regional Workforce Plan. Whitehaven remains available to provide input on the MCCM workforce size and training requirements in support of SRLUP actions. In addition, Whitehaven is available to work with DPHI to implement the outcomes of the Western NSW Mining and Resource Development Taskforce noted in the 2017 Regional Plan to harness the economic benefits of mining and help communities plan accordingly.

Management actions include cooperation with government authorities and other operators in the Leard Forest Mining Precinct to monitor cumulative labour supply and training needs (refer to EA8 in Table 5-4) and building partnerships with government and community organisations to enhance local capacity to develop skills and secure jobs in a diverse range of employment sectors.

A summary of impacts and opportunities, management objectives and the policy and approval context in relation to employment, training and economic development is provided in Table 5-3, along with management actions, stakeholders for each action, timing and performance measures in Table 5-4.


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Table 5.3: Employment, Training and Economic Development Impact Management Framework

MCCM Phase	Construction and Operations Phases	
Potential Impacts and Opportunities	Potential impacts: <ul style="list-style-type: none"> Increased competition for skilled labour at a local and regional level (cumulative). 	Potential opportunities: <ul style="list-style-type: none"> Increased locally skilled labour force; Creation of direct and indirect employment opportunities for local and regional labour pool; Creation of employment opportunities for local indigenous people, women and youth; Creation of supply chain opportunities for local businesses; and Increased economic growth through local expenditure.
Objectives (O) (E – Employment, Training and Economic Development)	<ul style="list-style-type: none"> EO1 – maximise accessibility to MCCM employment opportunities for residents in the Narrabri and Gunnedah LGAs. EO2 – minimise the impacts of MCCM related labour draw on local industry sectors. EO3 – secure a skilled workforce for the MCCM. EO4 – enable local businesses to participate in Project procurement opportunities. EO5 – assist NSC, GSC and the state government in responding to cumulative labour supply and training demands. 	
Relevant Company Policies	<ul style="list-style-type: none"> PA 10-0138 and SoC. Whitehaven Diversity Policy. 	<ul style="list-style-type: none"> Local Hire Strategy. Local Content Strategy.
Key Government Policies	<ul style="list-style-type: none"> 2036 NE NW Regional Plan, and NE NW Housing and Land Monitor 2012 SRLUP. Narrabri LEP 2012. Narrabri Shire Community Strategic Plan – 2017 – 2027. 	<ul style="list-style-type: none"> Gunnedah Community Strategic Plan 2017-2027. Gunnedah Shire ‘Business Partner Program’. Gunnedah Economic Development Strategy 2016.
Approval References	<ul style="list-style-type: none"> SoC No 33 ‘Community’. Condition 78 (c), (d) (f) and (g) of Schedule 3 of PA 10-0138. 	<ul style="list-style-type: none"> Condition 6 of Schedule 5 of PA 10-0138.



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Table 5.4: Employment, Training and Economic Development Impact Management Actions

Objectives	Actions	Stakeholders	Timing	Performance Measures
EO1	EA1 – Implement Whitehaven’s Workforce Diversity Policy and implement a recruitment strategy that includes local advertising of employment opportunities, a focus on hiring local people, access to MCCM employment for local indigenous people, local young people and local women.	NSC, GSC. TAFE, local high schools, and Indigenous organisations.	Ongoing	The current representation of Indigenous people, women and people new to the mining industry is maintained.
EO2	EA2 – Implement training opportunities for skills required at MCCM.	NSC, GSC. TAFE, local high schools, and Indigenous organisations.	Ongoing	Number of employees who receive skills-based training annually. Partnership/agreements are place with providers of school-based traineeships, scholarships and awards, apprenticeships and graduate programs.
	EA3 - Within the Narrabri and Gunnedah LGAs, support the provision of school-based traineeships, scholarships and awards, apprenticeships and graduate programs.		2014 to 2024	
EO3	EA4 – Implement an apprenticeship/traineeship program to employ and train people residing in the Narrabri or and Gunnedah LGAs, including indigenous people.	Potential employees from Narrabri and Gunnedah LGAs.	2014 to 2024	Four onsite apprenticeships are made available per year in the first ten years of operation, of which at least one will be for Indigenous applicants.
	EA5 – Implement a Scholarship Program that provides scholarship(s) to people residing in the Narrabri or Gunnedah LGAs.	Narrabri and Gunnedah Country Education Fund.	2014 to 2024	Scholarship placement(s) are offered to local eligible persons each year.
EO4	EA6 – Include a local content strategy in procurement processes to facilitate the involvement of local and regional businesses based in the Narrabri, Gunnedah, Tamworth and Liverpool Plains LGAs in MCCM supply chain opportunities.	NSC, GSC, TRC, LPSC LGA business communities.	Life of Mine	Local content strategy is implemented as part of procurement processes.

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Objectives	Actions	Stakeholders	Timing	Performance Measures
	EA7 – Maintain MCCM’s Local Suppliers Database which includes businesses located in Narrabri, Gunnedah, Tamworth Regional and Liverpool Plains LGAs.	Narrabri and Gunnedah, Chambers of Commerce.		Ongoing opportunities for local suppliers are communicated through the Database.
EO5	EA8 – Cooperate with relevant government authorities and other operators in the Leard Forest Mining Precinct to monitor cumulative labour supply and training needs.	NSC, GSC, DP&E, and other Leard Forest Mining Precinct Operators	2014 to 2024	Labour force and training data and forecasts will be provided on request by relevant local or regional monitoring bodies.

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5.3 Community Infrastructure and Wellbeing Management Strategies

The MCCM SIA identified potential impacts on social infrastructure as a result of population growth due to the MCCM and other projects in the region.

Whitehaven’s key goals in relation to community infrastructure and wellbeing are to enable service providers to plan for population increases and support increases in the capacity of community infrastructure as discussed below.

Assistance for local community infrastructure

Whitehaven is committed to assisting local community infrastructure providers with maintaining and enhancing the community facilities and services in the local area, particularly in the Narrabri LGA. Whitehaven has entered a VPA with NSC, as described in Section 2.2, to assist NSC in providing a range of community infrastructure enhancements (see also CA2 in Table 4-6).

Similar commitments are required by the VPAs for other Leard Forest Mining Precinct operators. In cooperation with representatives of the CCC’s in the Leard Forest Mining Precinct, the Leard Forest Environmental Trust Inc. has been formed to ensure the best use of VPA funds designated for Environmental Projects as per CA3 (refer Table 5-6).

Management action CA4 (refer to Table 5-6) refers to ongoing payments proportionate to the cents per saleable tonne produced, to be used on infrastructure projects, including community and environmental projects.

Whitehaven has also committed to the provision of financial support for capital equipment purchases for local community services (CA6) and support to retain general practitioners in the Narrabri LGA (CA8).

As discussed in Section 5.5, the MCCM CCC also continues to facilitate discussion on opportunities for future local investment and/or opportunities to involve MCCM employees in local community events and initiatives.

Cumulative community infrastructure issues

The MCCM has contributed to cumulative population growth as non-local employees with families moved to the local area. The Management Actions described in Table 5-5 (i.e. CA1) commit to provision of workforce data to the Councils and other relevant Government agencies to allow appropriate planning for community infrastructure.

These actions support the work proposed by the 2036 Regional Plan for establishing social infrastructure benchmarks, minimum standards and social impact assessment frameworks within local planning processes. MCC will be available to work with both Councils and DPHI to support this initiative as required.

Contributions for community infrastructure provided under the VPA with NSC are considered to be contributing to infrastructure development in the region.

A summary of impacts and opportunities, stakeholders, objectives and the policy context in relation to community infrastructure and wellbeing are provided in Table 5-5, with management actions, stakeholders for each action, timing and performance measures outlined in Table 5-6.


