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6.1 INTRODUCTION

This section summarises the commitments Waratah Coal has made throughout the EIS. Each of the chapters in **Volume 2 to 3** includes a section summarising the commitments specific to that component.

6.2 COMMITMENTS – MINE

6.2.1 STAKEHOLDER ENGAGEMENT

To ensure stakeholders are engaged throughout the life of the project, Waratah Coal will;

- continue consultation and engagement programs with stakeholders to ensure their views are understood and considered throughout the life of the project
- continue to participate with government in local and regional planning processes and provide timely information about the project to inform discussion and decision making
- continue to work to mitigate project impacts on local landholders throughout the life of the project by engaging with each landholder within the project area prior to any project activity on their land and working towards mutually beneficial outcomes.

6.2.2 CLIMATE

In order to manage potential impacts of climate and climate change associated with the mine (and associated infrastructure), Waratah will:

- incorporate adaptive management approach to climate change throughout the life of the mine ;
- incorporate climate change adaption strategies into the design process; and
- co-operate with government, other industry and other sectors to address adaptation to climate change.

6.2.3 LAND

Waratah Coal commit to undertaking the following actions:

- identify specific access areas and determine goals for rehabilitation of disturbed land to minimise areas that will have lower land use quality post-mining;
- manage lay down areas in a manner that will not result in a reduction in land quality;

- prepare and implement erosion control measures and continue to monitor and maintain the measures implemented;
- Erosion and Sediment Control Plans (ESCPs) will be developed and put in place prior to the commencement of construction works for all areas of the project that may cause erosion;
- topsoil management measures will be documented, monitored and maintained with a reconciliation of top soil excavation and rehabilitation maintained. Excess topsoil will be used in project areas with topsoil deficits. Waratah coal will source further top soil (if required) from local suppliers in the project area;
- prior to construction, Waratah coal will carry out soil sampling at waterways to better identify erosion risk and put in place appropriate management measures;
- prior to construction, Waratah Coal will undertake soil resistivity surveys of high risk areas, record the current salinity status of these areas and implement measures to ensure no further significant salinisation occurs due to the project activities;
- where contamination is present within the project footprint, Waratah Coal will enter into agreements with the owner of the contamination to assess and appropriately manage or remediate the contamination;
- any building / structures to be demolished will be assessed for hazardous material content with preparation of demolition management plans for the appropriate demolition and disposal of the hazardous materials;
- where contamination is identified it will be managed and/or remediation under the EP Act with DERM approved Site Management Plans (SMPs) and / or Remediation Action Plans (RAPs) in order to make the sites suitable for the proposed use;
- Waratah Coal will appoint a third party reviewer to assess all contaminated land assessment and remediation work;
- any Notifiable Activities that are required for the project will be implemented and managed under relevant legislation and guidelines once construction commences and also during the operational phase. The Notifiable Activities may include:
 - storing hazardous mine or exploration wastes, including, mine tailings, overburden or waste rock dumps containing hazardous contaminants;

- exploring for, or mining or processes, minerals in a way that exposes faces, or releases groundwater, containing hazardous materials;
- petroleum product or oil storage; and
- chemical storage;
- establish a set of environmental investigation protocols to manage gross or previously unidentified contamination encountered during project construction.

6.2.4 LAND USE AND TENURE

To ensure potential impacts to land use are minimised, Waratah Coal commits to:

- minimising the land required for the open cut mine development to the extent practicable;
- undertaking consultation with relevant landholders in the area of the proposed development; and
- implementing the requirements of the Environmental Management Plan (EMP) throughout the life of the project.

6.2.5 LANDSCAPE AND VISUAL AMENITY

Waratah Coal commits to undertaking actions that will reduce potential impacts through a proactive rather than reactive approach to changes in the landscape character and perceived visual amenity. Waratah Coal commits to the implementation of the following management measures:

- plants will be used to provide a buffer and screen will be established pre-construction, and in the initial stages of construction and maintained during development to ensure effective screening by the commencement of operations;
- flood and site lighting should be designed by a lighting specialist to ensure that surrounding areas do not experience light pollution from the mine; and
- existing topsoil from the site should be stripped and placed into temporary stockpiles prior to construction to provide additional visual buffering.

6.2.6 TERRESTRIAL ECOLOGY

To avoid and reduce potential impacts on terrestrial ecology associated with the construction, operation and decommissioning of the mine, Waratah Coal will:

- develop an offset strategy that compensates for unavoidable clearing and impacts to the to the Bimblebox Nature Refuge, in consultation with DERM and DSEWPC;
- develop a Subsidence Management Plan in consultation with DERM;
- develop a Fire Management Plan, working with BRC and the Rural Fire Service;
- develop Weed and Pest Management Plan in consultation with BRC and Biosecurity Queensland;
- develop an ESCP incorporating existing SPP requirements and local management plans;
- develop and implement a Mine recovery, Remediation Rehabilitation and Monitoring plan;
- develop a Vegetation Management Plan for the remaining vegetation overlying the underground mine area if monitoring determines it is viable in the long term;
- Develop a Significant Species Management Plan specifically for large-podded tick-trefoil; and
- Develop a Significant Species Management Plan specifically for the desert mouse in accordance with DERM requirements, the Back on Track Prioritisation Framework and other relevant management and recovery plans.

