MALABAR

MAXWELL UNDERGROUND MINE

SOCIAL IMPACT MANAGEMENT PLAN

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Abbreviations

ACHA	Aboriginal Cultural Heritage Assessment
ACHMP	Aboriginal Cultural Heritage Management Plan
Antiene MOD1	Drayton Rail Loop and Antiene Rail Spur (DA 106-04-00) Modification 1
CCC	Community Consultative Committee
DPE	NSW Department of Planning and Environment
DPHI	NSW Department of Planning, Housing and Infrastructure
EIS	Environmental Impact Statement
EP&A	Environmental Planning and Assessment
EPL	Environment Protection Licence
FTE	Full Time Equivalent
LALC	Local Aboriginal Land Council
LGA	Local Government Area
Malabar	Malabar Resources Limited
Maxwell	Maxwell Ventures (Management) Pty Ltd
Maxwell MOD1	Maxwell Underground Mine (SSD 9526) Modification 1
Maxwell MOD2	Maxwell Underground Mine (SSD 9526) Modification 2
Maxwell MOD3	Maxwell Underground Mine (SSD 9526) Modification 3
MEA	Mine Entry Area
MSC	Muswellbrook Shire Council
RAPs	Registered Aboriginal Parties
ROM	Run of mine
RFS	Rural Fire Service
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SSD	State Significant Development
UG	Underground
VPA	Voluntary Planning Agreement

1 INTRODUCTION

1.1 Background

1.1.1 Mine Description

Maxwell Ventures (Management) Pty Ltd (Maxwell), a wholly owned subsidiary of Malabar Resources Limited (Malabar) owns and operates the Maxwell Underground Mine(the site). The site is located in the Upper Hunter Valley of New South Wales (NSW), east-southeast of Denman and south-southwest of Muswellbrook. The site is approved to extract a maximum of 8 million tonnes of run-of-mine coal per year over a period of 26 years. The site boundary is shown in **Figure 1-1**.

The site consists of the following areas:

- Underground area comprising the proposed area of underground mining operations and the mine entry area (MEA) to support underground mining and coal handling activities and provide for personnel and materials access;
- Maxwell Infrastructure (formerly Drayton mine) comprising previous open cut mining areas, existing coal handling and preparation plant, train load-out facilities and rail loop, Antiene rail spur and other infrastructure and services; and
- Transport and services corridor between the underground area and Maxwell Infrastructure comprising the proposed site access road, covered overland conveyor, power supply and other ancillary infrastructure and services.

The area within and surrounding the site, which has previously been known as Mt Arthur South, Saddlers Creek and Drayton South, has long been identified as having a significant in-situ coal resource. Prospecting for coal commenced in the late 1940s, with exploration intensifying during the 1960s and 1970s. Open cut coal extraction and mining activities commenced at Maxwell Infrastructure in 1983 and ceased in October 2016. The previous open cut mining area is currently in the rehabilitation phase of the mine operations.

The development consent for State Significant Development 9526 (SSD 9526) was granted on 22 December 2020 under clause 8A of the *State Environmental Planning Policy* (State and Regional Development) 2011 and section 4.5(a) of the *Environmental Planning and Assessment (EP&A) Act 1979*.

The development consent was modified on 19 November 2021 (Maxwell MOD1) to allow for the repositioning of infrastructure primarily at the MEA and realignment of a section of the site access road.

The development consent was further modified (Maxwell MOD2) on 19 October 2022 to allow for the following:

- Re-orientation of the longwall panels in the Woodlands Hill, Arrowfield and Bowfield Seams resulting in a minor increase in the approved underground mining extent.
- Reduction in the width of some of the longwall panels in the Woodlands Hill Seam.
- Repositioning of the upcast ventilation shaft site and associated infrastructure.
- Other minor works and ancillary infrastructure components (e.g. access road and ancillary water management infrastructure for the repositioned ventilation shaft site).

Another modification was made to the development consent (Maxwell MOD3) on 22 September 2025 to allow for the transfer of tailings from Mt Arthur Coal (MAC) to the Maxwell UG Mine East Void, and tailings and coarse rejects from the Maxwell CHPP to the North Void.

The site also incorporates the development formerly authorised under the Maxwell Infrastructure Project Approval (PA) 06_0202. Development Consent DA 106-04-00 for the existing rail loop and Antiene Rail Spur was granted on 2 November 2000 under Section 76(A)9 and 80 of the EP&A Act. DA 106-04-00

was modified on 18 September 2023 (Antiene MOD1) to align with the approved operating life of the Maxwell Underground Mine (i.e. until 2047).

The development for the Maxwell Underground Coal Mine Project (SSD 9526) was formally commenced under the Development Consent on 5 July 2021. Construction commenced in May 2022 and first working commenced in March 2023.

The construction and operational activities including periods are detailed in the Maxwell UG Project Environmental Impact Statement (Maxwell EIS) and summarised below.

In accordance with the Maxwell EIS, project construction and other development activities comprise additional infrastructure and upgrades to existing infrastructure required to support the Project would be progressively developed during the life of the mine, including:

- extension of the existing site access road to provide access to the MEA, and sealing along the full length;
- development of the mine entry area for the Maxwell Underground and its access drifts;
- establishment of infrastructure associated with mine ventilation and gas management;
- development of a transport and services corridor from the Maxwell Underground to Maxwell Infrastructure, including a covered, overland conveyor system;
- upgrades to Run-Of-Mine (ROM) and product coal handling facilities at the Maxwell Infrastructure;
- construction of power transmission infrastructure, including power lines and substations;
- progressive development and augmentation of sumps, pumps, pipelines, water storages, water treatment and other water management equipment and structures;
- delivery, assembly and installation of specialised underground mining equipment, including a longwall machine;
- progressive development of underground conveyor systems and services;
- off-site maintenance, replacements and upgrades to roadway development machines and longwall mining machinery;
- the potential realignment of Edderton Road; and
- other minor upgrades at the existing Maxwell Infrastructure and removal of redundant infrastructure.

Initial construction activities would occur over a period of approximately 12 months. These activities would be expected to require an average of approximately 90 personnel, and a maximum of approximately 250 personnel. Additional contractors would also be required during short periods over the life of the Project; for example, during longwall change-outs, periods of higher underground development activities, scheduled plant shutdowns or other maintenance programs. These activities may require up to approximately 80 additional personnel.

In accordance with the Maxwell EIS, the underground mining operations would involve extraction of coal from four seams within the Wittingham Coal Measures using the following underground mining methods:

- bord and pillar with partial pillar extraction in the Whynot Seam; and
- longwall extraction in the Woodlands Hill, Arrowfield and Bowfield Seams.

The annual average ROM coal production from the mine would be approximately 5.7 million tonnes per annum (Mtpa), yielding an annual average of approximately 4.8 Mtpa of product coal. Underground mining activities would be undertaken 24 hours per day, seven days per week. An indicative mining schedule for the mine is presented in the Maxwell EIS. The maximum amount of ROM coal produced in any one year would be 8 Mt.

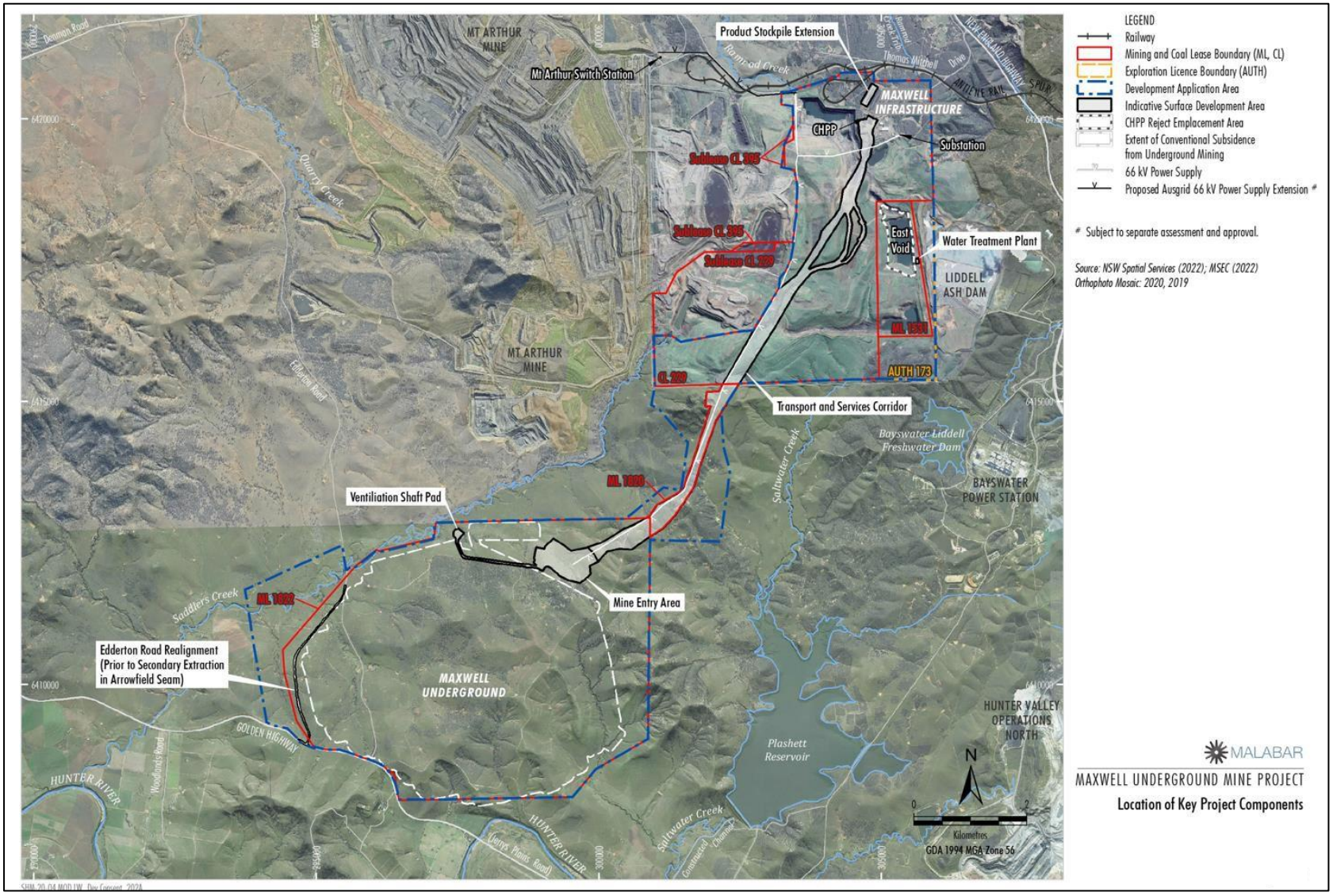

Figure 1.1 Maxwell Underground Mine

The mine includes the use of the substantial existing Maxwell Infrastructure for handling, processing and transportation of coal for the life of the mine. An indicative schedule for product coal production is provided in **Table 3-3**. Product coal will be stacked at the product coal stockpiles using a combination of stackers and a skyline conveyor. The four existing product coal stockpiles, combined with the product coal stockpile extension, will have a combined capacity of approximately 500,000 t. Coal will be reclaimed from the stockpiles using a combination of bucket-wheel type reclaimers and a coal reclaim tunnel with coal valves. Dozers will be used as required to manage coal at the coal stockpiles. Coal will then be transferred to an overhead bin at the train load-out facility for filling the trains on the rail loop.

Product coal will only be transported from the site by rail in accordance with Schedule 2, Condition A10 of Development Consent SSD 9526 and Schedule 2, Part A, Condition A5 of DA 106-04-00.The actual timing, mining sequence and annual coal production profile may vary from that presented in the Project EIS, to take account of; localised geological features, coal quality characteristics, detailed mine design, mine economics, market volume requirements, and/or adaptive management requirements.

At full development, the mine would employ approximately 350 operational personnel.

1.1.2 Community and Stakeholder Consultation

Maxwell is committed to proactive consultation with community and stakeholders to ensure the Maxwell UG Mine can co-exist with the local community, neighbours and other local industries.

Since the announcement to acquire the Maxwell UG Project in early 2017, Maxwell has hosted community information sessions, consulted local community groups, met regularly with the Community Consultative Committee (CCCs), engaged directly with representatives of the Aboriginal community, met with stakeholders onsite and distributed community newsletters.

This community-minded approach has allowed Maxwell to proactively address concerns and incorporate feedback directly into the design and operations of the project. Some community considerations that have shaped the Maxwell UG Mine include:

- The mine is an underground operation, designed to limit noise, dust and visual impacts
- The MEA is located in a valley 5 km north of the Golden Highway behind a ridge line, meaning it cannot be seen from the highway or the local horse studs
- Access to the MEA for mine vehicles will be via Thomas Mitchell Drive, to limit traffic movements on the Golden Highway and Edderton Road
- Existing mine infrastructure for coal process and train loading – Maxwell Infrastructure – is used. This results in no significant changes in existing noise or air quality impacts for neighbouring properties
- Maxwell will only mine below freehold land that they own. Maxwell voluntarily relinquished the exploration license beneath and south of the golden highway.

The Maxwell EIS went on public exhibition in August and September 2019, resulting in 231 public submissions on the project. The community strongly endorsed the project, with 77 per cent of submissions lodged in support of the project. Such confidence in the project recognises the many real benefits the Maxwell UG Mine offers, and the long-term engagement Maxwell has had with the community.

1.1.3 Previous Social Impact Stakeholder Consultation

A Social Impact Assessment (SIA) was developed for the Maxwell UG Project in July 2019 by Elliott Whiteing Social Planning Solutions. The SIA established the social baseline for the area to identify potential changes to social conditions of the project, which involved:

- Review of studies and community feedback received to date

- Consideration of the then Department of Planning and Environment (DPE) (now Department of Planning, Housing and Infrastructure (DPHI)) recommendations of the projects SIA Scoping Report (August 2018)
- Review of plans, strategies and the demography of the project region
- Review of the findings of other relevant Maxwell EIS studies
- Consultation undertaken by Maxwell for the project
    - DPE
    - Representatives of the Muswellbrook Shire Council (MSC) and Singleton Council.
    - State and Federal elected representatives
    - Infrastructure providers
    - Coolmore and Godolphin Woodlands Studs.
- Consultation undertaken by Elliott Whiteing for the SIA involved:
    - Interviews with MSC and Singleton Council representatives
    - Consultation with neighbouring landholders and community members through community information sessions and CCCs
    - SIA workshop with community and Government agencies
    - Correspondence with the Coolmore and Godolphin Woodlands Studs
    - Interviews with representatives of Hollydene Estate Winery, Jerrys Plains Public School, Muswellbrook Public School, Muswellbrook South Public School, Muswellbrook Hospital, Singleton Hospital, NSW Rural Fire Service Hunter Valley Operations and Dalswinton Rural Fire Brigade, and a NSW Farmers Associations local representative
    - Consultation with a Wanaruah Local Aboriginal Land Council (LALC) representative, with input also sought via the projects Registered Aboriginal Parties.

1.2 Scope

This Social Impact Management Plan (SIMP) applies to all activities associated with development consents SSD 9526 and DA 106-04-00. The SIMP applies to all phases from pre-construction to construction and operation of the Maxwell UG Mine. Given that the social impacts of closure are different to those of construction and operation, and that mining operations may be carried out on the site until 30 June 2047, the SIMP will be revised prior to the closure of the mine. The SIMP for closure will be prepared in consultation with Muswellbrook Shire Council, the CCC, local affected communities and other interested stakeholders, including the Coolmore and Woodlands Thoroughbred Studs.

This SIMP has been developed based on the identified impacts and commitments outlined in the SIA and Maxwell EIS as well as consultation with relevant stakeholders and the community undertaken on the draft SIMP.

1.3 Objectives

The key objectives of this SIMP are to:

- Identify both positive and negative social impacts resulting from the development, both locally and regionally. Positive and negative social impacts following mine closure will be assessed closer to the time of planned closure and included in a revised SIMP.
- Identify and build upon adaptive management and mitigation measures outlined in the Maxwell EIS to avoid, minimise and/or mitigate negative social impacts, including specific measures to minimise strain on local affordable housing supplies and essential services
- Detail actions that will support Maxwell's commitment to develop good neighbour relations based on regular, transparent and responsive engagement
- Detail actions that will support Maxwell's commitment to continuing open and constructive dialogue with the local community and stakeholders, genuine community engagement and successful environmental management
- Identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities
- Detail a stakeholder engagement plan to guide the evaluation and implementation of social

impact management and mitigation measures
- Detail a program to monitor, review and report on the effectiveness of these measures, including updating the plan five years prior to mine closure.

1.4 Commitments

As outlined in the SIA, Maxwell maintains the following commitments that form the foundation of this SIMP:

- Management of works and potential environmental impacts in accordance with the mine's development consents, approvals, licences, lease conditions and industry standards.
- Management of indigenous and non-indigenous cultural heritage in accordance with relevant legislation, Maxwell EIS commitments and approved management plans required by the development consent, in accordance with Malabar's Principles of Corporate Governance.
- Maxwell will ensure a safe workplace and maintain proper occupational health and safety practices commensurate with the nature of the Company's business and activities in accordance with Malabar's Principles of Corporate Governance. Workplace health and safety practices will include clear standards in relation to drug and alcohol use and fatigue management requirements.
- A strong local employment commitment.
- Develop strategies, initiatives, and programs to achieve diversity including, but not limited to, gender, age, ethnicity and cultural background, in accordance with Malabar's Diversity Policy.
- A strong workforce diversity policy with a target for individuals new to the underground mining sector to be 20 per cent female and 10 per cent indigenous.
- Planned recruitment of approximately 50 per cent of the operational workforce from individuals outside of the underground mining sector, including young people and people who are unemployed.
- Ensure a Code of Conduct is implemented and adopted by employees and contractors of Maxwell by importing the Code of Conduct principles into the terms of engagements with employees and contractors, in accordance with Malabar's Principles of Corporate Governance.
- Community investment support for:
    - Local community infrastructure, including health, education and childcare;
    - Local community values and cohesion, including support for local events and community led projects; and
    - Community liveability, promoting environmental qualities, family life and community resilience.
- Positive contributions to local agriculture and agricultural suppliers and services, as Maxwell is actively improving its agricultural properties and viticultural operations so that these will be long-term sustainable and productive businesses.
- Continue to provide support to local farmers by providing agistment opportunities on improved pastures owned by Maxwell.
- Develop good neighbour relations based on regular, transparent and responsive engagement.
- Minimise amenity impacts at neighbouring properties through monitoring, engagement and adaptive management.
- Allay anxiety regarding mine impacts through provision of information and maintenance of positive stakeholder relations.
- Offer to meet regularly with representatives of the Coolmore Stud, Godolphin Woodlands Stud and Hollydene Estate Wines.
- Throughout the life of the mine, Maxwell will implement information sharing strategies.

