



Moranbah Grosvenor 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 Moranbah, the Barada Barna People and the Barada Kabalbara Yetimarala People in 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 reimagine 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 Moranbah community and look forward to building on this relationship in the years to come as our Moranbah North and Grosvenor 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.

Recently, we've provided support for critical mental health and social support services in Moranbah through our partnerships with Moranbah and District Support Services (MDSS) and Emergency and Long-term Accommodation Moranbah (ELAM); contributed to regional skills development through the development of our Electrotechnology Pathways Project with Moranbah State High School; and worked with early childhood education providers to support improved staff retention and attraction.

We've also developed Community Reference Forums in each region to facilitate open and transparent dialogue and drive greater accountability in our engagement. By having strong mechanisms in place for accountability, such as our local Community Reference Forums, we aim to build trust and mutual understanding with our communities as we work to create a shared vision for the future.

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

Steelmaking Coal is the first of Anglo American's businesses 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 beyond the life of our mines. 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 introducing a new integrated Social Performance Management System comprising a policy, toolkit and assurance framework.

Through the Social Way, we are able to ensure that 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's) Sustainable Development Goals (SDGs). Each pillar has three Stretch Goals that we must reach by 2030 and further goals and ambitions that we will add to these as we progress. 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.



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 by the Moranbah Grosvenor Complex (MG 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 consists of an overview of Anglo American's Steelmaking Coal business, followed by a profile of the MG Complex and Moranbah community.

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

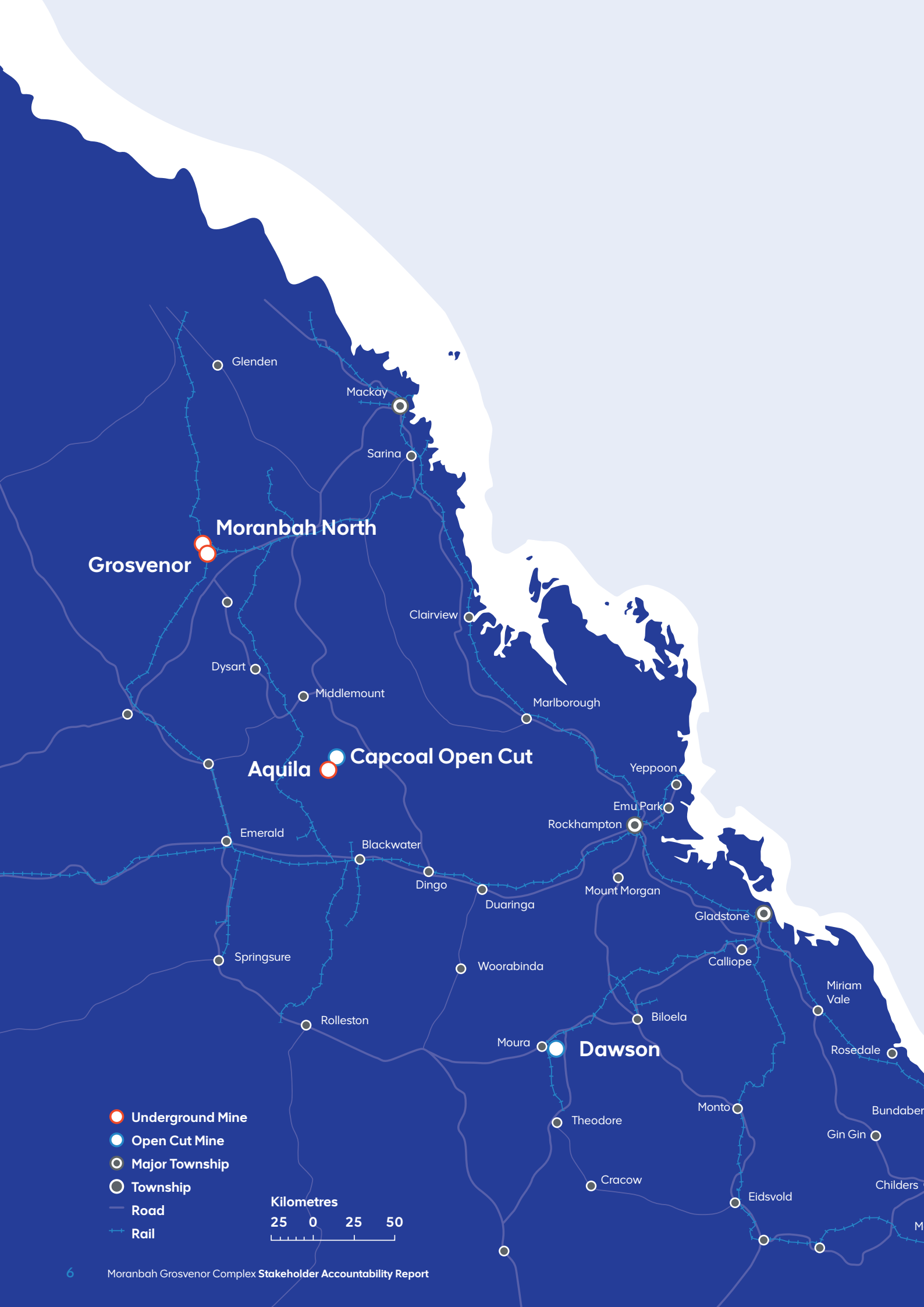
The report then provides a high-level overview of the interactions between the MG Complex and the Moranbah community, depicted by an infographic. This is followed by case studies highlighting the activities undertaken by the MG Complex to achieve our long-term social performance objectives and meet our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

