

# **STRETCH** **RECONCILIATION** **ACTION PLAN**



January 2018 – December 2020

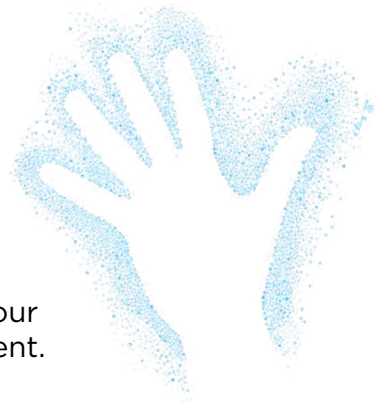


**WHITEHAVEN COAL**



# Acknowledgment of country and traditional owners

Whitehaven Coal acknowledges the Traditional Owners of this land, recognising their connection to land, waters and community. We pay our respects to Australia's First Peoples, and to their Elders past and present.

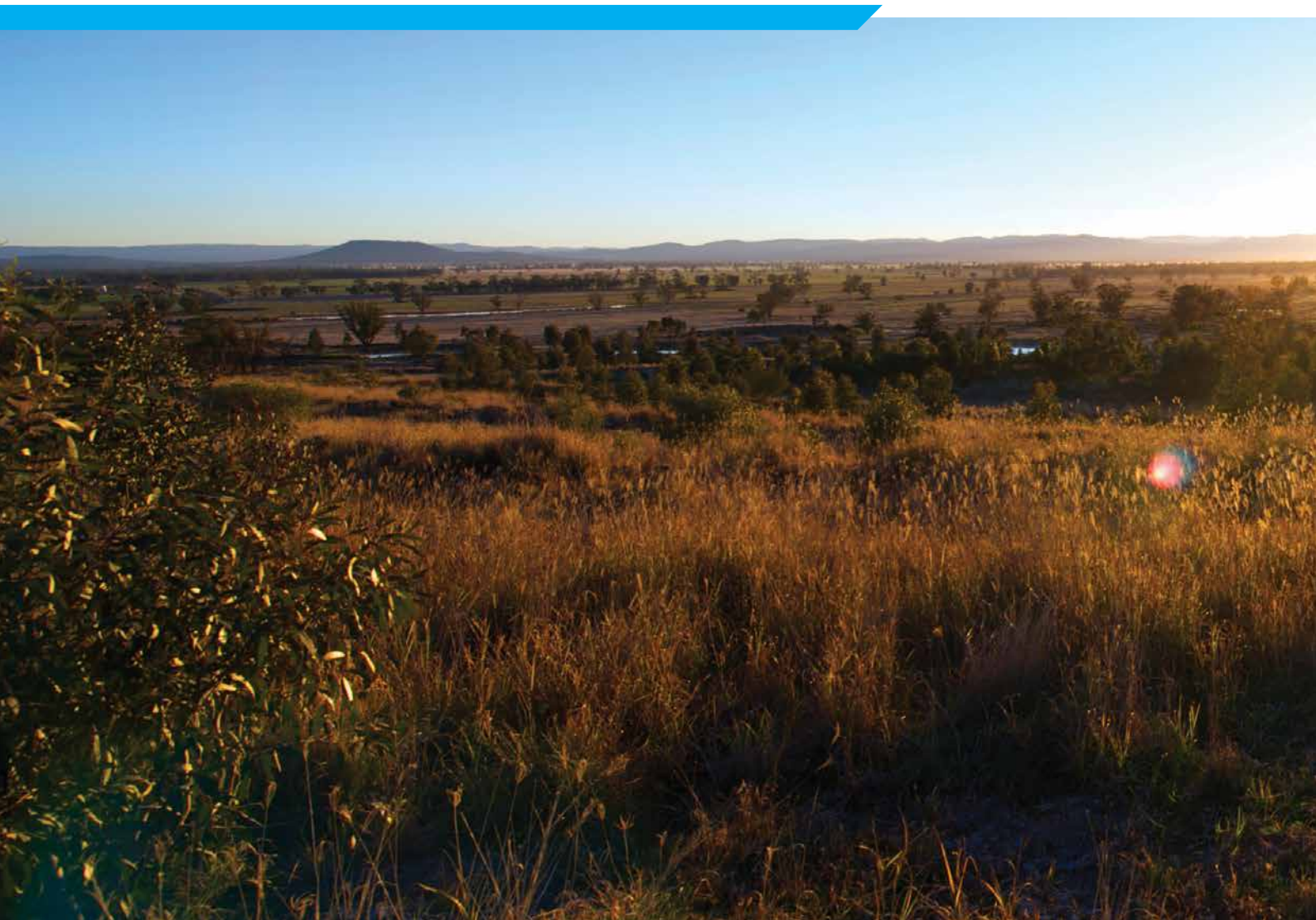


## Artwork

Artworks featured throughout this plan include images iconic to Aboriginal people in the Gunnedah region – *Hand Stencils*, *Emu* and *Kangaroo Footprints*, and *Emu in the Sky (Gawurragii)* were produced by local Gomeroi\* artist Ronny Long under commission for Whitehaven Coal.

The emu has a special place in Aboriginal lore and stories. The Emu appears in the Milky Way during May. Its neck slowly moving down in the night sky is an indicator that the male emu is on the nest taking care of his eggs. When emu chicks emerge their father will be their main provider and protector and he will work with their mother to raise them.

(\*Kamilaroi, Gamilaroi and Gamilaraay are also used in the area)





# Whitehaven Coal's vision for Reconciliation

Our vision for Reconciliation is an Australia that affords equal opportunities to all. Whitehaven Coal will ensure that Aboriginal and Torres Strait Islander people feel welcome in our businesses as employees, suppliers and visitors. We will know that we have succeeded when we have a workplace that is reflective of the communities which host our operations.

Whitehaven Coal acknowledge Aboriginal and Torres Strait Islander peoples as the First People of Australia. We recognise the important contribution from Aboriginal and Torres Strait Islander peoples in our nation's history and in its future successes. We recognise the

challenges many Aboriginal and Torres Strait Islander peoples continue to face and to this end Whitehaven Coal commits to supporting and encouraging the development, growth and enhancement of relationships with Aboriginal and Torres Strait Islander peoples.

Whitehaven Coal want to achieve this through effective and open communication underpinned by a mutual respect and understanding of each other's concerns and reasonable expectations. Whitehaven Coal envisage working in partnership with Aboriginal and Torres Strait Islander peoples to improve employment and economic opportunities therefore creating a stronger future together.

We will work in partnership with Aboriginal and Torres Strait Islander communities and our workforce to achieve our vision for reconciliation.



# Reconciliation Action Plan

I am pleased to present Whitehaven Coal's second Reconciliation Action Plan (RAP).

