

2.0 Consultation process

2.1 Introduction

This chapter outlines the stakeholder consultation carried out for the Ensham Life of Mine Extension Project (the proposed project, hereafter referred to as ‘the Project’). Ensham Resources Joint Venture (Ensham JV) partners have engaged with a range of stakeholders during the preparation of the environmental impact statement (EIS) for the Project, ensuring that stakeholders have the opportunity to comment on issues and concerns that relate to them.

Stakeholder engagement and consultation for the EIS was undertaken from June 2020 to November 2020.

Ensham Mine’s stakeholder engagement process aims to:

- proactively work with key stakeholders and the community to inform and consult them on the Project and its potential impacts
- identify stakeholder issues and/or concerns
- ensure Ensham JV is working to mitigate any issues
- continue the positive working relationship between Ensham JV and stakeholders and the communities in which it operates.

The stakeholder consultation process has engaged stakeholders at both a local and regional level, providing them with information on the potential social, economic and environmental impacts relating to the Project.

On 29 January 2020, the Queensland Government declared a public health emergency in Queensland in response to the COVID-19 pandemic. As part of their response to the pandemic, the Government implemented a range of measures aimed at reducing the spread of COVID-19 during the declared emergency period.

Given the restrictions in place during the public health emergency declaration, an initial round of engagement via online means was undertaken in early-mid 2020, followed by face-to-face meetings and community workshops in October 2020 when some restrictions were eased.

2.1.1 Engagement objectives

The key objectives of stakeholder engagement for the Project are to:

- build and maintain stakeholders’ understanding of the Project, by providing genuine opportunities for stakeholders to provide inputs into the process
- ensure there is consistently accurate and accessible Project information in the public domain
- identify and proactively respond to key stakeholder and community issues and concerns about the Project in a timely manner
- maintain and strengthen Ensham Mine’s existing key stakeholder and community relationships and its social licence to operate.

2.2 Stakeholder identification

2.2.1 Key stakeholders engaged

Ensham JV actively engaged with a range of local and regional stakeholders and government agencies, to understand and address community concerns and expectations and help inform the EIS. Key stakeholders for the Project have been identified on the basis of:

- interested and affected persons, as defined under section 38 of the *Environmental Protection Act 1994* (EP Act)
- affected persons as defined under section 252A of the *Mineral Resources Act 1989* (MR Act)
- stakeholders identified in the social impact assessment (SIA).

Key stakeholders identified through the EIS process include:

- local communities – people who live and work in Emerald, Comet and nearby townships/localities
- directly affected (underlying) landowners and landowners neighbouring the Project’s proposed mining lease area
- non-government organisations – social services providers and community organisations, including local allied health and aged care providers
- Indigenous groups – the Western Kangoulu, and Garingbal and Kara Kara
- state government departments and agencies – those with the decision-making power and services in the Project’s nearby communities
- Central Highlands Regional Council (CHRC) – the Mayor, Councillors and Council executives
- Ensham JV employees – those working at the existing mine
- industry bodies – Central Highlands Development Corporation (CHDC).

2.2.1.1 Interested and affected persons

Affected persons are defined under the EP Act and the MR Act as groups and persons with rights or interested in the land affected by the Project. Under the EP Act, interested person means an interested person proposed by the proponent under section 41(3)(b). Under section 41(3)(b) an example of persons who may be proposed as an interested person is an unincorporated community or environmental body with a financial or non-financial interest in the local government area that the operational land is in and in which the Project would be situated. The interested and affected persons identified for the Project are listed in **Table 2-1**.

