

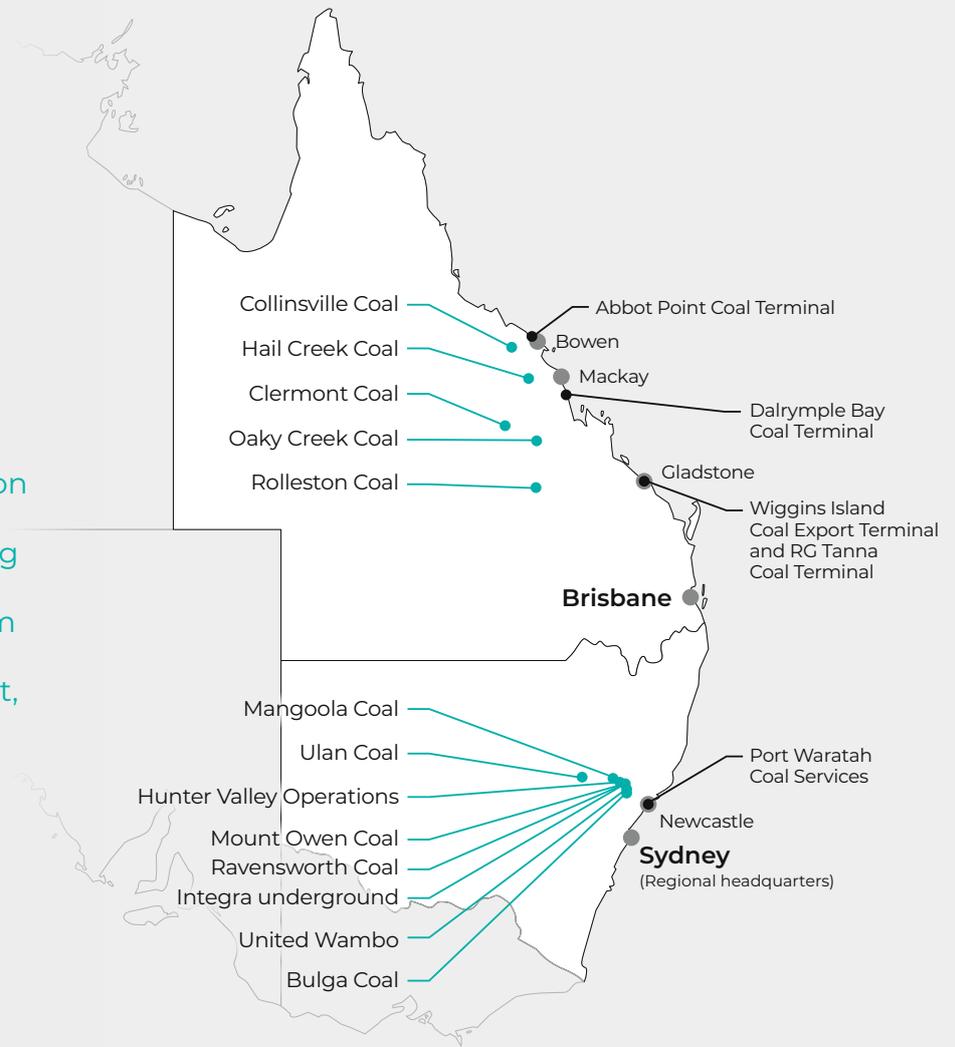
GLENCORE

Glencore Coal Assets Australia Community Investment Program 2024 Update



About us

In 2024, Glencore Coal Assets Australia managed the production of about 95 million tonnes of saleable thermal and steelmaking coal. Our coal is exported to customers around the world from the Port of Newcastle in New South Wales and the Abbot Point, Dalrymple Bay, RG Tanna and Wiggins Island coal terminals in Queensland.



