

# VICKERY EXTENSION PROJECT

## ENVIRONMENTAL IMPACT STATEMENT

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# ATTACHMENT 8

## COMMUNITY INFORMATION

# COMMUNITY NEWSLETTER



WHITEHAVEN COAL

VICKERY EXTENSION PROJECT

APRIL 2016

## FROM THE PROJECT MANAGER

The Vickery Coal Project, owned by Whitehaven Coal is an approved, but yet to be developed open cut coal mining operation, located approximately 25 km northwest of Gunnedah.

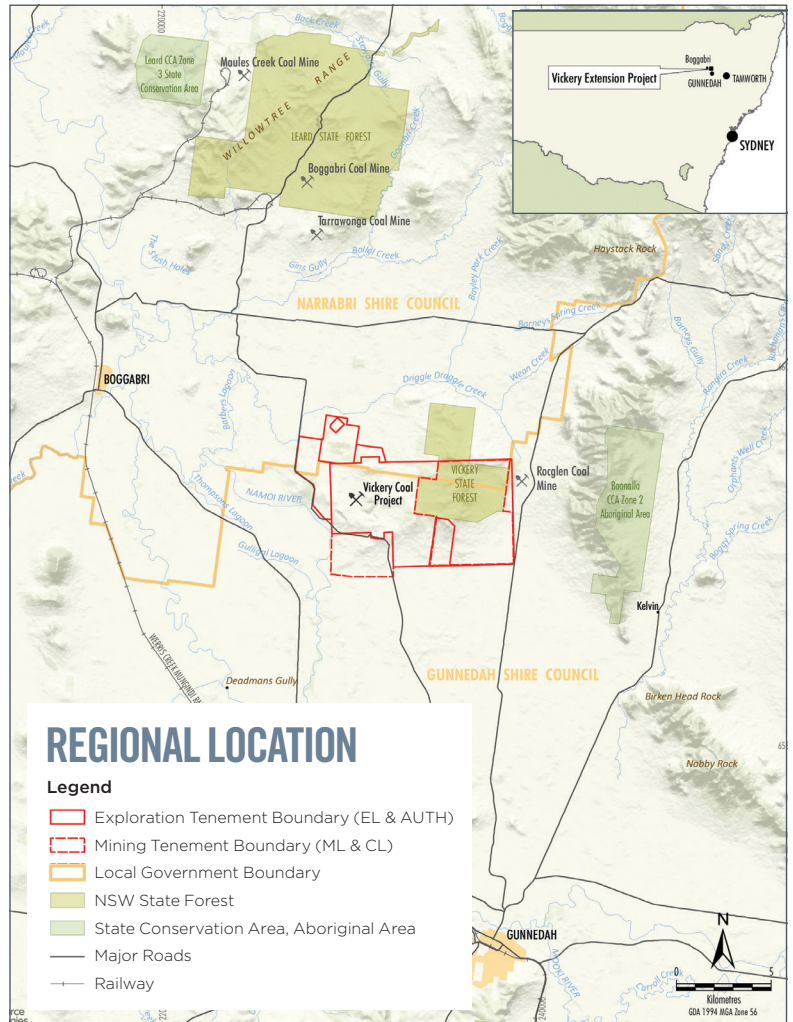
Whitehaven is seeking a new Development Consent for extension of open cut mining operations at the Vickery Coal Project.

It is estimated that a construction workforce of approximately 500 personnel and a full-time operational workforce of approximately 450 would be required for the Project.

Over the next 6 to 12 months Whitehaven Coal will be issuing regular newsletters updating the community about the Vickery Extension Project.

The newsletters will provide updates on the Project and key findings of the studies. Contact details are provided in this newsletter for anyone seeking additional information or wishing to discuss the proposed Project further.

Regards,  
**Brian Cole**  
Executive General Manager,  
Project Delivery



Source: LPMA - Topographic Base (2010); NSW Department of Industry (2015)

## OVERVIEW OF THE PROPOSED VICKERY EXTENSION PROJECT

The main components of the proposed Vickery Extension Project would include:

- Use of conventional mining equipment, haul trucks and excavators to remove waste rock and coal.
- Open cut mining extracting coal at a rate up to 10 million tonnes per annum for a period of approximately 30 years.
- Production of approximately 186 million tonnes of coal over the life of the mine.
- Development of external waste rock emplacements to the west and east of the Vickery Open Cut.
- Construction and operation of mine infrastructure areas including workshops, offices, an on-site CHPP and a train load out facility.
- Processing of up to approximately 13 million tonnes per annum of run-of-mine coal in the Project CHPP from the combined sources of the Project, Tarrawonga and Rocglen Coal Mines.
- Construction and operation of a Project rail loop and rail spur (including associated local road level crossings) to connect to the Werris Creek Mungindi Railway.
- Realignment of sections of Blue Vale Road and Shannon Harbour Road, and closure of part of Braymont Road.
- Construction and use of dams, channels, dewatering bores and other control measures to manage groundwater and surface water within and around the mine site.
- Construction and operation of ancillary infrastructure in support of mining including haul roads, electricity supply, consumable storage areas, light vehicle roads and access tracks.

For more information on Whitehaven Coal, please visit our website.

[WHITEHAVENCOAL.COM.AU](http://WHITEHAVENCOAL.COM.AU)

# ENVIRONMENTAL ASSESSMENT OF THE VICKERY EXTENSION PROJECT

As required under NSW legislation, Whitehaven Coal would seek approval under the *Environmental Planning & Assessment Act, 1979* for the Vickery Extension Project. The flowchart below provides a summary of the process.

In order to initiate the process, Whitehaven Coal has recently lodged a Project Description and Preliminary Environmental Assessment (PEA) with the NSW Department of Planning and Environment (DP&E). The PEA can be viewed on DP&E's website: [www.planning.nsw.gov.au](http://www.planning.nsw.gov.au)

A Conceptual Project Development Plan meeting was held on 16 December 2015.

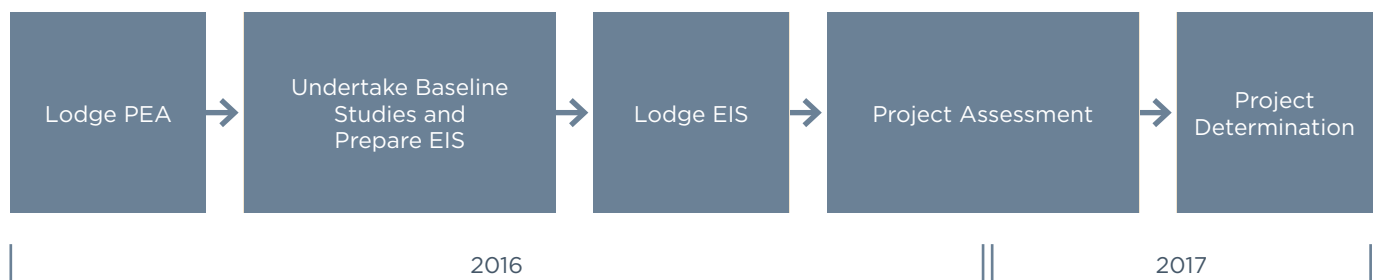
Whitehaven Coal has obtained a Site Verification Certificate from the DP&E certifying that the Project extension areas outside existing mining tenements are not Biophysical Strategic Agricultural Land.

The Secretary's Environmental Assessment Requirements (SEARs) for the Project were issued by the DP&E on 19 February 2016.

The SEARs will inform the environmental studies, which are currently being undertaken for the Environmental Impact Statement (EIS) by specialist environmental consultants.

A referral under the *Environment Protection and Biodiversity Conservation Act, 1999* was lodged on 9 February 2016.

## PROJECT TIMELINE



## ENVIRONMENTAL STUDIES

### Surface Water Assessment:

- Development of conceptual surface water management system (early 2016).

### Groundwater Assessment:

- Groundwater investigation program (February–March 2016).
- Groundwater modeling and impact assessment (March–May 2016).

### Flood Impact Assessment

- Flood modeling and impact assessment (March–May 2016).

### Flora and Fauna Assessment:

- Spring/summer surveys (October/November 2015 & February 2016).
- Impact assessment and development of biodiversity offset strategy (March–May 2016).

### Aboriginal Cultural Heritage Assessment:

- Heritage surveys (early 2016).
- Draft report review period (March–April 2016).

### Historic Heritage Assessment:

- Site Inspection (January 2016).

### Noise Assessment:

- Noise modeling and impact assessment (March–May 2016).

### Air Quality Assessment:

- Air quality modeling and impact assessment (March–May 2016).

### Agricultural Impact Assessment:

- Site Verification Certificate (received).
- Additional soil investigation (March 2016).

### Geochemistry Assessment:

- Sampling and test work program (March 2016).



# PROJECT COMMUNITY CONSULTATION

Community consultation will be undertaken to provide information about the Project, identify community issues and concerns, and to enable Whitehaven Coal to factor them into the Environmental Impact Statement (EIS). The following activities will be undertaken to enable comment and input:

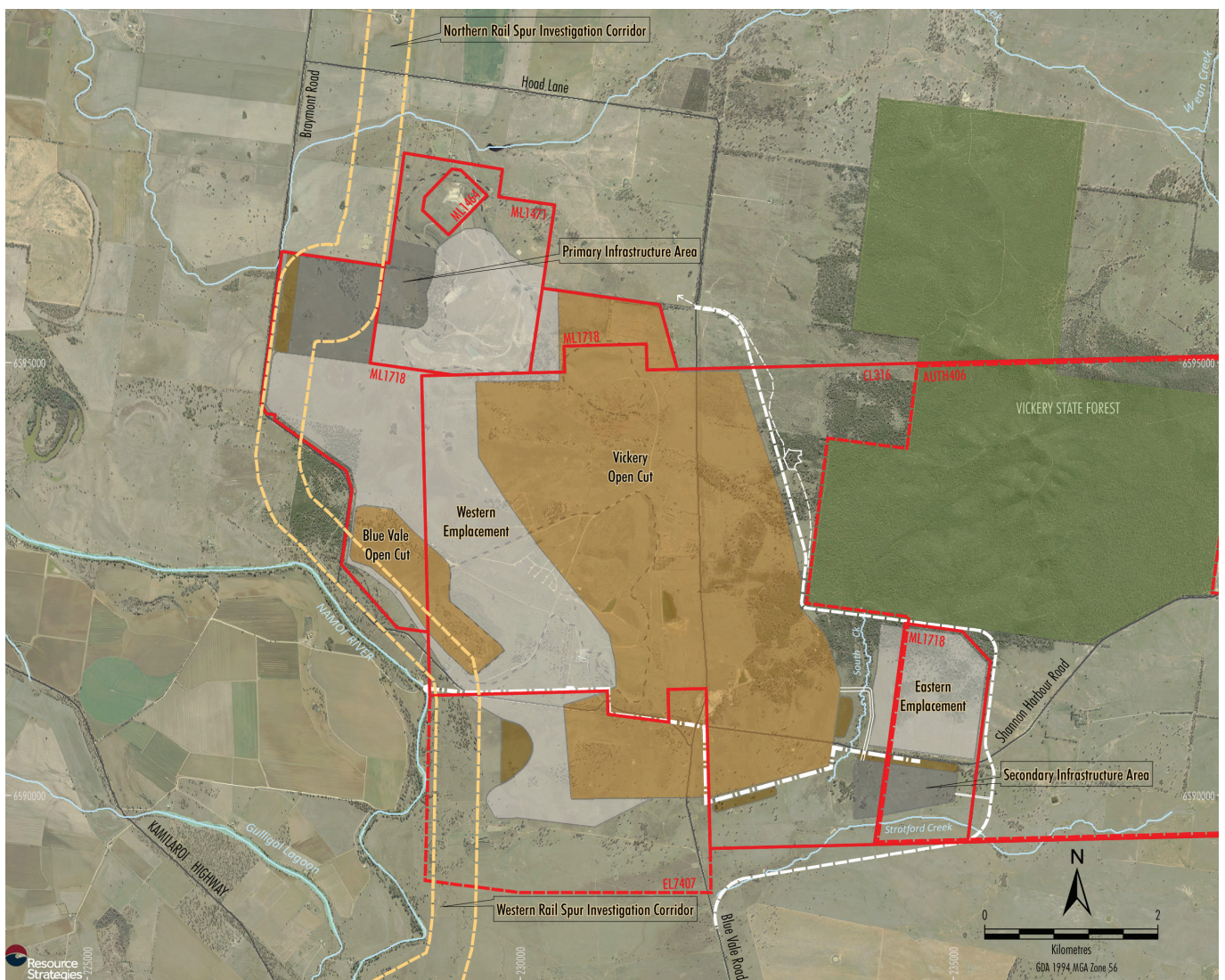
- Newsletters, such as this, will be circulated to surrounding residences and relevant stakeholders to provide Project status updates, study findings, and outcomes.
- Meetings with groups and/or individual stakeholders will be held to discuss issues and provide updates on the specialist environmental studies.

This will include a community consultation day prior to lodgement of an EIS.

- Copies of the EIS will be made available for public review and comment.

We welcome your input into the development of this Project and encourage you to either contact us with any questions.