1.5 Structure of this SIMP

This Plan documents the Social Impact Management requirements as follows:

- **Section 1** establishes the purpose of this SIMP and provides a brief background on the mine to

date.

- **Section 2** outlines the planning requirements for this SIMP.
- **Section 3** refers to the implementation of this SIMP, outlining the mine impacts and their mitigation measures.
- **Section 4** refers to how this SIMP will be monitored and evaluated.
- **Section 5** details the opportunities for review and improvement of this SIMP.
- **Section 6** details how this SIMP will be communicated with all mine staff, including training.
- **Section 7** notes the responsibilities of key staff members delivering this SIMP.
- **Section 9** states the limitations of the report.

2 PLANNING

2.1 Statutory/Regulatory Requirements

This SIMP describes the management of social impacts to meet relevant statutory requirements in Development Consent SSD 9526.

The development for the Maxwell Underground Coal Mine Project (SSD 9526) was formally commenced under the Development Consent on 5 July 2021 (note that development consent SSD 9526 defines the date of Commencement as the date notified to the Department by the Applicant under condition A13 of SSD 9526). Therefore, the Social Impact Management Plan was required to be submitted for approval by 5 January 2022 as required by Condition B94 (c) of Development Consent SSD 9526 (which requires the Social Impact Management Plan be submitted to the Planning Secretary for approval within six months of commencing development under development consent SSD 9526). COVID-related restrictions in NSW have limited Maxwell's ability to meaningfully engage with the stakeholders outlined in Condition B94(b), which includes local affected communities.

Maxwell is committed to continuing open and constructive dialogue with the local community and stakeholders. Maxwell sought a revised timeframe for the submission of SIMP of 31 March 2021 to facilitate continued engagement with stakeholders in early 2021. The revised timeframe was approved by DPE on 22 November 2021. On the 15 March 2022, a further extension was granted until 30 June 2022.

Maxwell did not commence first workings until this SIMP is approved by the Planning Secretary. Maxwell will implement this SIMP as approved by the Planning Secretary.

Conditions of development consents SSD 9526 and DA 106-04-00 and Maxwell EIS commitments relating to social impact management plan, and where they are addressed in this document, are detailed in **Appendix A – Compliance Map**.

2.2 Plan Preparation

Schedule 2, Part B, Condition B94(a) of SSD 9526, requires that this plan be prepared by a suitably qualified and experienced. Maxwell engaged National Stakeholder Engagement Executive, Stephanie Luyks from WSP Australia Pty Ltd to assist with preparing the plan. Stephanie holds a Bachelor of Arts (Communication) degree and is currently undertaking a Masters of Social Work.

Effective research is a core component of WSP's work, with our team demonstrating specialist skills in engagement research. WSP have demonstrated advanced research techniques in the delivery of community and social impact assessments for a range of clients and major projects.

2.3 Consultation

A draft SIMP was provided to the following stakeholders for review and comment:

- MSC;

- Maxwell CCC members;
- Coolmore and Woodlands thoroughbred horse studs;
- Four nearby landowners, who are representative of the local affected community.

In providing the draft SIMP, Maxwell also offered to meet with each stakeholder to discuss the SIMP and to understand stakeholder concerns and opportunities for consideration into the final SIMP. One stakeholder accepted the offer to meet in person. All other feedback was provided in writing. An overview of feedback received during consultation has been provided in **Appendix B – Consultation Feedback Overview**.

3 IMPLEMENTATION

3.1 Predicted Impacts

Table 3.1 provides a summary of the predicted impacts as outlined in the SIA developed for the Maxwell EIS in July 2019 by Elliott Whiteing Social Planning Solutions and identifies whether the impact is considered to be positive or negative, and whether it relates to construction, operation or closure of the mine.

Mitigation measures for these impacts can be found in **Sections 3.3** and **3.4**.

Table 3.1 Predicted project impacts

Theme	Potential Impact	Nature	Significance	Construction	Operation	Closure
Amenity	Increase in dust and/or noise	Negative	Affected amenity because of noise and/or dust due to the recommencement of activities at Maxwell Infrastructure and train movements along the Antiene Rail Spur. This would be less than previous impacts experienced during open cut operations at the former Drayton Mine over a period of over 30 years.	**X**	**X**	
	Perceived impact to horse studs	Negative	Negative perceptions about changes to the landscape or environmental qualities which would be detrimental to the nearby horse studs. While EIS technical reports indicate no potential change, negative perceptions may persist until successful environmental management and cooperation with neighbours can be demonstrated.	**X**	**X**	
Traffic	Change to road use and traffic conditions	Negative	Minor changes to road use and traffic conditions on Thomas Mitchell Drive, Edderton Road and the New England and Golden Highways.	**X**		
Water	Water resources	Negative	Concern about water resources which has been assessed as part of the EIS as having minimal impacts and will be addressed through communication and monitoring strategies as detailed in the EIS.	**X**	**X**	

Theme	Potential Impact	Nature	Significance	Construction	Operation	Closure
Community, housing and employment	Stress/anxiety about impacts	Negative	Stress and/or anxiety for some neighbouring landholders due to uncertainties or concerns about environmental or social impacts associated with the project.	**X**	**X**	
	Community investment	Positive	Community investment through a proposed VPA with MSC.	**X**	**X**	
		Positive	Community investment through Maxwell's Sponsorship and Donations that focus on support for: • Local community infrastructure, including health, education and childcare • Local community values and cohesion, including support for local events and community-led projects.	**X**	**X**	
	Local employment	Positive	Local employment benefit and workforce diversity, including indigenous people, women and people who are new to the underground coal mining industry.	**X**	**X**	
		Positive	An average of 90 FTE and a peak of approximately 250 FTE construction jobs over a three-year construction period, with emphasis on local supply and employment.	**X**		
		Positive	An average of 350 personnel during the first ten years, 270 personnel during the second ten-year period and 190 personnel for the remaining six years of operation, with consequent social benefits at family and community levels.		**X**	
	Community cohesion	Negative	Effects to community cohesion due to community conflict about the project, offset by Maxwell's intended community investments.		**X**	
		Positive	Support for local community objectives and aspirations.	**X**	**X**	**X**

Theme	Potential Impact	Nature	Significance	Construction	Operation	Closure
		Positive	Positive contributions to local and regional population increases and associated economic stimulus from workforce households.	X	X	
	Demand for services	Negative	Small, incremental increases in demand for services including GPs, hospitals, police and emergency services, childcare, education and training, Council services and facilities within the limits of projected population growth for the project region.	X	X	
	Housing and accommodation	Negative	Increased demand (including potential cumulative demands) for rental housing.	X	X	
	Skilled labour competition	Negative	Cumulative competition for skilled labour at a local and regional level.	X	X	X
Economy	Royalties and taxes	Positive	Payment of royalties and taxes to the NSW and Commonwealth Governments, which contribute to providing services and infrastructure for the people of NSW.	X	X	
	Direct supply opportunities	Positive	Direct supply opportunities available to businesses based in the project region and adjoining LGA's, supporting the vitality and growth of local and regional businesses.	X	X	
Land use	Underground mining	Positive	As an underground mining operation, the project has the ability to coexist with other land users in the region.	X	X	X

3.2 Adaptive Management and Mitigation Measures

Table 3.2 provides an overview of Social Impact Mitigation strategies, objectives and actions as stated in the Maxwell EIS. Adaptive management and mitigation measures outlined in the Maxwell EIS, and presented in **Table 3.2** below, have been built upon to develop the specific mitigation measures for this SIMP (refer to **Section 3.3**).

Table 3.2 Mitigation measures

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
Stress/anxiety about impacts **Community cohesion** **Change to road use and traffic conditions**	Stakeholder engagement and relationship management	Provide transparent, consistent and inclusive stakeholder engagement and access to current and sufficient information about the mine, its activities, workforce and schedule to support impact management and monitoring.	• Maintain transparent, evidence-based and ongoing dialogue with concerned landholders and other community members. • Review representation throughout the CCCs to provide for ongoing inclusion of the Indigenous community and representative members of neighbouring landholders. • Use appropriate media platforms to disseminate current mine related information and demonstrate how community feedback has been considered in mine execution.	3.3.1, 3.3.4, 3.3.2, 3.3.4, 3.3.11	During Project construction (to Years 3 of operations)
			• Report on the implementation of social impact management strategies to the CCC. • Regularly update the local community through Maxwell's website and local media. • Conduct mine site visits of progressive rehabilitation of previously mined areas at the Maxwell Infrastructure for State government agencies, MSC and CCCs, if requested.	3.3.10, 3.3.4, 3.3.11, 3.3.3 3.3.1 3.3.10, 3.3.11 3.3.4	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			• Maintain six-monthly liaison (or as agreed) with nearby landholders. • Regularly provide impact monitoring results (including air quality, noise and water), with sufficient supporting information to enable community members' interpretation of how monitoring data relates to the mine's compliance requirements, through the CCC and Maxwell's website. • Prior to mine-related maintenance or construction work on Edderton Road, Maxwell would provide information about the road works program to Jerrys Plains, Coolmore Stud, Godolphin Woodlands Stud, Hollydene Estate Wines and residences on Edderton Road, along with contact details for the mine and details of Maxwell's complaints mechanism.		
Stress/anxiety about impacts		Provide stakeholders direct access to mine representatives who can answer their questions about the mine and its potential impacts and would convey their concerns within Maxwell.	• Establish and publicise a dedicated mine complaint and enquiry line which is available to all stakeholders.	3.3.12	Life of mine
Stress/anxiety about impacts		Stakeholder issues and grievances are identified, evaluated, addressed, recorded and reported such that	• Maintain a complaints management process to facilitate resolution of community complaints relating to mine activities or personnel.	3.3.12, 3.3.12 3.3.12	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
		the mine can demonstrate how Maxwell is responding to stakeholder feedback.	• Maintain and publish the mine's complaints register online, including information about the nature of the complaint and responsive actions. • Report to the CCCs and the DPHI regarding community complaints.		
Housing and accommodation		Build relationships that support communication, information sharing and feedback to assist decision-making with regard to construction and operational impacts.	• Participate in development of cumulative impact monitoring framework with associated operators and key stakeholders. • Participate in other Government/industry initiatives relevant to cumulative impact management in the mine region. • Provide a 6–12 month forward activity schedule for the mine including (as best is known at the time) workforce ramp-up and accommodation arrangements to relevant stakeholders.	3.3.7, 3.3.7 3.3.4	Years 1 to 3 or as convened

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
Community cohesion **Community investment**		Facilitate opportunities for interaction between Maxwell employees and local residents to contribute positively to community cohesion and development.	• Work with local community and business stakeholders to promote settlement and cohesion through support of local settlement strategies, liveability initiatives, family-oriented events, and child and family health programs. • Establish a Workforce Conduct Policy that sets clear workforce behaviour expectations. • Periodically review Maxwell's sponsorships and donations program including focus on projects and initiatives that support local community values, character and cohesion within the Muswellbrook and Singleton LGAs. • Support local initiatives that facilitate non-resident workforce and community interactions at local venues, events and community projects.	3.4.13, 3.8, 3.4.1 3.4.1	Life of mine
			• Implement mine closure process outlined in the Maxwell EIS (Section 9 of Appendix U).	1.2, 1.3	Five years prior to closure
Perceived impact to horse studs	Neighbour amenity	Develop good neighbour relations based on regular, transparent and responsive engagement. Minimise amenity impacts at neighbouring properties through monitoring, engagement and adaptive management. Allay anxiety regarding mine impacts through provision of information	• Annual neighbours Community Information Session commencing prior to construction and continuing during at least the first three years of the mine's operation to provide a mine update and address potential issues or concerns. • Offer to meet regularly with representatives of the Coolmore Stud, Godolphin Woodlands Stud and Hollydene Estate Wines. • Implement information sharing strategies as above.	3.3.1, 3.3.6, 3.3.1, 3.3.6	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
		and maintenance of positive stakeholder relations.			
Increase in dust and/or noise **Water resources** **Stress/anxiety about impacts**		Minimise amenity impacts at neighbouring properties through monitoring, engagement and adaptive management. Allay anxiety regarding mine impacts through provision of information and maintenance of positive stakeholder relations.	• Development of a strategy for ongoing communication with neighbouring landholders (e.g. within 2.5 km of the mine) to discuss property-specific issues and mitigation plans where required. • For properties where the Noise Impact Assessment indicates marginal noise exceedances, develop property-specific agreement plans, where requested by the landholder, to address owners' concerns. • Implement a groundwater monitoring program, including 'make good' provisions for any material mine related water bore drawdown (EIS Section 6.4.4).	3.3.1, 3.3.6.1, 3.3.6.3	Prior to operations commencing Where requested during the Life of mine. When water supply is adversely or directly impacted during the Life of mine
Change to road use and traffic conditions **Community cohesion** **Underground mining**		Contribute positively to local character and landscape values.	• Develop and implement mitigation measures (e.g. tree screening) that minimise impacts on landscape and amenity values from private properties and road approaches (EIS Section 6.11.4). • Maintain fence lines, entrances and road side plantings within Maxwell-owned properties to present a visually pleasing appearance that is congruent and sympathetic with the appearance of surrounding rural properties.	3.3.6.4 3.3.6.4	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
Local employment **Demand for services**	Community infrastructure and wellbeing	Assist agency planning (DPHI, Education, Health, and Police) through regular provision of workforce data and consultation.	• Engage with government agency stakeholders to communicate workforce data to support service planning. • Provide advice to Council and social infrastructure stakeholders on workforce ramp-up and indicative numbers of new local personnel, annually during construction and the first three years of operation. • Consult Muswellbrook Police, Hunter Zone 2 Ambulance and the RFS regarding the Mine's Emergency Response Management Plan and workforce management approach. • Ongoing consultative arrangements with local emergency services, including Muswellbrook Police, Hunter Zone 2 Ambulance Service and the RFS, to establish relationships and support emergency responses.	3.3.3, 3.3.4, 3.3.5 3.3.5	During construction (to Year 3 of operations)
Community cohesion **Demand for services**		Manage workforce and associated population demand for local services and facilities.	• Allocate funds for local infrastructure providers (Council and community services, including educational and childcare services) to contribute to community development, liveability and cohesion (likely to be via a voluntary planning agreement with MSC). • Continue Maxwell's sponsorships and donations program (EIS Section 5.4.4), which focuses on projects that support community cohesion, promotion of local values, environmental projects, family-oriented initiatives and health-related initiatives.	3.4.2 3.4.1	Life of mine
Community cohesion		Support local initiatives that contribute positively	• Engage with Muswellbrook Police to develop any emergency response plans and relationships between	3.3.5, 3.3.6.5, 3.3.2, 3.3.2	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
		to workforce and community wellbeing	Maxwell and the Police to enable pro-active responses to any mine related community safety issue (e.g. traffic behaviour or behaviour in towns). • Develop an ACHMP in accordance with recommendations made by AECOM (Section 6.12.4). • Seek to maintain Indigenous representation on the CCCs throughout the life of the mine. • Contribute to community initiatives outlined by the MSC's Reconciliation Action Plan. • Establish partnerships with MSC and Singleton Council to develop a workforce settlement campaign, which includes support for local liveability initiatives, family-oriented events and child and family health programs. • Periodically review Maxwell's sponsorships and donations program to maintain a focus on projects and initiatives that support local community values, education, health, character and cohesion in Jerrys Plains, Muswellbrook, Denman and Singleton. • Support local initiatives that facilitate non-resident workforce and community interactions at local venues, events and community projects.	3.3.2 3.4.1, 3.4.2, 3.4.3 3.4.1 3.4.1	
Community cohesion **Housing and accommodation**		Participate in monitoring community infrastructure impacts in the mine region arising from cumulative developments in the area.	• Participate in development of cumulative impact monitoring framework with associated operators and key stakeholders. • Participate in other Government/industry initiatives relevant to cumulative impact management in the mine region.	3.3.7, 3.3.7 3.3.4	During construction (to year 4 of operations)

