



Stakeholder Engagement and Investment Strategy 2024-26

April 2024



Contents

1. Executive summary
2. Note from the Managing Director and CEO
3. Definitions
4. Purpose in engagement
5. A local presence
6. Engagement standards and framework
7. 2024-2026 engagement objectives
8. Planned engagement activities
9. As-needed engagement activities
10. Current engagement activities
11. Community research
12. Our investment pillars
13. Potential partners to support priority areas
14. Community investment – Framework and focus
15. Community investment – Strategy 2024-2026
16. Our approach to strategic investments
17. Governance and Delivery



Executive summary

Performance against previous strategy

- Of the 18 strategic priorities set in the previous strategy, all but one were achieved (setting up a shopfront in Narrabri)
- Highlights delivered from the previous strategy include:
 - Implementing our whole-of-company stakeholder engagement software
 - Strengthening our relationships with Gunnedah and Narrabri Shire Councils, the local business chambers, and with neighbours to our operations
 - Updating our Gunnedah shopfront
 - Local support for Whitehaven increasing to its highest level since our surveys started

Approach for this strategy

- This strategy continues on the course set in 2020, however, the community engagement team's purpose and day-to-day activities are now more clearly articulated
- A more comprehensive framework around our community investments and partnerships has been developed
- We plan to continue the implementation activities that we set in 2020. Detail on this is provided in the second half of this document
- This strategy contains limited scope for our activities at Blackwater and Daunia. A separate strategy will be developed for Queensland
- As with the previous iteration, the Strategy comprises a public-facing component (the first part) and an implementation section for internal use (the second part)

01 | Note from the Managing Director and CEO

Thank you for taking the time to read the latest Whitehaven Coal Stakeholder Engagement and Investment Strategy.

We believe local communities should be the disproportionate beneficiaries of our presence and have taken care to put this belief into action as our presence and profile in our operational areas has grown.

In FY23 we invested approximately \$560 million in regional communities via salaries and wages, procurement, and community investments. With about 75% of our workforce living in the towns around our operational footprint, the benefits of this investment are felt locally.

We are proud of the role we play in supporting our local communities.

We committed \$4.35 million to local community causes and initiatives through FY23 across a range of diverse areas, including health, education, sport, indigenous, flood relief and nature conservation. Pleasingly, our efforts in this space are being recognised in the local communities to which support is oriented.

In August 2023, we conducted our seventh wave of community research since 2014. It shows a continuing trend of improving sentiment towards the company and that in 2023, positivity was at its highest level since the surveys began.

The purpose of this document is to:

1. State the purpose of our engagement
2. Make clear our local community commitment
3. Share feedback we have received from our communities and stakeholders
4. Explain how we plan to engage with and invest in the local community in 2024-26.

02 Definitions

Definition of terms used in this Strategy

For this Strategy we use the following terms:



Stakeholders – encompasses all groups and individuals who we engage in our day to day operations, including:



Residents – people who live in the Gunnedah Basin, North West NSW and Bowen Basin in Central Queensland, including people interested in our operations and investment.



Community – the inhabitants of immediate and surrounding areas of our operations. ‘Local community’ usually indicates a community in which operations are located and may include Aboriginal and Torres Strait Islander or non-Aboriginal and Torres Strait Islander people. ‘Host community’ is sometimes used to place emphasis on the fact that it is the community that accommodates or ‘hosts’ a company’s operation until resources are depleted (Department of Industry 2016).



Businesses – entities that supply goods and services to our operations and with whom we partner, and people who own or run businesses in the Gunnedah and Bowen basins that have an interest in our operations.



Government – Federal, State and Local representatives and government agencies that have a role in oversight or the licencing of our operations.



Strategy sections relating to engagement are marked with this symbol and colour.



Strategy sections relating to community investment are marked with this symbol and colour.

03 Purpose of engagement

Our purpose is to continually strengthen Whitehaven's social value and reputation

We do this by:



Building strong stakeholder relationships by engaging openly about our operations and projects.

Whitehaven is committed to quality, meaningful engagement with governments, businesses and communities regarding the work we undertake and to transparency in the way we operate.



Strengthening local community capacity and viability through direct and indirect partnerships in environment, education, employment and training, health and wellbeing, Indigenous engagement and participation, and whole of Community development.

