

INDIGENOUS ENGAGEMENT

Whitehaven Coal works in partnership with Indigenous people connected to the land where we operate to create a stronger future, together. Our vision for reconciliation in Australia is one that affords equal opportunities for all.

We acknowledge the central role played by Indigenous peoples in Australia's history and culture and how we as a company can contribute to reconciliation through sustainable employment and community partnerships.

Our commitment

In 2018, we launched a Stretch Reconciliation Action Plan (RAP), building upon the objectives and actions in its predecessor RAP, an Innovate RAP, launched in 2015. Our RAP operates across all areas of the business and looks to address issues affecting local Indigenous people through a range of practical and meaningful measures.

At a glance

12% of our workforce

self-identify as Aboriginal and/or Torres Strait Islander people

\$22.5 million

in annual salaries and wages in FY18

\$2.27 million

spent with 22 Indigenous businesses in FY18

Our commitment focuses on three areas:

- Health and education
- Employment
- Procurement.

Whether in school, starting out or re-entering the workforce, or raising a family, our aim is to make a real difference in the lives of local Indigenous people.

Health & education

We partner with programs that help people in our communities access health and education services. We sponsor:

- The **Winanga-Li Aboriginal Children and Family Centre** in Gunnedah, which has been able to help more children get to and from school, and help families access medical care, thanks to two minibuses purchased by Whitehaven Coal.
- The **Girls Academy at Gunnedah High School**, which aims to increase school attendance, advance academic and personal achievement, improve Year 12 graduation rates, and facilitate post-school transition planning. Thanks to engagement with the program, students at the Girls Academy now have a higher attendance rate than the broader Gunnedah High School student body.
- The **Clontarf Foundation**, which aims to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander boys and men, using football as a means to attract, reward and help keep them in school. With our support, Clontarf has been established at Narrabri High School.
- The **Nandewar Wedgetails** (Narrabri) and **Gomerioi Roos** (Gunnedah) teams, which compete at the Annual Koori Rugby League Knockout. Whitehaven Coal has also sponsored the Australian Indigenous Oztag squad at the last two World Cups, encouraging active and healthy lifestyles among young people.

Employment

Our Indigenous Employment Strategy continues to help transform and empower the lives of local Indigenous men and women through meaningful and well-paid work. We are proud to have achieved the ambitious goals we set back in 2015, including:

- 214 Indigenous employees in FY18, approximately 12% of our total workforce, including:
 - 97 Indigenous people employed at Maules Creek, around 14% of the workforce
 - Four Indigenous apprentices.

As a result, in FY18, approximately \$22.5 million in salaries and wages flowed back into local communities through members of our workforce who identify as Indigenous.

We are also building understanding among our workforce through cultural awareness training delivered by our partners at Winanga-Li to new starters and existing employees, and by hosting and participating in events to mark National Reconciliation Week and NAIDOC Week.

Our Indigenous employment program at Maules Creek has been recognised by the NSW Minerals Council as 'best in class' and was included as a case study in the Prime Minister's 2017 *Closing the Gap* report. Building on its success, we will continue the Maules Creek Pre Employment Program and replicate it for any new mining projects.

"Indigenous engagement at Whitehaven is focused on bringing about lasting intergenerational change through initiatives from the classroom, to the local workforce and out into the community."

Paul Flynn

Managing Director and CEO
Whitehaven Coal

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Top: Whitehaven is proud to sponsor the Gomeri Roos.

Right: Wayne Griffiths (Centre Manager, Winanaga-Li), Karen Mundine (CEO, Reconciliation Australia), Steve Gal (Director, Regional Coordination, Aboriginal Affairs NSW), Alira Tafui (Chairperson, Gomeri Narrabri Aboriginal Corporation), Paul Flynn (CEO and Managing Director, Whitehaven Coal) at the launch of Whitehaven's second Reconciliation Action Plan.

Procurement

We are committed to working with new and developing local businesses, and in FY18, we spent \$2.27 million with 22 Indigenous businesses for goods and services ranging from on-site training to office supplies.

In 2018 we held the first of our procurement and tendering workshops to help local Indigenous businesses build capacity to work in partnership with Whitehaven Coal.

We are also working with our major contracting companies and suppliers to encourage support for Indigenous employment and business development within their spheres of influence. Importantly, during 2019 we will implement an Indigenous Procurement Policy to formalise our efforts to encourage suppliers to build their own Indigenous workforce, as well as continue to guide our own interactions with Indigenous businesses.

We will remain a key participant in the Minerals Council of Australia's Indigenous Relations Working Group. Our Indigenous procurement commitment has been highlighted by the NSW Minerals Council, Aboriginal Affairs NSW (OCHRE Report), and the NSW Small Business Commission.



"Whitehaven's been so supportive, especially for Indigenous people. It's been really positive only because I've worked in other areas where the commitment to employ Indigenous people has been there but no one has ever done it. Whereas coming to Whitehaven, it wasn't just to have black faces."

Darrin Trindall

Plant Operator, Maules Creek Mine

"A lot of Aboriginal people are getting some gainful employment out at Whitehaven Coal on the Maules Creek site and their whole lives have turned around a fair bit. Generational change is about people having an opportunity to do something different in their lives. The beauty of that concept is it opens the door for people to rebuild and reshape their lives."

Wayne Griffiths

Centre Manager, Winanaga-Li Aboriginal Child & Family Centre



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