



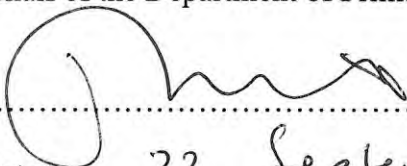
## Department of Primary Industries

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### Work Plan Endorsement

The attached Work Plan dated September 2011 for the Alcoa Anglesea Mine is hereby endorsed with the attached Schedule of conditions by the Department of Primary Industries under clause 21A of an Agreement being a Schedule to the Mines (Aluminium Agreement) Act 1961.

Signed for and on behalf of the Department of Primary Industries.

  
Date: 22 September 2011



**Alcoa Anglesea Coal Mine  
Endorsed Work Plan Dated September 2011**

**Schedule of Conditions**

**PART A        GENERAL CONDITIONS**

**1.        WORKING IN ACCORDANCE WITH THE ENDORSED WORK PLAN**

- 1.1.    The Company must carry out work in accordance with the endorsed Work Plan and any subsequent endorsed Work Plan Variations.
- 1.2.    Where any inconsistency occurs between the endorsed Work Plan and/or an endorsed Work Plan Variation or the associated endorsed Work Plan conditions, and other lease conditions and/or regulations, the lease conditions and/or regulations have precedence.
- 1.3.    Where requested by the Department head, the Company must submit a Work Plan Variation.

**2.        DOCUMENTATION AND RECORDS**

- 2.1.    The Company must record activities undertaken and the subsequent results obtained, regarding the implementation of any auditing environmental and rehabilitation monitoring programs, and complaints received.
- 2.2.    The Company must ensure that documentation generated for any auditing, environmental and rehabilitation monitoring program, and any complaints received is appropriately stored and accessible to relevant personnel and is available upon request by an Inspector.

**3.        ADMINISTRATIVE ARRANGEMENTS**

- 3.1.    The Company must ensure that the relevant District Manager is at all times aware of the appropriate contact person for activities conducted within the endorsed workplan area, including exploration.
- 3.2.    Where exploration is endorsed by an area work plan, the Company must submit a written work schedule for any program of work. The work schedule must be submitted to the relevant District Manager and the Crown land manager (for work on Crown land) at least twenty-one (21) days prior to the commencement of work. The Company must comply with any request by the relevant District Manager to defer, cease or modify the proposed works.

**4.        PUBLIC LIABILITY INSURANCE**

- 4.1.    Prior to commencing any work, the Company must have public liability insurance that covers all work authorised under the endorsed workplan and ensure the insurance is valid at all times while work occurs under that endorsed workplan.

**5.        PUBLIC SAFETY**

- 5.1.    The Company must ensure that public safety is maintained within the endorsed workplan area at all times, including through the use of fencing, gates and signage as required around the area.
- 5.2.    The Company must ensure that all fences are maintained to prevent access to the work site and that all gates are locked when the work site is unattended.

**6.        FIRE RISK MANAGEMENT**

- 6.1.    The Company must take all reasonable measures to prevent the ignition and spread of fire.
- 6.2.    The Company must ensure that all buildings, fixed plant and mobile equipment are fitted with fire-fighting equipment, such as fire extinguishers, fire blankets, knapsack spray pumps and rake-hoes.
- 6.3.    The Company must develop and implement an appropriate fire response and readiness plan.

## **7. DESIGNATED PARKING AREAS**

- 7.1. The Company must provide designated parking areas for employees and visitors at the work site.
- 7.2. The Company must ensure that the designated parking area is of sufficient size to accommodate the expected number of vehicles that employees and visitors may bring to the work site on a daily basis.
- 7.3. The Company must ensure that designated parking areas are designed and constructed to provide safe access for vehicles and people.

## **8. COMPLAINTS MANAGEMENT**

- 8.1. The Company must establish and maintain a complaints register.
- 8.2. In response to a complaint, The Company must record the following information in the complaints register:
  - (a) the date and time of the complaint;
  - (b) who the complaint was from;
  - (c) the specific issue/s raised in the complaint; and
  - (d) the actions taken to address the specific issue/s raised in the complaint.