6.2.7 AQUATIC ECOLOGY

Waratah Coal commit to undertaking the following actions:

- develop an ESCP prior to the commencement of construction;
- carry out studies to identify any wetlands that act as refugia prior to construction;
- investigate requirements for fishway design on the proposed dam;
- develop surface water and storm water management plans for the mine site; and
- develop an EMP incorporating monitoring requirements for surface waters.

6.2.8 GROUNDWATER RESOURCES

Waratah Coal commits to:

- the implementation of long term pumping tests of bores in the mine area to assess impacts on local users;
- updating the conceptual model with data obtained during the monitoring to assess any potential impacts on the mine on groundwater ecosystems;
- refinement of the groundwater model based upon above data to assess transient scenarios;
- undertaking geotechnical works to assess subsidence potential for cracking to affect the groundwater regime;
- collection of mine inflows for reuse;
- implementation of the groundwater monitoring program;
- developing ESCP prior to the commencement of construction to reduce impacts on groundwater;
- implementation of management plans and containment structures for potential contaminants;
- remediation of groundwater contamination caused by the project;
- site specific investigation of the areas identified from geotechnical review; and
- enter into agreements with surrounding landowners regarding monitoring of impacts and make good provisions where impacts occur.

6.2.9 SURFACE WATER RESOURCES

Waratah Coal commits to undertaking the following actions:

- developing an ESCP prior to the commencement of construction;
- developing Surface Water Management Plans for the mine site; and
- developing an EMP incorporating monitoring requirements for surface waters.

6.2.10 AIR QUALITY AND GREENHOUSE GAS

Waratah will meet air quality objectives by:

- managing short term dust emissions during the construction phase through a comprehensive EMP;
- achieving effective dust management during mining operations through appropriate planning and awareness of conditions during peak dust emissions. This includes minimal disturbance to the area being mined, minimising haul distances, and controlling vehicular speeds on haul roads and minimising mining activities during high wind speed events;
- implementing dust control measures during mining operations, such as watering of haul roads, water spraying at stockpiles, fully enclosed conveyor systems, underground loading of coal at the preparation phase and facilities, wet coal handling facility and ongoing revegetation of stripped areas in the open cut mines;
- implementing a comprehensive dust monitoring program across the site that includes onsite and offsite dust monitoring points and a meteorological station to provide accurate measure of local weather conditions;
- collaborating with other proposed large-scale mining developments across the region. A requirement to manage dust emissions to levels below the adopted air quality guidelines is necessary from all parties; and
- preparing specific dust control and mitigation measures as part of a mine decommissioning strategy.

In minimising the amount of GHG emissions generated by the mine, Waratah Coal commits to:

- measuring and reporting GHG emissions in compliance with the National Greenhouse and Energy Reporting System (NGERS);
- developing ongoing processes for minimising energy consumption and GHG emissions within the mine, by investigating the use of renewable energy sources in the operation of the mine; and
- working with government on developing measures to address GHG emissions.

6.2.11 NOISE AND VIBRATION

To manage potential impacts of noise and vibration during construction, Waratah Coal will develop and implement construction noise and vibration management plans that address potential impacts. Specifically, Waratah Coal commits to undertaking the following:

- investigate techniques to attenuate noise from crushers and modify proposed earthworks where required and where practicable to enable design planning noise levels to be met;
- in locations where noise attenuation, vibration and air blast modifications are impractical, Waratah Coal will consult with the affected property owner with a view to potentially using the dwelling(s) for a purpose other than residential use or with the possibility of acquiring the property; and
- ongoing monitoring of noise and vibration will occur during the construction of the operation of the mine and associated facilities to ensure compliance with the EMP.

6.2.12 WASTE

Waratah Coal will meet waste management objectives through;

- developing and implementing a detailed waste management guideline utilising the principles of the waste management hierarchy;
- working with local councils to determine the current landfill capacities and accepted waste types and will work with councils to assist with the planning of expansion and upgrade of landfills to ensure wastes generated from the mine can be accommodated if required;
- establishing contracts with companies encouraging sustainable waste management practices;
- encouraging the procurement of pre-fabricated materials where practicable;
- encouraging local businesses to take advantage of opportunities for re-use and recycling, if available, or through initiating recycling opportunities; and
- regularly reviewing the waste management plan including the marketability of wastes and the results of waste audits to improve waste management.

6.2.13 TRAFFIC AND TRANSPORT

Further to the EIS and subsequent more detailed transport and traffic assessments, Waratah Coal makes the following commitments to develop the following documents:

- Road Impact Assessment Report;
- Road Use Management Plan;
- Traffic Management Plans; and
- Traffic Control Plans.

