



stanmore

Reflect Reconciliation Action Plan

September 2023 – August 2024



RECONCILIATION
ACTION PLAN

REFLECT

STANMORE RESOURCES LIMITED | ACN 131 920 968

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COVER ARTWORK AND ARTIST

'Munda and the River' is the beautiful, vibrant artwork created specifically for Stanmore by Barada Barna artist William Walsh Wailu.

This artwork depicts Munda (the Carpet Snake) which is a totem representing Barada Barna country. In this piece Munda also represents the Isaac River as it meanders through the countryside close to the Isaac Downs project area. The Greater Glider (possum) is shown here gliding from tree to tree across this red land.

Stanmore recognises William for his artwork along with Barada Barna and acknowledges their ongoing commitment for employment and other opportunities for First Nations.

Stanmore Resources acknowledges the Traditional Custodians of Australia, and pays respect to their Elders past, present, and emerging. We pay respect to their continuing connection to land, and the continuation of their cultural, spiritual and educational practices. We recognise the Barada Barna mob as the traditional custodians of the lands where the Isaac operations are located and Stanmore is committed to maintaining ongoing relationships with Barada Barna.





MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Stanmore Resources to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Stanmore Resources joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Stanmore Resources to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Stanmore Resources, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer

Reconciliation Australia

OUR BUSINESS



Stanmore welcomes new relationships with the Jangga people and the Widi people that have arisen through the purchase of the Wards Well Project.



It is paramount that our ongoing and evolving journey in reconciliation is acknowledged and supported by Stanmore Resources' management team and directors. Marcelo Matos, CEO and Director of Stanmore Resources explains:

'With mining tenements covering Barada Barna, Widi and Jangga Country, Stanmore Resources acknowledges and pays its respects to the Traditional Owners of the land on which we operate.

Mining is a temporary land use and Stanmore is committed to working with all of our stakeholders to ensure the land is cared for and returned, as close as possible to, the same state as pre-mining.

The journey we are taking as part of our Reconciliation Action Plan aims to grow our relationship with First Nations and create opportunities in education, employment and business that are mutually beneficial to all participants involved along the way.'

Stanmore Resources (Stanmore) is an Australian company with mining operations and exploration projects in the Bowen and Surat Basins in Queensland. The main office is located in Brisbane on Yuggera Country.

Our foundation asset is the Isaac Plains Complex which comprises mining leases for Isaac Plains and Isaac Plains East open-cut coal mines, the Isaac Downs Project and the Isaac Plains Underground development project, located on Barada Barna Country. The recent acquisition of the South Walker Creek and Poitrel coal mines, represents a shift in the scale of operations for Stanmore, resulting in an operational portfolio of four mines and three coal processing plants in Central Queensland.

The history of the relationship between Stanmore and the Barada Barna People began before Stanmore's ownership of the Isaac Plains Mine. From the early 2000s to 2015, the Barada Barna managed cultural heritage matters with the Isaac Plains Mine's previous owners, Isaac Plains Coal Management. An initial Cultural Heritage Management Plan (CHMP) was in place to guide the process, and earlier dealings provided a framework for the CHMP which the Barada Barna and Stanmore have since developed.

Stanmore and the Barada Barna have continued their reconciliation journey through the signing of a new CHMP and Native Title compensation agreement for the Isaac Downs Project. Stanmore has also signed Indigenous Land Use Agreements (ILUA) and associated agreements for the mining operations at South Walker Creek and the CHMP at Poitrel.

Stanmore welcomes new relationships with the Jangga people and the Widi people that have arisen through the purchase of the Wards Well Project.

The reconciliation journey for Stanmore is primarily around acknowledging and showing respect to the Traditional Owners in a real way through actions and outcomes. Stanmore plans to advance reconciliation by educating our non-Indigenous workforce and by providing genuine prospects to the Barada Barna, Widi and Jangga people through employment, education and training opportunities, and pragmatic business ventures.

Stanmore acknowledges and pays its respects to the Traditional Owners of the land on which we operate. Working together will ensure the land is cared for and returned, as close as possible, to its original state post-mining.



OUR RECONCILIATION ACTION PLAN (RAP)



Our RAP champion is the Health, Safety, Environment and Community Manager of the South Walker Creek Mine.



The RAP Journey – An Evolving Process

Our RAP formalises our commitment towards the five dimensions of reconciliation: historical acceptance; race relations; equality and equity; institutional integrity and unity. We aim for this journey to strengthen our ties with Traditional Owners and provide genuine prospects to First Nations through employment, education and training opportunities and pragmatic business ventures. Creating ongoing and feasible prospects for First Nations means the relationship shared between Stanmore and Traditional Owners of the land is strengthened over time, and that all parties benefit from the longer-term outcomes achieved through the process.

Our RAP champion is the Health, Safety, Environment and Community (HSEC) Manager of the South Walker Creek Mine. This role is part of the Site Leadership team and the ILUA Relationship Committees at our largest operation. The HSEC team work on opportunities for First Nations employment and contracting opportunities at all Stanmore sites.

