

Isaac Downs project

Coordinator-General's evaluation report on the social impact assessment

February 2021

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1. Introduction

This report has been prepared pursuant to section 11 of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and provides my evaluation, as the Coordinator-General, of the potential social impacts for the Isaac Downs project (the project). I have considered the environmental impact statement (EIS) more broadly only to the extent that it relates to key social impacts identified by the proponent's social impact assessment (SIA).

The SIA was prepared as part of the voluntary EIS for the project under chapter 3 of the *Environmental Protection Act 1994* (EP Act).

The terms of reference (TOR) for the EIS required an SIA that addresses the requirements of the SSRC Act and the Coordinator-General's SIA Guideline March 2018 (SIA Guideline). The SIA was required to describe the potential social impacts (both positive and negative) of the proposed project and identify relevant and effective impact mitigation and benefit enhancement measures for the following five key matters:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

This evaluation report does not record all the matters that were identified and subsequently addressed during the impact assessment. Rather, the report:

- summarises the substantive issues identified during the SIA process and submissions made on the EIS relevant to the five key matters in the SIA Guideline
- evaluates the mitigation and benefit enhancement measures proposed to address these issues
- states social conditions under which the project may proceed (Appendix 1)
- documents the proponent's social commitments (Appendix 2).

As part of evaluating the EIS, I am required under the SSRC Act to decide whether the 100 per cent fly-in, fly-out (FIFO) prohibition and anti-discrimination provisions of the Act should also apply to the project's construction workforce. This matter is addressed in section 1.1.1 of this report.

A summary of this evaluation report is included in the EIS assessment report for the project prepared by the Department of Environment and Science (DES) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DES's website:

<https://www.qld.gov.au/environment/pollution/management/eis-process/projects/current-projects/isaac-downs-project>.

1.1 Overview of the *Strong and Sustainable Resource Communities Act 2017*

The SSRC Act commenced on 30 March 2018. The object of the SSRC Act is to ensure that residents near large resource projects benefit from the construction and operation of those projects. This is achieved by:

- preventing operational large resource projects from having a 100 per cent FIFO workforce (section 6)
- preventing discrimination against locals when recruiting and terminating workers (section 8)
- making an SIA mandatory for large resource projects undertaking an EIS process under either the *State Development and Public Works Organisation Act 1971* or EP Act (section 9).

The project is defined as a large resource project by the SSRC Act because it is a resource project that requires an EIS under the EP Act and is anticipated to have 100 or more workers.

Under the SSRC Act, large resource projects undergoing an EIS process under the EP Act are required to complete a SIA in accordance with the SIA Guideline.

1.1.1 Nomination of the project's construction workforce

During my evaluation of an EIS for a resource project, I am required to decide whether to nominate the project as a large resource project for which the 100 per cent FIFO prohibition (section 6 of the SSRC Act) and anti-discrimination provisions (section 8 of the SSRC Act) also apply to the project's construction workforce.

A large resource project must have a least one nearby regional community for the SSRC Act provisions to apply to the project. A nearby regional community is defined by the SSRC Act as a town within a 125 kilometre (km) radius of the main access to the project, with a population of more than 200 people. The Coordinator-General may, however, decide to include a town within a greater or lesser radius or with a population of less than 200 people.

Eleven towns, Capella, Clermont, Dysart, Eton, Finch Hatton, Glenden, Middlemount, Mirani, Moranbah, Nebo and Tieri, are located within the 125 km radius and meet the definition of a nearby regional community for the project under the Schedule 1 of the SSRC Act. Moranbah is the closest town, located approximately 10 km west of the mine, and likely to experience the primary impacts.

Coppabella is approximately 26 km east of the mine. Coppabella is classified as a state suburb by the Australia Bureau of Statistics (ABS), and therefore does not meet the population density requirements to be classified as an urban centre locality, as defined under the SSRC Act.

However, the inclusion of Coppabella as a nearby regional community for the project is consistent with the object of the SSRC Act, as it is located in the vicinity of the project and identified in the SIA as a potentially impacted town with potential to source relevant skilled labour. Civeo Coppabella is also identified as a potential workforce accommodation village (WAV) to accommodate the construction workforce. Therefore, I have included the 11 towns and Coppabella as nearby regional communities for the purposes of the SSRC Act.

On 11 February 2021, I decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce. In making this decision, I considered the capacity of local communities to provide workers for the project's construction phase and determined that:

- while the scale and duration of construction is relatively condensed (with up to 250 workers, over 12 months), local employment opportunities offered by the project would support regional Queensland's economic recovery following the COVID-19 pandemic
- the 12 towns identified are potential sources of labour for the project's construction phase, with the capacity to provide residents with skills conducive to the construction and mining sectors
- inclusion of the 12 towns as nearby regional communities would support the local community by providing opportunities for local employment and the supply of goods and services by local businesses
- opportunities from the mine could counter-balance the potential negative impacts associated with the project, particularly in Moranbah (primary impact town), Coppabella, Dysart and Nebo, which were identified in the SIA as potentially being the most impacted by the project.

1.2 Project description

The proponent, Stanmore IP South Pty Ltd, a wholly owned subsidiary of Stanmore Coal Limited, is proposing to develop an open cut metallurgical coal mine in the Bowen basin.

The project involves production of up to 35 million tonnes of metallurgical product coal over a 16-year mining life and would extend the life of the adjoining Isaac Plains Mine, also owned by Stanmore Coal Limited. The construction phase of the project would last approximately 12 months.

The project comprises the following key elements:

- single open-cut mining pit and mine infrastructure area on the mining lease
- purpose built dedicated coal haul road and access road.

