



Mt Arthur Coal (MAC)
Community Consultative Committee (CCC) Meeting
Wednesday 4 March 2026

Attendance

Chairperson

Dr. W.E.J Paradise (WP)

Independent Chair

Community Representatives

Claire Quigley (CQ)

Community Representative

Stakeholder Representatives

De-anne Douglas (DD)

CEO Wanaruah Local Aboriginal Land Council (LALC)

Muswellbrook Shire Council (MSC)

Cr Jeff Drayton (JD)

Muswellbrook Shire Council

Tracy Ward (TW)

Muswellbrook Shire Council

Company Representatives

Darryl Messenger (DM)

General Manager

Amanda Walker (AW)

Manager Corporate Affairs

Jelinda Millgate (JM)

Principal Community

Chloe McLennan (CM)

Principal Environment

Apologies

Sarah Bailey

Manager Land Access, Approvals & Heritage

James Nixon

Superintendent Environment

Theresa Folpp

Muswellbrook Shire Council (MSC)

Di Gee

Community Representative

Minutes

Sarah Purser (SP)

1. Acknowledgement of Country

Led by AW.

2. Welcome & Apologies

WP opened the meeting at 9.02 a.m. welcoming all to the first CCC Meeting for 2026. WP stated he hoped members had a good break over Christmas. Apologies were advised and recorded.

3. Declaration of Pecuniary Interest

Standing; WP is remunerated for Chairing the meeting, as is SP for preparing the minutes. WP called for any other declarations, nil were put forward.

4. Minutes of the previous Meeting held 19 November 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 confirmed the *Draft* MAC Closure Social Impact Plan had been circulated to the CCC on 3 December 2025 for member comment. JM advised feedback had been received from Muswellbrook Shire Council (MSC), MAC were in the process of considering MSC's response and revising the draft. AW confirmed redistribution of the Closure Social Impact Plan was anticipated for mid-April to align with MAC's Rehabilitation Strategy given they are complimentary plans.

5. Report from Chair

CCC Membership; WP confirmed that the Department of Planning, Housing & Infrastructure (DPHI) were processing a new community member application received year end 2025. Should this be approved WP will update the MAC CCC Terms of Reference (ToR) accordingly.

Letter from the Secretary of NSW Department of Planning, Housing & Infrastructure (DPHI) 19 February 2026; WP advised this correspondence had been sent to all Chairs for dissemination to CCC members and he had actioned this on 27 February 2026. In summary, this letter contained reminders and clarifications about the operation of CCC's and was to ensure that Chairpersons, Committee Members and Proponents have a clear understanding of their roles and responsibilities in accordance with the NSW DPHI CCC Guidelines. WP commended MAC in terms of the high level of detail they provide to members, in addition to the comprehensive information that is made available via the company website.

MAC CCC Terms of Reference (ToR); WP confirmed the MAC CCC operates in accordance with the ToR and provided an overview of the purpose and scope, along with detail including, but not limited to, the following. *Committee membership including alternate representatives*; at the time of this meeting three Community/Stakeholder positions remained available. *Meeting frequency*; is quarterly with forward dates set for the following year at the FY Q2 CCC Meetings, the annual meeting schedule is recorded in all meeting minutes. *Site tours*; are regularly offered by MAC should there be any specific areas of interest to view, these are booked in advance and scheduled prior to or post the regular CCC Meeting. *Meeting attendance*; is available in person or online via Zoom. *Meeting Agenda*; is a set format, WP welcomed members to put forward any agenda items within one week of a forthcoming meeting. *Attendance and conduct*; WP confirmed that all members have signed the Code of Conduct and if there are any changes to their Pecuniary Interest these forms can be updated.

ACTION 1: MAC to formalise their official company representatives and provide these to WP.

Actioned Post Meeting; WP circulated the MAC CCC ToR on 6 March 2026, welcoming members to provide any comments for review.

DD queried if it was a criteria for Community/Stakeholder CCC representatives to live locally. WP confirmed that the June 2023 DPHI CCC Guidelines state representatives are to be in an area of impact by the State Significant Project and this has provided justification to broaden the area out from the Local Government Area.