These plans will cover key safety and logistical issues such as:

- signage and traffic control requirements, including requirements for bypasses if necessary;
- development of temporary access routes and intersections to the Department of Transport and Main Roads (DTMR) standards;
- heavy vehicle movements and operating requirements, including appropriate routes, hours of operation, vehicle wash-down and operational restriction;
- mitigation works and monetary contributions to be made to road authorities to provide a safe and efficient road network;
- relevant contacts within the project;
- issue identification and responses;
- planning and permit requirements including those needed for over-dimensional vehicles and transport of dangerous goods; and
- processes for community information and responses

6.2.14 INDIGENOUS CULTURAL HERITAGE

Waratah Coal commits to continued engagement and negotiations with endorsed Aboriginal Parties; and, to developing (where not already developed) and implementing approved Cultural Heritage Management Plans (CHMP).

6.2.15 NON INDIGENOUS CULTURAL HERITAGE

Waratah Coal commits to implementing procedures during site activities that aim to identify, assess and record undetected non-Indigenous heritage sites, including appropriate induction of relevant project personnel

6.2.16 SOCIAL

Waratah Coal commits to:

- Preparing a Local Industry Participation Plan in collaboration with DEEDI and ICN;
- Giving preference to contractors (including local suppliers) from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia (and New Zealand), before overseas;
- Reporting on Local Industry Participation annually;
- Preparing a Recruitment and Training Plan, aiming to enhance the skill levels of the workforce and local communities, providing opportunities for Indigenous employment, female employment, and maximising the number of apprentices from the region;
- Giving preference to employees from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia (and New Zealand), before overseas;
- Basing a minimum of 28 staff in Alpha and up to 460 staff in the Bowen area;
- Providing those properties on the mining lease, and their neighbours, with water should there be any reduction in the quality or quantity of water as a result of mine operations, and possibly electricity and telecommunications;
- Working with each property owner to minimise disruptions and reduce impacts on cattle productivity as a result of the mine and railway (including the provision of specialist advice from a farm management consultant to assist farm planning exercises);
- Providing support to the BRC for the preparation of a development plan for Alpha (if requested);
- Ensuring that infrastructure built in the vicinity of Alpha, and in particular power, water, airport and communication infrastructure, is considerate of the growing needs of the local community;
- Ensuring that community infrastructure and any subsequent local development contributions, provided by Waratah Coal, are planned in coordination with affected regional councils, local residents and other resource companies;
- Considering a housing scheme for staff for who wish to reside in Alpha and Bowen;
- Arranging financial management advice for employees;
- Providing a bus service between the mine site and any nearby regional centre that contains a sufficient number of mine employees;
- Developing a Code of Conduct for employees and contractors and outlining this during induction programs for all employees and contractors;
- Continuing the existing information hotline (1800 number);
- Establishing a grievance and dispute resolution mechanism for staff, contractors, local residents and other parties;
- Providing up to date information on the project on the Waratah Coal website;
- Preparing annual updates of the SIMP, which will include progress in implementing action plans, stakeholder engagement and grievance summaries for the previous year, any new or emerging social issues, and changes to action plans and;
- Disseminating the SIMP updates among key stakeholders and placing them on Waratah Coal's website

6.2.17 ECONOMIC

6.2.17.1 Address skills shortages

In addressing issues of skills shortages in the construction industry, Waratah Coal commits to:

- encouraging contractors engaged during construction of the project to utilise Australian Government skills and training programs where possible, including the Australian Apprenticeship Program. Waratah Coal will provide information and develop awareness of Australian Government incentives and programs to all contractors engaged, and direct contractors to relevant agencies; and
- engaging and collaborating with Construction Skills Queensland (CSQ) to identify potential strategies for increasing the capacity of local job seekers to develop appropriate skills.

To address issues of skills shortages in the mining industry, Waratah Coal commits to:

- identifying and communicating the project's skills requirements to MISC and DET to identify areas of skills gaps and assist in workforce planning;
- collaborating with Mining Industry Skills Centre (MISC) and Queensland Department of Education and Training

(DET), regarding the extension of the findings from the Career Pathways research and other relevant research. This will aim to market the industry as a career of choice to not only persons currently in the labour force, but also youth entering the labour force in the near future;

- collaborating with MISC and Relevant Training Organisations (RTO) to develop customised training programs, including those undertaken as part of the Work Readiness Program, that are suited to the needs of the project. The aim is to also further extend these training programs to the Mine Catchment through relevant RTOs. These programs would target under-utilised labour resources in the region (including people not currently in the labour force), workers in other industries wishing to enter the mining industry and, importantly, school leavers;
- engaging with MISC regarding accessing funding for training programs provided by RTOs through the ‘Resources Industry Training Fund’ (RITF);
- encouraging contractors engaged on the project to utilise Australian Government skills and training programs where possible, including the Australian Apprenticeship Program. Waratah Coal will provide information and develop awareness of Australian Government incentives and programs to all contractors engaged, and direct contractors to relevant agencies; and
- collaborating with MISC to track skills requirements and gaps on an ongoing basis, as part of the Heartbeat Project. This will assist in ongoing industry-wide strategies and planning for addressing skills shortages in the region.