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Table 5.5: Community Infrastructure and Wellbeing Impact Management Framework

MCC Phase	Operations Phase	
Potential Impacts and Opportunities	Potential impacts: <ul style="list-style-type: none"> Increased pressure on general community services and facilities; Increased demand for education services; and Increased demand for health services. 	Potential opportunities: <ul style="list-style-type: none"> Stimulation of growth of community services and facilities.
Objectives (O) (C – Community Infrastructure and well-being)	<ul style="list-style-type: none"> CO1 – assist government and other relevant bodies with population forecasts and service delivery by ensuring timely provision of MCCM workforce data; CO2 – manage the impact of the MCCM workforce and associated population growth on demand for local services and facilities; and CO3 – participate in monitoring community infrastructure impacts in the Narrabri and Gunnedah LGAs arising from cumulative resource developments in the area. 	
Relevant Company Policies	<ul style="list-style-type: none"> PA 10_0138 Conditions and SoCs. VPA with NSC. Mechanisms for allocating funds for community infrastructure. 	<ul style="list-style-type: none"> MCCM Management Plans (Biodiversity, Air Quality, Noise, Groundwater) and other MCCM-specific policies and procedures. Air Quality Management Strategy (Boggabri, MCCM, Tarrawonga)
Key Government Policies	<ul style="list-style-type: none"> 2017 NE NW Regional Plan 2012 SRLUP. Community Consultative Committee Guidelines for State Significant Projects. Narrabri Shire Community Strategic Plan – 2017 - 2027; Narrabri Shire Economic Development Strategy 2011; Narrabri Shire Social Plan 2010-15; 	<ul style="list-style-type: none"> Gunnedah Community Strategic Plan 2017-2027. Gunnedah Shire Delivery Program 2017–2021 and Operational Plan 2017/18.
Approval References	<ul style="list-style-type: none"> SoC No 33 'Community'. Condition 78 (c), (f) and (g) of Schedule 3 and Condition 6 of Schedule 5 of PA 10-0138. 	<ul style="list-style-type: none"> VPA (Condition 17 of Schedule 2).



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Table 5.6: Community Infrastructure and Wellbeing Impact Management Actions

Objectives	Actions	Stakeholders	Timing	Performance Measures
CO1	CA1 – Provision of MCCM operational non-local hire workforce data.	NSC, GSC, DPHI.	2014 to 2024	Data available on request.
CO2	CA2 – VPA Commitments as specified in Section 2.2.	NSC, CCC.	Ongoing	VPA commitments are implemented according to the agreement.
CO3	CA3 – Funds committed and held in trust and used on 'Environment' projects as per the VPA.	NSC, CCC, Other Leard Forest Mining operators.	Completed	VPA commitments are implemented for Environment projects as per the VPA.
	CA4 – Funds proportionate to the cents per saleable tonne produced to be provided to NSC and used on infrastructure projects (including environmental) as per the VPA.	NSC.	Life of Mine	VPA commitments are implemented as per the VPA.
	CA5 – Assist the long-term viability of Fairfax Public School at Maules Creek by promoting the school's availability to personnel.	Fairfax Public School.	Life of Mine	Inclusion of school information in employee induction information.
	CA6 – Allocate \$100,000 per year for capital equipment purchases for local infrastructure providers such as the bushfire brigade, ambulance, Westpac Helicopter and other valued community services.	Local community infrastructure or service providers, NSC.	Life of Mine	Allocation of funds for local community infrastructure.
CO3 (Cont.)	CA7 – Provision of an annual scholarship or traineeship to a suitable applicant residing in the Narrabri LGA to study a childcare or community service related course including potential for work at the Boggabri childcare centre.	Local childcare providers, NSC.	2014 to 2025	Annual scholarship or traineeship granted where there are eligible applicants.
	CA8 – Provide up to \$20,000 per year to encourage retainment of medical staff in Boggabri, to be reviewed in 2019 to determine ongoing need for support. Expenditure during 2020 was ~\$50,000 for the year. Review ongoing requirement in 2024.	Ochre Health, other local health providers as relevant, NSC.	2014 to 2024	Ongoing support for Boggabri Hospital and Ochre Health.

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Objectives	Actions	Stakeholders	Timing	Performance Measures
	CA9 – Work with NSC, GSC, DPHI and operators in the Leard Forest Mining Precinct to monitor and respond to community infrastructure impacts.	NSC, GSC, DPHI, other Leard Forest Mining Precinct Operators.	2013 to 2024	Evidence of engagement and collaboration with relevant parties for monitoring and responding to cumulative impacts on community services and infrastructure.

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5.4 Transport Infrastructure Management Strategies

The MCCM Traffic Management Plan has been prepared and is being implemented as required by Condition 64 of Schedule 3 of PA 10_0138. The Traffic Management Plan documents how various other traffic-related conditions in Schedule 3 of PA 10_0138 have been addressed (i.e. the rail bridge over Kamilaroi Highway [Condition 59], Road intersection upgrades [Condition 60], upgrading and sealing of Manilla Road [Condition 61] and limitations to heavy vehicle access to Manilla Road prior to upgrading under Condition 61, and the shuttle bus system [Condition 63]).

The Traffic Management Plan also addresses Commitment No 29 in the SoC (i.e. minimising Project-related traffic on certain roads) and Commitment No 30 (i.e. managing safety issues on the road network). Responsibilities for implementation and monitoring of these PA 10_0138 conditions and commitments in the SoC are provided within the Traffic Management Plan, therefore no further discussion of these conditions is provided here.

The VPA required \$6,000,000 to be provided to NSC to be used on the upgrade of infrastructure and roads including Therribri Road and Tarriaro Bridge. Whitehaven and NSC subsequently agreed to investment in the Baan Baa water supply in place of the Tarriaro Bridge, as detailed in Management Action TA1 (refer to Table 5-8). Whitehaven has provided the \$6,000,000 for these upgrades.

The VPA requires \$5,000,000 to be provided to NSC to be used on the upgrade of the Narrabri Airport (refer to Table 2-3). This contribution was in response to original plan that MCCM would be a FIFO operation and there would be a likely increase in passenger numbers that would move through the Airport as a result of MCCM-related movements and is identified as Management Action TA4 in Table 5-8. Whitehaven has provided the \$5,000,000 for this upgrade.

Cumulative Transport Issues

Cumulative impacts identified in the SIA include increased demands on the rail network and potential for impacts of coal transportation by rail, on road safety and congestion in the Gunnedah LGA due to closure of rail level crossings. As noted in Section 2.3, the SRLUP forecasts preparation of a fully costed Infrastructure Plan for the New England North West region'. MCC will participate in the development of this Plan as requested. Contributions for road infrastructure under the VPA to NSC should be recognised as part of the contributions to infrastructure development in the region.

MCC is also committed to working with NSC, GSC, DPHI and operators in the Gunnedah Basin to monitor cumulative transport infrastructure actions, including safety issues on the road network (refer to Management Action TA4 in Table 5-8).



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Table 5.7: Transport Infrastructure Impact Management Framework


Impact Phases	Construction and Operations Phases.	
Potential Impacts and Opportunities	Potential impacts: <ul style="list-style-type: none"> Increased demand for flights from the Narrabri Airport; Conflict between MCCM-related traffic and other road users; and Additional level crossing impacts from increased rail movements. 	Potential opportunities: <ul style="list-style-type: none"> Opportunities to improve local transport infrastructure and improve air services.
Objectives (O) (T – Transport Infrastructure)	<ul style="list-style-type: none"> TO1 – manage the impact of the MCCM operation on the local road network and road safety conditions. TO2 – work with other rail users to ensure that the rail network can continue to handle the forecast additional rail movements. TO3 – ensure the Narrabri Airport can accommodate an increase as a result of Project related passenger numbers without adversely affecting public accessibility to the Narrabri airport. TO4 – participate in monitoring the transport and road network impacts in the Narrabri and Gunnedah LGAs arising from cumulative resource developments in the area. 	
Relevant Company Policies	<ul style="list-style-type: none"> PA 10_0138 Conditions and the SoC. Maules Creek Traffic Management Plan. 	<ul style="list-style-type: none"> VPA with NSC. Journey Management Plan.
Key Government Policies	<ul style="list-style-type: none"> 2012 SRLUP. 	<ul style="list-style-type: none"> Narrabri Shire Airport Master Plan, 2011.
Approval References	<ul style="list-style-type: none"> VPA (Condition 17 of Schedule 2). 	<ul style="list-style-type: none"> SoC No 31 Condition 66 ‘Rail’, VPA (Condition 17 of Schedule 2) and Condition 78 (c), (f) and (g) of Schedule 3 and Condition 6 of Schedule 5 of PA 10-0138.

