



# **Millennium Expansion Project**

## **Environmental Impact Statement**

### **CHAPTER 21:**

### **COMMITMENTS NOT INCLUDED IN THE EM PLAN**

## TABLE OF CONTENTS

21.0	COMMITMENTS NOT INCLUDED IN THE EM PLAN .....	21-1
21.1	INTRODUCTION .....	21-1
21.2	REFERENCES .....	21-7

## TABLES

Table 21-1	Commitments Not Included in the EM Plan .....	21-2
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## **21.0 COMMITMENTS NOT INCLUDED IN THE EM PLAN**

### **21.1 INTRODUCTION**

This section of the EIS summarises the commitments made by Peabody that are not specifically included in the Environmental Management Plan (EM Plan).

As stated in the Final Terms of Reference (TOR) for the Millennium Expansion Project (MEP), the commitments include strategies and timeframes for fulfilment.

Table 21-1 Commitments Not Included in the EM Plan

EIS Section	Commitment	Strategy	Timeframe
Chapter 7-Land	Lighting impacts will be mitigated by installing light fixtures in accordance with <i>AS4282:1997 Control of the obtrusive effects of outdoor lighting</i> , i.e. that provide directed illumination to reduce light spillage beyond the immediate surrounds of the working area.	Mitigating measures to reduce impacts on the visual amenity of the area include: <ul style="list-style-type: none"> <li>• use of high pressure sodium lights where possible;</li> <li>• establishment of buffer vegetation between the proposed new surface infrastructure and sensitive receptors; and</li> <li>• retaining existing vegetation on-site wherever possible.</li> </ul>	Ongoing
	Facilitate the extraction of coal seam gas, if required.	If any future coal seam gas extraction is required, Peabody will negotiate and enter into an appropriate agreement with the holder of the relevant petroleum leases.	If required
Chapter 13-Nature Conservation	For all vegetation to be cleared and required to be offset under legislation, Peabody commits to establishing offsets under the Federal and State legislation under an Offsets Program approved by the appropriate government departments. The final Offsets Program will be managed to maintain and enhance biodiversity values.	Strategies to mitigate MEP's nature conservation issues and impacts include the following: <ul style="list-style-type: none"> <li>• changes to the proposed mine plan to exclude the 0.9 ha of Brigalow Regional Ecosystem (RE) from future mining to protect this area and the Brigalow Scaly-foot during and post mining; and</li> <li>• develop and implement an Offsets Program that caters for impacts to vegetation including approximately 20 ha of Brigalow RE previously cleared from the Millennium Mine.</li> </ul>	Part of the mine planning and EIS approvals process
	Minimise impacts on rare and threatened flora.	<ul style="list-style-type: none"> <li>• Conduct a second survey to ensure specimens of <i>Cerbera dumicola</i> are located to enable modification of the location of any haul road creek crossing, where practicable.</li> <li>• Maintain a 100m buffer along New Chum Creek to protect <i>Cerbera dumicola</i> and the creek habitat itself, which may contain specimens of the Ornamental Snake.</li> <li>• Investigate the ability to re-introduce <i>Cerbera dumicola</i> into mine rehabilitated areas via seed mix or tube stock plantings.</li> <li>• Rehabilitate areas for biodiversity conservation purposes without the use of Buffel Grass in the rehabilitation seed mix and monitor to ensure progression towards the known surveyed communities.</li> </ul>	Prior to Haul Road design phase
	Minimise impacts on rare and threatened fauna.	Develop a conservation program for the Brigalow Scaly-foot and monitor it and its habitat on an biannual basis.	Bi-annually
Chapter 14-Cultural Heritage	Peabody commits, as far as is reasonably practicable, to avoid disturbance to Indigenous and non-Indigenous cultural heritage, and will otherwise minimise disturbance in any	<ul style="list-style-type: none"> <li>• In co-operation with Peabody, the Traditional Owners have surveyed, salvaged and cleared the majority of cultural heritage artefacts from the general mining area.</li> <li>• Create a 100 m buffer zone along the New Chum Creek corridor.</li> </ul>	Ongoing