## Acknowledgements

Anglo American would like to acknowledge the stakeholders who contributed to the development of the MG 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 Sustainable Mining Plan



# About Anglo American in Australia

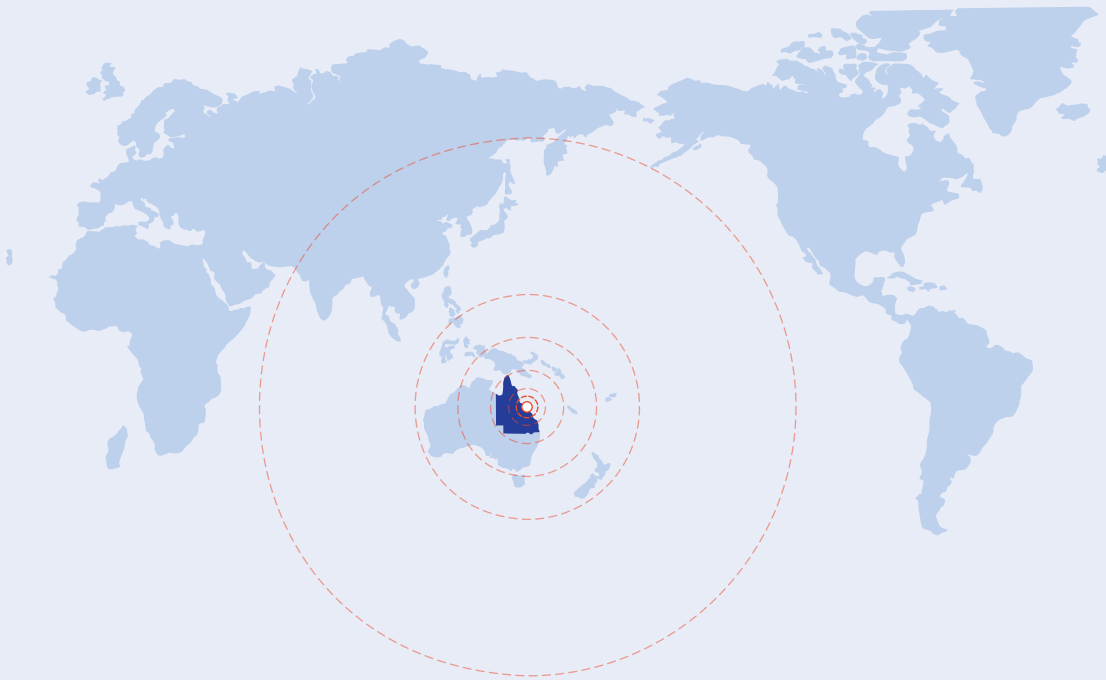
Our Australian-based steelmaking coal business, known as Steelmaking Coal, includes five operating mines, along with additional development projects and joint-venture interests.

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.

Our tier one steelmaking coal assets include the Moranbah North and Grosvenor mines (known collectively as the MG Complex), located in Moranbah, Central Queensland. The mines are underground longwall operations and produce premium quality hard coking coal.



Our tier one steelmaking coal assets include the Moranbah North and Grosvenor mines, located in Moranbah, Central Queensland.

# Moranbah Grosvenor Complex profile

The MG Complex is located in 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.

## Moranbah North Mine

Moranbah North Mine is an underground longwall mine which has been in operation since 1996.

Moranbah North’s hard coking coal is mined from the Goonyella Middle seam and transported by rail to port for export to Japan, Korea, Taiwan, India, Brazil and Europe.

The operation is 88% owned by Anglo American, with the remaining 12% owned by joint venture partners and is estimated to have a mine life of 21 years.

## Grosvenor Mine

Grosvenor Mine is also an underground longwall mine, which began production in 2016. The mine adjoins Moranbah North, where Grosvenor Mine’s hard coking coal is transported via conveyor to shared coal handling and processing facilities.

Grosvenor Mine is 88% owned by Anglo American, with the remaining 12% owned by joint venture partners and is estimated to have a mine life of 16 years.



Moranbah North Mine is located **16 kilometres north** of the Moranbah township. The closest regional centre is Mackay



Moranbah North Mine employs **511 employees** and **568 contractors**



Of Moranbah North Mine’s 511 employees, **211 live locally**



We **own 289 properties** in Moranbah which are allocated to Moranbah North and Grosvenor Mine employees as part of our local housing initiative. Read more on **page 22**.

Grosvenor Mine is located **6 kilometres north** of the Moranbah township

Grosvenor Mine employs **433 employees** and **967 contractors**

Of Grosvenor Mine’s 433 employees, **137 live locally**



# The Moranbah community

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

A purpose-built mining town established in 1971, Moranbah is an established regional centre, with retail outlets, an aquatic centre, two medical centres, a hospital, allied health and dental facilities, three early childhood education providers, playgroups, sporting and community clubs and a regional airport.

The Isaac regional economy is dominated by the resource sector which at \$9.7B accounts for 90.72% of total output. There are approximately 30 operational coal mines in the Isaac region which produce 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.

