



WERRIS CREEK COAL MINE

Document Owner: Environmental Superintendent

Revision period: 3 years

Last Revision Date: March 2023

WHC_PLN_WCC_ENVIRONMENTAL MANAGEMENT STRATEGY

WERRIS CREEK COAL MINE ENVIRONMENTAL MANAGEMENT STRATEGY

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Refer to Section 9.4 for change register.



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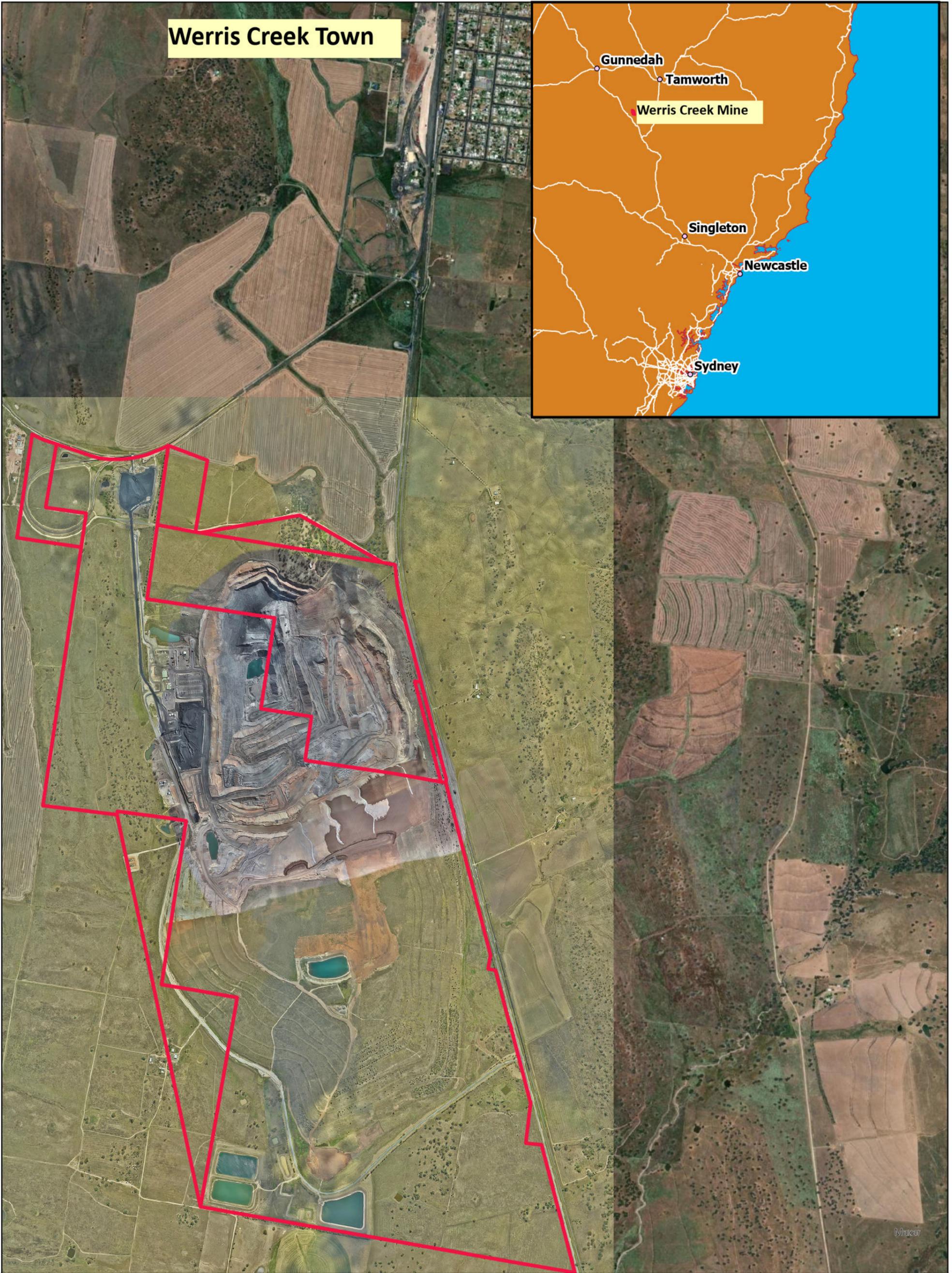
1 INTRODUCTION

Werris Creek Coal Pty Ltd is required to prepare an Environmental Management Strategy (Strategy) for the Werris Creek Coal Mine (WCC) to satisfy the Project Approval (PA) 10_0059 *Schedule 5 Condition 1*, and generally meet the requirements of AS/NZS ISO: 14001 2016.

WCC is an open cut mine owned and operated by Werris Creek Coal Pty Ltd, a wholly owned subsidiary of Whitehaven Coal Limited (WHC). WCC is located approximately 4 km south of Werris Creek and 11 km north-northwest of Quirindi in northwest slopes and plains region of NSW (Figure 1) and lies within a 910-ha area covered by Mining Lease (ML) 1563, ML1671 and ML1672. PA 10_0059 limits mining until the end of December 2032 at a rate of up to 2.5 million tonnes (Mt) of Run-Of-Mine (ROM) coal per annum.

Mining operations are approved to be undertaken 24 hours per day, seven (7) days per week, except for blasting, which is restricted to 9.00 am to 5.00 pm, Monday to Saturday. WCC employs a workforce of approximately 140 full-time personnel and supports a significant indirect workforce within the region. Although the WCC PA 10_0059 authorises mining activities to occur until December 2032, the target coal resource is expected to be fully extracted in by 2024, at which time mine closure activities would commence.

The Strategy describes the overall framework for environmental management on the mine site. Defining principal strategies to be adopted, including compliance management and monitoring, and the consultation/information dissemination processes.



Werris Creek Town

Gunnedah

Tamworth

Werris Creek Mine

Singleton

Newcastle

Sydney



WHITEHAVEN COAL

Datum: MGA Zone 56 **Image:** August 2023

Date: Nov 2023 **Author:** A.Raal

Werris Creek Mine Regional Locality

Figure 1 Site Locality

Mining Lease

MCR192 \Spatial\ARCGIS\WHC Survey Rehab\Rehab_GIS_Portal.gdb



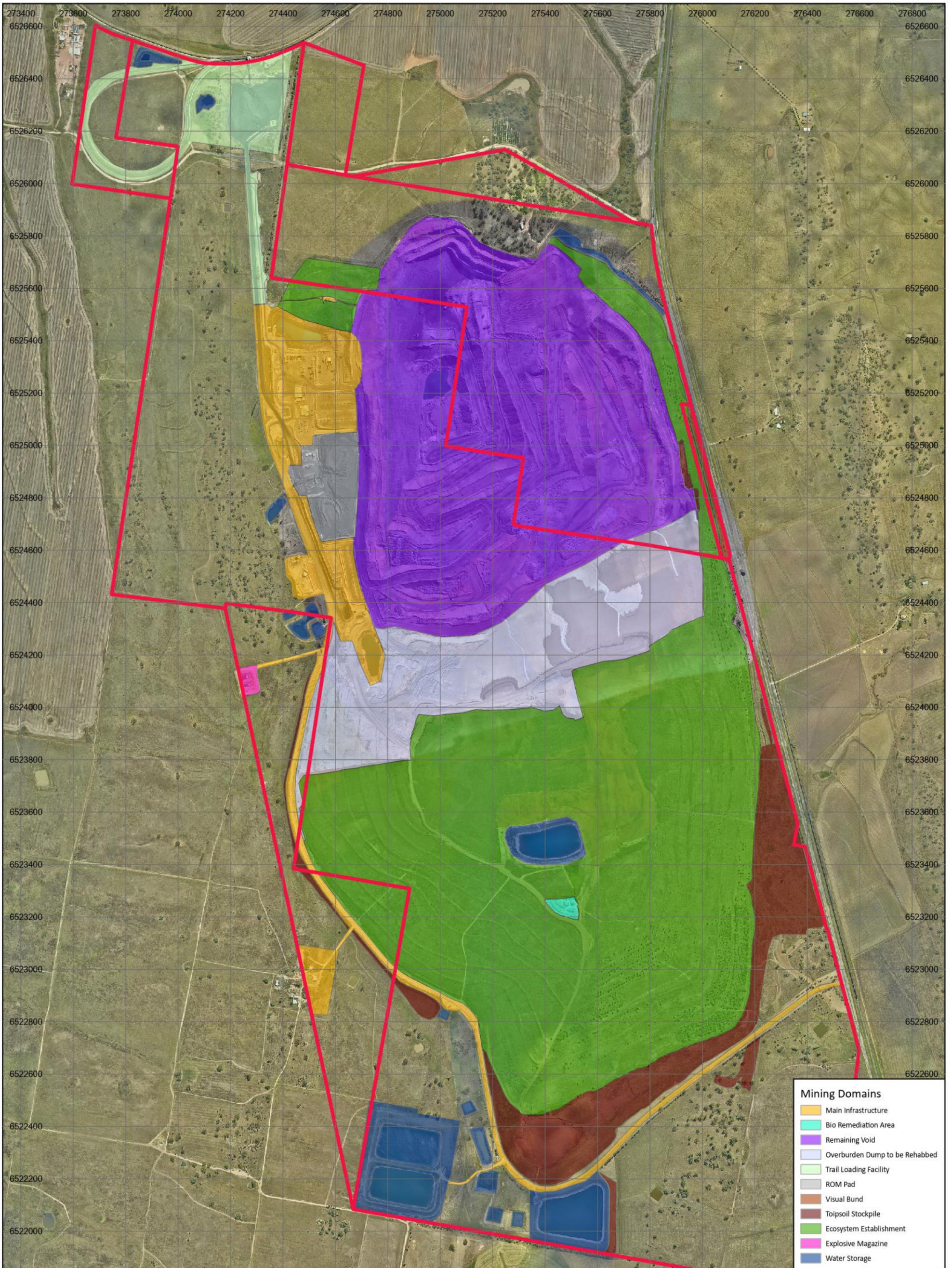
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1.1 Project Description

