



Social Impact Management Plan

Table of Contents

1.	Purpose	3
2.	Scope	3
3.	Planning	3
3.1	Project Overview	3
3.2	Guidelines and Requirements	4
3.2.1	Department of Planning and Environment Requirements	4
3.2.2	United Wambo Guiding Principles	6
3.2.3	International Council of Mining and Metals	6
4.	Development and Structure of the SIMP	7
4.1	SIMP Structure	7
4.2	SIMP Governance	8
4.3	SIMP Engagement	9
5.	Managing and Monitoring Social Impacts	12
5.1	Social Impact Management and Enhancement	14
5.2	Stakeholder Engagement Strategy.....	15
5.2.1	Engagement Techniques	15
5.3	Impact Mitigation Strategy	30
5.3.1	Impact Mitigation Property Register	30
5.3.2	Impact Mitigation Strategy Commitments Register	31
5.4	Community Development and Enhancement.....	36
5.4.1	Developing the Community Development Strategy	36
5.4.2	Community Development Strategy Commitments Register.....	40
6.	Implementation, Monitoring and Reporting	45
6.1	Implementation of the SIMP	45
6.2	Monitoring and Evaluation	45
6.2.1	Monitoring Community Perception	46
6.3	Reporting.....	46
7.	Document Information	47
7.1	Related Documents.....	47
7.2	Reference Information	47
7.3	Change Information	48
8.	Accountabilities	49
Appendix A - Existing Socio-Economic Context		50
A.1	Geographical Context.....	52
A.2	Governance	53
A.3	Capitals Analysis.....	56

A.3.1	Natural Capital.....	59
A.3.2	Economic Capital.....	59
A.3.3	Human Capital.....	59
A.3.4	Social Capital	60
A.3.5	Physical Capital.....	61
Appendix B - Social Impacts and Opportunities Assessment 2016.....		63
B.1	Impacts on Social Amenity	67
B.1.1	Air Quality.....	67
B.1.2	Noise.....	68
B.1.3	Visual	68
B.2	Impacts on Surroundings	69
B.2.1	Land Management	69
B.2.2	Water.....	69
B.2.3	Ecology and Biodiversity	69
B.3	Health and Wellbeing Impacts	70
B.3.1	Economic Impacts on Way of Life	70
B.4	Personal and Property Rights.....	70
B.5	Impacts on Community	70
B.6	Cumulative Impacts.....	71
Appendix C - United Wambo Documentation and Engagement		73
C.1	Engagement to Support SIMP Development	74
C.1.1	SIOA Engagement.....	74
Appendix D - Community Identified Strategies.....		76
Appendix E - Consultation Record		86

Tables

Table 3-1:	Project Milestones	4
Table 3-2:	Condition B108 Requirements	5
Table 4-1:	SIMP Engagement Mechanisms.....	9
Table 4-2:	Participants Engaged in SIMP Development.....	11
Table 5-1:	Key Social Impacts and Opportunities	12
Table 5-2:	Plans and Agreements that Support the SIMP	14
Table 5-3:	Stakeholder Engagement Plan	18
Table 5-4:	Impact Mitigation Property Register	30
Table 5-5:	Impact Mitigation Strategy Commitments Register	32
Table 5-6:	Community Investment Focus Areas and Specified Projects for Support	38
Table 5-7:	Community Development Strategy Commitments Register.....	41
Table 7-1:	Related Documents.....	47
Table 7-2:	Reference Information.....	47
Table 7-3:	Change Information	48
Table 8-1:	Accountabilities.....	49

1. Purpose

The purpose of the Social Impact Management Plan (SIMP) is to outline the potential impacts and opportunities associated with the United Wambo Open Cut Coal Mine (United Wambo) and to demonstrate how it is proposed that these will be managed by the United Wambo Joint Venture (United Wambo) in collaboration with relevant partners. Specifically, it seeks to:

- identify negative social impacts resulting from the development both locally and regionally;
- identify opportunities to enhance positive and mitigate negative social and economic impacts of the mining operation on neighbouring communities;
- identify appropriate monitoring, review and reporting mechanisms;
- outline a process to engage with relevant stakeholders and communities as the mining operation proceeds and the SIMP is implemented; and
- identify appropriate responsibilities in the implementation of the Plan.

The SIMP is intended to meet statutory and internal requirements, particularly the Glencore Coal Assets Australia (GCAA) Standards and the SSD 7142 Development Consent, including Modification 1 (approved 24 November 2021), as documented in *Section 3.2*.

An overview of the Project and its key elements is provided *Section 3*.

2. Scope

The SIMP applies to all employees and contractors who work at United Wambo. The plan also relates to the communities that surround United Wambo, including Jerrys Plains, Warkworth, Maison Dieu and Bulga and was written in consultation with stakeholders from these communities.

3. Planning

3.1 Project Overview

In August 2016, the United Wambo Open Cut Coal Mine (United Wambo), a 50:50 Joint Venture between United Collieries Pty Limited (United) and Wambo Coal Pty Limited (Wambo), sought approval from the New South Wales and Commonwealth Governments for the development of the United Wambo Open Cut Coal Mine Project (hereafter referred to as the Project). The approval would grant the Project the ability to operate an open cut coal mine for a period of 23 years.

United Wambo is situated approximately 15 kilometres west of Singleton, near the village of Warkworth, New South Wales (NSW). The Project is a State Significant Development as defined under State Environmental Planning Policy (State and Regional Development) 2011 and required development consent under Part 4 of the Environmental Planning and Assessment Act 1979 (EP&A Act). The Project also required modifications to the existing Wambo development consents under section 75W of the EP&A Act to integrate these consents with the Project.

United Wambo combines the existing open cut operations at Wambo with a new open cut coal mine at United and has approval to extract up to 10 million tonnes per annum (mtpa) of Run of Mine (ROM) coal from the combined Wambo Open Cut (Wambo Pit) and the United Open Cut (United Pit). All coal is transported and processed through the Wambo Coal Handling and Processing Plant (CHPP) and transported by rail from Wambo to the Port of Newcastle for export.

The Project requires a number of changes to the layout of existing mining, public and private infrastructure within the Project Area.

An Environmental Impact Statement (EIS) was undertaken which described the Project’s potential environmental, social and economic impacts and outlined how the Project planned to manage these impacts. The Project was granted Development Consent from the New South Wales Independent Planning Commission (IPC) in August 2019 and Controlled Action Approval from the Department of Environment and Energy in December 2019.

Management of social impacts may vary throughout the life of the Project, depending on the phase described in *Table 3-1*. As such, it is important to understand the key Project milestones and timeframes in development of the SIMP.

Construction of the Project commenced in January 2020 and is estimated to take approximately 24 months to complete, pending any significant delays caused by wet weather or other technical issues.

Table 3-1: Project Milestones

Project Milestone	Date
State Development Consent	August 2019
Federal Controlled Action Approval	December 2019
Commencement of Construction (Phase 1A)	January 2020
Commencement of Mining Operations (Phase 1B)	July 2020
Commencement of United Wambo Integration (Phase 2)	December 2020
Construction Complete	December 2021
SSD 7142 Modification 1	November 2021

3.2 Guidelines and Requirements

3.2.1 Department of Planning and Environment Requirements

The SIMP must address Conditions B108, B109 and B110 of the Development Consent. Conditions B109 and B110 state:

- (B109) the Applicant must not commence Phase 1B until the Social Impact Management Plan is approved by the Planning Secretary; and
- (B110) the Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

Table 3-2 outlines the specific requirements of Condition B108 with references to where such requirements are addressed within the SIMP.

Table 3-2: Condition B108 Requirements

Condition Requirement	Section in SIMP
(B108) The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:	
a) be prepared by a suitably qualified and experienced person/s;	<i>Section 4.1</i>
b) 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);	<i>Section 4.3 and Appendix C - United Wambo Documentation Appendix E - Consultation Record</i>
c) identify negative social impacts resulting from the development both locally and regionally;	<i>Appendix A - Existing Socio-Economic Context</i>
d) specify adaptive management and mitigation measures to avoid, minimise, and/or mitigate negative social impacts;	<i>Appendix B - Social Impacts and Opportunities Assessment 2016</i>
e) identify opportunities to secure and enhance positive social impacts of the development, including opportunities to: <ul style="list-style-type: none"> i assist in maintaining community services and facilities; and ii improve the way of life, wellbeing, and social cohesion within the local community; 	<i>Appendix B - Social Impacts and Opportunities Assessment 2016</i>
f) include a program to monitor, review, and report on the effectiveness of these measures, including: <ul style="list-style-type: none"> i identifying representative parameters or indicators to be monitored, how and when data is to be collected, and who is responsible for collecting it; ii ongoing analysis of social risks; and iii undertaking additional research, if necessary, to reduce uncertainties; and 	<i>Section 6 and Appendix B - Social Impacts and Opportunities Assessment 2016</i>
g) include a Stakeholder Engagement Plan to guide the evaluation and implementation of social impact management and mitigation measures	<i>Table 5-3: Stakeholder Engagement Plan</i>

There are no regulatory guidelines in NSW specific to the preparation of SIMPs. However, the Social Impact Assessment Guideline for State Significant Mining, Petroleum and Extractive Industry Development (DPE 2017) has been considered in the development of this document. 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 SIA Guidelines 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 SIMP.

3.2.2 United Wambo Guiding Principles

The United Wambo is guided by Glencore's corporate purpose and values, namely:

Glencore's Purpose is to responsibly source the commodities that advance everyday life.

We do so through our strategy of sustainably growing total shareholder returns while maintaining a strong investment grade rating and acting as a responsible operator.

We fulfil our Purpose and deliver on our strategy in a manner that reflects our Values of safety, integrity, responsibility, openness, simplicity and entrepreneurialism (Glencore 2020 <https://www.glencore.com/who-we-are/our-values>).

United Wambo seeks to be a good neighbour and valued member of its surrounding communities. United Wambo will be guided by Glencore's values and engagement principles. Three of Glencore's core values relate directly to the development and implementation of the SIMP, namely those relating to:

Integrity:

We have the courage to do what is right, even when it is hard. We do what we say and treat each other fairly and with respect.

Responsibility:

We take responsibility for our actions. We talk and listen to others to understand what they expect from us. We work to improve our commercial, social and environmental performance.

