

WILPINJONG COAL SOCIAL IMPACT MANAGEMENT PLAN

WI-ENV-MNP-0047

June 2021

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WI-ENV-MNP-0047	2	June 2021	WCPL	DPIE & Publicly available	Update included statements regarding the closure of the Wollar General Store in Sections 3.3.2 and 4.1.4, Section 4.5 to include RAPs interest in potentially purchasing WCPL owned land at mine closure & added Appendix D Government Consultation.

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1 Introduction

Wilpinjong Coal Mine (WCM) is an open cut coal mining operation situated approximately 40 kilometres (km) northeast of Mudgee, near the Village of Wollar, within the Mid-Western Regional Local Government Area (LGA) in central New South Wales (NSW).

WCM is owned and operated by Wilpinjong Coal Pty Limited (WCPL), a wholly owned subsidiary of Peabody Energy Australia Pty Ltd (Peabody). WCM produces thermal coal products which are transported by rail to domestic customers for use in electricity generation and to port for export. Open cut mining operations are undertaken 24 hours per day, seven days per week.

WCM originally operated under Project Approval (PA 05-0021) as granted by the Minister for Planning under Part 3A of the NSW *Environmental Planning and Assessment Act, 1979* (EP&A Act) on 1 February 2006. Modification of the Project Approval subsequently occurred six times with the most recent modification (Modification 7¹) approved in August 2016.

On 24 April 2017, WCPL was granted Development Consent (SSD-6764) for the Wilpinjong Extension Project (the Project) to provide for access to approximately 800 hectares of open cut extensions, enabling WCM's continued operation at rates of up to 16 million tonnes per annum of run-of-mine coal until 2033. Development Consent (SSD-6764) superseded Project Approval (05-0021).

Development Consent (SSD-6764) Condition 68 (Schedule 3) requires WCPL to develop a Social Impact Management Plan (SIMP). The following sub-sections describe the SIMP's purpose, methodology and stakeholder engagement in SIMP development.

1.1 Purpose

Consistent with Condition 68 (Schedule 3) of Development Consent (SSD-6764), this SIMP:

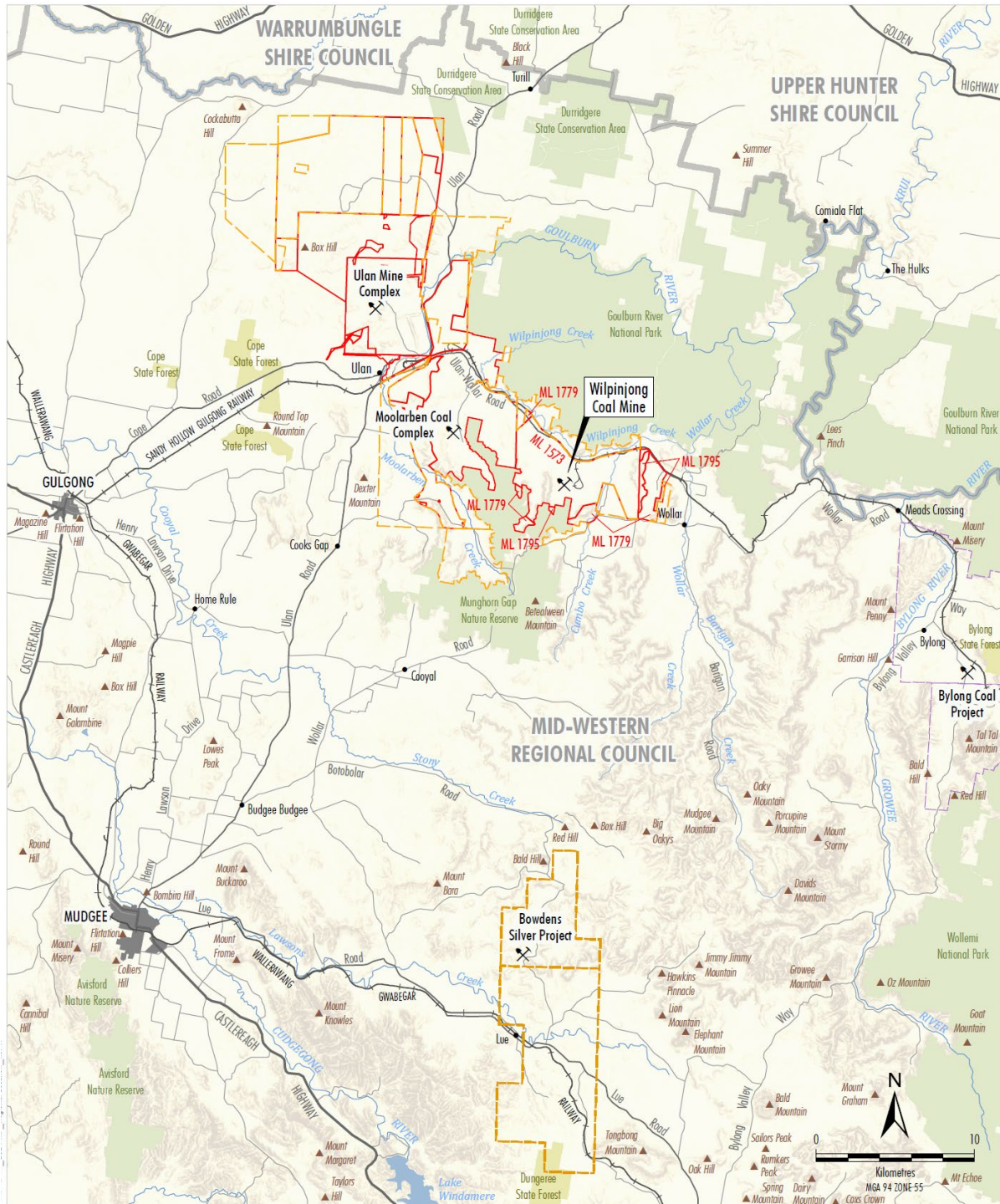
- has been prepared in consultation with Mid-Western Regional Council (MWRC), the WCM Community Consultative Committee (CCC) and the local community of Wollar (see Section 1.3);
- describes the negative social impacts which could result from the Project during operations (Section 3.2) and following closure (Section 3.3);
- provides detailed descriptions of the measures to be implemented to maintain and manage Peabody-owned land and assets in the Village of Wollar and assist in maintaining services for the local community (Section 4.1);
- provides an adaptive management and mitigation program to minimise and/or mitigate negative social impacts during construction and operations, and following the closure of the WCM (Sections 4.1 to 4.5); and
- provides a program for monitoring and reporting on the SIMP's effectiveness (Sections 5 and 6).

The SIMP also reflects relevant aspects of the NSW Department of Planning, Industry and Environment's (DPIE) *Social Impact Assessment Guideline for State Significant Mining, Petroleum Production and Extractive Industry Development (2017)* (DP&E, 2017) (SIA Guideline), as discussed in Section 2.3.

Figure 1 shows the WCM in context with local and regional communities. **Figure 2** shows the Project's approved general arrangement.

¹ Modification 2 was withdrawn.

Figure 1: WCM Regional Context

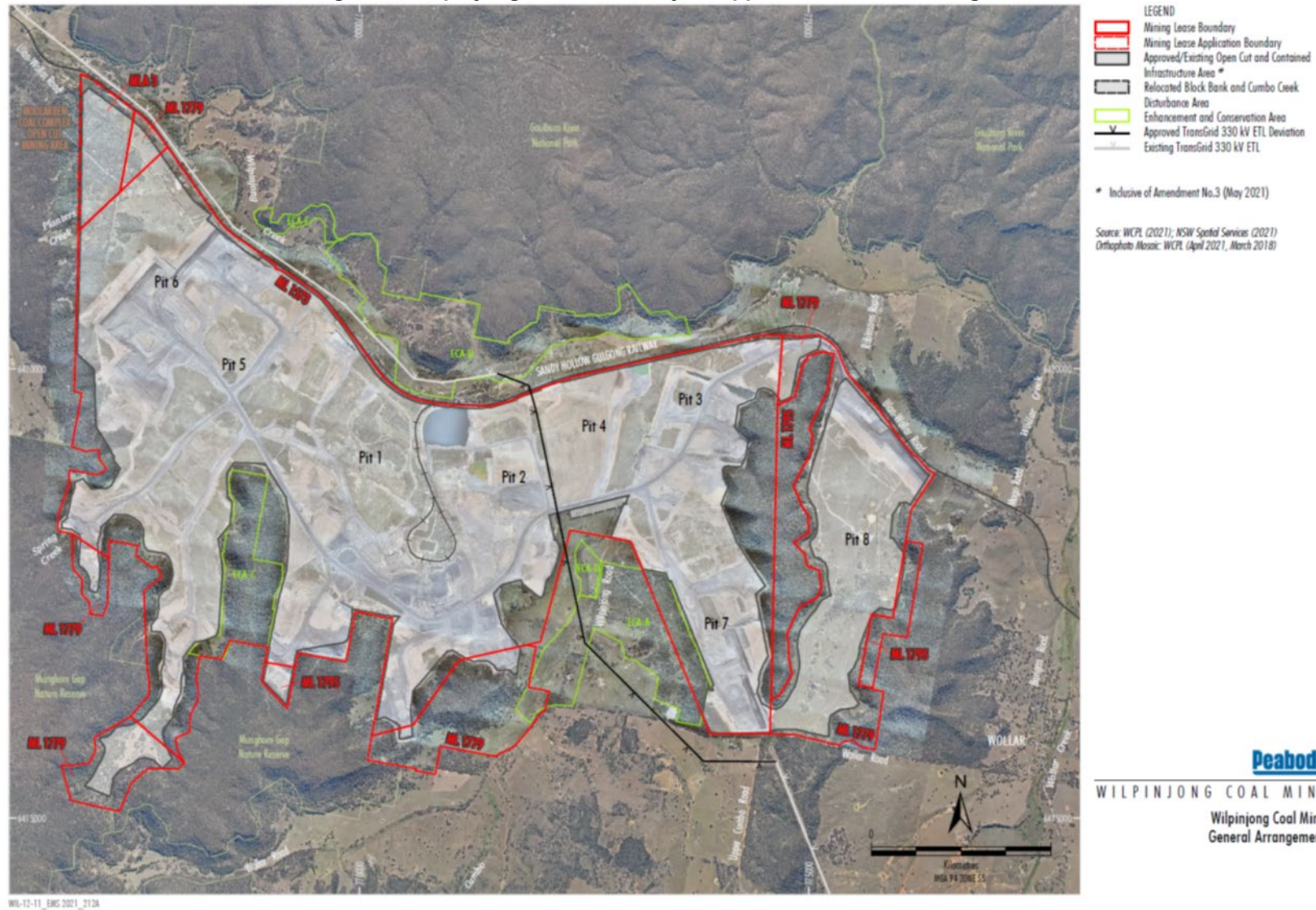


Source: NSW Spatial Services (2021)

- LEGEND**
- Mining Lease Boundary
 - Exploration Licence Boundary
 - Authorisation Boundary
 - Local Government Boundary
 - NSW State Forest
 - National Park, Nature Reserve or State Conservation Area
 - Coal Mining Operation

Peabody
 WILPINJONG COAL MINE
 Regional Location

Figure 2: Wilpinjong Extension Project Approved General Arrangement



1.2 SIMP methodology

The SIMP builds upon the Social Impact Assessment conducted for the Project Environmental Impact Statement (EIS) which is available in Appendix C. The SIMP development process included:

1. Review of statutory requirements and policy guidance (see Section 2).
2. Review of the Project's SIA's findings (Section 3.2).
3. Research to identify changes to local and regional social conditions since the SIA was completed (Section 3.2).
4. Evaluation of the significance of the Project's social impacts (Appendix A.3), based on:
 - the findings of the social conditions update;
 - stakeholder inputs;
 - the NSW DPIE's SIA Guideline requirements;
 - assessment of the potential social impacts of WCM's closure; and
 - review of the status of projects with relevance to cumulative social impacts.
5. Consultation with WCPL on the implementation status of SIA mitigation measures.
6. Development of a draft SIMP framework and summary of mitigation measures.
7. Consultation with key stakeholders on the draft SIMP framework (Section 1.3 and Appendix B).
8. Drafting the SIMP.
9. Consultation with key stakeholders on the draft SIMP (Sections 1.3 and 3.1).
10. Consideration of stakeholder feedback in finalising the SIMP for submission to the DPIE. (Section 3.1 and Appendix B).

1.3 Stakeholder engagement

Comprehensive consultation about social impacts, opportunities and mitigation strategies was undertaken during 2014 and 2015 as part of the SIA (see Appendix C). Findings from the SIA informed the development of mitigation measures as detailed in the SIA and the SIMP.

Community and stakeholder engagement during preparation of this SIMP was undertaken in two stages.

Engagement on a Draft SIMP framework took place between 18 January and 9 February 2018, to seek feedback on changes to local social conditions since the SIA and input to the scope of the draft SIMP. This included:

- advice to the WCM from November 2017 regarding the SIMP revision, and promotion of consultation opportunities through Wollar Public School, Registered Aboriginal Parties, Wollar General Store and residents' post boxes in early December 2017;
- a full day drop-in consultation session in Wollar in January 2018, involving 21 participants, including at least 15 residents that identified as representatives of Wollar Progress Association (WPA);
- follow-up phone interviews with 10 local stakeholders, including long-term residents and members of the WCM workforce that live locally; and
- information provided and further input sought from representatives of Wiradjuri Nation during February 2018.

The MWRC's General Manager and Director for Planning were consulted on the draft SIMP Framework on Friday 19 January 2018, involving discussion of:

- changes to local and regional social conditions;
- the scope of mitigation and management strategies;
- key issues raised by Wollar community members; and
- retention of services in and near the Village of Wollar.

A Draft SIMP was then provided for review by the WCM CCC, the MWRC and WCM's Registered Aboriginal Parties (RAPs) for a four week period from Monday 16 April 2018 to Friday 11 May 2018. An overview of the Draft SIMP was provided at an extraordinary meeting of the WCM CCC and to Wollar community invitees on 23 April 2018. Ten submissions were received on the Draft SIMP, including one submission from WPA, one from MWRC, three from RAPs, and five from long-term residents of the Wollar area.

Issues raised in consultation on the Draft SIMP framework were similar to those raised in submissions on the Draft SIMP, as detailed in Section 3.1. Appendix B Table B2 identifies other issues raised during consultation on the Draft SIMP Framework which informed development of the Draft SIMP.

Following the provision of the draft SIMP for the community review in April and May, the WCM CCC was kept informed regarding subsequent developments of relevance to the SIMP, including:

- In June 2018, the CCC was briefed on the outcomes of the SIMP community review (i.e. details regarding the number and providers of responses) as well as the current status and the proposed steps for finalisation of the SIMP. The CCC was also informed that NSW Health has no intention to recommence local health service visits due to changes in the Department's service delivery focus and lack of community participation. Information about health services that are available in the MWRC area is provided at the Wollar General Store;
- In September 2018 the CCC was provided with a summary of key changes made to the SIMP to incorporate community consultation outcomes prior to the submission of the plan to DPIE. The outcomes of the consultation with the NSW Department of Education and the Department of Health were also presented, which included notification of the likely recess of the Wollar Public School at the end of 2018 and a discussion regarding previous and potential future health services;
- In December 2018, the CCC confirmed recess of the Wollar Public School. A discussion regarding the status of the Wollar General Store and an update regarding the consultation status with Australia Post was also provided during this meeting;
- In March 2019, the CCC was provided with an update on ongoing cemetery access to the former Anglican Church cemetery and the proposed signage;
- In June 2019, the CCC was provided notice of the changes to the operating days/hours for the Wollar General Store. The discussion also included confirmation of ongoing (24 hours, seven days a week) access to and cleaning of ablutions facilities irrespective of the Store opening hours; and
- At each of these meetings the CCC was informed that no dwelling demolition activities had occurred and would not occur until the SIMP was approved.

2 Statutory Requirements

The SIMP has been prepared to address the requirements of:

- Development Consent (SSD-6764);
- WCPL’s Voluntary Planning Agreement (VPA) with MWRC;
- recommendations and commitments in the SIA (as detailed in Appendix C); and
- DPIE’s SIA Guideline.

These requirements are summarised below. Further detail on the Development Consent and relevant local and regional planning instruments are provided in Appendix A.

2.1 Conditions of Approval

Condition 68 (Schedule 3) of Development Consent SSD-6764 provides the requirements for the development of the SIMP as detailed in **Table 1**. Development Consent Condition 69 requires that WCPL must implement the approved Social Impact Management Plan for the development.

Table 1 Development Consent (SSD-6764) Condition 68

Development Consent (SSD-6764) Condition	SIMP Section
<p>Social Impact Management Plan</p> <p>68. <i>Within 12 months of the commencement of development under this consent, unless the Secretary agrees otherwise, the Applicant must prepare a Social Impact Management Plan to the satisfaction of the Secretary. This plan must:</i></p> <p>(a) <i>be prepared by suitably qualified and experienced persons whose appointment has been endorsed by the Secretary;</i></p> <p>(b) <i>be prepared in consultation with Council, the CCC and the local community of Wollar;</i></p> <p>(c) <i>identify negative social impacts resulting from the project during operations and following closure, in both a local and regional context;</i></p> <p>(d) <i>include an adaptive management and mitigation program to minimise and/or mitigate negative social impacts during operations and following closure;</i></p> <p>(e) <i>include a detailed description of the measures that would be implemented to:</i></p> <ul style="list-style-type: none"> • <i>maintain and manage land and assets owned by the Applicant in Wollar Village;</i> • <i>assist in maintaining services for the local community, including postal services, public ablution facilities and the Rural Fire Service; and</i> • <i>minimise the adverse social impacts associated with mine closure.</i> <p>(f) <i>include a program to monitor, review and report on the effectiveness of these measures including updating the plan three years prior to mine closure.</i></p>	<p>Section 8</p> <p>Section 1.3</p> <p>Sections 3.2 and 3.3, Appendices A.3 and C</p> <p>Sections 4 and 5</p> <p>Section 4.1</p> <p>Sections 4.1, 4.3.3 and 4.4</p> <p>Section 4.5</p> <p>Sections 5 and 6</p>

This SIMP has also been prepared in accordance with Condition 3 (Schedule 5) of Development Consent SSD-6764 which outlines standard management plan requirements including provision of:

- detailed baseline data (Appendix A.3.2);
- a description of the relevant statutory requirements (Section 2);
- measures for implementation to comply with the relevant requirements (Sections 4, 5 and 6);
- any relevant limits or performance measures/criteria and a program to monitor and report on impacts and environmental performance of the development (Sections 5 and 6);
- a protocol for managing and reporting any incidents, complaints, non-compliances (Sections 4.3.4 and 6.1); and
- a contingency plan to manage any unpredicted impacts and their consequences (Sections 6.1 and 6.2) and a protocol for periodic review of the plan (Section 6.5).

2.2 Voluntary Planning Agreement

WCPL entered into an updated VPA with MWRC in September 2016, which addresses Conditions 12 and 12A, Schedule 2 of Development Consent (SSD-6764). In addition to the general terms and financial contributions outlined in **Table 2**, the VPA requires WCPL to:

- provide access to the ablution facilities at the Wollar General Store for public use during and beyond the store opening hours;
- provide cleaning services to the Wollar General Store ablution facilities; and
- provide continued ground keeping of the vacant and public land within the Village of Wollar, including former church grounds, park and town entrances.

These actions are addressed in the SIMP at Section 4.1.

Table 2 Voluntary Planning Agreement Requirements

Description	Payment Timeline	Amount
An initial payment of prior to the first shipment of coal from the site.	Prior to shipment of first coal from site (payment made in 2006)	\$450,000
Annual payment for community infrastructure and road maintenance contributions.	Annual	\$70,000 per year, indexed to the Consumer Price Index
Payments to assist with the development of school bus lay-by areas along Ulan Road.	Annual for the period 2007 to 2009	\$20,000 per year
A contribution to road upgrades that was negotiated as a component of the Mining Rate Modification.	One off payment	\$600,000
Contribution to be used by Council for the upgrading of Ulan-Wollar Road.	One off payment	\$50,000 cash or the equivalent value in gravel

Table 2 (Continued) Voluntary Planning Agreement Requirements

Description	Payment Timeline	Amount
Additional annual community infrastructure and amenity contributions that are calculated based on the total site workforce.	Annually	Pre-2027 (W-100) x (\$12,000/20) (+CPI from 2014 to 2027)
		Post-2027 W x (\$12,000/20) (+CPI from 2014 to 2027)

2.3 SIA Guideline

The NSW Department of Planning and Environment published its SIA Guideline on 8 September 2017. The Guideline does not require development of a SIMP, and WCM's approval precedes the publication of the SIA Guideline, however, this SIMP reflects relevant guidance including:

- research to reduce key uncertainties (see Section 3.2 and Appendix A.3.2);
- ensuring a clear connection between social impacts and mitigation measures (Section 5.1);
- identifying the relevant requirements of government policy, including those relevant to VPAs (Sections 2.2 to 2.4);
- mitigation measures should include details on when and where the measure applies, and how effectiveness will be monitored and maintained (Section 5.1);
- an incident notification and reporting process (Section 6.1);
- a process for reviewing key elements to assess whether they are still appropriate, including community and stakeholder participation in reviews (Sections 5.1 and 6.5); and
- a process for making monitoring results and associated information publicly available, including any revisions to the monitoring and management framework (Sections 6.2 and 6.5).

2.4 Government Planning and Policy Directions

Table 3 provides a summary of government planning instruments and agreements that have been considered in the development of this SIMP. Appendix A.2 provides further detail on each instrument and its application to the SIMP.

