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TAHMOOR SOUTH

SOCIAL IMPACT MANAGEMENT PLAN

Tahmoor Coal Pty Ltd

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Contents

Contents 2

1 Introduction 4

1.1 Background 4
1.2 Purpose 4
1.3 Scope 5
1.4 Preparation 5

2 Planning 7

2.1 Statutory Requirements and Legislation 7
2.1.1 Development Consent Conditions 7
2.1.2 Management Plan Requirements 8
2.1.3 EIS Commitments 8
2.1.4 Other Leases and Licences 10
2.1.5 Performance Indicators 10

3 Stakeholder Consultation 12

3.1 External Stakeholder Communication 12
3.2 Consultation to Date 12

4 Social Baseline Data 14

5 Social Impacts, Opportunities and Management Measures 17

6 Social Impact Monitoring and Evaluation 29

7 Engagement Strategies 30

7.1 Community Engagement Strategy 30
7.2 Stakeholder Engagement Plan 30
7.3 Tahmoor Coal Community Consultative Committee 30
7.4 Community Investment Program 31
7.5 Apprentice Community Engagement 32
7.6 Planning Agreement with Wollondilly Shire Council 32

8 Contingency Plan 34

8.1 Adaptive Management/Continuous Improvement 34

9 Implementation and Reporting 35

9.1 Tahmoor Environmental Management Strategy (EMS) 35
9.2 General Reporting 35
9.3 Incidents 36
9.4 Non-Compliances 37
9.5 Complaints and Disputes 37
9.6 Risk and Change Management 38
9.7 Roles & Responsibilities 39
9.8 Internal Audits & Reviews 39

9.9 Independent Environmental Audit....40
9.10 Employee & Contractor Training....41
10 Review and Improvement....42
10.1 Plan Audit....42
10.2 Plan Review....42
11 Document Information....43
11.1 Access to Information....43
11.2 Related Documents....43
11.3 Reference Information....44
12 Change Information....45
APPENDIX A – Stakeholder Engagement Plan....46
APPENDIX B – Letter of Endorsement....47
APPENDIX C – Consultation Evidence....50
APPENDIX D – Approval Letter....56

1 Introduction

1.1 Background

Tahmoor Coal Pty Ltd (Tahmoor Coal) owns and operates Tahmoor Mine, an underground coal mine extracting coking coal which is an ingredient in the production of steel. The mine surface operations are located south of Tahmoor NSW, which is within the greater Sydney Basin - approximately 80 km southwest of Sydney. Tahmoor Mine is within the Wollondilly Shire Council (WSC) Local Government Area (LGA). Underground workings extend north under the town of Tahmoor and Picton with two ventilation shafts being located on the outskirts of town. The location of Tahmoor Mine in the regional context is shown in **Figure 1**.

Tahmoor Mine surface facilities are situated in between the townships of Tahmoor and Bargo, and adjacent to Remembrance Drive on land owned by Tahmoor Coal with mining conducted under both crown and freehold property (see **Figure 1**). Surface facilities at Tahmoor Mine include administration buildings and offices, a materials store, diesel tanks, electrical workshop, mechanical workshop, bathhouse, ventilation fan, Coal Handling Preparation Plant (CHPP), storage areas, run of mine stockpile and product stockpiles. A third party owned power station is also located on-site and utilises methane from the mines' gas drainage system to produce electricity. Extracted coal is processed on site prior to transportation via rail to the Port Kembla Coal Terminal.

An Environmental Impact Statement (EIS) was exhibited in early 2019 seeking approval for the extraction of up to 48 million tonnes (Mt) of ROM coal over a 13-year mine life. Tahmoor Coal subsequently revised the proposed mine design and submitted amended development applications on two occasions (in February and August 2020). In April 2021, Tahmoor Coal received Development Consent SSD 8445 (the Consent) for the Tahmoor South Project, which involves use of the existing surface infrastructure and the extension of underground longwall mining to the south of existing workings. The approved Longwalls for the Tahmoor South Project include an A-series LWS1A-LWS7A and a B-series LWS1B-LWS6B.

LW S1A-S7A will be extracted in the Tahmoor South mining area under Development Consent SSD 8445. SSD 8445 provides the conditional planning approval framework for mining activities in the Tahmoor South Domain to be addressed within an Extraction Plan and supporting management plans.

SSD 8445 has been modified on three occasions relating to:

) Modification 1 - Extension of time to commission the Tahmoor Coal Water Treatment Plant, approved on 19 July 2022;

a) Modification 2 - Underground brine disposal and transfer of mine water, approved on 13 June 2023, and

b) Modification 3 – Inclusion of an additional longwall panel (Longwall South 7A (LW S7A)) to the existing approved mine plan, approved on 26 May 2025.

The Project has consent to extract up to 4 Mtpa of ROM coal, with a total of up to 35 Mt of ROM coal extracted until 31 December 2033.

In addition to the SSD 8445 approval Tahmoor Coal also received conditions of approval (EPBC 2017/8084) under the *Environment Protection and Biodiversity Conservation Act 1999* (Commonwealth) in October 2021.

1.2 Purpose

The purpose of this Social Impact Management Plan (SIMP) is to provide a framework for Tahmoor Coal (TC) personnel to ensure that compliance is achieved with relevant internal and external regulatory requirements related to social impact management at Tahmoor Coal. The plan ensures that impacts on the community are minimised and managed within a structured framework.

This plan is to ensure compliance with Development Consent (SSD 8445) (the Consent) Condition B70, Part B.

1.3 Scope

This SIMP includes positive and negative social impacts resulting from the development and following mine closure, both locally and regionally. The SIMP applies to all surface activities associated with Tahmoor Coal and forms part of the Environmental Management Strategy (EMS).

1.4 Preparation

This management plan has been prepared by Amanda Bateman, Community Liaison Specialist employed by Tahmoor Coal. Amanda has been endorsed by the Department of Planning, Housing and Industry (DPHI) as suitability qualified to prepare this plan (**see Appendix B**).

Subsequent versions 2.0, 3.0, 4.0, 5.0 and this version 6.0, have required minor administrative updates and reviewed by Amanda Bateman.

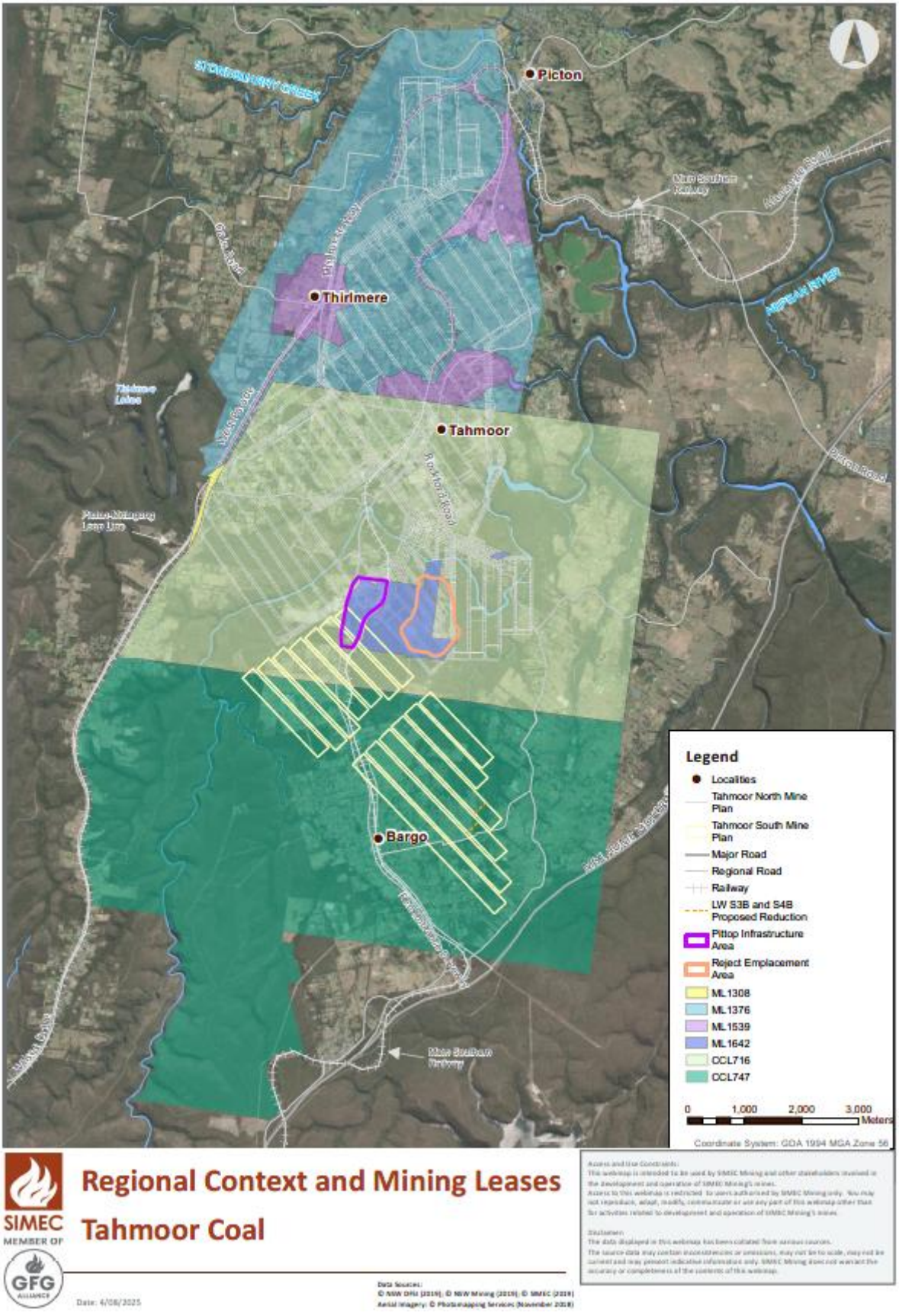

Figure 1 Tahmoor Coal Site Location

2 Planning

2.1 Statutory Requirements and Legislation

2.1.1 Development Consent Conditions

The requirement for this management plan is established by Condition B70 under Part B of the Consent. **Table 1** outlines the requirements under this condition and identifies where these requirements have been addressed.

Table 1 Development Consent Conditions

Condition Reference	Condition	Where Addressed
B70	The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:	This Plan
(a)	be prepared by a suitably qualified and experienced person/s, whose appointment has been endorsed by the Planning Secretary;	Section 1.4
(b)	be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;	Section 3.2
(c)	be submitted to the Planning Secretary for approval within six months of commencing development under this consent;	Noted
(d)	identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;	Table 8
(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 stress-related impacts on residents that may be affected by subsidence;	Table 8 and Section 7.1
(f)	identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;	Table 8
(g)	include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;	Section 7.1
(h)	include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and	Section 7.2 and Appendix A
(i)	include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.	Section 6
B71	The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.	Noted
B72	The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.	Noted

2.1.2 Management Plan Requirements

Consent Condition E5 outlines the general requirements for all management plans. **Table 2** outlines the requirements under this condition and identifies where these requirements have been addressed.

Table 2 Management Plan Requirements

Condition Reference	Condition	Where Addressed
E5	Management plans required under this consent must be prepared in accordance with relevant guidelines, and include:	NA
(a)	a summary of relevant background or baseline data;	Section 4
(b)	details of:	NA
(b) (i)	the relevant statutory requirements (including any relevant approval, licence or lease conditions);	Section 2.1
(b) (ii)	any relevant limits or performance measures and criteria; and	NA
(b) (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;	Section 0
(c)	any relevant commitments or recommendations identified in the document/s listed in condition A2(c);	Section 2.1.3
(d)	a description of the measures to be implemented to comply with the relevant statutory requirements, limits, or performance measures and criteria;	Table 8
(e)	a program to monitor and report on the:	NA
(e) (i)	impacts and environmental performance of the development; and	Section 6
(e) (ii)	effectiveness of the management measures set out pursuant to condition E5(d);	Section 6
(f)	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;	NA
(g)	a program to investigate and implement ways to improve the environmental performance of the development over time;	Sections 10
(h)	a protocol for managing and reporting any:	NA
(h) (i)	incident, non-compliance or exceedance of any impact assessment criterion or performance criterion;	Sections 9.3 and 9.4. Exceedance and impact assessment criteria not applicable.
(h) (ii)	complaint; or	Section 9.5
(h) (iii)	failure to comply with other statutory requirements;	Covered collectively within Sections 5.3 and 5.4.
(i)	public sources of information and data to assist stakeholders in understanding environmental impacts of the development; and	Section 11.1
(j)	a protocol for periodic review of the plan.	Section 10

2.1.3 EIS Commitments

Condition A2 (c) of the Consent states that the development may only be carried out generally in accordance with the EIS. The relevant EIS documents include:

a) Tahmoor South Project Environmental Impact Statement (EIS), Volumes 1 and 7, dated January 2019;

b) Tahmoor South Project Amendment Report (PAR), including Appendices A to R and response to submissions, dated February 2020;
c) Tahmoor South Project Second Amendment Report, Appendices A to O and response to submissions, dated August 2020;
d) Additional information responses dated 14 September 2020, 23 October 2020 and 4 November 2020; and
e) Submission to the Independent Planning Commission (IPC) February 2021.