We are a major employer in Moranbah and have built a strong presence in the community.

## Our local area of influence

Each of our sites has a defined area of influence, which encompasses the geographical extent of the site’s direct potential impacts. The area of influence for our Moranbah North and Grosvenor mines includes the area surrounding the mining leases and Moranbah.

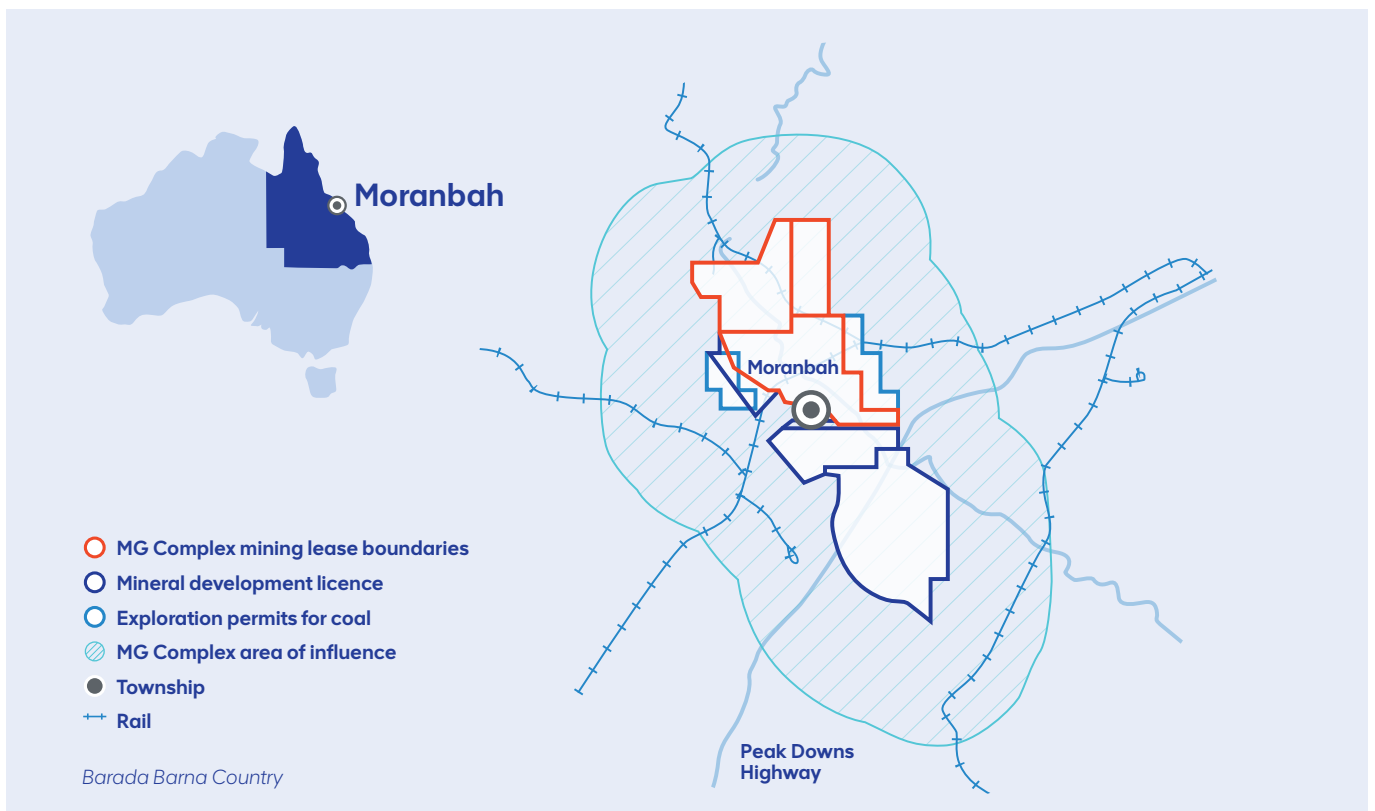
In 2021 Moranbah had a resident population of **8,899 people** with a significant number of additional non-permanent residents.<sup>1</sup>

**More than 40%** of Moranbah residents work in the mining industry.<sup>1</sup>

The Isaac Region generates in excess of **\$1B in royalty payments** each year.<sup>2</sup>

1 [abs.gov.au/census/find-census-data/quickstats/2021/312011341](https://abs.gov.au/census/find-census-data/quickstats/2021/312011341)

2 [app.remplan.com.au/isaac/economy/summary?state=GgGBf69kmu5e2QLHyvXYKxhdh8hoeL](https://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 in consideration of potential impacts and risks, stakeholder priorities and the approach for engagement is tailored depending on the stakeholder needs, preferences, time-restraints, cultural context and logistics.

To ensure we capture all stakeholders, an analysis is undertaken including gathering and studying information to determine with whom to engage, about what, at what level and 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 Barna, the Traditional Owners of the land on which the MG Complex is located.



