



Ensham
RESOURCES

EIMP 07.00.01

Stakeholder Engagement Plan

ENVIRONMENTAL IMPACT MANAGEMENT PLAN (EIMP)

Approval

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1.0 Introduction

This document is the Stakeholder Engagement Plan (SEP) for the PRCP.

It describes the consultation and communication strategies to be employed during the implementation of the PRCP and identifies the key stakeholders to be consulted.

The SEP includes details of:

- the objectives for community consultation
- how the community will be engaged
- proposed consultation frequency
- what information will be released for community consultation
- how feedback/comments will be considered.

The SEP will be reviewed and updated to reflect progress of the PRCP and any relevant material changes which may occur from time to time.

This SEP covers any PRCP activity including:

- External approval activities
- External stakeholder engagement
- Internal engagement with employees and Ensham site workforce

It does not include:

- Internal planning, assessment and approval activities related to internal stakeholder engagement
- Internal stakeholder engagement managed under existing company guidelines and processes.

1.1 Purpose

This document is Stakeholder Engagement Plan (SEP) for the PRCP and takes into account what:

- has been undertaken;
- is being undertaken; and
- will be undertaken in meeting the legislative requirements.

The development and implementation of this Stakeholder Engagement Plan has been prepared in accordance with the *Guideline – Progressive rehabilitation and closure plans (PRC plans) ESR/2019/4964* issued by DES.

Due to the dynamic nature of the stakeholder engagement process, it will be subject to review and amendment as issues raised by various stakeholders are considered and addressed. Changes will also be required as additional stakeholders are identified and some initially identified stakeholders are no longer engaged in the process at their request.

The purpose of this plan is to provide the foundation for a process which:

- Facilitates a structured, coordinated and measured approach to stakeholder engagement recognising the significant environmental, social, political sensitivities of the PRCP;
- Ensures the consultation process is delivered efficiently and recognises the future synergies with future mining operations;
- Enables key stakeholders to have up to date information and awareness of the PRCP; and
- Provides effective management of PRCP risks associated with stakeholder views, feedback and issues (e.g. time, cost and impact).

1.2 Ensham Mine Overview

Ensham has an open cut mine and underground bord and pillar coal mine located approximately 35 kilometres (km) east of Emerald in Queensland.

The mine is operated by Ensham Resources Pty Ltd (Ensham), a wholly owned subsidiary of Idemitsu Australia Resources Pty Ltd (Idemitsu), on behalf of the Ensham Mine joint venture (JV) partners. The JV partners, and holders of the Environmental Authority, are Bligh Coal Limited, Idemitsu and Bowen Investment (Australia) Pty Ltd.

EA EPML00732813 (the EA), dated 28 August 2020, is the relevant environmental authority under which Ensham operates the mine.

The mine, which commenced production in 1993, consists of 7 open pits; A Pit to F Pit and Y Pit.

Pits A and B lie south of the Nogoja River, and Pits C, D, E, F and Y lie to the north of the River (refer Figure 1). Flood protection levees are in place near Pits B, C and D.

