



SIMEC

MEMBER OF



TAHMOOR SOUTH

SOCIAL IMPACT MANAGEMENT PLAN

Tahmoor Coal Pty Ltd



Doc # TAH-HSEC-381

Version: 5.0

Page 1 of 47

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Issued Date: Friday 28th June 2023

Status: Released

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1 Introduction

1.1 Background

Tahmoor Coal Pty Ltd (Tahmoor Coal) owns and operates Tahmoor Mine, an underground coal mine extracting coking coal which is an ingredient in the production of steel. The mine surface operations are located south of Tahmoor NSW, which is within the greater Sydney Basin - approximately 80 km southwest of Sydney. Tahmoor Mine is within the Wollondilly Shire Council (WSC) Local Government Area (LGA). Underground workings extend north under the town of Tahmoor and Picton with two ventilation shafts being located on the outskirts of town. The location of Tahmoor Mine in the regional context is shown in **Figure 1**.

Tahmoor Mine surface facilities are situated in between the townships of Tahmoor and Bargo, and adjacent to Remembrance Drive on land owned by Tahmoor Coal with mining conducted under both crown and freehold property (see **Figure 1**). Surface facilities at Tahmoor Mine include administration buildings and offices, a materials store, diesel tanks, electrical workshop, mechanical workshop, bathhouse, ventilation fan, Coal Handling Preparation Plant (CHPP), storage areas, run of mine stockpile and product stockpiles. A third party owned power station is also located on-site and utilises methane from the mines' gas drainage system to produce electricity. Extracted coal is processed on site prior to transportation via rail to the Port Kembla Coal Terminal.

An Environmental Impact Statement (EIS) was exhibited in early 2019 seeking approval for the Tahmoor South Coal Project, which involves use of the existing surface infrastructure and the extension of underground longwall mining to the south of the existing workings (referred to as the Tahmoor South Domain). Tahmoor Coal subsequently revised the proposed mine design and submitted amended development applications on two occasions (in February and August 2020). In April 2021, Tahmoor Coal received Development Application Approval (SSD 8445) for the extraction of up to 4 Mtpa of ROM coal, with a total of up to around 33 Mt of ROM coal proposed to be extracted until 10 years from commencement of second workings (ie. 18 October 2032).

In addition to the SSD 8445 approval Tahmoor Coal also received conditions of approval (EPBC 2017/8084) under the *Environment Protection and Biodiversity Conservation Act 1999* (Commonwealth) in October 2021.

1.2 Purpose

The purpose of this Social Impact Management Plan (SIMP) is to provide a framework for Tahmoor Coal (TC) personnel to ensure that compliance is achieved with relevant internal and external regulatory requirements related to social impact management at Tahmoor Coal. The plan ensures that impacts on the community are minimised and managed within a structured framework.

This plan is to ensure compliance with Development Consent (SSD 8445) (the Consent) Condition B70, Part B.

1.3 Scope

This SIMP includes positive and negative social impacts resulting from the development and following mine closure, both locally and regionally. The SIMP applies to all surface activities associated with Tahmoor Coal and forms part of the Environmental Management Strategy (EMS).

1.4 Preparation

This management plan has been prepared by Amanda Bateman, Community Liaison Specialist with Tahmoor Coal. Amanda has been endorsed by the Department of Planning, Housing and Industry (DPHI) as suitability qualified to prepare this plan (**see Appendix B**).

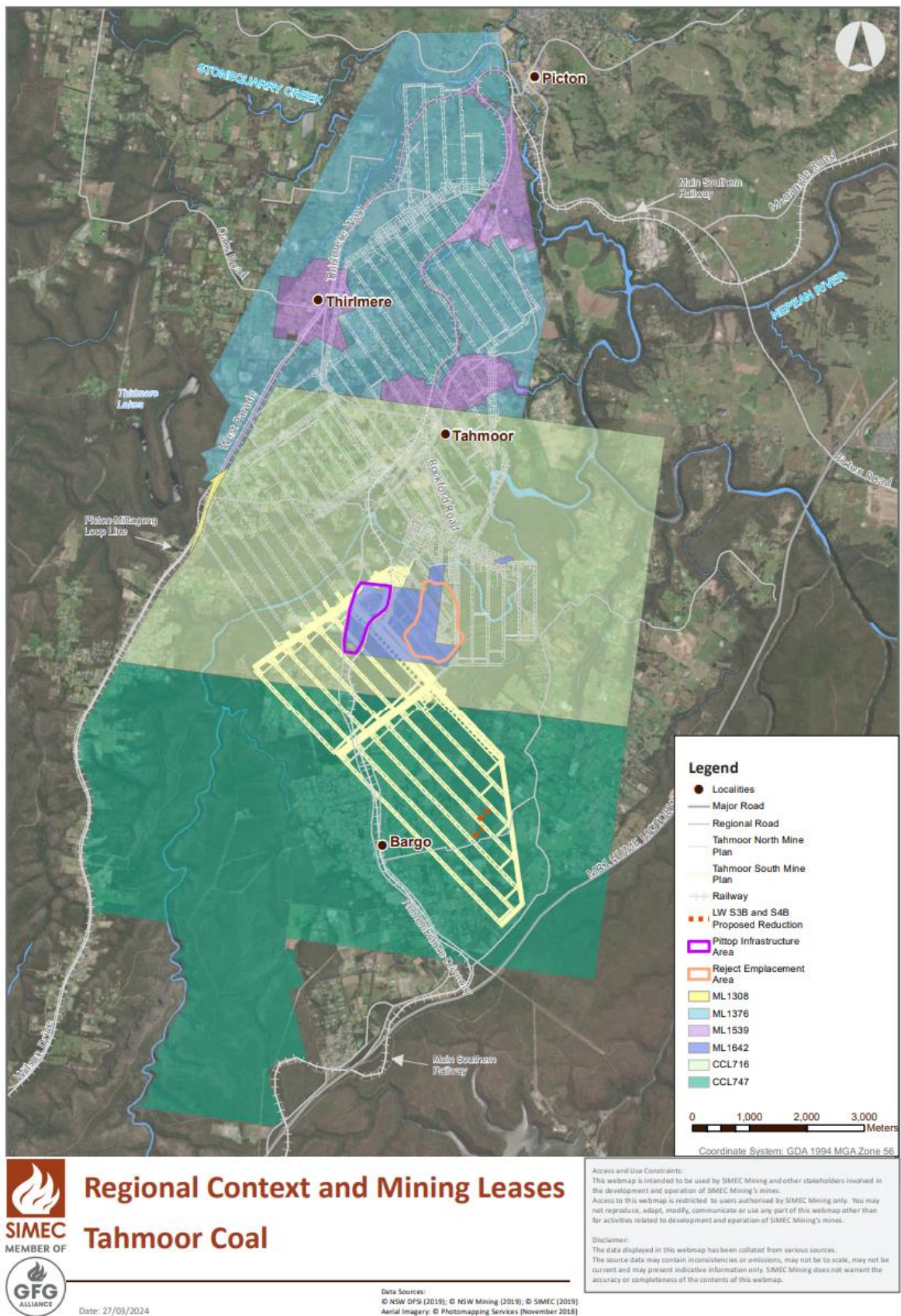


Figure 1 Tahmoor Coal Site Location

2 Planning

2.1 Statutory Requirements and Legislation

2.1.1 Development Consent Conditions

The requirement for this management plan is established by Condition B70 under Part B of the Consent. **Table 1** outlines the requirements under this condition and identifies where these requirements have been addressed.

Table 1 Development Consent Conditions

Condition Reference	Condition	Where Addressed
B70	The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:	This Plan
(a)	be prepared by a suitably qualified and experienced person/s, whose appointment has been endorsed by the Planning Secretary;	Section 1.4
(b)	be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;	Section 3.2
(c)	be submitted to the Planning Secretary for approval within six months of commencing development under this consent;	Noted
(d)	identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;	Table 8
(e)	identify and build upon adaptive management and mitigation measures outlined in the EIS to avoid, minimise, and/or mitigate negative social impacts, including specific measures to minimise stress-related impacts on residents that may be affected by subsidence;	Table 8 and Section 7.1
(f)	identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;	Table 8
(g)	include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;	Section 7.1
(h)	include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and	Section 7.2 and Appendix A
(i)	include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.	Section 6
B71	The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.	Noted
B72	The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.	Noted

2.1.2 Management Plan Requirements

Consent Condition E5 outlines the general requirements for all management plans. **Table 2** outlines the requirements under this condition and identifies where these requirements have been addressed.

Table 2 Management Plan Requirements

Condition Reference	Condition	Where Addressed
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E5	Management plans required under this consent must be prepared in accordance with relevant guidelines, and include:	NA
(a)	a summary of relevant background or baseline data;	Section 4
(b)	details of:	NA
(b) (i)	the relevant statutory requirements (including any relevant approval, licence or lease conditions);	Section 2.1
(b) (ii)	any relevant limits or performance measures and criteria; and	NA
(b) (iii)	the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;	Section 2.1.5
(c)	any relevant commitments or recommendations identified in the document/s listed in condition A2(c);	Section 2.1.3
(d)	a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	Table 8
(e)	a program to monitor and report on the:	NA
(e) (i)	impacts and environmental performance of the development; and	Section 6
(e) (ii)	effectiveness of the management measures set out pursuant to condition E5(d);	Section 6
(f)	a contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;	NA
(g)	a program to investigate and implement ways to improve the environmental performance of the development over time;	Sections 10
(h)	a protocol for managing and reporting any:	NA
(h) (i)	incident, non-compliance or exceedance of any impact assessment criterion or performance criterion;	Sections 9.3 and 9.4. Exceedance and impact assessment criteria not applicable.
(h) (ii)	complaint; or	Section 9.5
(h) (iii)	failure to comply with other statutory requirements;	Covered collectively within Sections 5.3 and 5.4.
(i)	public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and	Section 11.1
(j)	a protocol for periodic review of the plan.	Section 10

2.1.3 EIS Commitments

Condition A2 (c) of the Consent states that the development may only be carried out generally in accordance with the EIS. The relevant EIS documents include:

- a) Tahmoor South Project Environmental Impact Statement (EIS), Volumes 1 and 7, dated January 2019;
- b) Tahmoor South Project Amendment Report (PAR), including Appendices A to R and response to submissions, dated February 2020;
- c) Tahmoor South Project Second Amendment Report, Appendices A to O and response to submissions, dated August 2020;
- d) Additional information responses dated 14 September 2020, 23 October 2020 and 4 November 2020; and
- e) Submission to the Independent Planning Commission (IPC) February 2021.

EIS commitments relevant to this management plan are outlined in **Table 3**.

Table 3 EIS Commitments

EIS Reference	Commitment	Where Addressed
SI-2	<p>Potential impact: Impacts of the Project on the social environment of the Project Area.</p> <p>Management and mitigation measures: Review community engagement activities regularly to ensure the information and mechanisms for providing key community and government stakeholders are appropriate.</p>	Section 7
SI-3	<p>Potential impact: Impacts of the Project on the social environment of the Project Area.</p> <p>Management and mitigation measures: Update the existing Social Investment Plan (Community Development Plan). The Plan would provide a framework for ongoing contributions to community partnerships and initiatives through Tahmoor Coal's Community Investment Program (CIP).</p>	Section 7
SI-5	<p>Potential impact: Impacts of the Project on the social environment of the Project Area.</p> <p>Management and mitigation measures: Community surveys would be conducted, and Tahmoor Coal would continue to hold community information days/drop-in sessions, which would allow two-way communications between the community and company.</p>	Section 6
SI-6	<p>Potential impact: Impacts of the Project on the social environment of the Project Area.</p> <p>Management and mitigation measures: Tahmoor Coal would continue to engage with the community through its existing Community Consultative Committee Meetings and other processes to address community concerns about subsidence and other matters. Continued ongoing community support measures would be provided in consultation with the local community.</p>	Section 7
SI-7	<p>Potential impact: Impacts of the Project on the social environment of the Project Area.</p> <p>Management and mitigation measures: Potentially affected residents would receive a Resident Information Pack which includes:</p> <ul style="list-style-type: none"> - Longwall information; - An explanation of subsidence and the potential effect of subsidence on houses and other structures; - Anticipated levels of subsidence for longwall; - A description of property inspections, surveys and monitoring including how to access free pre-mining property inspections; - A description of rights and responsibilities relevant to subsidence; and - Emergency contact details. <p>The Resident Information Packs include specific information on the role of Subsidence Advisory NSW (SA NSW) in administering the <i>Coal Mine Subsidence Compensation Act 2017</i>; comprising contact details; the subsidence claims process where damage by subsidence is suspected and details for access to free counselling services in relation to subsidence impacts.</p>	Section 7

2.1.4 Other Leases and Licences

All development consents, leases, licences, and other relevant approvals are stored in the Cority Compliance Management database, which is administered by both site and Liberty GFG Corporate. A summary of the relevant mining leases is provided in **Table 4**. A summary of other approvals and licences is provided in **Table 5**.

Table 4 Mining Lease

Lease	Title	Granted	Expires
CCL 716	Original Tahmoor Leases	15/06/1990	13/03/2042
CCL 747	Bargo Mining Lease	23/05/1990	06/11/2025
ML 1376	Tahmoor North Lease	28/08/1995	28/08/2043

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Owner: Zina Ainsworth Version: 5.0 Review: Friday 28th June 2025

ML 1308	Small Western lease to west of CCL716	02/03/1993	02/03/2035
ML 1642	Pit-top and REA surface Mining Lease	27/08/2010	27/08/2031
ML 1539	Tahmoor North Extensions Lease	16/06/2003	16/06/2024 (approval pending)

Table 5 Approvals/Licences

Approval Title	Description	Date Granted	Expiry Date
EPL 1389	Environmental Protection Licence	01/05/1994, latest variation 23/08/2022	No Expiry
WAL 36442	Water Access Licence	6/12/2013	No Expiry
WAL 25777	Water Access Licence	27/10/2014	No Expiry
WAL 43572	Water Access Licence	08/09/2021	No Expiry
WAL 43656	Water Access Licence	01/08/2022	No Expiry
WAL 44608	Water Access Licence	08/02/2023	No Expiry
SWC839757	Water Access Licence (Lease)	10/07/2023	01/07/2024
Dangerous Goods Licence XSTR200005	Licence to store explosives	18/01/2012	02/02/2027
21017/8084	EPBC Approval	01/10/2021	01/09/2061

2.1.5 Performance Indicators

In accordance with Consent Condition E5 (b) (iii), **Table 6** outlines the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures (discussed in **Table 8**). Several of the social impacts listed in **Table 8** have specific Management Plans developed which contain TARPs and Performance Indicators. These specific Management Plans are referred to in **Table 8**, eg. Heritage, Traffic, Groundwater, Surface Water, Noise, Subsidence.

Performance Indicators are defined as ‘Tahmoor Coal derived environmental performance indicators set to maintain compliance with the performance measures and/or objectives outlined within Schedule 2 Part B of the Consent’.

Table 6 Performance Indicators

Aspect	Indicator	Reporting Mechanism
Complaints	Number of community complaints received, investigated and resolved (categorised by noise, traffic, water, heritage, dust, etc)	Monthly review & complaints register uploaded on website
Subsidence	All subsidence property damage claims are investigated, processed and settled in accordance with Subsidence Advisory NSW legislative process	Annual review
Groundwater	All bore users adversely impacted are offered ‘make good’ remediation which could involve deepening and/or replacing bores and wells and/or providing an alternative water source to affected users	Annual review
Mine closure	Social impact assessment completed at least 5 years prior to the end of the mine life	Review in 2026
Community contributions	Number of local community investments provided to Not for Profit, education or community-based organisations or programs	Annual review
Community contributions	Scheduled contributions made to Wollondilly Shire Council for the Bargo Sportsground upgrades	Annual review
Community engagement	Stakeholder Engagement Plan scheduled communication and consultation activities actioned and completed	Monthly review

3 Stakeholder Consultation

3.1 External Stakeholder Communication

External stakeholders include neighbours and the local / regional community, local council, state and federal government agencies and regulators, and press / media. Any external communications will be conducted in accordance with Tahmoor Coals standard communications procedures.

External stakeholders are identified in accordance with the following:

- Stakeholder Engagement Plan (Appendix A); and
- Community Development Plan (TAH-HSEC-00031).

External stakeholder communication is undertaken in accordance with:

- Stakeholder Engagement Plan (Appendix A); and
- Community Complaints and Enquiry Procedure (TAH-HSEC-00120).