Key aspects of the WCC are displayed in Figure 2 and include:

- Open cut mining operation extracting up to 2.5 Mt per annum of ROM coal.
- Open cut mining fleet including excavator / shovels and fleet of haul trucks, dozers, graders, and water carts utilising up to 140 permanent employees.
- Coal processing and stockpiling areas.
- Train loads out facility and associated train lines.
- Waste rock emplacement area.
- Water management infrastructure includes a water pipeline, pumping station, sediment basins and storage dams, and associated infrastructure for water management.
- Soil stockpiles.
- Existing rehabilitation areas.
- Explosive magazine and storage areas.
- Mine access road.
- Administration, workshop, and related facilities.

All freehold land associated with the approved WCC is owned by WHC. Land surrounding the WCC includes Crown Road, Public Road, land owned by WHC and other privately-owned land.



- Mining Domains**
- Main Infrastructure
 - Bio Remediation Area
 - Remaining Void
 - Overburden Dump to be Rehabbed
 - Trail Loading Facility
 - ROM Pad
 - Visual Bund
 - Topsoil Stockpile
 - Ecosystem Establishment
 - Explosive Magazine
 - Water Storage

WHITEHAVEN COAL

Datum: MGA Zone 56 **Image:** August 2023

Date: Nov 2023 **Date:** 1:13,00 (A3) **Author:** A.Raal

Werris Creek Mine Regional Locality

Figure 2: Project Layout

Mining Lease

MCR193 | Spatial\ARCGIS\WHC Survey Rehab\Rehab_GIS_Portal.gdb



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1.2 Relevant Site Contacts

The relevant site contacts for WCC are listed below in Table 1.

Table 1 Site Contacts

| Position | Contact Name (as of March 2023) |
|------------------------------------|---------------------------------|
| General Manager Operations | Dean Scott |
| Operations Manager | Murray O'Keefe |
| Environmental Superintendent | Andrew Raal |
| Community Hotline / Contact Number | 1800 924 836 |

1.3 History of Operations

Historic Consents

Underground mining at the former Werris Creek Colliery commenced commercially in 1925, closing in 1963 due to the cancellation of railway contracts for coal. The operation owned by Preston Coal Company was small, employing a total of 13 people in 1928. The Former Colliery was predominantly a bord-and-pillar underground operation which mined the lower 2.5m of what was referred to as the "Tunnel Seam" (which corresponds to the E Seam of the current Mine).

In 2002, Exploration licence (EL) 5993 was granted to Creek Resources Pty Ltd and Betalpha Pty Ltd to undertake further exploration of the coal basin. Development Consent DA 172-7-2004 was approved on the 18 February 2005 and ML 1563 was granted on 23 March 2005. Construction for open cut operations commenced in April 2005. Development Consent DA 172-7-2004 was modified in 2008 to allow mining of the former Werris Creek underground workings, an increase in height and lateral extension to the overburden emplacement for the period 1 October 2009 to 31 December 2011.

Current Consent

In 2011, WCC received PA 10_0059 from the Deputy Director-General (as delegate of the Minister for Planning and Infrastructure) under Part 3A of the *Environmental Planning & Assessment (EP&A) Act* for the WCC Extension Project. PA 10_0059 provides for an open cut mining sequence as a series of East-West oriented benches, with access to the lower sections of the open cut obtained by haul ramps developed on the low wall of the open cut (where overburden is progressively placed within the mined-out sections of the open cut). The NSW Department of Planning and Environment (DPE) have approved four (4) Modification of Consent (MOD) for the WCC project with the most recent (MOD4) approved in May 2021. WCC is approved under PA 10_0059 to carry out mining operations at a maximum rate of

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2.5 Mt per annum using open cut methods until December 2032. A Project Layout is shown in Figure 2.

1.4 Key Objectives and Scope

This Strategy has been developed to provide a framework for environmental management at WCC for all activities relating to its operation. It will facilitate compliance with the conditions and commitments outlined in the WCC PA 10_0059, *Schedule 5, Condition 1*.

The objectives of the Strategy are to:

- Facilitate compliance with the relevant conditions of PA 10_0059 and align the WCC Environmental Management System with ISO14001.
- Prevent or minimise environmental impacts that may result from the operation or rehabilitation of the WCC.
- Provide a strategic framework for environmental management including implementation and maintenance at WCC.
- Outline roles, responsibilities, and authorities in relation to environmental management at WCC.
- Outline statutory approvals, legislation, and guidelines relevant to WCC.
- Summarise the measures to minimise the environmental impacts from the WCC on the surrounding community and environment.
- Identify the environmental monitoring programs and reporting processes at WCC to keep the local community and relevant agencies informed and to provide a mechanism to respond to environmental issues and complaints effectively.
- Establish a system for the internal review and implementation of management plans and procedures to ensure continuous improvement.
- Ensure activities are undertaken in accordance with the Strategy.

The Strategy incorporates the principles of continuous improvement, constantly planning, implementing, evaluating, and reviewing all aspects of the WCC environmental management system. Additionally, the Strategy is planned to be officially revised every three years to reinforce this process.



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2 STATUTORY REQUIREMENTS

This Strategy has been prepared to fulfil the requirements of relevant approval conditions, legislation, standards, and guidelines.

2.1 Project Approval Conditions

PA 10_0059, *Schedule 5, Condition 1*, describes the requirements relating to the Strategy. These are reproduced in Table 2 below.