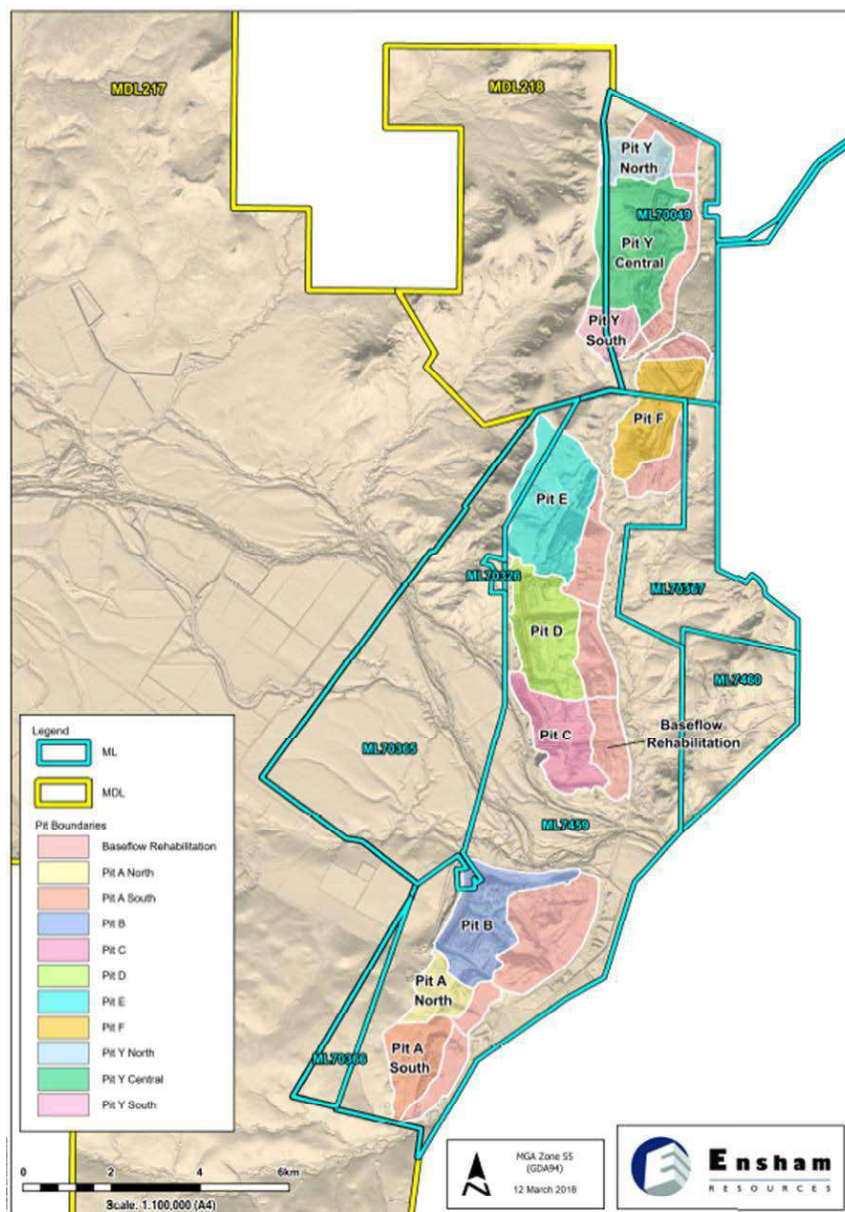


Figure 1 – ML, MDL, and Open Pit general layout



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1.3 Document Structure

This SEP is structured as follows:

- **Section 2.0** provides an overview of the key stakeholder related Legislative Requirements and Guidelines;
- **Section 3.0** provides the context to the engagement plan;
- **Section 4.0** provides the stakeholder engagement plan, describes the approach to stakeholder engagement for the Scoping Document including engagement objectives, key stakeholders, consultation methods and stakeholder engagement management tools;



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2.0 Legislative Requirements and Guidelines

2.1 Legislative requirements

Reference: Guideline – Progressive rehabilitation and closure plans (PRC plans) ESR/2019/4964 Department of Environment and Science

Organisations carrying out mining activities in Queensland are legally obligated to rehabilitate the land.

The Queensland Government has improved rehabilitation and financial assurance outcomes in the resources sector by delivering a broad package of reforms.

A key element of this reform package is the *Mineral and Energy Resources (Financial Provisioning) Act 2018 (MERFP Act)* that forms a part of the government's response to issues raised in the Review of Queensland's Financial Assurance Framework (Queensland Treasury Corporation, 2017) and the Better Mine Rehabilitation for Queensland (State of Queensland, 2017) discussion paper.

Passed by Parliament on 30 November 2018, the MERFP Act:

- replaces the financial assurance arrangements for resource activities under the *Environmental Protection Act 1994 (EP Act)* with a new financial provisioning scheme,
- changes how the estimated rehabilitation cost for an environmental authority (EA) is calculated,
- amends the EP Act to introduce new requirements for the progressive rehabilitation and closure of mined land.

A progressive rehabilitation and closure plan (PRC plan) is a critical element of the Queensland Government's Mined Land Rehabilitation Policy. When submitting a site-specific application for an EA for a new mining activity relating to a mining lease, applicants are required to develop and submit a proposed PRC plan as part of their application.

In accordance with section 126C(1)(d) of the EP Act, the rehabilitation planning part of the PRC plan must state the extent to which each post-mining land use for land identified in the PRCP schedule for the plan is consistent with:

- a) **the outcome of consultation with the community in developing the plan**, and
- b) any strategies or plans for the land of a local government, the State or the Commonwealth.

In accordance with sections 126C(1)(d), (g) and (h) of the EP Act, for each proposed non-use management area, the rehabilitation planning part of the PRC plan must:

- state the reasons the applicant considers the area cannot be rehabilitated to a stable condition
- include copies of reports or other evidence relied on by the applicant for each proposed non-use management area



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- **state the extent to which the proposed non-use management area is consistent with the outcome of consultation with the community in developing the plan, and**
- state the extent to which the non-use management area is consistent with any strategies or plans for the land of a local government, the State or the Commonwealth.

In accordance with section 126C(1)(c)(iii) and (iv) of the EP Act, the rehabilitation planning part of the PRC plan must include:

- **details of the consultation undertaken by the applicant in developing the proposed PRC plan, and**
- **details of how the applicant will undertake ongoing consultation in relation to the rehabilitation to be carried out under the plan.**

Community consultation is a key component of the PRC plan and is intended to ensure that anyone impacted by proposed rehabilitation and closure activities at the site has an opportunity to provide input to the planning process. The applicant should consult the community early and continuously throughout the development of the PRC plan and generally throughout the life of the mine to establish and maintain relationships. This will allow the applicant to better understand and manage community expectations and the potential environmental, economic, and social risks associated with mine closure. Early engagement with the community also builds awareness and understanding of their needs and objectives, while managing community expectations of how the applicant would operate.