Table 2-1 Interested and affected persons

Stakeholder group	Stakeholder
Landholders within the operational land	Two property owners and two lessees
	Department of Natural Resources, Mines and Energy (for the Nogoa River on operational land)
	Central Highlands Regional Council (for a road reserve over operational land)

Stakeholder group	Stakeholder
Landholders adjoining the operational land	24 freehold property owners (note this includes landowners who are adjacent to the existing Ensham operation)
	Department of Natural Resources, Mines and Energy (for the Nogoia River on adjoining land)
	Department of Transport and Main Roads (for a rail corridor on adjoining land)
	Department of Agriculture and Fisheries
	Ergon Energy (for an electrical powerline easement on adjoining land)
	Central Highlands Regional Council (for miscellaneous road reserves and a stock route on adjoining land)
Local government	Central Highlands Regional Council
Traditional owners	Western Kangoulu People (Native Title claimant)
	Garingbal and Kara Kara People

2.3 Engagement methods

Stakeholder engagement activities involved the communities of Emerald and Comet, as well as stakeholders within the Central Queensland LGA. Engagement activities conducted during the EIS included provision of community information about the Project and EIS including the statutory consultation process as described in Section 2.3.1, and SIA-specific engagement as described in Section 2.3.2. A more detailed account of the SIA engagement activities and outcomes is provided in **Chapter 21** (Social).

2.3.1 EIS engagement methods

Idemitsu Australia Resources Pty Ltd, Bligh Coal Limited and Bowen Investment (Australia) Pty Ltd are the partners of the Ensham Joint Venture (Ensham JV) who are the proponents for the Project. During the EIS phase, Ensham JV used a number of channels to gather feedback on the Project. These channels included direct stakeholder contact (telephone calls, face-to-face meetings, emails and workshops) and an online community survey.

The engagement program for the EIS included the following tools and activities:

- the Project website (<https://www.idemitsu.com.au/mining/projects/ensham-life-of-mine-extension-project>)
- a Project fact sheet
- email notifications to key stakeholders about the Project's EIS, including notification of the draft Terms of Reference (ToR)
- phone/email – Ensham Mine's phone number and email address were listed on all communications, including the Project fact sheet, email notifications and advertising

- phone calls and emails to up to more than 60 stakeholders, including directly impacted land/leaseholders, local businesses and service providers and government agencies.

In addition to these activities, the Project is required to undertake a number of statutory notifications and public consultations under the EP Act and the *Environment Conservation and Biodiversity Conservation Act 1999* (Cth) (EPBC Act). As the Project is being assessed under the bilateral agreement between the Commonwealth and the State of Queensland, the EIS process under the EP Act provides the basis for notification and consultation as required by the EPBC Act.

Under the EIS process, interested and affected persons as well as the general public are notified of opportunities to make submissions on the draft ToR and draft EIS for the Project. The EIS process and the process for making submissions is described in **Chapter 5** (The environmental impact assessment process).

2.3.2 Social Impact Assessment (SIA) engagement methods

In addition to the engagement program for the EIS, activities were undertaken to inform the development of the SIA and social impact management plan (SIMP). These activities were structured to enable stakeholders to provide meaningful input into the characterisation of the social environment in the region, identification of impacts and benefits and input on management measures.

The engagement program for the SIA included the following tools and activities:

- an online community survey
- email notifications to SIA stakeholders about the Project's EIS, including follow up phone calls to request their participation in an SIA interview
- advertising in the Central Queensland News, print and online editions, promoting the online community survey
- two community workshops (one in Emerald and one in Comet)
- interviews with key stakeholders including a directly affected landowner, adjacent landowners and community organisations.

Stakeholders who were invited to participate included directly affected and adjacent landowners, the Western Kangoulu People, the Garingbal and Kara Kara People, the CHRC, the CHDC, and members of potentially affected communities. State agencies, including Queensland Education, Queensland Police Service, Queensland Ambulance Service and Queensland Fire and Emergency Services, Queensland Health, Department of Communities, Disability Services and Seniors, Department of Aboriginal and Torres Strait Islander Partnerships, Department of Employment, Small Business and Training, Department of Housing and Public Works and Department of State Development, Tourism and Innovation were also invited to participate. Commercial stakeholders were also invited to participate, including businesses in the Central Highlands LGA and employment service and training providers.

