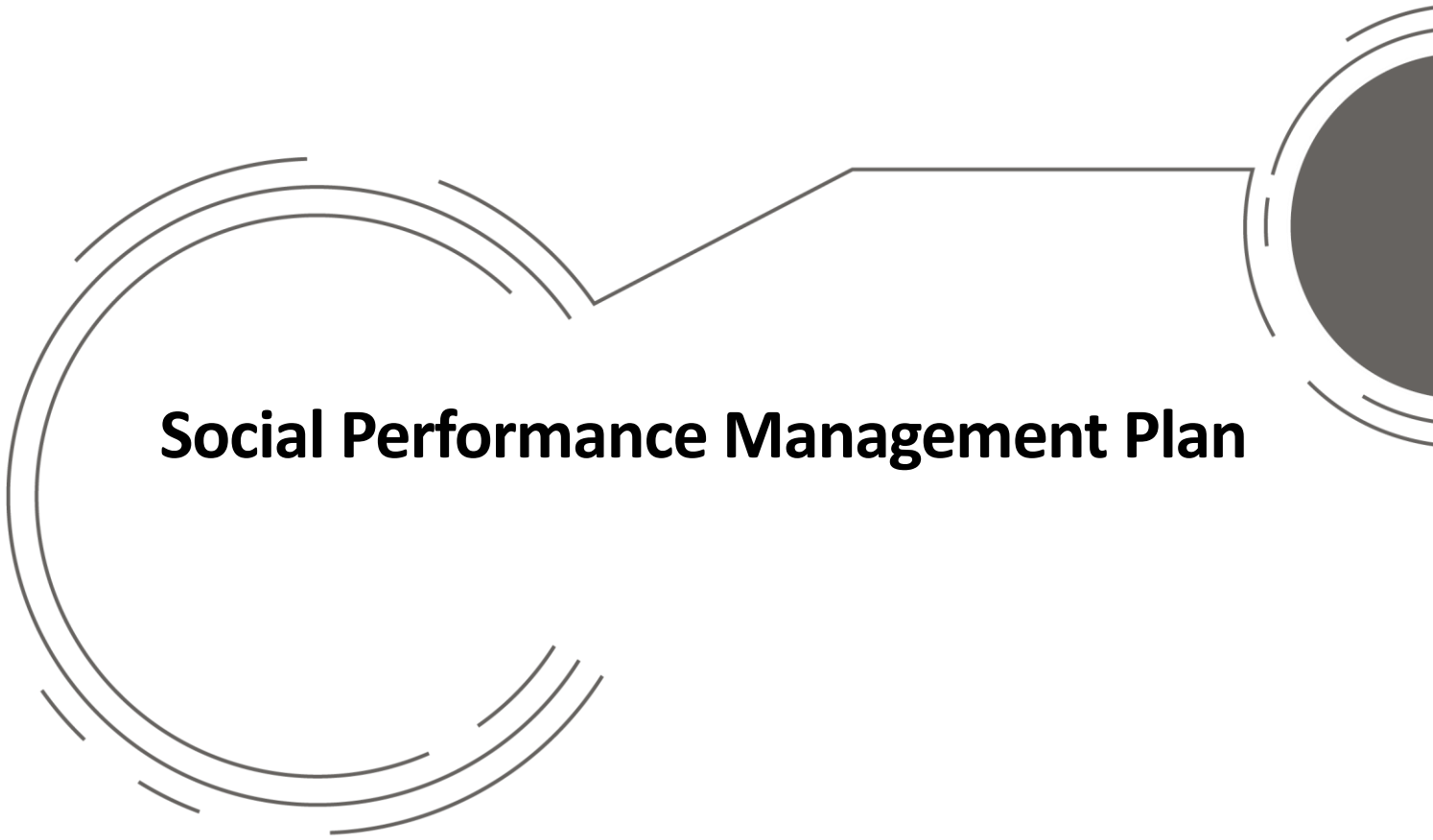




Social Performance Management Plan

Table of Commitments – SPMP

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
3.5.1_1	The Social Performance Management Plan has been prepared for United Wambo to identify negative social impacts and guide social engagement practices and has been developed in consideration of internal and external requirements listed in Section 3.4 and existing strategies from United Collieries.	SSD 7142 Condition B108(c) SOC_6.14_Social_001	Complete	3.5.1
3.5.1.1_1	United Wambo will engage a suitably qualified and experienced person to prepare a Social Impact Management Plan (SIMP) for the site. The Plan will be prepared in accordance with relevant statutory requirements (including approvals and EIS commitments)	SSD 7142 Condition B108(a)	Complete	3.5.1.1
3.5.1.2_1	United will develop a Social Impact Management Plan in consultation with Council, the CCC, affected communities (Jerrys Plains, Warkworth Village, Maison Dieu and Bulga) and other interested stakeholders, and submitted to the Planning Secretary for approval.	SSD 7142 Condition B108(b)	Complete	3.5.1.2
3.5.1.3_1	United must not commence Phase 1B until the Social Performance Management Plan is approved by the Planning Secretary.	SSD 7142 Condition B109	Complete	3.5.1.3
3.5.2_1	United Wambo will implement the approved SPMP, in accordance with relevant statutory requirements (including approvals and EIS commitments).	SSD 7142 Condition B110	Ongoing	3.5.2
4.3_1	United Wambo will use a number of measures to minimise social impacts.	SOC_8.0_Management Measures_006 SSD 7142 Condition B108(d)	Ongoing	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
4.3_2	United Wambo have prepared a Stakeholder Engagement Plan which outlines key stakeholders, and the engagement types employed to ensure that operational information (progress, monitoring results, etc) is available, and there are opportunities for feedback (positive or negative) to be raised. The following are key engagement activities completed by United Wambo: - Community Consultative Committee (CCC) - Registered Aboriginal Party Meeting - Information BBQ/Sessions - Newsletters - Face-to-face meetings (as required)	SOC_6.14_Social_014 SOC_6.14_Social_010 SOC_RTS_A_064 SOC_6.20_Public Health_001 SOC_6.14_Social_006 SOC_8.0_Management Measures_010 SOC_PAC_Res_025 SSD 7142 Condition A19 SSD 7142 Condition A20 SOC_6.14_Social_012 SOC_6.14_Social_015 SOC_6.3_Agriculture_009 SOC_6.4_Air Quality_023 SOC_8.0_Management Measures_008 SOC_6.10_Cultural Heritage_002 SSD 7142 Condition B79 SOC_8.0_Management Measures_007 SSD 7142 Condition B108(g)	Ongoing	4.3
4.3_3	When required, United Wambo will work with affected stakeholders to develop agreements to minimise impacts to occupants and the residence/infrastructure. An agreement with Hunter Valley Gliding Club was executed in Jan 2021 which outlined management measures to be implemented by United Wambo.	SSD 7142 Condition B89 SSD 7142 Condition B90 SOC_RTS_A_127 SOC_RTS_A_134	Ongoing	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
4.3_4	Prior to entering into tenancy agreements, potential tenants are provided the following information: • Their right to terminate their tenancy agreement without penalty at any time, subject to giving 14 days' notice. • The health and amenity impacts associated with living on the land • provision of the Mine Dust and You factsheet • location of where they can access monitoring information The above information is provided for tenancy agreements with United Wambo. Other mine owned land tenancy agreements may have varying termination clauses depending on the requirements of the other mine.	SOC_PAC_Res_012 SSD 7142 Condition B27(ab) SSD 7142 Condition D5	Ongoing	4.3
4.3_5	United Wambo will implement a mechanism for ongoing management of the Project's community contribution program.	SOC_6.14_Social_007 SSD 7142 Condition B108(e)	Ongoing	4.3
4.3_6	United Wambo will enter into a Voluntary Planning Agreement with Singleton Council for the Project to contribute funds to meet local community needs. United Wambo has drafted a Planning Agreement with Singleton Council. Section A18 and Appendix 9 of the Development Consent conditions outlines the requirements of the Planning Agreement namely: • \$1,325,000 is to be contributed to a Singleton Community and Economic Development Fund, or similar, within 12 months of the commencement of the development, to be used across the local government area; and • \$1,325,000 is to be used to fund community infrastructure and services for the local affected communities, including Jerrys Plains and Warkworth	SOC_8.0_Management Measures_011 SOC_6.14_Social_009	Ongoing	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
4.3_7	Recruitment for new positions will be advertised and managed as per the Glencore Recruitment Policy, with opportunities for maximising local employment to be incorporated into the Project recruitment strategy.	SOC_6.14_Social_008	Ongoing commitment	4.3
4.3_8	Within one month of the date of SSD7142, United Wambo: a) notified in writing the owner of: i. the land listed in Table 7 that they have the right to require the Applicant to acquire their land at any stage during the development; ii. the residences on the land listed in Table 7 and Table 8 that they are entitled to ask the Applicant to install additional mitigation measures at the residence; and iii. any privately-owned land within 3 kilometres of the approved open cut mining pit/s that they are entitled to ask the Applicant for an inspection to establish the baseline condition of any buildings or structures on their land, or to have a previous property inspection report updated; b) notified the tenants of any mine-owned land of their rights under this consent and potential health and amenity impacts associated with living on mine land; and c) sent a copy of the NSW Health fact sheet entitled "Mine Dust and You" (NSW Health, 2017) to the owners and/or existing tenants of any land (including mine-owned land) in accordance with the Project Approval.	SOC_6.6_Noise_004 SOC_6.7_Blasting_010-10 SSD 7142 Condition D4	Complete	4.3
4.3_9	Acquisition Upon receiving a written request for acquisition from the owner of the privately-owned land listed in Table 7 of SSD 7142, United Wambo will acquire the land in accordance with procedures outlined in SSD 7142. Within 3 months of receiving a	SSD 7142 Condition D1 SSD 7142 Condition D11 SSD 7142 Condition D12 SSD 7142 Condition D13 SSD 7142 Condition D14 SSD 7142 Condition D15 SSD 7142 Condition D16 SSD 7142 Condition D17	Ongoing commitment	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
	written request for acquisition from a landowner with acquisition rights, United must make a binding written offer to the landowner. If United Wambo and the landowner cannot agree acquisition price of the land and/or the terms upon which the land is to be acquired, then either party may refer the matter to the Planning Secretary for resolution.	SSD 7142 Condition D18		
4.3_10	United will implement reasonable and feasible noise mitigation measures, such as double glazing, insulation, or air conditioning, for residences in the Active Noise Management Zone upon written request, and consult with landowners to address additional mitigation needs; if disagreements arise, the matter can be referred to the Planning Secretary for resolution.	SOC_6.6_Noise_003 SOC_6.6_Noise_004 SOC_6.6_Noise_006-8 SOC_8.0_Management Measures_027 SOC_RTS_A_037 SSD 7142 Condition D2 SSD 7142 Condition D3	Ongoing commitment	4.3
4.3_11	Through the implementation of Noise Mitigation works, where air conditioners were installed, United Wambo will provide ongoing maintenance and reimburse one-third of the landowners total quarterly electricity bill.	Noise Mitigation works	Ongoing commitment	4.3
4.3_12	United Wambo will inspect and as necessary clean, drinking water tanks every 2 years for all private residences and Joint Venture owned residences within 4 kilometres of the mining area for the Project.	SOC_6.14_Social_011 SOC_6.20_Public Health_002 SOC_6.4_Air Quality_022 SOC_RTS_A_099	Ongoing commitment	4.3
4.3_13	United will consult with impacted landholders in the Moses Crossing and South Wambo areas regarding visual mitigation options to minimise the visual impact of the operation, and implement agreed-upon mitigation measures.	SOC_6.12_Visual_001 SOC_6.12_Visual_002 SOC_6.12_Visual_003 SOC_6.12_Visual_010 SOC_PAC_Res_018 SOC_RTS_A_133 SSD 7142 Condition B86 SSD 7142 Condition B87 SSD 7142 Condition B88	Ongoing commitment	4.3
4.3_14	Within 2 months of receiving written request, United must complete structural condition assessments for all private landowner located within 3 kilometres of the extraction areas in the following circumstances: Property Inspection: prior to the commencement of	SOC_8.0_Management Measures_038 SOC_PAC_Res_003 SOC_PAC_Res_004 SSD 7142 Condition B13 SSD 7142 Condition B14 SSD 7142 Condition B15 SSD 7142 Condition B16 SSD 7142 Condition B17	Ongoing commitment	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
	blasting to determine baseline condition, or as requested to update a previous conditions report Property Investigation: when a landowner believes their property has been damaged by blasting activities United Wambo will engage a suitability qualified, experienced and independent person to complete the assessment and identify any mitigation measures to minimise blasting impacts. If there is a dispute over the selection of the suitably qualified, experienced and independent person, or the Applicant or the landowner disagrees with the findings of the report, either party may refer the matter to the Planning Secretary for resolution			
4.3_15	A landowner can request an independent review from the Planning Secretary if they believe the development exceeds air quality, noise, or blasting criteria in PART B. If the Planning Secretary deems an independent review unnecessary, they will notify the landowner within 21 days with reasons. If an independent review is warranted, the Applicant must: - Commission an approved, qualified independent expert to consult with the landowner, monitor compliance with criteria, and propose corrective measures if needed. - Provide the Planning Secretary and landowner with a copy of the review. - Comply with any written requests from the Planning Secretary to implement the review's findings. The review must be completed within 3 months or another agreed timeframe.	SSD 7142 Condition D10-ab SSD 7142 Condition D10-c SSD 7142 Condition D8 SSD 7142 Condition D9	Ongoing commitment	
5.1_1	The SPMP will focus on monitoring the effectiveness of social impact measures through regular data collection on key parameters, local	SSD 7142 Condition B108(f) SOC_6.14_Social_010	Ongoing	4.3

Commitment Ref	Commitment Description	Approval/EIS Reference	Status	MP Section
	social and economic changes, and community feedback. Specific activities include consultations with landowners, periodic reviews of social management practices, surveys of workforce and suppliers, and the evaluation of commitments and programs. While there is no set monitoring program for social performance, United Wambo may utilise a combination of monitoring activities to inform performance			

Table of Contents

1.	Purpose.....	12
2.	Scope and Objectives.....	12
2.1	Scope.....	12
2.2	Objectives.....	13
3.	Planning.....	14
3.1	Background/Baseline Data.....	14
3.1.1	Background.....	14
3.1.2	SPMP Governance.....	14
3.1.3	Community Development Strategy.....	15
3.1.3.1	Stakeholder Engagement.....	16
3.2	Impacts.....	17
3.2.1	Impacts on Way of Life/Social amenity.....	17
3.2.2	Visual Amenity.....	17
3.2.3	Health and Wellbeing.....	17
3.2.4	Personal and Property rights.....	17
3.2.5	Impact on Surroundings Land Use and Management.....	17
3.2.6	Water Access and Use.....	18
3.2.7	Way of Life / Sense of Community / Cumulative impacts.....	18
3.3	Criteria and/or Performance Metrics.....	18
3.4	Requirements of this Plan.....	18
3.4.1	Statutory Requirements.....	18
3.4.1.1	Development Consent.....	18
3.4.2	Other Approval/Legislation Requirements.....	18
3.5	Preparation and Implementation of this Plan.....	19
3.5.1	Preparation of SPMP.....	19
3.5.1.1	Suitably Qualified Person.....	19
3.5.1.2	Stakeholder Consultation.....	19
3.5.1.3	MP Hold Points.....	20
3.5.2	Implementation of SPMP.....	20
4.	Implementation of MP.....	20
4.1	Training and Awareness.....	20
4.2	Response Mechanisms and Strategies.....	20
4.2.1	Proactive Mechanisms.....	21
4.2.2	Reactive Mechanisms.....	21
4.3	Management and Mitigation Measures.....	21
4.3.1	Stakeholder Engagement.....	26
4.3.2	Community Investment.....	27

4.3.2.1	Tiers of Community Investment	27
4.3.2.2	Focus Areas	27
4.3.2.3	Funding Eligibility	28
4.3.2.4	Evaluation and Reporting	30
4.3.2.5	Approval Process	30
4.3.3	Impact Mitigation Strategy	31
4.3.3.1	Acquisition Process	32
4.3.4	Local Employment and Procurement.....	33
5.	Measurement and Evaluation	33
5.1	Monitoring	33
5.2	Compliance Management.....	34
5.3	Complaint Management	34
5.4	Incident and Non-compliance Management	34
5.5	Reporting/Access to Information.....	35
5.6	Record Keeping	35
6.	Review and Improvement.....	35
6.1	Continuous Improvement	35
6.2	Plan Review	36
6.3	Change Management.....	36
7.	Accountabilities.....	36
8.	Acronyms and Definitions.....	38
9.	Document Information	39
9.1	Related Documents.....	39
9.2	Reference Information	39
9.3	Change Information	40
	Appendix A - Statutory Requirements.....	41
	Appendix B - Original Approval of SIMP	50
	Appendix C - Consultation	51
	Appendix D - Current SPMP Approval	53
	Appendix E - Existing Socio-Economic Context	54
E2	Governance	56
E3	Capitals Analysis.....	58
E3.1	Natural Capital	62
E3.2	Economic Capital.....	62
E3.3	Human Capital.....	62
E3.4	Social Capital	63
	Appendix F - Social Impacts and Opportunities Assessment 2016	66
F.1	Impacts on Social Amenity	69
F.1.1	Air Quality.....	69

Appendix G - United Wambo Documentation and Engagement	75
G.1 Engagement to Support SIMP Development	76
G.1.1 SIOA Engagement	76
Appendix H - Community Identified Strategies	78
Appendix I - Consultation Record	86
Appendix J - Social Performance Management Plan – Support Strategies	87
J.1 Stakeholder Engagement Plan	87
J.2 Community Development Plan	91
J.3 Impact Mitigation Strategy	99

Table of Figures

Figure 2-1 Locality Map	13
Figure 3-1 Extent of IP Lands	15
Figure 4-1 Business Planning Cycle	30

Table of Tables

Table 3-1 SPMP Stakeholder groups and participant numbers	20
Table 4-1 Social Performance Management Measures	22
Table 4-2 Common engagement techniques	26
Table 4-3 Community Investment Focus Areas and Specified Projects for Support (SIOA)	28
Table 4-4 Impact Mitigation Property Register	32
Table 7-1 Accountabilities	36
Table 9-1 Related Documents	39
Table 9-2 – Reference information	39
Table 9-3 – Change information	40

1. Purpose

The purpose of this Social Performance Management Plan (SPMP) is to describe the management and mitigation strategies, procedures, controls and monitoring programs that will be implemented to manage social impacts and engagement at the United Wambo Open Cut Coal Mine (United Wambo).

2. Scope and Objectives

2.1 Scope

United Wambo is situated approximately 15 kilometres west of Singleton, near the village of Warkworth, New South Wales (*Figure 2-1* Locality Map). United Wambo is a 50:50 joint venture between United Collieries Pty Limited (United) and Wambo Coal Pty Limited (Wambo). United is owned 95 per cent by Abelshore Pty Limited, a wholly owned subsidiary of Glencore Coal Pty Limited (Glencore) and five per cent by the Mining and Energy Union (MEU). Wambo is a subsidiary of Peabody Energy Australia Pty Limited.

United Wambo is managed by Glencore and has approval to extract up to 10 million tonnes per annum (mtpa) of Run of Mine (ROM) coal up until 31 August 2042. ROM coal is processed through the Wambo Coal Handling and Preparation Plant (CHPP) and transported by rail from Wambo to the Port of Newcastle for export.

This SPMP applies to all activities at United Wambo and addresses the relevant conditions of SSD 7142. It forms part of United Wambo's **Environmental Management System (EMS)** and should be read in conjunction with the United Wambo **Environmental Management Strategy (EM Strategy)**.

The SPMP applies to all United Wambo employees, and contractors working for, or on behalf of, United Wambo within the project approval boundary.



Figure 2-1 Locality Map

2.2 Objectives

The objectives of this SPMP are to:

- to provide the context on the baseline information of the area and the potential impacts associated with the operation
- outline the obligations and commitment measures to be implemented to manage social impacts from the operation;
- ensure social performance measures are effective and implementable at United Wambo

3. Planning

3.1 Background/Baseline Data

3.1.1 Background

The development of the SPMP was informed by the following:

Review and analysis of relevant data sources including:

- Existing Socio-Economic Context (*Appendix E - Existing Socio-Economic Context*)
- Social Impacts and Opportunities Assessment 2016 (*Appendix F - Social Impacts and Opportunities Assessment 2016*);
- United Wambo Documentation and Engagement (*Appendix G -United Wambo Documentation and Engagement*); and
- Wambo Mine Complaints Analysis, and targeted engagement activities conducted to specifically inform the SPMP development undertaken in February 2020 (refer to *Section 4.3* and *Appendix H -Community Identified Strategies*).

3.1.2 SPMP Governance

The NSW Government acknowledges that United Wambo is of both interest and importance to NSW and its residents, with the DPE being the lead agency in coordinating the Governments response during the development of the SPMP. United Wambo will report annually to DPE on development and implementation of the SPMP during the life of the mining operation.

United Wambo is committed to the principles and practice of good governance through strong stakeholder and community participation. The United Wambo Environment and Community team will be tasked with the responsibility for the delivery of the SPMP over the life of the mining operation. The Environment and Community team will coordinate and monitor all aspects of SPMP implementation and will report on the progress of each strategy in the Annual Review. The Annual Review will be available on the public website.

United Wambo will establish and operate a Community Consultative Committee (CCC), consisting of members of the previous United CCC and Wambo CCC and any new members that come from advertising for additional CCC positions.

United Wambo also recognises the importance of consultation with Indigenous Peoples of the area. The project area is located within the traditional homelands of the Wonnarua (sometimes spelt Wanaruah), whose history extends from the present day back many thousands of years. The project area is also within the modern day Wanaruah Local Aboriginal Land Council boundary and within the boundaries of Native Title claim by the Plains Clans Wanaruah People (PCWP). A map showing the extent of Indigenous Peoples (IP) land is shown in *Figure 3-1*.

