



Social Impact Management Plan

Mount Thorley Warkworth

DOCUMENT CONTROL

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1.0 INTRODUCTION

The Environmental Assessments (EA) for the Mount Thorley Continuation and Warkworth Continuation projects committed to the development of a Social Impact Management Plan (SIMP), to manage and monitor the implementation of strategies to reduce identified social impacts and enhance social opportunities.

The key aims of the SIMP are to:

- reflect the findings and recommendations of the EA and provide a short summary of findings;
- summarise for all stakeholders the potential positive and negative impacts of the proposal, proposed mitigation and management strategies, and implementation actions;
- Be developed for the life of the project; and
- Promote an active and ongoing role for communities, local authorities and all levels of government through construction, operation and decommissioning of a proposal.

It is noted that management and mitigation measures related to the technical studies such as noise and air quality are not included in this document, reference should be made to the relevant MTW Air Quality Management Plan, and Noise Management Plan for information on these aspects.

2.0 ABOUT THE PROJECT

2.1 COMMUNITIES CONTEXT

The Mount Thorley Continuation and Warkworth Continuation projects (known collectively as MTW) are situated in the Singleton Local Government Area (LGA), which lies approximately 200km north-west of Sydney and 80km inland from Newcastle (the largest city in the region). The Local Government Area (LGA) of Singleton has a population of 22,987 (2016 ABS). The Singleton LGA includes the surrounding villages of Bulga (pop. 354), Milbrodale (pop. 117), Jerrys Plains (pop. 385) and Broke (pop. 579), which are close to MTW. Singleton services the region, along with the town of Muswellbrook to the north.

Across the Hunter Region the mining industry is the largest single employer. This trend is particularly prominent in the Singleton and Muswellbrook LGAs, where the industry employs 25.2 per cent and 21.8 per cent of people respectively (as at 2011 census).

Data collected at the time of the 2011 Census showed that growth in employment across the upper Hunter area had been faster than overall population growth, which resulted in a period of effectively full employment and very low unemployment rates holding at close to one per cent from December 2010 to March 2012. However, since then unemployment has risen relatively sharply. In September 2015, Singleton had an unemployment rate of 7 per cent. This has continued to increase from the same time in 2014 when the unemployment rate was 4.4 per cent. With the closure of some mines in the Hunter region and contractors reducing staffing numbers this rate is not expected to fall significantly in the near future. Hunter Region residents demonstrate lower levels of education (Year 12 completion and post school education) compared with the remainder of the State, potentially leaving them at a higher risk of

unemployment due to limited educational attainment than those who stay on to Year 12 particularly in an economic downturn or decline in the local mining industry. The youth (15-24 year olds) unemployment rate as at September 2015 was 15 per cent (HRF).

2.2 MOUNT THORLEY WARKWORTH

History of operations

Mount Thorley has been in operation since 1981, and after a business restructuring of mining company R.W. Miller, Coal & Allied became managers of the mine in 1989. Warkworth Mining began operations in the same year as Mount Thorley, 1981, and in 2001 Coal & Allied purchased an interest in the mine. In January 2004, the two mines were integrated to improve efficiency and operate as one combine operation known as MTW. Yancoal Australia Ltd acquired and commenced management of MTW on 1 September 2017.

Current operational context

- In November 2015 MTW was granted development consent for continued operations for Mount Thorley Operations (SSD-6465) and Warkworth Mine (SSD-6464) by the Planning Assessment Commission. A summary of the approvals is provided below.

Warkworth Continuation Project consent

The Warkworth development consent approves the continuation of mining west of the existing development consent beyond Wallaby Scrub Road. North and West pits will continue to progress towards the west. West pit will also continue to the south towards Putty Road. The northern limit of mining is defined by the general alignment of existing operations.

Under the approval the majority of product coal from Warkworth Coal Preparation Plant would continue to be transported approximately 2 km by overland conveyor to the Mount Thorley Coal Loader for transport to the Port of Newcastle, with some product coal transported by truck along internal haul roads. The key components of the approval include:

- an extension of the approved mining footprint by approximately 698ha to the west of current operations;
- emplacement of overburden within the Warkworth Mine, and the ability to transfer overburden to Mount Thorley Operation to complete final landform;
- the closure of Wallaby Scrub Road;
- development of an underpass beneath Putty Road for the third bridge crossing;
- construction of the Northern out-of-pit dam; and
- the continued use of secondary access gates to the mine site and offsets for activities such as drilling, offset management, equipment shutdown pad access amongst other things.

Mount Thorley Continuation Project consent

The Mount Thorley Operations Project 2014 development consent approves all aspects of Mount Thorley Operations This includes the continuation of mining of Loders Pit within the same approved mining footprint until approximately 2020 and for the mining of Abbey Green area (yet to commence – this area is anticipated to take approximately 2 years).