### Employees and unions

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



### Moranbah 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

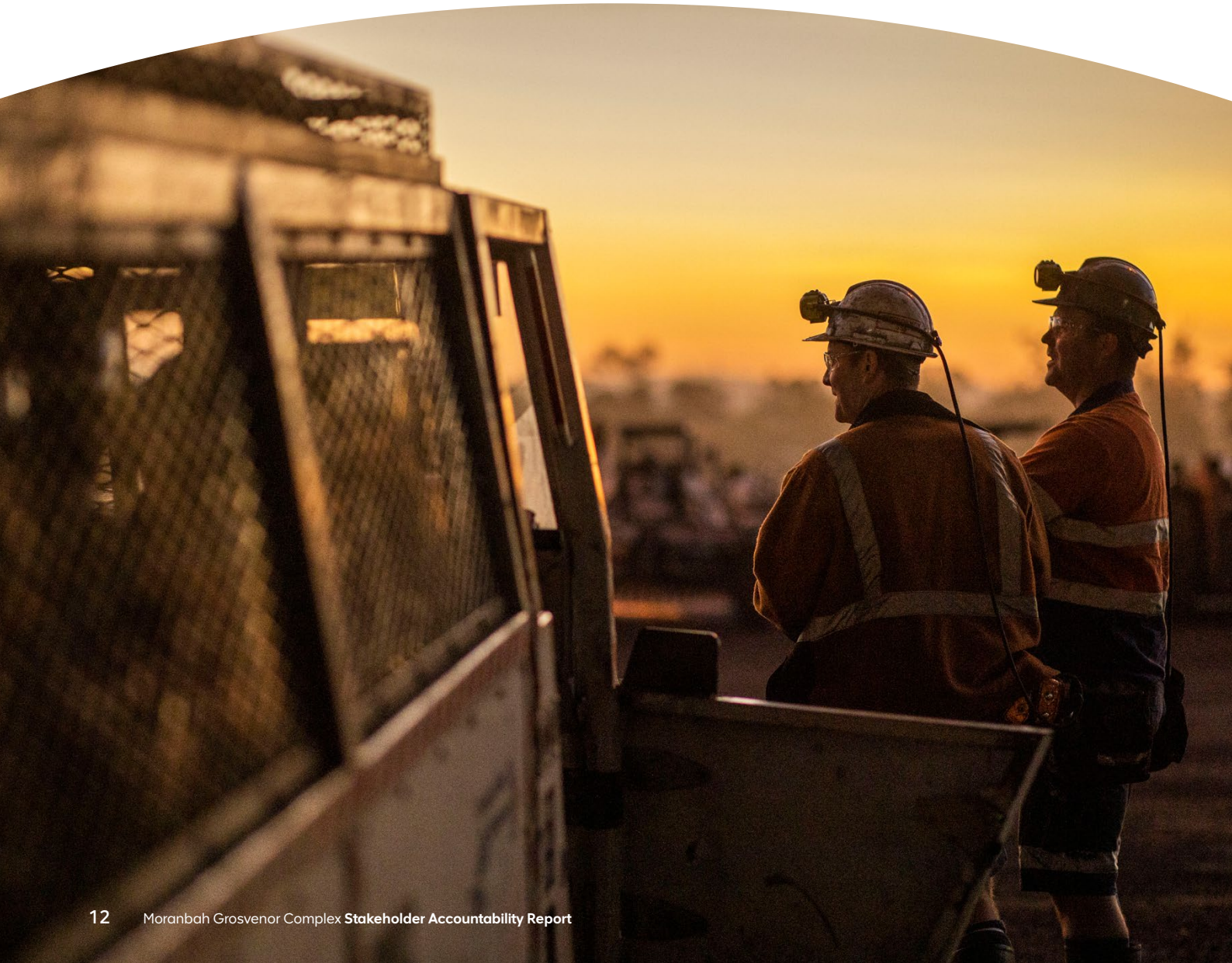
We're committed to building sustainable and mutually beneficial partnerships with stakeholders throughout the lives of our mines.

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 Steelmaking Coal operations based on the interactions between our sites and the community. The purpose of the long-term social performance objectives is 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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To develop the long-term social performance objectives, we undertook a three-step process.



## MG Complex Social Management Plan 2022-2027

### MG Complex 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 Moranbah 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.