Openness:

We're honest and straight forward when we communicate. We push ourselves to improve by sharing information and encouraging dialogue and feedback.

3.2.3 International Council of Mining and Metals

Glencore is also a member of the International Council of Mining and Metals (ICMM), which outlines principles and performance expectations for members, with the following principles relevant to the SIMP:

Principle 9. Social Performance

Pursue continual improvement in social performance and contribute to the social, economic and institutional development of host countries and communities.

Performance Expectations:

9.1 Development of Local Communities

9.2 Local Economic Opportunities

9.3 Local Stakeholder Engagement

9.4 Artisanal Mining (Improvements)

Principle 10. Stakeholder Engagement

Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner, effectively report and independently verify progress and performance.

Performance Expectations:

10.1 Transparency in Stakeholder Engagement

10.2 Payments to Governments

10.3 Annual Reporting

10.4 Assurance and Validation

Guided by these principles, United Wambo will maintain a strong focus on developing open and inclusive relationships with stakeholders, working together with the local community and partnering with local organisations.

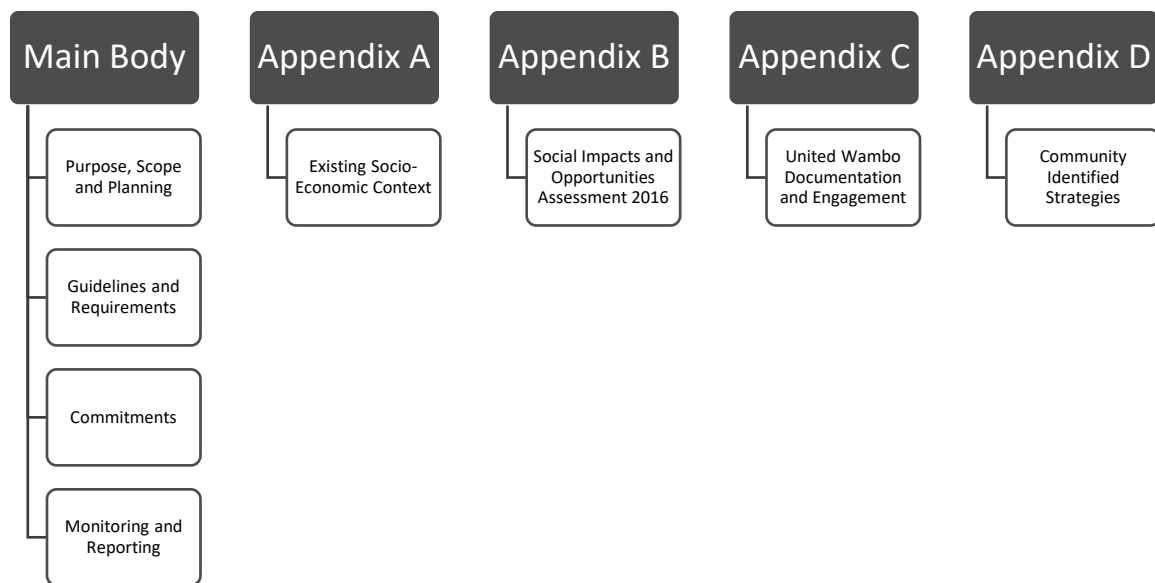
4. Development and Structure of the SIMP

The development of the SIMP has been informed by the following:

- review and analysis of relevant data sources including:
 - Existing Socio-Economic Context (*Appendix A - Existing Socio-Economic Context*)
 - Social Impacts and Opportunities Assessment 2016 (*Appendix B - Social Impacts and Opportunities Assessment 2016*)
 - United Wambo Documentation and Engagement (*Appendix C - United Wambo Documentation and Engagement*)
- Wambo Mine Complaints Analysis, and targeted engagement activities conducted to specifically inform the SIMP development undertaken in February 2020 (refer to *Section 4.3* and *Appendix D - Community Identified Strategies*).

4.1 SIMP Structure

This SIMP has been structured with a main document, that outlines the purpose, requirements and commitments of the SIMP, and a series of Appendices that support the information provided in the main document as detailed below.



- Section 1: Outlines the purpose of the SIMP. Provides an introduction and an overview of the requirements and guidelines that inform the SIMP.
- Section 2: Details the scope of the SIMP including the key stakeholders.
- Section 3: Provides a background to the Project and a summary of its key components and the key guidelines and requirements that have guided the development of the SIMP.
- Section 4: Outlines the processes involved in developing and the ongoing implementation of the SIMP.
- Section 5: Details the key strategies that will be implemented to manage and mitigate negative social impacts and enhance positive social impacts of the Project.
- Section 6: Outlines the framework for monitoring, reporting and reviewing the implementation of the SIMP for the Project.
- Section 7: Outline key document information including related documents, reference information and change processes.
- Section 8: Outlines the SIMP accountabilities.

In line with Condition B108, the SIMP has been prepared by Umwelt (Australia) Pty Limited (Umwelt) under the direction of the National Social Practice Lead – Dr Sheridan Coakes. Umwelt has extensive experience in preparing social impact assessment studies, community engagement programs and has authored the Social Impact and Opportunities Assessment (SIOA, 2016) to support the Project’s EIS.

4.2 SIMP Governance

The NSW Government acknowledges that the Project 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 SIMP. United Wambo will report annually to DPE on development and implementation of the SIMP 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 SIMP over the life of the mining operation. The Environment and Community team will coordinate and monitor all aspects of SIMP 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 a Community Consultative Committee (CCC), consisting of combining members of the existing United CCC and Wambo CCC and any new members that come from advertising for additional CCC positions.

4.3 SIMP Engagement

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

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 the Project, 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 the Project.

A range of stakeholders were identified to be involved in the SIMP engagement program, including those who were engaged during the SIOA for the Project, 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).

Mechanisms utilised to engage stakeholders are described in *Table 4-1*.

Table 4-1: SIMP Engagement Mechanisms

Mechanism	Description	Stakeholder Group/s	Participants
Invitation to attend Community Information Session (distributed 17 th 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 (14 th - 24 th 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 the Project (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

Mechanism	Description	Stakeholder Group/s	Participants
Community Information Session Wednesday (19 th February 2020)	<p>To provide stakeholders with an update on the Project and to gather community feedback related to current and future mitigation/enhancement strategies.</p> <p>The session included a poster board display of current Project information and explanation of the SIMP process</p> <p>Attendees were also asked during the information session to register their interest in being part of a further SIMP Focus Group</p>	<p>Local residents/ landholders of Jerrys Plains, Warkworth, Maison Dieu, and Bulga</p> <p>Local businesses and community services</p>	Approximately 50 attendees
SIMP feedback survey/ interviews (14 th February – 24 th April 2020)	<p>Survey instrument was used to capture community feedback for incorporation in the SIMP</p> <p>Survey questions related to:</p> <ul style="list-style-type: none"> • 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 • company investment and contributions. <p>Survey was offered 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</p>	<p>Community members who attended the Community Information session</p> <p>Stakeholders who were unable to attend the Community Information Session or Focus Group (as identified through telephone calls)</p>	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)
Community Focus Group (Tuesday 25 th 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	<p>Local residents/ landholders of Jerrys Plains, Maison Dieu, Warkworth and Bulga</p> <p>Local businesses and services</p>	Eight attendees (including five local landholders/residents, two local business representatives and one community group representative)

Mechanism	Description	Stakeholder Group/s	Participants
	<p>Focus Group process was collaborative and addressed the following:</p> <ul style="list-style-type: none"> • short presentations on purpose of the SIMP and key Project information; • identification of key Project impacts and any additional impacts to be considered in the SIMP; and • group work sessions where participants provided feedback on potential measures and workshopped of additional measures. 	Community groups and organisations	
Project briefings (May 2019 – June 2020)	Meetings held with relevant government agencies and key stakeholders to provide an update on the Project and allow them to provide feedback on the draft SIMP	DPIE Singleton Council CCC	DPIE (held 8 th May 2019 and 10 th June 2020) Singleton Council (held 22 May 2020) CCC (held 25 May 2020)

* Stakeholders may have been consulted via multiple mechanisms and, therefore, counted in the table counts.

** Not all residents/landholders who participated in the SIOA (n=27) were contacted as a number had relocated from the areas.

Consulted stakeholders provided feedback to inform the SIMP development, through attendance at community information sessions, focus groups, personal interviews, project briefings or participation in surveys. As outlined in **Table 4-1** a number of other local community groups, businesses and service providers were contacted, but were unable to attend or did not wish to participate.

Registered Aboriginal Parties (RAPs) were consulted on the heritage assessment process during the overall assessment of the Project and assisted in developing the Aboriginal Cultural Heritage Management Plan (ACHMP) which includes heritage impact mitigation management and measures. Aboriginal stakeholders are also engaged on a regular basis for matters relating to cultural heritage management and the Project more generally. This consultation is further outlined in Section 5 and the ACHMP.

Table 4-2: Participants Engaged in SIMP Development

Stakeholder Group	Number of SIMP 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, DPE)	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

In the ongoing implementation of the SIMP, a variety of engagement tools and techniques will be utilised to facilitate proactive and effective involvement of key stakeholders in social impact monitoring and evaluation. These methods and mechanisms are outlined in Section 5 which will assist in:

- building and maintaining effective relationships with company stakeholders;
- engaging with local communities;
- investing in local communities; and
- maintaining the company’s social licence to operate.

Section 5 also outlines the mechanisms that United Wambo will use to engage with stakeholders on a regular basis, including through their website and community newsletter, meetings with the CCC for the operations and personal engagement with local residents and key stakeholders including Aboriginal stakeholders.

5. Managing and Monitoring Social Impacts

This section provides a summary of the strategies to be implemented in response to the predicted social impacts associated with the Mining Operation.

The social impacts and opportunities that have been addressed in the SIMP are those that have been ranked in the SIOA as a medium or high impact (*Appendix B - Social Impacts and Opportunities Assessment 2016*) or those impacts that were raised as significant during subsequent engagement with the community in the process of SIMP development. The key impacts addressed by the SIMP are summarised in *Table 5-1* below.