We work with local councils, business groups, Aboriginal and Torres Strait Islander groups, our local workforce, the agricultural sector, charitable organisations and a range of local service providers to share the economic and social dividends of mining and to strengthen our social value.

03 Purpose of engagement (Cont.)

This Strategy outlines how we will:

- **Listen** to our stakeholders;
- **Engage** with our stakeholders about our operations; and
- **Contribute** to the communities in which we operate.

This Strategy addresses ideas and feedback that have been raised with us over time – be that in direct engagement with our stakeholders or through our regular community research.

We will continue to check in with our communities using research and other engagement methods to make sure we are aware of their feedback and concerns.

Our Community and Social Compact



Leave an economic and social legacy that outlives mining operations.



Instill community trust through responsible environmental stewardship and community partnerships.



Identify, develop and operate high-quality, long-life, lower-cost coal projects.



Help build local community capacity and viability through direct and indirect intergenerational investment in education, health, skills and infrastructure.



Promote local economic growth and sustainability through permanent job creation and local procurement.

04 | A local presence

Our activities are spread across a broad area with diverse stakeholders

Whitehaven Coal has offices spread across the east coast of Australia, including in Sydney, Brisbane, Newcastle, Gunnedah, and an additional overseas office in Tokyo, Japan.

To date, our operations have been in the Gunnedah Coal Basin NSW, with assets spread from Quirindi to Narrabri. We are in the process of gaining final approval for a new mine (Winchester South) in Queensland's Bowen Basin. We have recently purchased the Blackwater and Daunia open cut mines in the Bowen Basin and look forward to building strong stakeholder relationships regional Queensland.

We have a community shopfront at 231 Conadilly Street, Gunnedah which is open for community members to visit Monday to Friday between 8.30am and 4:30pm.

Each year, we engage with thousands of local stakeholders interested in our operations from a broad area. These include:

- Local, State and Federal Government representatives;
- Local businesses, especially suppliers to our operations;
- Landowners, with a focus on those nearby to our operations;
- People who live in the various towns near our operations in NSW's North West and near our Queensland assets;
- Environment groups, Native Title groups, business groups, community health, education providers, and progress groups;
- Other mining and gas operations in the basins; and
- Our employees, their families and friends.





05 Engagement standards and framework

Our engagement framework is informed by industry and government best practice guidelines. In developing it, we considered the following.

The International Association for Public Participation

The International Association for Public Participation (commonly called IAP2) is a model code for community engagement. It is a familiar logic to government agencies in NSW at a local, state and federal level (including the national mining guidelines below), and to other stakeholders.

The public participation spectrum describes the different levels of stakeholder participation that can occur. These levels depend on the goals of the engagement, the timeframe, and the levels of stakeholder interest or concern in the decision to be made. Most importantly, the spectrum sets out the promise being made by Whitehaven to the public, for each activity and its corresponding level of participation.

Typically, the level of participation for Whitehaven activities will be to 'inform' the community, businesses and government on site operations and activities. There will be circumstances where the level of participation may shift toward 'consult' or 'involve'. The important aspect is for Whitehaven to be clear with the level of influence our stakeholders will have, as part of any engagement.

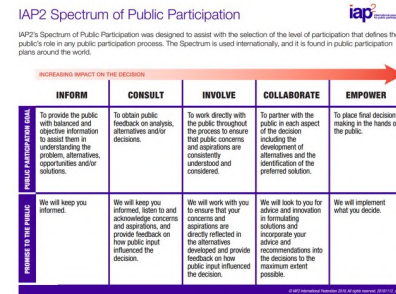


Image source: iap2.org.au/

The Commonwealth Department of Industry's Community Engagement and Development Handbook

The Australian Government's 2016 handbook addresses the social dimension of sustainable development and community engagement. It adopts the IAP2 framework on the left.

To promote the social, economic and institutional development of the communities in which we operate, the handbook:

- outlines the benefits to companies and operations of engaging with and contributing to the development of communities
- describes the basic steps involved in effectively planning and managing for community engagement and development
- sets out key principles that should guide these activities
- highlights examples of evolving leading practice.



Image source: industry.gov.au/sites/default/files/2019-04/lpsdp-community-engagement-and-development-handbook-english.pdf.



