

NSW Community Investment Report 2024



In FY24, we committed more than **\$1.25 million** to community causes & projects.



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Acknowledgement of Country and Traditional Owners

Whitehaven acknowledges Australia's Traditional Owners, recognising their connection to land, waters and community. We pay our respects to Indigenous, and to their Elders past and present.

Community Investment

Helping to build strong local communities

Through our community investment, we seek to deliver tangible and broad community benefits to our local and regional communities across health, education, economic and environmental sustainability.

Our approach to community investment is focused on making a lasting impact by building intergenerational capacity and resilience as well as helping communities in areas of immediate need or concern. We do this by establishing long-term community partnerships and supporting a range of not-for-profit organisations and charities.

We aim to focus our resources where we can have the greatest impact. Our community investment contributions are balanced across:

- long-term community partnerships
- discretionary spending including donations and sponsorships administered by a community-based committee
- land and environmental trusts
- emergency relief or assistance in times of need within or outside our local communities.

We also support the community via planning arrangements, with these contributions additional to our community investment.

Our community investment initiatives aimed at Indigenous empowerment are integrated with our Reconciliation strategy priorities and aim to reduce disadvantage and create strong families and futures for Indigenous people in our local communities.

Our contribution to these initiatives totalled \$250,000 in FY24.



Whitehaven's NSW Community Investment Report outlines our approach to building strong local communities and provides an overview of our achievements in the 2024 Financial Year (FY24). To keep up to date on our latest community initiatives, please follow us on Facebook or LinkedIn, or check out our website at whitehavencoal.com.au. As always, we welcome your feedback at community@whitehavencoal.com.au.

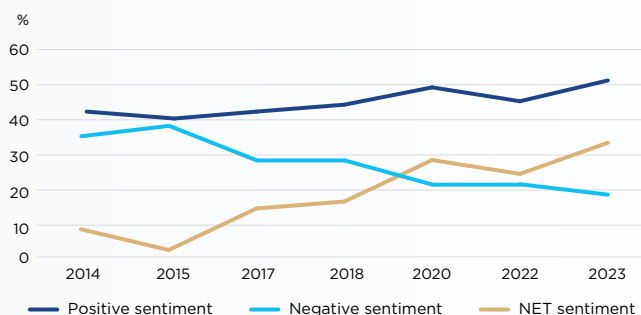
Community Investment

Listening to our communities

Our Strategic Priorities have been identified through engagement with our communities. By working with our communities, we are better placed to understand the critical needs and ways we can support communities to thrive.

Local community sentiment toward Whitehaven

Whitehaven conducts independent community research to understand community views of our sector, the business and our communications and engagement activities approximately every 18 months. This research helps us understand what is working well and what needs to be improved so that we can adapt our plans. The latest survey, completed in 2023, indicated a clear trend of improved sentiment towards Whitehaven both since 2014 and our previous survey in 2022.



Source: Independent quantitative research conducted by SEC Newgate Research. Base: All participants who are aware of Whitehaven: 2023 (n=590), Tamworth (n=142), Gunnedah (n=150), Narrabri (n=151), Liverpool Plains (n=147). 2022 (n=575), 2020 (n=561), 2018 (n=568), 2017 (n=565). 2015 (n=574), 2014 (n=569).

A coordinated approach to community investment

In early FY22, we created a new position within our business to ensure focus and continuity of efforts with our community investments and partnerships.

We established a Community Investment Committee (CIC) to oversee a new approach to community investment. The committee meets quarterly to review the community grants program and is made up of members from each area where our operations exist.

Together, we work in partnership to co-create strategic community investments from community feedback.

Our partnerships are carefully chosen to support our strategic focus areas to make meaningful contributions to our communities.