These documents include information on the following topics:

- a) Methods of communication to external stakeholders.
- b) Types of information that is communicated between external stakeholders.
- c) Responsibilities for communication of information to external stakeholders.
- d) Review of communication methods, including the consideration of feedback to / from external stakeholders.

3.2 Consultation to Date

On 2 June 2022, the development of the Social Impact Management Plan was tabled and discussed at the Tahmoor Coal Community Consultative Committee (TCCCC) meeting. A draft version of this management plan was distributed to the following stakeholders seeking their review and feedback: Wollondilly Shire Council; TCCCC and Local affected communities and other interested stakeholders, including Tharawal Local Aboriginal Land Council, Subsidence Advisory NSW, local businesses (Australian Wildlife Sanctuary, Tahmoor Garden Centre, Kalinya Estate) and local residents whose properties will be mined beneath). Follow up emails and phone calls to stakeholders on 19 September 2022 and 30 September 2022 to encourage feedback and input.

Stakeholders consulted is summarised within **Table 7** below.

Table 7 Consultation to Date

Consulted Parties	Consultation Conducted	Outcomes of Consultation
Tahmoor Coal Community Consultative Committee	2 June 2022 - Tabled at TCCCC Quarterly Meeting. 29 June 2022 - Draft Management Plan emailed to committee members for review and feedback.	Wollondilly Shire Council representative advised that Council has a Social Impact Committee that would review this plan and submit feedback. No further input from committee members. Phone call received from Independent Chairperson on 26 July 2022 advising the draft version read well. No response received from committee members as of 23/09/2022.
Wollondilly Shire Council	29 June 2022	No response received as of 23/09/2022. Follow up phone call and email sent on 19/09/2022.
Subsidence Advisory NSW (Interested Stakeholder)	29 June 2022	No response received as of 23/09/2022. Follow up email sent 19/09/2022 and tabled at quarterly meeting on 20/09/2022.

Consulted Parties	Consultation Conducted	Outcomes of Consultation
Tharawal Local Aboriginal Land Council (Interest Stakeholder) Local affected residents	8 July 2022	No response received as of 23/09/2022. Follow up email sent 19/09/2022.
Local affected residents and businesses	28 July 2022 – Draft Management Plan shared at the Community Drop-In Session in Bargo. 30 September 2022 – Draft Management Plan emailed to local Bargo residents and businesses that will be mined beneath.	25 local Bargo residents attended the Tahmoor South Community Drop-In Session held at Bargo Community Hall. A copy of the draft Management Plan was on display and available to attendees. No feedback received as of 06/10/2022. No feedback received as of 06/10/2022.

4 Social Baseline Data

Social impacts of Tahmoor South were assessed within the Tahmoor South Project Social Impact Assessment (SIA), completed by AECOM (2018). The assessment considered the local and regional context of the project location. Tahmoor South was assessed as likely to continue to generate social impacts in line with those already experienced by the community from the mining of Tahmoor North.

The SIA considered the area of social influence of Tahmoor South, recognising that social impacts associated with the mining operations may occur over a broader area than the Tahmoor South domain mining footprint. The immediate locality of Tahmoor South mining domain is characterised by a mixture of village residential, rural-residential, market gardens, agricultural and conservation areas. Rural-residential lands in the area are characterised by a series of small towns and villages separated by a semi-rural and partially forested landscape. Higher residential dwelling densities are generally clustered in and around the town centres of Bargo, Tahmoor and Buxton, with smaller rural residential land uses characterising the villages of Yanderra, Pheasants Nest and Couridjah.

The community identity and profile of the area encompassed by the Tahmoor South mining domain is identified as:

- Being subject to population growth over the region as a whole, with a growth in population in larger townships and periods of declining population in smaller villages;
- Having a high proportion of family households, mostly residing in detached housing, reflecting the primarily rural-residential nature of the area;
- Having a varied level of socio-economic disadvantage. Wollondilly LGA was ranked as having a low level of disadvantage, indicating that the region is not greatly disadvantaged as a whole. However, smaller towns/suburbs within the area recorded higher levels of disadvantage. Tahmoor was considered to have the lowest socio-economic index within the Study Area, being more disadvantaged than 70% of the State; and
- Being accessible to a number of diverse sport and recreational facilities in the Study Area which contributes to providing a sense of community and place.

Bargo is the primary community and focus of the Tahmoor South mining domain, as depicted in **Figure 2**. The population of Bargo is approximately 4,393 based on the 2016 Census data. The community facilities in Bargo include a sportsground, community centre, skate park, racetrack, tennis courts and the Bargo Waste Management Centre. Its commercial facilities include a hotel, motel, post office, sports club, two small grocery stores, chemist, bakery, butcher, newsagent, liquor store, restaurants, takeaway food stores, petrol stations, pharmacy, mechanics, florists, garden centre, hairdressing and beauty therapy salons and several other small businesses. Local attractions and places of interest include the Australian Wildlife Sanctuary, Dingo Sanctuary, Kalinya Estate, Pamak Hobbies Garden Railways, Nepean and Avon Dams, and the Potholes. Bargo also has a local public primary school, Wollondilly Anglican College, Bargo Rural Fire Brigade, sporting clubs and a train station (Refer to **Figure 3**).

Tahmoor Mine has played an active role in the local community for more than 35 years. During this time the mine has maintained links to the local community through the support of local community events and sporting teams, contributions to community partnerships and initiatives, and by employing approximately half of its workforce from the local area.

Mining in the Tahmoor South domain extends the life of Tahmoor Mine enabling existing coal markets to continue to be serviced and importantly, allowing the ongoing direct employment for approximately 390 employees for the life of mine as well as the employment of between 50 and 175 additional staff for a transition period.

Tahmoor South will generate significant economic benefits including royalties and net income to the Wollondilly region and State. Additionally, Tahmoor South will facilitate Tahmoor Coal's ongoing role in supporting the local community, through ongoing community contributions for the life of mine.

Further information on the area of social influence and baseline data can be found within the Tahmoor South Project Social Impact Assessment (SIA), AECOM (2018).

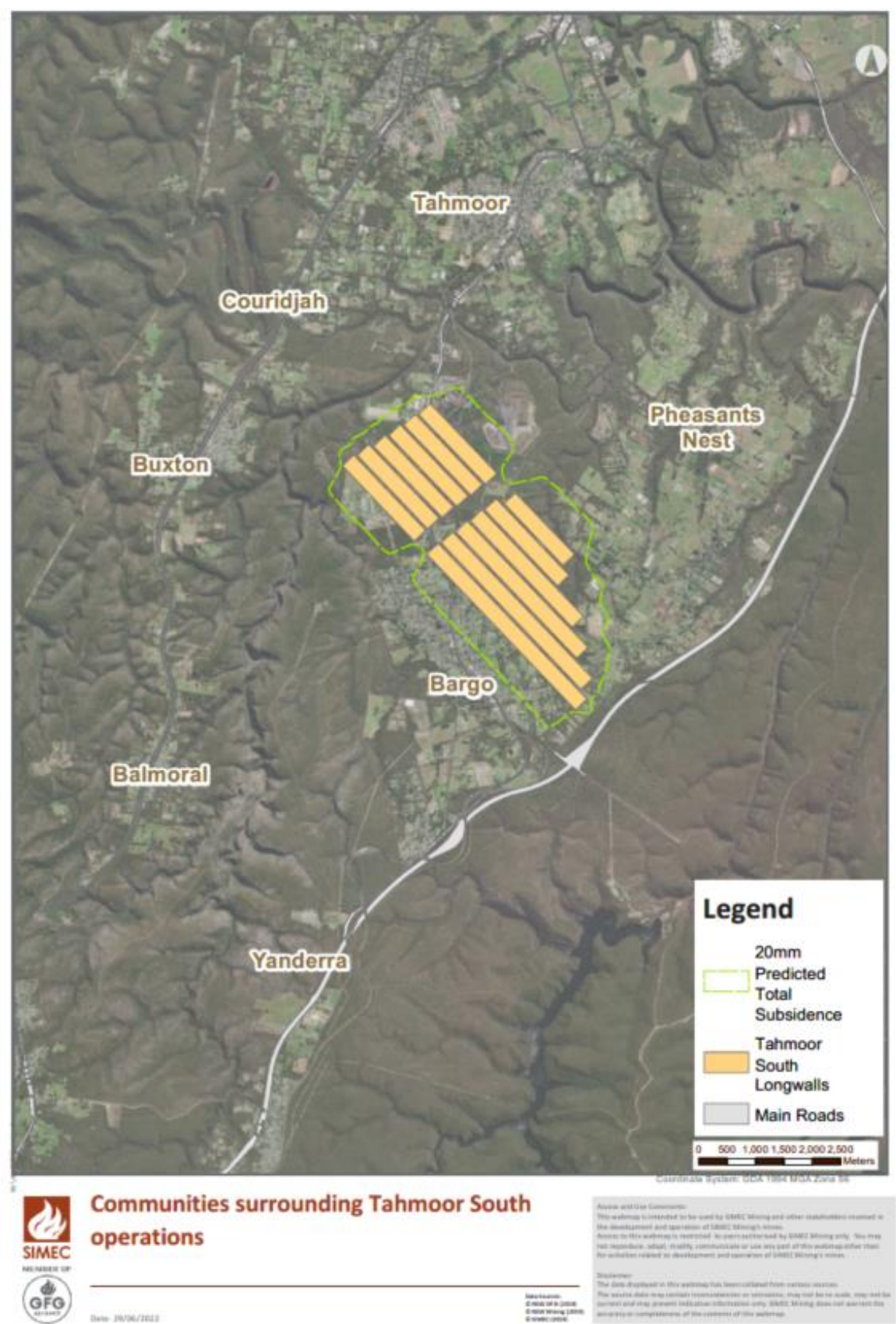


Figure 2 Communities surrounding Tahmoor South domain

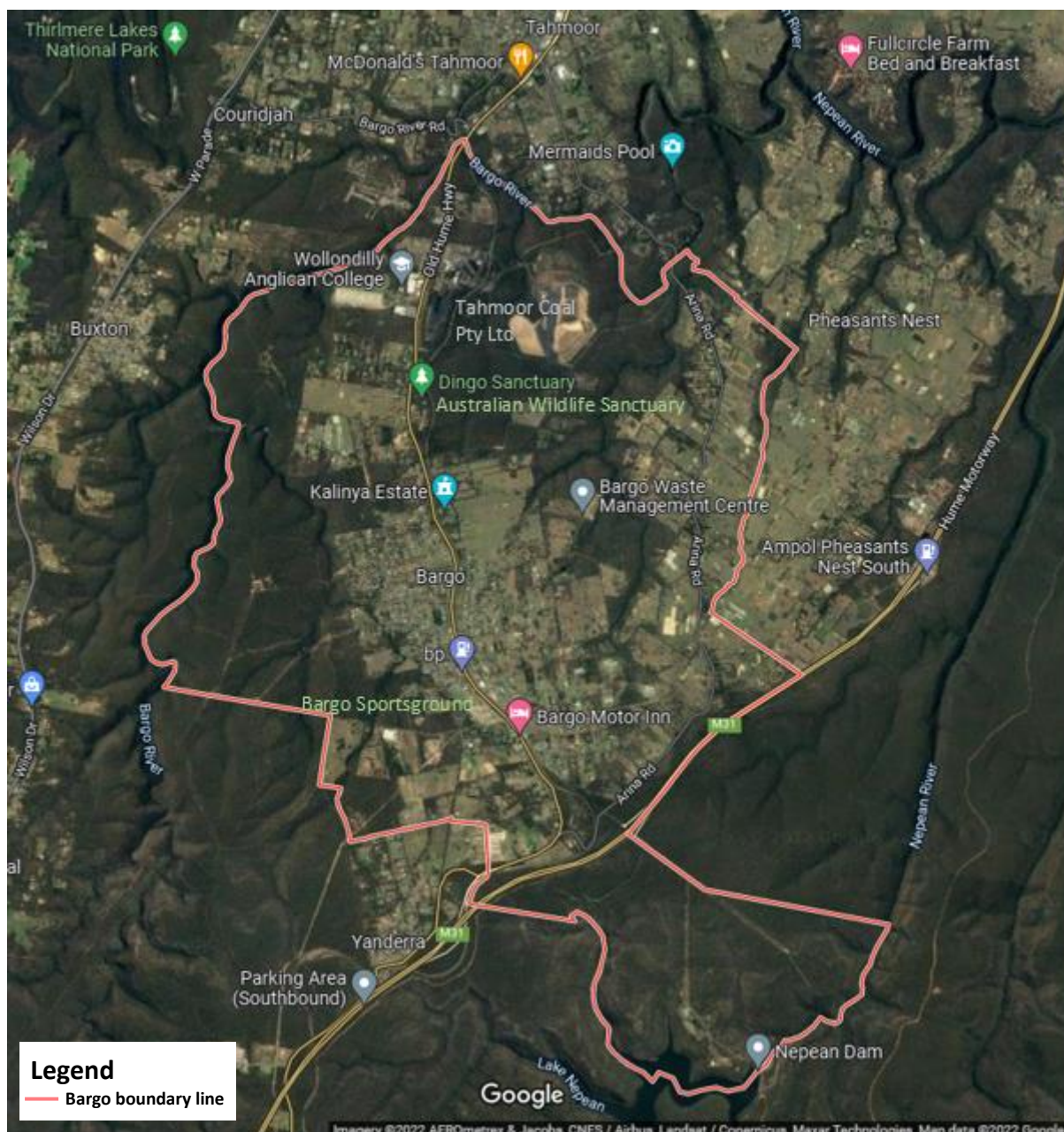


Figure 3 Bargo location and places of interest

5 Social Impacts, Opportunities and Management Measures

This section provides a summary of the strategies to be implemented in response to the predicted social impacts associated with mining of Tahmoor South.

Key social impacts, benefits and mitigation/management measures have been addressed in **Table 8**. The impacts represented below are those that have been ranked in the SIA as a low, moderate, high or extreme. Low ranked impacts such as visual amenity and air quality are managed within the Rehabilitation Strategy and Air Quality and Greenhouse Gas Management Plans respectively.