Overburden will be emplaced at either Warkworth Mine or Mount Thorley Operations (MTO) to create the approved final landform. Rehabilitation of the disturbance footprint is an integral component of the mining operations and is conducted progressively over the life of the mine.

3.0 SOCIAL IMPACT ASSESSMENT

A Social Impact Assessment (SIA) was prepared based on the combined impacts of the Warkworth and Mount Thorley Continuation Projects. The SIA outlined the existing social environment and considered key changes likely to result, either directly or indirectly, from the proposals, including population and demographic changes, social services, infrastructure and employment.

3.1 SOCIAL IMPACT ASSESSMENT PROCESS

EMGA Mitchell McLennan Pty Limited (EMM) conducted the SIA of the Mount Thorley Operations 2014 and Warkworth Continuation 2014 mining proposals based on the Secretary's Assessment Requirements. The SIA incorporated the following:

- **Approach:** social impact definitions, SIA approach and methodology, process, and relevant regulation and requirements.
- **Proposal context:** proposal description and proposal context (including existing MTW workforce characteristics, operational context, and community investment and contribution activities)
- **Community profile and context:** community profile (including geography, history, and socio-demographic data) and community context (including the relevant legislative and governance context, issues and media review, and regional industry and mining overview).
- **Stakeholder perceived impacts and opportunities of the proposal:** quantitative and qualitative description of stakeholder perceived social impacts and opportunities in relation to the proposal.
- **Management, mitigation and enhancement:** development of appropriate management, mitigation or enhancement strategies to address identified and prioritised social impacts and opportunities.
- **Conclusion:** summary of the key assessment findings and recommendations.

A total of 151 stakeholders participated in the SIA consultation process. Approximately 44 per cent of participants were near neighbours (including residents from Bulga, Warkworth, Long Point and Gouldsville). Fifteen per cent of participants were MTW employees and suppliers.

SIMP opportunities, impacts and management responses have been further informed by ongoing engagement activities.

4.0 SUMMARY OF IMPACTS, OPPORTUNITIES AND MANAGEMENT STRATEGIES

Table 4.1 provides a list of the social impacts and opportunities categorised under common domains used throughout the SIA:

- Community sustainability;
- Social Amenity;
- Economic Sustainability;
- Social infrastructure and services;
- Regional planning and cumulative impacts; and
- Community and company relationships.

The table also includes management strategies/actions to reduce or enhance identified impacts and opportunities.

Table 4.1: Impacts, opportunities and proposed management, mitigation and enhancement strategies

Category	Impacts/opportunities addressed	Strategies/Actions (to reduce or enhance project impacts and opportunities)
Community sustainability	<p><i>Perceived inability to sell properties/ assets in line with current and historical trends</i></p> <p><i>Potential loss of, or effect on places of community value and sense of place</i></p> <p><i>Community uncertainty and fear</i></p> <p><i>Impacts on vulnerable groups</i></p> <p><i>Impacts on intergenerational/intra-generational equity</i></p> <p><i>Company-community relations</i></p>	<ul style="list-style-type: none"> • Implement MTW's Property Agreements Strategy to provide certainty to near neighbours and local communities, including addressing development consent requirements regarding the projects impacts to neighbouring property (e.g. statutory acquisition or mitigation rights in development consents). • Continue to manage MTW owned residential properties that are made available on the open market, managed at arm's length via local real estate agents requiring an appropriately high standard of maintenance and management. • Establish the MTW Historic Heritage Conservation Fund – the purpose of the fund is to provide resources for local historical research and heritage conservation projects proposed by the local community. • Establish the Great North Road Conservation Fund – the purpose of the fund is to provide resources for heritage conservation works on significant surviving elements of the convict built Great North Road located within Singleton LGA (and potentially other areas including the Great North Road World Heritage Area). • Continued support for local primary schools through community investment programs – i.e. Broke and Milbrodale Public Schools. • Continued engagement with Singleton Council on key areas of common interest including attraction and retention of residents and long term planning.