EIS commitments relevant to this management plan are outlined in **Table 3**.

Table 3 EIS Commitments

EIS Reference	Commitment	Where Addressed
SI-2	**Potential impact:** Impacts of the Project on the social environment of the Project Area. **Management and mitigation measures:** Review community engagement activities regularly to ensure the information and mechanisms for providing key community and government stakeholders are appropriate.	Section 7
SI-3	**Potential impact:** Impacts of the Project on the social environment of the Project Area. **Management and mitigation measures:** Update the existing Social Investment Plan (Community Development Plan). The Plan would provide a framework for ongoing contributions to community partnerships and initiatives through Tahmoor Coal's Community Investment Program (CIP).	Section 7
SI-5	**Potential impact:** Impacts of the Project on the social environment of the Project Area. **Management and mitigation measures:** Community surveys would be conducted, and Tahmoor Coal would continue to hold community information days/drop-in sessions, which would allow two-way communications between the community and company.	Section 6
SI-6	**Potential impact:** Impacts of the Project on the social environment of the Project Area. **Management and mitigation measures:** Tahmoor Coal would continue to engage with the community through its existing Community Consultative Committee Meetings and other processes to address community concerns about subsidence and other matters. Continued ongoing community support measures would be provided in consultation with the local community.	Section 7
SI-7	**Potential impact:** Impacts of the Project on the social environment of the Project Area. **Management and mitigation measures:** Potentially affected residents would receive a Resident Information Pack which includes: - Longwall information; - An explanation of subsidence and the potential effect of subsidence on houses and other structures; - Anticipated levels of subsidence for longwall; - A description of property inspections, surveys and monitoring including how to access free pre-mining property inspections; - A description of rights and responsibilities relevant to subsidence; and - Emergency contact details. The Resident Information Pack includes specific information on the role of Subsidence Advisory NSW (Subsidence Advisory) in administering the *Coal Mine Subsidence Compensation Act 2017* and the *Coal Mine Subsidence Compensation Amendment Act 2024*; comprising contact details; the subsidence claims process where damage by subsidence is suspected and details for access to free counselling services in relation to subsidence impacts.	Section 7

2.1.4 Other Leases and Licences

All development consents, leases, licences, and other relevant approvals are stored in the Cority Compliance Management database, which is administered by both site and Liberty GFG Corporate. A summary of the relevant mining leases is provided in **Table 4**. A summary of other approvals and licences is provided in **Table 5**.

Table 4 Mining Lease

Lease	Title	Granted	Expires
CCL 716	Original Tahmoor Leases	15/06/1990	13/03/2042
CCL 747	Bargo Mining Lease	23/05/1990	06/11/2046
ML 1376	Tahmoor North Lease	28/08/1995	28/08/2043
ML 1308	Small Western lease to west of CCL716	02/03/1993	02/03/2035
ML 1642	Pit-top and REA surface Mining Lease	27/08/2010	27/08/2031
ML 1539	Tahmoor North Extensions Lease	16/06/2003	16/06/2035

Table 5 Approvals/Licences

Approval Title	Description	Date Granted	Expiry Date
EPL 1389	Environmental Protection Licence	01/05/1994, latest variation 28/06/2024	No Expiry
WAL 36442	Water Access Licence	6/12/2013	No Expiry
WAL 25777	Water Access Licence	27/10/2014	No Expiry
WAL43631	Water Access Licence	08/03/2021	No Expiry
WAL43655	Water Access Licence	09/03/2021	No Expiry
WAL43656	Water Access Licence	01/08/2022	No Expiry
WAL43657	Water Access Licence	09/03/2021	No Expiry
WAL43659	Water Access Licence	09/03/2021	No Expiry
WAL45204	Water Access Licence	07/08/2024	No Expiry
SWC871469	Water Access Licence (Lease)	11/07/2025	01/07/2026
SWC868868	Water Access Licence (Lease)	01/07/2024	30/06/2025 (Lease in process of renewal for FY26)
Dangerous Goods Licence XSTR200005	Licence to store explosives	18/01/2012	02/02/2027
5061521	Radiation Management Licence	29/10/2024	29/10/2025
21017/8084	EPBC Approval	01/10/2021	01/09/2061

2.1.5 Performance Indicators

In accordance with Consent Condition E5 (b) (iii), **Table 6** outlines 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 (discussed in **Table 8**). Several of the social impacts listed in **Table 8** have specific Management Plans developed which contain TARPs and Performance Indicators. These specific Management Plans are referred to in **Table 8**, eg. Heritage, Traffic, Groundwater, Surface Water, Noise, Subsidence.

Performance Indicators are defined as **'**Tahmoor Coal derived environmental performance indicators set to maintain compliance with the performance measures and/or objectives outlined within Schedule 2 Part B of the Consent'.

Table 6 Performance Indicators

Aspect	Indicator	Reporting Mechanism
Complaints	Number of community complaints received, investigated and resolved (categorised by noise, traffic, water, heritage, dust, etc)	Monthly review & complaints register uploaded on website
Subsidence	All subsidence property damage claims are investigated, processed and settled in accordance with Subsidence Advisory NSW legislative process	Annual review
Groundwater	All bore users adversely impacted are offered 'make good' remediation which could involve deepening and/or replacing bores and wells and/or providing an alternative water source to affected users	Annual review
Mine closure	Social impact assessment completed at least 5 years prior to the end of the mine life	Review in 2028
Community contributions	Number of local community investments provided to Not for Profit, education or community-based organisations or programs	Annual review
Community contributions	Scheduled contributions made to Wollondilly Shire Council for the Bargo Sportsground upgrades	Annual review
Community engagement	Stakeholder Engagement Plan scheduled communication and consultation activities actioned and completed	Monthly review

3 Stakeholder Consultation

3.1 External Stakeholder Communication

External stakeholders include neighbours and the local / regional community, local council, state and federal government agencies and regulators, and press / media. Any external communications will be conducted in accordance with Tahmoor Coals standard communications procedures.

External stakeholders are identified in accordance with the following:

- Stakeholder Engagement Plan (Appendix A); and
- Community Development Plan (TAH-HSEC-00031).

External stakeholder communication is undertaken in accordance with:

- Stakeholder Engagement Plan (Appendix A); and
- Community Complaints and Enquiry Procedure (TAH-HSEC-00120).

These documents include information on the following topics:

a) Methods of communication to external stakeholders.

b) Types of information that is communicated between external stakeholders.

c) Responsibilities for communication of information to external stakeholders.

d) Review of communication methods, including the consideration of feedback to / from external stakeholders.

3.2 Consultation to Date

On 2 June 2022, the development of the Social Impact Management Plan was tabled and discussed at the Tahmoor Coal Community Consultative Committee (TCCCC) meeting. A draft version of this management plan was distributed to the following stakeholders seeking their review and feedback: Wollondilly Shire Council; TCCCC and Local affected communities and other interested stakeholders, including Tharawal Local Aboriginal Land Council, Subsidence Advisory NSW, local businesses (Australian Wildlife Sanctuary, Tahmoor Garden Centre, Kalinya Estate) and local residents whose properties will be mined beneath). Follow up emails and phone calls to stakeholders on 19 September 2022 and 30 September 2022 to encourage feedback and input.

Stakeholders consulted is summarised within **Table 7** below.

Table 7 Consultation to Date

Consulted Parties	Consultation Conducted	Outcomes of Consultation
Tahmoor Coal Community Consultative Committee	2 June 2022 - Tabled at TCCCC Quarterly Meeting.	Wollondilly Shire Council representative advised that Council has a Social Impact Committee that would review this plan and submit feedback. No further input from committee members.
	29 June 2022 - Draft Management Plan emailed to committee members for review and feedback.	Phone call received from Independent Chairperson on 26 July 2022 advising the draft version read well. No response received from committee members as of 23/09/2022.
Wollondilly Shire Council	29 June 2022	No response received as of 23/09/2022. Follow up phone call and email sent on 19/09/2022.
Subsidence Advisory NSW (Interested Stakeholder)	29 June 2022	No response received as of 23/09/2022. Follow up email sent 19/09/2022 and tabled at quarterly meeting on 20/09/2022.

Consulted Parties	Consultation Conducted	Outcomes of Consultation
Tharawal Local Aboriginal Land Council (Interest Stakeholder)	8 July 2022	No response received as of 23/09/2022. Follow up email sent 19/09/2022.
Local affected residents	28 July 2022 – Draft Management Plan shared at the Community Drop-In Session in Bargo.	25 local Bargo residents attended the Tahmoor South Community Drop-In Session held at Bargo Community Hall. A copy of the draft Management Plan was on display and available to attendees. No feedback received as of 06/10/2022.
Local affected residents and businesses	30 September 2022 – Draft Management Plan emailed to local Bargo residents and businesses that will be mined beneath.	No feedback received as of 06/10/2022.

4 Social Baseline Data

Social impacts of Tahmoor South were assessed within the Tahmoor South Project Social Impact Assessment (SIA), completed by AECOM (2018). The assessment considered the local and regional context of the project location. Tahmoor South was assessed as likely to continue to generate social impacts in line with those already experienced by the community from the mining of Tahmoor North.

The SIA considered the area of social influence of Tahmoor South, recognising that social impacts associated with the mining operations may occur over a broader area than the Tahmoor South domain mining footprint. The immediate locality of Tahmoor South mining domain is characterised by a mixture of village residential, rural-residential, market gardens, agricultural and conservation areas. Rural-residential lands in the area are characterised by a series of small towns and villages separated by a semi-rural and partially forested landscape. Higher residential dwelling densities are generally clustered in and around the town centres of Bargo, Tahmoor and Buxton, with smaller rural residential land uses characterising the villages of Yanderra, Pheasants Nest and Couridjah.

The community identity and profile of the area encompassed by the Tahmoor South mining domain is identified as:

- Being subject to population growth over the region as a whole, with a growth in population in larger townships and periods of declining population in smaller villages;
- Having a high proportion of family households, mostly residing in detached housing, reflecting the primarily rural-residential nature of the area;
- Having a varied level of socio-economic disadvantage. Wollondilly LGA was ranked as having a low level of disadvantage, indicating that the region is not greatly disadvantaged as a whole. However, smaller towns/suburbs within the area recorded higher levels of disadvantage. Tahmoor was considered to have the lowest socio-economic index within the Study Area, being more disadvantaged than 70% of the State; and
- Being accessible to a number of diverse sport and recreational facilities in the Study Area which contributes to providing a sense of community and place.

Bargo is the primary community and focus of the Tahmoor South mining domain, as depicted in **Figure 2**. The population of Bargo is approximately 4,516 based on the 2021 Census data. The community facilities in Bargo include a sportsground, community centre, skate park, racetrack, tennis courts and the Bargo Waste Management Centre. Its commercial facilities include a hotel, motel, post office, sports club, two small grocery stores, chemist, bakery, butcher, newsagent, liquor store, restaurants, takeaway food stores, petrol stations, pharmacy, mechanics, florists, garden centre, hairdressing and beauty therapy salons and several other small businesses. Local attractions and places of interest include the Australian Wildlife Sanctuary, Dingo Sanctuary, Kalinya Estate, Pamak Hobbies Garden Railways, Nepean and Avon Dams, and the Potholes. Bargo also has a local public primary school, Wollondilly Anglican College, Bargo Rural Fire Brigade, sporting clubs and a train station (Refer to **Figure 3)**.

Tahmoor Mine has played an active role in the local community for more than 40 years. During this time the mine has maintained links to the local community through the support of local community events and sporting teams, contributions to community partnerships and initiatives, and by employing approximately half of its workforce from the local area.

Mining in the Tahmoor South domain extends the life of Tahmoor Mine enabling existing coal markets to continue to be serviced and importantly, allowing the ongoing direct employment for approximately 390 employees for the life of mine as well as the employment of between 50 and 175 additional staff for a transition period.

Tahmoor South will generate significant economic benefits including royalties and net income to the Wollondilly region and State. Additionally, Tahmoor South will facilitate Tahmoor Coal's ongoing role in supporting the local community, through ongoing community contributions for the life of mine.

Further information on the area of social influence and baseline data can be found within the Tahmoor South Project Social Impact Assessment (SIA), AECOM (2018).