## PROJECT GENERAL ARRANGEMENT – PROJECT MINING AREA



**Legend**

- Mining Tenement Boundary (ML & CL)
- Exploration Tenement Boundary (EL & AUTH)
- State Forest
- Historic Mining Area
- Road Diversion
- Pipeline and ETL Corridor
- Upslope Diversion Drain and Dam

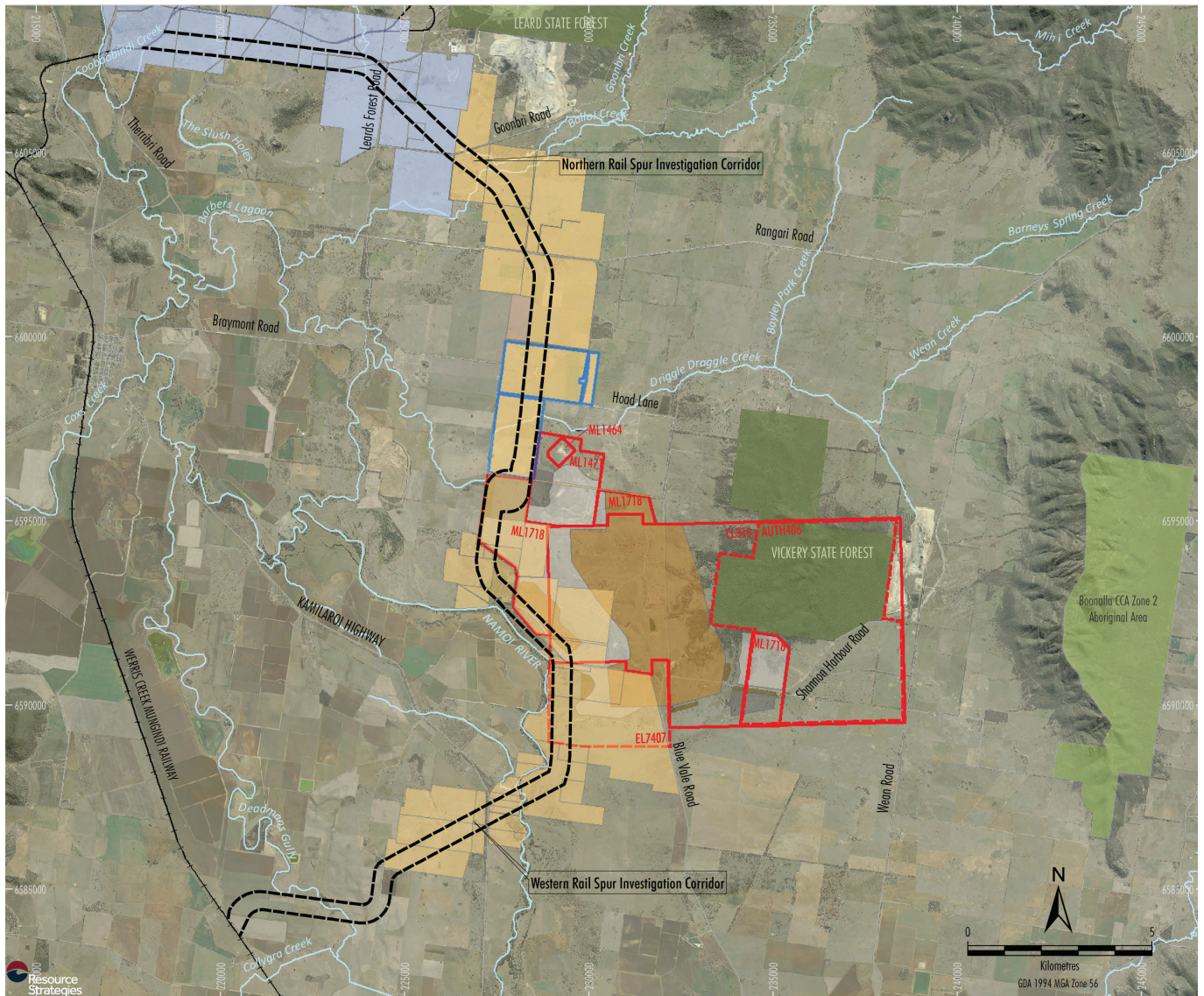
**Extension Project Components**

- Extent of Open Cut
- Extent of Out of Pit Waste Rock Emplacement
- Infrastructure Area
- Topsoil Stockpile
- Rail Spur Investigation Corridor

Source: Orthophoto – Department of Land and Property Information, Aerial Photography Flown (July 2011); Department of Industry (2015)



# RAIL SPUR INVESTIGATION CORRIDORS



**Legend**

- Exploration Tenement Boundary (EL & AUTH)
- Mining Tenement Boundary (ML & CL)
- State Forest
- State Conservation Area, Aboriginal Area
- Railway

**Land Tenure**

- Whitehaven Owned
- Whitehaven Option
- Whitehaven/Idemitsu Boggabri Coal Joint Owned Land
- Idemitsu Boggabri Coal Owned Land

**Extension Project Components**

- Extent of Open Cut
- Extent of Out of Pit Waste Rock Emplacement
- Infrastructure Area
- Topsoil Stockpile
- Rail Spur Investigation Corridor

Source: Orthophoto - Department of Land and Property Information, Aerial Photography Flown (July 2011); Department of Industry (2015)

## VICKERY ENVIRONMENTAL AND COMMUNITY ENQUIRIES

**Environmental Enquiries**

Jill Johnson  
 Group Manager - Environment  
**Phone:** (02) 6741 9321  
**Email:** [jjohnson@whitehavencoal.com.au](mailto:jjohnson@whitehavencoal.com.au)

**Community Enquiries**

Tim Muldoon  
 Group Manager - Community Relations and Property  
**Phone:** (02) 6741 9302  
**Email:** [tmuldoon@whitehavencoal.com.au](mailto:tmuldoon@whitehavencoal.com.au)



JANUARY 2018

## COMMUNITY FOCUS PAYING DIVIDENDS

### Local community views of Whitehaven Coal and mining in general continue to improve, research has found.

Independent research carried out by Newgate Research of the North West NSW population has revealed that people with a positive or neutral view

of the company has climbed 11% to 72% since 2015.

In Gunnedah, two thirds of the community support mining, and 70 per cent of the broader community agree that Whitehaven has a positive effect on the local economy.

Nearly three quarters of respondents reported a meaningful interaction

with the company in the last year. This includes the estimated 1,000 people who attended Open Days and visits to our mine sites, community meetings, visiting our website, receiving this newsletter or seeing us in the media.

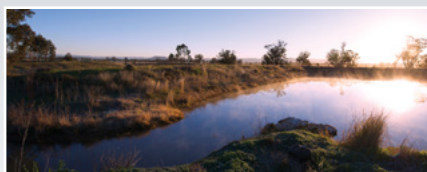


More details on the community research findings can be found on [Page 4](#).



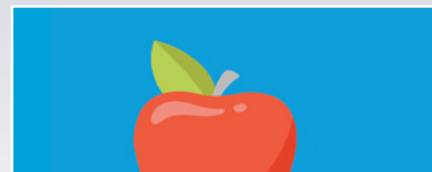
### MESSAGE FROM PAUL FLYNN

Read more on page 2



### NEWS IN BRIEF

Read more on page 3



### HEALTH HAVEN

Read more on page 7

# NEW YEAR MESSAGE FROM PAUL FLYNN



In the past few years we have consistently delivered record production. During the toughest of times, the company was always cash flow positive and now with supportive pricing, we are recording the strongest profits in the company's history.

At the ten year anniversary of our listing on the ASX, it is fitting to thank our hard-working team for helping grow Whitehaven Coal into the premier ASX listed coal company, one of scale and international relevance. Heading into 2018, we can look forward with confidence. Here are a few milestones achieved this year.



## Safety

Whitehaven Safety is our number one priority and has been a very good improver. Our Group TRIFR of 6.75 at the end of September 2017 was the lowest TRIFR ever for the company. Four of Whitehaven's operations have not reported a recordable injury for over a year. Our seven Safehaven rules are the guiding safety principles that has been the basis for this improvement. We need to continue our efforts in the New Year in an effort to ensure not a single person is being injured on our sites.



## Production

Now two years old, Maules Creek continues to deliver for the company. We are on track to deliver a 50/50 product split between metallurgical coal and thermal coal within 5 years of operations of Maules Creek. To the credit of the team led by Peter Wilkinson, Maules Creek continues to establish new ROM and saleable coal production records and is operating at a 10Mtpa rate. The next step up in production will occur in early FY2019 after additional mining equipment is added to the fleet.

At Narrabri, the team led by Steve Bow have commissioned the 400m face and overcome a number of challenges to produce a solid year. Whilst Narrabri is still a young mine, only five years old, the potential to extend the mine life is substantial by converting the exploration licence into a mining lease. Like Maules Creek, Narrabri will be around for a long time to come contributing to the local community, the State's coffers and underpinning Whitehaven Coal for many years to come.

Not to be outdone, our Gunnedah operations led by Nigel Wood have set their own records this year. Not only are they the stand outs in the group from a safety perspective, but they have just closed their best year operationally, financially and from a safety perspective.



## Sales and Marketing

As a result of our growth, Whitehaven is now an important player in the seaborne market in Asia. Our combination of market leading coal quality, asset lives and independent status means that customers are drawn to Whitehaven for security of supply of coal of the quality they require for their power stations.

A couple of key statistics bears out our importance. We keep the lights on in Japan for 45 minutes every day and our metallurgical coal contributes to the production of 5 million cars per annum.

Thanks to the efforts of Scott Knights and his team, our customer base has grown and deepened. Our logistics team have done an excellent job in transporting more coal than ever to the port in the history of Whitehaven



## Community

We work as hard at community engagement as we do with mining. There is no real notion of sustainability if the community does not see the benefit of your presence in our view. The ways in which we evidence our presence are varied but here are a few key statistics for you.

- We are approaching 1500 people and proud to say 75% of these people are local.
- Indigenous people now make up 11% of our workforce. Real progress has been made in the areas of female representation which is now 12% of our operational roles.
- Around 1,000 people attended visits and Open Days at our various sites over the course of the year.

- We have supported some 90 different organisation across the region with donations to worthy community causes.



## Financials

We will report our results for the first half of FY18 on 16 February and we expect another strong result as coal prices remain robust. The company rewarded shareholders with a 20c distribution in November and with the company generating healthy cash flows, shareholders can expect to receive more returns in the future.

## Priorities

**In the more immediate future, the New Year requires the same focus as we have applied in previous years.**

- Safety must continue to improve, that's non-negotiable.
- Costs must be controlled. We have a good track record in achieving our goals in this regard but this is a different market from what we have been experiencing in the past few years.
- Maules Creek will run at 10.5mt this year, a little more would be even better.
- The pursuit of an enlarged Vickery approval will be crucial.

To wrap up, it has been a year of significant records. We are very pleased with the operational and financial results that we have been able to deliver. It's a fitting end to our tenth year as a listed company so I thank all my executive team and our hard working employees for another excellent year and look forward to charting the course for the next ten years.



# NEWS IN BRIEF



## BLUE VALE REMOVED FROM VICKERY EIS FOOTPRINT

A portion of land – known as ‘Blue Vale’ – will be excised from the Environmental Impact Statement (EIS) for the Vickery Extension Project, which is expected to be lodged with the NSW Department of Planning and Environment in Q1 of 2018.

The Blue Vale ‘pit’ forms part of the site’s previous open cut mine workings and was partially mined and then rehabilitated during the late 1990s and early 2000s. It sits to the south west of the project site.

Whitehaven has sought initial feedback from the community on a range of aspects of the Project

through broad based pre-EIS lodgement consultations with stakeholders including local residents, farmers, other landholders, councils, businesses and local community representatives. These consultations have indicated some sensitivity about the proximity of Blue Vale to the Namoi River, which Whitehaven recognises is a valuable water resource and ecological feature of our community.

The history of the site, and the extensive independent hydrogeological survey work undertaken by Whitehaven in support of the Vickery EIS, clearly illustrates

there will be no adverse or material impacts on the Namoi River from mining.

Whitehaven Coal CEO and Managing Director Paul Flynn said the decision to remove Blue Vale from the current Vickery EIS showed the company placed a high value on the confidence the community places on Whitehaven to properly manage the shared water resources in a region with such a strong reliance on farming, agriculture and mining.



[Read more here](#)

## NEW VIDEO PROFILES REHABILITATION



As Whitehaven has grown as a business, we have worked to ensure the business maintains strong sustainability practices throughout every stage of the mining

process, from prior to commencement, during operations until well after eventual close.

Each Whitehaven operation also implements rehabilitation plans, working to minimise potential impacts on the local environment and where appropriate returns mining areas to pre-mining vegetation communities such as pastoral, woodland and forest for future use.

To showcase some of our achievements in this important area, a new corporate video has been created which includes interviews and showcases at our Werris Creek and Rocglen mine and team in the Gunnedah office.



[The video can be viewed here](#)

## WHITEHAVEN COAL BACKS EX-SERVICE PERSONNEL INTO MINING WORKFORCE

Whitehaven Coal has acknowledged the ex-service men and women who have served our nation and are now employed by the company.

Employees and former defence personnel gathered recently at Maules Creek mine to share their stories and reflect on the transition from a life in the defence force to a job in mining.

The Whitehaven team also got behind Legacy this year with Tamworth Legacy and Boggabri RSL to help raise funds for the charity.



