



Capcoal Complex

Stakeholder Accountability Report 2023





Acknowledgment of Country

Anglo American respects the traditions, values and cultures of Aboriginal and Torres Strait Islander people. We acknowledge the Traditional Owners of all the lands where we operate.

The Barada Barna People in Middlemount and Moranbah; the Barada Kabalbara Yetimarala People south of Middlemount; the Gangulu People and Wulli Wulli People in the Moura, Banana, Theodore region; and the Turrbal People in Brisbane.

We pay respect to Elders past and present, and to emerging community leaders.

Aboriginal and Torres Strait Islander people should be aware that this document may contain images and/or names of deceased persons.

Contact us

Do you have a question about this report, or feedback to share? Let us know here:

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A Message from Our CEO



Anglo American's Purpose is to re-imagine mining to improve people's lives. In practice, that means we aim to be a positive contributor in the communities where we operate and to make a lasting contribution—one that improves the region—in the years beyond the life of our mines.

We've enjoyed a 20-year partnership with the Middelmount community as our Capcoal and Aquila mines continue to produce the high-quality steelmaking coal required to support the world's renewable energy transition.

With the increasing recognition that steel—and therefore steelmaking coal—is essential to enable global decarbonisation, comes increasing stakeholder awareness and expectation that it must be produced responsibly and sustainably.

We aspire to create shared value and make lasting, positive contributions to the communities and regions where we operate. We do this by partnering with local organisations to deliver projects that support improved health and wellbeing, employment, skills and education outcomes, and generate systemic, long-term change.

We continued to invest in Middelmount, providing support for improved access to early education through our Regional Early Childhood Education Strategy and family daycare partnerships; contributed to improved health outcomes through our partnership with Heart of Australia and development of

local health expos; and worked with key emergency service, industry and government stakeholders to establish the Road Safe Middelmount working group.

Our Community Reference Forums facilitate open and transparent dialogue and drive greater accountability in our engagement. By having strong mechanisms in place for accountability, such as these local forums, we aim to build trust and mutual understanding with our communities.

In addition to these forums, our accountability is realised through the disclosure of this report, which charts our progress against our long-term social performance objectives, determined in collaboration with our stakeholders.

Our steelmaking coal business in Australia is the first in Anglo American to produce a Stakeholder Accountability Report and I am proud to share our progress with you.

Dan van der Westhuizen
CEO of Anglo American in Australia

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We aspire to create shared value and make lasting positive contributions to the communities and regions where we operate.

Introduction

Background

We're committed to making a lasting, positive contribution to the communities in which we operate. This starts with understanding and responding to the needs and priorities of those communities.

We began our journey towards becoming a leader in responsible mining more than 15 years ago with the development of the Anglo American Social Way, our integrated Social Performance Management System.

Social performance encompasses our interactions, activities and outcomes with respect to host communities and other local stakeholders affected by our activities. Delivering value into the lives of our external stakeholders and managing our impacts on host communities is integral to the long-term success of our business.

The Social Way

We manage our relationship with our host communities through our Social Way. Formerly known as the Socio-Economic Assessment Toolbox (SEAT), the Social Way 3.0 marked a step towards change by introducing a new integrated Social Way Management System comprising a policy, toolkit and assurance framework.

Through the Social Way, we are able to ensure policies and systems are in place at all Steelmaking Coal sites to support effective engagement with affected communities, avoid or minimise adverse social impacts, and maximise development opportunities.

Sustainable Mining Plan

Our Sustainable Mining Plan supports our innovation and delivery of results across the entire mining value chain. From mineral discovery, right through to marketing our products to customers, we are changing how our employees and stakeholders experience Anglo American and helping to create enduring value for all.

Our Sustainable Mining Plan is built around three global sustainability pillars designed to support the United Nations (UN) Sustainable Development Goals (SDGs). They are deliberately ambitious and designed to challenge us to lead and innovate. These stretch goals support the design and delivery of environmental and social programs that help deliver benefits to our communities. Further details on our Sustainable Mining Plan can be found on **page 28** of this report.

About the Stakeholder Accountability Report (SAR)

Our commitment to accountability is realised, in part, through transparent reporting and communication with potentially affected stakeholders. The Stakeholder Accountability Report (formerly known as a SEAT Report) is one way of achieving this.

The SAR provides an overview and feedback on the steps taken and progress made by the Capcoal Complex in terms of social performance management and summarises key elements of the site's Social Management Plan, including long-term social performance objectives, priorities and key deliverables.

Structure of the SAR

The first section of this report comprises an overview of Anglo American's steelmaking coal business in Australia, followed by a profile of the Capcoal Complex and Middlemount community.

The report also identifies key stakeholders and their relationship to the Capcoal Complex, as well as the process undertaken to determine the site's long-term social performance objectives.

The report then provides a high-level overview of the interactions between the Capcoal Complex and the Middlemount community, depicted through an infographic. This is followed by case studies highlighting the activities undertaken by the Capcoal Complex to achieve our long-term social performance objectives and meet our Reconciliation Action Plan and Sustainable Mining Plan targets.

Acknowledgements

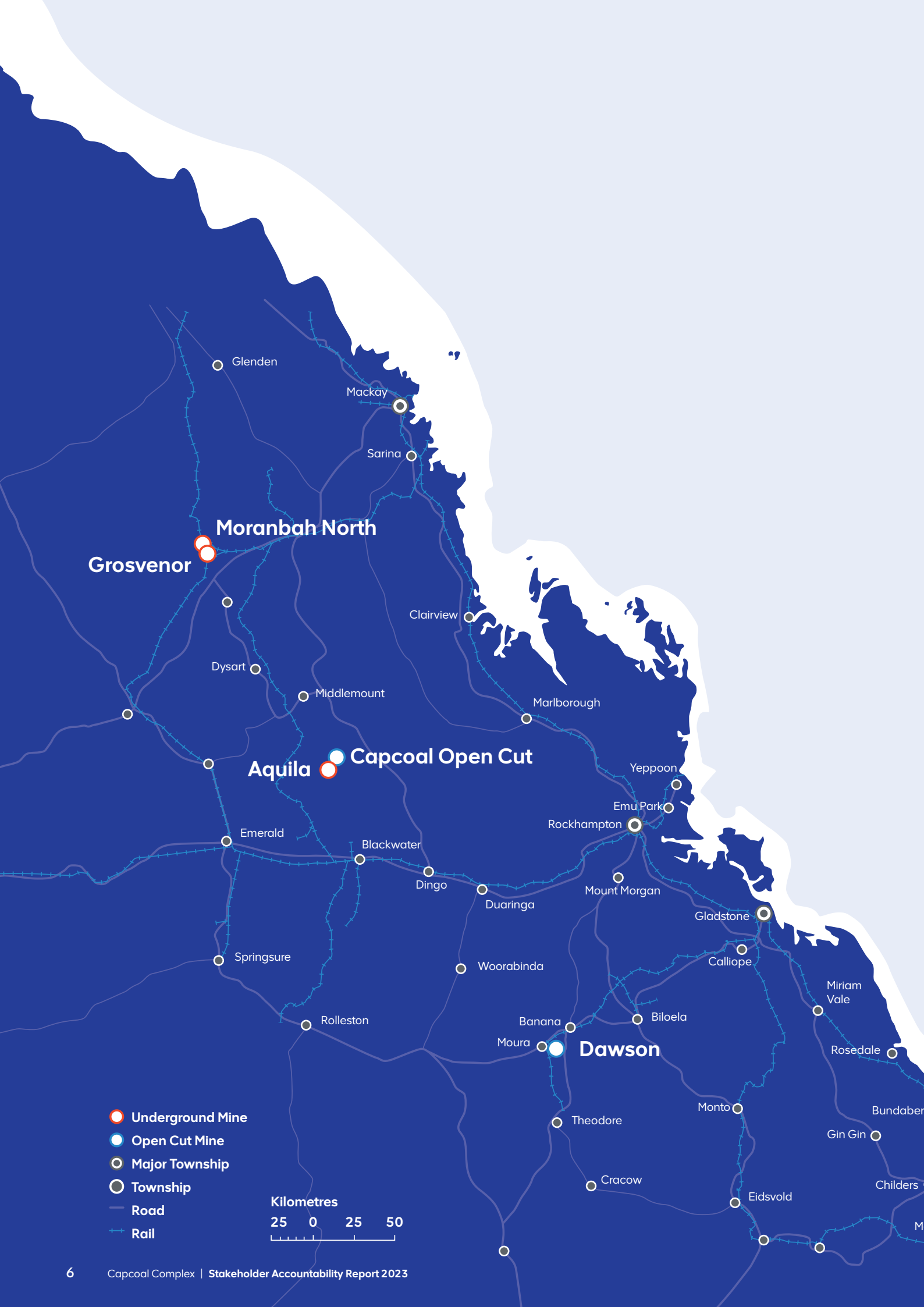
Anglo American would like to acknowledge the stakeholders who contributed to the development of the Capcoal Complex long-term social performance objectives, whether through provision of data and information, completion of surveys or participation in one-on-one interviews or focus groups.



