



**Mt Arthur Coal (MAC)
Community Consultative Committee (CCC) Meeting
Wednesday 19 November 2025**

Attendance

Chairperson

Dr. W.E.J Paradise (WP)

Independent Chair

Community Representatives

Di Gee (DG)

Community Representative

Jennifer Lecky (JL)

Community Representative

Claire Quigley (CQ)

Community Representative

Stakeholder Representatives

De-anne Douglas (DD)

CEO Wanaruah Local Aboriginal Land Council (LALC)

Muswellbrook Shire Council

Cr Jeff Drayton (JD)

Muswellbrook Shire Council (MSC)

Theresa Folpp (TF)

Muswellbrook Shire Council (MSC)

Company Representatives

Darryl Messenger (DM)

General Manager

Amanda Walker (AW)

Manager Corporate Affairs

Jelinda Millgate (JM)

Principal Community

James Nixon (JN)

Superintendent Environment

By Invitation

Daniel Holm (DH)

Square Peg Social Performance

Will Rifkin (WR)

Hunter Valley Social Scientists

Apologies

Sarah Bailey

Manager Land Access, Approvals & Heritage

Minutes

Sarah Purser (SP)

1. **Acknowledgement of Country;** Led by JM.
2. **Welcome & Apologies;** WP opened the meeting at 9.03 a.m. welcoming all to the last MAC CCC Meeting for 2025. Apologies advised and recorded.
3. **Declaration of Pecuniary Interest; Standing;** WP is remunerated for Chairing the meeting, as is SP for preparing the minutes.
4. **Minutes of the previous Meeting held 13 August 2025;** WP confirmed the minutes had been circulated, finalised and approved as a true and accurate record. The meeting minutes are available on the company website.

Matters Arising

WP and JM to liaise regarding a process for recruiting more community and stakeholder group members for the MAC CCC.

- ✓ Progressed; As a result of BHP's field day there had been a membership application received. WP confirmed this had been sent to the Department of Planning, Housing & Infrastructure (DPHI) for processing.

WP to circulate feedback request for the BHP Community Fund.

- ✓ Completed.

5. Land Management and Environment

Rehabilitation Execution and Maintenance

JN confirmed that MAC had closed out the FY25 rehabilitation space at the previous CCC Meeting. JN's focus today was to outline where MAC will be working in FY26.

Rehabilitation

MAC's FY26 rehabilitation target is 70 hectares comprising of a combination of pasture and woodland in the Saddlers North pit area. Seeding will be conducted post summer due to improved growing conditions.

Rehabilitation Maintenance

Weed treatment continued to concentrate on FY25 and FY26 rehabilitation areas, with a focus on St John's Wort.

MAC is intending to establish an onsite nursery in FY26 to assist with tube stock supply, support local seed collection activities and to build local capability. The first step will be to build the necessary infra-structure. JN anticipated that MAC could provide an update towards the end of FY26 on how they envisage the nursery will be operated and its methodology. JN noted this will bring good opportunities to work in with Indigenous people, the Lands Council, and other stakeholders. DD saw this as a stepping stone for the LALC to head towards establishing and growing capability amongst Aboriginal people. DD expressed gratitude to Liam Lawford; MAC's Principal Indigenous Engagement, and BHP for the opportunity to be involved.

JN provided an overview of MAC's Environmental Monitoring in relation to Air Quality, Water, Blast and Operational Noise, these details are provided to the CCC in the Meeting Pre-Read. JN explained that for reporting purposes an air quality incident is now defined as an incremental impact of the 24-hour average period criterion. In response to a query from TF, JN explained the change in reporting was to bring this in line with other contemporary mine approvals in the area. JN confirmed that MAC had not made any changes to their internal controls and alerts that inform their operational teams. Pest management areas were focussed on feral dogs and rabbits.

JN provided an overview of environmental events and detailed Regulator inspections. MAC has completed, and therefore complied with, all annual reporting requirements under licence conditions.

6. Report from the Chair

Hunter River Salinity Trading Scheme (HRSTS); WP advised that he Chairs the HRSTS Meetings that are held biannually. WP noted that the EPA had put out draft emergency dilution arrangements that they were seeking feedback on and encouraged member submissions. WP detailed the history of management for the HRSTS, confirming this has now been assumed by a division within EPA Sydney.

Upper Hunter Mining Dialogue (UHMD) Field Day at MAC; WP advised that both he and DD had been in attendance. WP thanked the staff who had put this tour together and commended the amount of BHP staff support and information that was made available on the day.