Ian Cribb
Chief Executive Officer



John Watson
Director of Environment and Community



Craig Strudwick
Social Performance Manager



Tracey Snedden
Community Relations Coordinator

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Cover image: Tracey Snedden presents kids with laptops on behalf of Integra Underground's Community Investment program.

Our community investment

We aim to deliver lasting social and economic benefits in the communities in which we operate. **Since 2006, we've invested more than \$120 million** in partnerships across New South Wales and Queensland. We seek to support community groups and events, in large partnerships and small community based projects – done voluntarily, over and above regulatory requirements.

In 2024, Glencore Coal invested more than **\$5 million** in local community partnerships.

We align our Community Investment with Glencore's Social Contribution Framework and where possible with the United Nations Sustainable Development Goals¹.

\$3.5 m Community health and wellbeing, and environmental projects

\$1.3 m Promoting education and skills

\$443 k On infrastructure

\$355 k Strengthening local institutions

36 Major community projects supported

Our community partners

- Aussie Ark
- Blackroo Indigenous Corp
- Brighter Lives at Townsville University Hospital
- Bunnan Camp Draft
- Capricorn Rescue Helicopter
- Carrie's Place
- Central Highlands Festival of Bands
- Central Highlands Science Centre
- Central Queensland Rescue Helicopter
- Central Queensland Rural Health
- City of Maitland Pipes and Drums
- Clermont Community Housing
- Clermont Connect
- Clermont for Doctors
- Collinsville Telecentre
- Collinsville Youth Sport/ PE Teacher
- Country Universities Mudgee campus
- Elizabeth Gates Village
- Galuwa Scholarship Program
- Healthy Beginnings 4 Hunter New England Kids
- Housing Plus
- HunterWISE Program – Girls and Women in STEM
- Isaac Regional Charity Fund
- John Hunter Children's Hospital NICU
- John Hunter Hospital Trauma Unit
- Lifeline Hunter
- Mackay Hospital and Health Centre
- Mackay Sustainable Grazing Forum and Field Day
- Macquarie Homestay
- Merton Living
- Mudgee High School Link Program
- Muswellbrook Men's Shed
- Northern Hairy Nose Wombat Recovery Program
- Pioneer Catchment Landcare
- Reef Catchments
- Royal Far West
- Singleton Beef and Land Association
- Singleton Show – Northern Agricultural Association
- Star Struck (NSW Department of Education)
- St Catherines Catholic College
- Tocal Agricultural College Scholarships
- Townsville Hospital Foundation
- Ungooroo Aboriginal Corporation
- University of Newcastle Rock Mechanics Lab
- Westpac Rescue Helicopter Service
- Where There's A Will Foundation
- Witmore Ltd
- Wonnarua Nation Aboriginal Corporation

¹ In 2015, all United Nations Member States adopted The 2030 Agenda for Sustainable Development which has 17 Sustainable Development Goals (SDGs) at its heart. These goals recognise that ending poverty must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.



Lifeline receives over a million calls each year nationally, with Lifeline Hunter answering around 11,000 of these from its Newcastle-based call centre.

Lifeline Hunter

Mental illness is something that touches all our lives in some way, but the experience can be even more challenging in rural and regional Australia where support services are often limited. That's why Glencore Coal has partnered with Lifeline Hunter to increase its capacity and minimise the number of phone calls that go unanswered.

The three-year partnership will see Glencore donate a total of \$600,000 to Lifeline in New South Wales' Hunter region, home to a number of our mining operations.

Patrick Calabria, Head of Corporate and Community Partnerships at Lifeline New South Wales, said his organisation identified an urgent need in the Hunter community.

"In 2024, Lifeline recorded eight of its busiest days ever, based on the number of calls to the 13 11 14 crisis line. We know the Hunter community deeply values this vital service and the rising demand highlights that more people than ever are reaching out for support in times of crisis. We want to make sure every caller, especially those from the Hunter, have their call for help answered," said Patrick, based in the Hunter.