Community consultation differs from the public notification process required as part of the assessment of an EA or EIS under the EP Act. Public notification is an important part of the overarching decision making process required to approve an activity such as a new mine. Public notification informs members of the public of the proposal and allows them the opportunity to make submissions that must be taken into account before the EA is decided. A properly made submission secures the right of a submitter to make an objection about the administering authority's decision if they disagree with part or all of the decision. These objections are referred to the Land Court.

The community consultation process should be used to inform the outcomes stated in the PRC plan. The administering authority must be satisfied that the applicant has attempted to consult all relevant members of the community. The administering authority has the ability to require further information if it considers the applicant has not consulted all relevant community members.

The administering authority expects applicants to identify, notify and engage the community and to provide them with an opportunity to comment. If the community does not respond, the PRC plan application will not be impacted. However, the applicant must demonstrate that sufficient effort has been made in engaging the community. The community may include, but are not limited to:

- affected landholders (such as underlying and adjoining land holders, and holders of land necessary for access to the land to which the proposed PRC plan relates)
- traditional owners
- Local government
- Local community groups.

In order to comply with section 126C(1)(c)(iii) of the EP Act, the rehabilitation planning part must include a community consultation register identifying the consultation carried out in developing the PRC plan. The community consultation register must include:

- consultation date(s)



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- identification of each community member
- description of consultation type (workshop, quarterly meetings, etc.)
- information provided to the community
- issues raised/discussed by the community
- how issues have been considered
- decisions/outcomes of engagement
- commitments made by the applicant.

In order to comply with section 126C(1)(c)(iv) of the EP Act, the rehabilitation planning part must include a community consultation plan detailing how ongoing consultation will be carried out in relation to the rehabilitation to be carried out under the PRC plan. The community consultation plan must include details of:

- the objectives for community consultation
- how the community will be engaged
- proposed consultation frequency
- what information will be released for community consultation
- how feedback/comments will be considered.

Consultation should occur prior to any PRCP schedule amendments that are likely to impact the community and the register should be updated when this consultation is undertaken.

In developing the proposed PRC plan, the community should at least be engaged on the plan for the mine, PMLUs or NUMAs, areas of disturbance, rehabilitation and management methods, progressive rehabilitation and closure timeframes. Ongoing community consultation should continue throughout the stages of the mine life so that progressive rehabilitation and the socio-economic and environmental impacts related to mine closure can be discussed with the community.

Community consultation carried out through different processes (such as an EIS) may be used to address the requirements in section 126C(1)(c) of the EP Act. The details of this consultation must be provided in the rehabilitation planning part of the proposed PRC plan.

Relationship with PRCP schedule

The information requirements in this section will assist the applicant in developing appropriate PMLUs and NUMAs, in line with the process detailed in sections 3.2 and 3.3 of this guideline that are consistent with, or have regard to community expectations. Community consultation supports the identification and justification of PMLUs and NUMAs and any expectations relating to the PRCP schedule (section 4 of this guideline). The administering authority will consider the type and results of community consultation carried out when assessing proposed PMLUs and NUMAs in the PRCP schedule.

Applicability to transitional PRC plans

Transitional PRC plans are still required to meet the legislative requirements in section 126C(1)(c) of the EP Act. All proposed PRC plans must contain a community consultation plan regardless of whether the site has an existing EA.

The community consultation register should include all recorded previous engagements with the community. Where there are land outcomes identified in a land outcome document, the applicant must include the details of any previous community consultation undertaken. If previous consultation has not been recorded or is unknown, the applicant must record this in the proposed PRC plan. Where there are no land outcomes identified in a land outcome document or previous consultation cannot be demonstrated, the applicant is required to comply with the requirements above as if it was a new application. It is recommended that applicants discuss the level of consultation expected in a pre-lodgement meeting prior to developing the PRC plan.



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3.0 Context

This section provides context to the consideration of the scope and content of the SEP. The discussion includes an overview of both the regional and local setting.

3.1 Regional Setting

The Central Queensland Statistical Area 4 (SA4) (which includes the Central Highlands, Rockhampton, Banana, Woorabinda, Gladstone and Livingstone LGAs) have considerable strengths in the mining and construction industries.