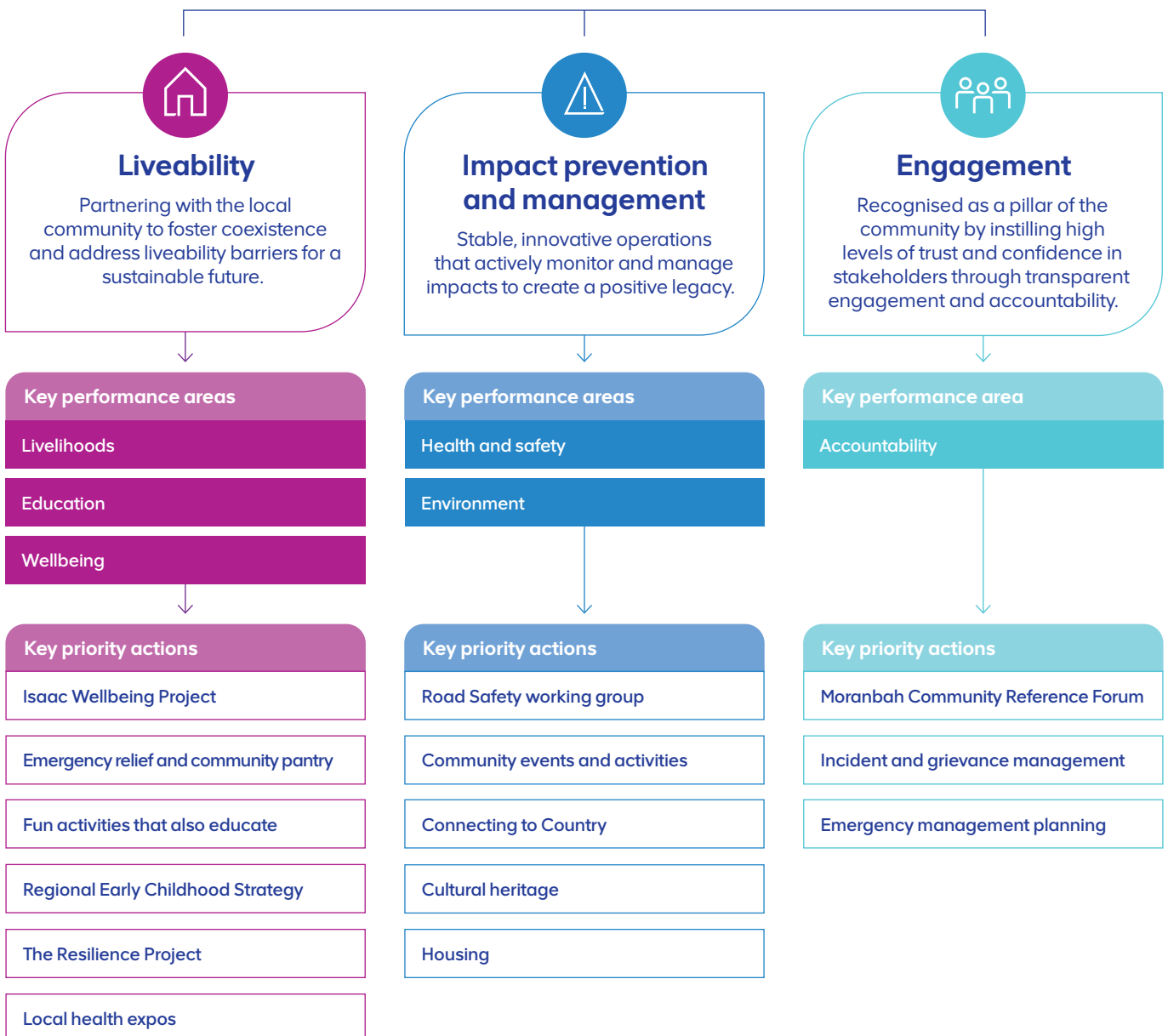
#### 02 Engagement and collaboration

The results of the review were tested with the Moranbah 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 Moranbah North and Grosvenor mines for endorsement and used to inform the development of long-term social performance objectives for the next five years.

### Long-term social performance objectives



# Moranbah

## Barada Barna Country

There are 30 operational coal mines in the Isaac Region, including our Moranbah North and Grosvenor mines.

This infographic provides a high-level overview of the interactions between our mining operations and the Moranbah Community

### Education

We seek to play an active role in supporting educational outcomes that align with future-focused employment opportunities. **Page 19.**

### Food security

Our Community Pantry Partnership with ELAM improves food security and ensures all residents have access to necessities. **Page 16.**

### Wellbeing

We're improving access to mental health care and social support through our Isaac Wellbeing Partnership with MDSS. **Page 17.**

### 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.**



## Mine operations

### 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 Moranbah working group. **Page 21.**

### Community cohesion

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

### Community events

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

### Early childhood education

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

### Local procurement

We support local businesses and suppliers by prioritising local procurement.

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



Partnering with the local community to foster coexistence and address liveability barriers for a sustainable future.

**Case Study**  
**ELAM Emergency Relief and Community Pantry partnership**

Our Community Pantry partnership with Emergency and Long-term Accommodation Moranbah (ELAM) is delivering \$158,000 in emergency food relief measures to families and individuals in crisis across the Isaac Region.

As one of many mining operators in the Isaac Region, we acknowledge the industry’s contribution towards the high costs of living in Moranbah and the additional pressure this places on non-mining individuals and families. To address this impact, we’ve partnered with local social service provider, ELAM, to improve food security in the Isaac Region.

Through our partnership, ELAM’s existing Community Pantry and Food for Thought initiatives will be fully funded by Anglo American until May 2025, and the teams at our Moranbah North and Grosvenor mines are pitching in by contributing non-perishable food items to donation bins at site.

Under ELAM’s Community Pantry initiative, people experiencing food insecurity can visit the Moranbah Youth and Community Centre to collect free pantry goods which are supplemented by a click-and-collect order for fresh produce, dairy products, meat, personal hygiene items and baby formula.

Our support for ELAM’s Food for Thought program will also provide more than 26,000 breakfast and lunch packs to four schools in the Isaac Region over eight terms, including Moranbah State School, Moranbah East State School, Moranbah State High School and Coppabella State School.

 **Investment:**  
**\$158,000**

 **Delivery:**  
**2023–2025**

 **Goal:**  
**To improve food security for Isaac Region residents.**





**Case Study**  
**Isaac Wellbeing Project**

**We're committed to improving mental health outcomes in our areas of operation by removing barriers to social and mental health support in regional Queensland.**

In 2022, Anglo American and Moranbah District Support Services (MDSS) announced a two-year partnership designed to secure vital counselling resources and ensure the continued delivery of mental health and social support services to the Isaac region until late-2024.