MAC CCC Terms of Reference (TOR); WP noted there had been some changes to the CCC membership and will update the TOR accordingly, to be signed off by new members at the next meeting scheduled for 4 March 2025.

7. Operational Update | Reporting period: FY26 Q1 July to September 2025

Workforce Newsletter; Members were provided with a sample newsletter that goes out to MAC's workforce monthly, this was to identify what staff like to know, hear and see. Examples of information shared included; the Malabar announcement, information about MAC's apprentice program, conversations about individual pathways as part of the transition to 2030 and imagery of future landforms.

Production; MAC had a good run since the August 2025 CCC meeting, on the most part the weather had been favourable enabling the business to hit key metrics.

Safety; There had been no significant events on site. The current focus was on MAC Safe; a safety campaign that has been launched to see the business through to 2030.

Workforce; MAC will be engaging with their entire workforce in early December 2025 on what the transition to 2030 looks like, now that the mine plan is firming up following approval of the MOD in April. This will include anticipated equipment strategy and possible role impacts, to assist staff make their personal plans. DM anticipated the business would continue in a steady state for at least another 12 to 18 months before a possible roll off of people would start to be seen and will provide an update at the 4 March 2026 CCC Meeting.

JD noted that this information would be very helpful for MSC as they try to assess when labour may be available for other industry and what training would need to be done. JD acknowledged that in some cases mining companies are able to move their staff between sites and then there will likely be some staff retiring, so all that detail helps to inform when and what potential workforce numbers will become available. DD commended MAC on their staff engagement regarding the transition to 2030. DD had spoken to a few staff who felt they had been listened to, things had been explained well, and were aware of retraining opportunities.

8. Pathway to 2030

Upper Hunter Mining Dialogue (UHMD) Field Day; JM advised the purpose of this day was to provide the community with a snapshot on what MAC were currently doing and share visions for the future post 2030. 40 community stakeholders had attended and MAC conducted tours of workshops, maintenance areas, rehabilitation, out to the pit, and the proposed location for pumped hydro. In addition, there had been presentations on different initiatives MAC are running to support workforce and community. JM noted the positive feedback received from attendees, who confirmed that they had gained something of value on the day. JM advised that MAC had felt the same way and expressed an appreciation for the opportunity to spend the day with community members, hear about their organisations and what is relevant to them in terms of how MAC is looking to the future.

Joint Tailings Management Project (JTMP) & Tenure Transfer; AW confirmed the JTMP involves the transfer of tailings from MAC over to an existing void at the Maxwell Mine, as had been detailed at the 14 May 2025 CCC Meeting. Approval of this project had been granted by the Department and as part of that MAC have agreed to transfer a portion of land with associated EL and ML tenures to Maxwell. AW confirmed that MAC do have an existing underground approval and the ML does cover that area, however this approval does not transfer to Malabar and a new approval would need to be sought by Malabar should they choose to pursue underground mining. AW detailed the positive outcomes in relation to the JTMP and Tenure Transfer. AW noted it is important there be an awareness that the tenure transfer does not change any of the closure planning for MAC's open cut, including rehabilitation plans, the potential for pumped hydro and workshop repurposing.

Launch of Powering What's Next Hub [Mt Arthur Coal Powering what's next](#)

MAC's new website had been created to explain the closure to community and interested stakeholders. Visitors to this website can ask questions which will assist MAC to frame up new content to help people understand their areas of interest.

Follow MAC on Facebook [BHP New South Wales Facebook](#)

During feedback opportunities, MAC heard that people were looking for information via Facebook, therefore to push content in a way people want to receive this, MAC created a Facebook page.

MAC advised they would appreciate any feedback on these initiatives as they work towards sharing information. In addition MAC had billboard and radio advertisements underway.

9. Reports from Community / Stakeholder Group Representatives

JL commended MAC for hosting great CCC meetings and the level of good information that is provided. JL has been on this committee for many years and found it to be a wonderful experience.

Wanaruah Local Aboriginal Land Council (LALC)

The Keeping Place; continues to progress, DD's vision is for this to be something spectacular for all of community. *St Joseph's School Pilot Program*; school students created Christmas decorations and messages for Aged Care, along with gifts for Police, Paramedics and Hospital Staff to thank them for giving up their time at Christmas to keep the community safe. *Junior Rangers Program*; DD detailed the vision of this program as being for children that have expressed a desire to go and work on country, and to incorporate Aboriginal knowledge on cultural land practices. *Cultural Burn*; funding received from MSC had enabled the LALC to conduct their first cultural burn, another is proposed for 2026 and DD would like to invite the CCC to attend.

