

**Mt Arthur Coal (MAC)****Community Consultative Committee (CCC) Meeting****Wednesday 13 August 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)

Cr Louise Dunn (LD)

Muswellbrook Shire Council (MSC)

Company Representatives

Darryl Messenger (DM)

General Manager

Amanda Walker (AW)

Manager Corporate Affairs

Jelinda Millgate (JM)

Principal Community

Chloe McLennan (CM)

Principal Environment

By Invitation

Daniel Holm (DH)

Square Peg Social Performance

Apologies

Jimmy Nixon

Superintendent Environment

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 9.00 a.m. thanking all for their attendance. Councillor Louise Dunn of Muswellbrook Shire Council (MSC) was introduced and welcomed as a first time attendee to the MAC CCC. 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 14 May 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 to circulate feedback request for Community Fund.

✓ Actioned by WP.

5. Report from the Chair

WP advised that he had received a report from Professor Will Rivkin, Hunter Valley Social Scientists (HVSS), who had been in attendance at the 20 November 2024 MAC CCC Meeting. WP detailed the key insights from the HVSS report, noting they had offered to provide a summary at a future CCC Meeting.

It was generally agreed that the research being conducted by the HVSS may be a valuable resource, particularly in relation to any specific findings that may be of benefit to the BHP Community Fund in the future. WP felt it was worthwhile to maintain a line of communication with Professor Will Rivkin and confirmed he would circulate the HVSS report with the Minutes from today's Meeting.

6. Operational Update | Reporting period: FY25 Q4 April to June 2025

Video Presentation | Mt Arthur Coal FY26 Plan

DM noted the key elements of this presentation was to unite the MAC Team around finishing strong, to continue to do what the business needs and to help staff focus on the 2030 picture and beyond.

Production; DM confirmed that MAC had reached their targets in June 2025 as a result of good performance and were well set up for FY26.

Safety and Sustainability; DM provided an overview of the installation of collision avoidance systems on all equipment that goes into the pit.

Financial Planning; There had been an increase in staff members taking up this service provided by Mine Super.

Career Coaching; Assessments are conducted to assist staff identify their strengths in relation career choices and provide the appropriate direction.

Education Training Assistance; MAC continue to reimburse costs for their staff studying courses through registered training organisations. DM noted that this will also provide a valuable financial contribution in the form of additional education that will be conducted within Australia. DM detailed the vast range of education MAC's staff had signed up to.

JD noted that a large focus for MSC is on the service business', he queried if there was any support planned for contractors. DM confirmed that MAC do have plans to provide assistance via their Contractor Safety Forum where they will hold discussions around what assistance contractors may need to transition their business'.

There was a general discussion on the value of targeting skills training for the type of jobs that may be available around 2030. DM confirmed that MAC had conducted an Industry Forum and Careers Expo to look at potential jobs in the future. DM felt that over the next few years employment opportunities will become clearer and people will be more certain about what work they would like to do and what the future is.

JD noted that it was wise for BHP to have commenced staff training given that some courses take a considerable time to complete. JD acknowledged that there is the need to know where future employment opportunities are heading and hoped that the Pilot Project will assist to identify these more clearly if some business' could be locked in. DM confirmed MAC want to ensure their staff have a future beyond this mine and was appreciative of these conversations with the CCC.

Video presentation | BHP Celebrates 140 years

On 13 August 2025 BHP celebrated 140 years since it was founded, a milestone that reflects the enduring spirit and resilience of the company.

Bright Spot | Sod Turning for the Muswellbrook Neighbourhood Centre

BHP has contributed \$1.25 million to this project in partnership with Upper Hunter Community Services. An important milestone had been reached with the commencement of construction of a new facility where people in the community can be welcomed and provided with assistance.

Mt Arthur Coal Mine Modification 2030 | Closure Social Impact Management Plan**Presented by Daniel Holm - Square Peg Social Performance**

DH was welcomed to the meeting and detailed the purpose of the Closure Social Impact Management Plan (SIMP). DH provided an overview of the potential social impacts of closure that were identified in the Social Impact Assessment (SIA) and recommended mitigation measures in relation to closure. DH advised the Closure SIMP is to be developed in consultation with the CCC and MSC, therefore the purpose of his presentation today was to share some content from the SIA for discussion and to seek input from members towards shaping the Closure SIMP.

DH detailed the recommended mitigation measures in relation to closure as being:-

- Communicate clearly (about what is going on, engage with people, involve people)
- Establish and maintain a baseline
- Engage with stakeholders throughout the process
- Provide training and re-skilling opportunities for the workforce
- Actively participate in community or government led dialogue processes (and encourage other sectors to do the same)
- Support initiatives that build community self-organising capacity
- Support initiatives that enable businesses to build transition capacity
- Build knowledge about transitions
- Monitor success of transition process as well as outcomes

DH welcomed feedback from the CCC on the recommended mitigation measures for closure and offered to provide his contact details to members if they would like to contact him out of session.

