



VICKERY COAL MINE

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WHC PLN VCM SOCIAL IMPACT MANAGEMENT PLAN

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Edition	Rev.	Comments	Author	Authorised By	Date
1	1	SIMP preparation for Whitehaven review	Jillian Ash SMEC	Darren Swain	October 2022
1	2	Updated SIMP for the Initial Construction and Early Mining Stage	Dr. Joseph Rickson, Senior Associate Social Scientist SMEC	Darren Swain	September 2023
1	3	Updated SIMP to include notes (Appendix A) from engagement with Gunnedah Shire Council and Narrabri Shire Council	Dr. Joseph Rickson, Senior Associate Social Scientist SMEC	Darren Swain	September 2023



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Terms and Abbreviations

Term	Description
ABS	Australian Bureau of Statistics
ACHA	Aboriginal Cultural Heritage Assessment
AVMP	Accommodation Village Management Plan
CCC	Community Consultative Committee
CHPP	Coal Handling and Preparation Plant
DPE	Department of Planning and Environment (NSW)
EIS	Environmental Impact Statement
FTE	Full-time equivalent
GP	General Practitioner
GSC	Gunnedah Shire Council
km	Kilometre
LALC	Local Aboriginal Land Council
LGA	Local Government Area
Mtpa	Million tonnes per annum
NSC	Narrabri Shire Council
RAP	Registered Aboriginal Party
ROM	Run of mine
SEARs	Secretary's Environmental Assessment Requirements
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
the Project	the Vickery Extension Project
VCP	Vickery Coal Project
VEP	Vickery Extension Project
PA	Planning Agreement
Whitehaven	Whitehaven Coal Limited



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1 INTRODUCTION

The Vickery Coal Mine (VCM) is located in the Gunnedah Coal Basin, approximately 25 kilometres (km) north of Gunnedah in New South Wales (NSW). The VCM is operated by Vickery Coal Pty Limited (VCPL) (a wholly owned subsidiary of Whitehaven Coal Limited [Whitehaven]).

Development Consent (SSD-7480) was granted to VCPL on 12 August 2020 by the NSW Independent Planning Commission as a delegate of the NSW Minister for Planning under Section 75J of the *Environmental Planning and Assessment Act, 1979* (EP&A Act). Following reviews from the NSW Department of Planning and Environment (DPE) additional data collection was conducted between July 11 and July 28 2023, in Gunnedah Local Government Area (LGA), Boggabri (LGA) and Narrabri (LGA).

This Social Impact Management Plan (SIMP) was prepared for the Initial Construction and Early Mining Stage of the Vickery Extension Project (the Project) to address the relevant conditions of the Project Development Consent (SSD 7480).

The potential social impacts and opportunities associated with the Project were initially assessed in a Social Impact Assessment (SIA) completed as part of the Environmental Impact Statement (EIS) submitted with the Development Application for the Project. The SIA was completed by Elliott Whiteing with key findings identified in the SIA summarised and/or referenced in the original Social Impact Management Plan (SIMP) submitted.

The following SIMP outlines and establishes the tangible and transparent roles and responsibilities of Whitehaven, government, stakeholders, and communities throughout the life of the Project in the mitigation and management of social impacts, including cumulative impacts, and the development of opportunities associated with the Initial Construction and Early Mining Stage of the Project.

The Initial Construction and Early Mining SIMP outlines the potential social impacts associated with the Project and presents management measures to illustrate how Whitehaven proposes to respond.

1.1 PURPOSE AND SCOPE

This SIMP has been prepared for the Initial Construction and Early Mining Stage of the Project to address the relevant conditions of Development Consent (SSD 7480), shown in Table 11. This SIMP has been prepared by Whitehaven (with input from experienced and qualified Dr. Joseph Rickson, Senior Associate Social Scientist and Louise Bochner, Director of Planning, from SMEC) in accordance with Condition B107, Schedule 2 of Development Consent (SSD 7480). This SIMP applies specifically to the Initial Construction and Early Mining Stage of the Project and includes cumulative social impacts.

Table 1-1: SIMP Development Consent Conditions

Condition Requirement	SIMP Section
B107. The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:	
(a) be prepared by a suitably qualified and experienced person/s;	Entire SIMP
(b) be prepared in consultation with GSC, NSC, and the CCC and the local affected community and other interested stakeholders (to the greatest extent practicable);	
(c) be submitted to the Planning Secretary for approval within six months of the date of commencement of development under this consent;	
(d) identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;	Section 3



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(e) specify adaptive management and mitigation measures to avoid, minimise, and/or mitigate negative social impacts;	Section 6
(f) identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;	
(g) include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and	Section 8
(h) include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.	Section 7 and Section 9

Condition B108 requires *The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.*

This SIMP has been prepared in accordance with the standard requirement for management plans listed in Condition E4, Schedule 2 of Development Consent (SSD-7480). Table 1-2 presents these requirements and indicates where each is addressed within this SIMP.

Table 1-2: General Management Plan Requirements

Condition Requirement	Relevant SIMP Section
E4. Management plans required under this consent must be prepared in accordance with relevant guidelines, and include where relevant:	Entire SIMP
(a) summary of relevant background or baseline data;	Section 3
(b) details of:	-
(i) the relevant statutory requirements (including any relevant approval, licence or lease conditions);	Section 2
(ii) any relevant limits or performance measures and criteria; and	Section 6
(iii) the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;	
(c) any relevant commitments or recommendations identified in the document/s listed in condition A2(c);	Entire SIMP
(d) a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	Entire SIMP
(e) a program to monitor and report on the:	-
(i) impacts and environmental performance of the development; and	Section 7 and other applicable management plans
(ii) effectiveness of the management measures set out pursuant to paragraph (d);	Section 7
(f) a contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;	Entire SIMP



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Condition Requirement	Relevant SIMP Section
(g) a program to investigate and implement ways to improve the environmental performance of the development over time;	See applicable management plans
(h) a protocol for managing and reporting any:	-
(i) incident, non-compliance or exceedance of any impact assessment criterion or performance measure;	Section 7 and 8, and see relevant management plans
(ii) complaint; or	
(iii) failure to comply with other statutory requirements;	
(i) public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and	Section 6 and 7
(j) a protocol for periodic review of the plan.	Section 9

Whitehaven is commencing initial construction and early mining under Development Consent (SSD-7480) for the VCM. The Construction and Initial Mining Stage will include the following activities:

- transport up to 3.5 Mtpa of ROM coal from the VCM per financial year to the Gunnedah CHPP via the approved haulage route until the Project rail spur is commissioned;
- construction of a temporary mine industrial area (MIA);
- construction of run-of-mine (ROM) and product coal stockpile pads;
- initial development of the box cut;
- construction of temporary infrastructure facilities;
- construction of temporary ROM coal stockpiles;
- construction of workshops and offices;
- construction of water supply bores and Namoi River pump station and pipelines;
- construction of dams, sediment dams, up-catchment diversions, channels and other water management infrastructure;
- construction of soil stockpile areas;
- construction of access roads and internal roads;
- construction of connection to the existing 66 kilovolt (kV) powerline and construction of substations and power supply;
- construction of ancillary infrastructure including consumable storage areas, laydown areas, explosives storage facilities;
- ongoing exploration activities; and
- other associated minor infrastructure construction, use of other plant and other activities.



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Earthworks associated with the development of the above infrastructure will include the excavation of waste rock, gravel and coal material from within the VCM open cut footprint. The earthworks will include the initial development of the box cut, with a small volume of ROM coal extracted for stockpile pad treatment, commissioning activities and transport to the Gunnedah CHPP. Additionally, a small volume of coal (in the order of 10,000 m³) from other Whitehaven mines may be delivered to the VCM for stockpile pad treatment and CHPP commissioning activities, in accordance with the transport limits of Condition A9, Schedule 2 of Development Consent SSD-7480.

Initial construction activities and early mining would require a workforce of approximately 230 full-time equivalent (FTE) personnel (approximately 180 for early mining and up to 50 for construction works). The Project would include construction and operation of a Project Coal Handling and Preparation Plant (CHPP), train load-out facility, rail spur and associated infrastructure for equipment maintenance, administration, mine operations, water management, energy supply and road access.

The purpose of this SIMP is to outline the tangible and transparent management measures to be implemented and monitored for social impacts and opportunities anticipated during the Initial Construction and Early Mining Stage of the Project. A separate Full Development Stage SIMP outlining the relevant management measures for implementation during Project operations will be prepared and submitted to DPE prior to the commencement of the Full Development Stage.

The objectives of the present SIMP are to:

- mitigate and manage the Project social impacts on local communities and stakeholders during the Initial Construction and Early Mining Stage;
- where feasible, maximise meaningful employment opportunities for local residents;
- ensure that opportunities associated with the Project's Initial Construction and Early Mining Stage deliver benefits for local communities; and
- provide a framework for the monitoring of management measures and an action plan to ensure the effectiveness of these measures and less effective management measures are adjusted in a timely manner.

This SIMP is an adaptive management tool to ensure mitigation measures are reflective of current social conditions and impacts and will be adapted as necessary to meet the changing needs of the community and stakeholders. The principles of Project Approval *Social Impact Management Plan Condition 107 (e). specify adaptive management and mitigation measures to avoid, minimise, and/or mitigate negative social impacts:* has underpinned the development of this SIMP.

This SIMP assumes:

- Whitehaven will report as required to community members and the CCC directly against management measures outlined in the SIMP.
- ongoing community involvement in the company's social performance, for example through a Community Consultative Committee (CCC) where community stakeholders can raise issues and provide feedback.
- opportunities for community input into the implementation, management, and monitoring of the SIMP.
- opportunities for community feedback regarding positive and negative impacts, such as local employment, procurement, worker well-being, support programs, and grievance procedures.
- opportunities for community and stakeholder feedback to the Project as it relates to social performance, social licence, and social impacts.
- that social sustainability is based on ensuring the positive social performance before and during the initial construction and early mining phase.



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- effective recognition, protection and conservation of Aboriginal cultural heritage and values under the Aboriginal Cultural Heritage Act (ACHA, 2003) and the implementation of the Aboriginal Cultural Heritage Management Plan.

1.2 CONSULTATION

In accordance with Condition B107, Schedule 2 of Development Consent (SSD 7480), this SIMP was prepared in consultation with Gunnedah Shire Council (GSC), Narrabri Shire Council (NSC), the Vickery CCC and the local community and other interested stakeholders (to the greatest extent practicable). Consultation for the initial construction and early mining SIMP occurred in the Gunnedah, Narrabri and Boggabri communities from July 17 to July 20, 2023. Consultation was guided by a community engagement strategy that identified key stakeholders, key issues and recommended appropriate communication with diverse stakeholder groups that were not included in the previous SIMP. Codes of Practice “Ask First Policy” published by the Australian Heritage Commission (AHC, 2002) were followed.

Stakeholder engagement will continue during initial construction and early mining to ensure due consideration of all project-related opportunities and concerns.