As a proudly Australian company that calls the Gunnedah Basin home, Whitehaven Coal values local communities and is keen to ensure benefits from our operations continue to accrue locally – including to Aboriginal and Torres Strait Islander communities. Our RAP outlines the initiatives that support our commitment to Aboriginal and Torres Strait Islander peoples and organisations, and indicates where we want to make a sustainable and positive difference.

Since we launched our inaugural RAP in September 2015, we have achieved significant progress, moving from an 'Innovate' to a 'Stretch' RAP. This progress has included the creation of 80 new jobs filled by Indigenous people at our Maules Creek mine. Around 11% of Whitehaven's total workforce self-identify as Aboriginal and/or Torres Strait Islander people and we estimate that over \$10m in annual salaries are flowing through our Indigenous workforce back into local communities. Pleasingly, our Indigenous employment program at Maules Creek was recognised by the NSW Minerals Council as 'best in class' within the industry and was included as a case study in the Prime Ministers Closing the Gap report for 2017. Moving forward we will look to replicate these employment successes at any of our future mining projects.

Whitehaven's approach goes beyond direct employment. We support programs that facilitate access to education from kindergarten through to university and mature age. These include the Winanga-Li Aboriginal Child and Family Centre in Gunnedah, which was the first of nine Aboriginal Child and Family Centres to open its doors in NSW, and our partnership with The Girls Academy, which will assist Gunnedah High School participants on a pathway to tertiary education and/or securing long term employment, as well

as our own Whitehaven Coal pre-employment program. Our intergenerational commitment to educational outcomes reflects the legacy of our long life mining projects. In time our workforce will include the children and grandchildren of our current Aboriginal and Torres Strait Islander workers.

Our commitment to assisting new and developing local Aboriginal and Torres Strait Islander businesses continues to progress and moving forward we are working with our major contracting companies and suppliers to encourage support for Aboriginal and Torres Strait Islander employment and business development within their spheres of influence. Whitehaven's Aboriginal and Torres Strait Islander business procurement commitment was highlighted in case studies for the NSW Minerals Council, Aboriginal Affairs NSW (OCHRE Report), and the NSW Small Business Commission. I am pleased that Whitehaven Coal continues to be represented on the NSW Industry Based Agreement for the Minerals Industry to actively promote Aboriginal and Torres Strait Islander business development.