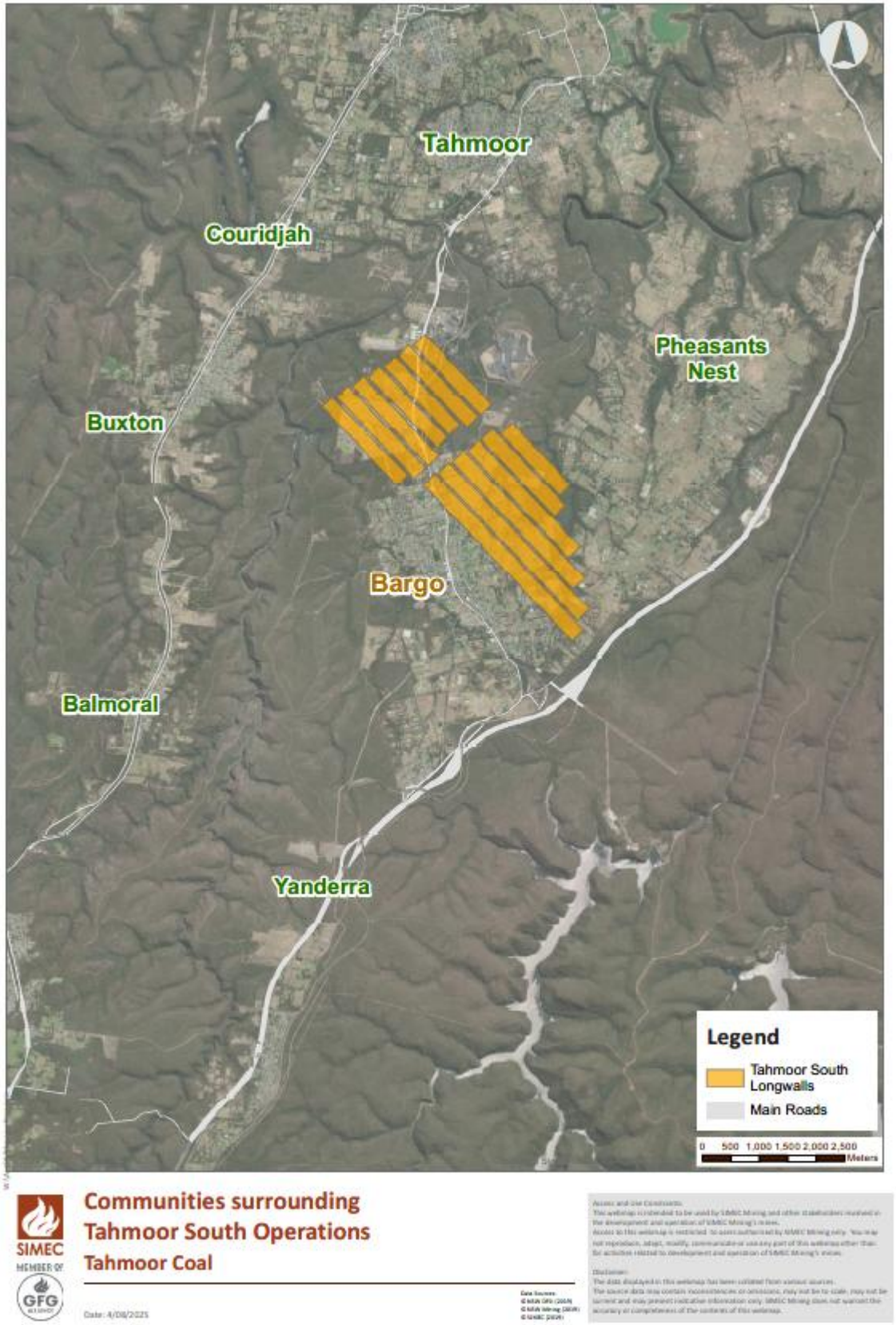

Figure 2 Communities surrounding Tahmoor South domain

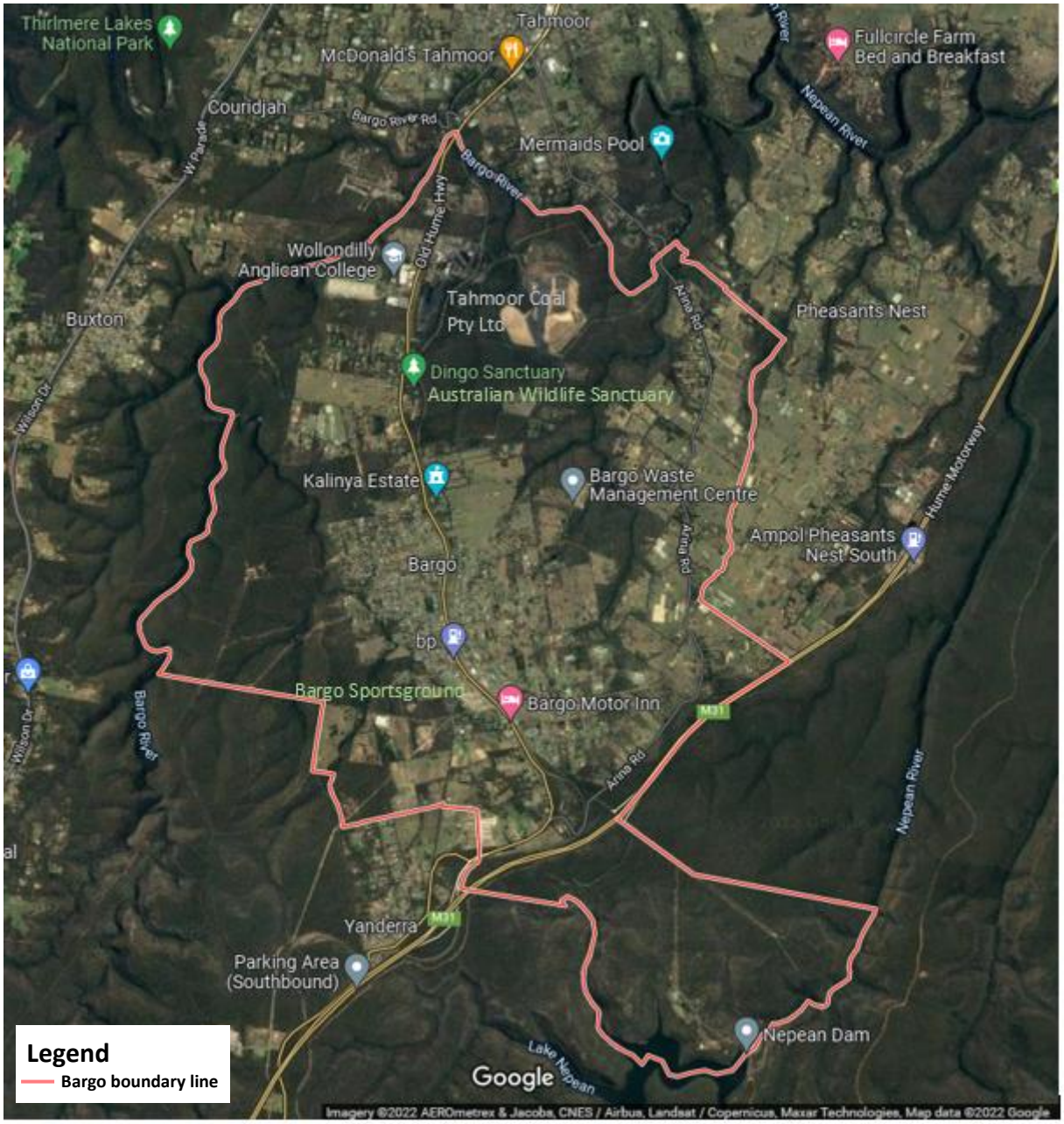

Figure 3 Bargo location and places of interest

5 Social Impacts, Opportunities and Management Measures

This section provides a summary of the strategies to be implemented in response to the predicted social impacts associated with mining of Tahmoor South.

Key social impacts, benefits and mitigation/management measures have been addressed in **Table 8**. The impacts represented below are those that have been ranked in the SIA as a low, moderate, high or extreme. Low ranked impacts such as visual amenity and air quality are managed within the Rehabilitation Strategy and Air Quality and Greenhouse Gas Management Plans respectively.

Table 8 Social Impacts and Management Measures

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Amenity	Subsidence (Residential and Commercial)	High Impact	Development	Local	There are 1,458 houses identified within the Tahmoor South Study Area (as per MSEC Report 1123 Second Amendment Report for Longwalls 101A to 106B, MSEC 2020). A total of 143 houses are located directly above the longwalls (the majority located in Bargo). Refer to **Figure 4**. It is expected that subsidence impacts to houses will include cosmetic alterations and at times minor structural damage to buildings, predominantly in the urban areas.	Specific Subsidence Management Plans are developed prior to the extraction of relevant longwalls for Tahmoor South. These plans include management measures for natural features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans form part of the Extraction Plan. In addition to these plans, the following specific measures are implemented: • Potentially affected residents receive a Resident Information Pack (further discussed in **Section 7**) • Subsidence property damage claims are investigated, processed and closed out expeditiously and sensitively, in accordance with Subsidence Advisory NSW legislative requirements. • 'Make Good' measures are undertaken at any affected private bore user (following appropriate land access being granted for the initial bore census). Property owners affected by subsidence will be compensated through the repair, restoration and rehabilitation of the properties coordinated by Subsidence Advisory NSW in accordance with *Coal Mine Subsidence Compensation Act 2017* and the *Coal Mine Subsidence Compensation Amendment Act 2024*.
Natural Features	Surface Water	High Impact	Construction, Development, Post-Development	Local	Potential impacts to base flow, hydraulic characteristics and associated physical stability of the watercourses, as well as water quality generally. It is predicted that Tahmoor South will result in minor localised changes, diversions and ponding to surface water.	A Surface Water Management Plan has been developed and is in the process of being implemented, which includes the following management measures: • Establishment of baseline monitoring, monitoring during mining and post-mining monitoring programs. • Maintenance of existing network of streamflow monitoring, as well as implementation of additional gauging station and upgrades to existing stations.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						• Trigger Response Action Plans and adaptive monitoring prepared with a focus on water quality exceedances, unexpected flow loss and unexpected loss of pool water holding capacity.
Amenity	Groundwater	High Impact	Development, Post-Development	Local	Longwall mining has the potential to result in the drawdown of aquifers. Conservative predictions estimate that up to 30 registered bores and three unregistered bores may be impacted with drawdown impacts of greater than 2 metres.	A specific Groundwater Management Plan has been developed and is in the process of being implemented, including the following management measures: • Establishment of baseline monitoring, monitoring during mining and post-mining monitoring programs. • Trigger Response Action Plans and adaptive monitoring. • All privately-owned bores identified as being potentially adversely affected in the Groundwater Assessment (Hydrosimulations, 2018) and the Subsidence Impact Assessment (MSEC, 2018), where access was permitted, were surveyed through a bore census to further understand their location, use, and construction details. Tahmoor Coal commits to a 'make good' standard of remediation for impacts to bore users, which could involve deepening and/or replacing bores and wells and/or providing an alternative water source to affected users.
Social amenity	Noise (Construction/ Development)	High/Moderate Impact	Construction, Development, Post-Development	Local	Standard construction noise impacts are anticipated to occur primarily during daytime construction hours. The noise assessment predicts exceedances of Noise Management Levels (NMLs) during standard and non-standard construction hours at nearby receivers. Social amenity impacts from construction noise would be temporary and consistent with construction projects of a similar scale.	A specific Noise Management Plan has been developed and is in the process of being implemented to minimise any potential noise impacts from Tahmoor South. Mitigation measures focus on: • The development and implementation of a Construction Environmental Management Plan (CEMP), including Noise and Vibration management measures. • Implementation of noise mitigation initiatives to reduce the impact of noise from mine site activities. Investigations being examined include:

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
					The operational noise assessment undertaken identified that with the implementation of reasonable and feasible mitigation measures as part of surface facility upgrades for Tahmoor South, the Tahmoor Mine surface facilities would result in noise emission reductions compared to the current operations.	○ Coal Handling Prep Plant (CHPP) improvements which may be in the form of reducing openings, improved cladding, engineering design solutions to reduce noise emissions from plant and equipment inside the CHPP building or purchase of new equipment (or a combination of any of these). ○ Noise reduction design into haul truck/s. • Noise management and awareness training for all employees and contractors. • Real time noise and meteorological monitoring and reactive management to trigger noise levels during surface facility and REA operations. Operation of a 24-hour complaints line (1800 154 415) for receiving community complaints regarding noise. The process for receiving, investigating and responding to complaints is described in Section 9.5.
Amenity	Traffic	Moderate Impact	Construction, Development, Post-Development	Local	Construction and operation of the proposed development would result in an increase in the number of traffic movements; however, given the capacity of the local road network, the impact of this increase is considered minor.	A Traffic Management Plan has been developed and is in the process of being implemented to minimise any potential traffic and transport impacts from Tahmoor South. Traffic management measures include: • Implementation of a Drivers Code of Conduct • Implementation of specific CEMP to manage heavy vehicle traffic during construction. • Heavy vehicle movements will be avoided or minimised during school drop off/ pick-up, school bus times, and peak traffic periods. • Staging of construction activities to reduce traffic related impacts.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						• Notifications to the local community about development-related traffic impacts prior to major disturbances. • Temporary traffic controls, including detours and signage will be implemented where required. The upgrade of the mine access intersection with Remembrance Driveway to be completed prior to mining, is expected to improve the safety of this intersection. Completion of pre and post-dilapidation surveys of transport roads relevant to the route pertaining to construction activities outlined within the Consent, infrequent road haulage (coal & rejects) and/or decommissioning works.
Population and Way of Life	Mine Closure	High Impact	Construction, Development, Post-Development	Local	Tahmoor South has consent to extend the life of the Tahmoor Mine until approximately December 2033. Following completion of mining at Tahmoor South, the land would be rehabilitated and returned to a nominated final land use. The eventual closure of the mine may eventually have an adverse impact on employment in the region.	The potential impact of the closure of Tahmoor Mine will be managed through the Tahmoor Coal Community Development Plan, which requires a social impact assessment to be conducted as a component of mine closure planning, at least five years prior to the end of the mine life. This planning would involve consultation with local and regional stakeholders to explore future land uses of the surface facilities area with consideration of employment generating potential.
Population and Way of Life	Employment/ Workforce	High Benefit	Construction, Development, Post-Development	Local	Tahmoor South will result in beneficial employment outcomes. The development would require an additional 50 to 175 employees, including operational positions augmented by the temporarily employed construction workforce. The additional workforce would be sourced from the local region as far as practical. Tahmoor South would extend the mine life compared to the current approval and would postpone mine closure to approximately 2032.	The closure of Tahmoor Mine and its potential impact on employment in the area will be managed through the Tahmoor Coal Community Development Plan, which requires a social impact assessment to be conducted as a component of mine closure planning, at least five years prior to the end of the mine life. This planning would involve consultation with local and regional stakeholders to explore the employment generating potential of future land uses of the surface facilities area.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Community Cohesion and Character	Tourism	Moderate Impact	Construction, Development, Post-Development	Local	A key community concern relates to the potential impacts of underground mining on natural water courses, and the perception that environmental effects on watercourses and other natural features may affect the ecological value of the local area and the potential to recognise economic gains associated with tourism. Within Tahmoor South, community concerns have been raised relating to the potential impacts of the proposed development on the Bargo River Gorge, Mermaid Pools and Thirlmere Lakes.	The mine planning process has avoided direct mining beneath sensitive environmental features including the Bargo and Nepean Rivers, Bargo River Gorge, Mermaid Pools and of several waterways including Eliza Creek, Dry Creek, Sugar Loaf Gully, Carters Creek and Cow Creek. Similarly, the Thirlmere Lakes are located 3.5 km from the nearest longwalls and outside the mine area. Specific Extraction Plans will be created for the mine area. These plans include detailed measures for the protection of natural features within the mine area.
Community Cohesion and Character	Wollondilly community cohesion and identity	Moderate Impact	Construction, Development, Post-Development	Local	Wollondilly Community Strategic Plan 2033 (Wollondilly CSP) focuses on the five themes of community, governance, environment, economy and infrastructure, and the Wollondilly Growth Management Strategy 2011.	Tahmoor South will support community cohesion and community identity in the area, in all stages of the development (mine planning, mine life and post-closure). Tahmoor Coal is aligned with the themes of the Wollondilly CSP through the following ways: • Ongoing employment opportunities provided, and direct community contribution made by the mine are in line with the themes of the Wollondilly CSP including looking after the community and building a strong local economy. • Prior to mine closure, the Community Development Procedure will be updated to provide for employment transitioning and mine closure planning to minimise employment and livelihood impacts of mine closure, consistent with CSP objectives of providing for the local economy. • The road upgrades to the mine entrance at Remembrance Driveway will provide for additional road safety for the local community sharing the road network with traffic generated by the mine consistent

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
						with the CSP theme of managing the road network and improving road safety. • Mine planning to minimise impacts to the natural environment are consistent with the CSP themes of caring for the environment.
Community Cohesion and Character	Community Contributions	High Benefit	Construction, Development, Post-Development	Local	The transition between Tahmoor North and Tahmoor South will not result in a change to the social investments made by Tahmoor Coal, as these will continue to be undertaken as part of the continuation of mining. This includes the mine's existing support of local events, community contributions and the employment of staff primarily from within the local area.	The ongoing operation of the mine will include the continuation of Tahmoor Coal's provision of ongoing community contributions and support for the local community as part of its Community Development Plan (CDP). Tahmoor Coal invests regularly into the local community. Our funding is invested in Not for Profit, education or community-based organisations or programs which support Capacity Building, Health and Environment initiatives. Key Partnerships include: • Australian Wildlife Sanctuary • Illuminate Wollondilly – Local community cultural festival • The Wollondilly Beach Bus • Thirlmere Festival of Steam • Tharawal Local Aboriginal Land Council – NAIDOC Fun Day • Wollondilly Community Links • Wollondilly Women in Excellence Awards • Bargo Mens Shed • Local schools and sporting groups Tahmoor Coal entered into a Planning Agreement with WSC in accordance with A23 and Appendix 7 of the Consent Conditions. Tahmoor Coal will contribute $3.4 Million to the Bargo Sportsground upgrades.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Access to and use of infrastructure, services, and facilities	Subsidence (services and utilities)	High Impact	Development	Local	Subsidence impacts that have the potential to create direct social impacts include changes to public infrastructure including the Main Southern Railway, highways and local roads, pedestrian overbridges, and various utility infrastructure; public amenities and facilities including schools, Bargo village shops, and various other facilities; and Commercial and business establishment.	Specific Subsidence Management Plans are prepared for Tahmoor South prior to extraction of relevant longwalls. These plans include management measures for natural features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans form part of the Extraction Plan.
Access to and use of infrastructure, services, and facilities	Natural Resource Use	Moderate Impact	Construction, Development, Post-Development	Local	Tahmoor South will require ongoing water sourcing from Sydney Water throughout Development, and require additional building materials during construction, which has a small potential to lead to additional local resource competition.	A specific Surface Water Management Plan has been developed for the management of water, including water sourcing. Tahmoor Coal maintains a high level of water supply efficiency through on-site recycling of water, however ongoing supply of potable Sydney Water will still be required. It is considered that the additional demand on construction resources will not be so significant as to result in shortages or place undue pressure on service provision.
Access to and use of infrastructure, services, and facilities	Royalties	Extreme Benefit	Construction, Development, Post-Development	Local	The economic assessment and cost-benefit analysis carried out for the EIS indicated the following economic benefits of Tahmoor South: • royalties estimated around $131.5 million to the NSW Government; • increase in gross regional income in the Wollondilly Region by around $1,189 million, depending on labour market responsiveness; and • increase in NSW's gross state product by around 1,844.6 million depending on labour market responsiveness.	The economic benefits from Tahmoor South represent additional public funds available to State and (indirectly) to local governments to spend on community infrastructure and facilities.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Culture	Heritage	Moderate Impact	Development	Local	The Aboriginal Cultural Heritage Assessment (ACHA) completed for the EIS identified that subsidence related impacts (indirect impacts) have the potential to affect 26 of the 40 Aboriginal cultural heritage sites identified within the subsidence area, with one (1) site predicted to be directly impacted. Detailed consultation with Aboriginal heritage stakeholders were conducted as part of the ACHA preparation and the cultural importance of all of the recorded sites were emphasised by the Aboriginal stakeholders. The Historic Heritage Assessment completed for the EIS identified that potential impacts on heritage items are primarily limited to subsidence associated impacts. A total of 23 historical heritage items were identified during the assessment, with 19 located directly above the longwall mining area. The assessment concluded that there was nil to low likelihood of significant impacts to any of the built structures of heritage value identified in the project area, as such it is considered that Tahmoor South will have minimal impacts to historic cultural values.	A Heritage Management Plan has been developed by suitably qualified experts for the ongoing management of all heritage items in the vicinity of Tahmoor Mine. Specific Heritage Management Plans will form part of the Extraction Plan for the longwalls relevant to each heritage item and will be developed in consultation with Heritage NSW, Council and relevant stakeholders for both Aboriginal heritage and non-Aboriginal heritage items. The mine plan has been designed to avoid direct mining beneath archaeological heritage sites along Dog Trap Creek, which include sand shelter sites with artwork of high significance, to avoid potential impacts and preserve the heritage values for future generations.

Social Impact/ Opportunity	Impact Type	Rating Post Mitigation	Timing	Setting	Description	Mitigation/Management Measures
Cumulative Impacts	Environmental Impact	High Impact	Construction, Development, Post-Development	Local	Cumulative environmental impacts from the development of Tahmoor South generally focus on the potential subsidence impacts to groundwater, surface water, biodiversity and heritage.	Consent SSD 8445 details over 168 conditions that consider cumulative impact in the assessment and approval by DPIE. Consent conditions require specific Subsidence Management Plans to be prepared for Tahmoor South. These plans will include management measures for any cumulative impacts to environmental features, heritage, rail, the Bargo township, utility services and other public infrastructure. The Subsidence Management Plans will form part of the Extraction Plan. In addition, Tahmoor Mine operates under a variety of consents including Environment Protection Licence 1389 and Environment Protection and Biodiversity Conservation Approval (2017/8084).