Table 8 Social Impacts and Management Measures

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Amenity	Subsidence (Residential and Commercial)	High Impact	Development	Local	<p>There are 1,458 houses identified within the Tahmoor South Study Area (as per MSEC Report 1123 Second Amendment Report for Longwalls 101A to 106B, MSEC 2020). A total of 143 houses are located directly above the longwalls (the majority located in Bargo). Refer to Figure 4.</p> <p>It is expected that subsidence impacts to houses will include cosmetic alterations and at times minor structural damage to buildings, predominantly in the urban areas.</p>	<p>Specific Subsidence Management Plans are developed prior to the extraction of relevant longwalls for Tahmoor South. These plans include management measures for natural features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans form part of the Extraction Plan. In addition to these plans, the following specific measures are implemented:</p> <ul style="list-style-type: none"> • Potentially affected residents receive a Resident Information Pack (further discussed in Section 7) • Subsidence property damage claims are investigated, processed and closed out expeditiously and sensitively, in accordance with Subsidence Advisory NSW legislative requirements. • ‘Make Good’ measures are undertaken at any affected private bore user (following appropriate land access being granted for the initial bore census). <p>Property owners affected by subsidence will be compensated through the repair, restoration and rehabilitation of the properties coordinated by Subsidence Advisory NSW in accordance with <i>Coal Mine Subsidence Compensation Act 2017</i>.</p>
Natural Features	Surface Water	High Impact	Construction, Development, Post- Development	Local	<p>Potential impacts to base flow, hydraulic characteristics and associated physical stability of the watercourses, as well as water quality generally. It is predicted that Tahmoor South will result in minor localised changes, diversions and ponding to surface water.</p>	<p>A Surface Water Management Plan has been developed and is in the process of being implemented, which includes the following management measures:</p> <ul style="list-style-type: none"> • Establishment of baseline monitoring, monitoring during mining and post-mining monitoring programs. • Maintenance of existing network of streamflow monitoring, as well as implementation of additional gauging station and upgrades to existing stations.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						<ul style="list-style-type: none"> Trigger Response Action Plans and adaptive monitoring prepared with a focus on water quality exceedances, unexpected flow loss and unexpected loss of pool water holding capacity.
Amenity	Groundwater	High Impact	Development, Post-Development	Local	Longwall mining has the potential to result in the drawdown of aquifers. Conservative predictions estimate that up to 30 registered bores and three unregistered bores may be impacted with drawdown impacts of greater than 2 metres.	<p>A specific Groundwater Management Plan has been developed and is in the process of being implemented, including the following management measures:</p> <ul style="list-style-type: none"> Establishment of baseline monitoring, monitoring during mining and post-mining monitoring programs. Trigger Response Action Plans and adaptive monitoring. All privately-owned bores identified as being potentially adversely affected in the Groundwater Assessment (Hydrosimulations, 2018) and the Subsidence Impact Assessment (MSEC, 2018), where access was permitted, were surveyed through a bore census to further understand their location, use, and construction details. <p>Tahmoor Coal commits to a 'make good' standard of remediation for impacts to bore users, which could involve deepening and/or replacing bores and wells and/or providing an alternative water source to affected users.</p>
Social amenity	Noise (Construction/Development)	High/Moderate Impact	Construction, Development, Post-Development	Local	<p>Standard construction noise impacts are anticipated to occur primarily during daytime construction hours. The noise assessment predicts exceedances of Noise Management Levels (NMLs) during standard and non-standard construction hours at nearby receivers.</p> <p>Social amenity impacts from construction noise would be temporary and consistent with construction projects of a similar scale.</p>	<p>A specific Noise Management Plan has been developed and is in the process of being implemented to minimise any potential noise impacts from Tahmoor South. Mitigation measures focus on:</p> <ul style="list-style-type: none"> The development and implementation of a Construction Environmental Management Plan (CEMP), including Noise and Vibration management measures. Implementation of noise mitigation initiatives to reduce the impact of noise from mine site activities. Investigations being examined include:

Number: TAH-HSEC-381
Owner: Zina Ainsworth

Status: Released
Version: 5.0

Effective: Friday, 28th June 2024
Review: Friday 28th June 2025

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
					The operational noise assessment undertaken identified that with the implementation of reasonable and feasible mitigation measures as part of surface facility upgrades for Tahmoor South, the Tahmoor Mine surface facilities would result in noise emission reductions compared to the current operations.	<ul style="list-style-type: none"> ○ Coal Handling Prep Plant (CHPP) improvements which may be in the form of reducing openings, improved cladding, engineering design solutions to reduce noise emissions from plant and equipment inside the CHPP building or purchase of new equipment (or a combination of any of these). ○ Noise reduction design into haul truck/s. <ul style="list-style-type: none"> • Noise management and awareness training for all employees and contractors. • Real time noise and meteorological monitoring and reactive management to trigger noise levels during surface facility and REA operations. <p>Operation of a 24-hour complaints line (1800 154 415) for receiving community complaints regarding noise. The process for receiving, investigating and responding to complaints is described in Section 9.5.</p>
Amenity	Traffic	Moderate Impact	Construction, Development, Post-Development	Local	Construction and operation of the proposed development would result in an increase in the number of traffic movements; however, given the capacity of the local road network, the impact of this increase is considered minor.	<p>A Traffic Management Plan has been developed and is in the process of being implemented to minimise any potential traffic and transport impacts from Tahmoor South. Traffic management measures include:</p> <ul style="list-style-type: none"> • Implementation of a Drivers Code of Conduct • Implementation of specific CEMP to manage heavy vehicle traffic during construction. • Heavy vehicle movements will be avoided or minimised during school drop off/ pick-up, school bus times, and peak traffic periods. • Staging of construction activities to reduce traffic related impacts.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						<ul style="list-style-type: none"> Notifications to the local community about development-related traffic impacts prior to major disturbances. Temporary traffic controls, including detours and signage will be implemented where required. <p>The upgrade of the mine access intersection with Remembrance Driveway to be completed prior to mining, is expected to improve the safety of this intersection.</p> <p>Completion of pre and post-dilapidation surveys of transport roads relevant to the route pertaining to construction activities outlined within the Consent, infrequent road haulage (coal & rejects) and/or decommissioning works.</p>
Population and Way of Life	Mine Closure	High Impact	Construction, Development, Post-Development	Local	Tahmoor South has consent to extend the life of the Tahmoor Mine until approximately September 2032. Following completion of mining at Tahmoor South, the land would be rehabilitated and returned to a nominated final land use. The eventual closure of the mine may eventually have an adverse impact on employment in the region.	The potential impact of the closure of Tahmoor Mine will be managed through the Tahmoor Coal Community Development Plan, which requires a social impact assessment to be conducted as a component of mine closure planning, at least five years prior to the end of the mine life. This planning would involve consultation with local and regional stakeholders to explore future land uses of the surface facilities area with consideration of employment generating potential.
Population and Way of Life	Employment/ Workforce	High Benefit	Construction, Development, Post-Development	Local	Tahmoor South will result in beneficial employment outcomes. The development would require an additional 50 to 175 employees, including operational positions augmented by the temporarily employed construction workforce. The additional workforce would be sourced from the local region as far as practical. Tahmoor South would extend the mine life compared to the current approval and would postpone mine closure to approximately 2032.	The closure of Tahmoor Mine and its potential impact on employment in the area will be managed through the Tahmoor Coal Community Development Plan, which requires a social impact assessment to be conducted as a component of mine closure planning, at least five years prior to the end of the mine life. This planning would involve consultation with local and regional stakeholders to explore the employment generating potential of future land uses of the surface facilities area.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Community Cohesion and Character	Tourism	Moderate Impact	Construction, Development, Post-Development	Local	A key community concern relates to the potential impacts of underground mining on natural water courses, and the perception that environmental effects on watercourses and other natural features may affect the ecological value of the local area and the potential to recognise economic gains associated with tourism. Within Tahmoor South, community concerns have been raised relating to the potential impacts of the proposed development on the Bargo River Gorge, Mermaid Pools and Thirlmere Lakes.	<p>The mine planning process has avoided direct mining beneath sensitive environmental features including the Bargo and Nepean Rivers, Bargo River Gorge, Mermaid Pools and of several waterways including Eliza Creek, Dry Creek, Sugar Loaf Gully, Carters Creek and Cow Creek. Similarly, the Thirlmere Lakes are located 3.5 km from the nearest longwalls and outside the mine area.</p> <p>Specific Extraction Plans will be created for the mine area. These plans include detailed measures for the protection of natural features within the mine area.</p>
Community Cohesion and Character	Wollondilly community cohesion and identity	Moderate Impact	Construction, Development, Post-Development	Local	Wollondilly Community Strategic Plan 2033 (Wollondilly CSP) focuses on the five themes of community, governance, environment, economy and infrastructure, and the Wollondilly Growth Management Strategy 2011.	<p>Tahmoor South will support community cohesion and community identity in the area, in all stages of the development (mine planning, mine life and post-closure). Tahmoor Coal is aligned with the themes of the Wollondilly CSP through the following ways:</p> <ul style="list-style-type: none"> • Ongoing employment opportunities provided, and direct community contribution made by the mine are in line with the themes of the Wollondilly CSP including looking after the community and building a strong local economy. • Prior to mine closure, the Community Development Procedure will be updated to provide for employment transitioning and mine closure planning to minimise employment and livelihood impacts of mine closure, consistent with CSP objectives of providing for the local economy. • The road upgrades to the mine entrance at Remembrance Driveway will provide for additional road safety for the local community sharing the road network with traffic generated by the mine consistent

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						<p>with the CSP theme of managing the road network and improving road safety.</p> <ul style="list-style-type: none"> Mine planning to minimise impacts to the natural environment are consistent with the CSP themes of caring for the environment.
Community Cohesion and Character	Community Contributions	High Benefit	Construction, Development, Post-Development	Local	The transition between Tahmoor North and Tahmoor South will not result in a change to the social investments made by Tahmoor Coal, as these will continue to be undertaken as part of the continuation of mining. This includes the mine's existing support of local events, community contributions and the employment of staff primarily from within the local area.	<p>The ongoing operation of the mine will include the continuation of Tahmoor Coal's provision of ongoing community contributions and support for the local community as part of its Community Development Plan (CDP). Tahmoor Coal invests regularly into the local community. Our funding is invested in Not for Profit, education or community-based organisations or programs which support Capacity Building, Health and Environment initiatives.</p> <p>Key Partnerships include:</p> <ul style="list-style-type: none"> Australian Wildlife Sanctuary Illuminate Wollondilly – Local community cultural festival The Dilly Beach Bus Thirlmere Festival of Steam Tharawal Local Aboriginal Land Council – NAIDOC Fun Day Wollondilly Community Links Wollondilly Women in Excellence Awards Our Community Pantry Tahmoor Uniting Men's Shed Local schools and sporting groups <p>Tahmoor Coal is entering into a Planning Agreement with WSC in accordance with A23 and Appendix 7 of the Consent Conditions. Tahmoor Coal will contribute \$3.4 Million to the Bargo Sportsground upgrades.</p>

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Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Access to and use of infrastructure , services, and facilities	Subsidence (services and utilities)	High Impact	Development	Local	Subsidence impacts that have the potential to create direct social impacts include changes to public infrastructure including the Main Southern Railway, highways and local roads, pedestrian overbridges, and various utility infrastructure; public amenities and facilities including schools, Bargo village shops, and various other facilities; and Commercial and business establishment.	Specific Subsidence Management Plans will be prepared for Tahmoor South prior to extraction of relevant longwalls. These plans will include management measures for natural features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans will form part of the Extraction Plan.
Access to and use of infrastructure , services, and facilities	Natural Resource Use	Moderate Impact	Construction, Development, Post-Development	Local	Tahmoor South will require ongoing water sourcing from Sydney Water throughout Development, and require additional building materials during construction, which has a small potential to lead to additional local resource competition.	<p>A specific Surface Water Management Plan has been developed for the management of water, including water sourcing. Tahmoor Coal maintains a high level of water supply efficiency through on-site recycling of water, however ongoing supply of potable Sydney Water will still be required.</p> <p>It is considered that the additional demand on construction resources will not be so significant as to result in shortages or place undue pressure on service provision.</p>
Access to and use of infrastructure , services, and facilities	Royalties	Extreme Benefit	Construction, Development, Post-Development	Local	<p>The economic assessment and cost-benefit analysis carried out for the EIS indicated the following economic benefits of Tahmoor South:</p> <ul style="list-style-type: none"> royalties estimated around \$131.5 million to the NSW Government; increase in gross regional income in the Wollondilly Region by around \$1,189 million, depending on labour market responsiveness; and increase in NSW's gross state product by around 1,844.6 million depending on labour market responsiveness. 	The economic benefits from Tahmoor South represent additional public funds available to State and (indirectly) to local governments to spend on community infrastructure and facilities.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Culture	Heritage	Moderate Impact	Development	Local	<p>The Aboriginal Cultural Heritage Assessment (ACHA) completed for the EIS identified that subsidence related impacts (indirect impacts) have the potential to affect 26 of the 40 Aboriginal cultural heritage sites identified within the subsidence area, with one (1) site predicted to be directly impacted. Detailed consultation with Aboriginal heritage stakeholders were conducted as part of the ACHA preparation and the cultural importance of all of the recorded sites were emphasised by the Aboriginal stakeholders.</p> <p>The Historic Heritage Assessment completed for the EIS identified that potential impacts on heritage items are primarily limited to subsidence associated impacts. A total of 23 historical heritage items were identified during the assessment, with 19 located directly above the longwall mining area. The assessment concluded that there was nil to low likelihood of significant impacts to any of the built structures of heritage value identified in the project area, as such it is considered that Tahmoor South will have minimal impacts to historic cultural values.</p>	<p>A Heritage Management Plan has been developed by suitably qualified experts for the ongoing management of all heritage items in the vicinity of Tahmoor Mine.</p> <p>Specific Heritage Management Plans will form part of the Extraction Plan for the longwalls relevant to each heritage item and will be developed in consultation with Heritage NSW, Council and relevant stakeholders for both Aboriginal heritage and non-Aboriginal heritage items.</p> <p>The mine plan has been designed to avoid direct mining beneath archaeological heritage sites along Dog Trap Creek, which include sand shelter sites with artwork of high significance, to avoid potential impacts and preserve the heritage values for future generations.</p>

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Cumulative Impacts	Environmental Impact	High Impact	Construction, Development, Post- Development	Local	Cumulative environmental impacts from the development of Tahmoor South generally focus on the potential subsidence impacts to groundwater, surface water, biodiversity and heritage.	Consent SSD 8445 details over 168 conditions that consider cumulative impact in the assessment and approval by DPIE. Consent conditions require specific Subsidence Management Plans to be prepared for Tahmoor South. These plans will include management measures for any cumulative impacts to environmental features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans will form part of the Extraction Plan. In addition, Tahmoor Mine operates under a variety of consents including Environment Protection Licence 1389 and Environment Protection and Biodiversity Conservation Approval (2017/8084).

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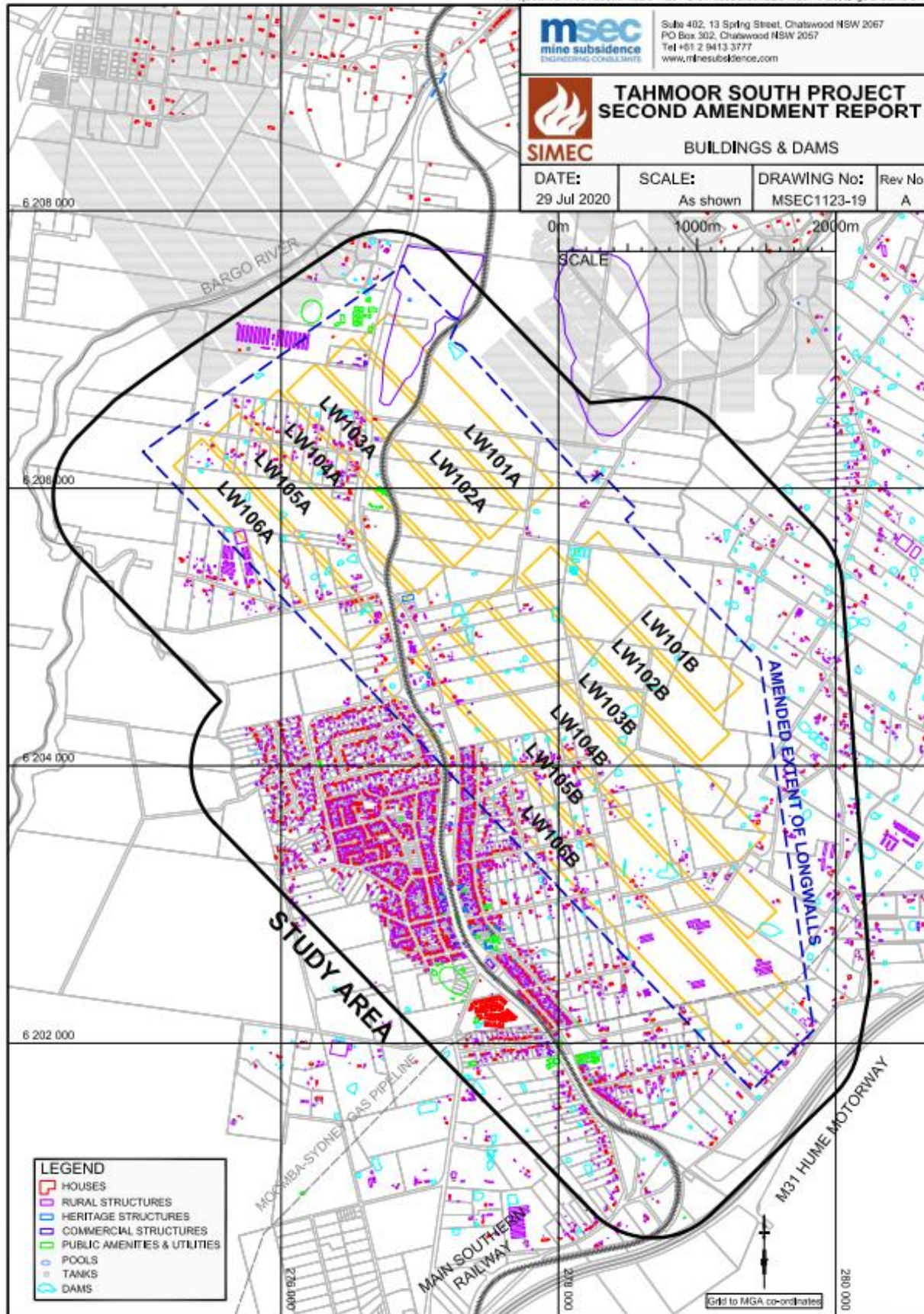


Figure 4 Location of houses in Tahmoor South Study Area

6 Social Impact Monitoring and Evaluation

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 Plan in Appendix A.

