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## 16.1 INTRODUCTION

Waratah Coal has undertaken a Social Impact Assessment (SIA) for the mine, rail and coal terminal (the Project). The SIA has been prepared in accordance with the EIS ToR. The ToR also states that a Social Impact Management Plan (SIMP) will be prepared following the finalisation and approval of the SIA. Waratah SIA's objectives were to outline and define the proposed rail's social and cultural area of influence. This chapter identifies outcomes of the community engagement process.

The SIA presents a profile of the workforce for the Project and other nearby resource projects in which describes and assesses the type, level and significance of the Project's social impacts (both beneficial and adverse). Social impacts mitigation strategies and measures are also discussed in this chapter. A comprehensive technical report describing the SIA is included in **Volume 5, Appendix 23**.

## 16.2 ASSESSMENT METHOD

The method for the SIA has been prepared in response to the TOR and draws on SIA guidelines and toolkits prepared by the International Association for Impact Assessment (IAIA), the United Nations Environment Programme (UNEP), the Organisation for Economic Cooperation and Development (OECD) and the International Council on Mining and Metals (ICMM). In following international best practice for SIA methodology, the assessment:

- analyses the social impact of other large-scale resource projects to help predict the likely social impact of the project;
- integrates social, environmental and economic impacts;
- integrates the cumulative impacts of other large-scale resource projects likely to be developed in a similar timeframe and in the same geographic area in which the project is located;
- initiates a process of community engagement to both raise awareness of the project and identify and respond to social issues that communities or individuals have (laying the foundation for ongoing community engagement and participation, which shall be outlined in the SIMP); and

- promotes sustainable development, by considering and where possible contributing to, existing development plans and priorities identified at state, regional and local levels.

The method process for the SIA is illustrated in **Figure 1**.

The methodology has also adopted a precautionary principle, which means that an attempt has been made to identify and consider impacts even though the potential risk of an impact occurring may be low, or the actual impact difficult to predict or quantify.

A wide range of documents were reviewed as part of the SIA. While all external sources of information have been acknowledged and referenced, they can be categorised as follows:

- references on the methodology for conducting a SIA;
- census and survey data from the Australian Bureau of Statistics (ABS), including but not limited to the 2006 community profile series, which summarise results from the national population and housing census and compares selected results with data from the 1996 and 2001 censuses;
- data from other government departments and affiliated bodies;
- research on the social impacts of mining; and
- planning documents at state, regional and local levels