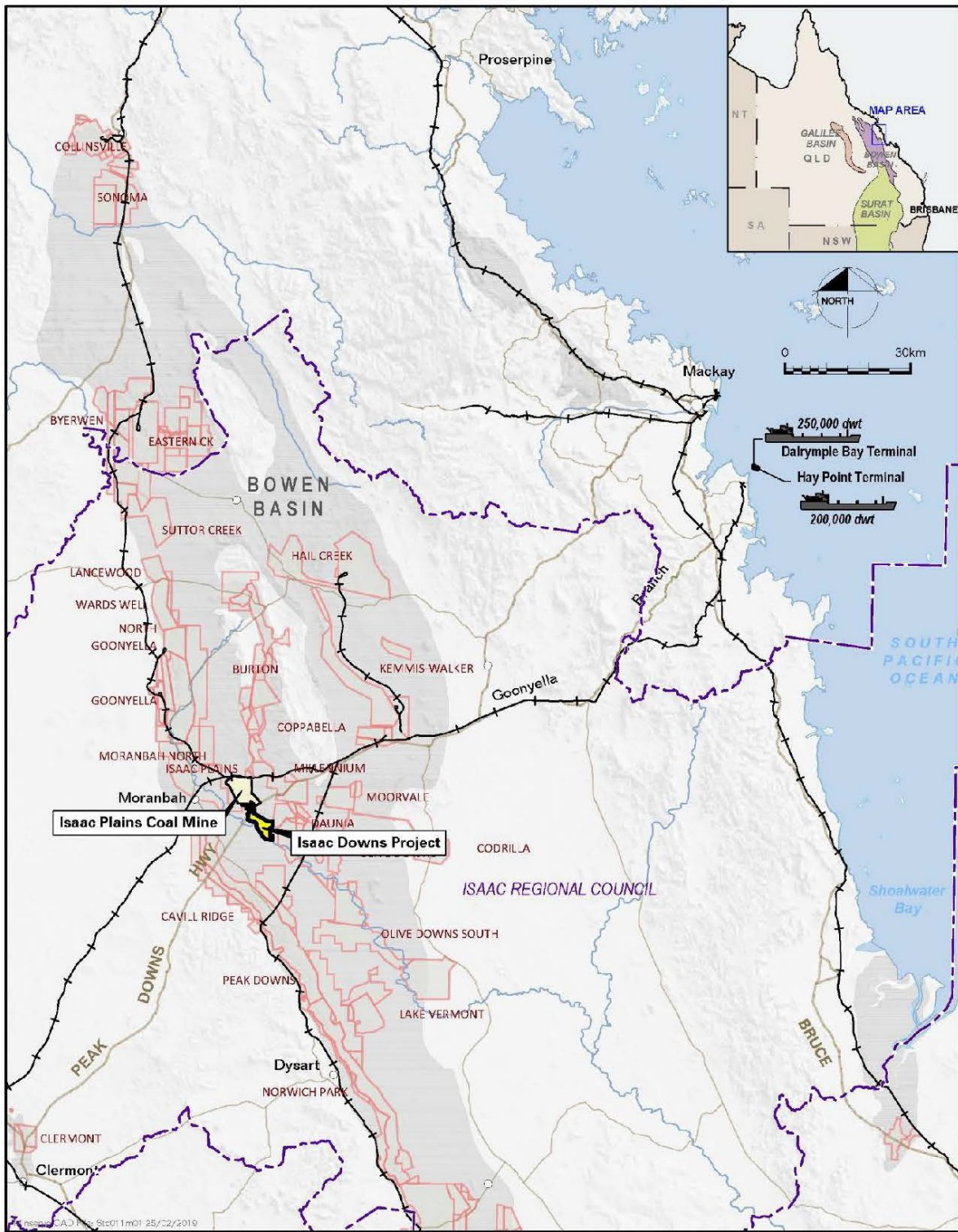
The project would utilise the existing coal handling and preparation plant and rail loop of the adjoining Isaac Plains Mine. The project location is shown in Figure 1.

1.3 Project workforce

The proponent indicates that subject to approvals, construction of the project would commence in 2021, with mining operations expected to commence in 2022. The project workforce would include:

- peak of 250 full time equivalent (FTE) construction jobs over 12 months starting in 2021
- approximately 300 operational jobs that would consist of:
 - an existing 220 operational workers that are to be transferred from the Isaac Plains Mine
 - an additional 80 new long-term operational positions to be created between 2022 and 2037
- occasional extra short-term operational workers may be required during the life of the project (i.e. 36 workers in 2022, 20 workers for six years between 2031-2036, and another 20 workers for four years between 2032-2035).

It is expected that following the decommissioning of the Isaac Downs project in 2037, the existing 220 operational workers would transition back to the Isaac Plains Mine until it is decommissioned in 2047.



- LEGEND**
- Isaac Downs Project
 - Isaac Regional Council
 - Coal Mining Lease
 - Drainage
 - Roads - Major; Minor
 - Railway

ISAAC DOWNS PROJECT

Project Location
Figure 1

Figure 1-1 Location of the Project

Figure 1 Project location

1.4 Study areas

To understand the potential social impacts associated with the project, a description of the existing conditions and ongoing trends in a well-defined SIA study area is necessary. The SIA for the project identified three study areas to assess the project's potential social impacts: primary local, secondary local and regional study areas.

1.4.1 Primary local study area

The primary local study area is comprised of Moranbah which is the nearest town, located approximately 10 km north east of the project's main access.

Moranbah is a key population and service centre for mining in the Bowen Basin. It has a strong identity as a mining town and acts as the main service centre for the Isaac sub-region, providing a hub for employment, housing, urban services and infrastructure.

1.4.2 Secondary local study area

The secondary local study area is comprised of Dysart, Coppabella and Nebo. These towns are located within a safe daily commute distance (maximum one-hour drive time) from the project site and are likely to experience the broad range of social impacts and benefits from the project.

While Coppabella does not meet the definition of a nearby regional community under the SSRC Act (see section 1.1.1 of this report), the SIA considered it to be part of the secondary local study area. This is because Coppabella has the potential to provide relevant skilled workers for the project and Civeo Coppabella is identified as a potential WAV with capacity to accommodate the project's non-local workforce. There are additional WAVs in Moranbah which could be used to accommodate the project's non-local workforce, subject to commercial negotiations.

1.4.3 Regional study area

The regional study area is comprised of the local government areas (LGAs) of Isaac and Mackay, with both areas having existing linkages to the mining industry. A significant portion of the Bowen Basin coal reserves are located within Isaac LGA, while Mackay LGA is a well-developed source of resource sector workers, suppliers and services to the Bowen Basin. The SIA anticipates that both LGAs will be integral to the project's supply chain during the construction and operational phases.

1.5 Methodology

The SIA was developed in accordance with the Coordinator-General's SIA Guideline and involved: scoping the social risk, baseline analysis, stakeholder engagement, impact assessment, and impact mitigation and management.

The SIA also addresses specific requirements of the TOR to:

- include a local employment target and provide a practical basis for impact of mitigation measures
- demonstrate that the project's workforce recruitment hierarchy prioritises workers from local and nearby regional communities, followed by workers who would live in regional communities.

1.5.1 Scoping

The scoping phase principally involved identification of the area of social influence and key social risks and issues generated as a result of the project. During early consultation, stakeholders identified that the project may:

- provide employment and local business opportunities
- increase housing demand and associated impacts
- increase demand for health, education, childcare and social services in the local communities
- contribute to the long term sustainability of local communities by encouraging additional long-term employees to live locally
- contribute to tensions in the local community with negative interactions between non-local workers and members of local communities.

1.5.2 Social baseline

The SIA's social baseline outlined the social environment of the primary/secondary and regional study areas in relation to community setting and values, population composition and growth, housing and accommodation, labour force and employment, business and industry, social infrastructure provision and community health and safety indicators. The baseline assessment was informed by ABS census data and other secondary sources of information and supported by feedback from stakeholder consultation.

1.5.3 Impact assessment

Impacts were identified and described primarily using stakeholder consultation and multiple secondary data sources, including demographic, employment, housing, and other data available from the ABS, government agencies, and local government. Impacts were categorised as either positive or negative impacts. A significance-based approach was used for impact evaluation, which considered the magnitude of the impact against the vulnerability of the affected person, both pre- and post-application of mitigation measures. Additional analysis was undertaken of proposed workforces associated with prospective new projects and the capacity of nearby regional communities to provide for cumulative demand.

The SIA includes a Social Impact Management Plan (SIMP) to manage potential impacts throughout the construction and operation of the project. The SIMP includes management plans for:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

1.5.4 Adequacy

I am satisfied that the proponent's methodology for the SIA was conducted in accordance with the SIA Guideline. The SIA provides a reasonable and rigorous assessment of the project's social impacts, informed by inclusive community and stakeholder engagement. I consider the management plans presented in the SIMP are appropriate for the EIS stage of the project and are consistent with the SIA Guideline. To ensure that the project's social management measures remain current and effective, the proponent has committed to monitor the implementation of the SIMP throughout the project lifecycle and update management plans as required.

