



Community.

A core objective of ours is to see the benefits of our operations extend beyond our direct workforce and the life of any single mine, and with a bias towards the communities immediately surrounding our mining operations.

Around 75% of our workforce lives in the towns around our operational footprint and, as the largest private employer in North West NSW, we play a significant role in sustaining and building capacity in these communities. Whether through salaries and wages, locally-focused procurement, infrastructure investment, voluntary payments to councils or discretionary donations and sponsorships, we are proud of our support for the regional economy and society.

We employ a range of methods and tools to engage with local stakeholders meaningfully, effectively and respectfully. We acknowledge legitimate concerns about mining exist and we seek to address these in a timely manner through early engagement and information sharing, or through formal complaint and issues resolution mechanisms.

In FY20 we further enhanced our investment in local community engagement and communication in North West NSW with the elevation of responsibilities in this area to General Manager-level and the appointment of an experienced leader based in Gunnedah. We also

appointed an additional resource to our Aboriginal Community Relations team, reflecting our continuing focus on addressing local Indigenous disadvantage and the need to interact with a growing number of stakeholders in this space. The team is focused on developing respectful enduring relationships by actively educating and building understanding in our communities, through Community Consultative Committees, engagement with councils, business chambers and other local business forums, local supplier briefings, as well as community drop-in sessions, mine open days, tours, school engagement, and more.



Listening to our communities

We undertake independent qualitative and quantitative sentiment testing in our local community approximately every 18 months. This statistically significant polling across the Gunnedah, Narrabri, Tamworth and Liverpool Plains Local Government Areas (LGAs) shows our reputation has improved consistently over the four waves of research (conducted over a total of five years) and, in May 2020, recorded its highest net positivity rating since the first study in 2015. The proportion of people aware of Whitehaven who

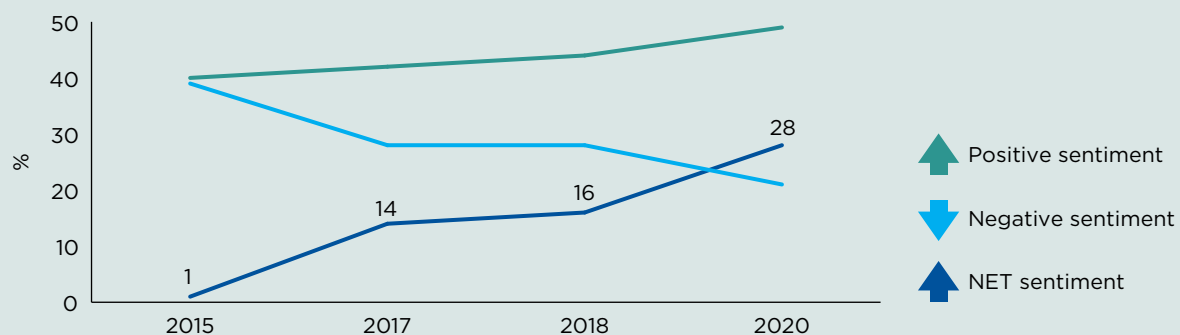
hold a positive view of the company is 49%, up from 44% in 2018, with only 21% feeling negatively towards the company, down from 28%.

Performance across social and environmental benchmarks has also improved since 2018, with 77% of respondents agreeing Whitehaven makes the economy stronger and more resilient (up from 65% in 2018) and a higher proportion of respondents agreeing Whitehaven takes care of the local environment as compared with the previous wave (net agreement 42%, noting

25% express a neutral position). 56% of respondents say they are proud of Whitehaven as an Australian company, up from 49%.

This research also suggests that while some more recent changes, such as the refreshed Whitehaven website and an enlarged Community Engagement team, have been welcomed, there is a need for even further proactive and transparent local engagement, which, as with previous surveys, guides our engagement approach.