Our current community strategic areas of focus are:



Community, Health & Wellbeing



Environment



Education, Training & Employment

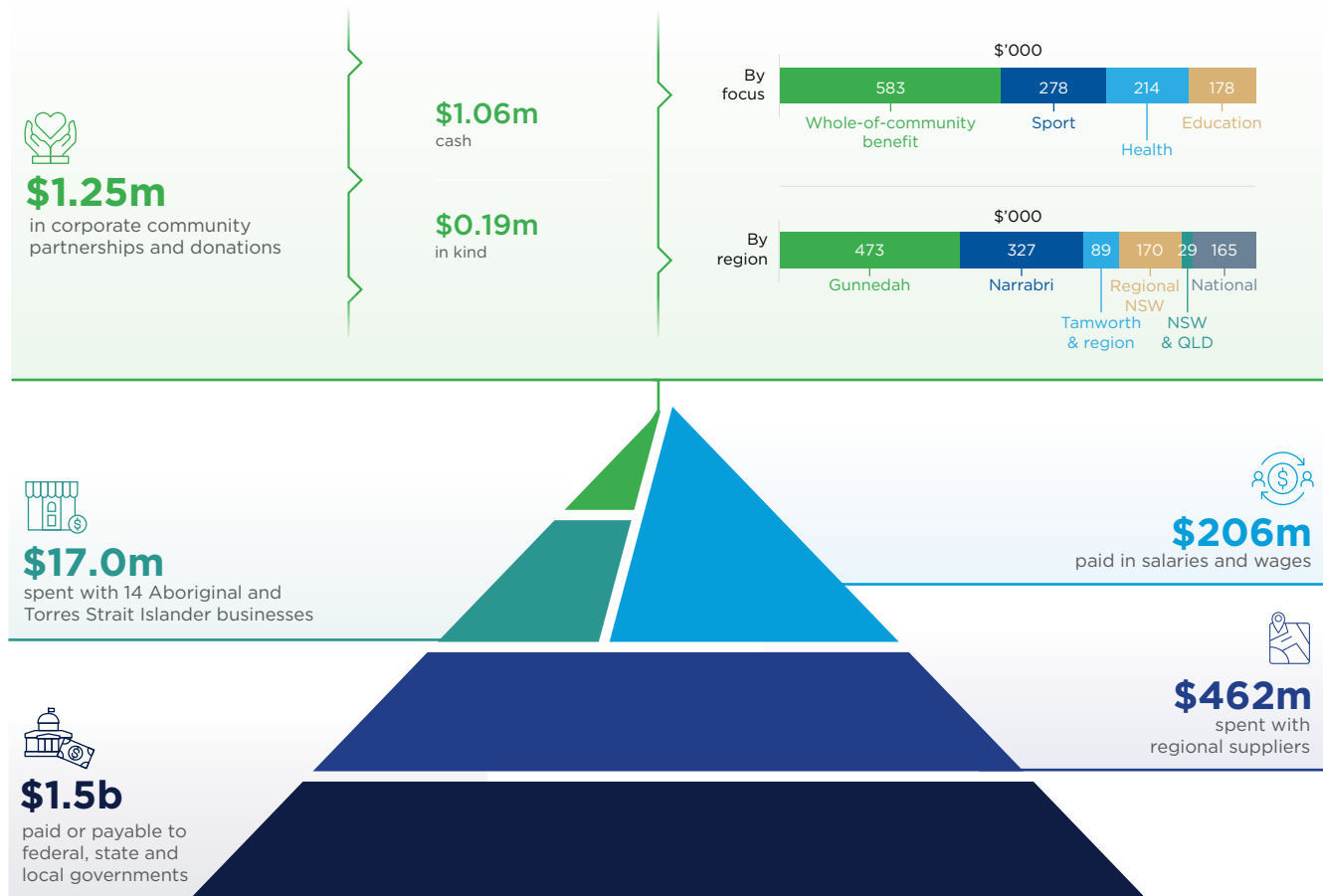


Economic Prosperity & Resilience

Community Commitment

We directly contributed \$669 million to the North West NSW economy in FY24

FY24 community commitments



Highly engaged people and communities

75%

of our NSW workforce are based in local communities surrounding our operations



Our Workforce

A diverse and inclusive workforce

Our workforce

We are proud to boast a dynamic and multifaceted workforce. We actively invest in the future of our workforce by offering a variety of developmental opportunities such as vacation programs, traineeships, cadetships, and apprenticeships, each designed to nurture skills and foster professional growth in their respective fields. Our commitment to emerging talent is further exemplified through our comprehensive graduate program, which provides recent graduates with the tools and experiences necessary to thrive in their careers.