2. Key matters

This section evaluates the proponent’s assessment of the potential impacts of the project on key social matters, including the proposed impact mitigation strategies. I have also considered the submissions on the EIS and responses provided by the proponent in my evaluation of the project with respect to social impacts. My assessment of these matters is provided as part of this section.

I consider that the SIA adequately addresses the TOR and responds to submissions received during the EIS relating to social impacts. The proponent proposes suitable measures to avoid potential social impacts and enhance potential social benefits. However, ongoing engagement with Isaac Regional Council (IRC) and other relevant stakeholders is required to achieve the outcomes identified in the SIMP (i.e. an agreed funding mechanism to optimise outcomes for affordable housing in Moranbah). I have stated conditions at Appendix 1 to address potential impacts and ensure potential benefits are realised.

2.1 Community and stakeholder engagement

The SIA includes an analysis of key stakeholders and a description of engagement undertaken for the SIA. Stakeholder input into the baseline analysis, impact assessment and development of management measures is described throughout the SIA.

2.1.1 Engagement undertaken for the SIA and EIS

The primary means of SIA engagement was semi-structured interviews and meetings with targeted key stakeholders. The consultation program for the SIA and SIMP involved engagement with IRC, Barada Barna Traditional Owners, state government agencies and infrastructure providers, local businesses and supply chains, and community stakeholders (Table 1). Engagement with directly impacted landholders was undertaken separately between Stanmore and the landholders and the records of this engagement were used to inform the SIA.

Table 1 Project stakeholders

Category	Stakeholders
Local Government – Isaac Regional Council	Councillors and key council staff
Local Government – Mackay Regional Council	Manager, Economic Development
State Agencies	Office of the Coordinator-General Department of Transport and Main Roads Department of Aboriginal and Torres Strait Islander Partnerships Department of Housing and Public Works Department of Employment, Small Business and Training
State provided service	Ambulance service

State provided service - Health	Moranbah Hospital
State provided service - Schools	Moranbah State High School Moranbah Primary School Moranbah East Primary School
Social service providers	Moranbah and District Support Services Moranbah Men's Shed Mackay, Whitsunday Isaac Suicide Prevention Network
Social service providers - childcare	Simply Sunshine Childcare Centre Moranbah Early Learning Centre
Employment and training providers	Coalfields Training Excellence Centre Golding – Manager of Isaac Plains Mine workforce operations Local training providers (MREAL etc.) Local employment providers (Work Pac etc)
Housing and accommodation providers	Isaac Affordable Housing Trust Emergency and Long Term Accommodation Moranbah Real estate agencies in Moranbah Worker accommodation village providers (Civeo etc)
Industry Groups and Businesses	Moranbah Traders Association CFMEU Mining and Energy Various local business owners
Indigenous Groups	Barada Barna Aboriginal Corporation

Adapted from Table 3-3 – Chapter 3 Consultation - Isaac Downs EIS

Key matters raised in the consultation undertaken for the SIA included:

- impacts on community facilities and social services
- local employment and business opportunities
- commitment to housing availability and affordability in Moranbah
- education and training opportunities
- road safety
- opportunities for Indigenous employment and Indigenous owned businesses
- workforce recruitment and management

- workforce wellbeing including fatigue management and mental health
- safety and emergency response.

Some specific issues raised included:

- childcare is at a crisis point in Moranbah and there is an urgent need for a solution
- domestic violence is an unfortunate driver of emergency accommodation
- there are greater numbers of elderly people in Moranbah than there has ever been and a lack of services for older generations.

A key matter established in consultation was that local residents and service providers would prefer that a proportion of workers employed on local mining projects also live locally, as this contributes to the sustainability and vitality of local communities.

2.1.2 Ongoing community and stakeholder engagement

The proponent prepared a Community and Stakeholder Engagement Plan (CSEP) as part of the SIA. The proponent has committed to establishing a detailed plan and program for community and stakeholder engagement prior to construction. This plan will be reviewed and updated prior to the commencement of operations.

The CSEP prepared as part of the SIA describes ongoing engagement with IRC, landholders, local communities, business and industry groups, Traditional Owners and other Indigenous stakeholders, government agencies, and social infrastructure providers.

Ongoing engagement would focus on:

- collaborating with IRC and other stakeholders on housing and accommodation
- monitoring the effectiveness of social impact mitigation measures
- reporting the number of incoming new local workers and FIFO workers
- engaging with the community through inviting applications to the Stanmore Community Fund
- regular engagement with IRC and other stakeholders on the effectiveness of the SIMP.

The proponent has also committed to implementing a complaints management and dispute resolution process and appointing a dedicated project liaison officer for the duration of the project. I support these commitments.

Submissions on the EIS requested further engagement with the proponent on the below matters.

Isaac Regional Council

Key issues to be addressed with IRC through ongoing consultation include the implementation of proposed management measures for project housing and accommodation, social housing, childcare, training and development initiatives and potential impacts on healthcare services. IRC requests that the proponent's funding arrangements have regard to existing collaborative programs and the SIA principles of adaptive management.

Community stakeholders and business and industry groups

Key issues to be addressed with local community and business industry stakeholders through ongoing consultation include SIA findings, the SIMP and opportunities for local supply and tender readiness.

Barada Barna Traditional Owners and other Indigenous stakeholders

The Barada Barna Aboriginal Corporation (BBAC) raised issues with the publicly notified SIA and the need for engagement prior to the finalisation of the EIS process. The results of further engagement were incorporated into the amended SIA. Key issues to be addressed with Barada Barna and other Indigenous stakeholders include the need for ongoing consultation and the development of opportunities for Indigenous employment and local supply, training and employment programs, and community development and investment.

Government agencies and social infrastructure providers

Key issues to be addressed with government agencies and social infrastructure providers (for example healthcare, childcare, education and social housing providers) through ongoing consultation include identification of training opportunities, monitoring social impacts on social infrastructure, and developing and implementation of partnership agreements. Advance notice is to be provided to emergency service providers prior to commencement of project activities.

2.1.3 Conclusion

I am satisfied that the CSEP prepared as part of the SIA provides a strategic approach for ongoing management in the lead-up to and during the project's construction and operational phases. To ensure that ongoing community engagement is undertaken and informs the proactive management of monitoring potential social impacts during the construction and operational phases of the project, I have stated conditions (Appendix 1) requiring the proponent to prepare a CSEP as part of the updated SIMP to be submitted to me for approval at least two months before construction commences.

2.2 Workforce management

The proponent's approach, as described in the SIA's Workforce Management Plan, is to prioritise recruiting workers in the following order:

- (1) residents of Moranbah, Dysart, Nebo and Coppabella within a safe commute distance of one hour from the project (local study area)
- (2) residents of other nearby regional communities within 125 km radius from the project site
- (3) workers from the Isaac and Mackay Whitsunday region
- (4) workers from the rest of Queensland.

Scheduling of recruitment would be staggered in accordance to the approach identified above to maximise local employment opportunities, and the proponent has committed to working with the principal operations contractor to provide ongoing training and skills development for the project's workforce.

