



# **Central Queensland Coal Project**

## **Appendix 14c – Social Impact Assessment**

**Central Queensland Coal**

**CQC SEIS, Version 3**

**October 2020**



# SOCIAL IMPACT ASSESSMENT

**For the Central Queensland Coal Project**



**Provided for**

CENTRAL QUEENSLAND COAL  
PTY LTD

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SQUARE PEG  
SOCIAL PERFORMANCE

## EXECUTIVE SUMMARY

This Social Impact Assessment has been prepared for the Central Queensland Coal Project, a proposed semi soft coking coal and high grade thermal coal mine to be located near Ogmore in Livingstone Shire, approximately 130 km north-west of Rockhampton. It has been prepared in accordance with the Queensland Social Impact Assessment Guidelines.

The mine is proposed to be located in a rural area that is characterised by cattle grazing and a history of mining. There are several disused mines in the area, including chrysoprase, nickel and coal mines, and an active magnesium mine in the southern part of the local area. Towns in the local study area include Marlborough and Ogmore in Livingstone Shire, and St Lawrence and Clairview in Isaac Regional Council. The people in the local study area are characterised by their community spirit, resourcefulness, organising capability and traditional country values. The towns have however suffered population decline for some time, and the ongoing drought is impacting many rural producers.

The project has an opportunity to contribute to reinvigorating these communities through an injection of resident and non-resident workers as well as business opportunities, whilst managing any negative impacts. Many residents in the communities around the proposed mine anticipate it, and look forward to the job opportunities it may bring. There is however also a concern about amenity impacts primarily related to dust and noise from the mine and coal trains, and concerns a population influx can alter the community oriented way of life. Further, the demand for housing and accommodation from the project – if not well managed – has the potential to negatively impact the local housing market by creating a boom-bust scenario.

Impacts at a regional level are likely to be mostly felt in the nearby cities of Yeppoon and Rockhampton, and include population growth, jobs and businesses opportunities and increased demand for housing, services and facilities. Negative impacts are unlikely to be significant.

Key management strategies to minimise any negative impacts and enhance positive ones are to:

- Implement a recruitment strategy that prioritises local and regional employment, and supplement this with training and capability development opportunities;
- Ensure there is sufficiently scaled camp accommodation available to minimise demand for private housing for non-resident workers, and encourage permanent employees to relocate;
- Actively seek to procure from the region, including supporting capability building of local and regional suppliers;
- Contribute to the development of harmonious relationships between the Proponent and the local communities, and ensure the project and its employees respect their ways of life; and
- Ramp up engagement with communities to ensure interested and affected stakeholders are informed and consulted throughout the project lifecycle.

The Proponent is committed to working in partnership with local and regional stakeholders to address these impacts, and ensure the benefits of the project are shared. Overall, it is likely that the negative impacts from the project can be adequately managed.

GLOSSARY AND ABBREVIATIONS

<b>Term</b>	<b>Meaning</b>
ABS	Australian Bureau of Statistics
ASMTI	Australia Singapore Military Training Initiative
CG	Coordinator General
CHMP	Cultural Heritage Management Plan
CHPP	Coal Handling and Preparation Plant
CoC	Code of Conduct
CQC <i>or the Proponent</i>	Central Queensland Coal Pty Ltd
CQC Project <i>or the Project</i>	The Central Queensland Coal Project
CRG	Community Reference Group
DBCT	Dalrymple Bay Coal Terminal
DES	Department of Environment and Science
DIDO	Drive in Drive out
EIS	Environmental Impact Statement
EP Act	Environment Protection Act 1994 (QLD)
FIFO	Fly in Fly out
HGTC	High Grade Thermal Coal
IRC	Isaac Regional Council
LGA	Local Government Area
LSC	Livingstone Shire Council
MDL	Mineral Development Licence
ML	Mining Lease
Mtpa	Million tonnes per annum
NCL	North Coast Rail Line
P&C	Parent's and Citizen's association
QFES	Queensland Fire and Emergency Service
QPS	Queensland Police Service
QR	Queensland Rail
RIA	Road Impact Assessment
ROM	Run of Mine
RRC	Rockhampton Regional Council
SDPWO Act	State Development and Public Works Organisation Act 1971 (QLD)
SEIFA	Socio-Economic Indexes for Australia
SEIS	Supplementary Environmental Impact Statement
SES	State Emergency Services
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SSCC	Semi Soft Coking Coal
SSRC Act	Strong and Sustainable Resource Communities Act 2017
TLF	Train Loading Facility
ToR	Terms of Reference

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## 1. INTRODUCTION

### 1.1 Project Overview

Central Queensland Coal Pty Ltd (CQC) and Fairway Coal propose to develop the Central Queensland Coal project (CQC Project), located in the Styx Basin in Queensland. The project is a proposed semi soft coking coal (SSCC) and high grade thermal coal (HGTC) open cut coal mine, with a maximum combined output of up to 10 million tonnes per annum (Mtpa). Project infrastructure will ultimately include two open cut operations, two coal handling and preparation plants (CHPP) and a train loading facility (TLF) connecting to the existing North Coast Rail line (NCL). The mine is expected to have an approximately 20 year life.

The project is located near Ogmoo within the Livingstone Shire Council (LSC) Local Government Area (LGA). Most of the project infrastructure will be located on the 'Mamelon' property, with the TLF to be located at the 'Strathmuir' property, and a small section of the haul road to the TLF to be located on the 'Brussels' property. Other nearby communities include Marlborough to the south, also in Livingstone Shire, and St Lawrence and Clairview to the north, located in the Isaac Regional Council (IRC) LGA.

The project will be constructed in two stages with the first stage constructing the CHPP, TLF and one open pit. The second stage is envisaged to occur between year 8 and 11 of the project. It is expected that a peak construction workforce of 222 workers will be required during construction of the first stage, and 150 workers during construction of the second stage. The operations workforce will commence at approximately 100, then increase to about 167, and then grow to a peak at 500 for year 12 when the second stage is fully operational, followed by a decrease over the next two years as production reduces and then as the project moves to decommissioning and closure.

The project proponents are Central Queensland Coal Pty Ltd and Fairway Coal as joint proponents. CQC is the lead Proponent and will henceforth be referred to as the Proponent. Both companies are associates of Waratah Coal Pty Ltd which has 25 years' experience developing, funding and managing a range of resource projects. Waratah Coal holds extensive mining interests in the Bowen, Galilee, Surat, and Maryborough basins. Both CQC and Fairway Coal are registered as suitable operators with the Department of Environment and Science (DES).

### 1.2 Purpose of SIA

The purpose of this Social Impact Assessment (SIA) report is to identify, analyse and assess potential positive and negative social impacts of the CQC project as well as propose measures for their management and monitoring. It has been developed to respond to the project Terms of Reference (ToR) and in accordance with the Queensland Governments' *Social Impact Assessment Guideline*, henceforth *the guideline* (State of Queensland, 2018a). In the development of this SIA, the following principles described in the guideline have been adopted:

- Lifecycle focussed: The SIA will address impacts across the project lifecycle;
- Reasonable: The scope of the SIA and mitigation and enhancement measures have been developed commensurate with the relatively small scale of the project on a regional level and its larger significance at the local level;

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- Participatory: The consultation for the SIA has aimed to be inclusive, respectful and meaningful, and consultation methods have been tailored to the needs of potentially affected groups;
- Rigorous: The methodology has aimed to be robust, drawing on reliable and current data, as well as defensible social science methods;
- Effective management: The mitigation measures proposed in the SIA have been developed with their effectiveness in achieving meaningful outcomes as the primary goal; and
- Adaptive: The management measures are supplemented with a monitoring and review program aimed at ensuring adaptability to social change. Ongoing dialogue with stakeholders is further a key aspect of ensuring management measures remain relevant.

This report draws primarily on social research conducted between September 2019 and February 2020 as well as research conducted for earlier iterations of the CQC Project Environmental Impact Statement (EIS), conducted in 2017 and 2018. However, SIA is also an ongoing process of monitoring, managing, reviewing and updating management measures throughout the life of the project. The mitigation strategy section describes how the Proponent intends to engage in an ongoing process of identification and management of social impacts throughout the project lifecycle.

### 1.3 Outline of report

The remainder of this report is structured as follows:

- Section two describes the scope, approach and methodology for the SIA, including defining study areas;
- Section three outlines relevant legislation, policies and guidelines;
- Section four provides details about the project, including proposed infrastructure, timelines, as well as workforce requirements, rosters and the Proponent's approach to workforce accommodation;
- Section five describes the community and stakeholder engagement process that has informed the SIA;
- Section six provides a description of the existing social environment at a local and regional level, with state data provided as comparison;
- Section seven identifies and assesses social impacts; and
- Section eight proposes mitigation and enhancement strategies for significant social impacts.



## 2. SIA METHODOLOGY

The methodology for the SIA was developed taking into account international good practice guidance for SIA (Vanclay, Esteves, Aucamp, & Franks, 2015), the project ToRs, the Queensland Government SIA guideline 2018 (State of Queensland, 2018a) and community particulars identified during the scoping phase.

### 2.1 Data Sources

#### 2.1.1 Secondary Data

Statistical data for the social baseline was primarily sourced from the Australian Bureau of Statistics (ABS) 2016 Census. Basic community profiles for each state suburb or statistical area were downloaded, and relevant data extracted, tabulated or processed in Microsoft Excel. Time series profiles for the regional study area and state were also used, as well as Socio-Economic Indexes for Australia (SEIFA). Unless otherwise noted data is based on place of usual residence. It is also worth noting that ABS uses *introduced random error* for items with very low values in order to protect the anonymity of respondents. Very low values are therefore not reliable. Consequently, where these appear – which occurs for some data points for the local study area – other indicators or data sources have been sought, and when that has not been possible it has been noted. Caution should therefore be applied when interpreting these data points.<sup>1</sup>

Other secondary data sources include reports from the Department of Education, Queensland Government Statistician, Queensland Health, regional and local plans, and information from Supply Nation and Black Business Finder websites.

Additionally, data has also been sourced from other specialist studies within this EIS, including the project description (Chapter 3 of the SEIS), the cultural heritage study (Appendix 18 of the SEIS), the traffic and transport chapter (Chapter 6 of the SEIS), the noise impact assessment (Appendix A8 of SEIS), the waste management strategy (Chapter 7 of the SEIS) the economic impact assessment (Chapter 19A of the SEIS), the groundwater study (Chapter 10 of the SEIS), the surface water study (Chapter 9 of the SEIS), and the air quality study (Chapter 12 of the SEIS).

#### 2.1.2 Consultation and participatory data

Information obtained through consultative methods is a key data source for this SIA. Consultation has occurred specific to the SIA, as well as integrated with the broader EIS engagement program.

Specifically for the SIA, consultation data was gathered between September 2019 and February 2020. Meetings were conducted with relevant state government departments and local governments and interviews were carried out with community members. Interviews were conducted either one on one or in group settings. Community members were identified based on existing knowledge about the relevant communities, supplemented by a snowballing approach, where additional appropriate stakeholders were identified. In particular, community members who were involved in various community organisations, in

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<sup>1</sup> Additionally, this has also led to inconsistencies within some tables that include small values. The values included in this report are those that are provided by the ABS community profiles, regardless if they sum up correctly.

schools or local business organisations were sought as they were considered likely to have information about the community as a whole.

Interviews were semi-structured in nature, and a flexible interview protocol was prepared to guide the conversation. Key questions asked during the SIA specific consultations related to the characteristics, history and values of the communities in the local study area, people's aspirations and fears, the availability and capacity of services and facilities, anticipated social impacts as well as priorities for mitigation and enhancement measures. At the specific SIA consultations, care was taken to provide the stakeholder with information about the purpose of the consultation, where and how it would be presented, and how their data would be stored, and ensuring they consented to the use of their data. Some interviews were audio recorded. Notes were taken at each of the meetings. A total of 17 community members of various ages were interviewed, including both women and men.

In addition to these meetings which have informed the SIA, a number of meetings have previously occurred with local residents, landholders and local governments and various state government departments to inform other aspects of the EIS, project planning and provide information about the project. Where relevant, findings from these have been included in this SIA.

### 2.2 SIA Process

The SIA process involves the following phases:

- 1) Scoping;
- 2) baseline analysis;
- 3) community and stakeholder engagement;
- 4) impact assessment;
- 5) impact mitigation and benefit enhancement;
- 6) social impact management plan; and
- 7) monitoring, review and update.

These phases are to some extent sequential, but also unfold with some overlap. In particular, the community and stakeholder engagement phase occurs throughout the SIA process, and permeates through all other phases. In the following, these phases as they are implemented for the CQC SIA are described.

#### 2.2.1 Scoping

The initial scoping for the SIA was conducted in conjunction with the EIS scoping in 2017. Drawing on the ToRs, the SIA guideline and agency comments and revised project timelines, a refreshed scoping exercise was carried out in August and September 2019, which has informed the current report. During this phase, the affected communities were re-confirmed, study areas defined, and the SIA methodology revised.

#### 2.2.2 Baseline analysis

The baseline analysis describes the social, economic and cultural characteristics within the SIA study areas. In accordance with the SIA guideline, the baseline analysis contains:

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- a demographic profile of potentially affected communities;
- analysis of community characteristics such as community culture and values, community history, community well-being, land/property ownership and utilisation of natural resources;
- details of the capacity of those potentially affected to participate in the community and stakeholder engagement;
- an overview of land use and key industries in the region, as well as relevant local and state government plans;
- the capacity and accessibility of infrastructure, facilities and services, including education, health and emergency services;
- an analysis of the existing housing and accommodation market, including availability, capacity and affordability;
- a profile of the local and regional labour market, including an assessment of the likely availability of personnel with skills relevant to the project; and,
- details of other resource and infrastructure projects in the area, both planned and currently operating, based on publicly accessible information.

The social baseline draws on the primary and secondary data collection described above. As discussed below, the local study area is relatively small geographically, which means limited robust statistical, secondary data is available. Information about the local study area therefore relies to a large extent on data obtained through the consultation process.

### **2.2.3 Community and stakeholder engagement**

The community and stakeholder engagement processes for the EIS and SIA have been integrated to the greatest extent feasible. The engagement and consultation program was tailored to the characteristics of the communities, and involved public meetings, but primarily face to face conversations. Care was taken in the development of the engagement program to ensure a broad cross section of the community was involved. Involvement from business, community and cultural interest, males and females as well as older and younger people was sought.

### **2.2.4 Impact identification and significance**

The social impact identification process draws on multiple data sources including the issues raised during stakeholder consultation, analysis of the social baseline, consideration of project specifics such as its location, construction, operation and decommissioning schedules and workforce requirements, as well as an analysis of impacts identified in other specialist studies in the EIS. The SIA guideline in particular describes the following types of social impacts:

- changes to community values and/or the way the community functions;
- impacts on how people live, work, play and interact with one another on a day-to-day basis;
- impacts on culture, history, and ability to access cultural resources;
- impacts on communities' physical safety, exposure to hazards or risks, and access to and control over resources;

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- impacts on communities’ quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water);
- impacts on communities’ access to, and quality of, infrastructure, services and facilities;
- impacts on communities’ physical and mental health and well-being, as well as their social, cultural and economic well-being; and,
- changes to livelihoods, for example, whether peoples’ jobs, properties or businesses are affected, or whether they experience advantage/disadvantage (State of Queensland, 2018a, pp. 7–8).

Whilst not used as a check-list or exhaustive categories, the above list has been referred to, together with other data sources throughout the social impact identification process.

Social impacts were analysed as to the whether they were positive or negative, who the likely impacted stakeholders are, geographical extent, duration and reversibility. Some impacts, such as those relating to population change and demand for services and facilities can be reasonably quantified. These were informed by development of quantitative workforce sourcing scenarios, and attendant reasoning of impact pathways. Other impacts are less easily quantifiable and the analysis of these drew more heavily on qualitative and consultative data. All social impacts were then assessed for significance based on a likelihood / consequence matrix, described in Figure 1 below. Criteria for the likelihood and consequence descriptors are provided in Table 1 and Table 2 below. For significant impacts a residual assessment was also carried out.

**FIGURE 1 IMPACT SIGNIFICANCE MATRIX**

		Consequence			
		Minor	Moderate	Major	Extreme
Likelihood	Almost certain	Medium	High	Very High	Very High
	Likely	Low	Medium	High	Very High
	Possible	Low	Medium	High	Very High
	Unlikely	Low	Low	Medium	High

**TABLE 1 LIKELIHOOD CRITERIA**

Likelihood	Definition
Almost certain	More than 90% likelihood of occurring during the project
Likely	Between 50% and up to 90% likelihood of occurring during the project
Possible	Between 10% and up to 50% likelihood of occurring during the project
Unlikely	Less than 10% likelihood of occurring during the project

TABLE 2 CONSEQUENCE CRITERIA

Consequence	Definition
Extreme	Irreversible social change affecting large numbers of stakeholders, across local and regional study areas. Very broad and intense community concern.
Major	Widespread social change affecting stakeholders in local and regional study areas for long durations (more than one year). Some evidence of community concern.
Moderate	Social change affecting small number of stakeholders in local area. Short duration and evidence of limited community concern
Minor	Negligible social change. No recorded community concern.

Positive impacts have been assessed using a rating system which assigns one to three points to an impact depending on how important it is viewed by affected stakeholders.

The purpose of this assessment is not primarily to provide a ‘scientific’ prediction of the detail of which impacts will occur. It is however designed to provide a reasonable assessment, drawing on rigorous social research, and primarily serves to orientate prioritisation of mitigation measures.

*Cumulative impacts*

Cumulative impacts can be defined as “successive, incremental and combined impacts of one or more projects (existing, current and foreseeable future projects) on society, the economy or the environment” (Vanclay et al., 2015, p. 79). To identify and assess cumulative impacts the following method was followed:

- 1) As a starting point, all projects requiring an EIS, which were located within or near the regional study area, and which had not yet been constructed were identified from the websites of the Department of State Development and the Department of Environment and Science;
- 2) This list was then supplemented with information about other projects obtained through consultation with local stakeholders, industry colleagues and a web search;
- 3) An initial assessment was then carried out considering the proposed location and likely timing of the project to determine if there was a risk of cumulative social impacts arising in conjunction with the CQC project; and
- 4) For those projects where a high risk was identified, additional information about workforce sizes and construction schedules was obtained (where available) and an assessment of likely interaction with CQC social impacts was carried out.

**2.2.5 Management, mitigation and enhancement measures - SIMP**

Management, mitigation and enhancement measures for significant social impacts were developed based on stakeholder consultation and known good practice. Management measures are described in relation to the impact they intend to address, timeframes and responsibility for implementation. All management measures have been incorporated in a project Social Impact Management Plan (SIMP).

### 2.2.6 Monitoring, reporting and review

A monitoring, reporting and review program has been developed and incorporated in the project SIMP.

### 2.3 SIA study areas

A local and a regional study area have been defined for this SIA. The delineation and definition of these has taken into account the following factors:

- The location of the communities that are likely to be affected by the project;
- The nature and scale of the project in relation to the size and nature of nearby communities;
- Relevant infrastructure, including transport routes;
- Indigenous interest in the project, including Native Title; and
- Other potential projects.

#### 2.3.1 Local study area

The local study area has been defined as the state suburbs that are located within a one hour (approximate) drive from the proposed project location. These include the state suburbs of Ogmore, Marlborough, Canoona, Kunwarara, St Lawrence and Clairview. Figure 2 shows the approximate location of the local study area.<sup>2</sup>

The communities within these state suburbs are most likely to experience any direct impacts of the proposed project, including experiencing potential physical impacts such as noise and dust, traffic, as well as social, cultural and economic change. Communities outside of the local area may still experience some of the social and economic impacts, but less directly<sup>3</sup>. Further, a one hour drive is likely to approximate the safe day commute time available to future local employees of the project.



FIGURE 2 APPROXIMATE LOCATION OF LOCAL STUDY AREA.

Table 3 below provides details about these state suburbs.

<sup>2</sup> Image sourced from 2019 Local Government Area Boundaries Map, from the Department of Local Government, Racing and Multicultural Affairs.

<sup>3</sup> This is particularly the case for the northern suburbs of Rockhampton, which are located just outside the local study area.

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**TABLE 3 STATE SUBURBS IN LOCAL STUDY AREA**

State Suburb	ABS ID	Area (time of 2016 census)	LGA
Ogmore	SSC32238	1,440.8 km <sup>2</sup>	LSC
Marlborough	SSC31783	1,390.8 km <sup>2</sup>	LSC
Canooka	SSC30526	614 km <sup>2</sup>	LSC
Kunwarara	SSC31602	665.9 km <sup>2</sup>	LSC
St Lawrence	SSC32669	1,579.5 km <sup>2</sup>	IRC
Clairview	SSC30616	176.7 km <sup>2</sup>	IRC

Source: based on ABS (Australian Bureau of Statistics, 2017f)

### 2.3.2 Regional study area

A regional study area has been defined to include the Central Queensland SA4 and Broadsound – Nebo SA2. This is the area that is most likely to experience more indirect social and economic impacts, mostly associated with workforce sourcing and business participation, as well as some traffic related impacts. It was further selected to align with the regional study area for the Economic Impact Assessment for the Project.

**FIGURE 3 REGIONAL STUDY AREA**



Source: Map data ©2019 GBRMPA, Google. Study area outlines generated from ABS Table Builder.

Table 4 below outlines the statistical areas in the regional study area.

**TABLE 4 STATISTICAL AREAS IN REGIONAL STUDY AREA**

Statistical area	ABS ID	Area
Central Queensland SA4	308	117,588 km <sup>2</sup>
Broadsound – Nebo SA2	312011338	27,991.4 km <sup>2</sup>

Source: Based on ABS (Australian Bureau of Statistics, 2017a)

### 2.3.3 State

Data for the state of Queensland is provided as comparison where relevant throughout the social baseline in section 6. Table 5 below shows the ABS information about the state study area.

TABLE 5 STATE STUDY AREA

Statistical area	ABS ID	Area
Queensland	3	1,730,172.1 km <sup>2</sup>



### 3. LEGISLATIVE AND POLICY CONTEXT

#### 3.1 Legislation

##### 3.1.1 Environmental Protection Act 1994

The EIS for the CQC project, which this SIA forms part of is prepared under the Environmental Protection Act 1994 (EP Act). The object of the EP Act is to “protect Queensland’s environment while allowing for development that improves the total quality of life, both now and in the future, in a way that maintains the ecological processes on which life depends” (State of Queensland, 2019a, p. 45). As per section 8 of the EP Act, the term environment includes social, economic and cultural conditions (State of Queensland, 2019a, p. 48).

Final Terms of Reference (ToR) were issued for the CQC project in August 2017. The ToR set out scope and required content for the project EIS. Specifically relating to the SIA, section 8.15 sets out requirements for assessment of the social and economic environment and Appendix 4 of the ToRs outlines matters to be addressed in the SIA. The full ToRs that relate to the SIA are contained in Appendix A together with a cross reference describing where each ToR item is addressed in the SIA.

##### 3.1.2 Strong and Sustainable Resource Communities Act 2017

The Strong and Sustainable Resource Communities Act (SSRC Act) came into force in March 2018. The SSRC Act outlines mandatory requirements for SIAs carried out in Queensland under the EP Act and the State Development and Public Works Organisation Act 1971 (SDPWO Act).

The object of the SSRC Act is to ensure that residents in communities in the vicinity of large resource projects benefit from the construction and operation of these projects. The SSRC Act contains three main aspects: prohibition of 100% Fly in Fly Out (FIFO) workforces during the operational stage of large resource projects, prevention of discrimination against local residents in recruitment of workers, and requirement to carry out an SIA.

The SSRC Act applies to large resource projects that have a nearby community. According to the SSRC Act, a large resource project is a project which requires an EIS or which holds a site specific environmental authority under the EP Act, and where the workforce is more than 100 workers, or smaller as decided by the Coordinator General (CG) (State of Queensland, 2018b).

The core matters required to be addressed by an SIA, according to the SSRC Act are:

- Community and stakeholder engagement;
- Workforce management;
- Housing and accommodation;
- Local business and industry procurement; and
- Health and community wellbeing (State of Queensland, 2018b, p. 7).

The CQC project ToRs were issued prior to the SSRC Act, but require the Proponent to meet all the requirements of the legislation that apply to the project, should the bill that preceded the act be passed.

As the SSRC Act is now in force, this SIA has been prepared in accordance with relevant requirements of this Act.

### 3.1.3 The SIA guideline

The SSRC Act also requires the Coordinator General (CG) to make a guideline that states the details to be included in an SIA (State of Queensland, 2018b). The current SIA guideline was issued in March 2018. Preparation of this SIA commenced prior to this guideline being issued, and as such the earlier SIA guideline guided preparation of the earlier versions of this SIA. This revised and updated version has been prepared following the 2018 SIA guideline.

The 2018 SIA guideline describes the process and principles for conducting an SIA, as well as key matters to be addressed within the SIA. According to the SIA guideline, the following are key elements of the SIA *process*:

- Scoping;
- Social baseline analysis;
- Community and stakeholder engagement;
- Impact assessment;
- Impact mitigation and benefit enhancement;
- Social impact management plan; and
- Monitoring, review and update.

The SIA guideline further describes the *key matters* to be included in the SIA, being:

- Community and stakeholder engagement;
- Workforce management;
- Housing and accommodation;
- Local business and industry procurement; and
- Health and community wellbeing.

The key matters are addressed throughout this report, but particularly in sections 7 and 8. The methodology section above describes how the SIA process has been executed for this report.

### 3.1.4 Planning Act 2016

The Planning Act was introduced in 2016 and provides a new planning framework for Queensland. It replaces the Sustainable Planning Act. The purpose of the Planning Act is to ensure a planning system that achieves ecological sustainability. Ecological sustainability is, according to the Act, a balance between protection of ecological processes and natural systems, economic development, and maintenance of cultural, economic, physical and social wellbeing of people and communities (State of Queensland, 2019b). The development of this SIA is aligned with these principles.

## 3.2 Regional and local plans

### 3.2.1 Regional Plans

The Central Queensland Regional Plan was issued in 2013. Its focus is on addressing land use in the region in the context of a growing mining industry. The plan sets out local and state government priorities in this context, including defining Priority Agricultural Areas and Priority Living Areas. None of these are located in the local study area. The Caves to the south of the local study area is the closest priority living area in the regional study area (State of Queensland, 2013).

### 3.2.2 Local council plans

The CQC project is located in the Livingstone Shire Council area (LSC). The LSC corporate plan 2014-2020 was developed in 2013 and sets the strategic direction for council for a five year period. The plan sets out goals, strategies and performance indicators across five strategic themes, being asset management, environment, economy, community, and governance, all of which are potentially relevant to the CQC project (Livingstone Shire Council, 2014). The themes and associated goals and strategies are described in Table 6 below.

TABLE 6 LSC CORPORATE PLAN SUMMARY

Strategic Theme	Goal	Key Strategies
Asset management	Reliable, durable, cost effective infrastructure and Council assets which meet the needs and aspirations of the communities of Livingstone Shire.	<ul style="list-style-type: none"> <li>• Strategy AM1: Develop an innovative and integrated framework for long term, cost effective asset management.</li> <li>• Strategy AM2: Identify infrastructure and asset requirements through community consultation and technical expertise.</li> <li>• Strategy AM3: Design and implement practical infrastructure solutions.</li> <li>• Strategy AM4: Operate, maintain and use Council assets to deliver efficient and cost effective services to the community.</li> </ul>
Environment	An environment which is valued and sustainable, and maintains a balance between the natural and built forms for the benefit of current and future generations.	<ul style="list-style-type: none"> <li>• Strategy EN1: Apply environmentally responsible land use planning to balance environmental and development outcomes.</li> <li>• Strategy EN2: Recognise and understand the various eco-systems of the Shire to encourage their sustainable use and appreciation through appropriate accessibility.</li> <li>• Strategy EN3: Minimise impact on the natural environment through effective waste management and pollution control policies and programs.</li> <li>• Strategy EN4: Actively participate in conservation and enhancement programs to ensure the preservation of natural assets and identifiable built form.</li> </ul>

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Strategic Theme	Goal	Key Strategies
		<ul style="list-style-type: none"> <li>• Strategy EN5: Proactively advocate to government on matters which impact on the health, wellbeing and sustainability of our Shire's natural environment.</li> </ul>
Economy	A diverse, strong, innovative and sustainable local economy providing employment and business opportunities for current and future generations.	<ul style="list-style-type: none"> <li>• Strategy EC1: Identify and capitalise on economic opportunities for the benefit of the community.</li> <li>• Strategy EC2: Facilitate, encourage and enable the establishment of businesses and industries and the retention, growth and diversification of existing businesses and industries in suitable locations.</li> <li>• Strategy EC3: Promote Livingstone Shire as a desirable destination for investment, business, industry, tourism and living.</li> <li>• Strategy EC4: Establish initiatives including partnerships with both government and the private sector to create enterprises and undertake projects that generate jobs, wealth creation opportunities and sustainable economic growth.</li> </ul>
Community	Diverse and unique communities that are connected with the larger community in the common pursuit of an engaged, supportive, inclusive, creative and confident Shire.	<ul style="list-style-type: none"> <li>• Strategy CO1: Facilitate, encourage and enable self-sustainable community associations and volunteer groups to pursue their diverse aspirations.</li> <li>• Strategy CO2: Facilitate programs and support local social, cultural, artistic and community building initiatives.</li> <li>• Strategy CO3: Provide community facilities and services to encourage and enable participation in active and healthy lifestyles.</li> <li>• Strategy CO4: Promote and encourage community health and wellbeing through programs addressing environmental health, community safety issues, social cohesion and inclusiveness.</li> <li>• Strategy CO5: Facilitate the provision of programmes, activities and facilities which create opportunities for the Shire's youth to develop skills and pursue endeavours to equip them for life and enable them to make a valued contribution to the community.</li> </ul>
Governance	An efficient, progressive, transparent and financially sustainable organisation which is responsive to the needs of the community through sound decision making and leadership.	<ul style="list-style-type: none"> <li>• Strategy GO1: Inform and empower the community through ongoing engagement and communication.</li> <li>• Strategy GO2: Develop strategic plans and policies to address local and regional issues and guide service provision.</li> </ul>

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Strategic Theme	Goal	Key Strategies
		<ul style="list-style-type: none"> <li>• Strategy GO3: Pursue financial sustainability through effective use of the Council’s resources and assets and prudent management of risk.</li> <li>• Strategy GO4: Provide transparent and accountable decision making reflecting positive leadership to the community.</li> <li>• Strategy GO5: Deliver customer focused and responsive services efficiently and effectively.</li> </ul>

The local study area includes two state suburbs located within the Isaac Regional Council area. IRC’s strategic priorities and 20 year vision are described in its *Community strategic plan 2035*, which was adopted in 2015. It comprises four priorities, with goals, actions and performance measures for each. Table 7 describes these (Isaac Regional Council, 2015).

