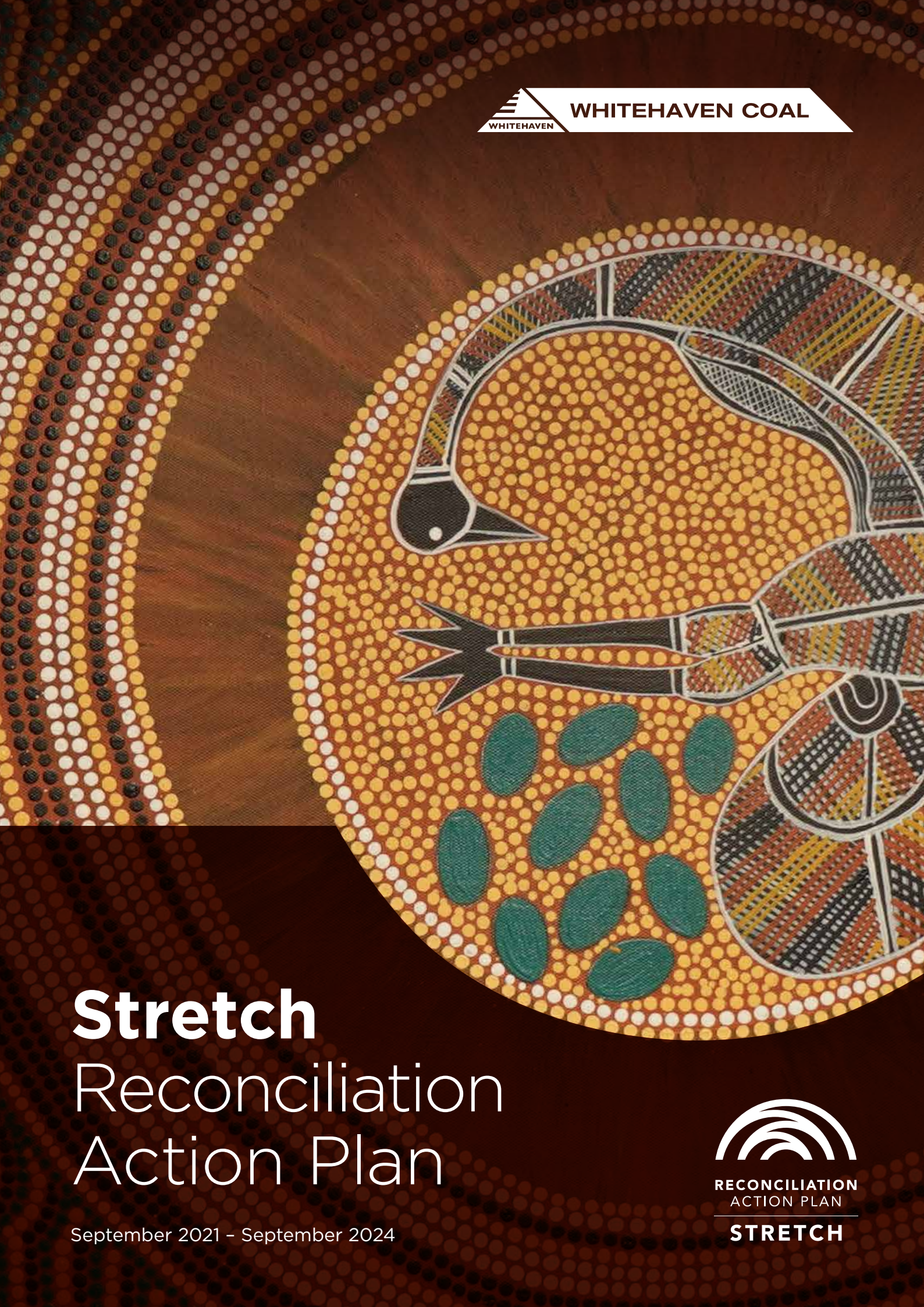




WHITEHAVEN COAL



# Stretch Reconciliation Action Plan

September 2021 - September 2024



RECONCILIATION  
ACTION PLAN

**STRETCH**



# Acknowledgement of Country and Traditional Owners

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

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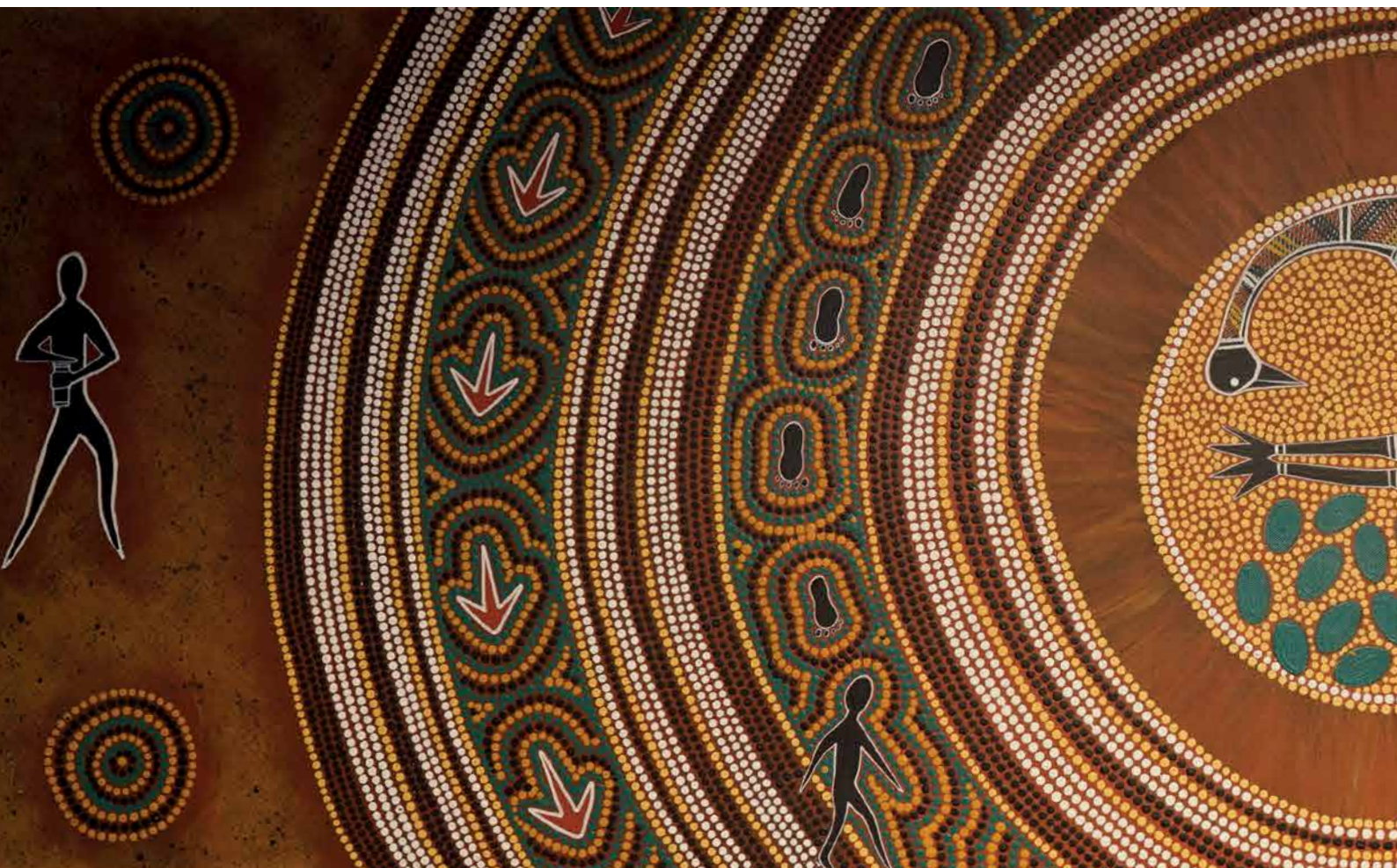
## Artwork