Table 5-1: Key Social Impacts and Opportunities

Social Impact/Opportunity	Description
Impacts on Way of Life Social amenity	Impacts on social amenity of local landholders due to impacts of dust and noise from construction and operational activities
	Impact on social amenity as a result of noise from construction and operational activities
	Impact on social amenity from workforce traffic movements
Visual Amenity	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
Health and Wellbeing	Impacts on health and wellbeing of local residents due to impacts of dust and noise from construction and operational activities
Personal and Property rights	Potential damage to property from blasting

Social Impact/Opportunity	Description
Impact on Surroundings Land Use and Management	Impacts on surroundings (biodiversity and future land use) as a result of poor land management practices on mine owned lands and in offset areas
	Opportunity for effective rehabilitation to improve final land use potential
	Impacts on local residents as a result of lack of management of weeds and pests on mine owned land and in offset areas
	Impact of mining activities on Greenhouse Gas emissions and national and global climate change targets
Water Access and Use	Impacts to farming livelihoods from reduced access to surface and groundwater as a result of the mining operation
Way of Life/Economic Opportunities	Increase in employment and procurement opportunities for local residents and businesses
	Opportunity for training, education and skill development for the local and regional population
Way of Life / Sense of Community / Cumulative impacts	Opportunity for further local community investment in line with community needs and aspirations
	Cumulative impacts of the presence of multiple mining operations on sense of community – change in rural lifestyle and sense of place

As noted in the SIA guideline (DPE, 2017), strategies should be developed to show that there is a clear connection between the measure proposed and the social impact being mitigated or enhanced. Strategies to be implemented may differ in their effectiveness and/or ability to alleviate impacts, with some residual social impacts remaining in the case of negative impacts.

The SIA Guideline (DPE, 2017), outlines that mitigation measures may be:

- **Performance-based** – identify performance criteria that must be complied with to achieve an appropriate outcome;
- **Prescriptive** – that outlines actions that need to be taken or things that must be done, with justification as to why this approach is appropriate by providing scientific evidence or referencing relevant guidelines or case studies; and
- **Management-based** – where potential impacts can be satisfactorily avoided or mitigated by implementing known management approaches.

While this section focuses on the mitigation of negative social impacts, strategies to enhance positive social impacts in relation to the mining operation, particularly in the local community and surrounding region where the mining operation is located, are also presented. Through the consultation process, participants have identified a number of mitigation and enhancement strategies that they would like to see United Wambo further consider in managing and enhancing the social impacts of the mining operation. These strategies are summarised in **Appendix D - Community Identified Strategies** with relevant commitments incorporated into the strategies and plans. This Appendix also outlines how the community identified strategies have been addressed within the SIMP.

5.1 Social Impact Management and Enhancement

United Wambo has developed three key strategies to assist in mitigating the negative social impacts of the mining operation and enhance opportunities. These include a:

- Stakeholder Engagement Strategy;
- Impact Mitigation Strategy; and
- Community Development Strategy;

The implementation of these strategies is supported by a commitment register or plan, which outlines a range of proposed activities and actions to be undertaken to address and enhance social impacts of the mining operation. Some of these proposed activities and actions relate to further development of the activity/mechanisms for consideration as a component within the strategy.

The three strategies outline objectives and/or key intended social outcomes and indicators to measure performance of the individual actions. It is noted however that a number of these are reliant on community perceptions and level of satisfaction. Whilst it is understood that complete community satisfaction may not be possible, these indicators will be used to help track any change over time and be used as a basis for ongoing performance.

In line with the Development Consent Conditions for the SIMP, the SIMP should:

- specify adaptive management and mitigation measures that will assist in avoiding, minimising and/or mitigating negative social impacts; and
- identify opportunities to secure and enhance positive social impacts of the mining operation including opportunities to assist in maintaining community services and facilities, and improving way of life, wellbeing and social cohesion within the local community.

The SIMP provides a framework to manage anticipated social impacts identified in the EIS and SIOA for the mining operation and will be implemented in conjunction with a range of additional environmental management plans (EMPs), strategies and agreements. Where relevant, reference has been made to these relevant documents (refer to **Table 5-2**).

Table 5-2: Plans and Agreements that Support the SIMP

Additional Strategies	Description	Status
Project Planning Agreement (PA)	<p>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:</p> <ul style="list-style-type: none"> • \$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 	In progress
Environmental Management Plans	A number of Environmental Management Plans (EMPs) have been developed to provide certainty over the proposed environmental management and mitigation measures that will	Approved by DPIE

Additional Strategies	Description	Status
	<p>be implemented throughout all stages of the Project. The EMPs have been prepared in accordance with the Development Consent Conditions.</p> <p>Key EMPs reviewed in the development of the SIMP include:</p> <ul style="list-style-type: none"> • 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 • Aboriginal Cultural Heritage Management Plan 	

5.2 Stakeholder Engagement Strategy

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 Social Impact Management Plan 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 and responsibilities. Key elements of the SEP are outlined in *Table 5-3*.

5.2.1 Engagement Techniques

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 below.

5.2.1.1 Website

United Wambo utilises and maintains a public website (www.unitedproject.com.au) 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.

5.2.1.2 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. A feedback form will be distributed annually with the newsletter.

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.

5.2.1.3 Community Consultative Committee

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 *Community Consultative Committee Guidelines: State Significant Projects* (Department of Planning, 2019). The CCC comprises of an independent chairperson and representation from United Wambo, Singleton Council and local community members.

The United Wambo CCC will be formed by combining members of the existing 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.

5.2.1.4 Reports and Information Distribution

An Annual Review (AR) is prepared by United Wambo on an annual basis to fulfil reporting requirements from various regulatory departments. In addition to regulator departments, the AR is also provided to Singleton Council and the CCC and is made available to the public on the United Wambo website.

United Wambo is also reported on within the scope of the annual Glencore Sustainability Report which is published on the Glencore plc website.

5.2.1.5 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.

5.2.1.6 Face-to-Face Consultation

Face-to-face stakeholder consultation is offered in accordance with **Table 5-3**. 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.

5.2.1.7 Community Response Line

United Wambo manages community complaints as per the complaints procedure outlined in the *United Wambo Environmental Management Strategy* and the *United Wambo Complaints Management Procedure*.

United Wambo operate a 24-hour complaints line. Environment & Community personnel are responsible for acknowledging complaints and commencing a complaint investigation within 24 hours of receiving the complaint and identifying any necessary preventative or corrective actions.

Complaints are recorded in the site's complaints database and forwarded to GCAA in accordance with the complaints procedure outlined in the United Wambo EMS.

Complainants are provided with a response within 24 hours, where practicable, outlining the findings of the complaint investigation and any preventative or corrective actions implemented.

A review of the effectiveness of the corrective or preventative actions will be conducted within a month of the complaint and the relevant work procedures updated if required.

In relation to the specific management of noise complaints, the following process will be implemented across the United Wambo and Wambo operations:

- United Wambo/Wambo will review the complaint in accordance with the *United Wambo Complaints Management Procedure*; by agreement a complaint may be reassigned based on the review process within agreed timeframes to meet regulatory response times.
- The operation responsible for the noise complaint (Wambo or United Wambo) will assume accountability, record it for compliance purposes and address it in accordance with regulatory requirements and expectations.

Details of complaints relating to noise will be provided to relevant mine planning and production personnel, to assist in the improvement of management practices.

A summary of complaints received and actions taken will be presented to the United Wambo Community Consultative Committee (CCC) as part of the operational performance review, and will be made available on the United Wambo website and reported in the Annual Review.

Table 5-3: Stakeholder Engagement Plan

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
Near Neighbours – <ul style="list-style-type: none"> • Acquisition Zone • Active Management Zone 	Face-to-face meetings	<p>To <i>consult</i>:</p> <p>Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p> <p>Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships.</p> <p>To <i>inform</i>:</p> <p>Provide stakeholders with any relevant Project updates and information</p>	<p>Face-to-face mitigation close out meetings to be offered to acquisition and active management zone stakeholders. This is to commence April 2022, or as requested by stakeholder.</p> <p>Face-to-face meeting to meet new property owners to commence January 2022, or as requested by stakeholder</p>	ECM	Project Approval, mine plans and any meeting specific documentation.	Consultation Manager CMO
	Community Newsletter	<p>To <i>inform</i>:</p> <p>Provide stakeholders with information relating to operational activities, and environment and community matters.</p>	Community newsletter to be sent out bi-annually, scheduled for April and October.	ECM	Community newsletter to be developed by ECC and ECM. To be sent out following OM review/approval.	
	Fact Sheets	<p>To <i>inform</i>:</p> <p>Provide stakeholders with information regarding specific issues / topics of</p>	Fact sheets to be provided to new property owners (delivered when identified)	ECM	Fact sheets to be developed by ECC and ECM. To be sent out following OM review/approval.	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		concern and / or project response to particular events of significance.	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			
	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.	ECM	Community Response Line complaints/enquiries to be responded to as per complaints procedure.	
	Blast notification lists and Community Response Line	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.	ECC	Tech services to notify ECC of blasting schedule to enable notifications the day prior.	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
	Website	To inform: Provide stakeholders with any relevant Project updates	Website to be updated as applicable documents become available.	ECM	Website to be managed by ECM and ECC.	
	Community Information Nights	To inform: Provide stakeholders with information relating to the Project (e.g. Project/ company updates) To consult: 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 BBQ. Scheduled for March and September.	ECM	Community Information Nights to be organised and invitations sent to nearby neighbours.	
	Surveys	To consult: 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.	Online perception survey to be conducted annually, scheduled for December	ECM	To be developed by ECC and ECM.	Microsoft Forms