**TABLE 7 IRC COMMUNITY STRATEGIC PLAN SUMMARY**

Priority	Goal	Strategies
Community	In 2035 Isaac will have strong and diverse communities that support all to live, work and raise families.	<ul style="list-style-type: none"> <li>• We will provide safe and cost effective community facilities and venues</li> <li>• We will provide a range of services to cater for the diverse needs of our communities</li> <li>• We must partner with a range of stakeholders to build self-sustainable community groups</li> <li>• We will deliver a range of programs and services that promote community safety, health and wellbeing</li> <li>• We will celebrate our communities and their uniqueness</li> </ul>
Economy	In 2035 Isaac will continue to be Queensland’s number one performing regional economy, based upon a thriving, resilient and diverse mix of industry sectors.	<ul style="list-style-type: none"> <li>• We will provide sustainable infrastructure, facilities and services to support economic growth</li> <li>• We must partner with a range of stakeholders to promote economic vitality</li> <li>• We need a diverse range of thriving, innovative and sustainable industries</li> <li>• We will operate Council’s commercial businesses in a manner that delivers cost effective services to the community</li> <li>• We need to promote and advocate for our regions many industry sectors</li> </ul>
Infrastructure	In 2035 Isaac will have effective and sustainable infrastructure that supports the needs of the region’s communities and its economic sectors.	<ul style="list-style-type: none"> <li>• We will plan and act appropriately to manage our road infrastructure</li> <li>• We will provide effective and sustainable water supply and sewerage infrastructure</li> <li>• We will maintain our network of parks, open spaces and natural features</li> </ul>

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Priority	Goal	Strategies
		<ul style="list-style-type: none"> <li>We will plan and act to ensure that our communities and infrastructure are well prepared for natural disasters</li> <li>We will operate our assets in a manner that delivers cost effective services to the community</li> </ul>
Environment	In 2035 Isaac will have an appropriate and sustainable balance between environment, economy and community to ensure our natural resources are sustainably managed and protected.	<ul style="list-style-type: none"> <li>We will plan and act appropriately to manage our resources sustainably</li> <li>We will protect and manage our natural resources, biodiversity, agricultural soils, flora and fauna</li> <li>We will support our communities to learn about, maintain and celebrate the environment and our natural resources</li> <li>We will protect and promote our culturally and ecologically significant sites</li> <li>We will minimise Council’s environmental impacts through the way that we undertake our operations and business</li> </ul>

Additionally, Rockhampton Regional Council (RRC) is located relatively close to the proposed mine. The RRC corporate plan was adopted in 2017 and sets out the following council priorities: community, economy, environment, service excellence, and local government leader. Across each of these, the plan sets out goals, outcomes, performance measures and describes related plans or strategies (Rockhampton Regional Council, 2017). Table 8 describes these priorities and associated goals.

**TABLE 8 RRC CORPORATE PLAN SUMMARY**

Priority	Goal	Community Expectation
Community	A connected community that values a sense of belonging; where residents celebrate their diversity and have modern services available to support a safe, healthy and engaged lifestyle now and into the future.	<p><i>Regional Infrastructure and Facilities</i></p> <ul style="list-style-type: none"> <li>Safe, accessible, reliable and sustainable infrastructure and facilities</li> <li>Regional public places that meet our community’s needs</li> </ul> <p><i>Safety</i></p> <ul style="list-style-type: none"> <li>Safe places for our community</li> </ul> <p><i>Active and Healthy Lifestyles</i></p> <ul style="list-style-type: none"> <li>Healthy living and active lifestyles</li> </ul> <p><i>An Engaged and Connected Community</i></p> <ul style="list-style-type: none"> <li>Inclusive, connected and informed community</li> <li>Our sense of place, diverse culture, history and creativity are valued and embraced</li> </ul>
Economy	A thriving regional capital that creates and nurtures diverse opportunities to balance work, play and growth	<p><i>Regional Profile and Services</i></p> <ul style="list-style-type: none"> <li>A destination sought for lifestyle, community events and tourism</li> <li>Value add to the strengths of industry to deepen regional economic activity</li> <li>The redevelopment and activation of major urban places to attract investment and improved lifestyles</li> </ul>

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Priority	Goal	Community Expectation
		<p><i>Industry Growth</i></p> <ul style="list-style-type: none"> <li>• Infrastructure services are driven to deliver future economic growth</li> <li>• Promote, foster and embrace growth opportunities, strategic investment and international exports</li> <li>• Promote industry diversification to enhance regional economic resilience</li> </ul>
Environment	An environmentally balanced and aware community, which preserves and maintains our natural environment and incorporates contemporary and proven sustainability principles, as part of all activities for current and future generations.	<p><i>Protect, Enhance and Sustain our Natural Environment</i></p> <ul style="list-style-type: none"> <li>• Contribute to healthy natural ecosystems</li> </ul> <p><i>Minimise the Environmental Footprint</i></p> <ul style="list-style-type: none"> <li>• Sustainable and innovative environmental practices</li> <li>• Understand Council's and the community's environmental impacts</li> </ul>
Service excellence	A modern thinking, community outcome focused organisation that effectively balances the community's aspirations with the resources available now and into the future.	<p><i>A Customer Focused Organisation</i></p> <ul style="list-style-type: none"> <li>• Customer focused services</li> <li>• Practical and values based compliance frameworks</li> <li>• Accountable and motivated organisation</li> </ul> <p><i>Regional Planning and Development</i></p> <ul style="list-style-type: none"> <li>• Plan for future population and economic growth giving consideration to a diverse range of industries and services</li> </ul>
Local government leader	Delivering a high performing and progressive organisation that leads by example.	<p><i>Consistent and Engaging Leadership</i></p> <ul style="list-style-type: none"> <li>• Productive partnerships with all levels of government and relevant stakeholders</li> <li>• Strong leadership that provides quality governance to support and service the community</li> </ul> <p><i>Fair and Balanced</i></p> <ul style="list-style-type: none"> <li>• Financially sustainable organisation</li> <li>• Leading public sector employer</li> </ul>

Many of the priorities across the LSC, RRC and IRC plans are potentially relevant to the project. The project mitigation and enhancement measures have been developed to align with these, and the project will continue consultation with relevant local governments throughout the project lifecycle to ensure its mitigation strategies are aligned with evolving council priorities.

## 4. PROJECT DETAILS

This section provides a summary of project details that are relevant to the SIA. A fulsome description of the project is located in Appendix 3 of the SEIS.

### 4.1 Key project infrastructure and timelines

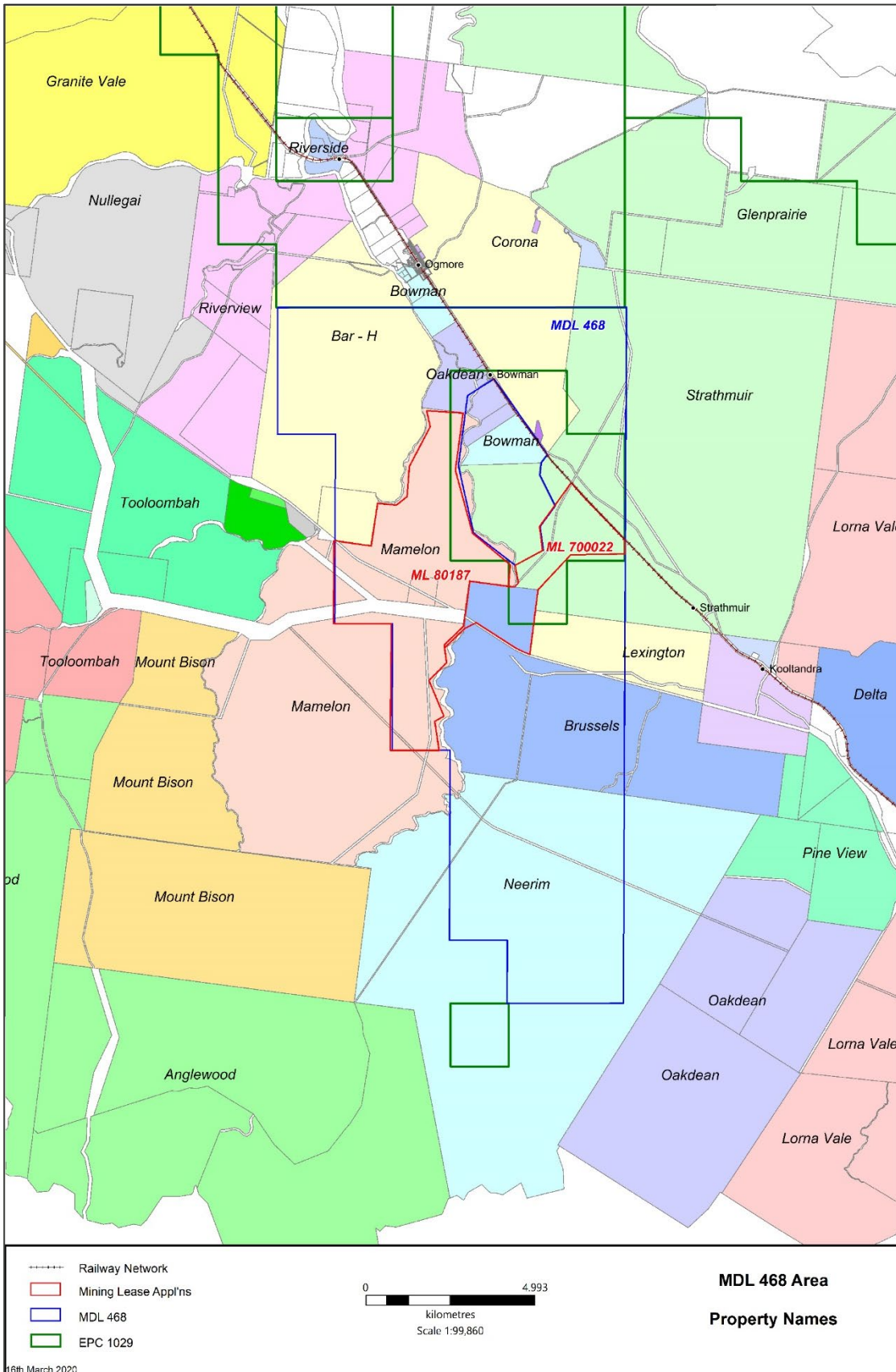
The proposed CQC project consists of two open cut pits, two CHPP's a TLF and a haul road for trucks transporting coal to the TLF. The project is proposed to be located on the Mining Leases (ML) 80187 and 700022 near Ogmoo within the LSC area. Most of the project infrastructure will be located on the 'Mamelon' property (described as lot 11 on MC23, lot 10 on MC493 and lot 9 on MC496), with the TLF to be located at the 'Strathmuir' property (described as lot 9 on MC230). A small section of the haul road to the TLF will be located on the 'Brussels' property, described as lot 85 on SP164785. The Mamelon property is owned by an entity related to the Proponent and Strathmuir is owned by the Department of Defence, whereas Brussels is privately owned. The project will therefore require acquisition of land from two entities. The project's total disturbance area is 1,124.8 ha.

Figure 4 overleaf shows the properties surrounding the proposed mine site.



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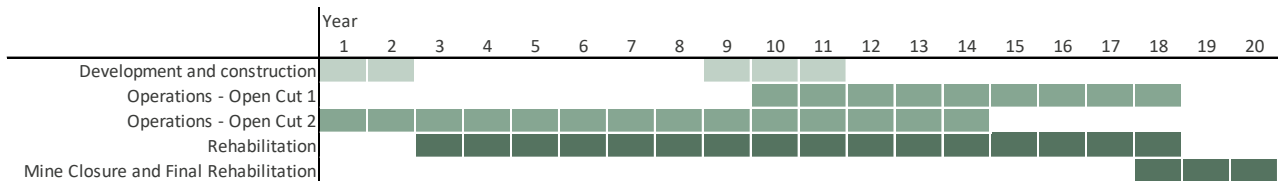
FIGURE 4 PROPERTIES SURROUNDING THE MINE SITE



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The development and operation of the project will include a number of overlapping phases. Initially, the eastern infrastructure and open cut 2 will be constructed and operated. Open cut one and the western infrastructure is planned to be constructed and operated from approximately year 9 of the project. Rehabilitation will be ongoing from approximately year three of the project, and decommissioning commencing in year 18. It is currently envisaged that the project will commence construction in late 2020, subject to requisite environmental approvals and mining lease being issued.

**FIGURE 5 INDICATIVE PROJECT DEVELOPMENT SCHEDULE**



Key project infrastructure include:

- Two open pits;
- Two CHPPs;
- Three waste rock piles;
- Environmental dams;
- A TLF connecting to the existing NCL; and
- A haul road between the mine infrastructure and the TLF.

### 4.2 Construction process

The construction process will involve a first stage constructing open cut 2 and associated infrastructure such as the CHPP, haul roads and the TLF. The second stage will include constructing open cut 1 to the west of Bruce Highway and is planned to occur approximately in year 9 of the project. The Proponent has committed to undertake this construction process such that closure of the Bruce Highway will not be necessary. The construction processes will involve approximately 12 months of civil works to construct structure foundations, hardstands and laydown areas. Following the civil works, buildings and structures and the CHPP will be constructed. Construction is likely to involve a two shift seven day rotating roster.

The construction phases will involve both light and heavy vehicles arriving at the project site, arising from workforce traffic, and movements of materials, plant and equipment. Heavy vehicle traffic is likely to originate from Port of Gladstone or Brisbane but unlikely from Mackay.

### 4.3 Nature of operations

The project is envisaged to be mined using a truck and shovel operation, including a gradual development of the open cut pits. The mine development will include removal and stockpiling of vegetation, top soil and overburden. Blasting will be required at both open cuts. Blasting activities will be planned and carried out so that closure of Bruce Highway will not be necessary.

The Project will utilise the Queensland Rail North Coast Line (NCL) to transport coal to the Dalrymple Bay Coal Terminal (DBCT) at the Port of Hay Point which is the preferred port facility to be utilised by the Project. The DBCT is located approximately 175 km north of the Project. Coal will be loaded onto trains using an overhead bin, flood loading and profiling the wagons, with an attached veneering station.

The Project will involve mining a maximum combined tonnage of 10 million tonnes per annum (Mtpa) of semi-soft coking coal (SSCC) and high grade thermal coal (HGTC) across two open cut operations. The run-of-mine (ROM) coal will ramp up to approximately 2 Mtpa during Stage 1 (2021 - 2024), where coal will be crushed, screened and washed to SSCC grade with an estimated 80% yield. Stage 2 of the Project (2025 - 2039) will include further processing of up to an additional 8 Mtpa ROM coal within another coal handling and preparation plant (CHPP) to SSCC, and a HGTC plant with an estimated 95% yield.

It is envisaged trains will be two diesel engine trains (double headers), initially hauling 66 coal wagons with a load limit of 20 tonne per axle, to be expanded to longer trains as permitted by Queensland Rail (QR). Initial train length is likely to be increased from the current length limit of 700m to approximately 1,000 metres and then to a 'Goonyella length' train of 2082m. At project output of 2Mtpa ROM on average eight trains per week (1,000m) will be required, although it is likely that these will occur mostly during a few days' cycle, followed by several days of no train movements to suit the allocation of ships at the port load-out. Trains will operate during day time and night. A production output of 4Mtpa will require between 15 and 16 1,000m long trains per week, however, for the 10Mtpa output which has a 5% confidence level of occurring in year 12, 21 'Goonyella length' trains will be required each week.

**TABLE 9 ESTIMATED WEEKLY TRAIN MOVEMENTS AT VARIOUS PRODUCTION LEVELS AND TRAIN LENGTHS**

Production rate (ROM)	Train length		
	700m	1,000m	2,082m
2 Mtpa	12	7-8	4
4 Mtpa	24	15-16	8
10 Mtpa <sup>4</sup>	-	-	21

Source: proponent data

#### 4.4 Project generated road traffic

Traffic to and from site during operations and construction will include workforce traffic, and heavy vehicles delivering materials and equipment to site. A road impact assessment (RIA) has been carried out as part of the EIS (contained in Appendix A4a of the SEIS). According to the RIA, peak traffic volumes are likely to occur during year two of the project at the peak of the first construction phase, at year 10, when the second construction phase co-occurs with operation of the eastern infrastructure, year 12 at the peak of the operational phase, and at year 20. Workforce traffic forecasts suggest total vehicle movements per day generated by the workforce to be 542 in year 2, 402 in year 10, 876 in year 12 and 32 in year 20. All heavy traffic will access the project via the Bruce Highway. Coal haulage to the TLF will occur within site perimeters, and there may be very limited use of local roads, primarily for workforce commuting and incidental project related traffic.

<sup>4</sup> Note that this would only occur for one year.

Annual heavy vehicle movements for the project are forecast to be 2,756 in year two, 3,657 in year 12 and 6,602 in year 12. This typically results in less than three heavy vehicles per hour.

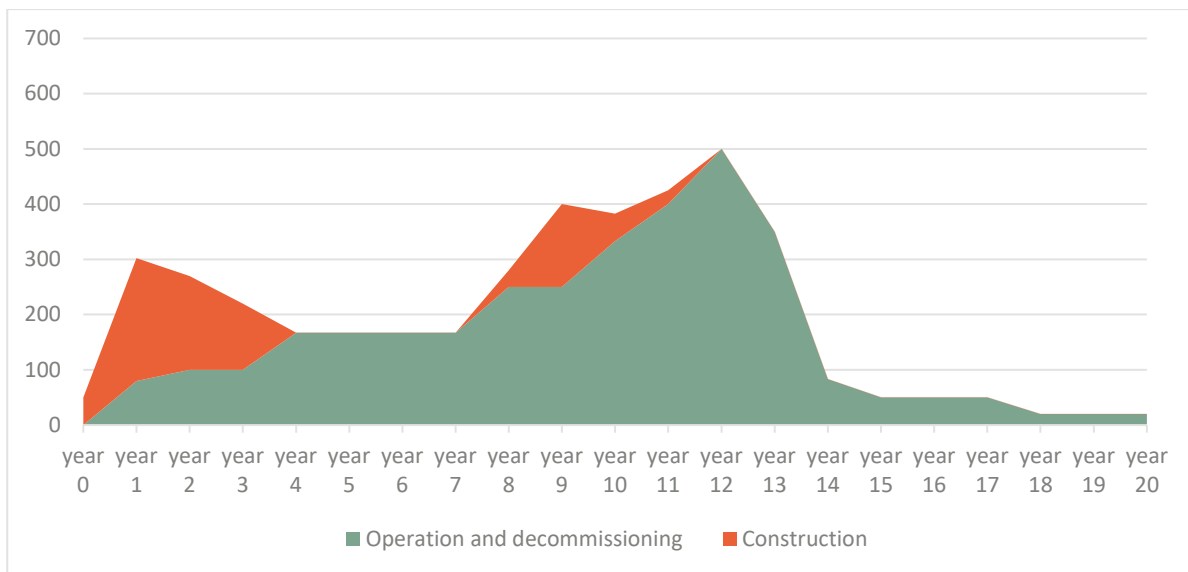
#### 4.5 Workforce

A construction peak workforce of approximately 222 people is likely to be required for the first construction phase, spanning years one and two of the project. A second construction phase in years nine through eleven of the project is likely to require a peak workforce of approximately 150 people. This phase will see the construction of open cut 1 and the infrastructure on the western side of the Bruce Highway.

The project’s operational workforce will increase from approximately 100 people in year one, to a peak of 500 in year 12, when both open cut operations are in production and the project is in peak production. From then the workforce will decrease as operations will be winding down, and final rehabilitation and decommissioning commences. A workforce of approximately 20 people will be required during decommissioning.

Figure 6 shows the indicative workforce demand over the life of the project.

**FIGURE 6 INDICATIVE WORKFORCE REQUIREMENTS**



Source: Proponent data

Construction workforces are expected to operate on a single shift, seven day rotating roster. Once in operations workforces will generally operate on a five day on, two day off roster, however the roster will be developed as part of a ‘life style package’ to encourage residents to live locally with employment opportunities. Construction hours will commence at 7.00 am and cease at 5.00 pm (i.e. there will be no night-time construction activities).

Operational hours will be 6.00 am to 6.00 pm for day shift Monday to Friday, and 6.00pm to 6am for night shift Monday to Friday (i.e. Friday night shift finishes at 6.00 am Saturday morning). There will be no work on weekends.

#### 4.5.1 Workforce profile

The workforce profile for the two construction phases are expected to be fairly similar with the majority of the workforce to comprise civil operators, trades and maintenance personnel. Table 10 below shows the expected workforce by role at peak construction during phase one.

**TABLE 10 CONSTRUCTION WORKFORCE PROFILE BY ROLE**

<b>Role</b>	<b>Number of roles at peak – 222 workers</b>
Project Management	4
Health and Safety Management	6
Environmental Management	6
Maintenance Management	6
Project Administration	6
Site Supervision	7
Site Engineers	4
Site Surveyors	4
Site Environment & Community Officers	4
Civil Operators	98
Maintenance Personnel	18
CHPP Civil & Building	12
CHPP Electrical & Mechanical Engineering	10
CHPP Trades Personnel	22
Site Relief Operators	15

Source: Proponent data

It is anticipated that the majority of the operational workforce will include heavy machinery operators, rotating operators and trainers and drill and blast crews. It is anticipated that the operation of the project will primarily be carried out by a mining contractor, with a small number of roles employed directly by CQC.

Table 11 describes indicative operational workforce requirements by type of role at a total workforce size of 167 persons.<sup>5</sup>

**TABLE 11 OPERATIONS WORKFORCE PROFILE BY ROLE**

<b>Role</b>	<b>Number of workers</b>
<b><i>CQC Managerial and Supervisory Personnel</i></b>	
Site Senior Executive	1
Mining Manager	1
Environmental and Community Manager	1
Health, Safety Manager	1
Technical Support	1
Environmental Officers	1

<sup>5</sup> Note that these are indicative numbers based on an assessment at the time of writing. The exact nature of roles, and number of incumbents in each, may vary.

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Role	Number of workers
Community Support Officer	1
Engineers	1
Metallurgists	1
Geologists	1
Surveyors	2
Administration	2
Technical Experts	2
<b><i>Mining Contractor Personnel</i></b>	
Project Managers	1
Electrical Engineer	1
Mechanical Engineer	1
HSE Manager	1
HSE Supt.	1
Environment and Community Manager	1
Environment and Community Supt.	1
Environment and Community Officers	2
Technical Service Manager	1
Technical Service Support.	2
Geologists	2
Mining Engineers	2
Mine Surveyors	2
CHPP Manager	1
CHPP Supt	1
CHPP Shift Supervisors	2
CHPP Trades and Operators	8
Mining Manager	1
Mining Support	1
Mining Supervisors	2
HME Operators	62
Rotating Operators and Training	8
Drill and Blast	13
Maintenance Manager	1
Maintenance Support	1
Maintenance Supervisors	2
Heavy Mobile Equipment Fitters	13
Electricians	4
Serviceman	4
Original Equipment Manufacturer Technical Experts	7
Administration	2

*Source: Proponent data*

### 4.5.2 Workforce recruitment, transport and accommodation strategies

The CQC project will seek to recruit both its construction and operational workforces in accordance with the principles set out in the SIA Guidelines, seeking first to recruit workers who reside in or are willing to relocate to the local area, followed by regional and state residents. CQC anticipates all or nearly all of the

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construction and operational workforces can be recruited from the local and regional study areas, including some workers who may relocate. Workforce sourcing scenarios have been developed in section 7.1 to inform the impact assessment.

Workers who reside within one hour's drive of the mine are likely to make their own way to work at the beginning of each shift or commute using a project bus service. For workers who live further afield but in the region, CQC is considering a bus operation from strategically located places, depending on the source of the workforce. At the time of writing (March 2020) it was considered likely that a bus operation would be operating between Rockhampton and the mine and consideration given to extending the service to Yeppoon, as well as from the communities to the north of the mine, including Clairview and St Lawrence.

CQC is no longer considering constructing a worker accommodation facility near the mine site. The Marlborough Caravan Park is currently working with LSC to add further accommodation facilities to the park and the Project intends to utilise this facility as its primary accommodation facility for any workers that are not commuting daily. Should this facility intermittently not meet demand other commercial accommodation in the local study area will be considered for overflow accommodation. It is envisaged that only a small number of short term roles will be using these during operation. CQC may also acquire or rent a small number of houses near the mine to provide housing for senior managers.

**TABLE 12 WORKFORCE TRANSPORT AND ACCOMMODATION ARRANGEMENTS**

<b>Workforce origin</b>	<b>Transport arrangement</b>	<b>Project accommodation arrangement</b>
Local area	Private day commute / bus operation	Private accommodation
Regional area – near mine (e.g. the Caves, Yeppoon, Rockhampton)	Private day commute to collection point, bus operation to mine site	Private accommodation
Regional area – distant State-wide	Bus operation / project vehicle from accommodation point	Marlborough Caravan Park priority accommodation. Other commercial providers near mine as overflow

## 5. COMMUNITY AND STAKEHOLDER ENGAGEMENT

Community and stakeholder engagement is an important data source for the SIA. It also serves to meet disclosure and consultation obligations, and provides communities and stakeholders with an opportunity to be informed about and provide feedback to the project. This section describes the aspects of the community and stakeholder engagement program that is relevant for the SIA. The overall engagement program for the EIS and the project is described in Appendix 14 of the SEIS.

### 5.1 Purpose and objectives

The purpose of the SIA engagement is to enable a consultative and methodologically robust development of the SIA, as well as form foundations for the ongoing relationship between the Proponent and affected communities. Specifically in relation to the SIA, the following objectives have guided the design and execution of the engagement program:

- Provide affected and interested stakeholders with open and honest information about the project, using methods that meet their needs;
- Establish a genuine two – way consultation process;
- Record and address any stakeholder issues or concerns swiftly;
- Generate consultative data to feed into the social baseline, impact identification and assessment, as well as mitigation planning, following robust, participatory methods; and
- Establish foundations for long term relationships with communities throughout the project life-cycle.

As described in the methodology section, stakeholder and community engagement has occurred throughout the various SIA phases, and informed all of these.

### 5.2 Overview of engagement

Stakeholder and community engagement for the project has occurred at various intensities since 2012, when discussions with landholders and neighbours commenced. Consultation feeding into the SIA commenced with the EIS ToR consultations which occurred in early 2017, and was followed by specific consultation for the EIS, the SEIS and for the revised SIA. Figure 7 shows an overview of the consultation program since project inception.



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**FIGURE 7 CONSULTATION OVERVIEW**



## 5.3 Stakeholders, engagement methods and key themes

Stakeholders with an interest in the SIA include local community residents, landholders and neighbours, Traditional Owners, local councils and state government departments as well as residents and businesses in the broader regional area. A profile of affected communities is provided in the social baseline chapter.

Stakeholders have been engaged and consulted through a variety of methods, including face to face meetings and briefings, interviews, open community meetings and opportunities for formal comment on the ToRs and EIS.

Table 12 below summarises consultation methods and issues raised by each stakeholder group.

**TABLE 13 CONSULTATION METHODS AND ISSUES<sup>6</sup>**

Stakeholder	Consultation methods	Key issues raised
SIA unit, Office of the Coordinator General	<ul style="list-style-type: none"> <li>Meeting in September 2019 to discuss SIA action plan and methodology.</li> <li>Meeting in November 2019 to update on consultation and social baseline.</li> <li>Meeting in January 2020.</li> <li>Meeting in March 2020</li> </ul>	<ul style="list-style-type: none"> <li>Scope and action plan for SIA</li> <li>Consultation process</li> </ul>
Local community residents and groups	<ul style="list-style-type: none"> <li>Community meeting in Marlborough in November 2017.</li> <li>Community meeting in Marlborough, July 2018.</li> <li>Meetings with various local businesses to update on project, July 2018.</li> </ul>	<ul style="list-style-type: none"> <li>Employment and training opportunities</li> <li>Opportunity to reverse outmigration from communities</li> <li>Changes to community values / importance of new</li> </ul>

<sup>6</sup> It should be noted that consultation and engagement with many of these parties will continue beyond the completion of this report in order to address the social impacts identified in this SIA.