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Table 5.8: Transport Infrastructure Impact Management Actions

Objectives	Actions	Stakeholders	Timing	Performance Measures
TO1	TA1 – \$6,000,000 to be provided to NSC for the upgrade of infrastructure and roads, including Therribri Road, Tarriaro Bridge and Baan Baa water supply, as per the VPA.	NSC, RMS.	Completed	Funds have been provided for the upgrade of infrastructure and roads as per the VPA.
TO2	TA2 – Work with other Gunnedah Basin coal mining companies and ARTC to encourage strategies to ensure that the forecast additional rail movements are within the rail network’s capacity.	NSC, GSC, Coal Mining Companies ARTC, DPFI.	Completed	ARTC have confirmed required capacity is available
TO4	TA3 – \$5,000,000 to be provided to NSC to be used on the upgrade of the Narrabri Airport, as per the VPA.	NSC.	Completed	Funds to upgrade Narrabri Airport upgrade have been provided as required in VPA
TO5	TA4 – Work with NSC, GSC, DPFI, CCC and Leard Forest Precinct Operators to monitor cumulative transport issues, including road safety	NSC, GSC, DPFI, Leard Forest Precinct Operators, MCCM CCC	Ongoing	Coordinated response provided to feedback on cumulative transport impacts

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5.5 Community Engagement and Complaints Management

Whitehaven uses a variety of community engagement and consultation methods and will continue to develop these over the life of the MCCM. They include the Maules Creek Coal Mine CCC, Whitehaven website and dedicated email address, MCCM phone hotline, local media updates, local school visits, sponsorship of local community events and groups, and meetings as required with neighbours and a range of stakeholders including government and non-government agencies.

The MCCM CCC is required under Condition 7 of Schedule 5 of PA 10_0138 and must be operated for the duration of the MCCM. The CCC operates in accordance with the *NSW Department Planning and Environment Community Consultative Committee Guidelines (State Significant Projects January 2019)*.

Briefings to the MCCM CCC will be provided annually in regard to social impact and opportunity issues arising from MCCM. The MCCM CCC also continues to provide a forum to share information and facilitate discussion on areas of community concern or interest such as water resource management, opportunities for future local investment and/or opportunities to involve MCCM employees in local community events and initiatives. The CCC meeting minutes are published on the Whitehaven website (currently at <https://whitehavencoal.com.au/our-business/our-assets/maules-creek-mine/>).

Whitehaven provides a 24 hour phone line for all Whitehaven sites 1800 WHAVEN (1800 942836), which is promoted on the Whitehaven Coal website and to which feedback and complaints regarding social issues can be reported. A direct e-mail address MaulesCreekCoal@whitehavencoal.com.au is also available.

Whitehaven provides a copy of its complaints register on its website. During 2016, MCCM received 71 complaints, and during 2017, 146 complaints were received, however the number of complaints decreased to 56 in 2018, 21 in 2019 and 10 in 2020. All complaints continue to be addressed within the MCCM Coal Complaint Handling and Response processes as outlined in the MCCM Environmental Management Strategy, including liaison with DPHI to discuss the adequacy of environmental management measures.


Whitehaven also liaises regularly with local Councils and will continue this engagement during operations. Issues of concern raised by NSC, GSC or any of the stakeholders identified in Section 3 will be discussed directly with those organisations.

5.6 Mine Closure and Decommissioning

The closure of large mining operations in rural communities can result in material changes to:

- local populations, should people leave the area to seek new employment and economic opportunities;
- housing availability and affordability, as some people move from the area and others move in with different employment backgrounds and potentially different housing needs; and
- social infrastructure and local business trade, associated with the change in local populations and associated demand for consumable goods and services.

The MCCM has an approved operating life of 21 years, with operations likely to continue past 2035. As such, plans and measures to manage social impacts during mine closure are at an early stage. As one

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of three operators within the Leard Forest Mining Precinct, closure planning will require regular and ongoing consultation between all operators, DPHI, NSC and GSC to anticipate and identify potential impacts ahead of the mine’s closure.

The SIMP will be reviewed as part of mine closure planning in accordance with PA 10_0138 and updated as necessary to be consistent with the mine closure plan required by 2026. This will include details of the social impact management strategies that will be implemented during this phase of the MCCM mine life.

6 IMPLEMENTATION AND MONITORING


This section outlines internal accountabilities for SIMP implementation, the framework for monitoring the delivery and effectiveness of the SIMP, and the procedures for reviewing the SIMP and auditing compliance with the MCCM approval conditions. Should the Proponent become aware of any non-compliance the Planning Secretary must be notified in writing via the Major Projects website within seven (7) days.

The notification must identify:

- a. the development and the application number for it,
- b. set out the condition of consent that the development is non-compliant with,
- c. the way in which it does not comply,
- d. the reasons for the non-compliance (if known), and
- e. what actions have been, or will be, undertaken to address the non-compliance.

6.1 Roles and Responsibilities

Roles and responsibilities for the implementation of the SIMP are presented in Table 6-1.

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Table 6.1 Roles and Responsibilities

Role	Responsibilities
General Manager	<ul style="list-style-type: none"> • Provide required resources and support to implement these procedures. • Ensure that strategies, plans or programs required by the SIMP are implemented.
General Manager Community Engagement	<ul style="list-style-type: none"> • Authorise the SIMP and future amendments. • Ensure that the annual SIMP review is incorporated into the Annual Review. • Ensure induction and training relevant to the SIMP is implemented. • Ensure all relevant monitoring information and data required by the SIMP is available for timely incorporation into the SIMP annual reviews. • Arrange for the SIMP to be reviewed and if necessary revised as part of the Annual Review. • Coordinate meetings required by the SIMP. • Respond to any unplanned events that may potentially result in negative social impacts.
Environment Superintendent	<ul style="list-style-type: none"> • Respond to any unplanned environmental events that may potentially result in negative social impacts. • Gather relevant environmental data and information required by the SIMP and ensure that it is available for incorporation into the SIMP reviews.
Commercial Manager	<ul style="list-style-type: none"> • Ensure that any payments required by the VPA are paid to NSC under the terms of the VPA. • Provide commercial data required for inclusion in the SIMP reviews
Human Resources Division/Payroll	<ul style="list-style-type: none"> • Ensure that relevant workforce data required by the SIMP is available for timely incorporation into the SIMP reviews.
All personnel	<ul style="list-style-type: none"> • Adhere to the requirements of the SIMP. • Report any events that may potentially result in negative social impacts immediately to their Supervisor or Manager.

6.2 Monitoring

Tables 5-2, 5-4, 5-6 and 5-8 include performance measures for each of the SIMP Management Actions, to enable WHC/MCC to track delivery of the SIMP.

The monitoring framework presented in Table 6-2 provides performance indicators for each of the objectives detailed in the management strategies, to monitor the effectiveness of the SIMP, and allow for corrective actions as required. Data for the performance measures detailed in Sections 5.1 to 5.4 and for indicators identified in Table 6-2 will be collected annually or as identified in Table 6-2 and reported in the Annual Review. Monitoring results will also be used to inform annual review of the SIMP and MCCM audits.

Performance indicators in Table 6-2 have been numbered following a similar code to that used for management objectives and actions, e.g. HI1 is Housing Indicator 1.




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Table 6.2: SIMP Monitoring Plan

Objective	Indicators	Data Source
Housing		
HO1 - Non-resident workforce accommodation	HI1 – Sufficient units are available for MCCM employees at the Boggabri and/or Narrabri Accommodation Villages.	MCCM HR records and Accommodation Village records
HO2 - Ensure housing solutions for non-resident employees do not impact on local communities.	HI2 – Annual trend in vacancy rates and asking rents for houses and units in the towns of Boggabri, Narrabri and Gunnedah.	SQM Research Rental Data Consultation with Real Estate Agents
HO3 – Promote housing and accommodation options that avoid placing additional pressure on the local housing market.	HI3 – Number of operational employees by residential location, monitored annually.	MCCM HR records
HO4 - Assist non-local employees and their families to settle into the Narrabri and Gunnedah LGAs.		MCCM Workforce data
HO5 - Participate in monitoring housing affordability and availability impacts in Narrabri and Gunnedah LGAs.	HI4 – Whitehaven/MCC participation in forums considering cumulative social impacts.	Industry and government forum records


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Objective	Indicators	Data Source
Employment, training and Economic Development		
EO1 - Maximise accessibility to MCCM employment opportunities for local residents	EI1 – Number of MCCM employees residing in Narrabri or Gunnedah LGAs before recruitment.	MCCM Employment records.
	EI2 – Number of MCCM employees moving to Narrabri or Gunnedah LGAs.	
	EI3 – Number of Indigenous people employed at MCCM.	
	EI4 – Number of trainees and apprentices.	
	EI5 – Number of women employed at MCCM.	
	EI6 – Number of MCCM employees new to the mining industry.	
EO2 - Minimise the impacts of MCCM-related labour draw on local industry sectors.	EI7 – Feedback from local businesses on difficulty of retaining and attracting labour.	MCCM Consultation Records.
EO3 - Secure a skilled workforce for the MCCM.	EI8 – Number of traineeships, apprenticeships and scholarships offered on an annual basis to local residents.	MCCM HR records.
EO4 - Enable local businesses to participate in MCCM procurement opportunities.	EI9 – Number of local and regional businesses supplying the Project.	MCCM Procurement records.
Community Infrastructure and Well-being		
CO1 – Ensure timely provision of MCCM workforce data.	C11 – Operational employees' residential location monitored annually and provided to NSC, GSC and DPHI	MCCM HR records.
CO2 - Manage the impact of the MCCM workforce and associated population growth on demand for local services and facilities.	C12 – Funds provided to NSC as per VPA.	MCCM Accounts.
	C13 – Demand for childcare, GP services, and school enrolments attributable to MCCM.	Consultation with local service providers.