Artworks featured on the cover and throughout this plan include images iconic to Aboriginal people in the Gomeroi and Barada Barna Lands. Hand Stencils, Emu and Kangaroo Footprints, are produced by artists Billy Joe Chambers (Barada Barna) and Ronny Long (Gomeroi\*) under commission for Whitehaven Coal.

Billy Joe Chambers' painting is called Boobinch (Emu Caller). The two adult figures on either side of the painting are holding and using a Boobinch, which is a small hollow piece of wood that when struck on top, makes a sound that mimics a female emu.

The emu in the centre of the painting is a male emu. The male emu incubates the eggs after the female has laid them. The two hunters use the Boobinch to coax the male emu off the nest, mimicking the call of the female emu. The two younger hunters are waiting for their chance to steal the eggs from the nest once the male emu leaves to search for his female mate.

(\*Kamilaroi, Gamilaroi and Gamilaraay are also used in the area)





# Whitehaven Coal's vision for Reconciliation

Whitehaven Coal acknowledges Aboriginal and/or Torres Strait Islander peoples as the First Peoples of Australia.

We recognise the central contribution of Aboriginal and/or Torres Strait Islander peoples in our nation's history and in its future successes, and the challenges many Aboriginal and/or Torres Strait Islander peoples continue to face. We commit to supporting and encouraging the development, growth and enhancement of relationships with Aboriginal and/or Torres Strait Islander peoples.

At Whitehaven Coal, our vision is to ensure Aboriginal and Torres Strait Islander peoples stay connected to Country, community, and culture by obtaining economic independence through long-term and rewarding careers in our mining operations, which occur on the Traditional Lands of the Gomerioi and Barada Barna Nations.

We aim to achieve this through effective and open communication, underpinned by a mutual respect and understanding of each other's concerns and expectations. We work in partnership with the Gomerioi people in regional and remote communities that are represented in nineteen geographically dispersed communities across North West NSW. Of the nineteen communities, this also includes a number of

discreet Aboriginal communities formerly known as Aboriginal missions and/or stations. The geographical area for the Gomerioi people is extensive in nature and requires us to continue to play our part in co-designing initiatives that can drive meaningful and sustainable change in closing the gap. Our interactions with the Barada Barna people of Qld are also similar with the Gomerioi people of NSW. The Barada Barna people are represented through their Native Title corporation which delivers updates to their membership throughout Qld. Barada Barna people have through forced historical removal from their homelands in central Qld and now reside in a number of communities including; \*(but not limited to) Mackay, Cherbourg, Palm Island, Mooribinda, Rockhampton and Weipa.

We will continue to work in partnership with Aboriginal and/or Torres Strait Islander peoples to improve employment and economic opportunities, creating a stronger future together. As the largest private sector employer in the Gunnedah Basin, we have a unique opportunity to meaningfully progress this vision by offering stable, rewarding and long-term employment

in a growing company with a strong future. Through our partnerships with Aboriginal and/or Torres Strait Islander-owned and run businesses and with a range of charitable and local organisations dedicated to creating opportunities for Aboriginal and/or Torres Strait Islander communities, we are able to make a positive contribution to reconciliation beyond our operations and for future as well as current generations. This includes encouraging and influencing other community based and corporate organisations to be open to join us in our reconciliation journey. This will require us to be transparent about the challenges and successes that we have encountered as we move to a more reconciled Australia. We know that at times we will also provide under resourced community leaders and communities in general with capabilities and support through in kind or financial commitments that allow communities to make informed decisions.

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



# Message from the CEO

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

As a proudly Australian company that calls the Gunnedah Basin home, a core objective of ours is to ensure benefits from our operations continue to accrue locally – including to Aboriginal and/or Torres Strait Islander communities. Our RAP outlines the initiatives that support our commitment to Aboriginal and/or Torres Strait Islander Peoples and organisations, and focuses on the areas where we can make a substantial and sustainable difference.

We work in close partnership with Aboriginal and/or Torres Strait Islander People connected to the land where we operate to help create stronger families and futures for Aboriginal and/or 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 empowering Aboriginal and/or Torres Strait Islander People to make positive change through initiatives across early childhood education and support, schooling, skills development and employment. In time our workforce will include the children and grandchildren of our current Aboriginal and/or Torres Strait Islander employees.

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

Since we launched our inaugural RAP in September 2015, we have achieved significant progress, progressing from an 'Innovate' to a 'Stretch' RAP. We are extremely proud of the success of our achievements in employment, with about 9% of our workforce identifying as Aboriginal and/or Torres Strait Islander, and an estimated \$25m in salaries and wages flowing from our Aboriginal and/or Torres Strait Islander workforce back into local communities in FY21 alone.

Our efforts extend beyond ensuring the proportion of people in our workforce identifying as Aboriginal and/or Torres Strait Islander reflects our community more broadly. Our investment and support programs aim to ensure local Aboriginal and/or Torres Strait Islander people have the skills and confidence to shape more positive futures.

We continue to support programs that help people in our communities' access health and education services, and encourage active and healthy lifestyles through sponsorship of representative-level sport. We continue to build connections and understanding within our workforce through cultural awareness training as well as engagement activities throughout the year, to mark events such as National Reconciliation Week and NAIDOC Week.

We are proud to have been able to share the successes and lessons from our Aboriginal and/or Torres Strait Islander Employment Strategy, as well as our other community engagement efforts, with the Minerals Council of Australia's Indigenous Community of Practice Group.



Our commitment to assisting new and developing local Aboriginal and/or Torres Strait Islander businesses continues to progress and we are working with our major contracting companies and suppliers to encourage support for Aboriginal and/or Torres Strait Islander employment and business development within their spheres of influence.

Our successes in the areas of health, education, employment and procurement are making a real difference in the lives of Aboriginal and/or Torres Strait Islander people. We look forward to continuing to strengthen our relationships and finding opportunities in partnership with our local Aboriginal and/or Torres Strait Islander communities to grow and prosper, together.

A handwritten signature in black ink, appearing to read 'Paul Flynn'. The signature is stylized and fluid, with a long horizontal stroke extending to the right.

**Paul Flynn**  
Managing Director and CEO  
Whitehaven Coal

# Reconciliation Australia CEO statement



On behalf of Reconciliation Australia, I congratulate Whitehaven Coal on its continued commitment to reconciliation, as it implements its second Stretch Reconciliation Action Plan (RAP).

