



Dawson Mine

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 Gangulu People in the Moura, and Banana region, the Wulli Wulli People Theodore region; the Barada Kabalbara Yetimarala People south of Middlemount; the Barada Barna People in Moranbah, 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 partnership with the Moura, Theodore and Banana communities for more than 20 years. Our Dawson Mine continues 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.

Recently, we have supported our communities with our Childcare Education Strategy, Dawson View Estate housing scheme, The Resilience Project and approval of community grants to support local organisations deliver their projects.

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 our Stakeholder Accountability Report which charts our progress against our long-term social performance objectives, determined in collaboration with our stakeholders.

The steelmaking coal operations in Australia are 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 change by introducing a new integrated Social Performance Management System comprising a policy, toolkit and assurance framework.

Through the Social Way, we can ensure policies and systems are in place at all Anglo American sites in Australia 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). Each pillar has three Stretch Goals we must reach by 2030. 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 32 of this report.



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

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 at Dawson Mine 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 consists of an overview of Anglo American's steelmaking coal business in Australia, followed by a profile of Dawson Mine and the surrounding communities.

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

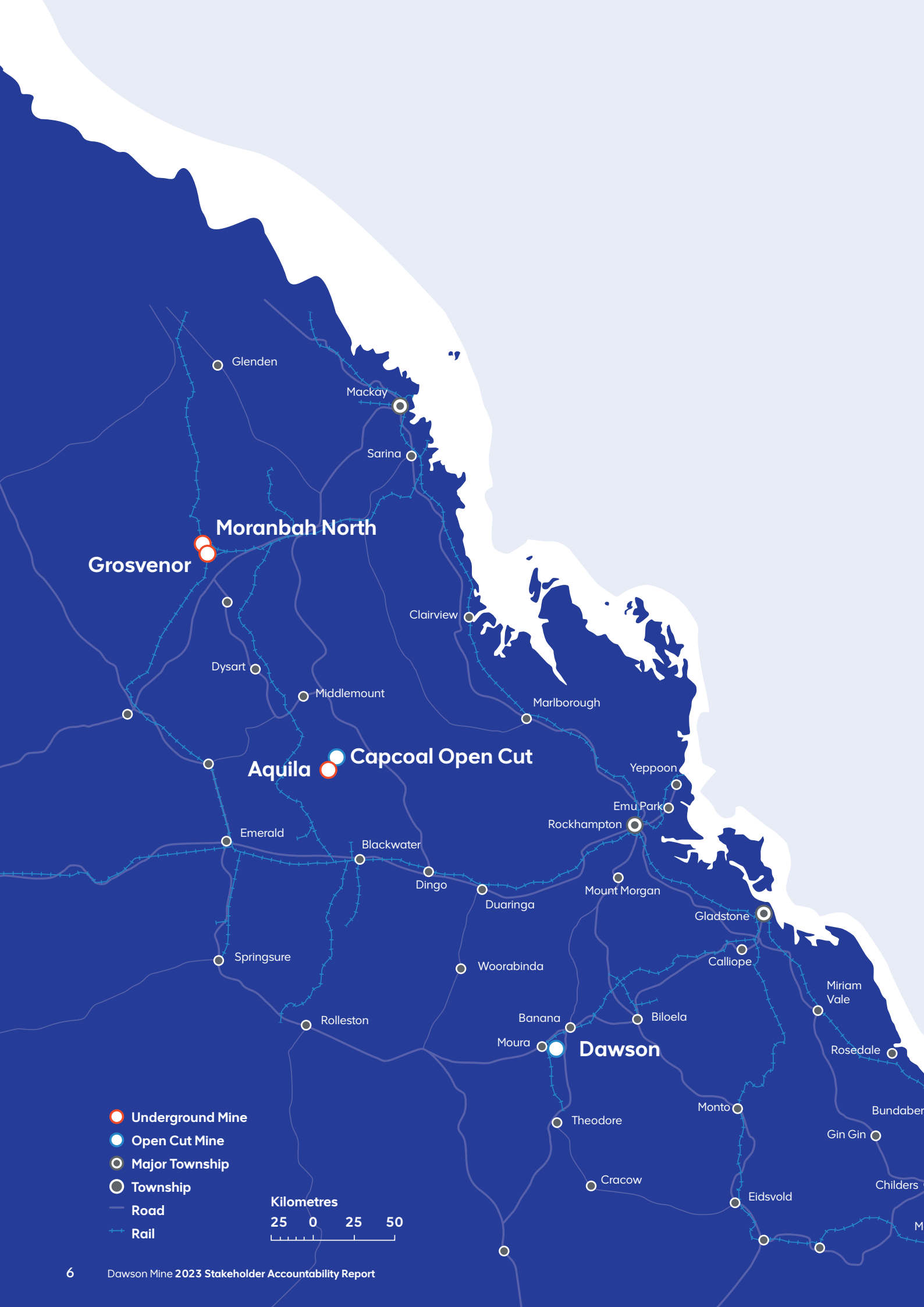
The report then provides a high-level overview of the interactions between Dawson Mine and the surrounding communities, depicted in an infographic. This is followed by case studies highlighting the activities undertaken at Dawson Mine to achieve our long-term social performance objectives and meet our Reconciliation Action Plan and Sustainable Mining Plan targets.