Table 3 Relevant Government Planning Instruments

Planning instrument	Summary
NSW State Priorities (NSW Government, 2017)	<ul style="list-style-type: none"> • The NSW Government has identified a range of State priorities which provide direction for regional and community planning.
Central West and Orana Regional Plan 2036 (DP&E, 2017)	<ul style="list-style-type: none"> • With a twenty-year planning horizon, this Plan promotes further development of the renewable energy, mining, health and education sectors, to unlock economic potential and drive diversification across the region.

Table 3 (Continued) Relevant Government Planning Instruments

Planning instrument	Summary
<p>Strategic Regional Land Use Plan – Upper Hunter, 2012 (NSW DP&I, 2012)</p>	<ul style="list-style-type: none"> The SRLUP includes that part of the Mid-Western Regional LGA known as the Bylong-Wollar-Ulan Corridor, and sets out the Government’s proposed framework to ‘<i>support growth, protect the environment and respond to competing land uses, whilst preserving key regional values over the next 20 years.</i>’
<p>Mid-Western Regional Local Environmental Plan 2012 (MWRC, 2012)</p>	<ul style="list-style-type: none"> The overall objectives of the LEP are to reduce potential adjoining land use conflicts and ensure adequate land to meet the diverse needs of the Mid-Western Regional LGA.
<p>Towards 2030: Mid-Western Region Community Plan (MWRC, 2013)</p>	<ul style="list-style-type: none"> Council’s community-led plan for the region is aligned to the priorities of the Central West and Orana Regional Plan, with direct links to the NSW Government’s State Priorities.

3 Social Impacts, Opportunities and Significance

The SIA provided as part of the Project's EIS detailed predicted social impacts and benefits at local and regional levels. A link to the Project's SIA (completed in November 2015) is provided in Appendix C.

This section summarises the results of consultation on the Draft SIMP, updates the SIA's assessment of social impacts and benefits, and details the potential impacts and benefits of mine closure.

3.1 Issues raised in Draft SIMP consultation

Issues raised in submissions on the Draft SIMP which are addressed in the SIMP are outlined in Table 4.

Table 4 Stakeholder inputs addressed in SIMP

Stakeholder Inputs	Section reference
Revise Draft SIMP with regard for community concerns and demonstrate a commitment to Wollar community.	Sections 4.1, 4.3 and 4.4
Simplify the SIMP layout.	Appendix A - Detailed information appendicised
Identify additional social impacts since the 2015 SIA as described in residents' submissions on the Draft SIMP.	Section 3.2
SIMP does not mention testing of tank water used for drinking water by locals and renters.	Section 4.1.3
Identify SIMP measures that are not required by the MWRC VPA.	Sections 4.1 to 4.5, excluding 4.1.3 and 4.1.4
Address the potential for increasing social and economic disadvantage due to the loss of services, the associated impacts to the market value of properties, and the potential for stranded assets outside the Village centre.	Sections 4.1. and 4.4
Wollar should be the focus of SIMP rather than MWRC LGA.	Sections 4.1, 4.3 and 4.4
Include measures to alleviate the fears or promote the aspirations of the Wollar community.	Sections 4.1, 4.3 and 4.4
Provide the number of mine-owned structures to be demolished, and how many will be maintained to a habitable condition over the life of the mine.	Section 4.1.3
Address the social impacts of Acquisition on Request (further depopulation).	Sections 4.1.5 and 4.4.3
The standard of upkeep of vacant mine-owned housing and rented properties has affected village character and led to concerns about the potential to attract crime.	Section 4.1.3
Concerns for local community health and wellbeing including increased isolation, ageing residents, and the loss of the visiting health service due to the declining population.	Sections 4.1.4 and 4.1.5
Issues in relation to control of weeds and feral animals in the local area.	Section 4.1.3
Identify Wollar Recreation Ground as a community asset.	Section 4.4.4
The WPA asserts the draft SIMP does not provide acceptable mitigation solutions with respect to adaptive management.	Sections 4 and 5
MRWC interest in number of WCM employees living in the LGA.	Section 4.2.1
RAP representatives request local and Indigenous employment opportunities.	Sections 4.2.1 and 4.3.2

Table 4 (Continued) Stakeholder inputs addressed in SIMP

Stakeholder Inputs	Section reference
Provide number of WCM employees that are RFS trained. Encourage employees to contribute to increased local community resources, particularly Cooks Gap RFS.	Section 4.4.4
Provide evidence of WCPL correspondence with Australia Post, NSW Health, and NSW Department of Education regarding service retention at the next WCM CCC meeting.	Section 4.3.3
Involve Wollar community including WPA in decisions that affect their lives (referring to administration of the MWRC VPA, 24 hr public toilet access, and retention of postal services). Add Community and Stakeholder Engagement actions including liaison with Wollar community, Australia Post, and NSW Department of Education regarding service retention.	Sections 4.3.2 and 4.3.3
WCPL to rescind correspondence with WPA that states that no further financial support will be available to WPA.	Section 4.3.2
Address engagement with Traditional Owners and recognise contemporary cultural values and interests in the Project area.	Section 4.3.2
Address lack of community trust in the confidentiality of WCPL's Have a Chat process and indicate how relationships with WPA intend to be strengthened.	Section 4.3.2
Update and add objectives for Community and Stakeholder Engagement and Community Investment and Partnership.	Sections 4.3 and 4.4
Address Outcome 1, Goal 2 of MWRC Towards 2030 Community Plan.	Section 4.4
Identify the WCM CCC's role in reviewing investment priority areas as a new initiative.	Section 4.4.2
Ensure donations program supports community projects in Wollar, including investment in maintenance of buildings and assets such as Wollar Community Hall, Wollar Recreation Ground and Harry Harvey Park.	Sections 4.4.3 and 4.4.4
Include partnership with WCM CCC to review community investment priorities.	Section 4.3.2
Include partnership with NSW Health to reinstate monthly health clinics at Wollar.	Section 4.1.5
Include investment in maintenance of buildings and assets in Wollar area, and projects that maintain and improve community facilities and partnership with Cooks Gap RFS to increase the number of trained volunteers in Wollar area.	Section 4.4
Mine closure planning actions including toilets built in Harry Harvey Park before closure; include Ringwood Rd as part of Wollar area; consultation with Wollar community on land use and asset management; and functionality of Wollar community in discussion of social opportunities of mine closure.	Section 4.5
Ensure performance measures can be measured.	Section 5.1
Social indicator monitoring program should monitor all matters from the SIA Guidelines.	Section 5.2
Where future SIMP amendments are made as the result of review, there needs to be consultation prior to the revised SIMP being submitted to DPIE.	Section 6.5
The SIMP should be revised not only in response to ongoing negative changes to social indicators in Wollar.	Section 6.5
Revision to strengthen linkages with updated social indicators (population change in Wollar), to consider the results of mitigations in discussion of impacts and opportunities at mine closure.	Section 3 and Appendix A.3 See Appendix C for the Project's 2015 SIA methodology

Issues raised in consultation which were considered, but have not been specifically included/addressed with measures in the SIMP (for example, if the issue is already addressed by the Development Consent) are outlined in Table 5.

Table 5 Stakeholder inputs not incorporated in SIMP measures

Stakeholder Inputs	Rationale
SIMP to address the expansion as a cumulative impact on the existing social impacts of the mine operation.	Appendix C distinguishes the existing mine operation from social impacts associated with the mine's expansion.
Acquisition Upon Request is not applicable to the management or mitigation of social impacts in Wollar. SIMP does not address acquisition rights or mitigations available for residents outside the modelled impact zone who are concerned about noise impacts and the potential for stranded assets.	Acquisition Upon Request is a mitigation measure required by the Project's Development Consent and is based on management of amenity impacts in accordance with regulatory standards.
The SIMP's analysis that population increases are unlikely is an admission that the SIMP will be unable to comply with Condition 68 and SIMP should include objectives to prevent further depopulation of Wollar so that current services are supported and maintained.	Acquisition Upon Request is a mitigation measure required by the Project's Development Consent and may see additional long term residents leaving Wollar, with potential for WCM employees to replace them and maintain the Wollar area's population. Support for and retention of local services is addressed in SIMP Section 4.1.4.
Use the General Store and Community Hall for inductions and community meetings.	Inductions are held at the mine site in a purpose-equipped facility. The WCM CCC quarterly meetings, Monthly Have A Chat sessions and numerous offsite meetings/training sessions are held at the Wollar General Store's meeting room.
Explain 2015 SIA significance assessment methodology.	This is discussed in the SIA (Appendix C).
Concern for health due to environmental impacts on drinking water or locally grown food.	The potential for changes to environmental qualities is considered in detail in the Project EIS. WCM is managed in accordance with regulatory standards to prevent impacts on human health, including impacts on the quality of air and water.
Community request to paint the Transgrid KV Towers at the entrance of Wollar.	Transgrid has responded to feedback provided via WCM CCC.
Increased traffic, particularly during the recent temporary closure of Ulan-Wollar Road and accompanied by the degrading condition of Wollar Road.	The potential for increased traffic was noted in the SIA. The VPA includes contributions to upgrading Ulan-Wollar Road. The Project includes relocation of sections of Ulan-Wollar Road. This will result in Ulan-Wollar Road being completely sealed from Wollar to the Ulan Road intersection. The Ulan Road Strategy requires contributions to the upgrade and maintenance of Ulan Road for the life of the operation.
The school's closure would be a major social impact that should be prevented through the SIMP. Partner with the NSW Department of Education to maintain the viability of the school.	WCPL is not responsible for maintaining the delivery of local third party services such as the school. WCPL maintains a commitment to working with local service providers regarding local service retention.
Place mine-owned residences on the rental market to encourage families with primary school-aged children to move to the Village of Wollar.	WCPL anticipates the majority of mine-owned residential properties will continue to be occupied by WCM employee households and existing private tenants. Many existing mine employees have families that attend schools in the region based on age and family preferences.

Table 5 (Continued) Stakeholder inputs not incorporated in SIMP measures

Stakeholder Inputs	Rationale
Place mine-owned vacant land, including land with demolished houses, for sale on the property market.	WCPL will consider alternative land use options as part of its Mine Closure Plan.
Develop and communicate a building maintenance program for mine-owned residences, former church buildings and the Wollar General Store.	Residential property management is undertaken by a real estate agency, in agreement with WCPL. Buildings which are not residential are managed in accordance with WCPL's statutory obligations.
WCPL to provide additional trained RFS members to attend first on mine-owned land. At least 10 trained RFS members should be available on each shift to be first responders to emergency incidents in Wollar.	WCPL manages mine-owned property, bushfire risks and on-site emergencies in accordance with company procedures, and in partnership with Cooks Gap RFS as appropriate. WCPL cannot take responsibility the delivery of local rural fire or emergency services, but provides access to mine-owned firefighting equipment and RFS-trained employees. The recent Kains Flat fire response saw 34 RFS trained employees involved. WCPL also encourages and supports increased participation of its workers in the RFS, but cannot enforce membership.
Mine-owned property to be rented or on sold without 'gag clauses' that prevent communication or social engagement.	Commercial agreements are necessarily confidential in nature and reflect the conditions agreed upon by participating parties.
WPA disagrees with residual risk ratings, stating that current SIMP mitigations are insufficient without substantial effort to increase local population and retain local services.	The SIA and the SIMP acknowledge that depopulation has occurred and Acquisition on Request as provided by the Development Consent may see further loss of long term residents. WCPL houses mine workers and other rental tenants in the housing it owns. The SIMP addresses local resource capacity and retention of local services.

3.2 Update to Social Impacts and Benefits

This subsection provides an update to social impacts and benefits since the SIA was completed, based on analysis of changes in key baseline characteristics, and stakeholder inputs. Section 3.3 provides further detail on mine closure and decommissioning.

Analysis of changes in the social baseline and implications for social impacts as detailed in Appendix A.3 indicated that the 2015 assessment remains robust as the basis for the SIMP. The following discussion and SIMP measures reflect current social indicators and the status of the Project's implementation as discussed in Section 4.

3.2.1 Local level

At the local level, the social impacts expected as a result of the Project remain consistent with those identified in the SIA. Changes since the SIA was completed include:

- six further properties (including the two deconsecrated former church properties) have been acquired, with potential for additional acquisitions over time and an increase in the number of houses in Wollar occupied by WCPL employees, which was discussed in the SIA;
- further loss of long term residents leading to decreased social resources to maintain community facilities and networks, as was also discussed in the SIA;
- closure of the Wollar Nursery;

- loss of a monthly visiting health service, which is addressed in Section 4.1.5; and
- consultation on the draft SIMP indicates that residents feel increased isolation and fears about safety among remaining residents, which is addressed in Section 4.4.

One private occupied house remains in the Village of Wollar. In addition, there is one privately owned residential block where construction of a shed has occurred on a previously vacant block.

Between 1 January and 31 December 2017, WCPL received 30 complaints from the local area, primarily originating from Mogo Road and the Village of Wollar² and primarily in relation to noise, with some complaints also citing dust or odour issues. Community issues raised during WCPL's 'Have a Chat' sessions in 2017 have primarily related to impacts on residential amenity, including concerns about WCM's operational and blasting noise, blasting odour, and local weed management.

Noise and air quality issues are managed in accordance with WCPL's relevant Environmental Management Plans and complaints response protocol (see Section 4.3.4). Residents may not perceive these measures as significantly offsetting WCM impacts on local amenity. However, they will make a contribution to the maintenance of amenity in the village during WCM's operation, and address some of the uncertainty and anxiety expressed by residents at the time of the SIA.

The Project has also manifested benefits since the SIA was completed, including:

- further upgrades to Ulan Road (and implementation of the Ulan Road Noise Mitigation Strategy), plus the planned upgrades to Ulan-Wollar Road to provide improvements to public safety, amenity and access to the Village of Wollar, which in turn may partially allay residents' isolation;
- WCPL's support for continued access to services via the Wollar General Store, including basic household supplies, fuel, postal services and access to public ablution facilities. However, some of these services are unlikely to be continued for the life of the WCM (discussed further in Sections 3.3.2, 4.1.4 and 4.3.5); and
- measures are being implemented in the Village of Wollar to protect and maintain land and the community structures and facilities that represent a critical part of the village's history and character (as detailed in Section 4.1.3).

The occupation of company-owned housing in the village and surrounds by WCM workforce and Minnamurra employees (where the quality of housing stock permits) contributes to maintaining the local housing stock and maintaining a resident population in the area. This is discussed further in Section 4.2.3.

3.2.2 Regional level

Consistent with assumptions outlined by the 2015 SIA, it remains likely that at least 75% of new operational jobs associated with the Project will be filled by people either living in the LGA or driving to work daily from adjacent LGAs. As such, population growth and housing impacts associated with the Project will be minimal and incremental at the regional level. Housing availability in Mudgee has declined over the past two years, however the market is likely to respond with development of more housing if market conditions remain strong.

² Wilpinjong Coal Pty Ltd: Community Complaints Register 1 January-31 December 2017

Benefits at the regional level remain similar to those identified in the SIA except that the employment benefits associated with the Project's construction phase are occurring over a longer time period than initially estimated in the SIA, so the regional employment effects will be over a longer period but at a smaller scale. Of note, construction of Pit 8 and the Ulan-Wollar road relocation works are yet to commence and will see a small increase in the workforce during 2018-2019.

Consultation with the MWRC identified interest in quantifying the employment and economic benefit of the WCM and Project for the LGA. This is discussed further in Sections 4.2 and 5.2.

3.3 Mine Closure and Decommissioning

The WCM will operate for another 15 years from 2018, closing around 2033. As such, plans and measures to manage social impacts during mine closure are at an early stage. WCPL has committed to developing a Mine Closure Plan at least three years prior to closure, and will include an updated SIMP for the closure period.

The NSW Government has directed that land disturbed by WCM should be wholly rehabilitated to specific native vegetation communities, rather than a combination of native vegetation and agricultural production. The rehabilitation objectives of the WCM (including the Project) are provided in Appendix A Table A3, in accordance with Development Consent (SSD-6764).

Likely social impacts and opportunities in relation to closure are described in the following subsections. Actions which will address the social impacts of WCM's closure, for consideration in mine closure planning, are included in Section 4.5.

3.3.1 Loss of employment and supply arrangements

Operational employment at WCM is expected to decline from 2025 from a workforce of approximately 564 personnel, to approximately 360 personnel in 2032, and then to 149 personnel for the twelve months prior to the mine's closure in December 2033, upon which employment will cease, with the exception of a small number of personnel overseeing the decommissioning process.

At the 2016 Census³, there were 10,372 people in the Mid-Western Regional LGA, and of those employed, 13.7% (1,323 people) worked in Coal Mining. The WCM workforce represents up to 30% of the 1,323 Mid-Western Regional LGA residents working in Coal Mining in 2016 (noting that a percentage of personnel are from outside the Mid-Western Regional LGA). WCM also enables indirect employment. The workforce ramp-down prior to closure will represent a progressive change to employment availability in the Mid-Western Regional LGA.

A large proportion of the existing WCM workforce are long-term employees who may experience difficulty securing local employment, and some personnel and their families may need to move elsewhere to secure new employment. This will have implications for population growth, housing demand and social infrastructure demand in the Mid-Western Regional LGA. The cessation of WCM's operations will also contribute to a decline in supply and contract opportunities and to a loss of direct and indirect revenue to businesses servicing the Project or benefitting from employee expenditure, which may lead to further indirect job losses.

³ Australian Bureau of Statistics, 2016a

3.3.2 Village of Wollar

At the time of writing there were around 18 privately owned properties in the Wollar area, plus 43 company-owned and occupied properties of which:

- ten are occupied by the original owners;
- four are occupied by private tenants;
- twenty three are occupied by workers associated with WCM; and
- six are occupied by Minnamurra Pastoral Company and Manchee Agriculture.

WCPL estimates that mine workers' occupancy of the properties includes a total of approximately 60 WCM personnel, some of whom return to other home bases when they are off shift, so WCPL occupancy represents an additional local population of 30 to 40 people at any one time.

The number of households and the local population profile (e.g. few children) has proved insufficient to maintain a sustainable level of demand for services such as local businesses, and the visiting health service (which has been discontinued).

Following closure, WCPL employees occupying company-owned dwellings are likely to leave Wollar to find employment elsewhere, which will decrease the level of activity in and around the village. If no alternative source of local accommodation demand is generated for the post-operations phase and these dwellings remain vacant, this will affect population, activity levels and social character in Wollar.

As outlined in Section 4.1.4, if the Wollar General Store is deemed not economically viable, WCM will not continue to support its existence if the existing operator decides to no longer continue under the current financial support arrangements provided by WCPL.

In accordance with the VPA (Section 2.2) WCPL will continue to support the Wollar General Store's public ablution facilities by maintaining access and cleaning services and management measures for the vacant land and community assets in Wollar.

The closure of WCM will be welcomed by the Village of Wollar residents and may be viewed as an opportunity for progressive regeneration of the area. This presents an opportunity for WCPL to work with MWRC and interested local stakeholders on closure planning that supports local aspirations for the Wollar area.

Aspirations identified during consultation for the SIMP referred to a property buy-back scheme from WCM to increase local private ownership, and the introduction of further housing development and land management enterprises. Some consultation participants noted limitations in the value of mine-owned land for future grazing or associated business operations, and some noted the potential for continued WCM operations in the area beyond 2033.

There is potential for former or new residents to return to the Village after mining ceases. Given its isolation and limited access to services or local businesses, a significant population influx after closure currently appears unlikely, however, a small and dispersed population is likely to remain in the Wollar area. The number of habitable dwellings remaining in the Wollar area will be identified by WCPL during workforce ramp-down arrangements from 2025 and communicated as part of an early advice strategy involving Wollar residents and the MWRC (see Section 4.3.3).

Any remaining arrangements between WCM and local landholders regarding lease back or property management agreements may experience a material change upon WCM's closure (i.e. depending on

whether the current company ownership is maintained). However, this will be known well in advance, and agricultural use of Peabody pastoral landholdings is likely to continue in some form.

The socio-economic environment in the Wollar area and in the Mid-Western Regional LGA will evolve over the next 10-15 years. As such, the significance of potential social impacts associated with closure at the regional level has not been evaluated in this SIMP. Section 4.5 provides a framework for managing the social impacts of closure, to be further developed as part WCM's mine closure planning process.

3.3.3 Cumulative impacts associated with decommissioning and closure

Other existing and potential mining operations and social trends over the life of the mine are likely to influence the social impacts of WCM's closure. Should Ulan Mine Complex continue to operate to the extent of its current approval timeframe, there would be a loss of some 931 operational workers in the lead up to 30 August 2031. Progressive redundancies from Ulan Mine Complex and WCM are likely to occur over a similar timeframe, resulting in a significant negative change to employment availability and supply opportunities in the Mid-Western Regional LGA. Optimised operations at Moolarben Coal Complex have recently been approved, to continue within the mine's existing operations plan to 2038 so cumulative impacts with those of WCM's closure are less likely.

There is substantial lead time ahead of the anticipated workforce ramp-down, decommissioning and closure of each operation, which represents an opportunity for the three mine operators to work collaboratively with stakeholders including relevant Government agencies, the MWRC and the local and regional community to develop a transition strategy that addresses the progressive withdrawal of mining operations.

4 Social Impact Management Measures

This section outlines WCM's social impact management measures, which focus on mitigating the identified adverse impacts of the approved Project and maximising identified Project benefits and opportunities as summarised in Section 3.

The measures build on the social impact management measures provided in the 2015 SIA (available in Appendix C) and, in addition address the requirements of Condition 68, Schedule 3 of Development Consent (SSD-6764), the results of stakeholder consultation on the draft SIMP and DPIE's SIA Guideline matter categories.