06 | 2024-2026 engagement objectives

The objectives of our community and stakeholder engagement are described below. We list activities or outputs to help achieve these objectives.

Why?	Objective	Outputs	Audience
These objectives <ul style="list-style-type: none"> • Support our operations and projects in the Gunnedah Basin • Protect and enhance our reputation and brand • Lift stakeholder knowledge about our local activity and investment 	1. Build strong stakeholder relationships	<ul style="list-style-type: none"> • Whitehaven to attend community events across the local areas in which we operate • Continue to educate people about our operations by conducting activities such as site tours • Liaise directly with relevant stakeholders as needed by our projects, approvals, and operations teams • Attend forums organised by local businesses and suppliers • Share good-news stories with stakeholders • Regularly attend Business Chamber meetings • Publish newsletters and fact sheets about our business • Conduct above-the-line advertising such as the “Proudly Local” campaign • Conduct community research to understand concerns and gain feedback 	<ul style="list-style-type: none"> • Local and State Government Agencies • Local businesses, especially suppliers to our operations • Landowners nearby to our operations • People who live in the various towns in the Gunnedah and Bowen basins • Environment, business, community, health, and progress groups • Community Consultative Committees (CCC) • Broader Community • Our employees and their families and friends
	2. Strengthen local community capacity and viability	<ul style="list-style-type: none"> • Community Investment Committee • Discretionary Sponsorships • Partnerships • Planning Agreements • In-kind support • Relationships • Strategic communications 	<ul style="list-style-type: none"> • Local and State Government agencies • Local businesses and Business Chambers • Communities where our operations are located • Our employees and their families and friends
	3. Engage with our Aboriginal and Torres Strait Islander stakeholders	<ul style="list-style-type: none"> • Build and sustain high quality relationships with local Aboriginal and Torres Strait Islander Communities consistent with our Reconciliation Action Plan 	<ul style="list-style-type: none"> • Traditional Owner groups • Registered Aboriginal Parties • Local Aboriginal Land Councils • New South Wales Aboriginal Land Council • Aboriginal and Torres Strait Islander community/education/support organisations



07 | Planned engagement activities

Planned engagement activities							
	Gunnedah shopfront	Community Consultative Committees, NSWALC, LALCs and NT Groups	Website information (including specific site information)	Liaison with adjacent mine, gas and resources operations	Community research	Stakeholder meetings (Council, interest groups, businesses)	Community newsletter
A range of stakeholder discussions focus on the process for applying for funding or grants, the outcomes that could be achieved from community investment and the delivery of activities in relation to those investments.							
All Sites	Located in Gunnedah during business hours, the shopfront provides space for discussions about Whitehaven activity in the Gunnedah Basin.	Meet quarterly - annually as agreed by the relevant Committee.	Updated regularly	Meetings occur regularly as required by project operational conditions of approval	Occurs approximately every 18 months	Monthly	Quarterly



08 As-needed engagement activities

Existing activities that occur on an as-needed basis								
	Mine site tours	Information stands and 'pop-ups' at local events	Meeting with site neighbours	Community information sessions	School tours	Meetings with Registered Aboriginal Parties and Native Title Groups	Negotiating with landowners to come to agreements	Complaint resolution
A range of stakeholder discussions focus on the process for applying for funding or grants, the outcomes that could be achieved from community investment and the delivery of activities in relation to those investments.								
All Sites	Host tours as required; usually several a year. These include school groups, community groups, government agencies, CCCs etc.	Pop-ups at various locations including Boggabri, Gunnedah, and Narrabri. Events include the Narrabri Christmas Street Fair, Gunnedah Christmas Street Fair and local agricultural shows, and school career expos.	Meeting with neighbours to discuss concerns, complaints, feedback and access	As required	We work with schools across Tamworth, Gunnedah, Narrabri and the Liverpool Plains, hosting visits to our mine sites to allow students to learn about the mining process, the journey of coal from pit to port, and other aspects such as Environmental Management. We are expecting the same will occur at Bowen Basin sites.	As per relevant Aboriginal Cultural Heritage Management Plans, Native Title negotiation meetings as required to obtain necessary approvals.	Agreements are needed with landowners to facilitate: <ul style="list-style-type: none"> • Land purchases • Access • Compensation • Environmental monitoring • Project Approvals 	As needed per the Complaints Management Protocol



09 Current engagement activities

Whitehaven implements a range of engagement activities based on the IAP2 Framework.

