

21 SOCIAL

21.1 INTRODUCTION

Social impact assessment (SIA) is conducted to assess and predict the likely consequences (both positive and negative) of a proposed action on a community and provides strategies to mitigate any adverse impacts and maximise potential benefits. The SIA for the Wandoan Coal Project (the Project) comprised a desktop study of the demographic and social characteristics of the study area and region (as defined in Section 21.3) as well as community consultation to define current social values and lifestyles. The assessment of the existing social environment and potential impacts within the study area was also informed by consultation with the local community and stakeholders.

Further detail is provided in the SIA technical report which is provided in TR 21-1-V1.5. Note that figures/documents with numbering ending in V1.5, for example, refer to figures/documents contained in Volume 1, Book 5 of the EIS.

Information related to this study was gathered from sources including:

- statistical information from a range of sources including Australian Bureau of Statistics (ABS) 1996, 2001 and 2006 Census data, Queensland Planning and Information Forecasting Unit (PIFU) and the Queensland Office of Economic and Statistical Research (OESR)
- social service providers' websites, including local councils and relevant government websites (including Queensland Health and Department of Education, Training and Arts)
- consultation with the community through activities such as workshops, surveys, community displays and face to face meetings
- consultation with government and non-government stakeholders including (but not limited to) the Department of Communities, Department of Education Training and the Arts and Queensland Health
- review of technical studies prepared as part of the EIS
- existing WJV documentation
- case studies and examples of similar projects.

The assessment process also included the identification of potential qualitative and quantitative changes within the community as a result of the Project. Information developed as part of the Project in relation to mine planning and development has assisted the identification of:

- workforce requirements
- housing and accommodation requirements and changes
- impacts to local services and facilities
- impacts to community values and lifestyles
- changes to access and amenity
- impacts to affected properties, including property management, property devaluation and compensation, productivity losses, movement and access.

21.2 DESCRIPTION OF THE PROPOSED DEVELOPMENT

This SIA takes into account a number of key development features and elements of the Project. The following summary provides Project details, which may influence the social outcomes for communities within the region.

This study also takes into account the proposed gas pipeline from the Peat-Scotia Gas Line. This study does not include the social or economic impacts associated with Surat Basin Rail or port development projects.

The proposed development includes the construction of associated mine infrastructure including accommodation facilities that will hold the majority of the workforce during both construction and operation, administration buildings, equipment housing and mechanical workshops as well as a coal handling and processing plant. Below is a summary of the proposed inclusions and scope of this infrastructure and its assumed use:

- a 10 day on and four days off or similar roster will operate during the construction phase while a roster of seven day on seven day off will be standard during operation
- mine operations workforce will operate on a fly-in fly-out basis or bus transport organised by the WJV from main centres, such as Brisbane and Gladstone
- it is expected that the majority of mine operations workforce would reside within the accommodation village with the exception of any staff who are provided with local housing by the WJV and other operational personnel who choose to live regionally
- onsite accommodation will include:
 - apartment style sleeping quarters
 - canteen, kitchen and crib preparation areas
 - mess hall, including wet mess
 - recreation areas and sporting facilities
 - ablution and laundry facilities
- there will be no provision of onsite couple accommodation
- provision will be made for limited 'hot beds' available for non-continuous construction or operation personnel
- the on site accommodation facilities construction workforce potentially be accommodated in temporary facilities or use local caravan parks, hotels and motels, or provide their own accommodation until sufficient units are constructed on site. These units would then be used for accommodation during construction and later for operations
- the operational workforce for the accommodation facilities (catering, laundry, housekeeping, maintenance) will be externally sourced and the majority would live onsite
- it is anticipated that WJV will provide 15 houses (four bedroom) and ten duplexes (two bedrooms) or equivalent for its staff in Wandoan. These will house 35 staff and some of their families
- there will be some members of the workforce who will be employed from the local area and others who will decide not to live on-site and instead choose to rent or buy within the study area or region. Based on calculations initiated from the Project IAS it is

estimated that approximately 125-150 of the Project operational workforce will choose to live off-site