The Project's social impacts and benefits are incremental and cumulative with those of the previously approved WCM, and with the impacts of other mining operations. The Project as the potential final stage in WCM's development is required to achieve the amenity (noise and air quality criteria) and service provision requirements specified in Development Consent (SSD-6764) in the Wollar area during its operation and minimise the social impacts of closure.

In accordance with Condition 68(e) of Development Consent (SSD-6764), mitigation measures include a focus on the following objectives:

- maintaining and managing land and assets owned by WCPL in the Village of Wollar (see Section 4.1);
- assisting in maintaining services for the local community, including postal services, public ablution facilities and the RFS (see Section 4.1.3 and 4.1.4); and
- minimising the adverse social impacts associated with mine closure (see Section 4.5).

Each sub-section includes the social impacts and benefits addressed; the objectives to be achieved; mitigation and enhancement measures and an action summary. Actions to be undertaken jointly with other stakeholders are highlighted in Section 4.3. Section 5 provides a consolidated summary of the management, performance and evaluation measures outlined in the SIMP and a monitoring framework, linked to a reporting framework (Section 6) to track and report on the SIMP's implementation and effectiveness.

4.1 Village of Wollar

Purpose

This section describes the objectives and key actions to be implemented by WCPL to provide for the maintenance of local community facilities and assets in the Village of Wollar, and management of company-owned property and vacant land during the life of the project.

Social impact and benefits

These measures address the local social impacts identified in Section 3.2, including impacts on:

- Community: declining population and sense of place;
- Fears and aspirations: community members' fears about the future of the Village of Wollar;
- Personal and property rights: residents' decisions about remaining in the village;
- Health and wellbeing: social isolation (also addressed by the Project's VPA provisions in Section 2.2);

- Surroundings: residential amenity; and
- Way of Life: cohesion and relationships between employee residents and long-term permanent residents.

These measures also:

- acknowledge the local benefits identified in Section 3.2, including service retention and local road upgrades; and
- reference the cumulative social impacts of mine closure on the Village of Wollar's sustainability, which is discussed in Section 4.5.

Objectives

The measures outlined below are focussed on achieving the following objectives (consistent with Development Consent (SSD-6764) requirements where relevant):

1. Provide Village of Wollar residents with access to mitigation measures which are proportionate to predicted impacts on amenity at their property.
2. Provide residents with baseline evidence and ongoing monitoring of the structural integrity of their properties.
3. Maintain the amenity and character of the Village of Wollar by maintaining and managing company-owned land and assets;
4. Assist in maintaining services for the local community, including postal services, public ablution facilities, and the RFS; and
5. Enable Village of Wollar residents to move to similar properties in alternative locations if that is their wish.

It is noted that WCPL is also required to manage the noise and air quality emissions of the WCM to comply with relevant Development Consent (SSD-6764) criterion. Compliance with these criteria will assist with maintaining amenity in Wollar to regulatory standards and is addressed in other management plans required by Development Consent (SSD-6764). This section therefore does not re-iterate these measures.

4.1.1 Mitigation upon request

One private occupied house remains in the Village of Wollar. In addition, there is one privately owned residential block where construction of a shed has occurred on a previously vacant block.

Three private properties are identified in the *Acquisition upon request* zone and two private houses are also identified for *Mitigation upon request* as per Development Consent (SSD-6764) Schedule 3, Condition 2.

Condition 2 requires that on receiving written request from the relevant property owners, WCPL must implement noise mitigation measures at these properties in consultation with the property owner. These measures must be consistent with the measures outlined in the *Voluntary Land Acquisition and Mitigation Policy*⁴, and be reasonable, feasible, and proportionate with the level of predicted impact. They may include measures such as double glazing and air conditioning, where it would assist.

4.1.2 Property Inspections and Dilapidation Surveys

Reflecting the requirements of Development Consent (SSD-6764), WCPL will undertake property inspections and dilapidation surveys for existing structures on privately owned land within 3 km of any approved open cut mining pit, upon the property owner's request.

Property inspections will establish the baseline condition of any buildings and/or structures or provide an update to a previous inspection. The property owner will be provided with a copy of the inspection report and an explanation of its contents.

WCPL also identifies and implements measures to minimise the impacts of blasting on privately-owned dwellings and buildings in accordance with the approved Blast Management Plan.

4.1.3 Maintain amenity and character

As outlined in Section 2.2, WCPL and MWRC have an agreed position for Land and Asset Management in the Village of Wollar, documented in the updated VPA (September 2016). This section summarises the measures to be implemented by WCPL to maintain and manage company-owned land and assets in the Village of Wollar, which encompasses all but two privately owned properties, Wollar School, Wollar Recreation Ground, Wollar Community Hall, and the Catholic cemetery. Measures include funding for grounds keeping, cleaning and general maintenance of:

- Village of Wollar town entrances and public land (e.g. road verges);
- Wollar General Store and public ablution facilities;
- Harry Harvey Memorial Park; and
- the two former Church buildings (both deconsecrated prior to purchase by Peabody) including St. Luke's Cemetery.

The VPA includes the following financial contributions:

- annual payment of \$70,000 for community infrastructure and road maintenance (indexed to CPI);
- payments to assist with the development of school bus lay-by areas along Ulan Road (complete);
- a contribution of \$600,000 to road upgrades that was negotiated as a component of the Mining Rate Modification (complete);
- a contribution of \$50,000 cash or the equivalent value in gravel to be used by Council for the upgrading of Ulan-Wollar Road (complete); and
- additional annual community infrastructure and amenity contributions that are calculated based on the total site workforce.

⁴ *Voluntary Land Acquisition and Mitigation Policy: For State Significant Mining, Petroleum and Extractive Industry Developments* (NSW Integrated Mining Policy, 2014)

Addressing local stakeholder input regarding land and asset management measures in and around Wollar, WCPL will:

- facilitate rental tenancy of local mine-owned dwellings where it is safe to do so;
- implement a progressive demolition program from the approval of this SIMP at a minimum rate of five properties per year, to safely remove vacant local dwellings that have been assessed as unsafe for tenancy. Priority dwellings for demolition will be identified and communicated to the WCM CCC and published via the Wollar Community Noticeboard on an annual basis, starting with a list of the dwellings planned to be demolished in the Village centre;
- conduct assessment of roofing, gutters, downpipes and tanks against the *Guidance on use of Rainwater Tanks*⁵ for potential sources of water quality contaminants and then provide testing of residential tank water on request for properties in the Village of Wollar and supply the results to the property owner or private tenant;
- continue to provide access to mowing and grounds-keeping equipment for use by local residents to maintain community village assets. Access is available on community request to WCPL and managed through a sign-in/out register with the option to identify equipment maintenance needs;
- ongoing annual cross-tenure weed and feral animal controls, in consultation with the MWRC, Local Land Services (LLS), WCM CCC, Peabody lessees and other interested stakeholders;
- implement clear signage at the (deconsecrated) St. Luke's Anglican Church and Cemetery, to:
 - provide assurance of ongoing community access to visit family grave sites; and
 - provide WCPL contact details should local community members request access to the site for other purposes;
- provide ongoing progress updates through the WCM CCC of WCPL's investment program, including their direct involvement in reviewing investment priority areas annually, and promotion of opportunities for support of local community projects in Wollar;
- undertake monthly inspections of vacant land and public spaces and provide maintenance (e.g. mowing) as required; and
- continue maintenance of Peabody rental properties on the basis of the real estate agency's advice and/or tenancy status.

4.1.4 Local service retention

A number of submissions made by local residents and by the WPA emphasised the importance of retaining access to current Government and third party services in Wollar. WCPL is not directly responsible for the delivery or continuity of these services, but acknowledges the concerns raised by local residents.

The Wollar Public School entered a recess at the end of 2018, which has continued to date, based on the current and projected future student numbers of the school. The NSW Department of Education consulted with the school and the WPA through community meetings prior to finalising the recess.

⁵ *Guidance on Use of Rainwater Tanks*, published by the Commonwealth Government for enHealth in 2010. [https://www.health.gov.au/internet/main/publishing.nsf/Content/0D71DB86E9DA7CF1CA257BF0001CBF2F/\\$File/enhealth-raitank.pdf](https://www.health.gov.au/internet/main/publishing.nsf/Content/0D71DB86E9DA7CF1CA257BF0001CBF2F/$File/enhealth-raitank.pdf)

There is strong value placed on the Wollar General Store as a hub for incidental grocery items, postal services, casual social interactions, sharing information and checking on the wellbeing of community members. However, if the Wollar General Store is not economically viable then WCM will not continue to support its existence if the existing operator decides to no longer continue under the current financial support arrangements provided by WCPL. As previously outlined in **Section 3.2.2** the stores operator has advised WCPL, in late 2020, that it is no longer a viable business. As a result, and in consultation with WCPL's Community Consultation Committee (CCC), the Wollar General Store will close at the end of December 2021. At this point WCPL will cease the current financial support arrangements.

In addition to the financial contributions documented in the VPA (Section 2.2), WCPL has committed to ensuring the retention of services through the Wollar General Store which includes:

- liaison with the Store operator regarding security upgrades required to re-establish and maintain 24-hour access to toilet facilities at the Store;
- regular cleaning and ongoing access (24 hours per day and seven hours per week) to the public ablution facilities at the Store, regardless of the Store opening hours; and
- ongoing access to Australia Post services in Wollar⁶ (i.e. in the store or in a separate 24 hr access facility), to be reviewed periodically with Australia Post.

WCPL's consultation with Australia Post will emphasise the need for services to be retained through the Wollar General Store (or secure mail boxes at the store site should it close). Consultation with Australia Post will also encourage retention of all existing roadside mail deliveries to properties around Wollar. WCPL propose to initiate installation of post boxes in Wollar with Australian Post irrespective of the Store status. Further updates on this matter will be provided via the WCM CCC, along with any feedback regarding the status of engagement with Australia Post. As outlined in Section 4.3.2, WCPL will also assist the WCM CCC to invite the attendance of Australia Post to directly discuss local service provision.

Consultation on the Draft SIMP identified that if further properties are acquired by WCPL under Development Consent (SSD-6764) Acquisition on Request provisions and the relevant parties do not remain in Wollar, the consequence would be the loss of the RFS Deputy Captain and trained RFS members. WCPL will continue to support the involvement of its personnel in the Cooks Gap RFS, which is a key group supporting local community cohesion. WCPL's support will include ongoing encouragement of all personnel, including Wollar-based personnel, to register and become active, trained members of Cooks Gap RFS. WCPL will also include support provisions in its Community Services Leave Policy to allow RFS trained personnel to be available when required for local incident response. In addition, WCPL will consult the Cooks Gap RFS management and volunteer members on WCPL's Bushfire and Emergency Management procedures that relate to the management of mine-owned land in and around Wollar, to establish a shared understanding of roles, responsibilities with specific focus on on-ground incident response procedures.

WCPL will also continue to periodically liaise with the NSW Department of Education in regard to the Department's plans for Wollar Public School, and WCPL's plans for WCM, and provide an update to the WCM CCC on the status of this engagement.

WCPL's Community Donations program provides a mechanism for local and regional community groups to seek funding to support local social networks and reduce social isolation (see Section 4.4) and will be promoted and discussed on a quarterly basis at the WCM CCC.

⁶ With the pending store closure at the end of December 2021, WCPL is currently facilitating consultation with Australia Post regarding a suitable postal service option for residents in the Wollar area.

Subject to MWRC's priorities, initiatives funded under the VPA could also potentially include additional support for remaining Wollar residents to exchange information and maintain neighbourhood support, and/or access health services.

4.1.5 Health services

The Wollar community includes ageing and potentially isolated residents. However, it is understood that the previous health services in the area provided by NSW Health were discontinued due to lack of demand. The WCM CCC was informed during the June 2018 CCC meeting that NSW Health has no intention to recommence local health service visits due to changes in the Department's service delivery focus and a lack of community participation.

WCPL will identify the services that are available through NSW Health and the Mudgee Medical Facility and provide this information to the WCM CCC on an annual basis. This information will also be posted on the Wollar noticeboard and continue to be available at the Wollar General Store, which will be updated annually. WCPL will assist the WCM CCC to invite NSW Health to attend a meeting of the WCM CCC to discuss options for health service access.

WCPL will accept applications to WCPL's Donations Program from community members and groups who intend to establish programs or services which support the health, wellbeing and social cohesion of Wollar residents. Suggested investment opportunities identified during the SIMP consultation process included provision of local indoor or outdoor fitness equipment, with more shaded areas and/or facilities with air conditioning to promote healthy, active lifestyles. Requests for donations for this purpose will be considered by WCPL.

Subject to MWRC's priorities, initiatives funded under the VPA could also potentially include support for remaining Wollar residents to access health services and support.

Village of Wollar Summary

Table 6 consolidates the measures described in Sections 4.1.1 to 4.1.5. Actions which support local transition following WCM's closure are described in Section 4.5.

Table 6 Village of Wollar Actions

Social Impacts	Actions	Timing	Stakeholders
Health and Wellbeing – social isolation	Continue upgrade of Ulan-Wollar Road.	2018-2033	Wollar residents MWRC
	Implement land and asset management commitments as per 2016 VPA.		Wollar residents MWRC
	Facilitate ongoing provision of postal services at the Village of Wollar, irrespective of the Wollar General Store status, with proposal to initiate post boxes.		Wollar residents Australia Post
	Engage with NSW Health regarding available health services and local promotion of information to the community.		Wollar residents NSW Health MWRC
	Assist WCM CCC to invite attendance of service providers including Australia Post and NSW Health to discuss local service provision.		WCM CCC NSW Health Australia Post
	Ongoing updates to WCM CCC of WCPL's investment program, including WCM CCC involvement in annual review of priority areas and opportunities to support local community projects.		WCM CCC Wollar residents

Table 6 (Continued) Village of Wollar Actions

Social Impacts	Actions	Timing	Stakeholders
Health and Wellbeing – social isolation (Continued)	Accept applications for community donations for programs and projects which support Wollar residents' wellbeing and social connections (see Section 4.4).	2018-2033	Wollar residents Community organisations and service providers
	Facilitate rental tenancy of local mine-owned dwellings where it is safe to do so.		Potential tenants
Surroundings – residential amenity and character	Implement Mitigation upon Request in accordance with Development Consent (SSD-6764).	2018-2033	Relevant property owners
	Implement Property Inspections and Dilapidation Surveys on request in accordance with Development Consent (SSD-6764).		
	Assessment of roofing, gutters, downpipes and tanks for potential water contaminants and provision of water quality testing.		Private Village of Wollar residents
Surroundings – residential amenity and character (Continued)	Ongoing community access to grounds keeping equipment, stored in the village on request.	2018-2033	Wollar residents MWRC
	Maintain ongoing 24-hour access to toilet facilities at the Wollar General Store, irrespective of the Store opening hours.		
	Ongoing implementation of cross-tenure weed and feral animal control plan.		
	Communicate and commence demolition program for unsafe housing in the village (following the approval of this SIMP).		
	Undertake monthly inspections of vacant land and public spaces and provide maintenance as required.		Wollar residents MWRC
	Continue maintenance of Peabody rental properties on the basis of the real-estate agency's advice and/or tenancy status.		
Community – sense of place; social sustainability Access to services	Implement land and asset management commitments as per 2016 VPA.	2018-2033	MWRC Wollar community
	Facilitate provision of public ablution facilities and postal services, irrespective of the Wollar General Store status.		Wollar community
	Liaison with Cooks Gap RFS regarding WCPL's bushfire and emergency management procedures, roles and responsibilities.		Cooks Gap RFS
	Establish clear signage regarding access to the St Luke's Anglican Church and Cemetery.	Following the approval of this SIMP	Wollar community
	Liaise with NSW Department of Education in regard to plans regarding Wollar Public School and advise the Department of WCPL plans.	2018-2033	NSW Education Wollar community

Table 6 (Continued) Village of Wollar Actions

Social Impacts	Actions	Timing	Stakeholders
Community – sense of place; social sustainability Access to services	Accept applications as per Health and Wellbeing – social isolation.	2018-2033	Wollar community Community organisations
Community; Personal and property rights – declining population	Implement private property valuations and <i>Acquisition Upon Request</i> for Village of Wollar property owners identified in Development Consent (SSD-6764) in accordance with Land Acquisition procedures outlined in Schedule 4 of the Development Consent.	2018-2033	Land owners identified Development Consent (SSD-6764)
Community – social impacts of closure (addressed in Section 4.5)	Implement communications program regarding workforce ramp-down and housing management.	2025	WCM workforce MWRC WCM CCC Wollar community
	Implement actions which support local transition upon the closure of WCM, to address the cumulative impacts of mine closure on local and regional social values (see Section 4.5).	2030	WCM CCC Moolarben Coal Complex Ulan Mine Complex

4.2 Local Employment and Supply

Purpose

This section describes the objectives and key actions to be implemented by WCPL to enhance the opportunities and benefits associated with WCM's local employment and supply opportunities for residents and businesses in the Mid-Western Regional LGA.

Social impacts and benefits

Social impacts and benefits addressed include:

- Community – positive contribution to LGA population stability;
- Way of Life – benefits to quality of life and wellbeing resulting from continued and new employment opportunities and local supply arrangements; and
- Access to and use of infrastructure, services and facilities – incremental increase in demand for social infrastructure and housing.

Opportunities that are supported by these measures include:

- ongoing support for the region's businesses supplying WCM or benefiting from WCM personnel's expenditure;
- continued support for the Cooks Gap RFS through on-site training initiatives and support for WCM workforce participation in RFS volunteer initiatives;
- ongoing stimulus for training organisations servicing the mining sector;

- an opportunity to work collaboratively with mine operators of Ulan Mine Complex and Moolarben Coal Complex, together with the Mid-Western Regional LGA community, to address the cumulative social impacts of mine closure; and
- continued community investment to contribute positively to community development in the Mid-Western Regional LGA (see Section 4.4).

Objectives

These measures are focussed on the following objectives.

1. Provide continuous and sustained local employment for the life of the mine;
2. Maximise local (LGA-wide) awareness of the Project's supply opportunities and build relationships with LGA-based businesses;
3. Develop a positive relationship, based on mutual respect, between members of the WCM workforce and members of the local and regional community;
4. Workforce demand for medical and emergency services is well planned for and sustainable in the regional context; and
5. Continue to support the capacity of the Cooks Gap RFS through support for employee volunteers.

4.2.1 Local employment and workforce development

The continuity of WCM employment for the mine's extended operating life to 2033 is a significant benefit for its current workforce and potential future employees. Workforce figures are provided to the MWRC through the Ulan Road Strategy funding and VPA funding reporting mechanisms.

To enhance this benefit for the MWRC LGA, WCPL will continue to:

- Advertise WCM job opportunities online on the Wilpinjong web page and through recruitment agencies with regional offices⁷;
- Implement corporate policies which support workforce diversity and inclusion, including employment of Aboriginal people from the Mid-Western Regional LGA; and
- Maintain the availability of the Peabody Employee Assistance Program (EAP) to WCM personnel.

As part of WCM's Diversity and Inclusion Policy, WCPL:

- offers an inclusive work environment and engage, recognise and develop employees;
- maintains a global workforce comprised of varied backgrounds, recognising the power of inclusion and diversity as a competitive advantage; and
- recognises the competitive value of a diverse supplier base, and we seek to develop a strong supplier network within the industry.

⁷ At the time of writing: <https://www.peabodyenergy.com/Operations/Australia-Mining/New-South-Wales-Mining/Wilpinjong-Mine>

Peabody's Global Inclusion and Diversity Advisory Board (IDAB) is currently led by two female executives. Each of Peabody's business units has an IDAB group of employees that promote inclusion efforts and introduce culture-enhancing and mining-promotion activities to support business goals. In 2016, the Australian IDAB established a regional subcommittee to focus on grassroots workforce engagement at Peabody's Australian operations.

Peabody's EAP provides all employees and their immediate family members with a free, professional and completely confidential counselling service. The service is managed by the well-established Assure Programs and covers all Australian sites, is available 24 hours a day, and is provided by qualified and experienced counsellors.

With respect to the impacts of WCM's closure on its personnel, WCPL has committed to developing a Mine Closure Plan at least three years prior to the start of decommissioning, informed by a current review of socio-economic indicators for the Mid-Western Regional LGA. This Plan will include measures to support the potential transition of workers to new employment opportunities.

4.2.2 Local business participation

WCPL has a broad-based supplier network which currently includes some 485 businesses based in the Mid-Western Regional LGA, both mining industry-specific and general goods and service provision. To build on WCM's existing local buying initiatives and commercial partnerships and enhance Project opportunities and benefits for businesses in the Mid-Western Regional LGA, WCPL will develop and maintain a WCM Local Suppliers' Register which identifies:

- businesses based in the Mid-Western Regional LGA;
- their service/product profile; and
- email contact details for sales and accounts management.

Supply opportunities will be regularly promoted to the Local Suppliers Register, which will be reviewed annually.

WCPL will also continue to participate in and brief the Gulgong and Mudgee Chambers of Commerce where WCPL conducts local business networking, provides status updates and informs the Chambers of upcoming opportunities.

At least three years prior to WCM's decommissioning, WCPL will develop its Mine Closure Plan including detailed measures to provide early and ongoing advice to its supply chain to support any necessary economic transition strategy. If the mining industry is in a regional decline at the time, this could include for example annual briefings during the three years preceding closure, and a communication strategy involving local residents and businesses in the 12 months preceding closure.