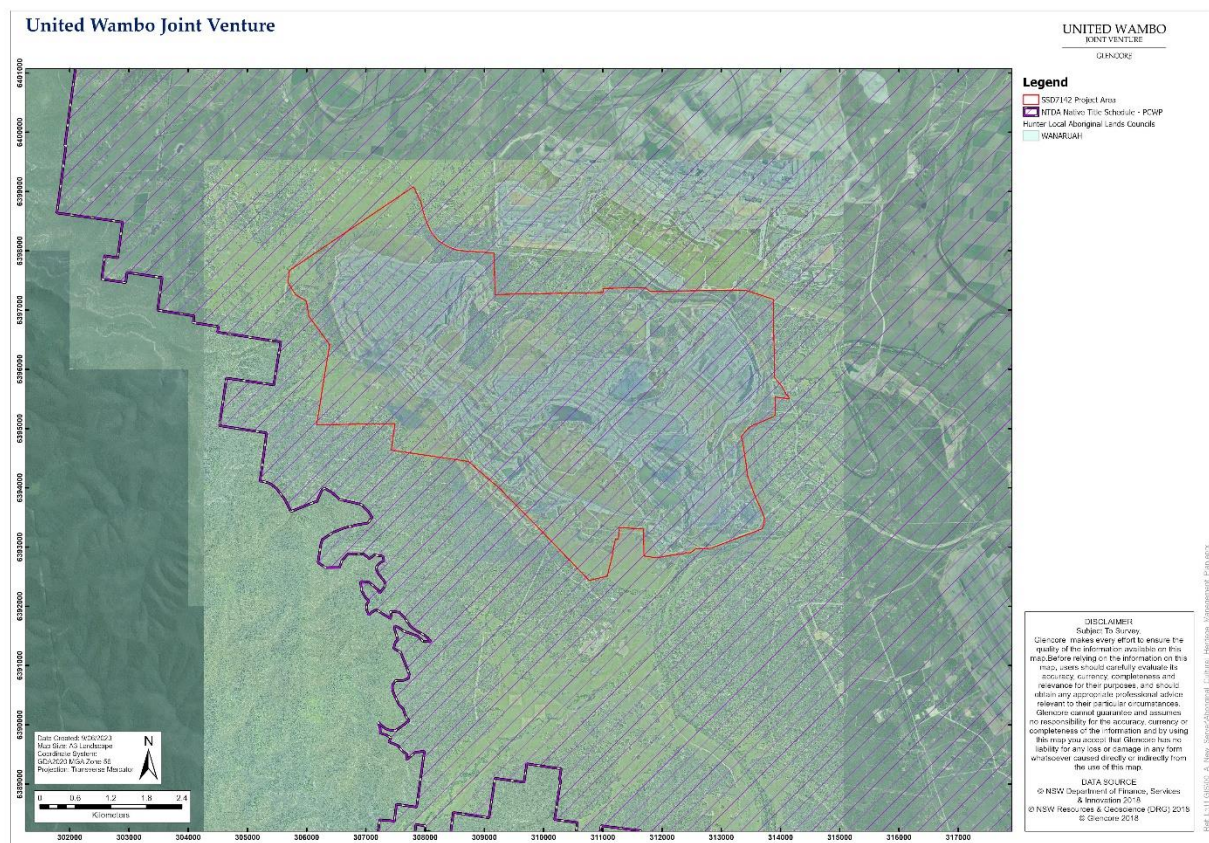


Figure 3-1 Extent of IP Lands

3.1.3 Community Development Strategy

The Development Consent condition for the SPMP (Condition B108) specifically requires that the SPMP:

- d) identify opportunities to secure and enhance positive social impacts of the development, including opportunities to:
 - i. assist in maintaining community services and facilities; and
 - ii. improve the way of life, wellbeing, and social cohesion within the local community.

United Wambo has developed a Community Development Strategy (CDS) which draws on the outcomes of the SIOA. The CDS outlines the requirements of planning, managing and reviewing community development and community investment activities at United Wambo.

Specifically, the objectives of the CDS are to:

- enhance the economic impacts associated with the mining operation through community investment initiatives that address community needs;
- work with the community to increase social cohesion and sense of community; and
- build on the existing relationship with the community through ongoing engagement.

A range of information has been used to develop the United Wambo CDS, with input from the broader community also encouraged. United Wambo's CDS has been developed from:

- communication and feedback from key stakeholders regarding community needs and aspirations;
- information and findings from the United Wambo SIOA and EIS;
- feedback from existing community forums such as the CCC;
- local government community strategies, studies and/or surveys; and
- United Wambo's Planning Agreement with Singleton Council
- Careful consideration is given to all potential community investments, weighing up community development goals, priorities, strengths and opportunities as well the risks and impacts of United Wambo operations and activities on local communities.

Maximising the number of people in the community who benefit from the investment and considering opportunities to collaborate and involve potential project partners in the program is also explored and considered in community investment decisions. Refer to **Section 4.3** for community development initiatives.

3.1.3.1 Stakeholder Engagement

a) To inform the CDS, engagement has been undertaken with stakeholders across these communities of interest – Jerrys Plains, Warkworth, Maison Dieu, and Bulga - through various engagement mechanisms as further described in **Appendix E -Existing Socio-Economic Context**. Engagement has sought to identify:

- community values and needs;
- places of significance;
- identification of key community services and facilities, such as town halls and recreation facilities;
- documentation of local events and community groups;
- identification of emerging industries outside of the extractive resource sector; and
- other opportunities for United Wambo to support the local community.

Specifically, stakeholders that have been consulted include:

- local landholders and residents residing in proximity to the mining operations;
- United and Wambo employees;
- local community and environmental groups and organisations;
- State and Commonwealth Government agencies;
- Local Government representatives;
- State and Federal Elected representatives;
- Registered Aboriginal Parties, through the consultation and resulting management measures described in the ACHMP;
- local business and business chambers/groups; and
- service providers, including education (e.g. Jerrys Plains Public School) and emergency services.

The SEP outlined in **Appendix A** - outlines the proposed stakeholders and corresponding mechanisms for ongoing engagement to inform the continued evaluation and implementation of social impact management and mitigation measures outlined within this SPMP moving forward and the revision of these as required.

3.2 Impacts

Social impacts, risks and opportunities for United Wambo were identified in the ***Social Impact and Opportunities Assessment*** (SIOA, 2016). The social impacts and opportunities that have been addressed in the SPMP are those that have been ranked in the SIOA as a medium or high impact (***Appendix E -Existing Socio-Economic Context***) or those impacts that were raised as significant during subsequent engagement with the community in the process of the SPMP development/review.

The key social impacts addressed by the SPMP are summarised below.

3.2.1 Impacts on Way of Life/Social amenity

Impacts on social amenity to be considered are:

- Impacts on social amenity of local landholders due to impacts of dust from operational activities is covered in ***Air Quality and Greenhouse Gas Management Plan (AQGHGMP)***.
- Impact on social amenity as a result of noise from operational activities is covered in ***Noise Management Plan (NMP)***.
- Impact on social amenity from workforce traffic movements.

3.2.2 Visual Amenity

Impacts on visual amenity to be considered are:

- Change in visual amenity due to changes in landscape - operation will be visible from some residences and areas on the Golden Highway.
- Visual impacts at night from operational lighting on the mine site - lighting may be visible from the operation along public roads and at private residences.

3.2.3 Health and Wellbeing

Impacts due to dust and noise are addressed in the ***AQGHGMP*** however impact mitigation works are covered in ***section 1.1.1*** of this plan.

3.2.4 Personal and Property rights

Impacts on personal property to be considered are potential damage to property due to blasting operations. The ***Blast Management Plan (BMP)*** details the design of blasting activities to reduce impact. Additional management measures for property damage are covered in ***section 1.1.1*** of this plan.

3.2.5 Impact on Surroundings Land Use and Management

Impacts on surrounding land use and management include:

- Impacts on surroundings (biodiversity and future land use) as a result of poor land management practices (weeds and pests) on mine owned lands and in offset areas which is addressed in the ***Biodiversity Management Plan (BioMP)***.
- Impact of mining activities on Greenhouse Gas emissions and national and global climate change targets, which are addressed in the ***AQGHGMP***.

There is opportunity for effective rehabilitation to improve final land use potential.

3.2.6 Water Access and Use

Impacts to farming livelihoods from reduced access to surface and groundwater as a result of the mining operation.

3.2.7 Way of Life / Sense of Community / Cumulative impacts

Cumulative impacts of the presence of multiple mining operations on sense of community – change in rural lifestyle and sense of place.

Increase in employment and procurement opportunities for local residents and businesses.

Opportunity for training, education and skill development for the local and regional population.

Opportunity for further local community investment in line with community needs and aspirations.

3.3 Criteria and/or Performance Metrics

There are no specific statutory performance criteria for social performance.

Internal targets are developed as part of annual planning (**EM Strategy Section 3.6**), which inform operational management, and ensure that obligated criteria and performance metrics are complied with. United Wambo do tracks performance internally through the EC Charter.

3.4 Requirements of this Plan

United Wambo operations and support teams undertake consistent approaches to ensure that all approvals and licences are obtained and managed in accordance with conditions. **Section 3.4** outlines those approvals, licences and other regulatory requirements on applicable to United Wambo, obligations are added to the compliance management system to ensure compliance is managed.

3.4.1 Statutory Requirements

3.4.1.1 Development Consent

United Wambo received Development Consent (SSD 7142) in accordance with Part 4 of the **Environmental Planning & Assessment Act 1979 (EP&A Act)** from the NSW Independent Planning Commission (IPC), on 29 August 2019. Conditions within SSD 7142 relating to social management, and where these are addressed within this document, are provided in **Appendix A** -.

Further commitments relating to social management were made during the environmental assessment phase of the project. These commitments are summarised in **Appendix A** -

3.4.2 Other Approval/Legislation Requirements

There are no regulatory guidelines in NSW specific to the preparation of SPMPs. However, the Social Impact Assessment Guideline for State Significant Mining, Petroleum and Extractive Industry Development (DPIE 2017a) (the SIA Guideline) has been considered in the development of this SPMP. In particular:

- Section C4.1 provides guidance on the approach to management of social impacts; and
- Section C5 describes the need for monitoring and management framework for social impacts.

In addition, key principles of the assessment of social impacts such as those outlined in the SIA Guideline and recognised in international best practice (IAIA, 2015), including the importance of the role of engagement in social impact management, have been followed in the development of this SPMP

There are a number of statutory requirements under both State and Federal legislation which apply to the operations of the Project. United Wambo will apply to the relevant regulators for all required approvals and licences. The planning and environmental legislative framework which United Wambo must operate within, is detailed in Section 4 of the EIS (located on the United Wambo website): (<https://www.glencore.com.au/.rest/api/v1/documents/3bde49b0581024055f46289487f747d4/United-Wambo-Project-EIS-Main-Text.pdf>). The GCAA Legislation Register assists operations in remaining up to date with changes to legislation.

3.5 Preparation and Implementation of this Plan

3.5.1 Preparation of SPMP

The Social Performance Management Plan has been prepared for United Wambo to identify negative social impacts and guide social engagement practices and has been developed in consideration of internal and external requirements listed in Section 3.4 and existing strategies from United Collieries.

3.5.1.1 Suitably Qualified Person

United Wambo engaged a suitably qualified and experienced person to prepare the initial SPMP. For the site, in accordance with Condition B108. The Plan was prepared in accordance with relevant statutory requirements (including approvals and EIS commitments) and was approved by the then NSW Department of Planning, Industry and Environment (DPIE, now NSW Department of Planning, Housing and Infrastructure (DPHI)) on 11 November 2019. A copy of the approval is attached in **Appendix B -**.

3.5.1.2 Stakeholder Consultation

The engagement program undertaken to support the development of the SPMP builds on previous engagement for United Wambo, which combined has involved approximately 700 stakeholders (refer to **Appendix G - United Wambo Documentation and Engagement**).

The engagement was facilitated by members of the United Wambo team and Umwelt, with the following objectives:

- to validate social impacts and opportunities relating to United Wambo, including identification of any unanticipated impacts and/or opportunities of relevance;
- to identify additional mitigation and management strategies to address social impacts; and
- to identify further opportunities to enhance positive social impacts relating to United Wambo.

A range of stakeholders were identified to be involved in the SPMP engagement program, including those who were engaged during the SIOA for United Wambo, with additional stakeholders identified to meet condition requirements including the Singleton Council, members of the United/Wambo CCC, and residents of potentially impacted communities (Jerrys Plains, Warkworth Village, Maison Dieu and Bulga).

Table 3-1 SPMP Stakeholder groups and participant numbers

Stakeholder Group	Number of SPMP participants
Landholders/local residents and SIOA participants	14
Local businesses and services (including Jerry Plains Tavern, Jerrys Plains Service Station, Jerrys Plains Veterinary Hospital)	3
Local and State Government Agencies (including Singleton Council, DPIE)	2
CCC members and any parties who wish to attend CCC meetings	3
Local community groups / non-government organisations (NGOs) (Including Jerrys Plains Progress Association and Jerrys Plains Hall Committee)	2
Total	24

3.5.1.3 MP Hold Points

The SPMP was reviewed and revised (when applicable) in accordance with the following hold points of **SSD 7142**:

- prior to the commencement of Phase 1B and was Department of Planning and Environment ((DPE), now DPHI) on 17 July 2020. Phase 1B commenced on 17 July 2020

3.5.2 Implementation of SPMP

United Wambo will implement the approved SPMP, in accordance with relevant statutory requirements (including approvals and EIS commitments).

A copy of the currently approved SPMP is publicly available on the United Wambo website. The approval letter from DPE is included in **Appendix D - Existing Socio-Economic Context**.

4. Implementation of MP

4.1 Training and Awareness

Effective implementation and maintenance of this plan depends on the competency of the United Wambo Workforce and its Contractors.

Training is provided to relevant personnel in accordance with the site Training Needs Analysis and the **United Wambo EM Strategy**. For further details, refer to the **United Wambo EM Strategy**.

4.2 Response Mechanisms and Strategies

United Wambo utilise a combination proactive and reactive response mechanisms and strategies when implementing the management measures outlines in Section 4.3, to achieve compliance with approval obligations and commitments.

4.2.1 Proactive Mechanisms

Proactive social management involves the planning of activities in advance to minimise concerns from stakeholders through the provision of information and enhancement of the communities which we operate in. Proactive social management includes:

- Clear and regular communication with stakeholders. Consultation types may include:
 - Meetings;
 - Phone calls/SMS/email/letter drop
 - Website and media releases
- The development of strategies and documentation to guide social related management measures, this includes the Stakeholder Engagement Plan, Community Development Plan, and Impact Mitigation Plan (outlined in **Appendix J -**). These plans outline a range of proposed activities and actions that may be undertaken through this management plan or other environmental management plans, to address and enhance social impacts of the mining operation.
- Engagement of external resources to assist with the implementations of measures when the skills or experience are not available at United Wambo.

4.2.2 Reactive Mechanisms

Reactive social management involves responding to impacts based on feedback received through stakeholder engagement. The feedback from stakeholders helps to inform changes to the processes outlined in **Section 4.3** of this plan or the environmental management plans.

4.3 Management and Mitigation Measures

United Wambo will use a number of measures to minimise social impacts, as outlined in **Section 3.2**. Implementation of the mitigation measures identified in **Table 4-1** ensures United Wambo are taking reasonable steps to reduce our impact on the community.

The SPMP does not outline processes to manage environmental impact to the environment of community. For specific information regarding aspect specific management of impacts, refer to the management plans listed below. The SPMP should be read in conjunction with these plans to fully understand the United Wambo Environmental Management System:

- **Noise Management Plan**
- **Blast Management Plan**
- **Air Quality and Greenhouse Gas Management Plan**
- **Biodiversity Management Plan**
- **Historic Heritage Management Plan**
- **Aboriginal Cultural Heritage Management Plan**
- **Water Management Plan**

Table 4-1 Social Performance Management Measures

Control Type	Impact Type	Management Measure	Trigger/Evidence	Responsibility
Stakeholder Engagement Program	Impacts on way of life, social amenity, visual amenity, health and well-being, personal and property rights, impact on surroundings, land use and management, water access/use and sense of community	United Wambo have prepared a Stakeholder Engagement Plan which outlines key stakeholders, and the engagement types employed to ensure that operational information (progress, monitoring results, etc) is available, and there are opportunities for feedback (positive or negative) to be raised. The following are key engagement activities completed by United Wambo: • Community Consultative Committee (CCC) • Registered Aboriginal Party Meeting • Information BBQ/Sessions • Newsletters • Face-to-face meetings (as required)	Stakeholder engagement photos Consultation Manager records Newsletter Meeting Minutes	Environment and Community Dept
Agreements	Impacts on way of life, social amenity, visual amenity, health and wellbeing, personal and property rights, impact on surroundings, land use and management, water access/use and sense of community	When required, United Wambo will work with affected stakeholders to develop agreements to minimise impacts to occupants and the residence/infrastructure. An agreement with Hunter Valley Gliding Club was executed in Jan 2021 which outlined management measures to be implemented by United Wambo.	Consultation Records / Plan	
Community Contribution Program		Prior to entering into tenancy agreements, potential tenants are provided the following information: • Their right to terminate their tenancy agreement without penalty at any time, subject to giving 14 days' notice. • The health and amenity impacts associated with living on the land • provision of the 'Mine Dust and You' factsheet • location of where they can access monitoring information The above information is provided for tenancy agreements with United Wambo. Other mine owned land tenancy agreements may have varying termination clauses depending on the requirements of the other mine.	Tenancy Agreement	

Control Type	Impact Type	Management Measure	Trigger/Evidence	Responsibility
Voluntary Planning Agreement	Impacts on way of life, social amenity, visual amenity, health and well-being, personal and property rights, impact on surroundings, land use and management, water access/use and sense of community	United Wambo will enter into a Voluntary Planning Agreement with Singleton Council for the Project to contribute funds to meet local community needs. United Wambo has drafted a Planning Agreement with Singleton Council. Section A18 and Appendix 9 of the Development Consent conditions outlines the requirements of the Planning Agreement namely: • \$1,325,000 is to be contributed to a Singleton Community and Economic Development Fund, or similar, within 12 months of the commencement of the development, to be used across the local government area; and • \$1,325,000 is to be used to fund community infrastructure and services for the local affected communities, including Jerrys Plains and Warkworth	Finalised Agreement	
Recruitment Process	Socio-economic impacts	Recruitment for new positions will be advertised and managed as per the Glencore Recruitment Policy, with opportunities for maximising local employment to be incorporated into the Project recruitment strategy.	Advertisements / Recruitment Strategy	Human Resources Dept
Landholder and Tenant Notifications	Impacts to the way of life/social amenity	Within one month of the date of SSD7142, United Wambo: e) notified in writing the owner of: - the land listed in Table 7 that they have the right to require the Applicant to acquire their land at any stage during the development; - the residences on the land listed in Table 7 and Table 8 that they are entitled to ask the Applicant to install additional mitigation measures at the residence; and - any privately-owned land within 3 kilometres of the approved open cut mining pit/s that they are entitled to ask the Applicant for an inspection to establish the baseline condition of any buildings or structures on their land, or to have a previous property inspection report updated; f) notified the tenants of any mine-owned land of their rights under this consent and potential health and amenity impacts associated with living on mine land; and g) sent a copy of the NSW Health fact sheet entitled "Mine Dust and You" (NSW Health, 2017) to the owners and/or existing tenants of any land (including mine-owned land) in accordance with the Project Approval.	Consultation records	Environment and Community Dept

Control Type	Impact Type	Management Measure	Trigger/Evidence	Responsibility
Impact Mitigation Strategy	Impacts to the way of life/social amenity	Acquisition Upon receiving a written request for acquisition from the owner of the privately-owned land listed in Table 7 of SSD 7142, United Wambo will acquire the land in accordance with procedures outlined in SSD 7142. Within 3 months of receiving a written request for acquisition from a landowner with acquisition rights, United must make a binding written offer to the landowner. If United Wambo and the landowner cannot agree acquisition price of the land and/or the terms upon which the land is to be acquired, then either party may refer the matter to the Planning Secretary for resolution.	Consultation Records / Acquisition Records	
		United will implement reasonable and feasible noise mitigation measures, such as double glazing, insulation, or air conditioning, for residences in the Active Noise Management Zone upon written request and consult with landowners to address additional mitigation needs; if disagreements arise, the matter can be referred to the Planning Secretary for resolution.	Work records	
		Through the implementation of Noise Mitigation works, where air conditioners were installed, United Wambo will provide ongoing maintenance and reimburse one-third of the landowner’s total quarterly electricity bill.	Work records Payment remittances	
	Health and Wellbeing Water access and use	United Wambo will inspect and as necessary clean, drinking water tanks every 2 years for all private residences and Joint Venture owned residences within 4 kilometres of the mining area for the Project.	Work Receipts / Work Records	
	Visual Amenity Impacts to Aesthetics of Surrounding Environment	United will consult with impacted landholders in the Moses Crossing and South Wambo areas regarding visual mitigation options to minimise the visual impact of the operation and implement agreed-upon mitigation measures.	Approval Process / Work Records / Work Authorisation	
	Personal and property rights	Within 2 months of receiving written request, United Wambo must complete structural condition assessments for all private landowner located within 3 kilometres of the extraction areas in the following circumstances: Property Inspection: prior to the commencement of blasting to determine baseline condition, or as requested to update a previous conditions report	Inspection/investigation reports	

Control Type	Impact Type	Management Measure	Trigger/Evidence	Responsibility
		Property Investigation: when a landowner believes their property has been damaged by blasting activities United Wambo will engage a suitability qualified, experienced and independent person to complete the assessment and identify any mitigation measures to minimise blasting impacts. If there is a dispute over the selection of the suitably qualified, experienced and independent person, or the Applicant or the landowner disagrees with the findings of the report, either party may refer the matter to the Planning Secretary for resolution		
Independent Review	Impacts to the way of life/social amenity	A landowner can request an independent review from the Planning Secretary if they believe the development exceeds air quality, noise, or blasting criteria in PART B. If the Planning Secretary deems an independent review unnecessary, they will notify the landowner within 21 days with reasons. If an independent review is warranted, the Applicant must: - Commission an approved, qualified independent expert to consult with the landowner, monitor compliance with criteria, and propose corrective measures if needed. - Provide the Planning Secretary and landowner with a copy of the review. - Comply with any written requests from the Planning Secretary to implement the review's findings. The review must be completed within 3 months or another agreed timeframe.	Review records	

4.3.1 Stakeholder Engagement

As outlined in Condition B108 (g) of Development Consent SSD7142 for the mining operation, the proponent must include a **Stakeholder Engagement Plan (SEP)** in the SPMP to guide the evaluation and implementation of social impact management and mitigation measures. United Wambo has developed a SEP based on the outcomes of the stakeholder identification and assessment process. The plan lists the United Wambo stakeholder groups, and outlines the objectives of the engagement, engagement techniques, frequency, resources, KPIs and responsibilities. Key elements of the SEP are outlined in **Appendix J -**.