- some WJV and other contracting personnel engaged during the construction works will move into the operational workforce
- during the construction phase WJV would recruit and transfer from existing operations future operational personnel. These personnel would undertake mine infrastructure earthworks construction activities prior to moving into the operational workforce late in the second year of construction
- the Surat Basin Rail, raw water supply pipeline and high voltage (HV) power supply workforces are not included as it is assumed they will be accommodated elsewhere based on their own specific pre-feasibility studies
- the Project would require a maximum construction workforce of approximately 1,375 people (during the first year of construction) and around 754 operational workforce plus 90 for shut down. A further 220 construction workers will be required in Year 4 for proposed development works
- the project estimated workforce numbers (construction and operation) have been compared to numbers involved in recent similar coal projects.

21.3 DESCRIPTION OF STUDY AREA

For the purpose of this SIA, the study area has been defined as including the communities within postcodes 4,418 and 4,419. Statistics presented for the study area are the combined totals of the data available for these areas. These postcodes take into account the townships of Wandoan, Guluguba and Grosmont which are situated along the Leichhardt Highway between Miles and Taroom.

A second data set used for this study was obtained by using the combined local government area (LGA) statistics for the former Taroom and Murilla shires. The combined data of these two shires provides an understanding of the wider community demographics and values, and is identified as 'the region' in this report. It is understood that potential impacts may extend to other LGAs and adjacent communities over the life of the Project.

Data focussing on Queensland is provided, where appropriate, to offer a comparison of regional trends.

21.4 LIMITATIONS

21.4.1 COUNCIL AMALGAMATION

In July 2007, the Queensland Government announced a proposal to amalgamate a number of local governments. These amalgamations, which occurred on 15 March 2008, saw the Taroom Shire (Division 1) absorbed into the Banana Shire Council and the Murilla, Wambo, Tara, Chinchilla shires, Taroom Shire (Division 2 — Wandoan) and Dalby Town amalgamated to form the Dalby Regional Council.

This report recognises the change in local council boundaries. However, statistical data for the region has been modelled on data obtained for the former Taroom and Murilla Shires as historical data suitable for comparison is not readily available for Dalby Regional Council.

21.4.2 ABS INTRODUCED RANDOM ERROR

Statistics obtained from the ABS include an 'introduced random error' to ensure that any data released does not risk the identification of individuals by the statistics. The ABS employs a method of randomly adjusting the data provided to avoid this potential identification. When the technique is applied, all cells are slightly adjusted to prevent any identifiable data being exposed. These adjustments result in small introduced random errors. However, the information value of the table as a whole is not impaired.

The totals and subtotals in summary tables are also subjected to small adjustments. These adjustments of totals and subtotals include modifications to preserve the ability to total figures within tables. Although each table of this kind is internally consistent, comparisons between tables which contain similar data may show some minor discrepancies. This feature may be most evident in the statistics of small populations such as the Project's identified study area.

21.4.3 CUMULATIVE EFFECTS

The Project is the first mine development in the region and may be a catalyst for similar projects to be developed. A number of companies currently hold coal exploration tenements throughout the region. The Project also has a number of mine infrastructure projects which are undergoing technical assessments including the provision of water to the Project through the development of a Coal Seam Methane Water Pipeline or the raising of the Glebe Weir. The Surat Basin Rail and Nathan Dam projects are also undergoing assessment. Each of these projects surrounding the study area will produce their own individual positive and negative impacts on the study area and the region. The gas industry already has some influence throughout the region with the expansion of this industry considered likely during the life of the Project.

This increased interest in the study area and region will create planning issues for service providers, affected property owners and the broader community. Speculation regarding the 'unknowns' of individual projects and overall development in the area has created both positive feelings and concerns for the region's future. It is anticipated these views will heighten with the development of each project.

Cumulative impacts are also a key consideration when assessing the proposed gas supply pipeline and its affect on the social environment. While the proposed gas pipeline is partially co-located with the Surat Basin Rail easement, cumulative impacts associated with access, property management, property viability, lifestyles and aspirations are creating distress for affected property owners, their neighbours and the broader community.