Scan for further information
on the Anglo American
Social Way Policy and Toolkit



Scan for further information
on the Anglo American
Sustainable Mining Plan



About Anglo American in Australia

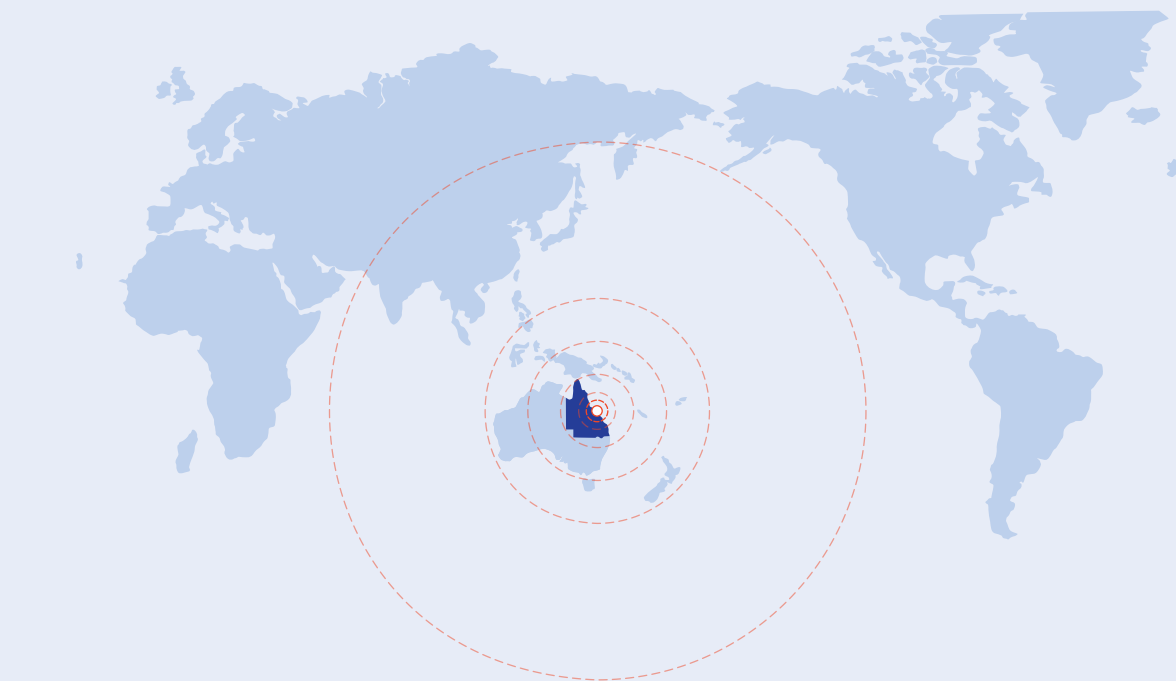
In Australia we have five steelmaking coal mines in Queensland's Bowen Basin, along with additional development projects and joint-venture interests.

We are the world's third largest exporter of steelmaking coal and our operations serve customers throughout Asia, Europe and South America.

Steelmaking coal (also known as metallurgical coal or coking coal) is a vital part of the steel value chain today—and steel is a material that will continue to form the backbone of the world's infrastructure development for decades to come.

Steel is also fundamental to the transition to a low carbon world—given its use in much of the required equipment and infrastructure for renewable energy.

The steelmaking coal assets within our portfolio produce a high-quality product ideal for serving more modern, highly-efficient, lower carbon intensity steel mills.



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We are the world's third largest exporter of steelmaking coal and our operations serve customers throughout Asia, Europe and South America.

Capcoal Complex Profile

The Capcoal Complex comprises the Capcoal Open Cut Mine, Aquila Mine and associated infrastructure.

Capcoal Open Cut Mine

Our Capcoal Open Cut operations comprise Lake Lindsay Mine, Oak Park Mine and the Coal Handling Preparation Plant (CHPP) and associated infrastructure.

Open cut coal mining began at German Creek Mine in late 1981 and underground mining began at Southern Colliery in 1988. Open cut mining moved to Capcoal's Oak Park lease in 2004 and the Lake Lindsay Lease in 2008.



Capcoal Open Cut Mine is located **25 km south-east** of the Middelmont township. The closest regional centre is Mackay.



In 2023, Capcoal Open Cut Mine employed **593 employees** and **265 contractors**



Of Capcoal Open Cut Mine's 593 employees, **285 live locally**



We **own 600 properties** in Middelmont which are allocated to Capcoal Complex employees and essential service workers as part of our local housing initiative. Read more on **page 22**.

Aquila Mine

Aquila Mine is an underground longwall mine which began production in 2022. It extends the life of our Capcoal underground operations by eight years, after Grasree Mine reached its end of life in 2022.

Aquila Mine operates one of the only walk on, walk off longwall systems in the Australian coal mining industry using two complete longwalls.

Aquila Mine is located **16.5 km south-west** of the Middelmont township.

In 2023, Aquila Mine employed **558 employees** and **321 contractors**

Of Aquila Mine's 558 employees, **167 live locally**



The Middlemount Community

Middlemount is located within the Isaac Regional Council local government area in the central part of the Bowen Basin in Central Queensland.

A purpose-built mining town established in the early 1980s, Middlemount is an established regional centre with a shopping complex, aquatic facility, medical centre, chemist, daycare provider, playgroup and sport and community clubs.

In 2023, the Isaac regional economy is dominated by the resource sector which at \$35B accounts for more than 90% of total output. There are about 30 operational coal mines in the Isaac region which produces more than half of Queensland's saleable coal each year. In addition to coal, the region contains significant mineral, gas and other extractive resources. The region is also home to a diverse agriculture economy, particularly beef cattle grazing and broad-acre cropping.