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Objective	Indicators	Data Source
CO3 - Participate in monitoring cumulative community infrastructure impacts in the Narrabri and Gunnedah LGAs.	CI5 - Evidence of collaborative discussions on cumulative community infrastructure demands and provision.	MCCM Consultation Records.
Transport		
TO1 - Minimise the impact of MCCM related traffic on the local road network and road safety conditions.	T11 – Funds provided to NSC as per VPA under Management Action TA1.	MCCM Accounts.
	T12 – Buses are made available and are used as a primary mode of transport for employees to travel to MCCM.	MCCM bus use records
TO2 - To work with other rail users to ensure that the rail network can continue to handle the forecasted additional rail movements.	T13 – Results of discussions with relevant bodies regarding capacity of rail network.	Consultation records with ARTC, other rail freight users.
TO4 - Participate in monitoring cumulative transport infrastructure impacts in the Narrabri and Gunnedah LGAs	T14 - Evidence of collaborative discussions and provision of data regarding cumulative transport infrastructure provision.	Consultation records with NSC and GSC regarding cumulative transport infrastructure planning.

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6.3 Review and Reporting


In accordance with Condition 4 of Schedule 5 of PA 10_0138, MCC will submit by the end of March each year (or other such timing as agreed by the Secretary of the DPHI) a MCCM Annual Review for the previous calendar year, which will fulfil the reporting requirements listed in that condition. This will include a review of the social impact monitoring data and complaints records over the past year.

The SIMP will be reviewed in accordance with Condition 5 of Schedule 5 of PA 10_0138, and if required will be updated on an annual basis. This will include review of any ongoing need for actions and commitments which are currently planned for completion in 2020/2021. Further revisions may be made to the SIMP as required to enable the effective administration of the management of socio-economic impacts of the MCCM and any such revisions will be submitted to DPHI for approval by the Secretary.

The SIMP and future updates will be available, once approved by the Secretary, on the MCCM website as required by Project Approval Schedule 5 Condition 12. Monitoring results will also be available on the MCCM website as soon as practicable after the Secretary’s annual acceptance of the Annual Review.

6.4 Auditing

Condition 10 of Schedule 5 of PA 10_0138 required an Independent Environmental Audit of MCCM to be commissioned by the end of June 2015 and three years thereafter. Condition 11 requires the Audit to be submitted to the Secretary within three months of its commissioning, together with a response to any recommendations contained in the Audit report.

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APPENDIX A POLICY GUIDANCE AND RESOURCES

A.1 New England and North West Regional Plan 2036


The *New England North West Regional Plan 2036* is a 20-year blueprint guiding the NSW Government's land use planning priorities and decisions to 2036. The plan's overarching goals are to achieve:

- a strong and dynamic regional economy;
- a healthy environment with pristine waterways;
- strong infrastructure and transport networks for a connected future; and
- attractive and thriving communities.

Priorities identified by the Plan for the Narrabri and Gunnedah LGAs include:

- delivering a variety of housing options in Narrabri and Gunnedah and promoting development that complements the unique character of each LGA's smaller localities, including Baan Baa, Boggabri, Curlewis and Tambar Springs;
- in Narrabri LGA, supporting economic diversification and strengthening that includes upskilling of health and education workers, and in Gunnedah LGA, fostering the growth of knowledge-based, education and health-services industries and related activity around Gunnedah District Hospital;
- in Gunnedah LGA, supporting the development of employment lands;
- diversification and strengthening of each LGA's agriculture, horticulture and agribusiness sectors for domestic and international markets;
- continuing to develop access and logistics infrastructure on appropriate sites to encourage new industry opportunities;
- expanding nature-based adventure and cultural tourism experiences; and
- identifying and promoting renewable energy opportunities.

Specific actions from the Implementation Plan that have relevance to this SIMP are detailed in Table A-1.

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Table A-0.1 NE/NW 2036 Implementation Plan – Actions relevant to this SIMP

Relevant Action	Lead Agencies	Applicability to SIMP
3.3 Manage the interface between important agricultural lands and other land uses by incorporating controls in local plans that manage compatibility between land uses.	Councils, in partnership with DPHI	Where necessary, MCC will work with the relevant Local Councils to support future land use planning.
4.2 Protect areas of mineral and energy resource potential through local strategies and local environmental plans (LEPs).	Councils, in partnership with DRG and DPHI	Where necessary, MCC will provide information to NSC and GSC to support future revisions of LEPs.
4.3 Protect infrastructure that facilitates mining from development that could affect current or future extraction.	Councils, in partnership with DRG and DPHI	Where necessary, MCC will provide information to NSC and GSC to support associated infrastructure management.
6.2 Prepare a regional economic development strategy that promotes opportunities for the diversification of the economic base by identifying key enabling infrastructure and other policy interventions to unlock growth.	DPC, in partnership with DPHI and Council	MCC will engage with DPHI and relevant local councils to support the economic diversification strategy.
14.2 Minimise the impact of development on the regional and State road network and rail corridors by identifying buffer and mitigation measures.	Council in partnership with DPHI, TNSW	MCC will provide the 2021 SIMP and continue to liaise with NSC and GSC to support future planning.
17.3 Implement the outcomes of the Western NSW Mining and Resource Development Taskforce to harness the economic benefits of mining and help communities plan for the implications of mining.	Council in partnership with DPHI	MCC will provide the 2021 SIMP and continue to liaise with NSC and GSC to support future planning.
18.4 Monitor the supply of residential land and housing through the New England North West Housing and Land Monitor.	DPHI, in partnership with Councils	MCC will liaise with DPHI regarding the NE NW Housing and Land Monitor.
19.3 Establish social infrastructure benchmarks, minimum standards and social impact assessment frameworks within local planning.	Councils, in partnership with DPHI	MCC will provide the 2021 SIMP and continue to liaise with NSC and GSC to support local planning.
20.1 Develop local growth management strategies to respond to changing housing needs, including household and demographic changes.	Councils, in partnership with DPHI	MCC will engage with relevant Local Council to ensure they remain informed of workforce trends and project timing.
22.1 Deliver opportunities to increase the economic independence of Aboriginal communities through training, employment and tourism.	AANSW, in partnership with Council, LALC, DPHI and DNSW	MCC will liaise with NSC and GSC regarding interfaces with employment and training. MCC's Indigenous employment strategy is discussed in Table B-2.

A.2 Strategic Regional Land Use Plan – New England and North West

The *Strategic Regional Land Use Plan – New England North West* (SRLUP) was published by the NSW Government in 2012 to address specific social and land use management issues associated with mining and resource development in the region. The SRLUP recommended specific policy responses to these issues and remains a resource document supporting the 2036 Regional Plan. Table A-2 summarises the specific actions of the SRLUP that remain applicable to this SIMP.