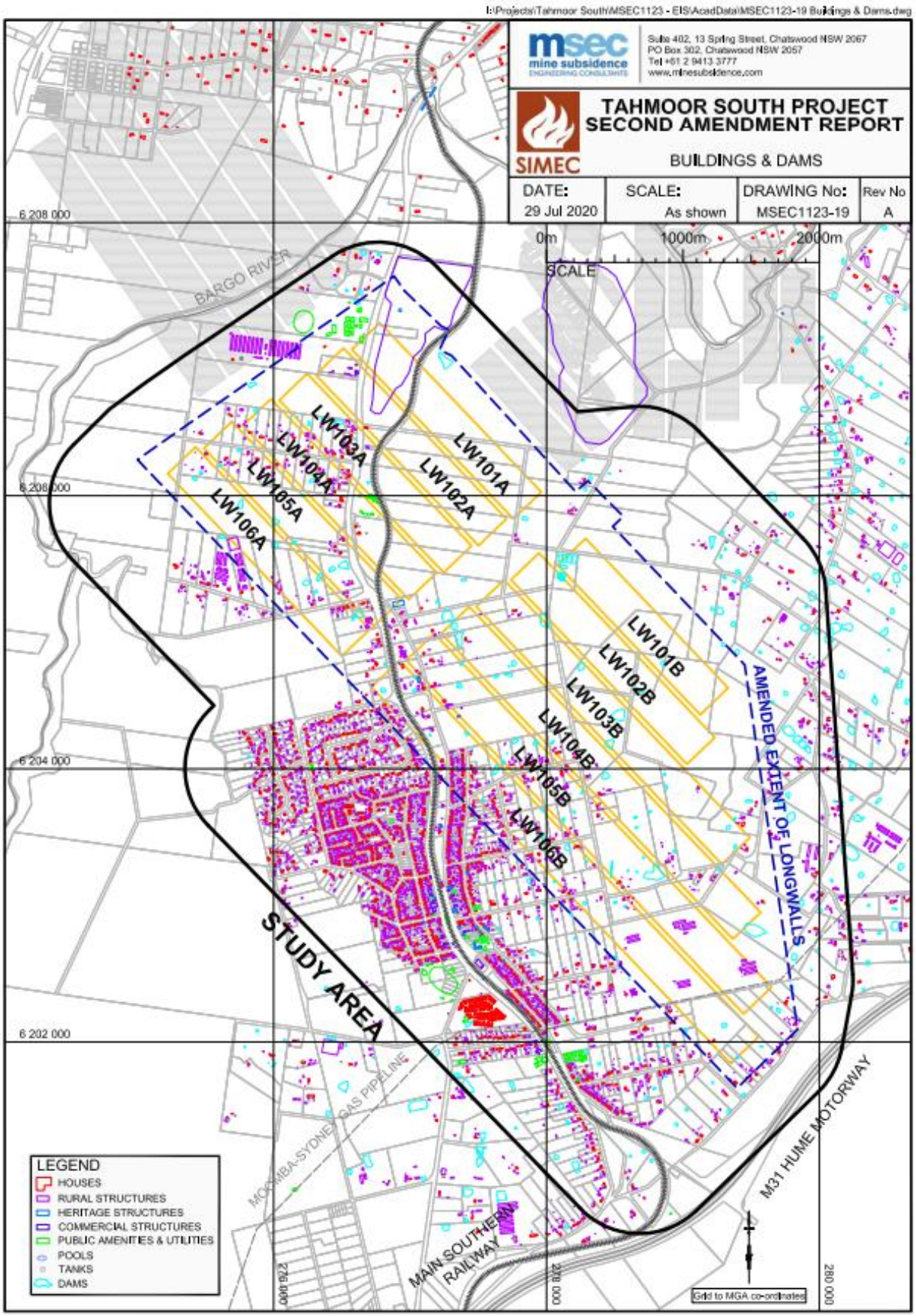

Figure 4 Location of houses in Tahmoor South Study Area

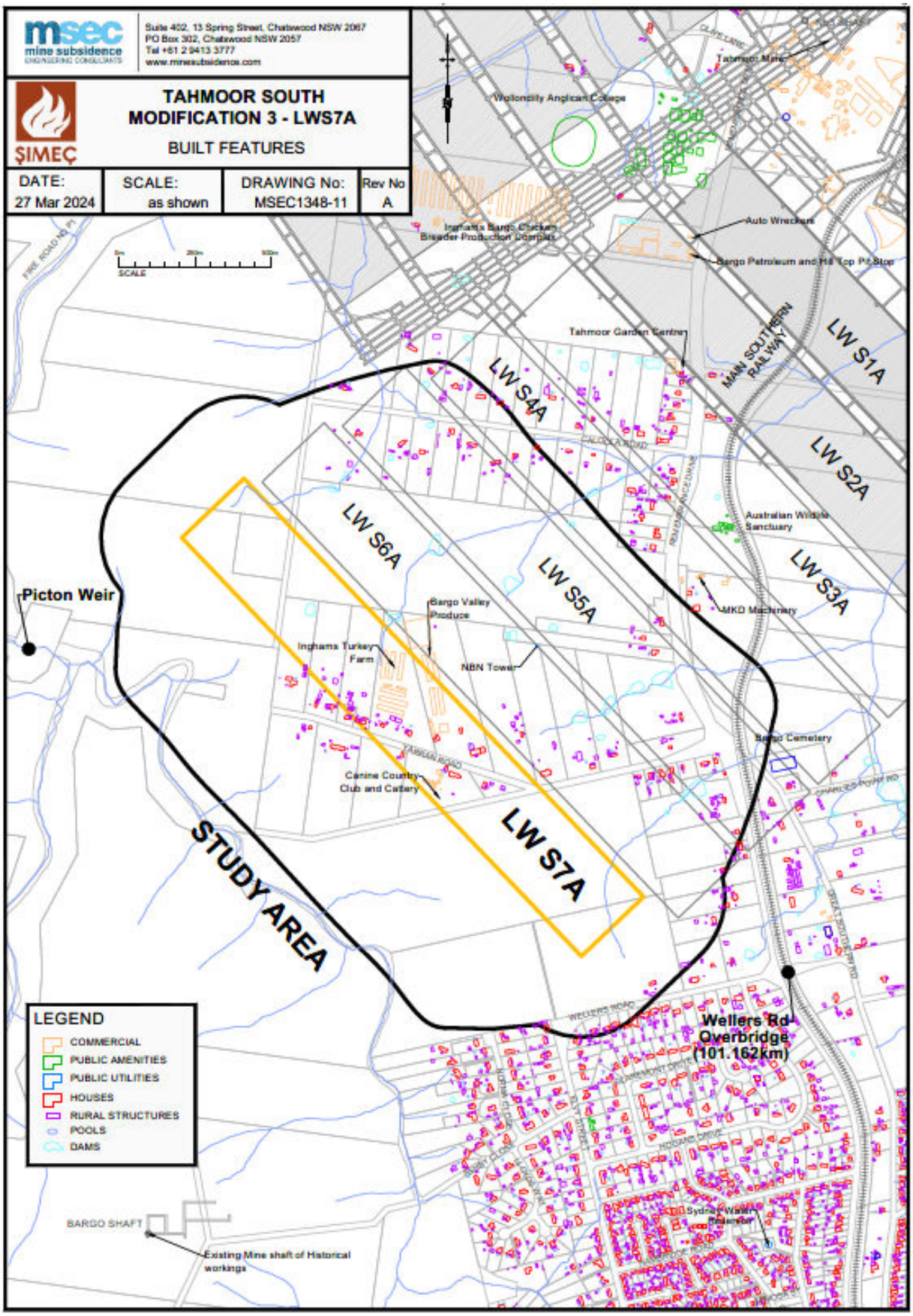

Figure 5 Location of houses in Tahmoor South MOD 3 S7A Study Area

6 Social Impact Monitoring and Evaluation

A key element in successful monitoring of the implementation of the SIMP will be ongoing liaison with neighbouring landholders, the broader community and other key stakeholders as per the attached Stakeholder Engagement Plan in Appendix A.

Key monitoring and review mechanisms to ensure the effectiveness of engagement measures include:

- Community engagement activities undertaken by Tahmoor Coal will be reviewed on a monthly basis to ensure that the information and mechanisms for providing information to key community and government stakeholders are appropriate.
- Community surveys will be conducted every 3 years to seek feedback on the effectiveness of the Tahmoor Coal stakeholder engagement activities. An action plan will be developed and implemented.
- Tahmoor Coal will continue to hold community information days/drop-in sessions (prior to Longwalls S1A, S4A, S1B, S3B and S5B) which will allow two-way communications between the community and company.
- The Tahmoor Coal Community Consultative Committee (TCCCC) will continue to meet quarterly to facilitate open dialogue and dissemination of information between mine operators, management, key stakeholders and the community, acting as a sounding board for the stakeholder engagement and community engagement activities implemented by Tahmoor Coal. An annual survey of the effectiveness of the TCCCC will be coordinated by the independent Chairperson and actions implemented as required.
- Community Complaints at Tahmoor Coal are managed in accordance with TAH-HSEC-00120 - Community Complaints & Enquiry Procedure. Tahmoor Coal operates a 24-hour complaints line (1800 154 415) for receiving community complaints and other stakeholder communications. The process for receiving, investigating and responding to complaints is described in Section 9.5. Complaints received by Tahmoor Mine from the local community will be addressed as quickly as possible and are reviewed during the Annual Review process.
- In the event of a dispute or conflict between Tahmoor Coal personnel and a member of the community, the Tahmoor Coal E&C Manager will facilitate communication between both parties to reach a resolution, which may include a meeting with the complainant to discuss the issue. The process for dispute resolution is described in Section 9.5.
- All complaints are electronically logged into the Cority system. Complaints are reviewed internally by the E&C Manager; reported to key personnel; and reported on the Tahmoor Coal website on a monthly basis.
- Any feedback received by Tahmoor Coal is reviewed, actioned if appropriate and stored in the network W:Drive.

In addition to the above, this plan will be updated regularly to address any issues raised during monitoring and review of current engagement processes. The plan will also be updated 3 years prior to mine closure, to ensure any potential impacts from the closure of Tahmoor Mine are addressed accordingly.

7 Engagement Strategies

7.1 Community Engagement Strategy

Tahmoor Coal's intent is to ensure that the social impact of our activities, community concerns, needs and the social risks to our operations are identified and addressed through the effective implementation of community engagement strategies which uphold and promote human rights and respect cultural considerations and heritage.

Specific strategies are implemented in efforts to reduce stress-related impacts on residents that may be affected by subsidence. These are discussed in detail within the Stakeholder Engagement Plan in Appendix A. By example, potentially affected residents receive:

- Resident Information Pack which includes:
    - Longwall information (e.g. explanation of longwall mining and anticipated dates of extraction);
    - An explanation of subsidence and the potential effect of subsidence on houses and other structures;
    - Anticipated levels of subsidence associated with longwall mining;
    - A description of property inspections, surveys and monitoring including how to access free pre-mining property inspections;
    - A description of rights and responsibilities relevant to subsidence;
    - Contact details including emergency contact details;
    - Contact details and specific information on the role of Tahmoor Coal Community Consultative Committee;
    - Specific information on the role of Subsidence Advisory NSW in administering the Coal Mine Subsidence Compensation legislation; comprising contact details; the subsidence claims process where damage by subsidence is suspected; and
    - Details for access to free counselling services in relation to subsidence impacts
- Written correspondence (e.g. Resident Information Packs, letters, newsletters, emails)
- Community newsletters which are letter box dropped and displayed at local shopping centres
- Door knocking to proactively connect with residents who may potentially be affected by longwall mining
- 24-hour community phone line (1800 154 415) to receive community enquiries or complaints
- Publication of information on the Tahmoor Coal Website (www.tahmoorcolliery.com.au)
- Meetings (face to face or phone)
- Periodic Community Information Sessions/Drop-In Sessions
- Provision of contact details for Tahmoor Coal Representatives
- Provision of contact information for Tahmoor Coal Community Consultative Committee.

7.2 Stakeholder Engagement Plan

As outlined in Condition B70 (h) of the Development Consent, the SIMP must include a Stakeholder Engagement Plan (SEP) to guide the evaluation and implementation of social impact management and mitigation measures. Tahmoor Coal has developed a SEP based on the outcomes of the stakeholder identification and assessment process and is included in **Appendix A**.

7.3 Tahmoor Coal Community Consultative Committee

In accordance with Consent Conditions A25 and A26, a Community Consultative Committee must be established in accordance with the *Community Consultative Committee Guidelines: State Significant Projects (2019).* Community Consultative Committees ensure that the community and stakeholder groups are:

- kept informed of the status of projects, performance and any new initiatives

- consulted on the development of projects, management plans and proposed changes to approved projects
- able to provide feedback on key issues that may arise during the development or implementation of projects.

Tahmoor Coal established the Tahmoor Coal Community Consultative Committee (TCCCC) pre-2004. The TCCCC provides a forum for open discussion between representatives of Tahmoor Coal Mine, the community, council and other stakeholders on issues directly relating to the mine's operations, upcoming projects, environmental performance and community relations. The TCCCC is not a decision-making or regulatory body; it performs an advisory role and consultative role. The key purpose of the TCCCC is to:

- allow Tahmoor Coal to keep the community informed about mining operations, seek community views on projects, and respond to matters raised by the community
- establish good working relationships and promote information sharing between Tahmoor Coal, local community, stakeholder groups and council on mining related issues
- allow community members and local council to seek information from Tahmoor Coal and give feedback on the following:
    - development of new projects or proposed changes to approved projects
    - implementation of any conditions of approval and management plans
    - results of any monitoring, annual reviews or independent audits
    - mining related community concerns
    - resolution of community complaints
    - community initiatives.

The TCCCC is independently chaired and membership consists of up to seven representatives from the local area, a Wollondilly Shire Council representative, and three Tahmoor Coal representatives who meet on a quarterly basis. A standing invitation is also extended to state government agencies, NSW Resources Regulator and Subsidence Advisory NSW.

Tahmoor Coal is committed to ensuring that community members and residents affected by subsidence are provided with proactive advice to inform them on how to engage with the TCCCC. The current list of members and contact information is available on the Tahmoor Coal website and distributed to the community in newsletters and Resident Information Packs should residents wish to make contact.

7.4 Community Investment Program

Tahmoor Coal's Community Development Plan (CDP) provides a framework for ongoing contributions to community partnerships and initiatives through Tahmoor Coal's Corporate Investment Program (CIP).

The CDP has been developed to maintain and continually improve Tahmoor Coal's role as a responsible corporate citizen and to assist with the implementation of appropriate strategies to promote positive and long-term relationships with the local community.

In recognition of the importance of the surrounding community in the success of ongoing operations, Tahmoor Coal provides a level of support to aid and build capacity in the surrounding community. An indicative amount of $200,000 is dedicated each year to fund the CIP, primarily to support initiatives that contribute to the prosperity and sustainable development of the communities associated with Tahmoor Coal operations, employees and their families.

Tahmoor Coal provides support to charities, non-for-profit organisations and educational facilities as part of the CIP. Consideration is given to where and who benefits from any community investment project or activity. Each year Tahmoor Coal works closely with the community investment partners to establish mutually beneficial relationships in the local community.

As well as the CIP, Tahmoor Coal is focused on support for projects and partnerships with a broader local, regional, state or national benefit in terms of social involvement. Tahmoor Coal coordinates the following employment programs, subject to business constraints:

- Graduate and Apprentice Program (ie employment of university graduates and apprentices from a variety of disciplines)
- Vacation Program (ie employment of university students over the 3-month vacation period)
- Work Experience (ie short term experience of employment)

7.5 Apprentice Community Engagement

Tahmoor Coal established an Apprentice Community Engagement program, encouraging apprentices to engage with local schools and community groups, highlighting the importance of communities surrounding our operations.

Tahmoor Coal apprentices often provide annual support to local primary schools by operating a barbeque stall at school events, including the provision of all necessary food and equipment. All funds raised from the stall are donations for the school.

Additionally, the apprentices undertake an annual local community project. When a partnership has been established, all implementation of the project requirements, including funding are managed by Tahmoor Coal.