This will be achieved by:

- utilising the WHC stakeholder engagement team to respond to community concerns, proactively initiate engagement, and implement stakeholder communication activities.
- developing a project consultation strategy including a communication plan detailing mechanisms for keeping the community informed regarding the Project and providing clear and accessible avenues for the community to provide feedback and for Whitehaven to adapt the SIMP as needed.

Consultation with stakeholders including local affected community members/groups, CCC, local Shire Councils and the NSW Department of Planning and Environment will be conducted annually during initial construction and early mining stage. At these meetings updates and proposed adaptations to the SIMP can be raised and will be reviewed by Whitehaven.

Whitehaven has developed strong relationships with Gunnedah and Narrabri Shire Councils, local business chambers, and community groups. This has been achieved through providing regular updates about Whitehaven activities, sponsorship, attendance and input into meetings, and support of community, business and council initiatives. These activities will be ongoing and are an integral part of Whitehaven’s community engagement strategy.

Whitehaven conducts (through a third party) regular community sentiment surveys. The results of these surveys demonstrate rising sentiment towards Whitehaven, driven by providing local jobs, investing money locally, and general support of the community.



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1.3 STRUCTURE OF THE SIMP

The structure of this Construction SIMP is as follows:

- Section 1: Provides background information on the Project and outlines the purpose and objectives of this SIMP.
- Section 2: Provides a summary of the regulatory framework.
- Section 3: Summarises key aspects of the existing socio-economic environment and the potential social impacts and opportunities identified in the SIA.
- Section 4: Describes the cumulative impacts.
- Section 5: Outlines the mitigation and management measures to be implemented during the initial Project construction and early mining phase.
- Section 6: Outlines the monitoring and reporting framework for mitigation and management measures identified in Section 5.
- Section 7: Presents the stakeholder engagement plan for the implementation of this SIMP for the initial Project construction and early mining phase, including community feedback mechanisms to guide the evaluation and implementation management and mitigation measures.
- Section 8: Outlines how this SIMP will be reviewed and updated.



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2 STATUTORY REQUIREMENTS AND POLICY SETTING

This section provides an overview of the statutory requirements and policy settings underpinning development and implementation of this SIMP.

2.1 PROJECT APPROVAL CONDITIONS

This SIMP has been prepared to satisfy Conditions B107 and B108 of the Project Development Consent (SSD-7480). Table 1-1 outlines the requirements of Condition B107 and where the requirements are addressed within the SIMP.

2.2 SIA GUIDELINE

The NSW DPE published the *Social Impact Assessment Guideline for State significant mining, petroleum production and extractive industry development* in September 2017 (Department of Planning and Environment, 2017).

The Secretary's Environmental Assessment Requirements (SEARs) for the Project were originally issued prior to the publication of the 2017 SIA Guideline. Subsequently, the SEARs were reissued in March 2018 to require the SIA to be prepared generally in accordance with the 2017 SIA Guideline. The requirements of the final SEARs issued in July 2019 are consistent with that of March 2018. The 2017 Guideline did not stipulate the development of a SIMP or provide guidance regarding preparation of a SIMP.

DPE published a new SIA Guideline in November 2021. The *Social Impact Assessment Guideline for State Significant Projects* builds on the previous guideline and applies to all new State significant projects (Department of Planning and Environment, 2021). The 2021 SIA Guideline provides guidance for the preparation of this SIMP.

Section 5 of the 2021 SIA Guideline stipulates that the SIMP should:

- enhance and refine mitigation, enhancement, monitoring and management of social impacts over the life of the project and explain how unanticipated impacts will be addressed.
- set out how the community can provide feedback as part of adaptive management.

While Development Consent (SSD-7480) for the Project was issued in August 2020 prior to the publication of the 2021 SIA Guideline, preparation of this Initial Construction and Early Mining SIMP has been informed by the 2021 SIA Guideline and the accompanying 2021 SIA Guideline Technical Supplement.

2.3 PLANNING AGREEMENTS

Condition A20 of the Development Consent (SSD 7480) requires Whitehaven to enter into a Planning Agreement (PA) with NSC and GSC in accordance with Division 7.1 of Part 7 of the *Environmental Planning and Assessment Act 1979* and the terms of the Applicants offer to GSC and NSC in Appendix 7 of the Development Consent (SSD-7480).

Table 2-1: General Terms Whitehaven Planning Agreement Offers

Narrabri Shire Council not yet formalised
Condition A21 notes: If the Applicant and NSC do not enter a PA within the timeframe under condition A20, then within a further 3 months, the Applicant must make a Section 7.12 of the EP&A Act contribution of \$3.2 million (m). The amount to be paid is to be adjusted at the time of the actual payment, in accordance with the provisions of the Narrabri Shire Section 7.12 – Fixed Development Consent Levies Contributions Plan 2011.



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Whitehaven and Narrabri Shire Council have agreed the Terms and Conditions of the Planning Agreement with the payment of \$3.2 million completed.		
Gunnedah Shire Council PA has been agreed		
Funding community initiatives and projects	On granting of development consent	\$500,000 (paid)
Funding community initiatives and projects	On the date of commencement of development under this consent	\$500,000 (paid)
Funding community initiatives and projects	Not more than three (3) months after the end of the financial year for the mine life	70% or \$0.065 per tonne of Product Coal produced during a financial year

Whitehaven is in regular contact with both the NSC and GSC in relation to Project activities and the PAs. NSC and GSC will be involved in coordinating and supporting funding in relation to community initiatives and projects directly. These Councils are supportive of increased involvement and decision-making to assist with this, and any new funding is to be coordinated and supported through the relevant LGA and community stakeholders.

In addition to the PAs, Whitehaven has provided ongoing sponsorships and donations to communities within the Narrabri and Gunnedah LGAs, with a focus on the areas of health, education, Indigenous community achievement and regional sustainability, as well as those activities that offer a whole-of-community benefit. The accumulated financial value of these discretionary investments was over \$411,900 in FY2020, \$392,300 in FY2021, \$1.53M (in Corporate and community partnerships and donations) in FY2022 and committed over \$4.3m in FY2023. Both Councils, community members from both LGAs, and an Indigenous representative are represented on the Whitehaven Coal Community Investment Committee, where Community Organisations make application for assistance from Whitehaven Coal discretionary funds. These applications are assessed and funds distributed quarterly.

2.4 GOVERNMENT PLANNING AND POLICY DIRECTIONS

Table 2-3 provides a summary of government planning instruments that have been considered in the development of this SIMP.

Table 2-3 Summary of Statutory Requirements and Policy Setting

Document	Summary
New England North West Regional Plan 2036	The regional plan for the Project location which contains a number of actions relating to the effective management of the social impacts of mining and coal seam gas developments in the region. The plan provides an overarching framework to guide subsequent and more detailed land use plans, development proposals and infrastructure funding decisions in the New England North West Region.
Gunnedah Community Strategic Plan 2017-2027	Council's vision for a prosperous, caring and proud community which includes: <ul style="list-style-type: none"> ▪ welcoming and supporting one another, working in partnership; ▪ embracing and preserving heritage, natural resources and social fabric; and



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Document	Summary
	<ul style="list-style-type: none"> enjoying access to services and facilities in Gunnedah and Tamworth while valuing the tranquillity, safety, beauty and friendliness of a rural community.
Gunnedah Shire Economic Development Strategy 2022-26	<p>A five-year roadmap for future growth and investment to support the vibrancy, diversity, and sustainability of communities across the Shire. The four key themes of the strategy are to:</p> <ul style="list-style-type: none"> promote economic diversification in Gunnedah Shire's key industries; enable prosperity through investment in Gunnedah Shire's strategic infrastructure; support Gunnedah Shire's micro-to-medium sized businesses to prosper; and promote Gunnedah Shire's appeal as a place in which to live, learn, and prosper.
Gunnedah Shire Council 'Business Partner Program'.	<p>Program is designed to strengthen of the Gunnedah business sector, through assistance including:</p> <ul style="list-style-type: none"> identifying business relocation and expansion options; guidance with planning and development processes; providing current market information about Gunnedah; assisting new business in securing allowances and incentives; and supporting businesses with sustainability or expansion initiatives.
Gunnedah Local Environmental Plan 2012	<p>The principal land use planning instrument for use and development of land in Gunnedah LGA. The particular aims of the plan relevant to the Project include to:</p> <ul style="list-style-type: none"> conserve and enhance local ecological integrity, heritage and significance; promote local economic wellbeing in a socially and environmentally responsible way; to properly manage productive agricultural land and avoid fragmentation; facilitate a range of new housing and housing choice; facilitate provision and co-ordination of community services and facilities; seek provision of adequate infrastructure to meet future needs of development; conserve the cultural and environmental heritage of Gunnedah; and minimise risk of environmental hazards associated with development.
Narrabri Shire Community Strategic Plan 2017-2027	<p>NSC's vision is to develop as a strong and vibrant regional growth centre, including: Narrabri LGA as a regional centre with an airport and infrastructure of regional quality;</p> <ul style="list-style-type: none"> adequate health services to meet the needs of a regional centre; expanded tertiary educational facilities adequate accommodation available to meet demand sustainable land use; ensure a clean, green environment for the future; and a safe place to live, work and experience cultural activities.



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Document	Summary
Narrabri Local Environmental Plan 2012	<p>The principal legal document for controlling development in Narrabri LGA, with zoning provisions and standards regulating the acceptability and degree of development. The particular aims of the plan relevant to the Project include:</p> <ul style="list-style-type: none"> ▪ the orderly management, development and conservation of natural, mineral, agricultural and heritage resources; ▪ diversity of settlement and living options; and ▪ diversity of business enterprise and employment options.
Narrabri Shire Growth Management Strategy 2020	<p>This strategy aims to provide direction for future growth in Narrabri LGA including creating a more diverse and prosperous economy, and maintaining health environment and great places to live. It identifies the drivers of change and opportunity in Narrabri and makes recommendations that can guide amendments to planning instruments and local land use decision making.</p>
Aboriginal and Torres Strait Islander Heritage Protection Act 1984 (Cth)	<p>This act aims to preserve and protect places, areas and objects of particular significance to Aboriginal people, in accordance with Aboriginal traditions. This legislation allows the Commonwealth to intervene and, where necessary, preserve and protect areas and objects in Australia and Australian waters of particular significance to Australia's Aboriginal and Torres Strait Islander peoples from being injured or desecrated.</p>
Duty of Care Guidelines under the ACHA, Section 23	<p>A person who carries out an activity must take all reasonable and practicable measures to ensure the activity does not harm Aboriginal cultural heritage. The DoC Guidelines are based on the concept of ground disturbance; both the previous ground disturbance to a location, and the proposed ground disturbance which will be carried out by the intended project.</p>



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3 SOCIO-ECONOMIC SETTING

The Project is located on the border between the Gunnedah LGA and Narrabri LGA, and as such these are the regions likely to experience the social impacts and opportunities associated with the Project's Initial Construction and Early Mining Stage. These local communities include:

- Boggabri, which is the closest local community to the Project (approximately 12 km west of the Project);
- Gunnedah, which is the closest regional centre to the Project and the municipal centre for the Gunnedah LGA (approximately 25 km south of the Project); and
- Narrabri, which is the municipal centre for the Narrabri LGA (approximately 60 km north of the Project).