Engagement during June to August 2020 was constrained by the public health emergency restrictions and relied upon:

- online video meetings with CHRC and Central Highlands Development Corporation (CHDC) via to discuss the SIA scope, engagement process, potential impacts and benefits and measures which should be considered
- writing to directly affected landowners, adjacent landowners and the Western Kangoulu People to seek their participation, supplemented by the provision of SIA briefing papers and tailored questions for their consideration

- the community survey
- interviews with community and government agencies,

Participation in this phase of the engagement included:

- 22 community survey responses
- three on-line meetings achieved (two with CHDC and one with CHRC)
- two phone interviews achieved (DATSIP and Anglicare)
- no inputs received from landowners or Western Kangoulu People.

The lower than expected level of participation in the SIA engagement at this stage can be attributed to the community's focus on the response to the public health emergency, as well the Project's minimal, if any, potential impact on the local workforce, housing, community services or community amenity. CHRC also advised of a local tendency to engage on projects only if stakeholders were directly impacted, given multiple demands on their time.

The second round of engagement (during October to November 2020) provided information on the Project, EIS process, preliminary SIA findings and proposed management measures, and sought stakeholder feedback. This included:

- SIA community workshops in Emerald and Comet
- an online workshop with CHRC Councillors and staff
- a face-to-face meeting with CHDC
- provision of information to Western Kangoulu People and requests to meet
- provision of information to Garingbal and Kara Kara People and a telephone meeting
- face to face meetings with two landholders.

Follow up discussions were also held with CHRC staff (regarding affordable housing and service capacity) and Central Highlands Community Services (CHCS) to discuss social housing provision, social infrastructure capacity and social enterprises.

2.3.3 Community survey

Stakeholders and community members were invited to participate in an online community survey. The purpose of the community survey was to seek inputs from community members, businesses and organisations on community values, community needs, potential Project impacts and benefits, and management measures.

The survey was made available online from 19 June until 19 July 2020 and promoted through:

- print (Friday 19 June 2020) and online (from Friday 19 June until Friday 17 July 2020) newspaper advertisements in the Central Queensland News
- letter and email notifications to 45 SIA stakeholders
- letter and email notifications to 60 EIS stakeholders.

A total of 22 people participated in the online community survey and of these, an average of 15 participants provided answers to all questions.

2.3.4 Community workshops and agency interviews

Requests to SIA stakeholders via phone to 29 Government and community agencies resulted in the participation of three stakeholders in interviews in the June 2020 round, with a further one organisation participating in an interview in the October 2020 round.

Community workshops were held on 13 and 14 October 2020, in Comet and Emerald respectively.

Invitations to the community workshops were issued directly to 44 stakeholders (individuals including affected and adjacent landholders, community groups and community and government agencies) by email, and were also distributed through CHRC's Emerald and Comet Community Reference Groups, the Emerald Interagency Network which includes approximately 203 stakeholders and CHDC's business and community network, which is received by more than 1,400 individuals, businesses and community, economic and environment organisations.

A total of 15 participants attended the two workshops held at Emerald (eight people) and Comet (seven people).

2.3.5 Correspondence to SIA and EIS stakeholders

Ensham JV prepared and distributed a letter and Project fact sheet to all key stakeholders on 18 June 2020 inviting them to participate in the SIA engagement. The letter and Project fact sheet outlined the proposed Project, the EIS process and invited the recipient to participate in the online community survey or provide feedback to Ensham JV via phone or email. This was distributed to 30 directly impacted or neighbouring land/leaseholders, identified as an 'affected person' under the *Environmental Protection Act 1994* (Qld).

Ensham JV prepared and distributed an additional letter to the same affected persons on 20 July 2020. The letter was formal notification of the Draft ToR for the EIS for the Project. Due to the impact of the public health emergency on Australia Post delivery times and to ensure Project information and notifications were received in a timely manner, Ensham JV also provided this information electronically with stakeholders' consent.

2.3.6 Land/leaseholder consultation

Phone and/or online meetings were sought with the directly affected landowners during July-August 2020 to discuss their views on the Project and how it might affect the use or amenity of their properties. Landowners were provided with information including an introductory letter, SIA briefing note, Project fact sheet and an invitation to participate in an interview. At this point landowners deferred their engagement as they were engaged in commercial discussions with Ensham or preferred to wait until draft EIS findings were available.