In 2021, the Tahmoor Coal apprentices partnered with NSW National Parks and Wildlife Service and a local Dharawal elder to preserve a culturally significant scar tree at Thirlmere Lakes National Park. The tree was struck by lightning resulting in a large split down its entire trunk. The apprentices sourced and installed engineered bands to brace the tree.

In 2024, the Tahmoor Coal apprentices constructed a new retaining wall and garden bed at Bargo Public School to enhance the school's outdoor play area.

7.6 Planning Agreement with Wollondilly Shire Council

In accordance with Consent Condition A23 and Appendix 7 of Development Consent (SSD 8445), within six months of the date of commencement of construction, Tahmoor Coal must enter into a Planning Agreement with Council.

Tahmoor Coal has committed to contribute approximately $3.4 Million for upgrades to Bargo Sportsground in a staged approach over the Tahmoor South domain mining period as referenced in **Table 9** below.

Table 9 Tahmoor Coal Planning Agreement Contributions*

Item/Contribution	Public Purpose	Manner & Extent	Contribution
1. Funding for Bargo Sportsground Masterplan	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	$40,000.00
2. Stage 1 - Bargo Sportsground - Playground Upgrades	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	$45,000.00
3. Stage 1 - Bargo Sportsground - Wet-Pour Surfacing	Open Space & Recreation	Due Sixty (60) days after the execution of the Planning Agreement.	$115,000.00
4. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due three (3) years after Commencement.	$250,000.00
5. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due five (5) years after Commencement.	$975,000.00
6. Bargo Sportsground - Implementation of Master Plan - Further Stages	Open Space & Recreation	Due eight (8) years after Commencement.	$975,000.00

Item/Contribution	Public Purpose	Manner & Extent	Contribution
7. Final Payment - residual remaining of the total monetary contribution	Open Space & Recreation	Due eleven (11) years after Commencement.	$975,000.00

*Specific projects and timing of payments to be finalised in the executed agreement.

8 Contingency Plan

In accordance with Condition E5 (f) of the Consent, if performance measures are considered to have been exceeded or are likely to be exceeded, a response will be undertaken in accordance with the adaptive management measures outlined below.

8.1 Adaptive Management/Continuous Improvement

In accordance with Condition E4 of the Consent, where any exceedance of the criteria or performance measures outlined within this document has occurred, Tahmoor Coal will:

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 mitigation (where relevant) and submit a report to DPIE describing those options and any preferred mitigation/management measures or other course of action;
c) within 14 days of the exceedance occurring (or other timeframe agreed by the Planning Secretary), submit a report to the Planning Secretary describing these remediation options and any preferred remediation measures or other course of action; and
d) implement reasonable mitigation measures as directed by the Planning Secretary

Tahmoor Coal have adopted the "Plan-Do-Check-Act" model as shown in **Figure 6**. This model will be applied to all aspects of Tahmoor Coal's environmental management including social impact management and is utilised to embed the continuous improvement process in all system documents. If a performance indicator (See **Section 0**) is exceeded, Tahmoor Coal will implement the below model of continuous improvement.

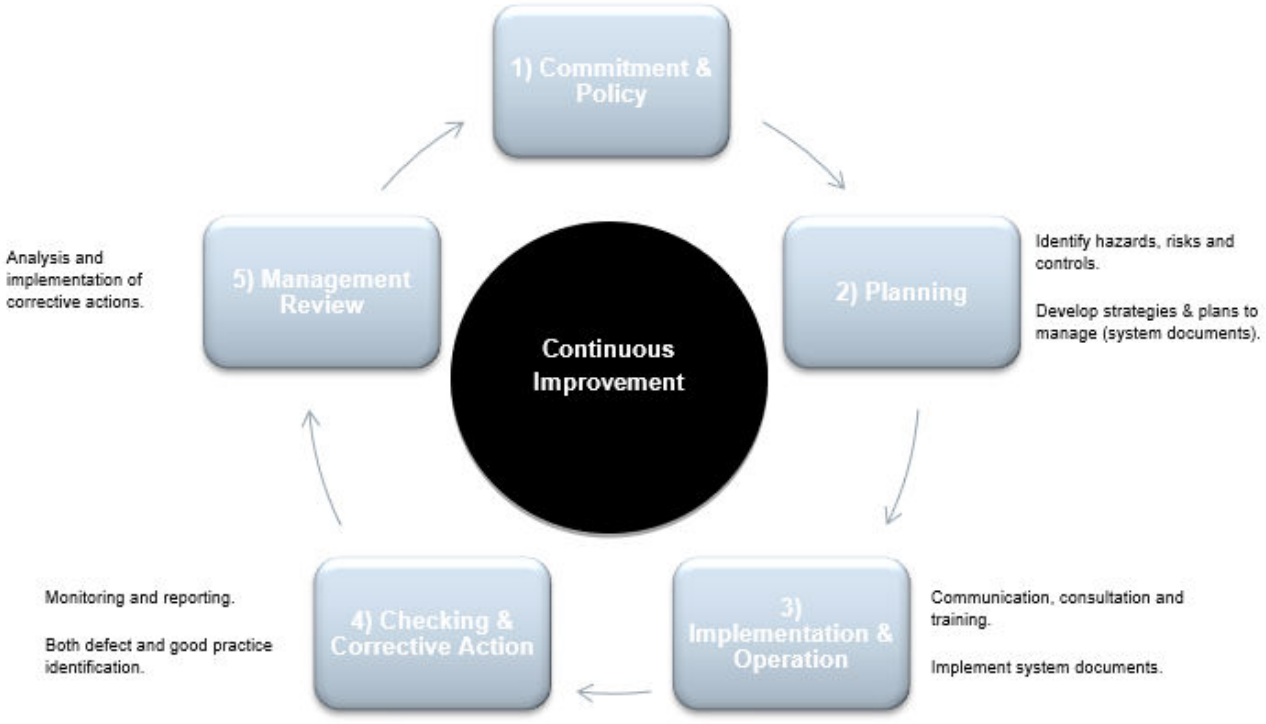

Figure 6: Continuous Improvement Model

Decisions regarding any required continuous improvement mitigation measures will be made on a case-by-case basis. Potential methods to continuously improve and reduce community impacts will be considered in a hierarchical approach and will be identified during the process outlined above.

9 Implementation and Reporting

9.1 Tahmoor Environmental Management Strategy (EMS)

The Tahmoor Environmental Management Strategy (EMS) provides the strategic context for the environmental management of Tahmoor Coal and forms part of the broader Health, Safety, Environment and Community (HSEC) management systems at Tahmoor Coal. The EMS outlines how Tahmoor Coal manages environment and community (E&C) aspects, impacts and performance. It provides a framework for the standards, plans and procedures implemented to ensure operations are managed in accordance with the ISO:14001 principles.

The objectives of the EMS are:

a) To provide an overall framework for environmental management at Tahmoor utilising the principles of ISO:14001;

b) To ensure compliance with all development consent, licences and approvals at Tahmoor Coal;

c) To detail the relationship and interactions between various operational and environmental components at Tahmoor Coal;

d) To provide effective mechanisms for external communications, maintaining a relationship with the local community; and

e) To assist Tahmoor Coal employees and contractors in administering their responsibilities regarding environmental management.

This plan will be implemented in conjunction with the EMS framework.

9.2 General Reporting

Tahmoor Coal's primary reporting requirements are outlined in **Table 10.** A variety of reports are listed on the Tahmoor Coal website including monthly air and water monitoring results, audit reports, six-monthly reports, National Greenhouse Gas and Energy Reports, etc.

Table 10 Tahmoor Coal Reporting Requirements

Instrument	Report	Details	Submitted/Uploaded
Consent Condition E13 and E14	Annual Review	Tahmoor Coal submit an Annual Review by the end of March each year. The Annual Review: - describes the development (including any rehabilitation) that was carried out in the previous calendar year, and the development that is proposed to be carried out over the current calendar year; - includes a comprehensive review of the monitoring results and complaints records of the development over the previous calendar year, including a comparison of these results against the relevant statutory requirements, limits or performance measures/criteria; requirements of any plan or program required under this consent; monitoring results of previous years; and relevant predictions in the EIS; - identifies any non-compliance or incident which occurred in the previous calendar year, and describe what actions were (or are being) taken to rectify the non-compliance and avoid reoccurrence; evaluates and reports on the effectiveness of air quality management systems; and compliance with the	Copies of the Annual Review are submitted to DPIE, Council, Department of Agriculture Water and Environment and relevant agencies and made available to the TCCCC and any interested person upon request. Copies are also available on the Tahmoor Coal website Tahmoor Colliery

Instrument	Report	Details	Submitted/Uploaded
		performance measures, criteria and operating conditions of this consent; - identifies any trends in the monitoring data over the life of the development and provide any raw monitoring data as requested by the Planning Secretary; - identifies any discrepancies between the predicted and actual impacts of the development, and analyse the potential cause of any significant discrepancies; and - describes what measures will be implemented over the next calendar year to improve the environmental performance of the development.	

9.3 Incidents

In accordance with Section E5 SSD 8445, management plans require a protocol for managing and reporting any incident, non-compliance or exceedance of any impact assessment criteria or performance criterion. The Consent defines an incident as '*an occurrence or set of circumstances that causes or threatens to cause material harm and which may or may not be or cause a non-compliance*'.

Material Harm is defined within the Consent as 'harm to the environment that:

- involves actual or potential harm to the health or safety of human beings or to the environment that is not trivial, or results in actual or potential loss or property damage of an amount, or
- amounts in aggregate, exceeding $10,000, (such loss includes the reasonable costs and expenses that would be incurred in taking all reasonable and practicable measures to prevent, mitigate or make good harm to the environment)

This definition excludes "harm" that is authorised under either this consent or any other statutory approval.'

Incidents regarding this management plan would be rare but could include community protests onsite or at community information sessions.

Tahmoor Coal manages and responds to incidents in accordance with the following plans:

a) Emergency and Incident Manual (TAH-HSEC-00232).
b) Pollution Incident Response Management Plan (TAH-HSEC-00155)
c) Notification of Environmental Pollution Incidents (TAH-HSEC-00224)

These plans have been developed to manage preparation, incident response and reporting requirements under the Protection of the Environment Operations Act 1997 (NSW).

The management plans provide roles and responsibilities, management strategies, action and response plans and record management protocols for incidents and emergencies.

A Written Incident Notification will be submitted to the Planning Secretary via the Major Projects website within seven days after Tahmoor Coal becomes aware of an incident.

Written Incident Notifications will include:

a) the development and application number;
b) details of the incident (date, time, location, a brief description of what occurred and why it is classified as an incident);
c) how the incident was detected;
d) when Tahmoor Coal became aware of the incident;
e) any actual or potential non-compliance with conditions of consent;

f) describe what immediate steps were taken in relation to the incident;
g) identify further action(s) that will be taken in relation to the incident; and
h) identify a project contact for further communication regarding the incident.

Within 30 days of the date on which the incident occurred or as otherwise agreed to by the Planning Secretary, Tahmoor Coal will provide the Planning Secretary and any relevant public authorities (as determined by the Planning Secretary) with a Detailed Incident Report.

Detailed Incident Reports will include:

a) a summary of the incident;
b) outcomes of an incident investigation, including identification of the cause of the incident;
c) details of the corrective and preventative actions that have been, or will be, implemented to address the incident and prevent recurrence; and
d) details of any communication with other stakeholders regarding the incident.

9.4 Non-Compliances

The Consent defines a non-compliance as 'an occurrence, set of circumstances or development that is in breach of the consent'.

Non-compliances or system defects detected during monitoring, inspections and audits will be managed in accordance with the Tahmoor Coal Environmental Management Strategy (TAH-HSEC-00375), with corrective action plans developed and implemented to rectify any issues.

The Planning Secretary will be notified in writing via the Major Projects website within seven days after Tahmoor Coal becomes aware of any non-compliance.

If a non-compliance is detected, the following steps will be followed:

a) Identify and confirm the non-compliance (i.e. review against approval criteria or condition and confirm that a non-compliance has occurred);
b) Complete internal environmental incident reporting documentation including an investigation to capture all relevant information;
c) In accordance with the relevant approval, determine what action (i.e. external reporting) is required. Specifically, determine if immediate reporting is required and to which stakeholders, or ensure that the event is captured for future reporting;
d) Following the incident investigation, develop a corrective action plan aimed at preventing future re-occurrence; and
e) Complete all required reporting and consult with relevant agencies on the corrective action plan to be implemented.

A non-compliance notification will identify the following:

a) the development and the application number,
b) the condition of consent that the development is non-compliant with
c) the way in which it does not comply and the reasons for the non-compliance (if known); and
d) any actions which 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.