Our workforce is made up of



Permanent Employees



Contract Employees



Graduates



Apprentices



Cadets



Trainees



Vacation Students

Recognising women in mining

At the 2024 NSW Minerals Council's Women in Mining Awards, Whitehaven's Senior Manager – Investor Relations, Keryn Zambrowski, received the Exceptional Woman in Mining award. This prestigious award recognises the outstanding contributions of a woman in the NSW resources sector. Keryn is a graduate of Whitehaven's Women's Leadership Development Program.



Whitehaven's Senior Manager – Investor Relations, Keryn Zambrowski

21.1%
female
employees in
legacy business



Community Health & Wellbeing

Investing in the wellness of our local communities

Royal Far West (RFW)

Established in 1924, RFW has been a cornerstone in providing essential multi-disciplinary health and disability services to country children and their families, focusing primarily on developmental health issues.

Whitehaven's contribution of \$25,000 will provide five children with scholarships to address immediate health needs and ensure long-term support for the children and their families.

The scholarships cover up to two weeks of accommodation and meals at Royal Far West Lodge and provide access to a wide range of services, including access to child psychiatrists, developmental paediatricians, social workers, speech pathologists, clinical psychologists, dietitians, and occupational therapists.



We donated
\$25,000
to provide five
children scholarships
to address their
health needs.



We made a
\$10,000
contribution towards
the Academy's
mental health
community day.

Goanna Academy

The Goanna Academy is Australia's first accredited and Indigenous-owned mental health education provider. Its mission is to help end the stigma surrounding mental health and improve social capacity to identify, talk about, and manage mental health for all Australians, particularly at-risk groups such as regional males, youth, and Indigenous communities.

The donation from Whitehaven was used towards an event held in Gunnedah. The one-day event, organised by Tamworth Aboriginal Medical Service - Aboriginal Corporation (TAMS-AC), a leading healthcare provider in the Tamworth region, brought together around 300 young people aged 6-18, and community members. It was a day focused on mental health awareness and social engagement to reduce the stigma associated with mental health.



Community Health & Wellbeing

Investing in the wellness of our local communities



Our **\$5,000** donation will contribute to mental health awareness and wellbeing among aboriginal women.

Tamworth Aboriginal Medical Service

As a leading healthcare provider in the Tamworth region for almost 30 years, TAMS-AC is known for its comprehensive and culturally sensitive services. It plays a vital role in the local community, helping to improve health outcomes for Aboriginal and non-Aboriginal people, with a focus on prevention.

Whitehaven's donation will contribute to greater mental health awareness, resilience, and overall wellbeing among Aboriginal women in the Tamworth and Gunnedah regions. It will also enhance TAMS-AC's efforts to assist community members in managing stress and other emotional struggles through a range of activities, including arts and crafts, group trips, yarnning sessions and more.



Our \$30,000 sponsorship of Group 4 Rugby League

Whitehaven pledged \$30,000 to sponsor the Group 4 Rugby League Association, which oversees the premier rugby league competition across north west NSW. This partnership will provide financial support for local clubs and contribute to the sport's ongoing development and growth in the region.

Whitehaven's support will directly benefit the eight clubs in the competition – Moree, Narrabri, Boggabri, Gunnedah, Tamworth, Werris Creek, Kootingal, and Dungowan.

Whitehaven's involvement will enable the Group 4 Rugby League Board to extend further assistance to Junior League clubs across the region, helping to deliver a sustainable future for the sport at the grassroots level.



We continue to sponsor teams attending the Koori Knockout.

The NSW Koori Rugby League Knockout is one of Australia's largest Indigenous gatherings and a key event in both Indigenous culture and sport.

It is a rugby league competition that brings together Indigenous teams from communities across New South Wales. The Koori Knockout provides a platform to showcase talented rugby league players and also serves as a gathering for Indigenous communities to celebrate culture, heritage, and community pride.

It is a highly anticipated event, with teams competing for the title, and communities coming together to support their local teams.