Engagement with directly affected and adjacent landowners in October 2020 included:

- interviews with the owner and manager of one directly affected property and an owner and agent for two adjacent properties; and
- the involvement of the owners of the other directly affected property and the owner of a property within the existing Ensham Mine mining lease in a SIA community workshop.

These meetings provided land/leaseholders with a Project overview, information on Project timeframes, and the opportunity to discuss the potential impacts associated with the Project. and enabled land/leaseholders to discuss their specific concerns about the Project. The owners of other properties adjacent to the project area and one lessee within Zone 1 chose not to be involved.

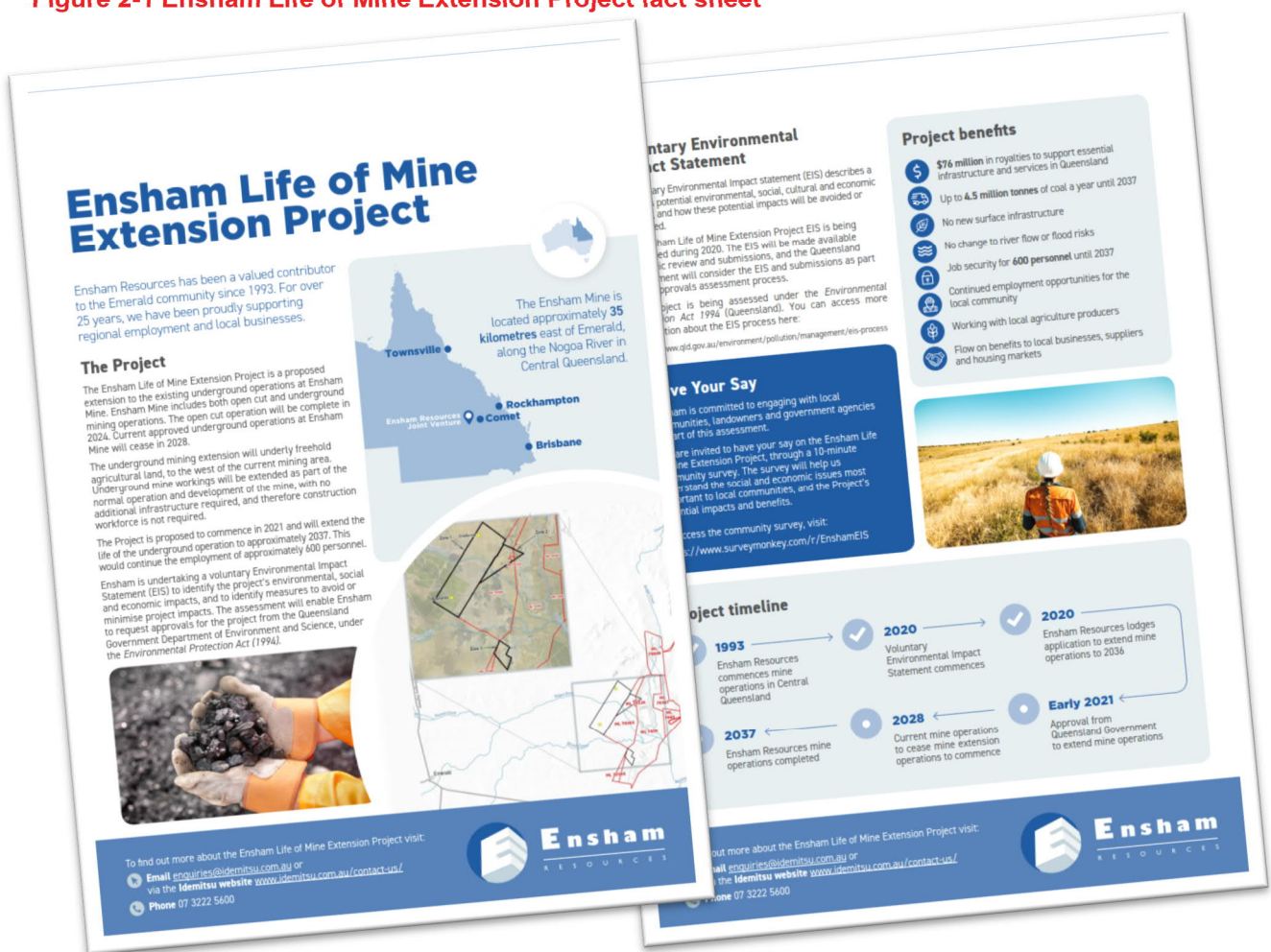
2.3.7 Fact sheet

An Ensham Life of Mine Extension Project fact sheet (two-page A4 digital print) was developed for inclusion with all stakeholder correspondence (Figure 2-1). It was also provided three community members who contacted the Project team directly to request further information. The fact sheet was also made available at all face-to-face stakeholder meetings.

The fact sheet provided detailed information, including:

- an overview of the Project
- Project Site map showing the areas to be developed and the existing mining leases
- Project specifications, including lease size and ownership
- production details, including the type and amount of coal expected per year
- operation details, including employment numbers and the mine life
- contact details for the Project team
- a link to the online community survey.

Figure 2-1 Ensham Life of Mine Extension Project fact sheet



2.3.8 Meeting with Central Highlands Regional Council

A video conference was held with CHRC representatives to discuss the SIA scope, baseline issues and Council's views on potential social impacts and benefits and management measures on 10 July 2020. Participants included the Managers of Planning Services, Connected Communities, and Community Recreation and Facilities. A second video conference involving the Mayor, Councillors and staff was held on 5 August to provide a Project overview including information about timeframes and potential impacts associated with the Project, discuss the SIA scope and baseline issues, and seek Council's views on potential social impacts and benefits, and inputs on management measures.

A third video conference with CHRC representatives was held on 29 October 2020. Participants included the Mayor, four Councillors and the General Manager Communities. The Project team presented an update on the Project, the preliminary SIA findings and proposed management measures, and, sought feedback from CHRC on the SIA.