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Table A-0.2 Strategic Regional Land Use Plan - Actions relevant to SIMP

Relevant SRLUP Action	Lead Agencies	Applicability to SIMP
4.1 Prepare a fully costed Infrastructure Plan for the New England North West region, in liaison with state and federal governments, business and the community to address key regional and sub-regional infrastructure needs.	DPHI NSW, NSW Trade and Investment, Transport for NSW	MCC will participate, where requested, in the preparation of the Infrastructure Plan.
4.3 Local environmental plans (LEPs) are to ensure housing and employment development occurs in areas which can be appropriately serviced.	Councils	Where requested MCC will provide information to NSC and GSC to support future revisions of LEPs.
5.4 Prepare a Regional Workforce Plan for the New England North West in cooperation with Regional Development Australia (RDA) Northern Inland, local employers and industry groups, to address workforce and skills issues.	Department of Education and Communities, Department of Primary Industries	Where requested MCC will provide workforce data to RDA Northern Inland for consideration in the Regional Workforce Plan.
5.6 Work with Regional Development Australia (RDA) Northern Inland and local councils to identify specific initiatives to diversify the economy through the New England North West Regional Action Plan.	NSW Trade and Investment	Where requested MCC will engage with RDA Northern Inland and relevant local councils to support economic diversification.
6.5 Work with local councils, infrastructure providers and the housing and development industry to monitor the supply of residential land and the delivery of new housing.	DPHI	Where requested MCC will participate in any regional monitoring process lead by the local councils and/or DPHI.
7.7 Review the <i>Guidelines for Establishing and Operating Community Consultative Committees for Mining Projects (2007)</i> in consultation with government agencies, the NSW Minerals Council and community stakeholders to ensure that it remains relevant and reflects best practice.	DPHI	<p>The MCCM CCC operates in accordance with the recently released NSW Department Planning and Environment Community Consultative Committee Guidelines (State Significant Projects January 2019).</p> <p>MCC will participate in any formal review of the Guidelines for Establishing and Operating Community Consultative Committees for Mining Projects conducted by the government.</p>

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A.3 New England North West Housing and Land Monitor

The DPHI, in partnership with Local Government, has established a *New England North West Housing and Land Monitor* to provide an annual review of housing and employment land data. DPHI's second Monitor report was published in 2017^q based on data from 2014 to 2016 and incorporating figures from the previous Monitor (2010-2013) to help identify historical trends.

Key findings relevant to the Narrabri LGA include:

- a total of 314 dwellings were approved between 2010-11 and 2015-16, with solid growth in the approval of dwellings in this LGA over the first three years of the reporting period. The number of residential dwellings per annum approved peaked in 2012-13;
- a total of 258 dwellings commenced construction during the reporting periods, generally reflecting the number of approvals in the corresponding years; and
- in 2015-16, Council had a total of 561.3 ha of land zoned for employment purposes of which approximately 30% was vacant.


For Gunnedah LGA:

- a total of 470 dwellings were approved between 2010-11 and 2015-16, representing a fluctuating mix of detached, rural residential and multi-unit dwelling types;
- a total of 279 dwellings commenced construction, with a significant peak in construction across 2012-13 and 2013-14; and
- in 2015-16, Council had a total of 428.2 ha of land zoned for employment purposes, with approximately 57% of that vacant and available for development.

Data reported for the 2018 NE NW Housing and Land Monitor^r indicate that a total of 336 dwellings were approved between 2010-11 and 2016-17 in the Narrabri LGA, with year-on-year growth in approvals of over the first three years, and a slowing of approvals in the four years to 2016-2017. In the Gunnedah

^q NSW Department of Planning and Environment (2018), New England North West Housing and Land Monitor: Figures for 2014-2016

^r NSW Department of Planning and Environment (2018), New England North West Housing and Land Monitor: Figures for 2014-2017

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LGA, there were 517 dwellings approved between 2010-11 and 2016-17, with approval numbers fluctuating over the period and strongest during 2012-13 and 2013-2014.

A.4 Local Government Policy Settings

A.4.1 Narrabri Shire Council

The following policies and documents prepared by or for Narrabri Shire Council are relevant to the SIMP:

- Narrabri Local Environment Plan (LEP) 2012;
- Narrabri Shire Economic Social Plan 2010-2015;
- Narrabri Shire Economic Development Strategy 2011;
- Narrabri Shire Community Strategic Plan – 2017 - 2027;
- Narrabri Shire Operational Plan 2021/22; and
- Narrabri S94A Development Contributions Plan 2016.


These documents are referenced where relevant in the Management Tables included in SIMP Section 5. Narrabri's Economic Development Strategy and Social Plan are particularly relevant to SIMP actions. Priorities identified in these strategies may be discussed as part of MCCM's regular liaison with NSC.

A.4.2 Gunnedah Shire Council

The following policies and documents prepared by or for Gunnedah Shire Council are relevant to the SIMP:

- Gunnedah LEP 2012;
- Gunnedah Shire Urban Land Use Strategy 2016;
- Gunnedah Economic Development Strategy 2016;
- Gunnedah Shire Delivery Program 2017–2021 and Operational Plan 2017/18;
- Gunnedah Community Strategic Plan 2017-2027; and
- Gunnedah Shire Council 'Business Partner Program 2017'.

These documents are referenced in the relevant Management Tables included in SIMP Section 5.

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APPENDIX B IMPACTS AND OPPORTUNITIES UPDATE - 2021

B.1 Impacts and Opportunities Update

Table B-1 summarises the potential impacts and benefits of the MCCM's operations and closure phases as identified by the 2011 SIA, which were re-evaluated in 2021 with regard to:

- the status of MCCM's implementation since the 2015 SIMP;
- current workforce characteristics (see SIMP Section 3.2);
- the NSW SIA Guideline's social matters (addressed in Table B-2) and significance evaluation criteria (see Table B-1); and
- considerations for decommissioning and closure.

The residual analysis of impacts provided in Table B-0.2 accounts for the progress of MCC's management strategies in the context of social indicators.

Table B-0.1: NSW SIA Guideline Significance Assessment Criteria

			Consequence Level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Catastrophic
Likelihood	A	Almost certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Social Risk Rating							
	Low		Moderate		High		Extreme

Source: DPIE SIA Guideline



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Table B-0.2: Updated Summary of Potential Social Impacts

SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
Way of life – housing and accommodation	Increased demand (including cumulative demands) for rental housing which could decrease local availability if housing development doesn't keep pace.	NSC GSC Local Real Estate	A3 (-)	S5.1 Housing and Accommodation Management Strategy	A2 (-)	Monitoring data indicate that rental vacancy rates have fluctuated during MCCM's operation to date. Overall, there were small changes in rental vacancy rates in each community during 2014-2020 (an increase of 0.7 percentage points in Narrabri, a decrease of 2.2 percentage points in Gunnedah and a decrease of 2.7 percentage points in Boggabri (see Table 3-3). rental vacancy rates have reduced further in Narrabri (to 0.6 percent in July 2021) and have increased in Gunnedah (to 1.1 percent). There is no evidence that MCCM demands have increased rental prices.
	Increased demand for housing purchase is likely to stimulate housing development in Narrabri and Gunnedah LGAs.	NSC GSC DPHI	B2 (+)	S5.1 Housing and Accommodation Management Strategy	B1 (+)	2017 Land and Housing Monitor indicates that housing development peaked in the lead up to 2014.
Way of life - Employment, Training and Economic Development	Increased locally skilled labour force, including those previously inexperienced in mining.	NSC GSC Hunter Valley Training Company	A2 (+)	S5.2 Employment, Training and Economic Development	A3 (+)	MCC has supported more than 20 young people to complete their apprenticeships, while continuing to support another 15 apprentices. Approximately 12% of the current operational workforce were new to the mining industry.
	Increased availability of employment, offsetting some local job losses due to the recent agricultural industry contraction.	NSC GSC DPHI	A3 (+)	S4.2 Employment, Training and Economic Development	A4 (+)	MCCM's rapid increase in productivity has resulted in approximately 40 more jobs than projected in 2011, contributing to the increased job opportunities in the project region (see Section 4.2)

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SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
	Increased employment opportunities for local Indigenous people, women and young people in Narrabri and Gunnedah LGAs.	NSC GSC DPHI	A3 (+)	S4.2 Employment, Training and Economic Development	A4 (+)	Approximately 150 MCCM personnel (>19%) are Indigenous, 105 personnel (>13%) are women; and 97 personnel who commenced production operators' roles (approximately 12%) are new to mining.
	Businesses in the Narrabri and Gunnedah LGAs have the opportunity to contribute to supply of goods and services for both construction and operation, which will support their viability and growth.	NSC GSC DPHI	A3 (+)	S4.2 Employment, Training and Economic Development	A3 (+)	In FY20, WHC reported spending approximately \$365 million with local businesses and suppliers in the Narrabri, Gunnedah, Tamworth and Liverpool Plains Shires. Local jobs and local spend with local businesses will remain a focus in future years.
	Household incomes resulting from MCCM employment will increase local spending capacity.	NSC GSC DPHI	A3 (+)	S4.2 Employment, Training and Economic Development	A4 (+)	MCCM has achieved approximately 76 percent local employment, contributing to spending with local businesses,
	Mining projects (particularly in the cumulative context) may draw labour from other local businesses, which requires an investment of time and resources for businesses to recruit replacement staff.	NSC GSC DPHI	B3 (-)	S4.2 Employment, Training and Economic Development	B2 (-)	WHC has established relationships with a wide range of local and regional businesses and suppliers, however the cumulative development context may increase competition for skilled labour.
Community – population	New local employees and family members will contribute to population growth.	NSC GSC	B2 (+)	S4.3 Community Infrastructure and Wellbeing Management	B2 (+)	The in-migration of new local employees and their families has contributed to maintenance of local population numbers.
	Increased non-resident population may place additional demands on health and emergency services infrastructure which may need to	NSC GSC Civeo	B2 (-)	S4.3 Community Infrastructure and Wellbeing	B1 (-)	MCCM's estimated 83 non-local DIDO employees represent a very small contribution to local service demand.