3.2 Local Setting

Ensham Mine is located within the Central Highlands LGA, with the Isaac LGA immediately to the east. The Central Highlands LGA is administered by the Central Highlands Regional Council (CHRC). The CHRC has the following in place to inform strategic direction for the LGA:

- CHRC Planning Scheme (adopted 2016)
- Central Highlands Economic Master Plan (prepared 2017)
- Central Highlands 2022 Community Plan
- Central Highlands Strategic Framework: Future Directions for Land Use Planning 2031
- CHRC Liveability Strategy and Action Plan 2019-2020 (CHRC, 2019).

Emerald is the largest and most populous town in the Central Highlands LGA (14,356 people at Census 2016). Emerald is defined in the CHRC Planning Scheme (CHRC, 2016) as a 'Principal Activity Centre' providing a range of services, including regionally significant health care facilities, business services, manufacturing and retail activities, education facilities, government services, entertainment and sporting facilities, and civic spaces. It has a strong and committed community, valued as a safe and positive place to raise a family, offering access to well-equipped and modern facilities (CHRC, undated). Blackwater is the second largest town (4,749 people at the Census 2016). Blackwater is defined as a 'Major Activity Centre' and functions as a regional service hub and industrial centre to service resource activity in the surrounding district. As a rural village, Comet functions as a focal point of activity for its surrounding rural community. (CHRC, 2016).

The key employing industries in the LGA in 2016 were mining, which accounts for 24.3 per cent of employed workers, and agriculture, forestry and fishing, which accounts for 12.8 per cent of employed workers. Retail, education and training, and accommodation and food services are the next largest employment sectors (REMPPLAN, 2019). The mining industry labour force was strongest in Blackwater at 47.6 per cent of the total workforce but was also substantial in Emerald (at 19.0 per cent) and Comet (20.4 per cent). Agricultural industry employment was strongest in Comet at 50.0 per cent of the labour force. Between the three communities: · a total of 2,494 workers were employed in mining, of approximately 3,269 mining workers in the LGA as a whole · a total of 507 workers were employed in agriculture, forestry and fishing, between the three communities of approximately 1,719 workers in this industry living in the LGA as a whole. The top five occupation sub-major groups of employment for Central Highlands LGA in 2016 were machine and stationary plant operators, followed by automotive and engineering trades workers, farmers and farm managers, retail then road and rail drivers. Labour force numbers trended down between March 2015 and March 2018, then trended up during 2018, with the most recent data (for March 2019) showing a labour force of 16,692 people, of whom 16,024 people were employed and 668 people were unemployed. Over the six years from March 2013, the LGA's labour force had decreased by 992.



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Land and infrastructure within and around the Mine Site include:

- freehold properties including rural homesteads.
- agricultural activities including irrigated cropping (primarily cotton), cattle grazing and farming infrastructure (access tracks, fences, stockyards, and sheds)
- biophysical elements (such as the Nogoia River, anabranch, and tributaries) and riparian vegetation

3.3 Historical stakeholder engagement activities

Stakeholder engagement commenced with the “Impact Assessment Study” for the Ensham Coal Project which was released in May 1990.

The most recent engagement activities that are directly relevant to the PRCP are those associated with the Residual Void Project and the Life of Mine Extension Project.

3.4 Ongoing consultation in relation to the rehabilitation to be carried out under the PRCP

The Progressive Rehabilitation and Closure Plans Guideline (PRCP Guideline) requires ongoing engagement with relevant stakeholders to determine any changes in stakeholder perspectives and to communicate any relevant closure related changes proposed by Ensham.

Ensham commits to providing relevant stakeholders with copies of annual rehabilitation progress reporting and will utilise this mechanism for communication of any proposed changes to the PRCP and to obtain feedback from stakeholders for consideration in ongoing planning and activities.

Should significant amendment of the PRCP be proposed, stakeholders will be engaged as part of the amendment process.



4.0 Stakeholder Engagement Plan

4.1 Introduction

The following section provides a detailed description of the key stakeholders, consultation approaches and associated proposed methods of engagement which will be adapted for each phase of the PRCP engagement cycle.

The considered approach to stakeholder management is to maintain an open, transparent and engaging profile within the local community in line with historical stakeholder management.

This approach will allow for the PRCP to be progressed whilst maintaining existing relationships with Councils, the Community and near neighbours and the surrounding community.

4.2 IAR Core Values

Respect for human beings is the foundation of IAR's operations and is applied by the framework. The framework is underpinned by the core values of IAR:

- We put people first. We look after each other as a close-knit team seeing work as a growth opportunity;
- We do what we say we'll do. We are committed to operating with integrity and staying true to our word; and
- We are always improving. We never stop learning and are always challenging ourselves to do our best.

4.3 Key Principles of engagement

Key principles that guide Ensham's engagement with its stakeholders include:

- Inclusive – Ensham's engagement activities will seek to be inclusive. IAR will invite input from stakeholders where appropriate;
- Transparent – Ensham will clearly outline to stakeholders the purpose of engagement activities, what stakeholders can expect from Ensham and how their feedback will be considered;
- Responsive – Ensham will consider and respond to concerns clearly and in a timely manner;
- Accurate – Ensham will provide accurate information to its stakeholders in a way that can be understood by the local community and other stakeholders;
- Consistent – Ensham will communicate regularly and consistently with its stakeholders; and
- Measurable – Ensham will measure the success of its engagement activities and apply learnings in designing and developing future engagement.