Acknowledgements

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



Scan for further information
on the Anglo American
Sustainable Mining Plan



- Underground Mine
- Open Cut Mine
- Major Township
- Township
- Road
- Rail

Kilometres
25 0 25 50

About Anglo American in Australia

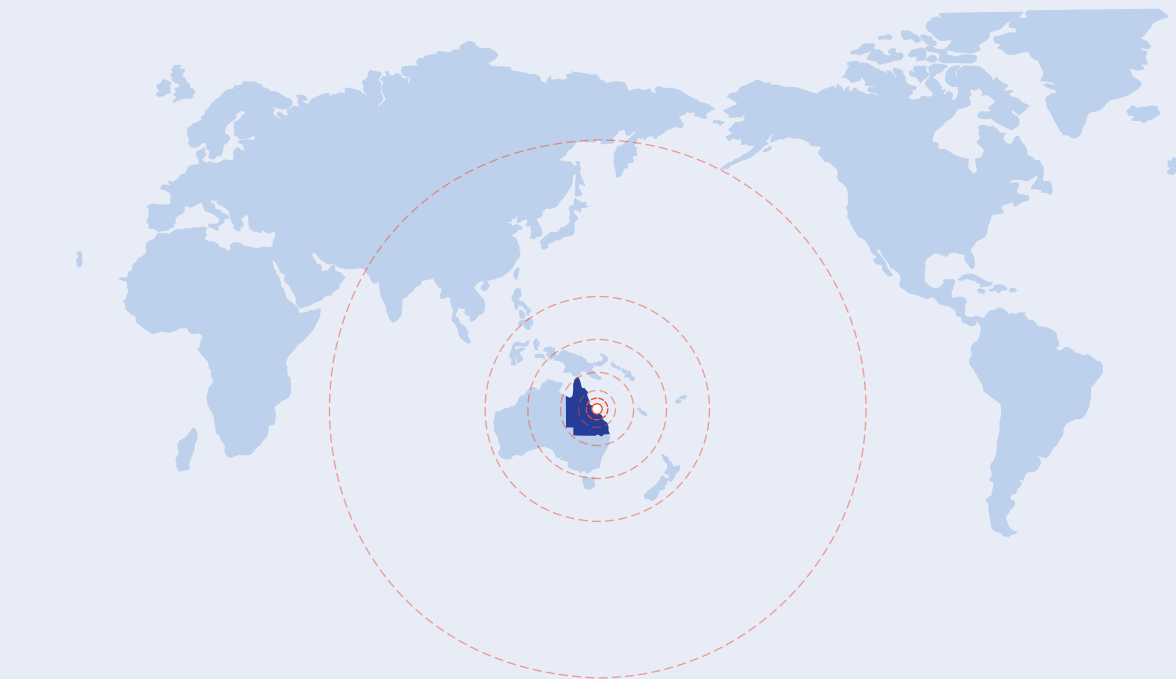
In Australia, we have five steelmaking coal mines in Queensland's Bowen Basin, along with additional development projects and joint-venture interests.

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.

Each year, Dawson Mine produces coking, soft coking, and thermal coal, using open cut and high wall mining methods. The coal is then railed to Gladstone for export to Japan, South Korea, Taiwan, and India.



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Dawson Mine is one of the oldest mining operations in Central Queensland and one of the most productive.

Dawson Mine Profile

Dawson Mine is located at the southern end of the Bowen Basin, which contains one of the largest coal reserves in Australia and some of the highest quality steelmaking coal reserves in the world.

Dawson Mine

Dawson Mine is an open cut metallurgical coal mine made up of three pits—North, Central and South. The mine first began operations in 1961 and was known as Moura Mine. In 1961, it became the first Queensland mine to export coal to Japan and in 1963 was the first mine to introduce draglines.

Anglo American acquired its interest in Dawson Mine in May 2002, as part of a joint venture with Mitsui Holdings (49%). As of 2023, Dawson Mine has an estimated mine life of 15 years.



Dawson is about **12 km east** of the Moura township and the closest regional centres are Rockhampton and Gladstone.



Dawson Mine employs **841 employees** and **526 contractors**.



Of Dawson's 841 employees, **209 live locally** in Moura, Theodore and Banana.



We **own 56 Moura properties** which are allocated to employees as part of our local housing initiative.