Our successes in the areas of Health, Education, Employment and Procurement are making a difference in the lives of Aboriginal and Torres Strait Islander people. We look forward to continuing to strengthen our relationships and finding opportunities to grow with our local Aboriginal and Torres Strait Islander communities and suppliers.



**PAUL FLYNN**

Managing Director and CEO  
Whitehaven Coal



# About Whitehaven Coal and our role in the community

Whitehaven Coal is Australia's largest independent coal producer and the leading coal producer in North West New South Wales.

We operate five open cut mines at Maules Creek, Tarrawonga, Werris Creek, Rocglen and Sunnyside, one underground mine at Narrabri, and are developing the open cut Vickery project. We have four office locations: Sydney, Newcastle, Gunnedah and Tokyo. Our overall workforce is more than 1,400 strong, with around 75 per cent of our employees living in the local communities around where our operations are based.

These sites produce metallurgical and thermal coal primarily bound for export markets in North and South Asia.

Whitehaven strives for operational excellence. In 2016 our Maules Creek operation was awarded the NSW Minerals Council Mining Operation of the Year.

## Economic contribution

Over the last five years Whitehaven Coal has contributed \$1 billion to the North West NSW region.

Our overall workforce will continue to increase over the next five years. Around 75% of our workforce is drawn from the communities which surround our mines. Whitehaven aims for an inclusive workplace that welcomes people from diverse backgrounds that reflect diversity of gender, culture, experience and skills.

## Supporting local communities

As the largest employer in our local region, Whitehaven Coal is proud of its long-standing community links in North West NSW. Our operations work with 350 local businesses and suppliers, spend around \$200 million locally, committed \$6 million to local infrastructure and service upgrades and made 90 charitable grants, donations and sponsorships to community groups and worthy local causes for programs supporting health, education, representative level Indigenous sport and whole of community benefit.

## Aboriginal and Torres Strait Islander employment

Whitehaven Coal believes in helping local communities grow and ensuring that benefits flowing from our operations accrue locally. This is especially the case when it comes to supporting Aboriginal and Torres Strait Islander communities. Around 11% of our workforce self-identify as Aboriginal or Torres Strait Islander people and we remain focused on maintaining this level of representation which is reflective of local demographics.

As part of the Maules Creek employee recruitment process, Whitehaven adopted a policy to grow Aboriginal and Torres Strait Islander participation in the workforce. Our Aboriginal Employment Strategy was recognised by the NSW Minerals Council, winning the 2016 Community Excellence in Aboriginal Employment and Enterprise Development Award.

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# Our RAP

Whitehaven Coal launched its inaugural Innovate RAP in August 2015 with aims to deepen our understanding, relationships, and opportunities with local Aboriginal and Torres Strait Islander people. This Stretch RAP is the next step in our journey and builds on the following activities which were recommended in our previous 2015-17 Innovate RAP.



## Success – Growth and lessons learned from our Innovate RAP

Our Innovate RAP allowed us to develop, test new and innovative approaches. We now have embedded the RAP and associated programs into our organisations everyday operations. A commitment to our focus areas of Health, Education, Employment and procurement are making a difference in the lives of local Aboriginal people.

### **Native Title Agreement signed and we are continuing to work closely with Native Title Claimants**

In 2015 Whitehaven Coal concluded a Native Title agreement with Gomeroi Native Title Applicants who represent the Aboriginal people of North West NSW. The agreement will see Whitehaven continue to work with the local Gomeroi people to create jobs and a better future for Aboriginal and Torres Strait Islander people.

### **Formal relationship with two Native Title Groups – Gomeroi Pty Ltd and Gomeroi Narrabri Aboriginal Corporation**

Both Native Title parties in partnership with Whitehaven are providing social, cultural, and economic outcomes for Aboriginal communities in the Gomeroi Nation.

### **Sponsorships and donations granted**

Our sponsorships and donations extend from sporting, educational, and health fields. Major donations to Winanga-Li Aboriginal Children and Family Centre of \$70,000 for the purchase of two minibuses to transport children to and from school at Gunnedah and Narrabri. \$50,000 to the establishment of the Girls Academy at Gunnedah High

School, \$10,000 to the Indigenous Arts and Literacy Program, and continued support of the Gomeroi Roos Rugby League team to attend the Koori Knockout and Elders Olympics team.