Key monitoring and review mechanisms to ensure the effectiveness of engagement measures include:

- Community engagement activities undertaken by Tahmoor Coal will be reviewed on a monthly basis to ensure that the information and mechanisms for providing information to key community and government stakeholders are appropriate.
- Community surveys will be conducted every 3 years to seek feedback on the effectiveness of the Tahmoor Coal stakeholder engagement activities. An action plan will be developed and implemented.
- Tahmoor Coal will continue to hold community information days/drop-in sessions (prior to Longwalls S1A, S4A, S1B, S3B and S5B) which will allow two-way communications between the community and company.
- The Tahmoor Coal Community Consultative Committee (TCCCC) will continue to meet quarterly to facilitate open dialogue and dissemination of information between mine operators, management, key stakeholders and the community, acting as a sounding board for the stakeholder engagement and community engagement activities implemented by Tahmoor Coal. An annual survey of the effectiveness of the TCCCC will be coordinated by the independent Chairperson and actions implemented as required.
- Community Complaints at Tahmoor Coal are managed in accordance with TAH-HSEC-00120 - Community Complaints & Enquiry Procedure. Tahmoor Coal operates a 24-hour complaints line (1800 154 415) for receiving community complaints and other stakeholder communications. The process for receiving, investigating and responding to complaints is described in Section 9.5. Complaints received by Tahmoor Mine from the local community will be addressed as quickly as possible and are reviewed during the Annual Review process.
- In the event of a dispute or conflict between Tahmoor Coal personnel and a member of the community, the Tahmoor Coal E&C Manager will facilitate communication between both parties to reach a resolution, which may include a meeting with the complainant to discuss the issue. The process for dispute resolution is described in Section 9.5.
- All complaints are electronically logged into the Cority system. Complaints are reviewed internally by the E&C Manager; reported to key personnel; and reported on the Tahmoor Coal website on a monthly basis.
- Any feedback received by Tahmoor Coal is reviewed, actioned if appropriate and stored in Consultation Manager database and network W:Drive.

In addition to the above, this plan will be updated regularly to address any issues raised during monitoring and review of current engagement processes. The plan will also be updated 3 years prior to mine closure, to ensure any potential impacts from the closure of Tahmoor Mine are addressed accordingly.

7 Engagement Strategies

7.1 Community Engagement Strategy

Tahmoor Coal's intent is to ensure that the social impact of our activities, community concerns, needs and the social risks to our operations are identified and addressed through the effective implementation of community engagement strategies which uphold and promote human rights and respect cultural considerations and heritage.

Specific strategies are implemented in efforts to reduce stress-related impacts on residents that may be affected by subsidence. These are discussed in detail within the Stakeholder Engagement Plan in Appendix A. By example, potentially affected residents receive:

- Resident Information Pack which includes:
 - Longwall information (e.g. explanation of longwall mining and anticipated dates of extraction);
 - An explanation of subsidence and the potential effect of subsidence on houses and other structures;
 - Anticipated levels of subsidence associated with longwall mining;
 - A description of property inspections, surveys and monitoring including how to access free pre-mining property inspections;
 - A description of rights and responsibilities relevant to subsidence;
 - Contact details including emergency contact details;
 - Contact details and specific information on the role of Tahmoor Coal Community Consultative Committee;
 - Specific information on the role of Subsidence Advisory NSW (SA NSW) in administering the Coal Mine Subsidence Compensation Act 2017; comprising contact details; the subsidence claims process where damage by subsidence is suspected; and
 - Details for access to free counselling services in relation to subsidence impacts
- Written correspondence (e.g. Resident Information Packs, letters, newsletters, emails)
- Community newsletters which are letter box dropped and displayed at local shopping centres
- Door knocking to proactively connect with residents who may potentially be affected by longwall mining
- 24-hour community phone line (1800 154 415) to receive community enquiries or complaints
- Publication of information on the Tahmoor Coal Website (<http://www.simec.com/mining/tahmoor-coal-pty-ltd/>)
- Meetings (face to face or phone)
- Periodic Community Information Sessions/Drop-In Sessions
- Provision of contact details for Tahmoor Coal Representatives
- Provision of contact information for Tahmoor Coal Community Consultative Committee.

7.2 Stakeholder Engagement Plan

As outlined in Condition B70 (h) of the Development Consent, the SIMP must include a Stakeholder Engagement Plan (SEP) to guide the evaluation and implementation of social impact management and mitigation measures. Tahmoor Coal has developed a SEP based on the outcomes of the stakeholder identification and assessment process and is included in **Appendix A**.

7.3 Tahmoor Coal Community Consultative Committee

In accordance with Consent Conditions A25 and A26, a Community Consultative Committee must be established in accordance with the *Community Consultative Committee Guidelines: State Significant Projects (2019)*. Community Consultative Committees ensure that the community and stakeholder groups are:

- kept informed of the status of projects, performance and any new initiatives
- consulted on the development of projects, management plans and proposed changes to approved projects
- able to provide feedback on key issues that may arise during the development or implementation of projects.

Tahmoor Coal established the Tahmoor Coal Community Consultative Committee (TCCCC) pre-2004. The TCCCC provides a forum for open discussion between representatives of Tahmoor Coal Mine, the community, council and other stakeholders on issues directly relating to the mine's operations, upcoming projects, environmental performance and community relations. The TCCCC is not a decision-making or regulatory body; it performs an advisory role and consultative role. The key purpose of the TCCCC is to:

- allow Tahmoor Coal to keep the community informed about mining operations, seek community views on projects, and respond to matters raised by the community
- establish good working relationships and promote information sharing between Tahmoor Coal, local community, stakeholder groups and council on mining related issues
- allow community members and local council to seek information from Tahmoor Coal and give feedback on the following:
 - development of new projects or proposed changes to approved projects
 - implementation of any conditions of approval and management plans
 - results of any monitoring, annual reviews or independent audits
 - mining related community concerns
 - resolution of community complaints
 - community initiatives.

The TCCCC is independently chaired and membership consists of up to seven representatives from the local area, a Wollondilly Shire Council representative, and three Tahmoor Coal representatives who meet on a quarterly basis. A standing invitation is also extended to state government agencies, NSW Resources Regulator and Subsidence Advisory NSW.

Tahmoor Coal is committed to ensuring that community members and residents affected by subsidence are provided with proactive advice to inform them on how to engage with the TCCCC. The current list of members and contact information is available on the Tahmoor Coal website and distributed to the community in newsletters and Resident Information Packs should residents wish to make contact.

7.4 Community Investment Program

Tahmoor Coal's Community Development Plan (CDP) provides a framework for ongoing contributions to community partnerships and initiatives through Tahmoor Coal's Corporate Investment Program (CIP).

The CDP has been developed to maintain and continually improve Tahmoor Coal's role as a responsible corporate citizen and to assist with the implementation of appropriate strategies to promote positive and long-term relationships with the local community.

In recognition of the importance of the surrounding community in the success of ongoing operations, Tahmoor Coal provides a level of support to aid and build capacity in the surrounding community. An indicative amount of \$200,000 is dedicated each year to fund the CIP, primarily to support initiatives that contribute to the prosperity and sustainable development of the communities associated with Tahmoor Coal operations, employees and their families.

Tahmoor Coal provides support to charities, non-for-profit organisations and educational facilities as part of the CIP. Consideration is given to where and who benefits from any community investment project or activity. Each year Tahmoor Coal works closely with the community investment partners to establish mutually beneficial relationships in the local community.

As well as the CIP, Tahmoor Coal is focused on support for projects and partnerships with a broader local, regional, state or national benefit in terms of social involvement. Tahmoor Coal coordinates the following employment programs, subject to business constraints:

- Graduate and Apprentice Program (ie employment of university graduates and apprentices from a variety of disciplines)
- Vacation Program (ie employment of university students over the 3-month vacation period)
- Work Experience (ie short term experience of employment)

7.5 Apprentice Community Engagement

Tahmoor Coal established an Apprentice Community Engagement program, encouraging apprentices to engage with local schools and community groups, highlighting the importance of communities surrounding our operations.

Tahmoor Coal apprentices often provide annual support to local primary schools by operating a barbeque stall at school events, including the provision of all necessary food and equipment. All funds raised from the stall are donations for the school.

Additionally, the apprentices undertake an annual local community project. When a partnership has been established, all implementation of the project requirements, including funding are managed by Tahmoor Coal.

In 2021, the Tahmoor Coal apprentices partnered with NSW National Parks and Wildlife Service and a local Dharawal elder to preserve a culturally significant scar tree at Thirlmere Lakes National Park. The tree was struck by lightning resulting in a large split down its entire trunk. The apprentices sourced and installed engineered bands to brace the tree.

7.6 Planning Agreement with Wollondilly Shire Council

In accordance with Consent Condition A23 and Appendix 7 of Development Consent (SSD 8445), within six months of the date of commencement of construction, Tahmoor Coal must enter into a Planning Agreement with Council.

Tahmoor Coal has committed to contribute approximately \$3.4 Million for upgrades to Bargo Sportsground in a staged approach over the Tahmoor South domain mining period as referenced in **Table 9** below.

Table 9 Tahmoor Coal Planning Agreement Contributions*

Item/Contribution	Public Purpose	Manner & Extent	Contribution
1. Funding for Bargo Sportsground Masterplan	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	\$40,000.00
2. Stage 1 - Bargo Sportsground - Playground Upgrades	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	\$45,000.00
3. Stage 1 - Bargo Sportsground - Wet-Pour Surfacing	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	\$115,000.00
4. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due three (3) years after Commencement.	\$250,000.00
5. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due five (5) years after Commencement.	\$975,000.00
6. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due eight (8) years after Commencement.	\$975,000.00

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Item/Contribution	Public Purpose	Manner & Extent	Contribution
7. Final Payment - residual remaining of the total monetary contribution	Open Space & Recreation	Due eleven (11) years after Commencement.	\$975,000.00

*Specific projects and timing of payments to be finalised in the executed agreement.

8 Contingency Plan

In accordance with Condition E5 (f) of the Consent, if performance measures are considered to have been exceeded or are likely to be exceeded, a response will be undertaken in accordance with the adaptive management measures outlined below.

8.1 Adaptive Management/Continuous Improvement

In accordance with Condition E4 of the Consent, where any exceedance of the criteria or performance measures outlined within this document has occurred, Tahmoor Coal will:

- a) take all reasonable and feasible steps to ensure that the exceedance ceases and does not recur;
- b) consider all reasonable and feasible options for mitigation (where relevant) and submit a report to DPIE describing those options and any preferred mitigation/management measures or other course of action;
- c) within 14 days of the exceedance occurring (or other timeframe agreed by the Planning Secretary), submit a report to the Planning Secretary describing these remediation options and any preferred remediation measures or other course of action; and
- d) implement reasonable mitigation measures as directed by the Planning Secretary

Tahmoor Coal have adopted the “Plan-Do-Check-Act” model as shown in **Figure 5**. This model will be applied to all aspects of Tahmoor Coal’s environmental management including social impact management and is utilised to embed the continuous improvement process in all system documents. If a performance indicator (See **Section 2.1.5**) is exceeded, Tahmoor Coal will implement the below model of continuous improvement.

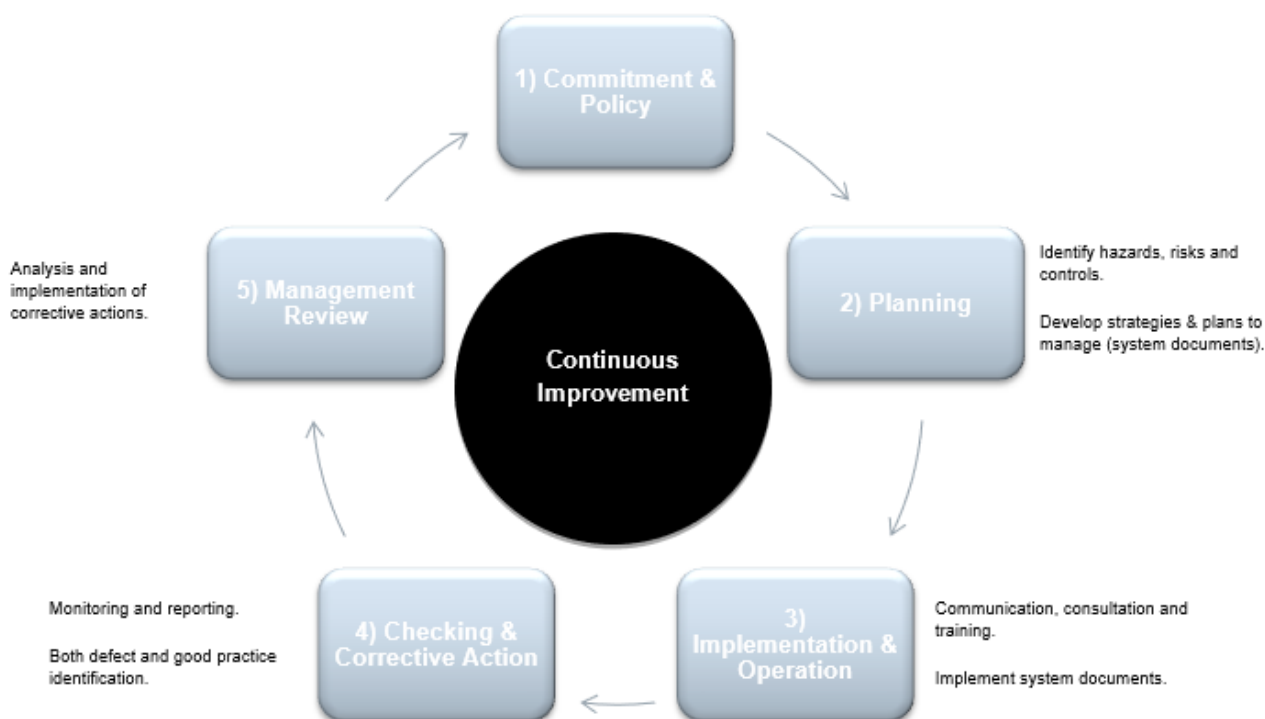


Figure 5: Continuous Improvement Model

Decisions regarding any required continuous improvement mitigation measures will be made on a case-by-case basis. Potential methods to continuously improve and reduce community impacts will be considered in a hierarchical approach and will be identified during the process outlined above.

9 Implementation and Reporting

9.1 Tahmoor Environmental Management Strategy (EMS)

The Tahmoor Environmental Management Strategy (EMS) provides the strategic context for the environmental management of Tahmoor Coal and forms part of the broader Health, Safety, Environment and Community (HSEC) management systems at Tahmoor Coal. The EMS outlines how Tahmoor Coal manages environment and community (E&C) aspects, impacts and performance. It provides a framework for the standards, plans and procedures implemented to ensure operations are managed in accordance with the ISO:14001 principles.

The objectives of the EMS are:

- To provide an overall framework for environmental management at Tahmoor utilising the principles of ISO:14001;
- To ensure compliance with all development consent, licences and approvals at Tahmoor Coal;
- To detail the relationship and interactions between various operational and environmental components at Tahmoor Coal;
- To provide effective mechanisms for external communications, maintaining a relationship with the local community; and
- To assist Tahmoor Coal employees and contractors in administering their responsibilities regarding environmental management.

This plan will be implemented in conjunction with the EMS framework.

9.2 General Reporting

Tahmoor Coal's primary reporting requirements are outlined in **Table 10**. A variety of reports are listed on the Tahmoor Coal website including monthly air and water monitoring results, audit reports, six-monthly reports, National Greenhouse Gas and Energy Reports, etc.