Table 2 Project Approval Conditions

| Requirement | Document Reference |
|---|--|
| Schedule 2 – Administrative Conditions | |
| <p>C1 Obligation to Minimise Harm to the Environment</p> <p>In addition to meeting the specific performance criteria established under this consent, the Proponent shall implement all reasonable and feasible measures to prevent and/or minimise any material harm to the environment that may result from the construction, operation, or rehabilitation of the development.</p> | This Strategy |
| Schedule 5 – Environmental Management, Reporting and Auditing | |
| <p>C1 Environmental Management Strategy</p> <p>The Proponent shall prepare and implement an Environmental Management Strategy for the project to the satisfaction of the Secretary.</p> <p>This strategy must:</p> | This Strategy |
| (a) be submitted to the Secretary for approval by the end of April 2012; | Previous version of this Strategy (2014) |
| (b) provide the strategic framework for the environmental management of the project; | Section 3 |
| (c) identify the statutory approvals that apply to the project; | Section 2 |
| (d) describe the role, responsibility, authority, and accountability of all key personnel involved in the environmental management of the project; | Section 4.2 |
| (e) describe the procedures that would be implemented to: | |
| <ul style="list-style-type: none"> keep the local community and relevant agencies informed about the operation and environmental performance of the project | Section 5 |
| <ul style="list-style-type: none"> receive, handle, respond to, and record complaints. | Section 5.4, 8 |
| <ul style="list-style-type: none"> resolve any disputes that may arise during the project. | Section 5.5, 8 |



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| Requirement | Document Reference |
|--|--|
| <ul style="list-style-type: none"> respond to any non-compliance. | Section 8 |
| <ul style="list-style-type: none"> respond to emergencies. | Section 7 |
| (f) include: | |
| <ul style="list-style-type: none"> copies of any strategies, plans and programs approved under the conditions of this approval; and | Section 3.3 |
| <ul style="list-style-type: none"> a clear plan depicting all the monitoring required to be carried out under the conditions of this approval. | Figure 5a and Figure 5b |
| <p>C2 Management Plan Requirements</p> <p>The Proponent shall ensure that the management plans required under this approval are prepared in accordance with any relevant guidelines, and include:</p> | See relevant references below |
| a) detailed baseline data; | Covered in separate management plans |
| b) a description of: <ul style="list-style-type: none"> the relevant statutory requirements (including any relevant approval, licence or lease conditions); any relevant limits or performance measures/criteria; the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the project or any management measures; | Section 2 Covered in separate management plans. Covered in separate management plans |
| c) a description of the measures that would be implemented to comply with the relevant statutory requirements, limits, or performance measures/criteria; | Covered in separate management plans |
| d) a program to monitor and report on the: <ul style="list-style-type: none"> impacts and environmental performance of the project; effectiveness of any management measures (see (c) above); | Section 8 Section 9 |
| e) a contingency plan to manage any unpredicted impacts and their consequences; | Covered in separate management plans |
| f) a protocol for managing and reporting any: <ul style="list-style-type: none"> incidents; complaints; non-compliances with statutory requirements; and exceedances of the impact assessment criteria and/or performance criteria; and | Section 8.1 Section 8.3.2 Section 8.2.1 |



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| Requirement | Document Reference |
|---|--------------------------------------|
| | Covered in separate management plans |
| g) a protocol for periodic review of the plan. | Section 9 |
| <p>C10 The proponent shall:</p> <p>(a) make copies of the following publicly available on its website:</p> <ul style="list-style-type: none"> • the EA; • current statutory approvals for the project; • approved strategies, plans and programs required under the conditions of this approval; • a comprehensive summary of the monitoring results of the project, which have been reported in accordance with the conditions of this approval or any approved plans or programs; • complaints register, which is to be updated on a monthly basis; • minutes of any CCC meetings; • the last five annual reviews; • any independent environmental audit of the project, and the Proponent's response to the recommendations in any audit; • any other matter required by the Secretary; and (b) keep this information up-to-date, to the satisfaction of the Secretary. | Section 5.2 |

2.2 Relevant Legislation

The key legislation relevant to the activities described in the approval and its supporting document include the following Acts and their respective regulations:

- *Biosecurity Act 2015* (NSW).
- *EP&A Act* (NSW).
- *Environmental Protection and Biodiversity Conservation Act 1999* (Commonwealth).
- *Mining Act 1992* (NSW).
- *Explosives Act 2003* (NSW).
- *Work Health and Safety (Mines and Petroleum Sites) Act 2013* (NSW).
- *Protection of the Environment Operations Act 1997* (NSW) (POEO Act).
- *National Parks and Wildlife Act 1974* (NSW).



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- *Water Act 1912* (NSW).
- *Water Management Act 2000* (NSW).
- *Fisheries Management Act 1994* (NSW).
- *Roads Act 1993* (NSW).
- *Local Government Act 1993* (NSW).
- *Contaminated Land Management Act 1997* (NSW).
- *National Greenhouse and Energy Reporting Act 2007* (Commonwealth).
- *Soil Conservation Act 1938* (NSW).
- *Threatened Species Conservation Act 1995* (NSW).
- *Waste Avoidance and Resource Recovery Act 2001* (NSW).

2.3 Policy Guidelines and Australian Standards

The applicable policies, guidelines, and Australian Standards, which further prescribe the statutory requirements to be integrated into the WCC Strategy, are detailed in the relevant management plans and procedures, refer to Section 3.3.

2.4 Approvals, Licences and Leases

All activities at the WCC will be undertaken in accordance with the relevant approvals, licences, permits and leases as listed in Table 3, below.

Table 3 WCC Approvals, Leases and Licences Summary

| Approval | Reference | Validity Dates |
|--|-----------------|--------------------------|
| Project Approval from DPE | PA 10_0059 | 25/10/ 2011 – 31/12/2032 |
| PA 10_0059 MOD1 (Extensions to overburden emplacement, dry screening operations and off-site use of void water for agricultural activities) | PA 10_0059 MOD1 | 30/08/2012 – 31/12/2032 |
| PA 10_0059 MOD2 (Extensions to overburden emplacement, dry screening operations and off-site use of void water for agricultural activities) | PA 10_0059 MOD2 | 3/11/2015 – 31/12/2032 |
| PA 10_0059 MOD3 | PA 10_0059 MOD3 | Approved 6/03/2020 |



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| Approval | Reference | Validity Dates |
|---|--------------------|----------------------------|
| (Update Appendix 2 of PA 10_0059 to reflect changes approve for MOD2) | | |
| PA 10_0059 MOD4 (Waste tyre disposal) | PA 10_0059 MOD4 | Approved 12/05/2021 |
| ML 1563 from MEG | ML 1563 | 23/03/2005 – 23/03/2026 |
| ML 1671 from MEG | ML 1671 | 09/03/2012 – 09/03/2032 |
| ML 1672 from MEG | ML 1672 | 09/03/2012 – 09/03/2033 |
| Environment Protection Licence (EPL) from Division of Resources and Energy | EPL 12290 | 18/04/2005; |
| Department of Primary Industries – Water (DPI Water): Monitoring bores | WAL29506 | 21/02/2013 - Perpetuity |
| | WAL32224 | 19/06/2013 - Perpetuity |
| | 90WA822532 | 21/02/2013 - 15/01/2025 |
| | 90WA828345 | 19/06/2013 - 25/06/2027 |
| EPBC 2010/5571 (Conditional Federal Project Approval for LOM Project) from the Department of Agriculture, Water and Environment (DAWE) | 2010/5571 | 21/12/2011 - 31/12/2032 |
| Dam Safety Committee (Declared dams) | Werris VWD1 | 18/10/2012 – Perpetuity |
| | Werris VWD3 | 13/12/2012 – Perpetuity |
| | Werris VWD4 | 13/12/2012 – Perpetuity |

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3 WCC ENVIRONMENTAL MANAGEMENT SYSTEM

This section describes the Environmental Management System process at WCC, and the range of management plans implemented by WCC to mitigate impacts from mining operations on the environment and community and the related risks to compliance.

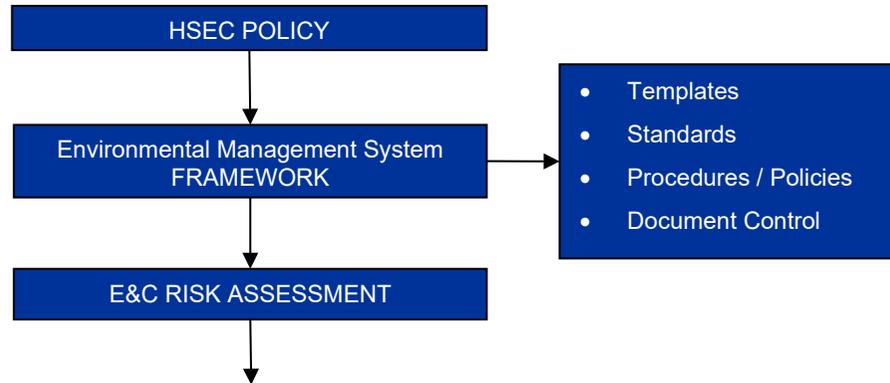
3.1 Environmental Management Framework

WCC environmental management structure sits within the overarching WHC Environmental Management System framework. The framework includes various site-specific requirements that lay out the expectations in line with the strategic direction (refer to Figure 3). The various documents have been developed to ensure WCC related activities are undertaken in a manner that minimises potential harm to the environment.