## **9. NON-COMPLIANCE AND ENVIRONMENT INCIDENT NOTIFICATION**

- 9.1. The Company must as soon as is practicable after becoming aware of any non-compliance with the conditions of the Endorsed Work Plan, and/or an environmental incident that will, or is likely to cause, material harm to the environment, notify the relevant District Manager of the non-compliance and/or environmental incident.
- 9.2. The Company must also notify any other relevant government department or agency of the non-compliance and/or incident.
- 9.3. Where requested to provide a written report on the non-compliance or environmental incident, the Company must provide a written report within 5 business days of the request that includes the following information:
  - (a) the date and time of the non-compliance and/or environmental incident;
  - (b) the cause, or likely cause of the non-compliance and/or environmental incident;
  - (c) the impacts, or likely impacts of the non-compliance and/or environmental incident;
  - (d) the actions that have been taken to prevent, minimise or otherwise manage the impacts, or likely impacts of the non-compliance and/or environmental incident; and
  - (e) the actions that will be taken to prevent such a non-compliance and/or environmental incident from happening again in the future.

## **10. REPORTING, MONITORING AND AUDITING**

- 10.1. The Company must implement a program for monitoring environmental impacts and rehabilitation.
- 10.2. The Company must submit an Annual Report to the District Manager that includes:
  - (a) an outline of exploration and mining activities undertaken over that year;
  - (b) details of current progressive rehabilitation activities and targets;
  - (c) details of completed rehabilitation activities over that year.

## **PART B      ACTIVITY BASED CONDITIONS**

### **11.      Ground Disturbance**

- 11.1. The Company must minimise the area of ground disturbance throughout the life of the mining operation.
- 11.2. The Company must not open up any area for mining and ancillary operations except where endorsed in the Endorsed Work Plan.

### **12.      SOIL MANAGEMENT**

- 12.1. The Company must take all reasonable measures to minimise adverse impacts on the physical and biological health of soil within the licence.
- 12.2. Where excavation occurs, The Company must ensure that topsoil to a minimum depth of 150mm below the natural surface is removed and placed in stockpiles not exceeding 2m in height.
- 12.3. The Company must ensure that topsoil stockpiles are protected from erosion and compaction.

### **13.      EROSION, DRAINAGE AND WATER QUALITY CONTROLS**

- 13.1. The Company must design, install and maintain erosion and sediment controls to prevent erosion of areas of disturbed land and sedimentation of waterways.
- 13.2. Where activities are being conducted in waters or on the banks of waterways with water in them, the Company must take all reasonable measures to minimise sedimentation of the water in the waterway.
- 13.3. The Company must take all reasonable measures to prevent contaminated runoff from entering receiving waterways.

### **14.      VEGETATION MANAGEMENT AND BUFFER ZONES**

- 14.1. The Company must take all reasonable measures to avoid, and/or minimise the removal and disturbance of native vegetation and faunal habitats.
- 14.2. The Company must not undertake any excavation work, or remove any vegetation other than noxious weeds, whether in part or in whole, within any buffer zone shown on the Endorsed Work Plan.
- 14.3. The Company must maintain the buffer zone to ensure that the required visual screen is provided between the relevant mining works and surrounding land and/or buildings.
- 14.4. Unless otherwise agreed, the Company must use species that are indigenous to the area and are appropriate to the lease area's Ecological Vegetation Class (EVC) when establishing plants within the buffer zone.

### **15.      NOXIOUS WEEDS AND PESTS**

- 15.1. The Company must establish and implement a program to control and/or eradicate noxious weeds and pest animals within the licence area.
- 15.2. The Company must take all reasonable measures to prevent the spread of declared noxious weeds, pest animals and plant diseases within the licence area.
- 15.3. The Company must ensure that all mobile machinery is thoroughly cleaned prior to coming onto, or leaving a work area.
- 15.4. The Company must ensure that all soil and aggregate that is imported into and exported out of the endorsed Work Plan area is free of declared noxious weeds, pest animals and plant diseases.

## **16. AIR EMISSIONS, DUST AND LIGHTING**

- 16.1. The Company must take all reasonable measures to prevent adverse impacts as a result of the release of dust, odour and/or emission of light including that generated by exploration activities not requiring an endorsed work plan.

## **17. NOISE EMISSIONS**

- 17.1. The Company must take all reasonable measures to ensure that noise emissions are minimised as far as is practicable and comply with any limits set in the endorsed work plan.
- 17.2. The Company must take all reasonable measures to avoid causing nuisance noise including that generated by exploration activities not requiring an endorsed work plan.