The Project is within the traditional nation of the Gomeroi People, also referred to as Kamilaroi and Gamilaraay, under the Aboriginal Cultural Heritage Act 2003.

All land within the Project area is owned by Whitehaven – or there are agreements in place with Landholders – and it has been previously used for both agriculture and mining activities. Direct impacts on Aboriginal social use of the Project area are unlikely occur. Supported by Whitehaven's commitment to Indigenous employment (10% target to be adopted at Vickery following financial investment decision on operational phase), benefits in the form of training and employment opportunities are proposed and will continue throughout Initial Construction and Early Mining Stage.

3.1 PROJECT WORKFORCE AND ACCOMMODATION

Initial construction for the Project and early mining would commence in Project Year 1 and would require a workforce of approximately 230 full-time equivalent (FTE) personnel (approximately 180 for early mining and up to 50 for initial construction works). Initial construction activities would generally be undertaken in daylight hours, Monday to Sunday (inclusive).

Whitehaven anticipates that the Initial Construction and Early Mining Stage of the Project would require a labour force with highly specialised skills. It is anticipated that the majority of the initial construction and early mining workforce would be non-local hires (including FIFO or DIDO personnel). Accordingly, Whitehaven will contract suitably qualified contractors with specialised skills to undertake Project Initial Construction and Early Mining works.

Whitehaven anticipates that some 90% of the Initial Construction and Early Mining workforce would reside in the Civeo Villages with the balance expected to already reside in the local area. The Boggabri Civeo Village features more than 600 ensuite rooms with services and facilities including a catered dining room, self-service laundry, retail store, on-site parking, and fitness and recreation facilities. The capacity of the village can be increased to up to 852 rooms where required and Whitehaven is in regular contact with the village operator.

3.2 COMMUNITY PROFILE

The Project SIA provides a detailed analysis of the social environment across the communities of Boggabri, Narrabri and Gunnedah, and the region more broadly, being the Narrabri LGA and Gunnedah LGA. Table 3-1 provides a summary of key socio-economic characteristics across the Narrabri LGA and Gunnedah LGA based on the Project SIA and supplemented with stakeholder engagement completed in August 2022 to inform the development of this SIMP.

Some socio-economic characteristics have been updated since completion of the Project SIA in 2018, including population, housing and labour force characteristics.



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Table 3-1 Socio-economic characteristics

Social conditions	Summary of findings
2021 Census population characteristics	<ul style="list-style-type: none"> At the 2021 Census, the Narrabri and Gunnedah LGAs had a combined total population of 25,632 people, with 12,703 people in Narrabri LGA and 12,929 people in Gunnedah LGA. The largest concentration of people can be found in the town of Gunnedah, which is the usual place of residence for around 75.4% of Gunnedah LGA's population. Over the five-year period to 2021, Gunnedah LGA experienced a population growth of 5.8% (increase of 714 people) while Narrabri LGA experienced a population decline of 2.9% (loss of 381 people). The town of Boggabri recorded a population of 1,203 residents in 2021, which equates to population growth of 6.5% (increase of 73 people) over the five-year period to 2021. The percentage of residents identifying as Aboriginal and/or Torres Strait Islander in Narrabri LGA (14.8%) and Gunnedah LGA (15.6%) is significantly higher compared to the NSW average of 3.4%.
Estimated Resident Population (2021) and population projections	<ul style="list-style-type: none"> In 2021, the estimated resident population for the two LGAs were 12,713 people for Gunnedah LGA and 12,948 people for Narrabri LGA. Compared to the previous year, Gunnedah LGA experienced a minor population growth of 0.2%, while Narrabri LGA experienced a population loss of 0.7%. The NSW DPE population projections estimate a marginal annual population growth of 0.3% for Gunnedah LGA over the next 20 years (2021 to 2041). Narrabri LGA is projected to experience a marginal negative population growth of 0.4% of the same period. In contrast, the annual growth rate for NSW overall is projected to be 0.9% between 2021 and 2041.
Housing	<ul style="list-style-type: none"> There is a higher proportion of unoccupied dwellings recorded in Narrabri (13.5%) and Gunnedah (11.8%) LGAs compared to the NSW average (9.4%) at the 2021 Census. The percentage of rental households experiencing housing stress¹ was high across all three towns at the 2021 Census, with Narrabri the highest at 31.9%. The high percentage recorded across all three towns is consistent with that for the rest of the state at 35.5%. GSC confirmed local housing affordability is an issue as local mining activities have contributed to increasing rental prices. The proportion of social housing dwellings in the towns of Narrabri (7.1%) and Gunnedah (5.0%) at the 2021 Census were noticeably higher than the State average of 4.2%. The vacancy rates of rental housing in the towns of Boggabri, Gunnedah, and Narrabri are currently extremely low – 0.1%, 1.0%, and 0.3% respectively at June 2022². All three towns recorded noticeable increases in the asking price of houses and units for sale over the past year leading to June 2022, particularly Boggabri which recorded a 23.0% change. The median house sale price in the last 12 months was highest in Gunnedah (\$370,000) and Narrabri (\$360,000), and lowest in Boggabri (\$235,000).

¹ An indicator of housing stress is associated with household rental payments that are greater than or equal to 30% of the total household income.

² SQM Research (2022), Property Indexes. Retrieved from SQM Research: https://sqmresearch.com.au/index_property.php.



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Social conditions	Summary of findings
	<ul style="list-style-type: none"> A review of recent housing stock advertised for purchase online³ showed 37 properties listed for sale in Gunnedah, 15 in Narrabri, and 11 in Boggabri. Stakeholders raised during SIMP engagement that tightening housing markets and housing shortages are currently observed across all three towns consistent with observable trends. Based on online listings, there are approximately 23 short term accommodation options (i.e. hotel/motel and caravan park) across Narrabri and Gunnedah. There are two workers' accommodation facilities in Narrabri LGA including Narrabri Village with a capacity of 500 rooms and Boggabri Village with a capacity of 500 rooms and approved capacity of up to 852 rooms.
Community vulnerability	<ul style="list-style-type: none"> Key findings from SIA consultation confirm community vulnerabilities in Boggabri and to a lesser extent in Gunnedah. For Boggabri, stakeholders noted vulnerabilities in relation to an ageing population, lower-income families and a higher percentage of Indigenous residents. The Australian Bureau of Statistics (ABS) Index of Relative Social Advantage and Disadvantage determined that the Narrabri LGA population has a higher incidence of disadvantage compared to Gunnedah LGA. Consultation for the SIA indicated the cost of living and access to affordable housing were two areas of concern. Key community vulnerabilities raised by NSC during SIMP engagement include local drug issues (methamphetamine use) and damages to resources and infrastructure due to recent flooding.
Employment	<ul style="list-style-type: none"> In the 2021 December quarter, the unemployment rate in Gunnedah LGA was 4.6% and 4.2% in Narrabri LGA. This was lower than the unemployment rate recorded for NSW as a whole, at 5.0%. The 2016 Census determined that Indigenous unemployment rates were substantially higher than for non-Indigenous people across the Gunnedah and Narrabri LGAs. In 2016, there were 582 people who worked in the construction industry and were resident in the Narrabri or Gunnedah LGAs. NSC raised during SIMP engagement that COVID disruptions have contributed to a tightening of the younger labour market and reduced availability of skilled local workers. Council also noted some of the major projects that have commenced (or are commencing) within the LGA include Inland Rail, Santos, and the Country University Centre which are generating competition for labour.
Social facilities and services	<ul style="list-style-type: none"> The availability of childcare services is a key priority identified in GSCs 2017 Delivery Program and the shortage of childcare was noted by Council participants in SIA consultation. During engagement for the SIMP, GSC has highlighted that the recent development of new childcare centres has contributed to improved childcare availability across the Gunnedah LGA. In Narrabri LGA, the number of childcare spaces is limited with existing waiting lists. General Practitioner (GP) service provision rates in the Narrabri and Gunnedah LGAs are below the NSW average and SIA consultation identified the constrained capacity of ambulance services to meet all local needs in a timely way. During SIMP engagement, GSC identified access to medical and GP services a major issue experienced in Gunnedah LGA with doctors having no capacity to take on new

³ CoreLogic (2022), Property Value Insights. Retrieved from Property Value: <https://www.propertyvalue.com.au/explore>.



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Social conditions	Summary of findings
	<p>patients. Council also noted the capacity of emergency services remains constrained with increasing service demand linked to population growth in the LGA since 2018.</p> <ul style="list-style-type: none"> Narrabri Chamber of Commerce raised the potential for existing local social facilities to handle an increase in population of between 1,500 to 2,000 people.

3.3 COMMUNITY AMENITY AND VALUES

Properties surrounding the Project primarily accommodate farming families on large acreages with associated amenity including agricultural and farming uses, access to land for outdoor activities, agricultural landscape, privacy, and a quiet rural environment.

Landowners enjoy the rural vistas and views to the surrounding hills and the forest, and the Namoi River is highly valued for fishing and camping.

Amenity in the Narrabri and Gunnedah LGAs includes:

- a 'busy small town' atmosphere in the Narrabri and Gunnedah town centres, with frequent opportunities for community participation;
- a relaxed lifestyle in the smaller town of Boggabri;
- a range of housing choices from small attached dwellings to large farming properties, with associated lifestyle values;
- access to a range of social infrastructure, professional services and shops in the municipal centres;
- rural views including farms, the Namoi Valley, and undulating topography;
- good connectivity from the Narrabri and Gunnedah centres to the regional city of Tamworth;
- access to a range of sporting, cultural and recreational pursuits; and
- access to a Countrylink Explorer train and bus service for passenger travel to Sydney, with Tamworth Regional Airport and Narrabri Regional Airport offering regular passenger flights to other centres.

Community cohesion in the rural areas near the Project is supported by the traditional rural ethic of working together to address community needs, and by an extensive range of social networks including community, cultural, sporting, recreational, business, environmental and political organisations. As mining employment has increased in importance across the region, social links between mining workers and families have also developed.

3.4 ABORIGINAL AND TORRES STRAIT ISLANDER EMPLOYMENT

Whitehaven has a commitment in its Stretch Reconciliation Action Plan to a target of 10% Indigenous employment for the Project.

In consultation and recognition of the Traditional Owners', engagement strategies will be developed to directly support Indigenous organisations that are actively working with the community. Whitehaven commits to skills development and training of Indigenous employees.

Regular site monitoring of cultural heritage areas will be undertaken by representatives of the Traditional Owners' group as per the ACHMP.



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An Indigenous employment plan will include the creation of recruitment pathways, career development and skill enhancement programs. This program will be reviewed with details provided annually in the Whitehaven Sustainability Report.