6.2.17.2 Minimise draw down on labour from other sectors

To assist in minimising the impacts of a draw down on labour in other sectors, Waratah Coal commits to:

- engaging with local business and residents to investigate options for providing flexible working arrangements that would allow locals to participate in not only the project, but to also maintain jobs in other industries. This may include, where practical, arrangements such as rostered shifts (e.g., 7 days on, 7 days off) or part-time employment opportunities in the project that would enable local workers to also work part time in sectors such as agriculture and local government; and

- working with local business to secure supply contracts and encourage new businesses to locate to the region (this is examined in more detail in **Volume 2 to 3, Chapter 17**).

It must be recognised; however, that the high salaries offered by the project will result in some difficulties for other sectors to attract and retain workers. In order to appropriately mitigate the likely draw of labour to the project, collaborative planning between State Government, local Council, local industry, industry organisations, and mining proponents is required.

6.2.17.3 Develop the local supply chain

To assist local business secure supply contracts and encourage new businesses to locate to the region Waratah Coal commits to:

- collaborating with local Council, economic development organisations, the Industry Capability Network (ICN) and State Government to:
 - identify the goods and services that are expected to be required by the project and inform local business of service provision opportunities and requirements of business to secure contracts;
 - develop and implement a Local Content Strategy establishing or participating in programs to assist qualified local and regional businesses tender for provision of goods and services to support the project;
 - examine options for establishing a local cooperative service or network to connect local business and supply chains and enable smaller, local businesses to collaborate in meeting service supply requirements of the project; and
 - develop strategies to encourage suppliers to locate to the region to address shortages in goods and services that are not able to be sourced within the Mine Catchment or broader Project Study Area. Strategy development would be led by local Council, with Waratah Coal and other proponents to inform Council of business opportunities and allow Council to appropriately plan for likely industrial / commercial land requirements.

6.2.17.4 Minimise disruption of agricultural practices

The project will result in the disruption of agricultural practices through the acquisition of agricultural land for development and operation of the mine.

The project will require access to land that is currently utilised for agricultural purposes, including approximately 55,000 ha across six land holdings that is primarily used for grazing. Existing agriculture activities on three of these land parcels will cease for development of the mine site and above ground construction and mining activity; however, land holders will negotiate compensation for the loss of this land with Waratah Coal. The development of the underground mining operations on the other three properties will not preclude grazing activities on this land, and Waratah Coal will negotiate with land holders to enable agricultural activities to continue on these properties.

Of key concern is ensuring adverse impacts of the Project on other agricultural activities through noise, dust, stranding of assets and / or disruption of management practices are minimised.

6.2.17.5 Minimise adverse implications of higher property prices

To assist in minimising potential impacts associated with higher property prices, Waratah Coal commits to:

- encouraging the use of worker camps by all Fly In Fly Out (FIFO) project related employees to ensure demand for housing in the local property market is minimised; and
- supporting the development of local infrastructure.

6.2.17.6 Develop supporting infrastructure

To ensure required social and economic infrastructure is developed to meet the direct and indirect demand generated by the project, Waratah Coal commits to:

- identifying and communicating anticipated resident and non-resident population growth and associated infrastructure requirements and impacts as early as possible to relevant government authorities (impacts on population and associated infrastructure is examined in the Social Impact Assessment (located in **Volume 5, Appendix 23** and undertaken as part of this EIS);
- working with relevant government authorities to investigate and develop anticipated cost estimates to

provide social and economic infrastructure required to meet demand generated indirectly by the project, and identify appropriate cost recovery strategies for developing this infrastructure. In order for Council to appropriately fund the development of required social and economic infrastructure, sources for initial funding will likely need to be negotiated between local Council and State Government, and potentially project proponents; and

- negotiating with relevant government authorities appropriate contributions for social and economic infrastructure developments required as a direct result of activities of the project.

6.2.17.7 Minimise adverse impacts of increased traffic

The project will result in additional traffic movements due to transport of goods, services and potentially employees required to support the project, particularly during the construction period. This will potentially increase travel times in the local area and road maintenance requirements.

A range of strategies for mitigating the adverse impacts of increased traffic are presented in **Volume 2, Chapter 13**. In addition to these strategies, Waratah Coal commits to:

- developing strategies to ensure project related traffic movements (in particular for goods and services) are primarily undertaken during non-peak traffic periods on local roads; and
- engaging with other mining proponents and export facility operators to ensure coal movements are appropriately managed to not create or exacerbate bottlenecks in the rail and port network.

6.2.18 HAZARD AND RISK

To minimise the potential risk to the health and safety of onsite and offsite personnel as a result of construction and operational activities associated with the mine site, Waratah will commit to:

- construction phase defaulting under a formal SHMS in accordance with all relevant legislative requirements;
- undertaking the operations of the mine site under a formal SHMS in accordance with all relevant legislative requirements;
- monitoring and implementing amendments to the SHMS where necessary and frequently ensuring its

applicability and currency to be maintained throughout the life of the project; and

- frequently liaising with internal and external stakeholders with respects to safeguarding and improving the SHMS.