## **18. VISUAL AMENITY**

- 18.1. The Company must take all reasonable measures to ensure that the colour of fixed plant and buildings do not cause an adverse impact on surrounding visual amenity.
- 18.2. The Company must consult with the relevant Inspector and the Crown land manager or the responsible authority on private land prior to painting any fixed plant and/or buildings.

## **19. HERITAGE SITES**

- 19.1. The Company must ensure that no work is carried out, without appropriate consent, within 100 metres laterally of a registered Aboriginal place recorded in the Victorian Aboriginal Heritage Register, or within 100 metres below that place.
- 19.2. The Company must ensure that no work is carried out, without appropriate consent, within 100 metres laterally of an archaeological site on the Heritage Inventory or a place or object included in the Heritage Register or within 100 metres below that site, place or object.

## **20. HAZARDOUS MATERIALS MANAGEMENT**

- 20.1. The Company must take all reasonable measures to prevent contamination of the environment by the release of fuels, lubricants and/or hazardous materials including those used for exploration activities not requiring an endorsed work plan.
- 20.2. The Company must install trays or similar apparatus beneath machinery to protect the soil and vegetation from leaks or spills of fuels, lubricants and/or hazardous materials.
- 20.3. The Company must ensure that all fuels, lubricants and/or hazardous materials are stored in accordance with the relevant requirements of AS1940 The Storage and Handling of Flammable and Combustible Liquids.
- 20.4. The Company must ensure that any drainage from an area where fuels, lubricants and/or hazardous materials are stored, and/or used is directed to a sump or interceptor trap.
- 20.5. The Company must ensure that all mobile plant and machinery including mobile fuel storages have immediate access to, and wherever possible are fitted with, spill prevention and clean up equipment.
- 20.6. The Company must ensure that spills of fuels, lubricants and/or hazardous materials are cleaned up as quickly as practicable. Such spillage must not be cleaned up by hosing, sweeping or otherwise releasing such contaminant into waterways. Equipment and soil contaminated by fuels, lubricants, hazardous materials and clean up substances which cannot be salvaged must be disposed of in an endorsed waste facility.

## **21. WATER DAMS**

- 21.1. The Company must ensure that the location, design, construction, operation and safety management of water dams on the endorsed Work Plan area are undertaken in accordance with the endorsed Work Plan.

## **22. SLOPE STABILITY**

- 22.1. The Company must ensure that all slopes/batters including excavations, roadways, stockpiles and dumps must be designed, constructed and maintained to ensure stability.
- 22.2. Should a significant slope failure event occur, the Company must cease all operations, notify the relevant District Manager and not recommence operations until authorised to do so by the relevant District Manager.

## **23. INTERNAL ROADS**

- 23.1. The Company must consult with the relevant Inspector, the Crown land manager or private land owner/occupier prior to establishing any roads on the endorsed Work Plan area.
- 23.2. The Company must construct any roads on the endorsed Work Plan area in accordance with the direction provided by the DPI Inspector, the Crown land manager or private land owner/occupier.
- 23.3. The Company must ensure that an internal road is only used by:
  - (a) employees of, or persons authorised by, the relevant Crown land manager, or persons engaged in fire control where the licence covers Crown land; or
  - (b) the landowners or their agent/s where the licence covers private land.
- 23.4. The Company must ensure that all roads on the endorsed Work Plan area are properly formed, surface treated, drained and maintained to provide for the safe operation of the road.

## **24. DERELICT AND REDUNDANT PLANT**

- 24.1. The Company must ensure that all derelict and redundant plant, vehicles, machinery and equipment are removed from the endorsed Work Plan area and deposited at an appropriate waste disposal site or otherwise stored or disposed of in accordance with the endorsed Work Plan.

## **25. REHABILITATION**

- 25.1. The Company must ensure that progressive rehabilitation of disturbed land is carried out as soon as possible including those areas used for exploration activities not requiring an endorsed work plan.
- 25.2. The Company must ensure that final rehabilitation is in accordance with the endorsed Work Plan.

## **26. CAMPING**

- 26.1. The Company may only establish campsites with the permission of the Crown land manager or private land owner/occupier.
- 26.2. The Company must select, establish and manage campsites to minimise risks to the environment and public safety.