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
Near Neighbours – Management Zone and Others	Face-to-face meetings	<p>To consult:</p> <p>Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p> <p>Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships.</p> <p>To inform:</p> <p>Provide stakeholders with any relevant Project updates and information</p>	<p>Face-to-face meetings to be offered to near neighbours stakeholders to discuss noise mitigation. This is to commence January 2022.</p> <p>Face-to-face meeting to meet new property owners to commence April 2022, or as requested by stakeholder</p>	ECM	Project Approval, mine plans and any meeting specific documentation.	Consultation Manager CMO
	Community Newsletter	<p>To inform:</p> <p>Provide stakeholders with information relating to operational activities, and environment and community matters.</p>	Community newsletter to be sent out bi-annually, scheduled for April and October.	ECM	Community newsletter to be developed by ECC and ECM. To be sent out following OM review/approval.	
	Fact Sheets	<p>To inform:</p> <p>Provide stakeholders with information regarding specific issues / topics of</p>	Fact sheets to be provided to new property owners (delivered when identified)	ECM	Fact sheets to be developed by ECC and ECM. To be sent out following OM review/approval.	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		concern and / or project response to particular events of significance.	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			
	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. Timely response by United Wambo representative.	ECM	Community Response Line complaints/enquiries to be responded to as per complaints procedure.	
	Blast notification lists and Community Response Line	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 and day of blasting.	ECC	Tech services to notify ECC of blasting schedule to enable notifications the day prior.	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
	Website	<p>To inform:</p> <p>Provide stakeholders with information relating to the Project (e.g. Project/ company updates) and community (e.g. information on upcoming events and investment program updates)</p>	Website to be updated as applicable documents become available.	ECM	Website to be managed by ECM and ECC.	
	Community Information Nights	<p>To inform:</p> <p>Provide stakeholders with information relating to the Project (e.g. Project/ company updates)</p> <p>To consult:</p> <p>Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p>	<p>General conversation and update on current operations to be discussed at BBQ.</p> <p>Scheduled for March and September</p>	ECM	Community Information Nights to be organised and invitations sent to nearby neighbours.	
	Surveys	<p>To consult:</p> <p>Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p> <p>Facilitate regular, open and honest dialogue to understand the expectations, concerns and</p>	Online perception survey to be conducted annually, scheduled for December	ECM	To be developed by ECC and ECM.	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		interests of stakeholders and incorporating these into operational planning helps build relationships.				
Registered Aboriginal Parties (RAPs)	Community Cultural Meetings	<p>To <i>involve</i>: Work with stakeholders and seek advice regarding cultural heritage matters and other relevant aspects of the operation.</p> <p>To <i>consult</i>: Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p> <p>Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships.</p> <p>To <i>inform</i>: Provide stakeholders with any relevant Project updates and information</p>	As agreed during consultation for the ACHMP, all RAPs to be invited to annual meeting, scheduled for December. Additional meetings to be scheduled when requested or deemed necessary.	ECM	Cultural Heritage Meeting Presentation	Consultation Manager CMO

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
	Website	<p>To inform:</p> <p>Publish accessible, clear and relevant information about the operation and environment or community matters to a wide range of stakeholder.</p>	Website to be updated as needed on a regular basis, as per Development Consent	ECM	Website to be managed by ECM and ECC.	
CCC	CCC meetings Annual Review	<p>To involve:</p> <p>Provide a forum for discussion, establish a working relationship and seek advice from members on specific project matters.</p> <p>To consult:</p> <p>Obtain feedback on relevant matters (including perception of impacts and mitigation measures)</p> <p>Facilitate regular, open and honest dialogue to understand the expectations, concerns and interests of stakeholders and incorporating these into operational planning helps build relationships</p> <p>To inform:</p>	<p>CCC meetings to be held four times per annum or as otherwise agreed. Site tours to be arranged for CCC bi-annually or as otherwise agreed.</p> <p>Reports, Management Plans distributed to CCC as per Development Consent</p>	ECM/ECC	<p>CCC meeting presentation, agenda and minutes</p> <p>Annual Review</p>	Consultation Manager

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		Provide stakeholders with any relevant Project updates and information				
Relevant Government Agencies	Reporting as per Development Consent and lease agreements	To inform: Provide information as required	Dependent upon circumstances	ECM/ECC	Dependent upon circumstances, e.g. reports, project approval, mine plans and any meeting specific documentation	Consultation Manager
	Written correspondence as required	To inform: Provide information as required				
	Face to face meetings as required	Dependent upon circumstances				
	Site visits as required	To inform: Provide information as required				
Community members and groups	Face-to-face meetings as requested	To consult: 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	Dependent upon circumstances	ECM/ECC	Dependent upon circumstances, e.g. project approval, mine plans and any meeting specific documentation	Consultation Manager CMO

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		into operational planning helps build relationships. To <i>inform</i>: Provide stakeholders with any relevant Project updates and information				
	Community newsletter	To <i>inform</i>: Provide stakeholders with information relating to the operation, and environment and community matters.	Community Newsletter to be sent out bi-annually, scheduled for April and October	ECM/ECC	Community newsletter to be developed by ECC and ECM. To be sent out following OM review and approval	
	Fact sheets	To <i>inform</i>: Provide stakeholders with information regarding specific issues or respond to particular events of significance.	Fact Sheets to be sent out as required for key projects	ECM	Fact sheets to be developed by ECM and ECC. To be sent out following OM review/approval	
	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. Timely response by United Wambo representative	ECM	Community Response Line complaints/enquiries to be responded to as per complaints schedule	
	Website	To <i>inform</i>: Publish accessible, clear and relevant information about the operation and	Website to be updated as applicable documents become available	ECM	Website to be managed by ECM and ECC	

Stakeholder	Engagement Technique	Engagement Objectives	Engagement Deliverables	Glencore Engagement Leader	Resources/Planning Required	Engagement Tracking/Progress
		environment or community matters to a wide range of stakeholder.				
Media	Media release, Interview	To inform: Provide stakeholders with any relevant Project updates and information	Media Release	ECM and OM	Media Release	Consultation Manager
Mining Neighbours	Face-to-face meeting when requested, phone discussion, email	Dependent upon circumstances	Dependent upon circumstances	ECM and OM	Dependent upon circumstances	Consultation Manager CMO
United Wambo Workforce	Communication sessions	To inform: Provide information as required	Meeting	ECM	Development of awareness session and schedule on an as required basis.	
	Training Days	To inform: Provide information as required	Meeting	ECM	Development of training and awareness session and schedule on an as required basis.	Training Records
United Wambo Contractors	Contractor Forums	To inform: Provide information as required	Meeting	ECM	Development of site performance presentation	Training Records
		Note: ECM – Environment & Community Manager ECC – Environment & Community Coordinator OM – Operations Manager CMO – Compliance Database				

5.3 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 the Project to minimise the Project 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.

5.3.1 Impact Mitigation Property Register

In accordance with DPE's Voluntary Land Acquisition and Mitigation Policy, properties were provided with voluntary acquisition rights under Condition D1 of the Development Consent granted for the Project, SSD 7142. The noise impact assessment identified the residences that fall within the active noise management zone for the Project and, therefore, have access to property-based noise mitigation measures on request as per Condition D2 of SSD 7142, all residents that were identified in development consent were notified of their rights under the consent.

In line with Condition B13 and B14, United Wambo will establish the baseline condition of buildings and other structures on private property within three kilometres of the open cut pits (at the request of landholders).

Table 5-4 below outlines the assessment and mitigation measures available to the landowner of each listed property.

Table 5-4: Impact Mitigation Property Register




Property ID	Acquisition	Noise Mitigation	Baseline Condition Report	Tank Cleaning and Filter Install
R017	✓	✓	✓	✓
R039	✓	✓	✓	✓
R016	✓	✓	✓	✓
R025		✓		✓
R029		✓	✓	✓
R030		✓	✓	✓
R033		✓	✓	✓
R041B		✓		✓
R042		✓	✓	✓



Property ID	Acquisition	Noise Mitigation	Baseline Condition Report	Tank Cleaning and Filter Install
R044				✓
R048		✓	✓	✓
R049		✓	✓	✓
R050				✓
R050C		✓		✓
R075		✓		✓
R095				✓
R133				✓
R163		✓		✓
R320		✓	✓	✓
R343		✓	✓	✓
R344		✓		✓
R345		✓	✓	✓
R346		✓	✓	✓
R348		✓	✓	✓
R372			✓	✓



5.3.2 Impact Mitigation Strategy Commitments Register

The following register outlines the commitments to be undertaken as part of the Impact Mitigation Strategy:

Table 5-5: Impact Mitigation Strategy Commitments Register

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 and United Wambo owned properties 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	Stakeholder Engagement Strategy Air Quality and Greenhouse Gas Management Plan	Formal and informal feedback from stakeholders Six-monthly neighbour engagement Annual SIMP 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 and United Wambo owned properties 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 Ongoing	Stakeholder Engagement Strategy Air Quality and Greenhouse Gas Management Plan	Six-monthly neighbour engagement Annual SIMP Survey	
Implement on-site mitigation measures as outlined in the Air Quality and Greenhouse Gases Management Plan including dust suppression, progressive rehabilitation, development of barriers and bunding	Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga	Minimising impacts associated with air quality	Compliance with air quality criteria	Ongoing	Air Quality and Greenhouse Gas Management Plan	Six-monthly neighbour engagement Annual SIMP 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 Strategy Air Quality and Greenhouse Gas Management Plan	Community stakeholder feedback Six-monthly 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	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	Stakeholder Engagement Strategy Air Quality and Greenhouse Gas Management Plan	Formal and informal feedback from stakeholders Six-monthly neighbour engagement Annual SIMP 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
<ul style="list-style-type: none"> Outline of any mining operation design changes to mitigate and management impacts relating to air quality 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 					Blasting Management Plan		
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 Six-monthly neighbour engagement Annual SIMP 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 United Wambo employees and contractors	Minimising impacts associated with noise	Measures implemented	Ongoing until complete	Noise Management Plan	Six-monthly neighbour engagement	
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 <ul style="list-style-type: none"> 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 Six-monthly neighbour engagement Annual SIMP 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
Visual Amenity and Lighting							
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.	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 Six-monthly neighbour engagement Annual SIMP Survey	 Involve local community in process of species selection
Implementation of the Construction and Operational Lighting Management Plans Mitigation measures to include: <ul style="list-style-type: none">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 Construction Lighting Management Plan	Formal and informal feedback from stakeholders Six-monthly neighbour engagement Annual SIMP Survey	
Personal and Property Rights – Blasting							
Undertake structural assessments on all private properties located within three kilometres to establish the baseline condition of private structures. Structural assessment process may involve: <ul style="list-style-type: none">Personal meetings with residents to clearly communicate the process of property inspection and reviewProvide copy of the report to the residentCommunicate 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	Prior to commencement of blasting operations in Wambo Open Cut	Blast Management Plan	Six-monthly neighbour engagement Annual SIMP 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
<p>Blast activities to be undertaken in line with the blast management plan</p> <p>Development and implementation of a blast notification process to inform the community of upcoming blasting activities, including:</p> <ul style="list-style-type: none"> Advertisement of blasting on company website 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 <p>Facilitate a trial on the use of technologies to monitor fume, including consideration of fixed monitoring and mobile equipment including drones</p>	<p>Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga</p>	<p>Provide residents with adequate notification of blasting</p>	<p>Compliance with blast criteria</p> <p>Residents satisfaction with blast notification process</p>	<p>Notifications delivered 24 hours prior to each blasting occurrence</p> <p>Blast information provided via the Community Response line to operate 24 hours a day, 7 days a week</p>	<p>Blast Management Plan</p>	<p>Formal and informal feedback from stakeholders</p> <p>Six-monthly neighbour engagement</p> <p>Community Response Line</p> <p>Annual SIMP Survey</p>	

5.4 Community Development and Enhancement

In relation to community development and enhancement, the Development Consent condition for the SIMP (Condition B108) specifically requires that the SIMP:

- h) “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.”