JD noted the importance of the Closure SIMP and queried the timeline for completion. DH responded this is scheduled for December 2025 explaining that a large volume of work has already been completed in the Social Impact Management Plan.

CQ queried detail around the point to "Establish and maintain a baseline" and DH explained this is in relation to understanding the starting point and there will be a section of the plan that provides a high level of socio-economic baseline data that is currently available. CQ asked if the baseline will be centred around its current state and DH responded that is correct noting that this is dynamic. JD felt the Closure SIMP would be a live document with the ability to be consistently changed. CM confirmed that MAC's Management Plans are reviewed and updated periodically, the Closure SIMP will be the same at a frequency determined by the DPHI or in line with other Management Plans.

In relation to supporting initiatives WP drew on his previous research career and felt that there is the need to keep open minds as to the sorts of opportunities that may come in the next 10 to 20 years, over and above those currently in place and to look into what those possibilities may be. DH was in agreement with WP, DH noted the importance of a plan to get things started and that will adjust as time goes along, and use that to build capacity to manage change as opposed to writing a long term plan that may or may not be relevant in a number of years time.

WP acknowledged that the intent was for DH to attend the November CCC Meeting. DH confirmed that was correct with the aim to provide a near complete Closure SIMP for the CCC's review and input.

CQ provided an update on a recent session with Hunter IF in Muswellbrook with just under 40 people in attendance at the Donald Horn Building. CQ noted that this had been a really good event attended by Business, Government and Education; University and TAFE. There had been strong representation from people that live in the area i.e. are growing business and key community members. The group took a "Future Back" strategy look, opening discussions around what a vibrant region looks like from the aspects of social, economic, community and education. The group reviewed what their assets were and how these could be used to build towards the region, whether this be capital, knowledge and/or networks. CQ noted that some really good data had come through and she would be happy to share that once it is pulled together if people would like it.

Current BHP Transition Program

JM provided a detailed overview of MAC's current undertakings in relation to:-

- **Communication and Stakeholder Engagement** Powering what's next campaign, external facing Facebook and Quarterly Indigenous Leadership Engagements were about to launch. Tree Planting Day held April 2025 and UHMD Field Day planned for October 2025. Information booths at Community Events. Presentations to Chamber of Commerce. Open letters in local media for important announcements.
- **Participation in Community and Government Lead Dialogue** Post Mining Land Use Parliamentary Inquiry and UHMD Community Forum in 2024.
- **\$30 Million Community Fund** to support initiatives such as; job creation, entrepreneurship and industry diversification, education and training opportunities, protection of Aboriginal heritage, historic heritage and cultural landscapes, Indigenous entrepreneurship and economic empowerment and improve the physical and mental health outcomes for residents of the Upper Hunter.
- **Tomorrow Together Workforce Program** as outlined by DM at today's meeting and more recently includes an Employee information Hub.
- **Post Mining Land Use Initiatives including;** Pilot Program with MSC looking at early release of mining buffer land for industrial development, Feasibility Study with Acciona Energia looking at a Pumped Hydro Energy Storage System and Indigenous Land Access Project looking at developing a parcel of land for Indigenous cultural purposes.
- **Supply Chain Forums** to workshop future needs of business as MAC transition to closure.

7. Pathway to 2030 Update

Community Transition Fund; Icen's strategic recommendations and opportunities for leaving a positive legacy included, but were not limited to; establishing a community future fund and to form a diverse and inclusive mine closure community group.

MAC presented the Draft Structure for the Mt Arthur Coal Community Fund and advised they were wanting to test the structure with the CCC and ensure members were comfortable with this. MAC provided detail on the anticipated steps and roles that would be undertaken by; the Board of Directors, CEO and Community Reference Group (CRG), along with the proposed membership.

JD confirmed that MSC have had a number of engagements with BHP and been given the opportunity to provide input into how MSC believe the fund should and should not work. DD confirmed that she had met with JM and AW to discuss the Community Fund and was happy with the information provided to date.

WP felt it likely that BHP would have drawn on their 140 years of experience not only in Australia but also around the World and used their past knowledge and history to form up this particular structure. WP noted a key challenge is to make the Fund sustainable to roll over past the initial \$30 Million injection and felt that there would need to be other forms of income considered either through grants or other mechanisms to take it well into the future. JM provided examples of the Resources Centre of Excellence and the Smart Transformation Advisory Council that were set up by BHP in Queensland and continue as independent entities. The intent for this Community Fund is that at some point BHP can step away and the community can still own this entity and that it will continue to deliver benefits for the community long beyond MAC being here. JL provided the example of the Conservatorium, the contribution that BHP made to this in the beginning had been very significant and that continues to have wonderful concerts and music come out of it.

JD noted that MAC are a very large employer within a small community and MSC would like the fund to focus on the area that is most affected by the mine which is Muswellbrook. JD sees Muswellbrook as having the ideal industrial land to be developed, with all services already in place i.e. roads, power, water etc. and for industrial development in this shire to provide opportunities for jobs to be replaced. JM confirmed the fund will look at Muswellbrook as being the primary community and MSC has been invited to be part of the Board of Directors. BHP would like to support other initiatives across the Upper Hunter and ultimately the Community Reference Group and the Board will make these decisions.