Blackroo Community

Christmas initiatives for 2025 include; the 25th 2NM/Power FM Food and Toy Christmas appeal, gifts and compassion hampers will be distributed to families in areas across Singleton, Murrurundi and out to Merriwa. DD encouraged anyone that may be alone on the day to attend or volunteer at the Christmas Day lunch. DD spoke highly of the Muswellbrook Shire Community who are the people that get involved and put these initiatives together, DD thanked BHP for being one of the partners of that journey. *Suicide Prevention Week*; DD detailed four events that had been run by Blackroo; the Forever Loved Program on Father's Day, Walk for Jared that raised money for Lifeline, Men and their Mates breakfast, and a dinner with Wally Lewis and Doctor Andrew Affleck raising awareness about brain injury as a result of sports trauma.

10. Report from Muswellbrook Shire Council (MSC)

Reconciliation Committee; JD asked for thanks to be passed on to Liam Lawford for his valuable contribution in relation to the Reconciliation Committee Meetings, these had been working effectively and JD extended an invitation for Liam to continue to attend. *Youth Council*; is scheduled to commence in 2026, formal agenda run meetings will be held to enable school students to put forward a service or something they would like for the town. *School Grants*; students were given an opportunity to pitch to Councillors on what they would like a \$500 grant to be spent on at their schools. JD advised MSC plan to engage with youth more heavily at both primary and high school levels as they are an important voice within the community. JD felt it was also important for industry to get involved, particularly around jobs and training.

BHP and MSC Pilot Program; this is an initiative to bring new business into the Shire and continues to progress with support from both State and Federal Government. JD noted there are in the order of 40 businesses that have expressed an interest in moving to Muswellbrook, with potential to employ numbers from 10 through to 1,000. JD reiterated that the availability of workforce and timing will be an important factor for these new businesses and it will be of assistance when MAC are able to share their workforce numbers through to 2030.

11. Closure Social Impact Management Plan (SIMP)

Presented by Daniel Holm - Square Peg Social Performance

DH confirmed that Square Peg Social Performance had been engaged by BHP to write the Closure Social Impact Management Plan (SIMP), this is Condition 44A of Modification 2, and is to be developed in conjunction with MSC and the CCC. The purpose of today's presentation was for DH to propose the outline and key content of the Closure SIMP for CCC consideration and feedback, with the intent to revise and return the plan for further review.

DH advised the corporate input includes BHP's social value framework and global standards and Condition 44A details the requirements for the Closure SIMP. *BHP Principles*; include recognising their workforce responsibility, creating opportunity for meaningful engagement and co-designed processes, recognise the impacts associated with gender, land connectedness and social and economic vulnerability, recognise that the economic, social and environmental dimensions of sustainable development are interrelated. *Assertions*; acknowledge that the social and economic aspects of any mine closure process are dynamic, changing, and dependent on multiple actors. Social impacts of closure are often uncertain, recursive and cumulative in nature. No actor will have all the "answers" at any given time. Therefore the plan is to first establish the direction of travel, deliver early actions, and review and refine the approach as it evolves.

DH provided an overview of BHP's role in relation to delivering actions that are within their direct control, supporting activities where other stakeholders are or ought to be leading, and bringing stakeholders together. BHP have already put in place; the \$30M Community Fund, a communication and engagement program, including the "Powering what's next hub", a workforce transition support policy and made commitment to maximising socio-economic outcomes of land use. DH explained that the Closure SIMP includes a set of action plans, DH detailed each of these and provided the CCC with an opportunity to provide their feedback.

Communication and Engagement

Proposed desired outcomes; Stakeholders are informed about and engaged in the transition to closure. Stakeholders are satisfied with BHP information sharing and engagement around the transition.

CCC Feedback; DD asked that the Wanaruah LALC be included as a stakeholder. CQ felt that it was important to consider sequencing of communication inclusive of detailing the method of communication, what is likely to be offered at each point in time, and the opportunity for feedback. It was agreed that BHP want people to be informed but also want them to be engaged, so the way communication is described was of importance. JD supported CQ's feedback about sequencing as there can be too much engagement and/or the potential for this to be delivered at the wrong time. JD felt the need to get the balance right, noting there is a time that decision making is more important than communication. DH acknowledged the CCC's feedback in relation to sequencing of events and framing information and communication. AW noted an opportunity within this Management Plan is to place boundaries around core engagements groups, ensure there is not endless consultation and that there is to be a point where this had been sufficient for decisions to be made.