"Nationally, Lifeline receives over a million calls each year, with Lifeline Hunter answering around 11,000 of these from its Newcastle-based call centre. Locally we make a significant contribution, but unfortunately during peak periods some calls still go unanswered, leaving people in crisis unable to connect with a crisis supporter when they need help the most. Training more crisis supporters in the Hunter to help meet the growing service demand will make real difference."

More calls to be answered

The joint project will see the training of an additional 54 crisis supporters in the region, allowing an extra 14,850 calls to be answered each year. This impact is particularly vital when you consider that the Hunter and surrounds has a suicide rate 25% higher than the Australian average.



Above: Lifeline truck tray at Glencore's Mt Owen Complex.
Left: Lifeline Hunter crisis support worker.

In addition to building capacity, the funding will allow Lifeline to provide a psychological safety program for the Hunter crisis support team, plus rapid response social media programs for local traumatic events, post-suicide support groups and a suite of community training packages designed to encourage people to help each other in times of crisis.

Supporting the cause

As a national charity, Lifeline relies on the support of people and organisations to continue addressing this demand, so there's no need for people to face their darkest moments alone.

"Lifeline needs partners like Glencore to exist – we rely on corporate partnerships, donations and grants to be able to operate," Patrick said.

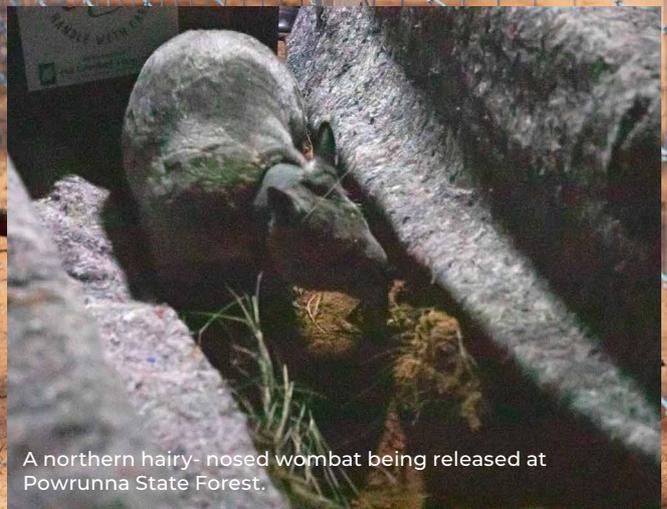
"To have an organisation like Glencore that can support us across the service areas, help break down the stigma in communities and provide safer pathways for people to reach out is absolutely vital."

Craig Strudwick, Social Performance Manager for Glencore Coal, said Glencore Coal is proud to partner with Lifeline.

"Our Community Investment program is about supporting the communities that host our operations and building the capacity of organisations like Lifeline to respond to the needs of the community," Craig said.

"Training additional Crisis Supporters will help build Lifeline's capacity to respond to the mental health wellbeing and suicide prevention needs of our communities in the Hunter region, and that's something we can all be proud of."

Glencore has provided a long-term financial commitment to the recovery program, including \$2.1 million to secure a third population at Powrunna State Forest.



A northern hairy-nosed wombat being released at Powrunna State Forest.

Northern Hairy-Nosed Wombat Program

Efforts are underway to relocate some of the world’s rarest land mammals to a new home to safeguard the species from extinction. Up to 60 northern hairy-nosed wombats will be gradually translocated to a 2,800-hectare site at Powrunna State Forest, near St George in Queensland, over the next three years, aiming to create a self-sustaining population.

The critically endangered wombat is rarer than China’s giant panda and currently found in only two locations across Queensland: Epping Forest National Park, home to the last natural population of the species, and Richard Underwood Nature Refuge, a carefully constructed sanctuary.

A third sanctuary has been established at Powrunna State Forest to support the species’ recovery, and in 2024 the first wombats were translocated to the site.