[Read more here](#)



# WHITEHAVEN COAL: LOCALLY-BASED, COMMUNITY FOCUSED

## OUR HISTORY

Whitehaven's story began in 1999 as a small Australian-owned company exporting some of the world's best quality coal from the Gunnedah Basin.

Since then, we've become Australia's largest independent coal miner, and with the community's backing we have grown into the single largest non-government employer in North West NSW, with a workforce of 1,500 men and women working across six mines. We prioritise local employment, with more than 75% of our workforce living in this area.

## OUR RESPONSIBILITY

For more than 200 years, mining has played a vital role in the growth and prosperity of NSW. Whitehaven is proud of this history but has always understood a simple fact:

**MINING ONLY WORKS WHEN IT COEXISTS WITH OTHER LOCAL INDUSTRIES AND ABIDES BY VALUES SET BY THE COMMUNITY.**

It is our responsibility to ensure our operations and activities align with the expectations of the local community. This has been our focus from day one, because without local support we cannot prosper.

## INDEPENDENT RESEARCH

We believe that being community-focused starts with listening. We do this by engaging locals and our employees, hosting community events, and conducting independent community research.

Independent research helps us understand the thoughts of everyone, not just those with a strong view, and it helps us respond to our communities' concerns and ensure their needs are met.

Independent research tells us that the local community supports mining and backs Whitehaven. In Gunnedah, two thirds of the community support mining, and 70 per cent of the broader community agree that Whitehaven has a positive effect on the local economy.

## WE'RE LISTENING AND MAKING REAL CHANGES.

IN GUNNEDAH

**66%**

OF PEOPLE SUPPORT MINING

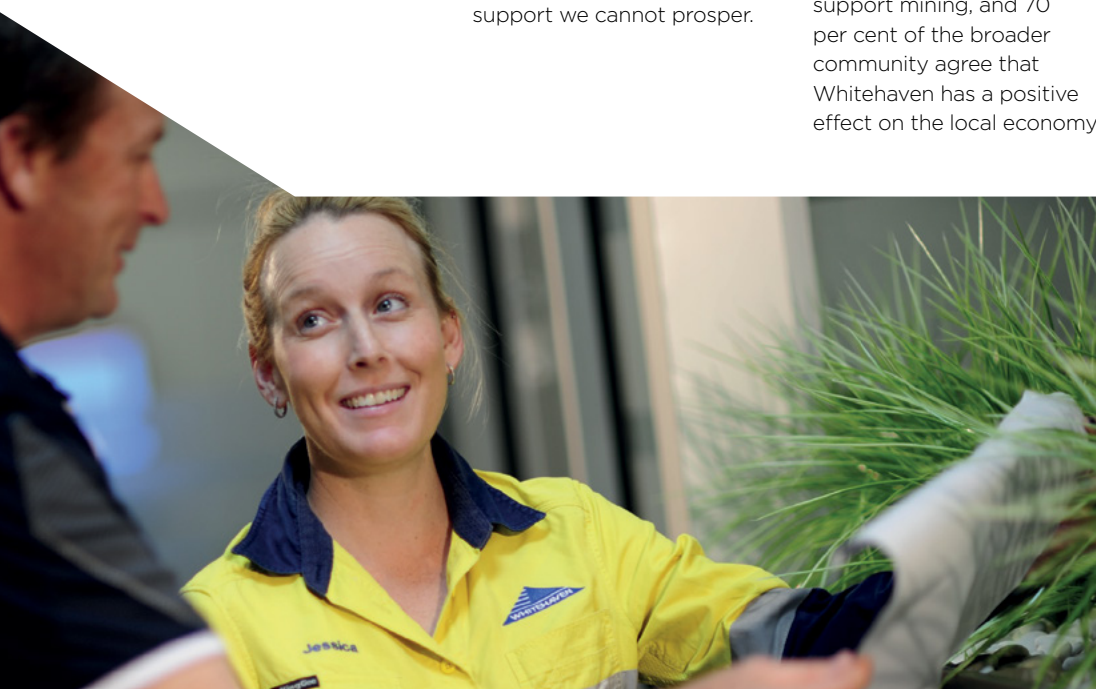
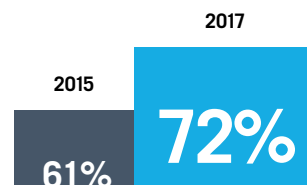
ACROSS THE COMMUNITY

**70%**

AGREE WHITEHAVEN HAS A POSITIVE EFFECT ON THE LOCAL ECONOMY

## LOCAL COMMUNITY VIEWS OF WHITEHAVEN ARE INCREASINGLY POSITIVE.

Community perceptions of Whitehaven continue to improve with **almost half of people from our areas of operation saying they have a positive view or opinion of the company.** People with a positive or neutral view of the company has also climbed 11% to 72% since 2015.



## WHITEHAVEN'S REPUTATION

Our research indicates Whitehaven has the best reputation amongst mining companies in the Gunnedah basin. Our reputation, like perceptions of mining, has improved over the last four years.



# 72%

OF THE LOCAL AREA REPORTED A MEANINGFUL INTERACTION WITH THE COMPANY IN THE LAST YEAR

This includes attending our open mine visits and community meetings, visiting our website, receiving our newsletter, or seeing us in the media.

# 70%

OF PEOPLE RECOGNISE WHITEHAVEN'S COMMUNITY CONTRIBUTIONS

Whitehaven has contributed more than \$1 billion to the local economy since 2012.






**The majority of people believe Whitehaven listens to their concerns**

## WHITEHAVEN ACKNOWLEDGES THERE IS MORE TO BE DONE

Our next project in the region—the Vickery Extension Project—will be a mine built to benefit the community, and shaped around the community's perspectives, thoughts and needs. We will keep talking and listening to local people to ensure support for mining and our operations remains strong.

## RESEARCH FINDINGS:

### WHAT'S IMPORTANT TO THE LOCAL COMMUNITY AND HOW WHITEHAVEN IS HELPING

EMPLOYMENT	FLOW THROUGH	COMMUNITY	ENVIRONMENT, LAND & WATER	STRONG ECONOMY
 <ul style="list-style-type: none"> <li>We have a <b>1,500</b> strong work force across <b>seven</b> sites.</li> <li>Paid <b>\$159.4 million</b> in wages and salaries in 2016/17.</li> </ul>	 <ul style="list-style-type: none"> <li>Whitehaven sources products and services from more than <b>350</b> local businesses and suppliers totalling <b>\$237 million</b> each year.</li> <li>Committed \$3.5 million to local infrastructure and service upgrades to benefit us all.</li> </ul>	 <ul style="list-style-type: none"> <li>Since 2009 we've made nearly 900 <b>charitable grants, donations and sponsorships</b> to community groups and local causes.</li> <li>In 2015, Whitehaven opened a dedicated office in Gunnedah to enhance its connection with the local community.</li> </ul>	 <ul style="list-style-type: none"> <li>Whitehaven works hard to maintain its strong track record on water – a critical resource for farmers, households and local businesses.</li> <li>The company operates under <b>stringent noise guidelines</b>, and all our mines have <b>systems for monitoring and managing air quality</b> in place.</li> </ul>	 <ul style="list-style-type: none"> <li>Since 2012 we have contributed <b>more than \$1 billion</b> to the local economy in North West NSW through wages, payments to councils, and support for local businesses and suppliers.</li> </ul>

“Whitehaven Coal has provided for a significant expansion of the local and regional economy through employment generation and utilisation of businesses throughout the Gunnedah basin.”

**STACEY COOKE,**  
President, Gunnedah Chamber of Commerce

“Whitehaven recognises the importance of maintaining and improving farming land for future generations... Whitehaven has helped secure my family's future in this district.”

**TRENT HALL,**  
Local Farmer

## GET IN CONTACT

Whitehaven encourages all members of the local community to get in contact with us. If you have a concern, a question or simply want to find out more about us, we have a permanent office in Gunnedah and can be contacted by phone or in person.

**GUNNEDAH OFFICE**  
231 Conadilly Street Gunnedah, NSW 2380  
Phone: 02 6741 9301  
[www.whitehavennews.com.au](http://www.whitehavennews.com.au)

**WHITEHAVEN COAL**



# REMINDER WIN A TABLET!



## DOWNLOAD AND REGISTER FOR WHITEHAVEN UPDATES FOR A CHANCE TO WIN A SAMSUNG GALAXY S2 TABLET.

Stay in touch with Whitehaven Coal's latest news and updates, direct to your Smart Phone.  
Download the Konnective App and connect to Whitehaven Coal in 3 easy steps.

- 1 Download the 'Konnective' app from the AppStore or Google Play.
- 2 Register and login, then Search for Whitehaven Coal in My Connections.
- 3 Once you are approved, return to MyFeed to see your Konnective messages.



No Smartphone?  
You can still access  
Konnective via the website  
[www.konnective.com.au/register](http://www.konnective.com.au/register)

Need help? Contact River City Help Desk or email [support@konnective.com.au](mailto:support@konnective.com.au)

### GET IN TOUCH

If you have any news, stories or ideas for future editions of Whitehaven News, please get in touch with:

Matt Pitman, Communications Officer  
e. [mpitman@whitehavencoal.com.au](mailto:mpitman@whitehavencoal.com.au)  
p. 02 8507 9709

[WHITEHAVENCOAL.COM.AU](http://WHITEHAVENCOAL.COM.AU)



## Start your journey to health!

The HEALTHHaven Hub provides a confidential Wellness Assessment to track improvements in your health, lifestyle programs that encourage positive change, healthy recipes, a medical encyclopaedia and more.

Remember, everyone that registers and completes their Wellness Assessment and health check enters the draw to win a *FitBit Ionic!*

**Registration opens on 15th January 2018** - for a chance to win, simply follow the steps below:

1. Visit [www.healthhaven.net.au](http://www.healthhaven.net.au) using your computer, tablet or mobile.
2. Click 'Register' and fill in your details.
3. Click the 'log in' tab and enter your username and password.
4. Complete your Wellness Assessment.
5. Participate in an onsite 15-minute health assessment with a Coal Services Health Nurse.

Those who complete the above steps will be eligible to join our 12-week activity challenge with prizes for:



### 3 Highest Steppers

Voucher at either BCF, Sportsman's Warehouse or a local fitness facility

- 1st - \$750 + Fit Bit HR Charge 2
- 2nd - \$500 + Fit Bit HR Charge 2
- 3rd - \$250 + Fit Bit HR Charge 2



### Champion Site

(Total steps divided by number of persons)

**\$5000 to nominated charity**



### Most Improved Health

Voucher at either BCF, Sportsman's Warehouse or a local fitness facility

- 1st - \$750 + Fit Bit HR Charge 2
- 2nd - \$500 + Fit Bit HR Charge 2
- 3rd - \$250 + Fit Bit HR Charge 2

HEALTHHaven is hosted by HealthLogix, which adheres to strict privacy and confidentiality protocols. Any personal data is protected by HealthLogix's secure encryption system and is not made known to your employer or a third party. Only de-identified data is used for analysis, reporting and planning of wellbeing initiatives.



NOVEMBER 2017

## A DECADE OF GROWTH

Mark Vaile and Paul Flynn

In the tenth year since the company listed on the Australian Securities Exchange, Chairman Mark Vaile reported that in the year to 30 June 2017 Whitehaven:

- Produced a record amount of coal at more than 23 million tonnes on a managed basis;
- Reported a record profit of \$405m for the year;
- Maintained a disciplined and best quartile cost structure;
- Improved high safety standards; and
- Strengthened the balance sheet by accelerating repayment of debt.

### WHITEHAVEN Coal enjoyed a record-breaking year, shareholders at the company's Annual General Meeting heard.

Shareholders in Sydney were told that the size of Whitehaven's production contribution can be measured in terms of:

- Exports of thermal coal to Japan provides equivalent electric power for 40 minutes per day
- Annual metallurgical coal production provides sufficient coal inputs to make the steel for 5 million cars each year.

For the year to 30 June 2017, the company's net profit after tax for the year was \$405.4m, up from \$20.5m. Full year ROM production grew 13% to 23.1 million tonnes, total saleable production grew 6% to 20.7 million tonnes, sales revenue grew 52%, FOB cash costs were \$58 per tonne

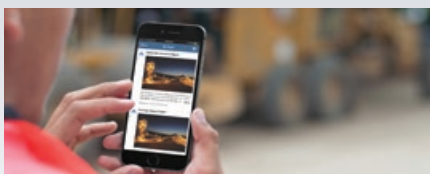
and earnings before interest, tax, depreciation and amortisation was \$714.2m, up 219%. The meeting heard that the company's net debt level has fallen to \$65m.

These positive results have flowed through to Whitehaven's share price. Between 1 July 2016 and 30 June 2017 Whitehaven's share price rose 168%. Indeed, in FY2017 the Company was the best performing stock in the ASX200 index and today its market capitalisation is in excess of \$3.7 billion.

A 20 cent per share distribution to shareholders was proposed and voted for at the meeting, comprising a 14 cent capital return and a 6 cent unfranked dividend.

Mr Vaile said: "With the company generating healthy cash flows, debt levels having reduced by more than \$800 million from their peak and the company's strong balance sheet, shareholders can expect to receive more returns in the future.

"I would like to thank Paul Flynn and his outstanding executive team for again showing great leadership across our business, industry and local community over the past 12 months. I would also pay tribute to Whitehaven Coal's strong and dedicated workforce for helping deliver another outstanding year."



