



## **PEABODY AUSTRALIA – COMMUNITIES OF INTEREST STANDARD**

PA-ENV-STD-EN03 - Communities of Interest Sta.docx

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## 1 Background

The Minerals Council of Australia (MCA) has adopted *Towards Sustainable Mining* (TSM), a globally recognised accountability framework which supports minerals companies evaluating, managing and communicating sustainability performance.

TSM contains an *Indigenous and Community Relations Protocol* which sets out indicators and criteria for engaging with Communities of Interest (COI). Other protocols with TSM, specifically those relating to Biodiversity Conservation Management, Climate Change, Tailings Management and Water Stewardship, also contain requirements relating to engagement with COI.

Peabody Energy Australia (Peabody) is a member of the MCA and has adopted the TSM. This standard sets out the requirements Peabody's Australian operations must implement relating to engagement with COIs.

## 2 Purpose

The purpose of this framework is to set out the minimum requirements relating to engagement with COIs for all Australian operations.

This framework has been designed to ensure Australian operations implement the following indicators within the Indigenous and Community Relations Protocol:

- Community of Interest Identification (Indicator 1).
- Effective COI Engagement and Dialogue (Indicator 2).
- The aspects of Effective Indigenous Engagement and Dialogue (Indicator 3) which do not specifically relate to cultural heritage management.
- Community Impact and Benefit Management (indicator 4).
- COI Response Mechanism (Indicator 5).

Aspects of Indicator 3 – Effective Indigenous Engagement and Dialogue which relate to cultural heritage management are addressed in the Australia Standard for Cultural Heritage Management (PA-ENV-STD-EN04)

In addition, this standard incorporates requirements relating to COI contained in the Biodiversity Conservation Management, Climate Change, Tailings Management and Water Stewardship protocols.

## 3 Scope

This standard applies to all operations in Queensland (Qld) and New South Wales (NSW):

- Centurion (Qld);
- Coppabella (Qld);
- Metropolitan (NSW);
- Moorvale (Qld);
- Moorvale South (QLD);
- Wambo Coal Mine (NSW); and
- Wilpinjong (NSW).

Where a condition of approval or legislative requirement imposes a potentially conflicting or more onerous obligation on the operation those shall prevail.

Where relevant, this standard should be read in conjunction with Peabody’s Australian Indigenous Peoples Policy Statement (IPPS), the Australia Standard for Cultural Heritage Management (PA-ENV-STD-EN04) and any project or approval specific community consultation requirements that may exist for each individual operation.

## 4 Commitment

Peabody commits to engaging respectfully with communities across all its Australian operations, contributing to their socio-economic development, and seeking to identify and mitigate actual and potential impacts directly affecting communities.

Peabody further commits to engaging meaningfully and respectfully with Indigenous communities across all its Australian operations, aiming to build respectful relationships. Peabody is seeking to ensure Indigenous people have equitable access to opportunities relating to its operations, and will aim to contribute to sustainable benefits for affected Indigenous communities. For all new operations, Peabody is aiming to achieve Free, Prior and Informed Consent (FPIC) of directly affected Indigenous people before proceeding with development and to continue this dialogue to maintain agreed outcomes.

## 5 Requirements

5.1 Community Planning		
#	Requirement	TSM REF
1	All Australian operations must prepare and maintain a Community Plan addressing the requirements set out in sections 4.2 to 4.6 below.  <i>Notes: Where multiple operations substantially share the same COI a joint community plan may be prepared.</i>	
2	All operations must assign personnel with responsibilities for developing, implementing and reviewing all aspects of the community plan.  The community plan must be endorsed by the operations’ General Manager.	4.B.2
3	The community plan must be reviewed with senior management and/or Peabody’s Global Head of Sustainability at least annually.  In addition, relevant aspects of the Community Plan must be reviewed with affected COIs at least five yearly.	1.A.3 2.A.2 4.A.11
4	All operations must report regularly on their implementation of the community plan to the Australian Leadership Team (ALT) and/or Peabody’s Global Head of Sustainability. The operation must determine the frequency of reporting.	