Local community sentiment towards Whitehaven Coal



Source: Independent quantitative research conducted by Newgate Research. Base: All participants who are aware of Whitehaven Coal: 2020 (n=561), Tamworth (n=134), Gunnedah (n=145), Narrabri (n=143), Liverpool Plains (n=139). 2018 (n=568), 2017 (n=565). 2015 (n=574)

Sustaining regional economies

We are proud to be able to contribute to the resilience of the regional economy in North West NSW, particularly given the ongoing drought and COVID-19 pandemic, with our majority locally-based workforce spending wages in the region, and our commitment to local procurement providing stimulus for locally-based enterprises.

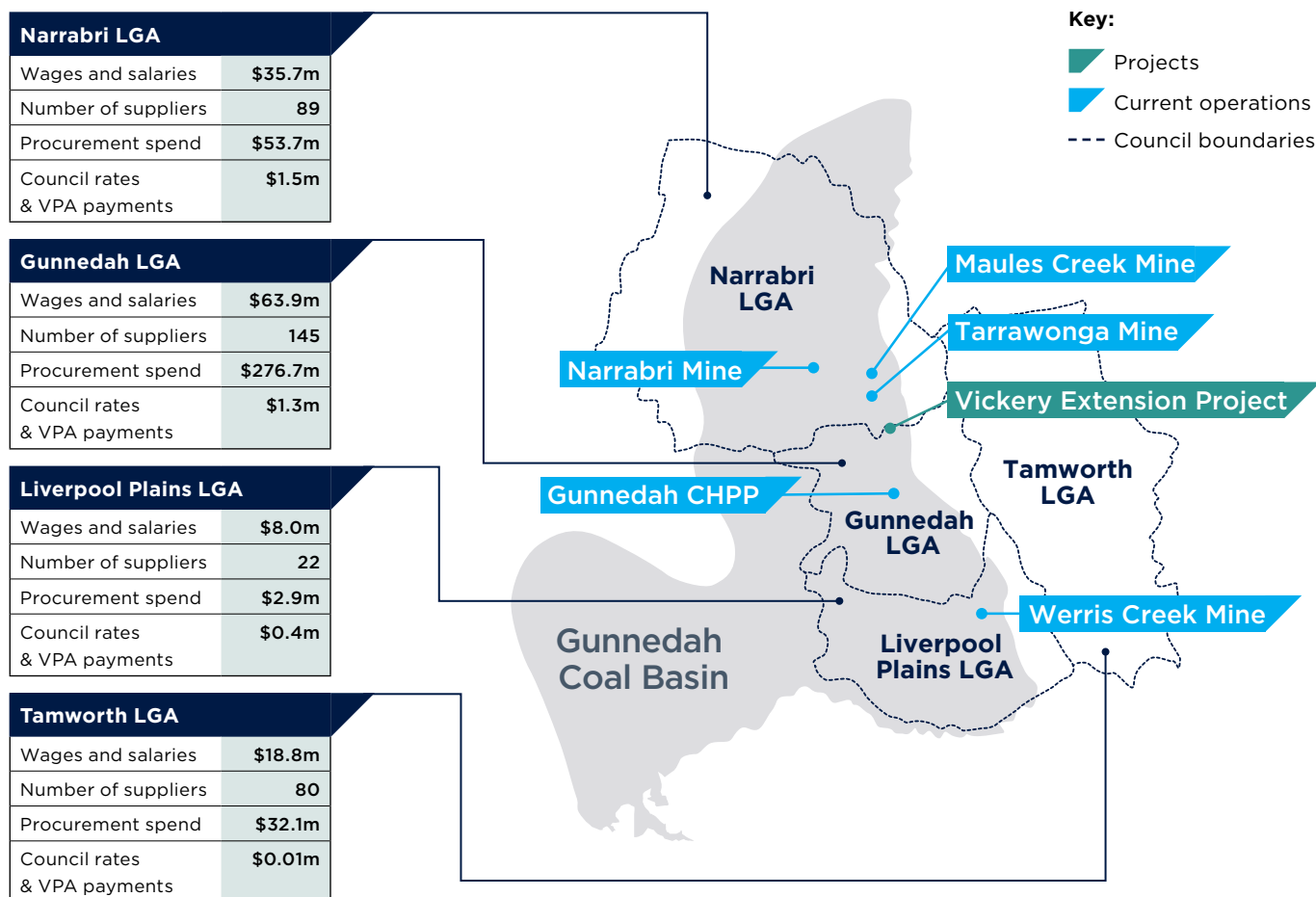
Consistent with our local employment focus, we are a major supporter of regional SMEs and spent \$365.4 million with local suppliers in FY20. Of this, \$3.15 million was with nine Indigenous businesses for goods and services ranging from on-site training to office supplies.