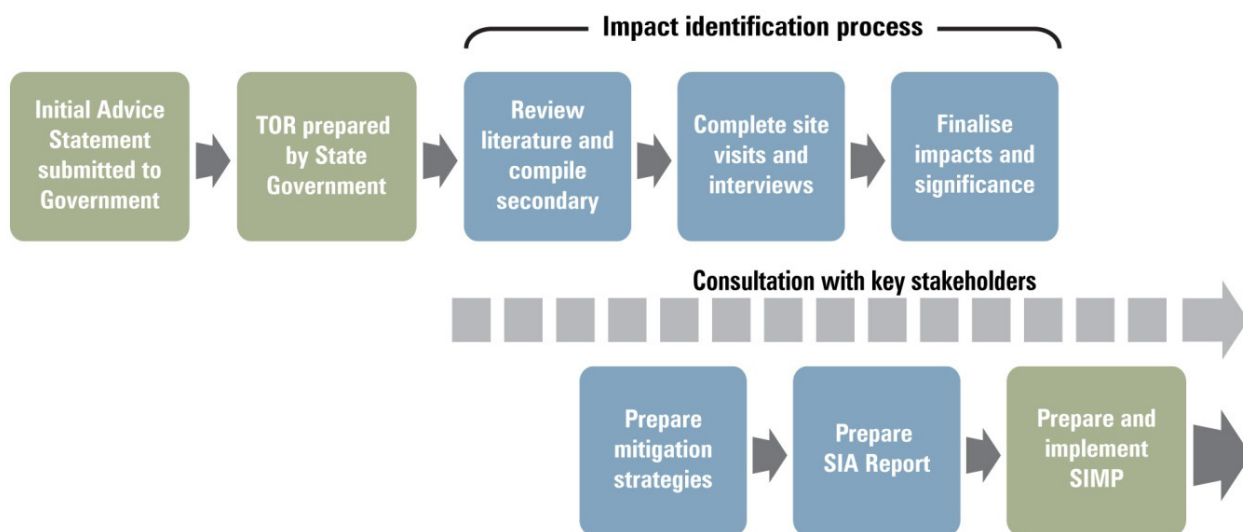
## 16.3 EXISTING SOCIAL VALUES

The proposed railway extends for 468 km and is located within the former shires of Jericho, Belyando and Bowen. As the social impact assessment of the mine and coal terminal focuses on the former shires of Jericho and Bowen, the impact of the railway focuses on the former Belyando Shire. Referred to as the Belyando area in this section of the EIS, it occupies an area of 30,281 km<sup>2</sup> and has a permanent residential population of a little over 10,000. The main towns are Moranbah (population 7,500) and Clermont (population 2,500).

Although the SIA focuses on the areas in which the mine, railway and coal terminal are located, impacts are also considered for Mackay and Rockhampton and at the regional and state levels. For the purpose of the SIA, the region is defined as the BRC, IRC, WRC and the CHRC.

Several Indigenous groups have traditional links to areas that shall contain project facilities, including the Juru, Jangga, Birri and Wangan and Jagalingou People.

Figure 1. SIA Methodology



Information is presented for Indigenous people and impacts specified separately as and when appropriate.

### 16.3.1 SOCIAL BASELINE

An overview of the demographic and social characteristics of the Belyando area is presented below:

- Belyando, like a number of other areas that lie within or overlap with the Bowen Basin, has experienced 1% annual growth over the period 1996 to 2006;
- the Planning Information and Forecasting Unit (within DIP) predicts 2% annual population growth for Belyando over the next 20 years;
- 92% of Alpha’s population were born in Australia, 88% are Australian citizens, and 98% speak only English;
- the population is relatively young (a median age of 30);
- the Indigenous population is low (1.8% of the total population), however, the Wangan and Jagalingou People, Jangga People, Birri People and Juru People are traditional owners within the area, including parts of the proposed railway route;
- although a significant proportion of the population has settled in the district as a result of coal mining, there is still a strong sense of community and a strong commitment to local organisations, including high levels of volunteering;
- the majority of the workforce is engaged in the mining industry (predominantly coal mining); there is high workforce participation and low unemployment

(males 1.5%; females 2.7% in 2006), with average income levels 49% higher than Queensland as a whole;

- the level of home ownership is low;
- house prices have risen sharply in Moranbah (since 2002) and Clermont (since 2004) and the average price in Moranbah (\$432,000 in 2009) now exceeds urban centres such as Mackay;
- health facilities include hospitals in Moranbah and Clermont; while access to education facilities varies considerably (Moranbah and Clermont have high schools, but many areas are serviced only by small primary schools);
- education levels are comparable to the state average; and
- welfare indices indicate that Belyando has a low proportion of relatively disadvantaged people; above average level of access to economic resources; although relatively few people with high qualifications or highly skilled jobs.

Clermont was established in 1864 following the discovery of gold in the area in 1861. Gold, copper and coal mining and sheep and cattle grazing have been the main industries ever since. Clermont has experienced large variations in its population, and experienced a steady decline more recently as government services were withdrawn to larger urban centres and many small businesses no longer remained viable once people increased their mobility and shopped in larger centres such as Emerald, Mackay and Moranbah. The Blair

Athol coal mine, located 20 km north-west of Clermont, commenced in 1984 and resurrected Clermont's vitality. Although expected to close in 2016, production and employment levels will be maintained from the Clermont coal mine, which is located 12 km north-west of the township, and recently commenced production.