Formed around the pillars of relationships, respect, and opportunities, the RAP program provides a framework for organisations to contribute to the reconciliation movement. With the creation of this Stretch RAP, Whitehaven continues to play a crucial role in the ever-growing community of RAP organisations that have taken consideration and goodwill, and transformed it into action.

As the largest private sector employer in the Gunnedah Basin, Whitehaven Coal is uniquely placed to advance reconciliation in Northwest NSW and Queensland's Bowen Basin. Since beginning its RAP journey in 2015, Whitehaven has set an ambitious pace, making reconciliation a priority in its business practices and in its community. Consistently committed to increasing Aboriginal and Torres Strait Islander peoples' economic opportunities and access, an impressive 9 percent of its workforce identify as First Nations peoples, directing crucial resources and agency to the Aboriginal and Torres Strait Islander communities Whitehaven operates in.

This Stretch RAP sees Whitehaven continue this impressive trajectory, embedding and expanding its reconciliation commitments in innovative ways. Particularly notable is its intention to set the standard for its industry and show what the mining sector can achieve by contributing to the reconciliation movement. This includes engaging with peak mining advocacy groups to share its considerable learnings and experience on its Aboriginal and Torres Strait Islander employment strategy. This initiative and its aim to mentor and guide five RAP partners in its sector, show Whitehaven thinking strategically about how to create maximum impact through its RAP, as well as lasting, substantive outcomes for Aboriginal and Torres Strait Islander peoples.

On behalf of Reconciliation Australia, I commend Whitehaven Coal on this Stretch RAP and look forward to following its ongoing reconciliation journey.

**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

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Since beginning its RAP journey in 2015, Whitehaven has set an ambitious pace, making reconciliation a priority in its business practices and in its community.



# Our business

Whitehaven Coal is proud to be the leading Australian producer of premium-quality coal. We are the dominant player in Australia's only emerging high-quality coal basin. We help power developed and emerging economies in Asia where there is strong and growing demand for our product, particularly for use in high-efficiency, low-emissions coal-fired power stations.

Our purpose as a company is to support and sustain regional communities by exporting high quality thermal and metallurgical coal from Australia to the world. North West NSW is the focus of our capital investment and workforce presence.

Whitehaven has four corporate offices located in Sydney, Brisbane, Newcastle and Gunnedah. We operate four mines (three open-cut and one large underground mine) in the North West Region of

NSW. Our operating assets are complemented by two high quality, near-term development assets, being Vickery, near Gunnedah, and Winchester South, in Queensland's Bowen Basin. Over our almost 20 year history, including 12 years as a publicly listed entity on the Australian Securities Exchange, we have developed a growing reputation for excellence in project delivery, safe operation, and targeted investment in the local economy and community.

We are proudly local, and around 75% of our 2,500-strong workforce lives in the local communities around our mine sites. There are currently 232 Aboriginal and/or Torres Strait Islander employees across the Whitehaven workforce. We believe in helping communities grow, ensuring benefits flowing from our operations are seen and felt locally, and value the benefits a diverse workforce reflective of our local community brings to our business.

# Approach to cultural heritage

Our engagement with First Nations people is built around the principles of respect, unity and historical acceptance, and a belief that mining should empower First Nations peoples and support their rights to pursue cultural and socio-economic fulfilment.

Our approach is oriented to making a practical and meaningful contribution to empowering First Nations people through targeted investment in health, education and skills development.

We support the preservation of cultural heritage by recognising and respecting the importance of the depth of knowledge of sites, places and objects that are significant to telling the story of First Nations ancient and abiding association with Australia.

Our heritage surveys are conducted in partnership with Traditional Owners and cultural knowledge holders from local communities to identify and protect areas and objects of significance consistent with our statutory obligations and in consultation with local First Nations people.

We want to create and sustain an inclusive and knowledgeable workplace where our workforce understand and respect the importance of the connection of First Nations people to the land. Our work is supported by cultural awareness training which is delivered to all new employees and contractors by First Nations people connected to the land where we operate.

We engage with First Nations people to ensure we understand expectations around the management of cultural areas of significance. Management measures such as cultural heritage management plans are in place to meet our commitments in-line with agreements and legislative approvals.

Management practices informed by respect for culture and knowledge support both recognition of culturally significant heritage and responsible minerals development.

It is important for cultural heritage and mining to co-exist in Australia and we are committed to working with First Nations people, the government and industry to achieve the best outcomes.

Whitehaven supports improvements to native title and state and territory land rights regimes that support efficiency, stability and economic opportunity. Frameworks should be practically-focused with changes supported by adequate resourcing to achieve intended mutually beneficial outcomes.

We engage with First Nations people to ensure we understand expectations around the management of cultural areas of significance

Gomerai Dance Group



# Our RAP Journey

The commitments in our first RAP established a strong approach towards advancing reconciliation internally and externally within our sphere of influence.

Our Stretch RAP allowed us to focus and build on implementing longer-term strategies such as our award-winning Aboriginal and/or Torres Strait Islander Employment Strategy.

The programs outlined in our first Stretch RAP are now a recurring feature of our everyday operations. Our continuing commitment in the areas of health, education, employment and procurement is making a difference in the lives of local Aboriginal and/or Torres Strait Islander people and we will look to build on this strong foundation.



Whitehaven's Aboriginal Employment Strategy recognised by the NSW Minerals Council, winning the 2016 Community Excellence in Aboriginal Employment and Enterprise Development Award.

Began working with the Clontarf Academy to support local Aboriginal and/or Torres Strait Islander men through regional Employment Forums and site visits to demonstrate the diverse range of rewarding mining career opportunities available to them.

## 2016



## 2015

Began our Reconciliation Journey with the launch of our first RAP

Employed 40 Aboriginal and/or Torres Strait Islander staff across the Whitehaven Workforce.

Delivered our first round of formal Cultural Awareness Training to eight Executive staff.

Concluded a Native Title agreement with Gomeroi Native Title Applicants who represent the Aboriginal people of North West NSW.



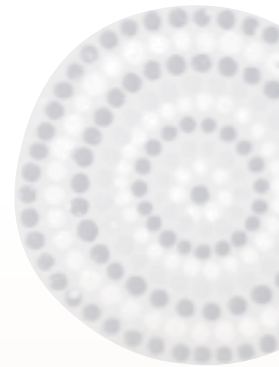
## 2017

Began our five-year partnership with the Girls Academy in Gunnedah aimed at increasing school attendance, advancing academic and personal achievement, improving grade 12 completion rates and facilitating post-school transition planning.

Developed and implemented a Cultural Protocols document to demonstrate our ongoing respect for First Nations people at significant corporate occasions.

Featured in Prime Minister and Cabinet Closing the Gap Report as an Employment Case Study





Launched our Second RAP

Spent \$2.27 million with 22 Aboriginal and/or Torres Strait Islander businesses

Employed 97 Aboriginal and/or Torres Strait Islander employees at our Maules Creek Coal mine.

Achieved 20% Aboriginal and/or Torres Strait Islander employees at our Maules Creek mine, with 9% Aboriginal and/or Torres Strait Islander staff across the total workforce.

Throughout FY19-20 contributed \$127,259 to local Aboriginal and/or Torres Strait Islander initiatives and charitable causes.