5	<p>Implementation of community plans must be disclosed annually to the public. Disclosure must include:</p> <ul style="list-style-type: none"> <li>• The types of engagement that has occurred during the period, including topics or themes addressed.</li> <li>• Community benefit contributions.</li> </ul> <p>Public disclosure may be carried out by the operation, and / or Peabody Australia for all operations in aggregate.</p> <p><i>Notes: disclosure may occur in – as examples – annual environmental reports for the operation, or the Peabody ESG report for all operations.</i></p>	2.A.7 4.A.8
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## 5.2 Community of Interest Identification

#	Requirement	TSM REF
1	<p>All operations must identify and document stakeholders and communities of interest. The identification must include information gathered from:</p> <ul style="list-style-type: none"> <li>• Desktop research.</li> <li>• Engagement with stakeholders.</li> <li>• Stakeholders who have proactively contacted the operation or Peabody.</li> </ul>	1.A.1 1.A.2
2	<p>When identifying stakeholders and communities of interest, the following must be included:</p> <ul style="list-style-type: none"> <li>• Stakeholders who may hold a wide range of interests or concerns including in social, economic, cultural or environmental matters – including biodiversity, climate change, or water, as relevant.</li> <li>• Aboriginal or Torres Strait Islander stakeholders or groups.</li> <li>• People or groups who may experience impacts from tailings facilities.</li> </ul>	1.A.1  Tail WAT3.B.2
3	<p>Stakeholders' and communities' characteristics must be documented, including as relevant:</p> <ul style="list-style-type: none"> <li>• Their interest in the asset</li> <li>• How they may be impacted by the asset</li> <li>• How they would like to be engaged, i.e. their preferred engagement method (e.g. email, in person, via phone etc.)</li> <li>• Any relevant historical, legal, political, social or economic characteristics</li> <li>• Any vulnerable or at risk groups within the community</li> </ul>	1.A.1 1.A.2
4	<p>Information about communities of interest must be documented in the community plan.</p>	1.A.1

5	Contact details for COI individuals or groups recorded in a stakeholder register. Personal information must be kept confidential.	1.A.2 1.A.4
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### 5.3 Community Engagement and Dialogue

#	Requirement	TSM REF
1	<p>All operations must design and implement a program of engagement and dialogue with identified COIs. The engagement and dialogue program must:</p> <ul style="list-style-type: none"> <li>• Foster respectful relationships with COIs.</li> <li>• Contain measures to inform COIs about matters relevant to them. Information must be provided timely, respectfully, and in a format that is accessible for the COI.</li> <li>• Contain measures to identify barriers to effective engagement and, where appropriate, provide assistance to enable effective engagement.</li> <li>• Identify, where relevant, measures to build capacity among COIs to support engagement around issues of concern.</li> <li>• Be designed with input from COIs.</li> </ul>	2.A.1 2.A.3 2.A.4 2.A.5
2	<p>Where the stakeholder and community identification process has identified COI with an interest in biodiversity conservation (and where there are significant biodiversity aspects)s, tailings management risk, water stewardship or catchment level use of water resources, the engagement and dialogue program must incorporate these matters.</p> <p>The engagement and dialogue program must describe:</p> <ul style="list-style-type: none"> <li>• Relevant commitments</li> <li>• Methods for seeking to understand relevant COI interest, priorities and knowledge, including: <ul style="list-style-type: none"> <li>○ water-related local practices, beliefs, customs and traditional knowledge.</li> <li>○ level of importance of climate change mitigation and adaptation in relation to relevant or affected COI</li> </ul> </li> <li>• Methods for information provision, engagement or dialogue,</li> <li>• The issues or matters addressed through the program.</li> <li>• COIs intended to be engaged by each method.</li> <li>• An implementation schedule.</li> </ul>	Tail BIO1.A.2 BIO2.A.1 WAT1.A.2 WAT3.A.1 CLIM2.A.4
3	<p>Personnel with a responsibility for developing, implementing and reviewing the community engagement and dialogue program must have the competency to carry out these responsibilities, and be provided with relevant training. Training must include:</p> <ul style="list-style-type: none"> <li>• Engagement and dialogue training.</li> <li>• Cultural awareness training.</li> <li>• Training requirements must be documented in the relevant staff professional development plan or KPIs.</li> </ul>	2.A.6