### **Aboriginal Employment Strategy developed and implemented**

Whitehaven Coal is an industry leader with 11% of our workforce identifying as Aboriginal and Torres Strait Islander, which is reflective of the composition of the communities in which we work.

### **Pre-Employment Program developed and initiated**

Two successful pre-employment programs have been run at our Maules Creek operation giving participants a chance to experience mining life while learning about employment conditions, healthy lifestyles, and financial management.

### **Developed and implemented a Cultural Protocols document**

All major corporate events commence with a Welcome to Country, including the official opening of the Maules Creek mine performed by local Gomeroi Elders and opening of our Annual General meeting by Metro Local Aboriginal Land Council Elders.

### **Executive Team cultural awareness and immersion program delivered by local Elder**

Our Executive Team heard from Len, a local Kamilaroi man, who spoke about his life on an Aboriginal Mission and his passion about spreading the message of building relationship through understanding, difference, respect and acceptance.

### **Support for several NAIDOC functions throughout the region including on site BBQs with guest speakers**

Gomeroi knowledge holders and community leaders Greg Griffiths and Craig Trindall were guest speakers at our respective NAIDOC BBQ's at Maules Creek and Narrabri Underground.

### **Support and attendance for National Reconciliation Week**

Programs for National Reconciliation Week at Gunnedah, Narrabri and Quirindi sent from our CEO via email to all staff. Donations were provided for local National Reconciliation Week events.

### **Commissioned Aboriginal Artworks for corporate offices and publications**

Artworks commissioned from local artist Ronny Long are on display in our corporate office at Gunnedah and throughout corporate publications.

### **Working with 30 Aboriginal businesses**

Ongoing work with Local Aboriginal Land Councils, Cultural Heritage practitioners, rehabilitation and fencing with Native Title Groups continue to provide opportunities for Aboriginal people. We continue to engage the training services of Aboriginal owned business Open Cut Training at our Maules Creek operation. More recently we have entered into an arrangement with Cultural Choice Office Supplies for the supply of stationery and other office sundries across the Whitehaven group.

### **Lessons learned – Diversity within Aboriginal groups, communities and companies**

Aboriginal people are not a homogenised people, there is diversity within and between Aboriginal and Torres Strait Islander people and communities. There are a multitude of social, political, and cultural views and opinions.

We continue to work with a various Aboriginal communities and have listened to the community and acted to achieve the best mutually beneficial outcome.



# Case studies

## Native Title – Gomeroi Nation

In 2015 Whitehaven Coal concluded a Native Title agreement with Gomeroi Native Title Applicants who represent the Aboriginal people of North West NSW. The agreement will see Whitehaven continue to work with the local Gomeroi people to create jobs and a better future for Aboriginal and Torres Strait Islander people.

“We are committed to working with Whitehaven Coal to create jobs and economic opportunities for Aboriginal people,” said Gomeroi Native Title Applicant Alf Priestly.

“As a result of the partnership agreement we have signed today, we will continue to see Aboriginal people given the opportunity to find meaningful, steady employment close to home. This is really good news and it is just the beginning,” Mr Priestly said.

Whitehaven CEO, Paul Flynn, noted this agreement was the next step Whitehaven’s ongoing engagement with the local Aboriginal and Torres Strait Islander Community. This is a very significant milestone. We have engaged very closely with the Gomeroi people to finalise this important agreement, and I know it will go a long way to making a real difference in this community.

I’m particularly proud this agreement outlines more ways we can work with the local Aboriginal and Torres Strait Islander community to create jobs both at the mine and with our contractors.

“By providing real, long-term training and employment opportunities to local Aboriginal people, Whitehaven is making a genuine contribution to addressing Indigenous disadvantage and dislocation,” Mr Flynn said.

The Agreement will see the Gomeroi Native Title Applicants work with Whitehaven to meet Whitehaven’s goal of maintaining 10 per cent employment of Aboriginal people at the Maules Creek mine. It also outlines how the groups will work together on cultural heritage activities and improving communications between the two groups.