Table 10 Tahmoor Coal Reporting Requirements

Instrument	Report	Details	Submitted/Uploaded
Consent Condition E13 and E14	Annual Review	<p>Tahmoor Coal submit an Annual Review by the end of March each year.</p> <p>The Annual Review:</p> <ul style="list-style-type: none"> - describes the development (including any rehabilitation) that was carried out in the previous calendar year, and the development that is proposed to be carried out over the current calendar year; - includes a comprehensive review of the monitoring results and complaints records of the development over the previous calendar year, including a comparison of these results against the relevant statutory requirements, limits or performance measures/criteria; requirements of any plan or program required under this consent; monitoring results of previous years; and relevant predictions in the EIS; - identifies any non-compliance or incident which occurred in the previous calendar year, and describe what actions were (or are being) taken to rectify the non-compliance and avoid reoccurrence; evaluates and reports on the effectiveness of air quality management systems; and compliance with the 	<p>Copies of the Annual Review are submitted to DPIE, Council, Department of Agriculture Water and Environment and relevant agencies and made available to the TCCCC and any interested person upon request.</p> <p>Copies are also available on the Tahmoor Coal website Tahmoor Colliery – Tahmoor Coking (metallurgical) Mine</p>

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Instrument	Report	Details	Submitted/Uploaded
		<p>performance measures, criteria and operating conditions of this consent;</p> <ul style="list-style-type: none"> - identifies any trends in the monitoring data over the life of the development and provide any raw monitoring data as requested by the Planning Secretary; - identifies any discrepancies between the predicted and actual impacts of the development, and analyse the potential cause of any significant discrepancies; and - describes what measures will be implemented over the next calendar year to improve the environmental performance of the development. 	

9.3 Incidents

In accordance with Section E5 SSD 8445, management plans require a protocol for managing and reporting any incident, non-compliance or exceedance of any impact assessment criteria or performance criterion. The Consent defines an incident as *'an occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be or cause a non-compliance'*.

Material Harm is defined within the Consent as 'harm to the environment that:

- involves actual or potential harm to the health or safety of human beings or to the environment that is not trivial, or results in actual or potential loss or property damage of an amount, or
- amounts in aggregate, exceeding \$10,000, (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment)

This definition excludes "harm" that is authorised under either this consent or any other statutory approval.'

Incidents regarding this management plan would be rare but could include community protests onsite or at community information sessions.

Tahmoor Coal manages and responds to incidents in accordance with the following plans:

- Emergency and Incident Manual (TAH-HSEC-00232).
- Pollution Incident Response Management Plan (TAH-HSEC-00155)
- Notification of Environmental Pollution Incidents (TAH-HSEC-00224)

These plans have been developed to manage preparation, incident response and reporting requirements under the Protection of the Environment Operations Act 1997 (NSW).

The management plans provide roles and responsibilities, management strategies, action and response plans and record management protocols for incidents and emergencies.

A Written Incident Notification will be submitted to the Planning Secretary via the Major Projects website within seven days after Tahmoor Coal becomes aware of an incident.

Written Incident Notifications will include:

- the development and application number;
- details of the incident (date, time, location, a brief description of what occurred and why it is classified as an incident);
- how the incident was detected;
- when Tahmoor Coal became aware of the incident;
- any actual or potential non-compliance with conditions of consent;

- f) describe what immediate steps were taken in relation to the incident;
- g) identify further action(s) that will be taken in relation to the incident; and
- h) identify a project contact for further communication regarding the incident.

Within 30 days of the date on which the incident occurred or as otherwise agreed to by the Planning Secretary, Tahmoor Coal will provide the Planning Secretary and any relevant public authorities (as determined by the Planning Secretary) with a Detailed Incident Report.

Detailed Incident Reports will include:

- a) a summary of the incident;
- b) outcomes of an incident investigation, including identification of the cause of the incident;
- c) details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence; and
- d) details of any communication with other stakeholders regarding the incident.

9.4 Non-Compliances

The Consent defines a non-compliance as ‘an occurrence, set of circumstances or development that is in breach of the consent’.

Non-compliances or system defects detected during monitoring, inspections and audits will be managed in accordance with the Tahmoor Coal Environmental Management Strategy (TAH-HSEC-00375), with corrective action plans developed and implemented to rectify any issues.

The Planning Secretary will be notified in writing via the Major Projects website within seven days after Tahmoor Coal becomes aware of any non-compliance.

If a non-compliance is detected, the following steps will be followed:

- a) Identify and confirm the non-compliance (i.e. review against approval criteria or condition and confirm that a non-compliance has occurred);
- b) Complete internal environmental incident reporting documentation including an investigation to capture all relevant information;
- c) In accordance with the relevant approval, determine what action (i.e. external reporting) is required. Specifically, determine if immediate reporting is required and to which stakeholders, or ensure that the event is captured for future reporting;
- d) Following the incident investigation, develop a corrective action plan aimed at preventing future re-occurrence; and
- e) Complete all required reporting and consult with relevant agencies on the corrective action plan to be implemented.

A non-compliance notification will identify the following:

- a) the development and the application number,
- b) the condition of consent that the development is non-compliant with
- c) the way in which it does not comply and the reasons for the non-compliance (if known); and
- d) any actions which have been, or will be, undertaken to address the non-compliance.

A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

9.5 Complaints and Disputes

Community complaints at Tahmoor Coal are managed in accordance with Community Complaints & Enquiry Procedure (TAH-HSEC-00120). Tahmoor Coal operates a 24-hour complaints line (1800 154 415) for receiving community complaints and other stakeholder communications. The general process detailed in Community Complaints & Enquiry Procedure (TAH-HSEC-00120) for responding to complaints is:

- a) Acknowledging all complaints and responding to the complainant within 24 hours where practicable;
- b) Registering all complaint details in Cority;
- c) Investigating complaints impartially considering the facts and the circumstances prevailing at the time;
- d) Implementing corrective actions if required; and
- e) Reporting to relevant stakeholders of investigation outcomes and corrective actions taken.

A record of all community complaints in relation to activities undertaken by the licensee must be kept in a legible form and be in accordance to Tahmoor Coal's Environmental Protection Licence 1389.

The following information will also be kept in the event of a community complaint; as required by Section M4 in Tahmoor Coal's EPL 1389:

- a) The date and time of the complaint;
- b) The method by which the complaint was made;
- c) Any personal details of the complainant which were provided by the complainant or a note to that effect;
- d) The nature of the complaint;
- e) The action taken by the licensee in relation to the complaint, including any follow-up contact with the complainant; and
- f) If no action was taken by the licensee, the reasons why no action was taken.

These records must be kept for at least 4 years after the complaint was made and be able to be produced to any authorised officer who asks to see them.

In the event of a dispute or conflict between Tahmoor Coal personnel and a member of the community, the Tahmoor Coal E&C Manager will facilitate communication between both parties to reach a resolution, which may include a meeting with the complainant to discuss the issue.

Where relevant, negotiations will be initiated in accordance with any relevant consent conditions. If a dispute cannot be resolved, the matter will be escalated to involve the Head of Operations or Executive General Manager as required and may involve consultation with the relevant government agency to assist in reaching a determination on the matter.

9.6 Risk and Change Management

Aspects and impacts at Tahmoor Coal are considered for operational activities, legislative requirements and internal and external stakeholder views. Key aspects and impacts, including social impacts, are identified during the annual review of the Tahmoor Coal Environment and Community (E&C) Broad Brush Risk Assessment (BBRA) and the operational Life of Mine (LOM) Risk Assessment.

The purpose of the E&C BBRA is to identify significant E&C aspects and impacts across the site, the risk they pose and the controls necessary to effectively manage them. Management of potential impacts is prioritised according to the level of risk each aspect is assigned. Once all identified aspects, impacts, risks and management controls have been identified within the Annual E&C Risk Assessment, associated plans are updated accordingly.

The LOM Risk Assessment considers aspects and impacts of business activities at a strategic level. These risk assessments cover the life of mine risks associated with each operation. The outcomes of the LOM Risk Assessment are used in conjunction with the Tahmoor Coal E&C BBRA to develop the annual capital and operational budget and the associated work schedule. Existing or proposed management controls are identified to reduce the risk of impacts on the environment and community. The need for any new (or modifications to existing) approvals is also identified during this process.

In accordance with Tahmoor Coal's Health & Safety Management System, project and activity specific risk assessments are completed as required and include assessment of E&C risks.

9.7 Roles & Responsibilities

Management of impacts to the environment or community is regarded as part of the responsibilities of all employees and contractors at Tahmoor Coal. Specific information pertaining to the role, responsibility, authority and accountability of key personnel involved in environmental management at Tahmoor Coal is provided in **Table 11** below.

Table 11 Accountabilities

Role	Accountabilities for this document
Executive General Manager Coal Operations	Provide adequate environmental personnel/resources for implementation of this plan and associated plans.
Environment & Community Manager	Facilitate a process of managing overall compliance with regulatory requirements and undertake external reporting for legislative non-compliances as required. Determine adequate resources and funds are available to ensure the effectiveness of this procedure; and certify compliance and adherence to this plan. Develop, implement and maintain this plan. Liaise with relevant government authorities in relation to regulatory conditions and compliance issue. Liaise with the community as required and as per the Stakeholder Engagement Strategy, including facilitation of Community Consultative Committee meetings.
All Managers	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.
Community Liaison Specialist	Responsible for coordinating community management measures on-site in accordance with internal and external requirements. Sign off on the accuracy of reports and the suitability of recommendations. Develop, implement, review and maintain this plan and system documents. Implement process for self-assessment audits. Assign persons responsible for completion of audit actions and set a due by date. Monitor that planned actions arising out of audits are implemented. Ensure all community complaints are addressed, investigated and appropriately managed as per site procedures, and reported internally as per internal requirements.
All Coordinators	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.
All Persons	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.

9.8 Internal Audits & Reviews

In accordance with internal company requirements, Tahmoor Coal has implemented a system for the monitoring and review of environmental and community performance at the site. Tahmoor Coal is to provide ongoing monitoring and regular management review of E&C performance to:

- a) Confirm the adequacy and effectiveness of management plans, procedures and standards;

- b) Address any identified weaknesses;
- c) Share good performance and lessons learnt with other sites; and
- d) Ensure ongoing compliance with all leases, licences and approvals.

Process or area specific internal audits are also conducted periodically, generally administered by the E&C Manager, focussing on the following areas:

- a) Air quality;
- b) Water management;
- c) Noise Management;
- d) Erosion and sediment control; and
- e) Statutory approvals.

These audits may be conducted by consultants on behalf of Tahmoor Coal, by Liberty GFG employees or may be self-assessments conducted by Tahmoor Coal personnel. Audit results and corrective actions are recorded in Cority and assigned to responsible personnel for completion within appropriate timeframes.

9.9 Independent Environmental Audit

In accordance with Conditions E15 – E20 of the Consent, Tahmoor Coal will complete Independent Environmental Audits of the development at the frequencies determined within DPHI's *Independent Audit Post Approval Requirements (2020)* and outlined below in **Table 12**.

Tahmoor Coal will complete independent audits in accordance with the following Consent Conditions and in accordance with the requirements of the DPHI's *Independent Audit Post Approval Requirements (2020)*:

- a) E15: Independent Audits of the development must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (2020).
- b) E16: Proposed independent auditors must be agreed to in writing by the Planning Secretary prior to the commencement of an Independent Audit.
- c) E17: Planning Secretary may require the initial and subsequent Independent Audits to be undertaken at different times to those specified in the Compliance Reporting Post Approval Requirements (2020), upon giving at least 4 weeks' notice (or timing) to Tahmoor Coal of the date upon which the audit must be commenced.
- d) E18: In accordance with the specific requirements in the Independent Audit Post Approval Requirements (2020), Tahmoor Coal will:
 - i. review and respond to each Independent Audit Report prepared under Condition C5 of the Development Consent, or Condition C6 where notice is given by the Planning Secretary;
 - ii. submit the response to the Planning Secretary; and
 - iii. make each Independent Audit Report, and response to it, publicly available within 60 days of submission to the Planning Secretary. unless otherwise agreed by the Planning Secretary.
- e) E19: Independent Audit Reports and Tahmoor Coal's response to audit findings must be submitted to the Planning Secretary within 2 months of undertaking the independent audit site inspection as outlined in the Independent Audit Post Approvals Requirements (2020) unless otherwise agreed by the Planning Secretary.
- f) E20: Notwithstanding the requirements of the Independent Audit Post Approvals Requirements (2020), the Planning Secretary may approve a request for ongoing independent operational audits to be ceased, where it has been demonstrated to the Planning Secretary's satisfaction that independent operational audits have demonstrated operational compliance.

Table 12 Independent Audit Frequencies

Phase	Initial Independent Audit	Ongoing Independent Audit Intervals
Construction	Within 12 weeks of the commencement of construction	At intervals, no greater than 26 weeks from the date of the initial Independent Audit or as otherwise agreed by the Secretary.
Operation	Within 26 weeks of the commencement of operation	At intervals, no greater than 3 years or as otherwise agreed by the Secretary.
Closure /Rehabilitation	Within 52 weeks from notifying of suspension/ceasing of operations	At intervals no greater than 1 year or as otherwise agreed by the Secretary.

The audit will recommend appropriate measures and corrective actions to improve environmental performance at Tahmoor Coal. Audit results and corrective actions are recorded in Cority and assigned to responsible personnel for completion within appropriate timeframes.

9.10 Employee & Contractor Training

General environmental awareness training is provided to all employees and contractors annually through a generic visitor induction and the SafeCoal training session scheduled by the Tahmoor Coal Health, Safety & Training Department.

10 Review and Improvement

10.1 Plan Audit

Audits of the SIMP are to be conducted in consultation with the plan owner and nominated individuals and will focus on the content and implementation.

Audits on the content will consist of a determination of understanding of the SIMP by the individual's allocated responsibility under this plan.

Audits on the implementation will consist of reviews of the safe working procedures and risk assessments developed to ensure safe operation of this SIMP, they may also involve discussions with personnel involved in the management plan to determine understanding and compliance.

Should an audit of this SIMP determine that a deficiency is evident in the content or implementation; a corrective action must be developed and implemented. Actions will be assigned to a nominated individual and tracked in Cority.

The Environment & Community Manager is responsible to verify that the nominated corrective action has been implemented by way of a follow up audit.

Any SIMP changes are to be managed and communicated to all personnel in line with the Change Management Process.

10.2 Plan Review

This SIMP be reviewed:

Event based: in accordance with Condition E7 (a) of the Consent, a review will be required within 3 months of any incident, event or finding that identifies an inadequacy in the **SIMP**, risk assessment or associated documents to continue to effectively manage the identified hazard; a change to the workplace itself or any aspect of the work environment, a change to a system of work, a process or a procedure; or

If necessary, to either improve the environmental performance of the development, cater for a modification or comply with a direction, the strategies, plans and programs required under the development consent must be revised, to the satisfaction of the Planning Secretary. Where revisions are required, the revised document will be submitted to the Planning Secretary for approval within six weeks of the review; or

Time based: in the absence of regular event-based reviews and in accordance with Condition E7 (b-e) of the Consent, this plan will be reviewed within three months of:

- b) the submission of an Annual Review under Condition E13;
- c) the submission of an Independent Environmental Audit under Condition E15;
- d) (the approval of any modification of the conditions of this consent (unless the conditions require otherwise); or
- e) notification of a change in development phase under Condition A19;

If deemed appropriate, external service providers may be included in the review process. All reviews are to be documented. In accordance with Condition E8, this management plan will be revised to the satisfaction of the Planning Secretary to either improve the environmental performance of the development, cater for a modification or comply with a direction. Where revisions are required, the revised document must be submitted to the Planning Secretary for approval within six weeks of the review.

11 Document Information

Relevant legislation, standards and other reference information will be regularly reviewed and monitored for updates and will 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.

11.1 Access to Information

Information pertaining to Tahmoor Coal's general environmental performance against internal targets and external approvals criteria is reported to the community via the mine website and Tahmoor Coal's Community Consultative Committee (TCCCC). In accordance with Consent Condition E23 (a), Tahmoor Coal will upload the following details to the Tahmoor Coal website:

- the EIS;
- all current statutory approvals for the development;
- all approved strategies, plans and programs required under the conditions of SSD 8445;
- the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;
- minutes of CCC meetings;
- regular reporting on the environmental performance of the development in accordance with the reporting requirements in any plans or programs approved under the conditions of SSD 8445;
- a comprehensive summary of the monitoring results of the development, reported in accordance with the specifications in any conditions of this consent, or any approved plans and programs;
- a summary of the current phase and progress of the development;
- contact details to enquire about the development or to make a complaint;
- a complaints register, updated monthly;
- a register of incident and non-compliance notifications made to the Planning Secretary, updated monthly;
- the Annual Reviews of the development;
- audit reports prepared as part of any Independent Environmental Audit of the development and the Tahmoor Coal's response to the recommendations in any audit report;
- annual returns made under the National Greenhouse and Energy Reporting legislation; and
- any other matter required by the Planning Secretary.

11.2 Related Documents

Related documents, listed in the below table, are internal documents directly related to or referenced from this document.