6.3 COMMITMENTS – RAIL

6.3.1 STAKEHOLDER ENGAGEMENT

Waratah Coal will;

- continue consultation and engagement programs with stakeholders to ensure their views are understood and considered throughout the life of the project
- continue to participate with government in local and regional planning processes and provide timely information about the project to inform discussion and decision making
- continue to work to mitigate project impacts on local landholders throughout the life of the project by;
- engaging with each landholder within the project area prior to any project activity on their land and working towards mutually beneficial outcomes;
- assigning a dedicated liaison officer to each landholder in the project area; and
- where possible, locating and scheduling project activities to reduce impacts to landholders activities

6.3.2 LAND

Waratah Coal commit to:

- identifying specific access areas and determine goals for rehabilitation of disturbed land to minimise areas that will have lower land use quality post-mining;
- managing lay down areas in a manner that will not result in a reduction in land quality;
- preparing and implementing erosion control measures and to continue to monitor and maintain the measures implemented;
- Erosion and Sediment Control Plans (ESCPs) which will be developed and put in place prior to the commencement of construction works for all areas of the rail that may cause erosion;
- topsoil management measures which will be documented, monitored and maintained with a reconciliation of top soil excavation and rehabilitation maintained. Excess topsoil will be used in project

areas with topsoil deficits. Waratah coal will source further top soil (if required) from local suppliers in the project area;

- prior to construction carry out soil sampling at waterways, to better identify erosion risks and to put in place appropriate management measures;
- prior to construction carry out soil sampling at waterways to better identify erosion risk and put in place appropriate management measures;
- where possible the project footprint will be re-aligned to avoid areas of potential or identified contamination;
- where contamination is present within the project footprint, Waratah Coal will enter into agreements with the owner of the contamination to assess and appropriately manage or remediate the contamination;
- any building / structures to be demolished will be assessed for hazardous material content with preparation of demolition management plans for the appropriate demolition and disposal of the hazardous materials;
- where the project footprint cannot be re-aligned, DERM compliant Stage 1 and 2 ESAs will be undertaken to assess the scale and extent of contaminant impacts;
- where contamination is identified it will be managed and / or remediation under the EP Act with DERM approved SMPs and / or RAPs in order to make the sites suitable for the proposed use;
- Waratah Coal will appoint a third party reviewer to assess all contaminated land assessment and remediation work; and
- any Notifiable Activities that are required for the project will be implemented and managed in accordance with relevant guidelines and legislation once construction commences and also during the operational phase. The Notifiable Activities may include:
 - storing hazardous contaminants;
 - petroleum product or oil storage; and
 - chemical storage.

6.3.3 LAND USE AND TENURE

To ensure potential impacts to land use are minimised Waratah Coal commits to:

- undertaking consultation with relevant landholders in the area of the proposed development;
- undertaking consultation with Government bodies and regulatory agencies in regard to the acquisition of the easement and the design of infrastructure within the easement;
- undertaking consultation with utility operators and resource companies regarding the location of the easement and undertaking construction activities nearby to existing utilities; and
- implementing the requirements of the EMP throughout the life of the project.

6.3.4 VISUAL AMENITY

Waratah Coal commits to undertaking actions that will reduce potential impacts through a proactive rather than reactive approach to changes in the landscape character and perceived visual amenity. Waratah Coal commits to the implementation of the following management measures:

- plants will be used to provide a buffer and screen will be established pre-construction, and in the initial stages of construction and maintained during development to ensure effective screening by the commencement of operations;
- where all other mitigation measures fail to alleviate the visual impact, homesteads identified as having high visual exposure will be relocated to a less sensitive location further from the rail;
- flood and site lighting should be designed by a lighting specialist to ensure that surrounding areas do not experience light pollution from the rail; and
- existing topsoil from the site should be stripped and placed into temporary stockpiles prior to construction to provide additional visual buffering.

6.3.5 TERRESTRIAL ECOLOGY

To manage potential impacts on terrestrial ecology associated with the construction, operation and decommissioning of the mine, Waratah Coal commits to:

- develop a vegetation offset strategy in consultation with DERM and DSEWPC;

- develop a Fire Management Plan in accordance with the relevant local planning policies, the relevant State planning policy and in consultation with the Rural Fire Service;
- develop and implementing a Weed and Pest Management Plan in consultation with Biosecurity Queensland and the various regional council's;
- conduct a detailed flora and fauna survey of all remnant vegetation areas within the corridor prior to finalising the alignment with the purpose of identifying the presence of significant flora and fauna species as listed under Commonwealth and State legislation. Where significant species are identified, all practicable measures will be implemented to avoid or limit impacts;
- develop a Species Management Plan in accordance with Commonwealth and State requirements for vegetation offsets, DERM's Back on Track Species Prioritisation Framework and other relevant management and / recovery plans to reduce the impacts on significant fauna species. Where habitat for significant fauna species is identified, all practicable measures will be implemented to limit the impact;
- develop a Significant Community / Species Management Plans in accordance with Commonwealth and State legislation for those values or species where unavoidable impacts will have a significant impact on their habitat; and
- develop and implement a Soil and Erosion Management Plan in accordance with the relevant local planning policies and the relevant State planning policy.