6. Operational Update | Reporting period: FY26 Q2 October to December 2025 - Darryl Messenger

Safety; DM noted that to ensure safety is successful this needs to be owned by MAC's frontline workers. DM had previously detailed the MAC Safe campaign to the CCC and more recently team members had been involved in a series of video safety campaigns that were being shown on site and will continue to do so bimonthly throughout the year. DM spoke highly of the staff who had volunteered to feature in these videos and share in part some of their personal stories. DM noted in the majority of safety events there is a critical moment for people to consider if there is a better way to conduct an activity, rather than pushing on which may then lead to a potential safety issue. The MAC team had come up with the catch phrase "Woo Up" as a casual statement to encourage their work colleagues to stop and think before proceeding. MAC shared an example of a "Woo Up" safety video with the CCC. In addition, MAC has continued to hold Contractor Safety Forums where MAC have advised how they want to achieve safety going forward.

Indicative material movement from FY2026 to FY2023; MAC presented this detail that had been shared with their contractors to provide an impression of what the roll-off may look like on site heading towards closure in June 2030. DM made note that these indicative time frames were dependent on MAC meeting mine plan targets. DM explained that under MAC's approval mining must cease in June 2030, MAC do have permission to process coal out to December 2030. DM noted JD's previous interest in how MAC were supporting their contractors in the lead up to 2030 and felt this was an example of the type of engagement MAC were undertaking. Whilst this represented an indicative reduction in material movement, coal production was anticipated to remain stable. DM noted that areas of the business relating to; coal and the coal plant, engineering and statutory requirements would remain steady.

DM noted some areas would be ramping up, such as rehabilitation, and that could provide an opportunity for people to move into that space. MAC confirmed they had conducted additional workforce engagement to ascertain if staff were interested in staying on for rehabilitation and had received positive feedback. DM advised the next step in rehabilitation planning was to calculate the material required and the most effective way to conduct these works, which may be via a mix of specialist contractors and MAC's own workforce and equipment. DM anticipated that more detail on the rehabilitation works would be known in approximately 12 months time.

DM welcomed questions from members around the indicative roll off of material movement. JD advised his interest was in understanding what jobs would no longer be available for both direct staff and contractors during the period up to and post 2030, along with approximate timing. JD did not expect exact numbers at this point in time but felt when available this information would be helpful to the work MSC is conducting in relation to prospective developers moving to the Shire as this may provide more certainty around potential workforce availability.

DM responded that for FY26/27 MAC were not expecting to drop any workforce numbers and had no plans for any redundancies in those forthcoming two years. DM indicated the first step down was anticipated for 2028 and estimated there will be a workforce of around 1,000 on-site in 2030. DM clarified the indicative material movement from FY2026 to FY2023 relates to total complex dirt, including the contract work that Theiss do in the south. DM confirmed that Theiss have their own plans for this period, with some potential for them to service other mining operations.

Workforce Engagement; MAC were in the process of undertaking another piece of work with staff around their individual pathways, this questionnaire and conversations with their leaders will allow MAC to continue to tailor their offerings based on what people are looking at i.e. if they have changed plans to retire or stay, or do more study. DM was keen to share a summary of this survey information with the CCC when finalised and felt this would also assist with the workforce availability detail that JD was seeking.

Production; DM reported that all had been going well in relation to; site, safety, production and fleet movement. DM noted it is of great importance to ensure that the people that stay on remain engaged, strong and safe. MAC had completed provisional redundancy calculations for the entire workforce and provided these to all employees.

7. Pathway to 2030 - Jelinda Millgate

Bright Spot - Hunter Wetland Partnership; BHP has been a sponsor/partner with the Hunter Wetland Centre since its inception in the mid-1980's. Through the Newcastle Steelworks, BHP assisted redeveloping the site from a Rugby field and swamp into a vibrant ecosystem now home to over 200 bird species.

In 2025 BHP provided the centre with a significant grant to refurbish the Theatrette, this will enhance education opportunities for the large number of students that visit. There are also over 25,000 visitors annually. AW noted the success of this project was very relevant for BHP when considering what the mine site could look like in the future and felt it was inspirational to see special areas like this being created.