Developed our Cultural Heritage Values statement

## 2018

## 2020



## 2019

Established our relationship with the Barada Barna people – the Traditional Owners of the land where our Winchester South Project is located in Queensland.

Assisted in the establishment of the Clontarf Academy at Narrabri High School



# Our focus areas

## Aboriginal and/or Torres Strait Islander Employment

Our Aboriginal and/or Torres Strait Islander Employment Strategy helps transform and empower the lives of Aboriginal and/or Torres Strait Islander people through meaningful and well-paid work.

We are proud to have exceeded the ambitious goal we set in 2015 that 10% of roles at Maules Creek would be filled by Aboriginal and/or Torres Strait Islander Employees, reflecting the proportion of Aboriginal and/or Torres Strait Islander representation in the local community more broadly. Around 9% of our entire workforce self-identify as Aboriginal and/or Torres Strait Islander people and we remain focused on maintaining this level of representation. As at the end of FY20, Aboriginal and/or Torres Strait Islander People represent around 20% of the workforce at our Maules Creek mine.

We have committed to a 10% Aboriginal and/or Torres Strait Islander employment target for our Vickery Extension Project. In FY21, approximately \$25 million in salaries and wages flowed back into local communities through members of our workforce who identify as being Aboriginal and/or Torres Strait Islander People. In FY20, we also forged a new partnership with Maranoa Services to recruit Aboriginal and/or Torres Strait Islander Employees and contractors from other mining regions across Australia. Towards the end of FY21, we successfully employed the first Aboriginal operator at our Maules Creek mine through this program, and our partnership with Maranoa continues.

Over the years our Aboriginal and/or Torres Strait Islander employment initiatives have attracted a number of accolades, including receiving recognition from leading industry associations such as the Minerals Council of Australia and the NSW Minerals Council and in the context of the Prime Minister's Closing the Gap Report.

Aboriginal and/or Torres Strait Islander People represent around 20% of the workforce at our Maules Creek mine

Maules Creek C Crew







Gomeroi Dance Group

## Supporting communities

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, with a focus towards the communities immediately surrounding our mining operations.

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, local 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 contribute to the resilience of the regional economy in North West NSW through 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 businesses spending \$365.4 million with local suppliers in FY20

alone. Of this, \$3.15 million was with nine Aboriginal and/or Torres Strait Islander businesses for goods and services ranging from on-site training to office supplies.

Beyond economic development through employment and procurement, we support and empower communities through partnerships across health, education and training.

# Case studies

## Cultural Awareness Training

### Building trust and respect through cultural awareness

Whitehaven Coal, in partnership with respected local Aboriginal People and Elders, continues to share local Aboriginal and/or Torres Strait Islander cultures and history with its workforce through participation from 16 staff in our most recent round of personalised on-Country cultural immersion and face to face cultural awareness training. More than 2,000 contractors and staff have also completed the online cultural awareness component of the Whitehaven induction process throughout 2020 and 2021 so far.

Cultural awareness training is a core commitment in the company's Stretch Reconciliation Action Plan and aims to foster a workplace environment that encourages shared understanding and respect through listening and practical learning.

Our most recent round of training was conducted in partnership with Greg Griffiths, Traditional Gomeri Owner and Wayne Griffiths, Elder and Centre Manager of the Winanga-Li Aboriginal Family and Children Centre.

Wayne Griffiths spoke to Whitehaven staff about the work of the Winanga-Li in Aboriginal communities across North West NSW and the history of Gambu Ganuurru, an Aboriginal leader in the Gunnedah region in the 18th century. Whitehaven staff also visited some important local sites referenced in the historical account of Gambu Ganuurru.

Among the new faces at the training was Jorge Moraga, General Manager of the Maules Creek Mine. Mr Moraga said it was an invaluable experience to engage with local history that has significance for his job on a daily basis.

"It was a great day of learning and an important step to fostering inclusion and diversity in our business and across our mine sites. Listening to local Elders and standing on significant cultural sites has a direct effect on how we interact with one another. Having that knowledge builds trust and respect.

"It also helps create a better working culture and an inclusive workplace. This helps us all make better, more informed and more considered decisions," Mr Moraga said.

Aboriginal Community Relations Manager Bob Sutherland said the training resonated with those who attended.

"Gomeri culture is alive and well in our local Aboriginal and/or Torres Strait Islander Communities. Cultural awareness training is pivotal in providing people with local contacts and developing a better understanding of where the Gomeri people are from and the aspirations they have for their children and their community," Mr Sutherland said.

"It was a great day of learning and an important step to fostering inclusion and diversity in our business and across our mine sites."

The Barada Barna Representatives and Whitehaven Coal Staff on a visit to the Gunnedah Area.





## Employment and procurement

### Empowering Aboriginal and/or Torres Strait Islander people by increasing employment opportunities

Glenn Many, of Many Fabrication & Engineering, believes all local businesses have a role to play in addressing the challenges Aboriginal and/or Torres Strait Islander People face, and shares Whitehaven's commitment to Aboriginal and/or Torres Strait Islander employment.

Glenn recently led the fabrication, installation and componentry for the Tarrawonga open-cut coal mine upgrade, and is one of nine Aboriginal and/or Torres Strait Islander suppliers Whitehaven Coal worked with in FY20.

"Improving the employment prospects of Aboriginal and/or Torres Strait Islander People in our region can't just be the responsibility of one business or one sector - it must be a collaborative effort from all local businesses," he says.

"The team at Whitehaven understands this and sets the example for local businesses big and small by setting Aboriginal and/or Torres Strait Islander employment targets for their own business, whilst also working directly with Aboriginal and/or Torres Strait Islander owned businesses."

"We've got about 36 employees and six apprentices currently working for us, with roughly 20% of these men and women identifying as Aboriginal or Torres Strait Islander.

"But my goal isn't just to get people into jobs - I want to help train my team and expose them to different parts of the business. This way, they're learning new skills throughout their careers and are prepared to run their own business, if that's what they want to do down the track."

Glenn's approach to Aboriginal and/or Torres Strait Islander employment is strongly influenced by his decade-long relationship with Jason Smith, the Executive Director of Aboriginal Employment Strategy, a national Aboriginal recruitment and group training company that empowers Aboriginal and/or Torres Strait Islander People through brokering employment opportunities and supporting

candidates to have successful careers through mentoring, coaching, training and specialist support.

"Mentoring Aboriginal and/or Torres Strait Islander business owners through their career is an important part of my job in the region, and Glenn's journey is what so many young Aboriginal and/or Torres Strait Islander boys and girls should aspire to," Jason says.

"Both Glenn and I have a strong relationship with Whitehaven built over many years. This partnership has delivered high-quality job opportunities to Aboriginal people, helping to build their economic independence and self-determination."

One of Whitehaven's core focuses since it launched its inaugural Reconciliation Action Plan in 2015 has been increasing the proportion of Aboriginal and/or Torres Strait Islander employees. In FY20, around 20% of the workforce at Maules Creek identifies as Aboriginal or Torres Strait Islander, with 9% of the total 2500+ strong workforce identifying as Aboriginal or Torres Strait Islander.