Anglo American is the major employer in Middlemount and has a strong presence in the community.

Our Local Area of Influence

Each of our operations has a defined area of influence, which encompasses the geographical extent of the site's direct potential impacts. The area of influence for our Capcoal and Aquila mines includes the area surrounding the mining leases and Middlemount.

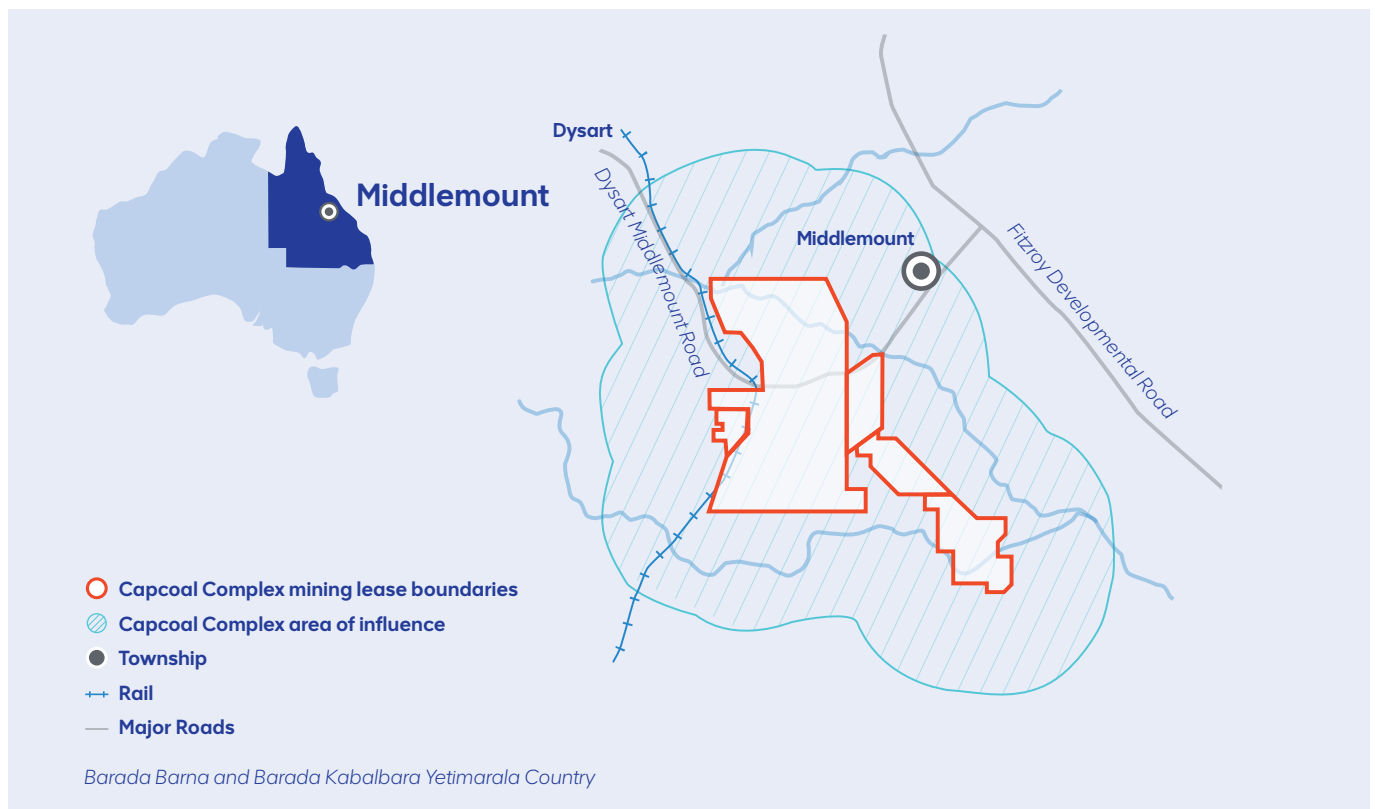
In 2021, Middlemount had a resident population of **1,899 people** with a significant number of additional non-permanent residents.¹

More than 50% of Middlemount residents work in the mining industry.¹

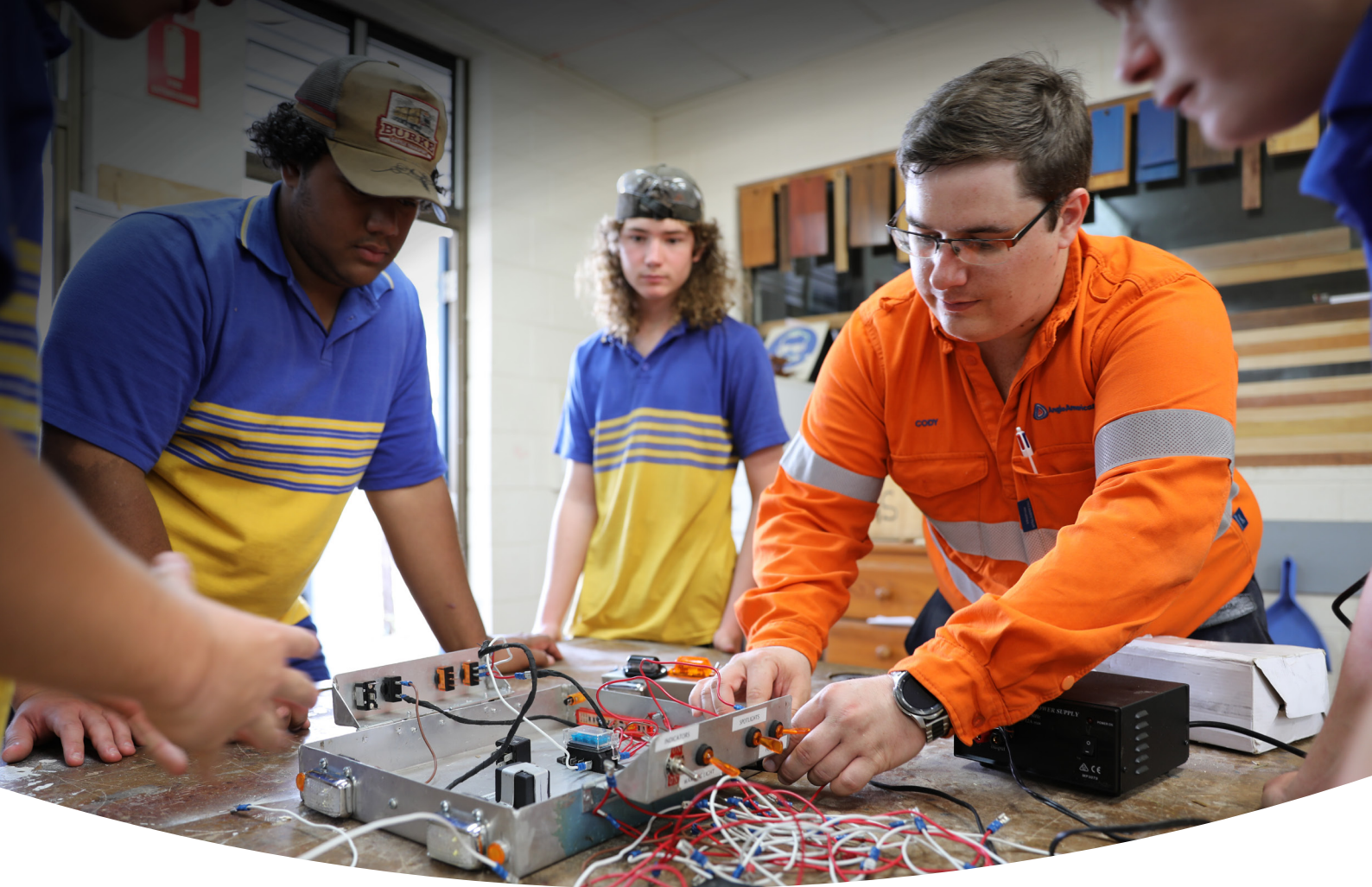
The Isaac region generates in excess of **\$1B in royalty payments** each year.²

¹ abs.gov.au/census/find-census-data/quickstats/2021/312011341

² app.remplan.com.au/isaac/economy/summary?state=GgGBf69kmu5e2QLHyvXYKxhdh8hoeL



Our Stakeholders



Being responsive to the interests and concerns of our stakeholders is fundamental to delivering lasting, positive contributions to local communities and those affected by our activities.