**“BY PROVIDING REAL, LONG-TERM TRAINING AND EMPLOYMENT OPPORTUNITIES TO LOCAL ABORIGINAL PEOPLE, WHITEHAVEN IS MAKING A GENUINE CONTRIBUTION TO ADDRESSING INDIGENOUS DISADVANTAGE AND DISLOCATION.”**





## Cultural awareness and understanding

Whitehaven Coal's senior leadership team marked National Reconciliation Week by taking part in a country cultural immersion day.

Following the launch in 2015 of the company's Reconciliation Action Plan, executives took part in a day of activities in Tamworth during National Reconciliation Week.

Each year National Reconciliation Week (NRW) celebrates and builds on the respectful relationships shared by Aboriginal and Torres Strait Islander people and other Australians. The theme for NRW 2016 was *Our History, Our Story, Our Future*.

The cultural immersion day was organised by the Warra-Li Aboriginal Resource Unit with the key presenter being Aboriginal Educator and Elder Len Waters. Sites visited on the day included Wave Rock and a traditional rock art site.

The executive team also heard from Len, a Kamilaroi man, who spoke about his life on an Aboriginal Mission and his passion about spreading the message of building relationship through understanding, difference, respect and acceptance.

## Employment

Whitehaven Coal's vision is to be Australia's leading independent coal company.

The company is growing its local community-based workforce to over the next five years and we are the leading private sector employer in North West NSW. We take great pride that Whitehaven started in the Gunnedah Basin and that we focus on employing a local workforce wherever possible. As a consequence, we believe that the best way we can assist improve the lives of Aboriginal and Torres Strait Islander people is by offering the opportunity of stable, long-term employment. Across our entire business 11% self-identified as Aboriginal or Torres Strait Islander and we remain focused on maintaining this figure as a minimum.

Whitehaven has made a commitment that our Maules Creek workforce which operates on Gomeroi country will contain at least 10% Aboriginal and Torres Strait Islander people, reflecting the local population as a whole. This voluntary goal highlights our view that employment is an essential basis for improving Aboriginal and Torres Strait Islander people's lives. During early recruitment at Maules Creek we are already exceeding our voluntary target, with 12% of the Maules Creek workforce being Aboriginal or Torres Strait Islander people.

### **NSW Minerals Council Award winner: Whitehaven's Coal's Aboriginal Employment Strategy at the Maules Creek Mine**

Our focus on employing our workforce from the local communities was acknowledged in the 2016 NSW Minerals Council Health, Safety, Environment and Community Conference Awards where Whitehaven was named winner in the Community Excellence in Aboriginal Employment and Enterprise Development category.

"As always, our awards entrants were all of a very high calibre, demonstrating mining's commitment to innovative approaches to solving problems and the pursuit of excellence," NSW Minerals Council CEO Stephen Galilee said. "These awards are an important part of our industry's continuous improvement and will deliver improved outcomes for our workforce and their local communities."

## Education and training

Education and training continues to be a focus area with engagement and programs that can address issues affecting Aboriginal and Torres Strait Islander people within the region.

We believe that the best way we can assist to improve the lives of local Aboriginal and Torres Strait Islander people is by offering the opportunity of stable, long-term employment and by supporting access to education from kindergarten through to university and mature age.

The Girls Academy commenced at Gunnedah High School in 2017 with financial contribution from Whitehaven Coal. In making this contribution Whitehaven acknowledges the important educational outcomes that the Academy

is endeavouring to achieve, in particular the emphasis on the “Big 4” objectives of the program which are to increase school attendance, advance academic and personal achievement, improve year 12 graduation rates, and facilitate post-school transition planning.

The Girls Academy continues to make a significant effort with the ongoing success of the program delivery. Whitehaven looks forward to working closely with The Girls Academy to deliver mutually beneficial outcomes.







## **Investigate opportunities to support Aboriginal and Torres Strait Islander economic development**

In 2016 Whitehaven Coal's General Manager of Procurement met with the NSW Indigenous Chamber of Commerce to discuss awareness and opportunities for Whitehaven to establish business relationships with Indigenous businesses.

As a result of these meetings, Whitehaven identified an opportunity to work with Cultural Choice Office supplies for supply of stationery and general office supplies to the Whitehaven group, and subsequently signed a contract in late 2016.

Cultural Choice Office supplies is a certified Supply Nation business, and was formed by Mark and Jodie Watson. Mark is a Gamilaroi man from Walgett in northern NSW.

# Moving forward under this Stretch RAP

Whitehaven Coal's relationship with the Aboriginal and Torres Strait Islander communities in our region has significantly strengthened over the last three years.