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Stakeholder	Consultation methods	Key issues raised
	<ul style="list-style-type: none"> <li>SIA Interviews with 17 community members conducted in October 2019 and March 2020. Interviewees included residents in Marlborough, Ogmore, and St Lawrence.<sup>7</sup></li> </ul>	<ul style="list-style-type: none"> <li>workers respecting ‘country values’</li> <li>Worry about FIFO and DIDO practices, and social issues in accommodation camp</li> <li>Opportunities to support community organisations</li> <li>Increased volunteering base and growth in school community</li> <li>Coal dust and general inconvenience from TLF and trains</li> <li>Ground and surface water impacts</li> <li>Concerns about impacts to Great Barrier Reef</li> <li>Power availability</li> <li>Impacts to roads, in particular the Bruce Highway</li> <li>Availability of housing for in-migrating workers</li> <li>Importance of keeping communities informed</li> </ul>
Landholders and neighbours	<ul style="list-style-type: none"> <li>CQC has continually engaged with landholders and neighbours prior to and throughout the EIS process, including Department of Defence (most recent meeting in October 2019). Findings from these engagements have been considered in the SIA.</li> </ul>	<ul style="list-style-type: none"> <li>Property acquisition process</li> <li>Opportunities for employment</li> <li>Impacts to roads</li> <li>Ground and surface water impacts</li> </ul>
Traditional Owners	<ul style="list-style-type: none"> <li>CQC has met with the Barada Kabalbara Yetimarala (BKY) and Darumbal people to discuss and negotiate Cultural Heritage Management Plans (CHMP). Relevant information from these discussions have been considered in the SIA.</li> </ul>	<ul style="list-style-type: none"> <li>Cultural heritage process</li> <li>Employment opportunities</li> <li>Business opportunities</li> </ul>
Local Councils	<i>Livingstone Shire Council</i>	<ul style="list-style-type: none"> <li>Local employment strategies</li> <li>Local business participation strategies</li> </ul>

<sup>7</sup> These included locally based fishermen.

## SOCIAL IMPACT ASSESSMENT

Stakeholder	Consultation methods	Key issues raised
	<ul style="list-style-type: none"> <li>Meeting with mayor and management in June 2017 to provide project overview.</li> <li>Meeting August 2018.</li> <li>Meeting with mayor and planning director on the 11<sup>th</sup> of October 2019.</li> <li>Meeting with community and planning officers and Capricorn Enterprise on the 11<sup>th</sup> of February 2020.</li> </ul> <p><i>Rockhampton Regional Council</i></p> <ul style="list-style-type: none"> <li>Meeting with mayor and management in June 2017 to provide project overview.</li> <li>Meeting with Advance Rockhampton in December 2017 to discuss opportunities from the project.</li> <li>Meeting August 2018.</li> <li>Meetings with mayor and economic development staff on the 8<sup>th</sup> of October 2019 and 22<sup>nd</sup> of November 2019.</li> <li>Meeting with planning and economic development officers on the 10<sup>th</sup> of February 2020.</li> </ul> <p><i>Isaac Regional Council</i></p> <ul style="list-style-type: none"> <li>Meeting with senior executives in Moranbah 9<sup>th</sup> October 2019.</li> <li>Meeting with Deputy Mayor, executives and officers in Moranbah 11<sup>th</sup> of March 2020.</li> </ul>	<ul style="list-style-type: none"> <li>Regional workforce transport arrangements</li> <li>Potential impacts to other industries, including tourism</li> <li>SSRC Act obligations</li> </ul>
State Government Departments	<ul style="list-style-type: none"> <li>Meeting with Queensland Health on the 11<sup>th</sup> October 2019.</li> <li>Meeting with Department of Communities 21<sup>st</sup> October 2019.</li> <li>Meeting with Department of Education – Marlborough State School principal on 9<sup>th</sup> October 2019.</li> <li>Meeting with Queensland Police Service (QPS) officers from the Marlborough and St Lawrence</li> </ul>	<ul style="list-style-type: none"> <li>Management of cumulative impacts</li> <li>Tightening labour market in region / skills shortages for certain trades</li> <li>Local content / opportunities for business capability building</li> <li>Availability of housing, in particular rental housing in regional centres</li> </ul>

## SOCIAL IMPACT ASSESSMENT

Stakeholder	Consultation methods	Key issues raised
	<p>Police Stations, on the 10<sup>th</sup> of October 2019 and the 11<sup>th</sup> of February 2020.</p> <ul style="list-style-type: none"> <li>• Meeting with Department of Housing and Public Works in Rockhampton, 8<sup>th</sup> of October 2019.</li> <li>• Meeting with Department of State Development, Manufacturing, Infrastructure and Planning, in Rockhampton, 8<sup>th</sup> of October 2019.</li> <li>• Meetings with Queensland Fire and Emergency Services (QFES) in October 2017 and 11<sup>th</sup> of October 2019.</li> <li>• Meeting with Department of Aboriginal and Torres Strait Islander Partnerships 11<sup>th</sup> of October 2019 and 11<sup>th</sup> of February 2020.</li> <li>• Meeting with Queensland Ambulance Service in November 2017.</li> <li>• Meeting with Department of Transport and Main Roads in November 2017.</li> <li>• Regular meetings with Queensland Rail from 2017.</li> </ul>	<ul style="list-style-type: none"> <li>• Impacts of project related traffic</li> <li>• Workforce behaviour</li> <li>• Impacts to social and community services, including domestic violence services, services for elderly</li> <li>• Community division between those who benefit from the project and those who don't</li> <li>• Emergency service access</li> <li>• Emergency service capacity and emergency response planning</li> <li>• Site road design to support emergency response</li> <li>• Accommodation village design / compliance</li> <li>• Risk of 'Dutch disease' from cumulative projects</li> <li>• Opportunities for Indigenous employment, training and business participation</li> </ul>
All stakeholders	<ul style="list-style-type: none"> <li>• Public comment on ToR's, April to June 2017.</li> <li>• Public comment on EIS, November to December 2018.</li> </ul>	<ul style="list-style-type: none"> <li>• Noted in sections above</li> </ul>

Key issues raised throughout the consultation program are expanded upon below. It is important to note that these are not quantified, and as such no claim is made to how statistically representative these concerns are. As noted in the methodology section, these findings arise from a strategic sampling process. They thus are likely to represent an adequate approximation of community and stakeholder views.

### 5.3.1 Employment, training and skills availability

A recurrent theme in consultation with local community residents as well as many government departments were the opportunities the project presented for employment and training of local and regional residents, mirrored by a slight concern about availability of skilled workers. This was overwhelmingly seen as a positive impact. Residents in the communities in the local study area frequently mentioned employment prospects as a key aspiration, and the flow on effect that could have on

businesses and community groups in the local area. Likewise, agencies and local councils in the regional study area suggested local and regional employment should be key priorities for the project.

Some government departments raised questions about how large the proportion of local residents in the workforce could feasibly be, in light of the small population base and ageing population. Further, it was noted by several stakeholders that the resurgence of the mining sector had led to skills shortages in the region for certain trades, including electricians, diesel fitters and fitters and turners. In relation to a potential need for in-migration to the region, RRC in particular noted that it had created an incentive scheme to encourage resource sector workers to relocate to meet skills needs and contribute to growth. Livingstone Shire Council noted it was working through Capricorn Enterprise to support workforce planning, and attraction of workers for major projects.

Related to this is the opportunity for training of local and regional residents, including young people and Indigenous people. It was noted that there are commercial training providers located in the region, with a track record in supporting the mining industry, and that the Central Queensland University was a dual sector university, offering both TAFE qualifications and traditional university education.

### **5.3.2 Business opportunities and capability building**

The opportunity for regional and Indigenous businesses to supply to the project was raised by the local councils and some departments. Although it was noted that the business community in the local study area is quite small, with few potential suppliers, several stakeholders noted there was a vibrant business community in the regional study area, containing many firms with an ability to support mining projects. LSC noted the development of a business park close to the Yeppoon CBD and with easy access to Rockhampton, and RRC noted the development of a resource sector business directory and various business networking functions. The Department of Aboriginal and Torres Strait Islander Partnerships in Rockhampton has developed a local Indigenous business directory, containing approximately 100 entities.

Department of State Development, Manufacturing, Infrastructure and Planning mentioned programs and activities including capability statement workshops and the ICN platform as viable examples to support business engagement and capability building in the regional industry. Rockhampton Regional Council also operates a program called 'Gear Up Rocky' aiming to support business capability building. Capricorn Enterprise operates a regional industry leadership and economic development group that works with major projects to enhance local content outcomes.

### **5.3.3 Environmental and amenity impacts**

Some community members raised the issue of coal dust from the TLF and coal trains. This was particularly noted by community members from Clairview, St Lawrence and Ogmoo. Some pointed to the risk of health impacts associated with coal dust. In Clairview in particular, where residents do not have access to town water, the concern around coal trains seemed to be related to potential contamination of tank water. Other concerns raised around coal trains related to the increased frequency of train traffic, and attendant increase in noise and general inconvenience. QFES raised the issue of train traffic as an ignition source. It should however be noted that concerns around coal trains and coal dust were not uniformly shared across the communities. Some community members noted the potential inconvenience, but also proffered that they and other people would get used to it.

Further, some community members and nearby landholders raised concerns about ground and surface water impacts, particularly relating to water availability and quality impacts. As the landholders in the region often rely on surface or ground water for cattle or domestic purposes, the risk of water sources being affected was considered important. Potential impacts to the Great Barrier Reef from site run-off was also raised by some community members.

### **5.3.4 Changes to community values, way of life and community cohesion**

Many community members spoke positively about the traditional country values prevalent in the local study area, and some expressed concern that project related in-migration may impact these. The concern related to some extent to community safety from 'rowdy' workforce behaviour associated with alcohol or drug consumption. Police representatives mentioned this may be an issue, but also that it could be relatively easily controlled, particularly as CQC and the service organisations such as Qld Police intend to work closely together.

Another concern is related to a materialistic lifestyle of 'cashed up' mine workers. Community members did not want to see their more community oriented, generationally oriented, hard-working and traditional way of life being eroded by a more individualistic and materialistic way of life.

Finally, although not frequently mentioned the potential for a rift between 'winners' and 'losers' from the project was mentioned by stakeholders.

### **5.3.5 Cumulative impacts**

Government agencies in particular, mentioned the importance of assessing and managing cumulative impacts. This issue was raised by Queensland Health, Department of State Development, Manufacturing, Infrastructure and Planning, Department of Communities and Department of Housing and Public Works, relating to impacts within each of their remits.

### **5.3.6 Housing availability**

The issue of housing availability was raised by a number of agencies and community members, albeit expressing slightly different concerns. Department of Housing and Public Works noted that rental vacancy rates in regional centres was low and was likely to be further impacted by in-migrating workers for various projects. Community members and Department of Communities noted the potential for housing shortages within the local study area, asking where any in-migrating workers were to live, and whether the project might cause a boom / bust scenario in local housing markets. Both Rockhampton Regional Council and Livingstone Shire Council however noted the capacity of the housing market to respond to and absorb additional demand arising from the project.

### **5.3.7 Impacts to Services and Facilities**

The potential impact to services and facilities was raised by a number of stakeholders. In particular, the capacity of schools in the local area was mentioned by the Department of Education. In relation to physical capacity it was suggested that the schools in Marlborough and St Lawrence had the capacity to almost double enrolments. A comment was however also made about potential growth impacting the resourcing capacity of the schools. Department of Communities noted that there were very few social services available in the local area and that mine related in-migration might create additional demand.



## SOCIAL IMPACT ASSESSMENT

Queensland Health noted that existing hospital services in the region could most likely accommodate project induced growth, but had a concern around cumulative impacts of multiple projects. QFES queried about Proponent plans for emergency management in order to understand potential impacts to existing emergency services.

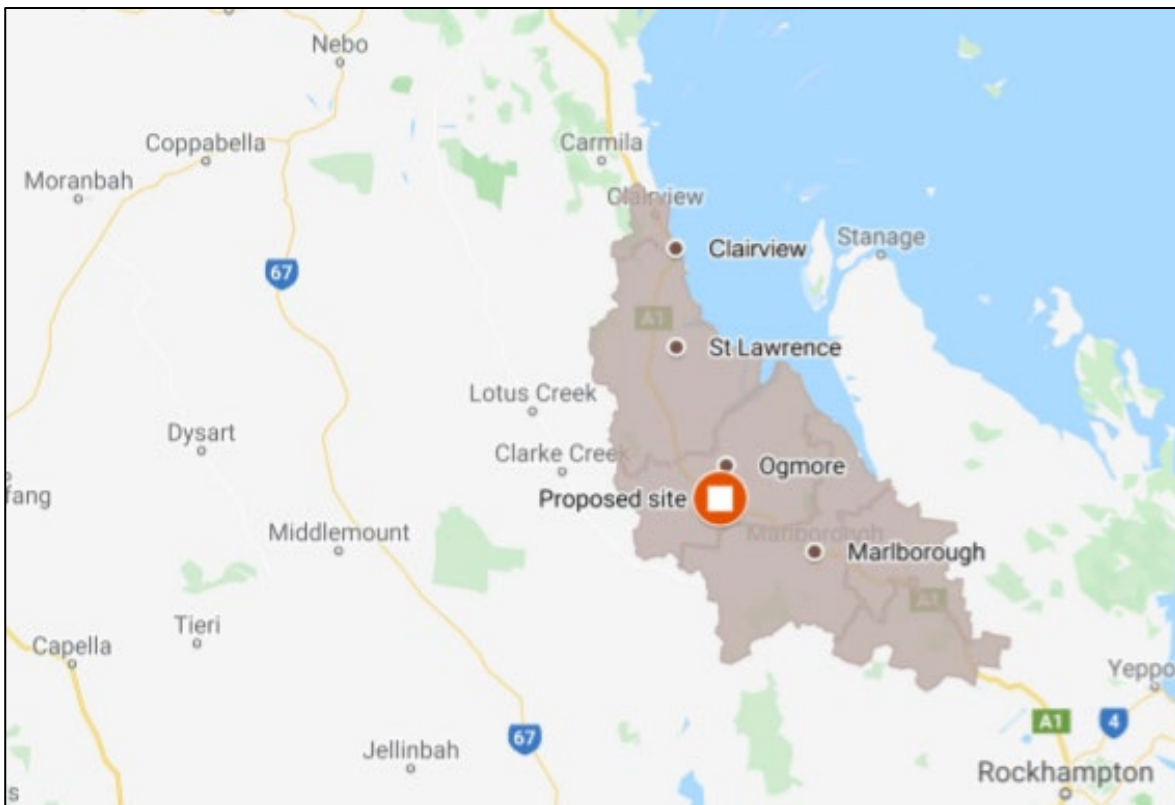
## 6. EXISTING SOCIAL ENVIRONMENT

### 6.1 History, settlement pattern and land use

#### 6.1.1 Location and regional context

The proposed mine is located in the Styx Basin in Livingstone Shire, 130 km north-west of Rockhampton. The nearest town is the township of Ogmore, approximately 10 km from the property. The town of Marlborough is located approximately 25 km to the south-west of the proposed mine. Further to the north the nearby towns of St Lawrence and Clairview are located in the IRC area.

**FIGURE 8 PROJECT LOCATION IN LOCAL STUDY AREA**



*Source: Image generated from Google Maps. Map data ©2019 GBRMPA. Study area outlines generated from ABS Table Builder*

The local area is traversed by the Bruce Highway and the North Coast rail line. Several smaller roads connect towns and surrounding properties. Located along a remote stretch of the Bruce Highway, the towns in the local study area provide facilities and services for travellers between Rockhampton and Mackay, including regional residents, trucks and 'grey nomads' or backpackers.



The area and its population is largely characterised by the grazing industry and a history of mining (see Figure 9, currently displayed in Marlborough). The development and management of the railway and fishing has also played a part in shaping the region. The region has been home to early gold rushes, chrysoprase, copper, coal and nickel mining. Current land use is predominantly grazing, with a magnesium mining operation located in the southern outskirts of the local study area.



FIGURE 9 IMAGE FROM MARLBOROUGH MUSEUM

The project is located between Deep Creek and Tooloombah Creek which flow into the nearby Styx River downstream of the project. The local study area is located directly to the west of the Shoalwater Bay military training area. The proposed mine is located in an area that is classified as rural and the northern state suburbs of the local study area are located in an area classified as remote.

The regional study area includes several local government areas including Livingstone Shire, Isaac Regional Council, Rockhampton Regional Council, Central Highlands, Banana Shire and Gladstone Regional Council. Within the regional study area, the local governments of Isaac, Livingstone and Rockhampton are the most likely to experience impacts from the projects. Major towns and cities within a reasonable proximity of the mine in the regional study area include Yeppoon and Rockhampton.

### 6.1.2 History

A fulsome description of the region's history, including Aboriginal and European history, is provided in Appendix 18 of the SEIS. This section provides a brief description of the local history relevant to the SIA.

The residents in the local area are proud of their history of cattle grazing and mining. The area was first settled by Europeans in the 1850s with the arrival of the Archer family at Gracemere to the south of today's Rockhampton. The Elliot family took up the Canoona and Tilpal stations near the proposed project site in the mid 1850s. Other stations established at this time included Tooloombah and Glen Prairie. Initially, sheep was the main livestock, to be overtaken by cattle in the 1870s and 1880s. Dairy cattle also became a feature of the area, including at Strathmuir near Ogmoo, with the introduction of the rail line that enabled transport of fresh dairy product to Rockhampton. The establishment of the stations and the attendant dispossession of Aboriginal groups led to tension and violence. This was exacerbated by the presence of the Native Mounted Police, which was entitled to violently disperse Indigenous people.

The locality of Canoona was home to one of the first and shortest gold rushes in Queensland when gold was discovered in 1858, attracting thousands of prospectors in a few months. Gold mining continued for some decades across the region, and the gold mine at Mount Morgan was an early foundation for the

wealth of Rockhampton. Towards the end of the 19<sup>th</sup> century the region was also home to discoveries of chromite, gypsum, manganese, chrysoprase and other minerals.

Coal mining began in the region between 1918 and 1920 with the Styx no.1 and no. 2 State Coal mines located near Bowman. Both of these mines were abandoned by 1925. The Styx No. 3 State Coal mine, located near today’s Ogmoo commenced production in 1924. The mines attracted workforces from other Australian coal mining regions as well as from the United Kingdom. The Bowman Mines re-opened in 1930 and produced coal until 1948, whereas the mine near today’s Ogmoo continued production until 1964 when the government closed the mine. The community of Ogmoo suffered a subsequent decline in population and eventual closure of services and many businesses.

The railway from Rockhampton to the local study area was gradually developed in the early part of the twentieth century. The railway reached Kunwarara in 1915, Marlborough in 1917 and St Lawrence in 1921, providing transport for people, mail, agricultural products and product coal.

### 6.1.3 Land ownership and land use

There are several agricultural properties located around the towns in the local study area, with cattle grazing the principal agricultural activity. The proposed mine is predominantly located on the “Mamelon” property, with some infrastructure to be located on the adjoining “Brussels” and Strathmuir” properties. The Mount Bison Road reserve to the west of the Bruce Highway also cuts through the proposed western mine infrastructure. Table 13 shows the properties, ownership and land uses affected by the proposed mine infrastructure.

TABLE 14 PROPERTIES AND LAND USES AFFECTED BY THE MINE

Property	Real property description	Title / ownership	Current land use
<b>Mamelon</b>	Lot 10 on MC493 Lot 1 on RL3001 Lot 11 on MC23 Lot 9 on MC496	Freehold – owned by entity related to Proponent	Grazing
<b>Mt Bison Road</b>	AAP16117	Road Reserve - Livingstone Shire Council	Road reserve / grazing
<b>Brussels</b>	Lot 85 on SP164785	Freehold – private ownership	Grazing
<b>Strathmuir</b>	Lot 9 on MC230	Freehold – owned by Department of Defence	Grazing

The dominant land use in the local study area and the broader region is cattle grazing, with some sugar cane cultivation near Clairview in the northern extent of the local study area. There are also a number of active or disused mines in the region, including the operating Q-Mag Magnesium mine in Kunwarara, the Brolga Nickel mine near Canoona, and the Gumigil Chrysoprase mine near Marlborough. There are also a number of older disused mines in the area, including the Bowman and Styx coal mines located near Ogmoo.

The Groundwater study undertaken as part of the EIS (chapter 10 of the SEIS) identified 27 bores within approximately 10km of the project. In 2017, water levels were able to be measured at 17 of these bores and the collection of water samples was possible from eight. Based on the 2017 sampling results, six private landholder bores were acceptable for stock drinking water. However, five of these bores were observed as 'not in use' at the time of monitoring and only one (BH13) was observed as 'In use/possibly in use'.

The potential impact (if any) of drawdown on these private landholder bores will be known once groundwater modelling is finalised (expected April 2020). Make good water arrangements with any affected user would need to be entered into prior to mining activities being allowed to commence.

There are three surface water entitlements in the vicinity of the site, which are licensed to take water from Tooloombah Creek and Deep Creek.

In relation to Native Title, The Barada Kabalbara Yetimarala People #1 have a current Native Title claim over the area where the mine pits and ancillary infrastructure are proposed (Tribunal Number: QC2013/004). A second Native Title claim held by the Barada Kabalbara Yetimarala People #2 (QC2013/005) exists over land where the TLF is proposed. That claim is described as a shared county claim with the Darumbal People's active Native Title Native Title claim (QC2012/008) which is over the TLF area. The Darumbal People also have a determined Native Title claim to the east of the Project.

### **6.1.4 Fisheries**

Fishing has long been a feature of the communities in the local study area. The Broad Sound, including the Styx River inlet to near Ogmore is a declared Fish Habitat Area, with management features aiming to conserve commercial, recreational and Indigenous grounds and protect key fish habitats (Department of Environment and Science, n.d.).

Consultation with fishermen suggests there are approximately a dozen full time commercial fishermen who fish the Broad Sound, including those who come from Stanage and fish Thirsty Creek. The number of recreational fishermen was estimated to be around 200. Common species caught are Mud Crab, Barramundi and King Salmon. Fishing is accessed from various locations, including St Lawrence, Stanage Bay, Waverly Creek, a bush boat ramp at Charon Point and the fishing camp near Gordon Head at Glenpraire.

### **6.1.5 Communities in the local study area**

There are four towns or townships within the local study area; Ogmore and Marlborough in Livingstone Shire, and St Lawrence and Clairview which are located in the IRC LGA.

#### *Ogmore*

The township of Ogmore is the closest community to the project. It was originally named Hartley, but renamed in 1933. The town had a primary school which was opened in 1924, but closed in 1999 following a prolonged period of population decline after the mine closed in the 1960's. Other facilities, including a hospital, hotel, a cinema and a public hall have also closed.

At the 2016 census there were 105 persons whose place of usual residence was Ogmore. The township itself is very small. Consultation with local stakeholders suggests approximately 20 to 30 people reside

within the township, with the remaining population on the surrounding properties. There are limited facilities available in Ogmore, with a weekly Australia post agent the only service that has been confirmed. The town has a recreation committee and a rural fire brigade with a small number of members. Consultation suggests there is a high degree of welfare dependency in the township, with residents on lower incomes or pensions having moved there in search of affordable housing.

### *Marlborough*

The town of Marlborough is located approximately 25 km to the south of the project. At the 2016 Census there were 149 persons in Marlborough. Approximately 60 to 80 people live in the town itself, with the remainder of the population living on rural properties surrounding the town. The town has a school, a post office, a shop, a hotel, and police and ambulance stations. There is a Lions park in the town, with an adjacent swimming pool. The town further holds a community owned museum and a church. Community members are involved in many groups and committees, including the Parent's and Citizen's association (P&C), a pony club, a recreation committee, a Lions Club, historical museum, a rural fire brigade and SES.

There is also a road house and a caravan park located along the Bruce Highway a few hundred meters from the town. These, and the hotel, provide fuel, food, accommodation and refreshments for travellers along the Bruce Highway, including for grey nomads and backpackers. At a visit in October 2019 – which is in the off-peak season – we counted approximately 20 caravans or campervans at these facilities. During peak, the town sometimes host over 100 travellers per day.

### *St Lawrence*

St Lawrence is located in the Isaac region approximately 50 km north of the proposed mine. Originally settled to service a port, the town later became the administrative centre for the Broadsound Shire prior to amalgamation into Isaac Regional Council. It has a history as a port for the central Queensland area, a fishing industry and has been home to train and track crews operating trains and working the railway infrastructure. The town is home to a number of heritage buildings, including an Anglican church, police station and courthouse and the meatworks and former wharf site.

IRC maintains a presence in the town with a customer service centre in the former council chambers and a depot. In addition, there is a school, a swimming pool, a bowling club, a post office, hotel and a shop. There is also a public hall in the town, and a caravan park at the outskirts of town. The wetlands and tidal flats located near the town provide a natural feature for interested visitors.

At the time of the 2016 Census there were 235 residents in the state suburb, including the surrounding areas. Residents suggest approximately 100 to 120 people live in town, with the remainder on properties in the surrounding areas.

### *Clairview*

Clairview is a small coastal community located approximately 75 km north of the project. Dwellings in the town are nested largely in a single row between the beach to the east and the Bruce Highway and the North Coast rail line to the west. The town provides a busy caravan park, a post office and community centre. There is a dugong sanctuary in the waters just south of Clairview.

The population of Clairview is ageing and the town has been described as a retirement community. It is home to retirees in search of the beach lifestyle, as well as some drive in drive out miners. At the time of the 2016 Census the Clairview state suburb was home to 125 persons.

### 6.1.6 Nearby cities in regional study area

The cities closest to the local study area are Yeppoon in Livingstone Shire and Rockhampton in the Rockhampton Regional Council area.

#### *Yeppoon*

Yeppoon is the administrative centre for the LSC LGA. It is located in Keppel Bay on the Capricorn coast and was home to 16,350 persons at the time of the 2016 Census (Australian Bureau of Statistics, 2017e). The city prides itself in its lifestyle, beaches and a recently constructed lagoon in the town centre. The city has experienced rapid growth in recent decades. Many residents live in Yeppoon and commute to work in Rockhampton or further afield at coal mines in the Bowen Basin. There is an active business community in Yeppoon that largely services the mining industry.

#### *Rockhampton*

Rockhampton is the administrative centre for the Rockhampton Regional Council area, as well as home to many state government regional offices, service centres and a university. As the largest city in the regional study area it is the main service centre for many of the residents in the local study area who travel there for shopping, secondary schooling, sport, leisure or medical appointments, some several times per week. Rockhampton is one of the oldest cities in Northern Australia, and boasts several heritage buildings. It is an old port city, and also holds a major airport, which, among other things, serves as a gateway to the Shoalwater Bay military training area. At the time of the 2106 Census the Rockhampton Urban Centre / Locality was home to approximately 61,000 people (Australian Bureau of Statistics, 2017g).

## 6.2 Community values

Community members in the local study area describe the rural nature of their towns and the values these reflect as strong features of their communities. Residents are proud of the history of their communities, and describe how they organise themselves to provide services and solve problems. As an example of the organising capability of the community, a community member described how a number of women had got together and applied for funding to train as swimming instructors so their children could get swimming lessons. Further, a representative of the local school proudly described the positive behaviour she had observed in the children, and the lack of behavioural problems, and attributed this to the strong values of respect present in the area.

People used terms such as “country values”, “respect”, “decent”, “people care”, when describing the positive features of their communities. The relaxed coastal lifestyle of the communities in the northern part of the local study area was also mentioned, with easy access to recreational fishing and boating opportunities.

There is however also a palpable sense of fatigue and to some extent despair present in the communities in the local study area; particularly Marlborough and Ogmore. Recent population decline, in part attributed to acquisition of several rural properties by the Department of Defence have contributed to residents wondering whether their towns are slowly dying. A resident wondered whether “[we are]

flogging a dead horse” in trying to keep the town alive. The property acquisitions have also created tension and division in the community, with residents commenting on how some people who used to be friends no longer talked with each other.

Many residents also described feeling that they were not the priority of their respective local, state or federal representatives. They mentioned the state of the roads in the vicinity, local projects that had not received funding and absence of politicians showing up in the community. By contrast, residents spoke highly of some politicians that had attended various community meetings and advocated for their projects. Residents attributed this neglect to their location at the outskirts of their respective local government areas, articulated by one as “we are in a no man’s zone”.

Further, as a rural area with limited groundwater resources residents spoke about how the drought had affected the community, and how it had led to questioning whether grazing was going to be viable for their children.

### 6.3 Population

#### 6.3.1 Population and gender profile

At the time of the 2016 Census there were a total of 786 people in the state suburbs in the local study area, comprising 439 males and 349 females. The local study area thus has a somewhat skewed male to female ratio, with 1.26 males for every female. St Lawrence was the most populated suburb with 235 residents. Ogmore and Marlborough which are the suburbs closest to the proposed mine had populations of 105 persons and 149 persons respectively.

The regional study area had a total population of 229,417 persons, with 8,505 in Broadsound – Nebo and 220,912 in Central Queensland. The male to female ratio in the regional study area is 1.04.