21.5 DESCRIPTION OF EXISTING SOCIAL ENVIRONMENTAL VALUES

The social environment includes housing, education, recreation, health, emergency services and community support facilities as well as community values and social interaction.

An analysis of the existing environment has been conducted by considering the area's social characteristics, which was informed by population and demographic data, and its social infrastructure through the types of facilities and support available. This information provides an understanding of baseline conditions with which to measure any changes that may potentially occur.

This section details the socio-economic profile of both the study area and the region through analysis of population, income, education levels and labour participation. The profile highlights age and gender composition and household characteristics of the area and how these aspects have changed over time.

21.5.1 DEMOGRAPHIC CHARACTERISTICS

Population statistics

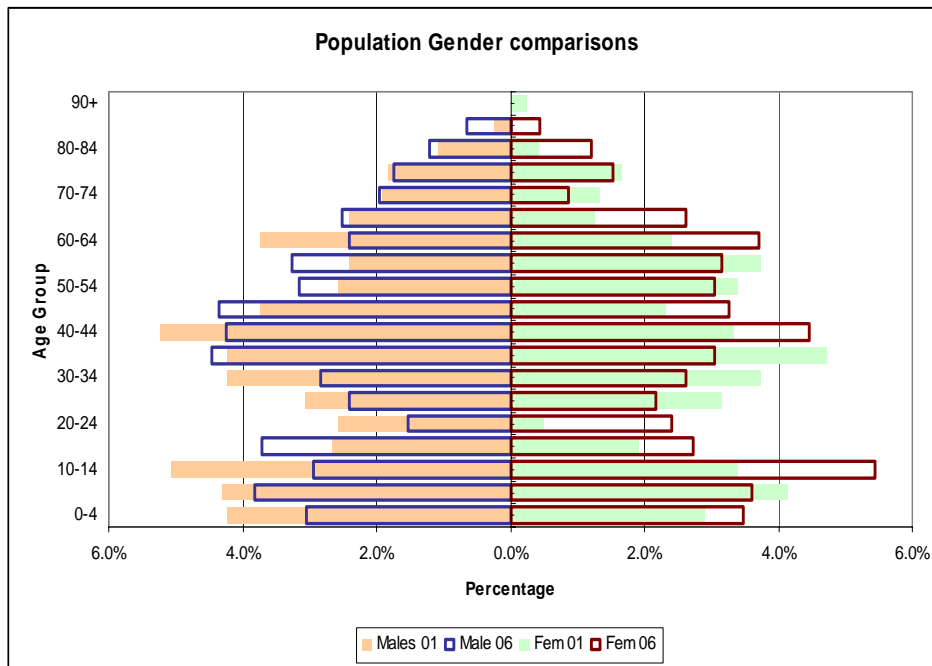
At the time of the 2006 Census, the study area had a population of 918 and the region had a population of 5,076 (0.02% and 0.13% of the Queensland population respectively).

In 2006, the population in both the study area and the region was relatively evenly distributed across genders. The population in both the study area and the region at this time was 50.5% male and 49.5% female. This relatively even distribution is reflected in the Queensland population which consisted of 49.6% males and 50.4% females.

The 2006 Census indicated that the 40–44 age group was the largest age group in the study area, the region and Queensland (8.7%, 7.9% and 7.4% respectively). The age structure differs from this point. The next highest numbers of persons in the study area is in the 10–14 age group (8.4%), and the 5–9 age group in the region (7.8%). This is in contrast to Queensland as a whole, where the age group 35–39 has the next highest number of persons with 7.3%. The age group with the lowest representation in all three comparable areas was the 85+ age group with just 1.1% in the study area, 1.9% in the region and 1.2% in Queensland.

The population of both the study area and the region has been declining since 1996. Between 2001 and 2006, the study area experienced a 24.7% decline and the region experienced a 5% decline in the population. These figures are in contrast to the overall Queensland population, which experienced growth of 8.2% over the same period. The loss of population could be attributed to impacts on rural lifestyle and enterprise (such as the drought, increased farm running costs and steadily increasing fuel prices), which may have affected the availability of employment and enterprise opportunities.