Table 13 Related Documents

Number	Title
TAH-HSEC-00375	Tahmoor South Environmental Management Strategy Management Plan
TAH-HSEC-00120	Community Complaints & Enquiry Procedure
TAH-HSEC-00221	Website Management Procedure
TAH-HSEC-00031	Community Development Plan
TAH-HSEC-00039	Stakeholder Engagement Plan
TAH-HSEC-00232	Emergency and Incident Manual
TAH-HSEC-00155	Pollution Incident Response Management Plan
TAH-HSEC-00224	Notification of Environmental Pollution Incidents

11.3 **Reference Information**

Reference information, listed in the below table, is information that is directly related to the development of this document or referenced from within this document.

Table 14 Reference Information

Title
AECOM, 2018. Tahmoor South Project Social Impact Assessment

12 Change Information

Table 15 Full details of the document history are recorded in the document control register, by version

Version	Date Reviewed	Review team (Consultation)	Change Summary
0.1	31/12/2021	Amanda Bateman, Zina Ainsworth, Michelle Grierson	New document
0.2	28/06/2022	Tahmoor E&C Team	Amendments following draft review
1.0	29/07/2022	Amanda Bateman	Consultation table updated following draft review
2.0	19/09/2022	Amanda Bateman	Reviewed in accordance with Condition E7(c) and (d) following an Independent Environmental Audit (10/08/2022) and following the approval of any modification (Mod 1 approved 19/07/2022) of the conditions of the Consent SSD 8445 Amendments following DPE review of plan
3.0	06/10/2022	Amanda Bateman	Consultation table and Performance Indicators section updated following draft review
4.0	30/06/2023	Amanda Bateman	Reviewed and updated in accordance with Condition E7(b) following the submission of an Annual Review (31/03/2023) of the Consent SSD 8445 Stakeholder engagement table updated
5.0	28/06/2024	Amanda Bateman, Natalie Brumby	Reviewed and updated in accordance with Condition E7(b) following the submission of an Annual Review (28/03/2024) of the Consent SSD 8445. Stakeholder engagement table updated

APPENDIX A – Stakeholder Engagement Plan



SIMEC

MEMBER OF



STAKEHOLDER ENGAGEMENT PLAN

Tahmoor Coal Pty Ltd



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1 Introduction

1.1 Scope

The purpose of this Plan is to provide a framework for the preparation of a project specific Stakeholder Engagement Plan (SEP) prior to commencement of a Tahmoor Coal major infrastructure project.

Pit top facilities are located on Remembrance Driveway, Bargo. Tahmoor Coal has approval to extract coal and subside parts of Tahmoor, Thirlmere and Picton. Infrastructure is required in communities located above Tahmoor Coal mine plan to support mining operations.

When an approval or modification to an existing approval is being sought for a major infrastructure project within the local community, a Stakeholder Engagement Plan (SEP) is a vital component of the planning, application and construction process.

Working closely with communities is becoming ever more integrated into the day to day operations in the mining industry. With community support obtained and sustained throughout the project lifecycle being an essential component of the planning process.

1.2 Aim

The term stakeholder engagement broadly captures processes in which the local community and other key stakeholders are invited to participate in the active exchange of information and viewpoints with Tahmoor Coal.

The aim of a SEP is to:

- a) Provide background information about the project.
- b) Identify the community and key stakeholders likely to be affected by the project.
- c) Identify the nature and extent of stakeholder issues/concerns and relevant strategies to manage proactively.
- d) Define key messages and identify the key communication tools and techniques to be used.
- e) Disseminate information and provide opportunity for feedback.
- f) Document policies and procedures that will be implemented to record and respond to enquiries, complaints, issues and incidents.
- g) Identify and allocate communication roles and responsibilities during the delivery of a SEP.

2 Communication and Consultation

To ensure best practice in stakeholder communication and consultation, preparation of the SEP will be guided by the International Association of Public Participation's core (IAP2) values. In addition, IAP2 has developed a Public Participation Spectrum framework that has been used to assist in identifying the level of participation to be pursued (Figure 1.1).

	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problems, alternatives and/or solutions.	To obtain public feedback on analysis, alternatives and/or decision.	To work directly with the public throughout the process to ensure that public issues and concerns are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.
PROMISE TO THE PUBLIC	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and issues are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for direct advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
EXAMPLE TOOLS	<ul style="list-style-type: none"> • Fact sheets • Websites • Open houses 	<ul style="list-style-type: none"> • Public comment • Focus groups • Surveys • Public meetings 	<ul style="list-style-type: none"> • Workshops • Deliberate polling 	<ul style="list-style-type: none"> • Citizen Advisory committees • Consensus-building • Participatory decision-making 	<ul style="list-style-type: none"> • Citizen juries • Ballots • Delegated decisions

Figure 1 - IAP2 Public Participation Spectrum – developed by the International Association for Public Participation

Communication and consultation will vary depending on the Project. When a major infrastructure project is proposed, prior experience has demonstrated that communication and consultation is conducted at the Inform and Consult end of the spectrum. The overall communication and consultation goals will therefore be to provide the public with balanced and objective information to assist them in understanding the project and its potential impacts.

2.1 Engagement

In order to achieve these objectives a number of principles of engagement will need to be established. These principles will provide a framework for engagement with key government agencies, stakeholders and the community. It will also ensure that engagement is maintained throughout the project phases.

These engagement principles are:

- Involving stakeholders to demonstrate respect for them and recognising that as recipients and 'hosts' of projects, stakeholders (including communities), have a long-term interest in the project development and delivery.
- Facilitating a coordinated approach for messages to the community, ensuring they are clear and consistent and that issues are responded to and managed by the appropriate authority in a timely manner.
- Use of consultation techniques that effectively and meaningfully engage the community and stakeholders.
- Building and maintaining trust between stakeholders and Tahmoor Coal, facilitating open and transparent discussions, and incorporating local knowledge to make changes to the project where possible.

- e) Minimising stakeholder resistance to the project by enhancing community understanding and support.
- f) Minimising project risk by anticipating issues.
- g) Define aspects of the project where community and stakeholder input is possible (i.e. negotiable and non-negotiable) whilst ensuring expectations are managed in line with these aspects.

2.2 Key Objectives

The SEP will be used by Tahmoor Coal to manage the stakeholder communication, consultation and engagement process. Underpinning key objectives will provide best practice consultation as well as complying with guidelines and requirements. The key objectives of community involvement activities are:

- a) Ensuring factual information about the proposal is widely available to stakeholders with an interest.
- b) Raising awareness of the NSW approvals process.
- c) Providing stakeholders with opportunities to ask questions and identify areas of concern with respect to the project.
- d) Building community acceptance for the project and its overall objectives.
- e) Building on existing long-time relationships with stakeholder groups within the project area.

2.3 Key tasks

Implementation of key tasks is essential to ensure that the key objectives are achieved. Key tasks to be identified during planning stage include:

- a) Identification of stakeholders.
- b) Development of key messages about the project and the approval process.
- c) Awareness raising events such as information sessions to inform stakeholders about the project and the approvals process.
- d) Provisions of opportunities for stakeholders to provide feedback about the project.
- e) Receipt and analysis of feedback in Consultation Manager.
- f) Ongoing, meaningful consultation with stakeholder groups.
- g) Access to information on the Tahmoor Coal website.
- h) Distribution of Newsletters.

3 Description of Project

3.1 Locality

It is essential to include a detailed location of the project in the SEP.

A brief outline of the community surrounding the project site ensures that all stakeholders are included in the appropriate communication, consultation and engagement activities throughout the project lifecycle.

3.2 Project Outline

The Project Team will refer to the project outline through the planning, environmental assessment preparation, exhibition and construction phases.

4 Stakeholder and Issues Matrix

The following table summarises key community and stakeholder issues and groups potentially affected by Tahmoor Coal's mining and operational lifecycle. A detailed list of stakeholders, associated issues and proposed method of communication, consultation and engagement activities will be project specific.

Key Issues Identified	Who Is Affected
Subsidence	
Subsidence impacts from mining	<ul style="list-style-type: none"> Residents in active subsidence zone Commercial / Industrial properties / business's in active subsidence zone Infrastructure operators ie Jemena, ARTC Local Council Residents Local business Interested parties (with an interest in environmental impacts)
Surface operations (pit top, No 2 Shaft and reject emplacement area)	
Noise <ul style="list-style-type: none"> Washery, belts, shaker screen Trucks entering / leaving site Stockpile dozers Gas plant Shaft outcast fans Dust <ul style="list-style-type: none"> Sealed and unsealed roads Stockpiles Dozers Outcast shaft Odour <ul style="list-style-type: none"> No 2 Shaft 	<ul style="list-style-type: none"> Local residents within close proximity to surface operations School directly opposite Colliery Local business opposite Colliery
Water <ul style="list-style-type: none"> Discharge from underground and surface dams 	<ul style="list-style-type: none"> Recreational users of watercourses downstream of Colliery
Amenity <ul style="list-style-type: none"> Changes to visual amenity 	<ul style="list-style-type: none"> Local residents living within close proximity to surface operations Vehicles driving past Colliery
Major project	
Refer to independent SEP for major projects	

Table 1 - Key community and stakeholder issues

5 Key Messages

Communication, consultation and engagement with key stakeholders is an essential component throughout the lifecycle of the project, especially when the project requires assessment and approval by a state or local government agency. It is vital that consistent and clear messages are used in order to improve understanding and avoid confusion.

The key messages of the project should be developed in consultation with the Project Team.

6 Engagement lifecycle

Communication, consultation and engagement activities during EA preparation will involve a combination of the above. The objective is to ensure that the broader community is aware of the proposal. It is important that stakeholders that will be potentially more impacted during the project lifecycle are given the opportunity to access details of the project and express their views to a member of the Project Team.

A three-phase approach for stakeholder engagement is recommended throughout the project lifecycle. A detailed list of the stakeholders for the local communities surrounding Tahmoor Colliery and the Wollondilly LGA including proposed consultation activities are provided in Appendix 1.

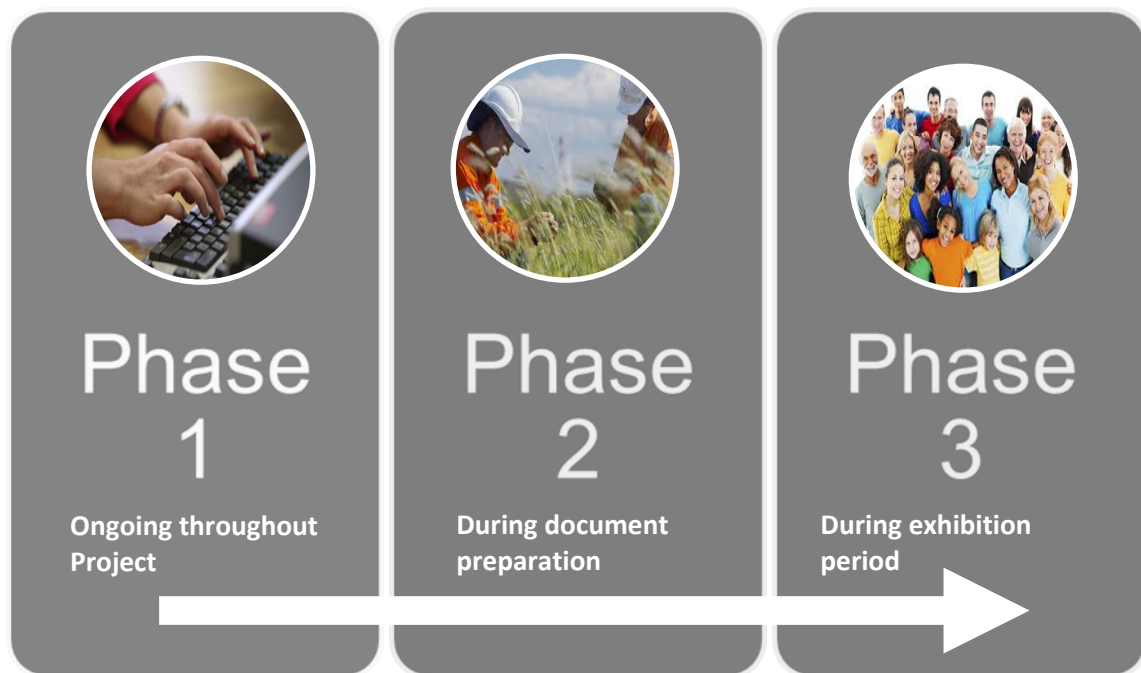


Figure 2 - Stakeholder Engagement Lifecycle

6.1 Phase One

It is critical to keep the community informed throughout the life cycle of the project. Ongoing up to date information should be delivered to key stakeholder and community groups via a variety of activities outlined in the table below.

Phase 1 Stakeholder Engagement			
Activity	Purpose and Detail	Responsibility	Timing
Stakeholder mapping and identification	To identify community and other stakeholders who will be affected by the project. To ensure all stakeholders are captured in the stakeholder database.	Project Manager Community Liaison Specialist Approvals Specialist	
Key messages and questions and answers	To be used throughout the consultation process. Will form the basis of the community newsletters, website, letters to stakeholder etc.	Project Manager	
Preparation of SEP	To guide the consultation process throughout the various phases of the project. To identify all consultation issues that will be relevant to the preparation of the EA document.	Project Manager	
Set up and ongoing management of the Consultation Manager database	Record and track all contacts made with community and other stakeholders Ensure a prompt response to the stakeholder enquiries/complaints	Project Manager	
Organise information for Tahmoor Coal website	Preparation of content for webpage including frequently asked questions. Organise for information to be hosted on Chamber of Commerce website.	Project Manager	
Preparation of consultation materials to inform community of project.	Letter/newsletter to key stakeholders including community groups, Community Consultative Committee, organisations and local residents informing them of the project and alerting them to the phone line and website. Letter to Federal, State and Local Government Authorities.	Project Manager	
Community information session	To inform the wider community and interested stakeholders about the environment assessment and to allow them to provide comment and raise any issues or concerns about the project.	Community Liaison Specialist Approvals Specialist	
Briefings with Tahmoor Coal Management	To update Tahmoor Coal Management on the status of the project. One on one briefings with Management. Regular updates and presentations of the project.	Project Manager Environment and Community Manager	

Table 2 - Phase 1

6.2 Phase Two SEP

Once the staging of consultation activities has been carefully considered, it is crucial that the Federal and State Member of Parliament and Wollondilly Shire Council Executives are briefed on the project before details are released to the general community.

Group 1 – Residents located within project area

Residents located directly within the project area will receive a letter informing them that there are works proposed that will potentially impact them and that Tahmoor Coal would like to coordinate a meeting to

explain the exact nature of the proposal. This letter will be sent after elected representative and local council executives are briefed. The meetings explaining the project to the individual residents will only occur once these stakeholders have been briefed.

Group 1 stakeholders are recorded in Consultation Manager for reference throughout the project.

Group 2 – Wider Community

The wider community will be informed of the project once the elected representatives and local council executives and the impacted residents have been briefed. Information briefs should be prepared for Group 2 prior to engagement with Group 1. The size of the project and stakeholder interest will determine the timing. Document preparation is time consuming and should be organised in advance when possible to prevent any delays.

Prepare an advertisement for the project that has a consistent and clear message in all forms of communication. It is important that any advertisements in local newspapers does not occur until residents in Group 1 have been informed.