4.2.3 Workforce Management

WCPL is committed to mitigating any impacts of its workforce on social infrastructure and housing capacity in the Mid-Western Regional LGA. Actions will include:

- annual liaison during 2018-30 with MWRC to monitor social infrastructure and housing capacity in relation to WCM's workforce demand;
- maintaining the induction program for personnel including short term contractors that articulates WCPL's expectations regarding workforce behaviour and respect for local community values, including:
 - observing all speed limits and taking particular care when driving through or around the Village of Wollar;
 - WCPL's self-reporting program with Moolarben Coal Complex and Ulan Mine Complex operators and MWRC which identifies and manages poor driver or workforce behaviour;
 - attending Mudgee Medical Facility for early medical review and treatment of any work-related health issues;
- requiring WCM staff to change out of their high vis clothing when they are off shift;
- continued quarterly meetings with Mudgee Police, Fire and Rescue NSW and NSW Ambulance (or as agreed with stakeholders) to monitor workforce demand and response procedures;
- continued implementation of WCPL workplace policies including the 'Community Services Leave' policy that enable employees to provide RFS assistance and contribute to increased local capacity and community resources; and
- encouragement of the WCPL personnel living in Wollar to participate in locally-organised social activities and/or provide in-kind support for community resources.

From 2025, WCPL will review workforce projections and if they have changed, develop a local communications program to provide early and ongoing advice to residents in the Village of Wollar, Mid-Western Regional LGA, and social infrastructure providers including NSW Education and NSW Health regarding the potential workforce ramp-down and implications for local housing. This program will include working with the WCM CCC and other interested local stakeholders on transition, maintenance and/or reuse for WCPL-owned properties in the Village of Wollar at that time. Table 7 provides a summary of actions relevant to Local Employment and Supply.

Table 7 Local Employment and Supply Actions

Social Impacts	Actions	Timing	Stakeholders
Way of Life – benefits to wellbeing from continued and new employment opportunities	Advertise WCM job and supply opportunities on WCM webpage, maintain local suppliers register and use regionally-based recruitment agencies.	2018-2033	Mid-Western Regional LGA
	Workforce figures are provided to the MWRC through the Ulan Road Strategy funding and VPA funding reporting mechanisms.	2018-2033	MWRC
	Workforce communications and transition program based on workforce forecast (WCM and regional) at the time.	2025	Wollar community WCM workforce
Way of Life – benefits to regional business and industry, through the continuation of operations and local supply arrangements	Maintain a WCM Local Suppliers Register.	2018-2033	MWRC and local businesses
	Continue involvement in the Gulgong and Mudgee Chambers of Commerce including promotion of upcoming supply opportunities.	2018-2033	Mid-Western Regional LGA Business and Industry
	Communicate WCM's impending closure to suppliers.	2030-2033	Mid-Western Regional LGA Businesses and Industry
Access to and use of infrastructure, services and facilities – low level demand for social infrastructure, including health, emergency services, education, training and housing	Maintain workforce induction program.	2018-2033	WCM workforce Wollar area residents
	Continued partnership with Mudgee Medical Facility.		Mudgee Medical Facility
	Continued quarterly meetings with Mudgee Police, Fire and Rescue NSW and NSW Ambulance Services.		Emergency Services
	Encourage Wollar-based workforce to contribute to local community resources and social activities, particularly Cooks Gap RFS.		WCM workforce
	Workforce communications and transition program.	2025	Wollar community WCM workforce

4.3 Community and Stakeholder Engagement

Purpose

This section describes the measures addressing WCPL's intention to maintain positive and mutually respectful relationships with community members in and around Wollar, and with other stakeholders in the Mid-Western Regional LGA.

Social impacts and benefits

Stakeholder engagement and relationship building are integral components of the Project's proposed mitigation of social impacts and enhancement of Project benefits in the local and regional context.

WCM will operate in the Wollar area until at least 2033. Cooperative relationships between WCM and the Wollar community will facilitate the Project's impacts being readily identified and mitigated, and to enable local residents to co-exist with WCM, based on transparency and certainty about impact management.

WCPL also intends to maintain and strengthen its relationships with regional stakeholders to enable the Project's opportunities and benefits to be fully realised.

Objectives

The Project's community and stakeholder engagement measures are designed to achieve the following objectives:

1. Information about Project timeframes, impacts, mitigations and opportunities for involvement are accessible and well communicated to local and regional stakeholders.
2. Provide continued and responsive management of Project impacts, including ongoing implementation of a complaints management system.
3. Continue to strengthen relationships with local and regional stakeholders, businesses and service providers.

4.3.1 Communication and engagement mechanisms

Mechanisms for continued implementation by WCPL so local residents and interested stakeholders remain informed about Project timeframes, impacts and opportunities for involvement include:

- an established Community Hotline;
- an established WCM CCC operating in accordance with the CCC guidelines which will respond to community concerns as they arise, and be advised of:
 - registered complaints and resolutions (where appropriate);
 - implementation status of WCM's SIMP (through the Annual Environmental Management Report [AEMR] process);
 - consultation opportunities and input to WCM's SIMP monitoring program (through the AEMR process);

- relevant planning and maintenance matters for the Village of Wollar; and
- opportunities available through the WCM Community Donations program; and
- annual opportunity to review priority areas for the WCPL Donations program.
- continued monthly Have a Chat sessions convened in Wollar for as long as there are residents in the Village, Mogo Road, Barigan Road and Ringwood Road that attend the sessions;
- issue-based Project updates through WCM's online and hardcopy newsletter distributed to residents in the Village of Wollar, Mogo Road, Barigan Road and Ringwood Road;
- blasting notifications and individual neighbour notification processes as required; and
- continued provision of a WCM website and the information provided.

WCPL will review its engagement process and outcomes annually to maintain continued access to information and communication mechanisms which address any raised community concerns.

4.3.2 Strengthen stakeholder relationships

Local residents and neighbours

The relationship between WCPL and Wollar residents, as neighbours, is important to quality of life for residents, as it supports responsive and adaptive management of impacts, and enables co-operation towards joint objectives.

Complaints from residents of the Village and Mogo Road and issues raised in Have a Chat sessions during 2017 primarily related to operational noise and blasting, dust, odour, and local weed management. Along with implementation of the SIMP, these may be areas of ongoing consultation between WCM and the Wollar community.

The Have a Chat sessions were established by WCPL in December 2012 to provide local community members with regular access to information and dialogue with WCM representatives in a casual setting.

Have a Chat sessions are convened on the first Thursday of every month, with all dates promoted as a twelve-month forward plan on the WCPL website and at the Wollar General Store. This consistent approach to engagement provides flexibility for local community members to engage on a range of matters monthly or as needed. WCPL will maintain this engagement program as long as it remains attended by local stakeholders, and will maintain the confidentiality of resident-WCPL interactions during these sessions if requested by participants.

Aboriginal community

WCPL's relationship with members of the local Aboriginal community has largely been established through early consultation with the Native Title Claim groups and Registered Aboriginal Parties (RAPs)⁸ to inform the development and revision of an Aboriginal Cultural Heritage Management Plan (ACHMP) for the WCM.

⁸ Mudgee Local Aboriginal Land Council (MLALC); Wanaruah Local Aboriginal Land Council (WLALC); Murong Gailinga Aboriginal and Torres Strait Island Corporation (MGATSIC); Wellington Valley Wiradjuri Aboriginal Corporation (WVWAC); Warrabing Native Title Claimants Aboriginal Corporation (WNTCAC); North Eastern Wiradjuri Company Ltd (NEWCO); Binjang Wellington Wiradjuri Heritage Survey (BWWHS); and Paul Brydon.

Consultation on the Draft SIMP Framework, and submissions on the Draft SIMP identified contemporary values and aspirations of the area's traditional custodians, Wiradjuri Nation. Representatives have expressed interest in employment opportunities with WCM and potential future interests in developing local business and/or housing within land and regional land claim areas that currently awaiting determination.

WCPL has established a consultative committee, meeting quarterly with all RAPs associated with the WCM, to oversee the ACHMP implementation but to also engage on other interest areas, including employment opportunities and the Project's SIMP. WCPL also engages with the North East Wiradjuri Native Title Claimants on a quarterly basis.

Wollar Progress Association

The WPA is a recognised local stakeholder group within the Village of Wollar. The WCM CCC's membership currently comprises three WPA representatives, however opportunity is provided for additional members to attend as observers of special WCM CCC meetings (on specific topic areas – in accordance with the CCC guidelines).

Continued relationships between community members and WCPL will rely on ongoing cooperation from all community members. To facilitate cooperative relationships between the WCM CCC and the Wollar community, it is recommended that the WPA provide the WPA charter to the WCM CCC, advise the CCC of the process for joining the WPA, provide seven days' notice of WPA meetings via notices at the Wollar General Store, and promote the opportunity for all Village of Wollar residents to participate in the WPA and improve outcomes for the community. Improved cooperation would facilitate development and consideration of applications to WCPL's Donations Program through the WCM CCC to support the objectives of this SIMP and coexistence with WCM's operation.

WCM Community Consultative Committee

The WCM CCC is generally convened in Wollar on a quarterly basis or as agreed with its members. In September of each year a site inspection is typically offered to the WCM CCC, and the December meeting is generally held in Mudgee. Quarterly meetings of the WCM CCC will continue through the Project's operations.

The WCM CCC plays a pivotal role in the identification, management, and monitoring of the Project's social impacts and benefits. As part of WCPL's commitment to strengthening local relationships, the WCM CCC will provide direct input to an annual review of priority areas for WCPL's Donations Program (see Section 4.4.2) and will continue to be informed of WCPL's complaint resolutions (where complaints can be de-identified and where the resolution has relevance to other local residents).

As part of future WCM CCCs, WCPL will also provide an update on the status of engagement with service providers, such as Australia Post, NSW Health and NSW Department of Education with respect to local services. WCPL will also assist the WCM CCC to invite periodic attendance from these service providers at the quarterly WCM CCC meetings.

Section 5 of this SIMP outlines WCM's social impact monitoring program. From the 2019 reporting year, WCPL's AEMR will include a summary of the performance and effectiveness of social impact management measures. The AEMR is provided to the WCM CCC, and also to MWRC, and will allow feedback and facilitate an adaptive management approach to identified impacts and benefits. Section 6 of this SIMP outlines the process for revising the SIMP to reflect any material changes in social or Project circumstances.

4.3.3 Stakeholders' participation in SIMP Implementation

WCPL engages in regular briefings and communication with local and regional stakeholders, including Council, businesses and service providers. Engagement activities which will support SIMP implementation include:

- WCM CCC meetings including:
 - WCM CCC input on priority areas for WCPL's Donations Program;
 - assistance for the WCM CCC to invite periodic attendance from Australia Post (postal service retention), NSW Health (access to health services), NSW Department of Education (Wollar Public School), NSW RFS (Cooks Gap RFS) and MWRC (local facilities) to discuss the status of respective local service and facilities;
- co-operation with residents to facilitate potential access to WCPL's equipment for maintenance of open space and community facilities in Wollar, with access available on request;
- quarterly consultation with MWRC (or as agreed) through the quarterly GM's meeting to discuss project progress, changes in social conditions or community concerns and VPA administration;
- regular contact with Cooks Gap RFS, continued encouragement of WCM workforce to support RFS activities;
- quarterly engagement with the Local Emergency Management Committee (comprising NSW Police and emergency services) to monitor service demand and maintain working arrangements;
- ongoing liaison with Mudgee Medical Facility to monitor WCM workforce demand and make any required improvements to referral arrangement;
- ongoing liaison with other medical and allied health providers to provide ongoing support for employee health and workplace injury remediation;
- continued liaison with local employment and training providers to facilitate professional development opportunities for the WCM workforce;
- continued involvement in the Gulgong and Mudgee Chambers of Commerce; and
- liaison with Australia Post regarding the retention of postal services at site of the Wollar General Store and to residential mail boxes – if financial support for the store is ceased⁹.

From 2025, WCPL will provide early advice to its key stakeholders, including residents in the Village of Wollar and its surrounds, members of the WCM CCC, and MWRC regarding workforce ramp-down and implications for local housing. WCPL will produce a Mine Closure Plan in 2030 and an updated SIMP informed by this early consultation, including transition strategies for WCM's workforce and suppliers, the Wollar community, land and asset management and housing.

4.3.4 Complaints Response Protocol

WCPL operates a Community Hotline (1300 606 625) for the purpose of receiving complaints and enquiries from members of the public in relation to mining activities at WCM. The hotline number is advertised on the Peabody website and at the Wollar General Store.

WCPL has developed a Complaint Response Protocol to respond to community concerns that relate to noise and other matters. The purpose of the Protocol is to provide an accessible mechanism for rapid

⁹ With the pending store closure at the end of December 2021, WCPL is currently facilitating consultation with Australia Post regarding a suitable postal service option for residents in the Wollar area.

investigation and where necessary, corrective actions, in responses to community complaints, and to support co-operative relationships between WCM and community members.

The complaints response procedure includes:

- accurate recording all details regarding complaints in a Complaints Register, including:
 - the date and time of the complaint;
 - the method by which the complaint was made;
 - any personal details of the complainant which were provided by the complainant or, if no details were provided, a note to that effect;
 - the nature of the complaint;
 - the action taken in relation to the complaint, including any follow-up contact with the complainant; and;
 - if no action was taken, the reasons why no action was taken;
- undertaking investigations into the likely cause of the complaint;
- assessing and implementing additional control measures, if required; and
- monitoring and assessing the effectiveness of the additional controls.

Records of all complaints will be kept for at least four years after the complaint was made. Records will be produced to any authorised officer who asks to see them.

The Complaints Register will be uploaded to the WCPL website and updated monthly. Reporting on all complaints and their resolution will be provided as part of the Annual Report.

4.3.5 Continued and responsive management of social impacts

The actions outlined in Sections 4.3.1 and 4.3.2 will be implemented such that WCM remains responsive to emerging issues as they are identified by the Project’s key stakeholders. In addition, WCPL will implement a focused social impact monitoring program as outlined in Section 5. **Table 8** summarises the key actions to be implemented by WCPL between 2018-2033, and from 2030 leading to WCM’s closure.

Table 8 Community and Stakeholder Engagement Actions

Relationship	Actions	Timing	Stakeholders
Wollar community	Engagement maintained as agreed with individual residents.	2018-2033	Wollar community
	Maintenance of complaints management system and public reporting of results.		Wollar community
	Continue Have a Chat sessions.		Wollar community
	Annual liaison with Wollar General Store operator (if and as required) and Australia Post regarding service retention (upon request of the WCM CCC).		Australia Post Wollar General Store MWRC
	Early advice regarding workforce ramp-down and housing implications in Wollar.	2025	Wollar community WCM CCC
	Implement actions that support local transition for WCM’s closure (see also Section 4.5).	2030-2033	MWRC

Table 8 (Continued) Community and Stakeholder Engagement Actions

Relationship	Actions	Timing	Stakeholders
Aboriginal community	Continue Native Title and RAP consultative committees including input to SIMP monitoring.	2018-2033	RAP Committee & Registered Native Title Parties
WPA	Consider funding applications for community projects in Wollar that support the objectives of this SIMP and coexistence with WCM.	2018-2033	WPA
WCM CCC	Continue quarterly WCM CCC meeting.	2018-2033	WCM CCC Wollar community Australia Post MWRC NSW Health NSW Dept of Education
	Involve WCM CCC in annual review of investment priority areas.		
	Assist WCM CCC to invite periodic attendance of third party service providers to discuss service retention.		
	Maintain WCM CCC participation in SIMP monitoring.		
MRWC	Continue quarterly consultation with MWRC (or as agreed).	2018-2033	MWRC
	Early advice regarding workforce ramp-down and housing implications in Wollar.	2025	MWRC
Emergency Services	Continue quarterly engagement with Local Emergency Management Committee.	2018-2033	Local Emergency Management Committee
	Individual agency contacts as required.		NSW Police, Mudgee LAC
	Engagement as per Mine Closure Plan.	2030-2033	NSW Ambulance, Central West Zone
NSW RFS	Regular contact with Cooks Gap RFS including liaison on WCPL's bushfire and emergency management procedures, roles and responsibilities.	2018-2033	Cooks Gap RFS
	Continued support of local RFS-led activities.		Cooks Gap RFS WCM workforce Wollar community
Health	Ongoing liaison with Mudgee Medical Facility to monitor WCM workforce demand.	2018-2033	Mudgee Medical Facility
	Annual contact with NSW Health (and MWRC) regarding promotion of available health services for Wollar residents.		NSW Health/ Mudgee Health Service MWRC
	Assist WCM CCC to engage with NSW Health on options for local health service access.		

Table 8 (Continued) Community and Stakeholder Engagement Actions

Relationship	Actions	Timing	Stakeholders
Business and industry	Ongoing participation in the Gulgong and Mudgee Chambers of Commerce.	2018-2033	MWRC Gulgong and Mudgee Chambers of Commerce.
	Engagement as per Mine Closure Plan.	2030-2033	WCM suppliers WCM business and industry network
Education and training	Continue to facilitate professional development opportunities for the WCM workforce.	2018-2033	Education and Training stakeholders
	Engagement as per Mine Closure Plan.	2030-2033	

4.4 Community Investment and Partnership

Purpose

This section outlines the actions WCPL will undertake to support community projects and participate in community partnerships, including those that support the Village of Wollar’s amenity and liveability.

Social impacts and benefits

Social impacts addressed by these measures include:

- Community – positive contribution to LGA population stability;
- Community – impacts on amenity, cohesion and sense of place in the Village of Wollar; and
- Health and Wellbeing – increased community access to health programs and promotion of active, healthy lifestyles.

Opportunities that are supported by these measures include:

- continued support for the Cooks Gap RFS through workforce participation in RFS volunteer initiatives; and
- continued community investment to contribute positively to community development in the Mid-Western Regional LGA.

Objectives

Through community investment and partnership activities, WCPL will:

- support the MWRC’s Community Plan priority areas;
- support community cohesion, wellbeing and neighbourhood networks in Wollar;
- review community investment priorities annually in consultation with WCM CCC;

- consider contributions to local building and asset maintenance on community request (such as for Wollar Community Hall, Wollar Recreation Ground and Harry Harvey Park) if not covered by VPA arrangements;
- explore options to maintain local access to a visiting health service with WCM CCC and NSW Health; and
- support Cooks Gap RFS activities and encourage ongoing workforce participation.

4.4.1 Access to community investment

WCPL's community investment activities aim to ensure that local and regional communities within the Mid-Western Regional LGA benefit from WCM's operation. WCPL's activities include sponsorship, grants, donations through its Community Donations Program, in addition to partnerships that deliver mutually beneficial outcomes for WCPL and community groups and organisations within the Mid-Western Regional LGA.

WCPL's Community Donations Program is a simple and flexible system which enables funding applications to be made at any time via:

- a letter to Wilpinjong Coal Pty Ltd, Locked Bag 2005, Mudgee NSW 2850; or
- an email to WilpinjongCommunityEvents@peabodyenergy.com.

Applicants are required to provide the following information:

- recipient organisation name and ABN;
- name of event/project;
- date of event or expected term of project;
- monetary amount (or in-kind support) requested and the items/services to be funded;
- how the event/project supports one or more of WCPL's six priority areas:
 - Community Development;
 - Health;
 - Arts and Culture;
 - Youth Services and Education;
 - Diversity; and
 - Environmental; and
- how the event / project delivers a mutually beneficial outcome for the community and WCPL; and
- recognition Peabody would receive for providing the support.

WCPL's Donations Committee meets monthly to assess applications.

To increase community awareness and accessibility of WCPL's community investment and to maximise potential for local benefit, WCPL will promote its funding application process, including priority areas, through the WCM CCC.

All funding requests will be provided with a timely response (either positive or negative) about the award of funding once internal processes are finalised. Successful projects will be reported to the WCM CCC on a quarterly basis.

4.4.2 Support for Community Projects

Funding for community projects will be provided for the life of the WCM. WCPL's Donations Program demonstrates an ongoing commitment to supporting local communities, linked to the priorities identified by MWRC's Community Plan (e.g. youth, diversity, heritage, cultural development, community development and health and wellbeing).

The WCPL Donations Program provides a vehicle for local and regional community groups to seek funding to support local social networks and reduce social isolation. It also provides a vehicle to seek funding for maintain Wollar community assets where support is not already provided by the VPA.

WCPL will encourage applications for community initiatives which support local health and wellbeing, cohesion and neighbourhood networks in the Wollar area. WCPL's investment priority areas will also be reviewed annually in consultation with the WCM CCC to maintain alignment with local expectations.

Subject to MWRC's priorities, initiatives funded under the VPA could also potentially include additional support for remaining Wollar residents to exchange information and maintain neighbourhood support, and/or access health services.

4.4.3 Support for Wollar's sustainability

Future priorities for local community investment in Wollar's amenity, residents' wellbeing and community networks will be identified in consultation with members of the WCM CCC and MWRC and reviewed annually.

Opportunities identified in this SIMP that are not otherwise addressed by WCPL's VPA include:

- support for community-initiated projects which will benefit Wollar residents through increasing access to community support (locally or in other Mid-Western Regional towns), support for social networks;
- continued in-kind support for the maintenance of community resources (e.g. support for volunteers to maintain the character of public spaces such as the Wollar Recreation Ground) in Wollar, as well as in other communities within the Mid-Western Regional LGA;
- ongoing use of Wollar community facilities including Wollar General Store meeting room;
- encouragement of WCM personnel living in Wollar to support and participate in local social activities; and
- encouragement of WCM workforce participation in Mid-Western Regional LGA community activities and events.

Following the approval of this SIMP, WCPL will trial the coordination of an annual social event between long-term residents and WCM workers in Wollar to encourage familiarity and social interaction. The continuation of such events will be evaluated based on the level of community participation.

4.4.4 Community partnerships

WCPL maintains a strong partnership with NSW RFS and the Cooks Gap RFS to provide fire management and response services in and around the Wollar community. This includes:

- staff resources to fight fires on an event basis as required; and
- consideration for provision of WCPL equipment - assessed on an event basis.