6.3.6 AQUATIC ECOLOGY

Waratah Coal commits to undertaking the following actions:

- Developing an ESCP prior to the commencement of construction;
- Ensuring bridge and culvert design allows for the passage of aquatic species; and
- Developing an EMP incorporating monitoring requirements for surface waters.

6.3.7 GROUNDWATER RESOURCES

Waratah Coal commits to:

- developing ESCPs prior to the commencement of construction to reduce impacts on groundwater;
- implementation of management plans and containment structures for potential contaminants;
- remediation of groundwater contamination should it be caused by the rail;
- geotechnical assessment of the rail alignment to assess areas where construction requirements (i.e. excavation or blasting) have potential for impacts to groundwater;
- site specific investigation of the areas identified from geotechnical review; and
- entering into agreements with surrounding landowners regarding monitoring of impacts on groundwater and make good provisions where impacts occur.

6.3.8 SURFACE WATER RESOURCES

Waratah Coal commits to undertaking the following actions:

- where required, developing Acid Sulphate Soil Management Plans (ASSMP) and ESCPs prior to the commencement of construction;
- developing storm water management plan prior to construction. This will consider the use of storm water tanks and re-use of grey water;
- conducting sediment sampling where works are to be carried out within the waterways (i.e. piling for creek crossings and the coal conveyor) to identify potential contaminants including pesticides and herbicides; and
- developing an EMP incorporating monitoring requirements for surface waters.

6.3.9 AIR QUALITY AND GREENHOUSE GAS

In managing potential air quality impacts and implementation to various control measures in the reduction of dust emissions associated with the operation phase of the proposed rail, Waratah will meet air quality objectives through:

- assessing and investigating the use of chemical veneer sprays in reducing fugitive dust loads from coal locomotives;

- implementation of control measures for dust load such as coal moisture regulating systems, coal loading systems designed to minimise exposed areas and coal spillage;
- instigating cleaning and monitoring programs for coal wagons of spilled coal and dustiness of coal being transported;
- managing locomotive speed;
- installation and maintaining of dust monitoring equipment at sensitive locations along the proposed rail;
- co-operative collaboration with other proposed large-scale mining developments across the region. A requirement to manage dust emissions to levels below the adopted air quality guidelines is necessary from all parties; and
- continuing ongoing consultation with the community.

The short term dust emissions associated with construction have not been quantified. These emissions are to be effectively managed through a dust management plan for construction.

In minimising the amount of GHG emissions generated by the rail, Waratah Coal commits to:

- developing ongoing processes for minimising energy consumption and GHG within the project, by investigating the use of renewable energy sources in the operation of the proposed rail;
- measuring and reporting GHG emissions in compliance with the NGERs; and
- working with government on developing measures to address GHG emissions.

6.3.10 NOISE AND VIBRATION

To manage potential impacts of noise and vibration during construction, Waratah Coal will implement the following:

- Using the Construction Noise Management Plan recommended to be prepared and implemented, potential noise impacts during construction (including blasting, if required) will be minimised at noise sensitive locations.
- With respect to the noise of train passbys during operations along the rail corridor, the following mitigation measures will be considered for implementation at Colinta Holdings, Bakara and Glenapline stations:

- upgrading of the residential buildings to ensure that the internal sleep disturbance criterion is achieved. This may include upgrade of the bedroom facades (particularly the windows) along with the installation of some form of mechanical ventilation to ensure that the ventilation requirements of the BCA could be achieved with external windows and doors closed;
- relocation of the residence or another form of change of use for the residences so they would no longer be noise-sensitive locations; or
- attenuation of the rail noise through the use of noise barriers adjacent to the rail. Heights and their locations would be determined during the detailed design of the rail.

6.3.11 TRAFFIC AND TRANSPORT

Further to the EIS and subsequent more detailed transport and traffic assessments, Waratah Coal will make the following commitments to develop the following documents:

- Road Impact Assessment Report;
- Road Use Management Plan;
- Traffic Management Plans; and
- Traffic Control Plans.

These plans will cover key safety and logistical issues such as:

- signage and traffic control requirements, including requirements for bypasses if necessary;
- development of temporary access routes and intersections to DTMR standards;
- heavy vehicle movements and operating requirements, including appropriate routes, hours of operation, vehicle wash-down and operational restriction;
- mitigation works and monetary contributions to be made to road authorities to provide a safe and efficient road network;
- relevant contacts within the project;
- issue identification and responses;
- planning and permit requirements including those needed for over-dimensional vehicles and transport of dangerous goods; and
- processes for community information and responses

6.3.12 INDIGENOUS CULTURAL HERITAGE

Waratah Coal commits to continued engagement and negotiations with endorsed Aboriginal parties and to develop (where not already developed); and to implement approved CHMPs or other agreements that address the requirements of the ACH Act.