4.4 Resources

The key available resources to implement this SEP are described in Table 1.



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Table 1 Stakeholder Engagement Team

Role/Responsibility	Internal/ External
General Manager Operations	As nominated
HSECT Manager	All
Environmental Superintendent	As nominated
Group Manager Stakeholder Relations Idemitsu Australia Resources	Media management

4.5 Objectives

The key objectives for the SEP include:

- Identify the relevant key stakeholders
- Engage with key stakeholders to identify potential issues and opportunities;
- Manage the current stakeholder awareness and expectations;
- Further develop cooperative community relationships;
- Enable stakeholders to have input to the process;
- Consult proactively with stakeholders using clear and consistent key messages;
- Facilitate the development and implementation of response and feedback strategies to address identified stakeholder concerns;
- Management of PRCP risks associated with stakeholder concerns;
- Maintain and enhance existing social license; and
- Facilitate the timely delivery of engagements and actions.
- Ensure the Ensham PRCP, Annual Returns and outcome of PRCP community engagement activities including feedback and/or resultant actions are publicly available.

The above objectives of this SEP can be further broken down into internal and external stakeholder engagement objectives.

The internal stakeholder engagement objectives relate to ensuring that the components of the PRCP align with the internal operational and investment requirements set out by internal stakeholders.

Further, any mitigation and management commitments made throughout the PRCP implementation process should also align with internal requirements.

The primary aim of external stakeholder engagement is to ensure that all environmental, community, social and economic risks and impacts are identified, and appropriate mitigation and management measures are identified to address these impacts throughout the PRCP stakeholder engagement process.

4.6 Method

A range of engagement methods will be adopted, which will reflect the diverse pool of stakeholders.

A tailored approach will be adopted to stakeholder engagement with different stakeholders. engagement mechanisms include:



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- Government and regulators – planned and tailored briefings, phone calls, and written communication;
- Elected representatives – regular formal briefings;
- Employees – employee surveys, toolbox talks, team meetings, internal social media platforms, employee newsletters;
- Underlying, adjoining and adjacent landholders – ongoing dialogue with nominated landholders in briefing sessions, working groups, community groups, invitations to open days, written correspondence related to key issues;
- Local communities – open days, newsletters, social media platforms, Ensham sponsored community events and community groups.
- Traditional owners – briefing sessions, site surveys, open days, and newsletters; and
- Non-Government Organisations (NGOs) – tailored presentations, phone calls and written correspondence, newsletters, social media monitoring and invitations to broader community events.

4.7 Stakeholders

Following a review of the current and emerging issues in the local and regional area a stakeholder list has been prepared.

Stakeholders are registered in the Ensham INX system.

Key stakeholders have been profiled in order to determine stakeholder interest and the extent to which each stakeholder may be capable of influencing PRCP outcomes.

Table 2 provides a list of the stakeholder groups and key stakeholders. Table 2 also denotes the level of communication required with each stakeholder group.

Whilst the Stakeholder Register is comprehensive, it is likely that other significant stakeholders will be identified into the future. Table 2 will be updated to include additional stakeholders.

Table 2 Scoping Stakeholder Groups

Stakeholder Group	Key Stakeholders	Level of Communication
Federal Government Agencies	Federal Department of Agriculture, Water and the Environment (DoAWE)	Inform
State Government Agencies	Department of Environment and Science Department of Resources Department of Regional Development, Manufacturing and Water	Inform and consult
Local Council	Central Highlands Regional Council (CHRC) – Mayor, Councillors and nominated staff Central Highlands Development Corporation	Inform
Political Representatives	Ken O'Dowd MP - Federal Member for Flynn	Inform



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	Lachlan Millar MP - Member for Gregory	
Community Group	Community Reference Group	Inform and involve
Underlying landholders	Shaw Family (Yongala)	Inform and consult
Adjoining and adjacent landholders	Dickson Family Simmons Family Cowal Ag Saratoga Holdings Morawitz Family Howard Family	Inform and consult
Wider community and significant interest groups	Emerald, Comet residents Emerald Chamber of Commerce	Inform
Internal Stakeholders	Ensham employees, current contractors Idemitsu corporate employee	Inform and involve
NGOs and Interest Groups	QRC Cotton Australia National Farmers Federation Fitzroy Partnership for River Health Lock the Gate The Australian Institute	Monitor interest
Traditional Owners	Western Kangoulu GKK	Inform and monitor interest
Nearby Mining Operators	Sojitz	Inform and monitor
Infrastructure owners/providers	Aurizon Pty Ltd	Monitor interest
Emergency Services	Police, Ambulance, Fire etc	Inform
Media	Mackay Mercury ABC Regional Radio Other as nominated from time to time	Monitor interest
SIA specific Stakeholder Groups	Refer to specific completed SIA reports	Inform and involve
Overlapping Permit Holders	Denison Gas (QLD) Pty Ltd OME Resources Australia Pty Ltd	Inform



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4.8 Engagement Tools

Table 3 provides a summary of the key engagement tools to be used throughout the Scoping phase stakeholder engagement program.