As an example, WCPL's response to the significant Kains Flat and 'Tralee' fires in 2017 involved substantial support including provision of 34 RFS-trained WCM personnel to assist with incident response by staffing the WCPL fire truck, grader and water cart day and night, hire and operation of a dozer, catering supplies and resource support at the RFS Shed in the Village of Wollar, and provision of mapping and additional radios and support for Fire Control in Mudgee.

While WCPL can't enforce RFS membership among its employees, the numbers in attendance in 2017 suggest between 35 and 45 personnel are RFS-trained (accounting for a contingent that weren't on shift). WCPL also encourages its workforce based in Wollar to register as active, trained RFS members.

WCM's additional partnerships are identified in Section 4.3.3 and included in Table 9.

Table 9 Community Investment and Partnership Actions

Social impacts	Actions	Timing	Stakeholders
Way of life – amenity and community activity in Wollar	Maintain WCPL's donations program to support community projects and initiatives in Wollar and the Mid-Western Regional LGA.	2018-33	Wollar community Mid-Western Regional LGA
	WCPL will encourage applications for community initiatives which support local health and wellbeing, neighbourhood networks and the amenity of publicly-owned community assets in Wollar such as the Wollar Recreation Ground.		Wollar community Mid-Western Regional LGA
	Funded projects will be reported to the WCM CCC quarterly.		WCM CCC
	Trial the coordination of an annual social event between long-term residents and WCM workers in Wollar.	Following the approval of this SIMP.	Wollar community

Table 9 (Continued) Community Investment and Partnership Actions

Social impacts	Actions	Timing	Stakeholders
Responsive management of social impacts through key stakeholder relationships	Implement WCM-MWRC VPA.	2018-33	MWRC
	Continued partnership with Mudgee Medical Facility.		Mudgee Medical Facility
	Continue joint working relationships with Cooks Gap RFS and WCM workforce.		Cooks Gap RFS WCM workforce
	Participation in NSW Local Emergency Management Committee.		NSW Police, Mudgee LAC NSW Ambulance, Central West Zone
	Partnership with WCM CCC to review priority areas for community investment annually.		WCM CCC
	Identify and monitor workforce ramp-downs and potential cumulative impacts (see Section 4.5).	2030	Ulan Mine Complex, Moolarben Coal Complex; MWRC
	Develop objectives and actions which address social impacts and opportunities as a component of Mine Closure Plan (Section 4.5).	2030	MWRC Wollar community WCM CCC WPA Local businesses WCM workforce and suppliers
	Continue Quarterly WCM CCC meetings.	2018-33	WCM CCC Wollar community

4.5 Mine Closure and Decommissioning

This section provides a framework for the actions that will be undertaken to mitigate the social impacts of WCM's closure.

Objectives

The objective of Mine Closure Planning and Decommissioning is to enable the relinquishment of environmental authorities and mining leases, which involves addressing Development Consent conditions in relation to rehabilitation of disturbed areas (see Appendix A.1.3).

As described in Section 3.3, WCPL has committed to developing a Mine Closure Plan at least three years prior to WCM's closure, which is consistent with the MWRC's request in its submission on the Project's EIS. The Mine Closure Plan will be developed in consultation with the MWRC, the DPIE, Wollar community members and interested stakeholders from the Mid-Western Regional LGA.

The objectives of closure planning with respect to mitigating the social impacts of closure will include:

- ensure the Village of Wollar residents, MWRC, Native Title groups and RAPs are aware of workforce ramp-down arrangements and the timeframe for WCM's closure and decommissioning;
- advise residents and the MWRC about the number of habitable dwellings remaining in the Wollar area; and

- involve residents in the Wollar area and MWRC in discussion about options for future use of housing, community facilities and land in the Village of Wollar, including business and enterprise options compatible with future land use in the Wollar area.

From 2025 with the ramp down of the WCM workforce, WCPL will develop an early advice communications and consultation program involving MWRC, the WCM CCC and the local community of Wollar. This early engagement will enable an accurate assessment of any social implications associated with WCM's initial decline in the operational workforce, including the number of habitable dwellings in the Village of Wollar and implications for the future of dwellings.

Early engagement will also invite input from local stakeholders to the development of options for transition to final land uses post-closure, including the loss of employment, land management in the Village of Wollar (according to the terms of the VPA) and loss of supply opportunities.

WCPL would also invite MWRC to consider the potential for an upgrade to ablution facilities in Harry Harvey Park (which is owned by MWRC) within the terms of the VPA agreement.

Ongoing consultation with some of the RAPs in 2020, since the initial preparation of this SIMP, has resulted in an expression of their interest in potentially purchasing Peabody owned land at mine closure.

Actions relevant to mine closure are summarised in **Table 10**.

Table 10 Mine Closure Planning Actions

Social impacts	Actions	Timing	Stakeholders
Surroundings - amenity	Mine Closure Plan and updated SIMP developed in consultation with MWRC, WCM CCC and interested stakeholders from the Mid-Western Regional LGA, at least three years prior to closure.	2030	MWRC WCM CCC Private land owners within Wollar area (village, Mogo Road, Barigan Road and Ringwood Road),
Surroundings – land use and asset management	Consult with MWRC, Wollar community and DPIE to confirm future responsibilities for land management and maintenance of community facilities in the Village of Wollar.	2030	MWRC DPIE Wollar community
Way of life – employment	Implement early advice communications regarding workforce ramp-down to enable personnel to plan for future employment.	2025-33	WCM workforce
Business and industry – employment and supply opportunities	Implement communications regarding workforce and supply opportunities ramp-down.	2030-33	MWRC Ulan Mine Complex Moolarben Coal Complex WCM suppliers
Community – population and housing	Early advice regarding workforce ramp-down and housing implications.	2025	MWRC WCM CCC
	Update social indicators (population, housing and employment) to inform updated SIMP and Mine Closure Plan.	2030	MWRC WCM CCC

Table 10 (Continued) Mine Closure Planning Actions

Social impacts	Actions	Timing	Stakeholders
Community – functionality	Early advice regarding workforce ramp-down and housing implications.	2025	MWRC WCM CCC
	Consult with Wollar residents and MWRC about the development of options to transition to future land uses.	2025	MWRC WCM CCC
	Review potential social impacts and opportunities of closure and address in review of SIMP.	2030	MWRC WCM CCC

5 Monitoring

5.1 SIMP Delivery and Effectiveness

Table 11 summarises the key social impact management measures within this SIMP, the impacts and opportunities addressed, and the indicators that will be used by WCPL to monitor the SIMP's delivery and effectiveness.

WCPL's progress against this monitoring program will be discussed in the AEMR which is provided to the WCM CCC and MWRC. The SIMP's implementation status will also be discussed with the WCM CCC on an annual basis or as otherwise requested. Reporting provisions are outlined in Section 6.

Table 11 SIMP Management and Monitoring Measures Summary

Strategy	Impacts and Opportunities Addressed	Stakeholders	Timing	Performance Measure	Effectiveness Measure
Section 4.1 Village of Wollar	Surroundings – residential amenity Community – sense of place	Wollar community WCM CCC MWRC WPA	2019-2033 Annual Environmental Management Review Report	Wollar community is provided with regular updates on SIMP implementation (through the AEMR process), and compliance with Development Consent Conditions.	Number and frequency of residential amenity concerns addressed through the WCM CCC, Have a Chat sessions and complaints process.
				WCPL identifies properties to be demolished on an annual basis to the WCM CCC and via the Wollar Community Noticeboard.	Wollar residents are aware of the buildings to be demolished and the timeframes for demolition.
				The Project VPA is implemented and key outcomes reported to WCM CCC. MWRC provides access to mowing and grounds-keeping equipment to maintain community assets.	The Village of Wollar’s amenity is maintained to a standard that is in accordance with Development Consent conditions.
			Following the approval of this SIMP.	WCPL implements signage at deconsecrated St. Luke’s Anglican Church and Cemetery with WCPL contact details to facilitate ongoing community access to visit family grave sites.	Community and visitors have access to visit family grave sites.
			2019-2033 Annual Environmental Management Review Report	Ongoing annual cross-tenure weed and feral animal controls are conducted.	Controls implemented in consultation with stakeholders as identified in Section 4.1.3.
				WCPL liaison with NSW Department of Education in regard to the Department’s plans for Wollar Public School, and WCPL’s plans for WCM.	Provision of update to the WCM CCC.
				Conduct assessment of roofing, gutters, downpipes and tanks against the Guidance on use of Rainwater Tanks for potential contaminants and provide testing of residential tank water on request for properties in the Village of Wollar.	Assessment on request, in accordance with the Guidance on Use of Rainwater Tanks (Commonwealth Government for Health, 2010).

Table 11 (Continued) SIMP Management and Monitoring Measures Summary

Strategy	Impacts and Opportunities Addressed	Stakeholders	Timing	Performance Measure	Effectiveness Measure
Section 4.1 Village of Wollar (Continued)	Surroundings – residential amenity Community – sense of place	Wollar community WCM CCC MWRC WPA	2019-2033 Annual Environmental Management Review Report	Monthly inspections of vacant land and public spaces are undertaken and maintenance provided as required.	Vacant land and public spaces are maintained to an appropriate standard.
				Maintenance of Peabody rental properties is continued on the basis of the real-estate agency's advice and/or tenancy status.	Appropriate maintenance of Peabody rental properties is undertaken as required.
	Community - Impacts to social sustainability (see Sections 4.3 and 4.4)	Wollar community Australia Post WCM CCC Wollar General Store operator	2018-2033	Australia Post is invited to the WCM CCC (upon request of the WCM CCC) to discuss current and future plans for retaining postal services, and in the event that the Wollar General Store closes in the future.	Wollar community is aware of Australia Post's intentions for future postal service provision via the WCM CCC.
				WCPL enables 24 hour access to toilet facilities at the Wollar General Store for the life of the mine.	24 hour access to toilet facilities is maintained for Wollar community.
				A register of available rental housing is maintained by WCPL's real estate agency.	Ongoing safe occupancy of WCPL-owned housing.
	Health - Wollar residents access to health services	Wollar community NSW Health	2018-2033	WCPL contacts NSW Health regarding available health services and distributes this information to the community (upon request of the WCM CCC).	Wollar community are aware of available health services.
		Wollar community NSW Health MWRC		NSW Health is invited to WCM CCC to discuss options for health service access.	Concerns regarding service access are addressed in consultation with Wollar community members and service provider.
		Wollar community Community organisations		Number of applications made and awarded by the WCPL Donations Program that support health and wellbeing for Wollar community.	Community investment in community-identified projects for Wollar and Mid-Western Regional LGA communities.

Table 11 (Continued) SIMP Management and Monitoring Measures Summary

Strategy	Impacts and Opportunities Addressed	Stakeholders	Timing	Performance Measure	Effectiveness Measure
Section 4.2 Local Employment and Supply	Way of Life – benefits to quality of life from continued and new employment opportunities	WCM workforce and families	2018-2033 Annual Review of Performance Measures	Employment opportunities are promoted within the Mid-Western Regional LGA.	Local residents continue to have the opportunity to apply for any on-site employment opportunities.
	Way of Life – Continuation of operations and local supply arrangements	MWRC Local businesses		WCM supply opportunities are promoted to local suppliers. WCPL to maintain a WCM Local Suppliers Register.	Local suppliers continue to have the opportunity to apply for on-site service provision.
	Access to and use of infrastructure, services and facilities	MWRC Mudgee Medical Facility		In consultation with MWRC, monitor potential Project impacts on services in the context of cumulative workforce demand.	Any additional service demand attributed to WCM by health stakeholders is considered in the development of community investment priorities and existing VPA payments to MWRC.
	Way of Life and Surroundings – impacts to amenity, safety and local character	WCM workforce MWRC		Continue to monitor and manage workforce and driver behaviour and encourage employees' participation in community organisations.	Any complaints of poor worker behaviour are addressed on accordance with the self-reporting program.
Section 4.3 Community and Stakeholder Engagement	Responsive management of social impacts	Wollar community WPA WCM CCC	2018-2033 Annual Review of Performance Measures	Continued face to face consultation with interested residents regarding WCPL's social impact management measures through Have a Chat and WCM CCC.	Timeliness of WCPL responses to complaints, in accordance with the complaints response protocol.
					WCPL continues to seek to maintain and improve relationships between local residents and WCPL.
				Consultation with MWRC to discuss project progress, changes in social conditions or community concerns and VPA administration.	Discussion held via quarterly meeting between MWRC and WCPL General Managers.

Table 11 (Continued) SIMP Management and Monitoring Measures Summary

Strategy	Impacts and Opportunities Addressed	Stakeholders	Timing	Performance Measure	Effectiveness Measure
Section 4.3 Community and Stakeholder Engagement (Continued)	Opportunity to strengthen stakeholder relationships	NSW Police, Mudgee LAC NSW Ambulance, Central West Zone NSW RFS and Cooks Gap RFS MWRC	2018-2033	Individual working arrangements reviewed and updated with police, ambulance and RFS as required.	Emergency Management Committee has not raised concerns with incident response procedures. Continued support for workforce participation in local RFS activities and WCPL consideration of RFS requests for donations and/or assistance.
		RAPs associated with the WCM and North East Wiradjuri Native Title Claimants	2018-2033	Quarterly consultative committee, meeting with all RAPs associated with the WCM and quarterly engagement with the North East Wiradjuri Native Title Claimants.	Meetings held quarterly or as agreed with RAPs and North East Wiradjuri Native Title Claimants.
Section 4.4 Community Investment and Partnership	Surroundings – residential amenity	Wollar community WPA	2018-2033	WCPL community investment funding encourages applications for projects which support the community well being of the Wollar community, as well as projects in the wider Mid-Western Regional LGA.	Community investment program funds community-identified projects which support local well being, amenity and social networks within the Wollar and the broader Mid-Western Regional LGA communities.
	Community – sense of place; social character	WCM CCC MWRC Community organisations and service providers			
	Way of Life - opportunities to strengthen relationships and address community priorities		Following the approval of this SIMP.	WCPL to trial an annual social event between long-term residents and WCM workers in Wollar.	Long-term residents and WCM workers participate in social events. Events may be ongoing based on community participation.
Section 4.5 Mine Closure and Decommissioning	Community – local social impacts of closure	WCM CCC Wollar community MWRC	2025-2030	Early advice communications program.	Wollar community is well informed and prepared for changes.
			2030-2033	Mine Closure Plan includes updated SIMP addresses updated assessment of social impacts and opportunities, and community and stakeholder views.	SIMP component of Mine Closure Plan addresses the social impacts and opportunities associated with WCM's closure in 2033.
	Way of Life – regional social impacts of closure	MWRC WCM Workforce WCM suppliers	2030-2033	Early advice and consultation regarding closure implemented from 2030.	MWRC, WCM workforce and suppliers well informed and prepared for changes, with cumulative working groups established as required.

5.2 Monitoring of Social Indicators

Table 12 outlines the social indicators which WCPL will monitor to support adaptive management of social impacts and benefits. This monitoring program applies to the Project's integrated construction and operations phase, and to mine closure and decommissioning. In accordance with the NSW SIA Guideline, **Table 12** identifies:

- key social indicators to be monitored;
- how and when monitoring data will be collected; and
- community participation in monitoring.

Section 6 also outlines the process for public reporting of monitoring results, including any revisions to the monitoring and management framework.

Table 12 Social Indicator Monitoring Program

Social Matters	Indicators	Frequency	Data Source
Community	Wollar community population change.	Annual	WCM CCC estimate and WCM records.
Way of Life	Change to number of local households in Wollar (reported by occupancy of long-term residents and WCM workforce).	Annual	WCM CCC estimate and WCM records.
	Number of employees and percentage of WCM personnel resident in Mid-Western Regional LGA.	Annual	WCM employment records provided to MWRC through Ulan Road Strategy and VPA funding reporting mechanisms.
Access /Use of Infrastructure, Services and Facilities	Effectiveness of agreements and joint working arrangements.	As required, based on feedback from MWRC and relevant agencies.	Quarterly face to face meetings.
Culture	Feedback regarding emerging concerns or opportunities of cultural and/or historic significance.	Monitored quarterly (or as scheduled) with WCM CCC and RAPs.	WCM CCC and RAP meetings.
Surroundings (Amenity, Sense of Place)	Feedback regarding WCPL's land and asset management.	Addressed when received.	Mid-Western Regional LGA.
		Monitored quarterly with WCM CCC.	WCM CCC meeting.
Health and wellbeing	WCM compliance with environmental management criteria (noise, air quality).	Annual	AEMR records.
	Feedback on emerging concerns or opportunities for community wellbeing.	Monitored quarterly with WCM CCC.	WCM CCC meeting.
Personal and property rights	Rate of property mitigation and/or acquisition on request in Wollar area.	Annual	AEMR records.

Table 12 (Continued) Social Indicator Monitoring Program

Social Matters	Indicators	Frequency	Data Source
Fears and aspirations	Feedback regarding emerging community concerns and/or aspirations.	Monitored quarterly with WCM CCC.	WCM CCC meeting.
Decision-making systems - Landholders' Values	Relative frequency of complaints about Project impacts.	Monitored quarterly with WCM CCC.	Complaints register and WCM CCC meeting notes.
Community - Managing cumulative impacts	Engagement with relevant agencies and mining companies regarding cumulative impacts as required.	As required based on feedback from MWRC.	Quarterly face to face meetings.

6 Reporting

WCPL undertakes a range of reporting procedures to support accountability and transparency in its social and environmental performance. Reporting on the delivery and effectiveness of the SIMP will be integrated with reporting procedures for the Project.

The following external reporting will be undertaken in accordance with the conditions of the Development Consent (SSD-6764), Environmental Protection Licence (EPL) and Mining Leases:

- Incident and Non-Compliance Report;
- Annual Review;
- Independent Environmental Audit;
- EPL Annual Return;
- Annual Compliance Report; and
- Website updates.

A copy of this SIMP will be made available to the WCM CCC and MWRC. In addition, a copy will be made available for viewing to members of the public at the WCM and on the WCPL website.

SIMP implementation (**Table 11**) and changes in social indicators (**Table 12**) will be reported on an annual basis as part of the Annual Review report.

6.1 Incident and Non Compliance Reporting

WCPL will immediately notify the DPIE and any other relevant agencies of any incident that has caused, or threatens to cause, material harm to the environment, in accordance with the Pollution Incident Response Management Plan. All other non-compliances will be reported to DPIE and any other relevant agencies as soon as practicable.

Within seven days of the date of an incident, WCPL will provide a detailed report to the DPIE that:

- describes the date, time, and nature of the incident;
- identifies the cause (or likely cause) of the incident;
- describes what action has been taken to date; and
- describes the proposed measures to address the incident.

6.2 Annual Review

At the end of March each year, WCPL will review the environmental performance (including SIMP delivery) of the WCM over the previous calendar year and submit an Annual Review Report to the DPIE. This report will:

- describe the development (including any rehabilitation and SIMP actions) that were carried out in the past year, and the development that is proposed to be carried out over the next year;

- include a comprehensive review of the monitoring results and complaints records of the WCM over the past year, which includes a comparison of results against the:
 - relevant statutory requirements, limits or performance measures/criteria;
 - comparison to monitoring results of previous years; and
 - relevant predictions in the EIS;
- identify any non-compliance and describe what actions were (or are being) taken to ensure compliance;
- identify any discrepancies between the predicted and actual impacts of the WCM based on monitoring of social indicators, and analyse the potential cause of any significant discrepancies; and
- describe what measures will be implemented over the next year to improve the environmental performance (including social performance) of the WCM.

A copy of the Annual Review will be made publicly available on the WCPL website and provided to DPIE, in accordance with the ML conditions.

6.3 Independent Audit

Within a year of commencing development under the Development Consent (SSD-6764), and every three years thereafter, unless the Secretary directs otherwise, WCPL will commission an Independent Environmental Audit of the WCM. This audit will:

- be conducted by a suitably qualified lead auditor and suitably qualified, experienced and independent team of experts in any field specified by the Secretary, whose appointment has been endorsed by the Secretary;
- include consultation with the relevant agencies;
- assess the environmental performance of the development and assess whether it is complying with the requirements in the Development Consent and any relevant EPL or ML (including any assessment, plan or program required under these approvals);
- review the adequacy of strategies, plans or programs (including the SIMP) required under the abovementioned approvals;
- recommend appropriate measures or actions to improve the environmental performance of the development, and/or any strategy, plan or program required under the abovementioned approvals; and
- be conducted and reported the satisfaction of the Secretary.

Within three months of commissioning this audit, or as otherwise agreed by the Secretary, WCPL will submit a copy of the audit report to the Secretary, together with its response to any recommendation contained in the audit report, and a timetable for the implementation of these recommendations as required. WCPL will implement these recommendations, to the satisfaction of the Secretary.

A copy of the audit report (and WCPL's response to any recommendations) will be made publicly available on the WCPL website.

6.4 Website Updates

A comprehensive summary of social and environmental monitoring results will be made publicly available at the WCM and on Peabody's website. Social monitoring results will be updated annually.

WCPL will also ensure that information relevant to social management is uploaded to the website and kept up to date. The information to be provided on Peabody's website includes:

- current statutory approvals;
- approved strategies, plans or programs required under the Project Approval, including the SIMP;
- a complaints register (updated monthly);
- minutes of WCM CCC meetings;
- the last five Annual Reviews;
- a copy of any Independent Environmental Audits and WCPL's response to any recommendations in any audit; and
- any other matters required by the Secretary.

6.5 SIMP Review and Improvement

WCPL will review and if necessary revise this SIMP within three months of the submission of:

- the Annual Review;
- an incident report;
- an Independent Environmental Audit; and
- any modification to Development Consent (SSD-6764).

WCPL will also review and if necessary revise this SIMP in response to material negative changes to local or regional social indicators (Section 5.2) which are attributed by MWRC to the project, and relevant and material changes in technology, legislation, or operations which affect social impacts.