### WIN A TABLET

See back page.



### MAULES CREEK OPEN DAYS

Read more on page 2.



### NARRBARI IN THE SPOTLIGHT

Read more on page 3.





# COMMUNITY SPIRIT AT MAULES CREEK

## THE doors at Maules Creek Mine were opened to the public for the second family and community Open Days.

The events were was an opportunity for locals to learn more about Whitehaven Coal mining operations and the extent of our presence in North West NSW, including our growing local workforce and strong record of community contribution.

More than 500 people attended the Open Days across two weekends, the first for families of employees at the mine, the second for the wider local community.

Whitehaven Coal CEO and Managing Director Paul Flynn said: "Our inaugural community open day last year was a great success and very popular with locals, so we decided to do it all again this year.

"Everyone who lives locally knows about Whitehaven's work, but only the people who work at Whitehaven get to see it up close every day.

"Apart from this being a great day for families to see the mining equipment and trucks at work, we think it's important that the community understands the process of coal mining and sees the important work we're doing to rehabilitate mining land and return it to productive use."



## HISTORY SOCIETY SUPPORTED

WHITEHAVEN Coal has donated \$5000 to the Gunnedah & District Historical Society to assist in the publication of its latest book.

Sub-titled Triumph and Tragedy, Hope and Heartbreak in the Life of Gunnedah, the publication will be a collection of profiles of residents who have lived and died in the town and district over the last 150 years.

Written by former Namoi Valley Independent editor, Ron McLean, the book is basically a social documentary of how a small to medium-sized country town has developed and grown.

Pictured are Gunnedah and District Historical Society's Ron McLean and Bob Leister with Whitehaven Coal's Tim Muldoon, Daryl Campbell and Bob Sutherland.



## PINK FOR A GOOD CAUSE

A GROUP of Whitehaven women stepped out in style to raise money for the McGrath Foundation.

Members of the Sydney office team and Director Christine McLoughlin siped bubbles and shared laughs at a High Tea event to raise money to place specialist McGrath Breast Care Nurses wherever they are needed.





## NARRABRI HOSTS MINES RESCUE FINAL

NARRABRI was host of this year's highly-contested 55th Australian Underground Mines Rescue competition.

Won by Peabody Energy's Wambo Mine, the team from NSW were closely followed by Queensland's Moranbah North and Broadmeadow teams who claimed second and third place respectively.

The Australian Mines Rescue Competition is run by a committee of joint representatives from NSW Mines Rescue and Queensland Mines Rescue. It is hosted on a rotational basis each year and held in different mining regions.

Elite brigadesmen were put through their paces, responding to a number of scenarios in different environments. Surface and underground exercises included fire fighting, first aid and a series of search and rescue, emergency response and risk management challenges.

NSW Mines Rescue's General Manager Matthew Fellowes thanked Whitehaven Coal's Narrabri mine for their commitment to the Australian mining industry.

"Hosting an event like this is a significant investment in time and resources but critically important to ensuring the health, safety and wellbeing of our mineworkers. Narrabri mine management and site support team were instrumental in ensuring the success of the event and should be commended on this effort," he added.

## WADE PUTS UP A FIGHT



BOXER Wade Ryan already has a rematch on his mind after his tough 10-round loss to Tim Tszyu at The Star in Sydney.

Tszyu won via a unanimous decision in the WBC Asian Boxing Council Continental Super Welterweight Title fight but Ryan, who is based at Whitehaven's Narrabri mine, had the upper hand early.

The Whitehaven-sponsored Ryan landed an overhand left in the first round to drop the son of boxing legend Kostya Tszyu.

Tszyu recovered and ultimately won the fight via unanimous decision (97-92 95-94 97-93).

However, Ryan believed he was a touch unlucky in the tough encounter.

"We thought we'd done enough to win considering I scored a knockdown in the first," he told the Namoi Valley Independent.

"We knew it was going to be close but also tough against his [Tszyu] name nd in his hometown."

"To say you've been 10 rounds with one of the best prospects coming through and the name - it's a buzz."

Ryan now holds a record of 14 wins and six losses.



## DAN HUNT ON MENTAL HEALTH

FORMER NRL star Dan Hunt visited the workforce for a session on mental health awareness.

The ex St George Illawarra Dragons prop, who is part of the Mental Health Movement organisation, delivered presentations to some of the Whitehaven team during a tour of the region.

Pictured is Dan with Whitehaven's Jessica Pereira who helped organise the sessions.

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## GET IN TOUCH

If you have any news, stories or ideas for future editions of Whitehaven News, please get in touch with:

Matt Pitman, Communications Officer  
e. [mpitman@whitehavencoal.com.au](mailto:mpitman@whitehavencoal.com.au)  
p. 02 8507 9709

[WHITEHAVENCOAL.COM.AU](http://WHITEHAVENCOAL.COM.AU)



WINTER 2017

## RECORD YEAR FOR WHITEHAVEN



### Whitehaven Coal produced a record amount of coal in the year to 30 June 2017, new figures have revealed.

The company's latest Quarterly Production Report stated the company produced 23.1 million tonnes of ROM coal in the 12 months to June 30, up 13 per cent on the year before.

Whitehaven's total output during the June quarter was 6.6 million tonnes of ROM coal, up 18 per cent on the 2016 June quarter. This was boosted by record coal output from the Tarrawonga and Rocglen mines.

Whitehaven said the global thermal coal price averaged \$US79.66 per tonne for the June quarter, with Whitehaven achieving an average price of \$US83 tonne.

Thermal coal accounted for 75 per cent of Whitehaven's sales during the quarter, with the remainder comprising metallurgical coal, which Whitehaven sold for \$US106 per tonne in the June quarter.

The full report can be found at <http://www.whitehavennews.com.au/wp-content/uploads/2017/07/June-2017-Quarter-Report.pdf>

### KEY HIGHLIGHTS

- Strong safety performance
  - Group TRIFR 7.42 at the end of June
- June quarter ROM coal production of 6.6Mt and saleable coal production of 5.5Mt, up 18% and 7% respectively on previous corresponding period (pcp)
- Full year ROM coal production of 23.1Mt, up 13% on pcp
- Record full year saleable coal production of 20.8Mt, up 6% on pcp
- Managed and equity sales of 20.7Mt and 15.8Mt, up 3% and 2% respectively on pcp
- The three Gunnedah open cuts produced a record 2.1Mt ROM coal in the quarter
- Full year ROM coal production of 9.7Mt from Maules Creek mine, operating at 10.5Mtpa rate in the second half
- Full year ROM coal production from Tarrawonga and Rocglen of 2.7Mt and 1.6Mt respectively
- Longwall changeout at Narrabri completed and mining the first 400m wide panel has commenced

# END OF FINANCIAL YEAR MESSAGE FROM PAUL FLYNN



**At the start of a new financial year, I wanted to congratulate everyone for what has been another significant 12 months of achievement for Whitehaven Coal. We continue to make strong progress both operationally and financially and this is thanks to a strong team driven effort.**

As many of you will know, Whitehaven Coal was formed in 1999 to develop the canyon open-cut mine near Gunnedah. The commencement of operations soon followed at Tarrawonga and Werris Creek before the company listed on the Australian Securities Exchange in 2007.

In the ten years that have followed the listing our estimated saleable production is approaching ten times the volume at the time of the IPO in 2007. The past decade has seen us grow from a relatively small mining company to a major coal player in the Australian (and international) markets.

As we close another financial year, my thanks to all who have made this happen. From our excellent management team to our dedicated workforce who so diligently go about their business each day.

## OUR COAL BASIN PRODUCES EXCEPTIONAL HIGH-QUALITY COAL WHICH GIVES US A MAJOR COMPETITIVE ADVANTAGE IN THE PREMIUM GROWTH MARKETS OF ASIA.

### Operations

As we head into the new financial year, with continued effort and teamwork, we can look forward with confidence.

Over the past year we have delivered what we said we would do this time last year: a continued focus on safety, meeting production guidance provided to the market, holding costs in the first quartile, and continuing to repay debt.

Each of our operations has contributed greatly over the course of the year. Obviously the largest single contributor to the year on year improvement has been Maules Creek and my thanks to Peter Wilkinson and the team there for their strong continued efforts.

Never wanting to be outdone, the team at Narrabri led by Steve Bow have overcome some challenges, and installed the first 400m wide longwall panel.

And of course, our Gunnedah open cuts remain the bedrock of the business. Given the ten year anniversary of Whitehaven's listing on the stock market, it feels appropriate to pay tribute to the teams at Tarrawonga, Rocglen and Werris Creek for their efforts over the years.

Of particular note is the strong safety performance at all of the Gunnedah operations registering only one recordable incident for the entire year and new annual production records at Tarrawonga and Rocglen are commendable.

While our operations at Maules Creek and Narrabri often receive the attention and headlines, it is important to recognise that it is our Tarrawonga, Rocglen and Werris Creek operations that have provided the platform for us to build the company that we are today. My thanks to Nigel Wood and all the teams there for their efforts.

On the sales and marketing side, Scott Knights and his team have also done an excellent job. It's not just maintaining and building relationships with customers in our key markets in Asia. But firstly ensuring that our record levels of product can be moved down to the two port facilities we use and are seamlessly loaded onto customer ships in Newcastle.

### Community

Over the past 12 months we have continued to build on our efforts to maintain and grow good relations with the local community. One such initiative we supported this year has been the launch of the Girls Academy in Gunnedah. The Girls Academy works within local school systems to provide support for Indigenous high school age girls to engage in school and pursue their goals.

Our goal is that as Whitehaven continues to grow, the composition of the company's workforce should reflect the population in which we operate. As such, this year we launched maternity leave support for existing employees and as reported in our recent WGEA submission, increased the number of female employees by 26% and female operators by 56%. We will continue to focus on making progress in this important area and endeavour to identify opportunities for local people to join Whitehaven.

Pleasingly our continued efforts in community relations has been recognised this year around the wider community.

Our Aboriginal employment program at Maules Creek was highlighted as a model of best practice by the Prime Minister in this year's Closing The Gap report, while Maules Creek employee Murray O'Keefe was awarded the Young Achiever Award at the 2017 NSW Mining Industry and Suppliers' Awards. The Young Achiever Award recognises an inspirational young professional aged between 18-35 years who is building a successful career in mining. Congratulations to Murray.

# NEWS IN BRIEF

## Outlook

Turning to the future, as I am fond of saying, as a supplier of some of the highest quality coal in the world, we are well-placed to meet the increased global demand for cleaner coal. Our coal basin produces exceptional high-quality coal which gives us a major competitive advantage in the premium growth markets of Asia. When our coal is used in high efficiency low emissions power stations (HELE) now commonplace in our exports markets, it generates less emissions than any power station here in Australia.

I recently gave a speech to the Brisbane Mining Club on the topic which I hope you find interesting: <http://www.whitehavennews.com.au/wp-content/uploads/2017/06/Brisbane-Mining-Club-Address.pdf>

Looking ahead, our focus for the next year is on:

- An enhanced focus on safety as our number one priority,
- Consolidating our growth operationally to bolster our business processes and systems ready for the next wave of growth,
- Delivering increased saleable production but maintaining a laser focus on reducing costs and,
- the submission of the Environmental Impact Statement for the Vickery Extension Project

From a financial perspective, our balance sheet is in a strong position and we will continue to focus on further reducing our debt, returns to shareholders and providing flexibility for future growth.

In conclusion, it has been another strong year of delivery, and on many levels we believe a successful year. Thank you for your continued efforts.

Best wishes

**Paul Flynn,**  
CEO and Managing Director



## TEN YEAR ANNIVERSARY

Guests gathered to commemorate the ten year anniversary of Whitehaven Coal listing on the Australian Securities Exchange (ASX).

Whitehaven Coal was established in 1999, initially to develop the Canyon mine near Gunnedah. Operations were later expanded to include Tarrawonga and Werris Creek, before Whitehaven Coal floated on the ASX in 2007 under the code WHC.

Dignitaries marked the anniversary occasion at a reception attended by key figures in the company's history, both past and present.

Among the attendees, which included Joint Venture partners, shareholders and banking representatives, were founders Keith Ross, Hans Mende and Fritz Kundrun, along with other key figures John Conde, Tony Haggarty and Andy Plummer.

Whitehaven chairman Mark Vaile said: "The event was a celebration of all that has been achieved in the ten years since listing and of those that have been an integral part of Whitehaven Coal's success





## BEST SEATS IN THE HOUSE IN BOGGABRI

**The residents of Boggabri Multipurpose Centre are sitting pretty after the gift of three new pressure relief chairs.**

Whitehaven Coal's Maules Creek mine used \$12,000 from its coffers to purchase the chairs, which help residents with mobility issues.

Health Service manager, Liz Worboys, said Whitehaven's External Relations Superintendent Darren Swain and a fellow employee visited the centre at the beginning of the year to see what was needed.

Mr Swain said Maules Creek was excited it could help the Boggabri centre.

"Maules Creek Coal is trying to engage more with the local community and it's one of the ways it can provide valuable assistance to the community," he said.

Pictured are Michelle Longworth, Donna Boyer and Liz Worboys trying out the new pressure relief chairs at Boggabri Multipurpose Centre with Whitehaven Coal's Darren Swain.