Partnerships make it possible

The new refuge is the result of a partnership between the Queensland Department of the Environment, Tourism, Science and Innovation (DETSI), Glencore Coal, Gunggari Native Title Aboriginal Corporation (GNTAC) and Gunggari Native Title Holders, and The Wombat Foundation.

Glencore has provided a long-term financial commitment to the recovery program, including \$2.1 million to secure the third population at Powrunna State Forest.

“The partnership with Glencore has been fantastic,” said DETSI’s Principal Conservation Officer, Dave Harper.



Above: Glencore Coal’s Social Performance Manager Craig Strudwick and DETSI’s Principal Conservation Officer Dave Harper on site.

Left: Predator proof fencing at Powrunna State Forest.

“Initially, Glencore helped us establish the second site at Richard Underwood Nature Refuge, and now they’re working with us to establish this sanctuary at Powrunna, which is a much larger site and a greater step in terms of securing the species.”

Glencore’s funding has contributed to the installation of 27 kilometres of predator-proof fencing around the forest, as well as site infrastructure and monitoring equipment.

Population growing but conservation efforts still needed

Fossil records indicate northern hairy-nosed wombats were once widespread, living in Queensland, New South Wales, and Victoria. However, by the 1980s, only 35 northern hairy-nosed wombats were left in the wild.

The Epping Forest population recently reached a milestone of 400 northern hairy-nosed wombats, while around 20 wombats currently live at Richard Underwood Nature Refuge.

Although recovery actions have significantly improved the northern hairy-nosed wombat’s numbers, the species still faces a high risk of extinction.

“This translocation of wombats is another significant step in the ongoing efforts to safeguard this critically endangered species,” Dave said.

“While there is still work to be done, our partnership is the perfect example of how people and organisations working together can achieve great success.”

Glencore Coal’s Social Performance Manager, Craig Strudwick, said the partnership is a great source of pride for the company.

“Our partnership with the northern hairy-nosed wombat project is a long-standing one, having commenced in 2008. Our employees are incredibly proud that we’re played a part in helping to save this species since then,” Craig said.



With our help, all 50 cots in the Townsville University Hospital NICU have been equipped with Angel Eye technology, connecting families and their unwell babies while in hospital.

Brighter Lives at Townsville University Hospital

Each year, Townsville University Hospital cares for more than 800 pre-term and unwell babies from North Queensland. They treat some of the smallest and sickest babies in the state.

The Neonatal Intensive Care Unit (NICU) is the state's only NICU outside of southeast Queensland, servicing south to the Mackay region and north to the Torres Strait.

We are proud to partner with Brighter Lives, a foundation providing volunteer services and raising funds to help create a better experience for patients, staff, and visitors at Townsville University Hospital.

Equipping the NICU with Angel Eyes

Through our partnership, all 50 cots within the NICU, including the Special Care Nursery, have been equipped with Angel Eye technology.

Angel Eye represents a significant breakthrough for Townsville University Hospital, connecting families to their pre-term and critically unwell babies via a smart device application.

Through web-based cameras, it aims to achieve several crucial goals: reducing the length of hospital stays, minimising infection risks, addressing mental health concerns and enhancing parental satisfaction.

Stephanie Naunton, Brighter Lives Chief Executive Officer, said the COVID 19 pandemic was a major driver in implementing the initiative.

"During the COVID 19 pandemic, the Neonatal Unit had a strict visitor policy that only provided limited access for parents," Stephanie said.

"These cameras have especially created extra benefit and connection for families who live in rural and remote parts of Queensland and are unable to travel to visit loved ones in NICU.

"When your baby or babies are in the NICU it's important to have support from extended family. Angel Eye was an opportunity to keep families connected through vision of their infant when circumstances cause physical separation."

State-of-the-art NICU care

We are proud to have invested almost \$200,000 to bolster equipment at Townsville University Hospital NICU.