**TABLE 15 POPULATION IN THE LOCAL STUDY AREA**

State suburb	Males	Females	Total	M:F ratio
Ogmore	59	48	105	1.23 : 1
Marlborough	80	71	149	1.13 : 1
St Lawrence	142	97	235	1.46 : 1
Clairview	82	59	145	1.39 : 1
Canooka	43	40	81	1.08 : 1
Kunwarara	33	34	71	0.97 : 1
<i>Total</i>	<i>439</i>	<i>349</i>	<i>786</i>	<i>1.26 : 1</i>

Source: Based on ABS (Australian Bureau of Statistics, 2017f)

#### 6.3.2 Age profile

The population in the local study area is generally older than the population in the regional study area and Queensland. Median age of persons in the state suburbs of the local study area vary from 46 in Marlborough to 59 in Clairview, all of which are higher than the regional study area median ages of 33 (Broadsound – Nebo) and 36 (Central Queensland). As comparison, the median age of persons in the state of Queensland is 37. However, consultation suggested that a generational shift is currently occurring among property owners, with more young families taking over properties.

TABLE 16 MEDIAN AGE

Study area	Geography	Median age of persons
<b>Local Study Area</b>	Ogmore	52
	Marlborough	46
	St Lawrence	55
	Clairview	59
	Canoona	53
	Kunwarara	56
<b>Regional Study Area</b>	Broadsound – Nebo	33
	Central Queensland	36
<b>State</b>	Queensland	37

Source: ABS (Australian Bureau of Statistics, 2017f, 2017a, 2017c)

### 6.3.3 Population trends

Time series profiles are not available for the state suburbs in the local study area. However, consultation with community members revealed a widespread concern about a decline in the population of the communities in the local study areas. This is particularly the case near Marlborough and Ogmore, and is attributed to the Department of Defence property acquisition mentioned above. Community members described the consequence of this in terms of wondering whether the towns were dying.

In contrast, the population in the regional study area has grown, from 203,269 at the time of the 2006 Census to 229,417 in the 2016 Census, a growth rate of 13%. At the same time, the population of the state of Queensland grew by 20%. The regional study area is thus experiencing slower growth than Queensland, and it is likely that the population of the local study area has contracted somewhat. Table 16 shows population trends between 2006 and 2016 for the regional study area and the state of Queensland.

TABLE 17 POPULATION TRENDS

Study Area	2006	2011	2016
Regional Study Area	203,269	221,221	229,417
State	3,904,531	4,332,737	4,703,193

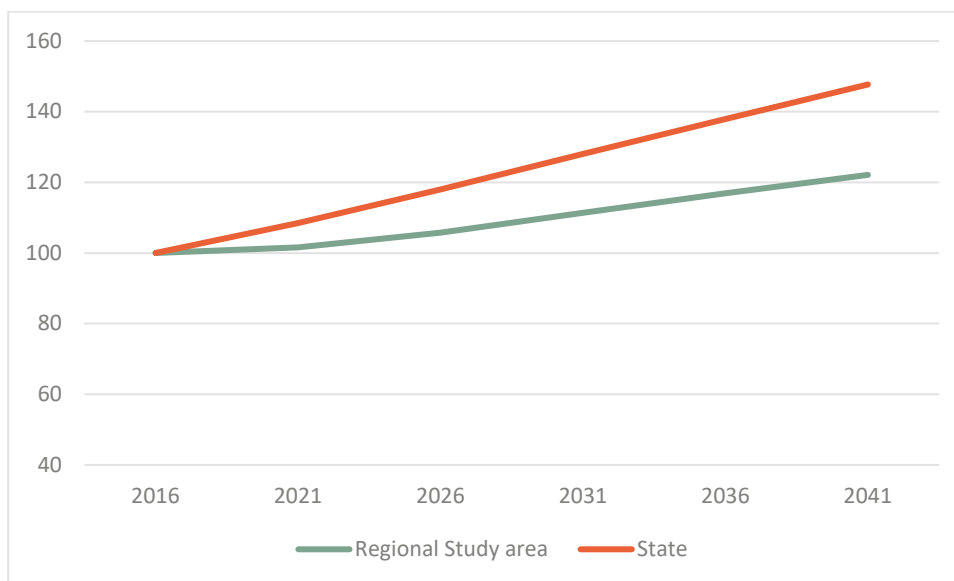
Source: ABS (Australian Bureau of Statistics, 2017h)

Population projections are not available for the state suburbs in the local study area. The regional study area is projected to grow from a population of 235,038 in 2016 to 289,998 in 2041, a growth rate of 22%.<sup>8</sup> This is a slower rate compared to the projected growth for the state of Queensland. Figure 10 below shows indexed population projections for the regional study area and the state, based on the medium series.

<sup>8</sup> Note that the 2016 population here is based on the *Estimated Resident Population*, and therefore different to the population figure in Table 16, which is based on Census enumeration.



**FIGURE 10 POPULATION PROJECTIONS (INDEXED, 2016=100)**



Source: Queensland Government Statistician’s Office (State of Queensland, 2019c, 2019d)

### 6.3.4 Cultural identity and origin

The population of the local study area is more homogenous than in the regional study area and the state of Queensland. Table 17 below outlines the proportion of the population in the various study areas that are born in Australia, speak English only at home and are Australian citizens. Across these three indicators, the proportions of the population with a typical Australian, Anglo-Saxon background is higher in the local study area.

**TABLE 18 CULTURAL AND LINGUISTIC BACKGROUNDS**

Study area	Birthplace Australia	English only spoken at home	Australian Citizen
Local Study Area	86%	94%	91%
Regional Study Area	80%	86%	86%
Queensland	71%	81%	83%

Source: Based on ABS data (Australian Bureau of Statistics, 2017f, 2017a, 2017c)

### 6.3.5 Indigenous People

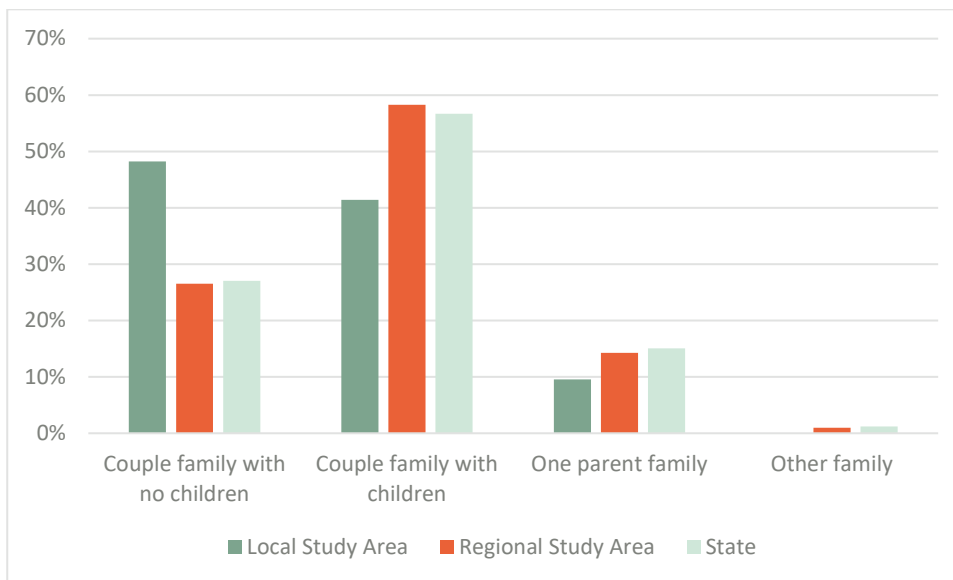
The 2016 Census recorded very few Indigenous persons in the state suburbs that make up the local study area. A total of 13 residents across three of the state suburbs identified as Aboriginal and / or Torres Strait Islander persons. As these numbers are very low they should however be interpreted with caution. In the regional study area there are more Indigenous people, with 310 in Broadsound – Nebo, representing 3.6% of the population, and 12,672 in Central Queensland, representing 5.7%. This is to be compared with the state of Queensland, where 4% are Indigenous (Australian Bureau of Statistics, 2017a, 2017f, 2017c). Across the regional study area the concentration of Indigenous people is higher in Rockhampton, at 7%, and particularly in the Woorabinda Aboriginal Shire, at approximately 95%.



### 6.3.6 Families and households

Couple family with no children is the most common family composition within the local study area, with 48% of all persons in this classification. This is higher than in the regional study area and state. Conversely, the proportion of persons in couple families with children is lower in the local study area. The family composition pattern is likely a reflection of the older population base in the local study area.

**FIGURE 11 FAMILY COMPOSITION**



Source: Based on ABS data (Australian Bureau of Statistics, 2017f, 2017a, 2017c)

There are more lone person households in the local study area than in the regional study area and the state, and consequently fewer family households. This is likely reflective of the ageing population of the local study area. Table 18 below shows the proportion of household types across the study areas.

**TABLE 19 HOUSEHOLD TYPES**

Study Area	Family Household	Lone Person Household	Group Household
Local study area	63%	36%	2%
Regional Study Area	72%	25%	3%
State	72%	23%	5%

Source: Based on ABS data (Australian Bureau of Statistics, 2017f, 2017a, 2017c)

### 6.3.7 Disability

The proportion of the population in the local study area with a core need for assistance is 8%, representing 65 persons.<sup>9</sup> This is slightly higher than in the regional study area and the state, where the relevant proportions are 5% (Australian Bureau of Statistics, 2017a, 2017c).

<sup>9</sup> Note that low numbers for this indicators across the state suburbs in the local study area means the total should be interpreted with caution.

## 6.4 Housing and accommodation

At the time of the 2016 Census there were a total of 515 private dwellings in the local study area, 320 of which were occupied and 209 unoccupied. The unoccupied dwellings thus represents 40% of all private dwellings, an unusually high proportion. In comparison, 18% of the private dwellings in the regional study area were unoccupied, and 11% in the state. This high proportion may be an indication of a recent population decline, a higher number of periodically inhabited holiday homes, or a higher proportion of uninhabitable dwellings. Table 19 below shows the number of occupied and unoccupied private dwellings in the local study area.

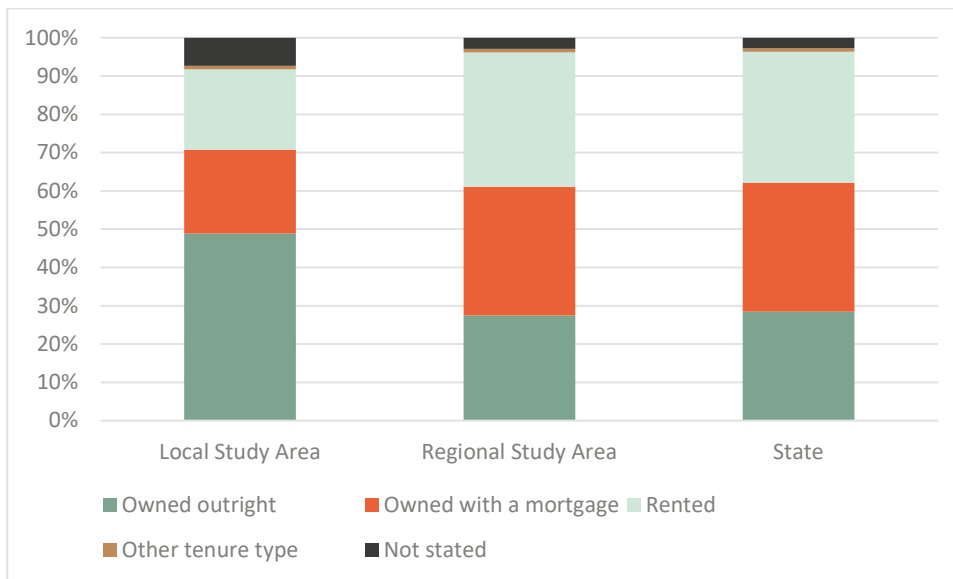
**TABLE 20 DWELLINGS IN THE LOCAL STUDY AREA**

State suburb	Occupied private dwelling	Unoccupied private dwelling	Total
Ogmore	36	18	58
Marlborough	58	22	78
St Lawrence	108	78	177
Clairview	60	75	134
Canooka	27	12	35
Kunwarara	31	4	33
<i>Total</i>	<i>320</i>	<i>209</i>	<i>515</i>

Source: ABS (Australian Bureau of Statistics, 2017f)

More dwellings are owned outright in the local study area than in the regional study area and Queensland. At 48% of dwellings this is the most common tenure, followed by owned with a mortgage (22%) and rented (21%). Figure 12 shows the proportion of tenure types for dwellings in the local and regional study areas and the state.

**FIGURE 12 TENURE TYPES - DWELLINGS**



Source: Based on ABS data (Australian Bureau of Statistics, 2017f, 2017a, 2017c)

Housing costs vary significantly across the state suburbs in the local study area. At the time of the 2016 Census median mortgage repayments varied between \$2,980 in Marlborough, and \$561 in Ogmores, and rents ranged from 0 to \$170. Rents are however generally lower in the local study area than in the regional study area and the state.<sup>10</sup>

TABLE 21 MEDIAN HOUSING COSTS

Study area	Geography	Median mortgage repayment (\$/monthly)	Median Rent (\$/weekly)
<b>Local Study Area</b>	Ogmores	\$561	\$0
	Marlborough	\$2,980	\$53
	St Lawrence	\$1,042	\$62
	Clairview	\$1,100	\$170
	Canoona	\$2,167	\$0
	Kunwarara	\$1,089	\$0
<b>Regional Study Area</b>	Broadsound – Nebo	\$1,092	\$60
	Central Queensland	\$1,733	\$250
<b>State</b>	Queensland	\$1,733	\$330

Source: ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

More up to date data for the regional study area and state paint a comparable picture. Across the regional study area median rents in the regional study area have decreased since a peak in 2012. Currently the median rent for a three bedroom house is \$197 per week in Broadsound – Nebo and \$260 in Central Queensland<sup>11</sup>. This is lower than Queensland, where the median rent for a three bedroom house is \$360 per week (State of Queensland, 2019d, 2019c).

There are too few property sales in the state suburbs in the local study area to meaningfully calculate median or average property values. Searches on common real estate websites suggest very small numbers of properties – often no more than one or two per year – are sold in these suburbs. The regional study area has however experienced a decline in property values since 2012, when the median value of residential dwelling sales peaked at \$450,000 in Broadsound – Nebo and close to \$400,000 in Central Queensland. For the 12 months ending March 2019, the median sale price was \$100,000 for Broadsound – Nebo, and 282,500 for Central Queensland. This reduction in sale prices is likely associated with the downturn in the mining industry, and is to be compared with the State of Queensland where median sale prices have increased somewhat during the same period (State of Queensland, 2019d, 2019c).

#### 6.4.1 Social and affordable housing

Census data does not provide a specific indication of social or affordable housing usage. However, the tenure types of being rented through a state or territory housing authority or housing cooperative, community or church group provide a reasonable approximation of social housing. At the time of the 2016

<sup>10</sup> It is possible that the small number of dwellings in the state suburbs in the local study area influences this variation.

<sup>11</sup> Note that these median rental costs are current and based on rental bond lodgements with the Residential Tenancies Authority and as such can differ significantly from the median rental cost reported in the census data in Table 20.

Census none of the occupied private dwellings in the local study area were reported to be rented through any of these, compared with 3.4% and 0.7% in the regional study area and 3.2% and 0.5% in the state. Consultation with the Department of Housing and Public works confirmed there is no public housing available in the local study area, and that demand is concentrated in the cities in the regional study area.

TABLE 22 SOCIAL HOUSING

Study area	Local Study Area	Regional Study Area	State
Rented through state or territory housing authority	0	2,665 / 3.4%	52,858 / 3.2%
Rented through housing cooperative, community or church group	0	556 / 0.7%	8,657 / 0.5%

Source: Based on ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

Consultation with the Department of Housing and Public Works confirmed the rental market in the cities in the regional area can be volatile, largely driven by changing workforce demand from resource and infrastructure projects. Following a period of relatively low demand, the rental market was now described as becoming increasingly tight, with current rental vacancy rates around 1.7% in Rockhampton and 0.7% at the Capricorn Coast.

#### 6.4.2 Homelessness

Statistical data on homelessness is not available for the local study area. For the regional study area however, the homelessness rate varied between 10.3 per 10,000 for Broadsound – Nebo, and 40.8 for Central Queensland at the time of the 2016 Census, representing a total of 943 persons. This is slightly lower than the Queensland homelessness rate of 45.6 per 10,000 persons (State of Queensland, 2019d, 2019c). Feedback from consultation suggest homelessness is primarily a challenge in the cities within the regional study area.

#### 6.4.3 Short term accommodation

There are a few commercial, short term accommodation facilities available in the local study area. Currently, these mostly provide for tourists and occasional short term workers. The following short term accommodation facilities have been identified in the local study area within a safe driving distance of the proposed project:

- The *Marlborough Motel and Caravan Park* is located along the Bruce Highway near the township of Marlborough, and provides motel rooms, camping facilities, cabins and a restaurant. It has seven motel rooms, 16 units of workers accommodation, and ten non-ensuited budget rooms for rent;
- The *Marlborough Hotel* is located in the Marlborough township, and provides rooms, a bar and a lounge dining room. There are nine rooms for nightly rent;
- The *St Lawrence Hotel* is located in St Lawrence and has eight rooms for overnight accommodation; and

- The *BarraCrab Caravan Park* is located in the township of Clairview and caters largely for tourists. It has twenty non-ensuited bungalows and seven ensuited bungalows, kitchen, dining facilities, a bar and a convenience store.

## 6.5 Socio-Economic indicators

### 6.5.1 Income

Median incomes are generally lower in the local study area compared to the regional study area and the state. With the exception of Marlborough, median personal incomes in the state suburbs in the local study area are all lower than in the state and regional study areas. Median family incomes are lower in all state suburbs in the local study area. Conversely, the regional study area has higher median incomes than the state of Queensland.

TABLE 23 MEDIAN INCOMES

Study area	Geography	Median Personal Income (\$/week)	Median Family Income (\$/week)
<b>Local Study Area</b>	Ogmore	575	1,375
	Marlborough	706	1,325
	St Lawrence	464	1,312
	Clairview	387	777
	Canoona	425	1,275
	Kunwarara	383	850
<b>Regional Study Area</b>	Broadsound – Nebo	1,040	2,254
	Central Queensland	664	1,740
<b>State</b>	Queensland	660	1,661

Source: ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

### 6.5.2 Socio-economic disadvantage

The Socio-Economic Indexed For Australia (SEIFA) measures relative disadvantage and advantage between geographical areas in Australia. The state suburbs in the local study are all found in the lower deciles of the index of socio-economic disadvantage, meaning they are relatively disadvantaged. The suburbs rank from St Lawrence and Clairview in the first decile, via Canoona in the third decile to Marlborough, Ogmore and Kunwarara in the fourth decile.

TABLE 24 SEIFA – LOCAL STUDY AREA<sup>12</sup>

State Suburb	Index of Relative Socio-economic disadvantage	
	Score	Decile
Ogmore	983	4
Marlborough	983	4
St Lawrence	861	1
Clairview	861	1
Canoona	956	3

<sup>12</sup> ABS notes that the SEIFA values should be interpreted with caution.

Kunwarara	983	4
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Source: ABS (Australian Bureau of Statistics, 2018)

### 6.5.3 Labour force

The labour force in the local area consisted of 367 persons at the time of the 2016 Census, representing a labour force participation rate of 54%. This is a lower labour force participation rate than in the regional study area and state. Unemployment rates in the local study area was approximately 5% at the time of the 2016 Census, representing 19 persons<sup>13</sup>.

TABLE 25 LABOUR FORCE AND UNEMPLOYMENT

Study area	Geography	Labour force	Labour force participation	Unemployment
<b>Local Study Area</b>	Ogmore	50	60.2%	6%
	Marlborough	89	70.6%	3.4%
	St Lawrence	106	51%	9.4%
	Clairview	46	33.8%	6.5%
	Canoona	35	53%	0%
	Kunwarara	41	65.1%	0%
	<i>Total local study area</i>	<i>367</i>	<i>54%</i>	<i>5%</i>
<b>Regional Study Area</b>	Broadsound – Nebo	4,084	61.9%	4.6%
	Central Queensland	106,937	61.8%	8.7%
	<i>Total regional study area</i>	<i>111,021</i>	<i>61.8%</i>	<i>8.5%</i>
<b>State</b>	Queensland	2,312,114	61%	7.6%

Source: ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

The dominant industry of employment in the local study area is agriculture, forestry and fishing, representing 43% of the employed persons. This is followed by mining which employed 33 persons in 2016, and public administration, with 24 persons. Together, the top three industries of employment represent 60% of the employment in the local study area, indicating that economic activity is concentrated in a small number of sectors. By contrast, the industries of employment in the regional study area and state are more diversified. Table 25 below shows the top three industries of employment for the local and regional study areas and the state of Queensland.

TABLE 26 TOP THREE INDUSTRIES OF EMPLOYMENT

Local study area	Regional study Area	State
Agriculture, forestry and fishing – 146 / 42.6%	Health care and social assistance 10,366 / 10.2%	Health care and social assistance - 276,945 / 13%
Mining – 33 / 9.6%	Mining – 10,107 / 10%	Retail trade - 211,778 / 9.9%
Public administration – 24 / 7%	Retail trade – 9,528 / 9.4%	Construction - 191,338 / 9%

<sup>13</sup> Note that this figure has been arrived at by adding several small values, and thus should be interpreted with significant caution.

## SOCIAL IMPACT ASSESSMENT

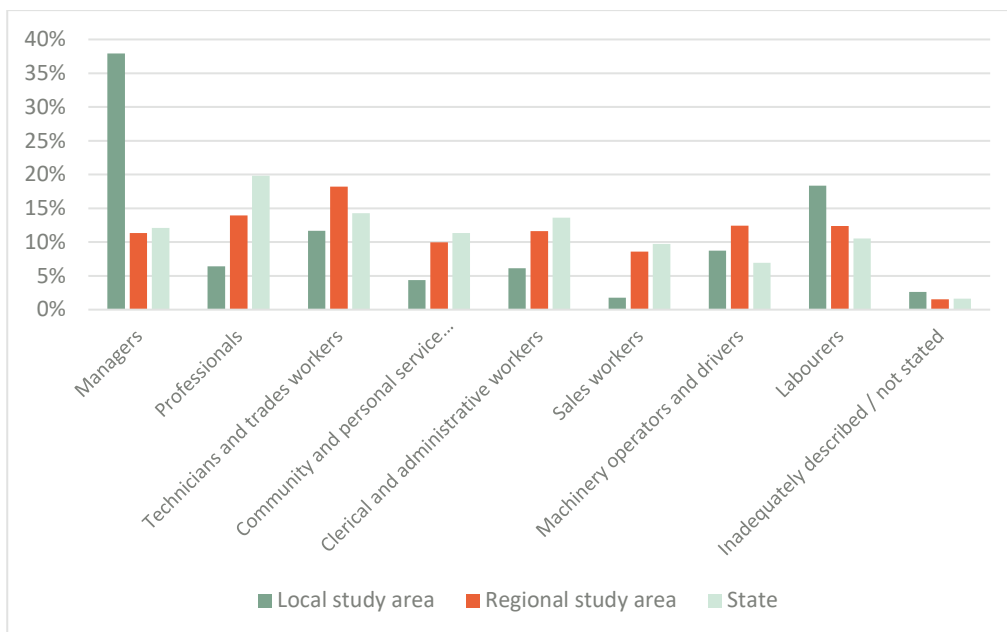
Source: Based on ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

This data suggests that there is a significant part of the workforce with experience in the mining industry across the local and regional study areas. It is likely that many of the people employed in the mining industry in the regional study area are based in the mining towns in the Bowen Basin, in the western part of the regional study area. However, a significant proportion of the people in the mining industry live in the Rockhampton region (1,750 persons), and in the Livingstone Shire Council area (1,463 persons) (Australian Bureau of Statistics, 2017d, 2017b).

Consultation with stakeholders in the local and regional study areas also suggest many of these currently work under drive in / drive out (DIDO) arrangements at mines in the southern Bowen Basin, and that many may be interested in mining employment closer to their homes in the local study area, Rockhampton or Yeppoon.

The most common occupation in the local study area is manager, with a total of 130 persons in that occupation at the time of the 2016 Census, representing 38% of the population aged 15 or over. The second most common occupation was labourer, with 18%, followed by technicians and trade workers at 12%. The large number and proportion of managers is largely driven by people in the agriculture, forestry and fishing industries, and is likely representing self employed farmers. Figure 13 below shows the proportion of the population aged 15 and over in various occupations across the study areas.

**FIGURE 13 OCCUPATIONS<sup>14</sup>**



Source: Based on ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

<sup>14</sup> Small values across some of these categories means data should be interpreted with caution.

## 6.6 Business

There is limited statistical information about businesses at the local study area level. In the regional study area there were however 642 business in Broadsound – Nebo, and 17,522 in Central Queensland, and 448,725 in the state of Queensland. The employment size of businesses in the regional study area is similar to Queensland, with most (63%) being non-employing businesses. Figure 14 below shows the proportions of businesses in the regional study area and state by employment size categories.

**FIGURE 14 BUSINESS EMPLOYMENT SIZE**



Source: Queensland Government Statistician’s Office (State of Queensland, 2019d, 2019c)

Agriculture, forestry and fishing is the most common industry for businesses in the regional study area. 337 businesses in Broadsound – Nebo were in this industry, representing 52.5% of all businesses, compared to 4,629 or 26.4% in Central Queensland. In total, there are close to 5,000 businesses in this category in the regional study area, followed by construction with 2,809 businesses and rental, hiring and real estate services with 1,642 businesses and other services with 1,119. There were 156 registered businesses in the mining industry. This data thus suggests there are many businesses that can potentially supply to the project in the regional area. Table 26 below shows the number of businesses in the regional area by industry.

**TABLE 27 BUSINESSES BY INDUSTRY IN REGIONAL STUDY AREA**

Industry	Number of businesses	Proportion
Agriculture, forestry and fishing	4,966	27.3%
Construction	2,809	15.5%
Rental, hiring and real estate services	1,642	9%
Other services	1,119	6.2%
Professional, scientific and technical services	1,055	5.8%
Financial and Insurance services	1,037	5.7%



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Industry	Number of businesses	Proportion
Transport, postal and warehousing	1,028	5.7%
Retail trade	923	5.1%
Health care and social assistance	724	4%
Accommodation and food services	694	3.8%
Administrative and support services	547	3%
Manufacturing	513	2.8%
Wholesale trade	318	1.8%
Education and training	211	1.2%
Arts and recreation services	161	0.9%
Mining	156	0.9%
Not classified	117	0.6%
Electricity, gas, water and waste services	63	0.3%
Information media and telecommunications	44	0.2%
Public administration and safety	37	0.2%
<b>Total</b>	<b>18,164</b>	<b>100%</b>

Source: Queensland Government Statistician's Office (State of Queensland, 2019d)

Consultation with local economic development bodies has confirmed there are several businesses across the regional study area that have in the past supplied to mining and infrastructure projects and operations and which thus are likely to have the capacity to supply to the Central Queensland Project.

### 6.6.1 Indigenous businesses

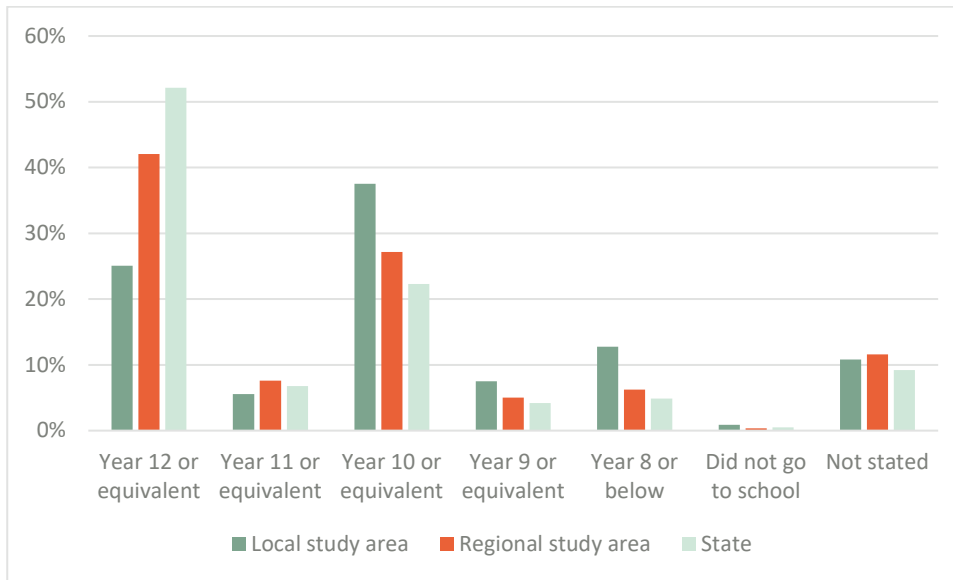
The Department of Aboriginal and Torres Strait Island Partnerships (DATSIP) has collated a business directory for Indigenous businesses in the Wide Bay Burnett and central Queensland Regions, the *Deadly Directory*. A total of 90 entities are in the directory as of October 2019. The directory identifies Indigenous businesses across seventeen categories, some of which may be relevant to the project. These primarily include haulage, electrical, civil and plant hire, but also ancillary services such as cleaning, plumbing, painting, professional services and security (Department of Aboriginal and Torres Strait Islander Partnerships, 2019).

### 6.7 Education

Education levels in the local study area are lower than in the regional study area and Queensland. Of the population 15 years and over, 25% in the local study area had completed year 12, or equivalent compared to 42% in the regional study area, and 52% in the state of Queensland. The proportion of the population who completed years 10, 9 or 8 as the highest year of schooling was higher in the local study area. Figure 15 shows the highest year of schooling completed for the populations in the local and regional study areas and the state.