The Moura, Theodore and Banana Communities

Our Local Area of Influence

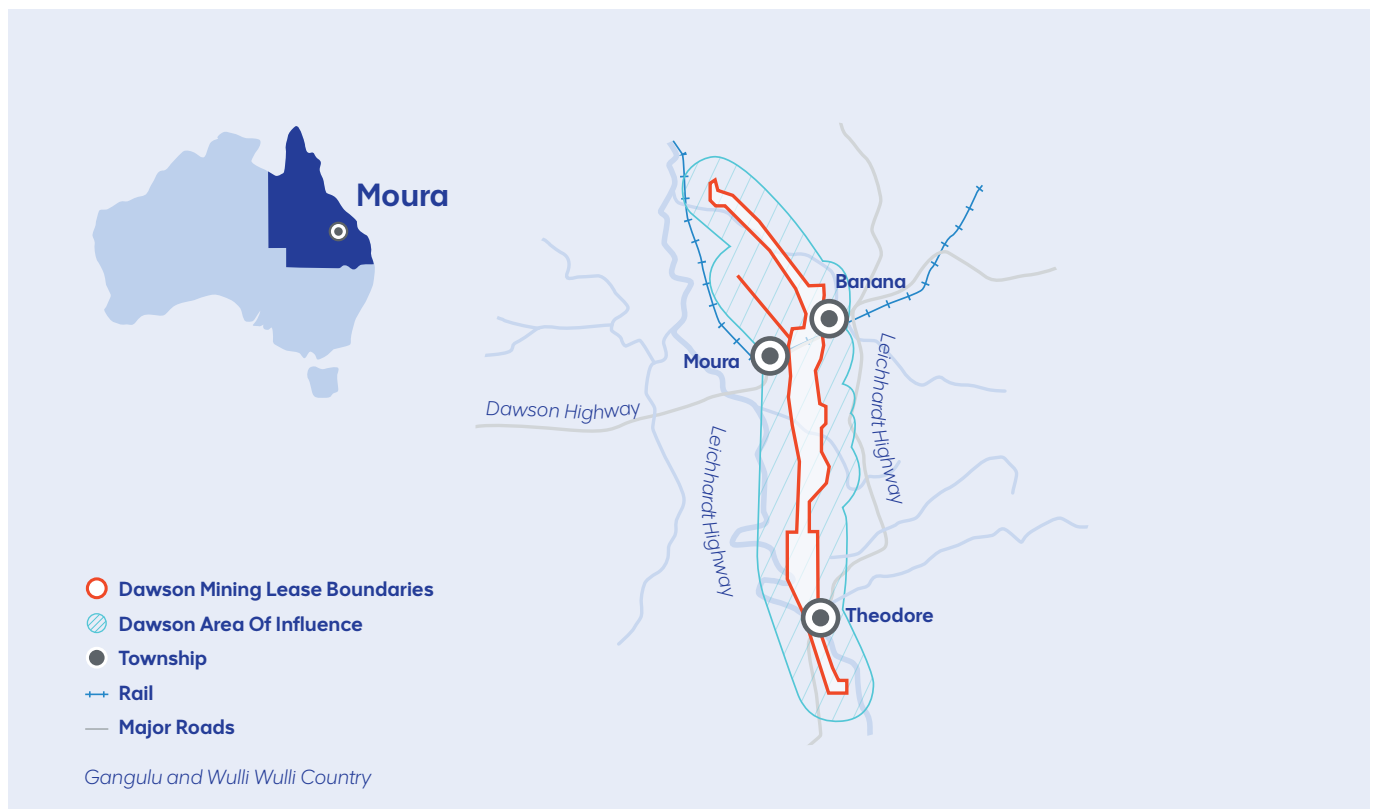
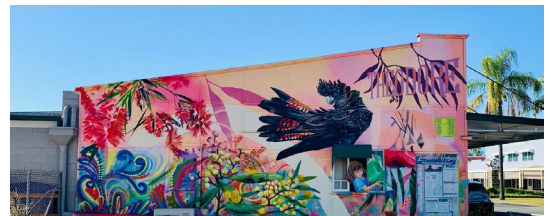
Each of our sites has a defined area of influence, encompassing the geographical extent of our direct potential impacts. The area of influence for Dawson Mine includes the area surrounding the mining leases and the communities of Moura, Theodore and Banana.

Moura, with a population of almost 2,000 people, is the closest town to the Dawson Mine. Located two hours from the regional cities of Rockhampton and Gladstone, Moura has diverse industries including mining, beef, cotton, grain, natural gas, ammonium nitrate and renewables.

Situated in the heart of the Dawson Valley, this vibrant community attracts visitors throughout the year to the Dawson River Park, Moura Miners' Memorial, Moura water tower mural, 150 degree marker and the Dawson Mine viewing platform.

The close-knit community of Theodore is south of Dawson Mine. Theodore has a population of 451 people and is a picturesque town characterised by its wide palm tree-lined streets.

Banana is east of Dawson Mine and has a population of 348 people. Banana is an important transport hub as it lies on the crossroads of the Leichhardt and Dawson highways.



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 the Gangulu and Wulli Wulli peoples, the Traditional Owners of the land on which Dawson Mine is located.



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 the 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.



Moura, Theodore and Banana Residents

We are proud of our longstanding relationships 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.



Dawson 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 and the Dawson Community Reference Forum, data collected as part of focus groups in Moura and Theodore, annual perception surveys, grievances (or complaints), and our social and human rights impact and risk assessment.