Whitehaven Managing Director and CEO, Paul Flynn, says: "A key commitment for our business and our Reconciliation Action Plans is to support Aboriginal and/or Torres Strait Islander economic empowerment by employing and training local Aboriginal and/or Torres Strait Islander People.

"While we have always recognised that our partnerships with local Aboriginal and/or Torres Strait Islander People must be holistic, we are proud to have significantly exceeded our ambitious goal of having 10% of roles at Maules Creek filled by Aboriginal or Torres Strait Islander people, reflecting the proportion of Aboriginal and/or Torres Strait Islander People in our broader community.

"Since then we've been looking at how we can diversify roles and job opportunities, and support more Aboriginal and/or Torres Strait Islander team members' transition into management roles, and of course we've made a concerted effort to partner with local Aboriginal and/or Torres Strait Islander suppliers."

Whitehaven will work with Aboriginal Employment Strategy to recruit Aboriginal and/or Torres Strait Islander candidates for both the construction and operational jobs at the Vickery Extension Project, which will also have a 10% Aboriginal and/or Torres Strait Islander employment target.



Hollie Sampson, Glenn Many, Jason Smith

## Education and training

We seek to take a holistic approach to address the challenges faced by local Aboriginal and/or Torres Strait Islander People, including local Aboriginal and/or Torres Strait Islander children and their families, regardless of whether they form part of the Whitehaven workforce. A key way we encourage Aboriginal and/or Torres Strait Islander People to reach their full potential is by supporting access to education from kindergarten through to university and mature age.

### The Clontarf Foundation

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.

With the Whitehaven's support,

Clontarf established an Academy at Narrabri High School in 2019. In 2020, there were 64 young men across years 7 to 12 participating in the program at Narrabri High. Whitehaven also partners with Clontarf on regional Employment Forums and hosting site visits to provide Clontarf boys and men with greater insight and understanding about the employment, training and development pathways that exist in the coal mining sector.

"The team at Whitehaven provided a very informative overview of how underground mining works, and outlined the career opportunities available at the mine and the pathways to get there," said Mick Riddle, Clontarf's Regional Manager for Newcastle - North West.

### 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/or 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/or 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 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."

Although the Girls Academy is no longer operational at Gunnedah High School, this is an example of what we were able to achieve in the last RAP. It provided us with lessons on how to interact with schools and communities whilst providing support post school to Aboriginal and/or Torres Strait Islander girls. To that end, we are also engaging with new providers to discuss possible programs directed to Aboriginal and/or Torres Strait Islander girls with a view of future educational and employment opportunities.





Welcome to  
**Innedah**

**GIRLS ACADEMY**  
**GGG**  
... CHANGE A COMMUNITY

# Building on lessons learned to move forward under this Stretch RAP

Our RAP, like everything we do, is built on our principles of:



We are proud of our successful partnerships that have resulted in positive outcomes across local employment, procurement, education, and health. Our efforts will continue to focus on practical and meaningful engagement and programs that can address issues affecting Aboriginal and/or Torres Strait Islander Peoples in North West NSW and, as our footprint in Queensland grows, in the Bowen Basin. Through engagement activities undertaken since our first RAP in 2015, including consultation with stakeholders and interactions with other organisations in the Stretch RAP family, with lessons learned that have informed our 2021–2024 Stretch RAP.

In this RAP we will:

- Take our responsibilities seriously and commit to actions that are realistic and achievable
- Continue to maintain transparency by reporting our achievements to our internal and external stakeholders which has helped to build trust on our RAP journey.
- Improve and increase our activities to promote reconciliation and mutual respect amongst our diverse and dispersed workforce and other stakeholders.
- Extend our efforts in employment to focus on retention and professional development of local Aboriginal and/or Torres Strait Islander people, and work with a broader range of stakeholders to attract new candidates.
- Work more closely with schools to give local people an insight into our industry and encourage them into education pathways that can lead to employment opportunities.
- Continue to evolve our procurement approach to Aboriginal and/or Torres Strait Islander businesses and utilising expert advice from external stakeholders. E.g. Business Support networks, Regional Development Australia to better partner with Aboriginal and/or Torres Strait Islander businesses. Embed RAP commitments and accountabilities across the business.
- Commit to transitioning Aboriginal and/or Torres Strait Islander People into mining through logistics jobs, cleaning, and catering and administration positions. We understand that not all people want to be involved with mining as machine operators, which is why we encourage entry into other vocations so that Aboriginal and Torres Strait Islander people can have stable careers in their chosen field of employment.
- Recognise that community representatives can feel overwhelmed when involved on multiple boards. It is important to be supportive and acquire resources for the community where possible to assist in their deliberations.
- We acknowledge that cultural learning through arts, song, dance and language from Elders and community leaders is key to developing a strong identity for young Aboriginal and Torres Strait Islander People.
- Sport plays an important part in breaking down barriers between Indigenous and non-Indigenous communities. We continue to encourage an active and healthy lifestyle through our support of NSW Elders Olympics.
- Within NSW communities, the Koori knockout is the biggest sporting and cultural gathering in NSW. We continue to support Gomerioi teams from Narrabri and Gunnedah to be part of this event.
- The QLD Reconciliation Cup held on 26 January each year in Rockhampton, also provides Barada Barna teams with an opportunity to participate and build relationships.

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





# Consultation and collaboration

Our RAP was developed in consultation with approximately 180 Registered Aboriginal Parties and peak community Aboriginal and/or Torres Strait Islander organisations and driven internally by our RAP working group. We provided ongoing opportunities for feedback with Registered Aboriginal Parties over the duration of the previous Stretch RAP.

This included twice yearly meetings where achievements and challenges were discussed. The feedback from the Registered Aboriginal Parties has been constructive and supportive. Additionally, we interacted with other companies that are also part of the Stretch RAP family to provide complementary outcomes to the Aboriginal and/or Torres Strait Islander community. The consultation undertaken included a broad mail out of our draft RAP to Registered Aboriginal Parties associated with Whitehaven Coal, and the draft RAP was available on the Whitehaven Coal website for review and comment. Additionally, a dedicated phone line was allocated to receive feedback from interested parties.

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## RAP Working Group

Whitehaven’s RAP Working Group is comprised of a cross section of company leadership, with our Managing Director and CEO being our reconciliation champion.

The Working Group is responsible for development and implementation of our RAP. There are two local Gomeri people as representatives of the RAP Working group which have provided us with a deep understanding of the socio economic challenges and experiences of the local Aboriginal and/or Torres Strait Islander people in the region.