The majority of mine employees reside in Clermont. The SIA for the Clermont coal mine indicated that most local people thought that the mix of mining and agriculture was a positive feature of Clermont as both industries contribute to the attributes and atmosphere of the area (p.13). The SIA identifies a large number of sporting and recreational facilities, and notes they have a high level of local support. The cultural backgrounds and cultural values of the local population must; however, have broadened since the Blair Athol mine, as many of the mine employees would not have had a rural upbringing, and may not necessarily attach the same values and importance to the surrounding environment or specific locations. However, Clermont has maintained its rural setting and has maintained a strong sense of community. In fact, mining – and more specifically the vitality from high income levels and community contributions provided by Rio Tinto – may have strengthened the sense of community in Clermont.

Moranbah was constructed in 1971 as a mining town and has around a dozen coal mines within a 50 km radius. Census results from 2006 indicate that the town's resident population of 7,131 had:

- 124 males per 100 females;
- an average age of 29 (compared to 36 for Queensland as a whole); and
- an average income of double the average for Queensland.

An additional 1,129 census respondents were located in Moranbah on the night of the census who usually resided elsewhere. Many of these respondents were mine workers employed on a Fly-in / Fly-out (FIFO) or DIDO basis. When adding this group to the Moranbah residents there were 158 males per 100 females and an average income level which is 2.25 times the Queensland average.

As the vast majority of the town's residents are from other parts of Australia, the cultural identity will not be closely linked to the physical landscape or the local

history. However, 60% of families have two parents and children (compared to 44% for Queensland) and Moranbah is considered to be a good town to raise a family. This attitude appears to be linked closely to high income levels and job security rather than the physical setting or cultural attributes. However, a study undertaken from 2005 to 2007 concluded that 'the deliberate attempt to plan Moranbah so as to feel like an established community appeared to have had lasting benefits in terms of the ability of the town to generate a sense of community and to attract service industries and permanent residents'.

### 16.3.2 WORKFORCE

The construction of the railway will extend for a three year period and require 1,000 workers. The construction workforce is expected to be based in camps at the mine site and at Merinda (near Bowen) and three temporary camps along the railway alignment (e.g. one near Collinsville, one near Mt Coolon and one mid-way between Mt Coolon and the mine site). The temporary construction camps are each expected to accommodate around 150 workers, who are likely to work 12 hour shifts on a FIFO basis (e.g. 21 days on 7 days off).

It is Waratah Coal's intention to permanently base and accommodate all 460 workers involved in the railway and port in the Bowen area.

### 16.3.3 GOVERNMENT PLANNING INITIATIVES FOR THE RAIL CORRIDOR REGION

Relevant regional and local plans are identified and below for the rail corridor.

#### 16.3.3.1 Regional Plan

Belyando is located in the Central Queensland Region. The regional plan acknowledges the importance of mining and in particular, the production of coal and gas from within the region. The regional plan highlights the importance of effective planning to ensure the region maintains its competitive advantage through its world class infrastructure. The regional plan also emphasises diversification and value adding through mineral processing and manufacturing, and highlights the importance of education and skills development to support innovation and production. The regional plan also identifies the need to develop strategies to address the social and cultural needs associated with the

population growth and changing demographics resulting from major industrial development, and the provision of adequate social services in small, rural communities.

### 16.3.3.2 Strategic Plan

The IRC has prepared a strategic plan for the decade to 2019. The plan notes that mining is a significant driver of the local economy and provided 76% of total gross regional product in 2007/8. The plan gives considerable emphasis to a range of mine-related issues:

- the plan notes the high population growth forecast for the region (2% per annum) and the need to provide a range of affordable and alternative housing options to meet current and future needs;
- the plan notes that some people see single person's camps and FIFO work practices as a threat to community sustainability;
- the need to monitor and manage the cumulative impacts of mining on the natural and built environment is highlighted (noting noise, dust and vibration);
- the plan gives support for Clean Coal Technology initiatives;
- the plan indicates that the broader community will be engaged to prepare 'place-based' Community-Economic Development Plans; and
- a partnership between Rio Tinto Coal and the IRC has been initiated and is referred to as the Clermont Preferred Future Project (discussed below).