Our stakeholder engagement activities are underpinned by a set of guiding principles: Dialogue-based, strategic, proactive, clear and direct, inclusive and ongoing.

Engagement activities are designed with consideration for potential impacts and risks. Stakeholder priorities and the engagement approach is tailored depending on stakeholder needs, preferences, time restraints, cultural context and logistics.

To ensure we capture all stakeholders, an analysis is undertaken to determine with whom to engage, about what, at what level and at what frequency. This process helps determine who to prioritise for engagement and which stakeholders require a tailored engagement approach.

Advocacy

As a global leader in the mining industry, we are accountable to all of our stakeholders. We aim to be at the forefront of the pressing issues facing our communities today. We are proud to be advocates for what we believe is right and to work with partners to solve problems through public policy engagement.



Traditional Owners

We recognise the enduring connection Aboriginal and Torres Strait Islander people have with Country, and their role as Custodians of the land, now and in the future. We continue to enhance our relationship with Barada Kabalbara Yetimarala (right), the Traditional Owners of the land on which the Capcoal Complex is located, and Barada Barna (left), the Traditional Owners of the land upon which the Middlemount township is based.



Employees and Unions

Our people are critical to our success. We had more than 5,500 full-time employees and contractors working across our Australian operations in 2023.

We believe creating an inclusive and diverse working environment and culture that encourages and supports high performance and innovative thinking gives our business a competitive advantage.



Health and Emergency Services

We work in partnership with our local health and emergency service providers to ensure they have capabilities and capacity to respond to the health and emergency requirements of our local communities.



Education

We work closely with educators from early learning to high school to remove barriers to education for students and seek to play an active role in supporting educational outcomes that align with future-focused employment opportunities.



Landholders and Neighbours

As responsible neighbours, we work closely with local landholders and neighbours to build mutually beneficial relationships fostering co-existence.



Community Services and Organisations

Working with community services and organisations brings a unique ethical and sustainability lens to our business. Our strong cross-sector relationships enable us to be more responsive to each community's needs.



Middlemount Residents

We are proud of the longstanding relationships we have with our communities and aim to manage our mines in a way that shares the benefits of mining with our people, our communities, local economies and shareholders.

Long-Term Social Performance Objectives

We're committed to building sustainable and mutually beneficial partnerships with stakeholders throughout the lives of our mines.

This requires a long-term vision, defined through collaboration with our stakeholders, informed by a deep understanding of our environmental, social and governance context, and shaped by the potential impacts we may have and the opportunities we can create.

In 2022, we developed long-term social performance objectives specific to each of our Australian steelmaking coal operations based on the interactions between our sites and the community. The long-term social performance objectives aim to define the approach to secure and maintain a social licence to operate and achieve the business objectives over the life of the mines.

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We undertook a three-step process to develop our long-term social performance objectives.



Capcoal Complex Social Management Plan 2022-2027

Social Management Plan Development Process

01 Understanding Our Operations and Our Communities

In 2021, we undertook a detailed review of our operations and our communities to understand the interactions at the time and into the future. This included reviewing feedback received from stakeholders through the Middlemount Community Reference Forum, one-on-one meetings, focus groups, annual perception surveys, grievance (or complaints), and our social and human rights impact and risk assessment.

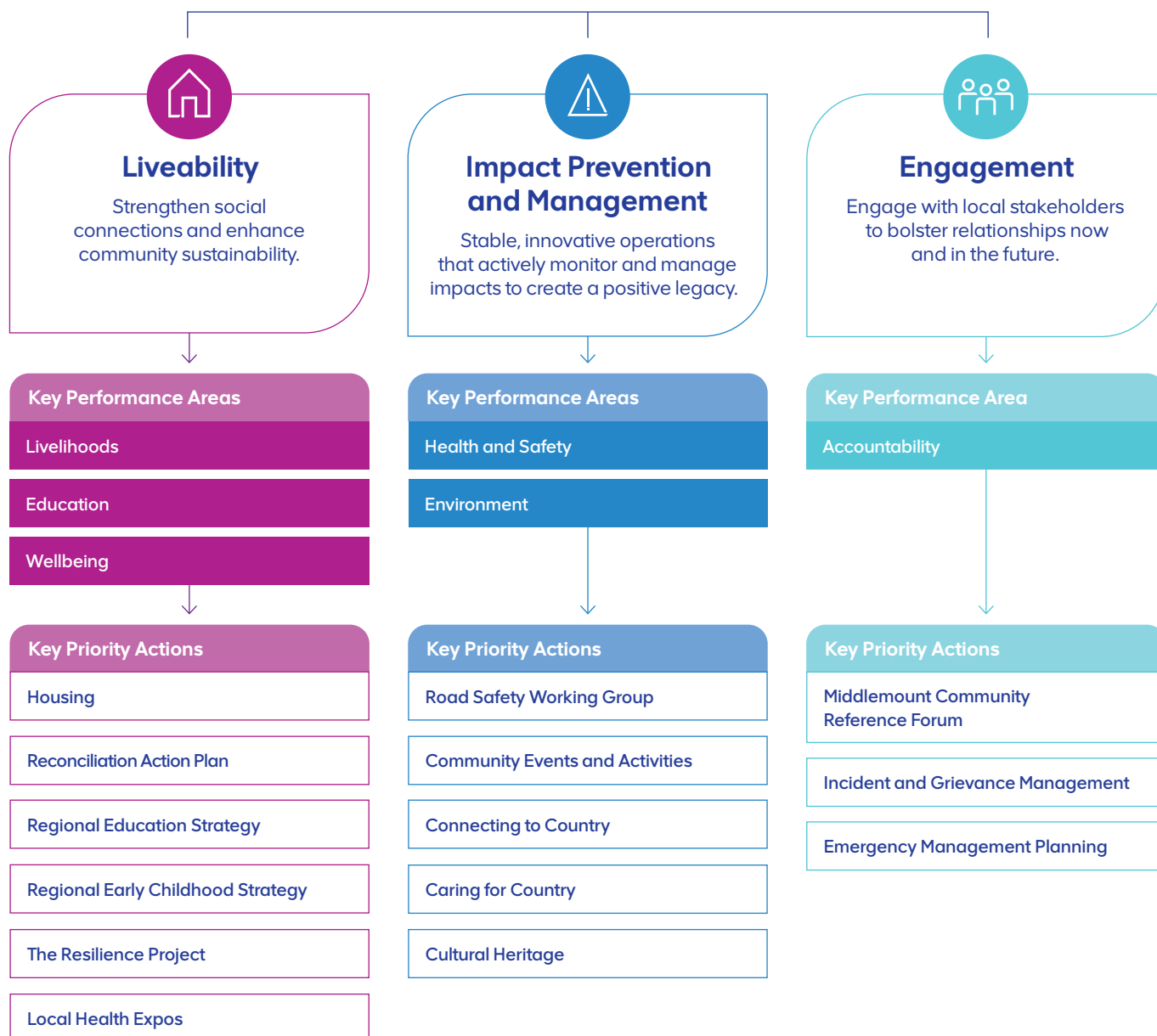
02 Engagement and Collaboration

The results of the review were tested with the Middlemount Community Reference Forum to ensure the findings aligned with the needs and priorities of the community. Once confirmed, we collaboratively developed key priority areas.