There have been major steps forward with communication of the company's direction and the long term relationship that is needed with the Aboriginal and Torres Strait Islander communities to achieve shared goals.

**Our RAP is built on our values of:**

**Respect**

**Integrity**

**Commitment**

**Teamwork**

Whitehaven's efforts continue to focus on practical and meaningful engagement and programs that can address issues affecting Aboriginal and Torres Strait Islander peoples within the region.

**We are progressing programs in a number of areas which can broadly be categorised under:**

**Employment**

**Education & Training**

**Cultural Awareness & Understanding**

**Health**

**Economic Development & Potential Partnerships**

Our RAP was developed in consultation with local Registered Aboriginal Parties and driven internally by our RAP working group. The consultation undertaken included a broad mail out of our draft RAP to Registered Aboriginal Parties associated with Whitehaven Coal. Our draft RAP was placed on Whitehaven Coal website for review and comment. Additionally a dedicated phone line was allocated to receive feedback from interested parties.



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# RAP working groups

The RAP Working Group is comprised of a cross section of Whitehaven's leadership and our Aboriginal Community Relations Officer. The Working Group is responsible for championing development and implementation of our RAP.

- ☐ **CEO and Managing Director – (RAP Working Group Chairperson)**
- ☐ **Executive General Manager – Operations**
- ☐ **Chief Financial Officer**
- ☐ **General Manager – Health, Safety, Environment and Communities**
- ☐ **General Manager – Procurement**
- ☐ **Group Manager – Community Relations and Property**
- ☐ **Senior Human Resources Consultant**
- ☐ **Communications Officer**
- ☐ **Aboriginal Community Relations Officer**



# Relationships



Whitehaven Coal commits to supporting and encouraging the development, growth and enhancement of relationships with Aboriginal and Torres Strait Islander peoples through effective and open communication underpinned by a mutual respect and understanding of each other's concerns and reasonable expectations.

Action	Driven by	Timeline	Target
<b>1.1 Promote our RAP to employees and external stakeholders</b>	RAP Working Group Chair, supported by the RAP Working Group	March and September 2018, 2019 & 2020  April and October 2018, 2019 & 2020  Review December 2020	Engage senior leaders in the delivery of RAP outcomes  Communicate the importance and benefits of our RAP to stakeholders through internal and external digital communication forums  Promote reconciliation through ongoing active engagement with all stakeholders
<b>1.2 Drive, monitor and report on achievements and learnings</b>	RAP Working Group Chair, supported by the RAP Working Group	January 2018  January 2018  January 2018, 2019 & 2020  March & September 2018, 2019 & 2020  October 2018, 2019 & 2020	Oversee development, endorsement and launch of our 2018-2020 RAP  RAP Working Group meet quarterly to monitor and track the progress of Whitehaven Coal's RAP  Ensure Aboriginal and Torres Strait Islander peoples are represented in the RAP Working Group  RAP Working Group meet monitor and track the progress of actions and commitments  Publicly report progress via our Annual Report, internal and external digital communication forums and to Reconciliation Australia
<b>1.3 Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, organisations and communities</b>	Aboriginal Community Relations Officer	June 2018, 2019 & 2020	Refresh and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders, including: <ul style="list-style-type: none"> <li>• Maintaining a register of key Aboriginal and Torres Strait Islander contacts with which we will build strong relationships</li> <li>• Confirm guiding principles for engagement</li> <li>• Meeting with stakeholders including Native Title Groups, Local Aboriginal Land Councils, and Registered Aboriginal Parties at least twice per year to maintain strong relationships through formal and informal partnerships which build on capacity</li> </ul>
<b>1.4 Provide opportunities for employees to support and celebrate National Reconciliation Week (NRW)</b>	RAP Working Group Chair, supported by the RAP Working Group	May 2018, 2019 & 2020	Promote NRW and Whitehaven's corporate NRW events via internal communication channels  Hold at least three internal corporate NRW event each year  Register all NRW events on the Reconciliation Australia website  Identify opportunities to support and participate in external NRW events in the regions where we operate  Ensure our nominated RAP Working Group participants are represented in 3 external NRW events each year





Whitehaven Coal are committed to a workplace that encourages and values shared understanding and respect through listening, learning, and understanding. We will continue to work in partnership with Aboriginal and Torres Strait Islander communities to support our workforce and to deliver the message of reconciliation and its importance to the effective operation of our business.