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			• Provide a 6 – 12 month forward activity schedule for the mine including (as best is known at the time) workforce and accommodation arrangements to relevant stakeholders.		
Local employment **Direct supply opportunities**	Housing and workforce management	Maximise local employment (Muswellbrook and Singleton LGAs) and for Indigenous people, women, young people and people previously unskilled in mining	• Encourage construction contractors and suppliers to hire locally where possible through contractual terms. • Require construction contractors to engage with businesses in the mine region. • Promote availability of mine employment and application arrangements in The Singleton Argus, Muswellbrook Chronicle, Hunter Valley News, Denman News and/or The Scone Advocate. • Maintain regular engagement with local employment agencies to advise of opportunities for training and employment.	3.4.3 3.3.4 3.4.3 3.4.3	During construction (to year 3 of operations)
			• Develop and implement a workforce diversity policy. • Establish arrangements with employment and recruitment services, including those for Indigenous people and people with disability, to provide advance notice of upcoming employment opportunities. • Partner with an appropriate Aboriginal employment service provider to develop culturally-specific training and recruitment strategies. • Promote availability of mine employment and application arrangements in The Singleton Argus, Muswellbrook Chronicle, Hunter Valley News, Denman News and/or The Scone Advocate.	1.4, 3.4.3 3.4.5 3.4.3 3.4.3 3.4.3	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			• Focus recruitment on hiring residents of the Muswellbrook and Singleton LGAs, including local Indigenous people, young people, and local women. • Promote available services to assist candidates in preparing their applications and supporting documentation.		
			• Establish partnerships with Muswellbrook and Singleton High Schools to initiate training, apprenticeship, cadetship and/or intern programs that would provide pathways for local students to employment • Establish Partnerships with University of Newcastle, Muswellbrook TAFE Campus (Hunter TAFE) and Mining Skills Centre to develop mine-specific training programs and identify local young people with an interest in employment. • Partner with an appropriate Aboriginal employment service provider to develop culturally-specific training and recruitment strategies.	3.4.5, 3.4.5 3.4.5	Life of mine
Housing and accommodation		Minimise additional pressure on the rental housing market.	• Require construction contractors to contact accommodation operators in advance of construction commencing to schedule accommodation bookings and enable accommodation providers to plan for maximum capacity • Advise Council and real estate agents of workforce ramp-up and provide information on housing availability to in-migrating personnel • If construction coincides with construction of other mines, identify existing housing and	3.3.4 3.3.4 3.4.4 3.4.4	During construction (to year 3 of operations)

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			accommodation capacity relative to mine workforce needs and, if required, prepare a workforce accommodation strategy which addresses the construction and operation phases • Participate in Council, industry or Government projects to monitor cumulative impacts on labour availability and/or housing.		
Community cohesion **Local employment** **Community investment** **Housing and accommodation** **Direct supply opportunities**		Encourage non-local operational hires and their families to settle permanently in the Muswellbrook and Singleton LGAs.	• Promote Muswellbrook, Denman and Singleton as residential bases for new local personnel. • Work with local community and business stakeholders to prepare a town welcome pack that encourages settlement and involvement in local towns. • During the first three years of operation: • Quarterly monitoring program of rental and purchase housing capacity in Muswellbrook and Singleton, and re-direction of personnel to live in other centres if housing shortages are identified. • Monitor workforce childcare demands as part of the workforce on boarding and settlement program and communicate these to MSC and Singleton Council. • Establish a Workforce Conduct Policy that sets clear workforce behaviour expectations.	3.4.3, 3.4.3, 3.4.4 3.3.4 3.3.8	Years 1-3
Community cohesion		Strengthen workforce health and wellbeing.	• Workforce health and safety program that includes a focus on fatigue management, promotion of healthy lifestyles and mental health. • Promote healthy lifestyle tips directly linked to activities and services available in the Muswellbrook and	3.3.9, 3.3.9 3.3.9 3.3.9	Life of mine

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			Singleton LGAs, published in the mine's internal electronic newsletters. • Encourage access to a confidential employee counselling service, available to operational and construction personnel. • Create a culture that supports wellbeing, including programs to improve knowledge and understanding of mental health and peer support.		
Housing and accommodation		Assist Councils in identifying and responding to cumulative housing and workforce impacts.	• Participate in development of cumulative impact monitoring framework with associated operators and key stakeholders.	3.3.7	During construction (to Year 5 of operations)
			• Prior advice to workforce on ramp-down and/or transition strategies in concert with community engagement activities and further development of Mine Closure Plan.	1.2, 1.3	Prior to mine closure
Local employment	Local business opportunities	Enable local businesses and suppliers to participate in mine procurement opportunities.	• Formalise the local contract strategy for construction and operation, and articulate requirements throughout major contracts to facilitate supply chain involvement of local and regional businesses. • Stipulate local hire requirements in construction contracts where feasible and require contractors to engage local businesses. • Consult with the local chambers of commerce to identify opportunities to strengthen local businesses' participation in the mine supply chain.	3.4.6, 3.4.3 3.3.4 3.3.2	During construction (to Year 4 of operations)

Predicted Impact	Strategy	Objective	Action	Where specific SIMP Mitigation Measures are addressed in this SIMP	Timing
			• Promote business and employment opportunities through Indigenous community leaders, existing Indigenous employment agencies and organisations.		
			• Develop a mine-specific supply chain register that categorises interested businesses from the local area (nearby local communities within the Muswellbrook and Singleton LGAs), and region (Hunter Valley SA4) and across NSW. • Enable local supplier registrations to provide a capability statement/expression of interest to Maxwell for the mine	3.4.6 3.4.6	During construction (to Year 4 of operations)
Community investment **Local employment** **Skilled labour competition**		Minimise the impacts of potential labour draws from local businesses sectors by recruiting and training new entrants to underground mining. Support initiatives and service industries that promote liveability, workforce settlement and associated economic growth.	• Consult business and industry stakeholders to identify existing programs that are focused on strengthening the service industry sector. • Investigate options to strengthen service industry pathways through partnerships. • Continue Maxwell's sponsorships and donations program (Section 3.3), which focuses on projects that support community cohesion, promotion of local values, environmental projects, family-oriented initiatives and health-related initiatives.	3.3.4 3.3.4 3.4.1	During construction (to Year 4 of operations)

3.3 Social Impact management Plan Mitigation Measures

3.3.1 Neighbour Engagement

Maxwell will continue to hold one-on-one meetings with near neighbours, six-monthly or as agreed, to discuss mine progress and also any changes (including consent modifications). Near neighbours are considered to be “local affected communities” and “neighbouring landholders and tenement holders” (refer to stakeholder list in **Appendix C** for definitions of these stakeholder groups). Near neighbours will continue to be represented on Maxwell’s CCC. Maxwell will also continue to host annual neighbours community information sessions, which commenced prior to construction. These sessions will continue during at least the first three years of the site’s operation to provide a mine update and address potential issues or concerns.

3.3.2 Aboriginal Community Engagement

Maxwell recognises the importance of cultural protocols in the engagement of registered Aboriginal Parties (RAPs) and more broadly the Aboriginal community. As such, Maxwell has adopted the principals outlined in the Australian Heritage Commission’s guidelines Ask First: A guide to respecting Indigenous heritage places and values (Australian Heritage Commission, 2002). These principals require that all parties concerned with identifying, conserving and managing Aboriginal heritage should acknowledge, accept and act on the principles that Aboriginal people:

- Are the primary source of information on the value of their heritage and how this is best conserved;
- Must have an active role in any Aboriginal heritage planning process;
- Must have input into primary decision-making in relation to Aboriginal heritage so they can continue to fulfil their obligations towards this heritage; and
- Have a right to retain control of their cultural knowledge, including intellectual property and other information relating specifically to their heritage.

Consultation with RAPs during completion of the Aboriginal Cultural Heritage Assessment (ACHA) was undertaken in accordance with the Aboriginal Cultural Heritage Consultation Requirements for Proponents 2010 (DECCW 2010). A total of 27 Aboriginal parties registered their interest. Further details on consultation for the ACHA and the list of Registered Aboriginal Parties (RAPs) involved during the ACHA is provided in Maxwell’s Aboriginal Cultural Heritage Plan (ACHMP).

Consultation with the RAPs will be ongoing. Notification will be provided in writing to RAPs in the following instances:

- There are significant changes to approved operations at the site resulting in potential implications for Aboriginal heritage management.
- There is a discovery of a significant Aboriginal site (e.g. burial, grinding groove or scarred tree in accordance with the process described in Section 3.5).
- There is an opportunity to participate in Aboriginal archaeological survey or salvage works.
- There are discussions regarding the long-term management of Aboriginal heritage items at the site.

The CCC includes community representatives and representatives of the Wanaruah Local Aboriginal Land Council (LALC). Maxwell shall ensure that Indigenous representation on the CCC is maintained.

Maxwell will promote business and employment opportunities through the Wanaruah LALC, and existing Indigenous employment agencies and organisations.

3.3.3 Government department Engagement

Maxwell will continue to host site visits with local, state and Commonwealth government department representatives as required. Throughout the life of the mine, Maxwell will conduct site visits of progressive rehabilitation of previously mined areas at the Maxwell Infrastructure for State government agencies, Muswellbrook Shire Council and CCCs, if requested.

Maxwell will engage with government agency stakeholders to communicate workforce data to support service planning.

3.3.4 Local Community and Business Stakeholder Engagement

The objective of engagement with the local community and business stakeholders is to provide transparent, consistent and inclusive stakeholder engagement and access to current and sufficient information about the Maxwell UG Mine, its activities, workforce and schedule to support impact management and monitoring. Local community and business stakeholder engagement activities will include, but are not limited to:

- distributing construction notices to landholders within 2.5 km of the mine;
- conducting community information sessions commencing prior to construction and continuing during at least the first three years of operation to provide updates and address potential issues or concerns; and
- offering to meet regularly with representatives of the Coolmore Stud, Godolphin Woodlands Stud and Hollydene Estate Wines.

General mine updates including a description of activities being undertaken on site will be included in the Maxwell external newsletter which will be distributed generally every six months for at least the first three years of operation.

Prior to commencement of construction Maxwell will send a newsletter to all residents and businesses in Muswellbrook, Jerrys Plains and Denman providing a schedule of construction activities including expected workforce numbers.

The construction phase will involve the generation of roughly 250 new jobs and the services of many local businesses and suppliers. Once construction is complete the mine will generate 350 full-time, long-term new jobs, delivering $55 million in wages into the local economy each year, and generate $1 billion to 1.2 billion in mining royalties for the people of NSW over the initial 26 years of the Maxwell Underground Mine. During the construction phase and once mining begins, the mine will support local businesses and suppliers. Wherever possible, we will prioritise employing locals because we know how important it is for the benefits of this enterprise to stay in the local community.

Maxwell will consult with the local chambers of commerce to identify opportunities to strengthen local businesses' participation in the site supply chain.

Maxwell will, through contractual terms, require construction contractors to contact accommodation operators in advance of construction commencing to schedule accommodation bookings and enable accommodation providers to plan for maximum capacity.

Maxwell will advise MSC and real estate agents of workforce ramp-up and provide information on housing availability to in-migrating personnel. Maxwell will monitor workforce childcare demands as part of the workforce on boarding and settlement program and communicate these to MSC and Singleton Council.

Maxwell will consult business and industry stakeholders to identify existing programs that are focused on strengthening the service industry sector and investigate options to strengthen service industry pathways through partnerships.

Prior to mine-related maintenance or construction work on Edderton Road, Maxwell would provide information about the road works program to Jerrys Plains, Coolmore Stud, Godolphin Woodlands Stud, Hollydene Estate Wines, residences on Edderton Road, and Muswellbrook Shire Council, along with contact details for the mine and details of Maxwell's complaints mechanism. Maxwell acknowledges the concerns of Coolmore Stud, Godolphin Woodlands Stud regarding maintenance or construction work on Edderton Road and will work with Coolmore Stud, Godolphin Woodlands Stud to develop strategies and protocols to minimise potential impacts of Edderton Road maintenance or construction work.

3.3.5 Emergency Services Engagement

In accordance with Schedule 2, Condition B72 of development consent SSD 9256, the NSW Rural Fire Service (RFS) was consulted during the development of Maxwell's Bushfire Management Plan which will be implemented in consultation with the RFS. Fire-fighting equipment on site is available for use in the event of a bushfire Maxwell shall assist the RFS and emergency services to the extent practicable if there is a fire in the vicinity of the site.

Maxwell will consult with Muswellbrook Police and Hunter Zone 2 Ambulance regarding the site's plans for responding to emergencies, workforce management approach and supporting emergency services.

3.3.6 Environmental Management and Monitoring

Environmental management plans and strategies have been developed to identify potential environmental impacts and specify how they will be managed, to meet the requirements of Development Consent SSD 9526 and Development Consent DA 106-04-00. The management plans will be consistent with the conditions of any EPL issued for the site. Where appropriate, procedures or forms are also in place to support their implementation. Together, these documents form the Environmental Management System for the site. Maxwell's environmental management documents to meet the requirements of Development Consent SSD 9526 and Development Consent DA 106 04 00 are listed in Maxwell's Environmental Management Strategy.

Maxwell undertakes monitoring to confirm baseline conditions for later assessment of performance and impacts, and to determine compliance with regulatory requirements. All monitoring to be undertaken to meet conditions of Development Consent SSD 9526 and Development Consent DA 106 04 00 is summarised in Maxwell's Environmental Management Strategy. The rationale, performance criteria and methodology for each aspect monitored is detailed in the relevant management plans.

3.3.6.1 Noise Impact Management

The site is adjacent to two groups of noise receivers:

- the northern receivers located within the Antiene and East Antiene residential areas near Thomas Mitchell Drive and New England Highway, north and north-east of the Maxwell Infrastructure area; and
- the southern receivers located near the Golden Highway and Hunter River, south and west of the proposed underground mining area.

All 146 identified noise receivers are shown on **Figure 3-1** and **Figure 3-2**. With mitigation measures in place, "marginal" exceedances are predicted at two northern receivers (403 and 411 on **Figure 3-1**) during the daytime and night periods and at two northern receivers (402 and 538 on **Figure 3-1**) during the night period in Years 3 and 4. For the purposes of this SIMP, noise receivers 403, 411, 402 and 538 are "local affected communities". The relatively limited number of receivers with exceedances indicates that, with the implementation of the mitigation measures outlined in Maxwell's Noise and Blasting Management Plan, operational noise from the site can be managed to the maximum extent possible, and no other measures would be of material benefit. Noise modelling indicated that noise contributions from the site at all privately-owned southern receivers including the Coolmore and Godolphin Woodlands Studs and Hollydene Estate Wines, were predicted to be indistinguishable from background noise.