## **27. WORKING HOURS**

- 27.1. The Company must conduct all works in accordance with the working hours in the endorsed Work Plan (if stated)
- 27.2. The Company may apply to the relevant District Manager to vary, or work outside of, the working hours described in the endorsed Work Plan.

**28. GEOPHYSICAL AND GEOCHEMICAL SURVEYS AND GRIDLINES**

- 28.1. In designing and constructing geophysical and geochemical surveys, the Company must take all reasonable measures to prevent adverse impacts to the environment and public safety.
- 28.2. Prior to designing and constructing geophysical and geochemical surveys, the Company must consult with the Crown land manager and/or private land owner/occupier about the position of gridlines and geophysical lines.

**29. LIVESTOCK, DOMESTIC ANIMALS AND CROPS**

- 29.1. The Company must take all reasonable measures to prevent adverse impacts to livestock and crops as a result of mining and exploration activities.

**30. DRILL SITES, COSTEANS, TRENCHES AND BULK SAMPLING EXCAVATIONS**

- 30.1. The Company must take all reasonable measures to prevent adverse impacts of establishing costeans, drill holes, bulk sample excavations and trenches to the environment and public safety.

**31. DRILLHOLE OPERATIONS, CONSTRUCTION AND DECOMMISSIONING**

- 31.1. The Company must ensure that all reasonable measures are taken to minimise the impacts of drilling operations and that the operations are conducted in a manner that ensures protection of the environment, public safety and amenity.
- 31.2. The Company must prevent contamination of aquifers as a result of drilling operations.
- 31.3. The Company must ensure that where a drillhole is to be left open overnight or longer, a temporary cap is fitted.
- 31.4. The Company must ensure that accurate records of decommissioning procedures are kept to provide future reference, and to demonstrate to the department that the drillholes have been satisfactorily plugged and abandoned.

**32. TAILINGS MATERIALS AND STORAGE FACILITIES**

- 32.1. The Company must take all reasonable measures to minimise the generation of tailings material.
- 32.2. The Company must ensure that the location, design, construction, operation and safety management of tailings dams on the endorsed Work Plan area are undertaken in accordance with the Endorsed Work Plan.
- 32.3. The Company must, in accordance with current recommended practice or guidelines, construct and maintain monitoring bores for the purposes of assessing potential seepage from tailings dams.
- 32.4. On detection of seepage from monitoring bores, the Company must immediately inform the relevant District Manager.

**33. EXPLOSIVES**

- 33.1. When using explosives or high electrical currents, all reasonable measures must be taken to prevent adverse impact on or significant disturbance to the public and environment.

**34. GROUND CONTROL MANAGEMENT**

34.1. Within one year of the endorsement of this Work Plan (3/2011) the Company must develop and submit a written variation to the operation's ground control management plan to the Department for endorsement that addresses the geotechnical and hydrogeological issues present at and around the mine. The revised ground control management plan should include, but not be limited to:-

- ◊ The establishment and maintenance of a geological database for the local lithological layers, including all the drill hole collar locations, in DXF format, on the regional grid system, and lithological logs for all drill holes in the database.
- ◊ The establishment and maintenance of the geotechnical database, including the location of all geotechnical drill holes and details of any sample locations or drill holes and depths. This geotechnical database should include copies of all geotechnical reports obtained by the Company.
- ◊ A stability analysis of each wall for the current stage of mining operation and for each of the proposed mining stages, prior to the commencement of mining operations for any stage.
- ◊ A stability analysis for the Salt Creek diversion channel in its current location showing potential impacts on the current mining operation and for each of the proposed mining stages, prior to the commencement of mining operations for any stage.

**35. LAND MANAGEMENT PLAN**

35.1 Within one year of the endorsement of this Work Plan (3/2011), the Company must develop and submit a written variation to Land Management Plan to the Department for endorsement and include:

- ◊ All material land management issues relating to the future mining stages outlined in the workplan.
- ◊ A Biodiversity Action Plan including but not limited to undertaking pre- mining surveys, management plans and actions to deal with identified threatened flora and fauna that will be disturbed and rehabilitation plans.
- ◊ A process for the Company to consult with DPI and other relevant government agencies on land management and other issues that have an impact on the environment and public safety.

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