We are active members of local business chambers, including the newly-formed Boggabri Business Chamber, to help build relationships and better understand how local

businesses can work with us, and what Whitehaven can do to build up regional business capacity. To support this, we hosted a number of local business groups at our mine sites in FY20 to build relationships and mutual understanding of our respective businesses.

Throughout the COVID-19 pandemic, we have sought to source essential items such as hand sanitizer and spray bottles for our sites and offices locally.

Economic contribution to North West NSW in FY20



	FY20	FY19	FY18	FY17	FY16
Taxes and royalties paid to governments (\$m)	244.2	323.8	283	226.3	166
Payments to businesses and suppliers in North West NSW (\$m)	365.4	333.9	293.2	237.7	203
Payments made to all other suppliers (non-local) (\$m)	1,270.1	1,202.9	1,107.4	990.2	889.8
Number of suppliers in North West NSW	336	328	315	311	345
Payments made to Indigenous suppliers (\$m)	3.15	1.83	-	-	-
Number of Indigenous suppliers	9	18	-	-	-
Voluntary planning agreement expenditure (\$m)	0.61	0.73	1.75	4.13	3.41
Donations and sponsorships (\$m)	0.42	0.52	0.45	0.30	0.22

“Whilst we have great infrastructure for a small town, our businesses have struggled immensely with the drought, the COVID pandemic and small business recession. Without the ongoing support of the mining industry, I doubt that some of our business would exist today. As Boggabri business people, we want to celebrate Boggabri as a diversified town proud of both our agriculture and mining heritage and we are determined to work together into the future to create prosperity and opportunity, nurturing our businesses and the Boggabri community.”

Joanne Bell, President, Boggabri Business Chamber

Multi-million dollar upgrade at Tarrawonga helping to keep local businesses going strong

Businesses in North West NSW partnered with Whitehaven Coal on a \$126 million upgrade at the Tarrawonga open-cut coal mine, with the project managed and delivered entirely by local businesses.

The upgrade supported the mine's ramp-up to its approved production rate of 3 million tonnes per annum, and included construction of a new office, workshop, roads and carparks, an electrical and mechanical upgrade to the Coal Handling Plant, and supply of equipment including a new fleet of diggers and trucks.

Local companies involved included Stripes Engineering, MANY Fabrication & Engineering, PCC Electrical, Pettona Services, Specialised Civil Services, Hitachi, and GBP Cranes. Glenn Many of Many Fabrication & Engineering, which led the fabrication, installation and componentry for the CHP upgrade, said that working on major projects with miners like Whitehaven has helped his business weather the downturn in the agricultural sector.

"Unfortunately over the last 18 months or so we've seen the agricultural side of the company take a huge hit. We've had to diversify and we've been able to adapt to make up the shortfall from agriculture," said Glenn.

"We've got about 36 employees and six apprentices, ranging from first- to fourth-year, and projects like this have helped keep the company afloat. We haven't laid anyone off – in fact we've been able to employ people who live locally, including farming people from around the area. The reality is if we weren't doing these types of projects, we wouldn't be around."

"The team at Whitehaven are big advocates for local supply and local people, and we've had an opportunity to show we're here and we can do the job. It's building up the local skills in the area, so companies like Whitehaven know they have the resources to do these major projects without going out of town or interstate."

Andrew Semmler, General Manager of Stripes Group, said projects like the Tarrawonga upgrade help maintain a skilled workforce locally.

"We have around 85 employees, about 95% of whom live locally – and the consistency of work with Whitehaven, including the Tarrawonga upgrade, has allowed us to sustain our employee base. The ongoing support gives us the confidence to engage new apprentices each year."