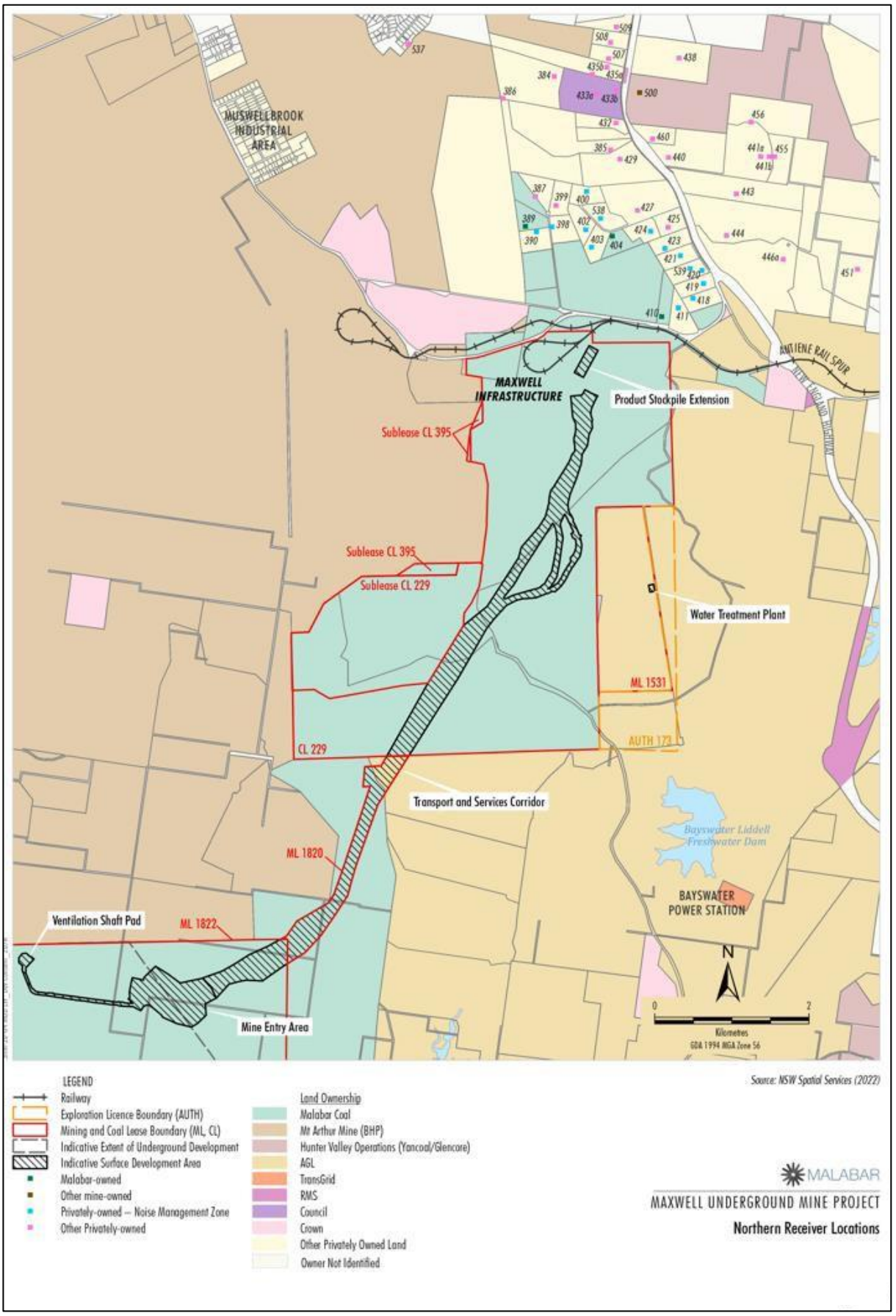

Figure 3-1: Maxwell Underground Mine – Northern receiver locations

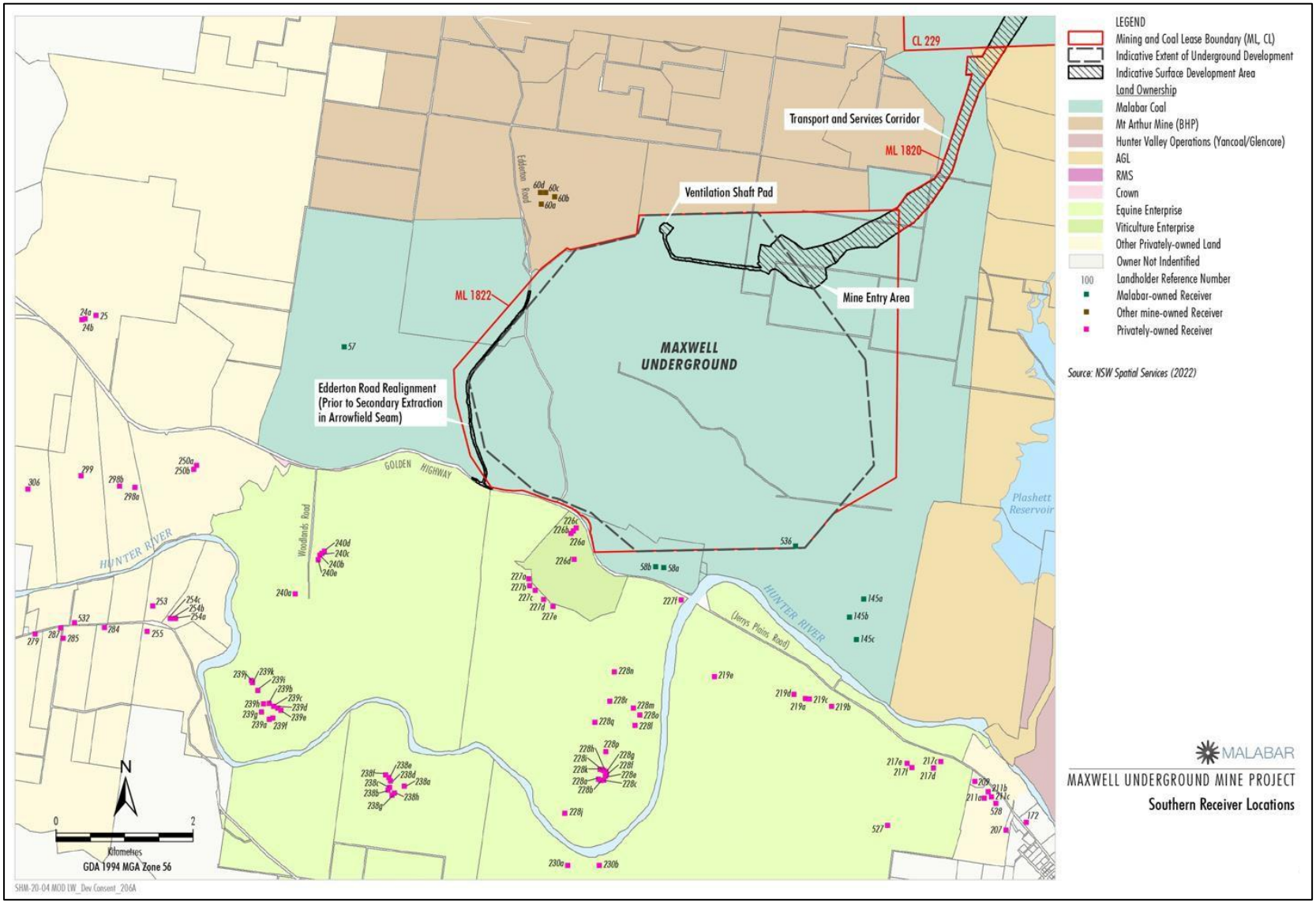

Figure 3-2: Maxwell Underground Mine – Southern receiver locations

If a landowner considers the development to be exceeding any relevant noise criterion in Maxwell's Noise and Blasting Management Plan, they may ask the Planning Secretary in writing for an independent review of the impacts of the development on their residence or land. If the Planning Secretary is not satisfied that an independent review is warranted, the Planning Secretary will notify the landowner in writing of that decision, and the reasons for that decision, within 21 days of the request for a review. If the Planning Secretary is satisfied that an independent review is warranted, within three months, or other timeframe agreed by the Planning Secretary and the landowner, of the Planning Secretary's decision, Maxwell shall:

- commission a suitably qualified, experienced and independent person, whose appointment has been approved by the Planning Secretary, to;
    - consult with the landowner to determine their concerns;
    - conduct monitoring to determine whether the development is complying with the relevant criteria in Part B or Part C of Development Consent SSD 9526; and
    - if the development is not complying with the relevant criterion, identify measures that could be implemented to ensure compliance with the relevant criterion; and
- give the Planning Secretary and landowner a copy of the independent review; and
- comply with any written requests made by the Planning Secretary to implement any findings of the review.

In accordance with Schedule 2, Condition B12(e)(i) of Development Consent SSD 9526, Maxwell's Noise and Blasting Management Plan was prepared in consultation with near neighbours the Coolmore and Woodlands Thoroughbred Studs. Outcomes of the consultation are presented in Maxwell's Noise and Blasting Management Plan. Any private landholder or occupier of any residence, who registers an interest in being notified about blasting activities at the site, as well as Coolmore and Woodlands Thoroughbred Studs, will be notified of upcoming blast events via telephone, e-mail or as otherwise agreed between the parties.

3.3.7 Air Quality Impact Management

The results of the air quality and greenhouse gas assessment undertaken as part of the Maxwell EIS indicated that the dust levels were predicted to be below the relevant criteria at the assessed privately-owned and mine-owned residences. It also found that there were no likely adverse air quality impacts associated with nitrogen dioxide emissions from diesel powered equipment and gas management activities.

Maxwell's air quality management system includes a comprehensive set of both proactive and reactive control measures and monitoring tools to maintain compliance with the air quality criteria for particulate matter less than 10 µm (PM_{10}) and particulate matter less than 2.5 µm ($PM_{2.5}$). These measures and tools are designed to minimise the potential for generation of wind-blown dust (including PM_{10} and PM2.5) from disturbed surfaces and mining activities, and to enable effective control of episodic dust events.

Reasonable and feasible measures for minimising particulate emissions (including PM_{10} and $PM_{2.5}$) from the operation have been developed with reference to the NSW Coal Mining Benchmarking Study: International Best Practice Measures to Prevent and/or Minimise Emissions of Particulate Matter from Coal Mining (Katestone Environmental Pty Ltd, 2011) Further details of air quality criteria and Maxwell's air quality management system are outlined in Maxwell's Air Quality and Greenhouse Gas Management Plan.

3.3.8 Groundwater Impact Management

Should monitoring or an investigation show greater than 2 m drawdown at a privately-owned bore, and the drawdown is directly attributable to the mine, compensatory water supply measures for the affected groundwater user will be implemented, and may include:

- deepening the affected groundwater bore;
- construction of a new groundwater bore; and/or
- provision of an alternative water supply of suitable quality and quantity.

Any compensatory water supply will be provided in consultation with Water Group, and to the satisfaction of the Planning Secretary. The compensatory water supply measures shall provide an alternative long- term supply of water that is equivalent, in quality and volume, to the loss attributable to the development. Equivalent water supply should be provided (at least on an interim basis) as soon as practicable after the loss is identified, unless otherwise agreed with the landowner. If Maxwell and the landowner cannot agree on whether the loss of water is to be attributed to the development or the measures to be implemented, or there is a dispute about the implementation of these measures, then either party may refer the matter to the Planning Secretary for resolution. If Maxwell is unable to provide an alternative long-term supply of water, then Maxwell shall provide compensation, to the satisfaction of the Planning Secretary.

In the event of any complaint relating to a privately-owned licensed groundwater bore which may, in the opinion of the Planning Secretary, have been adversely and directly impacted as a result of the development (other than an impact that is minor or negligible), Maxwell shall, as soon as practicable, facilitate the provision of a temporary water supply, pending the outcome of any groundwater investigation and/or the provision of an alternative long-term supply of water, to the satisfaction of the Planning Secretary.

Further information on groundwater management and monitoring is provided in Maxwell's Water Management Plan.

3.3.9 Visual Impact Management

A landscaping strategy has been developed to minimise views of the site from key vantage points including Edderton Road and the Edderton Homestead. The strategy is focused on the installation and maintenance of tree screens. It is recognised that whilst visual sensitivity is moderate and visual impacts are low (and planting in this context is not essential), it is an opportunity for further reduction of visual effects, resulting in reduced visual impacts in the landscape.

As part of the landscaping strategy, in 2019, Maxwell planted trees and shrubs along ridge line contours located west of the mine entry area to provide a visual screen. The planting comprised four rows (at 2 metre centres) of native trees and 2-metre tall shrub species, consistent with the Spotted Gum Ironbark Woodland, Red Gum Woodland and White Box Woodland vegetation communities. A total of 2,000 plants were planted as part of the tree screen. Plants were installed using a growth promoting compound and immediately watered in with a minimum of one litre per plant. Follow-up watering was undertaken for several months after installation due to drier than normal conditions at the time of planting. Visual sensitivity is this area is considered moderate and visual impacts are low. As such planting was, in this context not essential, however, it was an opportunity for further reduction of visual effects, resulting in reduced visual impacts in the landscape.

Edderton Homestead (owned by BHP) is located approximately 3.3 kilometres from the MEA and qualifies for the consideration of off-site treatment due to the predicted moderate visual impacts. In accordance with Schedule 2, Part B, Condition B61 (b) of SSD 9526, if requested by the landowner and/or tenant, Maxwell will undertake landscaping works along the eastern and southern boundary fence line of Edderton Homestead to supplement existing vegetation and further screen views of the Maxwell UG Mine. Initial discussions have already been undertaken with the landowner and tenant however at the time of writing this strategy, the landowner and tenant have not requested the tree screen to be installed. Once requested, Maxwell will establish tree screens at the Edderton Homestead and will consult with the landowner and/or tenant regarding the species to be planted, noting exotic species may be used to complement the existing garden.

Further details of monitoring and management of tree screens is provided in Maxwell's Visual Impact Management Plan.

Maxwell will continue to maintain fence lines, entrances and roadside plantings around Maxwell-owned properties to present a visually pleasing appearance that is congruent and sympathetic with the appearance of surrounding rural properties.

Maxwell will discourage workers from wearing high visibility clothing when travelling to public places in quiet rural areas such as Jerrys Plains and Denman. This would be managed through the site induction process and through Maxwell's contractor management procedures. A similar approach for Muswellbrook and Singleton is not considered warranted given the existing strong influence of mining in these towns.

Maxwell will make attempts to conduct ongoing consultation with stakeholders surrounding the site over the life of the mine to identify any issues in relation to visual impacts on surrounding sensitive viewing locations. Following further consultation with the stakeholders, additional measures may be implemented to improve visual mitigation at specific sensitive viewer locations. Maxwell will continue to offer to meet regularly with representatives of the Coolmore Stud and Godolphin Woodlands Stud over the life of the mine.

3.3.10 Traffic Management

A Drivers' Code of Conduct has been prepared to manage specific behavioural requirements applicable to inducted personnel driving vehicles to site. The Drivers' Code of Conduct provides details on posted speed limits, designated transport routes and safe driving practices. A copy of the Drivers' Code of Conduct is provided in Maxwell's Traffic Management Plan.

With regard to the road transport environment, the purpose of the CCC will be to promote information sharing between Maxwell, the local community, stakeholder groups and MSC, and will allow Maxwell to seek community views and respond to road transport matters raised by the community. Maxwell will provide the CCC with regular information on the progress of coal transport operations, road transport operations and monitoring results. Maxwell will provide other information as reasonably requested by the Chair of the Committee concerning coal and road transport operations.

3.3.11 Cumulative Impact Management

Details on the management of cumulative impacts are detailed in Maxwell's Noise and Blasting Management Plan and Maxwell's Air Quality and Greenhouse Gas Management Plan. This includes protocols for communications between neighbouring mines to allow cumulative impacts to be managed.

Maxwell's closest mining neighbour is Mount Arthur Coal (MAC) which shares an operational boundary to the west and the Antiene rail spur to the north. In accordance with Schedule 2, Condition B10(c) of Development Consent SSD 9526 Maxwell will make all reasonable and feasible endeavours to coordinate the timing of surface construction blasting activities with any nearby mines (including MAC) to minimise cumulative blasting impacts. This will involve reviewing the blast schedule of surrounding mines and timing surface construction blasts to avoid blasts at surrounding mines where practical. Maxwell will notify surrounding mines of Maxwell's scheduled surface construction blasts at least two days before and on the day of the blast. Notification of upcoming blasts events will be via telephone, e-mail or as otherwise agreed between the parties.

Maxwell will make all reasonable and feasible endeavours to coordinate noise management with nearby mines to minimise cumulative impacts. Maxwell will use real-time noise monitoring data during the analysis of elevated noise readings to assist to distinguish noise emissions from the neighbouring developments by determining the elevated noise source. Maxwell will also undertake off site inspections (where required) to determine the elevated noise source. In the event, that elevated noise levels are suspected to be coming from nearby mines or a community complaint is received about noise along a

shared operational boundary with a nearby mine, Maxwell will notify the other mining company in a timely manner so that they can undertake their own investigation and action accordingly.

In accordance with Schedule 2, Part B, Condition B19(e) of SSD 9526 Maxwell will make all reasonable and feasible endeavours to coordinate air quality management on the site with air quality management at nearby mines (particularly MAC) to minimise air quality impacts. During periods when real-time meteorological monitoring indicates conditions conducive to elevated regional dust levels, supervisors will increase surveillance of operations and modify or suspend operations as required. Changes will be made to operations in accordance with the site Dust Trigger Action Response Plan, to reduce the cumulative impacts of dust emissions. In the event that any substantial dust plumes from nearby mines are consistently observed leaving their site boundary or a community complaint is received about dust generation along a shared operational boundary with a nearby mine, Maxwell will notify the other mining company so that they can undertake their own investigation.

Maxwell meets with MAC on a regular basis to discuss relevant monitoring results and community complaints specific to the rail spur. In the event any exceedances of the criteria are recorded, the results of the investigation are presented to the CCC at the meeting. Maxwell meets with other nearby mining companies on a regular basis to discuss shared learnings from incidents and any new technology and or trials being undertaken. Maxwell also participates in the Upper Hunter Mining Dialogue which brings together nearby mines and the community to discuss various aspects of environmental management.

3.3.12 Employee Code of Conduct

Maxwell will ensure a Code of Conduct is implemented and adopted by employees and contractors of Maxwell by importing the Code of Conduct principles into the terms of engagements with employees and contractors, in accordance with Malabar's Principles of Corporate Governance.

3.3.13 Workforce Health and Safety

Maxwell has developed and implemented a safety management system to meet the requirements of the Work Health and Safety Act 2011, Work Health and Safety Regulations 2011, Work Health and Safety (Mines) Act 2013 and the Work Health and Safety (Mines) Regulations 2014. The safety management system provides a comprehensive and integrated system to manage, as far as reasonably practicable, all aspects of risks to health and safety. It brings together a number of policies, plans and procedures to provide a systematic approach to achieving and monitoring an effective level of health and safety. The safety management system includes policies and procedures related to fitness for duty (including fatigue management and drug and alcohol testing) promotion of healthy lifestyles and mental health.

Maxwell will promote healthy lifestyle tips directly linked to activities and services available in the Muswellbrook and Singleton LGAs, through site newsletters and noticeboards.

Maxwell will implement a confidential employee counselling service, available to operational and construction personnel.

Maxwell will create a culture that supports diversity inclusion, and wellbeing, including programs to improve knowledge and understanding of mental health and peer support.

3.3.14 Community Consultative Committee

CCCs provide a forum for discussion between Maxwell and representatives of the community, stakeholder groups and the local council on issues relating directly to the site. Although the CCC is not a decision-making or regulatory body, it performs an important advisory and consultative role.

Malabar has established the Maxwell CCC in terms of SSD 9526. On 2 September 2021 Malabar received consent to combine the existing Maxwell Infrastructure CCC and the Spur Hill CCC to form an amalgamated group CCC hereafter referred to as the Maxwell CCC as required by SSD 9526. This CCC

will be managed generally in accordance with the NSW Government's Community Consultative Committee Guidelines: State Significant Projects (2023) or its latest version.

Maxwell will continue to regularly provide monitoring results (including air quality, noise and water), with sufficient supporting information to enable community members' interpretation of how monitoring data relates to the mine's compliance requirements, at each Maxwell CCC meeting. Maxwell will continue to report on community issues and social impact management strategies at each Maxwell CCC meeting.

Throughout the life of the mine, Maxwell will conduct mine site visits of progressive rehabilitation of previously mined areas at the Maxwell Infrastructure for State government agencies, Muswellbrook Shire Council and CCCs, if requested.

In accordance with Schedule 2, Condition E17(a)(v) of Development Consent SSD 9526, minutes of CCC meetings will be publicly available on Maxwell's website at https://malabarresources.com.au/corporate-governance/.

3.3.15 Public Access to Information

In accordance with Schedule 2, Condition E17 of Development Consent SSD 9526 9526 and Schedule 2, Part C, Condition C11 of DA 106-04-00, before the commencement of construction and within 3 months of the approval of Antiene MOD1 until the completion of all rehabilitation required under SSD 9526 and DA 106-04-00, Maxwell will make the following information and documents (as they are obtained, approved or as otherwise stipulated within the conditions of Development Consent SSD 9526 and DA 106-04-00) that are relevant to this plan publicly available on Maxwell's website (https://malabarresources.com.au/corporate-governance/):

- this SIMP;
- all current statutory approvals for the development;
- the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;
- minutes of CCC meetings;
- regular reporting on the environmental performance of the development in accordance with the reporting requirements in any plans or programs approved under the conditions of this consent;
- a comprehensive summary of the monitoring results of the development, reported in accordance with the specifications in any conditions of this consent, or any approved plans and programs;
- a summary of the current phase and progress of the development;
- contact details to enquire about the development or to make a complaint;
- a complaints register, updated monthly;
- the Annual Reviews of the development; and
- audit reports prepared as part of any Independent Environmental Audit of the development and the Applicant's response to the recommendations in any audit report.