6.3.13 NON INDIGENOUS CULTURAL HERITAGE

Waratah Coal commit to:

- facilitating the further examination and formal reporting of the Mountain Creek changing station and the Bowen Downs road to DERM in accordance with the *Queensland Heritage Act 1992* (QH Act) requirements; and,
- the implementation of procedures during site activities that aim to identify, assess and record undetected non-Indigenous heritage sites, including appropriate induction of relevant project personnel.

6.3.14 SOCIAL IMPACT ASSESSMENT

Waratah Coal commits to:

- giving preference to contractors (including local suppliers) from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia (and New Zealand), before overseas;
- working with each property owner to minimise disruptions and reduce impacts on cattle productivity as a result of the mine (including the provision of specialist advice from a farm management consultant to assist farm planning exercises);
- preparing a Recruitment and Training Plan, aiming to enhance the skill levels of the workforce and local communities, providing opportunities for Indigenous employment, female employment, and maximising the number of apprentices from the region;
- monitoring and reporting on the origin and gender of all employees (including the employees of contractors) and the number and composition of staff trained, on an annual basis;
- developing a Code of Conduct for employees and contractors;
- arranging financial management advice for employees;
- preparing a Local Industry Participation Plan in collaboration with DEEDI and ICN;

- reporting on Local Industry Participation annually;
 - monitoring and reports on the origin of all contractors and the source of goods and services (by value), on an annual basis;
 - continuing the existing information hotline (1800 number);
 - establishing a grievance mechanism for staff, contractors and other parties;
 - preparing annual updates of the SIMP, which will include progress in implementing action plans, stakeholder engagement and grievance summaries for the previous year, any new or emerging social issues, and changes to action plans; and
 - disseminating the SIMP updates among key stakeholders and placing them on Waratah Coal's website.
- collaborating with MISC and relevant RTOs to develop customised training programs, including those undertaken as part of the Work Readiness Program, that are suited to the needs of the project. These training programs will be extended throughout the project's Study Area, including the Broader Service Area, through relevant RTOs. These programs would target under-utilised labour resources in the region (including people not currently in the labour force), workers in other industries wishing to enter the mining industry and, importantly, school leavers;
 - engaging with MISC regarding accessing funding for training programs provided by RTOs through the 'Resources Industry Training Fund' (RITF);
 - encouraging contractors engaged on the project to utilise Australian Government skills and training programs where possible, including the Australian Apprenticeship Program. Waratah Coal will provide information and develop awareness of Australian Government incentives and programs to all contractors engaged, and will direct contractors to relevant agencies; and
 - collaborating with MISC to track skills requirements and gaps on an ongoing basis, as part of the Heartbeat Project. This will assist in ongoing industry-wide strategies and planning for addressing skills shortages in the region.

6.3.15 ECONOMIC IMPACT ASSESSMENT

6.3.15.1 Address skills shortages

In addressing issues of skills shortages in the construction industry, Waratah Coal commits to:

- encouraging contractors engaged during construction of the project to utilise Australian Government skills and training programs where possible, including the Australian Apprenticeship Program. Waratah Coal will provide information and develop awareness of Australian Government incentives and programs to all contractors engaged, and direct contractors to relevant agencies; and
- engaging and collaborating with CSQ to identify potential strategies for increasing the capacity of local job seekers to develop appropriate skills.

To address issues of skills shortages in the mining industry, Waratah Coal commits to:

- identifying and communicating the Project's skills requirements to Mining Industry Skills Centre (MISC) and Department of Employment and Training (DET) to identify areas of skills gaps and assist in workforce planning;
- collaborating with MISC and DET regarding extending the findings of the Career Pathways research and other attraction and retention research to market the industry as a career of choice to not only persons currently in the labour force but also youth entering the labour force in the near future;

6.3.15.2 Minimise draw down on labour from other sectors

To assist in minimising the impacts of a draw down on labour in other sectors, Waratah Coal commits to:

- engaging with local business and residents to investigate options for providing flexible working arrangements that would allow locals to participate in not only the Project, but also maintain jobs in other industries. This may include, where practical, arrangements such as rostered shifts (e.g., 7 days on, 7 days off) or part-time employment opportunities in the Project that would enable local workers to also work part time in sectors such as agriculture and local government; and
- working with local business to secure supply contracts and encourage new businesses to locate to the region (this is examined in more detail in **Volume 2 to 3, Chapter 17**).

It must be recognised, however, that the high salaries offered by the Project will result in some difficulties for other sectors to attract and retain workers. In order to appropriately mitigate the likely draw of labour to the project, collaborative planning between State Government, local Council, local industry, industry organisations, and mining proponents is required.