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SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
	develop additional capacity.	Local health and emergency services		Management		
Access to services and infrastructure - Community Infrastructure	An increase in the permanent population will cause a small additional demand for childcare, family support, and community facilities.	NSC GSC Civeo Local health and emergency service stakeholders	B3 (-)	S4.3 Community Infrastructure and Wellbeing Management	B2 (+)	<p>Potential increase of up to 14 childcare places across the two LGAs (2-3 in NSC LGA and 11 in GSC LGA).</p> <p>The Nurruby Boggabri Child Care Facility opened in June 2021. MCC is working with Nurruby Children's Services Incorporated Boggabri to provide a traineeship for a new childcare placement at Boggabri, which provides support for working families at MCCM and addresses a local community need.</p> <p>MCC is working with the Country Education Foundation of Narrabri and Gunnedah and the Gunnedah Community Education Fund to provide tertiary scholarships for local students.</p> <p>MCC has entered into a VPA with NSC, as described in Section 2.2, to assist NSC in providing a range of community infrastructure enhancements.</p>
	A small increased demand for school enrolment capacity is likely. Additional demand on training facilities is also likely.	Dept. Education DPHI	B3 (+)	4.3 Community Infrastructure and Wellbeing Management	B3(+)	<p>MCCM's new local population may have resulted in approximately seven primary school enrolments and five secondary school enrolments in the Narrabri LGA, and approximately 31 primary school enrolments and 23 secondary school enrolments in the Gunnedah LGA.</p> <p>This is likely to be within the capacity of local</p>


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SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
						schools.
	Population increases and non-local workers will increase demand for services such as GPs, hospitals and emergency services.	NSC GSC Civeo Local health and emergency service stakeholders	B3(-)	4.3 Community Infrastructure and Wellbeing Management	B1(-)	<p>A new local population of 85 in NSC LGA and 385 in GSC LGA is likely to make regular demands on local GPs, however given the region's slow population growth, the increased activity could represent a positive stimulus to demand for local GPs and is unlikely to represent a disproportionate demand on other health services. There are 2 General Practices in the Gunnedah area and for every full-time GP there are 1,737 patients, meaning that GP services are under stress. The population increases estimated for Gunnedah LGA (385 people) represents approximately 3 percent of the Gunnedah LGA's 2020 population , and whilst this order of population increase was not considered significant at the time the SIA/SIMP were drafted, Whitehaven acknowledges that project-related population increases have contributed to demands on health and medical services.</p> <p>Whitehaven has been working with the Rural Doctors Network to bring a highly qualified Doctor to the region and the Narrabri Shire Council to form an Attract, Connect, Stay Committee to attract and retain Health Care Professionals in Narrabri.</p>
Health and Wellbeing - Community Well-being	Families moving to local towns as a result of MCCM employment are likely to participate in local activities and organisations and strengthen social	Local community and sporting organisations	B2(+)	4.3 Community Infrastructure and Wellbeing	B2 (+)	MCCM's new local population including children of primary and high school age will continue to stimulate participation in local community and


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SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
	networks over time.	NSC, GSC		Management		sporting organisations.
	MCCM families will provide a source of additional volunteers e.g. for rural fire services and community care organisations which may offset the loss of volunteers through MCCM's previous property acquisitions.	NSC, GSC, RFS Local community organisations	B3 (+)	S5.5 Community Engagement and Complaints Management	B3 (+)	MCCM also continues to support local community organisations through investment and partnership.
	Improvement in wellbeing through the provision of local jobs and enhanced economic stability. Increased employment options will enable existing local and new local employees to increase family resources through employment security during operations.	NSC GSC DPHI	B3 (+)	S5.2 Employment, Training and Economic Development	B4 (+)	Approximately 76 percent of MCCM employees are locally based, with some MCCM contractors also living locally. This has contributed to the economic security and wellbeing of employees and their families.
	Retention of local young people through employment opportunities - Creation of increased local training and employment opportunities may encourage more young people to stay locally.	NSC GSC Hunter Valley Training Company	B3 (+)	S5.2 Employment, Training and Economic Development	A4 (+)	MCC has an established apprenticeship program which currently includes fifteen apprentices. Approximately 12% of the current operational workforce were new to mining.
Access to services and infrastructure –	Non-local workers commuting to the MCCM will place additional demand on air services and terminals. These additional air services however will also generate increased revenue for air services providers' thus creating	NSC / Narrabri Airport	B3 (+)	S5.4 Transport Infrastructure Management	B1 (+)	Increased demand for flight services is unlikely as 76% of employees live in the NSC and GSC LGAs, with another 8% area based in Tamworth LGA within a safe commute to site. The remaining 16% of employees are non-residential DIDO workers, some of whom may

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SIA 2017 Core Matter	Identified impact/ benefit	Stakeholders	Risk (-) / Benefit (+)	Mitigations	Residual Impact	Rationale for residual rating
	added certainty for these services to be retained in the local area.					also use flights. MCC has invested \$5,000,000 to upgrade the Narrabri Airport.


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APPENDIX C WHITEHAVEN COAL STRETCH RECONCILIATION ACTION PLAN (JANUARY 2018 - DECEMBER 2020)


Whitehaven Coal's Stretch Reconciliation Action Plan for January 2018 to December 2020 is available online at: https://whitehavencoal.com.au/wp-content/uploads/2019/07/WVN_224461_RAP-2018-20-Amend-front-cover-and-reprint_text_FA2_Web-1.pdf

The successor Stretch RAP was endorsed by Reconciliation Australia in October 2021.


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**APPENDIX D – STAKEHOLDER FEEDBACK AND RESPONSE
RECONCILIATION TABLE**

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Item No#	Narrabri Shire Council feedback	WHC response
1	<p>Section 2.3 – Social Impact Assessment (SIA) Guidelines)</p> <p>An amendment to the NSW Department of Planning, Industry and Environment (DPIE) social impact policy framework has recently been completed. The operator should ensure that the SIMP meets accepted best practice by complying with the revised Guidelines. A link to the revised Guidelines is enclosed for your convenience:</p> <p>https://www.planning.nsw.gov.au/Policy-and-Legislation/Under-review-andnew-Policy-and-Legislation/Social-Impact-Assessment</p>	<p>No change.</p> <p>This version of the SIMP was prepared on the basis of the Social Impact Assessment Guideline September 2017 as noted in Section 2.3 Social Impact Assessment Guideline, which was current at the time of original drafting.</p> <p>Applying the new guideline is likely to require a substantive re-write of the SIMP and is not warranted at this stage as there are no material Social impacts. WHC propose that the next SIMP version will address the 2021 SIA guideline.</p> <p>Link provided not currently accessible.</p>


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2	<p>Section 2.4 New England and North West Regional Plan 2017 (p.15)</p> <p>The sub-heading requires updating to refer to the latest available version (2036). References to the superseded plan also exists throughout the entire document which require updating.</p>	SIMP has been updated.
3	<p>Section 2.5 Strategic Regional Land Use Plan – New England and North West (p.15)</p> <p>This section of the revised Plan requires updating to acknowledge the altered context via the introduction of the New England North West Regional Plan (2036).</p>	<p>SIMP has been updated.</p> <p>Text added - MCCM is within the area covered by the New England North West Regional Plan 2036 (NENWRP).</p>
4	<p>Section 2.6 New England and North West Housing and Land Monitor (2017) (p.16)</p> <p>Recommend updating the sub-heading to refer to latest available dataset (2018).</p> <p>Table 3.1: Social Profile – Narrabri and Gunnedah LGAs (p. 19)</p> <p>The Table contains somewhat outdated statistics and should be updated with the most contemporary datasets wherever reasonably practicable. An example includes the</p>	<p>SIMP has been updated.</p> <p>Reference to housing and land monitor will be updated. Data presented is current.</p>