"We're pleased to partner with local businesses, first and foremost because they provide quality services and solutions," added John Hamson, Operations Manager at Tarrawonga.

"This upgrade project means we can not only improve productivity and reliability when it comes to getting coal out of the ground, but importantly, we have better facilities for our teams across both operations and maintenance."

Pictured: Greg Bonett and Anthony Mingay (Hitachi Construction Machinery Australia), Rick Chorley (Power Control & Communications), Glenn Many (Many Fabrication & Engineering), Lachlan Gourley (Power Control & Communications), Rob Eyre (Whitehaven), Andrew Payne (ADP Contracting), Andrew Semmler (Stripes Group) and Daniel Hawkins (GBP Cranes) at Tarrawonga Mine.



Addressing Indigenous disadvantage

We work in close partnership with Aboriginal and Torres Strait Islander people connected to the land where we operate to address disadvantage and help create stronger families and futures for Aboriginal and Torres Strait Islander people in North West NSW and in Queensland's Bowen Basin.

Our approach is specifically designed to be intergenerational in nature, with a focus on addressing disadvantage through initiatives across early childhood education and support, schooling, skills development and employment.

This holistic approach provides intergenerational support for children and their families, our employees and prospective employees, so local Indigenous people see their immediate needs being addressed, in addition to creating the socio-economic preconditions for future generations to grow and prosper.

Our efforts extend beyond ensuring the proportion of people in our workforce identifying as Indigenous reflects our community more broadly, outlined in more detail on page 53. Our investment aims to ensure local Aboriginal and Torres Strait Islander people have the self-esteem and confidence to shape more positive futures.

The practical measures we invest in are outlined in our Stretch RAP, launched in mid-2018. In the 2020 calendar year, as we finalise the delivery of the commitments outlined in our RAP, we are also developing our next RAP.



Bob Sutherland, Whitehaven Coal Manager Aboriginal Community Relations with Wayne Griffiths, Manager of the Winanga-Li Aboriginal Child and Family Centre, Ken Wyatt AM, MP, Minister for Indigenous Australians, and Michael van Maanen, Whitehaven Coal EGM – Corporate, Government & Community Affairs.

In FY20 we continued to support program that help people in our communities access health and education including:

- The Winanga-Li Aboriginal Child and Family Centre in Gunnedah and Narrabri, which provides a range of early childhood and family services across the broader region. In recent years, Winanga-Li has been able to expand its operations into Lightning Ridge and Brewarrina, and in FY20 expanded its out-of-home-care services
- The Girls' Academy at Gunnedah High School and Clontarf Foundation at Narrabri High School, both programs that aim to improve school attendance and graduation, as well as build confidence and help young people transition out of school and into work or study
- The Nandewar Wedgetails (Narrabri) and Gomeroi Roos (Gunnedah) rugby league teams, and In FY20 we also sponsored the Black Magic and Highlanders rugby union 7s teams, who are culturally affiliated with the Barada Barna People in Queensland. Through these sponsorship we aim to encourage active and healthy lifestyles among young people.

We continue to build connections and understanding within our workforce through cultural awareness training as well as engagement activities throughout the year; while physical events have been curtailed by COVID-19, we continue to mark National Reconciliation Week and NAIDOC Week.

In FY20 we were proud to share the successes and lessons from our Indigenous Employment Strategy, as well as our other community engagement efforts, with the Minerals Council of Australia's Indigenous Community of Practice Group.

"We've been lucky enough to secure some fencing opportunities with Whitehaven which will create employment for five to six families."

Simmone Moodie,
Wambali Fencing Pty Ltd

Gunnedah Girls Academy graduate marks next milestone

Mya McRae is reaching new heights, having obtained her certificate in business administration after graduating high school with the support of Gunnedah Girls Academy.

The Girls Academy program is community led and provides much-needed support to give Aboriginal and Torres Strait Islander girls the tools they need to overcome barriers to achieve at school and go on to further study or employment.