Table 3 Stakeholder Engagement Tools

Tool	Purpose	Benefits
Face -to-face Interviews	Involve	<ul style="list-style-type: none">• Content can be tailored to specific stakeholders e.g. directly affected landholders;• Provides stakeholders with direct access to Ensham• Useful for confidential negotiations
Fact Sheets/Information Sheets/Newsletters	Inform	<ul style="list-style-type: none">• Able to reach a large number of stakeholders in a simple, efficient way• Can be targeted to a particular stakeholder group or to a specific issue
Briefing Sessions	Inform	<ul style="list-style-type: none">• Targeted to a particular stakeholder group e.g. regulators, local Council
Working Groups	Involve	<ul style="list-style-type: none">• Can be targeted to a particular stakeholder group or to a specific issue e.g. water quality monitoring
Ensham Community	Involve	<ul style="list-style-type: none">• Enables the community and interest groups to remain informed of the status; and• Provides an opportunity for community and interest groups to provide feedback on key issues that arise.
Website	Inform	<ul style="list-style-type: none">• Ensham site: https://www.idemitsu.com.au/mining/operations/ensham-resources/
Press Releases and Press Advertisements	Inform	<ul style="list-style-type: none">• Clarify issues/concerns and respond to inaccurate information in the public arena• Advertise key events
Contact details	Involve	<ul style="list-style-type: none">• Enable stakeholders to contact Ensham to discuss issues, and request information Ph: (07) 4987 3601 Fax: (07) 4987 3622 enquiries@ensham.com.au



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Table 4 Background information

Theme	Background
Mine Operator	<ul style="list-style-type: none"> Ensham Resources, a wholly owned subsidiary of Idemitsu Australia Resources Pty Ltd (IAR).
Idemitsu Australia Resources Pty Ltd	<ul style="list-style-type: none"> IAR is a subsidiary of the Japanese company Idemitsu Kosan Co. Ltd (Idemitsu Kosan). IAR has been operating in Australia since 1978 and was previously known as Idemitsu Muswellbrook Coal Company Ltd and Apollo Resources Pty Ltd, before being renamed to IAR in 2007. IAR is a diversified energy company involved in mining, fuel, energy and agricultural activities. IAR mining operations include Ensham Resources in QLD, Boggabri Coal Mine (BCM) and Muswellbrook Coal in NSW. The West Muswellbrook project in NSW is owned by Muswellbrook Coal, which is a wholly owned subsidiary of IAR. The combined coal mining operations in QLD and NSW support more than 1,000 local jobs and produce approximately 14 million tonnes per year of thermal coal (used for electricity production) and semi soft and PCI coals (used for steel making) for export predominantly to Asian markets. IAR value the safety and wellbeing of its people and the development of excellent working relationships within the local communities in which it operates.
Idemitsu Global	<ul style="list-style-type: none"> Idemitsu Kosan is a diversified energy company based in Japan. Idemitsu was established in 1911 in Japan and now employs over 9,000 people worldwide. Idemitsu Kosan is involved in: <ul style="list-style-type: none"> Petroleum refining and manufacture and sale of oil products; Manufacture and sale of petrochemical products; Exploration, development, and extraction of petroleum, coal, geothermal resources, and other mineral resources; Manufacture of agricultural chemicals, agricultural materials, and other chemicals; Development, manufacture, and sale of functional electronic materials; Design, installation, fabrication, and sale of various machinery, equipment, and devices for chemical-industrial and environmental-protection uses; Real-estate sales, leasing, and management; and Computer-software development, sales, and consulting.
Ensham Coal Mine	<ul style="list-style-type: none"> Ensham has an open cut mine and underground bord and pillar coal mine located approximately 35 kilometres (km) east of Emerald in Queensland.



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Management of Ensham

- The mine is operated by Ensham Resources Pty Ltd (Ensham), a wholly owned subsidiary of Idemitsu Australia Resources Pty Ltd (Idemitsu), on behalf of the Ensham Mine joint venture (JV) partners. The JV partners, and holders of the Environmental Authority, are Bligh Coal Limited, Idemitsu and Bowen Investment (Australia) Pty Ltd.

Ensham Existing approvals

- EA EPML00732813 (the EA), dated 28 August 2020, is the relevant environmental authority under which Ensham operates the mine.