Category	Impacts/opportunities addressed	Strategies/Actions (to reduce or enhance project impacts and opportunities)
Social Amenity	<p><i>Perceived inability to sell properties/ assets in line with current and historical trends</i></p> <p><i>Potential loss of, or effect on places of community value and sense of place</i></p> <p><i>Community uncertainty and fear</i></p> <p><i>Impacts on vulnerable groups</i></p> <p><i>Impacts on intergenerational/intra-generational equity</i></p> <p><i>Company-community relations</i></p>	<ul style="list-style-type: none"> • Complete contributions to the \$11 Million Voluntary Planning Agreement (VPA) entered into with Singleton Council as specified in development consent SSD-6464 and SSD-6465. The VPA ensures a proportion of the funds are dedicated to maintaining and/or improving facilities and services in Bulga, other local neighbouring communities, and the Singleton LGA as a whole. Bulga and surrounds community representatives are part of a Governance Committee to assist in recommending Bulga Community Project proposals to Council for approval. • Undertake mitigation works relating to noise to properties specifically nominated in the relevant development consent SSD-6464 and SSD-6465, in consultation and agreement with resident. • Contribute to a Near Neighbour Amenity Resource to provide services such as tank cleaning to residents surrounding the operation. • Implement operational noise, air quality and blasting management and mitigation strategies and monitoring as detailed in the MTW Air Quality Management Plan and MTW Noise Management Plan. • Visual Amenity – Proactive efforts to be invested in identifying opportunities that could lessen the impact of mine progress (e.g. vegetated bunds / vegetative screens and/or screen fencing along the boundary of the site including along public roads where appropriate). • Visual Amenity - Upon receiving a written request from the owner of any residence on privately-owned land who has, or would have significant direct views of the mining operations from the residence or associated facilities (such as pool or barbeque area) during the development, MTW should implement additional visual impact mitigation measures (such as landscaping or vegetative screens) on the land in consultation with the landholder and in accordance with the requirements of the development consent conditions on this topic (the consent notes this mitigation measure is typically for properties within 5km of the development). • Bring forward plans to revegetate Offset property at entrance to Bulga towards achieving a landscaped entrance. Additionally, MTW will prioritise management (visual enhancement) of any mine-owned properties bordering entrances to Bulga. • Continuation of the MTW Community Support Program annual funding for projects which contribute to near neighbour communities, including the Bulga community, and which are in accordance with the funding guidelines. Opportunities to access sponsorship to be advertised in neighbouring communities.

Category	Impacts/opportunities addressed	Strategies/Actions (to reduce or enhance project impacts and opportunities)
Economic sustainability	<p><i>Maintenance of employment/training</i></p> <p><i>Maintain local businesses/ industry and economic strength of the region</i></p> <p><i>Maintain corporate community investment/sponsorship</i></p> <p><i>Impacts on other industries and diversification</i></p> <p><i>Company-community relations</i></p> <p><i>Health and wellbeing – employee certainty</i></p>	<ul style="list-style-type: none"> Continue utilising local businesses as part of MTW's procurement processes, and participate in the Singleton Business Chamber. Continued preference for employees and contractors to reside locally. Continue to implement the MTW Apprenticeship and Graduate program, drawing on local candidates, and consisting of: <ul style="list-style-type: none"> five new apprenticeship positions each year; Aboriginal scholarship programme in partnership with University of Newcastle, supporting two Aboriginal students per annum with a scholarship programme and providing the opportunity for vacation employment to complete their degrees; two graduate positions per annum on a two year programme; and two vacation student positions each year
Social infrastructure and services	<p><i>Impacts on other industries and diversification</i></p> <p><i>Impacts from closure of Wallaby Scrub Rd – traffic, safety, emergency services</i></p> <p><i>Company-community relations</i></p> <p><i>Social infrastructure and services and local community facilities</i></p> <p><i>Maintain local businesses/ industry and economic strength of the region</i></p> <p><i>Maintain corporate community investment/sponsorship</i></p> <p><i>Maintain employment/training</i></p>	<ul style="list-style-type: none"> Complete contributions to the \$11 Million Voluntary Planning Agreement (VPA) entered into with Singleton Council as specified in development consent SSD-6464 and SSD-6465. The VPA ensures a proportion of the funds are dedicated to maintaining and/or improving facilities and services in Bulga, other local neighbouring communities, and the Singleton LGA as a whole. Bulga and surrounds community representatives are part of a Governance Committee to assist in recommending Bulga Community Project proposals to Council for approval. Enhance/upgrade community facilities that may be acquired by MTW as a part of the consented Zone of Acquisition (e.g. Bulga Tavern renovation and commercial lease). Continuation of the MTW Community Support Program annual funding for projects which contribute to near neighbour communities, including the Bulga community, and which are in accordance with the funding guidelines. Opportunities to access sponsorship to be advertised in neighbouring communities.
Regional planning and cumulative impacts		<ul style="list-style-type: none"> Continued participation in and support of key regional forums and initiatives including: <ul style="list-style-type: none"> the Upper Hunter Mining Dialogue (UHMD) and related projects/events; and NSW Minerals Council relevant projects and events.