03 Leadership Support

The key priority areas were presented to the senior leadership teams at our Capcoal Open Cut and Aquila mines for endorsement and used to inform the development of long-term social performance objectives for five years.

Long-Term Social Performance Objectives



There are 30 operational coal mines in the Isaac region, including our Capcoal Open Cut and Aquila mines. This infographic provides a high-level overview of the interactions between our mining operations and the Middlemount community.

Local Procurement

We support local businesses and suppliers by prioritising local procurement.

Capcoal Complex operating on Barada Kabalbara Yetimarala Country



Traffic

The mining industry generates more traffic in the communities where we operate.

Police/Emergency Services

We partner with emergency services and industry partners in the Road Safe Middlemount working group. **Page 21.**

Middlemount located on Barada Barna Country

Health and Wellbeing

We continue to support Middlemount Medical Centre and fund specialist health services to the Middlemount community through our partnership with Heart of Australia. **Page 6.**

Early Childhood Education

Our regional early childhood education strategy aims to improve attraction and retention of educators. **Page 17.**

Community Cohesion

Due to the number of non-permanent residents in Middlemount, there may be a reduction in community cohesion.

Education

We are delivering free workshops and assessments to help parents, carers, and teachers identify and support children experiencing development and behavioural challenges. **Page 18.**

Community Grants

Our annual Community Grants Program promotes community cohesion by providing funding for local events and programs. **Page 23.**

Housing

The mining industry puts additional pressure on housing affordability and availability for residents who are not employed in the industry.

Accommodation

We offer employees a range of accommodation options to reduce our impact on housing availability and affordability. **Page 22.**

This infographic is for illustration purposes only and is not an accurate representation of Middlemount or our mining operations.



Strengthening social connections and enhancing community sustainability.



Case Study Heart of Australia

We're committed to improving accessibility to general and specialist healthcare services in Middlesmunt.

Our partnership with Heart of Australia has been bringing specialist health services to people living in our areas of operation via Heart of Australia's fleet of medical clinics on wheels since 2020.

Heart of Australia's Heart 3 and Heart 4 trucks visit the communities of Moura, Banana, Theodore and Middlesmunt on a quarterly basis delivering life-saving interventions to patients, including stress and transthoracic echocardiograms, respiratory function tests, exercise stress tests and blood pressure and holter monitors.

In 2022, after receiving feedback from the women in our workforce and the Middlesmunt community, we expanded our Heart of Australia partnership to include specialist gynaecological services.

Heart of Australia's custom-built mobile health clinic Heart 1, was fully refurbished with specialist equipment to support the new service, including a colposcope for colposcopy procedures.

Supported by specialist gynaecologists, the clinic provides improved accessibility to a full service of gynaecological care including new gynaecology consultations, infertility, contraception (including IUD), menstrual cycle problems, endometriosis consultations, cervical screening test assessments, menopause, pelvic floor incontinence and women's health issues.



Investment:
\$1,000,000+



Delivery:
2020-2024



Goal:
To improve accessibility to specialist healthcare in Middlesmunt.

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In 2022, after receiving feedback from the women in our workforce and the Middlesmunt community, we expanded our Heart of Australia partnership to include specialist gynaecological services.





Case Study Establishment of Family Daycare Facilities

We've facilitated the establishment of new family daycare facilities in Middlemount through our Regional Early Childhood Education Strategy.

To increase the number of early childhood education places, we partner with suitably qualified providers to set up family daycare facilities in Middlemount.

Family daycare partners are provided with a fit-for-purpose Anglo American house in return for offering family daycare services.



Investment:
Anglo American-owned houses



Delivery:
2023-2025



Goal:
To improve access to early childhood education in Middlemount.



Case Study Regional Early Childhood Education Strategy

Through our Regional Early Childhood Education Strategy, we're working with early childhood education providers to improve educator attraction and retention.

Anglo American recognises the increasing pressures on local early childhood education services to attract and retain suitably qualified staff in Middlemount, restricting availability of early childhood education.

Through ongoing engagement and collaboration with local providers, we identified barriers to attraction and retention were associated with lack of access to affordable and suitable accommodation, cost-of-living pressures in Middlemount and access to professional development opportunities.

To address high educator turnover rates and improve service consistency, we implemented a Regional Early Childhood Education Strategy in mid-2022. This strategy has provided C&K Middlemount educators with access to Anglo American housing, attraction and retention bonuses, incentives and bursaries.



Investment:
\$110,000 and subsidised rent in Anglo American-owned houses



Delivery:
2022-2025



Goal:
To improve access to early childhood education in Middlemount.



Case Study Child Development and Behavioural Initiative

Partnering with child and disability services to improve educational and mental health outcomes.

In conjunction with occupational therapist Pippa van Wijk, we're delivering a pilot program to help parents, carers, and teachers identify and support children experiencing development and behavioural issues.

Barriers to accessing child development and behavioural support services in rural and remote areas, like our areas of operation, often result in lower levels of diagnosis and intervention. Through a series of Anglo American-funded workshops held in Middelmount, Ms van Wijk assesses

children and equips carers with skills to identify a child's developmental needs and creates a tailored plan for support and intervention.

During the three-week program, Ms van Wijk conducted 43 individual parent consultations and 12 child assessments, focusing on emotional regulation, developmental concerns and general learning difficulties.

Following the success of the Middelmount pilot, the program has been extended to Moura from 2024.



Investment:
\$96,000



Delivery:
2023–2024



Goal:
To improve accessibility to specialist healthcare in Middelmount.



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Following the success of the Middelmount pilot, the program has been extended to Moura from 2024.



Case Study Middlemount Health and Wellbeing Expo



Investment:
\$5,000



Delivery:
Annual



Goal: To contribute to a sustainable level of healthcare specific to each of our areas of operation.

By developing local health expos, we're supporting the long-term sustainability of local health, wellbeing and social service providers, businesses and community groups.

In 2020, the London School of Hygiene and Tropical Medicine in conjunction with James Cook University completed a baseline health and wellbeing study which was used to inform the development of our Sustainable Mining Plan. One recommendation of the study was to focus on improving access to and awareness of medical services in our communities.

To address this recommendation and contribute to sustainable levels of healthcare, we provide funding to facilitate the delivery of health and wellbeing expos.

By providing a platform for local businesses and service providers to market their products and services, the health and wellbeing expos offer the opportunity for:

- Increased awareness about the health, wellbeing and personal care products and services offered in-region
- Health and wellbeing service providers to grow their clientele and gauge demand for new services
- Networking and collaboration for businesses and service providers
- Community networking and socialisation.