### 16.3.3.3 Clermont Preferred Futures Project

Rio Tinto partnered with the previous Belyando Shire Council (now IRC) to undertake the Clermont Preferred Future Project. The project originated from the town's dependence on the Blair Athol Mine (in 2006 the mine accounted for 22% of the town's workforce) and aimed to help Clermont adjust to the closure of the Blair Athol Mine, capitalise on the growth that the new mine will bring, and consider a longer term post-mining future. The project was undertaken over a 12 month period, and resulted in a set of six themes:

- business, entrepreneurship and economic development;
- infrastructure, investment and transport;
- leadership and governance;
- livability and lifestyle;

- natural capital and cultural heritage; and
- community health and wellbeing.

Although the issues identified were similar to those incorporated in regional planning documents, it was argued that Clermont provides a unique situation and requires a tailored approach. However, the Clermont Preferred Future strategy is designed to be used by the three tiers of government, industry and the community leaders as a starting framework to address key challenges, stimulate growth and remove the impediments or blockages confronting Clermont in achieving its preferred future.

The appointment of a permanent officer, charged with responsibility for implementing specific strategies, has been necessary to achieve progress. The achievements are complimented by an annual grants program. Funded by Rio Tinto, the Clermont Community Development Fund is used for a wide range of activities. For the period 2009 to 2011 Rio Tinto has allocated up to \$1.5 million for the Community Development Fund.

### 16.3.4 COMMUNITY CONSULTATION

The community engagement process for the project as a whole is described in detail in the EIS (refer Public Consultation Report). The following is a summary of the consultation process as it relates to the SIA in the vicinity of the mine:

- **public consultations** were held in Clermont and Collinsville in June and September 2010 and Mt Coolon in September, following an initial meeting with the IRC;
- **public comments** were invited at each public meeting (and a comment form provided in which people could document queries or comments and send to Waratah Coal). Comments could also be provided via email ([info@waratahcoal.com](mailto:info@waratahcoal.com)) or phone (1800 085 915), while additional information was available on the Waratah Coal website ([www.waratahcoal.com](http://www.waratahcoal.com)); and
- **field work** was completed between July and September and included further consultations with regional councils and other interested parties.

#### 16.3.4.1 Community Issues from Consultation across the Rail Corridor

The main issues raised during the public meetings are summarised below.

##### 16.3.4.1.1 Clermont:

- whether one or two railway lines will be constructed, including the proposed alignment of each and the process for finalising the alignment, the type of rail crossings, the nature of compensation, fencing, and responsibilities for fire prevention along the railway corridor;
- mine rehabilitation processes (as rehabilitation efforts in local mines were said to be poor, and often left until the end);
- workforce numbers and contracting opportunities, and staff recruitment (particularly the origin of workers and training plans);
- contributions to local communities;
- impact of the planned mining tax;
- source of mine water and impact on groundwater (including impact from flooding resulting from extreme weather events); and
- construction timeframe.

##### 16.3.4.1.2 Mt Coolon:

- whether one or two railway lines will be constructed, including the proposed alignment of each (with particular interest on the crossing points of the main rivers);
- impacts of the railway on grazing management;
- access roads along the railway and problems associated with unauthorised access;
- the location of construction camps;
- the process for finalising the railway alignment, the type of rail crossings, the nature of compensation, fencing, and responsibilities for fire prevention along the railway corridor; and
- construction timeline.

##### 16.3.4.1.3 Collinsville:

- benefits for Collinsville (including location of the workforce);
- proposed railway alignment and number, size and speed of the trains;
- whether one or two railway lines will be constructed;

- options for stock and road crossings;
- fire risks (from trains);
- impacts on property owners who wish to sell their property;
- compensation rates for property owners;
- origin of the workforce and employment practices (particularly relating to FIFO); and
- impact of coal dust from the trains and options to suppress dust.

##### 16.3.4.1.4 Emerald:

- staffing numbers and potential benefits to people from Emerald (particularly relating to employment and contracted services);
- consultation process and extent of consultations undertaken to date;
- workforce issues (e.g. recruitment, rosters and workforce development);
- source of power and water for the project;
- impact of the proposed mining tax; and
- impact on community services in Emerald and Alpha.