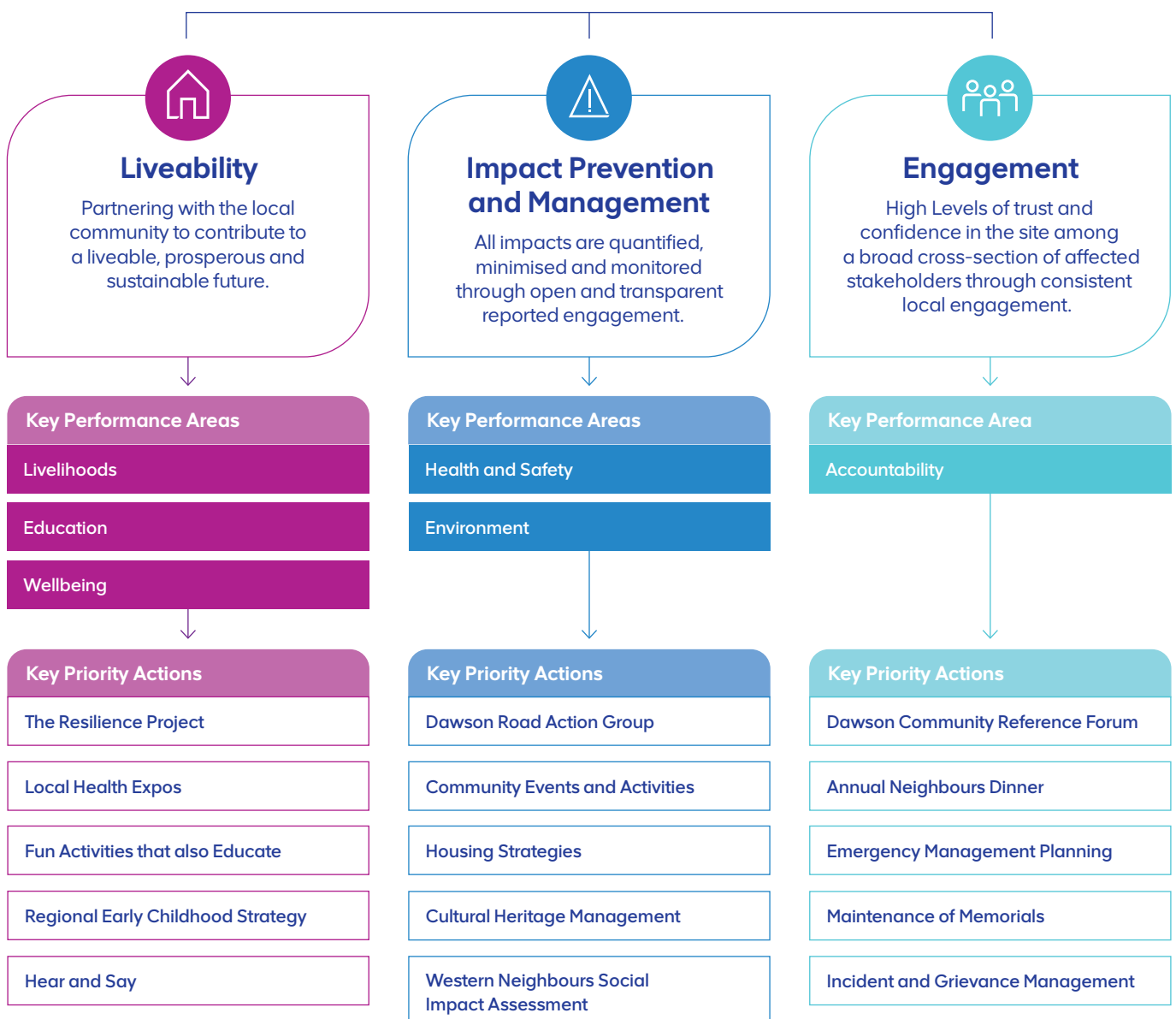
02 Engagement and Collaboration

The results of the review were tested with the Dawson Community Reference Forum and a workshop with community representatives in Theodore 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 Dawson Mine senior leadership team for endorsement and used to inform the development of long-term social performance objectives for the next five years.

Long-Term Social Performance Objectives



Banana Shire has diverse industries including beef, cotton, grain, natural gas, ammonium nitrate and coal mining including our Dawson Mine.

This infographic provides a high-level overview of the interactions between our mining operations and the Moura, Theodore and Banana and surrounding communities.

Banana
19 km

Theodore
Wullli Wullli country
48 km

Local Procurement

We support local businesses and suppliers by prioritising local procurement.

Education

To help improve educational outcomes, we have partnered with Hear and Say to provide free audiology and screening services in our local schools. **Page 16.**

Environmental Stewardship

We strive to create lasting, positive environmental outcomes for the areas in which we operate. We act as responsible neighbours by minimising and mitigating environmental harm through our stringent environmental management system. **Page 33.**

Early Childhood Education

Our regional early childhood education strategy aims to improve attraction and retention of educators. **Page 18.**



Dawson Mine operating on Gangulu and Wulli Wulli Country

Health and Wellbeing

Through our partnership with Heart of Australia we deliver specialist cardiology services to Moura, Theodore, Banana and surrounding communities. **Page 19.**

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.**

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 Dawson Road Action Group. **Page 21.**

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



Partnering with the local community to contribute to a liveable, prosperous, and sustainable future.



Case Study Hear and Say

Moura, Banana, Theodore and Bauhinia school students are benefitting from access to free hearing checks through our support for Hear and Say's School Hearing Screening Program.

In 2022, Anglo American accepted the offer to fund the Hear and Say Program in the region due to the limited access to paediatric services in our area of influence.

With funding support from Anglo American, Hear and Say's mobile team of experts provided hearing screening to more than 170 students in 2023, with 12% referred to specialist services for further investigation of ear health or hearing issues.