Middlemount's first health expo was hosted in conjunction with Central Queensland care provider Hinterland Community Care in 2022, and a second health expo was delivered in 2023 under the same partnership.

Each expo featured more than 20 health, wellbeing and personal care stalls, and Heart of Australia's team of medical professionals was also onsite to conduct free health checks for attendees.

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To address this recommendation and contribute to sustainable levels of healthcare, we provide funding to facilitate the delivery of health and wellbeing expos.



Impact Prevention and Management

Stable, innovative operations that actively monitor and manage impacts to create a positive legacy.

We acknowledge our operations, and associated activities, have the potential to impact the communities around them, both positively and negatively. The Anglo American Social Way defines impacts as changes to the lives, livelihoods, cultural heritage, health or wellbeing of external stakeholders. Impacts experienced may be direct, indirect, cumulative and/or perceived.

Our social performance activities are focused on avoiding and minimising negative impacts and creating an environment where our communities and stakeholders can prosper sustainably. Engaging with local communities at all stages of the mine life is imperative for developing these strategic activities to prevent or minimise our impacts and to maximise local social benefits.

Examples of the impacts identified and the causal relationships with the Capcoal Complex:



Offsite Traffic Accident

The mining industry generates additional traffic in the communities where we operate.

Controls

We work in partnership with Queensland Police Service (QPS) and other local stakeholders on the Road Safe Middlemount working group (**page 21**) to deliver community education and initiatives in pursuit of improved road safety. Additionally, we provide buses for our workforce and fatigue rooms to minimise our contribution to road traffic incidents across the region.



Housing Availability and Affordability

The mining industry puts additional pressure on housing affordability and availability for residents who are not employed in the industry.

Controls

To ensure we limit our impacts on the availability and affordability of local housing while also encouraging local living, a range of accommodation options are made available to our employees. These options include camp accommodation, subsidised company housing, and rental subsidies. We also provide rental subsidies to assist essential services with attraction and retention of staff (**page 22**).



Community Cohesion

Due to the high transience and number of non-permanent residents in Middlemount, there may be a reduction in community cohesion.

Controls

Each year, we support events and initiatives to promote improved social cohesion through our Community Grants Program (**page 23**). Funding is distributed among local community groups, organisations and not-for-profits.



Case Study Road Safe Middelmount

We're proud to have developed the Road Safe Middelmount working group which facilitates a coordinated approach to road safety by providing a platform to share information and collaborate on initiatives.

The Road Safe Middelmount working group includes representatives from the local police and emergency services, council, industry, business and community organisations which work collaboratively to promote road safety awareness and implement initiatives with a focus on the Fatal 5—Distraction, Fatigue, Speeding, Drink-Driving and Seatbelts.

The group meets on a quarterly basis to identify opportunities and initiatives to improve road safety across the Middelmount and surrounding communities.

In 2024, this will be extended to include delivering a collaborative Random Breath Testing (RBT) operation. Industry representatives, including leaders from our Capcoal Open Cut and Aquila mines, will attend a Queensland Police Service (QPS) RBT operation, to collect data on attitudes towards fatigue and hand out Drowsy Driver packs to encourage motorists to pull over when tired.

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The group meets on a quarterly basis to identify opportunities and initiatives to improve road safety across the Middelmount and surrounding communities.

Housing and Accommodation

To encourage local living, promote the long-term sustainability of the Middlemount community and limit our impacts on the availability and affordability of housing in Middlemount, we have developed a sustainable, multi-faceted accommodation strategy.

This strategy ensures employees have a range of accommodation options to suit their needs, while also contributing to the long-term sustainability of the Middlemount community.

Accommodation options available are outlined below:

Company Housing

Anglo American owns 600 Middlemount homes which are allocated to Capcoal Open Cut and Aquila mine employees as part of our accommodation strategy.

Of these homes, 90% are currently allocated to Capcoal Open Cut or Aquila mine employees with the remaining 10% used for transit accommodation or undergoing maintenance.

Private Rentals

Anglo American offers private rental housing arrangements to eligible essential business services and community members.

Anglo American provides 36 private rentals to essential businesses and 25 private rentals to community members.

Village Accommodation

Anglo American provides eligible non-resident employees and contractors with access to camp accommodation.

In Middlemount, Anglo American owns the Capcoal Village which can accommodate up to 1,110 employees. Capcoal Village is managed by a third-party facilities management provider.



Community Grants and Events

Each year, we contribute funding to support sustainable development initiatives that make a lasting, positive contribution and improve community cohesion in the communities where we operate.

In 2023, 53 groups across our operational footprint benefitted from more than \$560,000 in funding through our annual Community Grants Program, with 16 Middelmount-based organisations sharing in \$148,612 in grant funding.

Recipient	Amount	Purpose
Capricorn Helicopter Rescue Service	\$20,000	Delivery of life-saving aeromedical services in Central Queensland
CTM Links	\$31,000	Middelmount Christmas party rides, Men's Health Week and domestic violence support
Middelmount Race Club	\$19,030	Middelmount Race Day rides and entertainment
Middelmount Youth Services	\$15,000	Delivery of youth programs
Middelmount Community School	\$14,000	To purchase a new piano and sensory garden
Barada Barna Corporation	\$10,000	Funding support for NAIDOC Week
Middelmount Community Sports Association—Swim Club	\$8,000	Two two-day Oncore Swim Clinics
Middelmount Community Sports Association—Gym Fit	\$5,000	To purchase new gymnastic equipment
Middelmount Panthers Junior Rugby League Club	\$5,000	40 years celebration and NRL development day
Moranbah and District Support Services	\$5,000	Community cooking classes and nutrition education
Middelmount Community Sports Association—Cricket	\$4,291	To purchase an Astro Turf cricket pitch
Middelmount Community Sports Association Box Gully Trail Run	\$3,814	Funding support for the annual Box Gully Trail Run fundraising event
AGT PTY LTC	\$3,500	Charity Golf Day
Middelmount Golf and Country Club	\$3,000	Funding support for the Middelmount Pro-Am event
Middelmount Community Sports Association—Tennis	\$1,258	To purchase new tennis equipment
Mulligrubs Playgroup	\$719	To purchase a Hizero vacuum mop



Engagement

Recognised as a pillar of the community by instilling high levels of trust and confidence in stakeholders through transparent engagement and accountability.

Capcoal Complex Community Reference Forum

Under Social Way and the Sustainable Mining Plan (page 28), our vision is to transform the relationship between our mines, the community and wider society.

To help achieve this vision, Community Reference Forums have been established at each of our areas of operation in Moranbah, Middlemount and Moura.

Our forums support open and honest two-way engagement and provide a platform for us to actively collaborate with local stakeholders to co-design programs shaping, monitoring and evaluating our sites' social performance.

Each forum is chaired by a senior Anglo American representative who shares regular updates on mine activities in regard to planning, impact management and long-term community wellbeing. They provide an opportunity for community representatives to offer feedback.

The Capcoal Complex, Dawson and Moranbah community reference forums include key community representatives from a range of community sectors, identified during our stakeholder mapping analysis. A list of sectors and organisations represented on the Capcoal Complex Community Reference Forum is provided opposite.