Community Engagement in Rehabilitation and Closure

Community Tree Planting Day; Following on from a successful day held in 2025, MAC will host this again on Friday 27 March for Schools and Saturday 28 March 2026 for community. There will be tree planting, lunch and refreshments provided, a pit tour and Cultural Heritage talks. JM noted these days provide a good occasion for MAC to keep community informed on closure plans, rehabilitation and provides an opening to engage with staff and ask questions. In relation to Cultural Heritage, DD confirmed that a member from the LALC had attended in 2025 and will do so again this year, JM was positive in her response to DD about this.

9. Reports from Community | Stakeholder Group Representatives

Wanaruah Local Aboriginal Land Council (LALC)

Rangers Program; DD was pleased to announce that after twelve months hard work working with different groups the LALC would be launching the Wanaruah Pararray Rangers Program on 16 March 2026, there will be one Lead Ranger, four Senior Rangers and two Junior Rangers. The contracts LALC have with Local Lands Service will involve working their own land, council land and private land across Wanaruah.

The Keeping Place; Continued to progress, there had been some delays due to securing companies to conduct works that reside in the Wanaruah catchment, this was to respect that funding had come in from different groups and reflected the desire to put that back into the Wanaruah community.

Blackroo Community

Christmas initiatives for 2025 included; the 25th 2NM/Power FM Food and Toy Christmas appeal, this has grown from supporting 30 families in its first year some 25 years ago, to 501 families in areas across Singleton, Murrurundi and out to Merriwa in 2025. *The Christmas Day Lunch;* had over 100 participants, DD explained the focus was not on the need for money and/or food, this event is about people that would have been on their own coming together to share Christmas Day. DD commended the Muswellbrook Shire community who enable these programs to be run.

10 X Business Leader Workshop run by Tech Team Whispering in conjunction with Muswellbrook Chamber of Commerce in February 2026. CQ advised this event had been very positive and had shown that people want to grow their business. CQ noted the main focus had been on what leaders have, what they are proud of and what they want to do and lead. CQ noted two main areas of discussion had been around labour shortages i.e. securing and retaining people, inclusive of sharing employees, and that housing had come through as well. CQ noted that attendees had valued being in a forum that enabled them to network about business opportunities, as many had not had that before. The next step was for CQ to explore how that program could be run regularly noting a keenness to meet face to face.

WP queried if CQ had gleaned any insights into what business' in the supply chain may be looking for and how to access this. CQ noted the main focus had been on what leaders have, more than what was needed, however CQ could look at how to weave in those questions in going forward. JD noted he had attended many forums recently that often identify problems but given they do not have decision makers in the room, they are not able to fix these. CQ felt a strategy may be to bring these leaders back together with some decision makers in the room and open up a conversation about what problems they may be encountering to start moving forward with these.

CQ advised a remote pilot program that she is involved in may be more relevant as this involves having a plan, understanding what the activation of that plan looks like and how a community can get together to secure what they need. CQ advised she could bring insights back to the CCC on that pilot program and agreed with JD that it is often about getting decision makers in the room. JD noted that when making an approach for support it can be more effective to not only provide the problem but also a viable solution.

10. Report from Muswellbrook Shire Council (MSC) - Jeff Drayton & Tracy Ward

The Pilot Project; had continued to progress and interest had not waned with business' continuing to approach MSC. MSC have held discussions with other sites regarding access to some larger blocks of land.

MSC Economic Development and Tourism teams were nearly full with 12 staff in place. TW advised that herself and TF had been assessing a number of projects wanting to move through the area and/or come to the Shire.

Powering the Future Economy Event at Parliament House 25 March 2026; JD noted that he will Chair this meeting in conjunction with Yasmin Catley, Minister for the Hunter. JD hoped the Premier would be in attendance and confirmed there had been strong interest from the Ministers. JD noted that this meeting was about effectively putting Muswellbrook on the map to show it is open for business and encourage people to move to the Shire. This will be followed by the same launch being held in Muswellbrook on 30 March 2026.

The University of Newcastle Upper Hunter, Tertiary Education Centre; JD noted that this building will be transitioning into an Energy Hub and resources for both State and Federal Governments. JD detailed the business committed to moving in; Energy Co and Future Jobs & Investment (State Government), Future Made in Australia and Net Zero (Federal Government), along with Transgrid, Ausgrid and a number of other energy proponents and mines. The University of Newcastle will provide a full time concierge and remain on the top floor. JD noted there will be a meeting room that will provide a wide scope of uses i.e. for school groups, business meetings.