#### 16.3.5 COMMUNITY ASPIRATIONS AND ATTITUDES TOWARDS MINING

The property owners impacted by the railway were most interested in the actual rail alignment; whether both Waratah and Hancock would construct and operate separate railways; and what mitigation strategies may be considered to help overcome constraints to cattle operations impacted by the railway.

The Belyando area has a substantial mining industry and has experienced substantial in-migration in the past. The area has high employment and income levels and has benefited from improved public infrastructure and services. While generally supportive of mining development, local residents expressed interest in the proposed rail alignment, and expressed concerns over the environmental impact, particularly in relation to the source of water for the mine and the impacts that the mine would have on the Belyando, Suttor and Burdekin Catchments.

As discussed above, an underlying attitude, particularly in the areas that have mining experience, is that mining predominantly benefits the people from South East Queensland rather than people in the areas from which



coal and other minerals are extracted. Many people in Central Queensland would prefer to see a proportion of royalties, or other mining benefits, allocated specifically to the local area.

As discussed above, no complaints were received by Waratah Coal outside the public consultations between June and September 2010. The only contact with Waratah Coal was made in relation to the consultation process (i.e. checking meeting dates and venues) and employment and contracting opportunities.

## 16.4 POTENTIAL IMPACTS

### 16.4.1 ECONOMIC IMPACTS

Economically, the Project will benefit the mining and coal terminal areas rather than the railway corridor. However, some contractors and employees from the Belyando area are expected to provide services or gain employment with the mine. This will increase local employment and income levels, but only marginally when considering the other mining activities in the Belyando area.

The Project will cause some negative economic impacts in the Belyando area, most notably, a decrease in cattle production (and / or cattle productivity) resulting from the railway.

Although the Project will have limited other negative economic impacts, the cumulative impact of multiple mining projects will contribute to:

- the loss of employees from existing business activities as they take jobs in the Project;
- increases in the cost of living (including increases in the cost of housing and an increase in the cost of goods and services resulting from higher wages);
- the potential loss in economic benefits from a downturn in the industry; and
- increasing income inequality.

The reduction in cattle production is not expected to be significant at an industry level, either when considering the project or the cumulative impact of multiple resource projects. However, the loss of economic activity (across a range of industries) is expected to be significant when considering the loss of current employees to cumulative resource projects. Continued upward pressure will also occur on house prices and rental costs, which will contribute to the relatively high cost of living in the

region. This will have a greater impact on those people with low incomes, such as retirees, single parents and the unemployed.

Although the price of coal is expected to remain high in the short to medium term, a downturn in the coal industry would have a substantial economic impact in the Belyando area given the dominance of the coal industry.

### 16.4.2 POPULATION AND DEMOGRAPHIC CHANGE

The construction workforce is expected to be engaged on a FIFO basis and have minimal impact on the permanent, residential population within the Project area. Furthermore, the operational workforce will predominantly be based at the mine site or in the Bowen area. The Project is not expected to impact significantly on the population or demographic features of the Belyando area. However, the cumulative impact of multiple resource projects will have a far greater impact on population in the region. Given the near-full employment levels in Queensland at present, and the well publicised skills shortage within the construction and mining industries, considerable in-migration will be required to satisfy the workforce requirements of the project and other resource projects currently being developed. While many workers are expected to move to Queensland from inter-state, the sheer number of new projects being developed in Australia, and their scale, means that some workers will need to be sourced from overseas. Although subject to increasing debate in Australia at present, either an increase in the number of workers entering Australia with mining and construction skills will be required, or Queensland will need to accommodate a much larger share of Australia's skilled migrants.

While it is likely that construction of some of the proposed resource projects will be delayed, in part due to workforce shortages, it is likely that a number of projects will be constructed on or near schedule, and as a result, more foreign workers will either be granted temporary work visas or will migrate to Queensland. Overseas workers are expected to originate from a range of locations, but are likely to include China (given the involvement of MCC) and countries with high levels of competency in English, such as New Zealand, the Philippines and Papua New Guinea.