The framework has adopted the Plan Do Check Act (PDCA) model to define a standard approach to environmental management in general accordance with ISO:14001 2016.

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| |
|------------------------|
| WHC Corporate Document |
| WCC Document(s) |



| WCC ENVIRONMENTAL MANAGEMENT STRATEGY | | | |
|---------------------------------------|------------------------------------|--|-------------------|
| <i>Plan</i> | <i>Do</i> | <i>Check</i> | <i>Act</i> |
| Compliance Obligations | Roles and Responsibilities | Monitoring and Evaluation | Management Review |
| Objectives and Targets | Training and Awareness | Non-conformance and Corrective Actions | |
| Environmental Aspects | Communication | Record Control | |
| Risks and Opportunities | Documentation and Document Control | Internal Audit | |
| | Operating Procedures | | |
| | Emergency Preparedness | | |

Figure 3 WCC Environmental Management Framework



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This Strategy forms part of the strategic framework for environmental management of the WCC project. It functions within the Environmental Management System to outline the relevant statutory requirements and facilitates the implementation, maintenance, and management of any WCC environmental documentation.

Each management plan outlines the operational controls to be implemented to facilitate compliance with the relevant regulatory requirements and statutory approvals. Procedures, forms, and registers have been developed to assist with the implementation and recording of onsite activities. All documents relating to the WCC Environmental Management System are available on either the WHC website or the internal server for ease of access and use by WCC personnel. A register of these documents is kept by the environmental personnel at WCC.

These documents will continue to be reviewed, revised, or developed as necessary and according to *Schedule 5, Condition 2, 3 & 4* of the PA 10_0059.

3.2 Health, Safety, Environment and Communities Policy

WCC operates under WHC's Health, Safety, Environment and Communities Policy, 2020 (HSEC Policy) which sets out the company's aims and values and is applicable to all employees and contractors. The HSEC Policy (attached in Appendix A) has been endorsed by the Managing Director and CEO and is a commitment from top management to all WHC's employees.

3.3 Documentation

A document register including management plans, procedures, forms, and records will be maintained by the WCC Environmental personnel.

WCC has prepared several management plans to assist in the operation of the WCC in accordance with the relevant regulatory requirements and statutory approvals. These have been implemented and reviewed, when necessary, over the operational development of WCC. Table 2 lists the various management plans required under the conditions of the approval.



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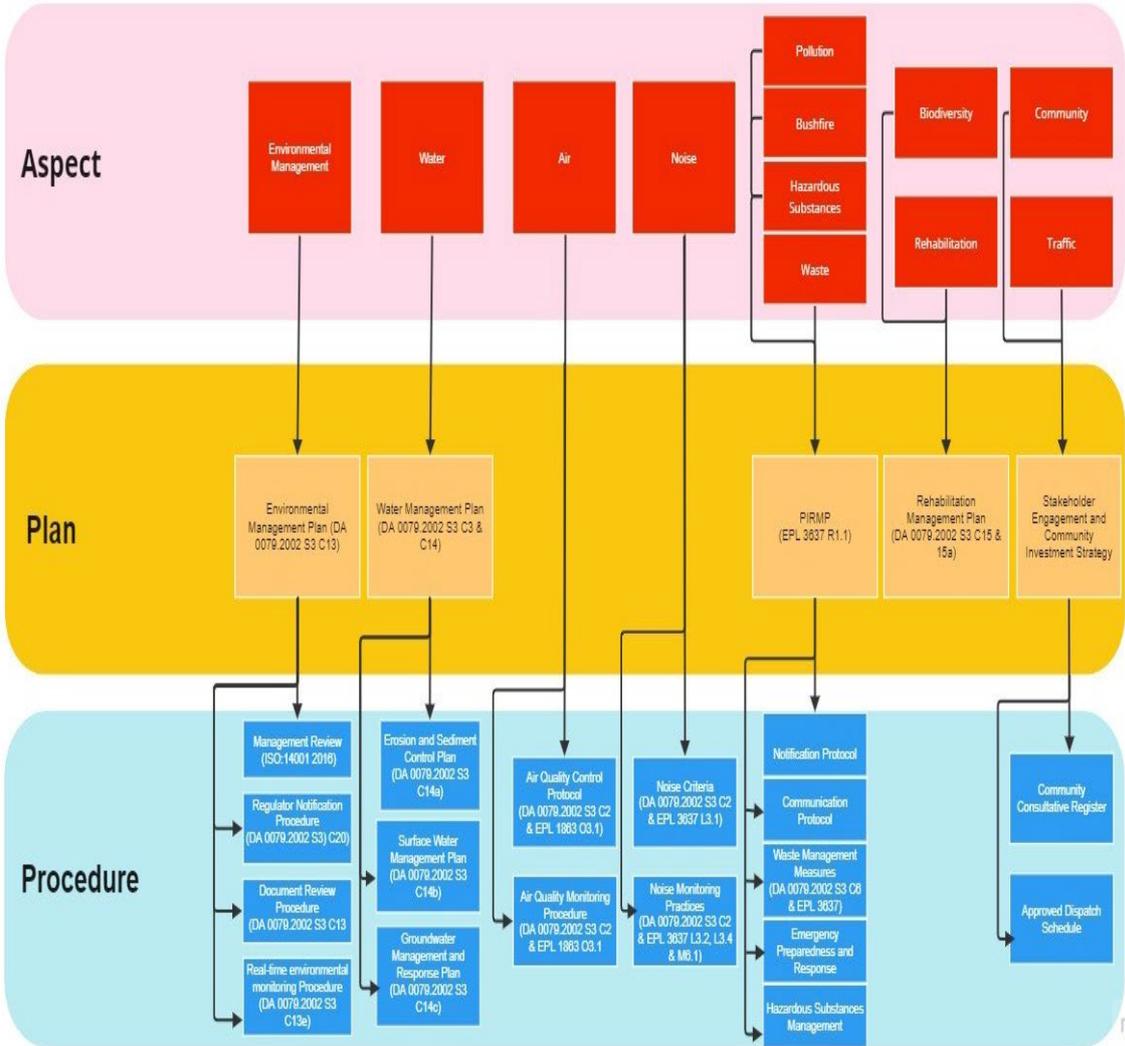
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Table 2 WCC Management Plans

| Approval Requirement | Plan / Program |
|--------------------------|--|
| Schedule 3, Condition 5 | Noise Management Plan |
| Schedule 3, Condition 13 | Blast Management Plan |
| Schedule 3, Condition 19 | Air Quality and Greenhouse Gas (AQGHG) Management Plan |
| Schedule 3, Condition 23 | Water Management Plan |
| Schedule 3, Condition 24 | Biodiversity Offset Strategy |
| Schedule 3, Condition 28 | Biodiversity Offset Management Plan |
| Schedule 3, Condition 32 | Heritage Management Plan |
| Schedule 3, Condition 39 | Waste and Hydrocarbon Management Plan |
| Schedule 3, Condition 43 | Rehabilitation Management Plan (RMP) |
| Schedule 5, Condition 1 | Environmental Management Strategy |
| EPL 12290 Condition O6.3 | Pollution Incident Response Management Plan (PIRMP) |

Copies of the various strategies, plans and programs required under the conditions of PA 10_0059 (as listed above) are available on the WHC website. Figure 4 details the organisational and relational structure of the Strategy to the Procedure document levels.

EMS Document Structure





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4 IMPLEMENTATION AND OPERATION

4.1 Risk Management

WHC utilise a risk-based approach to minimise potential impacts on the environment.

WHC have undertaken a Broad-Brush Risk Assessment (BBRA) for the Gunnedah Open Cut (GOC) operations (including WCC) to identify key environmental aspects and issues associated with their operations. The BBRA identifies critical controls required to be implemented onsite to prevent non-compliances with environmental conditions of consent, mining leases and relevant licences and to manage environmental obligations. The BBRA will be regularly reviewed to maintain currency with changes to operations and the associated risk profile. The RMP outlines the rehabilitation and closure risks for the operation.

Management plans and procedures are prepared to address key environmental risks and aspects and will be maintained to manage the higher-level risks associated with the WCC.

4.2 Roles and Responsibility

All mine employees, contractors, and visitors at WCC have an overall site-based responsibility to conduct all activities in compliance with the applicable laws, regulations, licences, and approvals detailed in Section 2.2. The roles and responsibilities to implement this Strategy are outlined below in Table 3.