The needs of individual stakeholders and stakeholder groups vary, therefore, the methods or techniques that United Wambo may use to communicate may vary depending on the stakeholder. General stakeholder engagement methods used by United Wambo are detailed in **Table 4-2**.

Table 4-2 Common engagement techniques

Technique	Detail
Website	United Wambo utilises and maintains a public website (https://www.glencore.com.au/operations-and-projects/coal/current-operations/united-wambo-open-cut) which provides information on the mining operations and environmental and community matters, including access to current consents and licenses, environmental monitoring results, management plans, community newsletters, CCC minutes and contact details for United Wambo representatives. The website is updated on a regular basis.
Fact Sheet	United Wambo develops fact sheets to provide stakeholders with information regarding specific issues / topics of concern and / or response to particular events of significance. These fact sheets are provided to new property owners (delivered when identified) and tenants (contained in tenancy agreement). Fact sheets to be sent following a blast related air quality exceedance which occurs 12 months after the last fact sheet sent date; or if new information is required to be presented.
Newsletter	As agreed with community members and the focus group, a community newsletter will be circulated bi-annually to neighbouring residents, employees and contractors. This newsletter is also made publicly available on the United Wambo website mentioned above. The newsletter provides information about the mine's operational progress, sustainable development performance and other areas of interest. The content of each newsletter may vary depending on the events that have occurred at the mine in the preceding period and the community information needs at the time of production.
CCC	In accordance with Condition A19 of Development Consent SSD 7142, United Wambo is required to operate a Community Consultative Committee (CCC) for the operation to the satisfaction of the Secretary. This CCC is required to be operated generally in accordance with the <i>Community Consultative Committee Guidelines: State Significant Projects</i> (DPIE, 2019). The CCC comprises of an independent chairperson and representation from United Wambo, Singleton Council and local community members. The United Wambo CCC has been formed by combining members of the previous United CCC and Wambo CCC and any new members that come from advertising for additional CCC positions. The purpose of the CCC is to provide community representatives with an avenue for the exchange of information relating to United Wambo. Meetings of the United Wambo CCC will be held quarterly or as otherwise agreed, with minutes distributed to all members and made available on the United Wambo public website.
RAP Engagement	United Wambo will continue the extensive consultation with RAPs concerning Aboriginal cultural heritage within the ACHMP Area. United Wambo will continue to consult with RAPs regarding impacts associated with mining, progression rates of the mining, rehabilitation

Technique	Detail
	undertaken and conservation of Aboriginal archaeological sites. Consultation with the key Knowledge Holder and the Native Title Claimant group (the Plains Clans of the Wonnarua People [PCWP]), other Knowledge Holder groups such as the WNAC, as well as the RAPs, will occur through the following mechanisms: - in some instances, United Wambo may seek input from a Knowledge Holder Group, which will include the Native Title Claimant Group (or Native Title Holder if determined) for input on cultural matters prior to broader consultation; - annual RAP Meetings;
Media Releases	Media statements are used at United Wambo on an as needs basis to address specific issues and in response to particular events of significance. Media releases include: Advertising the community information hotline number and blast notifications in local print media
Face-to-Face Consultation	Face-to-face consultation may also occur from time to time with community members as requested. Minutes of consultation are recorded and entered into Consultation Manager with any follow-up actions addressed within 30 days. In cases where the follow up action cannot be undertaken within this timeframe; an update will be provided to the stakeholder within the 30 day period. The timeframe for response will balance being practically feasible with meeting the stakeholder's reasonable need for a response.
Community Information Session	<i>Community Information Sessions</i> are organised on a 6-monthly basis. These events are an opportunity to provide (multiple) stakeholders with updates and to discuss any concerns or feedback on the operation.

4.3.2 Community Investment

4.3.2.1 Tiers of Community Investment

There are three tiers of community investment:

- Tier 1 - Partnerships managed by GCAA, >\$20,000/investment (Including Flagship and Disaster Relief Projects)
- Tier 2 - Small scale GCAA managed initiatives, <\$20,000/investment
- Tier 3 - Asset based community investment program

Sponsorships are to be budgeted for separately outside of GCAA or operations Community Investment budget by the relevant department, KYC and TPDD still apply for all applications.

GCAA are responsible for the evaluation and approval of all Junior Sports Grants and P and C Grants. United Wambo will assist stakeholders in finding relevant information on these grant rounds as required.

4.3.2.2 Focus Areas

It is important that United Wambo's community investment objectives align with GCAA investment objectives. GCAA's broader community development and investment focus covers the following areas:

- capacity building – including, but not limited to, education/training, enterprise development and economic diversification;
- health and well-being;

- environment; and
- local or regional needs - additional needs identified at a local or regional level.

The SIOA (2016) for United Wambo outlined several areas of community need across the communities relevant to the operation. These included support for the upkeep and maintenance of local community infrastructure in Jerrys Plains, Warkworth, Bulga and Maison Dieu including local halls and churches, and support for local community organisations, e.g. scouts and cubs. There was also a desire to see mining employees participate more actively in the community in local community groups and activities.

Table 4-3 outlines the key focus areas and projects discussed during the SIOA, of which certain projects have been specifically noted in the Planning Agreement (PA). It is important to note that the focus areas and projects detailed below are to inform areas of interest for the CDS and not commitments made by United Wambo.

Table 4-3 Community Investment Focus Areas and Specified Projects for Support (SIOA)

Focus Area	Key Projects for Consideration
Education and Training	Appendix A - Support ongoing engagement and curriculum development with the Jerrys Plains Public School Appendix B - Support sports* and youth programs in Jerrys Plains
Enterprise Development	Appendix C - Improving public spaces, e.g. beautification of main streets, funding for playground equipment, shade and seating in parks in Jerrys Plains Appendix D - Contribution to the maintenance of Jim Johnston Oval in Warkworth Appendix E - Maintenance of the Warkworth Community Hall
Economic Diversification	Appendix F - Support for community services infrastructure and facilities, including measures such as the reinstatement or other beneficial use of the post office, sewer line connection, weather station in Jerrys Plains Appendix G - Installing town signage in Jerrys Plains
Health and Wellbeing	Appendix H - Support for the provision of a medical service in Jerrys Plains (such as a nurse who does weekly visits), installation and maintenance of an Automatic External Defibrillator (AED) in accessible location Appendix I - Offering of community courses (such as first aid or fire safety training)
Sense of Community/Heritage	Appendix J - Development of a booklet that documents the history and heritage of Warkworth to be kept in the Singleton Library, so that important stories and history of Warkworth are not lost.

* GCAA approval is required for all sporting-related investments

4.3.2.3 Funding Eligibility

To receive support under the CDS, funding recipients must address the following key principles, namely, the project to be funded must be:

- Sustainable - community development investments must have an element of sustainability, particularly with regards to larger projects. This allows ongoing benefit to beneficiaries, avoids dependency on United Wambo funding, and creates a clear exit strategy should United Wambo funding cease.

- Local - United Wambo's CDS primarily focuses on Jerrys Plains and Warkworth, as they are the closest villages to the operation. Outside of these areas, investment is focused in the Bulga and Maison Dieu villages and the broader Singleton Local Government Area. In addition to community investment in the local community, United Wambo also centres on supporting initiatives raised by employees.

Organisations requesting funding support, must also:

- be a not-for-profit incorporated organisation, operating a separate, auditable organisational bank account;
- demonstrate the organisation's ability to manage the proposed project/activity in a professional manner;
- primarily benefit at least one of the target communities;
- address a substantiated need in the community and demonstrate how the local community will benefit;
- demonstrate or a progression towards financial sustainability, i.e. reduced reliance on ongoing funding from United Wambo;
- have clearly defined objectives and timeframes; and
- be received with sufficient notice of the planned project/activity implementation or within the 'funding round' timeframe.

Projects must be completed within 12 months from the time of funding unless an agreed multiyear project is approved.

Whenever possible, applicant will be set up as a vendor, using the GCAA Vendor Portal for funds to be raised and allocated. Raising funds for other organisations or initiatives should only be supported in a very limited way and be primarily limited to instances where employees are raising funds on behalf of a charity that preferably provides a local benefit.

Applications that are deemed ineligible for United Wambo's community investment include those from or relating to:

- political parties or organisations, politicians or candidates for public office;
- individuals, including those seeking support for activities such as academic studies, competing in a sporting event and/or travel;
- 'for profit' organisations;
- touring sporting or cultural groups or individuals;
- religious activities;
- any activities which are exclusive to a single faith community;
- projects/activities that do not demonstrate financial sustainability;
- overseas appeals; and
- projects/activities that have already been completed (retrospective funding).

GCAA has implemented an online grant management system using the Smarty Grants platform. This system will be used by United Wambo for community investment applications where possible to administer applications and manage budgets, while maintaining relationships with United Wambo partners.

Applicants can complete their application online via the United-Wambo online grants management system which can be accessed through the United Wambo website.

In addition, United Wambo's Environment and Community team will offer support to organisations or community members in completing the applications if required. Advertisements for funding opportunities will note that if applicants require assistance with completing the necessary forms to contact United Wambo's Environment and Community team. Opportunities for funding can be advertised during the bi-annual Community Information Sessions and in newsletters.

4.3.2.4 Evaluation and Reporting

All individual Community Investment projects undergo an individual project evaluation using the relevant internal evaluation form.

Such projects require specific agreements to be in place, with clear key performance indicators, milestones and reporting requirements. The detail in the project agreement can vary depending on the complexity of the project. Project Agreement templates are accessed through the GCAA Community Relations Manager.

United Wambo prepares the community investment budget as part of their annual planning and budget review process. The community investment budget is submitted to GCAA Community Relations Manager.

The CDS is reviewed annually as part of the usual business planning cycle as illustrated below in **Figure 4-1**.

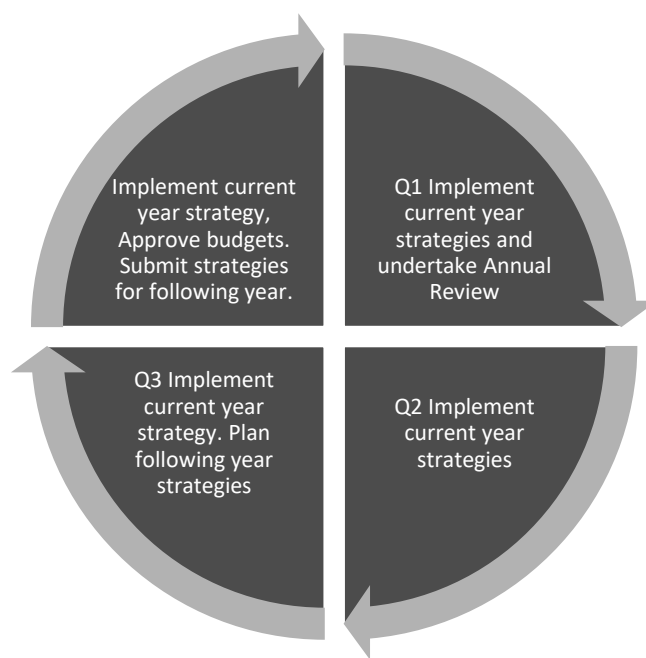


Figure 4-1 Business Planning Cycle

Ongoing stakeholder feedback, obtained through community engagement, is also incorporated as part of the project reporting process.

4.3.2.5 Approval Process

A two-stage process is undertaken for the annual community investment program:

- **Stage one:** Total proposed Community Investment budget is included in the total operational budget during the annual budget review process.
- **Stage two:** Operational budget including relevant detail is submitted to the GCAA Community Relations Manager using the ***Proforma for Annual Tier 2-3 Community Investment program (GCAA HSEC FRM 0013 - 10.03)***.

All sports-related grants must be approved by GCAA. A period of 20 business days should be allowed for applications to be processed by GCAA.

Once approved, projects are managed through GCAA's online grant management system.

United Wambo's approval process for the CDS aligns with the ***GCAA Social Performance Standard*** i.e.:

- All community investments must be consistent with relevant Policies and Protocols;
- Internal approval is obtained prior to commitment;
- Investments are effectively managed both on the part of internal adherence to relevant parameters and externally in terms of stated goals and deliverables as outlined in the agreed investment project;
- Investments are evaluated for their effectiveness;
- Investments are effectively communicated to internal and external stakeholders;
- Governance of partners and recipients; and
- All Community Investment must be consistent with applicable compliance policies, standards and procedures including Glencore's Third-Party Due Diligence and Management and Know Your Counterparty (KYC) Procedures, as applicable to GCAA – KYC and TPDD assessments are triggered as part of the vendor establishment process within the Vendor Portal.

4.3.3 Impact Mitigation Strategy

United Wambo has developed an Impact Mitigation Strategy that builds on existing and further develops company-community relationships through effective management of social impacts.

The key objectives of the Impact Mitigation Strategy are to:

- a) improve the social amenity of near neighbours through the provision of site and property-based mitigation strategies to minimise operational impacts for those living in close proximity to the United Wambo operations;
- b) implement the requirements of the Voluntary Land Acquisition and Mitigation Policy (DPIE, 2014) and other commitments made through the environmental and social assessment of United Wambo to minimise negative social impacts; and
- c) provide relevant monitoring data to local residents on key environmental impacts that have the potential to impact on social amenity and health and wellbeing, e.g. air quality, noise, blasting, traffic.

Target stakeholders of relevance to the Impact Mitigation Strategy include:

- adjacent neighbours that share a boundary with the United Wambo operations; and
- private residents within four kilometres of the mining area that may be impacted by operational impacts including dust and noise, including residents defined as within the operation's management zones.

Table 4-4 below outlines the assessment and mitigation measures available to the landowner of each listed property and **Appendix J.3** details the Impact Mitigation Strategy Register.

Table 4-4 Impact Mitigation Property Register

Property ID	Acquisition	Noise Mitigation	Baseline Condition Report	Tank Cleaning and Filter Install
R017	✓	✓	✓	✓
R043	✓	✓	✓	✓
R039	✓	✓	✓	✓
R016	✓	✓	✓	✓
R025		✓		✓
R029		✓	✓	✓
R030		✓	✓	✓
R033		✓	✓	✓
R041B		✓		✓
R042		✓	✓	✓
R044				✓
R048		✓	✓	✓
R049		✓	✓	✓
R050				✓
R050C		✓		✓
R075		✓		✓
R095				✓
R133				✓
R163		✓		✓
R320		✓	✓	✓
R343		✓	✓	✓
R344		✓		✓
R345		✓	✓	✓
R346		✓	✓	✓
R348		✓	✓	✓
R372			✓	✓

4.3.3.1 Acquisition Process

The acquisition process is outlined below:

1. Upon receiving a written request for land acquisition from an eligible landowner, the Applicant must acquire the land following conditions D11 to D18.
2. Within 3 months of the request, the Applicant must make a binding written offer based on:
 - a. Current market value of the land, excluding improvements due to noise/air quality mitigation.
 - b. Costs for relocation and obtaining legal/expert advice.
 - c. Reasonable compensation for disturbance.
3. If the Applicant and landowner cannot agree on the acquisition price within 2 months, either party may refer the matter to the Planning Secretary for resolution.

4. The Planning Secretary will appoint an independent valuer to determine a fair acquisition price and terms, considering the matters outlined in D11.
5. Within 14 days of receiving the independent valuer's report, the Applicant must make a binding offer based on the valuer's determination.
6. If either party disputes the valuer's determination, they can request a review by the Planning Secretary within 14 days, submitting reasons for the dispute.
7. Following the review, the Planning Secretary will determine a fair acquisition price, and the Applicant must make a binding offer based on this determination within 14 days.
8. If the landowner refuses the offer within 6 months, the Applicant's obligation to acquire the land ends, unless the Planning Secretary decides otherwise.
9. The Applicant must cover all reasonable costs associated with the land acquisition process, including any necessary Council approvals and registration fees

4.3.4 Local Employment and Procurement

GCAA 10.0 Social Performance Standard defines local employment as employment drawn from within Australia. United Wambo will source its employees almost exclusively from within Australia in adherence to the federal legal requirement to local market-test and engage local occupational skills from within the Australian labour market, where those skills are available.

GCAA 10.0 Social Performance Standard defines local procurement as procurement drawn from within Australia. United Wambo will procure its goods and services almost exclusively from within Australia. GCAA operates a centralized procurement group to purchase goods and services on a consolidated basis. This function and the procurement function at operations are guided by the existing **GCAA-625378177-16178 Procure to Pay Standard** that recognizes the importance and benefits of purchasing locally. A GCAA procurement plan is prepared annually that ensures achievement of our strategic objectives to test the market for all purchased products and services every three years. All suppliers, including local suppliers, are expected to be market competitive.

5. Measurement and Evaluation

5.1 Monitoring

The SPMP will focus on monitoring the effectiveness of social impact measures through regular data collection on key parameters, local social and economic changes, and community feedback. Specific activities include consultations with landowners, periodic reviews of social management practices, surveys of workforce and suppliers, and the evaluation of commitments and programs.

While there is no set monitoring program for social performance, United Wambo may utilise a combination of the following monitoring activities to inform performance.

- Quality and quantity of engagement: assessing community attitudes and sentiment and interactions through media review, regional survey, feedback from engagement activities.
- Community investment: when applications are submitted, requested funds of applications, new or repeat applicants, areas of need. Assessed through Smarty Grants portal.

- Stakeholder attendance: informs potential additional consultation/engagement opportunities. Recorded in stakeholder engagement platform.

Outcomes of aspect specific monitoring programs are also used to inform changes to social management measures.

5.2 Compliance Management

Compliance is an ongoing process and is conducted in accordance with the **United Wambo EM Strategy** – which provides the process for planning and executing the assurance program. The main compliance management processes conducted by United Wambo include:

- workplace interactions and planned task observations
- inspections
- audits
 - validation of monitoring data
 - internal audits
 - external audits

For further details, refer to the **United Wambo EM Strategy**.

5.3 Complaint Management

All complaints received by United Wambo are managed in accordance with the **United Wambo EM Strategy**, which details the process to ensure complaints are properly documented and handled in accordance with statutory requirements and company policy. A summary of complaint and grievance management includes:

- acknowledging all complaints by contacting the complainant to discuss the details of the complaint within 24 hours of receipt, where requested/practicable;
- investigating complaints impartially giving proper consideration to the facts and the circumstances prevailing at the time;
- implementing corrective actions if required;
- reporting investigation outcomes and corrective actions taken to the complainant; and
- all complaints are recorded in the compliance management system.

Community members can raise a complaint/grievance 24 hours/7 days a week by calling the community response line on 1800 801 440. For further details, refer to the **United Wambo EM Strategy**.

5.4 Incident and Non-compliance Management

All incidents and non-compliances recorded at United Wambo are managed in accordance with the **United Wambo EM Strategy**, which details the process to ensure they are correctly documented, investigated and reported in accordance with statutory requirements and company policy. Incident and non-compliance management includes:

- all personnel (United Wambo employees and contractors) are required to report environmental incidents/non-compliances to their immediate supervisor/site contact;

- the Supervisor or site contact contacts a member of the United Wambo Environment and Community Department (E&C Department), immediately after becoming aware of the incident/non-compliance;
- the E&C Department determines the appropriate corrective or preventative action required to remediate or prevent a reoccurrence of the incident/non-compliance; and
- the details and final investigation results from all environmental incidents/non-compliance are recorded in the site compliance system

For further details, refer to the **United Wambo EM Strategy**.

5.5 Reporting/Access to Information

Reporting of social performance will be undertaken in accordance with the operational reporting as outlined in the **EM Strategy**.

5.6 Record Keeping

All data / records are maintained in accordance with the **EM Strategy** and maintained on the premises for a period of four years.

United Wambo uses a number of data systems for the management of social performance:

- Consultation Manager;
- CMO;
- Smarty Grants; and
- Information messaging service platform

6. Review and Improvement

6.1 Continuous Improvement

Where possible, United Wambo will implement all reasonable and feasible best practice social mitigation measures. The basis for continuous improvement of social mitigation measures will be through the ongoing monitoring of social impacts and corrective/preventative action processes outlined in **Section 5.4.1.3** of the **United Wambo EM Strategy**.

The main avenues for continuous improvement are through site evaluation processes, which includes:

- Monitoring (**Section 5.1**)
- Compliance Management (**Section 5.2**)
- Complaint Management (**Section 5.3**)
- Incident and Non-compliance Management (**Section 5.4**)

6.2 Plan Review

This SPMP and associated documents will be reviewed in accordance with SSD 7142 and the **United Wambo EM Strategy**. Where changes to the SPMP (including management measures or monitoring programs) are required, the DPE will approve the proposed changes prior to implementation.

6.3 Change Management

All changes to operations, facilities, plant equipment and production processes are required to be assessed in accordance with the change management process.

Change management will be undertaken at United Wambo in accordance with the **United Wambo EM Strategy**, which provides the process for managing the risks associated with change. For further details, refer to the **United Wambo EM Strategy**.

7. Accountabilities

The following accountabilities have been prepared and designed in line with the organisational structure, roles and responsibilities identified in the **Final Draft for Environmental Management Plan – Post Approval Requirements Series July 2017** (DPIE, 2017b).

Table 7-1 summarises the accountabilities of personnel involved in the implementation of this SPMP

Table 7-1 Accountabilities

Role	Accountabilities for this Document
Operations Manager	Ensure that sufficient resources are allocated for the implementation of this SPMP.
Environment & Community Manager	- Single point accountability for social performance management - Ensure that sufficient time and resources are allocated to allow for the implementation of the Impact Mitigation and Community Development Strategies. - Allocate sufficient time and resources for the implementation and continuation of the Stakeholder Engagement Plan. - Ensure that all consultation as specified in this SPMP is planned, executed, and the results reviewed and communicated to facilitate continual improvement. - Periodically review progress against performance indicators. - Coordinate the ongoing review of this plan - Ensure all internal and external reporting requirements are met, including necessary revisions of the SPMP. - Review and approve external reports, e.g. Annual Review - Ensure that all relevant records are effectively maintained on site.
Environment & Community Coordinator / Officer	Coordinate the day-to-day implementation of this SPMP, including the design and implementation of social impact mitigation and community development activities and as delegated by the Environment and Community Manager.