Whitehaven was proud to once again sponsor teams from the region during FY24.



Community Health & Wellbeing

Investing in the wellness of our local communities

We are proud to support the Greater Hunter Coast Premier Cricket Club

Whitehaven became a silver sponsor of the Greater Hunter Coast Premier Cricket Club during FY24, contributing towards subsidising player registration fees and making access to the NSW Women's premier cricket competition affordable for regional players.

The club's corporate sponsorships also contribute to equipment purchases, playing and training kits, along with assisting with ground hire and wicket curation expenses. Whitehaven is proud to support the club and create opportunities for local people in our region.



We love giving back through our Community Open Days

In FY24 Whitehaven welcomed over 1000 people to Quirindi Showground for an exciting day of family fun, as part of the Werris Creek Coal Mine Community Open Day.

As Whitehaven prepared to transition its Werris Creek operations to the rehabilitation phase, the Community Open Day event saw people from across the Liverpool Plains attend, including residents, local businesses, vendors, suppliers and Whitehaven employees.

The day also included displays from local emergency services, including the SES and Rural Fire Service, and provided an insight into Whitehaven's mining processes, with plenty of machinery on display including a crane and grader, excavators and excavator bucket, and a shuttle car for transporting coal underground.

The Community Open Days are an opportunity for Whitehaven to thank the community for their support over the year.

Education, Training & Employment

Helping communities thrive

Clontarf National Sponsor

The Clontarf Foundation aims to improve the education, discipline, life skills, self-esteem and employment prospects of young Indigenous boys and men, using football as a means to attract, reward and help keep them in school. Since 2000, the Foundation has grown to more than 12,500 Indigenous students participating in programs across the country.

Whitehaven has been working with the Clontarf Foundation since 2016, engaging with students from the Clontarf Academies at Tamworth, Quirindi and Gunnedah through regional Employment Forums and site visits to demonstrate the diverse range of rewarding mining career opportunities.

In 2019, we committed \$120,000 over three years and in 2022 we extended our partnership for a further three years as a national partner organisation.



Dolly Parton Imagination Library

Whitehaven's contribution of over \$10,000 to the Dolly Parton Imagination Library will enable free access to books for children across the Narrabri and Liverpool Plains region.

The free book gifting program is dedicated to inspiring children to love reading from a young age. Each month, enrolled children from birth to age five receive a high-quality, age-appropriate book in the mail, free of charge. Since its inception in Narrabri in 2022, 271 children in the Shire have benefited from the program.



Mine site information sessions

We are pleased to host senior students throughout the year for Industry tours and career information days. These visits deepen students' understanding of the mining sector and the diverse career opportunities it presents. It also allows the students to learn about the varied pathways available at Whitehaven after their schooling concludes.

In FY24, in addition to our regular industry tours, we were pleased to be part of Tamworth School Group's Educational Pathways program. Students from six local schools had the opportunity to explore key operational areas at our Tarrawonga mine site and Gunnedah Coal Handling Process Plant.

By offering such hands-on learning experiences, Whitehaven hopes that students are both inspired and informed about their future in the industry.



Environment

Responsible environmental stewardship

Landcare Grants Program

The Landcare Grants Program is an initiative that provides funding and support to community groups, schools, and environmental organisations across Australia to undertake projects aimed at environmental conservation and sustainable land management.

Whitehaven supports the Landcare Grants Program as it aligns with our commitment to environmental sustainability and community engagement. Through this program, we've had the opportunity to visit several schools, delivering education sessions that inspire young people to care for their local environment. By investing in these programs, we're helping to equip future generations with the knowledge and skills to care for their local environment while demonstrating our commitment to responsible mining practices.



Our support for the Landcare Grants Program has resulted in several school visits and education sessions.



We are exploring a 26MW solar photovoltaic electricity generation system (Solar Farm) to power our Narrabri underground mine



Whitehaven has lodged a Development Application for a proposed solar photovoltaic electricity generation system (solar farm). The Whitehaven Solar Farm Project (Project) would be located adjacent to the existing Narrabri Mine on Whitehaven land, approximately 25km south-east of Narrabri. The Project will be considered under the NSW Government's State Significant Development Application process.