WCPL will comply with any reasonable requirement/s of the Secretary arising from the Department's assessment of:

- any reports, strategies, plans, programs, reviews, audits or correspondence that are submitted in accordance with Development Consent (SSD-6764); and
- the implementation of any actions or measures contained in these documents.

Where amendments to this SIMP are made as a result of the review process, WCPL will notify the WCM CCC, MWRC and Registered Aboriginal Parties of the relevant changes and document stakeholder feedback as part of the SIMP amendment. WCPL will provide the revised SIMP to the DPIE for approval within four weeks of the revision and make the approved amended SIMP publicly available through WCPL's website and by hard copy on request.

The SIMP will be reviewed and revised three years prior to the planned closure of WCM. The process of reviewing the SIMP prior to closure will include consultation with of the village of Wollar community, the WCM CCC, MWRC and Registered Aboriginal Parties.

7 Responsibilities

Responsibilities for SIMP implementation are provided in **Table 13**.

Table 13 Social Impact Management Plan Responsibilities

Responsibility	Task	Timing
General/Mine Manager	Ensure that adequate resources are available to effectively implement requirements of this SIMP.	Ongoing and during budget planning.
Environment and Community Manager	Implement SIMP actions and monitor implementation.	As required.
	Undertake stakeholder consultation as outlined in the SIMP.	As required.
	Ensure that all related complaints are responded to in accordance with the Complaints Response Protocol.	Following a complaint.
	Ensure that all auditing and regulatory reporting is undertaken in relation to this SIMP.	As required in Section 6.
	Coordinate relevant reviews of this SIMP.	As required.
	Ensure that all employees and contractors are given adequate training in social and environmental awareness and statutory responsibilities.	Within 3 months of approval of this SIMP, and as required.
	Liaise with the environmental management teams at the Moolarben Coal Complex and Ulan Mine Complex to plan for mitigation of cumulative impacts of the WCM on the surrounding area.	Ongoing.
Environmental Representative	Prepare all statutory reports relating to this SIMP.	As required.
	Report on Continuous Improvement opportunities in the Annual Review when identified.	Annually (Annual Review).
	Update the WCPL website.	As required.

8 Author

This SIMP was drafted by Dee Elliott, Director of Elliott Whiteing Pty. Ltd. Dee holds the degrees of Bachelor of Arts (Behavioural Sciences) and Master of Social Policy, and has 30 years' experience in social planning, assessment and engagement. Dee was endorsed by the Secretary as a suitably qualified and experienced person to prepare the SIMP.

All due care has been taken in the collection and application of externally supplied data, however, Elliott Whiteing Pty. Ltd holds no responsibility for the accuracy of data provided by WCPL or third parties.

9 References

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Appendix A Wilpinjong Extension Project SIMP – Updated and Supporting Information (September 2018)

A.1 Statutory Requirements

A.1.1 Development Consent Requirements

Table A1 summarises WCPL’s statutory approvals. WCM’s Project Approval (PA 05-0021) is superseded by Development Consent (SSD-6764) which was granted by the NSW Planning Assessment Commission in April 2017.

Table A1 WCPL’s Statutory Approvals

Approval Licence No.	Description	Date of Approval	Agency
SSD-6764	Development Consent	24 April 2017	DPIE
05-0021*	Project Approval	1 February 2006	DPIE
	MOD 1	30 November 2007	DPIE
	MOD 2	Withdrawn	-
	MOD 3	8 September 2010	DPIE
	MOD 4	24 August 2012	DPIE
	MOD 5	7 February 2014	DPIE
	MOD 6	21 November 2014	DPIE
	MOD 7	11 August 2016	DPIE

* Project Approval (PA 05-0021) is now superseded by Development Consent (SSD-6764).

A.1.2 General Management Plan Requirements

Table A2 General Management Plan Requirements

Development Consent (SSD-6764) Condition	SIMP Section
Management Plan Requirements	
3. <i>The Applicant must ensure that the management plans required under this consent are prepared in accordance with any relevant guidelines, and include:</i>	
(a) <i>detailed baseline data;</i>	Appendices A and B
(b) <i>a description of:</i>	
• <i>the relevant statutory requirements (including any relevant approval, licence or lease conditions);</i>	Section 2
• <i>any relevant limits or performance measures/criteria;</i>	Section 5
• <i>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;</i>	
(c) <i>a description of the measures that would be implemented to comply with the relevant statutory requirements, limits, or performance measures/criteria;</i>	Sections 4, 5 and 6
(d) <i>a program to monitor and report on the:</i>	Sections 5 and 6
• <i>impacts and environmental performance of the development;</i>	
• <i>effectiveness of any management measures (see c above);</i>	
(e) <i>a contingency plan to manage any unpredicted impacts and their consequences;</i>	Sections 5 and 6.5
(f) <i>a program to investigate and implement ways to improve the environmental performance of the development over time;</i>	
(g) <i>a protocol for managing and reporting any:</i>	Sections 4.3.4 and 6
• <i>incidents</i>	
• <i>complaints</i>	
• <i>non-compliances with statutory requirements; and</i>	
• <i>exceedances of the criteria and/or performance criteria; and</i>	
(h) <i>a protocol for periodic review of the plan.</i>	Section 6

A.1.3 WCM Rehabilitation Objectives

Table A3 summarises the rehabilitation objectives of the WCM (including the Project), in accordance with Development Consent (SSD-6764).

The NSW Government has directed that land disturbed by WCM should now be wholly rehabilitated to specific native vegetation communities, rather than a combination of native vegetation and agricultural production.

Table A3 Wilpinjong Coal Mine Rehabilitation Objectives

Mine Component	Objective
Mine Site (as a whole)	<ul style="list-style-type: none"> • Safe, stable and non-polluting. • Final landforms designed to incorporate micro-relief and integrate with surrounding natural landforms and adjacent mine rehabilitation. • Final landforms maximise geotechnical performance, stability and hydrological function. • Constructed landforms maximise surface water drainage to the natural environment (excluding final void catchments). • Minimise long term groundwater seepage from the site to ensure negligible environmental consequences beyond those predicted for the development. • Minimise visual impact of final landforms as far as is reasonable and feasible.
Final Voids	<ul style="list-style-type: none"> • Minimise to the greatest extent practicable: <ul style="list-style-type: none"> – the size and depth of final voids; – the drainage catchment of final voids; – any high wall and low wall instability risk; and – risk of flood interaction for all flood events up to and including the PMF.
Surface Infrastructure	<ul style="list-style-type: none"> • To be decommissioned and removed, unless the Secretary agrees otherwise.
Rehabilitation	<ul style="list-style-type: none"> • Rehabilitate at least 2,906 hectares of self-sustaining woodland ecosystem to the BVTs specified. • Establish self-sustaining ecosystem function in areas of: <ul style="list-style-type: none"> – aquatic habitat, within diverted and/or re-established drainage lines and retained water features, with consideration of hydro-geomorphological constraints; – habitat for threatened flora and fauna species; and – habitat for flora and fauna species known to occur in the region.
Cumbo Creek relocation	<ul style="list-style-type: none"> • Restored in accordance with conditions 26 to 28 of Schedule 3 of SSD 6764.
Other reinstated drainage lines	<ul style="list-style-type: none"> • Drainage lines are restored in accordance with the principles, concepts and techniques described in “A rehabilitation manual for Australian streams” (Rutherford, I; Jerie, K; Marsh, N 2000).
Community	<ul style="list-style-type: none"> • Ensure public safety. • Minimise the adverse socio-economic effects associated with mine closure.

A.2 Relevant Government Planning Instruments

This appendix provides further detail on current government planning instruments and agreements, as summarised at SIMP Section 2.4, that have been considered in the development of the SIMP.

A.2.1 NSW State Priorities

The NSW Government has identified a range of State priorities which provide direction for regional and community planning¹⁰. They include:

- Strong Budget and Economy – Making it easier to start a business, encouraging business investment, boosting apprenticeships, accelerating major project assessment, protecting NSW's credit rating, and delivering strong budgets;
- Building Infrastructure – Improving road travel reliability, and increasing housing supply;
- Protecting the Vulnerable – Transitioning to the National Disability Insurance Scheme, and creating sustainable social housing;
- Better Services – Improving Aboriginal education outcomes, better government digital services, cutting wait times for planned surgeries, increasing cultural participation, and ensuring on-time running for public transport; and
- Safer Communities – Reducing violent crime, reducing adult re-offending, and reducing road fatalities.

A.2.2 Central West and Orana Regional Plan 2036

The Central West and Orana Region encompasses the following local government areas (LGAs):

- In the Central West region – Bathurst Regional, Blayney, Cabonne, Cowra, Forbes, Lachlan, Lithgow, Oberon, Orange, Parkes, Warren, and Weddin; and
- In the Orana region – Bogan, Warren, Coonamble, Narromine, Gilgandra, Dubbo Regional, Warrumbungle, and Mid-Western Regional.

The *Central West and Orana Regional Plan* (DP&E 2017) sets a planning horizon of twenty years to promote further development of the renewable energy, mining, health and education sectors, to unlock economic potential and drive diversification across the Central West and Orana¹¹. The four goals established by the Plan focus on achieving:

- The most diverse regional economy in NSW;
- A stronger, healthier environment and diverse heritage;
- Quality freight, transport and infrastructure networks; and
- Dynamic, vibrant and healthy communities.

¹⁰ NSW State Priorities (2017)

¹¹ Central West and Orana Regional Plan 2036

The Regional Plan is supported by Regional District Plans for priorities that cross local jurisdictions, in addition to Local Council Plans. Priorities for the Mid-Western Regional LGA as identified by the Regional Plan include:

- Appropriately located and serviced land for residential development;
- Support the mining and resources sector and associated businesses;
- Leverage opportunities from the LGA's location and rural character to support the established food and tourism market;
- Protect agricultural land from encroachment of residential development; and
- Support continued development of major regional sports, recreation and cultural facilities.

Relevant major infrastructure investments from the Regional Plan include a \$60 million upgrade for the Mudgee Hospital.

A.2.3 Strategic Regional Land Use Plan

The *Strategic Regional Land Use Plan – Upper Hunter* (SRLUP) was finalised by the NSW State Government in September 2012 (DP&E, 2012). The SRLUP includes that part of the Mid-Western Regional LGA known as the Bylong-Wollar-Ulan Corridor, and sets out the Government's proposed framework to '*support growth, protect the environment and respond to competing land uses, whilst preserving key regional values over the next 20 years.*' The SRLUP describes the broader Hunter Region as underpinned by coal mining and agricultural activity (particularly dairy and beef cattle and pasture production), electricity production and tourism. Considerations noted in the SRLUP with relevance to this SIMP include:

- Supporting growth, protecting the environment and responding to competing land uses, whilst preserving key regional values over the next 20 years;
- Infrastructure issues relating to the growth of the mining industry, including road and rail capacity, and increased demand for health and social services;
- Land supply and housing issues, particularly associated with growth of the mining industry, and demand for short-term accommodation and temporary housing;
- Development of a cumulative impact assessment methodology and the preparation of a development assessment guideline on the health risks associated with dust; and
- The richness of both Aboriginal and historic cultural heritage in the broader Hunter Region.

A.2.4 Local Environmental Plans

Local Environmental Plans specify the planning and land use management aims for public and private land through zoning, in accordance with section 33A of the EP&A Act. The *Mid-Western Regional Local Environmental Plan 2012* (LEP) took effect on 10 August 2012. The overall objectives of the LEP are to reduce potential adjoining land use conflicts and ensure adequate land to meet the diverse needs of the Mid-Western Regional LGA. Specific aims include:

- Promoting growth and providing for a range of living opportunities across the Mid-Western Regional LGA;
- Encouraging proper management, development and conservation of resources within the Mid-Western Regional LGA;

- Securing the future for agriculture by protecting agricultural land capability and maximising opportunities for sustainable rural and primary production pursuits;
- Fostering a sustainable and vibrant economy that supports and celebrates the Mid-Western Regional LGA's rural, natural and heritage attributes;
- Protecting the settings of Mudgee, Gulgong, Kandos and Rylstone;
- Residential development opportunities with equitable access to urban and community services and infrastructure; and
- Promoting development that minimises the impact of salinity on infrastructure, buildings and the landscape.

A.2.5 Mid-Western Regional Community Plan

Towards 2030 (MWRC, 2013) is Council's community-led plan for the region, aligned to the priorities of the Central West and Orana Regional Plan and directly linked to the NSW Government's State Priorities. The Community Plan is planned and executed under 5 key themes:

- Looking after Community;
- Protecting the Natural Environment;
- Building a Strong Local Economy;
- Connecting the Region; and
- Good Government.

The Plan is supported by a delivery program and operational plan, and strategies for community engagement, workforce management and asset management. Council's Delivery Program for 2017 – 2021 is focused on key infrastructure improvements including:

- continuation of the Wollar Road upgrade, and continued investment in road networks;
- Stage 2 of Glen Willow Sports Complex, recreational infrastructure for young people and continuation of shared pathways around the region;
- upgrade of waste management, water supply, stormwater drainage and sewerage infrastructure; and
- upgrades to corporate and community buildings across the region.

A.2.6 Ulan Road Strategy

The *Ulan Road Strategy* (ARRB, 2011) reviewed the condition and performance of Ulan Road and recommended upgrades and maintenance required to meet and maintain Ulan Road at the required design standards in accordance with Project Approval 05-0021. The Strategy applies to Ulan Road from Short Road, Mudgee, to the Ulan Mine Complex administration entrance. The Ulan Road Strategy upgrade and maintenance requirements that WCPL is co-funding with UCML, Moolarben Coal Complex and MWRC (Department of Planning and Infrastructure [DP&I], 2013) include:

- Upgrade of approximately 20.6 km of Ulan Road to meet design standards;
- Upgrade of 23 intersections, including the intersection of Cope Road and Ulan Road;

- Road safety upgrades, including the installation of wire rope barriers on some sections of the road and enhanced delineation;
- Heavy rehabilitation of some 7.8 km, and light rehabilitation of some 13.6 km of Ulan Road;
- Reseals to some 61.7 km of Ulan Road; and
- General maintenance of Ulan Road over a period of 20 years.

Upgrading of Ulan Road is ongoing, in accordance with the Ulan Road Strategy. Major capital works are expected to be completed in 2018, with maintenance works continuing thereafter.

The Golden Highway Corridor Strategy also identifies various projects to boost productivity and improve highway safety, traffic efficiency and sustainability, including \$85 million allocated under the Restart NSW Fund for proposed improvement works.

A.3 Updated Social Impacts, Opportunities and Significance

This section provides an update on social impacts. Review of the 2015 SIA's findings has considered:

- current social indicators;
- the NSW Social Impact Assessment Guideline's social matters and significance evaluation criteria;
- the status of the Project's implementation during 2018; and
- considerations for decommissioning and closure.

Table A8 provides the NSW SIA Guideline Significance Assessment Criteria, **Table A9** addresses the construction phase, **Table A10** addresses the operations stage, and **Table A-11** addresses closure.

Changes since the 2015 SIA are summarised in Section 3.2 of the SIMP. Social impacts associated with mine closure and decommissioning are discussed in Section 3.3 of the SIMP.

A.3.1 Workforce Profile

Construction

Construction of the Project commenced in mid-2017, creating employment for 20 to 30 construction contractors on a short-term basis. Works undertaken in 2017 involved design, land clearing and fencing for the Transgrid 330kv powerline, and design works for the realignment of Ulan-Wollar Road.

During 2018, construction is expected to require a collective total of 40 contractors, managed by Transgrid for the powerline works and by MWRC for the road upgrades. Construction of the Transgrid 330kv powerline and decommissioning of the redundant section of line is expected by November 2018, with workers accommodated by Transgrid in Mudgee. Realignment of Ulan-Wollar Road will occur over three stages, delivered by Council employees that live in the local and regional area. These works are expected for to be completed in June 2019, along with minor relocations of local 22Kv and 66 KV power lines.

During 2018-19, construction of the surface infrastructure for Pit 8 (Slate Gully), a haul road and crib facilities will be undertaken, requiring an estimated average of 40 construction contractors. Non-local construction workers will be housed in short term accommodation in Mudgee. Completion of Pit 8 infrastructure and associated facilities is expected by October 2019.

Construction activities will continue at various times over the life of the WCM, with additional small, temporary peaks of up to 40 people anticipated. Any non-local construction personnel who live outside a safe daily driving distance will also be accommodated in short term accommodation in Mudgee, which are expected to have adequate capacity to house construction personnel without displacing other visitors such as tourists.

Operations

In 2017, the WCM workforce was approximately 520 personnel.

WCPL commenced mining in Project open cut areas in September 2017 and from 2018, the operational workforce is forecast to comprise an FTE total of 626 personnel, including 513 direct employees and 113 contractors (average estimate). This is expected to remain consistent between 2018 and 2022. In contrast with the workforce profile estimated in the Project's SIA, these numbers suggest the workforce ramp up may be more rapid, but remains within the estimated peak.

Detailed workforce planning has not yet been undertaken for the 2023-2025 period but is likely to include a gradual decline from the 2018-2022 peak years. From 2025, operational employment is expected to decrease from a profile of approximately 564 personnel to 360 personnel by 2032, and down to 149 personnel in the twelve months leading to the mine's planned closure in 2033.

Operational employees are primarily residential, living in the surrounding local areas including Mudgee, or at regional locations within an approximate 1.5-hour commute of the WCM (including Merriwa, Coolah and Dunedoo). Employees living outside this commuting distance have generally taken up rental accommodation in Wollar and Mudgee/Gulgong for use during their rostered-on periods.

Decommissioning and closure

The majority of the remaining workforce will be made redundant when WCM closes in 2033. Short term contracting opportunities are likely to be available for demolition, site clearing and rehabilitation. A general summary of activities to be undertaken for decommissioning and closure is provided in Section 4.5 of the SIMP.

WCPL is currently investigating future opportunities to extend its operations beyond 2033 and has applied for an exploration licence area to the east. Assessment of this proposal would be undertaken in accordance with the NSW Department of Planning and Environment's requirements should the exploration license area be granted and a project proposal be developed by Peabody.

A.3.2 Community Profile and Values

The Project's SIA provided a detailed analysis of social baseline conditions in Wollar as the nearest community to the project, Mudgee as the regional centre, and the Mid-Western Regional LGA. This section summarises the conditions identified and includes an update of key social indicators to support adaptive management and monitoring.

Wollar

The Village of Wollar is approximately 45 km north east of Mudgee and approximately 40 km east of Gulgong. Wollar is the closest locality to the WCM and is located approximately 1.5 km east of the approved mine boundary. The Wollar community includes residents living in the Village and on surrounding properties, primarily on Mogo Road and Barigan Road for whom Wollar is their local centre. Ulan-Wollar Road, Wollar Road and Mogo Road provide access to the Village of Wollar and to the Goulburn River National Park, which is approximately four km north-east of the village.

As described and referenced in the SIA, the Village of Wollar was originally established during the 1860s as a hub for surrounding pastoral properties, with population peaks occurring during the Gulgong gold rush of the 1870s and for the construction of the Sandy Hollow-Gulgong Railway in the 1930s. Population decline through the 1960s was followed by a resurgence in the 1980s as large lots were subdivided and taken up as small farms and homes. These small holdings were generally not agriculturally viable, resulting in a gradual drift away from the area. In 2006, the former owners of WCM commenced property acquisition in and around the Village of Wollar, Araluen Estate, the Cumbo Valley and the Barigan Valley, resulting in further population decline. It is noted that Minnamurra Pastoral Company also undertook assembly of a number of previous smaller holdings to form a large integrated pastoral business in the area from the mid 1970's.

The SIA estimated that 23 private households remained in the Wollar community (Village of Wollar and surrounding areas) in 2015, supporting a population between 40 and 50 people inclusive of a small number of the WCM workforce. This estimate included eight private properties in the village, seven households in the Mogo Road area to the north-east of the Village of Wollar, and eight households in the Barigan Road area to the south.

Five private properties in the village have been acquired by WCPL since the SIA was completed. At the end of 2017, three private occupied houses remain in the village, in addition to one privately owned dwelling under construction (i.e. previously a vacant block). No further acquisitions have occurred on Mogo or Barigan Roads since the completion of the SIA. As such, there are currently around 19 privately owned properties in the Wollar area in 2017, including three in the village centre.

Of the 42 company-owned properties in the village:

- seven are occupied by the original owners;
- six are occupied by private tenants;
- twenty are occupied by workers associated with WCM; and
- nine are occupied by Minnamurra Pastoral Company.

Inclusive of houses which are privately owned or rented from Peabody, and houses in Mogo Road and Barigan Road, there are currently approximately 30 households in the Wollar area, plus in the order of 60 WCM workforce members living in some 22 houses in the village and surrounds, some of whom return to other home bases when they are off shift. As such, Peabody estimates the additional local population associated with WCM would be between 30 and 40 people at any one time.

Another eight houses are managed by Minnamurra Pastoral Company on its lease area (an amalgamation of seven former grazing properties) southeast of Wollar towards the Bylong Valley. These houses are occupied by Minnamurra employees and local community members, some of whom may also relate to the Wollar community.

The Wollar General Store currently operates in the village centre under the ownership and continued funding provisions of WCPL. The store is currently operated by a local family in company-owned accommodation¹².

The Wollar Public School continues to operate and is supported by four local families living in company-owned housing, while another four local families travel to access schools in Mudgee¹³.

¹² Since the initial preparation of the SIMP, a decision was made in 2020 to close the Wollar General Store at the end of December 2021 in consultation with the store's operator and WCPL's Community Consultation Committee (CCC) due to low patronage.

¹³ Subsequent to the completion of the SIA, the Wollar Public School entered recess in the end of 2018 (refer to Section 4.1.4).