### 16.4.3 ENVIRONMENTAL IMPACTS

Although covered in detail in the EIS, some of the main environmental impacts – directly impacting people in the local area – are summarised here as they contribute to the social impact of mining. Environmental impacts are minimised as a result of the following:

- the railway model minimises the length of rail that crosses floodplains on the Belyando, Suttor and Bowen Rivers; and
- the railway avoids national parks and other high conservation areas.

The impact of noise, vibration, dust and visual amenity along the railway line will be determined primarily by the distance that townships and rural residences are located from the final railway alignment, along with the quantity of train traffic. The nearest residential centre to the proposed railway is Mt Coolon (approximately 10 km). At this distance Mt Coolon should not be impacted by noise, vibration or visual amenity. However, some rural residences are located within 2 km of the railway and a number of families will therefore be able to hear and / or see the railway from where they live and may be impacted by dust and / or visual amenity. However, options to reduce coal dust from the trains will be assessed.

Initially the Project is expected to require six trains each day (in each direction). However, if one railway is constructed for all proposed and future mines within the Galilee Basin, up to 134 trains (in each direction) will be required; which would generate noise, vibration, dust and visual impacts on a regular rather than periodic basis.

### 16.4.4 IMPACTS ON RURAL PROPERTIES

The rail alignment for the Project is expected to traverse 36 properties. These properties vary in size from around 1,000 ha to almost 40,000 ha. The majority of properties are leasehold. Two properties support cattle feedlots and some have relatively small areas of cropping land (generally limited to areas on the floodplains). The remaining properties support beef cattle grazing operations on native pasture. Four houses are located within 2 km of the proposed railway route (although the rail alignment has not been finalised). The nearest house is located 300 m from the railway, but at the same time, is located within a kilometre of an operational open cut coal mine near Collinsville.

Coal trains will increase the level of noise, dust and visual amenity and increase the risk of fire. Until a decision is made on whether the Waratah or Hancock railways are to be utilised (on the assumption that only one will be approved by Government, and will be open to all parties developing coal in the vicinity of Alpha), many property owners will continue to suffer from anxiety and stress in part due to the uncertainty of whether their properties will be impacted or not (particularly those people with houses relatively close to the proposed railway route), and in part due to the potential impact that a railway and trains will have.

The actual area of land lost to the railway will be small in terms of the overall area of grazing land available (generally less than 1%, but around 3% for some of the smaller properties). Unless some grazing areas are land-locked (i.e. isolated from the remainder of the property and therefore not easily accessed), the railway will not therefore lead to a significant loss in the area of grazing land. However, dust from the coal trains, if not controlled, could potentially reduce the willingness of cattle to graze on pasture near the train tracks, and potentially reduce the carrying capacity. Given the extended dry season, this could potentially impact a relatively large area in comparison to the area lost to the railway line. It has also been claimed that coal dust can similarly render dams or other water sources as unsuitable for cattle to drink from, so some alternative water sources may be required in the vicinity of the railway line.

Waratah Coal is considering a range of options to minimise coal dust from trains, including new cellulose spray, watering and wagon covers. Some additional labour may also be required to check on cattle, bring cattle to stock yards, check watering points, etc., as a result of the need to cross the train tracks. While under-rail culverts will be used for local roads and farm tracks when possible, and will help limit the number of land-locked areas on grazing properties, cattle are unlikely to pass under train tracks. While cattle have often adapted relatively quickly to roads or railways, crossing the railway tracks will be difficult, particularly at the onset.

Should the Waratah railway proceed, all property owners will be duly compensated. This may include financial payments, the realignment of fences and / or the provision of additional watering points, stockyards and farm roads. In addition, some property owners may have the opportunity to provide services during construction (e.g. fencing) and operations (e.g. weed or fire control



within the rail alignment). This would supplement farm income and may enhance the economic viability of these properties.