Submissions on the EIS sought clarification on the following matters regarding the project's workforce:

- maximum proportion of FIFO workers for the construction and operational phases
- workforce fatigue management pre- and post-shifts
- automation impact considerations and maximising proportion of the operational workforce on salary supported positions
- commitment to Indigenous employment targets not limited only to local Traditional Owners
- commitment to working with BBAC to increase Indigenous training and employment opportunities.

2.2.1 Workforce profile

In line with the SIA Guideline, the SIA includes a summary workforce profile for the construction and operational phases of the project. The SIA confirms the local and regional labour markets have capacity to support the project's proposed labour requirements.

Construction

The project's construction phase requires a peak workforce of 250 FTE workers over a 12 month period and would generally be provided by construction contractors and subcontractors. The construction roster is likely to be 21 days on and seven days off.

The proponent has committed in the SIA to maximising the proportion of the construction workforce sourced from nearby regional communities, particularly the local study area of Moranbah, Dysart, Nebo and Coppabella, within a one-hour commute time to the project site.

The SIA assumes that approximately 20 per cent (50 workers) of the construction workforce will be sourced from nearby regional communities. An estimated 18 per cent (45 workers) of the construction workforce would be sourced principally from Moranbah and Dysart, and 82 per cent (205 workers) would be sourced from the broader Isaac Mackay region, the rest of Queensland, and interstate.

Construction workers sourced from towns located outside the one-hour commute time to the project site would be on drive-in, drive-out (DIDO) or FIFO arrangements. These workers would be accommodated in an established local WAV and bused daily to the project site. Travel back to their town of residence would occur at the end of their roster (i.e. 21 day roster).

Operational phase

The project's operational phase requires a peak workforce of 300 FTE workers comprising of 80 new long-term workers in addition to the existing 220 operational workers transferring from the Isaac Plains Mine to the project.

In addition to the peak FTE workforce, the project would also occasionally require short-term operational workers. There would be an additional 36 operational workers required in 2022, 20 additional workers between 2031 and 2036 and a further 20 workers for four years between 2032 and 2035.

The SIA estimates that 19 per cent (56 workers) of the total operational workforce would be sourced from the towns within a one hour commute distance to the project (Moranbah, Dysart, Coppabella and Nebo), with the remaining 81 per cent (244 workers) on a DIDO or FIFO arrangement, based on the recruitment hierarchy.

From the current 220 operational workers of the Isaac Plains Mine, 22 workers (10 per cent) are residents of Moranbah. The SIA notes that the likely number of local operational workers would increase from the current 22 workers to 33 workers (15 per cent), resulting in 11 new local workers. The proponent has committed to the provision of its 'Live Local' program (direct financial subsidies to live in the local community) and working with the operational contractor to maximise the proportion of the operational workforce on salary supported positions, rather than casual contracts.

Of the 80 new long-term workers recruited for the project, 20 workers (25 per cent) would likely be able to be sourced from the nearby regional communities, while the remaining 60 workers (75 per cent) would be sourced based on the recruitment hierarchy.

As noted above, workers sourced from outside the local study area would be required to reside at a WAV when on shift. These workers would return home at the end of their roster (21 day operational roster). In addition to being bused from the WAV to the project site, the proponent has committed to

fatigue management initiatives, including implementation of a swipe on, swipe off system to monitor hours worked and coordinated carpooling arrangements.

2.2.2 Employment and training opportunities

The SIA confirms that the project's construction and operational phases present important opportunities for training and career pathway development. The project's workforce training opportunities would be provided through skills development programs delivered in collaboration with the construction/operations contractor and local training providers.

To support employment pathways for local young people, the proponent has committed to an annual financial contribution (\$10,000) to fund youth development programs through the Moranbah Youth and Community Centre. The proponent has committed to ongoing consultation with local educational institutions, training providers, and government agencies to identify concerns and maximise opportunities for local employment.

Aboriginal and Torres Strait Islander groups

Submissions on the EIS by the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) and BBAC raised that the proponent should commit to a target for Aboriginal and Torres Strait Islander employment. The BBAC also raised that the proponent should commit to increasing Indigenous training.

To support employment opportunities for Aboriginal and Torres Strait Islander peoples, the SIA confirms that the proponent and the BBAC have mutually agreed to the terms of a Mining Lease Consent Agreement which includes a non-binding employment target of five per cent of the operational workforce. In addition, two people who identify as being of Barada Barna heritage will be invited to participate in a mine induction training program for each year of the project's construction and operations.

The proponent is also developing a Reconciliation Action Plan that will outline the proponent's ongoing commitment to the creation of employment and other opportunities for Indigenous people and businesses.

A 'Work n Culture' training program developed by Pandus Group, an Indigenous training organisation, will be used by the proponent to assist with breaking down barriers to Indigenous employment through capacity building and awareness. In addition, the proponent has committed to providing funding to the BBAC for the provision of training tailored specifically for Indigenous people looking to gain employment.

2.2.3 Conclusion

I acknowledge the proponent's proposed actions to advance Aboriginal and Torres Strait Islander training and employment. However, I consider the establishment of an employment target an important contributor to this goal. I note that the proponent has a non-binding target of five per cent employment with the Barada Barna People. I require a target for Aboriginal and Torres Strait Islander employment be included in the Workforce Management Plan as part of the updated SIMP. The proponent must consult with the Barada Barna People and DATSIP on the employment target.

To ensure that the proponent commitments described in the Workforce Management Plan are undertaken and inform proactive management and monitoring of the workforce's potential social impacts, I have stated conditions (Appendix 1) requiring the proponent to update the Workforce Management Plan as part of the updated SIMP, to be submitted to me for approval at least two months before construction commences.

2.3 Housing and accommodation

In line with the SIA Guideline, the SIA includes an assessment of the potential social impacts from project housing and accommodation arrangements during the construction and operational phases.

The social baseline in the SIA highlights that Moranbah currently has a tight rental market with very low reported rental vacancy rates (less than two per cent). Historically, housing availability and affordability in Moranbah has fluctuated in line with the level of surrounding resource sector activities.

The proponent's Housing and Accommodation Plan in the SIA therefore includes funding commitments to increase the permanent housing stock and availability of affordable housing in Moranbah. Construction and operational workers who are existing residents of the local study area are assumed to have their own housing, and therefore would not require the provision of workforce accommodation.

Submissions on the EIS sought further information on the following matters regarding the project's housing and accommodation strategy:

- incentives to facilitate genuine choice for workers to live locally
- housing market in Moranbah including rental vacancy rates, unoccupied dwellings and their availability to the rental market
- capacity of Civeo Coppabella WAV to accommodate the project workforce of both phases, including bed availability and arrangements to secure required beds to accommodate the non-local construction workforce
- delivery of committed financial contributions to address local housing affordability concerns.

2.3.1 Workforce accommodation village

The EIS confirms construction and operational workers sourced from outside a one-hour drive from the project site would be required to stay at an existing local WAV during their shift. It is anticipated that approximately 80 per cent of the construction workforce (205 workers) and 81 per cent of the operational workers (244 workers) would need to be accommodated at a WAV.

The non-local operational workforce of Isaac Plains Mine is currently accommodated at Civeo Coppabella WAV. Civeo Coppabella WAV features more than 3,000 rooms and has a total approved capacity of 5,712 room. Based on SIA consultation, as at August 2020, the available capacity of the WAV was more than 500 rooms and extra capacity could be added to accommodate additional demand with advanced notice.