Along with Angel Eyes technology, six smart tablets allow on-call neonatologists to remotely access crucial images and lab results, ensuring timely guidance for babies within the NICU and those awaiting transfer from referring hospitals.

The addition of an ECG machine allows real-time monitoring of babies' heart rates, offering critical insights into their cardiac health.

For those newborns who require cooling therapy, the Tecotherm cooling machine has become a lifesaver during transfers. The ability to initiate cooling earlier, even before arriving at the NICU, has shown to significantly improve health outcomes.

With the installation of ten Calesca milk warmers and two breast milk fridges, parents can easily offer their babies the nourishment they need. This is particularly beneficial for babies receiving pasteurized donor milk from the Red Cross.

Glencore is proud to partner with Brighter Lives to ensure that patients and their families have the equipment and care they need.

Left: Amorita Asera and Saila Miskin with babies Elina and Elana.



The Core and Cluster approach encourages independent living while providing on-site access to essential services, creating a holistic support system for survivors of domestic violence.





Housing Plus

Housing Plus and Glencore Coal have joined forces to construct a state-of-the-art emergency accommodation facility in Singleton for women and children fleeing domestic violence.

The Singleton refuge, to be operated by Upper Hunter Homeless Support, is designed with an innovative Core and Cluster model. The Core and Cluster approach encourages independent living while providing on-site access to essential services, creating a holistic support system for survivors of domestic violence.

The refuge is funded through the New South Wales Government's Core and Cluster Sector Capacity Building Grants program, supplemented by a \$250,000 investment from Glencore Coal. Construction of the Singleton facility is set to begin in 2025.

Supporting regional communities

Justin Cantelo, CEO of Housing Plus, emphasised the importance of regional communities benefiting from such funding and being actively involved in the delivery of local services.

"Housing Plus will construct and manage the property, while Upper Hunter Homeless Support will deliver the accommodation and services. Their decade-long experience in assisting local women and children will be invaluable for the community," he said.

Craig Strudwick, Social Performance Manager at Glencore Coal, expressed pride in supporting this vital community initiative.

"Our Community Investment program is about creating long-term change by building capacity in the communities in which we operate, including in Singleton and Muswellbrook," he said.

"The new refuge will significantly enhance the accommodation options available in the Upper Hunter for women and children who have experienced domestic abuse, helping to support some of the most vulnerable people in our community."



Above: Representatives from Housing Plus and Upper Hunter Homeless connect, Glencore Social Performance Manager, Craig Strudwick, Jodie Harrison MP and Dave Layzell MP.

Mary Spora, General Manager of Upper Hunter Homeless Support (UHHS) added, "UHHS is glad to see the need being met for purpose-built accommodation supporting women and children from the Singleton area who have experienced domestic abuse. Enabling people to stay safely connected to their community is essential for positive long-term outcomes."

Left: An example of a Core and Cluster facility.

A woman with short brown hair, wearing a black blazer and top, is conducting a band. She holds a baton in her right hand and gestures with her left. The background is a blurred outdoor festival setting with a large blue tent and a crowd of people. A teal circular graphic is overlaid on the top left, containing text. A white circular graphic is overlaid on the right side of the image.

Glencore has supported the Central Highlands Festival of Bands since 2021. Around 2,500 students from the region participate in school performances and workshops each year.

The Central Highlands Festival of Bands

Each year, the Central Highlands region in Queensland transforms into a symphony of sound thanks to the Festival of Bands initiative.

The much-loved program provides opportunities for community members to engage in music making and skills development throughout the year, culminating in the highly anticipated Festival of Bands performance in Emerald.

The annual performance is more than just a musical extravaganza—it’s a celebration of community spirit and local talent.

Empowering community through music

The key focus of the program is to provide educational band experiences to develop and sustain the musical skills of wind band, stage band, and choral singers.

Approximately 2,500 students from Emerald, Blackwater, Springsure, Rolleston, Tieri, Capella, and Clermont participate in school performances and workshops each year.