9.5 Complaints and Disputes

Community complaints at Tahmoor Coal are managed in accordance with Community Complaints & Enquiry Procedure (TAH-HSEC-00120). Tahmoor Coal operates a 24-hour complaints line (1800 154 415) for receiving community complaints and other stakeholder communications. The general process detailed in Community Complaints & Enquiry Procedure (TAH-HSEC-00120) for responding to complaints is:

a) Acknowledging all complaints and responding to the complainant within 24 hours where practicable;
b) Registering all complaint details in Cority;
c) Investigating complaints impartially considering the facts and the circumstances prevailing at the time;
d) Implementing corrective actions if required; and
e) Reporting to relevant stakeholders of investigation outcomes and corrective actions taken.

A record of all community complaints in relation to activities undertaken by the licensee must be kept in a legible form and be in accordance to Tahmoor Coal's Environmental Protection Licence 1389.

The following information will also be kept in the event of a community complaint; as required by Section M4 in Tahmoor Coal's EPL 1389:

a) The date and time of the complaint;
b) The method by which the complaint was made;
c) Any personal details of the complainant which were provided by the complainant or a note to that effect;
d) The nature of the complaint;
e) The action taken by the licensee in relation to the complaint, including any follow-up contact with the complainant; and
f) If no action was taken by the licensee, the reasons why no action was taken.

These records must be kept for at least 4 years after the complaint was made and be able to be produced to any authorised officer who asks to see them.

In the event of a dispute or conflict between Tahmoor Coal personnel and a member of the community, the Tahmoor Coal E&C Manager will facilitate communication between both parties to reach a resolution, which may include a meeting with the complainant to discuss the issue.

Where relevant, negotiations will be initiated in accordance with any relevant consent conditions. If a dispute cannot be resolved, the matter will be escalated to involve the Head of Operations or Executive General Manager as required and may involve consultation with the relevant government agency to assist in reaching a determination on the matter.

9.6 Risk and Change Management

Aspects and impacts at Tahmoor Coal are considered for operational activities, legislative requirements and internal and external stakeholder views. Key aspects and impacts, including social impacts, are identified during the annual review of the Tahmoor Coal Environment and Community (E&C) Broad Brush Risk Assessment (BBRA) and the operational Life of Mine (LOM) Risk Assessment.

The purpose of the E&C BBRA is to identify significant E&C aspects and impacts across the site, the risk they pose and the controls necessary to effectively manage them. Management of potential impacts is prioritised according to the level of risk each aspect is assigned. Once all identified aspects, impacts, risks and management controls have been identified within the Annual E&C Risk Assessment, associated plans are updated accordingly.

The LOM Risk Assessment considers aspects and impacts of business activities at a strategic level. These risk assessments cover the life of mine risks associated with each operation. The outcomes of the LOM Risk Assessment are used in conjunction with the Tahmoor Coal E&C BBRA to develop the annual capital and operational budget and the associated work schedule. Existing or proposed management controls are identified to reduce the risk of impacts on the environment and community. The need for any new (or modifications to existing) approvals is also identified during this process.

In accordance with Tahmoor Coal's Health & Safety Management System, project and activity specific risk assessments are completed as required and include assessment of E&C risks.

9.7 Roles & Responsibilities

Management of impacts to the environment or community is regarded as part of the responsibilities of all employees and contractors at Tahmoor Coal. Specific information pertaining to the role, responsibility, authority and accountability of key personnel involved in environmental management at Tahmoor Coal is provided in **Table 11** below.

Table 11 Accountabilities

Role	Accountabilities for this document
Executive General Manager Coal Operations	Provide adequate environmental personnel/resources for implementation of this plan and associated plans.
Environment & Community Manager	Facilitate a process of managing overall compliance with regulatory requirements and undertake external reporting for legislative non-compliances as required. Determine adequate resources and funds are available to ensure the effectiveness of this procedure; and certify compliance and adherence to this plan. Develop, implement and maintain this plan. Liaise with relevant government authorities in relation to regulatory conditions and compliance issue. Liaise with the community as required and as per the Stakeholder Engagement Strategy, including facilitation of Community Consultative Committee meetings.
All Managers	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.
Community Liaison Specialist	Responsible for coordinating community management measures on-site in accordance with internal and external requirements. Sign off on the accuracy of reports and the suitability of recommendations. Develop, implement, review and maintain this plan and system documents. Implement process for self-assessment audits. Assign persons responsible for completion of audit actions and set a due by date. Monitor that planned actions arising out of audits are implemented. Ensure all community complaints are addressed, investigated and appropriately managed as per site procedures, and reported internally as per internal requirements.
All Coordinators	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.
All Persons	Activities under their control are to be undertaken in accordance with this plan and associated management plans and site procedures. Manage environmental controls within their jurisdiction are operated and maintained in a proper and efficient manner. Report all environmental incidents and complaints in a timely manner.

9.8 Internal Audits & Reviews

In accordance with internal company requirements, Tahmoor Coal has implemented a system for the monitoring and review of environmental and community performance at the site. Tahmoor Coal is to provide ongoing monitoring and regular management review of E&C performance to:

a) Confirm the adequacy and effectiveness of management plans, procedures and standards;

b) Address any identified weaknesses;

c) Share good performance and lessons learnt with other sites; and

d) Ensure ongoing compliance with all leases, licences and approvals.

Process or area specific internal audits are also conducted periodically, generally administered by the E&C Manager, focussing on the following areas:

a) Air quality;

b) Water management;

c) Noise Management;

d) Erosion and sediment control; and

e) Statutory approvals.

These audits may be conducted by consultants on behalf of Tahmoor Coal, by Liberty GFG employees or may be self-assessments conducted by Tahmoor Coal personnel. Audit results and corrective actions are recorded in Cority and assigned to responsible personnel for completion within appropriate timeframes.

9.9 Independent Environmental Audit

In accordance with Conditions E15 – E20 of the Consent, Tahmoor Coal will complete Independent Environmental Audits of the development at the frequencies determined within DPHI's *Independent Audit Post Approval Requirements (2020) and* outlined below in **Table 12**.

Tahmoor Coal will complete independent audits in accordance with the following Consent Conditions and in accordance with the requirements of the DPHI's *Independent Audit Post Approval Requirements (2020)*:

a) E15: Independent Audits of the development must be conducted and carried out in accordance with the Independent Audit Post Approval Requirements (2020).
b) E16: Proposed independent auditors must be agreed to in writing by the Planning Secretary prior to the commencement of an Independent Audit.
c) E17: Planning Secretary may require the initial and subsequent Independent Audits to be undertaken at different times to those specified in the Compliance Reporting Post Approval Requirements (2020), upon giving at least 4 weeks' notice (or timing) to Tahmoor Coal of the date upon which the audit must be commenced.
d) E18: In accordance with the specific requirements in the Independent Audit Post Approval Requirements (2020), Tahmoor Coal will:
    i. review and respond to each Independent Audit Report prepared under Condition C5 of the Development Consent, or Condition C6 where notice is given by the Planning Secretary;
    ii. submit the response to the Planning Secretary; and
    iii. make each Independent Audit Report, and response to it, publicly available within 60 days of submission to the Planning Secretary. unless otherwise agreed by the Planning Secretary.
e) E19: Independent Audit Reports and Tahmoor Coal's response to audit findings must be submitted to the Planning Secretary within 2 months of undertaking the independent audit site inspection as outlined in the Independent Audit Post Approvals Requirements (2020) unless otherwise agreed by the Planning Secretary.
f) E20: Notwithstanding the requirements of the Independent Audit Post Approvals Requirements (2020), the Planning Secretary may approve a request for ongoing independent operational audits to be ceased, where it has been demonstrated to the Planning Secretary's satisfaction that independent operational audits have demonstrated operational compliance.

Table 12 Independent Audit Frequencies

Phase	Initial Independent Audit	Ongoing Independent Audit Intervals
Construction	Within 12 weeks of the commencement of construction	At intervals, no greater than 26 weeks from the date of the initial Independent Audit or as otherwise agreed by the Secretary.
Operation	Within 26 weeks of the commencement of operation	At intervals, no greater than 3 years or as otherwise agreed by the Secretary.
Closure /Rehabilitation	Within 52 weeks from notifying of suspension/ceasing of operations	At intervals no greater than 1 year or as otherwise agreed by the Secretary.

The audit will recommend appropriate measures and corrective actions to improve environmental performance at Tahmoor Coal. Audit results and corrective actions are recorded in Cority and assigned to responsible personnel for completion within appropriate timeframes.

9.10 Employee & Contractor Training

General environmental awareness training is provided to all employees and contractors annually through a generic visitor induction and the SafeCoal training session scheduled by the Tahmoor Coal Health, Safety & Training Department.

10 Review and Improvement

10.1 Plan Audit

Audits of the SIMP are to be conducted in consultation with the plan owner and nominated individuals and will focus on the content and implementation.

Audits on the content will consist of a determination of understanding of the SIMP by the individual's allocated responsibility under this plan.

Audits on the implementation will consist of reviews of the safe working procedures and risk assessments developed to ensure safe operation of this SIMP, they may also involve discussions with personnel involved in the management plan to determine understanding and compliance.

Should an audit of this SIMP determine that a deficiency is evident in the content or implementation; a corrective action must be developed and implemented. Actions will be assigned to a nominated individual and tracked in Cority.

The Environment & Community Manager is responsible to verify that the nominated corrective action has been implemented by way of a follow up audit.

Any SIMP changes are to be managed and communicated to all personnel in line with the Change Management Process.

10.2 Plan Review

This SIMP be reviewed:

Event based: in accordance with Condition E7 (a) of the Consent, a review will be required within 3 months of any incident, event or finding that identifies an inadequacy in the ***SIMP***, risk assessment or associated documents to continue to effectively manage the identified hazard; a change to the workplace itself or any aspect of the work environment, a change to a system of work, a process or a procedure; or

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 the development consent must be revised, to the satisfaction of the Planning Secretary. Where revisions are required, the revised document will be submitted to the Planning Secretary for approval within six weeks of the review; or

Time based: in the absence of regular event-based reviews and in accordance with Condition E7 (b-e) of the Consent, this plan will be reviewed within three months of:

b) the submission of an Annual Review under Condition E13;
c) the submission of an Independent Environmental Audit under Condition E15;
d) (the approval of any modification of the conditions of this consent (unless the conditions require otherwise); or
e) notification of a change in development phase under Condition A19;

If deemed appropriate, external service providers may be included in the review process. All reviews are to be documented. In accordance with Condition E8, this management plan will be revised to the satisfaction of the Planning Secretary to either improve the environmental performance of the development, cater for a modification or comply with a direction. Where revisions are required, the revised document must be submitted to the Planning Secretary for approval within six weeks of the review.

11 Document Information

Relevant legislation, standards and other reference information will be regularly reviewed and monitored for updates and will be included in the site management system. Related documents and reference information in this section provides the linkage and source to develop and maintain site compliance information.

11.1 Access to Information

Information pertaining to Tahmoor Coal's general environmental performance against internal targets and external approvals criteria is reported to the community via the mine website and Tahmoor Coal's Community Consultative Committee (TCCCC). In accordance with Consent Condition E23 (a), Tahmoor Coal will upload the following details to the Tahmoor Coal website:

- the EIS;
- all current statutory approvals for the development;
- all approved strategies, plans and programs required under the conditions of SSD 8445;
- the proposed staging plans for the development if the construction, operation or decommissioning of the development is to be staged;
- agenda and 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 SSD 8445;
- 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;
- a register of incident and non-compliance notifications made to the Planning Secretary, updated monthly;
- the Annual Reviews of the development;
- audit reports prepared as part of any Independent Environmental Audit of the development and the Tahmoor Coal's response to the recommendations in any audit report;
- annual returns made under the National Greenhouse and Energy Reporting legislation; and
- any other matter required by the Planning Secretary.

11.2 Related Documents

Related documents, listed in the below table, are internal documents directly related to or referenced from this document.

Table 13 Related Documents

Number	Title
TAH-HSEC-00375	Tahmoor South Environmental Management Strategy Management Plan
TAH-HSEC-00120	Community Complaints & Enquiry Procedure
TAH-HSEC-00221	Website Management Procedure
TAH-HSEC-00031	Community Development Plan
TAH-HSEC-00039	Stakeholder Engagement Plan
TAH-HSEC-00232	Emergency and Incident Manual
TAH-HSEC-00155	Pollution Incident Response Management Plan
TAH-HSEC-00224	Notification of Environmental Pollution Incidents

11.3 Reference Information

Reference information, listed in the below table, is information that is directly related to the development of this document or referenced from within this document.