<i>Role</i>	<i>Accountabilities for this Document</i>
	• Coordinate reporting requirements relating to social impact mitigation and community development in the Annual Review (AR). • Ensure that personnel involved in the carrying out and monitoring of the SPMP activities are appropriately skilled and experienced to undertake the task.
<i>All persons engaged to perform activities under this plan</i>	• Undertake activities directly in accordance with the requirements of the SPMP.

8. Acronyms and Definitions

Table 7-1 Acronyms and Definitions

Term	Description
DPE	NSW Department of Planning and Environment
DPHI	NSW Department of Planning, Housing and Infrastructure (previously DPE)
SSD7142	Development Consent SSD7142
ACHMP	Aboriginal Cultural Heritage Management Plan. Describes this document which is a requirement of State Significant Developments (SSDs). An ACHMP both manages impacts to Aboriginal cultural heritage within approved disturbance areas (AHIPs are not required), as well as management of Aboriginal cultural heritage sites and values outside of approved impact areas but within land able to be managed by United Wambo.
EIS	Environmental Impact Statement. This is the document which includes all environmental factors, including heritage, which is used by the Government to determine the merits of a particular development proposal.
SIOA	Social Impacts and Opportunities Assessment, was conducted in 2016.
BCD	The Biodiversity & Conservation Division within the Department of Planning and Environment. BCD is the Government department tasked with managing regulation and compliance associated with the NPW Act.
RAP	Registered Aboriginal Party

9. Document Information

Relevant legislation, standards and other reference information must be regularly reviewed and monitored for updates and should be included in the site management system. Related documents and reference information in this section provides the linkage and source to develop and maintain site compliance information.

9.1 Related Documents

Related documents, listed in **Table 9-1** below, are *documents* directly related to or referenced from within this document.

Table 9-1 Related Documents

Number	Title
UWOC-1689771511-359	United Wambo Complaints Management Procedure
UWOC-1689771511-360	United Wambo Environmental Management Strategy
UWOC-1689771511-47	United Wambo Hazard and Incident Management Procedure
UWOC-1689771511-35	United Wambo Complaints Management Procedure
UWOC-1689771511-49	United Wambo Communication and Consultation Procedure
GCAA HSEC FRM 0013 - 10.03	Proforma for Annual Tier 2-3 Community Investment program
GRP-STD-HSEC-028-v1.0	Glencore Group Social Performance Standard
GCAA-625378177-16178	GCAA Procure to Pay Standard
	Know Your Counterparty Industrial Assets Procedure
GCAA-625378177-9977	GCAA Social Performance Standard 10.0
GCAA-625378177-10296	GCAA Community Complaint Protocol 10.05
GCAA-625378177-10330	GCAA Internal Communication Protocol 10.03
GCAA-625378177-10331	GCAA Media and Public Relations Protocol 10.04
	GCAA Emergency Response Media Relations Procedure.
SSD7142	United Wambo Development Consent

9.2 Reference Information

Reference information, listed in **Table 9-2** below, is *information* that is directly referred to for the development of this document.

Table 9-2 – Reference information

Reference	Title
ICMM	International Council of Mining and Metals (ICMM) Principles
Umwelt 2016	<i>United Wambo Open Cut Coal Mine Project, Environmental Impact Statement, August 2016</i>
Umwelt 2016	<i>United Wambo Open Cut Coal Mine Project, Social Impacts and Opportunities Assessment</i>
DPIE, 2014	<i>Voluntary Land Acquisition and Mitigation Policy</i>
DPIE, 2017a	<i>Social Impact Assessment Guideline for State Significant Mining, Petroleum and Extractive Industry Development (SIA Guideline)</i>
DPIE, 2017b	Final Draft for Environmental Management Plan – Post Approval Requirements Series July 2017
DPIE, 2019	<i>Community Consultative Committee Guidelines: State Significant Projects</i>
VPA	<i>Project Planning Agreement with Singleton Council</i>

9.3 Change Information

Full details of the document history are recorded in the document control register, by version. A summary of the current change is provided in **Table 9-3** below.

Table 9-3 – Change information

Version	Date	Change Details
1.0	May 2022	New Document
2.0	April 2022	Reviewed and updated in accordance with Condition E7 – Modification 1. Revision made to Section 5.2 Stakeholder Engagement Strategy, Table 5-3. Minor formatting and grammar changes
3.0	September 2022	Minor formatting and revision of version number.
4.0	18/12/2023	Document review with no content changes made. Review team: Aislinn Farnon
5.0	16/08/2024	Updated following 2023 IEA. Key changes have been outlined in a Summary of Changes Document provided to the DHPI on 16 August 2024.

Appendix A - Statutory Requirements

Source	Reference	Obligation
SSD7142	SSD 7142 Condition A19	The Applicant must continue operate a Community Consultative Committee (CCC) for the development. The CCC must be operated in accordance with the Department's Community Consultative Committee Guidelines: State Significant Projects (2019) for the life of the development, or other timeframe agreed by the Planning Secretary. Notes: - The CCC is an advisory committee only. - In accordance with the Guidelines, the Committee should comprise an independent chair and appropriate representation from the Applicant, Council and the local community.
SSD7142	SSD 7142 Condition B108	The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must: - be prepared by a suitably qualified and experienced person/s; - be prepared in consultation with Council, the CCC, affected communities (Jerrys Plains, Warkworth Village, Maison Dieu and Bulga) and other interested stakeholders (to the greatest extent practicable); - identify negative social impacts resulting from the development both locally and regionally; - specify adaptive management and mitigation measures to avoid, minimise, and/or mitigate negative social impacts; - identify opportunities to secure and enhance positive social impacts of the development, including opportunities to: - assist in maintaining community services and facilities; and - improve the way of life, wellbeing, and social cohesion within the local community; - include a program to monitor, review, and report on the effectiveness of these measures, including: - identifying representative parameters or indicators to be monitored, how and when data is to be collected, and who is responsible for collecting it; - ongoing analysis of social risks; and - undertaking additional research, if necessary, to reduce uncertainties; and - include a Stakeholder Engagement Plan to guide the evaluation and implementation of social impact management and mitigation measures.
SSD7142	SSD 7142 Condition B109	The Applicant must not commence Phase 1B until the Social Impact Management Plan is approved by the Planning Secretary.
SSD7142	SSD 7142 Condition B110	The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

Source	Reference	Obligation
SSD7142	SSD 7142 Condition D1	Upon receiving a written request for acquisition from the owner of the privately-owned land listed in Table 7, the Applicant must acquire the land in accordance with the procedures in conditions D11 to D18, inclusive. <i>Table 7: Land subject to acquisition upon request</i>
SSD7142	SSD 7142 Condition D10	If the Planning Secretary is satisfied that an independent review is warranted, within 3 months, or other timeframe agreed by the Planning Secretary and the landowner, of the Planning Secretary's decision, the Applicant must: a) commission a suitably qualified, experienced and independent person, whose appointment has been approved by the Planning Secretary, to: i. consult with the landowner to determine their concerns; ii. conduct monitoring to determine whether the development is complying with the relevant criterion in PART B of this consent; and iii. if the development is not complying with the relevant criterion, identify measures that could be implemented to ensure compliance with the relevant criterion;
SSD7142	SSD 7142 Condition D10	If the Planning Secretary is satisfied that an independent review is warranted, within 3 months, or other timeframe agreed by the Planning Secretary and the landowner, of the Planning Secretary's decision, the Applicant must: b) give the Planning Secretary and landowner a copy of the independent review; and
SSD7142	SSD 7142 Condition D10	If the Planning Secretary is satisfied that an independent review is warranted, within 3 months, or other timeframe agreed by the Planning Secretary and the landowner, of the Planning Secretary's decision, the Applicant must: c) comply with any written requests made by the Planning Secretary to implement any findings of the review.
SSD7142	SSD 7142 Condition D11	Within 3 months of receiving a written request for acquisition from a landowner with acquisition rights, the Applicant must make a binding written offer to the landowner based on: a) the current market value of the landowner's interest in the land at the date of this written request, as if the land was unaffected by the development, having regard to the: i. existing and permissible use of the land, in accordance with the applicable planning instruments at the date of the written request; and ii. presence of improvements on the land and/or any approved building or structure which has been physically commenced at the date of the landowner's written request, and is due to be completed subsequent to that date, but excluding any improvements that have resulted from the implementation of the additional noise and/or air quality mitigation measures in condition D2; b) the reasonable costs associated with:

Source	Reference	Obligation
		i. relocating within the Singleton local government area, or to any other local government area determined by the Planning Secretary; and ii. obtaining independent legal advice and expert advice for determining the acquisition price of the land, and the terms upon which it is to be acquired; and c) reasonable compensation for any disturbance caused by the land acquisition process.
SSD7142	SSD 7142 Condition D12	If, within 2 months of the binding written offer being made under condition D11, the Applicant and landowner cannot agree on the acquisition price of the land and/or the terms upon which the land is to be acquired, then either party may refer the matter to the Planning Secretary for resolution.
SSD7142	SSD 7142 Condition D13	Upon receiving a request under condition D12, the Planning Secretary will request the President of the NSW Division of the Australian Property Institute to appoint a qualified independent valuer to: a) consider submissions from both parties; b) determine a fair and reasonable acquisition price for the land and/or the terms upon which the land is to be acquired, having regard to the matters referred to in condition D11; c) prepare a detailed report setting out the reasons for any determination; and d) provide a copy of the report to both parties.
SSD7142	SSD 7142 Condition D14	Within 14 days of receiving the independent valuer's report, the Applicant must make a binding written offer to the landowner to purchase the land at a price not less than the independent valuer's determination.
SSD7142	SSD 7142 Condition D15	However, if either party disputes the independent valuer's determination, then within 14 days of receiving the independent valuer's report, either party may refer the matter to the Planning Secretary for review. Any request for a review must be accompanied by a detailed report setting out the reasons why the party disputes the independent valuer's determination. Following consultation with the independent valuer and both parties, the Planning Secretary will determine a fair and reasonable acquisition price for the land, having regard to the matters referred to in condition D11, the independent valuer's report, the detailed report of the party that disputes the independent valuer's determination and any other relevant submissions.
SSD7142	SSD 7142 Condition D16	Within 14 days of this determination, the Applicant must make a binding written offer to the landowner to purchase the land at a price not less than the Planning Secretary's determination.
SSD7142	SSD 7142 Condition D17	If the landowner refuses to accept the Applicant's binding written offer under this condition within 6 months of the offer being made, then the Applicant's obligations to acquire the land shall cease, unless the Planning Secretary determines otherwise.

Source	Reference	Obligation
SSD7142	SSD 7142 Condition D18	The Applicant must pay all reasonable costs associated with the land acquisition process described in conditions D11 to D17 inclusive, including the costs associated with obtaining Council approval for any plan of subdivision (where permissible), and registration of this plan at the Office of the Registrar-General.
SSD7142	SSD 7142 Condition D4	Within one month of the date of this consent, the Applicant must: a) notify in writing the owner of: i. the land listed in Table 7 that they have the right to require the Applicant to acquire their land at any stage during the development;
SSD7142	SSD 7142 Condition D4	Within one month of the date of this consent, the Applicant must: b) notify in writing the owner of: ii. the residences on the land listed in Table 7 and Table 8 that they are entitled to ask the Applicant to install additional mitigation measures at the residence; and
SSD7142	SSD 7142 Condition D4	Within one month of the date of this consent, the Applicant must: d) notify in writing the owner of: iii. any privately-owned land within 3 kilometres of the approved open cut mining pit/s that they are entitled to ask the Applicant for an inspection to establish the baseline condition of any buildings or structures on their land, or to have a previous property inspection report updated;
SSD7142	SSD 7142 Condition D4	b) notify the tenants of any mine-owned land of their rights under this consent; and
SSD7142	SSD 7142 Condition D4	c) send a copy of the NSW Health fact sheet entitled "Mine Dust and You" (NSW Health, 2017) to the owners and/or existing tenants of any land (including mine-owned land) where the predictions in the document/s listed in condition A2 (c) identify that dust emissions generated by the development are likely to be greater than the relevant air quality criterion in PART B of this consent at any time during the life of the development.
SSD7142	SSD 7142 Condition D5	Prior to entering into any tenancy agreement for any land owned by the Applicant that is predicted to experience exceedances of the recommended dust and/or noise criteria, the Applicant must: a) advise the prospective tenants of the potential health and amenity impacts associated with living on the land, and give them a copy of the NSW Health fact sheet entitled "Mine Dust and You" (NSW Health, 2017); and b) advise the prospective tenants of the rights they would have under this consent, to the satisfaction of the Planning Secretary.
SSD7142	SSD 7142 Condition D8	If a landowner considers the development to be exceeding any relevant air quality, noise or blasting criterion in PART B of this consent, they may ask the Planning Secretary in writing for an independent review of the impacts of the development on their residence or land.

Source	Reference	Obligation
SSD7142	SSD 7142 Condition D9	If the Planning Secretary is not satisfied that an independent review is warranted, the Planning Secretary will notify the landowner in writing of that decision, and the reasons for that decision, within 21 days of the request for a review.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_006	To address the Project impacts identified as part of the SIOA, United proposes to implement a number of strategies and programs to mitigate and/or enhance Project impacts. The measures to be implemented as part of the Project are outlined in Section 6.14.5 , as per below.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_007	United will develop and implement a Stakeholder Engagement Plan for the Project. The plan will guide the implementation and evaluation of the social aspects of the Project and will outline the social monitoring program for the Project.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_008	United will implement an ongoing community engagement program for the Project, including periodic community BBQs/information days as well as community newsletters.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_009	United will update and implement the existing United complaints response and management program as part of the Project.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_010	United will continue to operate the United Community Consultative Committee following relevant DPE guidelines.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_010	United will undertake project design to minimise impacts to near neighbours, where possible.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_010	United will implement a mechanism for ongoing management of the Project's community contribution program.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_010	The project will require up to approximately 500 positions at peak production and new positions will become available as the Project develops and production increases. Recruitment for these positions will be advertised and managed as per the Glencore Recruitment Policy, with opportunities for maximising local employment to be incorporated into the Project recruitment strategy.
SSD7142 EIS SOC Mgmt Measures	SOC_8.0_Management Measures_011	United will enter into a Voluntary Planning Agreement with Singleton Council for the Project to contribute funds to meet local community needs.
SSD7142 EIS SOC Main Text	SOC_6.03_Agriculture_009	AIS 7.1 Page 121 United will continue to consult with the local community, including the agricultural community, through a range of mechanisms, including CCC meetings, community newsletters, open days and personal meetings. The Project will also continue to consult with key regional stakeholders such as Singleton Council, and Local Land Services.

Source	Reference	Obligation
SSD7142 EIS SOC Main Text	SOC_6.14_Social_001	Section 6.14.5 Page 386 SIOA Section 5.4 Page 86 Existing operational management strategies are discussed in the existing United Stakeholder Engagement Plan (SEP) and will be revised to incorporate the social strategies and management actions proposed to be implemented as part of the Project. The SEP will guide the implementation and evaluation of the social aspects of the Project. The SEP will also be revised to include a framework to monitor the effectiveness of the proposed strategies in mitigating negative social impacts and/or enhancing positive social impact over time.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_002	Section 6.14.5 Page 387 The strategies and management actions proposed to be implemented by United through the SEP include: undertaking Project design to minimise impacts to near neighbours, where possible
SSD7142 EIS SOC Main Text	SOC_6.14_Social_003	Section 6.14.5 Page 387 implementation of visual mitigation works early in the life of the Project (e.g. vegetation screening
SSD7142 EIS SOC Main Text	SOC_6.14_Social_004	Section 6.14.5 Page 387 planted within the first two years of the Project)
SSD7142 EIS SOC Main Text	SOC_6.14_Social_006	Section 6.14.5 Page 387 ongoing implementation of a complaints response and management process
SSD7142 EIS SOC Main Text	SOC_6.14_Social_007	Section 6.14.5 Page 387 ongoing operation of the United CCC
SSD7142 EIS SOC Main Text	SOC_6.14_Social_008	Section 6.14.5 Page 387 a mechanism for ongoing management of the Project's community contribution program.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_009	Section 6.14.5 Page 387 The Project will require up to approximately 500 positions at peak production and new positions will become available as the Project develops and production increases. Recruitment for these positions will be advertised and managed as per the Glencore Recruitment Policy, with opportunities for maximising local employment to be incorporated into the Project recruitment strategy.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_010	Section 6.14.5 Page 387 SIOA Section 5.4 Page 86 The Project will also negotiate a Voluntary Planning Agreement (VPA) with Singleton Council which will afford opportunities for the Project to contribute to programs designed to improve or address local community issues and perceived impacts through financial contributions to Singleton Council.

Source	Reference	Obligation
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	Section 6.14.5 Page 388 SIOA Section 6 Page 93 A further key aspect of any social impact assessment is the development of a framework to monitor a project's impact over time – often referred to as a social impact management plan.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	United will collect social data to monitor commitments made in the social impact assessment namely: - Key areas of predicted Project impact, including: - perceived and experienced social impacts, through consultation with neighbouring and other nearby landowners, to ensure that experienced impacts are in line with predicted impacts of the Project
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	periodic review and evaluation of management practices on mine owned land, including the land around the Project.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	Changes in the local social and economic context, through the collection of relevant census and social indicator data at appropriate levels of analysis across the study areas.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	Monitoring of the social and economic contributions of the operation in the community through periodic implementation of workforce and supplier surveys (e.g. TRC-Analysis):
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	It is also recommended that a follow up survey of the new operational workforce be undertaken to determine the workforce flows of local and incoming workers to the site, in order to better inform future assessments.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	- Evaluation of actions and investments to assess the outcomes of key projects and programs arising from: - commitments made within the SIOA - any wider community development or partnership programs at an operational or corporate level - the VPA for the Project.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	Development of a program for monitoring any other social impacts predicted in the current assessment and identification of any unforeseen social impacts, should they occur.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_011	Consideration of SIOA outcomes in the ongoing refinement of the site-specific engagement strategy to ensure that relevant stakeholders, including neighbouring and nearby landholders, are properly informed regarding current and future operations.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_012	Section 6.20 Table 6.52 Page 416 SIOA Section 5.4 Table 5.20 Page 87 United will inspect and as necessary clean, drinking water tanks every 2 years for all private residences and Joint Venture owned residences within 4 kilometres of the mining area for the Project.

Source	Reference	Obligation
SSD7142 EIS SOC Main Text	SOC_6.14_Social_013	SIOA Section 5.4 Table 5.20 Page 87 In addition to the measures provided within the air quality impact assessment, it is also recommended that United undertake regular communication with local community regarding air quality measurements.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_014	Section 6.20 Table 6.52 Page 418 SIOA Section 5.4 Table 5.20 Page 89 It is also recommended that United implement a blast notification process so that the community can stay informed of upcoming blasts.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_015	SIOA Section 5.4 Table 5.20 Page 92 It is recommended that United continue to engage proactively with the neighbouring and wider community. Methods preferred by interview participants include: • regular updates via email or website • phone contact where applicable • regular community information sessions /BBQs. Content of ongoing consultation activities has been requested in relation to: • employment opportunities and processes • anticipated and actual impacts experienced locally • meeting notices • updates on general operations.
SSD7142 EIS SOC Main Text	SOC_6.14_Social_016	SIOA Section AIS 7.1 Page 121 United will continue to consult with the local community, including the agricultural community, through a range of mechanisms, including CCC meetings, community newsletters, open days and personal meetings. The Project will also continue to consult with key regional stakeholders such as Singleton Council, and Local Land Services.
SSD7142 EIS SOC PAC Res	SOC_PAC_Res_025	Section Transition Page 113 United and Wambo will operate Community Consultative Committees (CCCs) for the development to the satisfaction of the Secretary. The CCCs will be operated in accordance with the Community Consultative Committee Guidelines (Department of Planning and Environment, 2016, or its latest version). The CCCs for United and Wambo may be combined should the CCC members elect to hold combined meetings.
SSD7142 EIS SOC RTS	SOC_RTS_A_064	Section 3.1 United proposes to work with the Gliding Club to develop a management plan to address the interactions between the Project and the Club's operations.
SSD7142 EIS SOC RTS	SOC_RTS_A_084	In relation to community consultation, the Noise Management Plan will include: • mechanisms for stakeholder consultation relating to noise

Source	Reference	Obligation
		consultation processes to monitor and manage the potential for cumulative noise with neighbouring mining / industrial operations
SSD7142 EIS SOC RTS	SOC_RTS_A_127	Section 4.1.2, 4.4.2.2, 4.5.2.2, 4.9.2.2 United has commenced discussions with the HVGC regarding the development of a management plan outlining agreed measures to reduce the amenity impacts of the Project on the club, with the measures in the management plan to be implemented by United.
SSD7142 EIS SOC RTS	SOC_RTS_A_134	Section 4.11.1 Atfield United commits to working with this landowner to understand if there are appropriate opportunities to alleviate potential impacts on their business.

Appendix B - Original Approval of SIMP



Planning,
Industry &
Environment

Ms Aislinn Farnon
Approvals Manager
United Wambo Coal JV Project

By Email: Aislinn.Farnon@glencore.com.au

17/07/2020

Dear Ms Farnon

**United Wambo Open Cut Coal Project (SSD 7142)
Social Impact Management Plan**

I refer to your recent correspondence submitting the Social Impact Management Plan in accordance with condition B108 of the consent for the United Wambo Open Cut Coal Project (SSD 7142).

The Department has carefully reviewed the document and is satisfied that it adequately satisfies the requirements of SSD 7412 in relation to both Phase 1B and Phase 2 of operations.

Accordingly, the Planning Secretary has approved the Social Impact Management Plan (Revision 1, dated July 2020). Please ensure that the approved plan is placed on the project website at the earliest convenience.

If you wish to discuss the matter further, please contact Melanie Hollis on 8217 2043.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Sprott'.