The three-stage assessment includes otoscopy; examination of ear canal and ear drum; tympanometry;

testing of the function of the middle ear and pure tone audiometry hearing testing; providing information on a child's ability to hear sounds for language and speech development.

The hearing screening and diagnostic audiology services identify those with hearing loss and enable families to acquire hearing technology and build the capacity to listen and speak.

Following the success of Hear and Say's pilot program in 2023, Anglo American committed to funding the program into the future.



Investment:
\$21,500



Delivery:
2023–2024



Goal:
To contribute to a sustainable level of health care in our communities.

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Following the success of Hear and Say's pilot program in 2023, Anglo American committed to funding the program again in 2024.





Case Study Dawson Health Expo

Wellbeing Expos showcase regional providers and support thriving communities.

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 and raising awareness of specialist medical services in our communities.

To address this recommendation and contribute to sustainable levels of healthcare in our communities, we 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 the region
- Health and wellbeing service providers grow their clientele and gauge demand for new services
- Networking and collaboration for business and service providers
- Community networking and socialisation.

In 2022, Moura's first Heath Expo was hosted by the Moura Multi-Purpose Health Services Auxiliary and attracted more than 200 people. Attendees browsed 35 stalls offering health, fitness and wellbeing advice and gained an understanding of the services available in the local community.

Banana Shire Council Mayor Nev Ferrier and Councillor Judy Pender attended the event which focused on the importance of resilience in regional communities recovering from droughts and floods.

Moura Multi-Purpose Health Services Auxiliary President, Nancy Rowe said the organising team was pleased to have personal trainer and fitness professional Sheay Wheeler present at the Expo on the building blocks to a resilient mind.

"Sheay's passion lies in helping people discover the benefits of exercise for building wellbeing and resilience," Ms Rowe said.

"Another feature of the Expo was Heart of Australia's truck onsite for tours of the first mobile medical program delivering specialist services for regional and remote communities".

Following the continued success of the expos across the regions, health expos will continue to be held in the future.



Investment:
\$5,000



Delivery:
Annual



Goal:
To improve accessibility and contribute to a sustainable level of health care across our local communities.

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In 2022, Moura's first Heath Expo was hosted by the Moura Multi-Purpose Health Services Auxiliary and attracted more than 200 people.



Case Study Regional Early Childhood Education Strategy

Through our Regional Early Childhood Education Strategy, we're working with providers to improve the attraction and retention of educators in our areas of operation.

In 2021, Anglo American identified increasing pressures on local early childhood education services to attract and retain suitably qualified staff across our communities.

Through ongoing engagement and collaboration with local providers, it was identified barriers to attraction and retention were associated with cost-of-living pressures and access to professional development opportunities.

To address high educator turnover rates and improve consistency of service, Anglo American implemented a Regional Early Childhood Education Strategy in mid-2022.

To date, this strategy has provided Moura Child Care Centre and Theodore Early Childhood Centre educators with access to attraction and retention bonuses, professional development, and upgrades to childcare facilities.

We continue to work closely with early childhood education centres to ensure the strategy remains effective and to identify additional opportunities to improve capacity of services.



Investment:
\$60,000 per year



Delivery:
2022–2024



Goal:
To improve access to early childhood education in our communities.

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To date, this strategy has provided Moura Child Care Centre and Theodore Early Childhood Centre educators with access to attraction and retention bonuses, professional development, and upgrades to childcare facilities.



Case Study Heart of Australia

Our partnership with Heart of Australia delivers specialist medical services across Central Queensland.

Our partnership with Heart of Australia has been bringing specialist cardiology 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, Theodore, Banana and Middledmount 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 the 2022 and 2023 commencement of the partnership, Heart of Australia has reported seeing more than 400 patients across Moura, Theodore and Banana and saved 12 lives.

Anglo American employees also have access to any of Heart of Australia's specialist services free of charge as part of the partnership. John Taylor, one of our colleagues from Dawson Mine, shared his experience of how Heart of Australia's cardiology services helped save his life in 2021.



Investment:
\$1,000,000+



Delivery:
2020-2024



Goal:
To improve accessibility to specialist healthcare in the Moura, Theodore and Banana communities.



View John's moving story via the QR code.



Impact Prevention and Management

All impacts are quantified, minimised and monitored through open and transparent reported engagement.

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 Dawson Mine:



Offsite Traffic Accident

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

Controls

We work in partnership with Queensland Police and other local stakeholders in the Dawson Road Action Group ([page 21](#)) which delivers community education and initiatives in pursuit of improved road safety. We work with our major contractors on ways to improve road safety, e.g. Macmahon buses its workforce to our Dawson South operations. Additionally, we provide fatigue rooms for our workforce and journey management planning to minimise our contribution to road traffic crashes across the region.

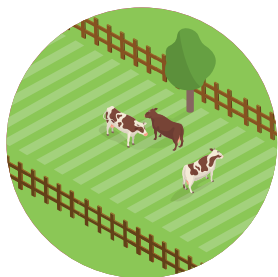


Housing Availability and Affordability

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, rental subsidies and a home ownership scheme in Moura and Theodore ([page 22](#)).



Amenity value

Mining operations cause impacts to the environment and surrounding communities.