Key social conditions and values noted in the SIA include:

- population decline in the village had resulted in declining local community networks and service levels;
- strong social values placed on the amenity of Wollar (its grounds, environment and heritage features), although the integrity of some physical structures was declining;
- open spaces and access to bush land were highly valued, however local amenity was otherwise poor due to isolation and limited social infrastructure;
- Wollar Public School was a highly valued local asset however its viability was under review by the NSW Department of Education;
- local RFS access and capacity issues were identified by Wollar stakeholders subsequent to the amalgamation of the Wollar Rural Fire Brigade with the Cooks Gap Rural Fire Brigade; and
- almost half of the dwellings of the 2011 Wollar State Suburb were unoccupied, with no rentals or sales listed either for the Village of Wollar or Ulan.

Mid-Western Regional LGA

Key social conditions and values identified by the SIA for the Mid-Western Regional LGA include:

- key regional values connected to history and heritage and achieving a balance between the natural environment and economic drivers;
- the region offers a good level of amenity and access to services particularly in Mudgee;
- higher unemployment rates across the LGA (reviewed to September quarter 2014) compared with NSW average;
- some social infrastructure capacity issues identified in relation to GP waiting times, high school enrolments in Mudgee and access to training at TAFE Western Mudgee College;
- there is a good range of hotels and motels in the region, and steady growth of residential vacancies in the Wollar/ Mudgee and Gulgong postcode areas, with respective vacancy rates of 5.9% and 5.7% at September 2014; and
- slow increases in housing rental costs in the Mudgee area, while rental costs declined in Gulgong.

Adaptive Review of Social Indicators

As more than three years have passed since the SIA was conducted, and in line with adaptive management principles, a review of current social conditions was undertaken for this SIMP.

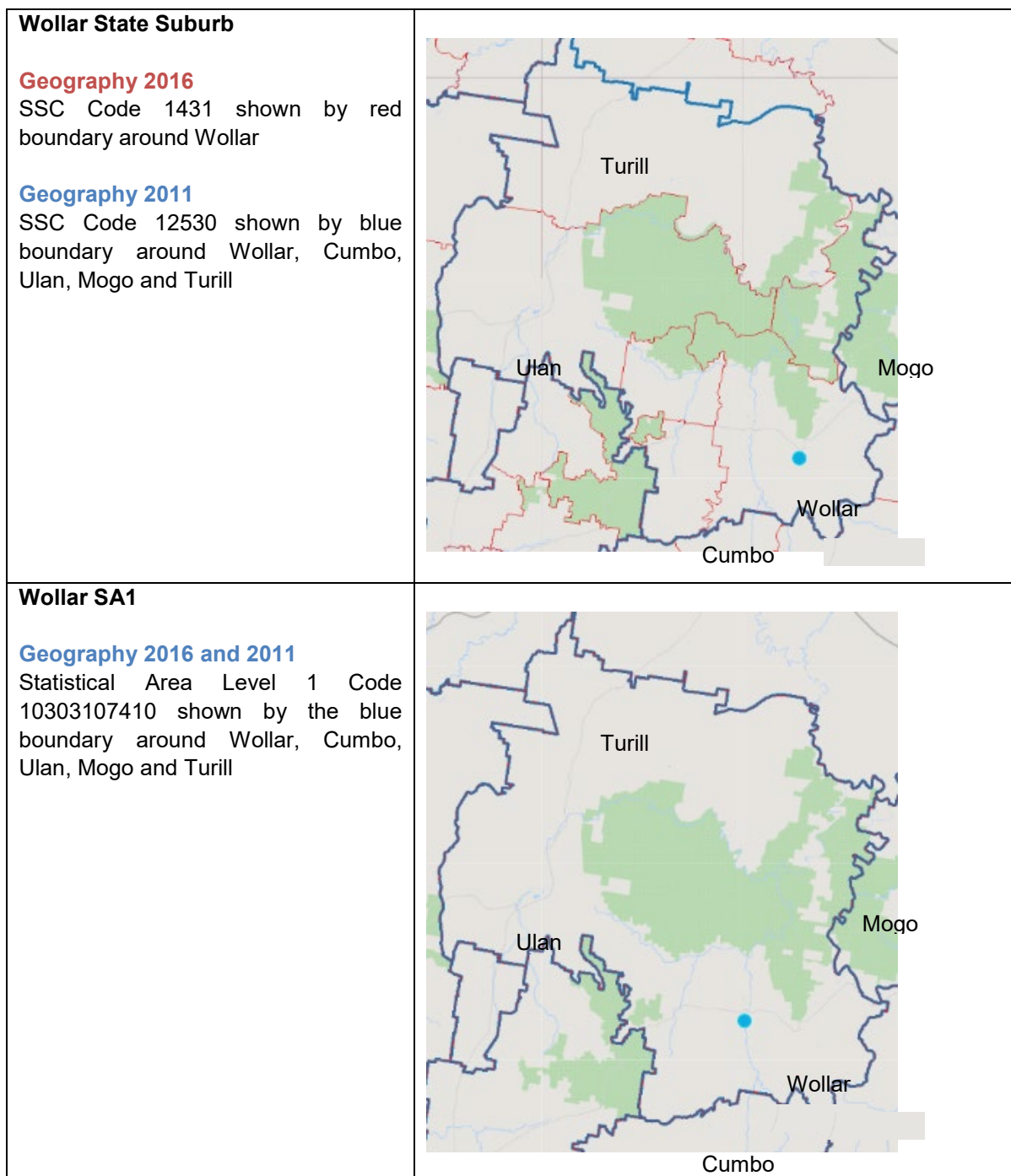
Census data were analysed to identify changes in local social indicators during 2011-2016. A summary of social baseline characteristics including demographics, employment, community infrastructure capacity and social values for the local study area is presented in **Table A-4**.

As shown in **Figure A-1**, the 2011 statistical geography of Wollar State Suburb (Code SSC14351) takes in the villages of Wollar and Ulan and was used in the 2015 SIA to analyse the demographic and socio-economic characteristics of the local study area.

Between the 2011 and 2016 Census periods, the State Suburb geography for Wollar contracted by 785.2 km². While the smaller area of the 2016 Wollar State Suburb is more representative of the Village of Wollar (to the exclusion of Ulan, Combo, Mogo, and Turill), this change in the statistical geography prevents comparison at SSC level (see **Figure A-1**).

Preparation of this SIMP has therefore used the 2016 SSC to discuss local population and housing characteristics in the Village of Wollar, while data for the SA1 geography has been used to analyse changes in the broader Wollar community's social characteristics between 2011 and 2016.

Figure A1
Wollar Statistical Geographies, 2011 and 2016



Source: ABS Australian Statistical Geography Boundaries mapping

Table A4 provides a summary of updated social baseline characteristics for the local and regional study area. Key findings are summarised below.

At the 2016 Census, Wollar SSC:

- had a population of 69 people with a median age of 41 years, 60% of which were male;
- comprised 34 private dwellings, including 17 occupied private dwellings (a 50% occupancy rate);
- had a higher representation of Indigenous residents compared to the LGA and NSW average, although data may be skewed due to the small SSC sample; and
- had a highly mobile population, with roughly half of the population (50.9%) maintaining the same address as a year ago, and less than half (45.5%) with the same address 5 years ago, which could be partially attributed to population turnover resulting from WCM's property acquisitions. By contrast, 92.6% of the Mid-Western Regional LGA population had the same address and 59.6% had the same address 5 years ago.

Between 2011 and 2016 for the larger area of Wollar SA1 (incorporating the Ulan, Mogo, Cumbo and Turill localities), compared to the LGA average:

- home ownership declined by 23%, while rental tenure increased by 30%, to represent 55% of local tenure arrangements, which partially reflects property acquisitions by resource companies in the area. By contrast rates of home ownership declined by 3% across the LGA, and by 1% across the State;
- the total number of private dwellings declined by 56 dwellings;
- median personal income increased from \$369 to \$441 per week (a difference of \$72), but remained below the LGA average in 2016 (\$547);
- median rents increased by \$40 to \$140/week, but remained low compared to the LGA (with an average of \$270/week in 2016); and
- males representing 56.4% of people in the Wollar SA1.

Table A4
2011-16 Change in Key Social Indicators

	Wollar SSC	Wollar SA1			Mid-Western Regional LGA			NSW		
	2016	2011	2016	Change 2011-16	2011	2016	Change 2011-16	2011	2016	Change 2011-16
Social Indicator	No.	No.	No.	+/-		No.	+/-		No.	+/-
Population	69	260	225	-35	22,318	24,076	1,758	6,917,658	7,480,228	562,570
Median Age (years)	41	47	47	0	41	42	1	38	38	0
Male (%)	59.7	54	56.4	2.4	51	50.3	0	49	49.3	0
Female (%)	40.3	46	43.6	-2.4	49	49.7	0	51	50.7	0
Indigenous (%)	7.2	5.4	6.7	1.3	4	5.4	2	3	2.9	0.4
Average household size	1.4	2.1	2.2	0.1	2	2.4	0	3	2.6	0
Median total personal income (\$/weekly)	350	369	441	72	449	547	98	561	664	103
Occupied private dwellings	17	92	65	-27	8,362	8768	406	26,897	2,604,320	133,021
Occupied private dwellings (%)	50	53	55	2	1	84.1	3	86	90.1	-0.2
Total private dwellings	34	175	119	-56	10,275	10426	151	31,328	2,889,061	152,424
Owned outright (%)	18	51	28	-23	41	38	-3	33	32.2	-1
Rented (%)	65	25	55	30	27	27.4	1	30	31.8	1.7
Same address last year (%)	50.9	NA	72.8	NA	NA	92.6	NA		93.8	NA
Same address 5 years ago (%)	45.5	NA	51.3	NA	NA	59.6	NA		62	NA
Median rent (\$/weekly)	65	100	140	40	200	270	70	300	380	80
Labour force participation	41.8	44.4	42.4	-2	56	54.1	-2	60	59	-1
Unemployed (%)	13	10.1	6.2	-3.9	6	6.5	1	6	5.9	0.4

Source: ABS (2016) Census of Population and Housing – Community Profiles

Tables A5 and A6 provide a summary of housing costs in the study area, based on a review of housing advertised for rent or sale and rental vacancy rates as calculated by SQM Research. There were no publicly listed rentals or house sales¹⁴ in the Wollar or Ulan areas at November 2017, although one mixed farming property was for sale in Ulan.

There were approximately 40 rentals listed in Mudgee and 7 in Gulgong¹⁵ Rental availability in the Mudgee/Wollar postcode area (shown in **Table A5**) has declined from a peak vacancy rate of around 8% in July 2016, to a rate of 1.7% in July 2017 remaining steady at 2.0% in January 2018. Comparatively, rental vacancies for Gulgong, Muswellbrook and Singleton postcode area have also dropped since July 2016, to rates at or below 2.6% by January 2018.

Table A5
Change in Rental Housing Vacancy and Dwelling Numbers, January 2015- 2018

Town	Jan-18	Jul-17	Jan-17	Jul-16	Jan-16	Jul-15	Jan-15	Sep-14
Wollar / Mudgee (2850)	2.0% (47)	1.7% (32)	5.0% (88)	8.0% (146)	4.0% (64)	6.0% (118)	7.5% (142)	5.9%
Gulgong (2852)	2.6% (11)	3.3% (12)	4.2% (15)	6.0% (22)	5.5% (19)	10.0% (36)	9.4% (33)	5.7%
Muswellbrook (2333)	0.9% (28)	2.0% (38)	3.2% (58)	4.2% (94)	4.2% (94)	4.9% (100)	9.0% (205)	9.2%
Singleton (2330)	1.0% (28)	1.5% (25)	2.0% (46)	2.8% (64)	3.8% (80)	4.0% (101)	5.8% (140)	6.3%

Source: SQM Research Weekly Rents and Vacancy Rates by Postcode to January 2018. Viewed 24 November 2017 (updated 3 April 2018)

In November 2017, there were approximately 40 houses listed for sale in Gulgong, and 135 in Mudgee¹⁶. House and unit purchase prices in the Mudgee postcode remain higher than the centres of Muswellbrook and Singleton, suggesting the local market is subject to high demand and possibly housing value increases.

Table A6
Change in House Prices

Town	Stock (Nov)	Median house sale price	3-year change	12-month change	Median unit sale price	3-year change	12-month change
Wollar / Mudgee (2850)	351	\$425,000	7.4%	7.2%	\$269,000	-2.3%	-7.5%
Gulgong (2852)	87	\$290,400	- 16.6%	-5.3%	\$239,300	-3.3%	0.4%
Muswellbrook (2333)	320	\$320,000	8.4%	4.0	\$218,500	14.8%	9.2%
Singleton (2330)	378	\$420,000	-10.0%	-1.6%	\$314,700	13.4%	6.3%

Source: SQM Research Total Property Listings and Asking Property Prices by Postcode, for week ending 21 November 2017. Viewed 24 November 2017

¹⁴ Real estate.com.au, viewed at 24 November 2017

¹⁵ Real estate.com.au, viewed at 24 November 2017

¹⁶ Real estate.com.au, viewed at 24 November 2017

This analysis of change in social indicators since the SIA was undertaken highlights that:

- the number of private dwellings in the Wollar SA1 declined by 56 during 2011-2016, largely as a result of property purchases for the Project and the other resource companies;
- as a result, the population declined by 35 people, and the number of occupied private dwellings (households) declined by 27, however approximately 65 households lived in the Wollar SA1 in 2016;
- in the context of Wollar's declining population, socio-economic disadvantage, and particular vulnerabilities associated with isolation, community wellbeing remains a concern; and
- changes to the local and regional housing market suggests there may be some strain on the Mudgee housing market and vulnerability to inflation from cumulative demand, however with WCM's demand likely to be in the order of an additional 18 houses by 2024, the Project's contribution to levels of demand will remain low.

Stakeholder inputs on changes to social conditions

Local stakeholders' input regarding observed changes to local and regional social conditions since the SIA was undertaken included the following:

- general appreciation regarding the improved appearance of Wollar General Store and for the store operator's cows, sheep and property maintenance adding to the character of Wollar's main street;
- community perceived dilapidation of vacant mine-owned housing and poor upkeep of rented properties in the village, which was seen as negatively impacting on local character, and attracting looting and criminal behaviour;
- increased vehicle traffic, particularly from detour traffic during the Ulan-Wollar Rd closure, accompanied by the declining condition and unsafe roadside conditions on Wollar Road (through Munghorn Gap);
- further loss of long-term private property owners and the Wollar neighbour network and increased number of rental tenancies by WCM workforce, which is viewed by long-term residents as adversely impacting on familiarity within the village and neighbourly supports. The increased presence of locals in high vis clothing was also viewed as detracting from the sense of community;
- ongoing issues with feral animal and weed control across mine-owned and privately-owned properties in and around Wollar, as with the region more broadly. Feral animal management was most commonly raised in relation to wild dogs. Some people also noted the need for a stronger focus on managing the impacts of migrating kangaroos in the region;
- the Wollar Hall was described as a local and regional community asset, and the Wollar Public School; and
- Mudgee's housing market continues to fluctuate, however Council noted opportunities for further land development and/or private stock release for rent and purchase around Mudgee should demand continue to increase.

A.3.3 Summary of SIA Findings

The WCM was approved and constructed during 2006, and operated in accordance with the Project approval, including approved modifications, until it was superseded by WCM's Project Development Consent SSD-6764.

As described in the original SIMP, the Village of Wollar's population had declined from the 1960s, however the village and the surrounding area supported an active and self-sufficient community throughout the 1970s and 1980s. Further population decline was experienced during the early 1990s in line with a drift from rural areas to regional centres, and as people who had bought small lot farming properties during the 1980s left the area.

Property acquisitions for WCM were an additional key driver for social change in and around Wollar, accelerating population decline and disrupting social networks while also providing options for some people to relocate. WCM's impacts on amenity were a second, linked driver, with loss of private ownership leading to loss of social character, and residents feeling less enjoyment of their properties and the village. To the northwest, property acquisitions by the Ulan Mine Complex and Moolarben Coal Complex contributed to population decline in the Ulan area, which also affected businesses and community events in the Village of Wollar. To the southeast, property acquisitions for the Bylong Coal Project have also contributed to population turnover in the Mid-Western Regional LGA's north east.

The Project will bring WCM closer to the village, with increased potential for impacts on amenity, resulting in further property acquisitions being undertaken for the Project, including five since the SIA was completed. As such, the Project's social impacts in the Wollar area are incremental and cumulative with those of the previously approved WCM, as well as with the impacts of other mining operations.

The SIA identified the following social impacts and benefits as likely to occur as a result of the Project. An evaluation of their significance in the local and regional context was provided in the SIA (see Appendix C). An updated summary of impacts, benefits and their significance is provided in Section A.3.5 to:

- reflect the NSW Social Impact Assessment Guideline's social matters and significance evaluation criteria;
- consider changes in the social baseline since the SIA was completed; and
- respond to adaptive management objectives.

Quality of Life/Wellbeing and Sense of Place (SIA Guideline Matter: Community; also Health and Wellbeing; also Fears and Aspirations)

The Project will extend the life of the WCM and, therefore, any associated impacts on amenity and quality of life in Wollar.

The existing isolation and declining population of the Village of Wollar may be accelerated by the Project if the closer proximity of the mine to the village results in additional Wollar community residents moving away.

Village of Wollar residents and ex-residents have a relationship with the village's history, built features, and community. General deterioration of the village and declining community resources to contribute towards its upkeep are affecting social character.

Regionally, employment at the WCM contributes to individual and household well-being for employees and their families, and to the region's economy.

The Project represents a potential positive change to the region's quality of life and community wellbeing through additional employment and support for indirect employment. It also provides an opportunity for Village of Wollar residents who may wish to sell their properties.

Impacts on sense of place are not likely at a regional level, except in relation to residents in the region who feel connected to the village of Wollar (e.g. former Wollar residents).

Employment (SIA Guideline Matter: Way of Life)

As described in the SIA (Appendix C) the operational workforce (at full development) is expected to be in the order of approximately 625 on-site personnel. Construction and development activities required less than the approximate 100 personnel in the first 12 months, however up to 40 construction jobs are anticipated to be available in 2018-2019.

This employment will help maintain a stable economic base in the region (i.e. Mid-Western Regional LGA).

Population Change (SIA Guideline Matters: Community and Personal and Property Rights)

Regional population growth associated with the Project incremental employment was assessed as minor and will have no discernible effects on demographic characteristics such as age or cultural diversity at a regional level. The Project does however support the ongoing employment of WCM employees and consequent positive impacts in terms of their social and economic contributions to other regions.

The isolation and limited number of habitable vacant dwellings in the Village of Wollar provides limited opportunity for significant increases in local population.

Housing Availability (SIA Guideline Matter: Way of Life)

Non-local construction workers may require temporary accommodation in the region during their shifts. Up to 50 beds (in temporary accommodation or shared rental housing) were anticipated to be required in peak periods. New employees who move to the region will require housing, in the approximate range of 10 dwellings by 2018 and a total of 18 dwellings by 2024.

There is a good range of hotels and motels in the region, and currently a good supply of rental accommodation. Project construction is not expected to materially affect rental housing availability or affordability.

The Project is unlikely to have a significant adverse effect on temporary accommodation capacity, rather the increase in business is likely to be welcomed by accommodation providers. In the context of the number of dwellings currently available for rent or purchase in the region and approved residential developments yet to be constructed, housing stock will have the capacity to meet incremental Project housing requirements and negative effects on access to housing for existing residents are not anticipated.

Businesses (SIA Guideline Matter: Way of Life)

The construction and operation of the WCM (incorporating the Project) contributes to indirect employment opportunities and to continued job security within businesses in the region and broader region, through contractual arrangements with suppliers and indirect flow-on effects.

Further information is available in the Project's Economics Assessment (EIS Appendix M).

Social Infrastructure (SIA Guideline Matter: Access to and use of infrastructure, services and facilities)

Construction-generated demand on social infrastructure (e.g. health care services, emergency services, childcare, education centres, etc.) was not expected to be discernible in the regional context.

While the WCM represents a potential positive stimulus to the education and training sector, demand for social infrastructure from additional operational employment associated with the Project was expected to be generally low and also indiscernible in the regional context.

The operation of the WCM was assessed as unlikely to generate demand for the Wollar Public School however the Project represents a potential opportunity to maintain or increase local RFS capacity with additional employee membership¹⁷.

Social Sustainability (SIA Guideline Matter: Community)

The Project will support economic stability and community confidence in the region for a further seven years beyond the life of the previously approved WCM. This includes Peabody's agricultural properties contributing to the maintenance of rural uses and agricultural productivity in the region.

Within the Village of Wollar, the general store was operating below viable thresholds, and the Wollar Primary School's future was under review.

Further Peabody property purchases have the potential to accelerate the existing decline of an already small population living in the Village of Wollar. This will further reduce the community's ability to sustain social resources (e.g. neighbourly support, the local park and Community Hall) and further challenge the viability of the Wollar community.

Amenity (SIA Guideline Matter: Surroundings)

Although the WCM operates in accordance with its various approvals, licences and leases, some local residents report that they experience impacts on amenity (noise, air quality and/or blasting effects), anxiety and sleep disturbance due to the Wilpinjong Coal Mine.

The WCM does not have any regional scale amenity impacts.

A.3.4 Cumulative Impacts

The SIA considered the potential for cumulative impacts from WCM (incorporating the Project) and other approved or recently commenced resource projects within the Mid-Western Regional LGA.

¹⁷ Subsequent to the completion of the SIA, the Wollar Public School entered recess in the end of 2018 (refer to Section 4.1.4).

Table A7 presents updated information on the cumulative project set identified by the SIA, so that the SIMP is adaptive and responsive to changed circumstances.