6.3.15.3 Develop the local supply chain

To assist local business secure supply contracts and encourage new businesses to locate to the region Waratah Coal commits to:

- collaborating with local Council, economic development organisations, the Industry Capability Network (ICN) and State Government to:
 - identify the goods and services that are expected to be required by the project and inform local business of service provision opportunities and requirements of business to secure contracts;
 - develop and implement a Local Content Strategy establishing or participating in programs to assist qualified local and regional businesses tender for provision of goods and services to support the project;
 - examine options for establishing a local cooperative service or network to connect local business and supply chains and enable smaller, local businesses to collaborate in meeting service supply requirements of the project; and
 - develop strategies which will encourage suppliers to locate to the region in order to address shortages in goods and services that are not able to be sourced within the Project Study Area. Strategy development would be led by local Council, with Waratah Coal and other proponents to inform Council of business opportunities and allow Council to appropriately plan for likely industrial / commercial land requirements.

6.3.15.4 Minimise disruption of agricultural practices

To assist in minimising impacts associated with the project, Waratah Coal commits to:

- engaging with landholders along the rail corridor to identify potential disruptions to existing management practices for each property likely to be impacted;

including potential changes to land configuration and likely costs, and potential for land stranding or isolation;

- minimising the disruption to agricultural practices through appropriate design of the rail by ensuring potential adverse impacts to land access and ongoing management practices are identified, avoided, and / or mitigated where possible and practicable (e.g., through provision of alternative access points); and
- negotiating with landholders for reasonable compensation to provide required changes to alter paddock configuration, including alternative water access, fencing modifications and any additional stockyards required.

6.3.15.5 Minimise adverse implications of higher property prices

To assist in minimising potential impacts associated with higher property prices, Waratah Coal commits to:

- encouraging the use of worker camps by all FIFO project related employees to ensure demand for housing in the local property market is minimised; and
- supporting the development of local infrastructure.

6.3.15.6 Develop supporting infrastructure

To ensure required social and economic infrastructure is developed to meet the direct and indirect demand generated by the project, Waratah Coal commits to:

- identifying and communicating anticipated resident and non-resident population growth; and, associated infrastructure requirements and impacts as early as possible to relevant government authorities (impacts on population and associated infrastructure is examined in the Social Impact Assessment undertaken as part of this EIS);
- working with relevant government authorities to investigate and develop anticipated cost estimates to provide social and economic infrastructure, which may be required to meet demand generated indirectly by the project, and identify appropriate cost recovery strategies for developing this infrastructure. In order for Council to appropriately fund the development of required social and economic infrastructure, sources for initial funding will most likely be needed to negotiate between local Council and State Government, and potentially project proponents; and

- negotiating with relevant government authorities appropriate contributions for social and economic infrastructure developments required as a direct result of activities of the project.

6.3.15.7 Minimise adverse impacts of increased traffic

In addition to the strategies outlined in the Traffic and Transport section of the EIS (see Volume 3, Chapter 13), Waratah Coal commits to:

- developing strategies to ensure project related traffic movements (in particular for goods and services) are primarily undertaken during non-peak traffic periods on local roads; and
- engaging with other mining proponents and export facility operators to ensure coal movements are appropriately managed so as to avoid creating or exacerbating bottlenecks in the rail and port network.

6.3.16 HAZARD AND RISK

To minimise the potential risk to the health and safety of onsite and offsite personnel as a result of construction and operational activities associated with the rail, Waratah will commit to:

- construction phase defaulting under a formal SHMS in accordance with all relevant legislative requirements;
- undertake the operations of the rail under a formal SHMS in accordance with all relevant legislative requirements;
- monitor and implement amendments to the SHMS where necessary and frequently ensuring its applicability and currency to be maintained throughout the life of the project; and
- frequently liaise with internal and external stakeholders with respects to safeguarding and improving the SHMS.

6.4 COMMITMENTS – COAL TERMINAL

The infrastructure requirements of Waratah Coal at the Abbot Point State Development Area (APSDA) have changed since the project was described in the Initial Advice Statement and referral documentation. The changes have arisen due to the opportunity for co-location provided by North Queensland Bulk Ports' (NQBP) proposal to develop new four new terminals (T4-7) within the APSDA. Documents made available to date indicate that NQBP will be responsible for overseeing the

Environmental Impact Assessment process for Terminal development within the APSDA.

Two changes to the original IAS design elements have been made as a consequence of the opportunity provided by the T4-7 development; namely the deletion of the Jetty and the relocation of the rail alignment from adjacent to the Multi-user corridor to adjacent to the proposed T4-7 coal stockyards. It is anticipated that these changes will reduce the potential environmental impact of Waratah Coal's operations at Abbot Point.

Minimum design and environmental requirements will be set by NQBP for all infrastructure based on their environmental studies and assessments of best practice standards. Waratah Coal will comply with these requirements.

The infrastructure design within the Terminal, including unloading, stockpile and transport infrastructure, conform to the original IAS although changes may be required following the assessments and conditions set by NQBP. Waratah Coal will comply with these requirements and will redesign the infrastructure if and as necessary.

It is anticipated that once NQBP has received their approval for the MCF, Waratah Coal will need to undertake additional approvals processes to facilitate the above activities and development. In addition, Waratah Coal will take on the resulting conditions passed on from the approvals acquired, in keeping with best practice environmental management adhered to in this project.