Mine Product

- Ensham coal production is sold to offshore markets (via Gladstone Port) and the Gladstone Power Station.

Workforce

- Ensham currently has a workforce of approximately 603 FTE employees and contractors.

Ensham Continuation of Mining Operations

- Ensham Mine is an existing open-cut and underground bord and pillar coal mine located approximately 35 kilometres (km) east of Emerald in Queensland operating on Mining Lease (ML) 7459, ML7460, ML70326, ML 70049, ML70365, ML70366, ML70367.
- Ensham is the holder of Mineral Development Licence (MDL) 217 and MDL 218.

-

Ensham Community Reference Group (CRG)

- Ensham facilitates a CRG as required from time to time.
- The CRG minutes are published online after each meeting on the IAR website (<https://www.idemitsu.com.au/mining/projects/ensham-rv-community-reference-group/>)

Ensham Community Investment

- Ensham is a long-standing member of the community, providing employment opportunities, supporting local businesses, and developing strong relationships across the region.
- Ensham works with the local communities of Emerald and Comet and surrounding areas where staff and suppliers live.
- Ensham's major recent community contributions include:
 - Central Highlands Barrel Horse Association
 - Central Family Support Day
 - Rural Fire Brigade
 - Rotary Club of Emerald
 - Emerald Show Society
 - Capella and District Show Society
 - Comet State School
 - Capella State High School
 - Emerald Karate Academy
 - Emerald Jockey Club
 - Central Highlands Easter Sunflower Festival
 - Variety Queensland Inc



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- Emerald Amateur Swimming Club.

Ensham Community Engagement

- In addition, Ensham have established strong working relationships with neighbouring land holders and tenants of its mine owned land.
- Ensham participates in local community forums such as the hosting of CHDC and CHRRUP.

4.9 Implementation Plan

Table 5 on the following page presents a summary of the Stakeholder Engagement approach for each key stakeholder group, which will be adapted for each phase of the engagement cycle.

4.10 Stakeholder Register

Ensham monitor and capture all relevant stakeholder engagement activities within the INX system that tracks meeting records, summary of enquires and the types of engagement activities undertaken.

Table 6 provides a high-level summary of the Stakeholder Engagement Register and Table 7 provides an example of stakeholder engagement records.

A nominated stakeholder engagement administrator will be responsible for maintaining records of all stakeholder interactions.

Table 5 Stakeholder Engagement Approach – adapted for each phase of the engagement cycle

Stakeholder Group	Scoping Communication	Stakeholder Engagement Tools						
		Face to face	Fact Sheets	Briefing Sessions	Working Groups	Ensham Community	Website	Press Releases & Advertising
Federal Government Agencies	Inform	✓		✓				
State Government Agencies	Inform and consult	✓		✓				
Local Council	Inform	✓		✓	✓		✓	✓
Political Representatives	Inform		✓	✓				
Community Group	Inform and involve	✓	✓	✓	✓	✓	✓	✓
Underlying landholders	Inform and involve	✓	✓	✓	✓	✓	✓	✓
Adjacent neighbours	Inform	✓	✓	✓	✓	✓	✓	✓
Wider community and significant interest groups	Inform			✓			✓	✓
Internal Stakeholders	Inform and involve	✓		✓			✓	✓



EIMP.07.00.01 Stakeholder Engagement Plan



		Stakeholder Engagement Tools						
Stakeholder Group	Scoping Communication	Face to face	Fact Sheets	Briefing Sessions	Working Groups	Ensham Community	Website	Press Releases & Advertising
NGOs and Interest Groups	Monitor interest		✓				✓	✓
Traditional Owners	Inform and Monitor interest	✓	✓	✓	✓	✓	✓	✓
Nearby Mining Operators	Inform and monitor	✓			✓		✓	✓
Infrastructure owners/providers	Monitor interest		✓	✓			✓	✓
Emergency Services	Inform		✓	✓			✓	✓
Media	Monitor interest							✓
SIA specific Stakeholder Groups	Inform and involve	As per scope	As per scope	As per scope	As per scope	As per scope	As per scope	As per scope
Overlapping Permit Holders	Inform		✓	✓			✓	✓



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Table 6 Stakeholder Engagement Register – high level summary

Consultation Date	Stakeholder Group	Consultation	Topic / Information	Issue Raised	Considerations	Outcomes	Actions	Link
3/05/2017	CHRC	Letter	Introduce Ensham plan to undertake scientific and environmental assessment of options to rehabilitate residual voids after mining operations cease	NA	Engagement with local community stakeholders	Establishment of a Community Reference Group (CRG) including CHRC representation		
4/10/2017	CRG	Meeting	<p>Overview presentation</p> <p>Update on study tour to Germany</p> <p>CRG Charter</p> <p>Communication</p>	<p>Is management of voids in the RMP?</p> <p>Impact on the throat of current levees?</p> <p>Plan for water harvesting?</p> <p>Q&A</p>	Response provided	Closed	Nil	CRG 4th October 2017
			Availability of reports		CRG to receive progressive updates		Independent Chair to action	
			Confidentiality		Response provided	Closed	Nil	