3.5 IMPACTS AND OPPORTUNITIES OF PROJECT CONSTRUCTION

The Project SIA identified the impacts and opportunities associated with the Full Development Stage of the Project (Elliott Whiteing, 2018). The social impacts and opportunities were identified in accordance with the impact categories outlined in the 2017 SIA Guideline (Department of Planning and Environment, 2017), which were:

- way of life;
- community;
- access to and use of infrastructure, services and facilities;
- culture;
- health and wellbeing;
- surroundings;
- personal and property rights; and
- fears and aspirations.

The identified social impacts and opportunities were assessed based on analysis of:

- stakeholder inputs on their experiences of social impacts and benefits resulting from existing local mining operations;
- EIS findings on changes to environmental values; and
- the likelihood of material changes to social conditions and trends as a result of the Project.

The significance of the identified impacts and opportunities during the Project Full Development Stage was evaluated based on the social risk matrix presented in Section 4.11 of the Project SIA (Elliott Whiteing, 2018). The risk matrix has been used to identify impacts with higher significance that require Project-specific social management strategies. The result of the application of the social risk matrix is the level of significance of the social impact or opportunities, ranked as 'low', 'moderate' or 'high'. The outcomes of the evaluation of significance have been used to develop the Project-specific social management strategies described in Section 6 of this SIMP.

The identified social impacts and opportunities are then attributed to a SIMP management category, being:

- stakeholder engagement and community participation;
- neighbour amenity and quality of life;
- community infrastructure and wellbeing;
- housing and workforce management; and
- local business opportunities.

The Full Development Stage SIMP will be prepared to include a combination of social impacts associated with the Project across its remaining mine life and submitted to DPE prior to commencement of the operations phase.

Table 3-2 provides a summary of social impacts and opportunities, including management measures.



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Table 3-2: Summary of social impacts and opportunities during the Project construction phase with additional information assessing impacts on marginalised populations

Impact category	Potential social impact or opportunity	Potential stakeholders affected	Nature	Significance (pre-management)	SIMP management category
Fears and aspirations	Increased anxiety and concerns among stakeholders about impacts on amenity and quality of life due to Project construction activities	Landholders Local residents Disability service providers Boggabri Community NSC	Negative	Moderate (C3)	Stakeholder Engagement and Community Participation (Section 6.1)
Surroundings	Reduced access and connectivity due to roadworks and Project construction activities requiring temporary road closures	Local residents Disability service providers Road users Emergency services	Negative	Moderate (A2)	Neighbour Amenity and Quality of Life (Section 6.2)
	Increased noise from construction of rail spur reducing rural amenity for nearby residents	Property owners within 5 km of the Project and 2 km of the Project rail spur	Negative	Moderate (A2)	Neighbour Amenity and Quality of Life (Section 6.2)
Culture	Reduced Aboriginal cultural values due to disturbance to Cultural Heritage items in the Project area including through agricultural practices	Traditional Owners	Negative	High (A3)	Stakeholder engagement and community participation (Section 6.1)
	Disturbance to historic heritage items and weatherboard homes	Boggabri Historical Society and the Gunnedah Museum, and the Dorothea Mackellar Poetry Society	Negative	Moderate (A2)	Stakeholder engagement and community participation (Section 6.1)
Community	Perceived reduced community cohesion due to presence of non-local construction workforce	NSC Boggabri Community Civeo Boggabri	Negative	Moderate (B2)	Stakeholder engagement and community participation (Section 6.1)



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Impact category	Potential social impact or opportunity	Potential stakeholders affected	Nature	Significance (pre-management)	SIMP management category
Way of life	Generate a workforce of up to approximately 230 full-time equivalent Initial Construction and Early Mining jobs	Narrabri and Gunnedah LGA labour force Specialist construction workers from outside the region Current and potential construction material/ equipment suppliers	Positive	High (B4)	Housing and Workforce Management (Section 6.4)
	Increased competition for skilled labour at a local and regional level	Narrabri and Gunnedah LGA labour force Specialist construction workers from outside the region Current and potential construction material/equipment suppliers	Negative	High (B3)	Housing and Workforce Management (Section 6.4)
	Uptake of rental housing by non-local construction personnel preventing families from settling in Boggabri	Boggabri community NSC GSC Civeo	Negative	Moderate (C3)	Housing and Workforce Management (Section 6.4)
	Increased opportunities for local and regional businesses due to Project construction expenditure	Construction companies, construction industry suppliers	Positive	High (A3)	Local Business Opportunities (Section 6.5)
	Increased economic activity through local expenditure from Initial Construction and Early Mining workforce	Boggabri retail and hospitality businesses	Positive	High (B4)	Local Business Opportunities (Section 6.5)
Health and wellbeing	Use of school bus routes by Project traffic with potential for safety issues with respect to bus stops and bus service	School students and families Bus service operators	Negative	Moderate (C3)	Community Infrastructure and Community Wellbeing (Section 6.3)



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Impact category	Potential social impact or opportunity	Potential stakeholders affected	Nature	Significance (pre-management)	SIMP management category
Access to services and facilities	Increased demand on health and emergency services (GP, hospital, Police and Ambulance) due to presence of non-local construction workforce which may constrain service capacity available to residents	Narrabri and Gunnedah LGA residents Boggabri, Gunnedah and Narrabri Health Services NSW Health NSW Ambulance Westpac Rescue Helicopter Service Other mining and resource operators	Negative	High (B3)	Community Infrastructure and Wellbeing (Section 6.3)



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4 CUMULATIVE IMPACTS

Cumulative impacts refer to the successive, incremental and combined impacts of one or more activities on society. Cumulative impacts are significant to individuals, communities, economies, and environments because they represent the accumulation of impacts that are actually felt and experienced (Franks, Brereton and Moran 2014). This assessment is based on the aggregation and interactions of social impacts across multiple activities in a region.

Causes of potential cumulative impacts include:

- the number and residential status of additional people staying temporarily or living in the region because of major projects, including Inland Rail, and Santos Gas, and other mining projects.
- reduced access to community service providers, such as health care.

These can affect:

- population and demographics, in-migration, workers camps, social inclusion and potential conflict and tension between social groups.
- social infrastructure and services, demand for housing, childcare, health, education and training.
- community values such as community cohesion, community values
- community health and safety, population, vehicle accidents, crime and social order
- the labour force, health, and safety, working conditions, rights to assemble, labour force participation of women
- gender and vulnerable groups; experiences of impacts and marginalisation of vulnerable groups (women, disabled, aged, Indigenous, youth).

Narrabri and Boggabri LGAs are exposed to substantial competition for workforce accommodation, with potential flow-over impacts on rental housing availability. This has the potential to further impact housing affordability and availability in the Gunnedah LGA. This concern was also highlighted from community engagement with disability service providers in Gunnedah. In response to this, Whitehaven has secured its workforce accommodation contract at the Civeo Boggabri Village for Initial Construction and Early Mining. The capacity of the village can be increased to up to 852 rooms where required and Whitehaven is in regular contact with the village operator. WHC is also in the process of land development and building houses to ease housing supply constraints.

The potential for cumulative impacts on community health, crime and social order, and wellbeing is represented by increased impacts on health services (i.e. demand for GPs and hospitals), police and emergency services, schools, and childcare. This impact is particularly significant for vulnerable and marginalised groups that rely on affordable housing and access to community services such as health care, childcare, and education.

Housing availability and affordability can be improved through land development and constructing accommodation in the region. Whitehaven has one subdivision nearing completion and has plans to develop more land in the region. Additionally, Whitehaven engages regularly with Narrabri, Gunnedah, and Boggabri Police. Whitehaven works with the Hunter New England Health District Mehi Sector to provide accommodation for support them in attracting health personnel to the area. In 2023 Whitehaven has provided a house for rental to the University of New England to house their health personnel in Narrabri. Whitehaven works with regional health providers to look at ways to bring Specialist services to the area and in 2023 Whitehaven has partnered with Little Wings and Royal Far West.



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5 STAKEHOLDER ENGAGEMENT THAT INFORMED THIS SIMP

The experience, knowledge, feelings, perceptions and views of local community members and stakeholders are critical inputs into the development and ongoing adaptation of this SIMP. The engagement program undertaken to support the development of the SIMP builds on the previous engagement for the Project SIA. Engagement undertaken for the Project SIA was underpinned by the following objectives:

- to validate social impacts and opportunities relating to the Project, including identification of any unanticipated impacts and/or opportunities of relevance;
- to identify additional mitigation and management strategies to address social impacts; and
- to identify further opportunities to enhance positive social impacts relating to the Project.

A range of stakeholders were identified to be involved in the SIMP engagement program, including those engaged during the SIA for the Project. These stakeholders included:

- Members of the CCC
- Local Government, including GSC and NSC
- Local business and commerce groups, including Boggabri Business Chamber, Gunnedah Chamber of Commerce and Narrabri Chamber of Commerce
- Landowners
- Traditional owners
- Community-based organisations, including charitable organisations.

Records from the interviews with Narrabri Shire Council and Gunnedah Shire Council contact persons can be found in Appendix A.

Table 5-1 provides a summary of feedback on suggested social impact management measures from stakeholders engaged during the SIA and in the development of this SIMP.

Table 5-1 Stakeholder input in development of social impact management measures during construction phase

Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
Gunnedah Shire Council Planning and Environmental Services	<ul style="list-style-type: none"> ▪ Co-operation with Council and other stakeholders on education, training and employment pathways. ▪ Support for initiatives identified in the Regional Economic Development Strategy. ▪ Ongoing Whitehaven involvement in community activities and events based around promoting community cohesion and inclusion. ▪ Support marketing campaigns to attract families to Gunnedah LGA. ▪ Contribute to Council efforts to boost the capacity of the Gunnedah Technical College. ▪ Whitehaven participation in community organisations e.g., Gunnedah Hospital Board. ▪ Ongoing commitment to Whitehaven sponsorships and donations to a community-led committee. 	Section 6.1 Stakeholder Engagement and Community Participation Section 6.3 Community Infrastructure and Wellbeing Section 6.4 Housing and Workforce Management Section 6.5 Local Business Opportunities



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
	<ul style="list-style-type: none"> Whitehaven to adapt funding of community activities and events that support a transition away from coal. Whitehaven to support funding of events and information workshops with Council to promote a diversified local economy. Increase investment in construction of affordable housing in Gunnedah. Maintain a positive and open relationship – direct access through Executive Council meeting with Whitehaven executives (quarterly) 	
Narrabri Shire Council	<ul style="list-style-type: none"> Vocational training to meet local needs including those of local mining projects. Council-supported settlement programs have been very successful in integrating mining families to local communities. Ongoing open consultation with the community. Alignment of the SIMP with Council's revised community support program. Plan for workforce housing needs, including subsidies for workers relocating to local communities, investment in local housing, and ongoing engagement with Civeo Villages on their expansion capacity. Provide detailed project sub-plans (i.e. workforce housing and skills) including identifying key performance indicators to enable measuring of project outcomes. Support in management and delivery of VPA initiatives. Through public forums and community workshops create greater understanding of the social impacts and opportunities the Project will create as well as the SIMP. Whitehaven to adapt funding of community activities and events that support a transition away from coal. Whitehaven to recognise that the local communities are transitioning to renewable energy sources. Whitehaven to promote Net Zero emission targets and education programs. Whitehaven to support local education programs, such as libraries and the ongoing Dolly Parton Imagination Library Project. Partner with local employment agencies and Indigenous groups (including the Local Land Council) to improve local procurement / recruitment of employment. Develop a "Local First" policy for procurement of local suppliers. 	<p>Section 6.3 Community Infrastructure and Wellbeing</p> <p>Section 6.4 Housing and Workforce Management</p> <p>Section 6.5 Local Business Opportunities</p>