There were no changes to other projects which would change the SIA’s cumulative assessment’s key findings, which include:

- it is unlikely that all of the approved or recently commenced projects would be in a construction phase simultaneously;
- cumulative demands for construction labour would have minimal impact on the availability of labour for other industries in the region;
- large numbers of construction workers can impact the local values of regional centres by ‘crowding-out’ locals. Mid-Western Regional LGA communities have recent experience managing increases in the temporary population (and associated demand on local services such as hotels and temporary accommodation) from a period of high mining activity in 2012-2013; and
- opportunities for local and regional businesses would exist during any period of increased demand for goods and services due to the cumulative impacts of multiple resource projects, which is expected to be welcomed.

However, additional analysis of the life cycles of each project indicated potential for some overlap in the timeframes of workforce ramp-down, decommissioning and closure across three operations that are currently predicted for closure between 2031 (Ulan Mine Complex) and 2038 (Moolarben Coal Complex), as discussed in Section A3.5.

**Table A7
Cumulative Project Set**

Project and (Status)	Approximate location	Scale	Workforce estimates	Life of Project / Approval
Wilpinjong Extension Project (Approved with conditions)	1-2 km west of Wollar	Production of 13 Mtpa product coal (of a mined total of 16 Mtpa ROM)	100 construction personnel during 2017, 40 during 2018.	Operational employment will decline from 2025, and is expected to cease in 2033/2034.
			Average of 40 additional operational staff 2018-2023, up to 73 additional staff in 2024.	
Moolarben Coal Complex – Stage 2 (Approved with conditions)	5 km west of the Project	13 Mtpa product coal from MCP (of a mined total of 17 Mtpa ROM)	Estimated 200 construction workers commencing in 2015. Additional 122 staff (for a total of 439 staff at peak production for Stage 1 and 2).	Mining operations are currently approved until 31 December 2038.
Ulan Mine Complex and Ulan West Mine Expansion Project (Approved with conditions)	7 km west of the Project	20 Mtpa over 21 year mine plan	Approximately 931 employees including contractors for operations.	Operations approved to 30 August 2031.
Bylong Coal Project (Not yet determined)	15 km southeast of the Project	6 Mtpa	Estimated 650 construction personnel. Estimated peak of 470 operational personnel in Year 9.	25 years, until approximately 2043 – if approved in 2018.

**Table A7 (Continued)
Cumulative Project Set**

Project and (Status)	Approximate location	Scale	Workforce estimates	Life of Project / Approval
Bowdens Silver Project (Not yet determined (Acquired by SVL in 2016, status of Project uncertain)	20 km south of the Project.	18 month construction	Estimated 300 construction workers. 200 during operations.	Unclear

Source: Various company and DPIE webpages

A.3.5 Summary of impacts and significance

The Project's SIA provided a comprehensive assessment of the Project's social impacts and opportunities. **Tables A9, A10 and A11** present an updated summary of impacts, benefits and significance for the Construction, Operations and Closure phases respectively, having regard to:

- the review of recent social indicators (see Section A.3.2);
- the NSW SIA Guideline's social matters (see Section 2.3);
- the SIA Guideline's significance evaluation criteria (see **Table A8**);
- the status of the Project's implementation during 2017; and
- considerations for decommissioning and closure (see Section 3.3).

Any reference herein starting with an 'A' is a reference to material provided in the appendices. References which do not start with an 'A' refer to material in the SIMP.

**Table A8
NSW SIA Guideline Significance Assessment Criteria**

			Consequence Level				
			1	2	3	4	5
			Minimal	Minor	Moderate	Major	Catastrophic
Likelihood	A	Almost certain	A1	A2	A3	A4	A5
	B	Likely	B1	B2	B3	B4	B5
	C	Possible	C1	C2	C3	C4	C5
	D	Unlikely	D1	D2	D3	D4	D5
	E	Rare	E1	E2	E3	E4	E5
Social Risk Rating							
	Low		Moderate		High		Extreme

Source: DPIE SIA Guideline

**Table A9
Wilpinjong Extension Project – Updated Summary of Significance (Construction)**

Matters	Impact/Benefit	Stakeholders	WCPL commitment	Risk/benefit	Mitigation	Residual risk /enhancement
Construction						
Way of life	Employment availability: The Project's construction phase has enabled short term contract employment opportunities for development works, road construction and powerline construction.	Construction contractors	WCPL's arrangements with MWRC and onsite contract employment measures will support the availability of employment for local people.	A1 (+)	Section 4.2.1: Local employment and workforce development Section 4.2.2: Local business participation	A2 (+)
Way of Life	Housing and workforce accommodation: Non-local construction workers may require temporary accommodation in the LGA, with a maximum potential demand for 40 beds. The increase in business is likely to be welcomed by accommodation providers. Rental housing availability in the LGA has contracted during the last twelve months however the Project's workforce is not expected to affect rental housing availability or affordability during construction.	Transgrid MWRC Third party construction contractors	WCPL will maintain local supply arrangements and promote opportunities for local contractors to tender for supply chain spend. WCPL is working with MWRC and Transgrid on respective road and powerline construction scopes, largely employing residential contractors with a small number of Transgrid contractors accommodated in Mudgee.	C2 (-)	Section 4.2.1: Local employment and workforce development	C1 (-)
Way of Life	Demand for health care: The construction phase may generate small temporary demands for Mudgee GP services and Mudgee Hospital services. but the Project's demand for services is not likely to be discernible in the regional context.	Mudgee Medical Facility NSW Health	WCPL has an agreement with Mudgee Medical Facility for early medical review and treatment of any work-related cases. This partnership will also indirectly reduce workforce demands for hospital services.	C2 (-)	Section 4.2.3: Workforce Management	C1 (-)

**Table A10
Wilpinjong Extension Project – Updated Summary of Significance (Operations)**

Matters	Impact/Benefit	Stakeholders	WCPL commitment	Risk/benefit	Mitigation	Residual risk /enhancement
Operations						
Community Fears and aspirations	Population decline: WCM has made a contribution to population decline and decreased community cohesion in the Wollar area due to property acquisitions. Additional private property acquisition by WCPL could result in a minor further decline of the local population. Along with the loss of services and community vitality, residents fear for the village's sustainability.	Wollar Residents	Support for retention of services for remaining residents and land and asset management measures. Accommodation of WCPL employees in Wollar. Facilitate rental tenancy of local mine-owned dwellings where it is safe to do so.	A4 (-)	Section 4.1.3: Maintain Amenity and Character. Section 4.1.4: Local service retention . Section 4.3: Community and stakeholder and engagement mechanisms.	A3 (-)
Way of life Surroundings	Amenity: WCM including the Project will continue to cause impacts (acoustic, air quality and traffic) on the amenity and social character of the Village of Wollar.	Wollar Residents	Acquisition upon request and mitigation on request within the Village of Wollar. Ongoing engagement with Wollar residents. Land and asset management in accordance with the VPA. Maintenance of the WCM complaints management protocol.	A4 (-)	Section 4.1.1 Mitigation on request. Section 4.1.2 Property inspections and Dilapidation Surveys. Section 4.1.3: Maintain Amenity and character. Section 4.1.4: Local service retention. Section 4.1.5: Health Services	A3 (-)
Community	Community composition: Project employment contributes to workforce participation rates and stability of the Mid-Western Regional LGA population. Population growth associated with the Project will be minor and incremental, and will have no discernible effects on demographic characteristics at a regional level.	Mid-Western Regional LGA	WCPL is committed to local employment, local supply and community investment which supports community cohesion.	A2 (+)	Section 4.2.1: Local employment and workforce development Section 4.2.2: Local business participation	A3 (+)

Table A10 (Continued)
Wilpinjong Extension Project – Updated Summary of Significance (Operations)

Matters	Impact/Benefit	Stakeholders	WCPL commitment	Risk/benefit	Mitigation	Residual risk /enhancement
Community	Cohesion and social character: The loss of former Wollar residents due to WCPL's property acquisitions (and those of other local mining operations) has decreased the vitality of social networks. Decreasing private ownership of homes has led to a change in the Village's social character through declines in the presentation of properties and decreased human resources for maintenance of community assets.	Wollar residents	WCM will continue its community investment program (sponsorships, grants, donations and partnerships) and accept applications from local and regional community groups proposing initiatives to support community cohesion and support the Village of Wollar's' social character.	A4 (-)	Section 4.1 Village of Wollar Section 4.4 Community Investment and Partnership	A3 (-)
Way of life	Employment: The Project was expected to create an additional 75 jobs between 2018 and 2022, and was projected to sustain 518 jobs WCM offers until at 2024, declining to 360 jobs in 2032, and 149 jobs in 2033. At 2018, the operational workforce comprises an FTE total of 626 personnel. The increased availability and longevity of employment at the WCM will be welcomed by employees and regional residents.	Mid-Western Regional LGA	WCPL is committed to local employment and local supply.	A3 (+)	Section 4.2.1: Local employment and workforce development Section 4.2.2: Local business participation	A4 (+)
Access to services and infrastructure	Demand for social infrastructure: The decline in the population of the Village of Wollar to which the Project has contributed has led to a decrease in the availability of local services. The Project has contributed to local RFS capacity with additional employee membership. The Project's operations phase is unlikely to generate demand for Wollar Public School. The small population increases attributable to the Project will result in negligible increases in demand for childcare, hospital services, education, training and emergency services in the LGA. The Project's community investments and VPA with MWRC contribute to sustaining local projects which support health, education and community development.	Cooks Gap RFS Mudgee TAFE	WCPL agreement with Mudgee Medical Facility. WCPL encourages employees to be involved with their local RFS, and are made available to respond to local incidents as needed with Cooks Gap RFS.	A3 (-)	Section 4.2.3: Workforce Management Section 4.3.2: Strengthen stakeholder relationships Section 4.4.3 Support for Wollar's Sustainability	A2 (-)

Table A10 (Continued)
Wilpinjong Extension Project – Updated Summary of Significance (Operations)

Matters	Impact/Benefit	Stakeholders	WCPL commitment	Risk/benefit	Mitigation	Residual risk /enhancement
Way of Life	<p>Housing and workforce accommodation: New local employees will require housing, in the approximate range of ten dwellings by 2018 and 18 dwellings by 2024.</p> <p>In the context of the number of dwellings currently available for rent or purchase in the Mid-Western Regional LGA and approved residential developments yet to be constructed, housing stock will have capacity to meet incremental Project housing requirements without negative effects on existing residents.</p>	Mid-Western Regional LGA	WCPL will target the majority of new operational personnel coming from within the LGA, or a safe commuting distance, to reduce non-local workforce numbers.	C2 (-)	<p>Section 4.2.1: Local employment and workforce development</p> <p>Section 4.2.2: Local business participation</p> <p>Section 4.2.3: Workforce Management</p>	C1 (-)

**Table A11
Wilpinjong Extension Project – Summary of Significance (Closure)**

Matters	Impact/Benefit	Stakeholders	WCPL commitment	Risk/benefit	Mitigation	Residual risk /enhancement
Closure						
Way of life	<p>Employment and supply opportunities: The predicted loss of re-employment and contracting arrangements as a result of WCM's operational ramp down (from 2025) and closure (around 2033) will represent a substantial change to employment availability in the Mid-Western Regional LGA.</p> <p>Of note, two other existing local coal mines may close in a similar timeframe to WCM, with potential for cumulative impacts on employment availability and supply opportunities. Some families may need to relocate, with potential for an outflow of population.</p> <p>The cessation of WCM's operations will also contribute to a decline in supply and contract opportunities for businesses servicing the Project or benefitting from employee expenditure.</p>	<p>WCM employees WCM suppliers MWRC Businesses dependent on personnel expenditure</p>	<p>WCPL will provide early advice to MWRC, employees and suppliers, to enable them to plan for future employment and/or business diversification.</p> <p>WCPL will liaise with the companies managing Ulan Mine Complex and Moolarben Coal Complex to identify potential cumulative impacts on employment and supply arrangements, and liaise with MWRC to identify any joint actions to address cumulative impacts.</p>	A3 (-)	<p>Section 4.3: Community and Stakeholder Engagement Section 4.4.2: Support for Community Projects Section 4.5 Mine Closure and Decommissioning</p>	A2 (-)
Community and Surroundings	<p>Amenity: Closure of WCM will result in the cessation of company-supported access to the Wollar Store public ablution facilities, and will see a withdrawal of WCPL's management measures for vacant land and community assets in Wollar.</p>	<p>Wollar community MWRC</p>	<p>WCPL will provide early advice to ensure Wollar residents are aware of the impending mine closure, changes to WCPL's management measures, and the need to seek alternative arrangements for maintaining postal services, land and asset maintenance.</p>	A3 (-)	<p>Section 4.5: Mine Closure and Decommissioning</p>	A2 (-)
	<p>Amenity and social character: The closure of WCM will be welcomed by some existing and former Wollar residents, and may be viewed as an opportunity for progressive regeneration of the area.</p>	<p>Wollar community MWRC</p>	<p>WCPL will consult with MWRC and interested local stakeholders during the closure planning process to enable consideration of local aspirations for the Wollar area in closure planning.</p>	A2 (+)	<p>Section 4.5: Mine Closure and Decommissioning</p>	A3 (+)

Appendix B SIA and SIMP consultation inputs

Consultation undertaken for the SIA is summarised in **Table B1**.

Table B1
Summary of Consultation undertaken for the SIA

Stakeholder	SIA Consultation
Directly affected and adjacent properties	<ul style="list-style-type: none"> • Interviews with Village of Wollar residents, ex-residents and local stakeholders. • Community survey.
Local residents and communities	<ul style="list-style-type: none"> • Open community consultation session in Wollar. • Community survey. • WCPL employee survey.
Social infrastructure and service providers	<ul style="list-style-type: none"> • Meeting with MWRC. • Meetings/interviews with: <ul style="list-style-type: none"> – NSW Department of Education, Wollar Public School and Ulan Public School; – Mudgee Medical Facility; – Cooks Gap RFS, NSW Ambulance Service – Central West Zone; and – NSW Police – Mudgee Local Area Command.
Workforce stakeholders	<ul style="list-style-type: none"> • Consultation with MWRC representatives on employment and workforce capacity issues. • WCPL employee survey.
Regional stakeholders	<ul style="list-style-type: none"> • Interviews with Village of Wollar residents, ex-residents and local stakeholders. • Community survey.

Issues raised in consultation on the Draft SIMP framework were similar to those raised in submissions on the Draft SIMP. **Table B2** identifies issues raised in relation the Draft SIMP Framework during consultation in January and February 2018, which informed development of the Draft SIMP.

Table B2
Summary of Key Stakeholder Inputs on the Draft SIMP Framework

Stakeholder	Summary of Inputs
Wollar Progress Association	<ul style="list-style-type: none"> • WPA members noted their long term and generational connections to the Wollar area. • WPA stated that community participation in the Draft SIMP Framework consultation session was a challenge due to its timing on a weekday and during the last week of school holidays. This was acknowledged (noting that the opportunity for community review of the full draft SIMP was pending), and follow-up interviews were offered and undertaken. • Clear information should be provided at the former St Luke's Anglican Church site regarding continued community access to visit family grave sites (addressed in SIMP at Section 4.1.3). • Provide community access to Council mowing equipment, stored in the village (available from a secure, WCPL-owned shed). • Develop and implement a comprehensive, annual cross-tenure weed and feral animal control plan (addressed as part of Environmental Management Plans). • At mine closure and decommissioning, all property in the Village of Wollar and district should be sold back to private owners (discussed in Section 4.5 of the SIMP).

Table B2 (Continued)
Summary of Key Stakeholder Inputs on the Draft SIMP Framework

Stakeholder	Summary of Inputs
Village of Wollar residents	<p>Suggestions for the SIMP included:</p> <ul style="list-style-type: none"> • Informal social events to improve cohesion and interaction of mine workers living locally with long-term private residents, however some participants felt events would not achieve desired levels of participation (addressed in Section 4.4.3). • 24-hour access to Wollar General Store public toilet facilities was highlighted as not yet available – the Store operator noted that additional security measures are required at the Store before after-hours access can be safely provided (addressed Section 4.1.4). • Driver behaviour, road safety and the need for improvements in road conditions, with specific reference to Wollar Road (through Munghorn Gap) and Ulan-Wollar Rd (addressed in Sections 4.1.3 and 4.2.3). • A suggestion was made for greater WCPL oversight of how MWRC allocates VPA funds for local roads and community infrastructure (not addressed as VPA funding is managed by Council in accordance with its priorities). • WCPL engage Ulan Mine Complex and Moolarben Coal Complex operators regarding WCPL's workforce plain clothes policy to facilitate a consistent approach across all mine workforces and minimise appearance of high vis uniforms in the village (addressed in Section 4.2.3). • Include mitigation or compensation measures for residential amenity impacts and economic disadvantage experienced by local residents outside the 3km Project buffer, referring to Mogo Rd, Barrigan Rd, and Ringwood Rd (not addressed – WCPL undertakes Mitigation on Request in accordance with Development Consent SSD-6764). • Support initiation of a health monitoring program for local residents and/or facilitate financial support to re-instate the visiting health service (addressed in Section 4.1.5). • Investment in public exercise equipment in the village to promote active, healthy lifestyles, and access to shaded or air-conditioned areas for community use (addressed in Section 4.4.3). • In relation to mine closure and decommissioning to be considered in closure planning as outline in Section 4.5 inputs included: <ul style="list-style-type: none"> – caution that rehabilitation of mined areas to native vegetation will attract kangaroos with implications for neighbouring landholders and land management; – interest regarding property buy-back arrangements at closure, with expressed interest in hobby farms, business development and housing development; and – noting that the WCM operations may continue beyond 2033, taking into account WCPL's current application to extend the mine exploration activities to the east.
Wiradjuri Nation representatives	<ul style="list-style-type: none"> • The SIMP needs to reflect the contemporary values and aspirations of the area's traditional custodians, Wiradjuri Nation (see Section 4.3.2). • Local and nearby land claims are awaiting determination, and future opportunities to develop the country in ways that will support the local Aboriginal community (e.g. housing and business development) may be adversely impacted if the village population declines further and the local store and school close (see Section 4.1.4).
Mid-Western Regional Council	<ul style="list-style-type: none"> • Mudgee's housing market continues to fluctuate. Opportunity exists for further land development and/or private stock release for rent and purchase around Mudgee in response to increased demand (no action required). • Council has a positive working relationship with WCM representatives (no action required). • Council plans to re-seal Barrigan Street in 2018, as per MWRC Asset Management Strategy 2017-2021 and upgrade Wollar Road (through Munghorn Gap) consistent with Regional Grants (no action required). • Council has an ongoing annual funding program for all small villages in the LGA with additional funds available for communities for specific purposes on request.

Appendix C Wilpinjong Extension Project SIA

The Wilpinjong Extension Project SIA is available from the Wilpinjong webpage and also the NSW Major Projects webpage as follows:

<https://peassetstorage.blob.core.windows.net/assets/files/operations/australia/wilpinjong/wep%20eis/appendix%20n%20-%20social%20impact%20assessment.pdf>

https://majorprojects.accelo.com/public/cde99a8d43ee693ce46ace411f6b2326/16.%20Wilpinjong%20EIS_%20Appendix%20N_%20Social%20Impact%20Assessment.pdf

Electronic or hard copies may also be requested from WCPL.

Appendix D Government Consultation



Planning,
Industry &
Environment

Mr Ian Flood
Manager Project Development and Approvals
Wilpinjong Coal Pty Ltd
1434 Ulan-Wollar Road
Wilpinjong New South Wales 2850

09/09/2021

Dear Mr Flood

Wilpinjong Coal 2 - (SSD-6764) Social Impact Management Plan

I refer to the revised Social Impact Management Plan which was submitted in accordance with Condition 68 of Schedule 2 of the condition of consent for the project name (SSD-6764-PA35).

The Department has carefully reviewed the document and is satisfied that it generally addresses the requirements of the condition.

Accordingly, the Secretary has approved the revised Social Impact Management Plan (Revision 2, dated August 2021). Please ensure that the approved plan is placed on the project website at the earliest convenience.

If you wish to discuss the matter further, please contact Charissa Pillay on 02 99955944.

Yours sincerely

A handwritten signature in black ink, appearing to be 'S O'Donoghue'.

Stephen O'Donoghue
Director
Resource Assessments

As nominee of the Secretary



Mr Ian Flood
Manager Project Development & Approvals
Wilpinjong Coal Mine
Locked Bag 2005
MUDGEES NSW 2850

Via email: ian.flood@peabodyenergy.com.au

Dear Mr Flood

Wilpinjong Extension Project (SSD-6764) – Social Impact Management Plan

I refer to your email dated 15 October 2019, asking the Secretary to approve *Peabody Wilpinjong Coal Social Impact Management Plan WI-ENV-MNP-0047* dated September 2019.

The Department has carefully considered the plan, noting that Mid-Western Regional Council, the Wilpinjong Community Consultative Committee and local service providers, including NSW Health and the Department of Education have been consulted.

The Department considers the plan generally satisfies the relevant conditions of consent. Accordingly, the Secretary has approved *Peabody Wilpinjong Coal Social Impact Management Plan WI-ENV-MNP-0047* dated September 2019.

I would appreciate it if you could place the approved strategy on the project website as soon as possible and provide a copy to CCC members.

I wish to advise you that the Department's Compliance Division will be closely monitoring the project to ensure the commitments made by the company in the plan are being carried out. Further information on the Department's compliance functions can be accessed at <https://www.planning.nsw.gov.au/Assess-and-Regulate/About-compliance>.

If you wish to discuss the matter further, please contact Paul Freeman on (02) 9274 6587.

Yours sincerely

Steve O'Donoghue
Director
Resource Assessments
as nominee of the Secretary