2.4 Stakeholder and community feedback

As noted above, a total of 22 people participated in the online community survey and of these, an average of 15 participants provided answers to all questions. The participation of 22 people is an insufficient sample size to draw robust conclusions about wider community views surrounding the Project, however key themes and issues raised in the community survey included support for:

- a majority of the Project's workforce to be residents from surrounding towns and localities
- Ensham JV to provide job opportunities for Aboriginal and Torres Strait Islander people
- local suppliers to be engaged for the Project
- Ensham JV to continue their Corporate Social Responsibility, including making donations to or providing other support for local community initiatives
- adequate environmental protections to be in place to minimise potential Project impact on air quality, agricultural land and water supplies.

The two community workshops undertaken during the second round of engagement (October 2020) had 15 participants, comprising eight people in Emerald and seven people in Comet.

Key issues identified in workshops and interviews included:

- continuation of employment opportunities and strengthening local employment
- continuation of local supply opportunities
- any potential for increased flood risk
- workforce training and development opportunities
- community investment priorities
- stakeholder awareness of the impacts of project closure
- potential for impacts on agricultural land including a cotton farm
- avoidance of housing impacts
- local supply opportunities.

More detailed results of community and stakeholder engagement are further discussed in **Chapter 21 (Social)**.

2.5 Future engagement

Ensham Mine's consultation and engagement program will continue throughout the EIS process and beyond. The public notification period is an important opportunity for key stakeholders to provide input into the EIS process. Ensham JV will further communicate with the community through its commitments to Social Impact Management Plans and Stakeholder Engagement Plans alongside its community and stakeholder actions detailed in **Table 2-2**.

As part of existing operations, Ensham JV will continue to engage with stakeholders for the Project. Engagement activities will include face-to-face meetings with key stakeholders, and public meetings, as required. Ensham Mine's existing engagement activities will be extended to include the scope and duration of the Project to ensure that communities issues are addressed throughout the life of the Project.