Matthew Sprott
Director
Resource Assessments (Coal & Quarries)

as nominee of the Planning Secretary

4 Parramatta Square, 12 Darcy Street, Parramatta 2150 | dpie.nsw.gov.au | 1

Appendix C - Consultation

Mechanism	Description	Stakeholder Group/s	Participants
Invitation to attend Community Information Session (distributed 17th January 2020)	Invitation to attend a Community Information Session and/or Focus Group was distributed to approximately >350 households in Jerrys Plains, Maison Dieu, Bulga and Warkworth	Local landholders/ residences	Approximately >350 households
Personal telephone calls (14th - 24th February 2020)	Calls were made to landholders and other key stakeholders to invite them to the Community Information Session and/or the SIMP Focus group. Individuals who were unable to attend either were also offered to participate in a survey	Local landholders/ residents that have previously been involved in an interview during the SIOA for United Wambo (n=27) Local businesses, services and community groups	11** landholders / local residents who participated in the SIOA Eight local businesses, services and community groups in surrounding communities
Community Information Session Wednesday (19th February 2020)	To provide stakeholders with an update on United Wambo and to gather community feedback related to current and future mitigation/enhancement strategies. The session included a poster board display of current Project information and explanation of the SIMP process Attendees were also asked during the information session to register their interest in being part of a further SIMP Focus Group	Local residents/ landholders of Jerrys Plains, Warkworth, Maison Dieu, and Bulga Local businesses and community services	Approximately 50 attendees
SIMP feedback survey/ interviews (14th February – 24th April 2020)	Survey instrument was used to capture community feedback for incorporation in the SIMP Survey questions related to: knowledge of Project and SIMP; satisfaction with current mitigation/ management measures outlined in SIMP; potential additional issues or impacts that have arisen since the completion of the EIS/SIOA; potential mitigation/management measures to address these issues; and	Community members who attended the Community Information session Stakeholders who were unable to attend the Community Information Session or Focus Group (as identified through telephone calls)	Ten surveys completed plus an additional eight informal interviews completed with participants at the Information session (involving two CCC members, two business representatives, two community group members and 12 landholders/ residents)

Mechanism	Description	Stakeholder Group/s	Participants
	company investment and contributions. Survey was offered to participants at the Community Information Session to complete and was offered to stakeholders who were unable to attend the Focus Group or Information Session (as identified through telephone calls). In addition, informal interviews were also completed at the information session for those participants who did not want to complete the survey themselves		
Community Focus Group (Tuesday 25th February 2020)	A focus group was held with a small group of interested stakeholders. The focus group provided a workshop setting where a small group of interested stakeholders were able to view the Draft SIMP and provide feedback on the impacts being addressed and their mitigation/management measures Focus Group process was collaborative and addressed the following: short presentations on purpose of the SIMP and key information; identification of key impacts and any additional impacts to be considered in the SIMP; and group work sessions where participants provided feedback on potential measures and workshopped additional measures.	Local residents / landholders of Jerrys Plains, Maison Dieu, Warkworth and Bulga Local businesses and services Community groups and organisations	Eight attendees (including five local landholders/ residents, two local business representatives and one community group representative)
Project briefings (May 2019 – June 2020)	Meetings held with relevant government agencies and key stakeholders to provide an update on United Wambo and allow them to provide feedback on the draft SIMP	DPIE Singleton Council CCC	DPIE (held 8th May 2019 and 10th June 2020) Singleton Council (held 22 May 2020) CCC (held 25 May 2020)

Appendix D - Current SPMP Approval

Department of Planning and Environment



Our ref: SSD-7142-PA-107

Aislinn Farnon
Environment and Community Manager
United Collieries Pty Ltd
300 Watt Street
Warkworth NSW 2330

22/03/2023

Subject: Approval of United Wambo Social Impact Management Plan

Dear Ms Farnon

I refer to the Social Impact Management Plan submitted in accordance with Condition B108, Schedule 2 of the development consent for the United Wambo Open Cut Coal Mine (SSD 7142).

The Department has carefully reviewed the document and is satisfied that it meets the requirements of the relevant conditions of SSD 7142.

Accordingly, as nominee of the Planning Secretary, I approve the Social Impact Management Plan (Version 3, dated September 2022).

The Planning Secretary also agrees, in accordance with condition A23 of Schedule 2, that consultation with each of the relevant parties listed in condition B103(b) is not required given the administrative nature of the updates.

You are reminded that if there are any inconsistencies between the Social Impact Management Plan and the conditions of consent, the conditions prevail.

Please ensure you make the document publicly available on the project website at the earliest convenience.

If you wish to discuss the matter further, please contact me on (02) 4908 6896.

Yours sincerely

A handwritten signature in black ink, appearing to read "Joe Fittell".

Joe Fittell
Team Leader
Resource Assessments

As nominee of the Planning Secretary

Appendix E - Existing Socio-Economic Context

This section provides a brief overview of the socio-economic context in which the Project is located. An extensive socio-economic profile was prepared to support the SIOA for the Project. Given that the SIOA was finalised in 2016, and there has been updates to relevant datasets such as the ABS Census and Social Health Atlas since this time, this section provides an updated social baseline, building on the research undertaken as part of the previous assessment, including:

- Geographic and historical context – description of the context and identification of the communities of interest relevant to the Project, including a review of the history of the local area and communities, and the culture and values of local residents;
- Community capitals/assets – assessment of the areas of vulnerability and resilience across the communities of interest in line with a Community Capitals approach; and
- Key community values, issues and aspirations – documentation of current community issues in the Singleton LGA and key communities, as identified in key planning documents, regional studies, the SIOA and a current media review.

Key data sources used in the preparation of this socio-economic profile have been provided in **Table E-1**.

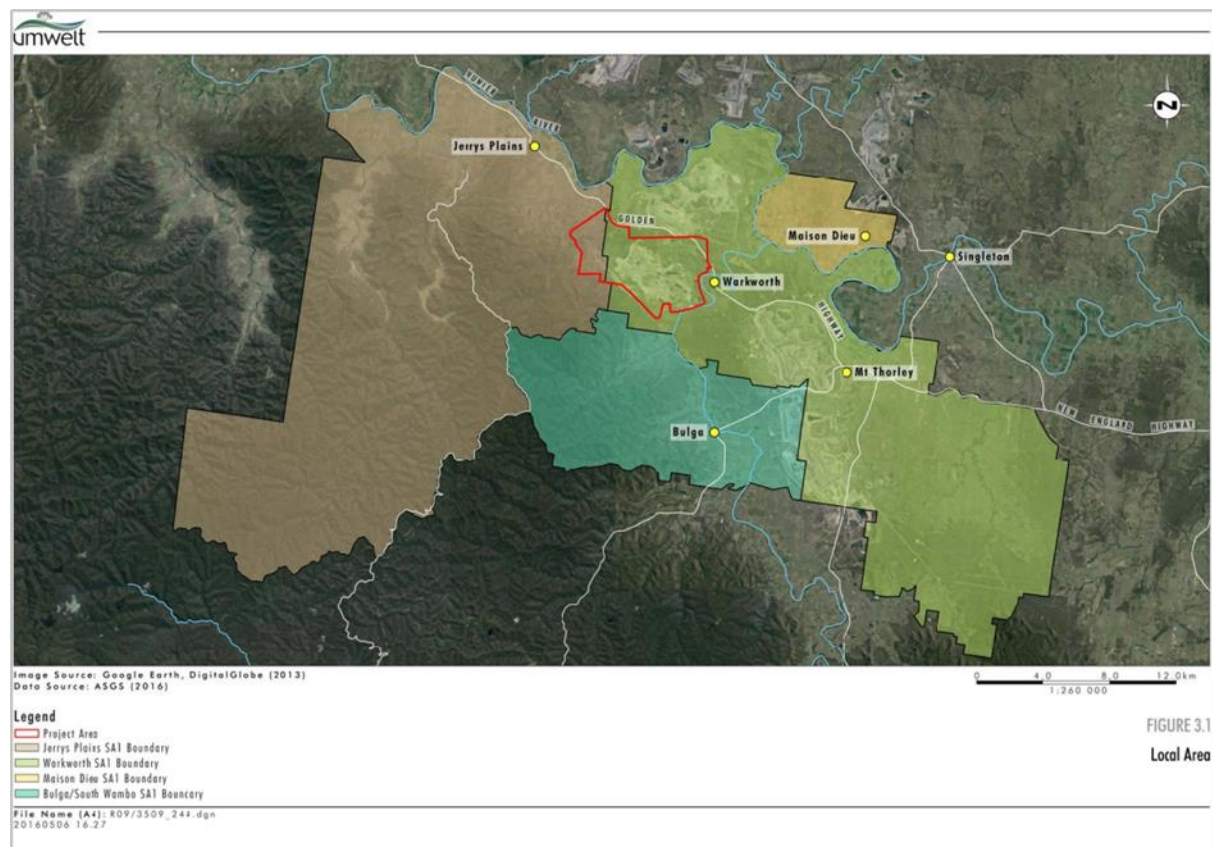
Table E-1 Data Sources

Source	Content
Australian Bureau of Statistics (ABS)	2006, 2011 and 2016 General Community, Time Series and Indigenous Profile data for the SA1 areas of: • Jerrys Plains • Bulga • Warkworth • Maison Dieu • Singleton Local Government Area (LGA) • State of New South Wales (STE*) https://www.abs.gov.au/
The Public Health Information Development Unit (PHIDU), Torrens University Australia	2015 and 2018 releases of public health data through the Social Health Atlas (New South Wales) and Aboriginal and Torres Strait Islander Social Health Atlas. Data within the Social Health Atlas is collated from a range of sources http://phidu.torrens.edu.au/social-health-atlases
NSW Government Department of Planning and Environment (DPE)	2016 release of population Projections by NSW State and Local Government Area Population and Household Projections – based on data sourced from the 2016 Census https://www.planning.nsw.gov.au/Research-and-Demography/Demography/Population-Projections
Singleton Council Strategic Plans	Strategic plans that guide the focus areas of the Singleton Council including: • Community Strategic Plan 2017 to 2027 (2017)

Source	Content
	Singleton Village Master Plan (2014) https://www.singleton.nsw.gov.au/326/Publications-Plans-and-Strategies
Social Impact and Opportunities Assessment (SIOA) United Wambo (2016)	SIOA was completed for the Project in 2016
Local media	Review of local media sources relevant to the communities of interest and the Project

Figure E-1 Geographical Context

United Wambo is situated approximately 16 kilometres west of Singleton in the Hunter Valley of NSW. The operations fall within the Singleton LGA, refer to **Figure E-1**.



In proximity to the operations are the small localities of:

- Jerrys Plains: a small township located in the Hunter Valley, approximately 25 kilometres west of Singleton, and approximately six kilometres to the north-west of the Project Area. To the north of Jerrys Plains, there are some substantial horse-breeding properties as well as a number of vineyards. The closest viticulture Critical Industry Cluster is approximately five kilometres south of the Project Area. As at the 2016 ABS Census, the population of the town totalled 288, with a slighter older population (average age of 35 years) than that of the broader Singleton LGA and NSW population.

- **Bulga/South Wambo:** a small community in the Upper Hunter, approximately two kilometres south-west of Singleton, and approximately seven kilometres to the south of the Project Area. In 2016, the village of Bulga comprised 144 homes and 354 residents and had a slightly higher median age than NSW (41 years). Bulga is a village hub for surrounding agricultural and rural residential holdings, including land-holders resident to the north in the area between the Bulga Village and Wambo, referred to as South Wambo.
- **Warkworth:** a locality in the Hunter Valley located 15 kilometres west of Singleton, and approximately one kilometre to the south-east of the Project Area. The population for the Statistical Area Level 1 (SA1) for Warkworth was 163 in 2016, however, it should be noted that this covers a region larger than the specific locality of Warkworth. Additionally, information gathered through community consultation activities in 2016 indicated that this figure may have fallen considerably in the preceding years due to township decline and a sharp reduction in the number of owner-occupied houses across the SA1 from approximately 204 to 62 from 2006 to 2011, with a further decrease to 46 in 2016, noting a change in ABS boundaries over this time. This is discussed further in Section 3.8 of the SIOA.
- **Maison Dieu:** a small community of agricultural and rural residential landholdings on the north side of the Hunter River, approximately four kilometres to the north-east of the Project Area. Access to Maison Dieu is through Singleton, and there is no link to the Golden Highway across the Hunter River. In 2016, Maison Dieu had a population of 181. In 2016, the median age of the population was 37 years with very low numbers of residents in the over 70-year age cohort, when compared to Jerrys Plains and broader NSW.

The SA1 for each of these localities, as defined by the ABS (2011) (refer to Figure 3.1 in the SIOA), has been profiled in order to understand the local context as discussed in Section 3.7 to 3.10 of the SIOA.

Each SA1 has been compared with:

- **Singleton LGA:** as the LGA in which the United Wambo is located and where a large proportion of future employees are likely to reside; and
- **the State of NSW:** to afford a comparative assessment and assess the proposed change to the NSW community broadly.

E2 Governance

The Singleton LGA is governed by the Singleton Council. The Mayor, is directly elected by residents of the Singleton LGA with the additional nine councillors elected proportionally as a single ward.

The northern half of the Singleton LGA is part of the Upper Hunter state electoral district (where the Project Area is located) which extends from Spring Ridge in the north to Yengo National Park in the south, and from the Talbragar River in the west to Bundook in the east.

The Federal Electoral Division for Singleton LGA is Hunter.

The Singleton Council released its Community Strategic Plan 2017 to 2027 in 2017, which outlines community aspirations identified through extensive community engagement and a number of strategic actions and objectives. The Council's vision for the town is to be 'vibrant, progressive, connected, sustainable and resilient'.

The opportunities and challenges for the town are listed under five key pillars – people, places, environment, economy and leadership. Each of these categories contain relevant objectives, strategies and measures of success. Strategies of relevance to the SIMP include to:

- provide services and facilities that meet the needs of our community at different stages of life;
- provide safe and well-maintained facilities and infrastructure;
- promote and facilitate sustainable village living;
- collaborate to enhance, protect and improve our environment;
- educate and advocate to improve air quality in Singleton;
- manage and reduce risks from environmental pollution and disease;
- attract new investment to increase the diversity and resilience of the Singleton economy;
- inform and inspire our community to be prepared and embrace jobs of the future;
- enhance relationships between local business, industry and government to set strategic economic goals; and
- seek funding to provide infrastructure, programs, services or events which value add to the delivery of the objectives of Singleton 2027.

In 2015, Singleton Council also initiated a place making initiative, culminating in the Singleton Place Making Strategy, to:

- improve the sense of place in villages within the Singleton LGA;
- encourage and promote alignment, partnerships and collaborations on place making projects within Council, and between Council and stakeholders;
- actively engage with local communities and encourage and foster participation; and
- strengthen and promote the regional economy and enhance the attractiveness of Singleton as a tourist destination.

The community values outlined in the Strategy include:

- strong relationships, in which residents value their close-knit communities and show a desire to see stronger relationships developed within their communities;
- collaboration, in which local communities in the LGA have been shown to actively and willingly collaborate with each other;
- community activity, in which residents in the LGA value events and activities that allow active participation and wish to see community facilities restored to contribute to activation and enhancement; and
- rural living, in which communities have been seen to value the rural landscape and serene nature of their area, whilst appreciating proximity to services and facilities.

The challenges and opportunities outlined within the Strategy (Singleton Council, 2015) and the Singleton Village Master Plan in 2014 (Singleton Council, 2014) for the relevant villages are summarised in **Table E-2** below.

Table E-2 Place-making Challenges and Opportunities

Challenges	Villages	Opportunities
Poor community facilities and amenities	Jerrys Plains	Greater use of free facilities such as recreational grounds
Engaging younger members of the community		Family friendly and youth focused activities that engage the younger population

Challenges	Villages	Opportunities
Conflicts within the community Uncertainty about potential future mining activities Conflicts between mining, horse and wine industries Garbage and animal issues top concerns for the community in 2013 (as recorded by Customer Request Management System)		Build upon current enthusiasm for local community events and activities A main street upgrade program along the Golden Highway that improves the streetscape through a variety of landscaping, infrastructure and character updates Upgrade to the recreation grounds to include fencing, street tree planting, car parking and visual amenity measures Upgrade to the Jerry Plains Pony Club area to include fencing, tree planting, upgraded facilities and car parking
Social and environmental impacts of mining Low rate of volunteers compared to other regions Threat of future mining expansions	Warkworth	Actively engage with the younger population through events and activities Utilise the community hall and recreational park to hold family friendly events
Risk of mine expansions and subsequent impacts Division in the community Lack of diversity in the economy and dependence on the mining industry Reluctance to work with Council Garbage issues the top concern for community in 2013 (as recorded by Customer Request Management System)	Bulga	Improvements to facilities within recreational areas (particularly children's play areas) and the community hall Improved maintenance of public areas Family friendly activities and informal community get-togethers Community notice board Improving connectivity and permeability through promotion of the Yellow Rock Trail, access to National Parks and a trail to Jerrys Plains, including a number of visual amenity and infrastructure upgrades in the village centre Improving wellbeing and amenity through upgrades to the Bulga Community Hall, St Mark's Church, Bulga Recreational Grounds, Bulga Stock Reserve and Wetland and Wollombi Brook Improving adaptability and flexibility by facilitating events throughout the village and development of a Heritage Trail

Source: Singleton Council, Place Making strategy (2015; Singleton Council, Singleton Village Master Plan (2014)

E3 Capitals Analysis

In the development of the profile, the Sustainable Livelihoods Approach (Department for International Development (DFID), 1999) has been utilised to provide a comprehensive understanding of the relevant communities proximate to the Project and to evaluate their resilience and sensitivity to change. This approach is consistent with the approach undertaken in the SIOA (2016).

The DFID approach draws on broad categories of community capitals as a fundamental basis to identifying and further enhancing community capacity and resilience. According to DFID, a livelihood

includes the capabilities, assets (including both material and social resources) and activities required for people to meet their basic needs and support their well-being.

A livelihood is considered sustainable “...when it can cope with and recover from stresses and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base”.

Elements of each capital area are further outlined in *Figure E-2*.

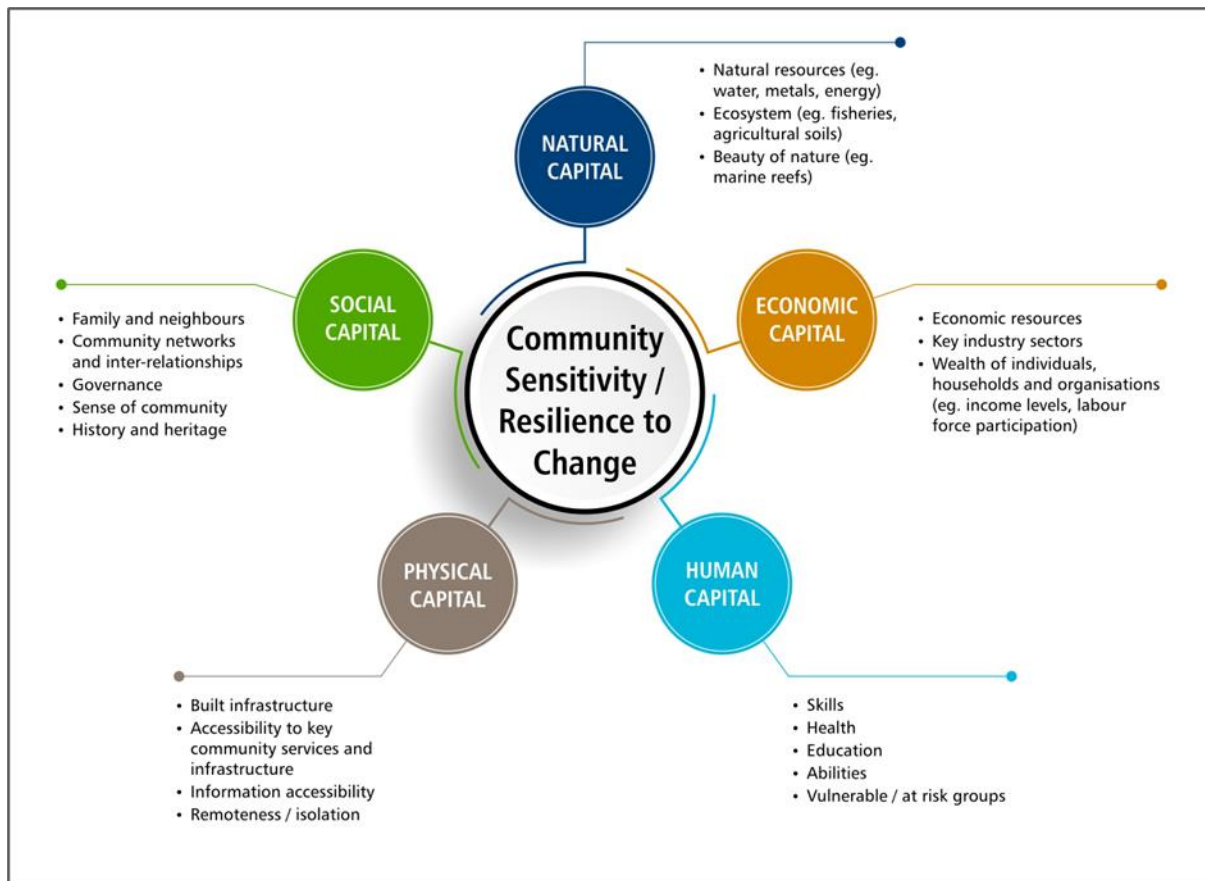


Figure E-2 Capital Framework (adapted from Coakes and Sadler 2011)

This section summarises key elements of the profile using ABS data that was utilised in the SIOA and updated data from updated social indicator datasets, e.g. ABS Census 2016. To remain consistent with the SIOA report, data has been collected at the SA1 level for the areas of Maison Dieu, Jerrys Plains, Warkworth and Bulga.

Table E-3 provides a summary of 2011 and 2016 ABS data by area.