Figure 21-1 shows the age and gender representation of the study area population in both 2001 and 2006.



Source: Australian Bureau of Statistics 2001 and 2006 Census

Figure 21-1: Population in study area by gender 2001 and 2006

The proportion of young people in the study area and the region tends to decrease as children reach their mid to late teens. This trend is often associated with the lack of education opportunities in regional areas where children need to move away to further their education. The proportion of young people aged between 20 and 29 continues to decrease, often due to travel, tertiary education or the pursuit of employment opportunities.

Retirement tends to create a drop in population in the study area for those aged over 60. As people employed in agriculture and farming get older, they retire and leave the area.

In September 2006, PIFU, within the Department of Infrastructure and Planning, predicted a continuing decrease in the population of Taroom Shire of -0.4% between 2006 and 2016 and -0.2% in the 10 years to 2026. Based on these calculations, minimal population growth is expected for Murilla Shire over the next 10 to 20 years with an increase of 0.2% to 2016 and 0.1% to 2026. This forecast does not consider the growth of resource-based enterprise in the region.

The study area has a small Indigenous population of 0.7%, compared to 2.5% in the region and the state. The majority of the population in the study area and the region was born in Australia, with 92.7% and 91.7% respectively. Queensland as a whole has a higher number of residents born overseas, with just 75.2% responding that they were born in Australia.

Mobility

Well over half the population of the communities within the study area and the region have lived at the same address as five years previously. Of those at a different address, the majority were again within the region or within the state. There was very little interstate or international migration in either area.

When compared with the Queensland population, both the study area and the region experienced significantly more continuance of residency. The 2006 Census indicated that 63.6% of residents in the study area and 67.7% in the region resided at the same address five years previously. This is comparatively higher than the Queensland average, with only 45.1% indicating they resided at the same address five years previously.

Household structure

There is a strong sense of family and unity within the study area and region. Over half the study area population identifies themselves as being couple families with children. Population characteristics identify that most of these families would consist of married, middle aged parents with primary school aged children.

At the time of the 2006 Census, couple families with children were the most common family type in all areas with 46% in the study area, 42.1% in the region and 43.3% in Queensland. This was followed by couple families without children with 44 % in the study area, 47.2% in the region and 39.1% in Queensland.

There are significantly fewer one-parent families in both the study area and the region at 8.7% and 9.1% respectively compared to 15.9% in Queensland as a whole.

As well as having a high proportion of couple families, Census data indicates a high percentage of people in the study area and the region, are married. In the study area married couples account for 62.5% of the population aged over 15 which is slightly more than the 59.6% represented within the region. However, both proportions are considerably higher than the Queensland figure of 49.1%.

Dwelling structure and tenure

Separate houses are the most common form of dwelling in the study area and region. Within the study area 94.7% of dwellings were described as a separate house and in the region the proportion was slightly less at 86.8%. These figures are higher than the Queensland average of 76.5%. Census data indicates that 28.8% of dwellings in the study area are unoccupied, with 22.2% unoccupied in the region. This is substantially higher than the 9.2% of unoccupied dwellings within Queensland as a whole.

The study area and the region have a substantially higher number of houses which are fully-owned at 46.3% and 46.6% respectively when compared to Queensland at 30.4%. There are also lower rates of dwellings being purchased at 19.4% in the study area and 19.1% in the region when compared to 31.4% of Queensland. The number of rental properties in both the study area and the region (29.2% and 27.5% respectively) are similar to that of Queensland as a whole (30.0%).

Median rents in Wandoan and within the region are considerably lower than those in Queensland. The median weekly rent in Wandoan is just \$41 per week, compared to the Queensland median of \$200 per week. Monthly median loan repayments are also

considerably lower than Queensland comparisons, with the Wandoan median being \$474 dollars compared to Queensland's \$1,300 median loan repayment.