Controls

Our approach to environmental stewardship applies ecosystem thinking to promote lasting, positive environmental outcomes for the areas in which we operate. We seek to minimise and mitigate environmental harm through a stringent environmental management system and ongoing rehabilitation. We are also developing a Good Neighbour Policy based on a Western Neighbours Social Impact Assessment, to be undertaken in 2024 ([page 23](#)).



Case Study Dawson Road Action Group

We're proud members of the Dawson Road Action Group, which facilitates a coordinated approach to road safety by providing a platform for sharing information and collaborating on initiatives.

The Dawson Road Action Group (DRAG) includes representatives from the local police and emergency services, council, industry, business and community organisations that work collaboratively to promote road safety awareness and implement initiatives with a focus on the Fatal 5—Distraction, Fatigue, Speeding, Drink-Driving and Seatbelts.

A key initiative of the group in 2023 was the delivery of Safe Driver Training for Year 12 students at Moura State High School. Fully funded by generous donations from the DRAG members including Anglo American, Macmahon and Queensland Nitrate Plant, the program taught P-plate and Learner drivers how to navigate tricky road situations to keep our students safer on the road.

Moura State High Schools DRAG representative Amanda Wrigley said the community-led initiative was born from a grassroots desire to improve road safety. She said DRAG had given many businesses a conduit to offer these and other opportunities to the Moura community in unique and varied ways.

An additional activity delivered by the group was a road safety campaign that showcased local school students' artwork on the back of Moura Bus Service's fleet.

The group continues to meet on a bi-monthly basis to identify opportunities and initiatives to improve road safety across the Moura and surrounding communities.



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The community-led initiative was born from a grassroots desire to improve road safety.



Scan to read more about the Defensive Driver training offered to MSHS students.



Case Study Housing and Accommodation

To encourage local living, promote the long-term sustainability of Moura and surrounding communities and limit our impacts on the availability and affordability of housing, 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 Moura, Theodore, Banana and surrounding communities.

Accommodation options available are outlined below:

Village Accommodation

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

In Moura, Anglo American owns both the Dawson Town Accommodation Village and Kotti Doon, which can accommodate up to 875 employees. Both villages are managed by an external camp and village management provider.

Rental Subsidies

Employees who are not eligible for or cannot be accommodated in company housing may be entitled to a rental subsidy.

Rental subsidies allow employees to rent properties from the private market.

Company Housing

We own 56 homes in Moura which are allocated to Dawson employees as part of our Accommodation Strategy.

Of these homes, 95% are currently allocated to Dawson Mine employees with the remaining 5% used for transit accommodation or undergoing maintenance.

Home Ownership Scheme

To encourage local living and promote the long-term sustainability of the Moura and Theodore communities, eligible Anglo American employees are entitled to receive a housing allowance benefit of up to \$30,000 to purchase a primary place of residence within these two towns.

In 2023, in collaboration with Dawson Community Reference Forum members, we began working on improving the release of Anglo American owned land in the Dawson View Estate. This will include releasing land to our workforce and communities to encourage more families to move to Moura.





Case Study Dawson Mine Good Neighbour Policy

Anglo American is developing the Dawson Mine Good Neighbour Policy.

Based on feedback received through the Dawson Mine Grievance Procedure, Anglo American is developing a Dawson Mine Good Neighbour Policy.

The first step will be to undertake targeted Social Impact Assessment (SIA) with the people living in and around the area known as the 40 Acre Blocks to pilot how the work will be undertaken. The focus on the area known as the 40 Acre Blocks is because of the prevailing south-easterly winds and grievances received. This work will be undertaken in 2024.

Based on the learnings from the pilot, a broader engagement will be undertaken with neighbours living on the western side of the mine. If neighbours to the south, east, or north would also like to participate, they are more than welcome.

The findings of the Western Neighbours SIA will be used to develop a Dawson Mine Good Neighbour Policy. The Good Neighbour Policy will cover all neighbours of the mine.

The Good Neighbour Policy will set out a process for how we work with our neighbours in a consistent and transparent way to address the specific impacts and opportunities that relate to them.

Updates will be provided as part of the annual Neighbours Dinner and Dawson Community Reference Forum meetings.

Western Neighbours SIA

(Pilot with 40 Acre Blocks)



Good Neighbour Initiative



Dawson Mine Good Neighbour Policy

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We acknowledge our neighbours experience specific impacts that need to be addressed in a consistent and transparent way.





Case Study 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 Moura, Theodore, and Banana-based organisations sharing in \$113,000.



Moura, Theodore and Banana-Based Community Grants

Recipient	Project
Capricorn Rescue Helicopter	Partnership
Banana and District Community Association	Community Christmas Party
Banana Sports Committee	In-Kind Shipping Container (Macmahon)
Banana State School	Pole Protectors
Bush Baby Wildlife Rescue	Veterinary Care/Credit
Callide Dawson Beef Carcass Competition	Support with Benefits going to various Charity Organisations
Moura Chamber of Commerce	Community Christmas Party
Moura Cricket Club	Line Marking Equipment
Moura Coal and Country Festival Association	Entertainment
Moura Hack and Pony Club	Instructors
Moura Playgroup	Under 5s Day
Moura Retirement Village	Operating Costs
Moura State School	Soundfield (Learning Assistance Package)
Moura State High School	Leadership Camp, Australian Business Week, Yarning Circle and Awards
Moura Tennis Club	Fencing
Theodore Chamber of Commerce	Mural, River Festival, Fishing Competition, and Community Christmas Party
Theodore Council of the Ageing	Help Assist Alert System
Theodore Early Childhood Centre Association	Bulls N Barrels Bonanza
Theodore Junior Roosters Rugby League Club/Theodore Touch Association	Field Barrier
Theodore Show Society	Theodore Spindles and Spurs Campdraft
Theodore State School	Awards
Theodore State School Parents and Citizens Association	Ambulance for Trail Ride

Engagement

High levels of trust and confidence in the site among a broad cross-section of affected stakeholders through consistent local engagement.