- **CEO and Managing Director – RAP Working Group Chair**
- **Executive General Manager – Corporate, Government & Community Affairs**
- **Executive General Manager – People & Culture**
- **Executive General Manager – Health, Safety & Environment**
- **General Manager – Procurement**
- **General Manager – Community**
- **Manager – Aboriginal Community Relations**
- **Manager – Corporate, Government & Community Affairs**
- **Aboriginal Community Relations Officer**

# Relationships



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

Action	Responsibility	Timeline	Deliverables
<b>1.1 Promote reconciliation through our sphere of influence</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	July & September 2022, 2023 & 2024	Engage Executive Leadership Team Members who are members of the RAP Working Group to encourage senior leaders to assist in the delivery of our RAP outcomes.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Manager, Corporate, Government & Community Affairs	July 2022, 2023 & 2024	Develop key messages and promote them through key media platforms such as our website and broadcast emails from our RAP chairperson and CEO.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	July & December 2022, 2023 & 2024	Communicate the importance and benefits of our RAP to stakeholders through internal and external digital communication channels such as our website, social media, with a target of 12 stories per year on Aboriginal Engagement.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> RAP Working Group and Community Relations team	July & December 2022, 2023 & 2024	Promote reconciliation through ongoing active engagement with peak mining advocacy groups such as Minerals Council Australia, NSW Minerals Council and Queensland Resources Council through their respective Community of Practice working groups, providing an annual presentation on our efforts in the Reconciliation space.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	July & December 2022 2023 & 2024	Develop and implement strategies to engage all staff to drive reconciliation outcomes, including presentations at onsite pre-start meetings and other in person events suited to our workplace.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	March, July, October & December 2021, 2022, 2023 & 2024	Develop and implement strategies to positively influence our external stakeholders to drive reconciliation outcomes through providing quarterly updates to New South Wales Aboriginal Land Council elected representatives, conduct meetings with Registered Aboriginal Parties twice a year.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> RAP Working Group	July & December 2022, 2023 & 2024	Collaborate with over 180 Registered Aboriginal Parties including Aboriginal and Torres Strait Islander businesses and community organisations to implement ways to advance Reconciliation, through biennial Registered Aboriginal Party meetings.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> RAP Working Group	July & December 2022, 2023 & 2024	Collaborate with other like-minded local organisations to implement ways to promote Reconciliation including Clontarf, Winanga - Li, Traditional Owner groups and local LALC's.
<b>1.2 Establish and maintain mutually beneficial relationships with Aboriginal and/or Torres Strait Islander peoples, organisations and communities</b>	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	September 2021 Review December 2022, 2023	Refresh and implement an engagement plan to work with our Aboriginal and/or Torres Strait Islander stakeholders.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review December 2022, 2023	Maintain a register of key Aboriginal and/or Torres Strait Islander contacts with which we will build strong relationships
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review December 2022, 2023	Confirm guiding principles for engagement



Action	Responsibility	Timeline	Deliverables
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review July & December 2022, 2023 & 2024	Meet with stakeholders at least twice per year to maintain strong relationships through formal and informal partnerships.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review July & December 2022, 2023 & 2024	Establish and maintain six formal two-way partnerships with Aboriginal and/or Torres Strait Islander communities or organisations. Including Registered Aboriginal Parties, Traditional Owner Groups, Local Aboriginal Land Councils and local Aboriginal and/or Torres Strait Islander Organisations. E.g. - Winanga - Li.
<b>1.3 Provide opportunities for employees to support and celebrate National Reconciliation Week (NRW)</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	May 2022, 2023 & 2024	Promote NRW and Whitehaven's corporate NRW events via internal communication channels.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	May 2022, 2023 & 2024	Circulate Reconciliation Australia's NRW resources and reconciliation materials to all staff.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	May 2022, 2023 & 2024	Register all our NRW events on Reconciliation Australia's NRW website <a href="https://www.reconciliation.org.au/national-reconciliation-week/">https://www.reconciliation.org.au/national-reconciliation-week/</a>
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	May 2022, 2023 & 2024	Hold at least four internal corporate NRW events each year maximising awareness across our full operational and corporate footprint.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	May 2022, 2023 & 2024	Identify opportunities to support and participate in at least one external NRW event in each of the three LGAs in NSW and the one LGA in QLD where our operations are located.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	May 2022, 2023 & 2024	Encourage staff and senior leaders to participate in at least one external NRW event in each of the three LGAs in NSW and the one LGA in QLD where our operations are located.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	May 2022, 2023 & 2024	Ensure all RAP Working Group members are represented in 3 external NRW events each year.
<b>1.4 Promote positive race relations through anti-discrimination strategies</b>	<b>Lead:</b> People & Culture	Review July & December 2022, 2023 & 2024	Continuously improve HR Policies and procedures concerned with anti-discrimination.
	<b>Lead:</b> People & Culture <b>Support:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	Review July & December 2022, 2023 & 2024	Engage with Aboriginal and/or Torres Strait Islander Staff and/or Aboriginal and/or Torres Strait Islander Advisors to continuously improve our anti-discrimination policy.
	<b>Lead:</b> People & Culture <b>Support:</b> Aboriginal Community Relations Manager	Review July & December 2022, 2023 & 2024	Refine and communicate the anti-discrimination policy for our organisation.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> RAP Working Group	Review July & December 2022, 2023 & 2024	Provide ongoing education opportunities for senior leaders and managers on the effects of racism.
	<b>Lead:</b> People & Culture and RAP Working Group Chair <b>Support:</b> RAP Working Group	Review July & December 2022, 2023 & 2024	Senior leaders to publically champion diversity and inclusion.
<b>1.5 Support young people to engage with reconciliation</b>	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer, General Manager - Community Engagement	July & December 2022, 2023 & 2024	Promote our RAP achievements at biennial meetings with local Aboriginal Education Consultative Committees, Aboriginal Education Officers and Executive staff from local schools in our LGAs.

# Respect



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

Action	Responsibility	Timeline	Deliverables
<b>2.1 Promote and support celebration of NAIDOC Week</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	Promote NAIDOC Week and Whitehaven’s corporate NAIDOC events via internal communication channels.
	<b>Lead:</b> Aboriginal Community Relations Team <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	In consultation with Aboriginal and/or Torres Strait Islander Stakeholders, hold at least one internal corporate NAIDOC event each year with guest speakers from the local Aboriginal community.
	<b>Lead:</b> Rap Working Group Chair <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	Identify opportunities to support and participate in at least one NAIDOC event in each of the three LGAs in NSW and the one LGA in QLD where our operations are located.
	<b>Lead:</b> RAP working Group Chair <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	Encourage staff and senior leaders to participate in at least one external NAIDOC event in each of the three LGAs in NSW and the one LGA in QLD where our operations are located. Where reasonable and practical, attendance will be supported by Whitehaven Coal.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	RAP Working Group to participate in an external NAIDOC Week event.
	<b>Lead:</b> People & Culture <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.
<b>2.2 Deliver Cultural Awareness Training to increase knowledge and understanding of Aboriginal and/or Torres Strait Islander cultures, histories and achievements</b>	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> General Manager - Community Relations, and People and Culture.	December 2021, 2023	Review and maintain Cultural Awareness Training Strategy for target groups who are key influences within the company that can disperse the message throughout their staff. E.g.- Executives, Senior Management and the broader workforce at each of our different sites and corporate offices.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> General Manager - Community Relations, and People and Culture.	Review July & December 2022, 2023, 2024	Commit all RAP Working Group members, HR managers, senior executive group and all new staff to undertake formal and structured cultural learning.
	<b>Lead:</b> Aboriginal Community Relations Officer, Traditional Owner representative <b>Support:</b> RAP Working Group	Review July & December 2022, 2023, 2024	Online Cultural Awareness Training delivered to >90% workforce via induction and refresher training.
	<b>Lead:</b> Aboriginal Community Relations Officer, Traditional Owner representative <b>Support:</b> RAP Working Group	May and September 2022, 2023 & 2024	20 people per year, across two sessions, participate in face to face workshops with local Traditional Owners.
	<b>Lead:</b> Aboriginal Community Relations Officer, Traditional Owner <b>Support:</b> RAP Working Group	May and September 2022, 2023 & 2024	20 people per year, across two sessions, participate in face to face workshops with local Traditional Owners.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> RAP Working Group	July 2022, 2023 & 2024	Distribute information about Reconciliation Australia’s <i>Share Our Pride</i> website to employees.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> People & Culture	December 2021, 2023	Conduct a review of cultural learning needs within our organisation.