#### 16.4.5 IMPACTS ON PUBLIC INFRASTRUCTURE AND SOCIAL SERVICES

The Project will have limited impacts on public infrastructure or social services in the Belyando area, other than the impacts on property owners in the vicinity of the railway. However, the cumulative impact of multiple resource projects will increase the demand on social and welfare services in towns including Moranbah. The cumulative impact of multiple resource projects and resulting population growth, coupled with an aging population, is expected to have the following impacts:

- an increase in the number of children attending schools;
- an increase in the demand for health care, and in particular, aged care facilities and services;
- an increase in the demand for child care services;
- an increase in the demand for a wide range of welfare services (including, for example, accommodation support, victims of domestic violence, victims of child abuse and mental health support);
- an increase in demand on the rural fire brigade; and
- an increase in demand on emergency services (resulting from increased traffic and in particular, the increase in large trucks on the main roads and the increase on DIDO workers).

#### 16.4.6 IMPACTS ON HOUSING

House prices have risen dramatically as a result of the expansion of coal mining in towns such as Moranbah and Clermont. Although the Project will have no significant impact on housing in Moranbah or Clermont, the cumulative impact of multiple resource projects will continue to place upward pressure on housing prices and rental costs. Hotels, motels and caravan parks in towns such as Clermont and Moranbah already have high occupancy rates, particularly in the winter months and it is expected that this trend will continue. The cumulative impacts of multiple resource projects will also have a negative impact on the availability of tradesmen such as builders, plumbers, electricians and painters.

#### 16.4.7 IMPACTS ON COMMUNITY VALUES

Evidence from the Hunter Valley and Bowen Basins indicates that community values, and in particular the 'sense of community' can be promoted by coal mining. In areas where the workforce is permanently located in local towns the income level is boosted and mining companies often provide funding for local infrastructure or community activities. Both factors can help address the loss of community values that may otherwise occur as a result of a declining (and aging) population and difficulty in meeting basic economic needs.

Although the Project will not impact significantly on the Moranbah or Clermont populations, the cumulative impact of multiple resource projects will see increased migration. This is likely to boost the local economies and contribute positively to the sense of community.

### 16.5 MITIGATION MEASURES

#### 16.5.1 EMPLOYMENT

The majority of rail and coal terminal employees will be expected to reside in the Bowen area during the operational phase, while the mine workforce will predominantly be engaged on a FIFO basis (both during construction and operations). Preference will be given to employees from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia, in that order, before foreign workers.

To attract and retain staff, Waratah Coal will provide training and engage apprentices as part of their normal operations and will provide individual accommodation for FIFO staff. In doing so Waratah Coal will develop a Recruitment and Training Plan aiming to enhance the skill levels of the workforce and local communities through maximising the number of apprentices from the local region and providing greater employment opportunities for Indigenous workers and women.

Liaising with organisations such as the HiHo Group, established by Girudala, will help maximise the extent to which Indigenous people participate in and benefit from the project. Waratah Coal will also consider a housing scheme for workers who wish to reside in Alpha or the Bowen area (and possibly other locations in the region). Waratah Coal will also develop a Code of Conduct for employees and the employees of all contractors to help minimise behaviour which might offend local residents and contribute to animosity.

### 16.5.2 CONTRACTING

Waratah Coal has entered agreements with Chinese partners for the financing, construction and marketing of the project. The Metallurgical Corporation of China (MCC) has been engaged to undertake the engineering, procurement, construction and management of the project, although Waratah Coal will have a management team and will maintain a supervisory role during construction, operations and decommissioning. While MCC has been engaged as the EPCM contractor, opportunities will be provided during both the construction and operational phases of the project to local contractors and local suppliers whenever possible. Waratah Coal will prepare a Local Industry Participation Plan, in collaboration with DEEDI and the Industry Capability Network (ICN), to promote opportunities for Australian organisations to tender for contracts. This will give preferences to contractors and suppliers from the project area and local region (eg. Alpha, Emerald, Clermont, Barcaldine, Jericho, Collinsville, Proserpine, Mackay and Bowen and other nearby centres).