Employment, industry and income

Both the study area and the region have a higher percentage of people in the workforce when compared with the state. The number of males in the workforce is 40.3% in the study area and 37.6% in the region, compared with 31.8% in Queensland. There is a slightly higher number of females in the workforce in both the study area (29.8%) and the region (28.6%) compared with the number in Queensland (27.15%).

Agriculture, forestry and fishing represent the industries with the highest employment participation at 45.55% in the study area and 44.3% in the region. This reflects the rural nature of the area and the dominance of the agricultural industry. Within the study area and region there are no other industries with such a high participation rate. The next most prominent sector employer is public administration and safety and manufacturing industries which account for 8.7% and 7.4% respectively. Retail trade makes up 6.8% of the population employed in industries within the study area and 6.9% in the region.

There is a significantly higher number of people employed in management positions in the study area (32.2%) and the region (25.8%) when compared with the state (7.3%). The high percentage of managers is consistent with the study area and regions' strong representation in the agricultural industry.

This is followed by labourers at 10.1% in the study area and 11.6% in the region and machinery operators and drivers at 8.0% in the study area and 6.5% in the region. These figures are again higher than the Queensland average of 7.0% (labourers) and 4.3% (machinery operators and drivers).

The area profile of the Australian Government Labour Force Regional Data for the Darling Downs region (includes Taroom, Wandoan and Miles but extending further west through Roma and Charleville) shows an average unemployment rate of just 2.8% as at May 2008. This is less than the Queensland rate of 3.8%. The teenage full-time unemployment rate (those aged 15–19) is 16.7%, which is greater than the Queensland total of 13.5%. However, social factors such as unpaid employment on the family farm may contribute to this higher rate.

The median household income per week in Wandoan is \$692, compared with the Queensland average of \$1,033, which may indicate most households are based on a single income earner with a partner potentially working part-time. The median individual weekly income is \$409 in Wandoan, \$442 in the Taroom Shire and \$392 in Murilla Shire, compared with the higher Queensland median of \$476.

Education

A large proportion of the population in the study area and region have a Year 10 or equivalent education at 39.7% and 33.7% respectively, which is greater than the Queensland proportion of 26.9%.

By contrast the proportion of people in the study area and region who have attained an education level of Year 12 or equivalent, 25% and 28.7% respectively, is significantly less than the Queensland average of 41.3%.

The percentage of the population in the study area and region that has post-secondary qualifications is similar to that of the Queensland population. In the study area 19.7% of the population possess a Bachelors Degree, compared with 17% in the region and 19.8% in the state. Furthermore, 1.5% of the region and 2.7% of the study area possess postgraduate qualifications. This is lower than the Queensland average of 3.8%.

21.5.2 SOCIAL CHARACTERISTICS

The community has a strong connection with the region's agricultural history and the land itself. They are very community-focussed, and have strong social connections and a healthy enjoyment of the rural lifestyle they share. Community members are family-focussed and many have expressed their belief that the region is an excellent place to raise children.

The community expresses its strong connections through a robust provision of volunteer support to community services, groups and activities. Many residents have lived in the community for most of their lives and many have been in the area since birth.

The properties within the region are used for agricultural purposes, usually a mixture of cattle and crops. The study area and properties affected by the MLA, and gas pipeline are also predominantly agriculturally-orientated. The township of Wandoan is primarily residential with some mixed business and light industrial areas.

There are opportunities for farming families to live close to a town, which means they can more easily work off-farm and participate in social and sporting recreational activities. A number of organised sporting and leisure groups operate within the community and rely heavily on local volunteers.

The area's non-indigenous cultural heritage associated with agriculture is held in high regard and the community bases much of its tourism activities on this heritage as well as the area's connections with the travels of the explorer Ludwig Leichhardt in the 1840's.

Retail facilities within the study area and the region are typical of regional communities with businesses catering for local needs. Businesses common in the region include pharmacies, post offices, service stations, hairdressers and small grocery stores. Some of these businesses are open on a part-time basis with the services shared around neighbouring towns. The nearest major shopping centre precinct is located in Toowoomba.

Access to local schooling in the region is good, although enrolment numbers for many schools within the area are small. There is only one high school in the region, which is located in Miles. Access to higher education opportunities is limited. Considerable travel is required to access the nearest TAFE and university campuses.