Table 3 Roles and Responsibilities

| Role | Responsibility |
|--------------------------|--|
| General Manager | <ul style="list-style-type: none"> Accountable for the environmental performance of all activities associated with the WCC. Ensure adequate people and resources are allocated to enable this Strategy to be effectively implemented. Responsible for reinforcing the leadership and commitment to implementing the HSEC Policy and promoting continual environmental improvement at WCC. Responsible for reinforcing the leadership and commitment by being actively involved in the review of the HSEC Policy and promoting continual environmental improvement in the operations. |
| WHC Group HSEC Personnel | <ul style="list-style-type: none"> Provide support and guidance to the WCC Environmental Team as required. In consultation with the General Manager and Environmental Team, liaise with relevant government authorities. |
| Operations Manager | <ul style="list-style-type: none"> Bring to the attention of the Environmental Superintendent all environmental incidents or complaints as soon as practicable. |



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|--|--|
| | <ul style="list-style-type: none"> • Maintain an awareness of environmental issues and report any possible non-conformances to the Environmental Superintendent. • Responsible for reinforcing the leadership and commitment to implement the HSEC Policy. • Promoting continual environmental improvement at WCC. • With assistance from the Environmental Superintendent, investigate any environmental incidents with the potential to cause material environmental harm. • Coordination of corrective and preventative actions associated with any environmental incidents with assistance from the Environmental Superintendent. • Ensuring all operations are undertaken in accordance with relevant environmental legislation and approvals applicable. |
| Superintendents | <ul style="list-style-type: none"> • Bring to the attention of the Environmental Team all environmental incidents or complaints as soon as practicable. • Superintendents are accountable for ensuring activities within their respective work areas are undertaken in accordance with the Environmental Management System, statutory approvals, and relevant legislation. • With assistance from the Environmental Superintendent, investigate any environmental incidents with the potential to cause material environmental harm. • Coordination of corrective and preventative actions associated with any environmental incidents with assistance from the Environmental Superintendent. • Communicate and provide details of environmental issues to all personnel and contractors as required. |
| Environmental Superintendent & External Affairs Superintendent / Manager | <ul style="list-style-type: none"> • Implement, maintain, and manage this Strategy. • Monitor environmental performance at WCC. • Assist Managers and Superintendents in ensuring operations are undertaken in accordance with relevant environmental legislation and approvals. • Ensure any incidents and community complaints are recorded, handled, and responded to in accordance with this Strategy. • Co-ordinate the implementation review and revision of any management plans, procedures, forms, and registers included in the WCC Environmental Management System. • Assist and advice the General Manager and Managers in reinforcing the leadership and commitment to implementing the HSEC Policy and promoting continual environmental improvement at WCC. • Communicate and provide details of environmental issues to Managers, Supervisors, all personnel, and contractors as required. • Reporting as prescribed by PA 10_0059, EPL 12290 and Mining Leases. • Advise on appropriate risk ranking and assist in coordinating appropriate corrective and preventive actions for environmental incidents. • Liaise with relevant Government agencies on reporting of environmental incidents and any environmental non-conformances. |
| Environmental Advisor | <ul style="list-style-type: none"> • Maintain an awareness of environmental issues and actively promote environmental understanding across the WCC workforce. • Assist in the control, review and revision of documents, forms, and records. • Assist in the preparation of any scheduled Strategy reporting and environmental incident investigations/reporting. • Co-ordination of environmental monitoring and measurement. |



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| | <ul style="list-style-type: none"> • Evaluation of compliance with legal environmental requirements and other statutory approvals relevant to the Strategy. • Advise on appropriate co-ordination of corrective and preventive actions for environmental incidents. Maintenance of the pollution incident response procedure and management of testing the procedure • Commitment to implementing the HSEC Policy and promoting continual environmental improvement at WCC. |
| Training Team | <ul style="list-style-type: none"> • Maintain the Training Competencies Records for each WCC employee and Contractor. • Maintain an awareness of environmental issues and actively promote environmental understanding across the WCC workforce. |
| Employees and Contractors | <ul style="list-style-type: none"> • Conduct all activities in compliance with the applicable legislation, approvals, the WHC requirements, the WCC Policies and associated health, safety, and environment management systems. • Immediately bring to the attention of their Supervisor/Manager all Environmental incidents & complaints at soon as practicable • Maintain an awareness of environmental issues and report any non-conformances to their supervisor/manager. |

4.3 Training and Competencies

WCC will implement a training program to promote general environmental awareness and an understanding of individual responsibility. All contractors and personnel will undergo a generic induction level of training as a prerequisite to commencing work on site. The training program will aim to maintain an awareness of environmental issues and actively promote environmental understanding across the WCC workforce.

In addition to the induction course, environmental awareness and understanding will be maintained through additional training determined on an as need basis to help refresh environmental awareness and notify WCC personnel of any new operational practices/requirements.

5 COMMUNICATION AND CONSULTATION

5.1 Internal Communication

Information about the organisation's Environmental Management System will be communicated internally among all levels and functions of the WCC. The aim of the communication program will be to maintain and foster good working relations between operational departments and personnel. Relevant operational departments and personnel will be notified of any proposed changes to operations, environmental risks and required environmental remedial works. Environmental performance and any environmental issues will be reported to personnel and contractors using the following methods:

- Environmental training and awareness during the induction program.
- Updates using briefing notes or at toolbox talk sessions as required.



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- The Strategy being available on the WHC internal server for ease of access and use by WCC personnel.
- Provision of the EPL monthly monitoring on the WHC website.
- Internal reports/memos/presentations/notice boards prepared by the Environment team as required.

5.2 External Communication

WHC will implement external communication avenues to ensure up to date information on WCC activities, management systems and environmental performance are readily available to the public. In accordance with *Schedule 5 Condition 10* of PA 10_0059, the WCC website will include up to date copies of:

- Environmental Assessment documents in support of the approval.
- Current statutory approvals for the project.
- Approved strategies, plans and programs required under the conditions of the approval.
- A comprehensive summary of the monitoring results, which have been reported in accordance with the conditions of this approval or any approved plans or programs.
- A register of complaints updated monthly.
- Minutes of any Community Consultative Committee (CCC) meetings.
- Any independent environmental audit and WCC's response to recommendations.
- The last five Annual Reviews.
- Any other information required by the DPE.

The following information for the mine will be publicly available on WCC's website:

- Monthly EPL Monitoring Summaries
- Site RMP (Rehabilitation Management Plan)
- Annual Rehabilitation Report
- Forward Program



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5.3 Stakeholders

WHC is committed to active engagement with stakeholders to understand the environmental, social and governance aspects of WHC operations that matter to them. The Stakeholder Engagement and Community Investment Strategy has been developed to:

- Make clear WHC commitment to the local community and region.
- Explain WHC operations.
- Share community feedback received over time (be that in person, through our regular qualitative and quantitative research, or at community events).
- Communicate addressment of feedback.

Implementing the Stakeholder Engagement and Community Investment Strategy is part of WHC's commitment to best practice engagement across the business. An annual internal review of progress and updates to the Stakeholder Engagement and Community Investment Strategy will be made as required.

WHC have established a register of relevant stakeholders and their interest areas modified below in Table 4, below (updated in their annual Sustainability Report which is published on the WHC website).

Table 4 List of Relevant Key Stakeholders

| Stakeholder Group | Interest Area |
|----------------------------------|--|
| Employees and Contractors | <ul style="list-style-type: none"> • Health and safety at work • Job security • Remuneration and working conditions. • Learning and development opportunities • Diversity and inclusion • Business model |
| Local Communities | <ul style="list-style-type: none"> • Environmental, social, and cultural heritage impacts. • Local employment and procurement. • Community investment, including training and education. • Sustainable, local economic diversification. • Transparency and communication. |
| Governments including regulators | <ul style="list-style-type: none"> • Regulation and compliance • Mine extensions and approvals • Mine closure planning • Royalties and taxes • Balancing economic, social, and environmental objectives |
| Traditional owners | <ul style="list-style-type: none"> • Local procurement • Ongoing partnerships • Management of suppliers • Environmental, social, and cultural heritage impacts. |



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| Stakeholder Group | Interest Area |
|------------------------------|---|
| Non-government organisations | <ul style="list-style-type: none">• Environmental, social, and cultural heritage impacts• Compliance• Community engagement• Transparency |
| | <ul style="list-style-type: none">• |

5.3.1 Community Consultative Committee

WCC has established a CCC for the life of the project, in accordance with *Schedule 5, Condition 5* of PA 10_0059.