Sector	Organisation
Anglo American (Chair)	General Manager, Aquila Mine
Anglo American (Chair)	General Manager, Capcoal Open Cut
Traditional Owners	Barada Barna Aboriginal Corporation
Business	Middlemount Bakery
Health	Middlemount Medical Centre
Social Services	CTM Links District
Youth	Middlemount Youth Centre
Emergency Services	Middlemount Police
Local Government	Isaac Regional Council
Early Childhood Education	C&K Middlemount
Education	Middlemount Community School
Agriculture	AgForce
Sports	Middlemount Community Sports Association

Annual Perception Surveys

We're always looking at ways to improve how we operate in our host communities, and we do this by monitoring feedback, both positive and negative, from our external stakeholders.

We proactively seek feedback through our annual perception surveys which help us to understand the impacts (both positive and negative) experienced by people who live and work in the communities where we operate. Feedback from our perception surveys is used to inform the development of the site's long-term social performance objectives and monitor public perception.



See a summary of our 2022 Annual Perception Survey results here

Grievance Management

Every Anglo American operation in Australia has developed a Grievance Procedure which outlines how the operation captures and addresses community feedback and concerns.

Grievance management is an effective way to develop trust and demonstrate our commitment to acting as responsible neighbours while ensuring operational problems and areas of non-compliance are identified and resolved, facilitating improved operational performance.

Grievances relating to our Capcoal Open Cut and Aquila Mine operations and activities can be submitted online via the QR code provided, or in person at our Middlemount Community Shopfront location at Shop 7a, Middlemount Shopping Centre, Middlemount, QLD 4746.



Scan to submit an incident or grievance

Emergency Preparedness and Response Planning

As part of our commitment to zero harm, we are committed to ensuring emergency management practices are collaboratively developed and understood by all involved.

Under our Social Way policy, every Anglo American managed site is required to develop and maintain a comprehensive Emergency Preparedness and Response Plan for site-induced emergencies that could affect local communities. Taking a collaborative approach, the Capcoal Complex works closely with local emergency service providers to develop this plan which includes all aspects related to both on-site preparation as well as external stakeholder.

Each year, the emergency response working group meets to conduct a mock emergency drill that aims to identify and improve emergency response capacity and capabilities in a real-life situation. The ongoing drills and training exercises promote continuous improvement, ongoing education and awareness and ensure we have a robust emergency management system that is understood by all who could be affected.



Reconciliation Action Plan

Through our Innovate Reconciliation Action Plan (RAP), we seek to enhance our relationships with the Traditional Owner groups of the lands we operate on, and develop a deeper understanding of their histories, cultures, and values.

As part of our commitment to re-imagining mining to improve people's lives, we recognise the impact we can make in improving the lives of the communities where we live and work, and the land we operate on.

The development of our Innovate RAP has been guided by our core Values of Collaboration, Innovation, Safety, Care and Respect, Integrity, and Accountability. Our approach to its development has been one of connection, story, healing and understanding.

Anglo American recognises the differences that exist between Aboriginal and Torres Strait Islander communities, from their specific histories to their cultural practices and language.

We acknowledge the importance of developing individual relationships with each Traditional Owner group, based on an understanding of their challenges, priorities, and the needs of their community.

We commit to walking with the Traditional Owner groups, their communities, and other Aboriginal and Torres Strait Islander people to provide opportunities to:

- Care for Country
- Reconnect the community through stories and the sharing of knowledge
- Develop pathways to increase employment opportunities within the mining industry
- Empower the community through business development, capacity, and capability building.

These commitments will be delivered through four core programs which form the foundation of our Innovate RAP and underpin all other actions and deliverables.

The four core programs are shown on the right.

Caring for Country

Recognising and fostering the role of Aboriginal and Torres Strait Islander people in caring for Country.

Connecting to Country

Building connection to Country, cultures, and community by combining cultural knowledge with digital intelligence.

Songlines

Creating employment and education pathways for Indigenous people.

Empowering Communities

Creating opportunities for Indigenous businesses.

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The development of our Innovate RAP has been guided by our core Values of Collaboration, Innovation, Safety, Care and Respect, Integrity, and Accountability.



Read more about our
Innovate Reconciliation
Action Plan



Case Study Barada Kabalbara Yetimarala Cultural Heritage Management Plan

We work closely with Traditional Owner groups to protect and preserve Aboriginal cultural heritage, in accordance with our Cultural Heritage Management Plans and other agreements.

Across our operations, we work respectfully with Traditional Owners to ensure cultural heritage duties of care are closely adhered to. In July 2021, we signed a new Cultural Heritage Management Plan for our Capcoal Complex with the Barada Kabalbara Yetimarala (BKY) People, with a signing ceremony held on site at our Capcoal Open Cut mine.

As part of our commitment to protect and preserve Aboriginal Cultural Heritage for future generations, our site environment team has worked with the BKY People to develop a series of displays.

A scar tree garden (pictured top right) and artefact display was established at the entrance to our Capcoal Open Cut Mine in 2021, exhibiting a variety of artefacts including scar trees, silcrete, chalcedony, jasper and chert flakes retrieved during cultural heritage surveys at our Lake Lindsay and Oak Park mines.

The artefacts are stored together to maintain their potential for future study, which will play a role in extending knowledge of artefact reduction and use of raw lithic materials.

What is a scar tree?

Scar (or scarred) trees are living examples of Aboriginal Cultural Heritage and may appear as an oval space carved from the outer bark of a tree.

Scar trees are important because they bear the scars of cultural activities from the past including the purposeful removal of bark to make canoes or other items.



Sustainable Mining Plan

Our Sustainable Mining Plan helps us achieve our Purpose of re-imagining mining to improve people’s lives. We’re shaping an industry that is safer, more sustainable and efficient, and better harmonised with the needs of our host communities and society.

From mineral discovery right through to marketing our products to customers, we are changing how our employees and stakeholders experience Anglo American and helping to create enduring value for all.