The Project would generate 26MW of electricity, helping the Narrabri Mine to reduce the electricity it consumes from the grid. A 10MWh battery energy storage system (BESS) is proposed as part of the project. This behind-the-meter proposal would supply electricity directly to the Narrabri Mine via the existing electricity transmission line for the remainder of the mine's operational life. The Project would create around 65 jobs during peak construction.



Environmental Management

Our approach to environmental management is focused on mitigating unavoidable impacts, rehabilitating disturbed areas, and offsetting residual impacts that cannot be addressed.

We actively engage and consult on environmental issues with our local community at each stage of a project and aim to continually improve our approach to environmental management and compliance with environmental legislation and regulations.



Economic Prosperity and Resilience

Helping communities thrive

Walhallow Local Aboriginal Land Council

Whitehaven has partnered with VIVA Energy to contribute to the Walhallow Community infrastructure project, continuing the company's commitment to supporting local communities and empowering Aboriginal and Torres Strait Islander groups.

Whitehaven donated \$20,000, and VIVA Energy added a further \$10,000, boosting the efforts of the Walhallow Local Aboriginal Land Council (LALC) to upgrade critical infrastructure within the community. These donations are in conjunction with a grant from the NSW Government's Growing Regions Program.

The infrastructure upgrades will include improvements to existing buildings, such as the health centre and community hall, and the development of a new cultural centre. This Centre will be the hub of Liverpool Plains culture and history, not only for the local Gamilaroi people but for the entire region to enjoy.



Our
\$20,000
helped
upgrade critical
infrastructure.



We've contributed over \$1.7m since 2000 to Westpac Rescue Helicopters

The Westpac Rescue Helicopter Service was established in 1975 and through community support and fundraising it has become a critical service that operates 24-7 from three bases in Belmont, Tamworth and Lismore.

Today the Service delivers aeromedical search, rescue and inter-hospital transfers to care for communities from north of the Hawkesbury River, up to the Queensland border. Along with the Pilot and Aircrew Officer, every primary response mission leaves with a dedicated NSW Ambulance Paramedic, NSW Health Doctor and depending on the needs of each patient, may also include specialist nursing professionals.

Whitehaven's overall contribution totals more than \$1.7 million since the Tamworth base was established in 2000. This includes significant donations from our workforce, which are matched dollar-for-dollar by Whitehaven.

Economic Prosperity and Resilience

Helping communities thrive

Get Ready and Resilience Expo

In FY24, we were proud to sponsor and be part of the Get Ready and Resilience Expo in Gunnedah, an important event focused on building community resilience and preparedness for natural disasters.

Partnering with the NSW State Emergency Service – North Western Zone and the Hunter New England and Central Coast Primary Health Network, the event brought together emergency services, government and non-government agencies, and local not-for-profits.

The expo featured interactive activities and a forum with guest speakers, including retired detective senior constable Allan Sparkes and actor Samuel Johnson, who shared their insights on resilience. As the region's largest employer, we recognise the importance of supporting initiatives that strengthen our community, and we were proud to contribute to an event that helps ensure Gunnedah is better prepared for the future.



Try-a-Trade Day

Over 200 students and career advisors from across the region gathered in Gunnedah for the inaugural Try-a-Trade Day. The event showcased the diverse career opportunities within the mining industry and included interactive activities from several vendors.

Students attending the event engaged in various hands-on activities and demonstrations designed to give them an insight into what working in the mining industry involves.

There were students from as far afield as Tamworth, Wee Waa, Narrabri, Gunnedah, and Quirindi, with around 200 participating on the day. Whitehaven would like to thank all the schools and vendors who participated, and we look forward to a bigger and better Try-a-Trade Day next year.

The Try-a-Trade Day not only highlighted the exciting career possibilities in mining but also emphasised the importance of community engagement and education in fostering future talent within the industry.





We believe that local communities should be the main beneficiary of our presence. As a dedicated community partner, our focus is on boosting local prosperity, supporting community growth and helping regional towns thrive.

Darren Swain

General Manager Community Engagement





Whitehaven

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