More at <http://www.whitehavennews.com.au/boggabri-residents-get-best-seats-in-the-house/>

## VOICE FOR MINING FAMILY DAY

**Miners gave a show of force at this year's NSW Voice for Mining Day.**

More than 100 workers from Whitehaven and their families turned out in high vis to watch the Newcastle Knights take on the Wests Tigers in the NRL.

Pictured showing their support for the campaign is Scott Knights (EGM Marketing and Logistics), Director Christine McLoughlin and CEO and Managing Director Paul Flynn.



## NARRABRI MINES RESCUE

**A team from Whitehaven Coal's Narrabri mine finished runners-up in this year's Hunter Valley Mines Rescue competition.**

Held at Glencore's Blakefield mine at Singleton, the competition is designed to help simulate underground emergencies so mines can practice rescue in real life emergency scenarios.

The competition covers scenarios such as surface fire, first aid, three underground scenarios (consisting of search and rescue, gas and ventilation surveys, and lives at risk) and a theory paper.

Teams from across the state were marked on these modules and at the end of a gruelling days winners are announced in Best Captain, First Aid, Overall Competition Winner, Teams Most Valuable Player and Best Theory categories. The overall winner of the contest was Peabody's Wambo mine.

Pleasingly, the team from Narrabri came equal first in the First Aid category for the second year running.

The Whitehaven Narrabri operation will host the overall Australian competition later this year in which the best teams from across the country will converge on the mine to compete for the overall title.

Taking part for Narrabri were captain Brett Slaney, vice captain Nick Wild and brigades men Sam Priest, Brad Jolliffe, Mat Whitton and Josh Lancaster. Most valuable player went to Sam Priest.

The team would like to thanks sponsors Pirtek, Impact Mining, Cougar Mining, Stripes Asset Services, Continental Eagle, Turner Signs & Embroidery, Blackwoods, Westrac, BIS Industries, Australian Drilling Systems and Banksia Group.



## EMPLOYMENT MILESTONE

### Whitehaven Coal's Maules Creek mine now employs 80 Aboriginal staff as part of its Indigenous equal opportunity employment program.

These employees are both male and female and are engaged to carry out a wide variety of roles within the mine. Additional trainees have been recruited and will be starting in July.

Some of these roles include operating heavy machinery, including 800 tonne excavators and 500 tonne dump trucks, water carts, graders and dozers – to being part of the office-based Technical Services Team.

Paul Sampson is an Aboriginal employee from the local area who started working for Whitehaven as an operator in September 2016. Mr Sampson said he enjoys working at the Maules Creek mine and receives excellent training and support to carry out his role as an operator of heavy equipment.

"I have been here in this role for the last six months and since then have progressed from the smaller 300 tonne trucks to the larger 500 tonne trucks which have a payload of around 320 tonnes," Mr Sampson said

The Maules Creek mine also sponsors on average at least one Aboriginal apprentice in trades such as

Electrotechnology Electrician and Mobile Plant Technology per year.

Whitehaven said many find work within the company or other local employers once they have completed their apprenticeship.

Pictured at Whitehaven's Narrabri mine are some of the Aboriginal apprentices – Tyler Mills, Kih McDonald, Jake Goodhew and Kyle Trindall – who are working at Whitehaven sites.

More at <http://www.whitehavennews.com.au/maules-creek-mine-passes-employment-milestone-2/>

## ON THE ROAD FOR A GOOD CAUSE

### Three Maules Creek mine workers are ditching their hard hats for the open road this month, in a bid to raise money for a vital service.

Robert Chappel, Mick Bruyn and Arnold Ward are taking to the road to raise money for the Westpac Rescue Helicopter Service.

The trio will take part in the Drover's Run and will leave the country music capital at the end of the month.

The convoy will leave Tamworth on July 29 and will head into South Australia before returning to Tamworth on August 11.

Mr Chappel put out the call for volunteers for the run about a year ago and said the group has been actively fundraising ever since. Activities have included a breakfast barbecue for the mine's shift workers, which he said raised about \$500.



The group has also set up a fundraising page on the GoFundraise website, where people can continue to donate to the cause. People can donate at <https://droversrun2017.gofundraise.com.au/page/ArnoldWard>

## GET IN TOUCH

If you have any news, stories or ideas for future editions of Whitehaven News, please get in touch with:

Matt Pitman, Communications Officer  
e. [mpitman@whitehavencoal.com.au](mailto:mpitman@whitehavencoal.com.au)  
p. 02 8507 9709

[WHITEHAVENCOAL.COM.AU](http://WHITEHAVENCOAL.COM.AU)



# COMMUNITY NEWS



ONE OF THE LARGEST EMPLOYERS IN THE NORTH WEST NSW REGION

WINTER 2016



## NEW OFFICE IN THE HEART OF GUNNEDAH

Whitehaven Coal has celebrated a significant milestone in its continuing partnership with the local community, opening its new office on Conadilly Street, in the heart of Gunnedah.

The ceremony was the culmination of a seven-month construction effort and marks the first time that Whitehaven Coal has established a permanent physical presence in the centre of town.

CEO and Managing Director Paul Flynn said "For many years we have proudly called the Gunnedah Basin home, and we can now say that our door is genuinely open to the local community to ask questions, enquire about job opportunities, or simply find out more about what we do and how we operate" Mr Flynn said.

## WELCOME TO OUR NEW NEWSLETTER

Welcome to Whitehaven Coal's new community newsletter. As Managing Director and CEO of one of the largest businesses (by turnover) and one of the largest employers in the north west NSW area, I want to assure you that I am determined to see us be a positive force in the region and make certain the local community is the disproportionate beneficiary of our presence over the long term.

I am especially proud of the fact that we do not employ a Fly-In Fly-Out workforce, and that the vast majority of the wages we pay stay in the area, supporting local businesses and contributing to local growth (See an enclosed story about factsheets about our economic contribution to larger town centres).

We have made great strides in terms of addressing local Indigenous disadvantage. Over 15 per cent of our workforce at Maules Creek are Aboriginal or Torres Strait Islanders. Many of these people have been able to return home to the region from elsewhere because of the attractive employment opportunities we offer.

Our commitment to the region is for the long haul, but we also know that there is more work to be done in terms of bringing the community along with us. This includes better explaining what we do, promptly addressing any concerns or issues that might exist in the community, and proving through our actions that that we are a world-class company committed to safe and environmentally conscious operations.

I believe providing more accurate information to the community and making our company more accessible to the community as a whole is the most potent way to address negative sentiment where it exists. This first edition of our new community newsletter is designed to show the very important role we play in our local community. We hope you find it interesting and useful.

Look out for the next edition of our community newsletter. In the meantime, if you would like more information, visit our Gunnedah office or go to our website at [www.whitehavencoal.com.au](http://www.whitehavencoal.com.au)

Regards

Paul Flynn  
Managing Director and CEO



### MAULES CREEK WIN

Read more on page 2.



### TRAINING AWARDS

Read more on page 3.



### RESCUE HELICOPTER MILESTONE

Read more on page 4.



# MAULES CREEK MINE WINS MINING OPERATION OF THE YEAR

The Maules Creek Mine near Boggabri in the North West of New South Wales, was awarded Mining Operation of the Year by NSW Mining, at a gala dinner to recognise excellence in the sector.

Peter Wilkinson, General Manager of Maules Creek, collected the award at NSW Parliament from the Deputy Premier, the Hon Troy Grant MP and the Minister for Industry, Resources and Energy, the Hon Anthony Roberts MP. Whitehaven's Jamie Frankcombe (EGM Operations), Brian Cole (EGM Projects Delivery) and joint venture partner representatives were also in attendance to accept the honour.

Whitehaven Coal CEO and Managing Director Paul Flynn said he was proud of the efforts of all Whitehaven employees in making the award possible.

"Maules Creek is a big and complex project that we were able to complete substantially ahead of time and under budget. That doesn't happen with many projects, and is huge feat which the team can be justifiably proud of.

"To receive recognition from your industry peers is especially rewarding", Mr Flynn said.



Pictured with the award is: (L-R): Shigenori Suzuki (J Power), Peter Wilkinson (General Manager Maules Creek), Brian Cole (EGM Projects Delivery), Jamie Frankcombe (EGM Operations), Ian Lorenz (Finalist in Young Achiever category, Statutory Mechanical Engineer, Maules Creek).

"I would like to thank NSW Mining for the award and the Deputy Premier, the Hon Troy Grant MP and the Minister for Industry, Resources and Energy, the Hon Anthony Roberts MP for attending the Awards Dining and confirming their support for our industry" Mr Flynn said.

Also honoured on the night was Ian Lorenz, Statutory Mechanical Engineer

at Maules Creek, who was named as finalist in the Young Achiever and was in attendance but sadly didn't win the overall award.

The NSW Mining 2016 Industry and Supplier Awards, presented by the Deputy Premier, recognise excellence in the sector.

## WORKING WITH THE COMMUNITY

Whitehaven continued to provide economic opportunity for the community through our support for local businesses and suppliers. Over the past three years the Company has delivered economic benefits in the north west NSW region worth more than \$800m and supported more than 600 local businesses and suppliers.

Whitehaven's work with our valued community partners continued though the past 12 months with our team continuing to fundraise for the

Westpac Rescue Helicopter. This support has now reached more than \$500,000 over the past five years.

We also provided sponsorships and donations to a number of organisations and good causes throughout north west NSW. We value our communities and the organisations we work with and we are proud of the different we can make together.

Factsheets on Whitehaven's economic contribution to the

Gunnedah, Narrabri, Liverpool Plains and Tamworth Local Government Area's are available from our Gunnedah Office or visit [www.whitehavennews.com.au/about-us/documents/](http://www.whitehavennews.com.au/about-us/documents/)



# WHITEHAVEN WINS MAJOR APPRENTICESHIP AND TRAINING AWARDS

## Whitehaven Coal's apprenticeship and trainee scheme won two major awards at this year's HVTC's Excellence Awards presentation in Newcastle.

Aron Cane, Statutory Electrical Engineer with Whitehaven Coal, accepted the 2016 HVTC Large Host Employer Award (>40 employees), while Whitehaven colleague Joel McKenty, Group Training & Safety Superintendent, accepted the 2016 HVTC Host Safety Award.

The awards recognise Whitehaven Coal's outstanding contribution to the ongoing training and development of its apprentices and trainees and its rigorous commitment to the safety, health and wellbeing of its employees.

Special guest at the awards was Minister for Regional Development, Skills and Small Business John Barilaro.

"HVTC has been a big part of our apprenticeship program providing assistance with the administration, support and guidance of our trainees and we appreciate HVTC's recognition

of our contribution to the future of our workforce," said Aron.

"Having an apprenticeship isn't just about learning and developing skills through training and mentoring. It's the stepping stone to a fantastic career that can take you anywhere. Together with HVTC, Whitehaven Coal's apprenticeship program has been producing high calibre tradespeople. It's a great privilege that our two companies have forged such a strong alliance in the development of tomorrow's leaders."

Since 2011, Whitehaven Coal has hosted 25 HVTC apprentices. Fourteen apprentices are currently hosted with the company and its comprehensive safety management system has instilled all HVTC employees with a strong understanding of the importance of safety in the workplace.

"The HVTC Excellence Awards are a great opportunity to recognise the outstanding efforts of the company's apprentices and trainees, and on behalf of the NSW Government I congratulate Whitehaven Coal as well as the other award winners on their achievements," Mr Barilaro said.

**"IT'S A GREAT PRIVILEGE THAT OUR TWO COMPANIES HAVE FORGED SUCH A STRONG ALLIANCE IN THE DEVELOPMENT OF TOMORROW'S LEADERS."**



Winners: (L-R) Aron Cane, Statutory Electrical Engineer, Whitehaven Coal, Paul Briscoe, Field Officer, HVTC North West, Joel McKenty, Group Training & Safety Superintendent, Whitehaven Coal and Janet Lee, Manager Human Resources and Safety Services, HVTC.

## NATIONAL RECONCILIATION WEEK

Whitehaven's senior leadership team marked National Reconciliation Week by taking part in a country cultural immersion day.

Following the launch earlier this year of the company's Reconciliation Action Plan, executives took part in a day of activities in Tamworth on 31 May.

Each year National Reconciliation Week (NRW) celebrates and builds on the respectful relationships shared by Aboriginal and Torres Strait Islander people and other Australians. The theme for NRW 2016 was *Our History, Our Story, Our Future*.

The cultural immersion day was organised by the Warra-Li Aboriginal Resource Unit with the key presenter being Aboriginal Educator and Elder Len Waters.

Sites visited on the day included Wave Rock and a traditional rock art site. The executive team also heard from Len, a Kamilaroi man, who spoke about his life on a Aboriginal Mission and his passion about spreading the message of building relationship through understanding, difference, respect and acceptance.





## WHITEHAVEN WORKFORCE STAR IN HEALTH AND SAFETY VIDEO

**Whitehaven Coal is committed to our people coming home safe and healthy at the end of each day.**

We work in an industry that can pose serious risks to safety and health. So over the last few years we have been focussing on programmes to reduce these risks. These programmes have included the introduction of our seven Safehaven Rules, which relate to the most common and serious risks in our workplaces, and delivering training on safety leadership and how we make sure safety is included in our everyday decisions.

To continue reinforce the Safehaven Rules and to introduce them to new members of our workforce, we have developed a Safehaven video - starring some of our workers and their families.