The timetabled program is embedded in partner schools, with an Academy room that acts as a sanctuary and support centre for the girls before, during and after school. Academy staff, the majority of whom are Aboriginal and Torres Strait Islander women, provide mentoring, academic assistance and activities designed to promote cultural connection, health and wellbeing, and empower the girls to become leaders of the future.

Almost 3,000 girls across Australia benefit from the program annually, including more than 300 who continue to be supported for two years after they graduate. With Whitehaven Coal's support, Girls Academy at Gunnedah High School provides 50 local girls the

kind of one-on-one support that changes communities, one girl at a time – including Mya McRae.

Mya started a school-based traineeship in business administration while in Year 11, working with the Gunnedah Shire Council's Cultural Precinct while completing school. After graduating from Year 12 in 2019, Mya continued her vocational studies and in mid-2020 she not only completed a certificate in business administration but also continued on as a casual employee with the Council.

Mya said she relished the overwhelming sense of unity and sisterhood during her time at Girls Academy.

"They were always there to catch me when I was doing it tough and guide me through my final years of school," she said. "They always encouraged me to strive for better and to encourage other young women to be the best that they can be."

Without the guidance of Girls Academy staff, Mya believed she would not have completed her HSC or her traineeship.

"Everyday Girls Academy staff were there to make sure that I had eaten, and I had everything

I needed to succeed," she said. "They would always be there to help explain subjects that I was struggling with and to make sure my mental state was good."

This support has continued well after she graduated, with Girls Academy staff regularly checking in to ensure Mya is doing well and whether she needs any assistance. Mya said Girls Academy had shown her the importance of being there for people who are struggling, and that it was always possible to learn from mistakes so that they weren't repeated.

During her traineeship, Mya acted as secretary for the Gunnedah NAIDOC committee, where she met Whitehaven Coal's Aboriginal Community Relations Manager Bob Sutherland. Mya said Bob's encouragement throughout her traineeship was reflective of Whitehaven's role in the wider community.

"The people who work at Whitehaven are great role models not only for young people in Gunnedah but for our community as a whole," she said. "Much like Girls Academy, they're more like a family that supports the community to create a better future for everyone."



Growing the Clontarf Academy in Narrabri

The Clontarf Foundation exists to improve the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal men and by doing so, equips them to participate more meaningfully in society. Since 2000, the Foundation has grown to more than 9,000 Indigenous students participating in programs across the country.

Whitehaven has been working with the Clontarf Foundation since 2016, engaging with students from the Clontarf Academies at Tamworth and Quirindi through regional Employment Forums and site visits. In 2019, with our support of \$120,000 over three years, Clontarf established an academy at Narrabri High School, with 56 participating students. In 2020, there are 66 young men across years 7 to 12 participating in the program at Narrabri High, some of whom

visited our Narrabri Underground mine this year to learn about the range of career opportunities and pathways into the industry.

Throughout COVID-19, Clontarf supported Narrabri Academy participants and their families even while students were studying from home, including by making house visits to check-in, dropping school supplies including laptops and learning modules, as well as supporting school staff.



Barada Barna – Gomerioi Peoples cultural exchange

In September 2019, representatives of the Barada Barna People of Central Queensland had the opportunity to gather ideas for their future engagement with Whitehaven Coal during a visit south to Gunnedah and Narrabri in NSW.

The Barada Barna People are the Traditional Owners of the land in central Queensland where the Winchester South Project is located and were one of the first stakeholder groups Whitehaven formed a relationship with after acquiring the development site in 2018.

As part of this partnership, Barada Barna representatives travelled to North West NSW to learn about Whitehaven's engagement with the Gomerioi People and consider how the two groups can continue working together.

"We appreciated the opportunity to see the work Whitehaven Coal is doing in the communities in which it operates first-hand. We were extremely impressed and look forward to working together in Queensland," said Greg Brown, Chairperson of the Barada Barna Aboriginal Corporation.

"It was a great opportunity to share our experience as a new Aboriginal owned business that has worked closely with Whitehaven through its Aboriginal Procurement workshop in 2018 to the commencement of our first fencing job," added Simone Moodie, Contract Manager at Crockett Moodie Fencing, a supplier to Whitehaven Coal.