Category	Impacts/opportunities addressed	Strategies/Actions (to reduce or enhance project impacts and opportunities)
Community / company relationships	<i>Company-community relations</i> <i>Positive impacts on community infrastructure and services</i>	<ul style="list-style-type: none"> Continued operation of the MTW Community Consultative Committee (CCC) to discuss the progress of the projects, environmental performance, and community performance with community representatives, and Singleton Council representatives. Maintain website providing information on operational approvals, management plans, monitoring results, reports and CCC minutes required to be published. Continued operation of the MTW Community Enquiry line to receive complaints from the community regarding the mining operation, and provision of timely responses to these enquiries. Continued operation of the MTW Community Heritage Advisory Group and Aboriginal Cultural Heritage Working Group consultation mechanisms as detailed in the MTW Historic Heritage Management Plan and MTW Aboriginal Heritage Management Plan. Implementation of community relations programs, which may include: <ul style="list-style-type: none"> Community drop-in sessions or community events held in Bulga Opportunity for community mine tours during mining industry events (e.g. Hunter Coal Festival, UHMD school tours program) specific consultation for mining related activities that require near neighbour community input and communication; and Develop and adopt a range of consultation methods (including small group sessions, newsletter information), to ensure broad coverage of community members Include community awareness information within induction programs for new and existing MTW site employees.

4.1 CONSULTATION, ENGAGEMENT AND COMMUNICATION

All consultation, engagement, communication and review of the management responses and their implementation will be undertaken through existing committees such as the Community Consultative Committee (CCC), Community Heritage Advisory Group (CHAG), Aboriginal Cultural Heritage Working Group (CHWG), and VPA Governance Committee along with other direct community engagement with near neighbours described in the Company/community relationships item in **Table 4.1**. A brief summary of each of the forums / committees is provided below.

Community Consultative Committee (CCC)

The purpose of the CCC is to provide a forum for open discussion between representatives of MTW, the community, the Singleton Council and other stakeholders on issues directly relating to the mine's operations, environmental performance and community relations, and to keep the community informed on these matters. It is a condition of the Development Consents to operate a Community Consultative Committee.

The committee is comprised of an Independent Chair, community stakeholder representatives, a councillor from Singleton Council, and representatives of MTW site management. Representatives of key regulatory agencies attend periodically although do not usually attend every meeting. Guest speakers and company subject matter specialists present to the committee as needed. Meetings occur at least four times a year.

Community Heritage Advisory Group (CHAG)

MTW has an Historic Heritage Management Plan strategy for its lands. One of the key objectives of the HHMP is to provide an appropriate framework to actively manage historic heritage in consultation with our local community. An appropriate community consultation and participation process has been identified in the HHMP through which community representatives could participate in management of historic heritage features located on MTW lands.

To this end the MTW Community Heritage Advisory Group (CHAG) was established in 2012. The CHAG is comprised of community representatives with particular knowledge and interests in historic heritage of the region including representatives from historical groups, individuals and local government. The CHAG is a voluntary community consultation and advisory avenue for matters pertaining to the management of historic heritage located on MTW owned in relation to the Project.

Aboriginal Cultural Heritage Working Group (CHWG)

The CHWG was established in September 2005 so that MTW and the Aboriginal community could work together to develop and implement an integrated cultural heritage consultation and management process for MTW's operations in the Upper Hunter Valley. This working group is comprised of MTW representatives and representatives from Registered Aboriginal Parties (RAPs). MTW's objectives have been to develop a robust relationship with the Upper Hunter Valley Aboriginal community to cooperatively develop Aboriginal cultural heritage management programs with the Aboriginal community.

VPA Governance Committee

Under the requirements of the MTW Development Consents MTW has entered into an \$11 million Voluntary Planning Agreement (VPA) with Singleton Council. Under this Agreement a portion of funding is allocated to a Bulga Community Project Fund. A Governance Committee has been established under the VPA tasked with administering these funds (identifying, accepting and recommending project proposals for Singleton Council approval). This committee is chaired by Singleton Council and comprise representatives from Yancoal, Singleton Council and the Bulga and surrounds community.

5.0 MONITORING, REPORTING AND REVIEW

Monitoring, reporting and review are critical ensuring that the proposed mitigation and management strategies are effective.

Monitoring

MTW is committed to providing opportunity for our local community to provide feedback on our operation and on the implementation of actions described in this management plan.

The primary forum for feedback from the community is the MTW Community Consultative Committee. Monitoring of MTW's progress against proposed management and mitigation strategies in the SIMP will be undertaken through the MTW CCC, and through the Annual Environmental Review Report.

Additional data from community feedback through additional community engagement processes (newsletters, community information sessions), individual enquiries, complaints, and formal requests for access to rights under the development consents will also be used as monitoring data on community engagement to inform review and reporting.

Reporting

Using the information gathered during each year, MTW will review community engagement and performance as part of the site Annual Environmental Review Report. This report is submitted to the Department of Planning, Industry and Environment for approval, and is then published on the MTW website.

In addition to this annual report, an update on SIMP implementation will be provided to the MTW CCC at CCC meetings. This information will be made available in the CCC minutes on the MTW website.

Review

Review of the SIMP will occur 3 yearly. Additional review may also be triggered by actions such as major changes to project scope, or in response to annual monitoring and review in the Annual Environmental Review Report.