Waratah Coal will provide assistance to local businesses, through the help of ICN, to ensure they are aware of potential contracting opportunities and understand the required contract standards and conditions.

### 16.5.3 CATTLE OPERATIONS

In addition to compensation relating to the acquisition of the rail corridor, Waratah Coal will work with each property owner to minimise disruptions and reduce impacts on cattle productivity as a result of the railway. This may entail the realignment of fences, provision of additional watering points, the construction of new farm roads and relocation or provision of new cattle yards. Waratah Coal will work with each property owner to develop works plans to facilitate the construction of the rail and to minimise potential impacts associated with the acquisition of the land. To assist in this process, Waratah Coal will provide the services of a farm management specialist to assist property owners to modify farm practices and infrastructure as a result of the mine or railway.

### 16.5.4 ROAD TRAFFIC

Measures to minimise disruptions and accidents caused by the increase in the number of heavy vehicles, particularly during the construction period, will include:

- minimising disruption from trains by building overpasses or underpasses wherever possible (and if necessary, boom gates over level crossings);
- providing a bus service between nearby regional centres and the mine site for employees, should a sufficient number of employees reside in a nearby regional centre;
- preparing traffic management plans in consultation with the DTMR, the relevant regional councils and Queensland Police Service; and
- including safe driving and fatigue management strategies for employees and contractors who will drive to or from work.

### 16.5.5 STAKEHOLDER ENGAGEMENT

Waratah Coal will maintain effective dialogue with a range of stakeholders throughout all phases of the project:

- participating in Community Reference Groups;
- involving key stakeholders in the design and assessment of stakeholder engagement strategies;
- preparing a Community Engagement Plan; and
- establishing a grievance and dispute resolution mechanism for employees, contractors and external stakeholders.

The Community Engagement Plan is expected to include a range of engagement processes:

- continuing the information hotline (1800 number);
- providing information on Waratah Coal's website and updating this information periodically; and
- preparing periodic project updates and disseminating these among key stakeholders (focusing on selected state government agencies, local councils, property owners, Indigenous groups, other local residents and local interest groups).

## 16.6 CONCLUSIONS

The main impact of the Project in the Belyando area will occur as a result of the railway. While providing an opportunity for substantial economic development in Central Queensland, in the Belyando area it will have limited impact on population but will provide some contracting, employment and training opportunities, and contribute to higher income levels. However, the Project will disrupt cattle operations and may impact adversely on local traffic.

## 16.7 COMMITMENTS

Waratah Coal commits to:

1. Preparing a Local Industry Participation Plan in collaboration with DEEDI and ICN;
2. Giving preference to contractors (including local suppliers) from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia (and New Zealand), before overseas;
3. Reporting on Local Industry Participation annually;
4. Preparing a Recruitment and Training Plan, aiming to enhance the skill levels of the workforce and local communities, providing opportunities for Indigenous employment, female employment, and maximising the number of apprentices from the region;
5. Giving preference to employees from the project area, Central Queensland, the rest of Queensland and elsewhere in Australia (and New Zealand), before overseas;
6. Basing up to 460 staff in the Bowen area;
7. Working with each property owner to minimise disruptions and reduce impacts on cattle productivity as a result of the mine and railway (including the provision of specialist advice from a farm management consultant to assist farm planning exercises);
8. Ensuring that local development contributions, provided by Waratah Coal, are planned in coordination with affected regional councils, local residents and other resource companies;
9. Considering a housing scheme for staff for who wish to reside in Bowen;
10. Arranging financial management advice for employees;
11. Developing a Code of Conduct for employees and contractors and outlining this during induction programs for all employees and contractors;
12. Continuing the existing information hotline (1800 number);
13. Establishing a grievance and dispute resolution mechanism for staff, contractors, local residents and other parties;
14. Providing up to date information on the project on the Waratah Coal website;
15. Preparing annual updates of the SIMP, which will include progress in implementing action plans, stakeholder engagement and grievance summaries for the previous year, any new or emerging social issues, and changes to action plans; and
16. Disseminating the SIMP updates among key stakeholders and placing them on Waratah Coal's website.