Action	Driven by	Timeline	Target
<b>2.1 Promote and support celebration of NAIDOC Week</b>	RAP Working Group Chair, supported by the RAP Working Group	July 2018, 2019 and 2020	<p>Promote NAIDOC Week and Whitehaven's corporate NAIDOC events via internal communication channels</p> <p>In consultation with Aboriginal and Torres Strait Islander stakeholders, hold at least one internal corporate NAIDOC event each year with guest speakers from the local Aboriginal community</p> <p>Identify opportunities to support and participate in NAIDOC events in the regions where we operate</p> <p>Support all staff to participate in NAIDOC Week events in the local community</p> <p>Provide the opportunity for Aboriginal and Torres Strait Islander staff in Whitehaven Coal corporate offices to attend local NAIDOC events</p> <p>Review HR procedures and policies to ensure there are no barriers to Aboriginal and Torres Strait Islander employees participating in NAIDOC Week events</p> <p>In consultation with Aboriginal and Torres Strait Islander stakeholders, hold an on-site BBQ(s) at an operating site each year with guest speakers from the local Aboriginal community</p> <p>Encourage staff and senior leaders to participate in external NAIDOC events in the regions where we operate</p>
<b>2.2 Deliver Cultural Awareness Training to increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements</b>	Aboriginal Community Relations Officer, supported by Group Manager - Community Relations and Property, and Senior Human Resources Consultant	<p>April 2018</p> <p>January 2018 to December 2020</p> <p>May 2018, 2019 &amp; 2020</p> <p>July 2018, 2019 &amp; 2020</p>	<p>Review and maintain Cultural Awareness Training Strategy for target groups of Executives, Senior Management and the broader workforce</p> <p>Cultural Awareness Training delivered to 90% ('500 plus) workforce including staff and contractors via face to face generic induction and refresher training</p> <p>This number may change to cyclical nature of the industry</p> <p>10 per year (MMEs/Group Managers in 2018, 9 General Managers in 2019 and 6 Execs in 2020) participate in on country cultural immersion day and/or face to face workshops with local Traditional Owners</p> <p>Distribute information about Reconciliation Australia's "Share Our Pride" website to employees</p>





Action	Driven by	Timeline	Target
<b>2.3 Communicate the significance of Aboriginal and Torres Strait Islander cultural protocols to ensure there is appropriate recognition at significant corporate events</b>	Aboriginal Community Relations Officer, supported by Group Manager - Community Relations and Property	January 2018	Review and maintain Whitehaven's Aboriginal and Torres Strait Islander cultural protocols, including commitments to include a Welcome to Country and Acknowledgement of Country at significant corporate events
		January 2018	Ensure our Executive Team implement our Aboriginal and Torres Strait Islander cultural protocols, including the requirements of Acknowledgement of Traditional Owners of the land and a Welcome to Country during significant events such as company AGM, opening of new mines and other major company events
		October 2018, 2019 and 2020	Invite a local community representative and/or Elder to provide a Welcome to Country at 4 of events each year, including our AGM
		January to December 2018, 2019 and 2020	Encourage staff to provide an Acknowledgement of Country at the commencement of internal meetings.
		January 2018	Develop a protocol document detailing local protocols for areas in which we operate.
		January 2018	Maintain a register of key contacts for performing a Welcome to Country
		May 2018	Install an Acknowledgment of Country plaque in our corporate offices
<b>2.4 Demonstrate appreciation of Aboriginal and Torres Strait Islander artwork</b>	Aboriginal Community Relations Officer, supported by Communications Officer	June 2018, 2019 & 2020	Commission an Aboriginal and/or Torres Strait Islander artist to produce artworks to be displayed in Corporate office(s) and publications
<b>2.5 Increase presence of Aboriginal and Torres Strait Islander peoples and cultures in corporate documents</b>	Communications Officer, supported by Aboriginal Community Relation Officer	July 2018, 2019 & 2020	Develop key messages and source additional Aboriginal and Torres Strait Islander images for corporate communications
		March 2018	Consult with Aboriginal and Torres Strait Islander employees around culturally appropriate marketing material to promote Whitehaven Coal as an employer and business partner of choice
<b>2.4 Support young people to engage with reconciliation</b>	Aboriginal Community Relations Officer supported by Group Manager - Community Relations and Property	June 2018, 2019 & 2020	Encourage local schools and early learning services to create a RAP with the Narragunnawali: Reconciliation in Schools and Early learning platform

# Opportunities



Whitehaven Coal aim to be inclusive and encourage Aboriginal and Torres Strait Islander employment and economic development opportunities within the regions where we operate. Our commitments in areas of employment, procurement, education and health are focussed on making a difference in the lives of Aboriginal people and enhancing Whitehaven Coal's business.