This information shall be kept up to date, to the satisfaction of the Planning Secretary.

Proposed blast times will be uploaded onto the MSC Blasting Announcements webpage (https://muswellbrook.nsw.gov.au/index.php/blasting/blasting-announcements) to enable interested members of the public to get up-to-date information on blasts.

3.3.16 Complaints Handling

The site maintains a 24-hour community hotline (1800 653 960) for any issues or enquiries. The community hotline number is advertised in the local newspapers and available on the Maxwell website. In addition to the community hotline, the site can also be contacted by emailing info@malabarresources.com.au.

If a complaint or enquiry is received, it is investigated as soon as reasonably practicable and managed

in accordance with Maxwell's Community Complaints and Enquiries Procedure. Details such as complainant name, contact details, nature of concern, date, time and method of receival are recorded. While details of the enquiry vary depending on the nature and source of the enquiry, the following actions may result:

- Confirmation of whether the complainant would like the matter raised as a complaint or an enquiry.
- Identify further details which may assist in determining the cause of the complaint.
- Carry out an inspection of the site or conduct an assessment of monitoring results to identify the source.
- Identify if there is an exceedance or non-compliance with any consent or licence condition.
- Identify, where necessary and practical, methods to manage the source of the complaint and minimise the chance of a recurrence or the potential to generate further complaints.

All enquiries and/or complaints are recorded in an enquiries database. A summary of complaints is presented to the site CCC and included in the Annual Review and EPL Annual Return. In accordance with Schedule 2 Condition E17(a) (x) the complaints register, updated monthly will be publicly available on Maxwell's website at https://malabarresources.com.au/corporate-governance/.

Maxwell will take all reasonable steps to resolve concerns raised by members of the community. However, in the instance that an issue regarding compliance with Development Consent SSD 9526 or DA 106-04-00 is raised by a community member and cannot be resolved, the matter will be referred by either party to the Planning Secretary for resolution in accordance with the relevant consent conditions.

In this instance, the Planning Secretary may require an independent review to be undertaken to determine if Maxwell is complying with impact assessment criteria at a landowner's property. Depending on the findings of the review, Maxwell may implement further reasonable and feasible measures, carry out further monitoring or secure a written agreement with the landowner.

3.4 Community Initiatives and Involvement

3.4.1 Sponsorship and Donations

Throughout the development and approval process for the mine, Maxwell has provided donations, sponsorship and support to numerous organisations, including local public schools, Upper Hunter Education Fund, Wanaruah Local Aboriginal Land Council and various local sporting clubs.

Maxwell has committed to continue supporting opportunities to secure and enhance positive social impacts associated with the Maxwell Underground Mine. Maxwell regularly donates to local community groups, charities, schools, scholarships and sporting teams within Muswellbrook, Denman, Scone, Singleton and the surrounding areas.
Maxwell's sponsorships and donations program is reviewed annually to ensure that contributions continue to promote settlement and cohesion within the Muswellbrook and Singleton local government areas by supporting local community values, liveability initiatives, family-oriented events, and child and family health programs. Maxwell will also continue to support initiatives that facilitate workforce and community interactions at local venues, events and community projects.

Key opportunities to support the local community will continue to focus on:

- Supporting local initiatives that contribute to workforce and community wellbeing
- Supporting initiatives and service industries that promote liveability, workforce settlement and associated economic growth
- Contribute to community initiatives outlined by MSC's Reconciliation Action Plan.

3.4.2 Voluntary Planning Agreement

In accordance with Schedule 2, Condition A17, in September 2021 Maxwell entered into a voluntary planning agreement (VPA) to make development contributions to MSC.

In accordance with the VPA, prior to commencement of underground mining, Maxwell will pay a contribution of $100,000 per annum and $0.07 per tonne of product coal from the site that exceeds 1.5 million tonnes per calendar year. After commencement of underground mining, Maxwell will pay a contribution of $350,000 per annum and $0.07 per tonne of product coal from the site that exceeds 5 million tonnes per calendar year. These contributions will be used by MSC towards community, road and infrastructure initiatives at the Council's discretion.

In accordance with the VPA Maxwell will pay a contribution of $20,000 each year, to be used by MSC for the appointment of an Environmental Officer.

In accordance with the VPA Maxwell will use its best endeavours to engage two apprentices in each calendar year prior to commencement of underground mining and apprentices in each calendar year after commencement of underground mining. Maxwell will use its best endeavours to source all apprentices from residents within the Muswellbrook Shire.

3.4.3 Local Employment

Maxwell will focus recruitment on hiring residents of the Muswellbrook and Singleton LGAs, including local Indigenous people, young people, and women. Maxwell will, through contractual terms, encourage construction contractors and suppliers to hire locally where possible.

Maxwell will promote availability of site employment, and the application process, through appropriate local employment websites. Maxwell will also maintain regular engagement with local employment agencies, including those for Indigenous people and people with disability, to advise of opportunities for training and employment at site. Maxwell will promote available services that assist candidates in preparing their applications and supporting documentation.

Maxwell will promote Muswellbrook, Denman and Singleton as residential bases for new local personnel. Maxwell will work with local community and business stakeholders to prepare a town welcome pack that encourages settlement and involvement in local towns.

3.4.4 Housing and Accommodation

If mine construction coincides with construction of other mines / projects, Maxwell will identify existing housing and accommodation capacity relative to site workforce needs and, if required, prepare a workforce accommodation strategy which addresses the construction and operation phases. Maxwell will participate in Council, industry or Government projects to monitor cumulative impacts on labour availability and/or housing.

During the first three years of operation Maxwell will undertake quarterly monitoring program of rental and purchase housing capacity in Muswellbrook and Singleton, and re-direct personnel to live in other centres if housing shortages are identified.

3.4.5 Training

Maxwell will partner with an appropriate Aboriginal employment service provider to develop culturally-specific recruitment strategies and site training/induction programs.

Maxwell's commitment to employing apprentices is detailed in Section 3.4.2. Maxwell will establish partnerships with Muswellbrook and Singleton High Schools to promote the site apprenticeship program.

Maxwell will establish partnerships with University of Newcastle, Muswellbrook TAFE Campus (Hunter TAFE) to identify local young people with an interest in employment at site and provide input to

developing training programs that would provide pathways for local students to employment at site.

3.4.6 Local Supply Opportunities

Maxwell will, through contractual terms, encourage construction contractors to engage with businesses in the Upper Hunter region.

Maxwell has a register, available through Maxwell's website, to enable local supplier registrations to provide a capability statement/expression of interest to Maxwell for the site. This is used to develop a supply chain register that categorises interested businesses from the local area and across NSW.

3.5 Stakeholder Engagement Plan

As part of this SIMP, a Stakeholder Engagement Plan has been developed to outline engagement tools and activities to proactively engage stakeholders and the community regarding the mine and address the stakeholder engagement management strategies outlined in this SIMP.

The Stakeholder Engagement Plan can be found as **Appendix C – Stakeholder Engagement Plan**.

4 MEASUREMENT AND EVALUATION

4.1 Monitoring

This section describes the program to monitor and review the effectiveness of the mitigation measures detailed in Section 3.3.

The following will be used to measure and monitor the effectiveness of the SIMP mitigation measures:

- Number of complaints received and complaint trends.
- Feedback from stakeholder consultation, which will be recorded in a stakeholder consultation database. Stakeholder feedback will assist to measure aspects such as community cohesion.
- Feedback from CCC members, which will be recorded in CCC meeting minutes.
- Sponsorship and donations amounts and categories.
- Air quality, noise, groundwater and visual impact monitoring in accordance with the approved management plans.
- Data on workforce residence location.
- Employment demographic data (including percentage of women and Indigenous people employed).
- Data on supplier location and spend.
- Rental and purchase housing capacity in Muswellbrook and Singleton (monitored quarterly for the first three years of operation).
- Data on workforce childcare demands.
- Data on workforce participation in site health and wellbeing programs.

Reporting on environmental performance and activities, delivery of SIMP mitigation measures and relevant social impact monitoring results is discussed in Section 5.4.

4.2 Incident and Non-Compliance Notification

An incident is defined in SSD 9526 and DA 106-04-00 as an occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be a non-compliance or cause a non-compliance.

In accordance with Schedule 2, Part E, Condition E9 of Development Consent SSD 9526 and Schedule 2, Part C, Condition C5 of DA 106-04-00, Maxwell shall immediately notify DPHI and any other relevant

agencies, immediately after it becomes aware of an incident relating to the road transport environment. The notification shall be in writing via the Department's Major Projects Website and identify the development (including the development application number and name) and set out the location and nature of the incident. Maxwell will also advise MSC if an incident occurs on Council's Public Road.

In accordance with Schedule 2, Part E, Condition E10 of Development Consent SSD 9526 and Schedule 2, Part C, Condition C6 of DA 106-04-00, Maxwell shall notify DPHI within seven days of becoming aware of a non-compliance. The notification shall be in writing via the Department's Major Projects Website and identify the development (including the development application number and name), set out the condition of Development Consent SSD 9526 that the Project is non-compliant with, why it does not comply and the reasons for the non-compliance (if known) and what actions have been, or will be, undertaken to address the non-compliance. A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.

4.3 Adaptive Management

The outcomes of the monitoring described in Section 4.1 will be reviewed and used to measure and monitor the effectiveness of the SIMP mitigation measures. If monitoring indicates the social impact objectives in **Table 3.2** are not being met then reasonable and feasible steps will be undertaken to ensure the objectives are achieved.

Some adaptive management measures were outlined briefly in the Maxwell EIS (refer to **Table 3.2**). During the preparation of management plans prior to construction commencement more detailed adaptive management measures were developed for aspects that may impact neighbouring properties including air quality, noise, lighting and visual impacts, and water. These detailed adaptive management measures are addressed in their respective management plans and summarised in section 3.3. Adaptive management will largely comprise monitoring environmental performance, and where performance measures or criteria are exceeded, taking all reasonable and feasible steps to ensure that the exceedance ceases and does not recur.

4.4 Review

The results of the monitoring detailed above will be reviewed at least annually as part of the Annual Review process, to determine the effectiveness of the SIMP. The effectiveness of the SIMP will be detailed in the Annual Review.

5 REVIEW AND IMPROVEMENT

5.1 Internal Governance

The delivery, review and reporting of this SIMP is the responsibility of Malabar's Health, Safety, Environment and Community Manager.

5.2 External Governance

The Maxwell Underground Mine, including this SIMP, is governed by a number of external stakeholders ensuring the delivery of this mine meets government requirements and is aligned with community expectations.

Table 5.1 Maxwell Underground external governance

Stakeholder	Governance Role
Maxwell Infrastructure CCC	Maxwell is involved in the Maxwell CCC, which is a condition of SSD 9526. The CCC provides an opportunity for Maxwell to keep the local community informed about its activities and to seek community views and feedback. The Maxwell CCC meet quarterly, at times agreed by the Committee and the Chair. Meeting minutes are publicly available on the Maxwell website.
Department of Planning, Housing and Industry	The DPHI is the NSW Governing department responsible for setting conditions for project delivery and ultimately approving the project. This project is a controlled action under the Environment Protection and Biodiversity Conservation Act 1999 and will be assessed under the bilateral agreement between the NSW and Commonwealth Governments, or an accredited assessment process.

5.3 Review Schedule

The suitability of this SIMP will be reviewed in accordance with Schedule 2, Condition E7 of Development Consent SSD 9526 and Schedule 2, Part C, Condition C3 of DA 106-04-00, that is within three months of:

- the submission of an incident notification under Condition E9/C5;
- the submission of an Annual Review under Condition E11;
- the submission of an Independent Environmental Audit under Condition E13/C7;
- the approval of any modification of the conditions of Development Consent SSD 9526 or DA 106-04-00; or
- notification of a change in development phase under Condition A13.

The SIMP will also be reviewed in accordance with Maxwell's Environmental Management Strategy:

- Following an environmental incident or community complaint relevant to the control measures outlined in this SIMP; or
- Following relevant outcomes from a risk assessment or change management process.

In accordance with Schedule 2, Part E, Condition E8 of SSD 9526 and Schedule 2, Part C, Condition C4 of DA 106-04-00, if necessary, to improve the environmental performance of the site, cater for a modification or comply with a direction, this plan will be revised. The revised plan will be submitted to DPHI for approval within six weeks of the review.

In accordance with Condition B94(h) this plan will be updated three years prior to closure.

5.4 Reporting

In accordance with Schedule 2, Condition E11 of Development Consent SSD 9526, by the end of March in each year after the commencement of the development, or other timeframe agreed by the Planning Secretary, an Annual Review report will be submitted to DPHI. The Annual Review will include the following:

- A description of the development that was carried out in the previous calendar year and the development proposed to be carried out over the current calendar year.
- A comprehensive review of the monitoring results and complaints over the previous calendar year.
- A description of non-compliances which occurred in the previous calendar year and actions that were (or are being) taken to rectify the non-compliance and avoid reoccurrence.
- Evaluation of the effectiveness of the social impact management measures.

- Measures to be implemented over the next calendar year to improve the environmental performance of the development.

In accordance with Schedule 2, Condition E12 of Development Consent SSD 9526 copies of the Annual Review shall be submitted to Muswellbrook Shire Council and made available to the CCC and any interested person upon request.

In accordance with Schedule 2, Condition E17(a) of Development Consent SSD 9526, the Annual Review will also be publicly available on Maxwell's website at https://malabarresources.com.au/corporate-governance/.

Table 5.2 summarises reporting requirements to ensure adequate review and improvement for the delivery of the SIMP.

Table 5.2 SIMP reporting requirements

Report	Description	Timeframe
Annual Review	Report on environmental performance and activities, including delivery of SIMP mitigation measures as well as relevant social impact monitoring results.	Annually
Maxwell Underground Annual Report	Summarise performance of SIMP in Annual Report for investors and project stakeholders, made available on the Maxwell website	Annually
Community Consultative Committee	Report on the delivery of mitigation measures outlined in this SIMP to the site CCC at each meeting.	Quarterly

5.5 Auditing

In accordance with Schedule 2, Part E, Condition E13 of Development Consent SSD 9526 and Schedule 2, Part C, Condition C7 of DA 106-04-00, within one year of commencement of development SSD 9526 and within one year of approval of Antiene MOD1, and every three years after, unless the Planning Secretary directs otherwise, Maxwell will commission and pay the full cost of an Independent Environmental Audit of the development. The audit shall:

(a) be led by a suitably qualified, experienced and independent auditor whose appointment has been endorsed by the Planning Secretary;

(b) be conducted by a suitably qualified, experienced and independent team of experts (including any expert in field/s specified by the Planning Secretary) whose appointment has been endorsed by the Planning Secretary;

(c) be carried out in consultation with the relevant agencies and the CCC;

(d) assess the environmental performance of the development and whether it is complying with the relevant requirements in this consent, water licences and mining leases for the development (including any assessment, strategy, plan or program required under these approvals);

(e) review the adequacy of any approved strategy, plan or program required under the abovementioned approvals and this consent;

(f) recommend appropriate measures or actions to improve the environmental performance of the development and any assessment, strategy, plan or program required under the abovementioned approvals and this consent; and

(g) be conducted and reported to the satisfaction of the Planning Secretary.

In accordance with Schedule 2, Part E, Condition E14 of Development Consent SSD 9526 and Schedule 2, Part C, Condition C8 of DA 106-04-00, within three months of commencing an Independent Environmental Audit, or other timeframe agreed by the Planning Secretary. Maxwell shall submit a copy of the audit report to the Planning Secretary, and any other NSW agency that requests it, together with

its response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations. The recommendations shall be implemented to the satisfaction of the Planning Secretary.

5.6 Improvement

Maxwell is committed to continues improvement in managing all social impacts associated with the Maxwell Underground Mine. Feedback from the monitoring and any complaints will be used to assess impacts and determine where improvements or mitigation measures are required. These measures will be reported on in the Annual Review.

6 INFORMATION, TRAINING AND INSTRUCTION

6.1 Communication

This SIMP will be summarised in all site inductions and will be available in site offices for reference throughout construction, operation and closure of the Maxwell Underground mine. All workers involved in the mine will understand the social impacts of the mine, along with mitigation measures and what to do if they believe an unmitigated social impact may occur.

6.2 Training

Maxwell is committed to providing training in all relevant aspects of social impact mitigation to all employees and contractors through the Site Familiarisation process.

7 RESPONSIBILITIES

The below table outlines the responsibilities associated with the delivery of this SIMP and the Maxwell Underground Mine.

Table 7.1 Roles and responsibilities

Role	Responsibilities
General Manager	• Provide required resources and support to implement SIMP. • Ensure that strategies, plans or programs required by the SIMP are implemented.
Health, Safety, Environment and Community Manager	• Authorise the SIMP and future amendments. • Implement all strategies, plans and programs required by the SIMP. • Ensure that the annual SIMP review is incorporated into the Annual Review. • Ensure induction and training relevant to the SIMP is implemented. • Ensure all relvant monitoring information and data required by the SIMP is available for timely incorporation into SIMP reviews. • Facilitate meetings required by the SIMP. • Respond to any unplanned events that may potentially result in negative social impacts.
Commercial Manager	• Ensure that any payments required by the VPA are paid to MSC Council under the terms of the VPA.
Human Resources Manager	• Ensure that relevant workforce data required by the SIMP is available for timely incorporation into the SIMP reviews/reports.

Role	Responsibilities
All personnel	• Adhere to all requirements of the SIMP. • Report any events that may potentially result in negative social impacts immediately to their Supervisor or Manager.

8 REFERENCES

Australian Heritage Commission (2002) Ask First: A guide to respecting Indigenous heritage places and values.

Katestone Environmental Pty Ltd (2011) NSW Coal Mining Benchmarking Study: International Best Practice Measures to Prevent and/or Minimise Emissions of Particulate Matter from Coal Mining.

NSW Department of Environment Climate Change & Water (2010) Aboriginal Cultural Heritage Consultation Requirements for Proponents 2010.