The Safehaven video uses the theme of 'Would you put your child in this situation?'

**WE WANT OUR WORKERS TO THINK ABOUT THE CONTROLS THEY PUT IN PLACE TO KEEP THEMSELVES AND THEIR WORKMATES SAFE.**

If the controls are not good enough to protect their own child, why would they put themselves or their workmates in the situation?

Copies of the video have been sent to our employees with the hope that they share the video with their family and use it to talk about what they do at Whitehaven. We want them to go home safe at the end of each day. You can view the video at [www.whitehavennews.com.au/safehaven-video-come-home-safe/](http://www.whitehavennews.com.au/safehaven-video-come-home-safe/)



## WHITEHAVEN MARKS \$500K MILESTONE FOR RESCUE HELICOPTER

**Whitehaven and our employees have donated more than \$500,000 to the Westpac Rescue Helicopter over the past five years.**

The Company supports the service by matching staff payroll deductions and in FY15 the total raised was

\$102k of which \$51k was through payroll deductions.

To mark our support for the service, Whitehaven Managing Director and CEO Paul Flynn visited the Rescue Helicopter base in Broadmeadow, Newcastle.

**To find out more visit [www.rescuehelicopter.com.au](http://www.rescuehelicopter.com.au)**

Pictured are: (L-R) Cliff Marsh OAM (Westpac Rescue Helicopter), Paul Flynn (Whitehaven Coal Managing Director and CEO), Richard Jones (Westpac Rescue Helicopter General Manager) and Tim Muldoon (Whitehaven Coal Group Manager Community Relations and Property).

## COMMUNITY CONSULTATIVE COMMITTEES

**Whitehaven Coal seeks expressions of interest/ applications from interested persons to fill the vacancy for an Independent Chairperson for the Tarrawonga Coal Mine, Maules Creek Coal Mine and Vickery Project CCCs.**

The role of the Chairperson is to be a convenor, facilitator, mediator and advisor for the committee. They must undertake their role in an independent manner, and refrain from perceptions of bias either for or against the company or any individual or group of representatives on the committee.

The Chairperson will be appointed by the Secretary of the Department of Planning and Environment. In selecting the chairperson, preference will be given to a candidate who can manage

and represent the concerns of a variety of interest groups.

Applications should be made in writing and address the following selection criteria:

- Ability to convene and manage stakeholder committees in an independent manner.
- Experience in community relations, facilitation, mediation or public advocacy.
- Understanding of the mining industry and awareness of local issues.

Applications close 1st August 2016 and should be addressed to:

**Environment Department**  
Whitehaven Coal  
PO Box 600  
Gunnedah NSW 2380

For further information contact Jill Johnson, phone (02) 6741 9321.

## FIND OUT MORE

Online  
[whitehavencoal.com.au](http://whitehavencoal.com.au)

**Gunnedah Office**  
231 Conadilly Street  
Gunnedah, NSW 2380

[WHITEHAVENCOAL.COM.AU](http://WHITEHAVENCOAL.COM.AU)

# STRETCH RECONCILIATION ACTION PLAN



RECONCILIATION  
ACTION PLAN

STRETCH

January 2018 - December 2020

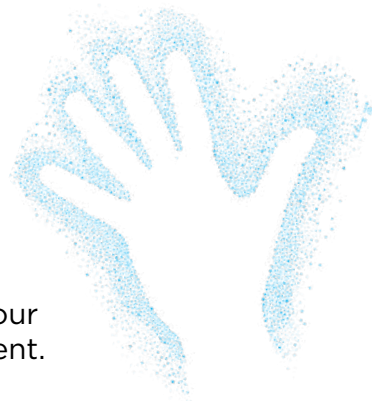


WHITEHAVEN COAL



# Acknowledgment of country and traditional owners

Whitehaven Coal acknowledges the Traditional Owners of this land, recognising their connection to land, waters and community. We pay our respects to Australia's First Peoples, and to their Elders past and present.

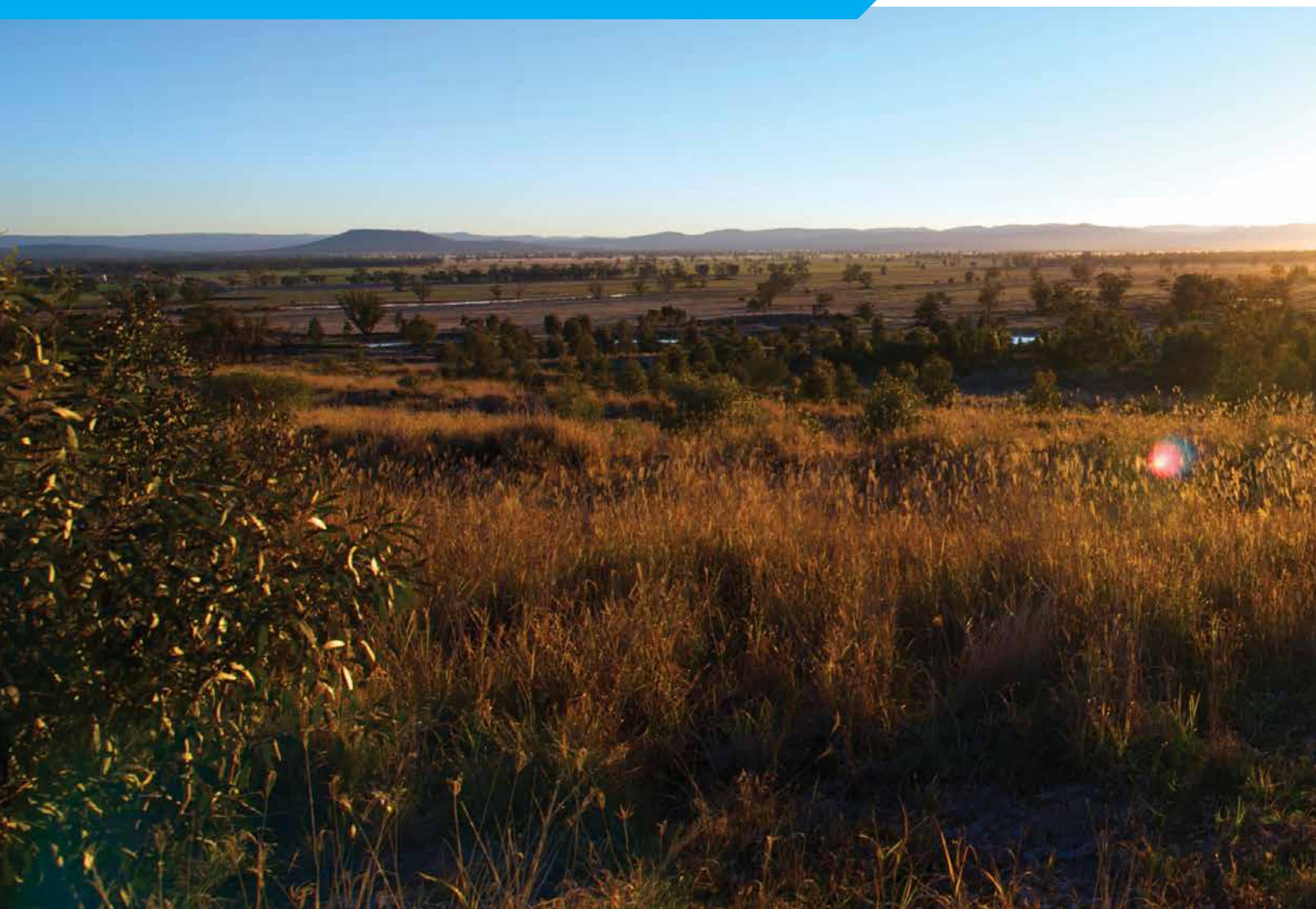


## Artwork

Artworks featured throughout this plan include images iconic to Aboriginal people in the Gunnedah region – *Hand Stencils*, *Emu and Kangaroo Footprints*, and *Emu in the Sky (Gawurragaii)* were produced by local Gomeroi<sup>1</sup> artist Ronny Long under commission for Whitehaven Coal.

The emu has a special place in Aboriginal lore and stories. The Emu appears in the Milky Way during May. Its neck slowly moving down in the night sky is an indicator that the male emu is on the nest taking care of his eggs. When emu chicks emerge their father will be their main provider and protector and he will work with their mother to raise them.

(<sup>1</sup>Kamilaroi, Gamilaroi and Gamilaraay are also used in the area)





# Whitehaven Coal's vision for Reconciliation

Our vision for Reconciliation is an Australia that affords equal opportunities to all. Whitehaven Coal will ensure that Aboriginal and Torres Strait Islander people feel welcome in our businesses as employees, suppliers and visitors. We will know that we have succeeded when we have a workplace that is reflective of the communities which host our operations.

Whitehaven Coal acknowledge Aboriginal and Torres Strait Islander peoples as the First People of Australia. We recognise the important contribution from Aboriginal and Torres Strait Islander peoples in our nation's history and in its future successes. We recognise the

challenges many Aboriginal and Torres Strait Islander peoples continue to face and to this end Whitehaven Coal commits to supporting and encouraging the development, growth and enhancement of relationships with Aboriginal and Torres Strait Islander peoples.

Whitehaven Coal want to achieve this through effective and open communication underpinned by a mutual respect and understanding of each other's concerns and reasonable expectations. Whitehaven Coal envisage working in partnership with Aboriginal and Torres Strait Islander peoples to improve employment and economic opportunities therefore creating a stronger future together.

We will work in partnership with Aboriginal and Torres Strait Islander communities and our workforce to achieve our vision for reconciliation.





# Reconciliation Action Plan



I am pleased to present Whitehaven Coal's second Reconciliation Action Plan (RAP).

As a proudly Australian company that calls the Gunnedah Basin home, Whitehaven Coal values local communities and is keen to ensure benefits from our operations continue to accrue locally - including to Aboriginal and Torres Strait Islander communities. Our RAP outlines the initiatives that support our commitment to Aboriginal and Torres Strait Islander peoples and organisations, and indicates where we want to make a sustainable and positive difference.

Since we launched our inaugural RAP in September 2015, we have achieved significant progress, moving from an 'Innovate' to a 'Stretch' RAP. This progress has included the creation of 80 new jobs filled by Indigenous people at our Maules Creek mine. Around 11% of Whitehaven's total workforce self-identify as Aboriginal and/or Torres Strait Islander people and we estimate that over \$10m in annual salaries are flowing through our Indigenous workforce back into local communities. Pleasingly, our Indigenous employment program at Maules Creek was recognised by the NSW Minerals Council as 'best in class' within the industry and was included as a case study in the Prime Ministers Closing the Gap report for 2017. Moving forward we will look to replicate these employment successes at any of our future mining projects.

Whitehaven's approach goes beyond direct employment. We support programs that facilitate access to education from kindergarten through to university and mature age. These include the Winanga-Li Aboriginal Child and Family Centre in Gunnedah, which was the first of nine Aboriginal Child and Family Centres to open its doors in NSW, and our partnership with The Girls Academy, which will assist Gunnedah High School participants on a pathway to tertiary education and/or securing long term employment, as well

as our own Whitehaven Coal pre-employment program. Our intergenerational commitment to educational outcomes reflects the legacy of our long life mining projects. In time our workforce will include the children and grandchildren of our current Aboriginal and Torres Strait Islander workers.

Our commitment to assisting new and developing local Aboriginal and Torres Strait Islander businesses continues to progress and moving forward we are working with our major contracting companies and suppliers to encourage support for Aboriginal and Torres Strait Islander employment and business development within their spheres of influence. Whitehaven's Aboriginal and Torres Strait Islander business procurement commitment was highlighted in case studies for the NSW Minerals Council, Aboriginal Affairs NSW (OCHRE Report), and the NSW Small Business Commission. I am pleased that Whitehaven Coal continues to be represented on the NSW Industry Based Agreement for the Minerals Industry to actively promote Aboriginal and Torres Strait Islander business development.

Our successes in the areas of Health, Education, Employment and Procurement are making a difference in the lives of Aboriginal and Torres Strait Islander people. We look forward to continuing to strengthen our relationships and finding opportunities to grow with our local Aboriginal and Torres Strait Islander communities and suppliers.

A handwritten signature in black ink, appearing to read 'Paul Flynn', with a stylized flourish at the end.

**PAUL FLYNN**

Managing Director and CEO  
Whitehaven Coal



# About Whitehaven Coal and our role in the community

Whitehaven Coal is Australia's largest independent coal producer and the leading coal producer in North West New South Wales.

We operate five open cut mines at Maules Creek, Tarrawonga, Werris Creek, Rocglen and Sunnyside, one underground mine at Narrabri, and are developing the open cut Vickery project. We have four office locations: Sydney, Newcastle, Gunnedah and Tokyo. Our overall workforce is more than 1,400 strong, with around 75 per cent of our employees living in the local communities around where our operations are based.

These sites produce metallurgical and thermal coal primarily bound for export markets in North and South Asia.

Whitehaven strives for operational excellence. In 2016 our Maules Creek operation was awarded the NSW Minerals Council Mining Operation of the Year.

## Economic contribution

Over the last five years Whitehaven Coal has contributed \$1 billion to the North West NSW region.

Our overall workforce will continue to increase over the next five years. Around 75% of our workforce is drawn from the communities which surround our mines. Whitehaven aims for an inclusive workplace that welcomes people from diverse backgrounds that reflect diversity of gender, culture, experience and skills.