Table E-3: Capitals Summary Table – Maison Dieu, Jerrys Plains, Warkworth, Bulga, Singleton LGA, NSW (ABS 2011, 2016)

	Maison Dieu (SA1)			Jerrys Plains (SA1)			Warkworth (SA1)			Bulga (SA1)			Singleton (LGA)			NSW		
	2011	2016	Change 2011 to 2016	2011	2016	Change 2011 to 2016	2011	2016	Change 2011 to 2016	2011	2016	Change 2011 to 2016	2011	2016	Change 2011 to 2016	2011	2016	Change 2011 to 2016
Economic Capital																		
Employed full-time (%)	72.5	53.2	↓	68.5	64.9	↓	65.3	68.5	↑	62.9	57.2	↓	65.0	59.5	↓	60.2	59.2	-
Employed part-time (%)	23.8	34.2	↑	25.5	22.4	↓	25.5	21.9	↓	21.0	27.1	↑	25.4	29.0	↑	28.2	29.7	-
Unemployed (%)	3.8	3.8		1.5	4.5	↑	4.1	5.5	↑	4.3	6.0	↑	3.3	6.1	↑	5.9	6.3	-
Top Industry of Employment (%)	20.0 Coal Mining	31.0 Coal Mining	↑	18.7 Coal Mining	29.3 Coal Mining	↑	20.4 Coal Mining	25.0 Coal Mining	↑	21.1 Coal Mining	34.9 Coal Mining	↑	24.5 Mining	23.4 Mining	-	12.0 Healthcare & Social Assistance	12.5 Healthcare & Social Assistance	-
Median household income (\$/weekly)*	\$1,583	\$2,091	↑	\$1,708	\$1,437	↓	\$1,458	\$2,031	↑	\$1,852	\$1,553	↓	\$1,663	\$1,682	-	\$1,233	\$1,482	↑
Median rent (\$/weekly)*	\$240	\$260		\$108	\$113		\$200	\$293	↑	\$200	\$325	↑	\$260	\$280	-	\$300	\$380	↑
Median mortgage repayment (\$/month)*	\$542	\$2600	↑	\$1,733	\$1,814	↑	\$3,527	\$2,301	↓	\$2,200	\$1,733	↓	\$2,000	\$1,950	-	\$1,993	\$1,986	-

	Maison Dieu (SA1)			Jerrys Plains (SA1)			Warkworth (SA1)			Bulga (SA1)			Singleton (LGA)			NSW		
Human Capital																		
Population size (persons)	162	181	↑	370	288	↓	181	163	↓	358	354	-	22,694	22,987	↑	6,917,658	7,480,228	↑
Indigenous population (%)	1.8	7.0	↑	2.4	4.8	↑	2.2	1.8	↓	8.3	8.7	-	3.9	6.1	↑	2.6	3.1	-
Occupied Private Dwellings	51	49	↓	138	98	↓	62	46	↓	112	107	↓	7,759	7,746	-	2,471,299	2,604,320	↑
Family household (%)	84.3	87.2	↑	83.7	78.7	↓	77.8	93	↑	95.5	89.6	↓	72.9	70.0	↓	68.4	68.6	-
Lone person household (%)	15.7	12.8	↓	16.3	21.3	↑	17.5	7	↓	4.5	10.4	↑	20.6	22.2	↑	24.2	23.8	-
Group household (%)	0	0	-	0	0	-	4.8	0	↓	0	0.0	-	2.6	2.1	-	3.8	4.2	-
Left school at Year 10 or below, including no education (%)	-	34.1	-	-	29.1	-	-	30.6	-	-	28.7	-	-	28.1	-	-	24.6	-

E3.1 Natural Capital

The area surrounding the United Wambo is rich in natural capital. Mining is a prominent local land use, with the United Wambo, Wambo Underground, Hunter Valley Operations and Mount Thorley Warkworth mines located in the immediate vicinity. Grazing operations are widespread throughout the surrounding area, occurring at a number of properties along the Golden Highway, surrounding areas and the outskirts of Jerrys Plains, with dairying also occurring on the more productive alluvial floodplains of the Hunter River. Irrigated agriculture is also currently being undertaken along the alluvial floodplains of the Hunter River to the north of the Golden Highway.

In regard to other agricultural activities, closest viticulture critical industry cluster (CIC) is located in the Bulga area approximately five kilometres south of the Project Area.

An equine CIC is mapped approximately six kilometres north-west of the Project Area. The Coolmore horse stud is located to the north-west of Jerrys Plains, approximately 14 kilometres from the Project Area.

E3.2 Economic Capital

The unemployment rate in Singleton LGA as of December 2019 was 3.8%. This rate has fallen slightly from 4.3% in June 2019 to 4.2% in September 2019. At the time of the SIOA, it was reported that the unemployment rate was 6.1% in 2016 with unemployment rates for the study areas of Maison Dieu, Jerrys Plains, Warkworth and Bulga falling below the Singleton LGA and the State average (refer to *Table E-3*).

Top Industry Of Employment

The region of Singleton LGA is heavily invested in the mining industry with coal mining representing the largest industry of employment for each of the relevant study areas at the 2016 Census. Furthermore, Maison Dieu, Jerrys Plains, Warkworth and Bulga have all seen a proportional increase in the number of people employed in coal mining from 2011 to 2016 (refer to *Table E-3*).

Income And Housing Affordability

At the 2016 Census, the cost of living in Jerrys Plains was relatively low compared to the broader Singleton LGA or NSW, while median weekly household income was relatively high. However, income levels have fallen slightly since 2011, in response to the contraction in mining activity. Conversely, living costs have increased substantially since 2011 in Maison Dieu and Warkworth along with income levels.

Rent in Bulga had increased dramatically from 2011 to 2016. This was accompanied by a corresponding decrease to monthly mortgage repayments and income (refer to *Table E-3*).

E3.3 Human Capital

Population

As at the 2011 ABS Census, the population of the Jerrys Plains was 370, with a lower proportion of Aboriginal and Torres Strait Islander people compared with the broader Singleton LGA (refer *Table E-3*). As at the 2016 Census, the population had decreased further to 288 with the Indigenous population increasing from nine to 14 people.

A decrease in the population was also seen in Warkworth from 181 in 2011 to 163 in 2016. The population of Bulga remained stable with 354 people as of 2016, whereas the population of Maison

Dieu increased slightly from 162 in 2011 to 181 in 2016. The Indigenous population in Maison Dieu also increased from approximately three people to 13.

Household Composition

The study areas generally comprised family households with a smaller portion of lone person households in 2016. Proportionally, there were far fewer lone person households in each of the study areas than Singleton LGA and the NSW average.

Education

In 2011, the level of non-school education in Warkworth and Singleton LGA was lower than for NSW, with 27% of the population attaining a non-school qualification versus 37% for NSW. For those studying, there was a higher concentration involved in courses in engineering and related technologies in both Warkworth and Singleton compared to NSW, in which the largest field of study is management and commerce (refer to SIOA). This is likely to be related to the high proportion of those employed in mining and related industries.

Post-secondary education levels in Jerrys Plains were much higher than the NSW average, with 60.2% having completed post-secondary education, compared to 37% for NSW (ABS Census 2011).

Given the proximity of Maison Dieu and Bulga to Singleton, it is not unexpected that the level of non-school education was very similar in 2011. As is the case in Singleton, there is also a high concentration of those educated in the fields of engineering and related technologies in Maison Dieu (refer to SIOA).

E3.4 Social Capital

Single Parent Families

While there has been some fluctuation in the proportion of single parent families for each of the study areas between the 2011 and 2016 Censuses, it has remained relatively low, falling well below the Singleton LGA and the state average (*refer to Table E-3*). The largest change is found in Maison Dieu where 8.5% of families were single parent families in 2011 which decreased to 0% in 2016. Conversely, the proportion of single parent families increased in Warkworth from 0% to 7%.

Volunteering

At the 2016 Census the township of Bulga had a very large proportion of people volunteering with 29.2%, an increase from 23.5% in 2011. Maison Dieu and Jerrys Plains were more in line with the Singleton LGA average (23%) with 22.4% and 24% respectively (in 2016), indicating a relatively high level of community participation.

Volunteering in Warkworth was low, with only 11% of people aged 15 years and above participating in volunteering activities.

Mobility

Mobility rates across Maison Dieu, Jerrys Plains and Warkworth have decreased since the SIOA, with lower proportions of the population living at a different address five years ago in the 2016 Census, compared with 2011. For Bulga, these properties have increased between the Census periods, but still remain below the NSW average of 39%. Levels of mobility for the Singleton LGA have remained stable between 2011 (38%) to 2016 (37%) (ABS, 2016).

Cultural Diversity

Maison Dieu, as with other localities in the area, is considered less multicultural than NSW overall with only 2.3% of the total population born overseas as of the 2016 Census (a decrease from 3.6% in 2011).

The township of Jerrys Plains is considered less culturally diverse than NSW overall, with only 18% of the total population born overseas, in contrast to 31.4% in NSW. However, this proportion has increased from 10% since 2011 (refer to SIOA).

For Singleton LGA and Bulga, this proportion has remained stable between 2011 and 2016 but is still below the NSW average (8.6% and 10.2% in 2016, respectively).

E3.5 Physical Capital

Household Ownership

The number of houses that are owned or being purchased as of 2016 ABS Census increased in Maison Dieu, Jerrys Plains and Warkworth between 2011 to 2016, with the proportion of houses being rented decreasing (refer to **Table E-3**). The most notable decrease in the proportion of houses being rented was seen in Jerrys Plains, where it fell from 30.8% in 2011 to 18.3% in 2016, followed by Warkworth, where it fell from 42.9% to 36.2%. Aside from Warkworth, all study areas indicate a lower proportion of rentals than the state average (31.8%).

Community Facilities

There are few community facilities available in Warkworth: St Philip's Anglican Church holds services on the first and third Sunday of each month, and there are irregular events held at the Warkworth Community Hall. A notable event is the annual carols service held at the Hall each Christmas.

Jim Johnstone Park is a well-maintained sports oval with play equipment and recently updated amenities. It is used as a stopping point for RVs and other travellers along the Golden Highway and is anecdotally used as a place where workers from the nearby Wambo mine go for a "smoko", as no smoking is permitted on mine property.

The privately operated Hunter Valley Gliding Club and the Singleton Clay Target Club are also located to the north of Warkworth.

In addition to the residential areas, Bulga is also the regional headquarters for the Rural Fire Service and is the home of the Hunter Valley RFS Helicopter base and the National Parks and Wildlife Service office. The town has a police station, historic scout hall (the old school), a historic church, recreational grounds with tennis courts, a hotel, a service station and bottle store, community hall, orchards and olive groves, vineyards and a horse stud (Bulga Milbrodale Progress Association, 2016).

Health Services

There are no medical services available in Jerrys Plains, Maison Dieu and Bulga. However, there are a wide range of health/medical services available in Singleton.

Summary

The capitals analysis has highlighted some key demographic changes in the study communities and Singleton LGA since the SIOA was completed in 2016:

- unemployment in the Singleton LGA has continued to decline;
- coal mining remains the top industry of employment across the study communities;
- income levels across the study communities have fluctuated but remain above the NSW average (except for Jerrys Plains, which is slightly lower);
- population numbers have declined in both Jerrys Plains and Warkworth;

- levels of community participation and volunteering have fluctuated but remain higher than the NSW average (except for Warkworth where volunteering rates are lower);
- the proportion of houses that are rented has decreased; and
- community services and facilities in the communities have remained the same.

In addition, this section has highlighted the strong natural capital of the area and associated key industries including mining, agriculture and equine within the Singleton LGA. Across the study communities and the broader LGA, education attainment, as of the 2016 Census, was lower than the State average, with higher proportions of the population leaving school at Year 10 or below and Certificate III being the most common level of education (with the exception of Maison Dieu, where the most common educational attainment was Year 10).

Appendix F - Social Impacts and Opportunities Assessment 2016

A detailed SIOA was undertaken for the United Wambo during the preparation of the EIS in 2016. The SIOA assessed the potential social impacts associated with the development of the United Wambo Project on local and regional communities and identified relevant management and enhancement strategies to address the predicted social impacts.

As identified in Section 4.3, a comprehensive stakeholder engagement program was also implemented with the aim of involving stakeholders in the project planning process, identifying perceived impacts as a result of the Project and measures to manage or enhance these impacts.

Table F-1 outlines the key impacts raised by stakeholders through the SIOA and assigns each impact a risk ranking based on the social impact plot© , which considers the technical and stakeholder perceived risks assessed.

The SIOA was completed prior to the introduction of the SIA Guidelines (DPIE, 2017a), therefore, the impact plot has been used as a way of prioritising impacts based on a ranking of both technical and stakeholder perceived impact (i.e. hazard and matters of importance to the community – perceived risk) using a scale of ‘low’, ‘medium’, or ‘high’.

Technical risks relate to the level of impact, assessed by specialists, that have the potential to impact on the social fabric of the locality and wider region. Stakeholder perceived risks relate to the perception and experience of these technical risks by stakeholders within a given community. For example, while a technical risk may be considered low, if it is experienced in a subjectively significant way, further work to improve mitigation, management and communication of the risk may be required, even if the technical impact is predicted to be low.

Each impact theme was assessed within the SIOA with consideration of:

- the importance of each theme for Project stakeholders as identified through the consultation program, with the level of perceived stakeholder concern rated according to the following categories:
 - High (red) - high level of current or potential for future concern;
 - Moderate (amber) – moderate level of current or potential for future concern; and
 - Low (green) – low level of current or potential for future concern;
- the assessment of social risks and impacts, including review and analysis of relevant secondary data, and identification of any opportunities that arise within each theme;
- the outcomes of specialist environmental studies that had implications for the SIOA; and
- current and proposed mitigation and management measures to improve Project design and operation and social/community impact outcomes.

The table below also takes into consideration outcomes of the GCAA perception survey (2018) that has been used to assist in ranking perceived impacts of the mining operation from the perspectives of regional community stakeholders.

Table F-1 Social Impact Ranking (SIOA, 2016)

Social Impact	Geographic scope	Stakeholders impacted	Perceived Stakeholder risk	Mitigated technical risk
Dust emissions – impact on social amenity	Local area	Local residents	High	Medium
		Regional community	Medium	Low
Noise emissions – impact on social amenity	Local area	Local residents	High	Medium
Visual amenity impacts	Singleton LGA	Local residents	Medium	Medium
		Road users (including visitors)	Medium	Medium
Blasting - impact on social amenity	Local area Singleton LGA	Residents of Warkworth	Medium	Medium
		Other local residents	Medium	Low
Traffic – impacts on social amenity	Local area Singleton LGA	Local residents	Low	Low
		Travellers	Low	Low
Impacts on surroundings - land management and future land use	Local area Singleton LGA	Local landholders and other land users	Medium	Low
		Regional stakeholders	Low	Low
		Neighbouring mine sites	Low	Low
Impact on surroundings and ecological values	Local area Singleton LGA Hunter region (bio-region)	Local residents	Low	Medium
		Regional community	Low	Medium
		Environmental NGOs	Medium	Medium
		Government agencies	Low	Medium
Impact on surroundings – access to and use of water (ground and surface)	Local area Singleton LGA Hunter Catchment Hunter Region	Local residents	Medium	Low
		Water users	Medium	Low
		Regional community	Low	Low
Impacts on surroundings - greenhouse gases	National	Local residents	Low	Medium
		Regional community	Medium	Medium
		Businesses	Low	Medium
		Government	Low	Medium
Impacts on Community - population change	Singleton LGA	Regional community	High (positive)	Low
	Wider region			
Access to and use of infrastructure, services and facilities - housing	Singleton LGA Wider region	Regional community	Low	Low
Impacts on Community - sense of community	Local area Singleton LGA	Local residents	Medium (positive)	Medium (positive)
		Aboriginal stakeholders	Low	Medium (positive)

Social Impact	Geographic scope	Stakeholders impacted	Perceived Stakeholder risk	Mitigated technical risk
		Regional community		Medium (positive)
Impacts on Way of Life -economic benefits and sustainability	Local area	Local residents	Medium (positive)	Medium (positive)
		Wider community	Medium (positive)	Medium (positive)
Impacts on social amenity - cumulative impacts	Local area wider region	Local Residents	Medium	Medium
		Wider community	Low	Low

In the development of the SIMP, a subsequent round of engagement was undertaken to validate the salience of social impacts associated with the Project, using the outcomes of the SIOA (2016). Outcomes of the tri-annual GCAA perception survey were also assessed to identify whether the importance of social impacts, from a stakeholder and community perspective, had changed over time, since the Project was approved.

Figure F-1 demonstrates the consistency of perceived social impacts of the Project identified by stakeholders from the original SIOA scoping phase and the subsequent response to submissions (RTS) phase of the EIS in 2016, to the GCAA 2018 perception survey and in relation to the more recent engagement activities undertaken in the development of the Project SIMP.

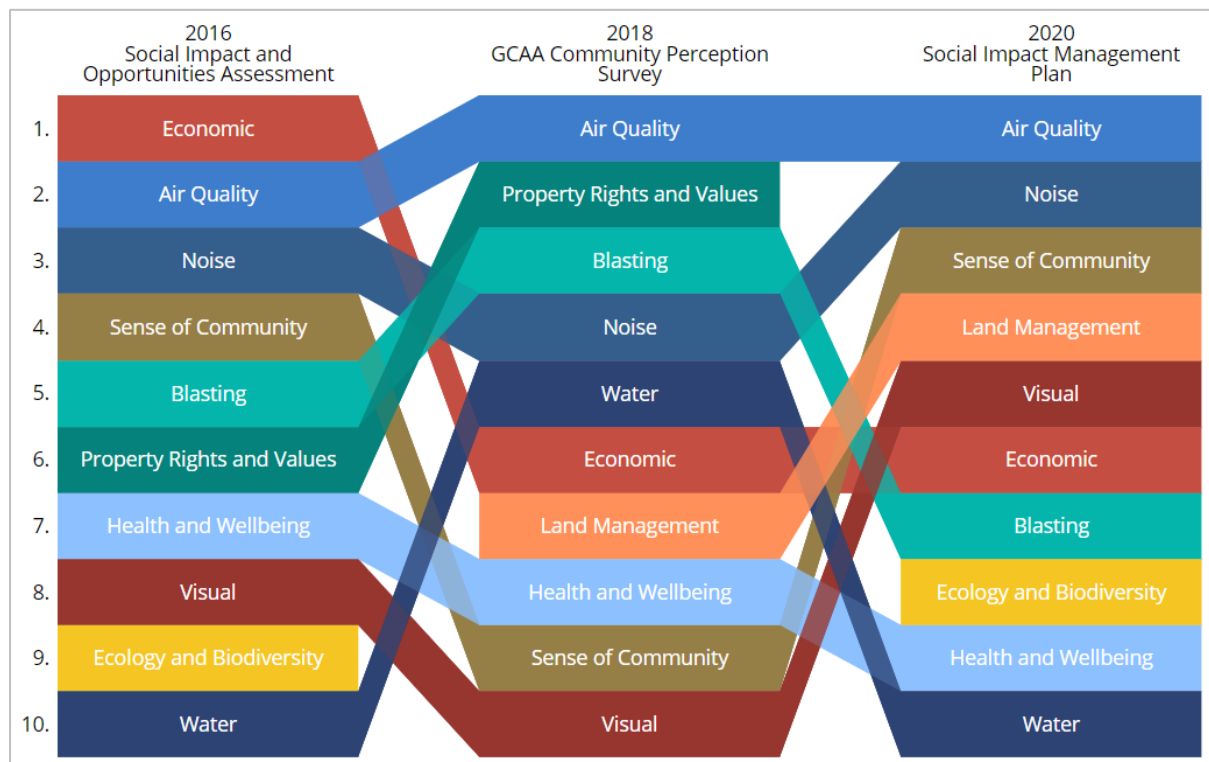


Figure F-1: Perceived Impacts – Change Over Time
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The following sections provide a summary of the social impacts and opportunities that have been identified as the most salient by community stakeholders across the various rounds of community engagement.

F.1 Impacts on Social Amenity

F.1.1 Air Quality

Air quality (dust) was identified by stakeholders (local and regional) consistently as having an impact on social amenity throughout the SIOA phase and has remained the most frequently raised social impact during recent stakeholder engagement activities. Existing operational issues relating to air quality were raised, as well as concerns that further Project development may further exacerbate air quality impacts. Stakeholders also noted the inherent difficulties in assigning dust impacts to particular projects and operations during SIOA interviews, given the presence of a number of mining operations in the area. A number of stakeholders also noted concerns relating to dust from blasting.

During recent engagement discussions in preparation of the SIMP, the reporting of average dust limits was called into question by some landholders who were of the view that the averaging of data across 24-hour periods minimises the impact of dust concerns hour to hour, particularly on days of high winds and dust deposition (i.e. the attachment of particles to surfaces).

Residents raised concerns about the impact of dust on their lifestyle/way of life, highlighting disruption to their way of life as a result of their inability to open windows and hang washing outside.

The community raised the need for more air quality monitors throughout Jerrys Plains to measure air quality and to further inform management practices (further discussed in **Appendix H -**).

F.1.2 Noise

Noise was another key issue raised by local community stakeholders and has been consistently noted when discussing the impact on social amenity from both existing operations and the Project more specifically. Noise has also been consistently identified as one of the top operational complaints received each year through the complaints hotline.

During the SIOA, neighbouring landholders were concerned about general operational noise and machinery (e.g. dozer tracks) and noise from blasting. Landholders acknowledged improved management of noise emissions since the 2016 engagement program, specifically relating to the installation of noise attenuation on plant equipment and the use of silent beepers on mine vehicles.

Recent consultation activities conducted for the SIMP revealed that noise stemming from traffic and shift changes, particularly during the early morning hours, also had an effect on the social amenity of local residents, particularly at night. Additionally, landholders noted noise from blasting as having an impact on their social amenity.

In accordance with DPE's Voluntary Land Acquisition and Mitigation Policy, four properties were provided with voluntary acquisition rights under development consent granted for the Project. The noise impact assessment also found that 16 residences fall within the active noise management zone for the Project and will, therefore, have access to property-based noise mitigation measures on request.

F.1.3 Visual

Visual amenity was raised as an issue of concern to local community stakeholders during the SIOA, with key issues relating to decreased amenity and impact on rural outlook. Impacts of lighting from night operations and beautification of the final landform were also raised. An after-hours direct line of contact to United Wambo personnel was requested by landholders to provide immediate remediation of lighting impacts.

Progressive rehabilitation was also identified during recent stakeholder engagement as a suggested mitigation measure to reduce visual impacts and to beautify the area. Landholders also noted a desire for United Wambo to ensure that any permanent noise and visual bunds created as part of the Project to be shaped as natural landforms.