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Consultation Date	Stakeholder Group	Consultation	Topic / Information	Issue Raised	Considerations	Outcomes	Actions	Link
7/12/2017	CRG	Meeting	Site Tour	Q&A	Responses provided			
			General Business	Alternate residual voids	Response provided	Closed		
			TOR - DES	Nil raised		Nil		CRG 7th December 2017
5/02/2018	Site visit	Ensham Operations overview Residual Void Project Overview	Studies update	Financial assurance	Response provided	Closed		
				Who is undertaking the studies	Response provided	Closed		
				Q&A	Responses provided	Closed	Nil	
26/03/2018	CRG	Meeting	Project update	Regulatory compliance	Response provided	Closed	Nil	
				What has changed	Response provided	Closed	Nil	
			Review options	Q&A	Responses provided	Closed	Nil	CRG 26th March 2018
		Groundwater modelling	Q&A	Response provided	Closed	Send out details relevant to the Q&A		



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Landform design
Civil design
Financial modelling

Stakeholder engagement	Q&A	Responses provided	Closed	Send stakeholder list to CRG
Project update	Q&A	Responses provided	Closed	
Review options	Q&A	Responses provided	Closed	CRG site visit Option 1 - Geomorphology study to be presented
Reports	Q&A	Responses provided	Closed	Provide definitions of technical terms Provide current water analysis CRG members to share water legislation Consider water impacts on farmers
Updates	Q&A	Responses provided	Closed	Coordinate CRG meeting before AgGrow to discuss display content Provide timeline of all past historical approvals

4/06/2018

Meeting

CRG

[CRG 4th June 2018](#)



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June 2018	AgGrow	Community engagement 300-400 - community 15 senior government officials DES/DNRM E/Treasury Meetings with Ministers/D Gs/DDG's	Project overview	Q&A	Responses provided	Closed	Nil
		Meeting	Project update	Q&A	Responses provided	Closed	Nil
		Stakeholder engagement		Q&A	Responses provided	Closed	Nil
10/10/2018	CRG	Reports		Q&A	Responses provided	Closed	Additional session to demonstrate more detail and clarity in reports CRG 10th October 2018
		Water Quality		Q&A	Responses provided	Closed	Nil
		Landform design		Q&A	Responses provided	Closed	Ensure groundwater heights are represented accurately on cross sections



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Water supply and licencing	Q&A	Responses provided	Closed	Minor clarification details to be added
Geological report				
Civil design	Q&A	Responses provided	Closed	Nil
Groundwater				
Project Update	Q&A	Responses provided	Closed	Update and reissue landform reports
Groundwater & updated landform cross sections				
Water studies				
Landform design				
Ecology	Q&A	Responses provided	Closed	Nil
Economic impact assessment				
Social impact assessment				
Further discussion	Q&A	Responses provided	Closed	Advise on process CRG members can take to have discussions with the regulators
13/12/2108	CRG	Meeting		CRG 13th December 2018



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14/02/2019	CRG	Meeting	Project update	Q&A	Responses provided	Closed	CRG member to send through photos of water pooling to be followed up Check different options social impact information is correct	CRG 14th February 2019
			Reports	Q&A	Responses provided	Closed	Nil	
			Site Tour	Q&A	Responses provided		Nil	
4/09/2019	CHRRP	General Board Meeting and site tour	Overview of Ensham current operations and future plans	Q&A	Responses provided		Nil	
1/03/2021	CHDC	Site visit and tour	Overview of Ensham current operations, rehabilitation plans and post mining use to benefit the economy	Q&A	Responses provided		Nil	



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Table 7 Example - Stakeholder Engagement activity

Consultation Date	Stakeholder Group	Stakeholders	Consultation Type & Method	Information (Documents)	Issue Raised	Considerations	Outcomes	Actions (Response Date) (Close Out Date) (Tasks)
4/6/2018	CRG	Emma McCullagh Nigel Burnett Cameron Geddes Mick Shaw Marg Shaw Darryl Conway Hamish Millar Carl Morawitz Councillor Alan McIndoe Councillor Megan Daniels Simone Parker	Meeting	An overview of the project schedule was displayed and is running on schedule. Stage 1 – Complete Stage 2 – Is in draft form and is due to be finalized in a few weeks Stage 3 – Progressing as per schedule. Stage 4 – Is about to be started, includes the triple bottom line assessment.	Numerous Questions	Expert consultants on hand to answer technical questions	Answers to all questions	Nil outstanding

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Document status and review

Edition	Comments	Author	Authorised by	Date
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