As noted in **Table 5-5**, a Planning Agreement is being negotiated with Singleton Council, with Condition A18 and Appendix 9 of the Development Consent conditions outlining the requirements of the Agreement. As part of the Planning Agreement, funds are to be allocated to a Singleton Community and Economic Development Fund (\$1.325 million) to be used across the local government area, with a further provision of funds (\$1.325 million) to be used to fund community infrastructure and services for the locally affected communities, including Jerrys Plains and Warkworth.

The Singleton Place Making Strategy (summarised in **Appendix A - Existing Socio-Economic Context**) noted that residents of the villages in the Singleton LGA, value collaboration, community activity and rural living within their communities. The Singleton Village Master Plan, developed in 2014, outlined several strategies to enhance these values including upgrades to streetscapes and recreational facilities in the area, to facilitate community interaction and improve connectivity between villages.

Consequently, it is important that United Wambo continues to work with Singleton Council to assist in utilising Planning Agreement funding to develop the local community in line with local government strategy and community needs and aspirations.

5.4.1 Developing the Community Development Strategy

The United Wambo has developed a Community Development Strategy (CDS) which draws on the outcomes of the SIOA undertaken for the Project. The CDS outlines the requirements of planning, managing and reviewing community development and 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 taken into account in community investment decisions.

5.4.1.1 Stakeholder Engagement

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 A - 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 at *Table 5-3* 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 SIMP moving forward and the revision of these as required.

5.4.1.2 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 the Project outlined several areas of community need across the communities relevant to the Project. 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 5-6 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 already made by the United Wambo.

Table 5-6: Community Investment Focus Areas and Specified Projects for Support

Focus Area	Key Projects for Consideration
Education and Training	<ul style="list-style-type: none"> • Support ongoing engagement and curriculum development with the Jerrys Plains Public School • Support sports and youth programs in Jerrys Plains
Enterprise Development	<ul style="list-style-type: none"> • Improving public spaces, e.g. beautification of main streets, funding for playground equipment, shade and seating in parks in Jerrys Plains • Contribution to the maintenance of Jim Johnston Oval in Warkworth • Maintenance of the Warkworth Community Hall
Economic Diversification	<ul style="list-style-type: none"> • 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 • Installing town signage in Jerrys Plains
Health and Wellbeing	<ul style="list-style-type: none"> • 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 • Offering of community courses (such as first aid or fire safety training)
Sense of Community/ Heritage	<ul style="list-style-type: none"> • 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

5.4.1.3 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.

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 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.

5.4.1.4 Evaluation and Reporting

All individual Community Investment projects that attract an investment of \$10,000 or greater 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.





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




5.4.2 Community Development Strategy Commitments Register

In consultation undertaken in the preparation of the SIMP, participating community members were asked to provide suggestions on how to enhance positive impacts of the mining operation for further consideration by United Wambo. These community identified strategies are outlined in **Appendix D - Community Identified Strategies** with relevant strategies incorporated into the action plan.

Table 5-7 outlines the specific commitments and actions to be undertaken as part of the United Wambo CDS for the Project. Targets and KPI’s will be developed for the CDS after community surveys have been undertaken and opinion and feedback from the community has been assessed and analysed.

Table 5-7: Community Development Strategy Commitments Register

Community Development Plan 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							
<p>Update and inform the SIMP:</p> <ul style="list-style-type: none"> 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 SIMP. Group to meet bi-annually to discuss community 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 	<p>Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga villages</p> <p>Broader Singleton community</p> <p>Community service providers</p> <p>Community groups and organisations</p>	<p>Community is involved in identifying and prioritising investment for local benefit</p> <p>Community members are aware of the community investment program and funding application process</p> <p>Mine employees are informed and have the opportunity to participate in and contribute to community life</p>	<p>Alignment of focus areas with community needs and local government strategic plans</p> <p>Key demographic indicators e.g. population, mobility, employment by industry</p> <p>Community sentiment</p>	<p>Update strategy within 12 months of Phase 1B commencement, then review in line with annual business planning process</p>	<p>SIMP</p>	<p>Formal and informal feedback from stakeholders</p> <p>Six-monthly key stakeholder</p> <p>Annual SIMP Survey</p>	 <p>Working group</p>
Sense of Community - Community Engagement							
<p>Consider extension of community engagement mechanisms to include:</p> <ul style="list-style-type: none"> Hosting a mine site open day Six-monthly community information sessions that encourage community participation and provide an opportunity to update the community on operational activities 	<p>Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga</p> <p>Broader Singleton community</p>	<p>Raise and maintain awareness of key stakeholders and the broader community of Project activities and associated impacts, opportunities and management measures and to seek stakeholder input on these.</p> <p>Engagement mechanisms to align with community interests and needs</p>	<p>Community feedback on engagement preferences</p>	<p>Ongoing</p>	<p>Stakeholder Engagement Strategy</p> <p>Community Development Plan</p>	<p>Formal and informal feedback from stakeholders</p> <p>Six-monthly near neighbour engagement</p>	 <p>Participation in Open Days</p>

Community Development Plan Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
<p>Community Consultative Committee:</p> <ul style="list-style-type: none"> • CCC membership widened to include range of community representation • Improved communication of CCC meeting outcomes to the wider community • 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) 	<p>CCC members</p> <p>Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga</p> <p>Broader Singleton community</p>	<p>Community is kept informed of Project information and updates</p> <p>Provide members of the community the opportunity to have input into relevant Project related topics and issues</p> <p>CCC membership provides a good representation of the surrounding communities</p>	<p>Wider Community knowledge of the CCC and meeting outcomes</p>	Ongoing	Stakeholder Engagement Strategy	Formal and informal feedback from stakeholders	 CCC meetings
<p>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.</p>	RAPs	<p>Raise and maintain awareness of key stakeholders of Project activities and associated impacts, opportunities and management measures and to seek stakeholder input on these.</p> <p>RAPs are kept informed of the Project and provided an opportunity to have input into relevant Project related topics and issues</p>	RAP feedback with level and frequency of engagement	Ongoing	Aboriginal Cultural Heritage Management Plan	<p>Formal and informal feedback from stakeholders</p> <p>Annual RAP meeting</p>	 RAP meetings
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	Six-monthly near neighbour engagement	
<p>Development of a Community Land Use and Management Program including consideration of:</p> <ul style="list-style-type: none"> • 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 	<p>Residents in Jerrys Plains, Warkworth, Maison Dieu and Bulga</p> <p>Key stakeholders</p> <p>Wider Singleton Community</p> <p>Tenants</p> <p>Other mining operations</p>	<p>Land assets owned by United Wambo are managed and maintained</p> <p>Local community is engaged as part of land management program</p>	<p>Key stakeholder attendance and participation</p> <p>Routine property inspections to monitor land management practices</p> <p>Decline in pest and weeds on mine owned properties and in offset areas</p>	Ongoing	Biodiversity Management Plan	<p>Formal and informal feedback from stakeholders</p> <p>Six-monthly near neighbour engagement</p>	 Working group

Community Development Plan Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Greenhouse Gas Emissions							
Provision of targeted information regarding greenhouse gas emissions, outcomes and relevant mitigation and management strategies including consideration of: <ul style="list-style-type: none"> 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 Six-monthly 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 Wider Singleton Community	Seek feedback from key stakeholders, including the community, early in the closure planning process, on the post-mining land-use options and associated success / completion criteria Mine closure is planned and managed to minimise adverse social impacts on the surrounding communities	Assessment of relevant land uses to maximise community benefits	Five years prior to planned Project Closure	Rehabilitation Management Plan Closure Plan	Formal and informal feedback from stakeholders	
Social Amenity - Traffic and Transport							
Implement the Traffic Management Plan to reduce potential traffic impacts from workforce movements during construction of the Golden Highway relocation 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 Warkworth, 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	

Community Development Plan Actions/Commitments	Target Stakeholders	Objectives / Intended Social Outcomes	Key Performance Indicator / Measure	Timing	Relevant Management Plan	Review Mechanism	Opportunities for collaboration
Employment							
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		
Monitoring and Information Provision							
Communicate the social and economic contributions of the United Wambo when made available 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 the Project's 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		

6. Implementation, Monitoring and Reporting

6.1 Implementation of the SIMP

United Wambo and the nominated Environment & Community Manager are responsible for the commitments outlined within the SIMP and will report on SIMP activities as part of the operations annual reporting regime.

6.2 Monitoring and Evaluation

A key aspect of any Social Impact Assessment Management Plan is the development of a framework to monitor the mining operation impact over time.

As highlighted at *Section 3.2*, it is a condition of consent that that the SIMP *include a program to monitor, review, and report on the effectiveness of measures outlined within this Plan and identify indicators to be monitored, mechanisms for data collection, timing and responsibility to support the ongoing analysis of social impacts and risks.* These aspects have been outlined within the tables in Section 5.

A key element in successful monitoring of the implementation of the SIMP will be ongoing liaison with neighbouring landholders, the broader community and other key stakeholders as per the attached Stakeholder Engagement Strategy outlined in *Section 5.2*.

It is important to note that a mixed method approach is important to triangulate monitoring and evaluation results. For instance, while actions may be carried out and mitigation measures implemented, this does not necessarily guarantee that stakeholder perception and satisfaction with impact management. Similarly, feedback from different stakeholders and groups will often vary due to individual circumstances.