### 5.3 Community Engagement and Dialogue

#	Requirement	TSM REF
4	The engagement and dialogue program must be documented in the community plan.	2.A.1

### 5.4 Effective Indigenous Engagement and Dialogue<sup>1</sup>

#	Requirement	TSM REF
1	All operations must design and implement a program of engagement and dialogue with directly affected Indigenous communities.	3.A.2
2	The engagement and dialogue program must: <ul style="list-style-type: none"> <li>• Seek to understand what is important to the community, including culturally significant sites, how their rights and interests may be affected and how to mitigate adverse impacts on those rights and interests.</li> <li>• Be informed by local language(s), knowledge, traditions, customs, governance and engagement processes where already established by affected Indigenous communities.</li> <li>• Be designed to build meaningful relationships and respectful engagement for achieving and maintaining broad ongoing support.</li> <li>• Ensure cultural, spiritual and/or Indigenous knowledge is sought from local Indigenous communities and is respectfully applied to inform decisions and practices, where appropriate.</li> </ul>	3.A.2
3	All operations must work directly with directly affected Indigenous communities to identify opportunities for collaboration.  <i>Opportunities for collaboration may include local education, training, employment, business opportunities, revenue opportunities and economic development projects.</i>	3.A.3
4	Personnel with a responsibility engaging with directly affected Indigenous communities must have the competency to carry out these responsibilities, and be provided with relevant training. Training must include: <ul style="list-style-type: none"> <li>• Delegated consultation requirements.</li> <li>• The history, traditions and rights of affected Indigenous peoples.</li> <li>• Intercultural awareness and engagement.</li> </ul>	3.A.5

<sup>1</sup> Note that 3.A.5 relates to cultural heritage management and is addressed in the Australia Standard for Cultural Heritage Management (PA-ENV-STD-EN04).

## 5.5 Community Impact and Benefit Management

#	Requirement	TSM REF
1	All operations must have a program to identify and mitigate impacts directly associated with the operations' activities, and to provide benefits to directly affected COIs.	4.B.3
2	The program must be developed and implemented with input from affected COIs, reviewed with affected COIs, and encourage involvement of under-represented COIs.	4.A.1 4.A.3 4.A.7
3	<p>The program must include:</p> <ul style="list-style-type: none"> <li>• Identification of actual or potential adverse impacts related to the operation.</li> <li>• Prioritisation of adverse impacts, including taking into account impacts attributed to the presence of the facility, environmental adverse impacts and impacts related to community health and safety.</li> <li>• Identification and determination of the COIs that are most significantly impacted by the operation.</li> <li>• Development of measures to avoid or mitigate adverse impacts,</li> <li>• Collection of baseline data for prioritised adverse impacts.</li> <li>• Identification and prioritisation of measures to optimise benefits to COIs, including through local procurement, employment or community development initiatives.</li> <li>• Action plans to address prioritised adverse impacts, including objectives, targets, and metrics to track implementation effectiveness.</li> <li>• Action plans to address prioritised opportunities to optimise benefits, including objectives, targets, and metrics to track implementation effectiveness.</li> </ul>	4.B.4 4.A.2 4.A.4 4.A.5 4.A.6 4.A.9 4.A.10
4	<p>The impact and benefit management program must be documented in the Community Plan.</p> <p><i>Notes: If the operation has undertaken and developed Social Impact Assessments and / or Social Impact Management Plans the Community Plan may instead reference these.</i></p>	

## 5.6 COI Response Mechanism

#	Requirement	TSM REF
1	<p>All operations must have a mechanism to handle feedback, complaints and grievances from COIs. The mechanism must provide a process for:</p> <ul style="list-style-type: none"> <li>• Receiving feedback, concern or complaints from COIs.</li> <li>• Investigating and resolving complaints, including communicating with the complainant about the process and proposed resolution.</li> <li>• Providing remedy to affected COIs if determined that harm has occurred.</li> </ul>	5.A.1 5.A.2

	<ul style="list-style-type: none"> <li>Recording the feedback, concern, complaint and resolution.</li> </ul>	
2	All operations must inform COIs about how to access the feedback and complaints mechanism.	5.A.3
3	The feedback and complaints mechanism must be documented in the community plan.	

## 6 Implementation

All operations must meet the requirements set out in this framework before the end of December 2024.

## 7 References & Supporting Documents

Minerals Council of Australia (2022) - *Towards Sustainable Mining*:

- *Indigenous and Community Relations Protocol*
- *Water Stewardship Protocol (WAT)*
- *Biodiversity Conservation Management Protocol (BIO)*
- *Climate Change Protocol*
- *Tailings Management Protocol (TAIL)*  
(MCA, 2022)

*Peabody Energy Indigenous Peoples Position Statement*