Community Wellbeing:

Proposed desired outcomes; Community social and economic change is positive. Community wellbeing is maintained or improved during the closure process. Communities build capacity to adapt to closure.

CCC feedback; DH acknowledged the LALC as a relevant stakeholder

Workforce

Proposed desired outcomes; Employees are provided with the tools and training opportunities to enable them to transition well and make informed decisions about the future. Workforce is satisfied with the transition to closure.

CCC feedback; TF queried how training, for example; career coaching would be measured and DH advised there would be some uptake indicators. DH acknowledged there are also perceptual measures where people feel this is important and that BHP have been supportive, which leads them to feel empowered. DH noted that both of these measures are important. TF referenced a report that had been commissioned by Council that detailed elements for closure i.e. workforce, socio-economic factors, provided actions and helpful referencing to measure these. AW noted the importance of how these employee offerings are communicated to make sure the whole workforce are aware. DD noted that peoples mindset and plans change over time and there is four years to come. AW suggested that may be a future iteration when coming closer to 2030 and looking then where existing mine jobs are and where there are partnerships with other businesses.

Land Use

Proposed desired outcome; Future land use at MAC contributes to socio-economic wellbeing.

CCC feedback; CQ queried the definition of socio-economic wellbeing as this can be subjective. DH noted this to be a good point, for example with the industrial project there would be jobs as a measure, then when talking about the nursery that may lead to community empowerment. DH felt both of these are equally valuable and therefore choosing indicators well is important so as not to exclude significant things.

Suppliers and Business

Proposed desired outcomes; Communicate transition updates to businesses, individually and at business networking events. Prioritise local business, Indigenous economic development, and community interests in rehabilitation and future land use decisions. Continue to deliver the Local Buying Program and associated Local Buying Foundation in the transition to closure. Build a baseline of business resilience factors. Support programs that build business resilience to manage change, job creation, entrepreneurship, industry diversification, education and training, and Indigenous entrepreneurship and economic empowerment.

CCC feedback; There was a general discussion around other organisations that may be added to the relevant stakeholders list along with the already listed NSW Future Jobs and Investment Authority and CQ mentioned investment bodies such as the National Reconstruction Fund. CQ felt it was important to note that MAC's workforce training also has the intent of potentially serving a number of other industries.

DH outlined examples of indicators within BHP's control, influence and interest. DH detailed the proposed monitoring program with key performance indicators (KPI's) for the following domains; community engagement and information provision, community wellbeing and capacity, workforce, land use, suppliers and businesses.

Community engagement and information provision; CQ noted one KPI was the number of engagement activities by mechanism and suggested a data collection methodology could include BHP's Powering What's Next Hub portal interaction statistics, for example; to see if there had been an uplift in the percentage of visits to this site.

Community wellbeing and capacity; DH referenced the KPI for key social indicators, DH felt positive social and economic change indicators would be best developed by BHP together with community, then they could be

monitored. There was a general discussion around whether this may relate to new jobs, population growth, and potential changes in income. CQ queried if it would be worthwhile offering up a framework in relation to; education, industry, council, public and community, to see what is important within each of these and to assist in ensuring the right KPI's are being measured.

Actioned post meeting; WP distributed the Draft MAC Closure Social Impact Plan to members on 3 December 2025, with feedback requested by 31 December 2025.

JM provided the process timeline for the MAC Closure SIMP. DH felt it is a process of getting started, see how this is going, working together with stakeholders to adapt and refine. WP detailed monitoring and surveys on social and economic wellbeing that had been conducted by the Hunter Valley Research Foundation between 2000 and 2013, in case this may be beneficial in relation to providing some baseline data.

12.Presentation by Hunter Valley Social Scientists (HVSS) - Will Rifkin

WP welcomed WR who joined the meeting to talk about the HVSS January 2025 Workshop Report. WP confirmed that the report had been circulated to the CCC on 17 November 2025, and would also share this with DH. WR advised the key findings from this workshop had identified that (1) the regions energy transition is complicated (2) it is not evident to stakeholders who is in charge (3) there are important voices not being heard (4) academics feel that they can help as some kind of intermediaries. WR outlined these findings in more detail and members were encouraged to share their feedback or make note of any points they felt the HVSS had not addressed in the report.

13.General Business

TF detailed proposed road intersection works on Denman Road anticipated for end December.

14.Next meetings

4 March 2026
13 May 2026
12 August 2026
18 November 2026

WP closed the meeting at 11.32 a.m., sharing good wishes to all over Christmas and into the New Year.