Action	Driven by	Timeline	Target
<b>3.1 Review and maintain Aboriginal and Torres Strait Islander Employment Strategy</b>	Senior Human Resources Consultant, supported by Aboriginal Community Relations Officer	January 2018, 2019 & 2020	Review Aboriginal and Torres Strait Islander Employment Strategy to ensure it continues to effectively address attracting, developing and retaining suitable applicants, removal of employment barriers, and capturing and utilising employment and diversity data
		November 2018, 2019 & 2020	Engage with Aboriginal and Torres Strait Islander employees and Native Title Claimant Groups to identify opportunities to enhance implementation of our Aboriginal and Torres Strait Islander Employment Strategy
		January 2018 to December 2020	Communicate Aboriginal and Torres Strait Islander employment initiatives and encourage applications by including "Aboriginal and Torres Strait Islander peoples are encouraged to apply" and utilising Local Aboriginal Land Councils and ourmob.com.au to promote opportunities
		January 2018, 2019 & 2020	Support informal peer mentoring networks to assist with development and retention of Aboriginal and Torres Strait Islander workers
		January 2018 to December 2020	Maintain 10% Aboriginal and Torres Strait Islander employment within the Maules Creek workforce and replicate this level at new mining projects
<b>3.2 Expand pathways to employment for Aboriginal and Torres Strait Islander peoples</b>	Senior Human Resources Consultant, supported by Aboriginal Community Relations Officer	January 2018 to December 2020	Work with educational institutions to expand pathways into employment, including direct entry from school, skilled employment and training opportunities, higher education, and increasing enrolments in the fields of study most relevant to the mining industry  2 Apprenticeships filled by an Aboriginal or Torres Strait Islander person
		January 2018 to December 2020	Continue Maules Creek Pre Employment Program and replicate for any new mining projects
<b>3.3 Investigate opportunities to support Aboriginal and Torres Strait Islander economic development</b>	General Manager – Procurement, supported by Aboriginal Community Relations Officer, supported by Chief Financial Officer	November 2018, 2019 & 2020	Develop a list of key Aboriginal and Torres Strait Islander contacts with which Whitehaven Coal will build strong relationships  Organise to meet with identified peoples, organisations and communities at least twice per year to maintain a strong relationship
		November 2018, 2019 & 2020	Hold at least one Aboriginal and Torres Strait Islander procurement and tendering workshop in the regions where we operate each year
		November 2018, 2019 & 2020	Maintain a register of Aboriginal and Torres Strait Islander businesses through which we can procure goods and services
		September 2018, 2019 & 2020	Secure goods and services from 5 Aboriginal and Torres Strait Islander businesses per year. Review annually for procuring goods and services from Aboriginal and Torres Strait Islander owned businesses
<b>3.4 Provide sponsorships and donations that support local Aboriginal and Torres Strait Islander communities</b>	Group Manager – Community Relations and Property, supported by Aboriginal Community Relations Officer	March 2018, 2019 & 2020	Review and promote Sponsorships and Donations Policy implementation to ensure it supports local Aboriginal and Torres Strait Islander communities in the areas of educations, health, representative level Indigenous sport and whole of community benefit



# Tracking progress



Action	Driven by	Timeline	Target
<b>4.1 Review and report on RAP progress</b>	Aboriginal Community Relations Officer, supported by Group Manager – Community Relations and Property, and Communications Officer	September 2018, 2019 & 2020  September 2018, 2019 & 2020  May 2018, & 2020	Publicly report RAP progress through internal and external digital communication forums and to Reconciliation Australia  Complete RAP Impact Questionnaire for Reconciliation Australia  Investigate participation in the RAP Barometer
<b>4.2 Develop our next RAP</b>	Driven by RAP Working Group Chair, supported by the RAP Working Group	June 2020  December 2020	Liaise with Reconciliation Australia to draft a new RAP based on learnings, achievements and challenges from current RAP  Send draft RAP to Reconciliation Australia for formal feedback and endorsement







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ISSUED JANUARY 2018