## Supporting local communities

As the largest employer in our local region, Whitehaven Coal is proud of its long-standing community links in North West NSW. Our operations work with 350 local businesses and suppliers, spend around \$200 million locally, committed \$6 million to local infrastructure and service upgrades and made 90 charitable grants, donations and sponsorships to community groups and worthy local causes for programs supporting health, education, representative level Indigenous sport and whole of community benefit.

## Aboriginal and Torres Strait Islander employment

Whitehaven Coal believes in helping local communities grow and ensuring that benefits flowing from our operations accrue locally. This is especially the case when it comes to supporting Aboriginal and Torres Strait Islander communities. Around 11% of our workforce self-identify as Aboriginal or Torres Strait Islander people and we remain focused on maintaining this level of representation which is reflective of local demographics.

As part of the Maules Creek employee recruitment process, Whitehaven adopted a policy to grow Aboriginal and Torres Strait Islander participation in the workforce. Our Aboriginal Employment Strategy was recognised by the NSW Minerals Council, winning the 2016 Community Excellence in Aboriginal Employment and Enterprise Development Award.

**“AROUND 75% OF OUR  
ABORIGINAL WORKFORCE  
IS DRAWN FROM THE  
COMMUNITIES WHICH  
SURROUND OUR MINES.”**





# Our RAP

Whitehaven Coal launched its inaugural Innovate RAP in August 2015 with aims to deepen our understanding, relationships, and opportunities with local Aboriginal and Torres Strait Islander people. This Stretch RAP is the next step in our journey and builds on the following activities which were recommended in our previous 2015-17 Innovate RAP.



## Success – Growth and lessons learned from our Innovate RAP

Our Innovate RAP allowed us to develop, test new and innovative approaches. We now have embedded the RAP and associated programs into our organisations everyday operations. A commitment to our focus areas of Health, Education, Employment and procurement are making a difference in the lives of local Aboriginal people.

### Native Title Agreement signed and we are continuing to work closely with Native Title Claimants

In 2015 Whitehaven Coal concluded a Native Title agreement with Gomeroi Native Title Applicants who represent the Aboriginal people of North West NSW. The agreement will see Whitehaven continue to work with the local Gomeroi people to create jobs and a better future for Aboriginal and Torres Strait Islander people.

### Formal relationship with two Native Title Groups – Gomeroi Pty Ltd and Gomeroi Narrabri Aboriginal Corporation

Both Native Title parties in partnership with Whitehaven are providing social, cultural, and economic outcomes for Aboriginal communities in the Gomeroi Nation.

### Sponsorships and donations granted

Our sponsorships and donations extend from sporting, educational, and health fields. Major donations to Winanga-Li Aboriginal Children and Family Centre of \$70,000 for the purchase of two minibuses to transport children to and from school at Gunnedah and Narrabri. \$50,000 to the establishment of the Girls Academy at Gunnedah High

School, \$10,000 to the Indigenous Arts and Literacy Program, and continued support of the Gomeroi Roos Rugby League team to attend the Koori Knockout and Elders Olympics team.

### Aboriginal Employment Strategy developed and implemented

Whitehaven Coal is an industry leader with 11% of our workforce identifying as Aboriginal and Torres Strait Islander, which is reflective of the composition of the communities in which we work.

### Pre-Employment Program developed and initiated

Two successful pre-employment programs have been run at our Maules Creek operation giving participants a chance to experience mining life while learning about employment conditions, healthy lifestyles, and financial management.

### Developed and implemented a Cultural Protocols document

All major corporate events commence with a Welcome to Country, including the official opening of the Maules Creek mine performed by local Gomeroi Elders and opening of our Annual General meeting by Metro Local Aboriginal Land Council Elders.

### Executive Team cultural awareness and immersion program delivered by local Elder

Our Executive Team heard from Len, a local Kamilaroi man, who spoke about his life on an Aboriginal Mission and his passion about spreading the message of building relationship through understanding, difference, respect and acceptance.

### **Support for several NAIDOC functions throughout the region including on site BBQs with guest speakers**

Gomerioi knowledge holders and community leaders Greg Griffiths and Craig Trindall were guest speakers at our respective NAIDOC BBQ's at Maules Creek and Narrabri Underground.

### **Support and attendance for National Reconciliation Week**

Programs for National Reconciliation Week at Gunnedah, Narrabri and Quirindi sent from our CEO via email to all staff. Donations were provided for local National Reconciliation Week events.

### **Commissioned Aboriginal Artworks for corporate offices and publications**

Artworks commissioned from local artist Ronny Long are on display in our corporate office at Gunnedah and throughout corporate publications.

### **Working with 30 Aboriginal businesses**

Ongoing work with Local Aboriginal Land Councils, Cultural Heritage practitioners, rehabilitation and fencing with Native Title Groups continue to provide opportunities for Aboriginal people. We continue to engage the training services of Aboriginal owned business Open Cut Training at our Maules Creek operation. More recently we have entered into an arrangement with Cultural Choice Office Supplies for the supply of stationery and other office sundries across the Whitehaven group.

### **Lessons learned - Diversity within Aboriginal groups, communities and companies**

Aboriginal people are not a homogenised people, there is diversity within and between Aboriginal and Torres Strait Islander people and communities. There are a multitude of social, political, and cultural views and opinions.

We continue to work with a various Aboriginal communities and have listened to the community and acted to achieve the best mutually beneficial outcome.





# Case studies

## Native Title – Gomeroi Nation

In 2015 Whitehaven Coal concluded a Native Title agreement with Gomeroi Native Title Applicants who represent the Aboriginal people of North West NSW. The agreement will see Whitehaven continue to work with the local Gomeroi people to create jobs and a better future for Aboriginal and Torres Strait Islander people.

“We are committed to working with Whitehaven Coal to create jobs and economic opportunities for Aboriginal people,” said Gomeroi Native Title Applicant Alf Priestly.

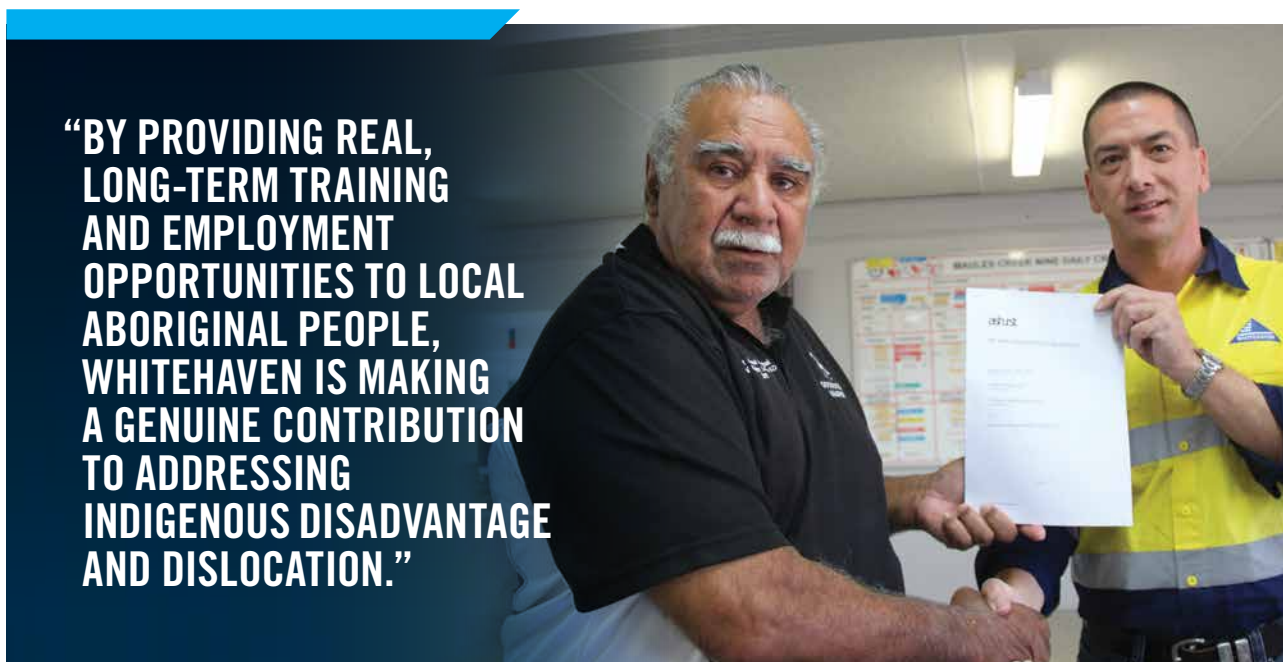
“As a result of the partnership agreement we have signed today, we will continue to see Aboriginal people given the opportunity to find meaningful, steady employment close to home. This is really good news and it is just the beginning,” Mr Priestly said.

Whitehaven CEO, Paul Flynn, noted this agreement was the next step Whitehaven’s ongoing engagement with the local Aboriginal and Torres Strait Islander Community. This is a very significant milestone. We have engaged very closely with the Gomeroi people to finalise this important agreement, and I know it will go a long way to making a real difference in this community.

I’m particularly proud this agreement outlines more ways we can work with the local Aboriginal and Torres Strait Islander community to create jobs both at the mine and with our contractors.

“By providing real, long-term training and employment opportunities to local Aboriginal people, Whitehaven is making a genuine contribution to addressing Indigenous disadvantage and dislocation,” Mr Flynn said.

The Agreement will see the Gomeroi Native Title Applicants work with Whitehaven to meet Whitehaven’s goal of maintaining 10 per cent employment of Aboriginal people at the Maules Creek mine. It also outlines how the groups will work together on cultural heritage activities and improving communications between the two groups.



## Cultural awareness and understanding

Whitehaven Coal's senior leadership team marked National Reconciliation Week by taking part in a country cultural immersion day.

Following the launch in 2015 of the company's Reconciliation Action Plan, executives took part in a day of activities in Tamworth during National Reconciliation Week.

Each year National Reconciliation Week (NRW) celebrates and builds on the respectful relationships shared by Aboriginal and Torres Strait Islander people and other Australians. The theme for NRW 2016 was *Our History, Our Story, Our Future*.

The cultural immersion day was organised by the Warra-Li Aboriginal Resource Unit with the key presenter being Aboriginal Educator and Elder Len Waters. Sites visited on the day included Wave Rock and a traditional rock art site.

The executive team also heard from Len, a Kamilaroi man, who spoke about his life on an Aboriginal Mission and his passion about spreading the message of building relationship through understanding, difference, respect and acceptance.

## Employment

Whitehaven Coal's vision is to be Australia's leading independent coal company.

The company is growing its local community-based workforce to over the next five years and we are the leading private sector employer in North West NSW. We take great pride that Whitehaven started in the Gunnedah Basin and that we focus on employing a local workforce wherever possible. As a consequence, we believe that the best way we can assist improve the lives of Aboriginal and Torres Strait Islander people is by offering the opportunity of stable, long-term employment. Across our entire business 11% self-identified as Aboriginal or Torres Strait Islander and we remain focused on maintaining this figure as a minimum.

Whitehaven has made a commitment that our Maules Creek workforce which operates on Gomerioi country will contain at least 10% Aboriginal and Torres Strait Islander people, reflecting the local population as a whole. This voluntary goal highlights our view that employment is an essential basis for improving Aboriginal and Torres Strait Islander people's lives. During early recruitment at Maules Creek we are already exceeding our voluntary target, with 12% of the Maules Creek workforce being Aboriginal or Torres Strait Islander people.

### **NSW Minerals Council Award winner: Whitehaven's Coal's Aboriginal Employment Strategy at the Maules Creek Mine**

Our focus on employing our workforce from the local communities was acknowledged in the 2016 NSW Minerals Council Health, Safety, Environment and Community Conference Awards where Whitehaven was named winner in the Community Excellence in Aboriginal Employment and Enterprise Development category.

"As always, our awards entrants were all of a very high calibre, demonstrating mining's commitment to innovative approaches to solving problems and the pursuit of excellence," NSW Minerals Council CEO Stephen Galilee said. "These awards are an important part of our industry's continuous improvement and will deliver improved outcomes for our workforce and their local communities."



## Education and training

Education and training continues to be a focus area with engagement and programs that can address issues affecting Aboriginal and Torres Strait Islander people within the region.

We believe that the best way we can assist to improve the lives of local Aboriginal and Torres Strait Islander people is by offering the opportunity of stable, long-term employment and by supporting access to education from kindergarten through to university and mature age.

The Girls Academy commenced at Gunnedah High School in 2017 with financial contribution from Whitehaven Coal. In making this contribution Whitehaven acknowledges the important educational outcomes that the Academy

is endeavouring to achieve, in particular the emphasis on the “Big 4” objectives of the program which are to increase school attendance, advance academic and personal achievement, improve year 12 graduation rates, and facilitate post-school transition planning.

The Girls Academy continues to make a significant effort with the ongoing success of the program delivery. Whitehaven looks forward to working closely with The Girls Academy to deliver mutually beneficial outcomes.



## **Investigate opportunities to support Aboriginal and Torres Strait Islander economic development**

In 2016 Whitehaven Coal's General Manager of Procurement met with the NSW Indigenous Chamber of Commerce to discuss awareness and opportunities for Whitehaven to establish business relationships with Indigenous businesses.