The SIA identifies the project may accommodate its non-local workforce at Civeo Coppabella WAV, however this is not yet confirmed and would be subject to a tender process. Other local accommodation options in Moranbah would be considered depending on cumulative demand from surrounding resource projects and WAV capacities.

To ensure the housing strategy of non-local construction and operational workers is achieved, I have stated conditions (Appendix 1) requiring the proponent to update the Housing and Accommodation Plan to include the outcomes of arrangements to secure workforce accommodation.

2.3.2 Housing for new local workers in Moranbah

Due to the relatively short construction phase (approximately 12 months), construction workers are not anticipated to move into the local study area and seek permanent accommodation. Workers are more likely to be based locally for the long term operational phase, with workers having access to the project's

'Live Local' initiative which provides direct financial housing subsidies (up to \$12,480 per worker annually) to support workers that choose to live in the local community.

The SIA estimates that the project will create up to an additional 80 operational jobs, with 20 being sourced from nearby regional communities. For the remaining 60 non-local workers, it is assumed that the same proportion of existing workers at the Isaac Plains Mine would reside permanently in the local area (i.e. currently 10 per cent to 15 per cent), being nine additional workers (i.e. new local workers). Demand for an additional nine houses could be required to accommodate those new operational workers who choose to live locally. These nine houses are assumed to accommodate 21 people (i.e. new local workers and their families).

It is also expected that the 220 operational workers from the existing Isaac Plains Mine will transfer to the project. Incentives, such as the 'Live Local' program, are likely to encourage additional employees to live in the local area. The SIA estimates that additional demand from 11 new local workers will require 11 houses to accommodate 26 people (i.e. new local workers and their families).

The total demand predicted from new local workers recruited for the project is estimated to be 20 new houses, with a population increase of 47 people. It is assumed that 90 per cent (18 houses) of the total additional demand would occur in Moranbah, with the remaining demand occurring in the other towns in the local study area.

Short-term operational workers may also further contribute to a marginal increase in demand for permanent housing. The anticipated demand is currently impossible to predict and would be dependent on the local workforce and housing market conditions in 2031.

In addition to the incentives encouraging workers to live locally, the proponent further commits to providing support to workers seeking to move into the local communities through the provisions of a housing register, connections advice and support networks.

Housing availability and affordability

The social baseline of the local study area also highlights a considerable proportion of unoccupied housing stock with the majority requiring repair and maintenance to be habitable. In addition, a high percentage of the unoccupied dwellings are owned by mining companies and are therefore not publicly available for occupancy.

While the project's additional housing demand is not anticipated to significantly affect the local housing market, the proponent acknowledges that the project would contribute to the cumulative demand for housing in the local study area. To reduce stress on the Moranbah housing market, the proponent will increase the permanent housing stock in Moranbah through funding the construction of up to six additional houses.

The development of these houses would occur in stages with the construction of the initial two to three houses commencing following completion of mine construction. The remaining houses would commence development within three years of the operational phase or earlier depending on the demand on the local housing market.

As part of the SIA consultation, stakeholders stressed that vulnerable groups (residents employed in industries outside of mining with comparatively lower wages) are the first to struggle when housing prices start to rise due to the increase in resource sector activities locally. Alternative local accommodation is difficult to attain for those forced out of the market with the limited local rental market and the large proportion of unoccupied dwellings owned by resource companies. Stakeholders have also noted signs of resource sector and housing market activities picking up in Moranbah with people moving back into the town.

To minimise the project's impact on housing affordability, the proponent has committed to a financial contribution (\$250,000). This committed funding approximately equates to the provision of an additional unit of affordable accommodation in Moranbah. IRC's submission proposed that contributions to deliver affordable housing should not be specifically allocated to a housing provider.

I understand that ongoing consultation between the proponent and relevant stakeholders is required to determine the appropriate mechanism for optimising affordable housing outcomes. Accordingly, I have stated conditions (Appendix 1) requiring the proponent to update either the Housing and Accommodation Management Plan or Social Impact Management Report, depending on the timing that an agreement is reached, to include details of the engagement with stakeholders and agreed outcomes.

2.3.3 Conclusion

I am satisfied that the proponent's workforce housing strategy described in the Housing and Accommodation Management Plan would minimise the project's impact on housing and accommodation in local communities. However, I acknowledge that ongoing engagement with relevant stakeholders is still required to confirm the delivery of the identified housing and accommodation management measures.

2.4 Local business and industry procurement

The SIA Guideline requires the proponent to manage potential social impacts associated with the procurement of local goods and services for the project during the construction and operational phases. A Local Business and Industry Procurement Plan (LBIPP) has been developed as part of the SIA.

In line with this requirement, the SIA identified the following opportunities and challenges to local business and industry procurement:

- opportunities for local and regional businesses to provide goods and services to the project, including targeted opportunities for Aboriginal and Torres Strait Islander businesses
- potential to drive up the cost of local goods and services through increased project demand.

The proponent has committed to implementing a Local Content Strategy which aligns with the Queensland Resources Council's Code of Practice for Local Content to maximise the opportunities for local business to provide goods and services to the project.

2.4.1 Increased revenue for local and regional businesses

Construction and operation of the project would require the procurement of general civil construction and mining contracting services, including civil engineering, transport and logistics, trades and accommodation and hospitality.

The Economic Impact Assessment for the project estimated construction related expenditure would total \$96 million with the majority to fund civil construction opportunities followed by machinery and equipment. The potential revenue to be available to the local and regional supply chain for construction related activities may be up to \$64 million (or 66 per cent of total expenditure). During the operation of the project, \$22 million per year would be available to the regional supply chain. The SIA indicates there is a robust capacity within the local and regional study areas to provide many of the goods and services for the project. Moranbah and Mackay are key service centres for the mining industry.

The SIA found that there were 442 registered businesses in Moranbah and 1,655 in Isaac LGA in 2018. In Moranbah, the industry with the largest number of businesses was construction (15.4 per cent). The economies of Mackay and Isaac LGAs are geared towards services the mining industry with some 16.9

per cent of the working population employed in the mining industry, compared with only 2.3 per cent in Queensland. The project has already developed supply chain arrangements due to the Isaac Plains Mine which the proponent expects to continue.

Stakeholder consultation undertaken as part of the SIA stressed the importance of local business and engagement with local industry forums and business development programs, such as the Major Project Supply Chain Development Program, the Industry Capability Network, the Regional Industry Network, the Local Content Leader's Network, and the Bowen Basin Mining Club. It is also important that specific consideration be given to small-to-medium enterprises with contractors having the same commitment to local content as the proponent. I support that these recommendations have been incorporated into the LBIPP.

In addition to the benefits for local businesses, the SIA identified a potential for large resource projects to monopolise demand and increase the costs and availability of necessary goods and services (for example, trade services such as electrical and mechanical expertise). The SIA indicates, however, that given the relatively small scale of the project, and the size of the local and regional markets to serve the mining sector, this is unlikely to result in significant impacts. These impacts would be offset by the benefits generated throughout the project supply chain.