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	comparative employment data which dates back to the September 2020 reporting period.	SIMP has been updated.
5	<p>Section 3.4 Housing (pp. 21- 23)</p> <p>It is noted that the comparative rental data is over six month’s old, dating back to January 2021. It is considered that the impacts of COVID-19 on the local property market require further analysis and recognition in the SIMP, particularly given the unprecedented demand currently impacting large parts of rural and regional Australia.</p> <p>Whitehaven Limited is also advised that Council is commencing strategic planning work surrounding local housing in the near future. Your organisation will be an important stakeholder in this process, and further information will be provided in relation to this particular initiative once it comes to hand. An excellent opportunity also exists through this process to strategically align key organisational responses in this area</p>	<p>SIMP has been updated.</p> <p>This data was the most recent available when the SIMP was drafted. An update to rental housing availability and cost has been provided.</p> <p>Response to Council Statement –</p> <p>Whitehaven works cooperatively and constructively with both Gunnedah and Narrabri Shire Councils meeting regularly to discuss topics such as this.</p>


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6	<p>Section 3.6 Cumulative Context (pp. 26-27)</p> <p>This section of the document should be expanded to include the Narrabri Special Activation Precinct (SAP).</p> <p>Further information in this regard is available from:</p> <p>https://www.nsw.gov.au/snowy-hydro-legacy-fund/special-activation-precincts</p>	<p>SIMP has been updated.</p> <p>This is addressed in Section 3.6 of the SIMP.</p>
7	<p>Section 4.2 Local Employment and Training (p.29)</p> <p>Refer preceding commentary regarding the relevance and use of meaningful contemporary datasets throughout the document.</p>	<p>SIMP has been updated.</p> <p>See preceding responses – unemployment data has been updated.</p>
8	<p>Section 4.4 Access to Infrastructure, Services and Facilities (p.31)</p>	


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	<p>Paragraph 3 of this section should be updated to acknowledge the opening of the Nurruby Boggabri Child Care Facility in June 2021. The outcomes of any collaborations and partnerships should also be further explored and more clearly articulated in this section. Refer also associated narrative contained on page 67.</p>	<p>Updated and addressed in Section 4.4 and Appendix B.</p>
9	<p>Section 5.1 Housing & Accommodation Management Strategy (p.33)</p> <p>Grammatical correction: remove duplicated comma in fourth paragraph.</p>	<p>SIMP has been updated.</p> <p>Error removed.</p>
10	<p>Section 5.2 Employment, Training and Economic Development Strategies</p> <p>In the subsection 'Cumulative Economic Development Issues' further consideration should also be given to the implications of the Narrabri SAP.</p>	<p>No change.</p> <p>Will be covered in the next version once the Narrabri SAP is more clearly understood.</p>
11	<p>Section 5.4 Transport Infrastructure Management Strategies (pp. 46-48)</p>	<p>Comment - noted.</p>


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	<p>Council is concurrently reviewing the Maules Creek TMP (Edition 4, May 2021) and will provide specific feedback in the near future. In this regard, an appropriate line of sight should exist between the final contents of the TMP and the SIMP</p>	<p>Next version of SIMP will consider feedback on draft TMP relevant to the SIMP.</p>
12	<p>A.4 Local Government Policy Settings (p.63)</p> <p>Reference to Narrabri Shire Operational Plan requires updating to 2021/2022</p>	<p>SIMP has been updated - references updated.</p>
13	<p>Appendix B Impacts and Opportunities Update – 2020 (p.64)</p> <p>Sub-heading requires updating to 2021.</p>	<p>SIMP has been updated.</p>
14	<p>General feedback:</p> <p>Consideration could be given to the inclusion of in future SIMP iterations:</p> <ul style="list-style-type: none"> • disability provisions/considerations; 	<p>Comment – noted.</p>


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	<ul style="list-style-type: none"> • key trend data presented in graphical format; • referencing the Narrabri and Gunnedah Local Strategic Planning Statements (LSPSs) (nb: both recently finalised) as reference points within the SIMP; and • Consideration of inclusion of any associated mining technological or winning trends that may alter the short to medium outlook of the SIMP. A local example is the recent proposal for the Narrabri Underground Coal Mine to amend their operations to bord and pillar mining which ultimately alters overall FTEs. 	
	Gunnedah Shire Council feedback	WHC response
15	<p>Medical and Emergency Services</p> <p>The SIMP identifies that “MCCM currently provides direct employment for approximately 122 local residents from the Narrabri LGA (24% of employees) and 263 residents in the Gunnedah LGA (52% of the employed workforce), for total local employment of 76%. Of th</p>	<p>This is addressed in Section 4.4.</p>

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<p>e 40 new recruits in 2020 who were not existing residents of the Narrabri or Gunnedah LGAs, three personnel are intending to move to the LGA, awaiting the availability of suitable housing”. Furthermore, “at February 2021, the total workforce included approximately 783 FTE personnel including contractors. Anecdotally, a large proportion of contractors reside in the Narrabri, Gunnedah or Tamworth LGAs”. With access to health care a critical and ongoing and heavily documented challenge for the Gunnedah Shire, the statement on Page 67- 68 that “A new local population of 85 in NSC LGA and 385 in GSC LGA is likely to make regular demands on local GPs, however given the region’s slow population growth, the increased activity could represent a positive stimulus to demand for local GPs and is unlikely to represent a disproportionate demand on other health services” is deemed to be significantly out of date and requires amendment.</p> <p>The SIMP does not appear to contain any references to current health profiles nor does it make mention of issues around the lack of access to health professionals in Gunnedah. The SIMP would be strengthened by a reference to causal links to health care, schools and local housing and rental stock post construction arising from increases in population from new and expanded mining operations. Further references to existing wait lists and the limited capacity of local services to accept new patients, ideally needs to be captured in the document as a presenting issue.</p>	<p>This is addressed in Appendix B.</p> <p>This is addressed in Appendix B.</p>
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	<p>With this in mind, it is noted in Table 5.6 that up to \$20,000 per year is provided to encourage the retention of medical staff in Boggabri. Given that new MCCM local employees and family members will contribute to population growth in the Gunnedah Shire, it is reasonable to expect they would access health care and infrastructure. With regard to the aforementioned significant and ongoing issues with attracting and retaining medical practitioners in Gunnedah, it is recommended that MCCM investigate a similar financial incentive arrangement for the Gunnedah Shire, as a further Community Infrastructure and Wellbeing Impact Management Action.</p>	
<p>16</p>	<p>Statistics – Community Profile</p> <p>Population – It is noted that the document relies heavily on 2016 Census statistics and for consistency purposes, this is understood. However more recent population data available on https://profile.id.com.au/gunnedah indicates that in 2020, the estimated resident population for the Shire is 12,690. The most accurate count of the total population is Estimated Resident Population, which factors in an estimate of those missed in the Census and those who were overseas on Census night. It is usually higher than either Census count, and is also updated annually after the Census, providing preliminary estimates for up to 5 years.</p>	<p>Page 19 - The estimated ERP added 'In 2020, the estimated resident population for the Gunnedah LGA is 12,690 (id.profile 2020) and for the Narrabri LGA, is 13,049 people (REMPPLAN, 2020).</p>


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	<p>Population Projections – It is worth noting that the NSW DPIE 2019 Population Projections have been a strong source of contention particularly in the regional Shires and that Gunnedah Shire Council believes them to underrepresent the extent of growth and infrastructure projects underway or planned.</p> <p>Unemployment statistics - Economic indicators on Gunnedah Shire Council’s economic profile have been updated recently and more recent quarterly statistics are available. E.g. March 2021 quarter statistics indicate the employment rate in the 2021 March quarter in the Gunnedah Shire was 5.2% (326) compared to 375 (4.8%) in the 2020 March quarter.</p>	<p>Comment - noted</p> <p>‘Council believes projections to underestimate growth’, however there is no alternative data source</p> <p>SIMP has been updated.</p>
<p>17</p>	<p>Housing and accommodation</p> <p>Housing affordability and availability is a presenting issue in the Shire. Council’s new Draft Gunnedah Shire Local Housing Strategy will be on public exhibition in the imminent future. References are made to the potential impact of mining with respect to the cost of living and access to affordable housing in the Gunnedah Shire, with areas of concern for ageing community members, lower income families and for some Aboriginal community members. As indicated in the draft SIMP, the availability of rental accommodation is a challenge further exacerbated by the need to employ short to medium term contract workers. Taking into consideration the current demand and possible impacts on housing in</p>	