The engagement level for Whitehaven is generally Inform - consult, to obtain public feedback on analysis, alternatives and/or decisions. This level of engagement involves meaningful and informed discussions with local residents, businesses and Government agencies.

In a complex, highly regulated environment that relies on scientific, safety, and technical evidence to commit to global best practice, inform and consult are considered appropriate levels of engagement.

As noted in the *Community Engagement and Development Leading Practice Sustainable Development Program for the Mining Industry*, a variety of approaches are required at different times and on different issues.

These engagement levels inform a legitimate and authentic community engagement process for Whitehaven and its communities.

	IAP2 Level of Participation				
	Inform	Consult	Involve	Collaborate	Empower
Gunnedah shopfront	✓	✓			
Community Consultative Committees	✓	✓	✓		
Website information (site specific information)	✓	✓	✓		
Liaison with adjacent mine and gas operations	✓	✓	✓	✓	
Meetings with neighbours	✓	✓			
Community research	✓	✓			
Stakeholder meetings (Council, interest groups, businesses)	✓	✓			
Community newsletter/s	✓	✓			
Mine site tours	✓				
Information stands and 'pop-ups' at local events	✓				
Community information sessions	✓				
School tours	✓				
Meetings with Native Title Groups and Registered Aboriginal Parties	✓	✓	✓	✓	✓
Community investment ideas and discussions, accompanied by a written application	✓	✓	✓	✓	✓





Gunnedah Shire



Community Investments and Partnerships (CIP)



10 | Community research

Whitehaven regularly conducts social, economic and community sentiment research to understand community views and issues. This research supports our approach to better identify strategic investment and partnership opportunities, and our engagement activities.

Our most recent research surveyed over 600 people from the local government areas of Tamworth, Narrabri, Gunnedah and the Liverpool Plains. Key findings include:

Attitudes towards coal mining

Overall support for coal mining has reached its highest level yet. 56% support the industry with only 17% opposed to it.

An increasing proportion believe that coal mining will be an important part of the economy for the longer term. 59% thinking that it will be important for at least the next 20 years, which is significantly up from the 50% in 2022.

- 79% agree that the local mining industry helps keep the local economy strong
- 76% agree that mining jobs are essential for the local economy

Awareness of Whitehaven Coal

- 97% respondents are aware of Whitehaven Coal
- Almost half know at least a moderate amount about Whitehaven Coal.
- Knowledge is highest in Narrabri (59%) and Gunnedah (49%).
- Those who live in Tamworth have the lowest knowledge of Whitehaven Coal (30%).

Positivity towards Whitehaven Coal

- More than half (51%) of respondents are positive towards Whitehaven while 31% are neutral
- Key reasons people gave for having a positive opinion of Whitehaven Coal:
 - They provide jobs for locals
 - They put money back into the town
 - They support the community
- Key reasons people gave for having a negative opinion of Whitehaven Coal were perceived environmental concerns and overuse of water.



Our investment pillars

From our research, we identified the key priority areas that will impact communities now and into the future. The issues that can be addressed, in part, through Community Investment are:



Economic prosperity and resilience – town liveability, community services, facilities and infrastructure



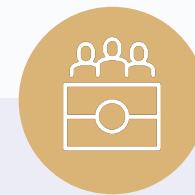
Environment – climate, environment and water (supply, drought and water treatment)



Education, training and employment, – jobs for locals, upskilling, future of work*, career pathways for local youth



Community health and wellbeing – through services, availability of staff and liveability



Aboriginal and Torres Strait Islander engagement – support and promote initiatives that collaborate with Aboriginal and Torres Strait Islander Peoples, *managed via our WHC Stretch Reconciliation Action Plan (RAP)*

*The future of work refers to an informed perspective on what businesses and other organisations need to know about how work could shift (given digitisation and other trends), plus how workforces and workplaces can prepare for those changes, big and small. (McKinsey & Company 2023).