9 DOCUMENT REVIEW HISTORY

A summary of the document history is outlined in **Table 9.1**.

Table 9.1 Document Revision Status

Issue	Issue date	Review Team	Details of Change / Communication
1	August 2022	Stephanie Luyks Robyn Skinner Donna McLaughlin	Document prepared following approval of Development Consent SSD 9526 for the Maxwell UG Project.
2	August 2023	Donna McLaughlin	Document updated following approval of Modification 2 and changed to Malabar template.
3	December 2023	Donna McLaughlin	Document updated following approval of Modification 1 of development consent DA 106-04-00 for the Drayton Rail Loop and Antiene Rail Spur.
4	January 2026	Donna Tiananga Teagan Rutter	Document updated following approval of Modification 3 of development consent SSD9526.

10 APPENDIX A - COMPLIANCE MAP

Table A.1 Exhibits the Conditions of Approval SSD 9526 regarding the Social Impact Management Plan for the Maxwell Underground Mine and where each Condition has been addressed in this SIMP.

Table A.1 Compliance map SSD 9526

Condition	Description	SIMP Reference
B94	The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This Plan must:	
B94(a)	• Be prepared by a suitably qualified and experienced person/s	2.2

B94(b)	• Be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders, including the Coolmore and Woodlands Thoroughbred Studs	2.3 Appendix B

Condition	Description	SIMP Reference
B94(c)	• Be submitted to the Planning Secretary for approval within months of commencing development under this consent	2.1
B94(d)	• Identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally	3.1
B94(e)	• Identify and build upon adaptive management and mitigation measures outlined in the EIS to avoid, minimise and/or mitigate negative social impacts, • including specific measures to minimise strain on local affordable housing supplies and essential services	3.2, 3.3, 3.4 3.4.4, 3.3.4
B94(f)	• Identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities	3.2, 3.4
B94(g)	• Include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures	Appendix B
B94(h)	• Include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure	4.1, 4.2, 5.2
B95	• The Applicant must not commence first workings until the Social Impact Management Plan is approved by the Planning Secretary	2.2
B96	• The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.	2.2
E5	• Management plans required under this consent must be prepared in accordance with relevant guidelines, and include: • a summary of relevant background or baseline data;	1.1, 3.1
	a) details of: (i) the relevant statutory requirements (including any relevant approval, licence or lease conditions); (ii) any relevant limits or performance measures and criteria; and (iii) the specific performance indicators that are proposed to be used to judge the performance of, or guide the implementation of, the development or any management measures;	2.1 3.2 4.1
	b) any relevant commitments or recommendations identified in the document/s listed in condition A2(c);	Appendix A1
	c) a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	3

	d) a program to monitor and report on the: (i) impacts and environmental performance of the development; and (ii) effectiveness of the management measures set out pursuant to condition E5(c);	4.1, 5.4

Condition	Description	SIMP Reference
	e) a contingency plan to manage any unpredicted impacts and their consequences and to ensure that ongoing impacts reduce to levels below relevant impact assessment criteria as quickly as possible;	4.2
	f) a program to investigate and implement ways to improve the environmental performance of the development over time;	5.6
	(a) a protocol for managing and reporting any: (i) incident, non-compliance or exceedance of any impact assessment criterion or performance criterion); (ii) complaint; or (iii) failure to comply with other statutory requirements;	3.3.12
	(b) public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and	5.4
	(c) a protocol for periodic review of the plan. (d) ***Note:*** *The Planning Secretary may waive some of these requirements if they are unnecessary or unwarranted for particular management plans.*	5.3

Table A.2 Exhibits the Conditions of Approval DA 106-04-00 relevant to the Social Impact Management Plan for the Maxwell Underground Mine and where each Condition has been addressed in this SIMP.

Table A.2 Compliance map DA 106-04-00

Condition	Description	SIMP Reference
A5	Product coal must only be transported by rail.	1.1.1
C2	The Applicant must assess and manage development-related risks to ensure that there are no exceedances of the criteria and performance measures in this consent. Where any exceedance of these criteria or performance measures has occurred, the Applicant must, at the earliest opportunity: (a) Take all reasonable and feasible steps to ensure that the exceedance ceases and does not recur; (b) Consider all reasonable and feasible options for remediation (where relevant) and submit a report to the Department describing those options and any preferred remediation measures or other course of action; and Implement reasonable remediation measures as directed by the Planning Secretary.	4.2

C3	Within three months of: (a) the submission of an incident report under condition C5 or C6; (b) the submission of an Independent Environmental Audit under condition C7; (c) the approval of any modification of the conditions of this consent (unless the conditions require otherwise);	5.3

Condition	Description	SIMP Reference
	the suitability of existing strategies, plans and programs required under this consent must be reviewed by the Applicant.	
C4	If necessary, to either improve the environmental performance of the development, cater for a modification or comply with a direction, the strategies, plans and programs required under this consent must be revised, to the satisfaction of the Planning Secretary. Where revisions are required, the revised document must be submitted to the Planning Secretary for approval within six weeks of the review. ***Note:*** *This is to ensure strategies, plans and programs are updated on a regular basis and to incorporate any recommended measures to improve the environmental performance of the development.*	5.3
C5	The Applicant must immediately notify the Department and any other relevant agencies immediately after it becomes aware of an incident. The notification must be in writing via the Department's Major Projects Website and identify the development (including the development application number and name) and set out the location and nature of the incident	4.2
C6	Within seven days of becoming aware of a non-compliance, the Applicant must notify the Department of the non- compliance. The notification must be in writing via the Department's Major Projects Website and identify the development (including the development application number and name), set out the condition of this consent that the development is non-compliant with, why it does not comply and the reasons for the non-compliance (if known) and what actions have been, or will be, undertaken to address the non-compliance. ***Note:*** *A non-compliance which has been notified as an incident does not need to also be notified as a non-compliance.*	4.2

C7	Within one year of approval of Mod 1, and every three years after, unless the Planning Secretary directs otherwise, the Applicant must commission and pay the full cost of an Independent Environmental Audit of the development. The audit must: (a) be led by a suitably qualified, experienced and independent auditor whose appointment has been endorsed by the Planning Secretary; (b) be conducted by a suitably qualified, experienced and independent team of experts (including any expert in field/s specified by the Planning Secretary) whose appointment has been endorsed by the Planning Secretary; (c) be carried out in consultation with the relevant agencies; (d) assess the environmental performance of the development and whether it is complying with the relevant requirements in this consent, water licences and mining leases for the development (including any assessment, strategy, plan or program required under these approvals); (e) review the adequacy of any approved strategy, plan or program required under the abovementioned approvals and this consent; (f) recommend appropriate measures or actions to improve the environmental performance of the development and any assessment, strategy, plan or program required under the abovementioned approvals and this consent; and	5.5

Condition	Description	SIMP Reference
	be conducted and reported to the satisfaction of the Planning Secretary.	
C8	Within three months of commencing an Independent Environmental Audit the Applicant must submit a copy of the audit report to the Planning Secretary, and any other NSW agency that requests it, together with its response to any recommendations contained in the audit report, and a timetable for the implementation of the recommendations. The recommendations must be implemented to the satisfaction of the Planning Secretary.	5.5

C11	Within 3 months of the approval of Mod 1, until the completion of all rehabilitation required under this consent, the Applicant must: (a) make the following information and documents (as they are obtained, approved or as otherwise stipulated within the conditions of this consent) publicly available on its website: (i) the documents listed in condition A2(c) of this consent; (ii) all current statutory approvals for the development; (iii) all approved strategies, plans and programs required under the conditions of this consent; (iv) a summary of the current phase and progress of the development; (v) contact details to enquire about the development or to make a complaint; (vi) a complaints register, updated monthly following the receipt of any complaints; (vii) audit reports prepared as part of any Independent Environmental Audit of the development and the Applicant's response to the recommendations in any audit report; (viii) any other matter required by the Planning Secretary; and (b) keep such information up to date, to the satisfaction of the Planning Secretary	3.3.15

Table A.2 Exhibits the EIS commitments regarding social impacts for the Maxwell Underground Mine and where each Condition has been addressed in this SIMP.

Table A..2 EIS commitment map

EIS Section	Commitment	SIMP Reference
6.17.4	Malabar would work with local government and the local community to minimise potential social impacts of the Project and maximise potential opportunities.	Section 3
6.17.4	Maxwell will manage project activities and potential environmental impacts in accordance with the Project's Development Consent, regulatory requirements (e.g. the NSW Water Management Act, 2000) and other commitments in this EIS.	Section 3.3.6
6.17.4	Maxwell will manage Aboriginal cultural heritage in accordance with the mitigation measures outlined in Section 6.12.4 of the project EIS.	Section 1.4, 3.3.2
6.17.4	Maxwell commits to a strong local employment commitment.	Section 1.4, 3.4.3
6.17.4	Maxwell commits to a planned recruitment of approximately 50% of the operational workforce from individuals outside of the underground mining sector, including young people, and people who are unemployed.	Section 1.4, 3.4.3, 3.4.5
6.17.4	Maxwell commits to a strong workforce diversity policy with a target for individuals new to the underground mining sector to be 20% women and 10% Indigenous.	Section 1.4, 3.3.9, 3.4.3, 3.4.5
6.17.4	Maxwell commits to a Workforce Conduct Policy establishing: • clear standards of behaviour for employees and contractors while on and off-shift; • clear standards in relation to drug and alcohol use; and • fatigue management requirements.	Section 1.4, 3.3.8, 3.3.9
6.17.4	Maxwell commits to community investment support for: • local community infrastructure, including health, education and childcare; • local community values and cohesion, including support for local events and community-led projects; and • community liveability, promoting environmental qualities, family life and community resilience	Section 3.4
6.17.4	Maxwell commits to positive contributions to local agriculture and agricultural and services, as Malabar is actively improving its agricultural properties and viticultural operations so that these will be long-term sustainable and productive businesses	Section 1.4, 3.2
6.17.4	Maxwell commits to continue to support local farmers by providing agistment opportunities on improved pastures owned by Malabar and, where possible, leasing excess water rights to neighbours.	Section 1.4
6.17.5	Maxwell will monitor social indicators to support adaptive management of cumulative social impacts and benefits. Key social indicators and their proposed monitoring frequency are summarised in Table 6-38 of the EIS.	Section 4 4
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will maintain transparent, evidence-based and ongoing dialogue with concerned landholders and other community members.	Section 3.3.4
Table 6.37	During Project construction (to Year 3 of operations) Maxell will review representation throughout the CCCs to provide for ongoing inclusion of the Indigenous community and representative members of neighbouring landholders.	Section 3.3.10
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will use appropriate media platforms to disseminate current Project information and demonstrate how community feedback has been considered in Project execution.	Section 3.3.1, 3.3.4, 3.3.10, 3.3.11
Table 6.37	Throughout the life of the Project Maxwell will report on the implementation of social impact management strategies to the Project CCC.	Section 3.3.10
Table 6.37	Throughout the life of the Project Maxwell will regularly update the local community through Malabar's website and local media.	Section 3.3.11

EIS Section	Commitment	SIMP Reference
Table 6.37	Throughout the life of the Project Maxwell will conduct Project site visits of progressive rehabilitation of previously mined areas at the Maxwell Infrastructure for State government agencies, Muswellbrook Shire Council and CCCs, if requested.	Section 3.3.3, 3.3.10
Table 6.37	Throughout the life of the Project Maxwell will maintain six-monthly liaison (or as agreed) with nearby landholders.	Section 3.3.1, 3.3.4
Table 6.37	Throughout the life of the Project Maxwell will regularly provide impact monitoring results (including air quality, noise and water), with sufficient supporting information to enable community members' interpretation of how monitoring data relates to the Project's compliance requirements, through the CCC and Malabar's website.	Section 3.3.11
Table 6.37	Throughout the life of the Project, prior to Project-related maintenance or construction work on Edderton Road, Maxwell would provide information about the road works program to Jerrys Plains, Coolmore Stud, Godolphin Woodlands Stud, Hollydene Estate Wines and residences on Edderton Road, along with contact details for the Project and details of Malabar's complaints mechanism.	Section 3.3.4
Table 6.37	Throughout the life of Project Maxwell will establish and publicise a dedicated Project complaint and enquiry line which is available to all stakeholders.	Section 3.3.11, 3.3.12
Table 6.37	Throughout the life of Project Maxwell will maintain a complaints management process to facilitate resolution of community complaints relating to Project activities or personnel.	Section 3.3.12
Table 6.37	Throughout the life of Project Maxwell will maintain and publish the Project's complaints register online, including information about the nature of the complaint and responsive actions.	Section 3.3.12
Table 6.37	Throughout the life of Project Maxwell will report to the CCCs and the DPE regarding community complaints.	Section 3.3.12
Table 6.37	During Project (Years 1 to 3 or as convened) Maxwell will participate in development of cumulative impact monitoring framework with associated operators and key stakeholders.	Section 3.3.7
Table 6.37	During Project (Years 1 to 3 or as convened) will participate in other Government/industry initiatives relevant to cumulative impact management in the Project region.	Section 3.3.4, 3.3.7
Table 6.37	During Project (Years 1 to 3 or as convened) will Provide a 6 – 12 month forward activity schedule for the Project including (as best is known at the time) workforce ramp-up and accommodation arrangements to relevant stakeholders.	Section 3.3.4
Table 6.37	Throughout the life of Project will work with local community and business stakeholders to promote settlement and cohesion through support of local settlement strategies, liveability initiatives, family-oriented events, and child and family health programs.	Section 3.4.1
Table 6.37	Throughout the life of Project will establish a Workforce Conduct Policy that sets clear workforce behaviour expectations.	Section 3.3.8, 3.3.9
Table 6.37	Throughout the life of Project will periodically review Malabar's sponsorships and donations program including focus on projects and initiatives that support local community values, character and cohesion within the Muswellbrook and Singleton LGAs.	Section 3.4.1
Table 6.37	Throughout the life of Project will Support local initiatives that facilitate non-resident workforce and community interactions at local venues, events and community projects.	Section 3.4.1
Table 6.37	Five years from closure Maxwell will implement mine closure process outlined in Section 9 of Appendix U of the Project EIS.	Section 1.2
Table 6.37	Throughout the life of Project Maxwell will hold annual neighbours' Community Information Session commencing prior to construction and continuing during at least the first three years of the Project's operation to provide a Project update and address potential issues or concerns.	Section 3.3.1

EIS Section	Commitment	SIMP Reference
Table 6.37	Throughout the life of Project Maxwell will offer to meet regularly with representatives of the Coolmore Stud, Godolphin Woodlands Stud and Hollydene Estate Wines.	Section 3.3.4
Table 6.37	Throughout the life of Project Maxwell will implement information sharing strategies as above.	Section 3.3.1, 3.3.4
Table 6.37	Prior to operations commencing Maxwell commits to develop a strategy for ongoing communication with neighbouring landholders (e.g. within 2.5 km of the Project) to discuss property-specific issues and mitigation plans where required.	Section 3.3.1
Table 6.37	Prior to operations commencing Maxwell will, for properties where the Noise Impact Assessment indicates marginal noise exceedances, develop property-specific agreement plans, where requested by the landholder, to address owners' concerns.	Section 3.3.6.1
Table 6.37	Prior to operations commencing Maxwell will implement a groundwater monitoring program, including 'make good' provisions for any material Project-related water bore drawdown (Section 6.4.4 of the Project EIS).	Section 3.3.6.3
Table 6.37	Throughout the life of Project Maxwell will develop and implement mitigation measures (e.g. tree screening) that minimise impacts on landscape and amenity values from private properties and road approaches (Section 6.11.4 of the Project EIS).	Section 3.3.6.4
Table 6.37	Throughout the life of Project Maxwell will maintain fence lines, entrances and road side plantings within Malabar-owned properties to present a visually pleasing appearance that is congruent and sympathetic with the appearance of surrounding rural properties.	Section 3.3.6.4
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will engage with government agency stakeholders to communicate workforce data to support service planning.	Section 3.3.4
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will provide advice to Council and social infrastructure stakeholders on workforce ramp-up and indicative numbers of new local personnel, annually during construction and the first three years of operation.	Section 3.3.4
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will consult Muswellbrook Police, Hunter Zone 2 Ambulance and the RFS regarding the Project's Emergency Response Management Plan and workforce management approach.	Section 3.3.5
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will commit to ongoing consultative arrangements with local emergency services, including Muswellbrook Police, Hunter Zone 2 Ambulance Service and the RFS, to establish relationships and support emergency responses.	Section 3.3.5
Table 6.37	Throughout the life of Project Maxwell commits to allocate funds for local infrastructure providers (Council and community services, including educational and childcare services) to contribute to community development, liveability and cohesion (likely to be via a voluntary planning agreement with Muswellbrook Shire Council).	Section 3.4.2
Table 6.37	Throughout the life of Project Maxwell will continue Malabar's sponsorships and donations program (Section 5.4.4), which focuses on projects that support community cohesion, promotion of local values, environmental projects, family-oriented initiatives and health-related initiatives.	Section 3.4.1
Table 6.37	Throughout the life of Project Maxwell will engage with Muswellbrook Police to develop emergency response plans and relationships between Malabar and the Police to enable pro-active responses to any Project-related community safety issue (e.g. traffic behaviour or behaviour in towns).	Section 3.3.6.5
Table 6.37	Throughout the life of Project Maxwell will develop an ACHMP in accordance with recommendations made by AECOM (Section 6.12.4).	Section 3.3.2
Table 6.37	Throughout the life of Project Maxwell will seek to maintain Indigenous representation on the CCCs throughout the life of the Project.	Section 3.3.2
Table 6.37	Throughout the life of Project Maxwell commits to contribute to community initiatives outlined by the Muswellbrook Shire Council's Reconciliation Action Plan.	Section 3.4.1