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
	<ul style="list-style-type: none"> Continue support of the local Narrabri Industrial Expo Network. 	
Aboriginal community representatives	<ul style="list-style-type: none"> Transparent engagement between Whitehaven and the Aboriginal community on EIS findings. Ongoing engagement to ensure Aboriginal people benefit from the Project. Aboriginal employment should focus on Gomeroi first, then broader First Nations areas. Opportunities for collaboration between regional CCCs with involvement from Registered Aboriginal Parties (RAPs). Early advice on employment opportunities in construction to enable training of local candidates 12 months in advance, including a focus on male and female adult trainees. Use of mining royalties to support Aboriginal and community and economic development. Recognition and acknowledgement of the inherent cultural rights to land and waterways of the Traditional Owners and Custodians of the lands where the project is situated. 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>
Community members	<ul style="list-style-type: none"> Keep the community informed and demonstrate genuine interest and participation. Increase youth training pathways. Monitor Whitehaven's community participation and economic benefit to surrounding communities in an annual survey of local businesses. Whitehaven not to show branded signage and logos on items sponsored as the support is seen as visible Coal marketing. Groundwater intake to be monitored by a community led group. Conduct extensive Cultural Values Mapping focusing on bio-diversity, and cultural connection to land. Hold community led information sessions regarding the environmental, social and cultural impacts of environmental offsets on cultural heritage management. Promote an Indigenous led program to grow traditional Indigenous crops such as seeds providing locally based alternative employment and business opportunities. Work in partnership with local Indigenous communities, local governments and businesses to build and create a "Centre of Excellence for Knowledge Sharing and Learning". 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
Social infrastructure providers and local businesses	<ul style="list-style-type: none"> Commit to health service provision for Project workforce. Provide budget for emergency service support in the event of community protests. Prior notice to police and emergency services of construction workforce ramp up. Close communication with Narrabri and Gunnedah Police regarding protests. 	<p>Section 6.3 Community Infrastructure and Wellbeing</p> <p>Section 6.4 Housing and Workforce Management</p>
Local commerce groups and businesses	<ul style="list-style-type: none"> Support Gunnedah and Boggabri Business Chamber to develop town welcome packs. Request one to two years' trade experience to reduce the impact on businesses who have invested in training workers. Introduce a courtesy bus service between Civeo Boggabri Village and Boggabri town, to increase patronage of hotel, restaurants and community events. Provide clear project information and timeframes to enable forward planning by local businesses and the community. Maintain ongoing engagement with local businesses including early notification (where required) of any changes to local Whitehaven business contacts. Review of existing Whitehaven recruitment system to identify opportunities for improving local contractor retention. Open a Whitehaven office in Narrabri 	Section 6.5 Local Business Opportunities
Local and regional commerce and community development groups	<ul style="list-style-type: none"> Development of community grants program to meet the specific needs of the Narrabri LGA. Providing basic employment opportunities for people with disabilities, such as cleaner positions, and encouraging a disability employment support program. Include representatives from the disability services in Whitehaven Committee Meetings. Provide direct funding and support to disability services providers. Representatives of disability services providers to be a part of Whitehaven Community Scholarship and Support process. Community officer from Whitehaven Coal participate in community meetings held by disability service providers. Partner with Whitehaven on community programs, emphasising the importance of including disabled individuals in these events and activities, not solely for financial reasons, but to foster inclusivity. 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
	<ul style="list-style-type: none"> Provide financial support for independent living housing, purpose-built housing. Financial support for a Housing Respite Program for families of people using disability support services. Engage and support disability service providers community social wellbeing vision for "being seen and being involved". Provide funding for psychology services for members of the disability service community, involving Allied services to address the lack of speech therapists in Gunnedah. 	
Landholders	<ul style="list-style-type: none"> Ongoing engagement with local landowners on mitigation measures. Workforce compliance with Whitehaven's code of conduct. Encourage families to settle in the local communities. Formation of a Landholder's Committee of residents from neighbouring properties to negotiate and mitigate social impacts directly with the Whitehaven Board of Directors. The Whitehaven Board should include one position reserved for a community representative 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>
Indigenous health care providers	<ul style="list-style-type: none"> Whitehaven to establish a community centred and managed fund to support health, education, and recreational activities in a cultural appropriate environment. Providing basic housing in the Gunnedah, Boggabri, and Narrabri LGAs. Support and provide funding of Indigenous family health programs, example "Resilient Families Strong Communities" program. Fund the construction and/or restoration of community sporting and leisure areas, including public basketball courts and cricket nets. Whitehaven to fund a defined play area that is a safe and secure area for children and families to play. Indigenous health representative to have a permanent role on the Whitehaven Board of Directors. Fund the construction of a Cultural "Men's Group" space to conduct cultural actives and act as a community centre. Fund the construction of a Youth Hub, a permanent workspace / workshop. Provide funding to support teacher, resources and materials for teaching Indigenous language from pre-school to adults. 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
	<ul style="list-style-type: none"> Open a clear and transparent line of direct contact between Indigenous health care providers and Whitehaven executives/management. Whitehaven to hold a community wide information workshop to explain projects, impacts and avenues for funding and scholarships. 	
Local health care providers	<ul style="list-style-type: none"> Provide affordable housing to healthcare professionals such as GPs, doctors, nurses, and therapists in Gunnedah. Whitehaven to create a health focused fund managed by local health care professionals to support birthing services in Gunnedah. Whitehaven to establish a central housing service for their workforce and subsidising the provided housing would alleviate the strain on local housing availability. Whitehaven to review and enhance their medical services to cater to the needs of the construction workforce. By ensuring access to appropriate healthcare services, including occupational health services such as general medical check-ups and X-ray checks, Whitehaven Coal can prioritise the well-being and safety of their workforce. Partner with Whitehaven in community health-related programs, including information exchange meetings with Whitehaven and other stakeholder groups related to the Project. 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>
Indigenous Traditional Owners Group and Organisations	<ul style="list-style-type: none"> All funding and support must be Indigenous led, managed, implemented and monitored. Whitehaven commits to recognising Yawirirwiri Yawirirwiri (YMG) and engaging with them as Traditional Owners of the Land and Waterways following traditional laws and customs. A Yawirirwiri Yawirirwiri representative to permanently sit on the Whitehaven Board of Directors. Creation of employment opportunities for Indigenous people to be directly involved in the monitoring and recording of culturally significant sites on the Project site as well as all Whitehaven owned land. Whitehaven to fund community led responsive services including affordable housing, emergency relief, and outreach services to both Aboriginal and non-Aboriginal individuals in the communities they serve. Whitehaven partner with the corporation to invest in social housing, using the corporation's funds for construction if land is provided. The cooperation is open to partnering with Whitehaven for the betterment of the community. Local community involvement can be promoted through small but meaningful activities like providing in-kind support (furniture, basic food) to those in need, especially Indigenous people. Indigenous employment targets to be set for administrative and managerial roles. Create, through training and skill 	<p>Section 6.1 Stakeholder Engagement and Community Participation</p> <p>Section 6.4 Housing and Workforce Management</p>



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Stakeholder	Stakeholders' suggested mitigations and enhancements	Integration into this SIMP
	development, pathways for meaning 'off-mine' employment.	
Emergency Services and Public/private health providers	<ul style="list-style-type: none"> ▪ Maintain open communication regarding social order impacts of increased population of mine workers residing in Boggabri Civeo. ▪ Whitehaven should proactively implement measures to mitigate housing impacts by ensuring their workforce is accommodated in arranged facilities like the Civeo camp. ▪ Whitehaven to provide their own health-related services to support their workforce. ▪ Whitehaven to support community information workshops in Boggabri to highlight social order and crime related community impacts such as drug and alcohol use. ▪ Whitehaven to collaborate in community programs focused on healthcare. To actively participate as a representative in a community committee, further strengthening the partnership between the hospital and the company. ▪ Ongoing community meetings should be conducted, allowing for the evaluation of the Project's impact and the monitoring of mitigation measures. 	Section 6.1 Stakeholder Engagement and Community Participation

A variety of engagement tools and techniques will be utilised in the ongoing implementation of the Initial Construction and Early Mining SIMP to facilitate proactive and substantive involvement of key stakeholders in the monitoring of social impact management measures. These methods and mechanisms are outlined in Section 7.



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6 SOCIAL IMPACT MANAGEMENT MEASURES

Social impacts and opportunities associated with the Initial Construction and Early Mining Stage will be managed through a combination of management and mitigation measures documented in this SIMP. The management and mitigation measures are structured according to the following five management categories identified in the Project SIA:

- Stakeholder engagement and community participation (Section 6.1).
- Neighbour amenity and quality of life (Section 6.2).
- Community infrastructure and wellbeing (Section 6.3).
- Housing and workforce management (Section 6.4); and
- Local business opportunities (Section 6.5).

As noted in the SIA Guideline (Department of Planning and Environment, 2021), strategies should be developed to show there is a clear connection between the measure proposed and the social impact or opportunity being mitigated or enhanced. As such, each SIMP management category includes a description of:

- the impact or opportunity relevant to the SIMP management category;
- the desired outcome associated with the impact or opportunity;
- the stakeholders to be potentially affected by the impact or opportunity; and
- the management measures proposed to mitigate the impact or enhance the opportunity.

6.1 STAKEHOLDER ENGAGEMENT AND COMMUNITY PARTICIPATION

This section outlines the management and mitigation measures proposed for each impact associated with stakeholder engagement and community participation during the Initial Construction and Early Mining Stage. The objectives of the measures proposed are to:

- Provide transparent, consistent and inclusive stakeholder engagement which ensures all stakeholders have access to current and sufficient information about the Project, its activities, workforce and schedule to support impact management and monitoring.
- Ensure stakeholders have access to a Whitehaven representative who can answer their questions about the Project and its potential impacts.
- Ensure stakeholder issues and grievances are identified, evaluated, addressed, recorded and reported such that the Project can demonstrate how Whitehaven is responding effectively and proportionately to stakeholder feedback.
- Build relationships which support communication, information sharing and feedback to assist decision making with regard to construction and operational impacts.
- Facilitate opportunities for interaction between Whitehaven employees and local residents to contribute positively to community cohesion and development.
- Support marketing campaigns to attract families to Gunnedah LGA.
- Contribute to Council efforts to boost the capacity of the Gunnedah Technical and Further Education College.
- Facilitate Whitehaven participation in community organisations e.g., Gunnedah Hospital Board.