Action	Responsibility	Timeline	Deliverables
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> People & Culture	December 2021, 2023	Consult local Traditional Owners and/or Aboriginal and/or Torres Strait Islander Advisors on the implementation of a cultural learning strategy.
<b>2.3 Communicate the significance of Aboriginal and/or Torres Strait Islander cultural protocols to ensure there is appropriate recognition at significant corporate events</b>	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer, General Manager - Community Engagement	Review July & December 2022, 2023 & 2024	Review and maintain Whitehaven's Aboriginal and/or Torres Strait Islander cultural protocols, including commitments to include a Welcome to Country and Acknowledgement of Country at all significant corporate events such as the commencement of Annual General Meetings, NAIDOC week and National Reconciliation Week ceremonies, and the opening of new mine sites and buildings.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	January 2022, 2023, 2024	Maintain a register of key contacts for performing a Welcome to Country.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	October 2021	Install Acknowledgment of Country plaques in all mine site boardrooms.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	May and September 2022, 2023 & 2024	Increase workforce understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	Review July & December 2022, 2023 & 2024	Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	Review July & December 2022, 2023 & 2024	Staff and senior leaders provide an Acknowledgement of Country or other appropriate protocols at all public events.
	<b>2.4 Demonstrate appreciation of Aboriginal and/or Torres Strait Islander artwork</b>	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	June 2022, 2023 & 2024
<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer		Review June 2022, 2023 & 2024	Artwork will also be included in all our Corporate Literature, our Sustainability Report, Financial and Annual Reports, Newsletters and on our Website.
<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer		Review June 2022, 2023 & 2024	Share and promote artists interpretation and local cultural significance of the respective artworks when new artworks are commissioned and used in corporate documents.
<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer		May 2022	Engage with PPE provider to promote Aboriginal artwork on High - vis PPE clothing. As part of this, a swing tag will be attached to the shirt with the Artists description, meaning and their background. Minimum order of 500 shirts
<b>2.5 Increase presence of Aboriginal and/or Torres Strait Islander peoples and cultures in corporate documents</b>	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Manager, Corporate, Government & Community Affairs	July 2022, 2023 & 2024	Source additional Aboriginal and/or Torres Strait Islander images for use in corporate communications to increase their presence within the business.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer. <b>Support:</b> Manager - Corporate, Government & Community Affairs; People and Culture.	July 2022, 2024	Consult with Aboriginal and/or Torres Strait Islander employees around culturally appropriate marketing material to promote Whitehaven Coal as an employer and business partner of choice.

# Respect

Action	Responsibility	Timeline	Deliverables
<b>2.6 Strengthen Whitehaven's approach to cultural heritage management in new and existing projects</b>	<b>Lead:</b> EGM Corporate, Government and Community Affairs and Manager - Aboriginal Community Relations <b>Support:</b> EGM - Health, Safety and Environment	Review July & December 2022, 2023 & 2024	Disseminate Whitehaven Cultural Heritage Statement with external stakeholders such as New South Wales Aboriginal Land Council, Registered Aboriginal Parties and internally with operation teams.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> EGM - Health, Safety and Environment	Review July & December 2022, 2023 & 2024	Maintain accurate records through our Aboriginal heritage site management system.
	<b>Lead:</b> EGM Corporate, Government and Community Affairs and Manager - Aboriginal Community Relations <b>Support:</b> EGM - Health, Safety and Environment	Review July & December 2022, 2023 & 2024	Participate in the Minerals Council of Australia's Indigenous Partnerships Committee and contribute to the implementation of the Indigenous Partnerships Action Plan.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review July 2022, 2023 & 2024	Annual presentation to 5 RAP organisations that have developed a Reflect or Innovate RAP. Present our challenges and learnings in relation to Cultural Heritage matters.

Cultural Awareness Training Participants





# Opportunities

Whitehaven Coal aims to be inclusive and encourage Aboriginal and/or Torres Strait Islander employment and economic development opportunities within the regions where we operate. Our commitments in areas of employment, procurement, education and health are focused on making a difference in the lives of Aboriginal and/or Torres Strait Islander People.

Action	Responsibility	Timeline	Deliverables
<b>3.1 Improve employment outcomes by increasing Aboriginal and/or Torres Strait Islander recruitment, retention and professional development</b>	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	January 2022, 2023 & 2024	Review Aboriginal and/or Torres Strait Islander Employment Strategy to ensure it continues to effectively address attracting, developing and retaining suitable applicants, removal of employment barriers, and capturing and utilising employment and diversity data.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review July & December 2022, 2023, 2024	Maintain 10% Aboriginal and/or Torres Strait Islander employment within the Maules Creek workforce and replicate this level at new mining projects in the Gunnedah basin.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	November 2022, 2023 & 2024	Engage with Aboriginal and/or Torres Strait Islander employees and Native Title Claimant Groups to identify opportunities to enhance implementation of our Aboriginal and/or Torres Strait Islander Employment Strategy.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review July & December 2022, 2023 & 2024	Communicate Aboriginal and/or Torres Strait Islander employment initiatives and encourage applications by including "Aboriginal and/or Torres Strait Islander peoples are encouraged to apply" and utilising Local Aboriginal Land Councils and ourmob.com.au to promote opportunities.
	<b>Lead:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager <b>Support:</b> EGM People and Culture	Review June 2022	Support Aboriginal and/or Torres Strait Islander mentoring program network to assist with retention and job satisfaction of Aboriginal and/or Torres Strait Islander workers through increased training opportunities.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	January 2022, 2023 & 2024	Review HR and recruitment procedures and policies to remove barriers to Aboriginal and/or Torres Strait Islander participation in our workplace.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review September 2021	Aboriginal and/or Torres Strait Islander employees to be supported to take on Leadership positions through the Aboriginal and/or Torres Strait Islander Mentoring Program.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review July & December 2022, 2023 & 2024	Target Aboriginal and/or Torres Strait Islander High School students and University Graduates for engineering/HR/Accounting roles that will provide them with an opportunity based on performance to move into senior roles within the business.
<b>3.2 Expand pathways to employment for Aboriginal and/or Torres Strait Islander peoples</b>	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review July & December 2022, 2023, 2024	Work with educational institutions such as local schools and Clontarf Academies to identify opportunities and expand pathways into employment within the mining industry, including direct entry from school.
	<b>Lead:</b> EGM People and Culture <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	Review July 2022, 2023, 2024	Engage with local Aboriginal Education Consultative Group to identify ways to improve our approach to targeting Aboriginal and/or Torres Strait Islander students who are interested in employment in the mining industry.