EIS Section	Commitment	Strategy	Timeframe
	circumstances where avoidance is not reasonably possible, and where disturbance has received cultural clearance from the Traditional Owners.	<ul style="list-style-type: none"> <li>Create a Cultural Heritage Protection Zone along the mesa on ML 70313, as negotiated with the Traditional Owners to protect an area of significance.</li> <li>Establish an agreed management strategy for the significant artefacts located on Red Hill.</li> <li>Development of an agreed Cultural Heritage Management Plan (CHMP) with the Traditional Owners.</li> <li>Cultural Heritage awareness information to be incorporated into the site induction program such that any person working at the MEP will know to stop work and contact the relevant Peabody personnel to manage potential items or areas of cultural heritage significance.</li> <li>Any clearing or disturbance within the New Chum Creek corridor, the Cultural Heritage Protection Zone or any area that has not previously been cleared by the Traditional Owners, will only be undertaken following consultation, inspection and clearance by the Traditional Owners.</li> <li>Peabody shall, where safe and practicable, provide Indigenous and non-Indigenous parties with access to cultural sites or places for training or cultural purposes.</li> </ul>	
<b>Chapter 15-Social</b>	Peabody will develop a detailed mine closure plan well in advance of closure and decommissioning of the MEP to assess the social impacts on the local area and identify necessary management strategies.	The mine closure plan will be developed in consultation with appropriate stakeholders and the Department of Environment and Resource Management (DERM).	2011
	Peabody will seek to continue the Community Reference Group (CRG) meetings with interested stakeholders that commenced during this EIS process as an ongoing initiative to manage social issues throughout the life of the mine.	<p>Peabody will seek to continue the CRG meetings as part of their ongoing social impact management procedures. This will allow Peabody to:</p> <ul style="list-style-type: none"> <li>track the progress of implementation of mitigation measures;</li> <li>evaluate the effectiveness of social impact mitigation measures;</li> <li>provide information on progress and achievements to be relayed to the local community and government;</li> <li>facilitate dialogue with stakeholders;</li> <li>provide for adaptive management and continual improvement, with monitoring results used to inform mitigation measures; and</li> <li>allow results of the CRG meetings to be disseminated to the CRG members for ongoing reporting in the relevant forums.</li> </ul>	Ongoing

EIS Section	Commitment	Strategy	Timeframe
	Throughout all operations, Peabody is committed to the principles and practices of equal opportunity employment and is seeking to increase the number of minority and female employees across all levels of the organisation (Peabody, 2008).	<ul style="list-style-type: none"> <li>Peabody is currently developing an Indigenous Employment, Training and Retention Strategy to recruit, train and retain a number of indigenous staff across the Peabody operations over an eighteen month period commencing late 2010.</li> <li>The Indigenous Employment Strategy will aim to create sustainable employment opportunities for indigenous Australians. Participants will be sourced from Job Services Australia providers, Community Development Employment Projects, TAFE, high schools, universities and relevant indigenous communities, organisations and agencies.</li> </ul>	Ongoing
	Minimise the strain on local businesses with regards to recruitment.	<ul style="list-style-type: none"> <li>Recruitment of personnel with the necessary skills from a range of employment sectors, including minority groups and people with limited or no previous experience in the mining industry, to reduce the potential for local businesses to experience skills shortages.</li> <li>Peabody is involved in a number of industry-wide and company-specific programs to raise awareness of mining-related careers, provide ongoing access to training and education and enhance retention within the company.</li> <li>Peabody has embarked on an aggressive recruitment strategy that offers high-tech training and career development opportunities through its 'Grow Together' people campaign.</li> </ul>	Ongoing
	Minimise the potential increased threat to property and public safety.	<ul style="list-style-type: none"> <li>The construction and operational workforce of the MEP will be required to adhere to Peabody's standards, procedures and codes of conduct which govern employees' behaviour both within and outside of the workplace.</li> <li>Workplace policies in relation to drug and alcohol use are strictly enforced by Peabody.</li> <li>Peabody's expectations regarding the need to maintain good relations with the local community will be communicated regularly to both the construction and operational workforce over the life of the mine.</li> </ul>	Ongoing
	Provide a framework for ongoing management of social impacts during the operation and decommissioning stages of the MEP.	<ul style="list-style-type: none"> <li>A stand alone Social Impact Management Plan (SIMP) which addresses the guideline <i>Social Impact Assessment: Guideline to Preparing a social impact management plan</i> 2010 (SIMP Guideline) (DIP, 2010) and builds upon the mitigation and management measures proposed in this EIS, will be developed following MEP approval.</li> <li>Specific details relating to the implementation of the SIMP, such as timing and responsibilities, will be further refined during the SIMP</li> </ul>	After MEP approval