Phase 2 Project Consultation			
Activity	Purpose and Details	Responsibility	Timing
Briefing with Federal and State Members of Parliament	To inform Federal and State Members of Parliament of the project *This meeting is to occur before details of the project are released to the community.	Environment and Community Manager General Manager	
Briefing with Wollondilly Shire Council	To brief councillors, General Manager and Council staff on the proposal and allow an opportunity for feedback/questions. *This meeting is to occur before details of the project are released to the community.	Environment and Community Manager General Manager Project Manager Approvals Specialist	
Informing residents located within project area	Newsletter/Letter to residents outlining the project and discussing that there will be potential impacts to their properties. The letter will invite them to contact Tahmoor Coal to organise a briefing on their property from the project team. Meetings to explain the impacts of the project and proposed mitigation measures (potentially at the residents dwelling).	Project Manager Community Liaison Specialist	
Advertisements in local papers	Local Newspapers to be used to announce the project and inform the community of the feedback mechanisms available. *All advertisements in the local papers cannot occur until Group 1 residents have been briefed.	Community Liaison Specialist	
Community Noticeboard	Information about the project will be displayed on local community noticeboards eg. Community Links, Tahmoor Town Centre, Picton IGA and the Health Centre.	Community Liaison Specialist	
Mailout to surrounding residents	Newsletter/letter providing information announcing the project and providing an outline of the Environmental Assessment process. Provide information on contact mechanisms (1800 number, website, email contact)	Project Manager Community Liaison Specialist	

Phase 2 Project Consultation			
Activity	Purpose and Details	Responsibility	Timing
Briefing to Tahmoor Coal staff	Tahmoor Coal Newsletters. Staff briefing as staff update meeting as well as management meetings.	Project Manager Community Liaison Specialist Environment and Community Manager	
Letters to stakeholder organisations and follow up phone calls	Information announcing the project and providing an outline of the Environmental Assessment process. Provide information on contact mechanisms (1800 number, website, email contact). Provide opportunity for stakeholder to have a briefing on the project if requested. Follow up phone call to ensure organisations received letter and have had the opportunity to ask questions.	Project Manager Community Liaison Specialist	
Community information days	To inform the wider community and interested stakeholders about the Environmental Assessment and to allow them to provide comment and raise any issues or concerns about the project	Community Liaison Specialist Approvals Specialist	
One on one meetings with stakeholder and community groups	To brief stakeholders including: <ul style="list-style-type: none"> Department of Planning, Industry and Environment and other government agencies as required. Tahmoor, Picton and Bargo Chamber of Commerce. Tahmoor Coal Community Consultative Committee. Meetings would be attended by a representative of the Project Team, together with a representative from the Environment and Community Team.	See Appendix for full list	
Consultation chapter in the environment assessment (EA) document	A summary of the consultation process that occurred during the preparation of the environment assessment would be documented for inclusion in the EA document. This would include details of the stakeholders involved, the methods used to consult with the community and other key stakeholders, the key issues are addressed in the EA document.	Project Manager	
Socio economic assessment	A socio-economic assessment would be undertaken to identify the positive and negative impacts of the proposed project. This would be based on information obtained from desktop research using available data from the ABS and Wollondilly Shire Council. It would also be informed by the stakeholder and community consultation.	Project Manager	

Table 3 - Phase 2

6.3 Phase Three SEP

Below outlines consultation to be undertaken during the Environment Assessment (EA) exhibition period.

Phase 3			
Activity	Purpose and Detail	Responsibility	Timing
Community Brochure	Development of a brochure to outline the EA findings and advertise the exhibition period. The brochure would be distributed to all stakeholders listed in the database	Project Manager Community Liaison Specialist	
Uploading of information on website and 1800 number	As soon as the exhibition is announced upload all information including the EA report onto the project website/page. Also update revised wording for the 1800 number which would highlight where and for how long the EA is on exhibition	Project Manager Community Liaison Specialist	
Advertisement	To be placed in the local papers to announce the exhibition period and inform the community of feedback mechanisms available. Promotion of upcoming information sessions	Project Manager Community Liaison Specialist	
Preparation of display materials	To be used for static display and community information sessions	Project Manager Community Liaison Specialist	
Static Display of the EA document	Print and place/distribute the EA, supporting documentation and exhibition materials. Liaise with Wollondilly Shire Council to locate appropriate exhibition areas.	Project Manager Community Liaison Specialist	
Community information day	To inform the wider community and interested stakeholders about the EA and to allow them to provide comment and raise any issues or concerns about the project	Community Liaison Specialist	
Submissions Report to DoP	Preparation of report summarising submissions received during the 31-day exhibition period	Project Manager	

Table 4 - Phase 3

7 Procedures

7.1 Consultation Manager

Crucial to the success of managing the community consultation aspects of the project is ensuring that ongoing, transparent and two-way communication is adopted between the project team and the stakeholders. Consultation Manager is the software currently utilised by Tahmoor Coal to manage all stakeholder engagement. It is recommended that a separate file be created for the VS4 project with relevant staff from Tahmoor Colliery and the Project Manager Team having access to the database.

All members of the project team who enter data into Consultation Manager we be required to be briefed on the database and classifications to be utilised throughout the project. A briefing sheet will be prepared

that defines the Stakeholder Groups, Property Groups, Issues, Event Types and Ownership Types. These definitions will be used throughout the life of the project. Strict guidelines will also be set outlining the level of access each team member has to the database controlling the number of team members who are updating the database. It is important that the database is updated every 24hrs.

Every event and contact between the Project Team and the stakeholders will need to be documented and entered into the database. These entries should include: the event, name of respondent, contact details, nature of enquiry and project team response.

8 Enquiry Management

8.1 Community Phone Line

Tahmoor Coal has a 24-hour community phone line (1800 154 415) that is staffed during business hours to receive community enquiries or complaints.

All enquiries and complaints are documented recording the names, contact details, nature of enquiry, response provided, and date of the response provided. This information is sent to the Tahmoor Enquiries email address (Tahmoorenquiries@simecgfg.com) and entered into Consultation Manager by the Environment and Community Team. This information will be used for ongoing reference with any further contact with the stakeholder and also to keep track of issues being raised by the community.

8.2 Website enquiries/emails

The Environment and Community Team is responsible for responding to all website enquiries/email enquiries. More complex enquiries should be forwarded to the relevant project team member. An email response should be sent as soon as possible acknowledging the enquiry and outlining what response has been initiated.

Details to be recorded shall include names, contact details, the nature of enquiry, the response provided, and the date of the response provided. All website/email enquiries are to receive acknowledgement within 48 hours of receipt. The details of the contact will be entered into Consultation Manager. This information will be used for ongoing reference with any further contact with the stakeholder and to keep track of issues being raised by the community.

8.3 Community Enquiries

There will be some instances when members of the Project Team are approached by members of the public whilst conducting site visits. All staff will be instructed to only answer questions where they are sure of the answer and aware that the information is appropriate to be provided to the public at that stage of the project. If there is any doubt, then the enquiry should be referred to the Project Manager to organise an appropriate response.

All conversations with the public should be documented. Details to be recorded include date/time, name, contact details, details of conversation, name of the Project Team member recording the conversation. The information should be submitted to a member of the Environment and Community Team for it to be entered into Consultation Manager. This will ensure that a response is followed up. The enquiry should be followed up within 48 hours to thank the member of the public for their enquiry and inform them as to how it is being responded to.

9 Principles

Successful community engagement is built on trust, goodwill and respect. The *NSW Planning System Community Engagement Handbook* outlines that community engagement should be driven by a set of principles not shaped by particular techniques.

A nine-point check list has been incorporated into the SEP below, with a brief description of each point.

9.1 Clarity of Purpose

Understand clearly why the engagement is occurring, and its context, in order to plan and resource an effective process.

- a) Ensure the choice of engagement technique is suitable for the objectives of the community engagement process, the target community and the time and resources available.
- b) Be clear about how participants can influence the decisions that may be made and, equally important, what cannot be influenced.
- c) Be clear about the desired outcome.
- d) Be clear about who should be engaged with to achieve the purpose.

9.2 Commitment

A demonstration of commitment is important to establishing and maintaining credibility. Without adequate demonstration, the whole process can be undermined.

- a) Show commitment of allocating sufficient time and resources to the community engagement processes.
- b) Ensure senior level commitment is visible, that commitments given can be achieved and that those responsible for the process or parts of the process are adequately skilled and prepared.
- c) Provide and encourage feedback during the process.
- d) Properly record and document the process and feedback so that participants (and others) can see if and how their input has influenced the process and its outcomes.
- e) Make community engagement integral to your normal development assessment and plan making practices and operations.

9.3 Communication

Community engagement is primarily about communication, the two-way process of providing accurate and timely information, and demonstrating that feedback is being heard.

- a) Communicate openly, honestly and accountably with those you are seeking to engage.
- b) Ensure that the team engaging with the community is well informed so that it can answer questions during the process.
- c) Remember that communication is multi-faceted. It does not just include information giving but information gathering, information sharing, collaborative discussion and decision making.
- d) Clearly communicate the purpose and limitations of the community engagement process at the outset. Agree to the basic procedures and mechanisms at the planning stage.
- e) Avoid creating false expectations about what community engagement can achieve.

9.4 Evidence

Good engagement practice is based on sound research and quality information.

- a) Use latest available research and sound understanding of history in order to plan the process, and who should be involved.
- b) Provide quality information to the participants at different stages during the process.
- c) Ensure accuracy and consistency of information throughout the engagement

9.5 Flexibility and Responsiveness

Engagement plans have to be flexible during the course of a process; timetables may change, comments may require change, the political environment may change.

- a) Be flexible at both the planning and implementation stages.
- b) Be prepared to continually review and revise the way you engage the community during the process.
- c) Select a range of techniques that enable different communities or sectors to participate effectively.

9.6 Timeliness

It is important that participants know how long an engagement process is expected to last, and when feedback is expected at each stage of the process.

- a) Be clear about the time you have for the task.
- b) Ensure participants receive information in enough time to make effective contributions.
- c) Inform participants as to when they can expect feedback on their contributions.
- d) Make sure that feedback is given to participants on time.

9.7 Inclusiveness

Being inclusive means understanding who is likely to be interested in, or feel the impact of, a particular plan or development.

- a) Aim to be as inclusive as possible but accept that in few circumstances is it feasible to involve everybody.
- b) Get to know and understand the communities you want to engage.
- c) Acknowledge and respect their diversity.
- d) Accept different agendas but ensure that dominant special interest groups are not the only voices heard.
- e) Choose a variety of engagement techniques that offer the widest possible opportunities to participate.
- f) Avoid jargon and technical language.
- g) Aim for accessibility. Consider the timing, location and style of engagement events and strategies, as well as the support available to participants (such as translators, childcare, out-of-pocket expenses).

9.8 Collaboration

Leading practices processes require early involvement of community interests at a level that is appropriate for their involvement.

- a) Adjust for scales of involvement – different interests require different involvement along the engagement spectrum.
- b) Aim for a participatory approach to development assessment and plan making, particularly in larger, more complex processes.
- c) Involve the community as early as possible in the process.
- d) Seek community input at the planning stage of a community engagement process, particularly in the selection of engagement techniques.
- e) Work with other agencies operating in the area to avoid repetitive consultations with a community on the same or similar subject matter.

9.9 Continuous learning

- a) Monitor and evaluate as you go – modify your approach as necessary.
- b) Encourage community feedback on the process itself as well as the subject of the engagement.
- c) Build on past experience – acknowledge mistakes so that you can learn from them.
- d) Find out what has happened before in an area relevant to the engagement process subject matter – past consultations may have occurred with or without success.
- e) Report back to your Project Team to ensure they learn from the process.

10 Roles and Responsibilities

All roles and responsibilities outlined below relate to a major project at Tahmoor Coal.

10.1 Environment and Community Manager

The Environment and Community Manager is responsible for:

- a) Approval of community correspondence and all other public information such as community information, letters to the community and key stakeholders, display material and project information.
- b) Approval of production and printing of the community information, advertisements in local newspapers and display materials.
- c) Organising interviews with key stakeholders as well as briefings with Tahmoor Coal's Senior Leadership Team.

10.2 Project Manager

The Project Manager is determined at the commencement of a major project. Responsibilities include

- a) Preparing and updating the SEP.
- b) Attending community and stakeholder meetings.
- c) Preparing public communication materials including letters to the community and key stakeholders, text for website and advertisements in local paper.
- d) Meeting with key stakeholders including the residents directly adjacent to the subject site.

- e) Ensuring all submissions received are acknowledged, logged and responded to (this is to be tracked through Consultation Manager).
- f) Ensuring communication tools such as phone and webpage are regularly checked and maintained.
- g) Prepare a chapter on Community Engagement for the EA document.
- h) Prepare Socio Economic Assessment.

10.3 Community Liaison Specialist

The Community Liaison Specialist is responsible for:

- a) Preparation and management of SEP.
- b) Responding to and recording community and stakeholder enquiries and complaints received from the community information line.
- c) Organising briefings with Tahmoor Coal's Community Consultative Committee and the Tahmoor Chamber of Commerce.
- d) Organising release of newsletter onto the Tahmoor Chamber of Commerce website.
- e) Organising venue and advertising for the Community Information days.
- f) Establishing and maintaining the stakeholder contact lists and ensuring that any events/contacts are entered Consultation Manager.

10.4 Consultation Support

The consultation support (determined at the time of a major project) is responsible for:

- a) Providing inputs to the SEP.
- b) Entering events into Consultation Manager.
- c) Coordinating community and stakeholder meetings.
- d) Follow up phone calls with key stakeholders and coordinating timetable of stakeholder meetings.
- e) Assisting with preparation of public communication materials.
- f) Attending community and stakeholder meetings (where required).

11 Feedback, Evaluation and Review Mechanisms

The process of evaluating the communications and community engagement work element for this project will be undertaken in various ways including:

- a) Reporting and analysing community contacts / enquiries as part of monthly reporting of activities undertaken (issues or complaints may arise in relation to the consultation process). The Consultation Manager database is used to create these points.
- b) The Project Team will be asked to provide feedback on the consultation process following the achievement of the various milestones, and at the same time a formal analysis of the feedback received will be undertaken. Improvements will be made with the consultation process where required.
- c) Feedback forms will be distributed at every face to face event organised by the Consultation and Stakeholder Engagement Team. These events include one on one meetings and community information sessions. The feedback forms will ask the community to comment on the communication and engagement processes and activities.

A key aspect of the Stakeholder Engagement Strategy will be to monitor the effectiveness of the stakeholder engagement activities. This will involve regularly reviewing the activities and outcomes and the community's input.

12 Definitions

Term	Meaning
EA	Environmental Assessment
Tahmoor	Refers to Tahmoor Coal
IAP2	International Association of Public Participation
SEP	Stakeholder Engagement Plan

13 Accountabilities

Role	Accountabilities for this document
Operations Manager	<ul style="list-style-type: none"> Ensure the ongoing requirements of the business in line with requirements of Tahmoor Coal. Approve site specific management plans and procedures. Provide that there are sufficient resources allocated and accountabilities assigned in order to implement Stakeholder Engagement practices as required.
Environment and Community Manager	<ul style="list-style-type: none"> Ensure the ongoing requirements of the business in line with requirements of Tahmoor Coal. Approval of all correspondence and media materials. Organising interviews with key stakeholders as well as briefings with Senior Management.
Community Liaison Specialist	<ul style="list-style-type: none"> Owner of the Plan ensuring that all requirements of the plan are met and that a review of the plan is undertaken in line with the review process. Developing, implementing and maintaining this Plan. Reviewing and updating this Plan. Coordinating all actions required under this Plan, including training of relevant personnel. Coordinating all consultation with the community required under this Plan. Being the first point of contact at Tahmoor Coal in relation to community issues.
Environment and Community Team	<ul style="list-style-type: none"> Providing inputs to the SEP. Entering events into Consultation Manager and CMO/Cority databases. Coordinating community and stakeholder meetings. Follow up phone calls with key stakeholders and coordinating timetable of stakeholder meetings. Assisting with preparation of public communication materials. Attending community and stakeholder meetings (where required).

14 References

14.1 External

- IAP2 – Guidelines for International Association for Public Participation
- NSW Planning System Community Engagement Handbook

15 Change Information

15.1 Change Information

Full details of the document history are recorded in the document control register, by version.

Version	Date reviewed	Review team (consultation)	Nature of the amendment
1.0	4 December 2013	Belinda Treverrow, Fiona Robinson, Samantha Beresford	Draft, initial document
2.0	15 October 2014	Belinda Treverrow, Fiona Robinson	Update names and roles.
3.0			Migration to new document server.
4.0	20 September 2019	Abby Uljanic	No changes to document content. Document updated to new template.
5.0	7 September 2020	Amanda Francis, Amanda Fitzgerald, Zina Ainsworth	Review and update document.