S5 C5 Community Consultative Committee

The Proponent shall operate a Community Consultative Committee (CCC) for the Werris Creek Coal Mine for the life of the project, in general accordance with the Guidelines for Establishing and Operating Community Consultative Committees for Mining Projects (Department of Planning, 2007, or its latest version), and to the satisfaction of the Secretary.

Notes:

- *The CCC is an advisory committee. The Department and other relevant agencies are responsible for ensuring that the Proponent complies with this approval.*
- *In accordance with the guideline, the Committee should be comprised on an independent chair and appropriate representation from the Proponent, Council, recognised environmental groups and the local community.*

The CCC acts as an advisory body to help raise any WCC related issues, address community concerns and monitor the performance and compliance with the approval. Meetings are held on a basis determined to be appropriate by the CCC. Currently, CCC meetings are held every three months.

CCC meeting minutes and Quarterly Environmental Monitoring report are made available to the public on the WHC website.

5.4 Community Complaints

WHC maintains a feedback and complaints hotline (Phone number 1800 924 836).

The objective of the hotline is to enable the community to raise concerns with the operation of the Project, possible environmental impacts, complaints, or to seek further information on environmental aspects. The hotline will be the principal method for recording any community complaints and issues.



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However, correspondence will also be accepted and promoted using any appropriate medium including the WHC website, e-mail, or letter.

All complaints received will be recorded and lodged in the Complaints Register. As per Schedule 5 Condition 10 of PA 10_0059, the Complaints Register will be updated monthly.

The details of each complaint and any response will be documented in the complaints register and will be uploaded to the WHC website and reported in the relevant Annual Review.

5.5 Dispute Resolution

If any complainant does not consider WCC's response or reactions adequately address their concerns, the following process may be adopted.

- If possible, a meeting will be convened with the General Manager and/or WCC representative to seek a resolution on the matter.
- Where required, WCC will undertake reasonable additional measures to effectively resolve the issue and satisfy all parties involved.
- The complainant will be provided with a response from WCC detailing the outcomes of the complaint investigation if requested.
- If requested, the General Manager and/ or Environmental Superintendent will convene a follow-up meeting with the complainant.

If the complainant believes the matter remains unresolved and no further agreement can be reached as to additional measures to be undertaken, then either party may refer the matter to the Secretary for resolution.

6 MONITORING, MEASUREMENT, ANALYSIS AND EVALUATION

6.1 Environmental Monitoring Program

WCC have developed an extensive environmental monitoring program within and surrounding the WCC operation to monitor and report on the impacts and environmental performance of the mine and effectiveness of management measures. Various monitoring programs for specific environmental impacts are detailed in the relevant management plans. Further detail on environmental monitoring and management for specific environmental issues is included in the management plans required by the approval (refer to Section 3.3).

The WCC environmental monitoring program includes surface water, groundwater, blasting, air quality, noise, and meteorological monitoring locations as well as flora and fauna, and Aboriginal and historical



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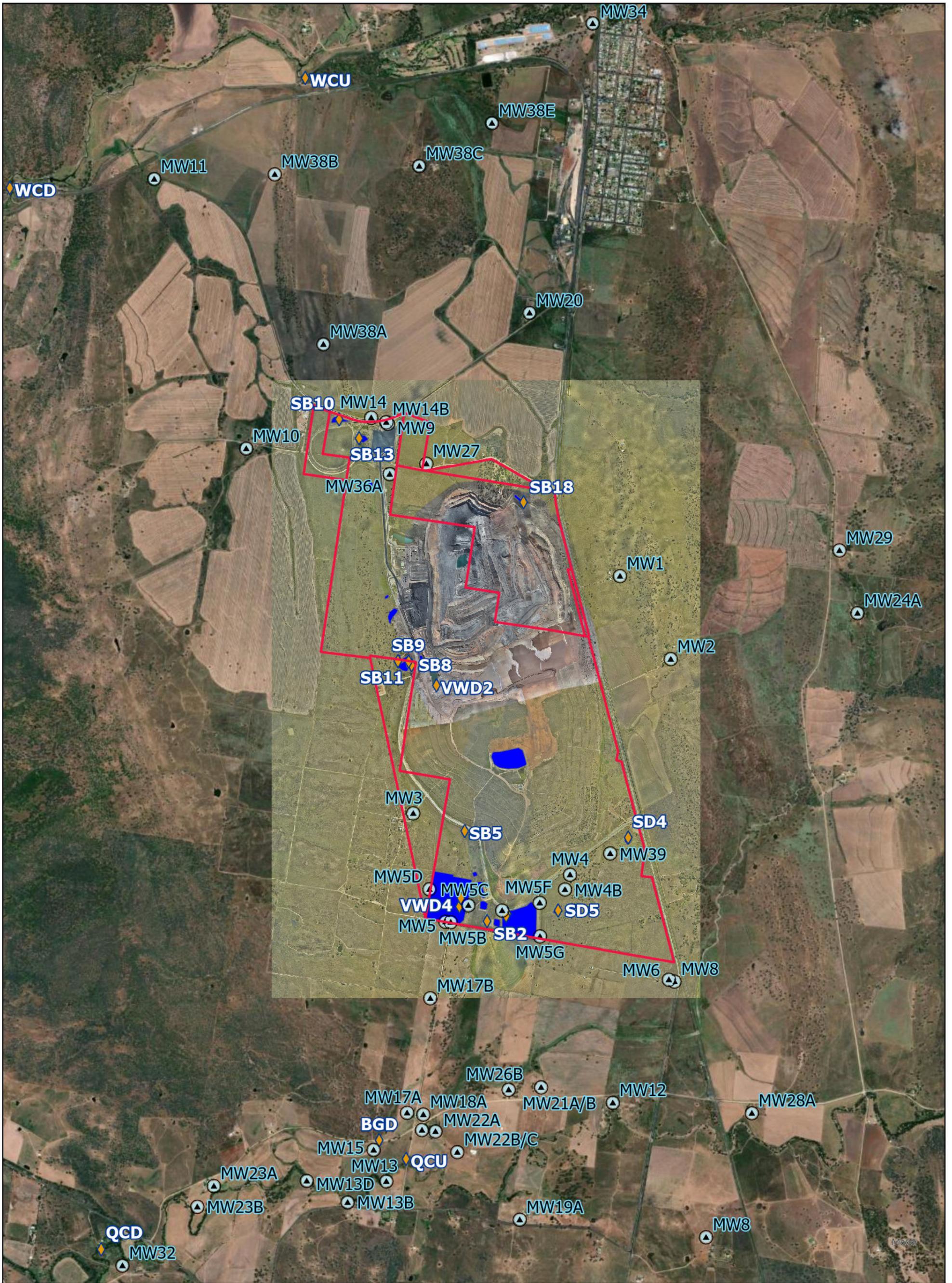
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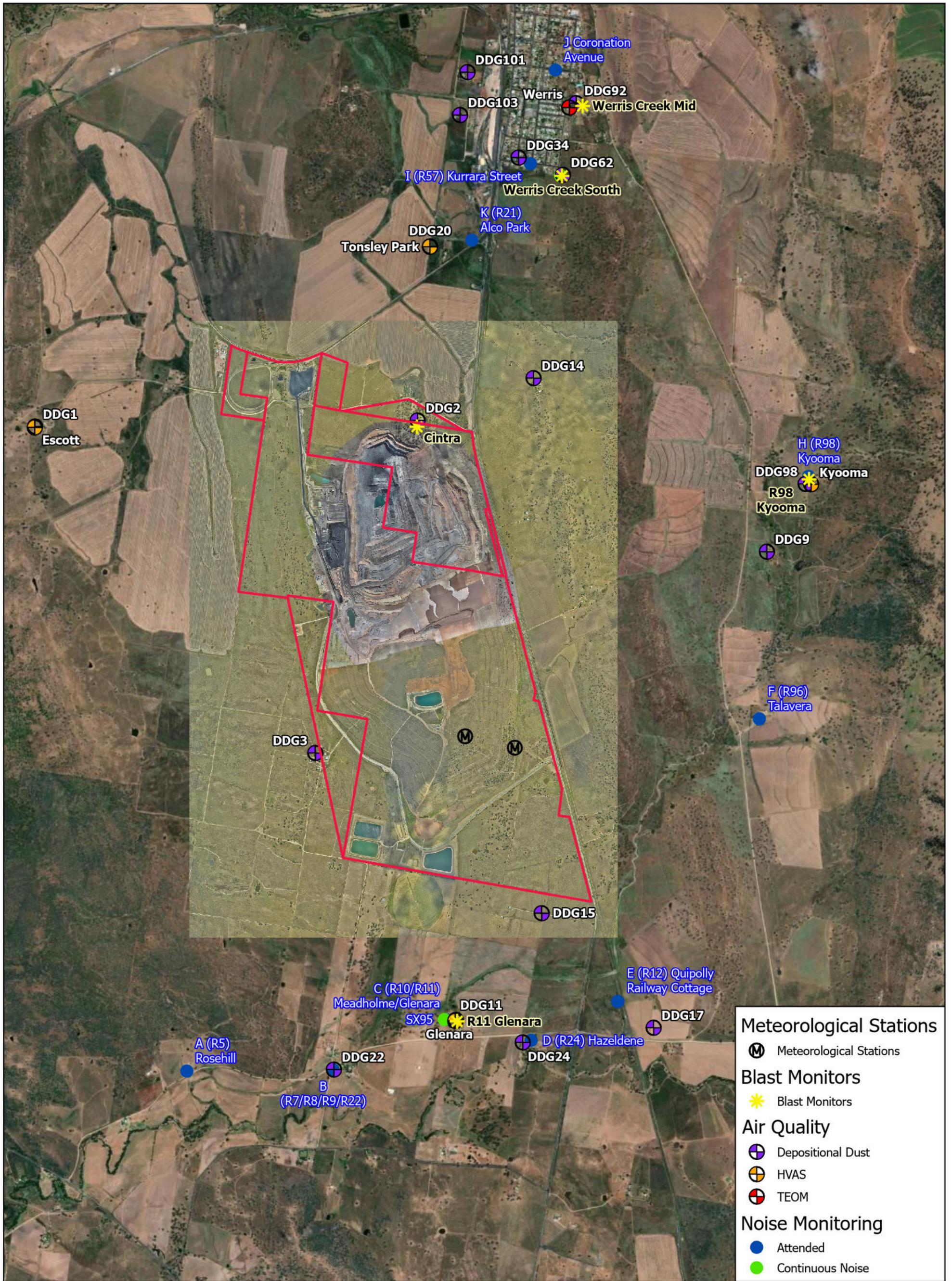
archaeological monitoring. These will be reviewed throughout the project and updated in the relevant environmental management plans.