2.5.1 Social Impact Management Plan and Community and Stakeholder Engagement Plan

A SIMP has been developed for the Project and includes a Community and Stakeholder Engagement Plan (CSEP) and management plans (sub-plans) for:

- workforce management
- workforce housing and accommodation
- health and community well-being
- local business and industry procurement.

Ensham Mine's General Manager will be responsible for ensuring the implementation of the CSEP.

The SIMP will be reviewed annually during the first three years of Project operations, and updated as required by monitoring data, including stakeholder feedback.

Ensham JV will share information regarding its workforce, social and community liaison within its Social Impact Management Reports (SIMR), which will report on the commitments and KPIs contained within the SIMP. SIMRs will be provided in accordance with any OCG conditions. Preparation of SIMRs will include:

- a review of the implementation status of actions and outcomes identified in the SIMP;
- a review of progress towards targets and outcomes to identify the effectiveness of SIMP measures and any areas where SIMP measures were not wholly effective and required amendments to SIMP measures; and
- consultation with CHRC, CHDC, the Queensland Police Service, Queensland Health, directly affected and adjacent landowners and Traditional Owner groups, to identify the effectiveness of SIMP strategies, and any changes that need to be made to the SIMP to ensure ongoing effectiveness.

Further details of the SIMP for the Project are provided in Chapter 21 (Social).

2.5.1.1 Proposed communication tools and activities

A number of regular communication channels that will continue to be used and promoted by Ensham JV (refer to **Table 2-2**). Proposed communication tools and activities include:

- promotion of contact details for Ensham Mine staff who can provide information about the Project and facilitate a response to any queries or complaints
- an email address to ensure community members have access to Ensham staff

- publication of Project updates online on the Project website (<https://www.idemitsu.com.au/mining/projects/ensham-life-of-mine-extension-project/>)
- annual newsletters, emailed to stakeholders and made available via the Project website
- publication of SIMP review reports on the Project website
- Ensham's Feedback and Complaints Procedure.

2.5.1.2 Community and stakeholder engagement actions

Table 2-2 outlines key stakeholders, their issues and information needs, future engagement actions, timing and monitoring and reporting requirements for stakeholder engagement.

Table 2-2 Community and stakeholder engagement actions

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
Directly affected and adjacent landowners	EIS findings regarding any impacts on their properties	<ul style="list-style-type: none"> Meet with directly affected landowners and lessees within the Project Site and adjacent landowners to discuss the EIS findings and receive direct feedback Engage with directly affected landowners to confirm land access and compensation agreements and their preferred engagement process going forward 	Draft EIS display period	Engagements entered to stakeholder register and reported as part of the SIMR
		<ul style="list-style-type: none"> Meet with Cowal Agriculture Holdings and the owners of Chelbrook to identify their information needs regarding subsidence and any other concerns that arise when the draft EIS is available 	Draft EIS display period	Engagements entered to stakeholder register and reported as part of the SIMR
		<ul style="list-style-type: none"> Work with directly affected landowners to agree measures which will avoid or minimise the impacts of any subsidence on the operation of their properties 	Commencing in draft EIS display period, continuing to a schedule agreed with landowners	Engagements entered to stakeholder register and reported as appropriate in the SIMR
Other nearby landowners	Management of any impacts on groundwater bores	<ul style="list-style-type: none"> Contact the owners of nearby properties where there is potential for groundwater drawdown to affect water bores to explain the EIS findings on this issue (and other areas of interest to landowners) and agree groundwater monitoring arrangements 	Draft EIS display period	Engagements entered to stakeholder register Groundwater monitoring as forecast in EIS Groundwater assessment
		<ul style="list-style-type: none"> Maintain open lines of communication with nearby landowners that have bores on their properties including contacting them on at least an annual basis, to ensure that any Project-related changes to groundwater access (or other factors) are identified and any loss of access to water is addressed through make-good arrangements 	From three months prior to commencement of Project activities, for the life of the Project	Engagements entered to stakeholder register Any make good arrangements are reported in the underground water impact report (UWIR)