Key monitoring and review mechanisms include:

- a dedicated complaints and grievance management procedure. These procedures are described in the **Complaints Management Procedure**, with key components outlined below:
 - 24-hour, 7 day a week community and employee information telephone line
 - complaints notification forms to assist employees/contractors in recording complaints
 - processes for receiving, investigating and responding to complaints as described in Section 5.2.1.7
 - process for conflict resolution – Where a private land owner believes that criteria specified within the Project Approval is being exceeded; they may request the Secretary arrange an Independent Review to determine the impacts from United Wambo operations. If United Wambo is found to be non-compliant with the specified criteria (and primarily responsible), United Wambo will be required to implement all reasonable and feasible mitigation measures and monitor until compliance with the exceeded criteria is achieved or secure a written agreement with the landholder to exceed the relevant criteria
 - process for reporting on complaints received –All complaints are electronically logged into the CMO system; reviewed internally by the United Wambo E&C Manager; reported to key United Wambo personnel and Glencore Group E&C Manager; and reported on the United Wambo website on a monthly basis).

- a key stakeholder review program with near neighbours and other key stakeholders undertaken every twelve months.
- review and update of the social baseline every five years, in line with census data release
- Audit of monitoring framework to see if it is providing usable data, with refinements to the process made if required.

6.2.1 Monitoring Community Perception

Through the various engagement mechanisms noted, community attitudes and sentiment will be documented relating to the company's operational and engagement activities. Monitoring variables to be considered include:

- Establishment of meaningful partnerships
- Quality and strength of relationships
- Level of stakeholder knowledge of the company and its operations
- Confidence in business governance
- Trust in the company
- Procedural justice – being respected, listened to and being provided with a genuine opportunity to participate
- Quality of engagement / contact with company representatives
- Community expectations of company performance
- Confidence in the company's ability to effectively manage its impacts – social and environmental
- Predictability or perceived reliability of company performance (over time)
- Level of dependency e.g. extent to which livelihoods are supported by the company/ operation

These data will be collected during six-monthly landholder engagement, with a short interview guide used to facilitate data collection. The results of the landholder meetings will be presented in the Annual Review (see *Section 6.3*).

6.3 Reporting

United Wambo is required to report on stakeholder engagement activities and community investment. This is achieved through monthly, e.g. Environment and Community Status Report, and annual reporting mechanisms.

United Wambo conducts an Annual Review (AR) of the environmental aspects and impacts of their operations, as well as community investment and stakeholder engagement, as part of the annual planning process.

The Annual Review will involve:

- a) identifying stakeholder risks and opportunities;
- b) considering feedback from stakeholders on engagement and/or community investment activities, including complaints analysis;
- c) outlining delivery of the SIMP;
- d) track progress towards achieving the desired social outcomes and objectives outlined in Table 5-5 and Table 5-7;

- e) reviewing and incorporating outcomes of relevant government and community related studies; and
- f) identifying and documenting any changes in community expectations, emerging environmental or community issues and/or changes to mining operations.

The review will also include assessment of performance against identified timing indicators outlined in the SIMP, to facilitate an ongoing assessment of the effectiveness of the strategies and programs proposed to manage and enhance the social impacts associated with the mining operation. An Evaluation Program will be developed to assess the overall effectiveness of the strategies outlined in the SIMP. This program will provide opportunities for the community to provide their perceptions on the implementation of the SIMP.

7. 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.

7.1 Related Documents

Related documents, listed in **Table 7-1** below, are *documents* directly related to or referenced from within this document.

Table 7-1: Related Documents

Number	Title
UWOC-1689771511-359	United Wambo Complaints Management Procedure

7.2 Reference Information

Reference information, listed in **Table 7-2** below, is *information* that is directly referred to for the development of this document.

Table 7-2: 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>

7.3 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 7-3** below.

Table 7-3: Change Information

Version	Date	Change Details
1.0	May 2022	New Document
2.0	March 2022	Minor formatting and grammar changes
3.0	April 2022	Reviewed and updated in accordance with Condition E7 – Modification 1. Revision made to Section 5.2 Stakeholder Engagement Strategy, Table 5-3.

8. 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 2017).

Table 8-1: Accountabilities

Role	Accountabilities for this Document
Operations Manager	<ul style="list-style-type: none"> • Ensure that sufficient resources are allocated for the implementation of this SIMP.
Environment & Community Manager	<ul style="list-style-type: none"> • Ensure that sufficient time and resources are allocated to allow for the implementation of the Impact Mitigation and Community Development Plans. • Allocate sufficient time and resources for the implementation and continuation of the Stakeholder Engagement Plan. • Ensure that all consultation as specified in this SIMP 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 SIMP. • Review and approve external reports, e.g. Annual Review • Ensure that all relevant records are effectively maintained on site.
Environment & Community Coordinator/ Officer	<ul style="list-style-type: none"> • Coordinate the day to day implementation of this SIMP, including the design and implementation of social impact mitigation and community development activities and as delegated by the Environment and Community Manager. • 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 SIMP activities are appropriately skilled and experienced to undertake the task.
All persons engaged to perform activities under this plan	<ul style="list-style-type: none"> • Undertake activities directly in accordance with the requirements of the SIMP.

Appendix A - 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 A-1**.

Table A-1: Data Sources

Source	Content
Australian Bureau of Statistics (ABS)	<ul style="list-style-type: none"> 2006, 2011 and 2016 General Community, Time Series and Indigenous Profile data for the SA1 areas of: <ul style="list-style-type: none"> Jerrys Plains Bulga Warkworth Maison Dieu Singleton Local Government Area (LGA) State of New South Wales (STE*) <p>https://www.abs.gov.au/</p>
The Public Health Information Development Unit (PHIDU), Torrens University Australia	<p>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</p> <p>http://phidu.torrens.edu.au/social-health-atlases</p>
NSW Government Department of Planning and Environment (DPE)	<p>2016 release of population Projections by NSW State and Local Government Area Population and Household Projections – based on data sourced from the 2016 Census</p> <p>https://www.planning.nsw.gov.au/Research-and-Demography/Demography/Population-Projections</p>
Singleton Council Strategic Plans	<p>Strategic plans that guide the focus areas of the Singleton Council including:</p> <ul style="list-style-type: none"> Community Strategic Plan 2017 to 2027 (2017) Singleton Village Master Plan (2014) <p>https://www.singleton.nsw.gov.au/326/Publications-Plans-and-Strategies</p>
Social Impact and Opportunities Assessment (SIOA) United Wambo (2016)	<p>SIOA was completed for the Project in 2016</p>
Local media	<p>Review of local media sources relevant to the communities of interest and the Project</p>

A.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 A-1*.

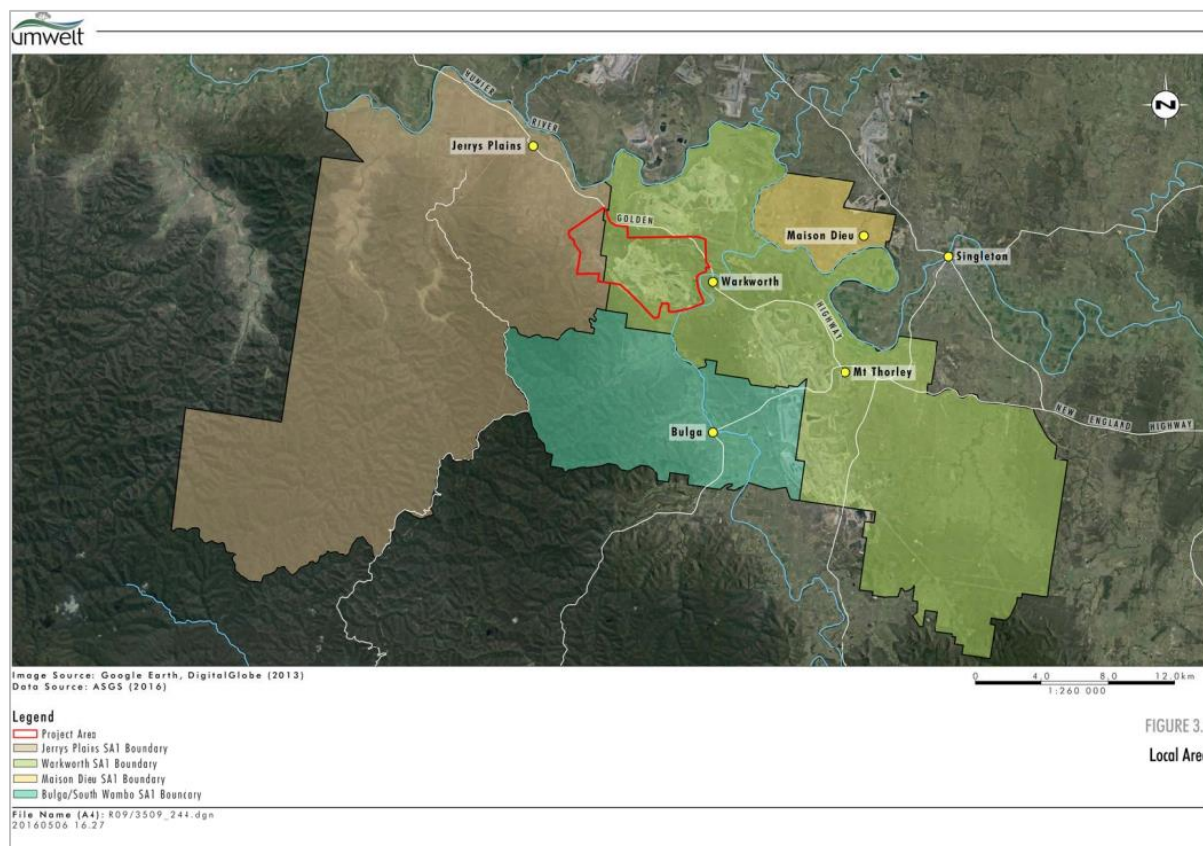


Figure A-1: Project Area Locality

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 landholders 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.

A.2 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 A-2** below.