Current visual screening activities by United Wambo in areas of high Project visibility, particularly along the Golden Highway, were also positively acknowledged during recent engagement activities. Landholders also requested United Wambo consider further tree planting activities on private property to address visual amenity.

F.2 Impacts on Surroundings

F.2.1 Land Management

Landholders identified issues associated with land management and rehabilitation as an area of considerable interest, both in terms of opportunities and risks/concerns in the SIOA and again in subsequent rounds of engagement. Concerns related to current land management practices, including weed, pest and wild animal control on mine-owned land and offset areas, and the impact on residents' way of life and farming practices. Improved communication and coordination of land management activities between landholders and multiple neighbouring mine sites in the area, was identified as a mechanism to better proactively manage land, pest and weeds on a broad scale.

Future land uses for rehabilitated and mine-owned lands after completion of the Project was a point of discussion, with landholders indicating a preference for land to be returned to grazing and pastoral land.

F.2.2 Water

Impacts to water resources were raised consistently throughout the stakeholder consultation programs that have been undertaken for both the SIOA and the SIMP, particularly the cumulative impact of coal mining activities on ground and surface water quality and supply and community access and use of local water sources. The impact was of particular concern to stakeholders engaged as part of the SIMP development, due to the drought conditions that have affected the Upper Hunter region in the past 12 months. Impacts included greater salinity and lower than normal volumes in natural and man-made water bodies.

F.2.3 Ecology and Biodiversity

Agency submissions during the exhibition phase of the EIS noted potential ecological impacts, particularly in relation to critically endangered flora and fauna species, land clearing and management of offset areas. Community consultation activities revealed more general ecological concerns associated with environmental degradation and progressive rehabilitation.

Greenhouse gases

Climate change and greenhouse gases were not widely discussed during stakeholder consultations. This impact has been raised more frequently over subsequent rounds of engagement, given the growing level of concern in the wider community, with this view emphasising the cumulative nature of mining and its impacts nationally and globally.

In approving the project, the Independent Planning Commission imposed a condition that United Wambo must develop an Export Management Plan which outlines that product could only be exported to parties to the Paris Agreement within the United Nations Framework Convention on Climate Change or countries that the Planning Secretary considers have policies for reducing greenhouse gas emissions.

F.3 Health and Wellbeing Impacts

Health and wellbeing issues were raised largely in relation to the related impacts of air quality and noise. One of the most frequent concerns noted by stakeholders when discussing air quality was the perceived and experienced impacts to health and the potential for exacerbation of respiratory illnesses, e.g. asthma, as well as potential health impacts due to the presence of dust in water tanks.

Health impacts also extended to livestock, with dust reported as being deposited in stock drinking water.

In relation to the impact of noise on health and wellbeing, residents particularly noted sleep deprivation due to interruption from noise from the operations at night.

Community suggested mitigation measures to address impacts on health and wellbeing were similar to those suggested for addressing impacts of dust and noise on social amenity, namely, further provisions to houses in proximity to the operations, including air conditioning and double-glazing.

F.3.1 Economic Impacts on Way of Life

The regional economic benefits attributed to the presence of the United Wambo was raised consistently as the top positive impact by stakeholders over the various engagement rounds. Noted benefits included the generation of local employment, opportunities for local suppliers, social investment (i.e. funding for community groups, programs and/or infrastructure, as well as in kind or volunteering) and the flow on effects associated with existing and continued employee and supplier expenditure within the region.

There were a number of suggestions provided by community stakeholders that related to ensuring that the benefits and opportunities associated with the Project were realised and how community investment enhanced to address community needs and aspirations.

F.4 Personal and Property Rights

Blasting was identified as a key concern regarding both existing operations and the Project during the SIOA and through recent consultation with landholders. Specific concerns relating to structural damage and subsequent property devaluation to residences and businesses remain current concerns for landholders.

Blasting was the second most common complaint through the Wambo community hotline between 2011 and 2014. While it dropped to the third most common complaint in 2018 (receiving only seven complaints in 2018, compared to 44 received for noise), it again was the second most common complaint in 2019, with six complaints recorded. Blasting complaints often referred to noise and vibration, with many residents noting blasts shaking their houses, windows or sheds. Fume generated from blasting were also noted.

Blast notifications 24 hours prior to blast events were identified as a mechanism to minimise disruption associated with blasting activities to afford time for local residents to organise and/or adapt routine family, stock and/or travel commitments.

F.5 Impacts on Community

Changes to population were a fundamental impact reported within the SIOA. Population change is usually described as a first order social impact which has the potential to create a number of second order social impacts such as impacts on access to community infrastructure and services, and changes in sense of community and social cohesion.

There is anticipated to be a large population influx associated with the Project with modelling included within the EIS/SIOA suggesting a peak operational workforce of 500 people (250 new operational employees joining a continuing operational workforce of approximately 250), with an anticipated 120 employees in the construction phase. These population changes have the potential to impact on the existing sense of community in the area. It is also noted that four properties were afforded voluntary acquisition rights in the Conditions of Approval for the Project.

Strategies identified during engagement to manage the negative impacts associated with a change in population largely centred on increasing the sense of community within the area through continued community investment (refer **Appendix H** - for further information).

Changes in sense of community can occur as a result of many factors, including changes in population and adjustments to land use.

Overall, in relation to the sense of community within each of the localities relevant to the Project, it is considered that there is a perception that the Project may provide opportunities for improvements in sense of community. During engagement for the SIMP, a number of participants outlined that they felt the community in Jerrys Plains was somewhat divided between those residents with farming backgrounds and those residents who have moved to the area for mining employment. Participants suggested that there was an opportunity for United Wambo to assist in sponsoring community events to bring community residents together.

F.6 Cumulative Impacts

Much of the discussion in relation to cumulative impacts centred around the presence of mining more generally within the locality, given the number of mining operations in the area. Issues relating to social amenity and impacts on sense of community were heightened as a result of the cumulative nature of impacts collectively from mining operations.

From a cumulative impact perspective, a number of strategies/plans have been developed to address cumulative impacts in the region including:

- adherence to State and Commonwealth Government biodiversity offset policies – providing for offsetting of biodiversity impacts to mitigate cumulative impacts at a regional scale;
- Hunter River Salinity Trading Scheme – to provide for sustainable salt levels in the Hunter River;
- Water Sharing Plans for the key water sources of relevance to the Project – to provide for the sustainable use of the State's water resources and ensure adequate water for environmental flows;
- cumulative air quality modelling approaches and the development of the Upper Hunter Air Quality Monitoring Network – to provide data on regional dust levels to assist government to make informed decisions about future development and policy relating to air quality;
- corporate partnerships within the region to encourage skills development and mutually beneficial outcomes across the industry and wider community, including the Upper Hunter Mining Dialogue process;

- the Upper Hunter Strategic Land Use Plan, the Synoptic Plan: Integrated landscapes for coal mine rehabilitation in the Hunter Valley – to maintain important agricultural areas and resources; and
- Draft Hunter Strategic Plan.

Nonetheless, social amenity impacts remain significant for those who reside in proximity to multiple mining operations.

Appendix G - United Wambo Documentation and Engagement

There are a range of data sources and studies that are relevant to the SIMP and have been reviewed during the Plan's preparation.

In particular, it has been important to understand the social impacts and opportunities that are associated with the Project as well as identify any additional social impacts that have been raised or identified during the submissions phase of the Project. Key studies, strategies and plans reviewed during the preparation of the SIMP are summarised in **Table G-1**.

Table G-1: Secondary Data Analysis

Source	Description
Response to Submissions Report	The EIS for the Project was placed on public exhibition from 11 August 2016 to 22 September 2016. During the public exhibition period, a total of 103 submissions were received in relation to the Project, including 78 from community members. To support preparation of the SIMP, an analysis of received submissions has been undertaken.
GCAA Perception Survey (2018)	<i>A community perception survey undertaken by GCAA every three years in neighbouring and regional communities proximal to the company's operations in NSW and QLD was also reviewed. The purpose of this survey is to provide GCAA with a greater understanding of stakeholder issues and needs relating to company activities, past and present; and to assist in driving business improvement in the areas of environmental performance, stakeholder engagement and community development.</i> <i>The most recent survey was undertaken by Umwelt, on behalf of GCAA, during July/August 2018. In the 2018 survey, 21 proximal landholders to the United Wambo operation were consulted via telephone interviews, with residents in the wider Singleton area (N=149) also contacted through a random survey. Data relating to this survey is further discussed in Appendix J - Appendix J -</i>
Complaints Analysis	Complaints data collected and collated by Wambo has been used to confirm the validity of the impacts raised through consultation. Publicly available complaints data from 2011-2014 was analysed as part of the SIOA for the Project and, subsequently, complaints data from 2018 and 2019 has also been assessed in preparation of the SIMP.
Environmental Management Plans	A number of Environmental Management Plans (EMPs) have been developed in accordance with Development Consent Conditions to provide clarity of the proposed environmental management and mitigation measures that will be implemented throughout the various stages of the Project. Key EMPs reviewed in the development of the SIMP include: • Construction Environmental Management Plan (CEMP) • Noise Management Plan; • Blast Management Plan; • Air Quality and Greenhouse Gas Management Plan; • Biodiversity Management Plan; • Historic Heritage Management Plan; and • Aboriginal Cultural Heritage Management Plan.

G.1 Engagement to Support SIMP Development

G.1.1 SIOA Engagement

Engagement with key stakeholders has been a key component in the development of the SIMP, as required in Condition B108 (b).

In 2015 and 2016, Umwelt and the United Wambo undertook an extensive engagement program to support an assessment of the social impacts and opportunities associated with the Project (SIOA, 2016)). Engagement was undertaken at key phases of the SIOA, namely the scoping of opportunities, issues and impacts associated with the Project and the development of appropriate strategies to address and mitigate potential negative social impacts and to enhance the positive impacts of the Project.

The SIOA engagement program had the following key objectives:

- to identify key issues of interest or concern to inform the environmental assessment process; and
- to work together with stakeholder to mitigate and enhance predicted social issues and impacts.

As part of the SIOA program for the Project, a wide range of stakeholders were identified and involved in the program including:

- local landholders and residents residing in proximity to Project operations;
- United and Wambo employees and suppliers;
- local community and environmental groups and organisations;
- State and Commonwealth Government agencies;
- Local Government representatives;
- State and Federal Elected Representatives;
- local business and business chambers/groups; and
- service providers, including education (e.g. Jerrys Plains Public School) and emergency services.

Table G-2 provides an overview of the number of stakeholders that were consulted across each stakeholder group category. 665 stakeholders participated in the SIOA engagement program which involved personal meetings, project briefings, Community Information Session, surveys, and a community workshop (see SIOA 2016 for more details). In addition, 550 Project newsletters were distributed resulting in over 700 stakeholders being engaged as part of the overall assessment process.

Table G-2: SIOA Consultation Summary (2016)

Stakeholder Category	Number of Participants
Landholders/local residents	116
Local community groups, businesses and service providers	13
Neighbouring mining companies	2
State/Federal Government Agencies, committees or boards	14
Local Government	1

Stakeholder Category	Number of Participants
Infrastructure service providers	6
Aboriginal stakeholders	83
Wambo/United employees and contractors	319
Wambo/United suppliers	111
Total	665

Source: SIOA (2016)

Appendix H - Community Identified Strategies

During consultation activities to support the preparation of the SIMP, participants raised a number of suggested strategies to be considered in the management of social impacts. These suggestions were identified in surveys and informal interviews conducted with 18 participants (including two CCC members, two business representatives, two community group members and 12 landholders/ residents); and during the focus group which involved five local landholders/ residents, two local business representatives and one community group representative (see Section 4.3).

The strategies that have been considered in the SIMP, identified by these stakeholders are outlined in **Table H-1**. with relevant commitments incorporated in the specific commitment's registers for each Plan, unless specified otherwise the strategies in **Table H-1** will be implemented as part of the SIMP.

Table H-1: Community Identified strategies for consideration in the SIMP

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Impacts on social amenity/ health and wellbeing – air quality	
Baseline water quality testing – domestic tank water	On request
Cleaning of water tanks annually	Tank inspection and cleaning program to be implemented as per .
Installation of water filters on tanks and taps	Installation of first flush filter systems for resident water tanks and domestic taps for residences as per .
Changing water tank filters regularly	Assess need and develop appropriate schedule
Outline mitigation rights of proximal landholders – provision of greater clarity around eligibility of landholders within the four-kilometre radius and suite of mitigation measures available	Mitigation rights are outlined in Section 4.3 of this document
Provide regular operational updates and environmental monitoring data to local landholders via a dedicated quarterly environmental monitoring report. Information to include: Explanation of current air quality standards Comparison of air quality monitoring results with relevant amenity and health criteria and standards Communication of any operational design changes relating to air quality Record of community complaints relating to air quality Report on seasonal variation and dust particulate characterisation (e.g. relative ratios of mine dust vs agricultural dust, impacts of weather conditions etc) Provide comparison of monitoring data with 2018 modelling predictions	Quarterly Report provided on website to be updated to include additional information as per section 5.5 . Annual Review provided on website will contain comparison of monitoring results with modelling predictions. Community Complaints Register published to website and updated monthly as required by Condition E16 (a) (x) of SSD 7142.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Community access to real time air quality/dust monitoring outcomes from monitoring locations	The Upper Hunter Air Quality Monitoring Network (UHAQMN) has 14 PM₁₀ monitors at various locations within the Upper Hunter which have real-time data available to the public. Monitors in close proximity to the United Wambo operations are located at Coolmore Stud just over 3km from the Jerrys Plains Village Centre, Warkworth Village, Bulga Village and Maison Dieu. Quarterly Report provided on website to be updated to include additional information including a summary of real time air quality monitoring results.
Increase number of monitoring stations: propose additional monitors to be located at the Jerrys Plains Public School (to provide a baseline to then monitor any impact on children's health) and at the end of Redmanvale Road, near fire trail	An additional monitor on Redmanvale Road in the location requested is not possible as there is no power in this area. The proposed location is 1.4km south of the existing monitor and not in an optimal location as it is further from the mine and not in the dominant wind direction. United Wambo will support the proposed campaign for Jerrys Plains School and have begun discussions with the school for the installation of the monitor.
Continued watering of mine haul roads	Undertaken as per Air Quality and Greenhouse Gas Management Plan
Undertake progressive rehabilitation to limit dust	Undertaken as per Rehabilitation Management Plan
Impacts on social amenity/ health and wellbeing – noise	
Sound attenuation on mine machinery to reduce current noise levels associated with: Machines/track noise (propose rubber tracks) Drone from the mine site (especially on damp nights)	Sound attenuation of mine machinery is undertaken as per Noise Management Plan
Driver/operator behaviour program, e.g. no beeping of horns, reduce poor language on CB radios	Included in site induction as per Noise Management Plan Maintain communication to workforce to reinforce positive driving behaviour as per <i>section 4.1</i>.
Stagger shift-change to reduce traffic noise (especially early morning traffic movements)	Production, and Maintenance and Staff have staggered shift times Currently shift start times are as follows: Staff – 6:00am and 7:30am Maintenance – 6:30am Production – 7:00am
Communicate noise monitoring results, management and outcomes, e.g. quarterly environmental monitoring newsletter	Quarterly Report provided on website to be updated to include additional information as per <i>section 5.5</i> .
Impact on surroundings/ land use and management	
Improved feral animal control (dogs, foxes, pigs, kangaroos)	

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Improved management of large areas of land that can contribute to pest and weed problems, e.g. National Park, Colinta	Pests on mine-owned lands and properties will be managed in accordance with the Biodiversity Management Plan.
Intensive trapping and baiting program: Coordinate baiting/trapping programs with other mines, local landholders and community groups	Biodiversity Management Program to be developed as per <i>section 3.2.5</i> .
Provide updates to community on land management practices and outcomes of management programs, e.g. quarterly environmental management newsletter	To be included in Annual Review provided on website as per Biodiversity Management Plan
Create a land management plan	Pests and weeds on mine-owned lands and properties will be managed in accordance with the Biodiversity Management Plan. This process will involve annual walk over inspections of rehabilitated land to identify any areas that require additional pest or weed management Biodiversity Offset properties will have Stewardship Agreements that detail pest and weed management and the requirements to monitor and report on the effectiveness of the program.
Improved management of mine-owned land and biodiversity offset land to reduce pest and weed problems and fire hazard	
Assist in the maintenance of private fences proximal to the mine site	Audit of boundary fencing on mine-owned lands and properties to be undertaken as per . Where fencing is deemed by the audit to be inadequate, fencing will be installed and maintained along all boundaries and monitoring will take place as necessary to ensure fence condition is upheld (as per Biodiversity Management Plan) in consultation with the adjoining landowner.
Agriculture Keep farming productive areas (for lease) and actively manage these properties, e.g. lucerne land Return/improve the land for agricultural purposes (not just seed enough for 'grazing' or to put cattle on) Apply best practice, e.g. Carrington Stud case study of what does not work Current prime farming land is not being used for farming practices – opportunity for land improvement and greater productivity	Mine-owned lands and properties will be managed in accordance with the Biodiversity Management Plan where relevant. Glencore owns the agricultural business Colinta Holdings Pty Ltd (Colinta), all potential farming land within the control of United Wambo will be assessed for capacity as it becomes available and if deemed appropriate will be managed by Colinta. Small areas of the United Wambo site will continue to be managed for stock grazing and agricultural purposes. Adequate fencing will be installed and maintained along all boundaries of these areas and monitoring will take place as necessary to ensure fence condition is upheld. In addition to the areas described above, land within the United Wambo site, beyond the boundary of the Conceptual Rehabilitation Area may also be exposed to stock grazing and agricultural land uses through the life of the project.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Rehabilitation Undertake progressive/incremental rehabilitation of mined areas Beautify the land so people can enjoy the rural lifestyle Implement a rehabilitation strategy Establish bunds with more natural landforms	Rehabilitation Management Plan includes; Progressive rehabilitation; Commitment to develop a Rehabilitation Strategy for implementation; Commitment to using a natural landform design for development of the final landform
Post Mining Consider alternate use of final void, e.g. recreational dam for water sports, fishing, water supply to local farmers/landholders	Two final voids will remain as a part of the final landform and will become water bodies as per the Rehabilitation Management Plan United Wambo will continue to consult with key stakeholders and local community regarding final land use with stakeholder feedback considered
Visual amenity	
Tree Screening Consider use of different tree types, e.g. native trees, fast growing trees, use of established trees (not tube stock), fruit trees, clean up dead trees (caused by drought)	Additional tree planting and landscaping using native tree species endemic to the area
Installation of a physical screen barrier (trees not growing fast enough)	
Lighting at night Provide a direct communication line to United Wambo (at night) regarding visual impairment (night driving) to affect immediate change and reduce public safety risks	The 24-hour community complaints and enquiries hotline (1800 801 440) is available for this. Complaints received by this service are currently answered by United Wambo Staff, other options are an answering service that forwards the message via email and SMS to the on-shift Mining Supervisor and members of the United Wambo JV Environment and Community team for action/ follow up.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Personal and property rights - blasting	
SMS Notifications for local residents in relation to road closures, blasting times (24-hour notice and morning of blast event, any cancellations) and use of additional mechanisms including: Advertise blasting register in school newsletter Provision of a newsletter/letter of blasting events for elderly residents without SMS access Provide a blasting notification register on website No blasting when wind conditions are extreme, when the charge is wet (to reduce plume/odour) – consider monitoring fume Plan similar/consistency in blasting times for each blast event where possible Consider use of drones for blast monitoring	SMS notification process included in Blast Management Plan. Further blast notification processes to be implemented as per .
Property damage/repair: Undertake structural assessments to home, sheds and other buildings (e.g. barns) Replace/repair damages to property from blasting damage Increase to three-kilometre radius an offer of property inspections for local residents	Baseline structural assessments will be undertaken as per <i>Table 4-4 Impact Mitigation Property Register</i>. Landholders will be provided with the baseline report and information regarding process for making a claim for repairing any damage. In the event of any damage claims, if an independent property investigation confirms the claims, and both parties agree with the findings, United Wambo will repair the damage (as per Condition B16)
Impacts on way of life/ social amenity - traffic	
Stagger starts and finish times for all staff, e.g. administration and site workers	Production, and Maintenance and Staff have staggered shift times Currently shift start times are as follows: Staff – 6:00am and 7:30am Maintenance – 6:30am Production – 7:00am
Implement employee safe driving programs – education, e.g. toolbox talks	Maintain communication to workforce to reinforce positive driving behaviour as per <i>section 4.1</i>.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Water access and use	
United Wambo to provide water to fill landholder dams if required	United Wambo is unable to fulfil this request as Water Licences and Works Approval conditions do not allow for transferring water outside of approved arrangements detailed on the aforementioned documents.
Impacts on way of life and sense of community	
Strategies identified to facilitate an improved sense of community: Community Events Support for local Christmas party/ major community events and celebrations in the local Jerrys Plains Hall Support for community courses, e.g. first aid Support for Jerrys Plains 200th year celebration event (2022), e.g. VPA Community bus – to facilitate access to community services (aged population)	Applications for support of these events is via the Glencore Community Investment Program at https://glencore.smartygrants.com.au/ United Wambo's Environment and Community team will offer support to organisations or community members in completing the applications if required. Opportunities for funding will be advertised in newsletters and during Community Information Nights
Community infrastructure and services Funding for community services such as the RFS Road upgrades, e.g. VPA Sewer connection for the town Maintenance and support for Warkworth Church and Warkworth Hall Maintenance of St James Church and community hall School funding directly to the P&C in preference of through Council (enables more flexible use of funds and will receive full funds) Provide fencing on the block of land across from the school for children to use Purchase of school bus for excursions Erection of shade sails over the park Purchasing of Jerrys Plains Tavern – to provide a meeting place for the community and support the visitor economy: Need more food businesses, e.g. café/restaurant at the tavern Erection of paid showers for campers/travellers Erection of paid power meters for campers/travellers Post office revitalisation	Appendix 9 of the SSD 7142 consent details the PA with Council and stipulates \$1.325 Million dollars to be spent on funding of community infrastructure and services for local affected communities, including Jerrys Plains and Warkworth. These strategies will be raised with Singleton Council for consideration under the PA.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Sense of place - beautification Plant more trees in main street of villages (encourage people to stop) Use fruit trees in areas where the community can stop and access the fruits, e.g. establishment of a community garden	These strategies will be raised with Singleton Council for consideration under the PA.
Impacts on way of life – employment opportunities	
Distribute/advertise job application forms when employment is available	All employment opportunities are advertised on the Glencore website at https://www.glencore.com/careers/ All tenders are managed through an online E-Tendering Portal at https://www.tenderlink.com/glencorecoal/ Local applicants for roles at United Wambo will be shortlisted for interview. Consideration of local supplier and contractors when tendering for work packages
Communicate employment application/tender process, e.g. through targeted information session and community newsletters	
Organise information nights to link local suppliers and contractors with the company	
Develop a skills and capability register for local businesses and suppliers	
Identify opportunities for local school leavers, e.g. apprenticeships/traineeships	
Prioritise 'local' employment opportunities	
Monitor and report on employment and procurement statistics	
Advertise employment opportunities in local newspapers and notice boards	
Decision-making systems - Strategies to improve community engagement	
Coordinate further workshops with community members to identify community needs	Community working group to be formed as per <i>Section 1.1.1</i>
Broaden membership of the CCC and communicate the outcomes of CCC meetings	Applications for new CCC members to be sought as per <i>Section 1.1.1</i> Minutes of CCC meetings are published to the public website as required by Condition E16 (a) (v) of SSD 7142
Improved communication around community investment opportunities and application process for funding	Applications for community investment opportunities is via the Glencore Community Investment Program website at https://glencore.smartygrants.com.au/ Information on Glencore Community Investment Program and how to apply to be included in future newsletters and/or given at Community Information Nights.
Increased communication around land access	Consultation will be undertaken with near neighbours if potentially intrusive work is planned in close proximity to their properties.