The ILUA Relationship Committees remain the key to ongoing engagement with each Traditional Owner group and the RAP initiatives will headline the agenda for these quarterly meetings. Other priority initiatives will be added to the RAP as they are identified by the ILUA Relationship Committees. Cultural awareness site campaigns and education for all Stanmore team members are our priorities.

The RAP Working Group includes: General Manager Growth and Sustainability, Manager HSEC South Walker Creek, Manager Land and Water Projects, Principal External Engagement, Specialist Operations Training and Development, and Specialist Traditional Owner Partnerships. Bi-monthly Working Group meetings are used to review progress of the initiatives which are noted in this RAP.



OUR PARTNERSHIPS/CURRENT ACTIVITIES



Social Impact Management Plan Commitments

A Social Impact Management Plan (SIMP) was developed by Stanmore in 2021 to meet requirements under the *Strong and Sustainable Resources Community (SSRC) Act 2017*. The SIMP makes commitments to the Barada Barna via business opportunities and employment targets. These targets are volunteered by Stanmore and will be monitored by our RAP working group with representation and involvement of the Barada Barna welcomed.

Indigenous Land Use Agreement (ILUA) Commitments

Isaac Plains and Isaac Downs

Since 2016, Stanmore has worked side-by-side with the Barada Barna people on cultural heritage mapping and clearances at Isaac Plains, and more recently across the Isaac Downs Project from 2019 to 2021.

As part of the Isaac Downs Project, we successfully negotiated Native Title agreements with the Barada Barna which enabled us to develop a deeper understanding of Native Title, cultural heritage and connection with the land, as well as gain support for the mining approvals.

The Barada Barna Aboriginal Corporation (BBAC), on behalf of the Barada Barna people, entered into a Native Title Project Agreement with Stanmore IP South Pty Ltd for development of the Isaac Downs Mine in Central Queensland. The agreement set up consent for the Mining operations at Isaac Downs and noted compensation to be provided for the effect of; the grant of Mining Lease and carrying out of permitted activities, upon the Native Title rights and interests of the Barada Barna people.

The compensation includes financial benefits for BBAC RNTBC, grants for training and development, a Mine Training program for BBAC nominees, employment targets for Barada Barna people and Mine access for ongoing access to Country.

Stanmore and BBAC RNTBC also entered into a CHMP for the mining operation at the Isaac Plains Complex.

South Walker Creek and Poitrel

The BBAC, on behalf of the Barada Barna people, entered into a Native Title Project Agreement with BHP Mitsui Coal Pty Ltd (BMC) for the South Walker Creek (SWC) mine in Central Queensland, which Stanmore recently acquired.

It is the first agreement of its kind between BBAC and SWC, and is structured to deliver immediate and intergenerational benefits to the Barada Barna people.

The agreement will provide mutual benefits and certainty for SWC and the Barada Barna. Financial benefits will be directed towards priority community projects that enable Barada Barna people to live and work on-Country, strengthening their important connection. The agreement also delivers ongoing financial security for socio-economic purposes and non-financial contributions in the form of contracting, business, employment, education and training opportunities for the Barada Barna people.

The agreement will also support the ongoing development and operation of South Walker Creek mine, including a framework for the parties to work together on cultural heritage management, and protecting areas of cultural and environmental significance.

BBAC Chairperson Luarna Walsh said the agreement will ensure lasting and sustainable benefits for the Barada Barna people.

“The agreement will not only provide long-term benefits for the Barada Barna community, it will also achieve projects that BBAC have had in the pipeline for a considerable amount of time.

“Importantly, it sets Barada Barna on a path of self-determination. It will ensure BBAC is sustainable into the future and help our next generation of descendants achieve their goals through schooling and university, and employment and training.

“This Agreement also provides BBAC with the ability to diversify our income streams, by creating Traditional Owner businesses that can tender for a variety of contracts on Country,” said Luarna.

“I’m very proud to have been involved in this negotiation alongside fellow Barada Barna Directors, and after tough and sometimes testing negotiations, to say we have reached a successful outcome,” she continued.

“We’re looking forward to continue working with the Barada Barna people and contributing to their communities benefitting from sustainable economic, social and cultural initiatives.

“The agreement outlines a path forward for a long-term relationship based on trust, respect and mutual benefit. It will also see SWC and Barada Barna work together in relation to the management of cultural heritage, and deepen our workforces’ knowledge and understanding of Barada Barna history and connection to Country through cultural awareness training.”

The Barada Barna people are the native title holders (determined in September 2016) for over approximately 3,000 square kilometres of land in Central Queensland, where South Walker Creek mine is located.

Wards Well

The cultural heritage landscape at the Wards Well Project includes five registered cultural heritage parties distributed throughout the underlying tenure of the Project. Parties include the Widi people of the Nebo Estate #1, the Barada Barna people and Widi people of Nebo Estate #2 Shared Country, the Wiri people #2 and Wiri people #3, and the Jangga people.

CHMP’s have been established with the Jangga people, the Widi people of the Nebo Estate and the Wiri people #3.