Table A-2: Place-making Challenges and Opportunities

Challenges	Villages	Opportunities
<p>Poor community facilities and amenities</p> <p>Engaging younger members of the community</p> <p>Conflicts within the community</p> <p>Uncertainty about potential future mining activities</p> <p>Conflicts between mining, horse and wine industries</p> <p>Garbage and animal issues top concerns for the community in 2013 (as recorded by Customer Request Management System)</p>	Jerrys Plains	<p>Greater use of free facilities such as recreational grounds</p> <p>Family friendly and youth focused activities that engage the younger population</p> <p>Build upon current enthusiasm for local community events and activities</p> <p>A main street upgrade program along the Golden Highway that improves the streetscape through a variety of landscaping, infrastructure and character updates</p> <p>Upgrade to the recreation grounds to include fencing, street tree planting, car parking and visual amenity measures</p> <p>Upgrade to the Jerry Plains Pony Club area to include fencing, tree planting, upgraded facilities and car parking</p>
<p>Social and environmental impacts of mining</p> <p>Low rate of volunteers compared to other regions</p> <p>Threat of future mining expansions</p>	Warkworth	<p>Actively engage with the younger population through events and activities</p> <p>Utilise the community hall and recreational park to hold family friendly events</p>
<p>Risk of mine expansions and subsequent impacts</p> <p>Division in the community</p> <p>Lack of diversity in the economy and dependence on the mining industry</p> <p>Reluctance to work with Council</p> <p>Garbage issues the top concern for community in 2013 (as recorded by Customer Request Management System)</p>	Bulga	<p>Improvements to facilities within recreational areas (particularly childrens' play areas) and the community hall</p> <p>Improved maintenance of public areas</p> <p>Family friendly activities and informal community get-togethers</p> <p>Community notice board</p> <p>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</p> <p>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</p> <p>Improving adaptability and flexibility by facilitating events throughout the village and development of a Heritage Trail</p>

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

A.3 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 A-2*.

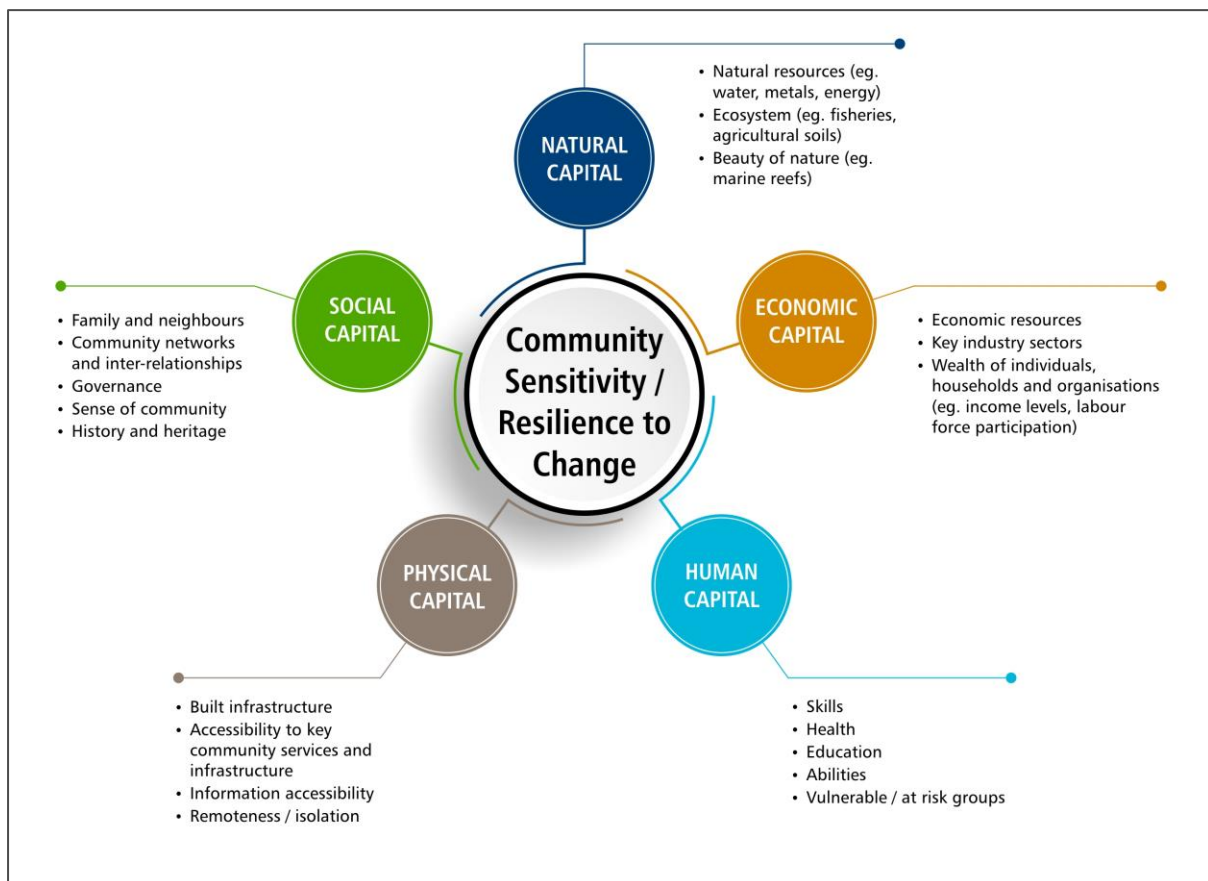


Figure A-2: Capital Framework (adapted from Coakes and Sadler 2011)

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

Table A-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	-
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	-

	Maison Dieu (SA1)			Jerrys Plains (SA1)			Warkworth (SA1)			Bulga (SA1)			Singleton (LGA)			NSW		
Highest level of education – Year 12 (%)	-	6.5	-	-	9.1	-	-	13.9	-	-	8.3	-	-	11.2	-	-	15.3	-
Highest level of education attained (%)	-	Year 10 23.2	-	-	Certificate level III 20.9	-	-	Certificate level III 22.6	-	-	Certificate level III 18.3	-	-	Certificate level III 20.7	-	-	Bachelor Degree level and above 23.4	-
Highest level of educational attainment – Bachelor Degree level and above	-	10.9	-	-	4.8	-	-	4.4	-	-	12.4	-	-	10.5	-	-	23.4	-
Physical Capital																		
Housing - Fully owned (%)	44.2	35.2	↓	30.3	36.5	↑	28.6	38.3	↑	31.2	33.3	↑	31.1	30.6	-	34.1	32.2	↓
Housing - Being purchased (%)	25.0	35.2	↑	33.8	45.2	↑	17.5	25.5	↑	46.4	39.6	↓	39.9	38.0	↓	34.0	32.3	↓
Housing – Rented (%)	30.8	29.6	↓	30.8	18.3	↓	42.9	36.2	↓	22.3	23.4	-	28.5	28.4	-	31.1	31.8	-
Social Capital																		
Single parent families (%)	8.5	0	↓	12.5	12.3	-	0	7.0	↑	12.3	8.3	↓	13.7	14.7	↑	16.3	16.0	-
Volunteers out of population aged 15 years and above (%)	27.5	22.4	↓	20.2	24	↑	12.8	11	↓	23.5	29.2	↑	20.4	23.0	↑	18.4	19.7	-
Mobility – % of individuals with a different address five years ago	29.4	24	↓	36	32	↓	33.5	17-	↓	25.4	28	↑	38	37	-	37	39	↑
Households where a non English language is spoken (ABS) (%)*	0	7.1	↑	4.3	2.6	↓	6.5	-	-	6.3	5.6	↓	2.8	3.2	↑	23.7	26.9	↑
Cultural Diversity - Immigrants – % of population not born in Australia (Overseas Born – ABS)*	3.6	2.3	↓	10	18	↑	0	15.2	↑	10.1	10.2	-	8.6	8.6	-	27.3	29.7	↑

A.3.1 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.

A.3.2 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 A-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 A-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 A-3*).

A.3.3 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 A-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).

A.3.4 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 A-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).

A.3.5 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 A-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 B - 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 B-1 outlines the key impacts raised by stakeholders through the SIOA and assigns each impact a risk ranking based on the social impact plot¹, which considers the technical and stakeholder perceived risks assessed.

The SIOA was completed prior to the introduction of the SIA Guidelines (DPIE, 2017), 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.

¹ Social Impact plots are a methodology developed by Coakes Consulting (2009) as a means of integrating social and technical perspectives of risk/impact in project development.

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 B-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	Residents of Warkworth	Medium	Medium
	Singleton LGA	Other local residents	Medium	Low
Traffic – impacts on social amenity	Local area	Local residents	Low	Low
	Singleton LGA	Travellers	Low	Low
Impacts on surroundings - land management and future land use	Local area	Local landholders and other land users	Medium	Low
	Singleton LGA	Regional stakeholders	Low	Low
		Neighbouring mine sites	Low	Low
Impact on surroundings and ecological values	Local area	Local residents	Low	Medium
	Singleton LGA	Regional community	Low	Medium
	Hunter region (bio-region)	Environmental NGOs	Medium	Medium
		Government agencies	Low	Medium
Impact on surroundings – access to and use of water (ground and surface)	Local area Singleton LGA	Local residents	Medium	Low
		Water users	Medium	Low

Social Impact	Geographic scope	Stakeholders impacted	Perceived Stakeholder risk	Mitigated technical risk
	Hunter Catchment Hunter Region	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 Wider region	Regional community	High (positive)	Low
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	Local residents	Medium (positive)	Medium (positive)
	Singleton LGA	Aboriginal stakeholders	Low	Medium (positive)
		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 B-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.