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Table 6-1 outlines the social impacts and opportunities, desired outcomes, relevant stakeholders and mitigation and management measures that will be implemented to avoid, minimise and/or mitigate negative social impacts relevant to stakeholder engagement and community participation.

Table 6-1: Stakeholder engagement and community participation management measures

Social impact / opportunity	Desired outcome	Stakeholders	Management measure
Increased fear, anxiety, and concerns for stakeholders about impacts on amenity and quality of life due to Project Initial Construction and Early Mining activities (-)	Build and maintain positive relationships with Project stakeholders based on regular, transparent and responsive engagement.	Landholders Boggabri Community NSC GSC	Maintain transparent, evidence-based and ongoing dialogue with concerned property owners and other community members through the existing CCC where representatives of stakeholder groups can voice their ideas, opinions and grievances.
			Quarterly attendance at community events in Boggabri, Narrabri, and Gunnedah where project updates will be provided, and feedback sought from the community.
			Use appropriate communication channels to disseminate current Project information and demonstrate how community feedback has been considered in Project execution.
			Provide site tours to existing Whitehaven mining assets to demonstrate how impacts are managed and mitigated.
			Prior to construction works on any local roads, provide information about the road closures, and road works program to all local residents on the affected roads.
			Publicise the dedicated Project Complaints and Enquiries mechanism, which is available to all stakeholders, and publish the Project Complaints Register online, including information about the nature of the complaint and responsive actions.
Perceived reduced community cohesion due to presence of non-local construction workforce (-)	Support local initiatives that contribute positively to community wellbeing and foster positive workforce participation in the local community.	NSC Boggabri Community Civeo Boggabri	Meet with Boggabri community members to identify expectations of non-local workers' behaviour and community participation.
			Ongoing Whitehaven involvement in community activities and events based around promoting community cohesion, inclusion, and information transfer.
			Implement the Whitehaven Code of Conduct to support positive behaviour, reduce potential for anti-social behaviours and meet community expectations of behaviour.
			Work with community stakeholders and Civeo to maximise the positive integration of village residents in Boggabri.



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Social impact / opportunity	Desired outcome	Stakeholders	Management measure
			<p>Through public forums create greater understanding of the social impacts and opportunities the Project will generate.</p> <p>Continuation of PAs and sponsorships and donations that focus on projects which support cohesion in Boggabri</p>
Reduced Aboriginal cultural values due to disturbance to cultural heritage items in the Project area (-)	Manage and mitigate Project impacts on Aboriginal cultural values in accordance with legislative requirements and the Project Aboriginal Cultural Heritage Management Plan.	Gomeroi people.	<p>Aboriginal Cultural Heritage Management plan in place.</p> <p>Aboriginal employment to target Gomeroi first, then broader First Nations areas.</p> <p>Recognition and acknowledgement of the inherent cultural rights to land and waterways of the Traditional Owners and Custodians of the lands where the project is situated.</p> <p>Open a clear and transparent line of direct contact between Indigenous health care providers and Whitehaven.</p> <p>Investigate opportunities to support and fund Indigenous family health programs, example "Resilient Families Strong Communities" program.</p>
Reduced historical cultural values due to disturbance to heritage items and weatherboard home (-)	Manage and mitigate Project impacts on historical cultural values in accordance with legislative requirements and the Project Historic Heritage Management Plan.	Boggabri Historical Society and the Gunnedah Museum	Impacts on historical heritage will be mitigated in accordance with legislative requirements and in accordance with recommendations in EIS Appendix K (Historic Heritage Assessment).



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6.2 NEIGHBOUR AMENITY AND QUALITY OF LIFE COMMUNITY WELLBEING

This section outlines the management measures proposed for each impact associated with neighbour amenity and quality of life during the Initial Construction and Early Mining Stage. The objectives of the measures proposed are to:

- Develop good social licence and performance based on regular, transparent, and responsive engagement.
- Minimise amenity impacts at neighbouring properties through monitoring, engagement, and adaptive management.
- Publicise the dedicated Project Complaints and Enquiries mechanism, which is available to all stakeholders, and publish the Project Complaints Register online, including information about the nature of the complaint and responsive actions.
- Through public forums create greater understanding of the potential positive and negative social impacts the Project will create.
- Provide community updates regarding operational, environmental, social and cultural aspects of the Project.

Table 6-2 outlines the social impacts and opportunities, desired outcomes, relevant stakeholders and mitigation and management measures, that will be implemented to avoid, minimise and/or mitigate negative social impacts relevant to neighbour amenity and quality of life.



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Table 6-2: Neighbour amenity and quality of life management measures

Social impact / opportunity	Desired outcome	Stakeholders	Management measure
Reduced access and connectivity due to roadworks and Project construction activities requiring temporary road closures (-)	Minimise Project construction traffic impacts on local road users and ensure capacity of emergency services to respond to incidents is maintained.	Local residents Road users Emergency services	Road closure notifications to properties and stakeholders before commencement of roadworks construction.
			Publicise the dedicated Project Complaints and Enquiries mechanism, which is available to all stakeholders, and publish the Project Complaints Register online, including information about the nature of the complaint and responsive actions.
			Engage with Police and Ambulance Stations to ensure optimal response to emergencies and other requirements.
Neighbour divisions caused by different views towards the Project and towards Whitehaven generally (-)	Build and maintain social license and positive social performance	All stakeholders	Whitehaven will continue to invest in strong relationships with Gunnedah and Narrabri Shire Councils, local business chambers, and community groups. This will be achieved through providing regular updates about Whitehaven activities, continued sponsorship, attendance and input into meetings, and support of community, business and council initiatives.
			Whitehaven will continue to conduct (through a third party) regular community sentiment surveys to understand community concerns and attitudes.
			Through public forums create greater understanding of the potential positive and negative social impacts the Project will create.
			Whitehaven to provide community updates regarding operational, environmental, social and cultural aspects of the Project.



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6.3 COMMUNITY INFRASTRUCTURE AND WELLBEING

This section outlines the mitigation and management measures proposed for each impact associated with community infrastructure and wellbeing during the Initial Construction and Early Mining Stage.

The objectives of the measures proposed are to:

- Assist agency planning through regular provision of workforce data and consultation.
- Manage workforce and associated population demand for local services and facilities.
- Support local initiatives that contribute positively to community wellbeing.
- Participate in monitoring community infrastructure impacts in the Narrabri and Gunnedah LGAs arising from cumulative resource developments in the area.
- Prioritise the well-being and safety of its workforce and ensure access to appropriate healthcare services, including occupational health services and emergency response teams on site.
- Collaborate in community programs focused on healthcare.

Table 6-3 outlines the social impacts and opportunities, desired outcomes, relevant stakeholders and mitigation and management measures that will be implemented to avoid, minimise and/or mitigate negative social impacts relevant to community infrastructure and wellbeing.



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Table 6-3: Community infrastructure and wellbeing management measures

Social impact / opportunity	Desired outcome	Stakeholders	Management measure
Increased demand on health and emergency services (GP, hospital, Police and Ambulance) due to presence of non-local construction workforce which may constrain service capacity available to residents (-)	Assist agency planning through regular provision of workforce data and consultation, and capacity of health and emergency services are maintained or enhanced.	Narrabri and Gunnedah LGA residents. Boggabri, Gunnedah and Narrabri Health Services. NSW Health. NSW Ambulance. Westpac Rescue Helicopter Service Other mining and resource operators	Engage with stakeholders, most notably Councils, to understand data requirements to support service planning and provide workforce data as available and required.
			Support local health, education, and recreational activities.
			Whitehaven will prioritise the well-being and safety of its workforce including providing emergency response teams on site.
			Whitehaven to collaborate in community programs focused on healthcare. To actively participate as a representative in a community committee, further strengthening the partnership between healthcare providers and the company given the opportunity (Gunnedah Community Health Services).
			Continue to engage with Narrabri and Gunnedah Police to ensure emergency response plans and relationships between Whitehaven and the Police enable proactive responses to any community safety issue.
			Monitor any increased demand on social services.
			Participate in forums with NSC, GSC, CCC, DPE and regional mining and resource operators regarding cumulative community infrastructure impacts as required.
Use of school bus routes by Project traffic with potential for safety issues with respect to bus stops and bus service (-)	Safe operations of school bus services and safety at bus stops are maintained or enhanced.	School students and families. Bus service operators.	Implement Traffic Management Plan as per project approval requirements.



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6.4 HOUSING AND WORKFORCE MANAGEMENT

This section outlines the management measures proposed for each positive and negative impact associated with housing and workforce management during the Initial Construction and Early Mining Stage. The objectives of the measures proposed are to:

- Maximise local employment (Narrabri and Gunnedah LGAs) and for Indigenous people, women and young people.
- Minimise the impacts of related labour draw on local industry sectors.
- Minimise additional pressure on the rental housing market.
- Encourage/assist non-local Project hires and their families to settle permanently in the Narrabri and Gunnedah LGAs.
- Strengthen workforce and community cohesion.
- Create, through training and skill development, pathways for 'off-mine' employment.
- Cooperate with relevant government authorities and other mining operators to monitor cumulative labour supply and training needs.

Table 6-4 outlines the social impacts and opportunities, desired outcomes, relevant stakeholders and mitigation and management measures that will be implemented to avoid, minimise and/or mitigate negative social impacts relevant to housing and workforce management.



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Table 6-4: Housing and workforce management measures

Social impact / opportunity	Desired outcome	Stakeholders	Management measure
Generate a workforce of up to approximately 230 full-time equivalent construction jobs (+)	Maximise local employment (Narrabri and Gunnedah LGAs) and for Indigenous people, women and young people.	<p>Narrabri and Gunnedah LGA labour force.</p> <p>Specialist construction workers from outside the region.</p> <p>Current and potential construction material/equipment suppliers.</p> <p>Local construction companies and construction sector employees.</p>	Encourage construction contractors and suppliers to hire locally where possible.
			Within the Narrabri and Gunnedah LGAs, support the provision of scholarships and awards, apprenticeships and graduate programs and consider the support of provision of school-based traineeships.
			Where possible, provide employment opportunities for people with disabilities.
			10% indigenous workforce target set for the project.
			Cooperate with relevant government authorities and other mining operators to monitor cumulative labour supply and training needs.
			Secure accommodation in Civeo Boggabri Village for non-local construction personnel where possible. Require the construction contractor to provide Whitehaven an Accommodation Village Management Plan (AVMP) that will inform the management of the required construction accommodation and any workforce wellbeing programs.
Increased competition for skilled labour at a local and regional level (-)	Minimise the impacts of related labour draw on local industry sectors.	<p>Narrabri and Gunnedah LGA labour force</p> <p>Specialist construction workers from outside the region</p> <p>Current and potential construction material/equipment suppliers</p>	Use of rental housing and caravan parks by non-local Initial Construction and Early Mining personnel will be discouraged where possible.
Uptake of rental housing by non-local construction personnel would prevent families from settling in Boggabri (-)	Minimise additional pressure on the rental housing market.	<p>Boggabri community</p> <p>NSC</p> <p>GSC</p> <p>Civeo</p>	Consult with Gunnedah and Narrabri Shire Councils and other mining operators regarding cumulative changes to housing availability and affordability.