The planned development of the Wards Well Project will provide opportunities for early consultation and enable engagement with Traditional Owners across each phase of development (Exploration, Construction, Mining and Closure).

Table 1. Summary of Key RAP Initiatives



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>1.</p> <p>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</p>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	December 2023	Principal External Relations
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	March 2024	Principal External Relations
	Develop a consultation roadmap with Traditional Owner groups to enable progress with the current cultural heritage survey schedule.	November 2023	Principal External Relations
<p>2.</p> <p>Build relationships through celebrating National Reconciliation Week (NRW).</p>	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	Manager Health, Safety, Environment and Community (HSEC)
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2024	Manager HSEC GM Growth & Sustainability
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June 2024	GM Growth & Sustainability
<p>3.</p> <p>Promote reconciliation through our sphere of influence.</p>	Communicate our commitment to reconciliation to all staff and publicly, through: RAP Launch, CEO communications, external stakeholder communications, social media engagement, regular website updates.	October 2023	GM Growth & Sustainability
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2024	Principal External Relations
	Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	November 2023	Principal External Relations
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. Engage and collaborate with Reconciliation Australia and other like-minded organisations to develop ways to advance reconciliation.	October 2023	Principal External Relations
	Encourage and support partner organisations, host employers and stakeholders to develop a Reconciliation Action Plan.	March 2024	Principal External Relations
<p>4.</p> <p>Promote positive race relations through anti-discrimination strategies.</p>	Research best practice and policies in areas of race relations and anti-discrimination.	November 2023	GM Growth & Sustainability
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	October 2023	Head of HR



RESPECT

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5. — Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation, and explore opportunities for cultural learning activities through cultural immersion and ensure cultural awareness training is provided (online or face-to-face) as part of the staff and Board induction.	September 2023	GM Growth & Sustainability
	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2023	Principal External Relations
	Review cultural awareness training across the group and roll out refresher training.	April 2024	Principal External Relations
	Further develop cultural awareness training strategies across the organisation and supply chain, initially for all managers and above.	November 2023	Principal External Relations
6. — Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners of the lands and waters within our organisation's operational area.	September 2023	GM Growth & Sustainability
	Increase staff understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	February 2024	Principal External Relations
	Facilitate both Welcome to Country and Acknowledgement of Country protocols, including the introduction of key Traditional Owner stakeholders.	November 2023	Principal External Relations
7. — Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	May 2024	Principal External Relations
	Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	May 2024	Principal External Relations
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	May 2024	Manager HSEC
	Facilitate RAP Working Group participation in an external NAIDOC Week event.	First week in July 2023	Manager HSEC


OPPORTUNITIES

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>8.</p> <p>—</p> <p>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</p>	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	February 2024	Principal External Relations
	Engage and work closely with existing Aboriginal and Torres Strait Islander staff on our recruitment, retention and professional development strategy.	November 2023	Manager HSEC
	Develop a robust Aboriginal and Torres Strait Islander employment and workforce development program in conjunction with Traditional Owner groups and businesses.	April 2024	GM Growth & Sustainability
	Develop apprenticeship and traineeship strategies for Aboriginal and Torres Strait Islander staff across the organisation.	February 2024	Head of HR
	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	November 2023	Manager HSEC
	Facilitate cultural awareness training for relevant staff specific to ensuring respectful and supportive interviewing.	February 2024	Principal External Relations
	Investigate developing an Aboriginal and Torres Strait Islander leadership pathways programs.	March 2024	Principal External Relations
<p>9.</p> <p>—</p> <p>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</p>	Develop a business case for procurement from Aboriginal and Torres Strait Islander-owned businesses.	November 2023	Principal External Relations
	Investigate Supply Nation membership.	October 2023	Principal External Relations
	Develop and implement an Aboriginal and Torres Strait Islander business and supplier register across the Central Queensland region.	December 2023	Principal External Relations
	Facilitate and implement a bipartisan agreement across current issues by developing long-term strategies that will enable Traditional Owner groups to become more involved in progress of the assets.	May 2024	Principal External Relations



GOVERNANCE

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10. — Maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	April 2024	GM Growth & Sustainability
	Draft a Terms of Reference for the RWG.	October 2023	Principal External Relations
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	September 2023	Principal External Relations
	Define resource needs for RAP implementation.	October 2023	Principal External Relations
11. — Provide appropriate support for effective implementation of RAP commitments.	Engage senior leaders in the delivery of RAP commitments.	September 2023	GM Growth & Sustainability
	Appoint a senior leader to champion our RAP internally.	September 2023	GM Growth & Sustainability
	Define appropriate systems and capability to track, measure and report on RAP commitments.	September 2023	GM Sustainability
12. — Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	September 2023	Principal External Relations
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	October 2023	GM Sustainability
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	February 2024	GM Sustainability
13. — Continue our reconciliation journey by developing our next RAP.	Register with Reconciliation Australia to begin developing our next RAP.	June 2024	Principal External Relations

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The journey we are taking as part of our Reconciliation Action Plan aims to grow our relationship with First Nations and create opportunities in education, employment and business that are mutually beneficial to all participants involved along the way.

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