Under Social Way and the Sustainable Mining Plan (page 32), our vision is to transform the relationship between our mines, the community and wider society.

Dawson Community Reference Forum

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

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 about planning, impact management and long-term community wellbeing and provides an opportunity for community representatives to provide feedback.

The Dawson, Capcoal 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 Dawson Community Reference Forum is provided opposite.

Sector	Organisation
Anglo American (Chair)	General Manager, Dawson Mine
Anglo American	Human Resources Manager
Business	Moura Chamber of Commerce
Health	Moura Community Advisory Group
Emergency Services	Moura Fire and Rescue Service
Traditional Owners	Gangulu Nation and Wulli Wulli
Local Government	Banana Shire Council (Councillors for Divisions 5 and 6)
Tourism	Moura Progress Association
Agriculture	AgForce Queensland
Education	Moura State School and Moura State High School

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

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, Dawson Mine works closely with local emergency service providers to develop this plan which includes all aspects related to both on-site preparation as well as preparation for external stakeholders.

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 ensures we have a robust emergency management system that is understood by all who could be affected.

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Dawson Mine works closely with local emergency service providers to develop this plan which includes all aspects related to both on-site preparation as well as preparation for external stakeholders.





Memorial Upgrade and Maintenance

In 2022, we undertook a major upgrade of the Kianga Memorial.

Since becoming Dawson Mine custodians in 2002, we have continued to respect and honour the mine's history.

On 20 September 1975, 13 people tragically lost their lives in an underground event at Kianga. Initially, a memorial was erected near the site of the explosion. In early 2023, construction began to upgrade the site, and the newly renovated memorial was officially opened on 20 September 2023, marking the 48th anniversary of the disaster.

Anglo American also maintains other memorials to honour those who lost their lives in more recent mining disasters: the Moura No. 4 disaster in 1986, which claimed the lives of 12 people, and the Moura No. 2 disaster in 1994, where 11 lives were lost.



Grievance Management

Each 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 Dawson Mine operation and activities can be submitted online via the QR code provided, or in person at our Dawson Community Shopfront at 33 Gillespie Street, Moura QLD 4718.

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Grievance management is an effective way to develop trust and demonstrate our commitment to acting as responsible neighbours.



Scan to submit an incident or grievance



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 Deadly Brains

Woorabinda youths were coached on better brain health after attending a series of 'Deadly Brains' after-school workshops, delivered in partnership with Yiliyapinya Indigenous Corporation.

The Deadly Brains program uses a range of online and offline brain-training activities to help children improve their cognitive function while also embedding the principles of brain health (healthy food, bush tucker and brain food), cultural healing (fishing, storytelling and cultural art), and physical fitness.

Yiliyapinya Indigenous Corporation CEO and Deadly Brains program facilitator, Sheryl Batchelor, said in addition to the cognitive benefits, children in the program often showed increased engagement and attendance at school.

"Skills like working memory, inhibitory control and attention are important in all aspects of life, including school readiness and engagement," Ms Batchelor said.

"Research shows children with better executive function skills tend to perform better academically than those with weaker executive function skills."

To further improve accessibility to Deadly Brains' online brain-training programs, we also provided \$50,000 worth of devices to Woorabinda State School. It will ensure all 180 students have access to a device once per day.

CEO of Anglo American in Australia, Dan van der Westhuizen, said he was pleased to support the delivery of a scientifically validated program to help on-country learning and healing.

"We believe the mining industry has a critical role to play to support and empower Aboriginal and Torres Strait Islander people, and we are pleased to support programs, like Deadly Brains, which take a holistic approach to education which prioritises connection to country," he said.



Investment:
\$100,000



Delivery:
2023

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CEO of Anglo American in Australia, Dan van der Westhuizen, said he was pleased to support the delivery of a scientifically validated program to help on-country learning and healing.



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.