## SOCIAL IMPACT ASSESSMENT

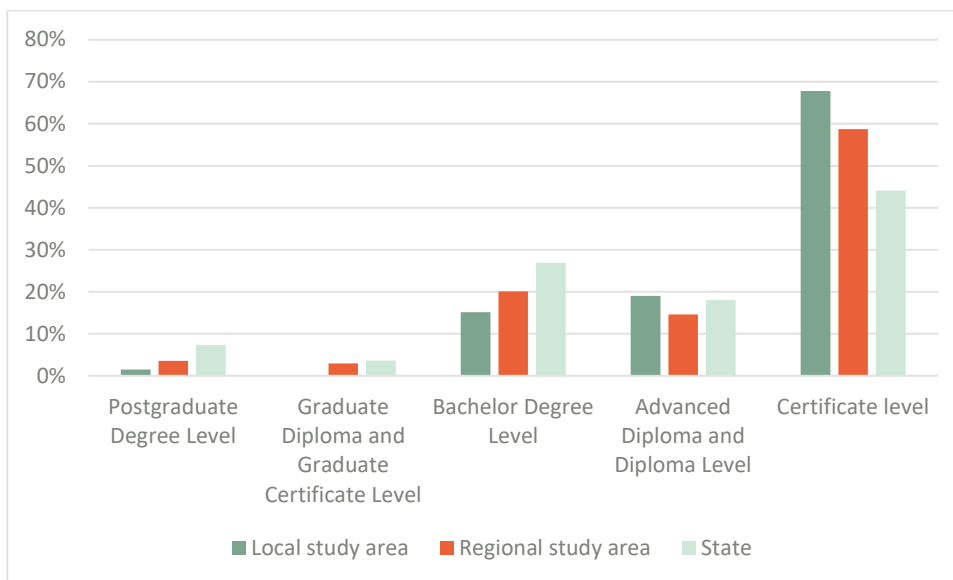
**FIGURE 15 HIGHEST YEAR OF SCHOOLING COMPLETED**



Source: Based on ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

In terms of non-school qualifications, certificate level qualifications is most common in the local study area, at 68%, or 139 persons of the 205 persons aged 15 years and over. The numbers and proportions of persons with university degrees is consequently lower. Figure 16 below shows the proportions with various non-school qualifications across the local, regional and state study areas.

**FIGURE 16 NON-SCHOOL QUALIFICATIONS**



Source: Based on ABS (Australian Bureau of Statistics, 2017a, 2017f, 2017c)

### 6.7.1 Education facilities

There are numerous schools across the regional study area. In the local study area however, there are only two primary schools. *Marlborough State School* is a multigrade co-educational school located in the

## SOCIAL IMPACT ASSESSMENT

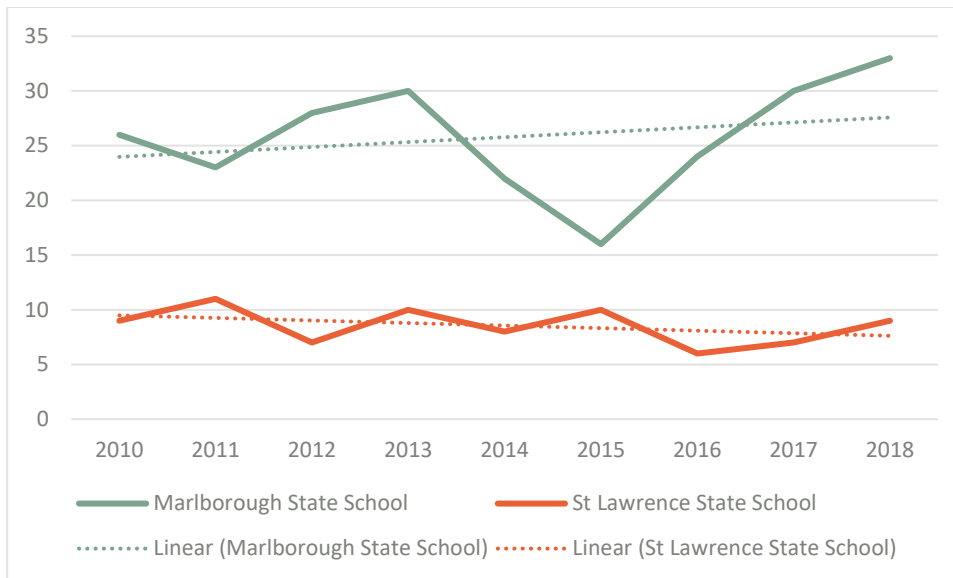
Marlborough township. The catchment for the Marlborough State School extends across the Ogmoo and Marlborough communities as well as Shoalwater and Stanage outside the local study area. The school offers kindergarten and prep to year 6 education. In 2018, the school had four teaching staff and six non-teaching staff, reflecting a full time equivalent of 3 teaching staff and three non-teaching staff. The school had 33 students enrolled in 2018.

*St Lawrence State school* is located in the township of St Lawrence. It offers kindergarten to year six education, and had nine students enrolled in 2018. In 2018 the school had a full time equivalent of one teaching staff over two persons, and two full time equivalent non-teaching staff, over six persons.

The southern edge of the local study area is within the catchment of the Milman State School, which is located just outside the local study area. Likewise, Clairview in the northern end of the local study area is within the school catchment for the Camila State School, located north of the township.

Both Marlborough State School and St Lawrence State Schools have experienced fluctuations in enrolments in recent years. The schools' enrolment trends since 2010 have however been reasonably stable. Consultation with Department of Education has confirmed both schools have the capacity to accommodate growth, and that student numbers would have to double before additional capital works would be needed. Figure 17 below shows enrolment numbers and trends for the two schools since 2010.

**FIGURE 17 ENROLMENT TRENDS, MARLBOROUGH STATE SCHOOL AND ST LAWRENCE STATE SCHOOL**



Source: Queensland Government, Department of Education (Department of Education, 2011a, 2011b, 2018b, 2012b, 2012a, 2013, 2015, 2016, 2017b, 2017a, 2018a)

The kindergarten program offered by the Marlborough and St Lawrence State Schools are the only early childhood education service identified within the local study area.

There are no high schools located in the local study area. Students from the local study area tend to attend boarding school in Rockhampton or Mackay after finishing year six, or travel to high school using a daily bus service although it has been reported the latter is uncommon. The closest state high school is the Glenmore State High school, located in the northern suburbs of Rockhampton. Students in the southern

part of the local study area tend to travel to Rockhampton for high school, whereas students from the communities in the northern part of the local study area often travel to Sarina or Mackay.

### **6.7.2 Tertiary and technical education**

Central Queensland University is the main tertiary education facility in the regional study area, with campuses in Rockhampton, Gladstone and Emerald, as well as at various other locations across Queensland. The university also offers distance education, and has over 30,000 students.

The university merged with Central Queensland TAFE in 2014 thus creating Queensland's first dual sector university. The university now offers short courses and certificates, as well as undergraduate, post graduate and research degrees across many study areas (Central Queensland University, n.d.)

## **6.8 Health and wellbeing**

There is limited statistical data on health and wellbeing available at the local area level. However, consultation with Queensland Health confirmed that a core issue in relation to health services in the area is the ageing population. Consultation further suggests there are areas of relative wealth in the local areas, but also pockets of vulnerability and disadvantage, which is often associated with poorer health outcomes. Likewise, the ongoing drought and the acquisition of properties by the Department of Defence appear to affect the wellbeing of residents in the local area. Conversely, the strong social capital evident in the area can be associated with better wellbeing outcomes.

There are no health services available in the local area. Residents in the local area primarily travel to Rockhampton or Mackay to access GP, specialist or hospital care. Rockhampton Hospital is the main hospital in the regional area, and provides a wide range of health services including a 24 hour emergency department, an outpatient department, maternity and paediatric services, and a range of other specialist and allied health services. There is also a small hospital with 22 beds located in Yeppoon.

Consultation with Queensland Health suggests that the hospital services in the region are likely to be able to absorb any additional demand from the project. However, in conjunction with other projects planned for the region, as well as anticipated growth in the resource sector across the Bowen and Galilee Basins, additional demand may be placed on hospital services.

## **6.9 Social infrastructure and facilities**

### **6.9.1 Emergency services**

The local and regional study areas are located in the QFES central region, with head office in Rockhampton. There are numerous fire and emergency services facilities across the regional study area. In the local study area however, the emergency services are provided primarily by volunteers within the Rural Fire Brigades and the State Emergency Services (SES).

There is a rural fire brigade and SES Unit in Marlborough with approximately 50 members. The units have a light fire fighting truck and slip on units, and are trained in road crash rescue, due to the distance to other permanently staffed QFES units. There is also a smaller rural fire brigade in Ogmoo, with just over 20 members. The Ogmoo brigade uses slip on units which are housed at various rural producers. Further

to the north there are rural fire brigades in St Lawrence and Clairview, both with light trucks, and an SES unit in St Lawrence which is also trained in road crash rescue.

The closest permanent QFES station is located in the northern suburbs of Rockhampton, as well as an auxiliary station in Carmila.

### 6.9.2 Police and ambulance

There are two police stations in the local study area; one located in St Lawrence and one in Marlborough. Both stations are single officer stations. Consultation with the officers at the police stations suggest most of their issues are related to road traffic on the Bruce Highway.

There is one permanently staffed ambulance station in Marlborough, and a volunteer station in St Lawrence.

### 6.9.3 Essential services

The towns in the local study area generally have town water but rely on their own sewerage systems. Water is generally sourced from bores or creeks. The exception is Clairview which does not have town water. In relation to electricity, residents described how their electricity was less than reliable, as they were at “the end of the line”.

### 6.9.4 Other community facilities

There are few other community facilities in the communities in the local study area. These include public halls, parks and playgrounds in St Lawrence and Marlborough, a pool in both these towns and showgrounds. Marlborough is also home to a community owned museum showcasing the town’s rich history and a library that is open a twice a week. Consultation with community residents suggest some travel frequently into Rockhampton to access sport, leisure and cultural facilities.

## 6.10 Summary of Baseline

In summary, key points emerging from this social baseline are:

- The local study area is a rural area characterised predominantly by cattle grazing, commercial fishing and a history of mining. It contains small communities with an ageing, declining population. Residents cherish the strong community values and friendliness of their communities, and the coastal lifestyle with opportunities for recreational fishing;
- There are few services or facilities in the towns in the local study area, and residents generally travel to the nearby regional cities for shopping, to access government services, health care, sport or cultural experiences;
- The local study areas experience relative socio-economic disadvantage, with SEIFA values ranging between the first and fourth decile;
- The proportion of Indigenous population in the regional study is slightly higher than that of Queensland. Concentrations of Indigenous people are higher in Rockhampton and Woorabinda. Very few residents in the local study area identify as Indigenous;



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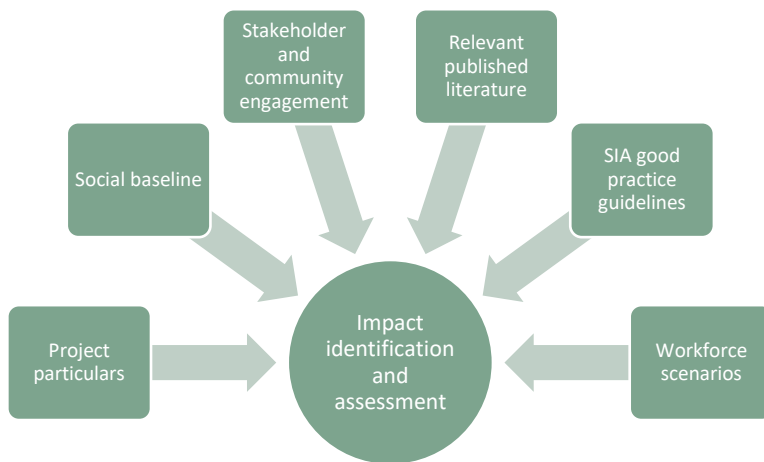
- The workforce in the local area is largely working in agriculture, but mining is the second largest industry of employment. Approximately 10% of the workforce in both the local and regional study areas are employed in the mining industry. This suggests there is potential to source a significant proportion of the project workforce from the local and regional areas;
- By contrast, it was noted that there are signs of increasing demand for skilled workers in the mining industry in the region;
- Housing costs in the local study area are low, there are few offered for sale or rent, and there is no public housing in the local study area. In the regional study area, both the purchase and rental markets are influenced by the fortunes of the mining industry, and there are indications the rental market in particular is tightening;
- There are several vacant dwellings in the local study area; a total of 209 dwellings representing 40% of all private dwellings in the region. The ownership and conditions of these is not known, but it is possible that there is housing stock in the region for potentially in-migrating project employees; and
- Several businesses with capability to service the mining industry are located in the regional study area, including some Indigenous businesses. There are few businesses with capability to service a mine project in the local study area.

## 7. SOCIAL IMPACTS

This section identifies and analyses social impacts that may occur as a result of the Central Queensland Coal project. The full methodology is described in section 2 above.

Key data sources for the impact identification and assessment are the specifics of the project, the social baseline, information from the stakeholder and community engagement, and workforce sourcing scenarios. The data has been supplemented and correlated with published literature and SIA good practice guidelines where relevant.

**FIGURE 18 DATA SOURCES FOR IMPACT IDENTIFICATION AND ASSESSMENT**



When assessing social impacts, the rating tool described in section 2.2.4 has been used. However, as social impacts are not always easily quantified, the descriptors provided in the matrix serve as a guide orienting the assessment, taking into account additional factors such as the extent and intensity of the impact, the likely stakeholder experience of the impact, subject positions, as well as degrees of stakeholder vulnerability.

The section proceeds as follows; first, workforce sourcing scenarios are described, second, social impacts are identified and assessed, and finally potential cumulative impacts are described.

### 7.1 Workforce sourcing scenarios

The workforce practices of a project are a key driver of many social impacts. Two workforce sourcing scenarios have been developed for each of the construction and operations workforces to inform the impact assessment of related social impacts. It is important to note that scenarios are not *predictions*; the exact composition of local, regional or state wide residents, of existing or in-migrating people, and their various family and dwelling situations will not be known until the project will start hiring its workforce, and even then it will change over time. On the contrary, scenarios assist in thinking of possible futures, considering implications of these, and orienting management and mitigation measures.

It is also important to note that these are *workforce* sourcing scenarios. The assumptions underpinning these scenarios have been developed taking into account existing demographic and employment data for

the local and regional study areas and experience from comparable mining projects. The scenarios seek to model *direct* migration related effects of various workforce sourcing options. Indirect and induced population effects are not included as the values generated through these scenarios are too low to consider these with any confidence.

### 7.1.1 Construction workforce

Construction workforces are temporary in nature, and many construction workers move frequently between projects across large geographies. It is considered unlikely that the construction workforce will source a significant number of workers from the local study area. The main variables in the construction workforce sourcing scenarios is therefore the proportion of workers from the regional study area and the state. Two construction workforce scenarios have been developed, the first of which considers a predominantly regionally based workforce, consisting of existing residents and those who relocate to reside in the region, a smaller workforce commuting from the rest of the state, and an even smaller cohort recruited from existing residents in the local study area. The second scenario assumes a smaller, but still significant proportion recruited from the regional area, approximately the same proportion from the state, and a very small proportion from the local study area. Figure 19 below describes these scenarios, the assumptions underpinning each, and outputs at peak construction workforce sizes for each of the construction phases.

FIGURE 19 CONSTRUCTION WORKFORCE SCENARIOS

	Scenario C1: Predominantly regional	Scenario C2: Predominantly state
Assumptions	<ul style="list-style-type: none"> <li>7.5% sourced from existing residents in local study area</li> <li>85% sourced from regional study area, with 60% existing residents and 25% in-migrating</li> <li>7.5% sourced from rest of Queensland</li> <li>In-migrating residents have similar household composition as region (2.6 persons per household)</li> <li>All state residents stay in project provided accommodation</li> <li>Local and regional residents day commute and stay in their private homes</li> </ul>	<ul style="list-style-type: none"> <li>2.5% sourced from existing residents in local study area</li> <li>50% sourced from regional study area, with 25% existing residents, and 25% in-migrating</li> <li>47.5% sourced from rest of Queensland</li> <li>In-migrating residents have similar household composition as region (2.6 persons per household)</li> <li>All state residents stay in project provided accommodation</li> <li>Local and regional residents day commute and stay in their private homes</li> </ul>
Peak of phase one –222 workers	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>17 local residents</li> <li>133 existing regional residents</li> <li>55 in-migrating regional residents</li> <li>17 from rest of Queensland</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>144 persons migrating to regional study area, of which 33 children</li> <li>Workforce accommodation required for at least 17 persons</li> </ul>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>6 local residents</li> <li>55 existing regional residents</li> <li>55 in-migrating regional residents</li> <li>105 from rest of Queensland</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>144 persons migrating to regional study area, of which 33 children</li> <li>Workforce accommodation required for at least 105 persons</li> </ul>
Peak of phase two – 150 workers	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>11 local residents</li> <li>90 existing regional residents</li> <li>38 in-migrating regional residents</li> <li>11 from rest of Queensland</li> </ul> <p><b>Implications</b></p>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>4 local residents</li> <li>38 existing regional residents</li> <li>37 in-migrating regional residents</li> <li>71 from rest of Queensland</li> </ul> <p><b>Implications</b></p>



- 98 persons migrating to regional area, of which 23 children
- Workforce accommodation required for at least 11 persons

- 98 persons migrating to regional area, of which 23 children
- Workforce accommodation required for at least 71 persons

Under the *predominantly regional* scenario, 133 existing regional area residents would be employed at peak of the first construction stage, and 55 would have migrated into the regional area to work on the project. Assuming that the in-migrating workforce household size is similar to that of Central Queensland – household size of 2.6 – this would see an additional 144 people move into the regional study area. Under this scenario 17 persons would be commuting from the rest of Queensland to work on the project, and 17 would be drawn from the existing workforce in the local study area.

During the second construction phase, at which the western infrastructure is constructed a peak of 90 existing regional area residents would be employed, 38 would relocate to reside in the regional area and 11 local residents would be employed. Applying the same household size assumptions, this would equate to an additional 98 residents in the regional study area. At this stage, eleven workers would be commuting from the rest of the state.

The *predominantly state* scenario would see 47.5% of the construction workforce sourced from outside the regional study area, 25% from existing regional residents, 25% from in-migrating regional residents, and 2.5% from the local study area. Assumptions about household composition remain the same. This would lead to the first construction stage sourcing 105 workers from outside the regional study area, 55 would migrate in and 55 would be existing residents in the regional study area. Six local residents would be employed. This would equate to a regional in-migration of 144 persons, of which 33 are children.

At the peak of the second construction phase this scenario would involve a workforce of 71 Queensland residents commuting to work on the project, 37 migrating to the region, 38 already living in the region, and 4 local residents. The regional population growth induced by this scenario would equate to 98 persons, of which 23 children.

### 7.1.2 Operational workforce

For the operational workforce, two scenarios have been developed:

- a predominantly local workforce scenario, where half of the workforce is sourced from the local study area, 45% from the region, and the remainder from the rest of Queensland
- a predominantly regional workforce scenario, where 20% is sourced from the local study area, 75% from the regional study area, and the remainder from the state of Queensland.

Both of these scenarios share assumptions of an equal split between recruitment of existing and in-migrating residents for each area (except the state), and that the family and dwelling arrangements are similar to averages for the regional study area.

Figure 20 below describes these scenarios as well as workforce composition and implications at three points; year 1 with a total operational workforce of 100 persons, year 4 with a workforce of 167 persons, and year 12 when the workforce is 500 persons.

## SOCIAL IMPACT ASSESSMENT

**FIGURE 20 OPERATIONAL WORKFORCE SCENARIOS**

	Scenario O1: Predominantly Local	Scenario O2: Predominantly Regional
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• 50% of workforce sourced from local study area, of which 25% existing, and 25% in-migrating residents</li> <li>• 45% of workforce sourced from regional study area, of which 22.5% existing and 22.5% in-migrating residents</li> <li>• 5% of workforce sourced from rest of Queensland</li> <li>• Household composition of in-migrating residents similar to regional study area</li> </ul>	<ul style="list-style-type: none"> <li>• 20% of workforce sourced from local study area, of which 10% existing and 10% in-migrating residents</li> <li>• 75% of workforce sourced from regional study area, of which 37.5% existing and 37.5% in-migrating residents</li> <li>• 5% of workforce sourced from rest of Queensland</li> <li>• Household composition of in-migrating residents similar to regional study area</li> </ul>
<b>100 workers, year 1</b>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 25 existing local residents in workforce</li> <li>• 25 workers moving in to local study area</li> <li>• 22 existing regional residents in workforce</li> <li>• 23 in-migrating regional residents</li> <li>• 5 sourced from state</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>• Local study area population grows with 65 persons, including 15 children</li> <li>• Regional study area population grows with 59 persons, including 14 children</li> <li>• 50 workers day commute with own car from within local study area</li> <li>• 45 workers day commute with bus from regional study area</li> <li>• 5 workers stay in project accommodation</li> <li>• Demand for 25 houses for rent or purchase in local study area and 23 in regional study area</li> </ul>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 10 existing local residents in workforce</li> <li>• 10 workers moving in to local study area</li> <li>• 37 existing regional residents in workforce</li> <li>• 38 in-migrating regional residents</li> <li>• 5 sourced from rest of Queensland</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>• Local study area grows with 26 persons, including 6 children</li> <li>• Regional study area grows with 98 persons, including 23 children</li> <li>• 20 workers day commute with own car from within local study area</li> <li>• 75 workers day commute with bus from regional study area</li> <li>• 5 workers stay in project accommodation</li> <li>• Demand for 10 houses for rent or purchase in local study area and 38 in regional study area</li> </ul>
<b>167 workers, year 4</b>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 42 existing local residents in workforce</li> <li>• 42 workers moving into local study area</li> <li>• 38 existing regional residents in workforce</li> <li>• 38 in-migrating regional residents</li> <li>• 7 sourced from state</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>• Local study area population grows with 109 persons, including 25 children</li> <li>• Regional study area population grows with 98 persons, including 23 children</li> <li>• 84 workers day commute with own car from within local study area</li> <li>• 76 workers day commute with bus from regional study area</li> <li>• 7 workers stay in project accommodation</li> <li>• Demand for 42 houses for rent or purchase in the local study area and 38 in regional study area</li> </ul>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 17 existing local residents in workforce</li> <li>• 17 workers moving into local study area</li> <li>• 63 existing regional residents in workforce</li> <li>• 63 in-migrating regional residents</li> <li>• 7 sourced from rest of Queensland</li> </ul> <p><b>Implications</b></p> <ul style="list-style-type: none"> <li>• Local study area grows with 43 persons, including 10 children</li> <li>• Regional study area grows with 163 persons, including 38 children</li> <li>• 34 workers day commute with own car from within local study area</li> <li>• 126 workers day commute with bus from regional study area</li> <li>• 7 workers stay in project accommodation</li> <li>• Demand for 17 houses for purchase or rent in local study area and 63 in regional study area</li> </ul>
<b>500 workers, year 12</b>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 125 existing local residents in workforce</li> <li>• 125 workers moving in to local study area</li> </ul>	<p><b>Workforce composition</b></p> <ul style="list-style-type: none"> <li>• 50 existing local residents in workforce</li> <li>• 50 workers moving in to local study area</li> </ul>

## SOCIAL IMPACT ASSESSMENT

	Scenario O1: Predominantly Local	Scenario O2: Predominantly Regional
	<ul style="list-style-type: none"> <li>• 112 existing regional residents in workforce</li> <li>• 113 in-migrating regional residents</li> <li>• 25 sourced from state</li> </ul> <p><i>Implications</i></p> <ul style="list-style-type: none"> <li>• Local study area population grows with 325 persons, including 75 children</li> <li>• Regional study area population grows with 293 persons, including 68 children</li> <li>• 250 workers day commute with own car from within local study area</li> <li>• 226 workers day commute with bus from regional study area</li> <li>• 25 workers stay in project accommodation</li> <li>• Demand for 125 houses for purchase or rent in local study area and 113 in regional study area</li> </ul>	<ul style="list-style-type: none"> <li>• 187 existing regional residents in workforce</li> <li>• 188 in-migrating regional residents</li> <li>• 25 sourced from rest of Queensland</li> </ul> <p><i>Implications</i></p> <ul style="list-style-type: none"> <li>• Local study area grows with 130 persons, including 30 children</li> <li>• Regional study area grows with 488 persons, including 113 children</li> <li>• 100 workers day commute with own car from within local study area</li> <li>• 376 workers day commute with bus from regional study area</li> <li>• 25 workers stay in project accommodation</li> <li>• Demand for 50 houses for rent or purchase in local study area, and 188 in regional study area</li> </ul>

The *predominantly local* scenario would see 50 local residents employed initially, increasing to 84 in year 4 and to 250 in year 12. Under this scenario half of these would be drawn from existing residents, and half would be migrating into the local study area. This would equate to an additional 65 local residents at year 1, increasing to 109 at year 4 and 325 at year 12, of which 15, 26 and 75 respectively are children. Population growth in the regional study area is likely to be up to 293 persons, of which 68 children at year 12.

The *predominantly regional* scenario would see fewer local residents employed; starting at 20 of which half are existing and half in-migrating and growing to a total of 100 at peak production in year 12. This would lead to an in-migration to the local area of 130 persons at year 12, of which 23 are children. At a regional level, the in-migration associated with this scenario would be 98 new regional residents initially, growing to 163 and then to 488 at peak production, of which 113 are children.

Both scenarios generate extreme outputs at peak production in year 12 of the project. However, as these production levels are only likely to occur for one year, it is unlikely the assumptions underpinning these scenarios (which have been generated for a stable operational workforce) will be applicable to this stage. In the following impact assessment, the likelihood of these occurring is discussed, where relevant.

## 7.2 Impact identification and assessment

### 7.2.1 Population

#### *Resident population*

The population growth induced by the project, including construction and operations is likely to be minor but predominantly positive at the regional scale, as is any change to age or sex profiles of the residents in the region. The predominantly regional scenario operational workforce scenario would see a population

growth in the regional study area of 488 persons at peak production in year 12 of the project<sup>15</sup>. If all of these settled in Yeppoon and Rockhampton, that would contribute to a population increase of 0.6% to these two cities, compared with 2016 Census population figures. Population impact caused by the project on a regional scale is therefore considered to be minor, and attendant impacts on demand for social infrastructure and services are equally considered manageable.

Within the local study area, the project has – on the contrary – the potential to significantly impact the size and composition of the population. This may involve the following changes:

- Increase in permanent resident population;
- Increase in non-resident population;
- Potential to affect the male to female ratio; and
- Potential to reduce age profile.

The *predominantly local* scenario would see the resident population in the local study area grow by 8% in the first few years of the project, increasing to 15% at year 4 and 41% at year 12; all on 2016 census population figures. The *predominantly regional* scenario would see a smaller but still noticeable growth rate. As noted above, it is unlikely that the growth of 41% would eventuate.

**TABLE 28 POTENTIAL DIRECT POPULATION GROWTH IN LOCAL STUDY AREA**

	<b>Year 1</b>	<b>Year 4</b>	<b>Year 12</b>
<b>Predominantly local</b>	8%	15%	41%
<b>Predominantly regional</b>	3%	6%	17%

Although population growth may come with challenges, the residents within the local study area overwhelmingly want to see a reversal of the decline of their communities, and as such this is predominantly seen as a positive impact.

It is difficult to quantify impacts to age and sex profiles in the local area. Assuming however that the in-migrating workforce is representative of the population in the regional study area, it seems likely that the age profile of the local study area would reduce (as in-migrants are more likely to be working age). It is even more difficult to quantify impacts to the sex ratio of the local area, although it seems possible that the permanent in-migrating workforce may reduce the existing skewed male to female ratio. On the contrary, if the in-migrating workforce is predominantly single males, the opposite may occur.

Although primarily seen as a positive, it is possible that population growth will alter the social dynamic and value systems of the local area, as new people arrive with potentially different value systems. This is seen as a low risk as generally when workers transfer into a regional area there is a positive desire to do so which generates values closely aligned to the existing community. Population growth in the local study area will also impact demand for the limited infrastructure and services available in the local study area. These impacts are discussed in sections 7.2.3 and 7.2.6 below.

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<sup>15</sup> Excluding those who settle in the local study area

### *Non-resident population*

Non-resident population growth includes workers that stay overnight in project accommodation facilities while on shift. This would be negligible at a regional scale as it is likely that any commuting workforce from outside the regional area will be based in workforce accommodation in the local study area.

The two construction phases, combined with the small number of operational workers from outside the regional study area, would see temporary increases in non-resident workers in the local study area. The first construction phase, with a peak workforce of 222 persons, would see a peak of 17 non-resident workers under the predominantly regional scenario, and 105 under the predominantly state scenario. In addition to these, approximately 5 non-resident operational workers are expected under both operational workforce scenarios concurrent with the first construction phase.

As these are likely to be exclusively or predominantly accommodated at the Marlborough Caravan Park, and the Marlborough town itself has a town based population of approximately 60 to 80 people, the non-resident workforce population will be significant, particularly under the predominantly state scenario, although only during a short time.

The second construction phase will see a smaller peak workforce of 150 persons. The two workforce sourcing scenarios would see 11 and 71 non-resident workers respectively. Under current plans this will occur while the operational workforce is ramping up towards full production, and the non-resident operational workers are likely to be anywhere between 9 and 25 persons. Although somewhat smaller than the first construction stage, stage two will also provide a significant non-resident population under the predominantly state based scenario.