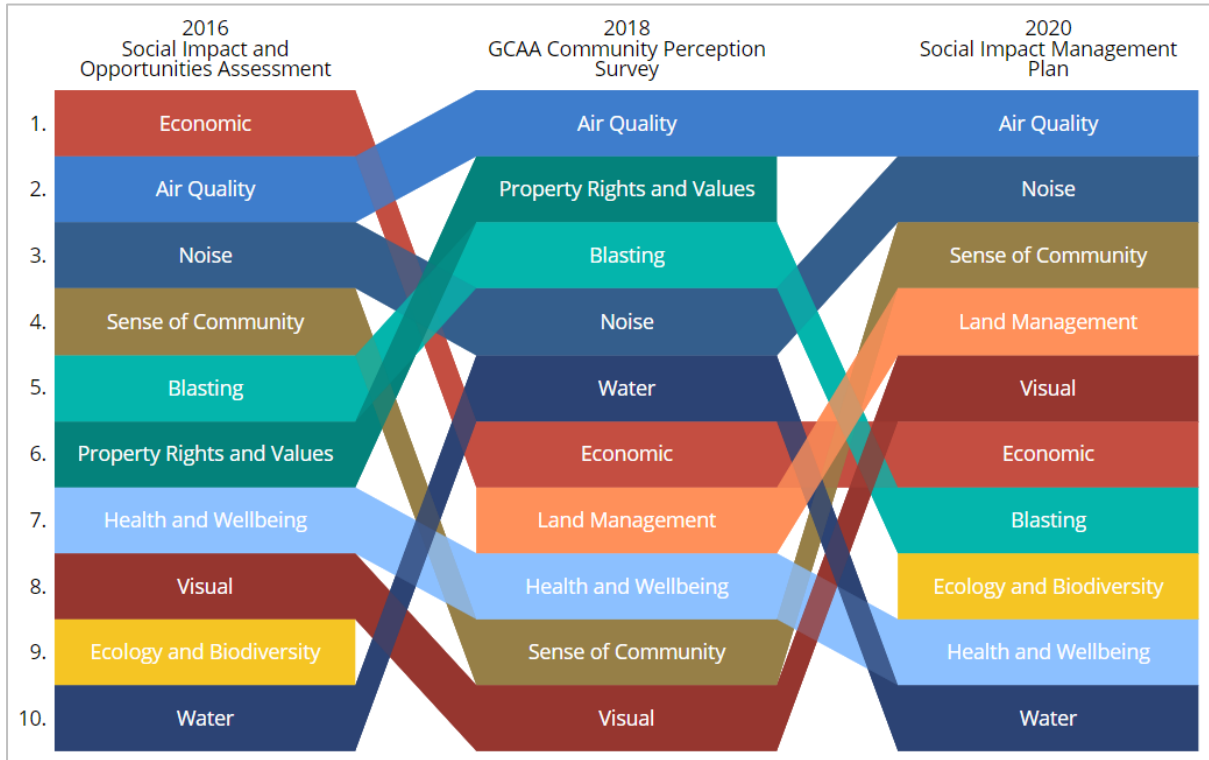


Figure B-1: Perceived Impacts – Change Over Time
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The following sections provide a summary of the social impacts and opportunities that have been identified as the most salient by community stakeholders across the various rounds of community engagement.

B.1 Impacts on Social Amenity

B.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 D - Community Identified Strategies**).

B.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.

B.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.

B.2 Impacts on Surroundings

B.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.

B.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.

B.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.

B.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.

B.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.

B.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 7 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.

B.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 to *Appendix D -Community Identified Strategies* 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.

B.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 C - 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 C-1**.

Table C-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)	<p>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.</p> <p>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 <i>Appendix B -Social Impacts and Opportunities Assessment 2016</i></p>
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:

Source	Description
	<ul style="list-style-type: none"> • 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.
Glencore Corporate Strategies/ Reports	A range of Glencore corporate strategies and reports have been reviewed to check that the SIMP is consistent with relevant corporate values and guidelines (refer to <i>Section 3.2</i>).

C.1 Engagement to Support SIMP Development

C.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 C-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 C-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
Infrastructure service providers	6
Aboriginal stakeholders	83
Wambo/United employees and contractors	319
Wambo/United suppliers	111
Total	665

Source: SIOA (2016)

Appendix D - 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 C-1**, with relevant commitments incorporated in the specific commitment's registers for each Plan, unless specified otherwise the strategies in **Table C-1** will be implemented as part of the SIMP. .

Table C-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 Table 5-5 .
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 Table 5-5 .
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 5.3 of this document

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
<p>Provide regular operational updates and environmental monitoring data to local landholders via a dedicated quarterly environmental monitoring report. Information to include:</p> <ul style="list-style-type: none"> • 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 	<p>Quarterly Report provided on website to be updated to include additional information as per <i>Table 5-5</i>.</p> <p>Annual Review provided on website will contain comparison of monitoring results with modelling predictions.</p> <p>Community Complaints Register published to website and updated monthly as required by Condition E16 (a) (x) of SSD 7142.</p>
<p>Community access to real time air quality/dust monitoring outcomes from monitoring locations</p>	<p>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.</p> <p>Quarterly Report provided on website to be updated to include additional information including a summary of real time air quality monitoring results.</p>
<p>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</p>	<p>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.</p> <p>United Wambo will support the proposed campaign for Jerrys Plains School and have begun discussions with the school for the installation of the monitor.</p>
<p>Continued watering of mine haul roads</p>	<p>Undertaken as per Air Quality and Greenhouse Gas Management Plan</p>
<p>Undertake progressive rehabilitation to limit dust</p>	<p>Undertaken as per Rehabilitation Management Plan</p>

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Impacts on social amenity/ health and wellbeing – noise	
Sound attenuation on mine machinery to reduce current noise levels associated with: <ul style="list-style-type: none"> • 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 Table 5-5 .
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 Table 5-5 .
Impact on surroundings/ land use and management	
Improved feral animal control (dogs, foxes, pigs, kangaroos)	Pests on mine-owned lands and properties will be managed in accordance with the Biodiversity Management Plan.
Improved management of large areas of land that can contribute to pest and weed problems, e.g. National Park, Colinta	Biodiversity Management Program to be developed as per Table 5-5 .
Intensive trapping and baiting program: <ul style="list-style-type: none"> • Coordinate baiting/trapping programs with other mines, local landholders and community groups 	
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

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
<p>Improved management of mine-owned land and biodiversity offset land to reduce pest and weed problems and fire hazard</p>	<p>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</p> <p>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.</p>
<p>Assist in the maintenance of private fences proximal to the mine site</p>	<p>Audit of boundary fencing on mine-owned lands and properties to be undertaken as per <i>Table 5-5</i>. 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.</p>
<p>Agriculture</p> <ul style="list-style-type: none"> • 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 	<p>Mine-owned lands and properties will be managed in accordance with the Biodiversity Management Plan where relevant.</p> <p>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.</p> <p>Small areas of the United Wambo site will continue to be managed for stock grazing and agricultural purposes.</p> <p>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.</p> <p>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.</p>

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
<p>Rehabilitation</p> <ul style="list-style-type: none"> • 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 	<p>Rehabilitation Management Plan includes;</p> <ul style="list-style-type: none"> • Progressive rehabilitation; • Commitment to develop a Rehabilitation Strategy for implementation; • Commitment to using a natural landform design for development of the final landform
<p>Post Mining</p> <ul style="list-style-type: none"> • Consider alternate use of final void, e.g. recreational dam for water sports, fishing, water supply to local farmers/landholders 	<p>Two final voids will remain as a part of the final landform and will become water bodies as per the Rehabilitation Management Plan</p> <p>United Wambo will continue to consult with key stakeholders and local community regarding final land use with stakeholder feedback considered</p>
Visual amenity	
<p>Tree Screening</p> <ul style="list-style-type: none"> • 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) 	<p>Additional tree planting and landscaping using native tree species endemic to the area</p>
<p>Installation of a physical screen barrier (trees not growing fast enough)</p>	
<p>Lighting at night</p> <ul style="list-style-type: none"> • Provide a direct communication line to United Wambo (at night) regarding visual impairment (night driving) to affect immediate change and reduce public safety risks 	<p>The 24 hour community complaints and enquiries hotline (1800 801 440) is available for this.</p> <p>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.</p>

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Personal and property rights - blasting	
<p>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:</p> <ul style="list-style-type: none"> • 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 	<p>SMS notification process included in Blast Management Plan.</p> <p>Further blast notification processes to be implemented as per <i>Table 5-5</i>.</p>
<p>Property damage/repair:</p> <ul style="list-style-type: none"> • 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 	<p>Baseline structural assessments will be undertaken as per <i>Table 5-5</i>.</p> <p>Landholders will be provided with the baseline report and information regarding process for making a claim for repairing any damage.</p> <p>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)</p>
Impacts on way of life/ social amenity - traffic	
<p>Stagger starts and finish times for all staff, e.g. administration and site workers</p>	<p>Production, and Maintenance and Staff have staggered shift times</p> <p>Currently shift start times are as follows:</p> <p>Staff – 6:00am and 7:30am</p> <p>Maintenance – 6:30am</p> <p>Production – 7:00am</p>
<p>Implement employee safe driving programs – education, e.g. toolbox talks</p>	<p>Maintain communication to workforce to reinforce positive driving behaviour as per <i>Table 5-5</i>.</p>

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Water access and use	
<p>United Wambo to provide water to fill landholder dams if required</p>	<p>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.</p>
Impacts on way of life and sense of community	
<p>Strategies identified to facilitate an improved sense of community:</p> <ul style="list-style-type: none"> • 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) 	<p>Applications for support of these events is via the Glencore Community Investment Program at https://qlencore.smartygrants.com.au/</p> <p>United Wambo’s Environment and Community team will offer support to organisations or community members in completing the applications if required.</p> <p>Opportunities for funding will be advertised in newsletters and during Community Information Nights</p>

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
<p>Community infrastructure and services</p> <ul style="list-style-type: none"> • 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 	<p>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.</p> <p>These strategies will be raised with Singleton Council for consideration under the PA.</p>
<p>Sense of place - beautification</p> <ul style="list-style-type: none"> • 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 	<p>These strategies will be raised with Singleton Council for consideration under the PA.</p>
Impacts on way of life – employment opportunities	
<p>Distribute/advertise job application forms when employment is available</p>	<p>All employment opportunities are advertised on the Glencore website at https://www.glencore.com/careers/</p>
<p>Communicate employment application/tender process, e.g. through targeted information session and community newsletters</p>	<p>All tenders are managed through an online E-Tendering Portal at https://www.tenderlink.com/glencorecoal/</p>
<p>Organise information nights to link local suppliers and contractors with the company</p>	

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
Develop a skills and capability register for local businesses and suppliers	Local applicants for roles at United Wambo will be shortlisted for interview.
Identify opportunities for local school leavers, e.g. apprenticeships/traineeships	Consideration of local supplier and contractors when tendering for work packages
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>Table 5-7</i> .
Broaden membership of the CCC and communicate the outcomes of CCC meetings	Applications for new CCC members to be sought as per <i>Table 5-7</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.
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

Suggested Action/Strategy for Consideration in the SIMP	Current Commitments
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 in <i>Table 5-3</i> .
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 E - 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.