Housing rental prices in the area are relatively low when compared to Queensland averages and there is a good quantity of properties available. The cost of housing in the area has steadily increased since the Project announcement and while a percentage of this can be attributed to the general increase in property prices across Queensland, some may be attributed to speculative purchases made by investors, as a result of the potential resource extraction industries development in the region.

The supply of short-term accommodation within the study area is increasing. A number of motels have been developed and improved since the Project was announced.

Properties directly and indirectly affected by the MLA areas and gas pipeline are predominantly used for cattle grazing and some grain crop production. These property owners are long-standing members of the local community and active participants and contributors to local community groups, churches, committees, schools and sporting clubs. Most of these property owners and their families have considerable historical connections to the community. Some properties were won in the soldier settler ballots of the 1950s.

Employment, training and health services are available within the study area and are adequate based on current demand. Basic access is available to most services required, though many are only available on rotation with other areas within the region. Sourcing suitable employees, particularly within health services can be difficult due to the area's regional rural location. Emergency services for the area are considered adequate based on the community's needs. Recruiting suitable employees for these services can also be difficult.

21.6 POTENTIAL IMPACTS TO EXISTING SOCIAL ENVIRONMENT

Overall, the Project is likely to present a number of positive and negative impacts to the communities within the study area and the region. The community within the study area would experience the most significant initial changes to their existing social environment. Demographically, this impact is likely change to population, mobility and characteristics such as gender, age, employment, occupations and industry.

Increases in population are likely to create an impact on accommodation availability and affordability within the region and particularly within the township of Wandoan. Due to development constraints in the Wandoan Township and pressure on existing accommodation stocks throughout the region, it is expected that housing demand would exceed the supply and that this will impact housing affordability.

Demographic changes may also bring about significant affects on the social amenity, values, vitality and lifestyles found in the study area.

It is expected that the Project would provide employment opportunities for local people, particularly those with labouring and machinery operator backgrounds or in roles associated with the accommodation facilities or in Project administration. Training programs and apprenticeships aimed at local school-leavers would help to maintain people in the local area and region and would assist in making the mine operation workforce part of the community.

While opportunities for local employment will be available, it is unlikely that the workforce will be sourced in full from the local area. It is expected that people from outside the area would come to Wandoan to work on the Project and the gas pipeline construction. Initially, some would come only for short periods and reside in the accommodation facilities. Others would commute over longer periods and reside in the accommodation facilities once construction is complete and mine operations have begun. A smaller number would relocate to the local area with or without other family members and live in Wandoan or other locales to which they can safely return each night after work.

The ability for the local agricultural industry's ability to attract and retain farm workers may be impacted should those workers pursue higher-paying mine employment. However, some shift arrangements may enable farm workers to participate in farming activities on their days off and maintain their agricultural experience and connections.

It is anticipated that the majority of mine operations workforce would be located within the accommodation facilities while on-shift, though there would be some who would choose to enjoy full-time residence within the study area and the region. The large number located on-site may limit social connections and increase social isolation between the workforce and the study area community.

The community within the study area may not accept the workforce and their families who move into the area. The sudden increase in population may be overwhelming and many may not feel comfortable interacting with new community members. A perceived disparity between income and education and a resentment of the Project itself may also discourage interaction and lead to feelings of isolation for newcomers and weaken social connections within the existing community.

For others in the community the Project offers the potential for new social connections and the reinvigoration of the local community. For some it means the opportunity for family and friends who had moved away from the area to seek work or pursue other opportunities to move back into the area. During consultation a number of people contacted the consultation team expressing interest in employment within the Project. Many of these people advised the team that they had grown up in the area, moved away for work and were now looking forward to the chance of returning through employment within the Project.

A number of properties have been identified within the mining lease application (MLA) areas, belonging to 37 property owners. The properties affected are owned by individuals, couples, partnerships and families. Some properties are not occupied by the owners themselves. Managers, caretakers and tenants and their families may reside on-site. Most non-owner occupiers are relatively transient within the community.