EIS Section	Commitment	SIMP Reference
Table 6.37	Throughout the life of Project Maxwell will establish partnerships with Muswellbrook Shire Council and Singleton Council to develop a workforce settlement campaign, which includes support for local liveability initiatives, family-oriented events and child and family health programs.	Section 3.4.1, 3.4.2, 3.4.3
Table 6.37	Throughout the life of Project Maxwell will periodically review Malabar's sponsorships and donations program to maintain a focus on projects and initiatives that support local community values, education, health, character and cohesion in Jerrys Plains, Muswellbrook, Denman and Singleton.	Section 3.4.1
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will participate in development of cumulative impact monitoring framework with associated operators and key stakeholders.	Section 3.3.7
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will participate in other Government/industry initiatives relevant to cumulative impact management in the Project region.	Section 3.3.4, 3.3.7
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will provide a 6 – 12 month forward activity schedule for the Project including (as best is known at the time) workforce and accommodation arrangements to relevant stakeholders.	Section 3.3.4, 3.3.7
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will encourage construction contractors and suppliers to hire locally where possible through contractual terms.	Section 3.3.4, 3.4.6
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will require construction contractors to engage with businesses in the Project region.	Section 3.3.4, 3.4.6
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will promote availability of Project employment and application arrangements in The Singleton Argus, Muswellbrook Chronicle, Hunter Valley News, Denman News and/or The Scone Advocate.	Section 3.4.3
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will maintain regular engagement with local employment agencies to advise of opportunities for training and employment.	Section 3.4.3
Table 6.37	Throughout the life of Project Maxwell will develop and implement a workforce diversity policy.	Section 1.4, 3.3.9
Table 6.37	Throughout the life of Project Maxwell will establish arrangements with employment and recruitment services, including those for Indigenous people and people with disability, to provide advance notice of upcoming employment opportunities.	Section 1.4, 3.4.3, 3.4.5
Table 6.37	Throughout the life of Project Maxwell will Partner with an appropriate Aboriginal employment service provider to develop culturally-specific training and recruitment strategies.	Section 3.4.3, 3.4.5
Table 6.37	Throughout the life of Project Maxwell will Promote availability of Project employment and application arrangements in The Singleton Argus, Muswellbrook Chronicle, Hunter Valley News, Denman News and/or The Scone Advocate.	Section 3.4.3
Table 6.37	Throughout the life of Project Maxwell will focus recruitment on hiring residents of the Muswellbrook and Singleton LGAs, including local Indigenous people, young people, and local women.	Section 3.4.3
Table 6.37	Throughout the life of Project Maxwell will promote available services to assist candidates in preparing their applications and supporting documentation.	Section 3.4.3
Table 6.37	Throughout the life of Project Maxwell will establish partnerships with Muswellbrook and Singleton High Schools to initiate training, apprenticeship, cadetship and/or intern programs that would provide pathways for local students to Project employment.	Section 3.4.5
Table 6.37	Throughout the life of Project Maxwell will Establish Partnerships with University of Newcastle, Muswellbrook TAFE Campus (Hunter TAFE) and Mining Skills Centre to develop Project-specific training programs and identify local young people with an interest in Project employment.	Section 3.4.5
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will require construction contractors to contact accommodation operators in advance of	Section 3.3.4

EIS Section	Commitment	SIMP Reference
	construction commencing to schedule accommodation bookings and enable accommodation providers to plan for maximum capacity.	
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will advise Council and real estate agents of workforce ramp-up and provide information on housing availability to in-migrating personnel.	Section 3.3.4
Table 6.37	During Project construction (to Year 3 of operations) if the Project construction coincides with that of other projects, Maxwell will identify existing housing and accommodation capacity relative to the Project workforce needs and, if required, prepare a workforce accommodation strategy which addresses the construction and operation phases.	Section 3.4.4
Table 6.37	During Project construction (to Year 3 of operations) Maxwell will participate in Council, industry or Government projects to monitor cumulative impacts on labour availability and/or housing.	Section 3.4.4
Table 6.37	During Project Years 1 to 3 Maxwell will promote Muswellbrook, Denman and Singleton as residential bases for new local personnel.	Section 3.4.3
Table 6.37	During Project Years 1 to 3 Maxwell will work with local community and business stakeholders to prepare a town welcome pack that encourages settlement and involvement in local towns.	Section 3.4.3
Table 6.37	During Project Years 1 to 3 Maxwell will: • Quarterly monitoring program of rental and purchase housing capacity in Muswellbrook and Singleton, and re-direction of personnel to live in other centres if housing shortages are identified.	Section 3.4.4
Table 6.37	During Project Years 1 to 3 Maxwell will: • Monitor workforce childcare demands as part of the workforce on boarding and settlement program and communicate these to Muswellbrook Shire and Singleton Councils.	Section 3.3.4
Table 6.37	During Project Years 1 to 3 Maxwell will: • Establish a Workforce Conduct Policy that sets clear workforce behaviour expectations.	Section 3.3.8
Table 6.37	Throughout life of Project Maxwell will strengthen workforce health and safety programs that includes a focus on fatigue management, promotion of healthy lifestyles and mental health.	Section 1.4, 3.3.9
Table 6.37	Throughout life of Project Maxwell will promote healthy lifestyle tips directly linked to activities and services available in the Muswellbrook and Singleton LGAs, published in the Project's internal electronic newsletters.	Section 3.3.9
Table 6.37	Throughout life of Project Maxwell will encourage access to a confidential employee counselling service, available to operational and construction personnel.	Section 3.3.9
Table 6.37	Throughout life of Project Maxwell will create a culture that supports wellbeing, including programs to improve knowledge and understanding of mental health and peer support.	Section 3.3.9
Table 6.37	During Project construction (to Year 5 of operations) Maxwell will participate in development of cumulative impact monitoring framework with associated operators and key stakeholders.	Section 3.3.7
Table 6.37	Prior to mine closure Maxwell will provide advice to workforce on ramp-down and/or transition strategies in concert with community engagement activities and further development of Mine Closure Plan.	Section 1.3
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will formalise the local contract strategy for construction and operation, and articulate requirements throughout major contracts to facilitate supply chain involvement of local and regional businesses.	Section 3.3.4, 3.4.3, 3.4.6
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will stipulate local hire requirements in construction contracts where feasible and require contractors to engage local businesses.	Section 3.3.4, 3.4.3
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will consult with the local chambers of commerce to identify opportunities to strengthen local businesses' participation in the Project supply chain.	Section 3.3.4

EIS Section	Commitment	SIMP Reference
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will promote business and employment opportunities through Indigenous community leaders, existing Indigenous employment agencies and organisations.	Section 3.3.2, 3.4.3
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will develop a Project-specific supply chain register that categorises interested businesses from the local area (nearby local communities within the Muswellbrook and Singleton LGAs), and region (Hunter Valley SA4) and across NSW.	Section 3.4.6
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will enable local supplier registrations to provide a capability statement/expression of interest to Malabar for the Project.	Section 3.4.6
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will consult business and industry stakeholders to identify existing programs that are focused on strengthening the service industry sector.	Section 3.3.4
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will investigate options to strengthen service industry pathways through partnerships.	Section 3.3.4
Table 6.37	During Project construction (to Year 4 of operations) Maxwell will continue Malabar's sponsorships and donations program (Section 5.4.4), which focuses on projects that support community cohesion, promotion of local values, environmental projects, family-oriented initiatives and health-related initiatives.	Section 3.4.1

11 APPENDIX B - CONSULTATION FEEDBACK OVERVIEW

Table B.1 provides written feedback on the Social Impact Management Plan, provided by Coolmore and Woodlands Studs on 31 May 2022.

Table B.1 Social Impact Management Plan feedback provided by Coolmore and Woodlands Studs

Comments provided by Coolmore and Woodlands	Maxwell Response
General Comments	
1. Malabar's commitment to good neighbour relations based on regular, transparent, proactive and responsive engagement as articulated in the EIS is encouraging and should be reflected in the SIMP.	Commitment added to objectives in Section 1.3 Section C 1.3.
2. The intention of the SIMP (according to the conditions of consent) is to identify *and build upon* adaptive management and mitigation measures outlined in the EIS (emphasis added). It is not immediately clear how the SIMP builds upon those measures outlined in the EIS or how this will be achieved throughout the Life of the Project. Could you provide further details on this please?	Adaptive management section added (Section 4.2).
3. Certain project outcomes, such as royalties and taxes, metallurgical versus thermal coal extraction and export revenue to NSW, were critical to the approval of Malabar Coal's Maxwell underground coal project. In this respect we consider it important, and in the public interest, that these matters are transparently and publicly reported on, on an annual basis. Does Malabar agree to report on them annually as part of its Annual Environmental Management Report?	The requirements for Annual Review scope and content are included in Condition E11 of development consent SSD 9526 and also the NSW Government *Annual Review Guideline* (2015). As stated in the *Annual Review Guideline* "The Annual Review is not intended to be an exhaustive description of the operation, its approvals or activities. It should focus on information that is relevant to understanding the compliance status of the operation with respect to the development consent and mining lease". Maxwell will undertake annual reporting in accordance with development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015).
4. The draft SIMP is a comprehensive overarching plan that relies and builds on many other management plans. To do it justice, one would have to review all associated relevant managements plans referred to in the draft SIMP. Those completed to date total some 700 pages. In the timeframe available it is simply not possible to do this. Given their relevance to	The key commitments relevant to social impacts have been copied into section 3 in particular Section 3.6 and 3.7.

Comments provided by Coolmore and Woodlands	Maxwell Response
the SIMP, it would help stakeholders, and the readability of this document, if the key commitments in these other management plans are summarised in an appendix to the SIMP.	
5. Consent condition A.22 states that "*where conditions of the consent require consultation with an identified party the Applicant must:* ***a. consult with the relevant party prior to submitting the subject document; and*** ***b. provide details of the consultation undertaken to the Department, including: (i) the outcome of that consultation, matters resolved and unresolved; and (ii) details of any disagreement remaining between the party consulted and the Applicant and how the Applicant has addressed the matters not resolved."*** **The draft SIMP (and indeed all other Management Plans) would benefit from a schedule that addresses the issues set out in Consent condition A.22 (b). Is it correct to assume that Appendix B (currently blank) will include information as required by consent condition A 22?**	All management plans include a section on consultation in Section 2. Information required to meet condition A 22 is included in Appendix B.
Detailed Comments	
1.3 Objectives. This section would benefit from the reiteration of Malabar's commitment to developing and maintaining good neighbor relations based on regular, transparent, proactive and responsive engagement.	Commitment added to objectives in Section 1.3 Section C 1.3.
1.3 Objectives 1st dash point – omission of mine closure. After development, include reference to "and following mine closure" – consistent with condition of consent B94 (d).	Mine closure is excluded from the scope of this SIMP, as discussed in Section 1.2. Clarifying text has been added to Section 1.2 and 1.3.
1.3 Objectives 2nd dash point – identify and build upon adaptive management and mitigation measures (emphasis added). Can you please identify the adaptive management measures the SIMP builds upon and/or how it is intended to build adaptive management throughout the Life of the Project – recognizing that this is an ongoing activity?	Adaptive management section added (Section 4.2).
1.3 Objectives 4th dash point – stakeholder engagement plan. Outlined in Appendix C. Coolmore and Godolphin interests covered in C1.3 should also include impacts to: Air Quality; Water Management; Noise and Blasting;	Section C 1.3 has been updated to reflect these additional aspects Coolmore and Godolphin has an interest in.

Comments provided by Coolmore and Woodlands	Maxwell Response
Spontaneous Combustion. Given their potential impacts the following are also of interest: Bushfire Management; Contaminated Materials and Cultural Heritage. See further comments on Appendix C.	
1.3 Objectives – 5th dash point – Updating the plan 5 years prior to mine closure. The condition of consent (b 94 (h)) refers to 3 years prior to mine closure. Why is this different?	The commitment to updating the plan five years prior to mine closure is an EIS commitment. The requirement to update the plan three years prior to mine closure is a requirement of consent SSD 9526.
1.4 Malabar's Commitments. In its EIS, submissions to the IPC and this document, Malabar has made important statements regarding its commitment to stakeholder and community relations. For example: EIS p 6-161 Malabar committed to "develop good neighbor relations based on regular, transparent and responsive engagement and reporting; … to minimise amenity impacts at neighbouring properties through monitoring, engagement and adaptive management; allay anxiety regarding Project impacts through the provision of information and positive stakeholder relations; meet regularly with representatives of Coolmore, Godolphin and Hollydene and implement information sharing strategies throughout the Life of the Project". These are important commitments which we feel merit being recorded upfront in the Commitments section of this draft SIMP.	Commitments in Section 1.4 have been updated.
1.4 Malabar's commitments to strong local employment, diversity, recruitment of operational workforce. Does Malabar intend to report progress on these commitments and others cited in this section in its annual AEMR?	The requirements for Annual Review scope and content are included in Condition E11 of development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015). As stated in the *Annual Review Guideline* "The Annual Review is not intended to be an exhaustive description of the operation, its approvals or activities. It should focus on information that is relevant to understanding the compliance status of the operation with respect to the development consent and mining lease". Maxwell will undertake annual reporting in accordance with development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015).
2.1 Statutory/Regulatory Requirements – para 2- reference to formal commencement of development. Please explain why the development formally commenced under the Development Consent (DC) of 5 July 2021 as opposed to the DC of 22 December 2020?	Additional text has been added to Section 2.1 to explain the development commencement date.
2.1 Statutory/Regulatory Requirements – paras 2 & 3 – timing and extensions to development of Management Plans including SIMP. Clarification	Additional text has been added to Section 2.1 to explain the development commencement date.

Comments provided by Coolmore and Woodlands	Maxwell Response
also related to question above. The timeframes outlined are a little confusing. Also is it correct that by the revised timeframe for the completion of the SIMP will be some 18 months after original consent in December 2020?	
2.3 Consultation. We are not aware of efforts to contact us directly or to offer to meet to seek our input in developing the SIMP. Can you please clarify the statement on page 4 of the draft.	Section 2.3 has been updated to better reflect consultation process.
3.1 Predicted Impacts – Perceived impacts to horse studs. Should closure also be included here?	Section 3.1 has been updated to clarify that it is a copy of findings from the SIA conducted in 2019 by Elliott Whiteing Social Planning Solutions.
3.1 Predicted Impacts – Water. Should closure be also included here given potential legacy impacts?	Section 3.1 has been updated to clarify that it is a copy of findings from the SIA conducted in 2019 by Elliott Whiteing Social Planning Solutions.
3.1 Predicted Impacts – Local employment. Should closure also be included here to highlight the importance of appropriate transfer or transition of mine related workforce post operations?	Section 3.1 has been updated to clarify that it is a copy of findings from the SIA conducted in 2019 by Elliott Whiteing Social Planning Solutions.
3.1 Predicted Impacts – Community Cohesion. How will this be measured and where will it be reported?	Section 4 has been updated to include measurement and reporting of community cohesion.
3.2 Adaptive Management and Mitigation Measures	
Stakeholder engagement. The SIMP only refers to actions under this category during Project construction (to Year 3 of operation) yet the EIS and other documents refer to Life of Project (particularly with Coolmore and Godolphin). Please explain this discrepancy.	Table 3.2 has been checked and refers to Life of Project actions.
Community cohesion. The measures outlined here do not build upon those outlined in the EIS. How will adaptive management be applied to achieve the desired outcomes beyond the workforce?	Community cohesion is addressed in several places in Table 3.2. Adaptive management section has been added (Section 4.2).
3.3 Social Impact Management Plan Mitigation Measures	
3.3.1 Neighbour Engagement. It would be helpful if this section contained explicit references to "near neighbours".	Section 3.3.1 updated to define "near neighbours".
3.3.4 Local Community and Business Stakeholder Engagement. Dash point 3 refers to community information sessions during the first 3 years of the operation – should this not be throughout the Life of the Project.	The commitment to community information sessions during the first 3 years of the operation is consistent with the EIS commitments. Other methods for stakeholder engagement during the life of the project are addressed in Appendix C.