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
Indigenous community members	Cultural heritage management and respect for traditional ownership	<ul style="list-style-type: none"> Seek to enter into a Native Title agreement (with an embedded cultural heritage management system) with Western Kangoulu People, and provide regular updates (at least annually) to Western Kangoulu People 	Prior to commencement of Project activities, and annually	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> Continue engagement with the Garingbal and Kara Kara People with respect to activities within the existing mining lease and provide regular updates (at least annually) to Western Kangoulu People 	Prior to commencement of Project activities, and annually	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> Provide Indigenous cultural heritage inductions for all workers during mandatory site induction and on-boarding programs, in cooperation with Western Kangoulu People and Garingbal and Kara Kara People 	From commencement of Project activities, for the life of the Project	Human Resources' records
	Employment and training options	<ul style="list-style-type: none"> Engage with Emerald State High School, Blackwater State High School, Marist College Emerald, Emerald Agricultural College and Emerald Christian College and CDIQ to communicate Project training and employment opportunities and encourage young Indigenous people to consider training pathways which would equip them for Project employment 	From commencement of Project activities, annually	Engagements entered to stakeholder register and reported in SIMR
	Business opportunities	<ul style="list-style-type: none"> Utilise DATSIP's 'Deadly Directory' register of Indigenous businesses to develop a list of Indigenous businesses in the Central Queensland region and invite them to attend 'Meet the Buyer' events 	From three months prior to commencement of Project activities, for the life of the Project	Indigenous business participation reported in SIMR
CHRC and CHDC	Project status and any emerging issues	<ul style="list-style-type: none"> Engage with CHRC and CHDC at least annually to provide an update on Project progress, workforce numbers, rehabilitation progress with the existing mine and SIMP implementation, and seek their feedback 	From commencement of Project activities, annually	Engagements entered to stakeholder register, record of action in relation to issues raised kept

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
		<ul style="list-style-type: none"> Offer CHRC Councillors the opportunity to visit Ensham Mine for a site tour 	Prior to commencement of Project activities	Engagement entered to stakeholder register and reported in SIMR
	Pre-closure	<ul style="list-style-type: none"> Review the progressive rehabilitation plan in consultation with CHRC and CHDC every five years 	From 2021, every five years	Progressive rehabilitation plan identifies stakeholder inputs and Project responses
		<ul style="list-style-type: none"> Meet with CHRC to obtain information about CRC-TiME initiatives aimed at supporting good industry practice in closure and rehabilitation planning, and economic transformation post-mining closure 	2021 or 2022	Meeting record, and the results of any consideration of CRC-TiME research findings noted in SIMR
		<ul style="list-style-type: none"> Five years prior to the planned closure of the Project, revise the CSEP to guide engagement with stakeholders during the decommissioning and closure stages 	2032	CSEP available to stakeholders on request
		<ul style="list-style-type: none"> Provide an update to all Project personnel regarding the closure schedule prior to the workforce ramp-down, and every six months thereafter prior to closure 	Six monthly during the two to three years prior to closure	HR records Project updates provided to personnel
		<ul style="list-style-type: none"> Communicate the process and timing for redundancies ahead of the closure of existing open cut operations and the Project's underground operations to CHRC, CHDC and Department of Education 	2022-2023, 2032-2036	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> Participate in CHDC and/or CHRC initiatives aiming to diversity and grow the Central Highlands' economy ahead of transition from coal mining to other industries as the region's key economic strengths, including the Regional Resources Roundtable convened by CHDC 	From the commencement of Project activities, as initiated by CHDC/CHRC	Engagements entered to stakeholder register and reported in SIMR