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6.5 LOCAL BUSINESS OPPORTUNITIES

This section outlines the management measures proposed for each positive impact associated with local business opportunities during the Project construction phase.

The objectives of the measures proposed are to:

- Enable local business and suppliers to participate in Project construction procurement opportunities.
- Facilitate development of local enterprise initiatives aimed at selling goods and/or services to non-resident workers and attracting new families.

Table 6-5 outlines the social impacts and opportunities, desired outcomes, relevant stakeholders and management measures relevant to local business opportunities.

Table 6-5: Local business opportunities management measures

Social impact / opportunity	Desired outcome	Stakeholders	Management measure
Increased opportunities for local and regional businesses due to Project construction expenditure (+)	Increased economic opportunities for local and regional businesses.	Construction companies, construction industry suppliers. Hospitality and retail businesses.	Formalise the local content strategy and articulate requirements within major contracts to facilitate supply chain involvement of local and regional businesses. This plan is currently being developed by Whitehaven and will be in place for the operational phase and will be included in the subsequent SIMP.
			Consult with the local chambers of commerce to identify opportunities to strengthen local business participation in the Project supply chain.
			Enable local supplier registrations to provide a capability statement/expression of interest to Whitehaven for the Project.
Increased economic growth through local expenditure from initial construction and early mining workforce (+)	Increased patronage and economic growth for local businesses.	Boggabri Business Chamber Civeo.	Investigate providing a locally operated courtesy bus between Boggabri and the Civeo Boggabri Village on scheduled rest days / roster changeover / special events to increase workforce and community interaction.



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7 MONITORING AND REPORTING FRAMEWORK

The monitoring and reporting framework aids in verifying implementation of the SIMP, ensuring the ongoing effectiveness of the management measures and corrective actions to be identified if management measures are found to be ineffective.

The monitoring and reporting framework will include measurable performance indicators, the data to be collected to assess the effectiveness of the management measure, the frequency and responsibility for monitoring of management measures, and how outcomes of monitoring will be reported. Results of monitoring proposed management measures will be provided to the CCCs.

Table 7-1 outlines the monitoring and reporting framework for the SIMP during the Initial Construction and Early Mining Stage.

In some cases, closure of large mining operations in rural communities can result in material changes to local populations, housing availability and affordability and social infrastructure and local business trade. As such, closure planning will require regular and ongoing consultation between Whitehaven operations, the DPE and the NSC and GSC to anticipate and identify potential impacts ahead of the mine's closure.

A Closure Plan would be prepared three years in advance of the Project's anticipated closure date to accurately inform mine closure planning and management of social impacts.



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Table 7-1 SIMP monitoring and reporting framework for the Initial construction and Early Mining Stage

SIMP management category	Social impact / opportunity	Management measure	Performance measures / indicators	Data to be collected	Monitoring Frequency	Monitoring Responsibility	Reporting
Stakeholder engagement and community participation	Increased anxiety and concerns for stakeholders about impacts on amenity and quality of life due to Project construction activities	Maintain transparent, evidence-based and ongoing dialogue with concerned property owners and other community members.	Operation of Project engagement mechanisms	Records of stakeholder engagement	Annually	Whitehaven	CCC
		Use appropriate media to disseminate current Project information and demonstrate how community feedback has been considered in Project execution.	Operation of Project engagement mechanisms	Records of stakeholder engagement	Annually	Whitehaven	Community Newsletter
		Provide site tours for Whitehaven existing mining assets to demonstrate how impacts are prevented and mitigated.	Site tour participation rates	Number and nature of site tour participants	Annually	Whitehaven	CCC Community Newsletter
		Prior to construction works on any local roads, provide information about the road closure, and road works program to relevant residents on the affected roads.	Early notification of upcoming road works to affected residents	Number and nature of community complaints received relating to road works	Monthly	Whitehaven	Community Complaints Register
		Publicise the dedicated Project Complaints and Enquiries mechanism, which is available to all stakeholders in the local paper, and publish the Project Complaints Register online, including information about the nature of the complaint and responsive actions.	Evidence of being published in local media and complaints register available online.	Number and nature of local papers noting Complaints and Enquiries mechanism. Details of enquiries received regarding how to make a complaint	Annually	Whitehaven	CCC's



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SIMP management category	Social impact / opportunity	Management measure	Performance measures / indicators	Data to be collected	Monitoring Frequency	Monitoring Responsibility	Reporting
	Perceived reduced community cohesion due to presence of non-local construction workforce	Consult with Boggabri, Gunnedah and Narrabri community members to identify expectation of non-local workers' behaviour and community participation.	No. of community complaints received regarding workforce behaviour	Number and nature of community complaints on workforce behaviour in the community	Monthly	Whitehaven	Community Complaints Register
		Implement the Whitehaven Code of Conduct to support positive behaviour, reduce potential for anti-social behaviours and meet community expectations of behaviour.	No. of community complaints received regarding workforce behaviour	Number and nature of community complaints on workforce behaviour in the community	Monthly	Whitehaven	Community Complaints Register
		Work with community stakeholders and Civeo to maximise the positive integration of village residents in Boggabri.	No. of community complaints received regarding workforce behaviour	Number and nature of community complaints on workforce behaviour in the community	Monthly	Whitehaven Civeo Boggabri	Community Complaints Register
	Reduced Aboriginal cultural values due to disturbance to cultural heritage items in the Project area	Engage with Gomeroi people and other RAPs as per the methods established in the ACHMP.	No. of non-compliances relating to Aboriginal cultural heritage management	Records of engagement with Gomeroi and other RAPs	Annually	Whitehaven	Annual Review
	Reduced historical cultural values due to disturbance to heritage items and weatherboard home	Impacts on historical heritage will be mitigated in accordance with the Heritage Management Plan.	No. of unapproved impacts relating to historic heritage management	Record of mitigation measures implemented	Annually	Whitehaven	Annual Review



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SIMP management category	Social impact / opportunity	Management measure	Performance measures / indicators	Data to be collected	Monitoring Frequency	Monitoring Responsibility	Reporting
Neighbour amenity and quality of life	Reduced access and connectivity due to roadworks and Project construction activities requiring temporary road closures	Road closure notifications to properties and stakeholders before commencement of roadworks construction.	No. of community complaints received relating to access and connectivity.	Number and nature of community complaints received relating to access and connectivity	Annually	Whitehaven	Community Complaints Register
		Publicise the dedicated Project Complaints and Enquiries mechanism, which is available to all stakeholders in the local paper, and publish the Project Complaints Register online, including information about the nature of the complaint and responsive actions.	Evidence of being published in local media and complaints register available online.	Number and nature of enquiries received regarding how to make a complaint.	Annually	Whitehaven	CCC
		Engage with Police and Ambulance Stations to ensure optimal response to emergencies and other requirements.	Capacity of local emergency services not affected	Outcomes of engagement with local emergency services	Annually	Whitehaven Local emergency services	CCC
	Generate a workforce of up to approximately 230 full-time equivalent Initial Construction and Early Mining jobs.	Encourage construction contractors and suppliers to hire locally where possible through contractual terms where feasible.	Trainees/apprentices and/or graduates are employed during Project construction	Workforce data	Bi-annually	Construction contractor	Annual Review
		Within the Narrabri and Gunnedah LGAs, support the provision of scholarships and awards, apprenticeships and graduate programs and consider the provision of school-based traineeships.	Meetings with relevant stakeholders	Number of trainees/apprentices/ graduates engaged Workforce data	Annually	Whitehaven	Community Complaints Register



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SIMP management category	Social impact / opportunity	Management measure	Performance measures / indicators	Data to be collected	Monitoring Frequency	Monitoring Responsibility	Reporting
Housing and workforce management	Generate a workforce of up to approximately 230 full-time equivalent Initial Construction and Early Mining jobs	Engage with relevant government authorities and other local businesses to monitor cumulative labour supply and training needs.	No. of Non-local construction personnel accommodated at either Civeo Village in Boggabri or Narrabri.	Change in labour force characteristics Workforce data	Annually	Whitehaven	Annual Review
	Increased competition for skilled labour at a local and regional level	Secure accommodation in Civeo Villages for non-local construction personnel where possible, and development of a draft AVMP by the construction contractor.	No construction workers utilising local rental housing and caravan parks	Workforce data	Bi-annually	Whitehaven	Annual Review
	Uptake of rental housing by non-local construction personnel would prevent families from settling in Boggabri	Use of rental housing and caravan parks by construction personnel will be discouraged where possible.	Meetings with relevant stakeholders	Workforce accommodation data	Bi-annually	Whitehaven Construction contractor	CCC
	Uptake of rental housing by non-local construction personnel would prevent families from settling in Boggabri	Consult with NSC and GSC and other local businesses regarding cumulative changes to housing availability and affordability.	Construction contractors and suppliers have contractual terms stipulating increased local opportunities.	Change in local housing characteristics Workforce data	Annually	Whitehaven	Community newsletter
	Increased opportunities for local and regional businesses due to	Encourage construction contractors and suppliers to support locally where possible through stipulated contractual terms where feasible.	Feedback of increased opportunities from local businesses.	Contract clauses noting applicable contractual terms	Annually	Whitehaven	Community newsletter



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SIMP management category	Social impact / opportunity	Management measure	Performance measures / indicators	Data to be collected	Monitoring Frequency	Monitoring Responsibility	Reporting
	Project construction expenditure.	Consult with the local Narrabri, Boggabri and Gunnedah Chambers of Commerce to identify opportunities to strengthen local business' participation in the Project supply chain.	Number of local businesses in Local Suppliers Database	Feedback received from local businesses	Annually	Whitehaven	CCC
Local business opportunities	Increased opportunities for local and regional businesses due to Project construction expenditure. Improved local livelihoods through local expenditure from construction workforce.	Encourage suppliers from Narrabri, Gunnedah, Tamworth Regional, and Liverpool Plains LGAs to fill out the online procurement form which details: <ul style="list-style-type: none"> • Skills • Location • services 	Number of local supplier registrations	Local business data	Annually	Whitehaven	CCC
		Enable local supplier registrations to provide a capability statement/expression of interest to Whitehaven for the Project.	Number of local businesses in Local Suppliers Database. Feedback of increased opportunities from local businesses.	Local business data Feedback and complaints received from local businesses	Annually	Whitehaven	Annual Review
		Provide a locally operated courtesy bus between Boggabri and the Civeo Boggabri Village on scheduled rest days / roster changeover / special events to increase workforce and community interaction.	Investigation of bus service by workforce accommodated at Boggabri Village undertaken.	Evidence of investigation and further discussion with Boggabri community to ascertain if they also want this.	Annually	Whitehaven	CCC Community Complaints Register



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8 STAKEHOLDER ENGAGEMENT PLAN

As outlined in Condition B107(g) of Development Consent SSD 7480 for the Project, the SIMP must include a Stakeholder Engagement Plan to guide the implementation of social impact management and mitigation measures. The Stakeholder Engagement Plan lists the stakeholder groups and outlines the objectives of the engagement, engagement techniques, frequency, resources and responsibilities.