12

Potential partners to support priority areas

Institutional mapping: institutions, organisations, and potential partners



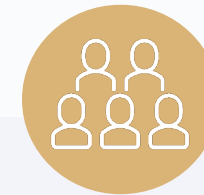
Institutions

- Federal, State and Local Governments
- Education and training providers
- Hospitals, schools and emergency services including Police



Organisations

- Business Chambers
- Medical providers
- Economic development organisations
- Sporting organisations
- Not-for-profit community-based organisations
- Resources companies in region
- Aged Care
- Disability support services
- Local Aboriginal Land Councils and Native Title Groups



Other Potential Partners

- Community members
- Elected members
- Business Chamber members



Community investment – Pillars and focus

Institutional mapping: institutions, organisations, and potential partners

Community and stakeholder collaboration to provide positive and mutually beneficial outcomes for communities

	Economic prosperity and resilience	Environment	Education, training and employment	Community Health and Wellbeing	Aboriginal and Torres Strait Islander Engagement
Strategic priorities	Contribute to the economic development and participation of our host communities that creates resilient and thriving communities	Contribute to positive environmental outcomes that demonstrate our commitment to the environment and sustainability for our local communities	Maximise local economic participation through education, training and employment opportunities	Promote and advance the health and wellbeing of our host communities	Support and promote initiatives that collaborate with Aboriginal and Torres Strait Islander Peoples, as described in our WHC Stretch Reconciliation Action Plan (RAP)
Focus areas	<ul style="list-style-type: none"> • Liveability • Small business support • Affordable housing and infrastructure • Local economic participation and development • Community resilience, crisis support & preparedness • Community sustainability and transformation 	<ul style="list-style-type: none"> • School programs • Partnerships in water stewardship, nature-positive solutions and climate change • Educational campaigns on our operations and biodiversity offsets. 	<ul style="list-style-type: none"> • Early childhood, primary and secondary education • Education, training and employment • WHC career pathways • Future of work 	<ul style="list-style-type: none"> • Health personnel and medical equipment • Specialist support • Aged Care • Disability services • Sports, sporting clubs and associations • Mental Health and wellbeing • Emergency services 	<ul style="list-style-type: none"> • Education • Health • Employment • Procurement
Outcome	Support our local communities to thrive and prosper	Demonstrate our commitment to the environment and sustainability through a range of partnerships	Increase participation of youth in the workforce and prepare our communities and workforce for the future of work	Support community initiatives to create long term services and benefits to the community through health and wellbeing initiatives	Working in partnership with Aboriginal and Torres Strait Islander communities and our workforce to achieve our vision for reconciliation.