Many of the affected property owners have a strong historical and emotional connection to their properties and the community. Some properties have passed through multiple generations of a family. Generally, the majority of property owners are long-term residents of the Wandoan community. A number of property owners affected by the Project have lived on their properties since birth. A number of dwellings on the properties are family-built. It is anticipated some families who are directly affected by the Project would move from the area, which may affect the community groups and sporting associations, and schools with which they are involved in the short-term. Others will try to relocate within the study area or the region to maintain their connections within the community.

There are 15 properties identified as indirectly affected, which impacts on 15 families. As with the property owners directly affected by the MLAs, the indirectly affected property owners also reside and operate an enterprise from their properties. Cattle and crops are the predominant industry with some property owners also running mixed businesses such as seed sales, school bus business and stud cattle.

Ten properties are directly impacted by the proposed gas supply pipeline route. The directly affected properties are predominantly used for grazing purposes. Some of the properties are involved in cropping, as well as grazing, with wheat, sorghum and leucaena being the main forms of cultivation. The households are typically single-family households and the proposed route does not impact on the residential area of the properties.

Eight properties are directly affected by the proposed co-location of the gas supply pipeline and the proposed Surat Basin Rail easement. Two properties are affected only by the proposed gas supply pipeline where it diverts to join the Santos Scotia-Peat gas pipeline.

The operation of the Project would potentially make a substantial contribution to the social and economic environment of the study area by revitalising the local economy and acting as a catalyst for increasing or improving available services.

Many in the local community view the Project as an opportunity for economic development and the improvement of local services and facilities. Due to demand for services such as water and wastewater, facilities may improve for those in the Wandoan Township. However, there may be conflict between what is reasonably available to the community through current health care services and what is expected from the health care services once the Project is underway. The community may expect changes to services to occur more rapidly than what is likely. Health care representatives from the study area and region are concerned that they would not be able to deliver the service due to staff and resource shortages often related to the ability to recruit staff to regional areas.

Additional commuter and commercial traffic, especially heavy vehicle traffic would be generated during the construction period. Road safety has been identified as a serious concern for the communities adjoining the Project.

Residents may be adversely affected by construction and mine operation noise, road noise, mine lighting as well as the impact of dust on their lifestyle and agricultural activities. Those properties affected by the gas pipeline may experience impacts to property access, livestock movement and general construction activities.

There would be some visual amenity impacts for those used to seeing rural undulating pastures and properties. The community's identity as an exclusively rural and agricultural community may be challenged through the loss of these visual identifiers.

An assessment of the potential traffic, air, noise and visual amenity impacts of the Project is provided within specific chapters of the EIS.

In the longer-term the eventual closure of the mine after a life-span of approximately 30 years, has the potential to cause a negative social impact if other mining projects do not open in the area and the community builds a dependence on the Project's operation. If mining in the Surat Basin does cease with the depletion of the Wandoan resource, it is anticipated that the majority of the population brought into the region by mining would need to relocate to source other means of employment. This has the potential of changing the demographic profile of the study area and region over a relatively short period of time.

The eventual closure of the mine would potentially affect demographic characteristics of the area as families move from the region to seek other working opportunities, an increase in gender balance, a loss of 20–49 year olds from the area and changes in occupations. It is also anticipated that the study area and region would return to an agricultural base.

However, given the scale of the coal resources available in the Surat Basin, it is probable that there will be a continuity of resource development, and therefore employment and economic opportunity in the study area, which will be maintained even on closure of this Project.

21.7 CONCLUSIONS

The communities within the study area and the region attribute much of their identity, social values and amenity to the rural atmosphere and agricultural success. Wandoan is a small, cohesive and resilient community that notes peace and quiet, friendliness and safety as the key aspects of the area.

The demographic profile confirms that the area is based on agriculture and provides employment for management staff, labourers and machinery operators and drivers alike. This is also statistically shown in the dominance that agriculture, forestry and fishing has amongst industry groups in the region.

The community has noted strong social connections as a key reason for living in the area and a large proportion of people are married with or without children. This strong family approach and atmosphere may change with the introduction of mine construction and operation workforces.