Festival of Bands President, James Raschle, said the festival exposes students to live performance on instruments including flute, clarinet, saxophones, brass, percussion, and voice.

“This exposure to live performance, otherwise not available in the region, encourages students to uptake learning a musical instrument or vocals,” he said.

“Encouraging this uptake of musical learning increases participation in local school and community bands and choirs and assists the ability of these ensembles to contribute musically to their local school and wider communities.

“As an event, the festival showcases the musical potential in regional Queensland, provides locals with access to quality musicians otherwise not accessible in the region and allows the artists to share their work with a new audience.”

Creating value together

Glencore first partnered with Festival of Bands in 2021 and has since invested \$170,000 to support the initiative.

“The partnership with Glencore provides immense benefit to our organisation,” James said.

“It has helped us improve our digital presence, assisting with participation and promotion of the event, and with seeking further funding.

“Without the support of Glencore, the Central Highlands Festival of Bands would be cost prohibitive; the ongoing support brings a valuable experience, otherwise not available that advocates and develops musical learning in the region.”



Above and left: Festival of Bands performance in Emerald.



Merton Living

Access to appropriate transport is key to supporting older people's independence, social inclusion, and overall wellbeing.

The team at Merton Living Denman understand the importance of this, having purchased two Mitsubishi Eclipse Cross Aspire vehicles through a \$70,000 partnership with Glencore Coal.

The vehicles now play a crucial role in Merton Living's operations, enhancing the home care services provided to the 25 elderly residents currently under their care.

With these vehicles, residents have readily available transport to medical appointments, social activities, and essential services.

Continued collaboration

"Reliable and accessible transportation is essential for the wellbeing and independence of our elderly residents, and these vehicles help us to deliver vital services efficiently," said Shani Mitchell, Merton Living Denman General Manager.

"We are immensely grateful to Glencore Coal for their continued support and generous donation. These vehicles will make a significant difference in the lives of our residents, ensuring they have access to the care and services they need."

Glencore Coal Community Relations Coordinator Tracey Snedden said, "The new vehicles will significantly boost Merton Living's capacity to provide timely and personalised services to seniors in Deman, near our Mangoola Open Cut operation. We are proud to support an organisation that fosters independence and connection while addressing the unique needs of the senior community."



Above: Merton Living Denman staff with Glencore Coal Community Relations Coordinator Tracey Snedden and Mangoola Coal's Environment and Community Manager Sam Palmer.



Above and right: Glencore Coal's Junior Sports Development Program helped Merriwa Pony Club and the Wandoan Junior Rugby League Football Club contribute to their regional communities.

Junior Sports Development Program

In 2024, Glencore Coal's Junior Sports Development Program helped provide additional funding to 68 junior sports organisations and injected over \$380,000 into regional New South Wales and Queensland communities, providing greater access to skills, equipment, and important safety programs.

Tangible benefits for junior clubs

Merriwa Pony club was one of 37 New South Wales based clubs to benefit from the grants, having received \$4,400 to purchase new safety training yards for their primary aged riders.

"The new yards are a significant improvement on our previous facilities and will play a key role in injury prevention," said Rebecca Magnus, Merriwa Pony Club Funding Coordinator.

"These yards provide a safe space for our students and coaches as they train, compete, and develop their horsemanship skills. This funding has made a real difference in the safety and well-being of our young riders, allowing them to focus on their growth and enjoyment of the sport."

Similarly, Wandoan Junior Rugby League Football Club was one of 31 Queensland based clubs to receive a grant, having received \$7,500 to upgrade their canteen facilities, and provide an all-weather roof for their game scoreboard.

"The upgraded canteen and new all-weather scoreboard are fantastic additions to the club," said Kylie Buckley, Treasurer of the Wandoan Junior Rugby Football Club.