The presence of a large, presumable predominantly male non-resident population in a small town may cause impacts such as change in sense of identity of the town, sense of safety and security, as well as the potential for anti-social behaviour from the workforce, and potential tension between existing residents and non-residents. These are discussed in section 7.2.6 below.

### **7.2.2 Employment**

As discussed in the project description, the direct employment opportunities created by the project include:

- Relatively short term construction workforce opportunities with a peak of 222 workers in phase one and 150 workers in phase two;
- Ongoing employment opportunities of approximately 100 workers during production, increasing to 167 workers at year 4; and
- A peak of 500 operational employment opportunities while both open cut one and open cut two operate in year 12. This would last approximately one year.

In the context of the local study area, where the labour force comprised 367 persons in 2016, this is a significant and positive impact. Given the reasonably small labour force in the local area the labour force is likely to also be drawn from the regional area and to some extent from the rest of Queensland, as discussed in the scenarios above.

The social baseline identified 33 workers in the mining industry in the local study area, and approximately 10,000 in the regional study area. Whilst unemployment is low in the local study area, workforce

participation is also low, and the level of underemployment is unknown. Consultation has further indicated a number of local residents currently employed in DIDO arrangements at mines in the Bowen Basin would consider opportunities to work closer to their homes.

The extent to which the employment opportunities translates to jobs occupied by residents in the local study area will depend on the willingness of existing mining industry workers to work on the project, the willingness of workers to relocate to the local area, opportunities for meaningful employment for partners of workers, and the opportunities for training and upskilling of local residents.

Further, the project could also provide increased employment opportunities for various marginalised groups, traditionally underrepresented groups, or people who are not well connected to the labour market, including women and Indigenous persons.

Potential negative employment effects include increased competition for labour and difficulty in retaining staff for existing businesses in the local study area, including agriculture, hospitality, tourism and other resource operations. However, the business community in the local study area is quite small and dominated by agriculture, and as such this is not likely to be a significant effect. On the contrary, as many businesses are farming enterprises and some of these are reported to be only marginally viable, project employment may provide an additional source of family income for some of these.

### 7.2.3 Social infrastructure and services

The population growth directly induced by the project is the main driver for any impacts to social infrastructure or services. As noted above, the growth at a regional level is negligible in the context of the regional study area population under all scenarios, and as such any impacts to social infrastructure and services at this level is also considered negligible.

At a local level however, the impact may be noticeable, depending on the number of employees and their families who choose to migrate to the area.

#### *School enrolments*

Additional population in the local study area has the potential to increase enrolments in the two primary schools in the local area. Table 28 below summarises the number of additional children assumed to be moving to the local study area with their families under the two scenarios described above.

**TABLE 29 POTENTIAL ADDITIONAL CHILDREN IN LOCAL STUDY AREA**

	<b>100 workers – year 1</b>	<b>167 workers – year 4</b>	<b>500 workers – year 12</b>
<b>Predominantly local scenario</b>	15	26	75
<b>Predominantly regional scenario</b>	6	11	30

Consultation with Education Queensland suggests the two schools in the local study area can approximately double their enrolments before needing to add classroom capacity. Assuming that two thirds of the in migrating children are in a primary school age, the maximum additional demand for schooling in the local study area is approximately 50 students at year 12. Should this scenario occur the

primary schools in the local study area would most likely need to construct additional capacity. However, as discussed above, it is unlikely that this scenario would eventuate. At the 167 workforce size, both scenarios suggest enrolment growth that can be absorbed by the schools.

Overall, a growth in student numbers can be positive for the schools, as it ensures their future viability. On the contrary, a growing and changing student cohort can also change the small scale and intimate nature of the schools, and lead to reduced teacher to student ratios.

### *Childcare and early learning*

The only childcare and early learning service that has been identified in the local study area is the kindy program offered by the Marlborough State school. Ultimately, the additional demand for childcare and early learning services will depend on the number of families with young children moving into the local area, and their preference for taking up childcare. At the workforce size of 167 and the predominantly local scenario, 26 children would be moving into the local area with their families. Assuming that a quarter of these are of childcare age, this would lead to a potential additional demand for 6 to 7 childcare or early learning places.

### *Social and community services*

There are limited social and community services available in the local study area, with most services available in the major cities in the regional study area. A community development officer is located in St Lawrence and funded by the Department of Communities.

The project in itself is unlikely to cause significant increased demand on these services. In light of the fact that the local area is already not well serviced, it may however somewhat exacerbate this situation, and as such would require monitoring.

Any permanent in-migration can be positive for existing community based organisations as it has the potential to increase dwindling volunteering numbers. Social infrastructure in the local area such as parks, pools and sports grounds are likely to be able to absorb any additional demand induced by the project.

### *Essential services – water, electricity, waste*

The project may have a small or negligible impact on the demand for services such as water, sewerage, electricity and waste, emanating from project in-migration, project construction and operations, and the presence of non-resident workers. However, the project will generate its own electricity, hold its own sewerage plant, and capture and store water with dam capacity for five years usage. Should water run out, it will consider sourcing water from nearby areas where water is in abundance, such as Rockhampton. Further, the project will enter into a commercial arrangement with locally based waste contractors to manage solid waste. These are likely to use waste stations in the regional area on a commercial basis. There is however a concern about frequent blackouts in the local study area. It is unlikely that the project will contribute further to these but communicating this to the community will be important.

Additionally, the workforce accommodation proposed to be used by the project may cause some demand on these services. Any upgrade of the Marlborough Caravan Park facilities will be managed under separate approvals processes, and take into account access to essential services.



### *Health services*

The project may lead to an increase in demand for health services, including for General Practitioners, specialists, emergency and allied health. The demand is likely to arise from project induced in-migration to the local and regional area, the presence of non-resident workers particularly during construction, and potential on-site health and safety incidents. Whilst this may cause some strain on existing health services, it is important to note that these are located in the regional study area, and service a comparatively large population. The relative additional demand arising from the project is therefore likely to be negligible. Further, the project will provide onsite medical services as determined by a risk assessment. These are likely to include a significant number of trained first aid responders and a paramedic.

It thus seems unlikely that the project would cause significant pressure on these health services. There is however a risk that the project will contribute to cumulative demand which may require management.

### *Police and Emergency services*

The construction and operations of the project may generate some increased demand for policing related to potential traffic incidents, potential other disturbances from resident and non-resident workers, and some need for vehicle escort for oversized project vehicles. The traffic increases on the Bruce Highway are however not considered to be significant in the context of existing traffic, and as such any impacts on increased demand for police services as well as road traffic incidents is likely to be minimal (refer to chapter six of the SEIS). Further, as discussed in section 4.5.2 the project has committed to operating a bus service for all workers particularly those who reside outside of a safe commuting distance to the project, thereby further reducing road traffic risks. The bus service is proposed to transport construction and operational workers between Rockhampton and the mine site, with provision to pick up workers from Yeppoon. In order to address potential fatigue it is likely that the bus transport time will be factored in to the workers' shift duration. The impact of a single incident can nevertheless be significant in terms of consequences for human health, safety and potentially loss of life.

Consultation with police further confirmed that whilst there may be some social disturbances from non-resident workers, including potential for drug and alcohol abuse and associated anti-social behaviour, this was not a major concern. The potential for unlawful protest activity and unauthorised site access was also noted.

Demand for ambulance, fire and emergency services may also increase as a function of project induced population growth, or on-site incidents. Conversely, it is also possible that the presence of the project may increase the number of volunteers for the rural fire brigades and SES, as well as provide an opportunity for increasing capacity of these through combined training and use of compatible on-site emergency resources.

## **7.2.4 Housing and workforce accommodation**

### *Construction*

It is considered unlikely that any construction workers would relocate to live in the local area. Therefore, any demand for accommodation from the construction phases in the local area will arise from non-resident workers who stay in the local area while on shift. It is further assumed that local and regional residents in the construction workforce will day commute (with a bus service provided for regional residents) and hence not require additional accommodation.



The predominantly regional scenario would see a demand for 17 units of workforce accommodation at the peak of the first construction stage, and 11 during the second. The predominantly state scenarios would see a need for 105 and 71 units of accommodation at the respective construction phases.

The predominantly regional scenario would require almost all of the existing temporary accommodation in the local study area being used by the project. Demand for workforce accommodation under the predominantly state scenario, would far outstrip existing supply. As noted above, the Proponent has proposed to work with the Marlborough Caravan park to support expansion of workforce accommodation on its site. It is likely that the proposed expansion will have sufficient capacity to accommodate the demand generated by the predominantly state scenario.

### *Operations*

Where relocating operational workers will choose to settle is unknown as it depends on a range of personal preferences and market factors. For those who choose to relocate to the local study area, it however seems likely the larger towns in relatively close proximity to the mine – Marlborough and St Lawrence – will be their main preferences. The *predominantly local* scenario would see 42 workers and their families migrate into the local study area at a workforce of 167 persons. Whilst this represents a significant increase in population of the local study area, it is likely that any in-migration will occur over a period of time, providing the housing market with time to adjust. Although there are very few houses on the rental market in the local study area, this is most likely a function of low demand, rather than lack of supply. Further, the local study area had a total of 209 unoccupied private dwellings at the time of the 2016 Census. If as little as a quarter of these were in the right location, of a sufficient quality and were made available to the housing market as either rentals or sale properties, this supply would exceed the housing demand created under the predominantly local scenario at a workforce of 167. Further, Isaac Regional Council has confirmed the town of St Lawrence holds 13 vacant lots that are serviced with the water and road network, and an additional 13 vacant lots which would require minor extensions these services to be developed. These lots could be subdivided to yield between 40 and 50 dwellings. There is thus sufficient capacity for the town of St Lawrence to accommodate all, or near all of the direct project induced growth, should all workers choose to settle there. Under the *predominantly regional* scenario, the in-migration to the local study area would be even less, at 17 workers and their families. It thus seems highly likely that the housing market in the local study area, predominantly St Lawrence and Marlborough, is able to absorb the housing demand caused by the in-migrating operational workforce.

At peak production the number of in-migrating workers would increase to 125 under the predominantly local scenario. Should this occur, it would most likely cause significant stress on the local housing markets. As discussed above, it however seems highly unlikely that this would eventuate, and the Proponent has committed to conducting an updated SIA prior to the second construction phase.

The *predominantly regional* scenario would involve 63 workers and their families relocating to the regional study area (excluding the local study area). Given the location of the project it is likely these would locate themselves in the suburbs of Yeppoon or Rockhampton. As there were more than 7,000 private dwellings in Yeppoon at the time of the 2016 Census, the additional demand would represent 0.9% of all private dwellings, should all of these choose to locate themselves in Yeppoon. A more likely scenario is that relocating workers will choose a variety of locations, thus spreading the impact even thinner. It thus seems

highly unlikely that the project's operational workforce would cause a noticeable impact on housing markets in the regional study area.

Notwithstanding that, there is a risk of cumulative impacts to the housing market arising from the project in combination with other projects; causing increases in purchases and rental costs, and increasing scarcity of rental properties. This is likely to primarily impact people on lower incomes in search of lower cost housing. This is further discussed in section 7.4 below.

In summary, although there is likely to be some impacts to the housing market in the local study area, it is considered unlikely that a significant and sustained negative impact would occur to housing markets in the local and regional study areas as a direct consequence of the project.

### **7.2.5 Local and Indigenous business**

The project is likely to cause a positive impact on the local business community, predominantly through incidental project and workforce spend, and to some extent through the projects direct purchasing practices. There is also an opportunity for the project to support capability building and upskilling of businesses in the local area.

As there are plenty of businesses in the regional study area with a history of supporting the mining industry, both in construction and operation, it is likely that these would benefit significantly from this project. This includes a number of Indigenous businesses with capability and history of supporting mining and construction projects. The type of services required to be supplied by local business will ultimately depend on the development and contracting strategy of the mining contractor; which services they provide in-house or source from business partners.

Any negative effects on the business community may relate to difficulties on sourcing skilled workers due to increased competition for labour, stemming from cumulative pressures from multiple projects. This is discussed in 7.4 below.

#### *Impacts on tourism operators*

It is unlikely that the project will cause any major negative impacts on existing tourism operators, including accommodation providers, in the local or regional study areas. The project intends to enter into an agreement with the Marlborough Caravan Park to support development of workforce accommodation at this site.

Most tourists who arrive in the communities in the local study area are stopping over on the trip between Mackay and Rockhampton, and a majority travel in caravans or motor homes. As the project will not use any camping spaces it is unlikely these will be impacted.

### **7.2.6 Community health and wellbeing**

Community health and wellbeing impacts may eventuate as a result of uncertainties around the project's development and land acquisition activities, of in-migration changing the rural nature of the communities, from disorderly workforce behaviour as well as from amenity impacts such as noise, light and dust. There is also a potential for the project to contribute to increasing rifts between winners and losers from the project.

### *Uncertainty around project development and land acquisition*

There is a certain level of uncertainty in the community about the project development plans, in particular its timing. This however appears to not be a major source of concern. Further, the acquisition of land, and uncertainties around timing and process can often be a source of anxiety and concern. As the project is being developed predominantly on land that is owned by an entity related to the Proponent and a property owned by the department of defence, this is unlikely to be a major impact. Both of these impacts can be addressed through open and regular communication.

### *Social wellbeing and rural values*

There is a certain concern that the project may cause a change to the traditional and community oriented values in the local study area. People who move in to work on the project may not share these values, be less committed to engaging in community life, and espouse more materialistic views than is prevalent in the local community. Related to this may be feelings of lack of safety or feelings that the community character is different due to presence of non-resident workforces. Changes like these are difficult to quantify or predict as they depend on a range of factors, including people's experience of change. Nevertheless, seeking to ensure a harmonious integration of the project into the local communities will be important.

A related issue, albeit likely to cause a positive change is the potential for community reinvigoration. The baseline identified a sense of fatigue and feelings of abandonment in relation to the population decline of communities in the local study area. The project and its employment practices have the potential to contribute to a reversal of these, reinvigorate the communities, and thus contribute positively to community and social wellbeing.

A different topic related to community health, including mental health, is the concept of *solastalgia*. This is a relatively new concept that attempts to characterise human health impacts, including mental wellbeing, in relation to environmental change. The concept has been proposed to be relevant in relation to industrial projects such as mines, but also to other change processes such as drought (Galway, Beery, Jones-Casey, & Tasala, 2019)<sup>16</sup>. Solastalgia and related concerns did not feature in the consultation with communities, and as such is not considered to be a significant impact arising from the CQC Project. This may be related to the fact that the proposed mine is relatively small and the visual impact likely to be minimal for most residents.

### *Amenity impacts*

The project may cause some amenity impacts related to noise and dust. Affected stakeholders are likely to be residents on properties near the site as well as residents along the north coast rail line.

An air quality assessment was carried out as part of the EIS (Appendix A7 of the SEIS) and found that impacts from site activities were likely to be below the strictest relevant regulatory criteria. It therefore seems unlikely that the project would cause any impacts to human health related to air quality. Further, the noise and vibration assessment (Appendix A8 of the SEIS) found that the project was likely to cause exceedances of relevant noise criteria, under the worst climatic conditions, at a small number of receptors

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<sup>16</sup> Note that Solastalgia is a fairly recent term, invented only in 2005, and the empirical and theoretical underpinnings of it are in their infancy.

in vicinity of the site. The project will continue engagement with these and develop a noise management plan, with likely mitigation measures seeking to reduce the impact. Additionally, ongoing pro-active and re-active noise monitoring will occur, and the complaints and feedback mechanism will enable residents that feel affected to communicate this to the project.

In addition to the risk of physical exceedances and attendant impacts (which is arguably low, affect a small number of receptors and can be addressed in relevant management plans) the anticipation of amenity impacts may cause concern among other nearby residents. Ongoing communication about the likely impacts is therefore important.

Further, there is a concern that the trains transporting coal to port will cause impacts to air quality and noise for residents near the rail line. This appears to be most strongly felt in Clairview, likely exacerbated by the fact many dwellings in the township are located near the rail line, and that residents rely on tank water.

A literature review into coal train dust management practices prepared for the NSW Environment Protection Authority found that the magnitude of difference between dust levels from different types of trains was not substantial and that air quality impacts did not exceed relevant Australian Standards at monitoring points within rail corridors (Katestone Environmental, 2014). It therefore seems unlikely that the project's train traffic would cause any physical health impacts to residents near the rail line. The project will seek to mitigate risks of coal dust from trains by applying good practice measures such as modern wagon design to ensure no 'parasitic coal' external to the wagon hopper, proper sealing of bottom doors, profiling the wagons to minimise coal dust lift off, using an overhead bin for loading coal, and veneering the coal prior to departure from the TLF. Under existing Queensland regulations responsibility for managing dust emissions associated with train traffic, lies with the operator/maintainer of the rail line, in this case Queensland Rail, who will be required to meet certain operating standards relating to dust emissions. QR will also pass on this responsibility of dust mitigation to the train operator which in this case is likely to be an established operator with procedures that comply to these requirements.

There is also a risk that the project's heavy vehicle transport will cause amenity impacts to other road users and residents in the vicinity of transport routes. However, the traffic and transport study in the SEIS identified that heavy vehicle requirements are likely to be relatively minor in the context of existing heavy vehicle traffic on existing roads, in particular the Bruce Highway. Further, the project will develop traffic management plans aiming to address these impacts (among others), including seeking to avoid peak traffic hours (refer to Appendix 4c of the SEIS).

### *Potential for conflict between winners and losers*

As noted in the baseline, some of the communities in the local study area are home to a number of retirees and people on various disability or welfare payments who have moved there in search of affordable housing. People in these groups are often unlikely to benefit substantially from projects such as the CQC. The consultation process also detected existing community division between these and long term residents. There is a risk that the project may exacerbate this division by widening the social and economic gap between these groups, and cause further community division.

### *Impacts on productive land and water*

The mine site and TLF will require a total of 1,124.8 ha hectares of land. As this land is currently used predominantly for grazing purposes it will reduce the availability of grazing land in the local area. In the context of the total amount of grazing land available in the region, and the fact that the majority of the land is owned by the Proponent and the Department of Defence, this impact is negligible.

There is further a risk of mine water flowing into the nearby creeks and into the Broad Sound. However, the mine site dams have been designed to minimise the risk of these. Discharge would only occur at a greater than 1:1000 year flood event at a controlled discharge point. As such, the risk of a flood event with an average recurrence interval (ARI) of once every 1000 years occurring during the 30 year mine life is low, and in an event of this magnitude any discharge would be significantly diluted. The risk of impacts to downstream productive uses such as fishing is therefore considered to be minimal.

Other potential impact pathways to fisheries that have been assessed include the potential for waterway barriers to restrict fish movement and impacts to aquatic ecology from potential groundwater drawdown. These are discussed in chapter 9 of the SEIS.

Groundwater impacts are considered in chapter 10 of the SEIS. Should there be any impacts to existing water users from the project, the Proponent will be required to enter into make good arrangements with these users to fully compensate for the impact.

### **7.2.7 Impacts of project closure**

The project will operate for approximately 20 years, which will see it close around 2040 under current plans and forecasts. Beyond the scope of this project, there are likely to be coal resources on land contiguous to the existing ML's. Early indications are that these resources could provide for an additional 15 years of mining. These resources could potentially be the subject of future impact assessments and are not considered in this SIA and SEIS.

The open pits will be progressively rehabilitated throughout the life of the project. Closure activities will involve removal of buildings and other above ground infrastructure, and rehabilitation of the remainder of disturbed land.

The eventual wind down and closure of the project will see the loss of project employment, which may significantly impact the local and regional communities depending on the workforce composition and alternative employment available at that time. Significant uncertainties remain about how and when these impacts will eventuate, as social and economic conditions in the region at the time of closure are impossible to predict. At least three years prior to closure, the project will conduct a study to understand social impacts and opportunities, as well as community needs and aspirations, and incorporate findings and management measures in the closure management plan. Table 30 below outlines potential impacts that may occur as a result of decommissioning and closure, the stakeholders who may experience these impacts and the uncertainties and dependencies that will affect the extent and experience of the impact.

TABLE 30 POTENTIAL CLOSURE RELATED SOCIAL IMPACTS

Potential Impact / opportunity	Affected stakeholder group	Uncertainties and dependencies
Loss of employment and business opportunities	Employees and their families Project suppliers and their employees	Workforce composition Alternative employment and business opportunities available in area
Population decline	Residents in local study area	Workforce composition Alternative employment opportunities Project employee preferences for relocation
Community uncertainty and anxiety	Residents in local study area	Project closure communications
Return of mined land to grazing land	Affected landholders	Success of rehabilitation efforts

### 7.3 Significance assessment

Table 29 below identifies and rates the significance of the impacts described above, and includes a brief discussion on the rationale of each assessment based on the discussion above.

SOCIAL IMPACT ASSESSMENT

TABLE 31 IMPACT IDENTIFICATION AND ASSESSMENT

Driver	Impact	Phase	Affected stakeholders	Significance	Assessment	Rationale	Mitigation / Enhancement
<p><i>Construction and operations workforce needs</i></p> <ul style="list-style-type: none"> <li>• Employment opportunities for local and regional residents</li> <li>• Workers and their families moving into the local and regional areas</li> <li>• Workers and families purchase or rent houses in local and regional areas</li> <li>• Presence of non-resident workers in local area</li> <li>• More males in the local area</li> </ul>	Population growth / reversal of decline in local and regional area.	Construction Operations	Local communities	Positive	+++	Highly likely, positive and significant at local level even at small in-migration levels, positive but smaller relative impact in regional area. Enhancement to encourage in-migration is important.	Workforce Management Plan
	Opportunities for employment and training for local and regional residents	Construction Operations	Local communities	Positive	+++	Likely to eventuate, positive but requires intervention to maximise outcomes.	Workforce Management Plan
	Potential to revitalise community life and community facilities	Predominantly Operations	Local communities Community organisations	Positive	+++	Highly likely to eventuate, positive but requires enhancement to maximise outcomes.	Workforce Management Plan Health and Community Wellbeing Plan
	Potential change to community character and values in local study area / potential for conflict between winners and losers / impacts to	Construction Operations	Local communities Indigenous stakeholders	Negative	Low	May eventuate but unlikely to affect communities broadly, some level of concern in local community. Mitigation measures recommended.	Workforce Management Plan Health and Community Wellbeing Plan CHMPs

SOCIAL IMPACT ASSESSMENT

Driver	Impact	Phase	Affected stakeholders	Significance	Assessment	Rationale	Mitigation / Enhancement
	Indigenous culture and heritage						
	Increased demand for housing and accommodation in local and regional study area / rental and purchase price inflation.	Construction Operations	Local communities Renters	Negative	High	May eventuate. May affect vulnerable people – mitigation measures required, particularly to minimise non-resident workers use of private accommodation.	Housing and Accommodation Plan Workforce Management Plan
			Local communities Accommodation providers	Positive	+	A slight price inflation may be seen as positive by local communities and particularly by owners of housing and accommodation	Housing and Accommodation Plan
	Increased demand for schooling and childcare in local study area	Operations	Schools and childcare providers	Positive	+	Likely to eventuate as result of permanent population growth. Predominantly positive as it may vitalise school community.	Health and Community Wellbeing Plan
				Negative	Low	Additional demand may be experienced negatively, and at significant growth lead to demand for additional infrastructure. The	Health and Community Wellbeing Plan



SOCIAL IMPACT ASSESSMENT

Driver	Impact	Phase	Affected stakeholders	Significance	Assessment	Rationale	Mitigation / Enhancement
						latter is considered highly unlikely.	
	Increased demand for health, social services and infrastructure	Construction Operations	Health and social service providers Local communities	Negative	Low	Likely manageable at regional level although cumulative pressures may occur. Monitoring suggested at local level.	Health and Community Wellbeing Plan
				Positive	+	Population growth may contribute to additional services being considered in local area, which would be considered positive by local communities.	Health and Community Wellbeing Plan
	Workforce behavioural incidents in local community	Primarily Construction	Local communities Police	Negative	Low	May occur due to presence of non-resident workers. Mitigation recommended.	Workforce Management Plan Health and Community Wellbeing Plan
<i>Construction and operations activities</i> <ul style="list-style-type: none"> <li>• Blasting</li> <li>• Use of machinery</li> <li>• Transport of coal to TLF,</li> </ul>	Dust and noise emissions from site activities and trains, and associated health and quality of life concerns	Construction Operations	Residents near site Residents near rail line	Negative	Medium	Technical study confirm physical risks are low and manageable. Community concern suggest need for monitoring / engagement / mitigation	Health and Community Wellbeing Plan Community and Stakeholder Engagement Noise management plan

SOCIAL IMPACT ASSESSMENT

Driver	Impact	Phase	Affected stakeholders	Significance	Assessment	Rationale	Mitigation / Enhancement
stockpiling and loading • Train traffic • Light and heavy road traffic • Procurement of goods and services • Workforce spending • Use of water, electricity, generation of waste and sewerage	Uncertainty around project development and land acquisition	Pre-construction	Local communities Neighbours	Negative	Low	Likely low risk. Readily mitigated through communication and engagement.	Community and Stakeholder Engagement
	Health and safety incidents on site and in traffic – increased demand for police and emergency services	Construction Operations	Workforce Road travellers Emergency services	Negative	High	Incidents may occur during project. Significant impacts likely to be rare, but of high consequence. Requires management.	Workforce Management Plan Health and Community Wellbeing Plan Project Health and safety management system Traffic Management Plan
	Increased spend with local and regional businesses through project procurement and workforce spending	Construction Operations	Local and regional businesses Local communities	Positive	+++	Positive and likely impact, requires management to maximise outcomes.	Local business and Industry Procurement Plan
	Potential competition for workers impacting local and regional businesses	Construction Operations	Local and regional businesses	Negative	Low	Unlikely to occur as a result of project in isolation. Cumulative impacts possible.	Commitment to participate in relevant cumulative impact management forum
	Impacts to productive land	Construction Operations	Landholders	Positive / Negative	Low	Whilst this is almost certain to occur most	Commercial negotiations /

SOCIAL IMPACT ASSESSMENT

Driver	Impact	Phase	Affected stakeholders	Significance	Assessment	Rationale	Mitigation / Enhancement
						of the land required by the mine is owned by the Proponent and Dep. of Defence. Project may in fact lead to improvement in quality of productive land by rehabilitation and reduction in discharge.	Compensation regime Rehabilitation practices
	Increased demand for essential services such as water, waste sewerage and electricity	Construction Operations	Service providers / council Local community	Negative	Low	Unlikely to be significant as project will source its own water, generate electricity, treat sewerage on site and manage solid waste.	Project design
	Water quality impacts due to dam overflows.	Operations	Downstream water users	Negative	Low	Likelihood and consequences are very low, as any incidents is likely to relate to 1:1000 year flood and water quality be significantly diluted.	Project design

**7.3.1 Residual assessment**

It is difficult to quantify the effect of the management and enhancement strategies proposed in Table 29 above. It however seems likely that the significant negative impacts (those rated high and medium) can be adequately controlled and reduced to an acceptable level by the proposed measures.

In particular, the negative impacts to housing and accommodation are rated high. This rating does however take into account the risk that the project’s proposed non-resident workforce accommodation strategy does not eventuate, or does not eventuate on time or at sufficient scale. Early engagement with the proposed accommodation provider and LSC will address this risk.

The other impact rated high is the risk of health and safety incidents and subsequent demand for emergency services. Whilst the impact to services may be manageable, a single incident may still be significant for the project, workers and communities, particularly if it involves fatalities. The project’s health and safety management system is intended to control for this.

Finally, the amenity impacts and associated community concerns are rated medium. As noted in the air quality and noise assessments, related emissions are either within applicable criteria or can be addressed through noise management plans. Ongoing engagement with affected communities, potential to monitor impacts as they arise and swift and fair responses to potential complaints will be essential to reduce the severity of this impact.

Table 30 below outlines the residual assessment of significant negative impacts and assumptions behind the residual rating.

**TABLE 32 RESIDUAL IMPACT ASSESSMENT**

<b>Impact</b>	<b>Rating</b>	<b>Rationale</b>	<b>Mitigation / enhancement</b>	<b>Residual assessment</b>	<b>Assumptions behind res. assessment</b>
Increased demand for housing and accommodation in local and regional study area / rental and purchase price inflation.	High	May eventuate. May affect vulnerable people – mitigation measures required, particularly to minimise non-resident workers use of private accommodation.	Housing and Accommodation Plan Workforce Management Plan	Low	Non-resident workers do not access private rental market, steady and sustainable in-migration of permanent residents.
Dust and noise emissions from site activities and trains, and associated health and	Medium	Technical study confirm physical risks are low and manageable. Community concern suggest	Health and Community Wellbeing Plan Community and Stakeholder Engagement	Low	Ongoing respectful engagement, monitoring of impacts as they arise and swift

## SOCIAL IMPACT ASSESSMENT

Impact	Rating	Rationale	Mitigation / enhancement	Residual assessment	Assumptions behind res. assessment
quality of life concerns		need for monitoring / engagement / mitigation	Noise management plan		resolution of complaints and grievances mitigate community concern.
Health and safety incidents on site and in traffic – increased demand for police and emergency services	High	Incidents may occur during project. Significant impacts likely to be rare, but of high consequence. Requires management.	Workforce Management Plan Health and Community Wellbeing Plan Project Health and safety management system Traffic Management Plan	Medium	Health and safety management system effectively reduces likelihood of severe incidents.