Comments provided by Coolmore and Woodlands	Maxwell Response
3.3.4 Local Community and Business Stakeholder Engagement – Edderton Road. We would like to see a stronger statement of cooperation here with respect to any work undertaken on Edderton Road given the importance of this road to our operations. Specifically we would like Malabar Management and the management teams of Coolmore and Woodlands to pro-actively agree on strategies and protocols to ensure our operations, the safety of our staff and the welfare of our bloodstock are not impacted by road works to Edderton Road. In a similar situation, we established a protocol with BHP which worked effectively for all parties. We would be happy to share and build upon that protocol with Malabar	Section 3.3.4 has been updated to include specific engagement with Coolmore and Woodlands regarding Edderton Road works.
3.3.6.1 Noise Impact Management. We refer to our request for real time monitoring in the south closest to the stud farm boundaries. We would be grateful for your formal clarification on whether this can be done and, if not, how this unresolved matter will be addressed.	Following feedback from Coolmore and Woodlands Studs during preparation of the noise management plan, Maxwell amended the Noise and Blasting Management plan to include an additional attended noise monitoring location (referred to as NM4). NM4 is considered representative of southern receiver 240d (i.e. Woodlands Stud). Site NM3 was already included and is considered representative of southern receiver 227f (i.e. Coolmore Stud). Compliance monitoring is proposed to be undertaken on a monthly basis. Noise modelling undertaken for the Project EIS indicated that noise contributions from the site at all privately-owned southern receivers including the Coolmore and Woodlands Studs and Hollydene Estate Wines, were predicted to be indistinguishable from background noise. Maxwell therefore considers that a real-time noise monitor in the south is not warranted. Maxwell notes that a real-time noise monitor is located to the north of the site where noise impacts are predicted to occur.
3.3.6.3 Groundwater Impact Management. We note that the Water Management Plan is a staged plan and currently only covers Stage 1 activities (as defined in the Water Management Plan s 1.2 Purpose and Scope p.9) and approved as a staged plan by the Department (WMP Appendix 5). Coolmore and Godolphin request ongoing consultation and input on this plan and specifically monitoring bore plans and sites.	The Water Management Plan will be updated prior to commencement of first workings. Maxwell will consult with Coolmore and Godolphin prior to commencement of first workings, as first workings represents a new phase.
3.3.6.4 Visual Impact Management. Given the importance of this issue we are disappointed that we were not consulted on the Visual	Ongoing consultation with stakeholders surrounding the site, including Coolmore Stud and Godolphin Woodlands, Stud over the life of the mine to identify

Comments provided by Coolmore and Woodlands	Maxwell Response
Impact Management Plan. Given the intentions of the SIMP, we would like to see a reference in the SIMP to proactive and ongoing consultation with Coolmore and Woodlands and pro-active cooperation between the parties to allow for adaptive management of the effectiveness of tree screens and any other measures to ensure the avoidance, minimization, mitigation and reduction of visual impacts to the landscape. The last paragraph in this section should be strengthened in line with the comments made in this section.	any issues in relation to visual impacts on surrounding sensitive viewing locations is already addressed in Section 3.3.6.4. Section 3.3.6.4 already includes a commitment to implementing additional measures to improve visual mitigation at specific sensitive viewer locations if required following consultation.
3.5 Stakeholder Engagement Plan. See comments relating to C below.	
4 Measurement and Evaluation. How will key indicators be reported on in the SIMP for air quality; noise; groundwater; visual amenity etc? **In line with the statements and commitments made in the EIS and other related consent documents, this section should also include transparent measurement and annual reporting of royalties and taxes paid to state and federal governments; breakdowns of the coal resource (thermal versus metallurgical); and annual export income for NSW.**	Section 4 has been updated to include a cross reference to section 5 where reporting is discussed. The requirements for Annual Review scope and content are included in Condition E11 of development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015). As stated in the *Annual Review Guideline* "The Annual Review is not intended to be an exhaustive description of the operation, its approvals or activities. It should focus on information that is relevant to understanding the compliance status of the operation with respect to the development consent and mining lease". Maxwell will undertake annual reporting in accordance with development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015).
A 1 Compliance Map. Please explain the reference to B94(c).	Clarifying text has been added to Section 1.2 and 1.3.
B 1 Consultation Feedback Overview. Currently blank. Please advise if this section will provide details of the consultation undertaken including parties consulted; the outcome of that consultation, matters resolved and unresolved; and details of any disagreement remaining between the party consulted and Malabar; and how Malabar has addressed the matters not resolved	Information required to meet condition A 22 is included in Appendix B
C 1 Stakeholder Engagement Plan	
C 1.1 Objectives. This section should be strengthened to reflect Malabar's commitment to good neighbor relations based on regular, transparent and responsive engagement throughout the life of the Project as stated in the EIS.	Commitment added to objectives in Section 1.3 Section C 1.3.
C 1.2 Key Messages. As suggested in 4 above, it would be appropriate if the key messages	The requirements for Annual Review scope and content are included in Condition E11 of

Comments provided by Coolmore and Woodlands	Maxwell Response
also included communication of royalties and taxes paid each year and the amount of thermal vs metallurgical coal extracted annually and annual export revenue to NSW	development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015). As stated in the *Annual Review Guideline* "The Annual Review is not intended to be an exhaustive description of the operation, its approvals or activities. It should focus on information that is relevant to understanding the compliance status of the operation with respect to the development consent and mining lease". Maxwell will undertake annual reporting in accordance with development consent SSD 9526 and the NSW Government *Annual Review Guideline* (2015).
C 1.3 Stakeholder Interests. Refer to our comments on 1.3 dash point 4 above	Section C 1.3 has been updated to reflect these additional aspects Coolmore and Godolphin has an interest in.
C 1.4 Engagement Tools and Activities. There is no reference here to a proactive approach to engage with Coolmore and Godolphin (Woodlands) throughout the Life of the Project on key issues of importance.	Section C 1.4 has been amended to include this engagement.

Table B. 2 provides written feedback on the Social Impact Management Plan, provided by Muswellbrook Shire Council staff on 31 May 2022.

Table B.2 Social Impact Management Plan feedback provided by Muswellbrook Shire Council staff

Comments provided by Muswellbrook Shire Council Staff.	Maxwell Response
1. Temporary workforce accommodation. Table 3.1 of the SIMP identifies the 'increased demand (including potential cumulative demands) for rental housing' as a negative impact during construction and operation of the Maxwell project (including for vulnerable groups). To mitigate this impact, the SIMP includes several actions including: **• If project coincides with construction of other projects, identify existing housing and accommodation capacity relative to Project workforce needs and prepare a workforce accommodation strategy which addresses the construction and operation phases.** **The cumulative impact of mining and other development on the surrounding short-term housing market is likely to peak in years 2022-2025 with the commencement of construction for Maxwell Underground (up to**	Maxwell is committed to identify existing housing and accommodation capacity relative to Project workforce needs, if the project coincides with construction of other projects. Only if required, Maxwell will prepare a workforce accommodation strategy which addresses the construction and operation phases. Construction commenced May 2022, however, given the very low sub-contractor construction personnel working on construction, and their current accommodation arrangements, no workforce accommodation strategy is currently required. Text regarding the workforce accommodation strategy has been updated to confirm that a workforce accommodation strategy will only be developed when it has been identified as necessary.

250 personnel), Mangoola Continued Operations and Mount Pleasant (up to 645 additional temporary personnel), Muswellbrook Bypass (up to 120 personnel) and Bowmans Creek Wind Farm (up to 156 personnel). **It is recommended that Malabar develop a workforce strategy as committed to in the SIMP, to address the abovementioned cumulative impacts of surrounding development.**	
2. Guidelines. Section 5.2 of the 'Social Impact Assessment Guideline for State Significant Projects' (DPIE, Nov 2021) (SIA Guidelines) outlines a number of requirements to be included in a social impact management plan. Section 5.2 of the SIA Guidelines section has been reviewed and the following is unclear in the Draft SIMP: • **How shortfalls will be addressed – for example, if a target is not being met or an impact is being inadequately managed, the steps to address and report on the shortfall.**	Adaptive management process added (Section 4.2).
3. SSD 9526. As per SSD 9526 Condition B94b), clarify "Local Affected Communities" and "Other Interested Stakeholders" using stakeholder categories from the Stakeholder Engagement Plan (Appendix C) where applicable.	The stakeholder categories in Appendix C have been updated to clarify "Local Affected Communities" and "Other Interested Stakeholders".
4. SSD 9526. Condition 94(h) requires that the plan be updated three years prior to closure. Council requests that any substantial update be undertaken in consultation with Council.	Section 1.2 has been updated to state that the SIMP for closure will be prepared in consultation with Muswellbrook Shire Council, the CCC, local affected communities and other interested stakeholders, including the Coolmore and Woodlands Thoroughbred Studs.
5. SSD 9526. Tabulate Condition E5 Management Plan Requirements and a section reference to where addressed.	Appendix A updated to include Condition E5 in Table A.1.
6. Section 1.1.1. Describe construction and operations including construction / operational periods, activities and workforce numbers	Section 1.1.1 has been updated to include a summary of construction and operations including construction / operational periods, activities and workforce numbers.
7. Section 1.4. Tabulate EIS commitments and add a section reference to where addressed.	Appendix A updated to include a table of EIS commitments relevant to the SIMP and where they are addressed in the SIMP.

8. Section 3.3.10. Add a statement that the CCC will be operated generally in accordance with the Community Consultative Committee Guidelines: State Significant Development (2019) or its latest version	Section 3.10 updated to confirm the CCC will be operated generally in accordance with the NSW Government's *Community Consultative Committee Guideline: State Significant Project* (2019) or its latest version.
9. Table 3.2. Please provide information regarding maintenance or construction work on Edderton Road direct to Council at council@muswellbrook.nsw.gov.au	Section 3.3.4 has been updated to include specific engagement with Muswellbrook Shire Council regarding Edderton Road works.
10. Figures. Include a landownership figure showing key private neighbours and wider community.	Figures 3-1 and 3-2 have been added.
11. Appendix C. It is not clear what engagement tools will be used for different stakeholders / groups identified in Table C.1 of the Stakeholder Engagement Plan. Recommend updating 'Audience' column in Table C.2 to be consistent with 'Stakeholder Group' or 'Stakeholder' column in Table C.1.	The "audience" column in Table C.2 has been changed to "Stakeholder Group" and the groups in that column updated to be consistent with the groups listed in Table C.1.
12. Appendix C. The following groups have not been included in Table C.1 of the Stakeholder Engagement Plan but are referenced in other sections of the SIMP, recommend including in Table C.1: • **Muswellbrook Police and Ambulance** • **Local Aboriginal Land Council** • **Registered Aboriginal Parties** • **Muswellbrook Chamber of Commerce** • **Other community groups?**	Groups added to table C.1 and Table C.2.
13. Formatting. Section 3.1 incorrectly references Section 1.1 in the second paragraph (assume correct reference is Section 3.3).	Reference corrected to refer to section 3.3 and 3.4.

Table B. 3 provides written feedback on the Social Impact Management Plan, provided by affected community members.

Table B.3 Social Impact Management Plan feedback provided other stakeholders.

Stakeholder and Comments	Maxwell Response
Roger Skinner (affected local community member). Interested in community support and looking forward to future discussions about supporting a local event.	Noted, no change required to SIMP.

Robert Halloran (affected local community member). With regards to Table 3.1, discussed how noise impacts would be less than those experienced during open cut operations. **With regards to Table 3.1, discussed how mitigation measures (specifically for noise) could be requested at any time from the owner of any residence on the privately owned land listed in Table 11 of SSD 9526, during the life of the Project.**	Noted, no change required to SIMP. Table 3.1 was updated to reflect this.

No comments were received from any Maxwell CCC members.

12 APPENDIX C - STAKEHOLDER ENGAGEMENT PLAN

12.1 Objectives

Maxwell is committed to open communication with stakeholders through the approval, construction, operation and closure phases of the Maxwell Underground Mine. The key objectives of Maxwell's ongoing consultation with stakeholders are to:

- Engage with project stakeholders about the progress and nature of the Project
- Recognise and respond to local interests and concerns regarding the Project
- Continue the dialogue between Maxwell and local landholders and neighbours.
- Develop good neighbour relations based on regular, transparent and responsive engagement.

12.2 Key Messages

The following key messages about the Maxwell Underground mine will form the foundation of stakeholder engagement activities during the construction, operation and closure of the mine:

- The Maxwell mine is an underground coal mining development located east of Denman and south of Muswellbrook
- Maxwell has committed to developing the area as an underground mind that would be vastly different from past proposals for the site
- Throughout the planning process, Maxwell have taken several practical steps to reduce impacts on the environment and the community
- The project will use the established facilities at 'Maxwell Infrastructure' to process and rail all coal that will be mined at the Maxwell project.
- As part of the Upper Hunter community, the Maxwell Underground mine will generate significant social, economic and environmental benefits:
- 350 jobs to be created during operation
- $55 Million per year in wages
- $1-1.26 Billion in royalties, taxes and rates over 26 years
- $500-700 Million per year in export income for NSW
- Ongoing financial support for local businesses, suppliers and community groups
- Development of local workforce through local recruitment strategy.
- Further information about the project and how to contact the project team can be found on the project website – malabarresources.com.au.

12.3 Project Stakeholders

Table C.1 outlines key project stakeholders who will be engaged through the lifespan of the project.

Table C.1 Project stakeholders

Stakeholder group	Stakeholder	Interests
Federal Government agencies	• Commonwealth Department of the Environment and Energy • Independent Expert Scientific Committee on Coal Seam Gas and Large Mining Development	• Environmental management
State Government agencies	• Department of Planning, Industry and Environment • NSW Resources Regulator • NSW Environment Protection Authority (EPA) • NSW Natural Resources Access Regulator • Transport for NSW • NSW Health • Subsidence Advisory NSW • NSW Dams Safety Committee • Hunter Local Land Services • NSW Rural Fire Service	• Environmental management • Traffic impacts • Increased demand for local services • Social impacts • Emergency management plans
Local Government agencies	• Muswellbrook Shire Council • Singleton Council	• Environmental management • Traffic impacts • Increased demand for local services • Social impacts • Emergency management plans • Community partnership opportunities
Group CCC[1]	In accordance with the NSW Government's "*Community Consultative Committee Guideline for State Significant Projects*", membership of the committee will comprise: • an independent chairperson; • up to seven community and stakeholder representatives; • a council representative from each of the local government areas concerned; and	• Social, environmental and economic outcomes, new projects, changes to approved projects, community concerns, resolution of community complaints, community initiatives.

1 Malabar established the Maxwell CCC in terms of SSD 9526. On 2 September 2021 Malabar received consent to combine the Maxwell Infrastructure CCC and the Spur Hill CCC with the Maxwell CCC and form an amalgamated group CCC. This CCC is managed in accordance with the NSW Department of Planning and Environments "Community Consultative Committee Guideline for State Significant Projects."

Stakeholder group	Stakeholder	Interests
	• up to three representatives from Malabar, including the person with direct responsibility for environmental management of the project.	
Local Affected Communities	• Noise receivers 403, 411, 402 and 538 (Figure 3.1 of SIMP)	• Noise impacts and noise mitigation
Other interested stakeholders - Neighbouring landholders and tenement holders	• Hunter Valley Energy Coal Pty Ltd (BHP) • AGL • Coolmore Australia • Godolphin Australia Pty Ltd • Hollydene Estate Wines • Dellworth Pty Ltd (NuCoal Resources).	• Environmental management (impacts to air quality and water, impacts from noise and blasting, spontaneous combustion, bushfire management, contaminated materials management and Aboriginal cultural heritage). • Traffic impacts • Property impacts • Visual amenity • Social impacts.
Other interested stakeholders - Infrastructure owners and service providers	• Australian Rail Track Corporation • Hunter Valley Coal Chain Coordinator • Port Waratah Coal Services Ltd • AusGrid • Telstra • NSW Spatial Services • Muswellbrook Police and Ambulance	• Operational management • Increased demand for local utilities
Other interested stakeholders – Community groups Wider community	• Muswellbrook Chamber of Commerce • Denman community • Jerrys Plains community • Muswellbrook community.	• Social impacts • Increased demand for local services • Community partnership opportunities • Employment and business opportunities.
Aboriginal community	• Local Aboriginal Land Council • Registered Aboriginal Parties	• Aboriginal cultural heritage impacts • Social impacts • Community partnership opportunities • Employment opportunities

12.4 Engagement Tools and Activities

Table C.2 outlines engagement tools and activities that will be used throughout construction, operation and closure of the Maxwell Underground project.

Key engagement activities required to deliver this SIMP are also included in **Appendix C – Action Plan**.

Table C.2 Engagement tools and activities

Tool	Description	Stakeholder Group	Timing
One-on-one meetings	Maxwell will continue to hold one-on-one meetings with near neighbours, six-monthly or as agreed, to proactively discuss project progress and also any project changes (including consent modifications).	• Local affected communities, neighbouring landholders and tenement holders	Construction Operation
Community information sessions	Community information sessions provide an opportunity for the local communities to meet with the project team and raise any concerns or specific questions. The SIMP requires community information sessions to be held on an annual basis.	• Wider community.	Construction Operation
Community newsletters	Community newsletters provide the wider community with an update on the project including progress and initiatives.	• Wider community.	Construction Operation
Community Consultative Committee (CCC) meeting	The CCC will be managed in accordance with the NSW Government's "*Community Consultative Committee Guideline for State Significant Projects*",	• Group CCC	Construction Operation
Registered Aboriginal Parties	Meetings and notifications in accordance with Maxwell's *Aboriginal Cultural Heritage Plan* (ACHMP).	• Registered Aboriginal Parties	Construction Operation
Sponsorship and donations program	Maxwell is committed to supporting the local community throughout the lifespan of the Maxwell Underground project through sponsorships, donations and support to local community groups.	• Local service providers • Wider community and community groups • LALC's • LGA's • Group CCC	Construction Operation
Maxwell website	Webpage for the public to keep up to date with Maxwell's activities and the progress of the project. The website hosts: • Details on Maxwell and its assets • Project status and key approval documents • Recent media releases and news articles • Minutes of CCC meetings	• All stakeholders.	Construction Operation Closure

Tool	Description	Stakeholder Group	Timing
	• Environmental performance and management plans • Investor details • Contact details for further information.		
Maxwell contact points	Project-specific phone and email lines for feedback/enquiries: • (02) 6542 0283 • 1800 653 960 • info@malabarresources.com.au • www.malabarresources.com.au	• All stakeholders	Construction
Local media	Utilise local media outlets to: • Promote events or key project successes • Communicate project updates.	• All stakeholders	Operation

Department of Planning, Housing and Infrastructure

Our ref: SSD-9526-PA-195

Donna Tiananga
Environment, Community and Approvals Manager
Maxwell Ventures (Management) Pty Ltd
Thomas Mitchell Drive
Muswellbrook, NSW, 2333

29/01/2026

Subject: Maxwell Underground – Social Impact Management Plan

Dear Ms. Tiananga

I refer to your submission requesting review and approval fo a revised Social Impact Management Plan in accordance with Schedule 2, Condition B94 of the Development Consent for Maxwell Underground Mine (SSD-9526).

I note the Social Impact Management Plan was revised following submission of an Independent Environmental Audit on 24 July 2025, the approval of Modification 3 of SSD-9526 and DPHI letter of 7/10/2025 (SSD-9526-PA-173).

Accordingly, as nominee of the Planning Secretary, I approve the revised Social Impact Management Plan (Rev 4, dated January 2026).

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

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

Yours sincerely

Stephen O'Donoghue
Director
Resource Assessments

As nominee of the Planning Secretary

4 Parramatta Square, 12 Darcy Street, Parramatta NSW 2150
Locked Bag 5022, Parramatta NSW 2124
www.dphi.nsw.gov.au