2.4.2 Engagement with Aboriginal and Torres Strait Islander businesses

The proponent has committed to providing opportunities for Indigenous owned businesses. A search of Black Business Finder (as part of the SIA) found two Indigenous owned businesses in Moranbah. Stanmore Coal Limited, as an existing operator, maintains a register of regional suppliers and has identified Indigenous businesses that may be able to supply goods and services to the project. I note that Stanmore is also negotiating a Mining Lease Agreement with the Barada Barna People which includes a commitment to finalising a Reconciliation Action Plan and the creation of opportunities for Indigenous owned businesses.

I support that as part of the LBIPP, the proponent will develop a register of capable Indigenous Business and will continue to engage with DATSIP and the Department of Employment, Small Business and Training to develop an Indigenous Content Strategy. I recognise a submission on the EIS raised the matter of a potential target for procurement for Indigenous business in consultation with BBAC and DATSIP.

I acknowledge the project's proposed actions to advance Aboriginal and Torres Strait Islander business participation outcomes in the Local Content Strategy, including an Indigenous business register. However, I consider the establishment of a target an important contributor to this goal. I therefore require a target for Aboriginal and Torres Strait Islander business procurement on the project be established as part of the Local Buy Strategy and the updated SIMP. The proponent must consult with the Barada Barna People and DATSIP in the development of a target.

2.4.3 Conclusion

I am satisfied the commitments proposed by the proponent are adequate to ensure opportunities for local and regional communities are maximised. This includes the preparation of a Local Content Strategy consistent with the Queensland Resources and Energy Sector Code of Practice for Local Content 2013. This Strategy to support the construction and operation of the project:

- outlines the proponent's approach for how it will communicate with and encourage local industry to participate within its local supply chains

- describes how the proponent will encourage local industry to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities
- identifies how the proponent will resource, implement and report on its local content practices.

As identified above, I have stated conditions which require the proponent to establish a target for Aboriginal and Torres Strait Islander business on the project. I would also expect the updated SIMP to include the Local Content Strategy.

2.5 Health and community wellbeing

The SIA includes an analysis of the availability and capacity of, and an assessment of the project's potential impacts on, existing social infrastructure and services in the local study area including:

- childcare services
- local schools
- hospital and health services
- emergency services
- community and civic services
- recreation and cultural facilities.

2.5.1 Potential impacts and management measures

Operational workers relocating with their families (new locals) to the IRC LGA would generate an increase in demand for local social services, facilities, and infrastructure. While non-local workers would stay in a largely self-contained WAV while on shift, it is recognised that they might still access and generate additional demand on local services, such as local general practitioners (GP) and emergency services.

As raised by IRC during the stakeholder engagement undertaken for the SIA, long term planning for the provision of local services remains a challenge due to fluctuations in demand on health and emergency services by the resources industry.

Childcare services

Consultation undertaken during preparation of the SIA emphasises a current shortage of childcare services in Moranbah. The social baseline identifies five early childhood education and care services in Moranbah, including two long day care centres (Simply Sunshine and Moranbah Early Learning Centre), that are both at capacity with long wait lists for placement.

Shortages in the supply of childcare in Moranbah is largely attributed to difficulties in attracting and maintaining qualified staff. I note the proponent's commitment to increasing opportunities for traditionally underrepresented groups in mining, such as women, and how the lack of childcare availability can act as a barrier to accessing employment opportunities and living locally.

The SIA identifies that the potential additional demand of up to seven childcare places would be required over the life of the project, attributed to new locals from the operational workforce. To address the project's additional demands on an already critically constrained sector, the proponent has committed to providing the equivalent of a financial contribution of up to \$55,000 per year for the life of the project to improve the availability of local childcare services. Although this contribution was calculated based on a contribution to a salary of a qualified childcare position, I acknowledge that the proponent will continue to

engage with IRC and other relevant stakeholders to determine the most appropriate delivery arrangement to maximise benefits to the childcare sector.

Healthcare and hospitals

The SIA baseline outlines that both local and non-local workers rely on Moranbah's health infrastructure, including Moranbah hospital and the two GP services in town. Moranbah hospital offers 12 beds and general medical services with patients requiring treatment beyond basic services sent to regional hospitals, with the nearest one being Mackay Base Hospital. The Moranbah hospital has reported demand from non-local workers for relatively minor ailment services or sick leave certificates which unnecessarily burdens already stretched resources. Issues around substance/alcohol abuse and domestic violence were also reported as factors leading to demand on hospital services. Demand for both GP services have been steadily high and comprise a mix of local residents and non-local mining workers residing in WAVs.

Submissions on the EIS recommend additional engagement with local health providers, and the availability of any statistics on referrals to local medical services. Stanmore do not currently collect data on worker use of local medical facilities.

The SIA considers that the increased demand for health services associated with the project would be minimal as the number of additional people (47 new locals) residing in Moranbah is relatively small. In recognising the limited capacity of Moranbah's health services and the occasional additional demand from the project's non-local workforce, the following mitigation measures are proposed in the SIA:

- ensuring that local and regional hospitals and health services are aware of the likely workforce ramp up, including the number of residential and non-residential personnel
- reducing additional demand on local health services through the provision of on-site medical facilities with trained paramedics that can assist in managing minor health issues, as well as response services for site accidents.

Road safety, police and emergency services

During the project's construction phase, accessibility and response times of emergency services (fire, police, ambulance and other emergency services) may be impacted by increased project-related traffic. Increased demand on police services may also be experienced due to requirements for over-sized vehicle escorts.

The SIA considers that demand on emergency services is anticipated to be minor during both project phases due to the short construction nature and limited additional operational workforce (i.e. 80 new workers). Submissions on the EIS recommended early notification of project scheduling (including diversions and restrictions) be provided to emergency services, IRC and relevant state agencies to assist proactive planning. To address these potential impacts, the proponent has committed to:

- ensuring that local district police and emergency services officers are aware of the project's workforce timeframes
- maintaining regular communication with IRC and Queensland Government with respect to predicted police and emergency service requirements and capacity of local towns.

The project may increase road safety risks from driver fatigue with concerns raised by stakeholders in relation to Peak Downs Highway which has a poor safety record and receives heavy traffic associated with heavy vehicles and DIDO workers commuting from Mackay to the Bowen Basin. To mitigate potential impacts on road safety the proponent proposes to implement a Fatigue Management Policy for

workers including a swipe card system to monitor hours worked, use of buses to transport workers, and coordinated car-pooling arrangements.

Air and noise impacts

Potential dust impact continues to be a key issue of concern identified by residents consulted as part of the SIA, however stakeholders recognised that the project's operations would be located further south of the existing Isaac Plains Mine, and away from Moranbah. Stakeholders also raised occasional noise and vibration effects associated with the existing Isaac Plains operations, noting appreciation of early notification on potential disturbance activities.

The Air Quality Assessment undertaken as part of the EIS concluded that it is unlikely that air quality impacts specifically associated with the project would affect the lifestyle and health of local communities. However, recognising the project's contribution to cumulative generation of dust in the local area, the proponent will develop and implement a Dust Management Plan that includes detailed mitigation measures to reduce dust generating activities.

The Noise and Vibration Assessment concludes no exceedances of noise and vibration objectives at sensitive receptors (including the town of Moranbah) except at the closest sensitive receptor which would experience occasional noise exceedances. A compensation agreement has been entered into with this receptor, including compensation for any amenity impacts, and the proponent will continue to maintain the existing long-standing relationship.