"Thanks to the new roof, we're able to extend playing hours, which is great for our juniors who have limited availability due to school and other commitments, and the new canteen facilities allow us to generate additional income, which is crucial for the ongoing success of our club," she continued.

Supporting more than sport

Craig Strudwick, Glencore Coal's Social Performance Manager, said the company is committed to positively contributing to junior sports clubs in regional communities near Glencore's coal mines.

"Junior sports clubs provide a safe and nurturing environment for children to develop not only their athletic skills but also their social and emotional wellbeing," Craig said.

"We're delighted to be able to play a part in helping junior sports groups continue to deliver those benefits across our regional communities."



Queensland
Ballet

Alongside our Community Investment Program, our operations support initiatives that benefit their communities. Hail Creek OC supported the Pathways to Performance Program in Mackay.

Site donations and in-kind support

Alongside our Glencore Coal Community Investment Program, our coal operations also support grassroots initiatives that benefit their local communities. Here is a small snapshot of local partnerships.

Hail Creek Open Cut

Our Hail Creek Open Cut operation was pleased to support the Mackay Entertainment Convention Centre's Pathways to Performance Program, which aims to address the lack of transportation for regional schools accessing performances and workshops in Mackay.



Clermont Open Cut

Thanks to the support of Clermont Open Cut, the 12th annual Clermont Beef Expo was able to bring together local farmers, graziers, and community members. Part of Clermont's support was the sponsorship of the 'Champion Pen of Store Cattle' class.



Collinsville Open Cut

Collinsville Open Cut's first-year electrical apprentices teamed up with Scottville State School to make their 100 Year celebrations unforgettable. From setting up gazebos to arranging tables and chairs, the apprentices made sure everything was picture-perfect for the festivities.



Rolleston Open Cut

Our Rolleston Open Cut operation partnered with the Springsure Pony Club to host its Annual Campdraft and Clinic, an event that was enjoyed by all.



Oaky Creek Coal

Oaky Creek Coal proudly donated a 140-year-old inspector's hut from Capella Railway Station to Capella Pioneer Village to further enrich local historic education. Oaky Creek provided funding to secure the historic hut, create a walk path, and make structural repairs. It is now part of the village's local history and railway heritage collection.



Bulga Coal

Broke and Bulga celebrated 200 years since European settlement with a bicentennial event sponsored by Bulga Coal. Highlights included a historical cricket match, a traditional bush dance, historical displays, and the inauguration of the Broke Village Heritage Trail.



Ravensworth Operations

Ravensworth Operations donated children's gifts to the Salvation Army in Singleton and Upper Hunter Homeless Support just in time for Christmas.



Mt Owen Glendell Operations (MGO)

MGO contributed a brand-new industrial freezer to the Singleton Public School P&C operated canteen. The canteen is dedicated to offering affordable meals to students and staff, aligning with the Healthy School Canteens Strategy set by the Department of Education.



United Wambo Joint Venture

United Wambo Joint Venture proudly supported the Sleepy's Foundation, an organisation dedicated to helping ordinary people overcome challenges in accessing care and medical treatment for cancer and other adverse circumstances.



Ulan Coal Complex

Ulan Coal was a proud sponsor of the Mudgee Show. The event brings together locals and visitors for a celebration of agriculture, entertainment, and community.



Mangoola Coal

Mangoola Coal proudly partnered with Upper Hunter Homeless Support (UHHS) with the purchase of items for kitchen start up packs. Most UHHS clients arrive with few personal belongings and limited funds, so the packs aim to assist them in getting established.



Our Collinsville mine supported the Collinsville Sea of Pink fundraiser, helping the community raise over \$15,000 to support the Mater Foundation and women living with breast cancer.

MAY 2025

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Glencore Coal Assets Australia Pty Limited

ABN 48 163 821 298

Level 44, Gateway
1 Macquarie Place
Sydney New South Wales 2000
Australia

T. +61 2 8247 6300

F. +61 2 9251 4740