While the population may increase, and the initial small loss of families from the area is steadied, it is unlikely that a large number of families would move to the study area compared to the overall population increase. It is also estimated that the high numbers of males in mine workforces would reduce the proportion of females residing in the study area and region at any one time.

A large number of the operations workforce members would be accommodated on the Project site while on shift, for example for seven days, before returning to their place of residence for their days off, for example for seven days. It is anticipated that about 20% of employees would choose to reside with their families in the study area and would return to their homes each night. There is a possibility that these arrangements may lead to social isolation between mine workforces and the existing community. However, strong connections may be established between the smaller group who choose to reside in the study area and existing community members. The change in the study area from rural to a mix of agriculture and mining should be considered in ongoing studies and consultation activities.

Overall, the community understands that the Project would lead to significant changes in the area, which can be viewed as both negative and positive. Generally, those whose property, livelihoods and homes are directly affected have expressed the most concern about the Project, while other community members are interested in the economic and social benefits that will be generated. Care should be taken to reduce anxiety and speculation about Project outcomes by ensuring ongoing community communication.

There is a strong opportunity for economic development within the area and local businesses would like to take part in this growth. They may need assistance in preparing for changes and potential pressures on available goods and services. This would also be a similar situation for government services providers, who may be pressured by low staffing levels and facilities. The ability of these groups to service a large workforce during the

construction phase should be considered early in the planning process. Facilities and staffing levels can then be adjusted to cater for the Project.

Ongoing communication would be an important part in managing expectations and minimising stress during further studies, approvals, and construction. Mitigation measures that address concerns raised by the community, while meeting the WJV expectations and requirements, should be developed in cooperation with local stakeholders and service providers.

21.8 SUMMARY OF MITIGATION MEASURES AND STRATEGIES

This section aims to provide a selection of measures to manage any potential negative impacts of the Project on the social character and infrastructure of both the study area and the region. Strategies have also been developed to enhance the potential benefits to the local communities. The WJV has a number of existing policies in relation to social and community engagement, sustainability, employment, environment, climate change, hazard and risk, and health and safety. These mitigation and enhancement strategies are developed to work with those existing policies but are targeted specifically to the Project.

Mitigation of potential social impacts and the maximisation of benefits to the community are crucial to the Project. However, the responsibility for the effectiveness, and meeting and managing these requirements, extends beyond the responsibility of the WJV. All measures implemented require the full support, participation and commitment of the local communities, service providers and government agencies to ensure ongoing success. It is the WJV's responsibility to effectively facilitate and inform their involvement to ensure success.

To assist in developing a positive outlook for the Project within the study area and to assist ongoing assessments and consultation, the following aspects will be included in mitigation measures, strategies and management:

- a process of community involvement in determining their future goals and aspirations
- ongoing communication in the study area and region be based on Project outcomes and the planning needs of the community, stakeholders and service providers
- ongoing communication with property owners impacted by the gas pipeline and consideration of impacts on existing crops during the construction phase along with the timing of construction activities prior to planting of crops and after the harvest season
- a Community Liaison Manager has been appointed and a future local appointment to address concerns and enable proactive actions
- the provision of a Social Involvement Plan (SIP) of community needs and responses to the Project with an internal annual review and five-yearly external technical review. This would be based on surveys, consultation with the local communities and local service providers.
- education and training for school leavers, currently residing in the study area and region. This would be an important aspect in maintaining the local population and involving the community in the Project benefits

- funding specific to identified community needs such as health and training. However, opportunities that support the initiatives of Xstrata's six areas of corporate social involvement — health, social and community development, education, culture and art, environment, enterprise and job creation — should also be considered by support through funding assistance
- incentive packages developed to encourage Project employees to move to the study area. This would help to grow the local economy and strengthen business opportunities. A sense of belonging and familiarity would also be established for some members of the workforce within the community
- business and service provider support activities developed to assist in sustainable growth and skill development. This aspect would be essential in ensuring the community can adapt to changes in the local area and contribute skills to mine operations.