WCC will ensure that all monitoring and measurement equipment is calibrated and appropriately maintained when conducting monitoring and measurements as prescribed by PA 10_0059. The Environmental Department is also responsible for recording and maintaining accurate documentation of all parameters recorded as part of the environmental monitoring undertaken for the WCC.

Figure 5A and 5B provides an overview of all monitoring carried out at the WCC.



Werris Creek Mine Water Monitoring



Meteorological Stations

(M) Meteorological Stations

Blast Monitors

(*) Blast Monitors

Air Quality

(⊕) Depositional Dust

(⊕) HVAS

(⊕) TEOM

Noise Monitoring

(●) Attended

(●) Continuous Noise



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7 EMERGENCIES

Response to emergency situations will incorporate three basic steps:

1. **Notification of the emergency (internal and/or external).**
2. **Protection of personnel as priority.**
3. **Protection of the environment, plants, and equipment.**

Initially, both Steps 2 and 3 would use internal resources, with help from external resources called upon when necessary.

Incidents that cause (or may cause) material harm to the environment will be reported in accordance with *Schedule 5 Condition 6* of PA 10_0059 (refer to Section 8).

7.1 Emergency Preparedness and Response

WCC has developed a PIRMP as part of the requirements of EPL 12290 O6.3 and in accordance with the *POEO Act* to provide emergency procedures for environmental incidents.

O6.3 The licensee must maintain, and implement as necessary, a current Pollution Incident Response Management Plan (PIRMP) for the premises. The PIRMP must document systems and procedures to deal with all types of incidents (e.g., spills, explosions, fire) that may occur at the premises or that may be associated with activities that occur at the premises and which are likely to cause harm to the environment.

O6.4 The licensee must keep the PIRMP on the premises at all times.

Should an emergency occur the aim of any emergency procedure is to:

- Take immediate action to minimise environmental harm and to mitigate the environmental impact.
- **If there is a risk of material harm to the environment or an immediate threat to human health or property, prior to any other action, WCC must notify any affected residence, Fire and Rescue NSW, NSW Police and NSW Ambulance – by calling 000.**
- Contact other response and regulatory agencies after that to satisfy notification obligations.
- Implement corrective action to avoid a recurrence (refer to Section 8).

Following an emergency incident, these procedures will be carefully reviewed to ensure the response is practical and appropriate in practice and to implement corrective actions accordingly.



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8 REPORTING & CORRECTIVE ACTIONS

The corrective actions and auditing procedures have been developed to promote continuous review and improvement in accordance with the relevant regulatory requirements.

8.1 Incident Response and Corrective Actions

Incident reporting will be undertaken in accordance with *Schedule 5 Condition 6* of PA 10_0059.

S5 C6 Incident Reporting

The Proponent shall notify, at the earliest opportunity, the Secretary and any other relevant agencies of any incident that has caused, or threatens to cause, material harm to the environment. For any other incident associated with the project, the Proponent shall notify the Secretary and any other relevant agencies as soon as practicable after the Proponent becomes aware of the incident. Within 7 days of the date of the incident, the Proponent shall provide the Secretary and any relevant agencies with a detailed report on the incident, and such further reports as may be requested.

The WCC Environmental Department will be responsible for evaluating the appropriate response if an environmental incident is identified.

Should an environmental incident occur, WCC will action an appropriate response by:

1. Taking action to control and correct it, appropriate to the significance of the effects.
2. Initiating the PIRMP where required and taking measures to “control, contain and clean-up.”
3. Immediately inform the Supervisor of the relevant work area of any incidents. The Supervisor or Operations Manager will inform the Environmental Department of any environmental incidents.
4. If there is “an immediate threat to human health or property” an Emergency Response will be required. Any potentially affected landholder, tenant or lessee will be notified about the incident immediately and informed as to any appropriate actions.
5. The supervisor will initiate any additional containment/control of the incident and coordinate required clean-up activities. The supervisor will continue to liaise with the Environmental Department to determine any relevant authorities that may need to be notified.
6. The Environmental Department will record any environmental incidents in the Whitehaven Coal Incident Reporting System
7. If the Environmental Department determines the incident is notifiable (i.e., caused or threatens to cause material harm to the environment or for any other relevant reason), then, in consultation with the Operations Manager, they will notify the relevant agencies immediately after becoming aware of the incident.



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8. Evaluating the need for action to eliminate the causes of the environmental incident, in order that it does not recur or occur elsewhere.

The incident report will include as a minimum:

- Summary of the incident;
- Outcomes of an incident investigation, including identification of the cause of the incident;
- Details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence; and
- Details of any communication with other stakeholders regarding the incident.

8.2 External Notification Procedure

Under Part 5.7 of the *POEO Act* and in accordance with the requirements of PA 10_0059 Schedule 5, Condition 6 and EPL 12290 R2, following “...*any incident that has caused, or threatens to cause, material harm to the environment...*” the WCC Environmental Department, in consultation with the Environmental Manager, will:

- Notify any relevant regulatory authorities immediately; and
- Provide a detailed report on the incident, and such further reports as may be requested within 7 days of the date on which the incident occurred.

Material harm to the environment is defined in section 147 of the *POEO Act* to include:

147 Meaning of material harm to the environment

(1) For the purposes of this Part:

- a. *harm to the environment is material if:*
 - i. *it involves actual or potential harm to the health or safety of human beings or to ecosystems that is not trivial, or*
 - ii. *it results in actual or potential loss or property damage of an amount, or amounts in aggregate, exceeding \$10,000 (or such other amount as is prescribed by the regulations), and*
- b. *loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment.*

(2) For the purposes of this Part, it does not matter that harm to the environment is caused only in the premises where the pollution incident occurs.