10. Rehabilitation and Environment | Reporting period: FY26 Q2 October to December 2025 - Chloe McLennan

Rehabilitation Execution and Maintenance

Rehabilitation; MAC's FY26 rehabilitation target is 70 hectares. A combination of pasture and woodland post mining land use in the Saddlers North area at the southern end of the mine. Bulk shaping works were all but complete and drainage lines had been well progressed. Spreading of topsoil and compost had commenced across the shaped landform in preparation for seeding in Autumn.

Rehabilitation Maintenance Update; Weed treatment continued to focus on maintenance of FY25 rehabilitation areas with 12-month spot weed treatment. Galenia and exotic grasses were also targeted in areas of established woodland rehabilitation.

MAC had conducted a visit to Riverdene Nursery to view the progress of tube stock for rehabilitation and offset planting in Autumn. MAC will be establishing an onsite nursery in FY26 to assist with tube stock supply and support local seed collection activities.

Pest management programs were underway targeting; dogs, goats and pigs.

Environmental Performance; CM provided an overview of MAC's environmental monitoring results in relation to Air Quality, Water, Blast and Operational Noise, these details are provided to the CCC in the Meeting Pre-Read. WP queried an elevated 1-Hour Average PM₁₀ concentration result at Sheppard Avenue Monitor DC02 that had been captured in the Meeting Pre-Read and CM recalled that there may have been an extraordinary weather event at the time.

ACTION 2: MAC to provide detail for one elevated result at Sheppard Avenue Monitor DC02.

Regulator Inspections; *Department of Planning Housing & Infrastructure (DPHI)*; visited site in October 2025 to complete an annual site inspection, no findings or issues were identified. *Resources Regulator (RR)*; visited site in November 2025 to follow up on a Section 240 Notice relating to Tailings Storage Facility (TSF) operation. Following this notice MAC had put corrective measures and actions in place and the RR inspection went well.

Environmental Reporting; MAC has completed, and therefore complied with, all annual reporting requirements under licence conditions. These reports are available to view on the BHP website:- <https://www.bhp.com/environment/regulatory-information#>

Rehabilitation Strategy; MAC were in the process of updating their rehab strategy that is due for submission mid-April 2026. MAC are required to consult with various regulatory bodies and MSC. When finalised this will be uploaded to the NSW Government Major Projects Portal and made available to the CCC for review. DD asked if MAC consult with the LALC to enable a better understanding of the rehab strategy and CM confirmed MAC would be happy to have discussions with DD. CM confirmed Liam Lawford is the liaison person and JM understood there had been consultation with the Registered Aboriginal Parties (RAPs) and encouraged DD to reach out to Liam for an update.

In relation to feral pest management, DD asked if MAC could provide numbers for animal baiting and trapping to enable this to be mapped out through the LALC Rangers Program. DD had been collecting data to cover other areas and felt it would be interesting to see a comparison of species across the Wanaruah area.

13. General Business

JM advised that MAC's Grassroots Sponsorship Grants to the value of \$2,000 and Benefiting My Community Program offering up to \$10,000 for set purposes such as; infra-structure and events, were open.

WP advised the DPHI were intending to open up applications to join the panel of Chairs that are chosen from for State Significant Projects CCC's and encouraged members to view this on the Department's Portal if of interest.

AW confirmed the MAC Community Newsletter was scheduled for distribution and contains detail around the Grants Programs, an Expression of Interest to join the Community Reference Group that MAC are looking to establish as part of the \$30Million Community Fund, along with an update on site activities i.e. education support offerings.

AW noted that after Daniel Holms presentation on the Closure Social Impact Management Plan at the 19 November 2025 MAC CCC Meeting, MSC had provided feedback in relation to having more detail on the structure of the \$30Million Community Fund. AW confirmed the latest version had fleshed that out and would be the only substantive change since this was presented to the CCC.

14. Next meetings; 13 May 2026, 12 August 2026 and 18 November 2026

WP closed the meeting at 10.57 a.m. thanking all for their attendance and contributions.