Table 14 Reference Information

Title
AECOM, 2018. Tahmoor South Project Social Impact Assessment

12 Change Information

Table 15 Full details of the document history are recorded in the document control register, by version

Version	Date Reviewed	Review team (Consultation)	Change Summary
0.1	31/12/2021	Amanda Bateman, Zina Ainsworth, Michelle Grierson	New document
0.2	28/06/2022	Tahmoor E&C Team	Amendments following draft review
1.0	29/07/2022	Amanda Bateman	Consultation table updated following draft review
2.0	19/09/2022	Amanda Bateman	Reviewed in accordance with Condition E7(c) and (d) following an Independent Environmental Audit (10/08/2022) and following the approval of any modification (Mod 1 approved 19/07/2022) of the conditions of the Consent SSD 8445 Amendments following DPE review of plan
3.0	06/10/2022	Amanda Bateman	Consultation table and Performance Indicators section updated following draft review
4.0	30/06/2023	Amanda Bateman	Reviewed and updated in accordance with Condition E7(b) following the submission of an Annual Review (31/03/2023) of the Consent SSD 8445 Stakeholder engagement table updated
5.0	28/06/2024	Amanda Bateman, Natalie Brumby	Reviewed and updated in accordance with Condition E7(b) following the submission of an Annual Review (28/03/2024) of the Consent SSD 8445 Stakeholder engagement table updated
6.0	03/10/2025	Amanda Bateman	Review in accordance with Condition E7(d) following the approval of Modification 3 (on 26 May 2025) and Condition E7(b) following the submission of an annual review (on 30 September 2025). Stakeholder engagement table updated Figures 1 and 2 updated and Figure 5 included. Tables 4 and 5 updated. Updated Appendix B.

APPENDIX A – Stakeholder Engagement Plan

APPENDIX B – Letter of Endorsement

Department of Planning, Housing & Infrastructure

NSW GOVERNMENT

Our ref: SSD-8445-PA-145

Ms. Zina Ainsworth
Environment & Community Manager
2975 Remembrance Drive
Tahmoor NSW 2573

15/09/2025

Tahmoor South Coal Project (SSD 8445) - Appointment of suitably qualified persons to prepare Site Management Plans

Dear Ms. Ainsworth,

I refer to your request on 22 August 2025 (SSD-8445-PA-145) for the Secretary's approval of suitably qualified persons to to review and update the Tahmoor South Site Management Plans, for the Tahmoor South Coal Project (SSD-8445) as required under the development consent.

The Department has reviewed the nominations and information you have provided and is satisfied that these persons are suitably qualified and experienced. Consequently, I can advise that the Secretary approves the appointment of the following persons to review and update the Tahmoor South Site Management Plans as described below:

Extraction Plan Component	Person	Company
Noise Management Plan	• Natalie Brumby - Environmental Specialist • Thomas O'Brien - Environmental Specialist	• Tahmoor Coal Pty Ltd
	• Katie Teyhan - Associate Acoustics Manager Newcastle	• EMM
Spontaneous Combustion Management Plan	• Natalie Brumby - Environmental Specialist • Thomas O'Brien - Environmental Specialist	• Tahmoor Coal Pty Ltd
Air Quality and Greenhouse Gas Management Plan	• Natalie Brumby - Environmental Specialist	• Tahmoor Coal Pty Ltd
	• Francine Manansala - Associate and Team Leader, Air Quality and Climate • Scott Fishwick - Associate, National Technical Leader -	• EMM Consulting Pty Ltd

Extraction Plan Component	Person	Company
	Air Quality and Climate	
Water Management Plan	• Natalie Brumby - Environmental Specialist	• Tahmoor Coal Pty Ltd
Site Water Balance	• Camilla West - Senior Water Resources Scientist • Tony Marszalek - Director and Principal Water Resources Engineer • Makaela McGrath - Senior Environmental Scientist	• ATC Williams
Salt Balance	• Camilla West - Senior Water Resources Scientist • Tony Marszalek - Director and Principal Water Resources Engineer • Makaela McGrath - Senior Environmental Scientist	• ATC Williams
Erosion and Sediment Control Plan	• Natalie Brumby - Environmental Specialist • Thomas O'Brien - Environmental Specialist	• Tahmoor Coal Pty Ltd
Surface Water Management Plan	• Camilla West - Senior Water Resources Scientist • Tony Marszalek - Director and Principal Water Resources Engineer • Makaela McGrath - Senior Environmental Scientist	• ATC Williams
Groundwater Management Plan	• Sharon Hulbert – Hydrogeologist • Raymond Minnaar - Hydrogeologist	• SLR Consulting
Long-term Water Management Plan (appendix to Water	• Camilla West - Senior Water	• ATC Williams

Extraction Plan Component	Person	Company
Management Plan - combined with Site water balance and Salt Balance))	Resources Scientist • Tony Marszalek - Director and Principal Water Resources Engineer • Makaela McGrath - Senior Environmental Scientist	
Biodiversity Management Plan	• Luke Baker - Team Leader Ecology • Stephen Bloomfield - Ecologist	• Niche Environment and Heritage
	• Dane Fogliada - Ecologist • Sean Smith - Aquatic Ecologist • Dan Pygas - Aquatic Ecologist	• Stantec
Rehabilitation Strategy	• Natalie Brumby - Environmental Specialist • Thomas O'Brien - Environmental Specialist	• Tahmoor Coal Pty Ltd
Traffic Management Plan	• Natalie Brumby - Environmental Specialist • Thomas O'Brien - Environmental Specialist	• Tahmoor Coal Pty Ltd
Social Impact Management Plan	• Amanda Bateman – Community Liaison Specialist	• Tahmoor Coal Pty Ltd

If you wish to discuss the matter further, please contact Gabriel Wardenburg on (02) 9585 6810.

Yours sincerely

Jessie Evans
Director, Resource Assessments
Resource Assessments

As nominee of the Planning Secretary

APPENDIX C – Consultation Evidence

Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 3:17 PM
To: council@wollondilly.nsw.gov.au
Subject: RE: Tahmoor Coal notification - Draft Social Impact Management Plan for review
Attachments: Tahmoor South Social Impact Management Plan Draft V2.0.pdf

Good afternoon

Could you please advise if Council is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan?

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61 (02) 4640 0025
M: +61 0429 442 811
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com

We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on wh

From: Amanda Bateman
Sent: Wednesday, 29 June 2022 10:03 AM
To: council@wollondilly.nsw.gov.au
Subject: Tahmoor Coal notification - Draft Social Impact Management Plan for review

Good morning

In accordance with Tahmoor South Consent Condition B70 (outlined below), Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

Please find attached Tahmoor Coal's draft Social Impact Management Plan for review. Could you please submit any feedback by 5pm on **Friday 22 July 2022**?

Social Impact Management Plan

B70. The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:

(a) be prepared by a suitably qualified and experienced person/s, whose appointment has been endorsed by the Planning Secretary;

(b) be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;

(c) be submitted to the Planning Secretary for approval within six months of commencing development under this consent;

(d) identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;

(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 stress-related impacts on residents that may be affected by subsidence;

(f) identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;

(g) include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;

(h) include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and

(i) include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.

B71. The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.

B72. The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61-2-4640-0025
M: +61-0429-442-811
F: +61-2-4640-0140
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com

Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 3:18 PM
To: 'subsidenceadvisory'
Subject: Follow up - Notification to provide feedback - Tahmoor Coal Social Impact Management Plan
Attachments: Tahmoor South Social Impact Management Plan Draft V2.0.pdf

Good afternoon

Could you please advise if SA NSW is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan?

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61 (02) 4640 0025
M: +61 0429 442 811
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com

We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on

From: Amanda Bateman
Sent: Wednesday, 29 June 2022 9:35 AM
To: subsidenceadvisory <subsidenceadvisory@customerservice.nsw.gov.au>
Subject: 20220629 - Notification to provide feedback - Tahmoor Coal Social Impact Management Plan

Good morning

In accordance with the Tahmoor South Consent Conditions, Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

Please find attached the draft Social Impact Management Plan for reference. Any feedback must be submitted by **Friday 22 July 2022**.

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61-2-4640-0025
M: +61-0429-442-811
F: +61-2-4640-0140
E: Amanda.bateman@simecgfg.com

Amanda Bateman

From: Amanda Bateman
Sent: Monday, 19 September 2022 4:24 PM
To: Tharawal CEO
Subject: RE: Tahmoor Coal draft Social Impact Management Plan

Hi Julie

That would be wonderful, thank you.

Kind regards
Amanda Bateman
Community Liaison Specialist
T: +61 (02) 4640 0025
M: +61 0429 442 811
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com

We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on w

From: Tharawal CEO <ceo@tharawal.com.au>
Sent: Monday, 19 September 2022 4:01 PM
To: Amanda Bateman <Amanda.Bateman@simecgfg.com>
Subject: RE: Tahmoor Coal draft Social Impact Management Plan

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

HI Amanda,

Is it ok if I have a look at it tonight and provide any feedback by close of business tomorrow? This may have been overlooked by changes in Acting and CEOs.

Kind regards

Julie Dannevig | CEO

Tharawal Local Aboriginal Land Council
220 West Parade
Couridjah NSW 2571
Ph: (02) 46810059
M:0400497735
ceo@tharawal.com.au

I would like to acknowledge and express my respect to the traditional owners of the land in which I work, study and live. I also acknowledge and pay my respect to my Elders both past and present, and I thank them for their leadership, guidance and knowledge.

From: Amanda Bateman <Amanda.Bateman@simecgfg.com>
Sent: Monday, 19 September 2022 3:20 PM
To: Tharawal CEO <ceo@tharawal.com.au>
Subject: Tahmoor Coal draft Social Impact Management Plan

Dear Robyn

Could you please advise if Tharawal LALC is seeking to provide any feedback on the Tahmoor Coal draft Social Impact Management Plan attached?

Kind regards

Amanda Bateman
Community Liaison Specialist
T: +61 (02) 4640 0025
M: +61 0429 442 811
E: Amanda.bateman@simecgfg.com

SIMEC Mining
2975 Remembrance Driveway
Bargo NSW 2574
simec.com

We acknowledge and pay respect to First Nations people as the Traditional Owners and ongoing custodians of the lands on v

From: Amanda Bateman
Sent: Friday, 8 July 2022 12:15 PM
To: Tharawal CEO <ceo@tharawal.com.au>
Subject: Simec Mining - Tahmoor South Community Drop-In Session - Thursday 28 July 2022 from 1pm - 6pm

Dear Robyn

Please be advised Tahmoor Coal is holding a Tahmoor South Community Drop-In Session on Thursday 28 July 2022 at Bargo Community Centre from 1pm – 6pm. This provides an opportunity for local residents to come and speak with Tahmoor Coal representatives regarding the upcoming mining and answer any questions they may have.

I also wanted to share with you the draft Tahmoor South Social Impact Management Plan. In accordance with Tahmoor South Consent Condition B70 (outlined below), Tahmoor Coal must develop a Social Impact Management Plan and provide community, council and local stakeholders with the opportunity to provide feedback.

If you would like to review the draft Social Impact Management Plan, feedback is required by 5pm on **Friday 22 July 2022**.

Social Impact Management Plan

B70. The Applicant must prepare a Social Impact Management Plan for the development to the satisfaction of the Planning Secretary. This plan must:

(a) be prepared by a suitably qualified and experienced person/s, whose appointment has been endorsed by the Planning Secretary;

(b) be prepared in consultation with Council, the CCC, local affected communities and other interested stakeholders;

(c) be submitted to the Planning Secretary for approval within six months of commencing development under this consent;

(d) identify both positive and negative social impacts resulting from the development and following mine closure, both locally and regionally;

(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 stress-related impacts on residents that may be affected by subsidence;

(f) identify opportunities to secure and enhance positive social impacts from the development, including opportunities to assist in maintaining community services and facilities;

(g) include a Community Engagement Strategy to ensure that residents affected by subsidence are given proactive advice and to inform them on how to engage with the Community Consultative Committee;

(h) include a stakeholder engagement plan to guide the evaluation and implementation of social impact management and mitigation measures, and

(i) include a program to monitor, review and report on the effectiveness of these measures, including updating the plan 3 years prior to mine closure.

B71. The Applicant must not commence second workings until the Social Impact Management Plan is approved by the Planning Secretary.

B72. The Applicant must implement the Social Impact Management Plan as approved by the Planning Secretary.

All the best for the NAIDOC Family Fun Day this weekend.

Kind regards
Amanda Bateman

APPENDIX D – Approval Letter

Department of Planning, Housing and Infrastructure

Our ref: SSD-8445-PA-155

Zina Ainsworth
Environmental and Community Manager
Tahmoor Coal Pty Ltd

02/06/2026

Subject: Tahmoor South Project - Social Impact Management Plan

Dear Ms. Ainsworth,

I refer to your request for review and approval of the revised Social Impact Management Plan for the Tahmoor South Project (SSD-8445).

The Department has carefully reviewed the document and is satisfied that it generally meets the requirements of the relevant conditions of consent. Accordingly, as nominee of the Planning Secretary, I approve the Social Impact Management Plan (Rev 6.0, dated 3 October 2025) under Schedule 2, Condition B70.

You are reminded that if there are any inconsistencies between the Social Impact Management Plan and the conditions of consent, the conditions prevail. 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 Scotney Moore, on 02 9274 6342.

Yours sincerely

Jessie Evans
Director, Resource Assessments
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