8.1 ENGAGEMENT OBJECTIVES

Whitehaven is committed to respectful and meaningful engagement with all stakeholders and to operating with openness and transparency consistent with our STRIVE values and underpinned by best practice IAP2 principles. The objectives of the community and stakeholder engagement plan are to:

- Ensure transparent and inclusive community and stakeholder engagement to facilitate the ongoing management and monitoring of potential social impacts during Initial Construction and Early Mining Stage.
- Publicise the Project complaints and enquiries mechanism to allow communities and stakeholders to register complaints, queries or comments and have them responded to in a timely manner by the Project.

Engagement mechanisms have been established to support these objectives.

8.2 ENGAGEMENT MECHANISMS

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

Whitehaven also liaises regularly with the NSC and GSC and will continue this engagement during the Initial Construction and Early Mining Stage. Engagement with the councils will encompass where relevant:

- workforce ramp up and numbers of workers and families likely to live in the Gunnedah and Narrabri LGAs;
- the availability of housing in relation to workforce needs;
- Council plans for residential and industrial land development, economic development, and community development; and
- cumulative issues relating to traffic management.

Issues of concern raised by NSC, GSC or any of the stakeholders identified in Section 4 will be discussed directly with those organisations.

Whitehaven utilises stakeholder engagement software to record interactions with stakeholders including complaints, feedback, responses, meetings, and activities.

8.2.1 WEBSITE

Whitehaven maintains a public website which provides information on the Project and environmental and community matters, including access to current consents and licences, environmental monitoring results, management plans, community newsletters, CCC minutes and contact details for Project representatives. The website is updated on a regular basis (whitehavencoal.com.au).



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8.2.2 COMMUNITY CONSULTATIVE COMMITTEE

In accordance with Condition 6 Schedule 5 of the previous Development Consent SSD-5000, the Vickery Coal Project was required to operate a CCC for the operation to the satisfaction of the Secretary. The CCC was required to be operated generally in accordance with the *Community Consultative Committee Guidelines: State Significant Projects* (Department of Planning, 2019).

The operation of the Vickery Coal Project CCC will continue during the life of the Vickery Extension Project as now required under Condition A23 of Development Consent (SSD 7480).

The current CCC is comprised of an independent chairperson and representations from GSC and NSC, and local community members.

The purpose of the CCC is to provide community representatives with an avenue for the exchange of information relating to the Project. Meetings of the Project CCC will be held quarterly or as otherwise agreed, with minutes distributed to all members and made available on the Project website.

Briefings to the Vickery Extension Project CCC will be provided as necessary in regard to social impact management opportunities arising from the Project. The CCC meeting minutes are published on the Whitehaven website (<https://whitehavencoal.com.au/our-business/our-assets/vickery-extension-project/>).

8.2.3 PROJECT COMPLAINTS AND ENQUIRIES MECHANISM

It is important that local stakeholders can raise issues and complaints, and provide feedback, in a formal way to facilitate open communication and active complaint resolution.

Whitehaven provides a community hotline for the Project 1800 WHAVEN (1800 942 836) to which enquiries and complaints regarding social issues can be reported. A direct email address VickeryCoal@whitehavencoal.com.au is also available.

Any complaints received from the general community relating to any social impact issues will be managed in accordance with the Project Complaint Handling and Response processes as outlined in the Project Environmental Management Strategy. As a minimum, records of the complaint will include:

- the date and time of the complaint;
- the method by which the engagement was made;
- any personal details provided or, if no such details were provided, a note to that effect;
- the nature of the complaint; and
- any actions (if any required) taken by Whitehaven in relation to the complaint.

Community complaints for the Project are published monthly on the Whitehaven website in accordance with Project Approval Condition E14 (ix), which includes the method of complaint, the date and nature of complaint, the investigation undertaken regarding the complaint, and the actions taken in response to the complaint.

8.3 SIMP PARTNERSHIPS WITH STAKEHOLDERS

Implementation of management measures requires maintaining and enhancing existing partnerships with stakeholders. Partnerships with stakeholders are essential to ensure:

- effective implementation of management measures;



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- monitoring of social impacts and identifying any changes to the significance of the social impacts; and
- provision of an engagement medium through which stakeholders can voice their feedback on the implementation of management measures or raise any new social impacts as a result of the Initial Construction and Early Mining Stage.

Table 8-1 outlines the partnerships with stakeholders, including the objectives, engagement medium and frequency.

Table 8-1 Partnerships with stakeholders

Stakeholder Group	Objective of partnership	Engagement medium	Frequency
CCC	<ul style="list-style-type: none"> ▪ Support exchange of information between the Project and the community. 	CCC meetings	Quarterly or as otherwise agreed by the CCC.
Local Government, including NSC and GSC	<ul style="list-style-type: none"> ▪ Identify skills gaps in local and regional opportunities. 	One-on-one meetings	As required
Aboriginal community representatives, including Red Chief LALC and Winanga-Li Aboriginal Child and Family Centre	<ul style="list-style-type: none"> ▪ Managing Cultural Heritage impacts. ▪ Maximise Project employment opportunities. ▪ Support Aboriginal community engagement, economic development and empowerment. 	One-on-one meetings	As required
Social infrastructure providers, including Gunnedah Hospital and Health Service, Gunnedah Police, Narrabri Police and Boggabri Primary School	<ul style="list-style-type: none"> ▪ Provision of advance notice of workforce mobilisation. 	One-on-one meetings	As required
Local business and commerce groups, including Boggabri Business Chamber, Gunnedah Chamber of Commerce and Narrabri Chamber of Commerce	<ul style="list-style-type: none"> ▪ Identify opportunities to strengthen local business participation in the Project supply chain. ▪ Maximise Project engagement with local businesses 	One-on-one meetings	As required
Land owners	<ul style="list-style-type: none"> ▪ Identify property-specific mitigations to manage construction noise impact 	One-on-one meetings	As required



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9 REVIEW AND UPDATE OF SOCIAL IMPACT MANAGEMENT PLAN

Whitehaven recognises that, in accordance with the DPE SIA guideline, mitigation and enhancement measures should satisfy the following criteria:

- tangible (i.e. not just 'consider' doing something, not just talking about something, and not just a plan, strategy, or intention)
- likely to be durably effective
- deliverable by the proponent (i.e. not dependent on a third party)
- directly related to the impact (i.e. not a trade off against another impact).

If the Project continues into an operational phase, these criteria will be considered in future revisions.

It is recognised that the social context of Narrabri and Gunnedah LGAs is fluid and may change as a result of external influences such as the cyclical nature of the mining industry, Santos and Inland Rail Construction and other industries changing or starting up. As such, each management measure outlined in the Initial Construction and Early Mining SIMP is assigned a monitoring and reporting provision, as outlined in Section 6, to enable ongoing effectiveness and relevance of actions, and if required, amendments to ineffective actions. This SIMP is an adaptable living document that can be adjusted.

Stakeholder feedback from ongoing consultation programs throughout the SIMP implementation will assist in identifying changes to social trends and community priorities, and altered or additional social impacts, and enable Whitehaven to identify if management measures are not effective or require adjustment to meet the changing needs of the communities.

Whitehaven will review, and if necessary, assess the effectiveness and relevance of management measures annually during the Initial Construction and Early Mining Stage. The SIMP may be reviewed and revised within a shorter period of time should Whitehaven consider the amendment of the SIMP necessary and per Condition E5 and E6 of the Project Approval.

This SIMP will be updated to include a monitoring program that will report on the effectiveness of mitigation and management measures three years prior to mine closure.



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APPENDIX A: RECORD OF MEETINGS WITH LOCAL COUNCILS

Stakeholder Group	Entity	Location	Contact person	Date	Comments
Local Government	Narrabri Shire Council	Narrabri	Donna Ausling Development Manager, Planning, Strategy and People Directorate	July 19, 2023	<ul style="list-style-type: none"> - Narrabri Council has a generally positive working relationship with Whitehaven. This relationship has improved over the past two years with a focus on developing closer partnerships and collaboration on Council projects. - Continued communication and flow of information between Council and Whitehaven is essential for the success of future programs. - The Narrabri Shire Council advocates for an increased understanding of the SIMP to stimulate local economic growth and increase prosperity. Mining is expected to promote continued economic growth in the region. - One of the major challenges is housing in Narrabri Shire. - Narrabri Council recognises that the community places increased importance on renewable energy sources. - The challenge for Whitehaven is how this framework will fit with the long-term plans of the mining sector. - There is a considerable wealth gap in the region. The main industries are mining and agricultural, however there is an increasing number of socially and economic disadvantaged individuals and groups within the Shire. - Collaboration and partnership are key elements in promoting mutually beneficial outcomes for both the local community and industries in the region. - Forums and workshops between Whitehaven and Narrabri Shire Council to increase to at least 2 times per year. A key issue raised by Council was to adjust the Whitehaven Community Grants Program to meet the needs of the Narrabri Shire Council. - Strategic frameworks are in place between Whitehaven and Narrabri Shire Council. The success of these frameworks is based on partnership and mutual trust. A major development over the past 2 years has been the increased trust between Council and Whitehaven. - Narrabri Council and Whitehaven have developed a collaborative leadership model committed to increasing practical and tangible communication and strategic planning. - One of the challenges for Whitehaven is potential opposition from environmental activists against the project. - Another challenge is improving local procurement mechanisms supporting local businesses and industries.
Local Government	Gunnedah Shire Council	Gunnedah	Andrew Johns Director Planning and Environmental Services	July 28, 2023	<ul style="list-style-type: none"> - Council and Whitehaven have a good working relationship based on mutual trust "Bush communities survive on relationships". Communication is clear with Whitehaven and provides a direct line of contact. - Mining and agricultural remain a primary economic driver for the region. Gunnedah Council is geared towards and increasingly diversified economy - Increasing housing prices is a concern for the region. - As yet, there has been no noticeable increase in the population of local schools. If significant increases occur, it is the responsibility of the Education Department to meet the resource needs of the individual schools (State Government).



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Stakeholder Group	Entity	Location	Contact person	Date	Comments
					<ul style="list-style-type: none"> - Mining and agriculture remain the main industries in the area. Mining effects the entire community, and therefore maintaining close collaborative relationship between the mines and community are essential. - Increased housing pressure has the potential to push out individuals and groups from lower socio-economic backgrounds to surrounding areas. There is concern that students from these groups have the potential to fall through the gaps. - Whitehaven has supported housing projects and protecting Koala habitat areas (\$2 million). - Council and Whitehaven have monthly meetings to discuss community development funding, infrastructure programs and impacts.