8. Reports from Community / Stakeholder Group Representatives

DG was positive about the feedback from people in her area that work for BHP about the programs that were in place to support them. DG agreed with DM that people were really starting to think about what they are going to do and how they will support their families, rather than gaining a qualification for the sake of it.

DD advised construction of the Keeping Place was well underway and progressing well. DD noted that BHP had been out to the Keeping Place and acknowledged and thanked BHP for their support. DD was proud that all the companies used for this project are all local business'.

The LALC has set up an Artist in Residence Program for Aboriginal people to sell their art products, this includes but is not limited to; weaving, jewellery and art. DD advised if business are wanting to purchase Aboriginal Artwork it is appropriate for them to approach the LALC to ensure the piece is produced by a local Aboriginal artist.

DD advised the LALC provide Cultural Schools Programs on Aboriginal Culture to Day Care Centres and Schools for free and DD will go and run these on occasion. The Common has been renamed to Kowal Bar; Kowal is "Wedgetail Eagle" and Bar means "Place Of". DD feels this will help the area to be identified as Aboriginal Land.

In relation to community Blackroo were planning a number of events during Suicide Awareness week with the aim to support families who have lost loved ones and show the community how many support groups are available to them.

JL spoke about the wonderful Conservatorium Day, there had been some orchestras from Singleton and to see the performances of music at the Conservatorium had been amazing.

9. Report from Muswellbrook Shire Council (MSC)

JD confirmed that MSC had continued to meet with BHP regarding the Pilot Project. JD confirmed there is strong business interest for that area and if these are able to be locked in that may provide a bit of certainty around potential jobs for the area. JD hopes the efforts that BHP and MSC are undertaking to continue to work towards getting the Pilot Project up and running will show their care towards community and future jobs. JD hoped he would be able to provide an update on the Pilot Project at the November CCC Meeting.

Community Update from MAC | Social Investment FY25

Supporting local community organisations

MAC voluntarily contributed more than \$684,000 to the local community in FY25 including \$177,000 in one-off grants through Benefiting My Community and the new Grassroots Sponsorship Grants Program. MAC also contributed \$878,238 to the local community through their Voluntary Planning Agreement (VPA) with Muswellbrook Shire Council. MAC provided a snap shot of the Small Grants Recipients for FY25. In addition, MAC also have social investment partnerships which are multi-year projects i.e. with Upper Hunter Community Services, Clontarf and Polly Farmer Foundations.

Community Complaints

There had only been four complaints received in FY25 which was highly commended. JM detailed the multiple touch points community can reach out to MAC should they have any concerns. WP noted his experience with other CCC's is there may be just a few individuals making multiple complaints. AW confirmed that MAC had worked really hard to address issues that had caused complaints in the past and it had been pleasing that good relationships had been reset. JM invited CCC members to provide feedback on the complaints handling process if they could see any gaps.

10. Land Management and Environment

Rehabilitation and Land Management

MAC's FY25 rehabilitation target was 135 hectares, during this year MAC completed 137 hectares across four areas. Rehabilitation works for FY26 have commenced in the Saddlers North emplacement area. Weed treatment continues to focus on maintenance of FY26 rehabilitation areas with spot weed treatment.

Environmental Monitoring Results (1 April to 30 June 2025)

CM provided an overview of MAC's Environmental Monitoring in relation to Air Quality, Water, Blast and Operational Noise, confirming these details are provided to the CCC in the Meeting Pre-Read. CM noted it had been positive that 98% of dust data had been captured from all six statutory PM monitoring sites during the reporting period and attributed this to MAC doing a lot of work in this area i.e. purchasing new monitoring equipment and increased back up power. CM detailed how MAC calculate their dust contributions, versus other sources, which includes a number of processes including but not limited to reviewing the arc of influence, wind direction, and data from weather stations.

Environmental Reporting

MAC has completed, and therefore complied with, all annual reporting requirements under licence conditions.

The FY25 Annual Review is currently being prepared and will be shared with WP as the CCC Chair when it is submitted late September 2025.

These reports are available to view on the BHP website using the following link:

<https://www.bhp.com/environment/regulatory-information#>

11.General Business

WP confirmed that Daniel Holm; Square Peg Social Performance, will be in attendance at the November Meeting to provide an update on the Closure SIMP. WP recommended that DH circulate any leading questions prior to this meeting to allow members time to consider matters that line up with the recommended mitigations measures for closure, as detailed at today's meeting, and provide effective feedback.

12.Next Meeting

✓ 19 November 2025

14.Meeting Close

WP closed the Meeting at 10.53 a.m. thanking members for their attendance.

Matters in progress:-

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

✓ In progress.

MAC to advise the CCC when the Public Exhibition period is known for the EPBC Referral documentation.

✓ In progress - no updates from DEECW at the time of this meeting.