A CSEP which includes a complaints management process and dispute resolution process will also be implemented. I have stated conditions (Appendix 1) for the CSEP to be updated as part of the SIMP to ensure community complaints and concerns are appropriately managed.

Community cohesion and resilience

Community interactions with the project workforce may have both positive and negative consequences. It is important that non-local workers are supported to have positive interactions with local communities and that there are local workers from the community on the project. The proponent will mitigate any potential negative impacts of workers in town by implementing a code of conduct which workers are required to adhere to, which includes disciplinary measures for any demonstrated breaches.

Social service providers engaged as part of the SIA identified issues with mental health, domestic violence, and suicide prevention as key areas of concern in local communities. Local mental health support services are limited and demand is growing.

To make a positive contribution to mental health outcomes in the community, and among the project workforce, the proponent proposes the funding of local health and suicide prevention initiatives and to provide members of the workforce with access to mental health support (\$10,000 per annum for life of the project). Worker demand on health and mental health services will also be monitored.

As an established operator in the community, Isaac Plains Mine supports community culture and well-being through the Stanmore Community Grants Program which invites community organisations to apply for annual funding. The proponent has committed to providing an annual financial contribution of \$30,000 through the Community Grants Program, and in response to stakeholder recommendations, consideration will be given to supporting existing collaborative programs as part of determining grant allocations.

2.5.2 Conclusion

I am satisfied that the proponent has considered measures to avoid or mitigate negative social impacts and enhance opportunities to improve the health and wellbeing of local and regional communities. I

acknowledge the proponent's commitment in the Health and Community Wellbeing Plan under the SIMP to provide support for increased childcare services, mental health, community development programs and ongoing consultation with relevant stakeholders on appropriate funding delivery models.

Accordingly, I have stated a condition (Appendix 1) requiring the proponent to submit an updated CSEP outlining a revised program for ongoing stakeholder engagement, including processes for providing advanced notice to relevant stakeholders on relevant construction and operational activities.

I also require that the proponent submit for my approval an annual social impact management report (SIMR) on the implementation and effectiveness of social impact management measures. The report must describe the implementation of community development and social investment programs, along with updated details on the funding delivery arrangement agreed with relevant stakeholders. This will ensure the proponent's ongoing community investment commitments are transparently recorded and reported.

3. Conclusion

I am satisfied that the SIA was prepared in accordance with the SIA Guideline and that an appropriate level of community and stakeholder engagement informed the SIA process. The management plans prepared as part of the SIA demonstrate the proponent is committed to ensuring that the project does not significantly impact on, and enhances opportunities for, local and regional communities.

The project would deliver social benefits for the local and regional communities through employment, training, and business opportunities during both construction and operations.

The project is expected to create 250 FTE construction jobs over a one year period, and up to 300 FTE operational jobs for 16 years, comprised of 80 new jobs in addition to the existing 220 operational workers who are to be transferred from the Isaac Plains Mine. I have considered the scale and duration of the project's construction phase and the capacity of local communities to provide workers, and accordingly nominated the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

I acknowledge the proponent's commitment to implement a recruitment hierarchy that preferentially employs local, regional, and Aboriginal and Torres Strait Islander workers for both the construction and operational phases of the project. This approach could result in sourcing of up to 45 construction workers (18 per cent) and up to 56 operational workers (19 per cent) from within the local study area. Further, I support the proponent's commitment to maximise opportunities for local and regional business and industry procurement, including development of a Local Content Strategy.

I note that the increase in new local residents during the operational phase, although relatively minor, may still place increased pressure on childcare, health care and emergency services in Moranbah. I am satisfied that the proponent's commitment to engage regularly with local service providers, IRC, and relevant state agencies on anticipated workforce ramp up and numbers is appropriate to manage these impacts. In addition, I support the proponent's commitments to annual financial contributions towards improving accessibility of services such as childcare and mental health.

Ongoing consultation with relevant stakeholders is proposed to ensure an agreed approach to funding delivery arrangements to maximise delivery of affordable housing and childcare services. To ensure this occurs, I have stated a condition requiring the proponent update the CSEP to clarify the approach to ongoing engagement. In addition, I require the proponent to prepare an annual social impact management report which details the delivery arrangements agreed with relevant stakeholders.

I consider the level of detail provided in the SIMP is appropriate for this stage of the project's development. To ensure that the proponent's commitments to strategies and action plans outlined in the SIMP are fully developed, I require that the proponent provide an updated SIMP for the project's construction and operational phases for my approval at least two months before the commencement of project construction. As part of this condition, I require that the updated SIMP be made publicly available via the proponent's website following my approval.

I also require the proponent to report annually on the implementation and effectiveness of the updated SIMP and expect that management strategies will be adapted over time and in response to stakeholder concerns. In addition, I expect that the proponent's commitments (Appendix 2) will be implemented.

I am satisfied that the potential social impacts of the project can be adequately managed and minimised. I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA, and I have decided to state conditions to manage the potential social impacts of the project and to ensure the potential benefits are realised.

A copy of this report will be provided to DES for inclusion in their EIS assessment report, the proponent and will be made publicly available at www.statedevelopment.qld.gov.au/isaacdowns.



Toni Power

Coordinator-General

16 February 2021

Appendix 1. Conditions stated under the *Strong and Sustainable Resource Communities Act 2017*

This appendix includes conditions stated by the Coordinator-General under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act), In accordance with section 11(3)(a) of the SSRC Act, these conditions are enforceable conditions under the *State Development and Public Works Organisation Act 1971* (SDPWO Act). The entity with jurisdiction for the conditions in this appendix is the Coordinator-General.

All the conditions stated in this appendix take effect from the date the Department of Environment and Science completes the EIS assessment report for the Isaac Downs project.

Condition 1. General conditions – construction

- (a) The proponent must advise the Coordinator-General in writing within five (5) business days of the commencement of construction.

The advice must include the date that the construction activities commenced. This date will be taken as the commencement of construction of the project for reporting purposes.

Condition 2. General conditions - operation

- (a) The proponent must advise the Coordinator-General in writing that operation of the project has commenced within five (5) business days of commencing operation.

Condition 3. Social impact management plan

- (a) The proponent must submit to the Coordinator-General for approval a social impact management plan (SIMP) at least two (2) months prior to commencing construction.
- (b) The SIMP must include the following updated plans:
- (i) Community and Stakeholder Engagement Plan in accordance with Condition 4
 - (ii) Workforce Management Plan
 - (iii) Housing and Accommodation Plan in accordance with Condition 5
 - (iv) Local Business and Industry Procurement Plan (including Local Content Strategy)
 - (v) Health and Community Wellbeing Plan.
- (c) The SIMP must be made publicly available on the proponent's website within (30) business days of the Coordinator-General approval of the SIMP.

Condition 4. Community and stakeholder engagement plan

- (a) The updated community and stakeholder engagement plan must provide a program of ongoing stakeholder engagement including the outcomes of consultation on the implementation of the proposed management strategies. The results of consultation should inform the above updated plans.

Condition 5. Non-local construction and operational workforce arrangements

- (a) Update the Housing and accommodation plan to confirm the arrangements for housing the project's non-local workforce including the location of the workers' accommodation village and beds secured for construction and operational workforce.