The Isaac Wellbeing Project focuses on five key priority areas to build community capacity and improve mental health outcomes, including:

- Provision of mental health support, education, and advocacy services for individuals and families, including one full-time counselling professional,
- Increased local capacity for mental health care delivery and support within communities across the Isaac Region, including community education and up skilling local professionals,

- Development of new education and employment pathways within health and social support services across the Isaac region through partnerships with universities and training providers,
- Development of a regional mental health network consisting of local stakeholders and subject matter experts to provide insight into changes in community needs,
- Staff attraction and retention incentives.

Following the success of the program throughout 2022, and an increasing demand for mental health services in the region, the partnership was expanded to include two new mental health counselling positions, study bursaries for new and existing staff, rental subsidies for all full-time staff, travel and accommodation expenses and four scholarships in a Diploma of Counselling.



**Investment:**  
**\$463,000**



**Delivery:**  
**2022-2024**



**Goal:**  
**To improve accessibility to in-region social supports and increase the community's capacity for mental healthcare delivery.**

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The partnership was expanded to include two new mental health counselling positions, study bursaries for new and existing staff, rental subsidies for all full-time staff, travel and accommodation expenses and four scholarships in a Diploma of Counselling.



## Case Study Regional Early Childhood Education Strategy

Through our Regional Early Childhood Education Strategy, we're working with early childhood education 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 in Moranbah. Through ongoing engagement and collaboration with local providers, it was identified that barriers to attraction and retention were associated with lack of access to affordable and suitable accommodation, cost of living pressures in Moranbah 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 Moranbah Early Learning Centre, C&K Moranbah and Simply Sunshine educators with access to Anglo American housing, rental subsidies, and attraction and retention bonuses, incentives and bursaries.

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



**Investment:**  
\$368,000



**Delivery:**  
2022–2025



**Goal:**  
To improve access to early childhood education in Moranbah.

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To date, this strategy has provided Moranbah Early Learning Centre, C&K Moranbah and Simply Sunshine educators with access to housing, rental subsidies, attraction and retention bonuses, incentives and bursaries.



## Case Study Electrotechnology Pathways Project



Investment:  
\$75,000



Delivery:  
2022-2024



Goal: To create future career pathways  
for local students within modern mining.

### Our partnership with Major Training and Moranbah State High School offers 25 Moranbah, Dysart and Clermont High School students an opportunity to kick-start their career in mining.

We understand the importance of access to high quality education and training opportunities in rural communities and seek to play an active role in supporting educational outcomes that align with future-focused employment opportunities.

As part of our ongoing commitment to support regional skills development, Anglo American is underwriting the delivery of a Certificate II in Electrotechnology course, up to the value of \$79,000, for students who've exhausted their government allocated VETis (VET in Schools) funding.

In 2024, students will also embark on an all-expenses-paid day trip to the Resources Centre of Excellence's state-of-the-art underground simulator where they'll experience a day in the life of an underground electrician.

Upon completion of the course, students looking to undertake an electrical apprenticeship may be eligible to have their skills and competencies recognised, reducing their overall study time.

We further support regional skills development through our ongoing sponsorship of the Queensland Minerals and Energy Academy (QMEA), an industry and education partnership providing education and training opportunities for young people in and around our areas of operation in Australia.





# Impact prevention and management

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

We acknowledge that 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 MG Complex:



### 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 on the Road Safe Moranbah working group (**page 21**) who deliver community education and initiatives in pursuit of improved road safety. Additionally, we provide bussing for our workforce and fatigue rooms to minimise our contribution to road traffic accidents 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. 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 Moranbah, there may be a reduction in community cohesion.

#### Controls

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



## Case Study Road Safe Moranbah

We're proud to be members of the Road Safe Moranbah working group which facilitates a coordinated approach to road safety by providing a platform to share information and collaborate on initiatives.

The Road Safe Moranbah working group 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 delivered by the group is the collaborative Random Breath Testing (RBT) operations. Industry representatives, including leaders from our Moranbah North and Grosvenor mines attend these quarterly RBT operations, led by the Queensland Police Service (QPS), to collect data on attitudes towards fatigue and hand out Drowsy Driver packs to encourage drivers to pull over when tired.

In 2021, the group launched its first mobile road safety campaign, featuring local children's artwork displayed as partial wraps on the back of Greyhound's bus fleet. To support the campaign, Anglo American commissioned the design and installation of a billboard display showcasing one student's Fatal 5 artwork to appeal to drivers to consider their families whilst travelling.

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

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Following the success of the Road Safe Moranbah model in Moranbah, Anglo American established road safety working groups in Middlemount and Moura.



Scan to read more about  
Road Safe Moranbah's  
mobile road safety campaign

## Housing and accommodation

To encourage local living, promote the long-term sustainability of the Moranbah community and limit our impacts on the availability and affordability of housing in Moranbah, 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 Moranbah community.

Accommodation options available are outlined below:

### Camp accommodation

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

In Moranbah, Anglo American owns the Grosvenor Accommodation Village which can accommodate up to 498 employees. Grosvenor Village is managed by camp and village management provider, Ventia.