Creating Resilient and Thriving Communities



14 Community investment – Strategy 2024-2026

Strategic priorities	Health and Wellbeing	Education, training and employment	Thriving & resilient communities	Environment	Aboriginal and Torres Strait Islander engagement
	<ul style="list-style-type: none"> Promote and advance the health and wellbeing of our host communities 	<ul style="list-style-type: none"> Maximise local economic participation through education, training and employment opportunities 	<ul style="list-style-type: none"> Contribute to the economic development and participation of our host communities that creates resilient and thriving communities 	<ul style="list-style-type: none"> Contribute to positive environmental outcomes that demonstrate our commitment to the environment and sustainability for our local communities 	<ul style="list-style-type: none"> Support and promote initiatives that collaborate with Aboriginal and Torres Strait Islander Peoples as described in our WHC Stretch Reconciliation Action Plan (RAP)
Immediate					
Short term milestones	<ul style="list-style-type: none"> Build local capacity: Support local health committees & boards Medical Specialist Access: Seek to strengthen partnerships with specialists Support local emergency helicopter operations 	<ul style="list-style-type: none"> Deliver 'Try a Trade' day Deliver Trade Training program & Apprenticeship Fastrack Build relationships with local schools 	<ul style="list-style-type: none"> Implement Paid Leave for WHC Emergency Services Volunteers Small business support Work in Partnership with local Councils' and Business Chambers to identify opportunities 	<ul style="list-style-type: none"> Evaluate and embed the WHC Landcare Grants Program Continue to provide Ag land for educational purposes 	<ul style="list-style-type: none"> Consult with local Traditional Owner groups in NSW and QLD to develop our next Stretch RAP
Empowered communities					
Medium term milestones (1-2 years)	<ul style="list-style-type: none"> Embed our mental health partnerships to deliver sustainable ongoing training and support for our local communities Explore Rural Dr Programs Connected community programs 	<ul style="list-style-type: none"> Work in partnership with Schools, TAFEs and Unis to deliver STEM & resource educational programs Seek to build partnerships with Future EDU, TAFE and Universities Enhance Scholarship program/s 	<ul style="list-style-type: none"> Identify ways to support communities build capacity for resilience and advance the regions - explore multi use community committees 	<ul style="list-style-type: none"> Explore options for an Aboriginal and Torres Strait Islander Group to establish a connect to country, Explore partnerships that support our focus areas 	<ul style="list-style-type: none"> Identify new ways to implement our Stretch RAP and promote reconciliation across our business. Continue to build on new and existing relationships with Native Title groups in NSW and QLD.
Sustainable communities					
Long term milestones (2-5 years)	<ul style="list-style-type: none"> Establish multi-year partnerships to support: our focus areas including Helicopter rescue, mental health first aid, volunteering, and medical specialists 	<ul style="list-style-type: none"> Develop community pipelines of employment Support future work planning activities 	<ul style="list-style-type: none"> Identify multi year partnerships that bring prosperity to the regions through areas such as growth, sustainability, economic development and infrastructure 	<ul style="list-style-type: none"> Establish multi-year environmental partnership across QLD & NSW that support our priorities of water stewardship, nature positive solutions and climate change. 	<ul style="list-style-type: none"> Continue to work in partnership with local Indigenous communities in our areas of operation to deliver initiatives that support our focus areas of education, health, employment and procurement.
Outcomes					
Outcome	<ul style="list-style-type: none"> Increase local capacity & access to sustainable medical services Decrease in local mental health concerns 	<ul style="list-style-type: none"> Upscale partnerships to support skills and training needs of local communities Increase participation of locals into the WHC workforce Increased number of local Apprentices/Trainees at WHC 	<ul style="list-style-type: none"> Sustainable thriving communities Investments aligned to communities' needs Community sentiment positive trend toward WHC's community contribution WHC local procurement spend 	<ul style="list-style-type: none"> Connection to the community through environmental partnerships in support of environmental and climate concerns 	<ul style="list-style-type: none"> Working in partnership with Aboriginal and Torres Strait Islander communities and our workforce to achieve our vision for reconciliation.



15 | Our approach to strategic investments

Our guide for investing in communities and creating sustainable partnerships

- 1.** Corporate priorities – we will use our business objectives and business drivers to inform our strategic priorities
- 2.** Quality strategic investments – we will focus on high-quality initiatives in a few, well-defined areas to achieve greater impact and recognition.

We will identify up to two long-term multi-year (3 to 5 year) initiatives per pillar to focus on during the three-year strategy
- 3.** Think short-term and long-term (but emphasise long-term) – we will ensure a diverse investment portfolio that includes both short and long-term investments with an emphasis on long-term partnerships.
- 4.** Sustainable partnerships – initiatives are delivered with the aim to outlive WHC involvement.
- 5.** Build local capacity and assets first – we will develop and invest in existing community assets and capacity building first.
- 6.** Value for money – we will ensure investments are good value for money and will constantly review the return on investment.

Governance and delivery

The following outlines our process to ensure good business:

Research – we will use social, economic and community sentiment research to inform and guide our CIP strategy and activities.

Identify – we will align the research with WHC business objectives to identify the key areas where we can achieve shared outcomes.

Prioritise & Assess – we will prioritise the CIP focus areas where WHC business impacts overlap community impacts and complete due diligence, assessing risk and opportunities.

Co-design and co-create where appropriate - CIP activities with the community and other stakeholders.

Report, measure and evaluate – implement systems to monitor, verify, and evaluate our programs.

Communicate – communicate performance to the community, internal and external stakeholders, and investors to build our brand and reputation.



Thank you

Thank you for taking the time to read the Whitehaven Coal Stakeholder Engagement and Community Investment Strategy.

We welcome feedback from all our stakeholders, including our local community, our businesses and suppliers and Government agencies.

If you have any comments or questions regarding this Stakeholder Engagement and Investment Strategy 2024-26 please contact:



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