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	<p>the future, the Strategy identifies the need to investigate avenues for mining ventures and housing providers to work together to identify alternative and innovative solutions to meet the short to medium accommodation needs of workers, and build the capacity of employers like Whitehaven to attract skilled workers to the region.</p> <p>While the scope of MCCM's housing commitment is articulated on page 34- 35 and in Tables 5.1 and 5.2 demonstrates an understanding of the impacts and challenges in relation to housing affordability and availability within the Gunnedah Shire, Council would like to again reinforce the need for innovative strategies in relation to short to long term housing solutions, and once encourage active dialogue between MCCM, local realtors and developers. The MCCM Housing and Accommodation Strategy is noted, and Council would welcome discussions with MCCM on strategies that encourage housing development.</p>	<p>Comment – noted.</p>
<p>18</p>	<p>Local employment and training</p> <p>The Project has the capacity to continue to be a significant economic driver for the region with a significant number of permanent workers drawn from the Gunnedah LGA. While it is recognised that some roles requires specialized skills and qualifications, Council reinforces the preferred use of local</p>	<p>Comment – noted.</p>


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<p>workforces during any construction and operational phases of the mine wherever possible and feasible, and encourages the implementation of any strategies that yield a greater balance between village accommodation and town based accommodation to support local investment and social cohesion.</p> <p>The Draft SIMP identifies that currently a 76% rate for local employment within the employed workforce. Council commends the Whitehaven and MCCM employment program and in particular the provision of opportunities for scholarships for tertiary studies and vacation employment to students in the fields of environment, electrical engineering, geology and mechanical engineering.</p> <p>Council commends Whitehaven’s Workforce Diversity Policy (sic) and efforts to yield a stronger representation of women, and young people and further acknowledges that MCCM has made a commitment to promote training programs and apprenticeships within their organisation. Ongoing commitment to these practices would have significant positive impacts on local employment and in retaining young people in our Shire.</p> <p>Given the Shire’s Indigenous population rests at 12.8% (higher than the NSW state average), Council commends MCCM’s current commitment to also promote employment opportunities for indigenous persons within their organisation, with >19% of its current workforce identifying as Aboriginal. Council reinforces the need for an ongoing commitment to source indigenous trainees and apprentices from within</p>	<p>Comment – noted.</p> <p>Comment – noted.</p> <p>WHC has an ongoing commitment to the Clontarf Academy in Narrabri and Quirindi, and the previous Girls Academy in Gunnedah. Should Gunnedah</p>
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	<p>the surrounding local communities and to provide training pathways that lead to long term employment in the industry.</p> <p>Displacement of employment opportunities from within the agricultural, construction and manufacturing sectors is both a social and economic consideration. Gunnedah is currently experiencing a significant skills shortage, exacerbated by the migration of local skilled workers in trade roles to higher salaried mine roles. 'Buy local' policies and the ongoing implementation of a 'local content strategy' in procurement practices, as articulated in the Draft SIMP are essential strategies that mines can implement to offset those impacts and support local businesses, to stay afloat.</p>	<p>introduce either of these opportunities going forward WHC would be supportive.</p> <p>Comment – noted.</p>
<p>19</p>	<p>Social Infrastructure Enhancements</p> <p>It is noted that there is a significant number of the workforce located in the Gunnedah Shire both permanent and contract in nature. With a large proportion of the workforce domiciled in the Shire, strong consideration should be given to the development of a Voluntary Planning Agreement with Gunnedah Shire Council to ameliorate the impact.</p>	<p>Comment - noted.</p>

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	Community feedback	WHC response
20	<p>There is a need for transparency around employment workforce and contractor workforce in the data.</p> <p>Currently in the draft SIMP the employment workforce data include contractors. These figures need to be separated by Shire.</p> <p>The proportion of contractors who live locally and live away needs to be clearly delineated.</p> <p>Based on the numbers provided in the SIMP</p> <p>Narrabri Shire 122</p> <p>Gunnedah shire 263</p> <p>Tamworth 40</p> <p>DIDO 83</p>	<p>No change.</p> <p>The details noted in the SIMP provide a breakdown of employees and contractors working at the Maules Creek Coal Mine.</p> <p>The details provided in the SIMP are those who work directly for WHC and as local Contractors at the time of SIMP drafting.</p>


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	<p>contractors (not locals) 275</p> <p>TOTAL 783</p> <p>Therefore 15% Narrabri and 33% Gunnedah</p> <p>A total of 48% local jobs.</p> <p>The SIMP would be transparent with the above breakdown.</p>	
21	<p>Public health. The SIMP needs to address the poor public health services in the area in a tangible way.</p> <p>e.g. Where is the annual \$ amount to be paid to the Ochre medical centre in Boggabri to help alleviate the extra strain on it from the mine, this doesn't seem to be included in the SIMP?</p>	<p>SIMP has been updated and this is now addressed in Section 4.4.</p>
22	<p>As the social benefits promoted by the mine for the MCCM project are primarily from local jobs, it is noted that the impacts of the social cost of automation is absent.</p>	<p>SIMP has been updated and this is now addressed in Section 4.2.</p>

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23	<p>Impacts to local business – the impacts of the social cost of the mine owner controlling and owning the Boggabri land zoned industrial. Excluding other industries. For example The biggest problem with this is that Whitehaven owns and controls the majority of the very small area that is zoned industrial - see the map attached. That block of land along the railway line where the silos are, is one piece of only two pieces of land that are zoned industrial (purple) and WHC refused to consider ideas for industrial development of it when Geni. Energy submitted ideas. That is fine, renewables are pretty scary, but WHC should offer some act in good faith and initiate some kind of incentive or donate this land to the community to develop a local industrial area because ATM no one can do any industrial development as they control it.</p>	<p>No change.</p> <p>There are other areas zoned Industrial in Boggabri which are available should businesses look to set up there.</p> <p>There has been no approach from businesses or the Community to purchase the land zoned Industrial in Boggabri which is owned by Whitehaven Coal.</p>
24	<p>“Most people are excluded from the benefits of SIMP mitigation measures from this project.”</p>	<p>Comment – no change.</p> <p>Benefits are provided to local businesses as well as providing benefits to Health Care Providers, Emergency Services, Councils and local community members through significant employment opportunities.</p>

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		Details noted in Section 2.2. Voluntary Planning Agreement
25	<p>The SIMP does not consider the impacts of climate change of the project and the regions public health- i.e. the conditions in which people are born, grow, live, work and age, being the social determinants of health. (WHO for Europe Public health services: https://www.who.int/social_determinants/sdh_definition/en/)</p>	<p>Comment – noted.</p> <p>The SIMP reflects the relevant requirements of DPIE’s Social Impact Assessment Guideline (SIA Guideline. At this stage, neither the 2017 SIA Guideline nor the 2021 SIA Guideline requires the impacts of climate change to be addressed.</p>

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APPENDIX E – APPROVAL OF SUITABLY QUALIFIED PERSON TO REVISE SIMP



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Handwritten signature and initials CS
 Mr Peter Wilkinson
 General Manager – Operations
 Maules Creek Coal Mine - Whitehaven Coal
 PO Box 56
 BOGGABRI NSW 2382

RECEIVED
 16 DEC 2014

BY:

Dear Mr Wilkinson

**Maules Creek Coal Mine (MP 10_0138)
 Approval of Person to prepare the Social Impact Management Plan**

I refer to your letter dated 4 December 2014 requesting approval of a suitably qualified and experienced person to revise the Maules Creek Coal Social Impact Management Plan (SIMP), which was previously submitted to the Department for approval.

The Department has reviewed the information you provided and the Secretary has approved the appointment of Ms Dee Elliot of Elliot Whiteing Pty Ltd to finalise the SIMP.

I note your advice that the revised SIMP will be submitted in the first quarter 2015. Given the delays in finalising the document, the SIMP must be submitted to the Department for approval no later than the end February 2015, inclusive of all required consultation.

Yours sincerely
Handwritten signature of Stephen O'Donoghue

Stephen O'Donoghue
AI Investigations (Lead), Compliance – Northern Region
 as the Secretary's nominee

10/12/14