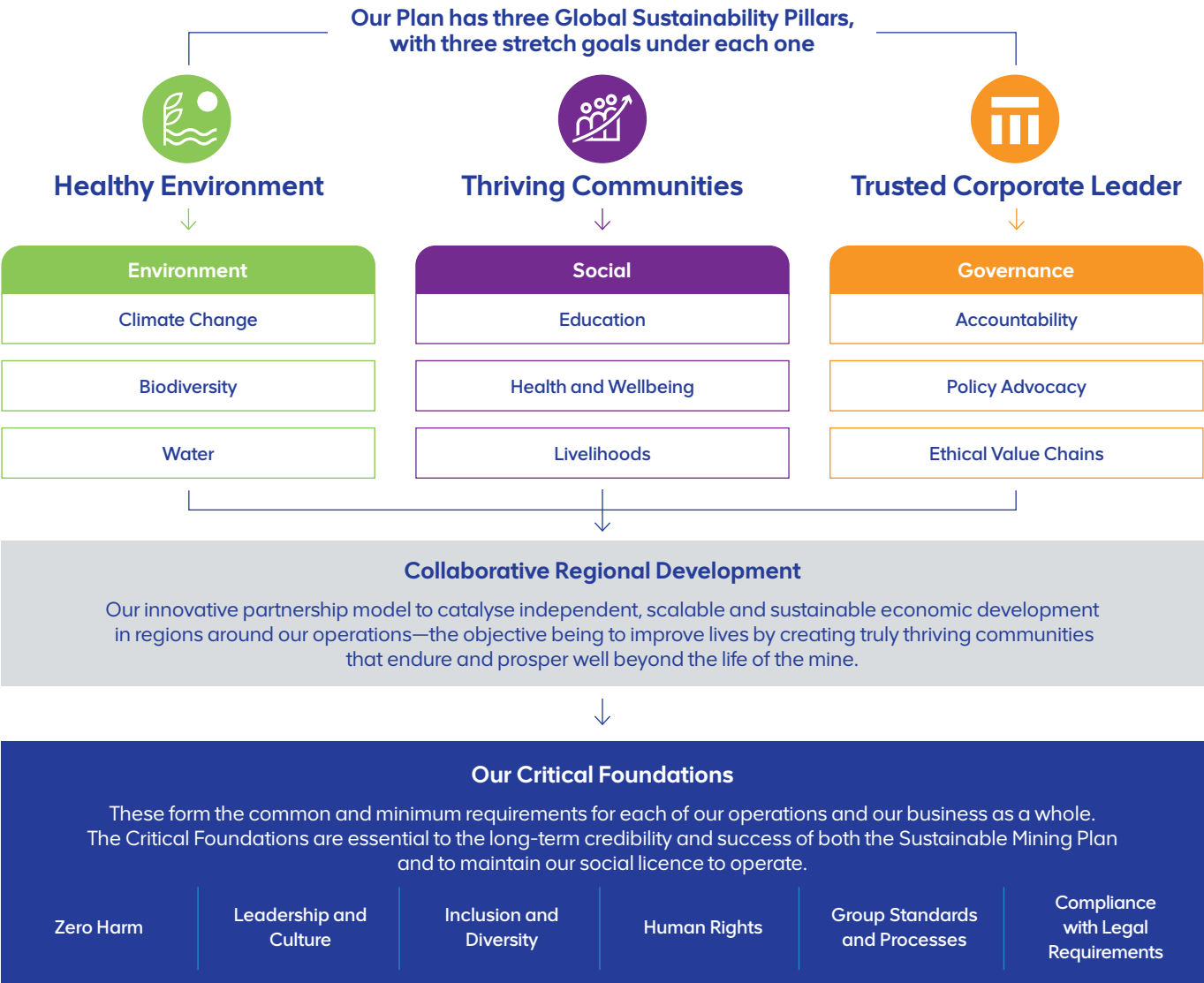
Our Sustainable Mining Plan is built around three Global Sustainability Pillars, and sets out our commitment to our stretch goals—driving sustainability outcomes through technology, digitalisation and our innovative approach to sustainable economic development.

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 33–35**.



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 Progressive Rehabilitation

At Dawson Mine, we continue to pursue rehabilitation projects that deliver a safe and stable landform for future use.

In 2012, Dawson Mine began a rehabilitation project at Pit 25, aimed at successfully establishing grazing activities on an area that had been previously used as a spoil dump.

As part of the project, about 86.2ha of suitable land was identified with subsequent rehabilitation activities including landform reshaping, topsoiling and seeding of native pasture grasses, shrub and tree species.

Using aerial imagery and analytics technology to monitor the area over the years, we have found the establishment of a good and diverse vegetation cover is necessary to support sustainable grazing activities in the future.

In 2013, cattle were introduced to the rehabilitated land to determine suitability for grazing land use. Following the success of this initial pilot, a formal grazing trial began in 2022 consisting of three groups of mixed cattle. On average, the daily weight gain across the groups ranged from 189g to 620g per day in the rehabilitated area, compared to 71g to 590g/day for cattle on a neighbouring allotment that had not been mined.

As per the Dawson South Environmental Authority, rehabilitation is to be safe, stable, non-polluting and self-sustaining to meet the agreed post-mine land use. Following the success of the trial, the rehabilitated land was submitted to the Department of Environment, Science & Innovation for progressive rehabilitation certification. Receiving certification confirmed the rehabilitation activities conducted at Dawson were meeting the requirements to support post-mine land use. The rehabilitated land will continue to be leased to neighbouring landholders for ongoing grazing activities and monitored to ensure the area is weed and pest free, and still able to support grazing.

We have completed more than 1,576ha of rehabilitation at our Dawson operation since 2017 with more than 500ha scheduled for completion over the next five years, all likely to be submitted for progressive certification once we can meet the post mining land use requirements.





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, Theodore and Banana 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 Moura, Theodore, Banana, Middlesbrough and Moranbah 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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