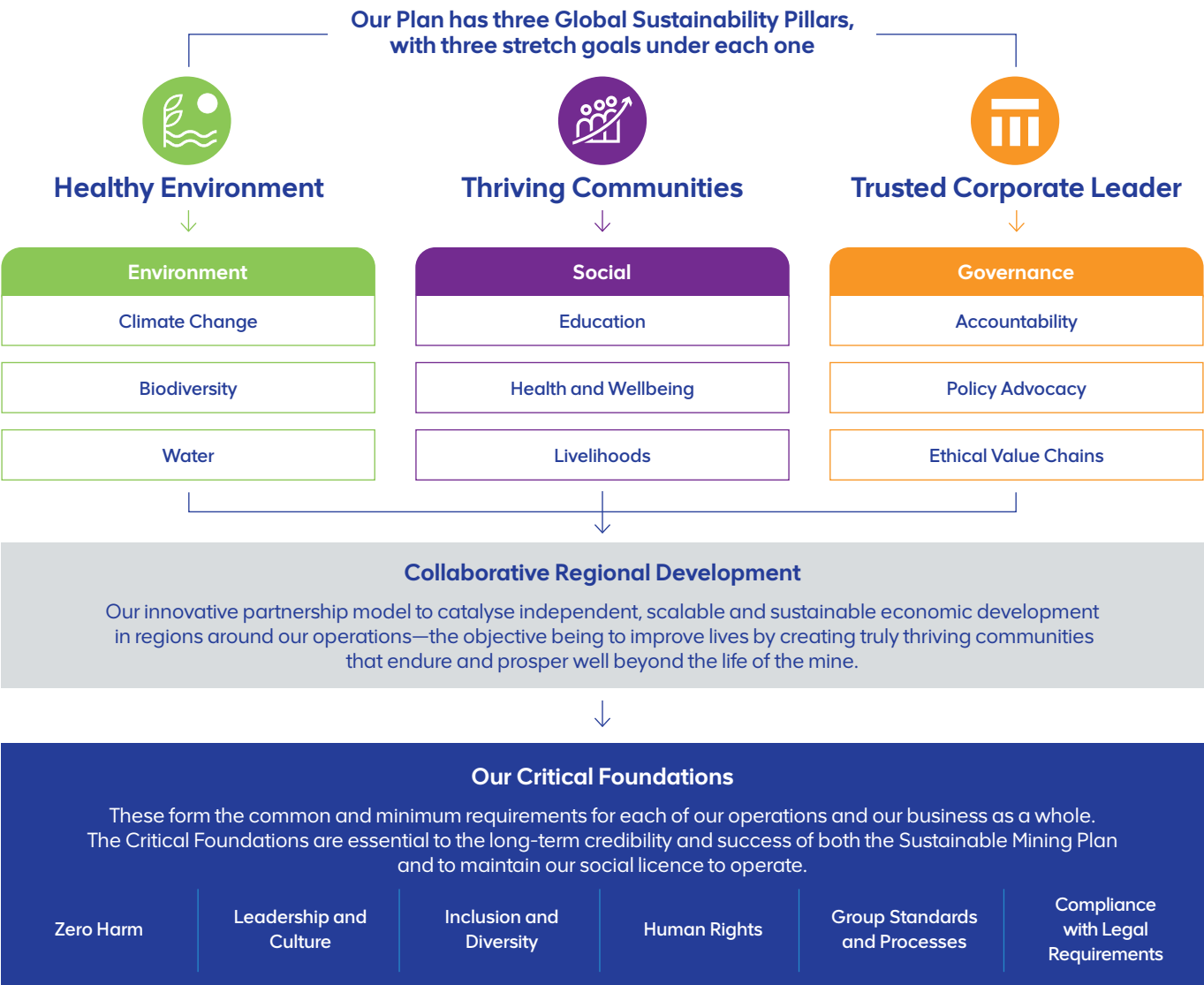
Our Sustainable Mining Plan is built around three Global Sustainability Pillars, and sets out our commitment to our stretch goals—driving sustainability outcomes through technology, digitalisation and our innovative approach to sustainable economic development.

Each pillar has three stretch goals we must reach by 2030 and further goals and ambitions we will add as we progress. They are deliberately ambitious and designed to challenge us to lead and innovate.

In Australia, we’re implementing locally relevant projects under each of the pillars of the Sustainable Mining Plan to achieve our identified stretch goals. Examples of the projects implemented in 2023 are provided as case studies on **page 16–31**.



Scan for further information on the Anglo American Sustainable Mining Plan





Healthy Environment

Maintaining a healthy environment by creating carbon neutral operations that use less fresh water and deliver positive biodiversity outcomes.



Case Study Emissions reduction

We power more than 100,000 Queensland homes using waste gas from our mines.

As part of our Sustainable Mining Plan commitments, we have invested heavily in emissions reduction technology solutions. This includes significant investments in methane capture infrastructure, with on-site gas-fired power generation stations at our three underground steelmaking coal mines in Central Queensland, with our partner EDL. These plants have a collective electricity generation capacity of 145MW, which can power more than 100,000 Queensland homes each year.

Through our pre-drainage gas activities, we also supply a significant amount of natural gas to the Australian domestic gas network, for use by Queensland-based industrial customers. These combined gas capture activities offset about 5.5 million tonnes of carbon dioxide equivalent each year. We are actively working on technology solutions to further reduce our emissions, and we have an agreement with Stanwell Corporation to link Anglo American's Australian operations to 100% renewable energy from 2025 for 10 years.

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We have invested heavily in emissions reduction technology solutions.





Thriving Communities

Building thriving communities with better health, education and levels of employment.



Case Study The Resilience Project

We're taking a whole-community approach to building resilience in the communities where we operate by partnering with The Resilience Project—a leading Australian mental health organisation that supports people in building positive mental health habits.

In 2023 we initiated the rollout of the Anglo American and Resilience Project School Partnership Program across all eight schools in the Central Queensland communities where we operate. Through the program, about 2,900 students, teachers and parents across the communities of Moranbah, Middlesbrough, Moura, Banana and Theodore will learn practical, evidence-based mental health strategies to build resilience and happiness.

The Resilience Project's proven model helps instil the foundations of resilience—gratitude, empathy and mindfulness—into daily practice to help drive positive mental health. It focuses on a whole-of-school approach; partnering with teachers to build their capacity in wellbeing, educating parents, and embedding behavioural change in students.

The Resilience Project's Workplace Program is also being delivered to all Anglo American people in Australia, supporting improved resilience and wellbeing within our workforce.

Early in the implementation of The Resilience Project and based on feedback from our stakeholders, we extended the program to the early childhood education centres in areas where we operate.



Investment:
\$332,000



Delivery:
2023–2024



Goal:
To support improved mental health outcomes for school students, parents, and teachers.



Scan to watch the partnership roll out across our communities

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Students, teachers, and parents across the communities of Moranbah, Middlesbrough, Moura, Banana and Theodore will learn practical, evidence-based mental health strategies to build resilience and happiness.



Trusted Corporate Leader

Developing trust as a corporate leader, providing ethical value chains and improved accountability to the communities we work with.



Case Study Mine Certification

Increased stakeholder awareness about sustainability is driving growing demand for responsibly-sourced products. Mining and metals are no exception to this trend.

The Anglo American Sustainable Mining Plan sets out the target for all operations to undergo third-party audits against recognised responsible mine certification systems by the end of 2025.

As a member of the Minerals Council of Australia (MCA), our Australian operations will be assessed against Towards Sustainable Mining (TSM).

TSM is a globally-recognised accountability framework which supports companies in evaluating, managing and communicating their site-level sustainability performance.

First established by the Mining Association of Canada (MAC) in 2004, TSM was the first mining standard in the world to require site-level reporting with external verification. In Australia, the MCA is responsible for the program's administration and management.

TSM includes protocols and assessments for biodiversity and conservation management, climate change, crisis management and communications, equitable, diverse and inclusive workplaces, Indigenous and community relationships, preventing child and forced labour, safety health and respectful workplaces, tailings management, and water stewardship.

TSM is overseen by a national Community of Interest Advisory Panel, comprising representatives of First Nations and communities where the industry is active, investors and non-government organisations, among others.

TSM was piloted at our Capcoal Complex in 2022 and 2023, with results reflecting the systems and processes we currently have in place and guiding the work we can improve on. Dawson Mine and the Moranbah Grosvenor (MG) Complex are implementing TSM across 2024 and 2025.

Our TSM results will be reported on the Minerals Council of Australia website from 2026.



Scan for further
information on Towards
Sustainable Mining



Case Study The National Accountability Forum

Strengthening relationships with stakeholders at a national level.

As part of our Sustainable Mining Plan, one of the ways we engage with key stakeholders is through our National Accountability Forum. This forum provides a platform to engage with key subject matter experts on specific goals in our Sustainable Mining Plan as they relate to our business in Australia.

In 2023, we held the forum at the Resources Centre of Excellence in Mackay, where we canvassed the topics of education and water with key stakeholders including educators, academia, government, subject matter and industry experts.

Moving forward, we will continue to progress these important topics with our stakeholders and extend the conversation to other goals in future forums.

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