### 7.4 Cumulative impacts

Cumulative impacts are defined as “successive, incremental and combined impacts of one or more projects (existing, current and foreseeable future projects) on society, the economy or the environment” (Vanclay et al., 2015, p. 79). Cumulative effects can play out at a local or regional level, as well as over different time spans. In assessing cumulative impacts associated with the CQC project the methodology described in section 2 has been applied. Information about the projects below have been sourced from the respective project websites (where available) and Advance Rockhampton. APPENDIX B contains a list of all projects that have been assessed as potentially giving rise to cumulative social effects. Those with a high risk of cumulative impacts are discussed below.<sup>17</sup>

#### 7.4.1 Potential Projects with cumulative effects related to the CQC project

##### *Clarke Creek Wind and Solar Farm*

The Clarke Creek Wind and Solar Farm proposes to develop up to 195 wind turbines, up to 400MW of solar power and battery energy storage. The project’s southern extent is near Marlborough, and it has recently opened a community information centre in the town. It has received necessary approvals, anticipates commencing construction in Q1 2020 and to be operational by 2022. The project’s peak construction workforce is likely to be around 350 persons with an operational workforce of 20 to 25

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<sup>17</sup> This should not be taken to imply that there is *no* risk of cumulative social effects from the other projects on the list. It does however mean that that risk is unlikely to be *material* in relation to the CQC Project and the communities surrounding it.

persons (Clarke Creek Wind and Solar Farm, 2019). Conversations with the projects community liaison staff suggest workforces will be housed in camps near the construction site.

### *Rookwood Weir*

The Rookwood Weir project is a proposed weir on the Fitzroy river, approximately 66 km south-west of Rockhampton. The project involves construction of the weir, and associated enabling works, including upgrades of bridges and roads in the vicinity of the weir and the Capricorn Highway / third street intersection near Gogango. The project is proposed to commence construction of early works in 2020. The Coordinator General's evaluation of the project's EIS was issued in 2016, however it is understood the project scope has since been modified. The most recently available project publication states a workforce of more than 100 construction workers will be required (Sunwater, n.d.).

### *Australia Singapore Military Training Initiative (ASMTI)*

The ASMTI is a \$2 Billion Department of Defence initiative which includes development of training facilities in the Shoalwater Bay area near the CQC project, but also in Greenvale near Townsville. Enabling works commenced in late 2019 and is expected to continue over five to six years. There is no publicly available information about proposed workforce size, transport or accommodation arrangements (Advance Rockhampton, 2019; Australian Government, 2019).

### *Shoalwater Bay Military Training Area Remediation Project*

The Shoalwater Bay Military Training Area Remediation Project is a \$135 Million Department of Defence project and involves upgrades to training facilities in the Shoalwater Bay area. The project commenced construction for enabling works in 2019 and is expected to be completed in 2022 (Advance Rockhampton, 2019).

### *Capricornia Correctional Centre Redevelopment*

This project includes construction of an additional 348 new cells at the Capricornia Correctional Centre, located north of Rockhampton. The project commenced in 2018 and is expected to proceed for four years (Advance Rockhampton, 2019).

### *Connors Arc Exploration Project*

The Connors Arc project is a gold exploration project owned by Evolution Mining and located in the vicinity of St Lawrence and Marlborough within the local study area. The project is in early phases of exploration and has included aerial surveys and rock sampling. It appears no drilling has occurred to date. This project may cause cumulative effects in conjunction with the CQC Project should developments coincide. However, due to the uncertainty associated with early phase exploration projects, particularly as this area of the Connors Range (Yatton and Mount McKenzie goldfields) has been explored over a 40 year period, it is impossible to ascertain with any degree of confidence whether this will occur.

## **7.4.2 Cumulative Impact assessment**

Most of the identified relevant projects are not assessed under approval pathways requiring social or economic impact assessments. The information available about the projects' workforce practices, accommodation practices or other key drivers of social impact is therefore scarce. As a consequence, and in addition to the uncertainties that apply to all project development, the factual basis for assessing cumulative social impacts of these projects is scant.

### *Community safety*

The presence of workforces, particularly non-residents, from multiple companies and projects can contribute to feelings of lack of community safety, as well as increase the number of workforce behavioural incidents. This is most likely to eventuate at a local level, and in relation to the CQC project particularly affect Marlborough, as that is where the project is planning to house non-resident workers.

### *Housing and accommodation*

Cumulative housing and accommodation impact may occur depending on how the projects choose to house their workforces. In the local area it seems likely that the construction workforces will be mostly housed in accommodation villages, and as such it is unlikely they will cause impacts on the private market. There may however be increased pressures and demand for commercial accommodation.

At a regional level, if the projects end up importing workforces from outside the region it is likely to lead to additional pressures on an already tight rental market. As noted in the baseline section, rental vacancy rates in Rockhampton and Yeppoon are already very low, and consultation suggests developers are slow to respond to demand signals. This may impact new and existing renters, particularly those on low incomes, and as a flow on effect increase demand for public housing. The CQC project is however unlikely to be a major driver of these impacts.

### *Demand for health and social services*

Should the projects proceed simultaneously and rely on workforces imported from outside the region, this may cause increased demand for health and social services in regional centres, primarily Yeppoon and Rockhampton.

### *Competition for labour – skills shortages*

Should these projects proceed simultaneously it is likely to lead to increased competition for labour in the local and regional area, which in turn may make it difficult for some projects to achieve their local participation objective. Coupled with an anticipated resurgence of the mining industry across Central Queensland and the Galilee Basin this may cause challenges for the project in accessing a skilled workforce. It may also affect existing businesses and local councils who may struggle to source or retain workers.

Conversely, the presence of multiple construction projects can contribute to cross-fertilisation, skill and capacity building in the local business community and labour pool. The presence of these projects can therefore also provide an opportunity for further developing the sophistication of the regional economy.

### *Traffic*

Depending on the transport routes and nature and volume of project related traffic of the relevant projects, there may be cumulative pressures on the local and regional road networks. These may impact road quality, accessibility and road safety. A related cumulative impact is the increased demand for police escort for oversized vehicles. The Clarke Creek Wind and Solar Farm in particular, will require a very large number of oversized transports, which are likely to draw heavily on police resources absorbing most of any available overtime work and bringing additional police into the area which may also put subsequent pressure on overnight accommodation.

### **7.4.3 Potential management measures**

Due to the large degree of uncertainty in the assessment of cumulative social impacts it is challenging to articulate adequate mitigation measures. Communication between relevant projects, service providers, communities and government departments is however a crucial first step in collaborative management of cumulative social impacts. The CQC project is committed to participating in any relevant forum that may be convened for such purposes.

In particular, the project has committed to participating in the Capricorn Enterprise Regional Industry Leadership and Economic Development Group to share information about its project, identify avenues for collaboration and draw on learnings from other major projects in the region.

Further, should the cumulative impacts related to competition for workforce eventuate, the Proponent may need to scale up the proposed training and development strategies proposed in section 8.



## 8. SOCIAL IMPACT MANAGEMENT PLAN

In this section the social impact management plan (SIMP) for the project is presented. It is structured to align with the five key matters for SIA described in the guideline (State of Queensland, 2018a), including community and stakeholder engagement, workforce management, local business and industry participation, housing and accommodation and community health and wellbeing. A comprehensive monitoring and reporting framework is also presented.

The mitigation strategies have been developed following the hierarchy of controls, first seeking to avoid, then to mitigate and finally to compensate for unavoidable impacts. For positive impacts, the strategies have been developed to primarily enhance or maximise the most significant impacts.

As noted above, there is significant uncertainty in relation to social impacts at peak production of 10Mtpa, particularly those associated with workforce sourcing and management. In light of this uncertainty, the mitigation strategies have been scoped to address the first 10 years of the project. To adequately address social impacts associated with the second construction phase, the Proponent commits to conducting an SIA and develop an updated SIMP prior to this phase.

### 8.1 Accountabilities for delivery of SIMP

Central Queensland Coal as the Proponent is ultimately accountable for delivering the SIMP, and is likely to engage a separate entity to develop and operate the project. Relevant commitments and requirements of the SIMP will be contractually passed on to this entity, and their implementation regularly monitored and audited by CQC.

The Proponent will require the entity to nominate a senior manager to be accountable for the implementation of the SIMP. Further, if responsibility for implementation of sub-plans in the SIMP involve multiple functions within the entity, it will be required to convene a coordination committee representing these functions to ensure consistent and aligned implementation.

Although the Proponent is ultimately accountable for delivering the SIMP, many actions identified below will require a partnership approach to be effectively implemented. In these cases, the Proponent will seek to collaborate with local and regional entities to develop the actions into executable programs and to subsequently implement these. In particular, the Proponent will aim to collaborate with:

- The relevant local governments: Livingstone Shire Council, Isaac Regional Council and Rockhampton Regional Council;
- Organisations and government departments involved in economic development, including Advance Rockhampton Region, Capricorn Enterprise and DSDMIP;
- Organisations with an interest in Indigenous community and economic development, including the relevant Traditional Owners and DATSIP, and;
- Entities with an interest in the social development and communities of the local area.

## 8.2 Community and Stakeholder Engagement

### 8.2.1 Policy and objectives

Central Queensland Coal aims to continue to engage with affected and interested stakeholders with the purpose of building trusting relationships and develop the project in a way that benefits the local community. The objectives of the community and stakeholder engagement plan are to:

- Engage in open and transparent communication with affected and interested stakeholders;
- Ensure affected stakeholders views and concerns are incorporated in decision making processes, particularly as it relates to management of social impacts;
- Continually build trusting relationships between the project and local stakeholders; and
- Ensure complaints and feedback are handled swiftly and fairly.

The action plan contained below forms the basis for the ongoing community and stakeholder engagement of the project. This will be implemented and adapted through annual plans.

### 8.2.2 Impacts addressed

Community and stakeholder engagement is integral to addressing all social impacts. This action plan therefore underpins management of all impacts addressed in the SIA. It will in particular address impacts related to dust and noise, and associated health and quality of life concerns and uncertainty around project development and land acquisition processes.

### 8.2.3 Stakeholders

The following stakeholder groups are relevant to this management plan:

- Residents in the communities in the local study area: Marlborough, Ogmore, St Lawrence and Clairview;
- Landholders and neighbours of the project;
- Local councils including Livingstone Shire Council, Rockhampton Regional Council and Isaac Regional Council;
- Indigenous residents and groups including the BKY and Darumbal;
- Businesses in the regional area, and their representative bodies; and
- State government department and service providers.

### 8.2.4 Action plan

The Community and stakeholder engagement action plan is contained in Table 31 below.

**TABLE 33 COMMUNITY AND STAKEHOLDER ENGAGEMENT ACTION PLAN**

Action ID	Action	Timing
COMENG1	Conduct a community information and engagement campaign to update community on Project and seek community input to housing and accommodation and business capability study.	Pre-construction
COMENG2	Engage a community relations officer role that is based in the local community.	Pre-construction and for life of project

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Action ID	Action	Timing
COMENG3	Establish and operate a 1800-number and maintain project email address for project information, feedback and complaints.	Pre-construction and for life of project
COMENG4	Publish <i>complaints policy and process</i> on project website.	Pre-construction and for life of project
COMENG5	Regularly publish project newsletters and distribute to residents in local community, at a minimum quarterly during construction.	Commence during pre-construction, review after construction completion
COMENG6	Participate in and support local events.	Pre-construction and for life of project
COMENG7	Establish Community Reference Group to guide SIMP implementation, with members from organisations and local councils in the local study area.	Commence during pre-construction, review after construction completion
COMENG8	Provide regular presentations to relevant local councils.	Pre-construction and for life of project
COMENG9	Establish shopfront in local community.	Commence during pre-construction, review after construction completion
COMENG10	Ensure construction and operations notifications are communicated to neighbours and the local community, particularly when activities may cause amenity impacts or production levels may increase. Ensure notifications are communicated using methods that suit the recipients.	Construction

### 8.2.5 Complaints and Feedback

A complaints and feedback policy and process has been developed and is contained in APPENDIX B – COMPLAINTS AND FEEDBACK.

### 8.2.6 Monitoring and reporting

The following indicators relating to community and stakeholder engagement will be monitored on an ongoing basis:

- Number of complaints received by theme, and timeframes for resolution;
- Engagement and consultation activities carried out; and
- Stakeholder satisfaction with engagement process.

A SIMP report will be prepared and published annually containing summary information about each of these indicators.

### 8.3 Workforce Management

#### 8.3.1 Policy and objectives

The CQC project will aim to maximise its local employment outcomes, ensure a safe, healthy and productive workforce, and leave a legacy of training and upskilling in the local communities. The Project will seek to avoid FIFO practices to the greatest extent practicable.

The objectives of the workforce management plan are to:

- Prioritise recruitment of residents in the local communities surrounding the mine, followed by residents in Central Queensland, the remainder of Queensland and then interstate;
- Encourage workers to relocate to the local area;
- Ensure the workforce is safe, healthy and displays positive behaviour in local communities; and
- Provide training and upskilling opportunities, prioritising local and regional residents.

#### 8.3.2 Targets

The project will set and publish ambitious, quantitative targets for local, regional and Indigenous workforce participation in conjunction with the mining contractor, prior to commencement of construction.

#### 8.3.3 Impacts

This action plan will primarily address the following impacts or opportunities:

- Population growth / reversal of decline in local and regional area;
- Opportunities for employment and training for local and regional residents;
- Workforce behavioural incidents in local community; and
- Health and safety incidents on site and in traffic.

#### 8.3.4 Action plan

Table 32 below outlines the project’s workforce management action plan.

TABLE 34 WORKFORCE MANAGEMENT ACTION PLAN

Action ID	Action	Timing
<b>Recruitment</b>		
WORK1	Implement a recruitment hierarchy and expectations and incorporate these into major contracts. The recruitment hierarchy will prioritise employment of: <ol style="list-style-type: none"> <li>1) local residents, including those who relocate to the local area;</li> <li>2) residents in the region;</li> <li>3) the state of Queensland, and;</li> <li>4) interstate.</li> </ol>	Construction and operations
WORK2	Conduct recruitment campaign in local and regional area in partnership with local and Indigenous stakeholders.	Pre-construction
WORK3	Ensure all roles are advertised and marketed in local and regional outlets.	Pre-construction and ongoing

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Action ID	Action	Timing
<b>Training</b>		
WORK4	Require major contractors to develop and implement workforce training and development plans, which will include requirements for skills training, pre-employment training targeting primarily local and regional residents as necessary	Construction
WORK5	Engage a minimum 8 of new apprentices / trainees per year, prioritising local and regional residents and Indigenous people.	Operations
WORK6	Support up to ten school-based traineeships in related industries, focussing on local residents and Indigenous young persons.	Operations
WORK7	Partner with local schools to encourage careers in mining industry.	Operations
<b>Relocation</b>		
WORK8	Provide a <i>live local incentive</i> to all employees who permanently reside in the local area.	Operations
WORK9	Provide a <i>relocation incentive</i> , including financial and practical support, to all employees who permanently relocate to live in the local area.	Operations
WORK10	Partner with local organisations to develop a welcoming package / process for new residents.	Operations
<b>Workforce behaviour</b>		
WORK11	Incorporate <i>Code of Conduct</i> in all contracts and communicate expectations that all project workforces abide by these.	Construction and operations
WORK12	Ensure workforce inductions include information about the local communities, expected behaviour in these, and potential consequences of CoC breaches.	Construction and operations
WORK13	Develop and implement communications protocol for liaison between project, police and relevant local stakeholders regarding workforce behaviour.	Construction and operations
<b>Collaboration</b>		
WORK14	Participate in the Capricorn Enterprise Regional Industry Leadership and Economic Development Group and potentially other bodies to support workforce planning and management for the project.	Pre-construction and ongoing

### 8.3.5 Code of conduct

The project's *Code of Conduct*, including *Workforce Accommodation Code of Conduct* is contained in APPENDIX C – DRAFT CODE OF CONDUCT. All contractors will be expected to adopt this code or demonstrate that their own code of conduct is equivalent or stricter.

### 8.3.6 Monitoring and reporting

The following workforce management indicators will be monitored on an ongoing basis.

- Number and percentage of employees who are permanent residents in the local area and regional area respectively;

- Number and percentage of employees who are Indigenous;
- Number of apprentices / trainees in workforce; and
- Number of workforce behavioural incidents.
- Number of community complaints about workforce behaviour.

A SIMP report will be prepared and published annually containing summary information about each of these indicators.

## 8.4 Housing and Accommodation

### 8.4.1 Policy and objectives

The CQC project strives to ensure its workforce housing and accommodation solutions encourage permanent employees to relocate to the local area, avoid contributing to unsustainable price fluctuations, and provide high quality accommodation for non-resident workers. The objectives of the policy are to:

- Encourage sustainable growth in the local area; and
- Accommodate all non-resident workers in dedicated workforce accommodation.

### 8.4.2 Impacts

This action plan aims to address the impact of increased demand for housing and accommodation in the local and regional study area and associated rental and purchase price inflation.

### 8.4.3 Actions

The project’s housing and accommodation action plan is contained in Table 33 below.

TABLE 35 HOUSING AND ACCOMMODATION ACTION PLAN

Action ID	Action	Timing
ACCOM1	Conduct detailed assessment of quality and availability of housing and land in local study area, and potential barriers for employees to live locally.	Pre-construction
ACCOM2	Encourage employees to permanently relocate to local area.	Operations
ACCOM3	Work with local councils to identify suitable project employee housing and monitor local employment to minimise potential unsustainable demand on local housing markets.	Operations
ACCOM4	Collaborate with LSC around camp planning and develop agreement with local accommodation	Pre-construction

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Action ID	Action	Timing
	provider to underwrite expansion of workforce accommodation. <sup>18</sup>	
ACCOM5	Incorporate requirement to use workforce accommodation village for non-resident workers in major contracts.	Construction and operations
ACCOM6	Provide bus transportation for workers residing in St Lawrence, Clairview, Ogmore and Marlborough as well as Rockhampton and potentially Yeppoon.	Construction and operations
ACCOM7	Ongoing liaison with local councils, Department of Housing and Public Works and other relevant stakeholders about housing availability and project induced demand.	Commence during pre-construction, and ongoing as required.
ACCOM8	Implement accommodation code of conduct for all non-resident workers.	Construction and operations

### 8.4.4 Monitoring and reporting

The following housing and accommodation related indicators will be monitored on an ongoing basis:

- Number of project employees relocating to local area and region; and
- Number of non-resident workers in project provided accommodation.

A SIMP report will be prepared and published annually containing summary information about each of these indicators.

## 8.5 Local business and industry procurement

### 8.5.1 Policy and objectives

Central Queensland Coal aims for the project to maximise participation of businesses in Central Queensland and Indigenous businesses, as well as contribute to building capability of businesses in the region to supply to major projects. The objectives of the local business and Industry procurement plan are to:

- Maximise participation of regional and Indigenous businesses in the project; and
- Ensure procurement processes are fair, transparent and well understood.

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<sup>18</sup> The Proponent has entered into a preliminary agreement with a camp provider with experience of developing and managing workers camps for the mining industry, for the development and management of a workers camp for the project, proposed to be co-located with the Marlborough Caravan Park. Subject to requisite project approvals the parties will enter into a binding agreement that will include relevant provisions in this SIA and SIMP.

### 8.5.2 Impacts

This action plan will aim to address the opportunities associated with increased spend with local and regional businesses through project procurement and workforce spending.

### 8.5.3 Actions

Table 34 below contains the project’s local business and industry procurement action plan.

**TABLE 36 LOCAL BUSINESS AND INDUSTRY PROCUREMENT ACTION PLAN**

Action ID	Action	Timing
LOCBUS1	Collaborate with Capricorn Enterprise, Advance Rockhampton, Isaac Regional Council, DSDMIP and DATSIP to refine the approach to local, regional and Indigenous business participation. Conduct consultation campaign with local businesses to understand capabilities and constraints.	Pre-construction
LOCBUS2	Incorporate regional and Indigenous business participation requirements and objectives in major contracts, and ensure these are passed on to subcontractors and lower tier contractors as relevant.	Pre-construction and ongoing
LOCBUS3	Establish supplier portal and communicate to local business community. Ensure work packages are advertised on portal.	Pre-construction and ongoing
LOCBUS4	Consider setting aside specific work packages for Indigenous suppliers where sufficient capability exists.	Construction and operations
LOCBUS5	Participate in local business community events in Livingstone Shire, Rockhampton Regional Council and Isaac Regional Council.	Pre-construction
LOCBUS6	Hold supplier information sessions in key regional centres prior to work packages being advertised, including dedicated sessions for Indigenous businesses, in partnership with relevant organisations (such as DSDMIP, DATSIP, Capricorn Enterprise, Advance Rockhampton)	Pre-construction and ongoing
LOCBUS7	Support capability building programs in partnership with local organisations where needed (such as tender writing workshops, HSE requirements etc)	Pre-construction and construction
LOCBUS8	Should there be a need, engage a role to assist local businesses navigate project procurement processes.	Construction and operations
LOCBUS9	Adopt, and ensure that large contractors working on the project adopt, the principles outlined in the Australian supplier payment code for regional small and medium businesses, including no more than 30 day payment terms.	Construction and operations
LOCBUS10	Continue liaison with local business stakeholders during pre-construction and construction to identify and address opportunities to improve outcomes.	Pre-construction and ongoing

### 8.5.4 Monitoring and reporting

The following indicators will be monitored on an ongoing basis:

- Spend with regional and Indigenous businesses; and



- Number of regional and Indigenous businesses supplying to project.

A SIMP report will be prepared and published annually containing summary information about each of these indicators.

## 8.6 Health and community wellbeing

### 8.6.1 Policy and objective

Central Queensland Coal aims for the project to contribute positively to community health, vitality and wellbeing. It has articulated the following objectives:

- Contribute to revitalisation of community life; and
- Minimise unsustainable demand on services and facilities.

### 8.6.2 Impacts

This action plan will address the following impacts:

- Potential to revitalise community life and community facilities;
- Potential change to community character and values in local study area;
- Increased demand for school and childcare;
- Increased demand for health, social services and infrastructure;
- Workforce behavioural incidents;
- Dust and noise from site activities and coal trains; and
- Health and safety incidents on site and in traffic.

### 8.6.3 Actions

Table 35 below contains the health and community wellbeing action plan.

TABLE 37 HEALTH AND COMMUNITY WELLBEING ACTION PLAN

Action ID	Action	Timing
HEALTH1	Continue engagement with local councils, health and social service providers to monitor any project induced demand.	Pre-construction and ongoing
HEALTH2	Provide on-site medical staff as determined by risk assessment, typically a significant number of first aid qualified staff and paramedic.	Construction and operations
HEALTH3	Provide workforce health and wellbeing programs, including an EAP program.	Construction and operations
HEALTH4	Develop <i>community investment and development strategy</i> in consultation with LSC and IRC.	Developed during pre-construction.
HEALTH5	Encourage employee integration in the local community through supporting welcoming events and similar processes.	Operations

Action ID	Action	Timing
HEALTH6	Develop and implement <i>induction program</i> for all employees and include content about the local community and expected workforce behaviour in community. Consider involving community in development of the program.	Construction and operations
HEALTH7	Provide bus operation for workers in regional areas to minimise road traffic and fatigue	Construction and operations
HEALTH8	Work closely with LSC and IRC to communicate anticipated demand for infrastructure and services in the local study area.	Pre-construction and ongoing
HEALTH9	Implement dust suppression measures to minimise coal dust from trains, including wagon design, flood loading and veneering.	Operations
<b>Emergency Response</b>		
HEALTH10	Continue and formalise engagement with QFES and QPS including developing <i>communications protocols</i> for each.	Pre-construction
HEALTH11	Develop <i>Emergency Response Plan</i> in consultation with QFES	Pre-construction
HEALTH12	Ensure site emergency response methodologies and equipment are compatible with QFES	Construction and operations
HEALTH13	Consider participating in joint training exercises with QFES	Construction and operations
HEALTH14	Provide paid volunteer leave to employees for rural fire brigade / SES activities	Construction and operations
HEALTH15	Support equipment upgrade / training of local fire brigades / SES	Construction and operations

#### 8.6.4 Monitoring and reporting

The project will monitor the following indicators on an ongoing basis:

- Spend on community development initiatives; and
- Health, safety and wellbeing incidents, including those that require medical treatment outside of site.

The project will prepare and publish an annual SIMP report containing summary information about these indicators.

#### 8.7 Monitoring and reporting

The monitoring and reporting program consists of the quantitative performance indicators noted in each of the above action plans above, regular follow up on implementation of action plans, qualitative feedback from communities and stakeholders on how impacts eventuate, and annual reporting to stakeholders.

**FIGURE 21 OVERVIEW OF MONITORING AND REPORTING PROGRAM**

## Monitoring and Reporting Program

Quantitative Performance Indicators	Action Plan implementation tracking	Qualitative feedback from communities and stakeholders	Annual reporting
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### 8.7.1 Monitoring

Table 36 below outlines the quantitative indicators, associated themes, impacts and objectives as well as the data sources for each indicator.

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**TABLE 38 QUANTITATIVE INDICATORS**

Theme and associated impacts	Objectives	Indicators	Data sources
<p><b>Community and Stakeholder Engagement</b></p> <ul style="list-style-type: none"> <li>Underpins management of all impacts</li> </ul>	<ul style="list-style-type: none"> <li>Maintain open and transparent communication with affected and interested stakeholders</li> <li>Ensure affected stakeholders views and concerns are incorporated in decision making, particularly as it relates to management of social impacts</li> <li>Continually build trusting relationships between the project and local stakeholders</li> <li>Ensure complaints and feedback are handled swiftly and fairly</li> </ul>	<ul style="list-style-type: none"> <li>Number of complaints received by theme, and timeframes for resolution;</li> <li>Engagement and consultation activities carried out;</li> <li>Stakeholder satisfaction with engagement process;</li> </ul>	<ul style="list-style-type: none"> <li>Proponent complaints register</li> <li>Stakeholder feedback</li> </ul>
<p><b>Workforce Management</b></p> <ul style="list-style-type: none"> <li>Population growth / reversal of decline in local and regional area</li> <li>Opportunities for employment and training for local and regional residents</li> <li>Workforce behavioural incidents in local community</li> <li>Health and safety incidents on site and in traffic</li> </ul>	<ul style="list-style-type: none"> <li>Prioritise recruitment of residents in the local communities surrounding the mine, followed by residents in Central Queensland, the remainder of Queensland and interstate;</li> <li>Encourage workers to relocate to the local area;</li> <li>Ensure the workforce is safe, healthy and displays positive behaviour in local communities;</li> <li>Provide training and upskilling opportunities, prioritising local and regional residents.</li> </ul>	<ul style="list-style-type: none"> <li>Number and percentage of employees who are permanent residents in the local area and regional area respectively</li> <li>Number and percentage of employees who are Indigenous</li> <li>Number of apprentices / trainees in workforce</li> <li>Number of workforce behavioural incidents</li> <li>Number of community complaints about workforce behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>Proponent employment database</li> </ul>
<p><b>Housing and Accommodation</b></p> <ul style="list-style-type: none"> <li>Increased demand for housing and accommodation in local and regional study area and</li> </ul>	<ul style="list-style-type: none"> <li>Encourage sustainable growth in the local area</li> <li>Accommodate all non-resident workers in dedicated workforce accommodation</li> </ul>	<ul style="list-style-type: none"> <li>Number of project employees relocating to local area and region</li> </ul>	<ul style="list-style-type: none"> <li>Proponent commercial database</li> </ul>

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Theme and associated impacts	Objectives	Indicators	Data sources
associated rental and purchase price inflation		<ul style="list-style-type: none"> <li>Number of non-resident workers in project provided accommodation</li> </ul>	
<b>Local Business and Industry Participation</b> <ul style="list-style-type: none"> <li>Opportunities associated with increased spend with local and regional businesses through project procurement and workforce spending</li> </ul>	<ul style="list-style-type: none"> <li>Maximise participation of regional and Indigenous businesses in the project</li> <li>Ensure procurement processes are fair, transparent and well understood</li> </ul>	<ul style="list-style-type: none"> <li>Spend with regional and Indigenous businesses</li> <li>Number of regional and Indigenous businesses supplying to project</li> </ul>	<ul style="list-style-type: none"> <li>Proponent commercial database</li> </ul>
<b>Health and Community Wellbeing</b> <ul style="list-style-type: none"> <li>Potential to revitalise community life and community facilities</li> <li>Potential change to community character and values in local study area</li> <li>Increased demand for school and childcare</li> <li>Increased demand for health, social services and infrastructure</li> <li>Workforce behavioural incidents</li> <li>Dust and noise from site activities and trains</li> <li>Health and safety incidents on site and in traffic</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to revitalisation of community life</li> <li>Minimise unsustainable demand on services and facilities</li> </ul>	<ul style="list-style-type: none"> <li>Spend on community development initiatives</li> <li>Health, safety and wellbeing incidents, including those that require medical treatment outside of site</li> </ul>	<ul style="list-style-type: none"> <li>Proponent community investment database</li> <li>Proponent Health and Safety Management System</li> </ul>

In addition to these quantitative indicators, the ongoing engagement and liaison with key stakeholders and community members will provide a qualitative form of monitoring the social change that may occur as a result of the project, and people's experience thereof.

The implementation of each item in the action plans described above will also be tracked and reported on.

### **8.7.2 Reporting**

An annual SIMP report will be prepared comprising summary information about these indicators. Reporting will commence one year after the project commences construction.