Whitehaven Managing Director and CEO Paul Flynn said the tour was a unique opportunity to share learnings from Whitehaven's

work with Aboriginal and Torres Strait Islander communities in the Gunnedah Basin.

"Addressing Indigenous disadvantage through intergenerational support across employment, education, skills development and cultural awareness is at the core of our business and something we take great pride in.

"This is only possible through the relationships we have built over many years with the Gomerioi People and the close partnerships we have formed with Indigenous groups in our region. Our established track record in North West NSW is what we hope to replicate in the Bowen Basin. Our partnership with the Barada Barna People is the first step on this journey together," said Mr Flynn.

Pictured: Representatives of the Barada Barna people and Whitehaven Coal following a Welcome to Country delivered by Greg "Palinka" Griffiths at Bindea - Porcupine Lookout



Investing in community partnerships

As the majority of our employees live in towns and properties around our operations, we are well and truly invested in creating stronger communities together. One way we do this is through discretionary support for a range of charities and community organisations, with a focus on health, education, representative level Indigenous sport as well as those activities that offer a whole-of-community benefit, consistent with our Group Sponsorship and Donations Policy.

In FY20 we made discretionary donations totaling almost \$412,000 to groups including chambers of commerce, service clubs, schools, health services, and sponsorship of community events across both the Gunnedah and Bowen Coal Basins. We continue to be a major sponsor

of the Westpac Rescue Helicopter with a corporate and employee combined contribution of more than \$50,000 in FY20, and donated \$12,000 towards the purchase of a portable ultrasound machine at Narrabri Hospital. We also supported the NSW bushfire relief efforts in January 2020 through the NSW Rural Fire Service and Australian Red Cross, donating \$50,000 to each organisation.

Central to our approach to community partnerships is educating people in our region about our industry. Engaging with local schools and other educational institutions not only helps to address misconceptions about our industry, but also provides information about the diverse range of careers available in the sector, with a view to encouraging young people to stay in the region once they finish school. To that end, we work with schools across North West NSW, hosting visits to our mine sites to allow

students to learn about the mining process and other aspects of our operations such as environmental management, first hand. In addition to our significant investment towards the establishment of a Clontarf Academy at Narrabri High School and to the Girls Academy at Gunnedah High School (see page 62), we have also donated more than \$100,000 to the Country Education Foundation since 2010, to provide direct financial assistance for a range of educational pursuits including apprenticeships, cadetships, degrees, diplomas and certificate level studies for young people from North West NSW.

We also build understanding by inviting local people to tour our operations, and intend to increase the frequency of tours once restrictions related to the COVID-19 pandemic ease.

Work continues to restore *Kurrumbede* gardens

Throughout FY20 work progressed on restoring the gardens of the *Kurrumbede* homestead, a property near Gunnedah once owned by the family of one of Australia's great poets Dorothea Mackellar OBE.

In 2019, Whitehaven Coal announced a \$500,000 investment to restore and preserve the gardens of the homestead. Throughout FY20, under direction from a working group with members from Whitehaven and the Dorothea Mackellar Memorial Society (DMMS), a dedicated bore has been installed, ahead of the installation of a pipeline and

then the re-establishment of the gardens, over time, to reflect its original plant palette and layout.

In conjunction with the DMMS and the Gunnedah Historical Society, as well as the Heritage Division of the NSW Department of Planning, Industry and Environment, we are exploring ways to host periodic community open days at the homestead, to support the education and enjoyment of future generations of young Australian poets and poetry enthusiasts. A first step has been to develop interpretive signage to enhance the experience for potential future visitors.

Purchased in 1905 by Dorothea Mackellar's father, who later constructed the homestead, *Kurrumbede* was one of Mackellar's favourite holiday retreats and features a landscape evoked in a number of her works. The Mackellar family also owned other properties in the Gunnedah area, including The Rampadells.

Whitehaven has been a major sponsor of the Dorothea Mackellar Poetry Awards, hosted by the DMMS, since 2010, and Whitehaven Coal Chairman Mark Vaile is Patron of the Society.