As a result of these meetings, Whitehaven identified an opportunity to work with Cultural Choice Office supplies for supply of stationery and general office supplies to the Whitehaven group, and subsequently signed a contract in late 2016.

Cultural Choice Office supplies is a certified Supply Nation business, and was formed by Mark and Jodie Watson. Mark is a Gamilaroi man from Walgett in northern NSW.



# Moving forward under this Stretch RAP

Whitehaven Coal’s relationship with the Aboriginal and Torres Strait Islander communities in our region has significantly strengthened over the last three years.

There have been major steps forward with communication of the company’s direction and the long term relationship that is needed with the Aboriginal and Torres Strait Islander communities to achieve shared goals.

**Our RAP is built on our values of:**

- Respect
- Integrity
- Commitment
- Teamwork

Whitehaven’s efforts continue to focus on practical and meaningful engagement and programs that can address issues affecting Aboriginal and Torres Strait Islander peoples within the region.

**We are progressing programs in a number of areas which can broadly be categorised under:**

- Employment
- Education & Training
- Cultural Awareness & Understanding
- Health
- Economic Development & Potential Partnerships

Our RAP was developed in consultation with local Registered Aboriginal Parties and driven internally by our RAP working group. The consultation undertaken included a broad mail out of our draft RAP to Registered Aboriginal Parties associated with Whitehaven Coal. Our draft RAP was placed on Whitehaven Coal website for review and comment. Additionally a dedicated phone line was allocated to receive feedback from interested parties.



# RAP working groups

The RAP Working Group is comprised of a cross section of Whitehaven's leadership and our Aboriginal Community Relations Officer. The Working Group is responsible for championing development and implementation of our RAP.

- CEO and Managing Director - (RAP Working Group Chairperson)**
- Executive General Manager - Operations**
- Chief Financial Officer**
- General Manager - Health, Safety, Environment and Communities**
- General Manager - Procurement**
- Group Manager - Community Relations and Property**
- Senior Human Resources Consultant**
- Communications Officer**
- Aboriginal Community Relations Officer**





# Relationships



Whitehaven Coal commits to supporting and encouraging the development, growth and enhancement of relationships with Aboriginal and Torres Strait Islander peoples through effective and open communication underpinned by a mutual respect and understanding of each other’s concerns and reasonable expectations.

Action	Driven by	Timeline	Target
<b>1.1 Promote our RAP to employees and external stakeholders</b>	RAP Working Group Chair, supported by the RAP Working Group	March and September 2018, 2019 & 2020	Engage senior leaders in the delivery of RAP outcomes
		April and October 2018, 2019 & 2020	Communicate the importance and benefits of our RAP to stakeholders through internal and external digital communication forums
		Review December 2020	Promote reconciliation through ongoing active engagement with all stakeholders
<b>1.2 Drive, monitor and report on achievements and learnings</b>	RAP Working Group Chair, supported by the RAP Working Group	January 2018	Oversee development, endorsement and launch of our 2018-2020 RAP
		January 2018	RAP Working Group meet quarterly to monitor and track the progress of Whitehaven Coal’s RAP
		January 2018, 2019 & 2020	Ensure Aboriginal and Torres Strait Islander peoples are represented in the RAP Working Group
		March & September 2018, 2019 & 2020	RAP Working Group meet monitor and track the progress of actions and commitments
		October 2018, 2019 & 2020	Publicly report progress via our Annual Report, internal and external digital communication forums and to Reconciliation Australia
<b>1.3 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities</b>	Aboriginal Community Relations Officer	June 2018, 2019 & 2020	Refresh and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders, including: <ul style="list-style-type: none"> <li>• Maintaining a register of key Aboriginal and Torres Strait Islander contacts with which we will build strong relationships</li> <li>• Confirm guiding principles for engagement</li> <li>• Meeting with stakeholders including Native Title Groups, Local Aboriginal Land Councils, and Registered Aboriginal Parties at least twice per year to maintain strong relationships through formal and informal partnerships which build on capacity</li> </ul>
<b>1.4 Provide opportunities for employees to support and celebrate National Reconciliation Week (NRW)</b>	RAP Working Group Chair, supported by the RAP Working Group	May 2018, 2019 & 2020	Promote NRW and Whitehaven’s corporate NRW events via internal communication channels Hold at least three internal corporate NRW event each year Register all NRW events on the Reconciliation Australia website Identify opportunities to support and participate in external NRW events in the regions where we operate Ensure our nominated RAP Working Group participants are represented in 3 external NRW events each year

Whitehaven Coal are committed to a workplace that encourages and values shared understanding and respect through listening, learning, and understanding. We will continue to work in partnership with Aboriginal and Torres Strait Islander communities to support our workforce and to deliver the message of reconciliation and its importance to the effective operation of our business.

Action	Driven by	Timeline	Target
<b>2.1 Promote and support celebration of NAIDOC Week</b>	RAP Working Group Chair, supported by the RAP Working Group	July 2018, 2019 and 2020	<p>Promote NAIDOC Week and Whitehaven's corporate NAIDOC events via internal communication channels</p> <p>In consultation with Aboriginal and Torres Strait Islander stakeholders, hold at least one internal corporate NAIDOC event each year with guest speakers from the local Aboriginal community</p> <p>Identify opportunities to support and participate in NAIDOC events in the regions where we operate</p> <p>Support all staff to participate in NAIDOC Week events in the local community</p> <p>Provide the opportunity for Aboriginal and Torres Strait Islander staff in Whitehaven Coal corporate offices to attend local NAIDOC events</p> <p>Review HR procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees participating in NAIDOC Week events</p> <p>In consultation with Aboriginal and Torres Strait Islander stakeholders, hold an on-site BBQ(s) at an operating site each year with guest speakers from the local Aboriginal community</p> <p>Encourage staff and senior leaders to participate in external NAIDOC events in the regions where we operate</p>
<b>2.2 Deliver Cultural Awareness Training to increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements</b>	Aboriginal Community Relations Officer, supported by Group Manager - Community Relations and Property, and Senior Human Resources Consultant	<p>April 2018</p> <p>January 2018 to December 2020</p> <p>May 2018, 2019 &amp; 2020</p> <p>July 2018, 2019 &amp; 2020</p>	<p>Review and maintain Cultural Awareness Training Strategy for target groups of Executives, Senior Management and the broader workforce</p> <p>Cultural Awareness Training delivered to 90% ('500 plus) workforce including staff and contractors via face to face generic induction and refresher training</p> <p>This number may change to cyclical nature of the industry</p> <p>10 per year (MMEs/Group Managers in 2018, 9 General Managers in 2019 and 6 Execs in 2020) participate in on country cultural immersion day and/or face to face workshops with local Traditional Owners</p> <p>Distribute information about Reconciliation Australia's "Share Our Pride" website to employees</p>







Action	Driven by	Timeline	Target
<b>2.3 Communicate the significance of Aboriginal and Torres Strait Islander cultural protocols to ensure there is appropriate recognition at significant corporate events</b>	Aboriginal Community Relations Officer, supported by Group Manager - Community Relations and Property	January 2018	Review and maintain Whitehaven's Aboriginal and Torres Strait Islander cultural protocols, including commitments to include a Welcome to Country and Acknowledgement of Country at significant corporate events
		January 2018	Ensure our Executive Team implement our Aboriginal and Torres Strait Islander cultural protocols, including the requirements of Acknowledgement of Traditional Owners of the land and a Welcome to Country during significant events such as company AGM, opening of new mines and other major company events
		October 2018, 2019 and 2020	Invite a local community representative and/or Elder to provide a Welcome to Country at 4 of events each year, including our AGM
		January to December 2018, 2019 and 2020	Encourage staff to provide an Acknowledgement of Country at the commencement of internal meetings.
		January 2018	Develop a protocol document detailing local protocols for areas in which we operate.
		January 2018	Maintain a register of key contacts for performing a Welcome to Country
<b>2.4 Demonstrate appreciation of Aboriginal and Torres Strait Islander artwork</b>	Aboriginal Community Relations Officer, supported by Communications Officer	June 2018, 2019 & 2020	Commission an Aboriginal and/or Torres Strait Islander artist to produce artworks to be displayed in Corporate office(s) and publications
		June 2018, 2019 & 2020	Commission an Aboriginal and/or Torres Strait Islander artist to produce artworks to be displayed in Corporate office(s) and publications
<b>2.5 Increase presence of Aboriginal and Torres Strait Islander peoples and cultures in corporate documents</b>	Communications Officer, supported by Aboriginal Community Relation Officer	July 2018, 2019 & 2020	Develop key messages and source additional Aboriginal and Torres Strait Islander images for corporate communications
		March 2018	Consult with Aboriginal and Torres Strait Islander employees around culturally appropriate marketing material to promote Whitehaven Coal as an employer and business partner of choice
<b>2.4 Support young people to engage with reconciliation</b>	Aboriginal Community Relations Officer supported by Group Manager - Community Relations and Property	June 2018, 2019 & 2020	Encourage local schools and early learning services to create a RAP with the Narragunnawali: Reconciliation in Schools and Early learning platform



# Opportunities



Whitehaven Coal aim to be inclusive and encourage Aboriginal and Torres Strait Islander employment and economic development opportunities within the regions where we operate. Our commitments in areas of employment, procurement, education and health are focussed on making a difference in the lives of Aboriginal people and enhancing Whitehaven Coal's business.

Action	Driven by	Timeline	Target
<b>3.1 Review and maintain Aboriginal and Torres Strait Islander Employment Strategy</b>	Senior Human Resources Consultant, supported by Aboriginal Community Relations Officer	January 2018, 2019 & 2020	Review Aboriginal and Torres Strait Islander Employment Strategy to ensure it continues to effectively address attracting, developing and retaining suitable applicants, removal of employment barriers, and capturing and utilising employment and diversity data
		November 2018, 2019 & 2020	Engage with Aboriginal and Torres Strait Islander employees and Native Title Claimant Groups to identify opportunities to enhance implementation of our Aboriginal and Torres Strait Islander Employment Strategy
		January 2018 to December 2020	Communicate Aboriginal and Torres Strait Islander employment initiatives and encourage applications by including "Aboriginal and Torres Strait Islander peoples are encouraged to apply" and utilising Local Aboriginal Land Councils and ourmob.com.au to promote opportunities
		January 2018, 2019 & 2020	Support informal peer mentoring networks to assist with development and retention of Aboriginal and Torres Strait Islander workers
		January 2018 to December 2020	Maintain 10% Aboriginal and Torres Strait Islander employment within the Maules Creek workforce and replicate this level at new mining projects
<b>3.2 Expand pathways to employment for Aboriginal and Torres Strait Islander peoples</b>	Senior Human Resources Consultant, supported by Aboriginal Community Relations Officer	January 2018 to December 2020	Work with educational institutions to expand pathways into employment, including direct entry from school, skilled employment and training opportunities, higher education, and increasing enrolments in the fields of study most relevant to the mining industry  2 Apprenticeships filled by an Aboriginal or Torres Strait Islander person
		January 2018 to December 2020	Continue Maules Creek Pre Employment Program and replicate for any new mining projects
<b>3.3 Investigate opportunities to support Aboriginal and Torres Strait Islander economic development</b>	General Manager – Procurement, supported by Aboriginal Community Relations Officer, supported by Chief Financial Officer	November 2018, 2019 & 2020	Develop a list of key Aboriginal and Torres Strait Islander contacts with which Whitehaven Coal will build strong relationships
		November 2018, 2019 & 2020	Organise to meet with identified peoples, organisations and communities at least twice per year to maintain a strong relationship
		November 2018, 2019 & 2020	Hold at least one Aboriginal and Torres Strait Islander procurement and tendering workshop in the regions where we operate each year
		September 2018, 2019 & 2020	Maintain a register of Aboriginal and Torres Strait Islander businesses through which we can procure goods and services  Secure goods and services from 5 Aboriginal and Torres Strait Islander businesses per year. Review annually for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses
<b>3.4 Provide sponsorships and donations that support local Aboriginal and Torres Strait Islander communities</b>	Group Manager – Community Relations and Property, supported by Aboriginal Community Relations Officer	March 2018, 2019 & 2020	Review and promote Sponsorships and Donations Policy implementation to ensure it supports local Aboriginal and Torres Strait Islander communities in the areas of educations, health, representative level Indigenous sport and whole of community benefit



# Tracking progress



Action	Driven by	Timeline	Target
<b>4.1 Review and report on RAP progress</b>	Aboriginal Community Relations Officer, supported by Group Manager - Community Relations and Property, and Communications Officer	September 2018, 2019 & 2020	Publicly report RAP progress through internal and external digital communication forums and to Reconciliation Australia
		September 2018, 2019 & 2020	Complete RAP Impact Questionnaire for Reconciliation Australia
		May 2018, & 2020	Investigate participation in the RAP Barometer
<b>4.2 Develop our next RAP</b>	Driven by RAP Working Group Chair, supported by the RAP Working Group	June 2020	Liaise with Reconciliation Australia to draft a new RAP based on learnings, achievements and challenges from current RAP
		December 2020	Send draft RAP to Reconciliation Australia for formal feedback and endorsement







**Whitehaven Coal Aboriginal Relations Officer**  
231 Conadilly Street, Gunnedah NSW 2380  
**P +61 2 6741 9301**

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**WHITEHAVENCOAL.COM.AU**

ISSUED JANUARY 2018