Appendix A – Tahmoor Coal Key Stakeholder and Issues Matrix to assist with Developing major Project SEPs

Stakeholder	Key Issues	Communication Activities	Responsibility
Federal Member of Parliament State Member of Parliament Opposition State Member of Parliament	Details of the Project Timeframe of Construction Impacts on nearby residents Environmental impacts (eg. Impacts on local flora, fauna, noise, water, traffic, visual amenity, heritage, air, etc) Environment mitigation measures Jobs	Briefing	Project Manager Environment and Community Manager General Manager
Local Councillors	Impacts on local residents Environmental impacts during construction and operation (eg. Impacts on local flora, fauna, noise, water, etc) Environment mitigation measures Jobs	Meeting with Council staff and Councillors	Project Manager Environment and Community Manager General Manager
Wollondilly Shire Council	Flooding, roads, culverts, bridges	Letter outlining project and briefing	Project Manager Environment and Community Manager
NSW Greens	Environmental impacts during construction and operation (eg. Impacts on local flora, fauna, noise, groundwater, surface water, heritage, etc) Environment mitigation measures	Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Lobbyist		Letter outlining project and optional briefing	Community Liaison Specialist Project Manager
Department of Planning, Industry and Environment	Planning and assessment Environmental impacts during construction and operation (eg. Impacts on local flora, fauna, noise, groundwater, surface water, heritage, etc) Environment mitigation measures Adherence to planning legislation Jobs	Briefing	Project Manager Environment and Community Manager Approvals Specialist

Department of Planning, Industry and Environment – Environment, Energy & Science Group	Water Biodiversity Heritage	Briefing	Project Manager Environment and Community Manager Approvals Specialist
Department of Planning, Industry and Environment – Crown Lands Division	Crown land	Letter outlining projects	Environment and Community Manager Approvals Specialist
Resources Regulator, Department of Regional NSW	Subsidence Compliance	Letter outlining project and briefing	Project Manager Environment and Community Manager Approvals Specialist
Subsidence Advisory NSW	Subsidence	Letter outlining project and optional briefing	Project Manager Environment and Community Manager Approvals Specialist
Office of the National Rail Safety Regulator	Impacts to rail line and any potential to disruption of services	Letter outlining project and briefing	Project Manager Environment and Community Manager Approvals Specialist
Department of Regional NSW – Mining Exploration and Geoscience	Geosciences	Letter outlining projects	Environment and Community Manager Approvals Specialist
NSW Infrastructure – Land & Water – Natural Resources Access Regulator - East	Water	Letter outlining projects	Environment and Community Manager Approvals Specialist
WaterNSW	Water	Letter outlining projects	Environment and Community Manager Approvals Specialist
NSW Environment Protection Authority	Environmental impacts during construction and operation (eg. Impacts on local flora, fauna, noise, groundwater, surface water, heritage, etc) Environment mitigation measures	Letter outlining projects	Environment and Community Manager Approvals Specialist
Dams Safety Committee	Dams	Letter outlining projects	Environment and Community Manager Approvals Specialist

NSW Department of Primary Industries - Agriculture	Agriculture	Letter outlining projects	Environment and Community Manager Approvals Specialist
NSW Roads and Maritime Services	State roads	Letter outlining projects	Environment and Community Manager Approvals Specialist
NSW State Emergency Services NSW Police NSW Fire Services NSW Rural Fire Service NSW Ambulance Service	Flooding Security on the site Traffic Management changes/issues during construction Noise impacts	Letter outlining projects	Environment and Community Manager Approvals Specialist
NSW Spatial Services	Survey marks	Letter outlining projects	Approvals Specialist
ARTC		Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Country Line Passenger Rail Services Pacific National		Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Endeavour Energy	Electrical infrastructure	Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Railcorp	Ensure access is maintained to signalling tower	Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Telstra	Ensure access is maintained to Telstra phone towers Optical fibre cables	Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Sydney Water (Sewer) Sydney Water (Portable)	Ensure works do not affect Sydney Water property	Letter outlining project and optional briefing	Approvals Specialist Project Manager
Jemena		Letter outlining project and optional briefing	Project Manager Environment and Community Manager
NBNCo		Letter outlining project and optional briefing	Project Manager

			Environment and Community Manager
Transport Heritage NSW		Letter outlining project and optional briefing	Project Manager Environment and Community Manager
Tahmoor Chamber of Commerce Bargo Chamber of Commerce Bargo Chamber of Commerce	Noise and noise mitigation Traffic Management changes/issues during construction	Letter outlining project and optional briefing	Environment and Community Manager Community Liaison Specialist
Local Businesses		Advertisement in local Paper Web Page 1800 info line Community information session Newsletter on Chamber of Commerce website	Environment and Community Manager Community Liaison Specialist Project Manager
Wollondilly Health Catchments Committee	Disturbance of endangered ecological communities and/or threatened species	Discuss with Council at workshop	Environment and Community Manager
Hilton Park Preservation Group Macarthur National Park Association Rivers SOS/Nepean Action Group	Removal of Trees and vegetation	Letter outlining the project	Project Manager
Hawkesbury Nepean Catchment	Drainage	Letter outlining the project	Project Manager
Tharawal Local Aboriginal Land Council Cubbitch Barta Native Title Claimants	Impact on indigenous heritage items / cultural sites	Letter outlining the project	Project Manager Environment and Community Manager
Landowners located in the proposed project area	Construction and operation impacts Noise during construction and ongoing operation View loss	One on One briefings Mail drop Community information session Webpage Advertisements	Community Liaison Specialist Project Manager

		1800 info line Letter to residents Newsletter	
Local Community	Impact on local residents Impact on local Flora Impact on local Fauna Alteration to visual character of the area Temporary impact to local road network and traffic management Noise impact levels	Community information session Webpage Advertisements 1800 info line Newsletter	Community Liaison Specialist Project Manager
Tahmoor Colliery Community Consultative Committee		Presentation at Meeting	Project Manager Community Liaison Specialist
Tahmoor Coal Senior Leadership Team		Briefing	Project Manager Environment and Community Manager
Tahmoor Coal staff		Briefing and Newsletter	Project Manager Environment and Community Manager General Manager
Unions		Briefings	General Manager
Wollondilly Advertiser Macarthur Chronicle District Reporter Illawarra Mercury	Impact on Local residents Impact on local Flora Impact on local Fauna Alteration to visual character of the area Temporary impact to local road network and traffic management Noise impact levels	Purchase large ad in paper informing community of the project and include details of website, 1800 info line and community information sessions Press Release	Project Manager Community Liaison Specialist

APPENDIX B – Letter of Endorsement



Planning,
Industry &
Environment

Ms Zina Ainsworth
Manager Environment and Community
SIMEC Mining
2975 Remembrance Drive
Tahmoor NSW 2573

16/08/2021

Dear Ms. Ainsworth

Tahmoor South Coal (SSD-8445) Management Plan Experts Endorsement

I refer to your request (SSD-8445-PA-2) for the Secretary's approval of suitably qualified persons to prepare the Management Plans for the Tahmoor South Coal (SSD-8445).

The Department has reviewed the nominations and information you have provided and is satisfied that these experts are suitably qualified and experienced. Consequently, I can advise that the Secretary approves the appointment of the following experts to prepare the following Management Plans:

Management Plan	Suitably Qualified Person
Noise Management Plan	Michelle Grierson – Senior Environmental Scientist Umwelt Australia Pty Ltd Katie Teyhan (Technical Reviewer) - Associate Acoustics Manager Newcastle EMM
Spontaneous Combustion Management Plan	Michelle Grierson – Senior Environmental Scientist Umwelt Australia Pty Ltd
Water Management Plan	Camilla West - Senior Water Resources Scientist Tony Marszalek - Director and Principal Water Resources Engineer Hydro Engineering & Consulting Pty Ltd
Groundwater Management Plan	Will Minchin – Hydrogeologist Maxime Philibert - Hydrogeologist SLR Consulting
Biodiversity Management Plan	Luke Baker - Team Leader Ecology Niche Environment and Heritage
Rehabilitation Strategy	Michelle Grierson – Senior Environmental Scientist Umwelt Australia Pty Ltd
Traffic Management Plan	Michelle Grierson – Senior Environmental Scientist Umwelt Australia Pty Ltd
Social Impact Management Plan	Amanda Bateman – Community Liaison Specialist Tahmoor Coal Pty Ltd

It is noted that it was proposed that Michelle Grierson – Senior Environmental Scientist Umwelt Australia Pty Ltd was proposed to prepare the Air Quality and Greenhouse Gas Management Plan. Given the significance of the technical aspects associated with air quality and greenhouse gas emissions at the project, the Department requests that a technical specialist be proposed to work with Ms Grierson to prepare this Air Quality and Greenhouse Gas Management Plan. Please provide further details of the proposed air quality expert by lodging further details via the portal.

320 Pitt Street Sydney 2000 | GPO Box 38 Sydney 2001 | dpie.nsw.gov.au | 1

Number: TAH-HSEC-381
Owner: Zina Ainsworth

Status: Released
Version: 5.0

Effective: Friday, 28th June 2024
Review: Friday 28th June 2025

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If you wish to discuss the matter further, please contact Wayne Jones on (02) 6575 3406.

Yours sincerely



Stephen O'Donoghue
Director
Resource Assessments
As nominee of the Secretary

APPENDIX C – Consultation Evidence

Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 3:17 PM
To: council@wollondilly.nsw.gov.au
Subject: RE: Tahmoor Coal notification - Draft Social Impact Management Plan for review
Attachments: Tahmoor South Social Impact Management Plan Draft V2.0.pdf

Good afternoon

Could you please advise if Council is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan?

Kind regards

Amanda Bateman

Community Liaison Specialist

T: +61 (02) 4640 0025

M: +61 0429 442 811

E: Amanda.bateman@simecsvgfg.com

SIMEC Mining

2975 Remembrance Driveway

Bargo NSW 2574

simec.com



We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on which we

From: Amanda Bateman
Sent: Wednesday, 29 June 2022 10:03 AM
To: council@wollondilly.nsw.gov.au
Subject: Tahmoor Coal notification - Draft Social Impact Management Plan for review

Good morning

In accordance with Tahmoor South Consent Condition B70 (outlined below), Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

Please find attached Tahmoor Coal's draft Social Impact Management Plan for review. Could you please submit any feedback by 5pm on **Friday 22 July 2022**?

Social Impact Management Plan

- B70. 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, whose appointment has been endorsed by the Planning Secretary;
 - (b) be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;
 - (c) be submitted to the Planning Secretary for approval within six months of commencing development under this consent;
 - (d) identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;
 - (e) identify and build upon adaptive management and mitigation measures outlined in the EIS to avoid, minimise, and/or mitigate negative social impacts, including specific measures to minimise stress-related impacts on residents that may be affected by subsidence;
 - (f) identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;
 - (g) include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;
 - (h) include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and
 - (i) include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.
- B71. The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.
- B72. The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

Kind regards

Amanda Bateman

Community Liaison Specialist

T: +61-2-4640-0025

M: +61-0429-442-811

F: +61-2-4640-0140

E: Amanda.bateman@simecgfg.com

SIMEC Mining

2975 Remembrance Driveway

Bargo NSW 2574

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Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 3:18 PM
To: 'subsidenceadvisory'
Subject: Follow up - Notification to provide feedback - Tahmoor Coal Social Impact Management Plan
Attachments: Tahmoor South Social Impact Management Plan Draft V2.0.pdf

Good afternoon

Could you please advise if SA NSW is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan?

Kind regards

Amanda Bateman

Community Liaison Specialist

T: +61 (02) 4640 0025

M: +61 0429 442 811

E: Amanda.bateman@simecgfg.com

SIMEC Mining

2975 Remembrance Driveway

Bargo NSW 2574

simec.com



We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on which we

From: Amanda Bateman
Sent: Wednesday, 29 June 2022 9:35 AM
To: subsidenceadvisory <subsidenceadvisory@customerservice.nsw.gov.au>
Subject: 20220629 - Notification to provide feedback - Tahmoor Coal Social Impact Management Plan

Good morning

In accordance with the Tahmoor South Consent Conditions, Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

Please find attached the draft Social Impact Management Plan for reference. Any feedback must be submitted by **Friday 22 July 2022**.

Kind regards

Amanda Bateman

Community Liaison Specialist

T: +61-2-4640-0025

M: +61-0429-442-811

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E: Amanda.bateman@simecgfg.com

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MEMBER OF



Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 4:24 PM
To: Tharawal CEO
Subject: RE: Tahmoor Coal draft Social Impact Management Plan

Hi Julie

That would be wonderful, thank you.

Kind regards

Amanda Bateman

Community Liaison Specialist

T: +61 (02) 4640 0025

M: +61 0429 442 811

E: Amanda.bateman@simecgfg.com

SIMEC Mining

2975 Remembrance Driveway

Bargo NSW 2574

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We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on which we operate.

From: Tharawal CEO <ceo@tharawal.com.au>
Sent: Monday, 19 September 2022 4:01 PM
To: Amanda Bateman <Amanda.Bateman@simecgfg.com>
Subject: RE: Tahmoor Coal draft Social Impact Management Plan

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Amanda,

Is it ok if I have a look at it tonight and provide any feedback by close of business tomorrow? This may have been overlooked by changes in Acting and CEOs.

Kind regards

Julie Dannevig | CEO

Tharawal Local Aboriginal Land Council
220 West Parade
Couridjah NSW 2571
Ph: (02) 46810059
M:0400497735
ceo@tharawal.com.au



I would like to acknowledge and express my respect to the traditional owners of the land in which I work, study and live. I also acknowledge and pay my respect to my Elders both past and present, and I thank them for their leadership, guidance and knowledge.



From: Amanda Bateman <Amanda.Bateman@simecgfg.com>
Sent: Monday, 19 September 2022 3:20 PM
To: Tharawal CEO <ceo@tharawal.com.au>
Subject: Tahmoor Coal draft Social Impact Management Plan

Dear Robyn

Could you please advise if Tharawal LALC is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan attached?

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61 (02) 4640 0025
M: +61 0429 442 811
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com



We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on which we

From: Amanda Bateman

Sent: Friday, 8 July 2022 12:15 PM

To: Tharawal CEO <ceo@tharawal.com.au>

Subject: Simec Mining - Tahmoor South Community Drop-In Session - Thursday 28 July 2022 from 1pm - 6pm

Dear Robyn

Please be advised Tahmoor Coal is holding a Tahmoor South Community Drop-In Session on Thursday 28 July 2022 at Bargo Community Centre from 1pm – 6pm. This provides an opportunity for local residents to come and speak with Tahmoor Coal representatives regarding the upcoming mining and answer any questions they may have.

I also wanted to share with you the draft Tahmoor South Social Impact Management Plan. In accordance with Tahmoor South Consent Condition B70 (outlined below), Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

If you would like to review the draft Social Impact Management Plan, feedback is required by 5pm on **Friday 22 July 2022**.

Social Impact Management Plan

B70. 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, whose appointment has been endorsed by the Planning Secretary;
- (b) be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;
- (c) be submitted to the Planning Secretary for approval within six months of commencing development under this consent;
- (d) identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;
- (e) identify and build upon adaptive management and mitigation measures outlined in the EIS to avoid, minimise, and/or mitigate negative social impacts, including specific measures to minimise stress-related impacts on residents that may be affected by subsidence;
- (f) identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;
- (g) include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;
- (h) include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and
- (i) include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.

B71. The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.

B72. The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

All the best for the NAIDOC Family Fun Day this weekend.

Kind regards

Amanda Bateman

APPENDIX D – Approval Letter

Ms Zina Ainsworth
Environment & Community Manager
Via email: zina.ainsworth@simecgfg.com

06/10/2022

Subject: Tahmoor South – Social Impact Management Plan

Dear Ms Ainsworth

I refer to the Tahmoor South Social Impact Management Plan (SIMP) submitted in accordance with Condition B70 of Schedule 2, Part B of Development Consent SSD 8445 for the Tahmoor South Project. I also acknowledge your response to the Department's review comments and request for additional information.

I note the SIMP:

- has been prepared in consultation with Tahmoor Coal Community Consultative Committee, Wollondilly Shire Council, local affected communities and other interested stakeholders (including Subsidence Advisory NSW, Tharawal Local Aboriginal Land Council, Australian Wildlife Sanctuary, Tahmoor Garden Centre and Kalinya Estate);
- has been prepared by a suitably qualified and experienced person, whose appointment was endorsed by the Planning Secretary on 16 August 2021; and
- contains the information required by the conditions of approval.

The Department has carefully reviewed the document and is satisfied that it meets the requirements of the relevant conditions in Development Consent SSD 8445.

Any further feedback received from consulted stakeholders should be reviewed in a timely manner and the SIMP updated accordingly (if required).

You are reminded that if there are any inconsistencies between the SIMP and the conditions of approval, the conditions prevail.

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

If you wish to discuss the matter further, please contact Polina Golberg on 02 8275 1072 or polina.golberg@dpie.nsw.gov.au.

Yours sincerely



Jessie Evans
Director, Resource Assessments
Resource Assessments

As nominee of the Planning Secretary