# Opportunities

Action	Responsibility	Timeline	Deliverables
	<p><b>Lead:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager</p> <p><b>Support:</b> General Manager Community Engagement</p>	Review July 2022, 2023, 2024	Collaborate with Country University in Gunnedah and Narrabri and local TAFE colleges to increase access to higher education and increase enrolments in the fields of study most relevant to the mining industry.
<b>3.3 Investigate opportunities to support Aboriginal and/or Torres Strait Islander economic development</b>	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Develop and review an Aboriginal and/or Torres Strait Islander Procurement Strategy to attract, develop and retain suppliers.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	Review September 2021, 2022, 2023	Commit to a minimum spend of \$2M for procurement of goods and services from Aboriginal and Torres Strait Islander businesses.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Encourage our suppliers to adopt their own Aboriginal and/or Torres Strait Islander Employment and Procurement Strategies, and to remove barriers to engagement, through an annual procurement workshop.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Share our Aboriginal and/or Torres Strait Islander procurement strategy with all Aboriginal and/or Torres Strait Islander suppliers and deliver an annual presentation to contractors on our Aboriginal and/or Torres Strait Islander procurement Strategy.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Direct Aboriginal and/or Torres Strait Islander suppliers to key support contacts within government to assist in the growth of their businesses and provide in kind assistance to support them in the growth and development of their business.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Hold at least one Aboriginal and/or Torres Strait Islander procurement and tendering workshop in the regions where we operate each year.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	November 2021, 2022, 2023	Maintain a register of Aboriginal and/or Torres Strait Islander businesses through which we can procure goods and services.
	<p><b>Lead:</b> General Manager – Procurement</p> <p><b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer</p>	Review September 2021, 2022, 2023	Secure goods and services from seven Aboriginal and/or Torres Strait Islander businesses per year. Review annually for procuring goods and services from Aboriginal and/or Torres Strait Islander owned businesses.



Action	Responsibility	Timeline	Deliverables
	<b>Lead:</b> General Manager – Procurement <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer	Review September 2021, 2022, 2023	Explore suitability of Supply Nation membership.
	<b>Lead:</b> General Manager – Procurement <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer	Review September 2021, 2022, 2023	Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and/or Torres Strait Islander businesses.
	<b>Lead:</b> General Manager – Procurement <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager, Chief Financial Officer	Review September 2021, 2022, 2023	Train all relevant staff in contracting Aboriginal and/or Torres Strait Islander businesses through Supply Nation or an equivalent organisation.
<b>3.4 Provide sponsorships and donations that support local Aboriginal and/or Torres Strait Islander communities</b>	<b>Lead:</b> General Manager Community Engagement <b>Support:</b> Aboriginal Community Relations Officer, Aboriginal Community Relations Manager	March 2022, 2023 & 2024	Refine and promote Whitehaven’s Sponsorships and Donations Policy implementation to ensure it supports local Aboriginal and/or Torres Strait Islander communities in the areas of education, health, representative level Aboriginal and/or Torres Strait Islander sport and whole of community benefit. Under the Community Engagement Strategy this will be reviewed annually.
<b>3.5 Support the growth of and access to educational opportunities for the local community</b>	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Community Engagement team	Review July 2022, 2023 & 2024	Support local schools and Clontarf Academies in the region through financial and in kind donations.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Community Engagement team	Review July 2022, 2023 & 2024	Work closely with the local Aboriginal Education Consultative Group to increase the access of educational opportunities for the local Aboriginal and/or Torres Strait Islander community.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Community Engagement team	Review July 2022, 2023 & 2024	Support the Country University in Gunnedah and Narrabri and local TAFE colleges through financial and in kind donations to increase the access of educational opportunities for the local community.
<b>3.6 Support Whitehaven employees and the local community in initiatives that improve the health outcomes of those in rural settings</b>	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer <b>Support:</b> Healthy, safety and training team and Community Relations Manager	Review October 2022, 2023 & 2024	Work closely with the Health, Safety and Environment team in the delivery of health and wellbeing programs. These could include workshops or business challenges that address key health issues such as Mental health, Men’s health etc. Aim for 1 per year.
	<b>Lead:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	Review October 2022, 2023 & 2024	Support Aboriginal and/or Torres Strait Islander organisations such as Winanga-Li Aboriginal Child and Family Centre and relevant Aboriginal Medical Services to successfully implement health programs through financial support and collaboration on health initiatives.
	<b>Lead:</b> General Manager Community Engagement, <b>People and Culture Support:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	Review October 2022, 2023 & 2024	Support Local Councils to find solutions for the unique barriers that those in rural communities face when accessing healthcare including attraction of medical professionals through influence, financial and in kind support.

# Governance



Action	Responsibility	Timeline	Deliverables
<b>4.1 Establish and maintain an effective RAP working group to drive governance of the RAP</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	September 2021, 2022, 2023	Implement, review and update the RWG terms of reference.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	September 2021, 2022, 2023	Ensure Aboriginal and/or Torres Strait Islander Peoples are represented in the RAP Working Group.
	<b>Lead:</b> RAP working Group Chair <b>Support:</b> RAP Working Group	March, June, September and December 2022, 2023, 2024	RAP Working Group to meet, monitor and track the progress of actions and commitments.
<b>4.2 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally</b>	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer, General Manager Community Engagement	October 2021, 2022, 2023	Publicly report RAP progress through internal and external digital communication channels and to Reconciliation Australia.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer, General Manager Community Engagement	September 2021, 2022, 2023	Complete RAP Impact Questionnaire for Reconciliation Australia.
	<b>Lead:</b> Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer, General Manager Community Engagement	May 2022	Investigate participation in the RAP Barometer.
	<b>Lead:</b> RAP Working group Chair, Aboriginal Community Relations Manager <b>Support:</b> Aboriginal Community Relations Officer	Review July and December 2022, 2023	Report RAP progress to all staff and senior leaders in line with our RAP working group reporting and monthly website stories.



Action	Responsibility	Timeline	Deliverables
<b>4.3 Develop our next RAP</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	March 2024	Liaise with Reconciliation Australia to draft a new RAP based on learnings, achievements and challenges from current RAP.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	April 2024	Send draft RAP to Reconciliation Australia for formal feedback and endorsement.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> Aboriginal Community Relations Manager, Aboriginal Community Relations Officer	February 2024	Register via Reconciliation Australia's website to begin developing our next RAP.
<b>4.4 Provide appropriate support for effective implementation of RAP commitments</b>	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	January 2022, 2023 & 2024	Ensure there are adequate resources within the business to support the full implementation of RAP commitments.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	Review January and December 2022, 2023 & 2024	Include key RAP actions in performance expectations of senior management and all staff.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	Review January and December 2022, 2023 & 2024	Embed appropriate systems and capability to track, measure and report on RAP commitments.
	<b>Lead:</b> RAP Working Group Chair <b>Support:</b> RAP Working Group	Review January and December 2022, 2023 & 2024	Maintain an internal RAP Champion from senior management.
	<b>Lead:</b> RAP Working Group Chair	Review January and December 2022, 2023 & 2024	Include our RAP as a standing agenda item at senior management meetings.





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