EIS Section	Commitment	Strategy	Timeframe
		consultation and development process.	
<b>Chapter 16-Health and Safety</b>	Peabody is committed to the health and safety of all of its mine personnel, contractors and visitors to the site and will utilise the existing Health Safety Management Plan (HSMP) along with specific site processes and procedures, for the ongoing operation and eventual decommissioning of the MEP.	<p>Strategies to mitigate and manage the MEP's health and safety issues and impacts include:</p> <ul style="list-style-type: none"> <li>• develop, implement and communicate systems to manage and protect the health and safety of employees, contractors, visitors and the nearby community;</li> <li>• maintain a community complaints register and investigate verified complaints;</li> <li>• ensure employees and contractors working on-site are aware of site specific risks and standard operating procedures;</li> <li>• ensure employees and contractors working on-site are aware of managing their own, and others health and safety, including managing heat stress;</li> <li>• treatment of first aid incidents;</li> <li>• ensure employees and contractors working on-site have the appropriate licences and experience to handle any equipment or machinery they may need to use;</li> <li>• ensure any people on-site are provided with the appropriate Personal Protective Equipment (PPE) for their work;</li> <li>• ensure all chemicals are stored and handled according to the appropriate Safety Data Sheets, Australian Standards and any applicable legislation;</li> <li>• ensure the risks associated with process liquids, gases and solids are identified and appropriately managed;</li> <li>• record and investigate incidents in a timely manner;</li> <li>• maintain a separate permitting system for unusual or identified high risk processes;</li> <li>• maintain and communicate appropriate emergency procedures;</li> <li>• monitor process of liquids, gases and solids as required to understand and communicate their potential health and safety risks;</li> <li>• develop strategies to mitigate the cause of incidents; and</li> <li>• monitor and record relevant lead and lag health and safety indicators.</li> </ul> <p>The lead indicators that are proposed to be measured and managed include:</p> <ul style="list-style-type: none"> <li>• number of hazard reports and actions in response;</li> <li>• safety observations and safety contacts;</li> </ul>	Ongoing

EIS Section	Commitment	Strategy	Timeframe
		<ul style="list-style-type: none"> <li>number of safety meetings and actions/initiatives resulting;</li> <li>scheduled inspections completed;</li> <li>environmental controls-monitoring and tracking wastes;</li> <li>audits, reviews and findings; and</li> <li>visiting manager analysis.</li> </ul>	
<b>Chapter 17-Economics</b>	Minimise pressure on housing and workforce supply at the local level.	<ul style="list-style-type: none"> <li>The majority of the workforce will be housed at the MAC Coppabella Accommodation Camp to minimise housing pressure on surrounding towns like Moranbah.</li> </ul>	Ongoing
<b>Chapter 18-Hazard and Risk</b>	Minimize the hazards and risks at the MEP.	<p>Strategies to mitigate the MEP's hazards and risks include the following:</p> <ul style="list-style-type: none"> <li>develop and maintain a site hazard and risk assessment process that conforms to accepted leading practice;</li> <li>ensure ongoing risk identification and risk minimisation during MEP operations;</li> <li>maintain a site risk register;</li> <li>develop and maintain a site Emergency Response Plan;</li> <li>ensure site inductions cover the significant hazards and risk management processes;</li> <li>use ChemAlert or similar program to identify correct handling and storage procedures for hazardous substances; and</li> <li>develop a closure plan that identifies risks and mitigation strategies at the end of mine life.</li> </ul>	Ongoing

## 21.2 REFERENCES

Department of Infrastructure and Planning 2010, Social impact assessment: Guideline to preparing a social impact management plan [Online], Available: <http://www.dip.qld.gov.au/resources/guideline/simp-guideline.pdf> [2010, October 4].

Peabody 2008, Peabody Energy: 2008 Corporate and Social Responsibility [Online]. Available: <http://www.peabodyenergy.com/pdfs/2008PeabodyCSRR.pdf> [2010, October 4].