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
		<ul style="list-style-type: none"> Engage with CHRC and CHDC to seek their input into the scope of the CSEP for the Project's pre-closure and closure period 	Five years prior to closure	Engagements and outcomes entered to stakeholder register
Project personnel and suppliers	Local supply opportunities	<ul style="list-style-type: none"> Join the QLCLN and actively participate in its activities 	Prior to Project activities commencing	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> Provide annual 'Meet the Buyer' events in Emerald to provide an update on forecast procurement requirements and encourage and maintain relationships between the Project's procurement team and local businesses 	From commencement of Project activities, annually for three years	Annual event participation reported in SIMR
		<ul style="list-style-type: none"> Provide an update to all Project personnel regarding the closure schedule prior to the workforce ramp-down, and every six months thereafter prior to closure 	Six monthly during the two to three years prior to closure	HR records provided to personnel
		<ul style="list-style-type: none"> Provide an update to all Project suppliers regarding the closure prior to the ramp-down of production, and annually in the ensuing years to closure 	Annually during the two to three years prior to closure	Stakeholder engagement records reported as part of progressive rehabilitation and closure plan
Government agencies and social infrastructure providers	Site emergency management	<ul style="list-style-type: none"> Engage with QPS and QFES prior to Project commencement to review the EMP 	From three months prior to commencement of Project activities, and every three years	Engagements entered to stakeholder register
	Workforce forecasts	<ul style="list-style-type: none"> As part of SIMR (and on request by CHRC, CHDC and Government agencies), provide an annual report on workforce numbers and a forecast of workforce numbers for the 12 months ahead 	Annually during Project activities	Human Resource records, reported in SIMR

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
Community members and organisations in Emerald and Comet	Project status, employment opportunities, community investment	<ul style="list-style-type: none"> Communicate the availability of employment vacancies to local community members through employment agencies based in Emerald 	From the commencement of Project activities, for the life of the Project	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> Offer to attend and present at Comet State School to let students and teachers know what happens at Ensham Mine and develop the relationship between Ensham and the school 	Annually for the life of the Project	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> Offer to meet with CHRC's Emerald and Comet Community Reference Groups to provide an update on the Project, and promote community sponsorship and donations opportunities, and share the outcomes of Ensham's sponsorships and donations 	From the commencement of Project activities, for annually for five years	Engagements entered to stakeholder register, reported in SIMR
		<ul style="list-style-type: none"> Provide an annual newsletter including Project update, community investment activities and community engagement opportunities emailed to stakeholders and made available via the Project website Publication of Project updates, SIMRs and Ensham Mine's complaints management process on the Project website 	From the commencement of Project activities, for the life of the Project	Annual community update attached to SIMR
		<ul style="list-style-type: none"> Offer presentations on the Project's underground mining, coal processing operations and environmental management to all schools in Emerald and Comet 	Every two years during Project operations	Engagements entered to stakeholder register, reported in SIMR
		<ul style="list-style-type: none"> Attend community events such as the Emerald Show, Comet Show and Ag-grow Emerald on an annual basis 	Annually for the life of the Project	
		<ul style="list-style-type: none"> Considered requests to join community management committees and contribute Ensham personnel's expertise to community groups 	From the commencement of Project activities, for the life of the Project	

2.6 Summary and conclusions

Project engagement activities have provided the community and stakeholders with the opportunity to provide feedback and ask questions about the Project and its social, environmental and economic impacts.

Key information was distributed to the community through advertising, a Project website, a Project fact sheet and email correspondence with key stakeholders and directly impacted land/leaseholders.

Stakeholders and the community were also able to provide feedback through channels including the online community survey, Ensham Mine's phone and email, and through face-to-face and online meetings, two community workshops and briefings.

The two community workshops undertaken during the second round of engagement (13 and 14 October 2020) had 15 participants, comprising eight people in Emerald and seven people in Comet. Feedback from the community engagement process has highlighted a need for the Project to minimise any impacts it may have on amenity, housing affordability and provision of social services.

Moving forward, Ensham JV will focus on continuing discussions with the community and key stakeholders at key stages of the Project, ensuring that any issues and concerns are responded to in a timely manner. Ensham JV will continue to work with directly impacted land/leaseholders, business and industry groups, state and local government to identify key issues and concerns and develop mitigation strategies if required.

Details on the SIMP, CSEP and SIMR requirements are presented in **Chapter 21** (Social) and **Appendix I-1** (Social Impact Assessment).