### 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 289 homes in Moranbah which are allocated to Grosvenor and Moranbah North employees as part of our Accommodation Strategy.

Of these homes, 97% are currently allocated to Moranbah North and Grosvenor Mine employees with the remaining 3% utilised for transit accommodation or undergoing maintenance.

### Home ownership scheme

To encourage local living and promote the long-term sustainability of the Moranbah community, eligible Anglo American employees are entitled to receive a housing allowance benefit of up to \$65,000 to purchase a primary place of residence within a 50km radius of Moranbah.

We've paid \$1.69 million in home ownership payments to 26 eligible employees.

## 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 17 Moranbah-based organisations sharing in \$255,525 in grant funding.

Recipient	Amount	Purpose
RACQ CQ Rescue Helicopter	\$90,000	Delivery of life-saving aeromedical services in CQ
Mackay Hospital Foundation	\$24,960	Mackay Hospital Foundation's annual Giving Day Appeal and purchase of sleeper chairs
Moranbah Bowls Club	\$20,000	Air conditioning upgrade
Legends of League	\$20,000	Funding support for the 2023 Legends of League tournament
4RFM Community Radio Station	\$14,300	4RFM's Drive Time fatigue management program
Moranbah Junior Motocross	\$13,674	Installation of a permanent shade structure
Greater Whitsunday Alliance	\$11,000	Delivery of a social media and marketing mentoring program to local businesses
Isaac Regional Charity Fund	\$10,000	Funding support for the annual Mayor's Charity Ball mental health fundraiser event
Rainbow Collective	\$10,000	Funding support for the annual Rainbow Gala fundraiser event
Hinterland Community Care	\$8,000	Electrical system upgrade for office expansion to create office space for locum healthcare professionals
Moranbah East State School	\$7,474	Decodable Reader literacy resources and Under 8's Day
Moranbah State School	\$6,874	Decodable Reader literacy resources
Oasis Life Church	\$5,000	Moranbah Carols by Candlelight
Moranbah NAIDOC Committee	\$5,000	NAIDOC Week celebrations
Moranbah Junior Golf	\$4,000	Purchase of new golfing equipment
Moranbah Tennis Assoc.	\$3,500	Purchase of tennis ball machine
Moranbah Touch Football Assoc.	\$1,743	Purchase of drinks fridge and stools



# Engagement

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

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

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

Sector	Organisation
Anglo American (Chair)	General Manager, Grosvenor Mine
Anglo American (Chair)	General Manager, Moranbah North Mine
Traditional Owners	Barada Barna Aboriginal Corporation
Business	Greater Whitsunday Communities
Health	Westfund
Social services	Moranbah District and Support Services
Aged care	Hinterland Community Care
Emergency services	Moranbah Police
Local government	Isaac Regional Council
Childcare	Simply Sunshine Early Education
Education	Moranbah State School
Agriculture	Position to be filled in 2024

## 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 Annual Perception Survey results here

### Grievance management

Each Anglo American Steelmaking Coal operation 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 Moranbah North and Grosvenor mine operations and activities can be submitted online via the QR code provided, or in person at our Moranbah Community Shopfront location at Shop 16, Moranbah Shopping Fair, Moranbah QLD 4744.



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 the Anglo American 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 MG 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 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 potentially 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.

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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

**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.



### Case Study Connecting to Country (Indigital)

To support the reconnection of knowledge and facilitate new ways of ensuring this knowledge is preserved and shared in an increasingly digital world, we've established a relationship with Australia's first indigenous edu-tech company, Indigital, to implement a digital skills training program in partnership with Traditional Owner groups.

Utilising technology to capture stories, images, and cultural heritage, the Indigital program provides elders with an innovative way to share stories for future generations, while facilitating the development of digital skills.

The Anglo American and Indigital program was officially launched in Moranbah in 2022 where Traditional Owners, the Barada Barna People, teamed up with local students and indigenous 'edu-tech' company, Indigital, for a series of workshops designed to share and preserve cultural knowledge while building cutting-edge technology skills.

Using Minecraft Education Edition, Microsoft Paint 3D and Indigital's voice recording software, students created their own augmented reality experience depicting the story of Uncle Nebo Les Budby, a Barada Barna man taken by a gudithella (eagle) from Goodyerra, Lake Elphinstone as a gundoo (baby).

At the end of the workshops, students received a QR code link to see their virtual stories come to life on their smartphones, and Traditional Owners retained the digital skills needed to facilitate workshops of their own.



**Investment:**  
**\$188,000**



**Delivery:**  
**2022-2023**



**Goal:**  
**Building connection to Country by combining cultural knowledge with artificial intelligence.**



Scan to see the story of Uncle Nebo Les Budby come to life through augmented reality



# 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, digitilisation and our innovative approach to sustainable economic development.