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8.2.1 Non-Compliance

Compliance with all approvals, plans and procedures will be the responsibility of all personnel (staff and contractors) employed on or in association with the mine, and will be developed through promotion of mine ownership under the direction of the General Manager and Environmental Superintendent.

Management of compliance at WCC is achieved through:

- The Environmental Superintendent (or delegate) will undertake regular inspections (i.e., at least monthly) and initiate directions identifying any remediation/rectification work required, and areas of actual or potential non-compliance.
- Any non-compliance with regulations, licences or approvals will be reported to the relevant authority, together with details of the corrective actions taken to avoid future occurrences.
- Non-compliances with the requirements of the mine's EPL will be reported in each Annual Return.
- A review of WCC compliance will be undertaken in accordance with the requirements of NSW Government Annual Review Guideline (October 2015).
- Additionally, an independent environmental audit will be undertaken a minimum of once every three years and the report submitted to the Secretary and made available to the public on WHC's website. The independent audit will be undertaken by an appropriately certified auditor in accordance with AS/NZS ISO 19011:2003 "Guidelines for Quality and/or Environmental Management Systems Auditing" or equivalent updated versions of these guidelines.

8.3 Scheduled Reporting

In accordance with the requirements of *Schedule 5 Condition 7* of PA 10_0059:

S5 C7 Regular Reporting

The Proponent shall provide regular reporting on the environmental performance of the project on its website, in accordance with the reporting arrangements in any plans or programs approved under the conditions of this approval.

WCC has committed to an extensive environmental monitoring reporting and publication schedule. The aim of externally communicating the environmental monitoring results is to maintain and foster transparency of the WCC environmental practices while promoting continued improvement.



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8.3.1 Annual Review

In accordance with Schedule 5 Condition 3 of PA 10_0059:

S5 C3 Annual Review

By the end of March each year, the Proponent shall review the environmental performance of the project to the satisfaction of the Secretary. This review must:

- (a) describe the development (including any rehabilitation) that was carried out in the past year, and the development that is proposed to be carried out over the next year;*
- (b) include a comprehensive review of the monitoring results and complaints records of the project over the past year, which includes a comparison of these results against the:*
 - o relevant statutory requirements, limits or performance measures/criteria;*
 - o monitoring results of previous years; and*
 - o relevant predictions in the EA;*
- (c) identify any non-compliance over the past year, and describe what actions were (or are being) taken to ensure compliance;*
- (d) identify any trends in the monitoring data over the life of the project;*
- (e) identify any discrepancies between the predicted and actual impacts of the project, and analyse the potential cause of any significant discrepancies; and*
- (f) describe what measures will be implemented over the next year to improve the environmental performance of the project.*

WCC will submit an Annual Review by the end of March each year for the previous calendar year. The Annual Review will be prepared in accordance with the NSW Government (2015) *Annual Review Guideline; Post-approval requirements for State Significant Mining Development* (or latest version).

8.3.2 Complaints Register

WCC maintains a summary of community complaints (refer to Section 5.4) received in relation to WCC activities. As required under the approval, the community complaints register is updated monthly and is published on the WHC website.



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8.3.3 Monthly EPL Monitoring Summary

WCC prepares a monthly environmental monitoring summary in alignment with the requirements of the EPL 12290 and EPA, *Requirements for Publishing Pollution Monitoring Data*, 2013. The summary report is published on the WHC website.

8.3.4 EPL Annual Return

In accordance with the requirements of EPL 12290, WCC submits an annual report to the EPA. The summary report includes:

- A statement of compliance against the conditions of EPL 12290; and
- Monitoring and complaints summary for the EPL 12290 reporting period.

8.3.5 Independent Environmental Audit

In accordance with the requirements of *Schedule 5, Condition 8* of PA 10_0059:

By the end of June 2014, and every 3 years thereafter, unless the Secretary directs otherwise, the Proponent shall commission and pay the full cost of an Independent Environmental Audit of the project.

This audit must:

- (a) be conducted by a suitably qualified, experienced and independent team of experts whose appointment has been endorsed by the Secretary;*
- (b) include consultation with the relevant agencies;*
- (c) assess the:*
 - *environmental performance of the project; and*
 - *whether it is complying with the requirements in this approval, any relevant EPL or Mining Lease (including any assessment, plan or program required under these approvals); and*
- (d) recommend appropriate measures or actions to improve the environmental performance and rehabilitation of the Project.*

Note: This audit team must be led by a suitably qualified auditor and include experts in any fields specified by the Secretary.

WCC will undertake a three yearly Independent Environmental Audit (IEA) to review the environmental performance of the WCC and/or any strategy, plan or program required under PA 10_12290.



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The IEA Report and WCC's response to audit findings and recommendations will be published on the WHC website.

9 REVIEW AND IMPROVEMENT

9.1 Review of Plans, Procedures and Strategies

In accordance with *Schedule 5, Condition 4* of PA 10_0059, all management plans, programs, and strategies are reviewed and if necessary revised within 3 months of:

S5 C4 Revision of Strategies, Plans and Programs

Within 3 months of:

- (a) the submission of an annual review under condition 3 above;*
- (b) the submission of an incident report under condition 6 below;*
- (c) the submission of an audit under condition 8 below; or*
- (d) any modification to the conditions of this approval (unless the conditions require otherwise), the Proponent shall review, and if necessary revise, the strategies, plans, and programs required under this approval to the satisfaction of the Secretary. Where this review leads to revisions of any plan then within four weeks of the review the revised document must be submitted to the Secretary and any other relevant agencies for approval.*

Note: This is to ensure the strategies, plans and programs are updated on a regular basis, and incorporate any recommended measures to improve the environmental performance of the project.

9.2 Should the review identify any requirement to change the Strategy, this document will be updated in accordance with the approval. Any changes required to the Strategy following the management review will be submitted to DPE for approval and recorded in the change summary table listed in Section 9.4. Management Review

In general accordance with ISO:14001 2016, top management will review the WCC's environmental management system, to guarantee continued practicality, adequacy, and effectiveness.

The management review shall look at:

- Status of previous management review recommendations.
- Alterations in:
 - External and internal issues.



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- Stakeholder needs and expectations.
- Significant environmental aspects.
- Environmental risks and opportunities.
- Achievement of environmental objectives.
- WCC environmental performance regarding compliance, nonconformities, corrective actions, monitoring and measurement results, audit results.
- Resource efficiency.
- Communication and complaints.
- Opportunities for continual improvement.

9.3 Continuous Improvement

In general accordance with ISO:14001 2016, WCC will investigate ways to improve environmental performance of WCC over time. This will be achieved through:

- Stakeholder feedback and recommendations.
- Management review.
- Development and implementation of an internal audit program
- Reporting on environmental performance annually in the annual review and associated measures proposed to be implemented to improve performance.
- Implementation maintenance and management of any strategy documentation and continuous improvement.

9.4 Change Register

The following change register (refer to Table 5) will document any changes undertaken to this Strategy as defined in Section 9.1.

Table 5 Change Register Summary

| Version | Date | Change Summary |
|---------|---------------|--|
| 1 | April 2012 | Project Approval |
| 2 | November 2023 | Update in general accordance with ISO:14001 2016 requirements. |



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10 ACRONYMS

| | |
|----------------|--|
| CCC | Community Consultative Committee |
| CHPP | Coal Handling and Preparation Plant |
| DA | Development Consent |
| DPE | Department of Planning and Environment (formerly known as DPIE and DP&E) |
| EP&A | <i>Environmental Planning and Assessment Act 1979</i> |
| EL | Exploration licence |
| EPL | Environment Protection Licence |
| HSEC Policy | Health, Safety, Environment and Communities Policy |
| IEA | Independent Environmental Audit |
| ISO:14001 2016 | AS/NZS ISO:14001 2016 <i>Environmental Management Systems</i> |
| MEG | Regional NSW, Mining, Exploration and Geosciences |
| ML | Mining Lease |
| MOD | Modification of Consent |
| Mt | Million tonnes |
| NSW | New South Wales |
| PA | Project Approval |
| PRIMP | Pollution Response Management Plan |
| RMP | Rehabilitation Management Plan |
| ROM | Run-Of-Mine |
| Strategy | Environmental Management Strategy |
| WCC | Werris Creek Coal Mine |
| WHC | Whitehaven Coal Limited |



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