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Consideration of additional engagement mechanisms including mine site open days, development of a mobile phone application containing blasting notifications, radius of mitigation zones/measures afforded to residents, mining operation maps, environmental monitoring data and complaints mechanism	Mobile Phone App is not supported due to difficulty in development All others have been included in plan
Collective mining industry newsletter – for centralised community information, include mining operation updates with other community organisations, e.g. school, local businesses, historic society	United Wambo to investigate how this could be achieved
Six-monthly community information nights to communicate mining operation impacts/management practices and provide the community with a night to get together and network, e.g. BBQs, family days	Bi-annual Community Information Nights to be held as per the Stakeholder Engagement Plan
Six-monthly resident evaluation surveys with an incentive provided to participate at Community Information Sessions, e.g. chocolates, meat tray, raffle prize	Six-monthly Community Information Nights will have different focus, consideration of the ideas put forward for inclusion An evaluation survey will be provided to the communities of Jerrys Plains, Warkworth, Maison Dieu and Bulga annually. This survey will be available at one of the Community Information Nights and distributed along with the newsletter.
Provide and update information on the community notice board at the Jerrys Plains village park	United Wambo to discuss with the Community what information is required and add to notice board

Appendix I - Consultation Record

Stakeholder	Meeting Date	Outcome
Singleton Council	22 May 2020	Plan submitted to Council via Portal on 21 May 2020. No feedback received.
CCC	25 May 2020	Plan provided to CCC Members on 22 May 2020. No feedback received.
DPIE	9 June 2020	Comprehensive comments provided by DPIE which have been incorporated into the document.
DPIE	10 July 2020	Further comments from DPIE incorporated into the document.

Appendix J - Social Performance Management Plan – Support Strategies

J.1 Stakeholder Engagement Plan

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Key Performance Indicator (KPI)
Community	Face-to-face meetings	To <i>consult</i>: Obtain feedback on relevant matters (including perception of impacts and mitigation measures) Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships. To <i>inform</i>: Provide stakeholders with any relevant Project updates and information	Face-to-face mitigation close out meetings to be offered to acquisition and active management zone stakeholders within 4 months of all works completed, or as requested by stakeholder. Face-to-face meeting to meet new property owners as required or as requested by stakeholder.	Close out meetings complete and documented Details of face-to-face consultation are recorded and entered into Consultation Manager. Any follow-up actions are addressed within 30 days*.
	Community Newsletter	To <i>inform</i>: Provide stakeholders with information relating to operational activities, and environment and community matters.	Community newsletter to be sent out bi-annually.	Community Newsletters sent out as per schedule
	Fact Sheets	To <i>inform</i>: Provide stakeholders with information regarding specific issues / topics of concern and / or project response to particular events of significance.	Fact sheets to be provided to new property owners (delivered when identified) and tenants (contained in tenancy agreement). Fact sheets to be sent: following a blast related air quality exceedance which occurs 12 months after the last fact sheet sent date; or if new information is required to be presented.	Fact sheets provided as required

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Key Performance Indicator (KPI)
	Community Response Line	To <i>consult</i>: Provide a mechanism for stakeholders to provide feedback and raise complaints or enquiries	Community Response Line to operate 24 hours a day, 7 days a week. Response by United Wambo representative provided within 24 hours.	Community Response Line operating 24/7 Complaint response within 24hrs.
	Blast notification lists	To <i>inform</i>: Provide stakeholders with information relating to upcoming blasting activities To <i>consult</i>: Provide a mechanism for stakeholders to provide feedback and raise complaints or enquiries associated with blasting activities	Blast notification to be completed day prior to blasting.	Blast notification sent out day before blast.
	Website	To <i>inform</i>: Provide stakeholders with any relevant Project updates	Website to be updated as applicable documents become available.	Website updated as required
	Community Information Session	To <i>inform</i>: Provide stakeholders with information relating to the Project (e.g. Project/company updates) To <i>consult</i>: Obtain feedback on relevant matters (including perception of impacts and mitigation measures)	General conversation and update on current operations to be discussed at bi-annual community info session.	Community information sessions held bi-annually.
Registered Aboriginal Parties (RAPs)	Community Meetings Cultural	To <i>involve</i>: Work with stakeholders and seek advice regarding cultural heritage and social performance matters and other relevant aspects of the operation. To <i>consult</i>:	As agreed during consultation for the ACHMP, all RAPs to be invited to annual meeting. Additional meetings to be scheduled when requested or deemed necessary.	RAP meetings to be held annually

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Key Performance Indicator (KPI)
		Obtain feedback on relevant matters (including perception of impacts and mitigation measures) Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships. To <i>inform</i>: Provide stakeholders with any relevant Project updates and information		
	Website	To <i>inform</i>: Publish accessible, clear and relevant information about the operation and environment or community matters to a wide range of stakeholder.	Website to be updated as needed on a regular basis, as per Development Consent	Website updated as required
CCC	CCC meetings Annual Review	To <i>involve</i>: Provide a forum for discussion, establish a working relationship and seek advice from members on specific project matters. To <i>consult</i>: Obtain feedback on relevant matters (including perception of impacts and mitigation measures) Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships To <i>inform</i>:	CCC meetings to be held regularly as per agreement of CCC. Site tours to be arranged for CCC bi-annually or as otherwise agreed. Reports, Management Plans distributed to CCC as per Development Consent	CCC meeting to be held as per the CCC agreed frequency. CCC site tour to be held bi-annually (or as otherwise agreed) Reports, Management Plans distributed to CCC as/when required.

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Key Performance Indicator (KPI)
		Provide stakeholders with any relevant Project updates and information		
Relevant Government Agencies	Reporting as per Development Consent and lease agreements	To <i>inform</i> : Provide information as required	Dependent upon circumstances	Engagement undertaken as required, and documented
	Written correspondence as required	To <i>inform</i> : Provide information as required		
	Face to face meetings as required	Dependent upon circumstances		
	Site visits as required	To <i>inform</i> : Provide information as required		
Media	Media release, Interview	To <i>inform</i> : Provide stakeholders with any relevant Project updates and information	Media Release	Media Release/ Interview undertaken as/when required
Mining Neighbours	Face-to-face meeting when requested, phone discussion, email	Dependent upon circumstances	Dependent upon circumstances	Engagement undertaken as required, and documented
United Wambo Workforce	Communication sessions	To <i>inform</i> : Provide information as required	Meeting	Engagement undertaken as required, and documented
	Training Days	To <i>inform</i> : Provide information as required	Meeting	Delivery of training in accordance with TNA
United Wambo Contractors	Contractor Forums	To <i>inform</i> : Provide information as required	Meeting	Engagement undertaken as required, and documented

* In cases where the follow up action cannot be undertaken within this timeframe; an update will be provided to the stakeholder within the 30-day period. The timeframe for response will balance being practically feasible with meeting the stakeholder's reasonable need for a response.

J.2 Community Development Plan

The CDS outlines the specific commitments and actions proposed as part of United Wambo. The CDS is reviewed as part of routines reviews of the SPMP.

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Community enhancement – community investment							
Update and inform the SPMP: - include an update of key demographic statistics (based on updated social baseline) - articulate key focus areas for investment – in line with community needs and strategic planning - establish a small working group of invited community representatives across the villages relevant to the SPMP. Group to meet bi-annually to discuss community	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga villages Broader Singleton community Community service providers Community groups and organisations	Community is involved in identifying and prioritising investment for local benefit Community members are aware of the community investment program and funding application process Mine employees are informed and have the opportunity to participate in and contribute to community life	Alignment of focus areas with community needs and local government strategic plans Key demographic indicators e.g. population, mobility, employment by industry Community sentiment	Review in line with annual business planning process	SPMP	Formal and informal feedback from stakeholders Biannual key stakeholder engagement SPMP Surveys	 Working group

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
investment initiatives and update the company on community needs and upcoming events • afford improved communication of the details of the United Wambo community investment funds, including process and timing for funding rounds and applications • outline in-kind investments through mine employee participation in voluntary community activities and groups							
Sense of Community - Community Engagement							

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Consider extension of community engagement mechanisms to include: Hosting a mine site open day Biannual community information sessions that encourage community participation and provide an opportunity to update the community on operational activities	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Broader Singleton community	Raise and maintain awareness of key stakeholders and the broader community of operational activities and associated impacts, opportunities and management measures and to seek stakeholder input on these. Engagement mechanisms to align with community interests and needs	Community feedback on engagement preferences	Ongoing	Stakeholder Engagement Plan Community Development Strategy	Formal and informal feedback from stakeholders Biannual near neighbour engagement	 Participation in Open Days
Community Consultative Committee: CCC membership widened to include range of community representation Improved communication of CCC meeting outcomes to the wider community	CCC members Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Broader Singleton community	Community is kept informed of site information and updates Provide members of the community the opportunity to have input into relevant	Wider Community knowledge of the CCC and meeting outcomes	Ongoing	Stakeholder Engagement Plan	Formal and informal feedback from stakeholders	 CCC meetings

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Development of a dedicated CCC meeting program (12 months) Annual review/evaluation of the CCC to monitor that the group is meeting its defined objectives and to facilitate process improvements (if required)		operational related topics and issues and site projects CCC membership provides a good representation of the surrounding communities					
As outlined in the Aboriginal Cultural Heritage Management Plan (ACHMP), United Wambo will continue to consult with RAPs regarding impacts associated with mining, progression rates of the mining, rehabilitation undertaken and conservation of Aboriginal archaeological sites.	RAPs	Raise and maintain awareness of key stakeholders of United Wambo activities and associated impacts, opportunities and management measures and to seek stakeholder input on these. RAPs are kept informed of United Wambo and provided an opportunity to have input into relevant operational	RAP feedback with level and frequency of engagement	Ongoing	Aboriginal Cultural Heritage Management Plan	Formal and informal feedback from stakeholders Annual RAP meeting	 RAP meetings

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
		related topics and issues and site projects					
Surroundings - Land Use and Management, Ecological Impacts							
Undertake an audit of boundary fencing on mine- owned lands and properties	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Boundary fences to be managed and maintained.	Complete Audit	Ongoing	Biodiversity Management Plan	Biannual near neighbour engagement	
Development of a Community Land Use and Management Program including consideration of: development of a land management working group –with relevant community stakeholders and groups implementation of pest and weed management programs on mine owned land and in offset areas information provision on relevant land management practices and biodiversity targets	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Key stakeholders Wider Singleton Community Tenants Other mining operations	Land assets owned by United Wambo are managed and maintained Local community is engaged as part of land management program	Key stakeholder attendance and participation Routine property inspections to monitor land management practices Decline in pest and weeds on mine owned properties and in offset areas	Ongoing	Biodiversity Management Plan	Formal and informal feedback from stakeholders Biannual near neighbour engagement	 Working group
Greenhouse Gas Emissions							

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Provision of targeted information regarding greenhouse gas emissions, outcomes and relevant mitigation and management strategies including consideration of: fuel efficiency of haul trucks operating at the mine to reduce diesel emissions and associated emissions increasing haul truck payload to reduce the number of truck loads required high efficiency lighting, heating, ventilation and cooling systems for workshop and administrative buildings	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Key stakeholders Wider Singleton Community	Improving community awareness and knowledge of monitoring data Building trust through transparency of information provision	Provision of Annual Review	Ongoing	Air Quality and Greenhouse Gases Management Plan	Formal and informal feedback from stakeholders Biannual near neighbour engagement	
Rehabilitation/Final Land Use							
Develop a mine closure plan (including final land use options) in consultation with community stakeholders	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Key Stakeholder – including Local Government	Seek feedback from key stakeholders, including the community, early in the closure planning process, on the post-mining	Assessment of relevant land uses to maximise community benefits	Five years prior to planned Mine Closure	Rehabilitation Management Plan Operational Mine Closure Plan	Formal and informal feedback from stakeholders	

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
	Wider Singleton Community	land-use options and associated success / completion criteria Mine closure is planned and managed to minimise adverse social impacts on the surrounding communities					
Social Amenity - Traffic and Transport							
Additional strategies to address identified traffic impacts include: staggering of shift start and finish times for all staff e.g. admin and site workers	Road users Residents in Wakerworth, Jerrys Plains, Maison Dieu, Bulga	Traffic impacts (including delays and disruption) for residents are minimised	Community sentiment with impact management Number of traffic complaints received	Ongoing	Traffic Management Plan	Formal and informal feedback from stakeholders Six-monthly near neighbour engagement	
Employment							

Community Development Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Engage with the community regarding the Glencore Indigenous Employment Pathways Program to enhance employment opportunities of Aboriginal Australians living in or with connections to the Upper Hunter area	Aboriginal community residents residing in the Upper Hunter area	Aboriginal community awareness of and involvement in the program	Inclusion in Newsletter	Within 12 months of commencement of Phase 2	Stakeholder Engagement Plan ACHMP	Formal and informal feedback from pathways participants and RAPs	 RAP meetings
Monitoring and Information Provision							
Communicate the social and economic contributions of United Wambo when the data is finalised by the Corporate Team	Residents in Jerrys Plains, Bulga, Maison Dieu and Warkworth Wider Singleton community	Raise and maintain awareness of the community of United Wambo impacts and opportunities, particularly with regards to economic contribution	Inclusion in Newsletter Community knowledge and awareness	When the data is finalised by the Corporate Team	Stakeholder Engagement Plan		

J.3 Impact Mitigation Strategy

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
Social Amenity and Health and Wellbeing Impacts– Air Quality/Dust							
Tank inspection and cleaning program Communicate eligibility for mitigation and outline of the measures offered	All private residences within four kilometres of mining area Properties outside the four-kilometre radius will be considered on a case-by-case basis	Minimising air quality impacts that are associated with drinking water quality	Inspections conducted annually Number of tanks cleaned annually as required Resident feedback on tank inspection and cleaning program	Consultation with Neighbouring Mine operations on tank cleaning program Initial inspection within six months of Phase 1B commencement to provide baseline - completed Ongoing	Stakeholder Engagement Plan Air Quality and Greenhouse Gas Management Plan	Formal and informal feedback from stakeholders Biannual neighbour engagement Annual SPMP Survey	
Installation of first flush filter systems for resident water tanks and domestic taps Communicate eligibility for mitigation and outline of the measures offered	All private residences within four kilometres of mining area	Minimising air quality impacts that are associated with drinking water quality	Number of filter system installed Resident feedback on installation of first flush systems	Investigation and proposed implementation guidelines completed within six months of Phase 1B - completed Ongoing	Stakeholder Engagement Plan Air Quality and Greenhouse Gas Management Plan	Biannual neighbour engagement Annual SPMP Survey	
Implement on-site mitigation measures as outlined in the Air Quality and Greenhouse Gases Management Plan including dust suppression,	Residents in Jerrys Plains, Warkworth,	Minimising impacts associated with air quality	Compliance with air quality criteria	Ongoing	Air Quality and Greenhouse Gas	Biannual neighbour engagement	

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
progressive rehabilitation, development of barriers and bundling	Maison Dieu and Bulga				Management Plan	Annual SPMP Survey	
Facilitate a campaign of additional air quality monitoring station at Jerrys Plains School	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga Jerrys Plains Public School	Educating and involving students in air quality monitoring and management practice Minimising impacts associated with air quality	Campaign completed	Within six months of approval from the NSW Department of Education	Stakeholder Engagement Plan Air Quality and Greenhouse Gas Management Plan	Community stakeholder feedback Biannual neighbour engagement Formal/informal consultation with school	
Provision of environmental monitoring community information report Quarterly provision of targeted information regarding air quality monitoring activities, outcomes and relevant mitigation and management strategies Outline of any mining operation design changes to mitigate and management impacts relating to air quality	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Improving community awareness and knowledge of monitoring data Building trust through transparency of information provision	Provision of quarterly environmental monitoring Report Community satisfaction with level of information provision	Initial information provided within three months of Phase 1B commencement with quarterly (minimum) updates thereafter - completed	Air Quality and Greenhouse Gas Management Plan Blast Management Plan	Formal and informal feedback from stakeholders Biannual neighbour engagement Annual SPMP Survey	

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
Provision of current air quality criteria, quarterly air quality monitoring results and explanation of the monitoring process Provision of quarterly air quality monitoring results – comparison with relevant criteria							
Social Amenity and Health and Wellbeing – Noise							
Installation of acoustic treatments at eligible properties in accordance with the Noise Management Plan, which may include air conditioning, double glazing, etc. Process will be conducted in consultation with eligible landholders Communicate eligibility for noise mitigation and an outline of the measures offered	Properties within the noise management zone	Minimising impacts associated with noise	Acoustic treatments installed	Ongoing	Stakeholder Engagement Plan Noise Management Plan	Visual inspection Biannual neighbour engagement Annual SPMP Survey	
Installation of noise attenuation on items of plant as noted in the Noise Management Plan	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Minimising impacts associated with noise	Measures implemented	Ongoing	Noise Management Plan	Biannual neighbour engagement	

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
	United Wambo employees and contractors						
Maintain communication to workforce to reinforce positive employee and contractor behaviour on site and driving to and from site	United Wambo employees and contractors	Minimising impacts associated with noise	Code of conduct updated Communications undertaken, e.g. inductions, toolbox talks	HR Manager Prior to Phase 1B commencement	Noise Management Plan Workforce Code of Conduct	Employee and Contractor attendance at Site Familiarisation and GCOM (Glencore Communication Meetings)	
Provision of environmental monitoring community information reports. Quarterly provision of targeted information regarding noise monitoring activities, outcomes and relevant mitigation and management strategies Outline of any mining operation design changes to mitigate and management impacts relating to noise Provision of current noise criteria, quarterly noise monitoring results and explanation of the monitoring process	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Improving community awareness knowledge of monitoring data Building trust through transparency of information provision	Provision of quarterly environmental monitoring Compliance through monthly attended noise monitoring by third party as described in the Noise Management Plan Perceptions of trust and satisfaction with information provision	Initial information provided within three months of Phase 1B commencement with quarterly (minimum) updates thereafter	Noise Management Plan	Formal and informal feedback from stakeholders Biannual neighbour engagement Annual SPMP Survey	
Visual Amenity and Lighting							

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
Additional tree planting and landscaping using native species endemic to the area, along the Golden Highway and in the Moses Crossing South Wambo area to screen views of the operation.	Roads and Maritime Services (RMS) Landholders residing along identified areas of the Golden Highway Landholders in Moses Crossing and South Wambo localities	Minimising impacts associated with visual amenity	Tree planting undertaken Community and resident feedback with planting program	Ongoing		Formal and informal feedback from stakeholders Biannual neighbour engagement Annual SPMP Survey	
Implementation of Operational Lighting Management plans Mitigation measures to include: Ongoing management of mobile lighting to reduce the impacts of lighting at night e.g. location of equipment, physical bunds. Implement mitigation measures to prevent light spill where practicable	Road users Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Minimising impacts associated with visual amenity	No negative feedback from community for lighting	Ongoing	Lighting Management Plan	Formal and informal feedback from stakeholders Biannual neighbour engagement Annual SPMP Survey	
Personal and Property Rights – Blasting							

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
Undertake structural assessments on all private properties located within three kilometres to establish the baseline condition of private structures. Structural assessment process may involve: Personal meetings with residents to clearly communicate the process of property inspection and review Provide copy of the report to the resident Communicate the process for property inspection and review (including process for making a claim) In the event of any damage claims, if an independent property investigation confirms the claims, and both parties agree with the findings, United Wambo will repair the damage (as per Condition B16)	Private residences within three kilometres of extraction area	Minimising impacts associated with drill and blast activities	Baseline structural assessments complete for all residences and ongoing program evaluation in place	Complete, ongoing structural assessments completed as required	Blast Management Plan	Biannual neighbour engagement Annual SPMP Survey	
Blast activities to be undertaken in line with the blast management plan	Residents in Jerrys Plains, Warkworth,	Provide residents with adequate	Compliance with blast criteria Resident's satisfaction with	Notifications delivered the day prior to each blasting occurrence	Blast Management Plan	Formal and informal feedback from stakeholders	

Impact Mitigation Strategy Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for stakeholder participation
Development and implementation of a blast notification process to inform the community of upcoming blasting activities, including: Issue of blast notifications prior to each blasting occurrence via. SMS notification system, road signs indicating road closures Consideration of blasting schedule (i.e. preferred between 11am and 3pm) No blasting in adverse weather conditions as per Blast Management Plan Facilitate a trial on the use of technologies to monitor fume, including consideration of fixed monitoring and mobile equipment including drones	Maison Dieu and Bulga	notification of blasting	blast notification process	Blast information provided via the Community Response line to operate 24 hours a day, 7 days a week		Biannual neighbour engagement Community Response Line Annual SPMP Survey	