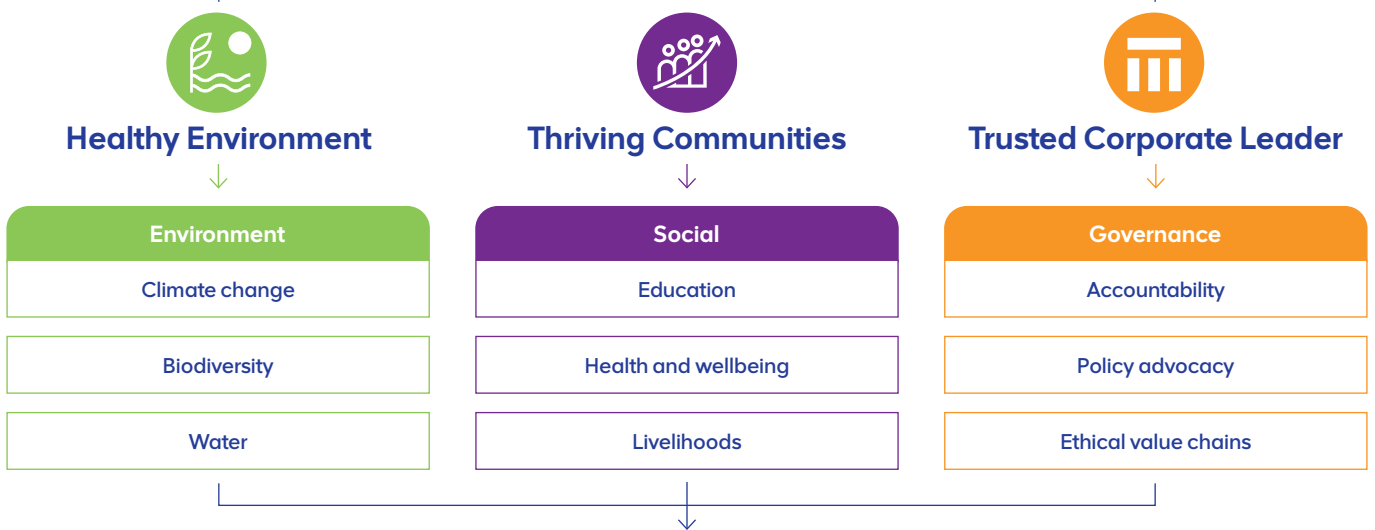
Each pillar has three stretch goals that we must reach by 2030 and further goals and ambitions that we will add to these as we progress. They are deliberately ambitious and designed to challenge us to lead and innovate.

At Steelmaking Coal, 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 29-31.



Scan for further information on the Anglo American Sustainable Mining Plan

Our Plan has three Global Sustainability Pillars, with three stretch goals under each one



## Collaborative Regional Development

Our innovative partnership model to catalyse independent, scalable and sustainable economic development in regions around our operations—the objective being to improve lives by creating truly thriving communities that endure and prosper well beyond the life of the mine.

## Our Critical Foundations

These form the common and minimum requirements for each of our operations and our business as a whole. The Critical Foundations are essential to the long-term credibility and success of both the Sustainable Mining Plan and to maintain our social licence to operate.

- Zero harm
- Leadership and culture
- Inclusion and diversity
- Human rights
- Group standards and processes
- Compliance with legal requirements

# 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 commitment to operate carbon-neutral mines by 2040, 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 around 5.5 million tonnes of carbon dioxide equivalent each year. We are actively working on technology solutions to further reduce our emissions, and we recently announced an agreement with Stanwell Corporation that will supply Anglo American's Australian operations with 100% renewable energy for 10 years from 2025.

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As part of our commitment to operate carbon-neutral mines by 2040, 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.

The Anglo American and Resilience Project School Partnership Program will be rolled out to all eight schools in the Central Queensland communities where we operate from 2023–2024. Through the program, around 2,900 students, teachers and parents across the communities of Moranbah, Middlemount, 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 will also be delivered to more than 5,500 Anglo American employees working across our Steelmaking Coal business, supporting improved resilience and wellbeing within our workforce.

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



**Investment:**  
\$332,000



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



**Delivery:**  
2023–2024



Scan to watch the partnership roll out across our communities

## 66

Students, teachers, and parents across the communities of Moranbah, Middlemount, 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 The National Accountability Forum

Everyone's a stakeholder in the sustainable value we create.

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 us a platform to engage with key subject matter experts on specific goals of our Sustainable Mining Plan as they relate to our Steelmaking Coal business here in Australia. These goals, which are aligned to the United Nations Sustainable Development Goals (SDG), enable our business to achieve clearly defined targets that provide mutually beneficial outcomes for us and our stakeholders, while minimising our impacts.

This year, 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.

On the agenda for Education, we shared our approach to meeting our goals in a local context and sought feedback from stakeholders on this approach. We discussed the challenges that exist across the Education sector in Australia, specifically as they relate to the communities where we operate and identified practical opportunities to address these challenges.

Similarly, during the session for Water, we discussed our approach to meeting our Water goal in a localised context and sought to collaborate on long-term opportunities in water management across our business.

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



## 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. Our operations in Australia will be assessed and publicly reported against Towards Sustainable Mining (TSM) on an annual basis from 2026.

TSM is a globally recognised accountability framework which supports companies to evaluate, manage and communicate their site-level sustainability performance. It includes protocols and assessments for biodiversity and conservation management, climate change, crisis management and communications, Indigenous and community relationships, preventing child and forced labour, safety and health, tailings management, and water stewardship. TSM is overseen by a national Community of Interest Advisory Panel, comprising representatives from key stakeholder groups, including First Nations, communities, investors and non-government organisations, among others.



Scan for further information on Towards Sustainable Mining





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