### **8.8 Review**

The effectiveness of SIMP implementation will be reviewed on an ongoing basis by the Proponent, and actions adjusted if needed to better address impacts. Further, due to the uncertainty associated with workforce sourcing and housing outcomes associated with the construction and operation of the second phase, the project commits to carrying out an SIA and comprehensively review and update the SIMP prior to this occurring. Likewise, a social impact study will be carried out and incorporated in closure planning.

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APPENDIX A – TERMS OF REFERENCE

Content	Addressed in section of SIA
<b>8.15 Social and economic</b>	
<p>Conduct a social impact assessment (SIA) in accordance with the Coordinator-General’s Social impact assessment guideline and the Coordinator- General’s Social impact assessment guideline (draft) (October, 2016) (or other guideline in place at the time of delivery of the SIA).</p> <p>The SIA should be developed in consultation with the Coordinated Project Delivery Division in the Office of the Coordinator-General, Department of State Development, and describe the likely social impacts (positive and negative) on affected communities. The proposed mitigation measures are to be discussed.</p> <p>Should the Strong and Sustainable Resource Communities Bill 2016 (SSRC Bill) be passed, the Proponent must meet all requirements of the legislation that apply to the project.</p> <p>Matters to be considered in the SIA are detailed in Appendix 4 of this TOR.</p>	<p>Section 2 describes the SIA methodology, and section 3 the relevant legislation and guidelines used in its development. Section 5 outlines how the Proponent has worked with the Office of the Coordinator General in development of the SIA.</p>
<p>Describe the likely social impacts (positive and negative) on affected communities and the proposed mitigation measures to be implemented. The EIS should at least address community and stakeholder engagement, workforce management, housing and accommodation, local business and industry content, health, and community well-being.</p>	<p>Section 7 describes social impacts and section 8 proposed mitigation measures.</p>
<p>Also assess the potential adverse and beneficial economic impacts of the project. Separately address the major stages of the project (e.g. construction, operation, decommissioning). Quantify economic impacts where suitable data and methodology can be applied; otherwise, qualitatively assess the impacts. The EIS should at least address: labour demand, including the ability for labour to be drawn from the existing local workforce, and the potential effects this may have on local businesses; and relevant prices, which might include wages, input costs and/or household goods and services.</p>	<p>The economic impact assessment is contained in Chapter 19A of the SEIS.</p>
<p>Describe the strategies for accommodating the workforce over the life of the project.</p>	<p>Sections 4.5.2 and 8.4.</p>
<p>The assessment should identify opportunities to capture the social and economic benefits of the project, including:</p>	<p>Section 8 for enhancement strategies.</p>

## SOCIAL IMPACT ASSESSMENT

Content	Addressed in section of SIA
<ul style="list-style-type: none"> <li>• Strategies and implementation plans enabling local suppliers of goods and services to receive full, fair and reasonable opportunity to tender for work throughout the life of the project through adopting policies such as the Queensland Resources and Energy Sector Code of Practice for Local Content administered by Queensland Resources Council;</li> <li>• Employment strategies and implementation plans for local and regional residents, including Indigenous people, women and people with a disability across Queensland;</li> <li>• Opportunities to support strategic development priorities within the agricultural and tourism sectors;</li> <li>• Regional workforce development plans, including recruitment, training development programs and initiatives to be offered;</li> <li>• Strategies that promote the location of workers and their families in regional centres;</li> <li>• A description of estimated proportions, use and characteristics of FIFO workers during the construction and operational phases of the project; and</li> <li>• Identify recreational, commercial or indigenous fisheries potentially impacted and undertake consultation.</li> </ul>	<p>Section 7.1 for estimated workforce proportions. Section 5 for consultation with fisheries.</p>

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### APPENDIX 4 Matters to be addressed in the social impact assessment

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#### *Information requirements – social*

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1. The SIA should include:	Section 6.
<ul style="list-style-type: none"> <li>• a profile of key stakeholders;</li> <li>• a social baseline study of potentially impacted communities within the SIA study area;</li> </ul>	
<ul style="list-style-type: none"> <li>• an overview of state government legislation and policies and priorities which complement the mitigation measures for the project's social impacts;</li> </ul>	Section 3.
<ul style="list-style-type: none"> <li>• an explanation of sources used to gather information and analysis methods used. Discuss rationale for both primary and secondary data;</li> </ul>	Section 2.
<ul style="list-style-type: none"> <li>• a description of how the potentially impacted communities and affected stakeholders/other interested parties were engaged and consulted with during the development of the SIA;</li> </ul>	Section 5.
<ul style="list-style-type: none"> <li>• identification of potential social impacts and their likely significance, including duration;</li> </ul>	Section 7.
<ul style="list-style-type: none"> <li>• the Proponent's proposed enhancement and mitigation/management measures; and</li> </ul>	Section 8.
<ul style="list-style-type: none"> <li>• details of the Proponent's proposed monitoring and reporting framework.</li> </ul>	

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*Social impact assessment study area*

Refer to section 2.3.

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Content	Addressed in section of SIA
<p>2. Define the project’s SIA study area (including the local, district, regional and state level as relevant), taking into account the:</p> <ul style="list-style-type: none"> <li>• potential for social impacts to occur;</li> <li>• location of other relevant projects (existing or proposed);</li> <li>• location and types of physical and social infrastructure, settlements and land-use patterns;</li> <li>• social values that might be affected by the project including integrity of social conditions, liveability, social harmony and wellbeing and sense of community; and</li> <li>• Indigenous social and cultural characteristics, such as native title rights and interests, and cultural heritage.</li> </ul>	
<p><i>Social Baseline Study</i></p> <p>3. Undertake a targeted baseline study of the people residing within the project’s SIA study area. This will provide a benchmark against which to identify the project’s social issues, potential negative and positive social impacts, and the mitigation/management plans to address these impacts. The social baseline study should be based on qualitative, quantitative and participatory methods. It should be supplemented by community engagement processes and primary data collection, and should reference relevant data contained in local and state government publications, reports, plans, guidelines and documentation, including regional and community plans.</p>	<p>Refer to section 6.</p>
<p><i>Community Engagement</i></p> <p>4. The baseline study, assessment of potential social impacts and development of appropriate mitigation measures and management plans should be informed by an inclusive and collaborative community and stakeholder engagement process. The engagement should commence at an early stage of the EIS process, and should include consultation with a broad range of stakeholder groups including affected landholders, local residents, community groups, Traditional Owner/Aboriginal and Torres Strait Islander representatives, state and local government agencies, and non-government organisations.</p> <p>5. The community and stakeholder engagement process should be adequately described and documented in the EIS report. This should include details such as stakeholders consulted and how and when they were consulted, principles and processes adopted, overview of the consultation program and key events, stakeholder feedback and issues raised (including the means by which these have been or will be addressed), and details of any negotiations or agreements required for impact mitigation and management.</p>	<p>Refer to section 5.</p>
<p><b>Potential impacts and mitigation – social</b></p>	

Content	Addressed in section of SIA
<p><i>Impact assessment</i></p> <p>6. Assess and describe the type, level and significance of the project’s social impacts (both negative and positive), based on the outcomes of the community engagement, social baseline study and impact analysis processes. This should include sufficient data to enable affected local and state authorities to make informed decisions about the project’s effects. The potential social impacts will be identified by considering the potential changes to key aspects included in the social baseline study.</p> <p>7. Impact assessment should include an assessment of the potential scope and significance of impacts at the local and regional level, considering factors such as population and demographic changes, workforce, lifestyles and amenity, community values, housing, local and regional planning outcomes, social infrastructure, and the health and social/cultural wellbeing of families and communities.</p> <p>8. The impact assessment should also evaluate and discuss the potential cumulative social impacts resulting from the proposed project in combination with other existing or projects in advanced planning stages within the SIA study area. Key issues assessed should include:</p> <ul style="list-style-type: none"> <li>• Population;</li> <li>• workforce (construction and operation);</li> <li>• workforce accommodation;</li> <li>• local and regional housing markets;</li> <li>• use of and access to community infrastructure, services and facilities (including social and health services and facilities); and</li> <li>• any existing legacy issue(s) or cumulative impact(s) which is/are not attributed to the present project proposal or advanced planned projects.</li> </ul> <p>9. The impact assessment should describe:</p> <ul style="list-style-type: none"> <li>• the impacts identified by the SIA process;</li> <li>• impacted stakeholders;</li> <li>• impacts, mitigation and management measures timing/timeframes;</li> <li>• description of the mitigation and management measures;</li> <li>• defined outcomes, and the performance indicators and targets to achieve the outcomes;</li> <li>• monitoring and reporting framework; and</li> <li>• residual impacts (after mitigation/management) and how these will be addressed.</li> </ul>	<p>Refer to section 7. For cumulative impacts refer to section 7.4.</p>
<p><b>Management plans</b></p> <p>10. Management plans for the following are to be provided as part of the SIA:</p>	<p>Refer to section 8.</p>

## SOCIAL IMPACT ASSESSMENT

Content	Addressed in section of SIA
<ul style="list-style-type: none"><li>• community and stakeholder engagement;</li><li>• workforce management;</li><li>• housing and accommodation;</li><li>• local business and industry content; and</li><li>• health and community wellbeing.</li></ul>	

## APPENDIX B – POTENTIAL CUMULATIVE IMPACT SCREENING

The table below provides a list of projects that may give rise to cumulative social impacts. Projects that are located in the broader Central Queensland region (including some that are outside but near the regional study area) were identified from the websites of the Department of Environment and Science and the Coordinator General, and supplemented with projects suggested by stakeholders in the consultation process.

The fifth column of the table provides an assessment of the risk of the projects giving rise to cumulative social impacts, taking into account the following factors:

- Likelihood of occurring,
- Location and *proximity* to the CQC project: projects that are located generally outside of a 125km radius of the project are considered to pose a lower risk of causing cumulative impacts than those within, and;
- Likely *timing* of development: projects whose timing of development is proposed to coincide with the CQC development are considered to pose a higher risk of causing cumulative impacts.

Source	Project	Location	EIS Status	Risk of cumulative Impact
Coordinated Projects	Capricorn Integrated Resort	9km North of Yeppoon	Current	Low
	Gladstone Energy and Ammonia Project	15km North West of Gladstone	Current	Extremely Low
	Port of Gladstone	Gladstone	Current	Low
	Gatcombe and Golding Cutting Channel Duplication			
	Urannah Project	80km West of Mackay	Current	Extremely Low
	Valeria Project	27km north west of Emerald	Current	Extremely Low
	Winchester South Project	30km south east of Moranbah	Current	Extremely Low
	Arrow LNG Plant	Gladstone	Completed	None - built
	Australia Pacific LNG	Gladstone	Completed	None - built
	Byerwen Coal Project	140km west of Mackay	Completed	Built – none
	Caval Ridge Mine	Moranbah	Completed	None - built
	Central Queensland Gas Pipeline	Moranbah to Gladstone	Completed	Extremely Low
	Clermont Coal Mine	Clermont	Completed	None - built
Coke Plant and Power Station	Rockhampton	Completed	Extremely Low	

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Connors River Dam and Pipelines	70km south of Sarina	Completed	Extremely Low	
Daunia Mine	Moranbah	Completed	None - built	
Fishermans Landing Port Expansion	Gladstone	Completed	None - built	
Gladstone Liquefied Natural Gas	Gladstone and Surat Basin	Completed	None - built	
Gladstone Nickel	Gladstone	Completed	Low	
Gladstone Fitzroy Pipeline	Gladstone to Fitzroy River	Completed	Medium	
Great Keppel Island Resort	Yeppoon	Completed	Low	
Hummock Hill Island Development	30km south of Gladstone	Completed	Low	
Jilalan Rail Yard	Sarina	Completed	Built - none	
Lower Fitzroy River Infrastructure Project	Eden Bann Weir and Rookwood Weir, west of Rockhampton	Completed	High	
Moranbah Ammonium Nitrate	Moranbah	Completed	Built - none	
Moura Link – Aldoga Rail	Moura to Gladstone	Completed	Extremely Low	
Nathan Dam and Pipelines	36km north east of Taroom	Completed	Extremely Low	
North Galilee Basin Rail	West of Moranbah to Abbot Point	Completed	Low	
Northern Missing Rail Link	Goonyella to Newlands	Completed	None - built	
Olive Downs Project	40km south east of Moranbah	Completed	Low	
Port of Gladstone Western Basin Dredging Project	Gladstone	Completed	None – built	
Port of Hay Point Capital Dredging	38km south of Mackay	Completed	None - built	
Queensland Curtis LNG	Gladstone	Completed	None – built	
Red Hill Mining Lease	20km north of Moranbah	Completed	Low	
Surat Basin Rail	Wandoan to Banana	Completed	Extremely Low	
Wiggins Island Coal Terminal	Gladstone	Completed	Built - none	
Projects assessed through Department	Baralabah South Project	Banana Shire	Current	Extremely Low
	Isaac Downs Project	10km south east of Moranbah	Current	Low



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of Environment and Science	Lake Vermont Meadowbrook Project	30km north east of Dysart	Current	Low
	Saraji East Mining Lease Project	30km north of Dysart	Current	Extremely Low
	Walton Coal Project	100km east of Emerald	Current	Extremely Low
	Baralaba North continued operations Project	45km north of Moura	Completed	Extremely Low
	Boundary Hill South Project	20km north of Biloela	Completed	Extremely Low
	Carborough Downs Mine expansion project	15km east of Moranbah	Completed	Extremely Low
	Codrilla Coal mine project	120km south west of Mackay	Completed	Extremely Low
	Curragh North (Pisces) Coal	25km north of Blackwater	Completed	Low
	Dawson South Stage 2 coal project	10km north west of Theodore	Completed	Extremely Low
	Eagle Downs Project	20km south east of Moranbah	Completed	Low
	Eaglefield Expansion Project	36km north of Moranbah	Completed	Extremely Low
	East End no 5 Mine project	28km south west of Gladstone	Completed	Extremely Low
	Ellensfield Coal Mine Project	35km north east of Moranbah	Completed	Extremely Low
	Ensham Central Project	40km east of Emerald	Completed	Extremely Low
	Foxleigh Plains Project	Middlemount	Completed	Extremely Low
	Grosvenor Coal Project	Moranbah	Completed	built
	Hillalong Coal Project	60km north west of Nebo	Completed	Low
	Integrated Isaac Plains Project	Near Moranbah	Completed	Low
	Lake Lindsay Project	25km south east of Middlemount	Completed	None - built
	Middlemount Coal project stage 2	Near Middlemount	Completed	Built – none
Millenium Expansion Project	22km east of Moranbah	Completed	Extremely Low	
Minyango Project	Blackwater	Completed	Extremely Low	
Moranbah South Project	Moranbah	Completed	Extremely Low	
Moorvale Coal Mine	10km south of Coppabella	Completed	Extremely Low	

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	Newlands Coal Extension Project	Near Glenden	Completed	Extremely Low
	Newlands Coal Project	Near Glenden	Completed	Extremely Low
	Norwich Park (east pit) coal mine	24km south of Dysart	Completed	Medium
	Poitrel Coal Mine	35km south east of Moranbah	Completed	Extremely Low
	Springsure Creek Coal mine Project	47km south east of Emerald	Completed	Extremely Low
	Taraborah Coal Project	22km west of Emerald	Completed	Extremely Low
	Vermont Coal	15km north east of Dysart	Completed	Extremely Low
	Washpool Coal Project	24km west of Blackwater	Completed	Extremely Low
Projects suggested through Stakeholder consultation	Clarke Creek Wind and Solar Farm	Near Marlborough	Pre-construction	High
	Australia Singapore Military Training Initiative (ASMTI)	Shoalwater Bay	Construction	High
	Shoalwater Bay Military Training Area Remediation Project	Shoalwater Bay	Construction	High
	Capricornia Correctional Centre Redevelopment	North of Rockhampton	Construction	High
	Connors Arc Exploration Project	St Lawrence	Early Exploration	Low

Note that publicly available and current information in relation to some of the projects is very limited, and the assessment may therefore contain minor inaccuracies. The table does not include projects located in the Galilee basin, Surat basin, Tarong Basin, northern Bowen Basin, and elsewhere in Queensland (e.g. North West minerals province, Far North Queensland or South East Queensland) but included other Bowen Basin Projects including those outside of the regional study area.

## APPENDIX C – COMPLAINTS AND FEEDBACK

### Purpose

This document describes Central Queensland Coal’s approach to managing complaints and feedback from community members.

The purpose of this complaints procedure is to:

- Provide a process for aggrieved community stakeholders to achieve remedy;
- Provide a tool for Central Queensland Coal to continually improve its performance; and
- Comply with relevant environmental and social conditions of approval.

### Policy Statement

Central Queensland Coal aims to be a valued member of the communities it operates in and aims to operate in a way that minimises negative impacts and maximises benefits to communities.

Central Queensland Coal commits to:

- Providing community stakeholders with various options to lodge complaints and feedback;
- Listening to stakeholders to ensure their perspective is heard;
- Resolving complaints fairly and swiftly;
- Engaging face to face as much as possible when resolving complaints; and
- Reporting publicly on the number and nature of complaints received.

Central Queensland Coal encourage community members to get in touch with it via:

- The project hotline [number tbd];
- Community information email: [info@cqcoal.com.au](mailto:info@cqcoal.com.au); and
- Central Queensland Coal Community Relations staff.

### Definition

A community complaint is any expression of dissatisfaction with Central Queensland Coal’s conduct from a community stakeholder, where a response or resolution is required or expected.

This procedure relates to complaints from community stakeholders. Feedback and complaints from employees, contractors or issue motivated groups who are not community stakeholders are outside of scope of this procedure.

### Scope and Responsibilities

This procedure applies to all employees and contractors of Central Queensland Coal who interface with community stakeholders and as such may receive complaints.

### ***Role of contractors***

Employees of contractors who are engaged by Central Queensland Coal are not authorised to manage community complaints relating to Central Queensland Coal's operations or projects. Contractors who are in roles that may interface with community members must carry a Central Queensland Coal contact card and provide that to any community member who seeks to lodge a complaint or feedback with them.

Contractors are expected to appoint a liaison person and work with Central Queensland Coal in resolving any community complaint related to their activities, including implementing resolutions.

### ***Central Queensland Coal Employees***

Employees of Central Queensland Coal who are not authorised to receive complaints must, if approached by a community member, provide a contact card and encourage the community member to utilise the channels displayed on the card.

### ***Authorised Personnel***

The following personnel are authorised to receive and record complaints:

- Project Manager;
- Community Relations Manager; and
- Community relations officer.

Community Relations Manager is further responsible for managing the resolution process.

## **Procedure**

### ***Receive and Record complaint***

Complaints can be received via the channels outlined in above. All complaints will be acknowledged within one business day of receipt and recorded in the complaints database.

### ***Resolve complaint***

When resolving a complaint the following process will be followed:

- 1) Seek to resolve immediately if possible;
- 2) If not, conduct investigation, including seeking information from the complainant;
- 3) Keep in touch regularly with the complainant throughout the investigation process;
- 4) Once a resolution has been agreed within Central Queensland Coal, propose that to the complainant and if agreed, close out the complaint;
- 5) If the complainant does not agree to the proposed resolution, escalate the complaint to Project Manager for decision on whether to provide an alternative resolution; and
- 6) Only Project Manager has authority to close out complaints where the complainant has not agreed to the resolution.

Central Queensland will aim to provide a first resolution to all complaints within twenty business days.

The types of resolutions offered will vary depending on the circumstances of the complaint, but can include one or more of the following:

- An apology;
- Compensation for damages;
- Changed business processes or practices; and
- Additional monitoring or information provision.

### **Report and improve**

Central Queensland Coal will report annually on the number and nature of complaints in its annual Social Impact Management Report. Complaints relating to environmental values will also be reported in the relevant annual returns.

## APPENDIX D – DRAFT CODE OF CONDUCT

### Application

This code of conduct applies to all workers at the Central Queensland Coal Project, including those working for contractors. Contractors are required to abide by and implement this code of conduct, or demonstrate that their own code of conduct is equivalent or stricter.

### Overview

Central Queensland Coal has adopted the following values:

- Work together to deliver practical excellence;
- Take ownership and be proactive;
- Respect, support and encourage each other;
- Be open and honest with each other; and
- Pursue ideas and innovations.

At all times workers should conduct themselves in a manner that is aligned with and will support these values.

In carrying out their duties, workers must follow established procedures and carry out any lawful instruction from their supervisor.

### Responsibilities

Central Queensland Coal workers must:

- Comply with all lawful directions of the Company;
- Promote the interests of the Company;
- Act in accordance with the Company's approved policies and procedures (as amended from time to time); and
- Observe the Company required standards of performance and behaviour.

### Working Environment

Central Queensland Coal will provide a safe, healthy and productive working environment and employees have a duty of care to take all reasonable steps to ensure their own safety and well-being in the workplace, as well as that of co-workers and customers. Accordingly, the abuse of prescription drugs or the use or possession of illicit drugs either at work, or in a manner that detrimentally affects performance at work, will not be tolerated and neither will the consumption of alcohol, or anything-else which

detrimentally affects customer service, other employees, work performance, safety or where it violates the law.

Central Queensland Coal has a policy of zero tolerance to the consumption and possession of alcohol at work, except in those cases of approved employee entertainment and zero tolerance to employees being under the influence if it would detrimentally affect other employees, work performance, safety or where it violates the law.

Central Queensland Coal has a zero tolerance policy in relation to the intentional transmission, downloading, communication or access to offensive material, images or text such as pornography. Contravention of the Central Queensland Coal policy in relation to pornographic material may result in immediate dismissal. This zero tolerance policy exists out of respect for other work colleagues and to avoid any possible breach of copyright, criminal, workplace health and safety and any other relevant laws.

Workers must dress appropriate for the performance of their function, including personal protective equipment as required by relevant legislations, policies, work instructions, or instructions by supervisor.

Any conduct which is intimidating or offensive to the public or other employees cannot be condoned.

### **Conflict of Interest**

Employees must devote full-time attention to Central Queensland Coal duties and not undertake any paid or unpaid activity, which is damaging to the interests of Central Queensland Coal. It is the employee's responsibility to raise any potential conflicts of interest with the most senior Central Queensland Coal officer at the office of their employment, who will advise if the activities are regarded as in conflict with Central Queensland Coal's interests. Involvement in social, sporting, community, welfare, religious, artistic and political activities would not normally conflict with Central Queensland Coal's interests.

### **Central Queensland Coal property, information technology, systems and records**

Central Queensland Coal assets, including motor vehicles, goods, money, intellectual property or the services of other employees must not be used for personal gain. This includes but is not limited to:

- Transcription of computer software programs regardless of whether or not the programs are protected by copyright; and
- Falsification or improper use of Central Queensland Coal credit cards, expense accounts or other similar accounts.

Central Queensland Coal property is not to be removed from the premises without authorisation except where the items are necessary for the performance of the employee's duties (eg. laptop computers, mobile phones and other items of mobile equipment).

Email and Internet / Intranet systems are company resources intended for business purposes only and users should not abuse these privileges by knowingly transmitting, receiving or visiting sites containing material that could be perceived by others as offensive, sexually explicit, annoying, insulting, harassing or intimidating. Distribution of messages via these and other systems is subject to scrutiny as inappropriate

use could result in Central Queensland Coal attracting criticism or even legal action and will not be condoned.

Employees must not destroy business documents and records that are required by the business or required by law to be maintained for a statutory period, nor must any records be falsified or manipulated.

### **Confidentiality of Information**

Where relevant as determined by Central Queensland Coal, employees must sign and comply with a Confidentiality Agreement.

### **Fraud and Corruption**

Employees must not engage in any fraud, corruption, unethical or improper practices or irregular transactions. To assist in understanding these concepts:

Fraud, generally, is the intentional use of false representations or deception to avoid an obligation or obtain an unjust advantage.

Corruption, generally, is behaviour that may involve fraud, theft, misuse of position or authority, or other acts that are unacceptable to Central Queensland Coal and which would be likely to cause loss to Central Queensland Coal or the community.

Specific examples of this would include:

- Participating in commercial bribery;
- Being party to the bribery of public officials; and
- Establishing so-called “slush funds” to facilitate bribery or improper or questionable practices.

Employees will not be criticised for the loss of business resulting from not making or receiving a bribe or inducement to or from a third party.

Employees may be dismissed if they knowingly make or receive a bribe or inducement to or from a third party even if such a transaction is to further the interests of Central Queensland Coal. Under no circumstances will a situation be tolerated where an employee benefits personally from such a transaction.

Employees who believe they know of any fraud, corruption or irregular transactions are encouraged to raise that matter with the most senior Central Queensland Coal officer at the office of their employment, and employees who have reasonable grounds or evidence of any fraud, corruption or irregular transactions have a duty to raise that matter with the appropriate Central Queensland Coal officer.

### **Personal Conduct Out of Hours**

Employees should report to work as required and, when an absence is unavoidable, promptly notify the most senior Central Queensland Coal officer at the office of your employment of the reason for your absence.



Employees attending meetings, social functions or out of hours functions must ensure that personal behaviour in no way detracts from the image or reputation of Central Queensland Coal or brings Central Queensland Coal into disrepute. Severe breach of this requirement could lead to disciplinary action.

### **Discrimination**

Discrimination or harassment based on race, colour, religion, gender, age, marital status, disability or other factors unrelated to an employee's merit or Central Queensland Coal's legitimate business interests, will not be tolerated and is an unlawful act.

All employees are entitled to their personal preferences in private or political matters. No pressure should be placed on anyone to influence those preferences and no approval or disapproval should be shown by anyone in their Central Queensland Coal role, of anybody's private or political preferences or activities.

### **Environment**

All employees, when carrying out their duties, are responsible for maintaining and protecting the environment. Employees should therefore always consider the impact of their activities on the environment and the local community.

### **Leaving the Company**

On leaving Central Queensland Coal, each employee must surrender all Central Queensland Coal property and items containing business information.

### **Non-resident workers in project provided accommodation**

Workers who stay in project provided accommodation whilst on shift are required to observe the following:

- Consumption of illicit drugs is strictly prohibited;
- Consumption of alcohol may only occur outside of work hours and only to the extent that it does not lead to a breach of this code when returning to work;
- If venturing into local communities, workers must be mindful that large numbers of non-resident workers may cause feelings of insecurity, and adjust their behaviour accordingly; and
- Intentional damage to accommodation facilities, or intimidation of accommodation staff will not be tolerated.

### **Behaviour in community**

The Central Queensland Coal project is located near the communities of Ogmoo, Marlborough, St Lawrence and Clairview. The project strives to foster good relationship with residents in its neighbouring communities. Workers must not act in a way that may damage Central Queensland Coal's relationship with communities, cause harm or intimidation to members of local communities or otherwise bring Central Queensland Coal into disrepute. This includes but is not limited to:

- Acting in a drunk, disorderly or aggressive way towards colleagues or community members; and
- Breaking traffic rules or not showing common courtesy when driving a project vehicle.

Workers are encouraged to identify opportunities for themselves or the project to contribute positively to the wellbeing and prosperity of its neighbouring communities and bring these to Central Queensland Coal's attention.

### **Indigenous peoples**

The Central Queensland Coal project is located on or near the traditional lands of the Barada Kabalbara Yetimarala people and the Darumbal people. Workers are encouraged to familiarise themselves with the Indigenous peoples of the region, and show respect for their history, tradition and values.

Expressions of racism towards Indigenous people in the community or workforce will not be tolerated and is an unlawful act.

### **Volunteering and community support**

The project encourages and will support its workers to seek out opportunities to volunteer or otherwise support local community organisations.

### **Reporting Breaches of these Standards**

Employees have a duty to report material breaches of these standards to the most senior Central Queensland Coal officer at the office of their employment.

## APPENDIX E – DRAFT COMMUNITY REFERENCE GROUP GUIDELINES

This attachment sets out the draft operating procedures for the proposed Central Queensland Coal Community Reference Group (CRG). The CRG is proposed as a key measure in the Proponents' approach to community engagement and as a way to guide the implementation of the SIMP.

### **Purpose and Scope**

The CRG will be a voluntary body with the aim of fostering collaborative community engagement and management of social impacts for the Central Queensland Coal Project. The purpose of the group is to:

- Advise Central Queensland Coal on the implementation of its SIMP;
- Function as a forum for exchange of information between the community and the Project

### **Timing**

Establishment of the CRG will commence in the pre-construction phase, with the aim of holding at least two meetings prior to construction commencing.

### **Membership**

The CRG will have no more than twelve members that are drawn from:

- Residents in the SIA local study area (a balance between residents from within LSC and IRC will be sought);
- Representatives of the respective local councils within the local study area: LSC and IRC;
- A representative of QPS;
- At least one member of the local or regional business community;
- At least one member of a social or community organisation;
- Representatives from CQC or a related entity, and;
- A chairperson.

Central Queensland Coal will be represented by a senior manager and community relations manager. Commercial partners (construction or operating contractors) will participate as required. Central Queensland Coal will manage the secretarial functions of the CRG, including planning and convening meetings (in collaboration with the chairperson), take notes and distribute these.

Members will be recruited via a) direct contact with relevant organisations or b) publicly seeking expressions of interest from residents in the local study area. Membership will be voluntary and not remunerated, although Central Queensland Coal will consider reimbursing members for travel costs.

### **Frequency**

The CRG will meet quarterly during the construction phase and at a frequency determined by the group following completion of construction.

DOCUMENT PROPERTIES

<b>Title</b>	<b>Version</b>	<b>Issued</b>	<b>Principal Author</b>	<b>Peer review</b>	<b>Client</b>
Social Impact Assessment for the Central Queensland Coal Project	1.2	July 2020	Daniel Holm	Lisa Ritchie	Central Queensland Coal Pty Ltd