Condition 6. Maximising Aboriginal and Torres Strait Islander outcomes

- (a) Prior to commencing construction of the project, the proponent must consult with the Department of Aboriginal and Torres Strait Islander Partnerships to develop:
 - (i) A target for Aboriginal and Torres Strait Islander employment on the project
 - (ii) A target for Aboriginal and Torres Strait Islander business procurement on the project
 - (iii) A local content strategy which includes actions to maximise Aboriginal and Torres Strait Islander business opportunities.
- (b) The Aboriginal and Torres Strait Islander employment target, including justification for the target, must be included within the workforce management plan (Condition 3(b)(ii)) as part of the SIMP).
- (c) The Aboriginal and Torres Strait Islander business procurement target, including justification for the target, and local content strategy must be included within the local business and industry procurement plan (Condition 3(b)(iv)) as part of the SIMP.

Condition 7. Reporting on the implementation and effectiveness of social impact management measures

- (a) The proponent must prepare an annual social impact management report (SIMR) for each year of construction and for the first five (5) years of operation.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within twenty (20) business days after the end of the relevant twelve (12) month period from the commencement of construction of the project.
- (c) Using the monitoring protocol described in the SIMP, the SIMR must detail:
 - (i) an assessment of the social impacts of the project against the potential social impacts identified in the SIA, including consideration of impacts of other proposed developments in the local communities
 - (ii) the progress and effectiveness of the social impact management measures identified in the SIMP
 - (iii) how social impact management measures have been modified, where monitoring indicates measures have not been effective or in response to changed circumstances or greater knowledge of potential impacts
 - (iv) the actions taken to implement commitments made by the proponent listed in Appendix 2.
- (d) The SIMR must present the workforce profile of the project including:
 - (i) total number of workers employed
 - (ii) proportion of local workers, new local workers, Aboriginal and Torres Strait Islander workers and FIFO workers.
- (e) Each SIMR must be made publicly available on the proponent's website with thirty (30) business days of the Coordinator-General approval of the relevant SIMR.
- (f) The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

Definitions

'construction activities' includes pre-construction activities such as clearing and grubbing, topsoil and subsoil removal, earthworks, grading works, establishment of site offices and installing temporary amenities

'FIFO worker' is a worker for the Isaac Downs project who does not live in one of the local communities and must commute to work (could be DIDO, BIBO or FIFO) and stay at the workforce accommodation village while on shift

'local communities' are the twelve nearby regional communities identified in the evaluation report

'local worker' is a worker for the Isaac Downs project who lives in one of the local communities

'new local worker' is a worker for the Isaac Downs project who moves to a local community

'operation' is mining and processing of coal

'worker', for a large resource project, means a person employed, or to be employed, to perform work—

- (a) during the operational phase of the project; or
- (b) for a large resource project nominated by the Coordinator-General under section 12 and the name of which is published on the department's website under section 13 —during the construction phase of the project.

Appendix 2. Proponent commitments

Source: Appendix 1 – Commitments Register (November 2020)

Commitments
The SIMP details the actions the proponent has committed to in order to respond to social impacts and opportunities.
<p>A SIMP has been prepared as part of the SIA which includes sub-plans for:</p> <ul style="list-style-type: none"> • workforce management • housing and accommodation • local business and industry content • health and community wellbeing • community and stakeholder engagement.
Workforce Management Plan (WMP)
<ul style="list-style-type: none"> • The recruitment hierarchy is: <ul style="list-style-type: none"> – the 'local' towns of Moranbah, Dysart, Nebo and Coppabella – nearby regional communities within 125km radius from the Project entrance – the Isaac region as per the Isaac Regional Council LGA – the Mackay Whitsunday region – the State of Queensland. • The scheduling of recruitment will be staggered in accordance with the recruitment hierarchy - administrative costs associated with this approach will be met by the proponent. • Employment opportunities are dispersed to local community groups through online sources and in physical locations to allow local access. • Job positions are advertised through online media such as community Facebook pages, and company website etc.
Financial contribution of up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with IRC and / or other relevant parties.
<ul style="list-style-type: none"> • Execution of a Mining Lease Consent Agreement, inclusive of a (non-binding) employment target of 5 per cent of the operational workforce and two Barada Barna People invited to participate in a mine induction training programme for each year of Project construction and operation. • The Proponent funds Indigenous cultural heritage surveys by the Barada Barna for the Project in accordance with the executed CHMP. • Development of a Reconciliation Action Plan which outlines Stanmore's ongoing commitment to the creation of employment and other opportunities for Indigenous People.
The proponent will maintain as many of the existing core operations workforce through to Project completion.
Invest in the 'Live Local' Program to encourage members of the workforce to live locally. The commitment currently equates to subsidising housing costs up to \$12,480 per worker annually. There will be no cap applied to the number of employees able to access the 'Live Local' Program.
<ul style="list-style-type: none"> • The proponent will work with the principal operations contractor to maximise the proportion of the operations workforce who are in salary supported positions rather than on casual contracts. • The proponent is committed to working with the principal operations contractor to provide ongoing training and skills development for the workforce.
The proponent is committed to developing an Equal Employment Opportunity (EEO) Policy which will apply to all employment aspects of the Isaac Downs Project, and will be based on Stanmore's existing EEO Policy.

Commitments

- The proponent is committed to applying the Equal Employment Opportunity policy in accordance with applicable regulations.
- No job opportunities will be advertised as a FIFO only position.

- Preparation and implementation of a Progressive Rehabilitation and Closure Plan
- Assist with transition from the Project to IPM.
- The proponent is committed to providing workers with advanced notice as to the conclusion of operations.
- The proponent is committed to engaging with employees regarding potential impacts and identify strategies to avoid economic impact for those affected.
- The Proponent will attempt to redeploy workers to other proponent-operated projects.

The proponent is committed to providing annual financial contribution of \$10,000/year to fund local youth development programs through the Moranbah Youth and Community Centre (MYCC).

The proponent will undertake ongoing consultation with local educational institutions, training groups, and government agencies to identify potential concerns and employment opportunities.

The proponent is committed to implementing the swipe on/ swipe off system and continuing to improve fatigue management training for workers.

The proponent will implement mandatory drug and alcohol testing and improving the testing systems.

The proponent is committed to providing on-site medical and first aid facilities for workers.

- The proponent is committed to engaging with camp accommodation providers to provide high quality of workforce accommodation.
- The proponent is committed to providing annual financial contribution of \$10,000/year to support employees and families through mental health and suicide prevention programs.

The proponent is committed to ongoing consultation and collaboration with police, camp accommodation providers and other stakeholders to identify and address any antisocial or disruptive workforce behaviour in local communities.

- The proponent will comply with all relevant health and safety legislation.
- The proponent is committed to the rollout of the safety training program already in place at IPM.
- The proponent is committed to provision of on-site first aid and medical facilities, as established at IPM.
- The proponent (or its principal contractor) will provide a dedicated Site Senior Executive (SSE), responsible for safety on site.

The proponent is committed to exploring flexible work arrangements such as job sharing to which enable improved work/ family balance for local employees.

Housing and Accommodation Plan (HAP)

Increase availability of affordable housing by way of a contribution commensurate with the estimated impact of the Project (approximately equates to provision of one additional unit of affordable accommodation in Moranbah).

The Proponent will fund the development of up to six additional houses in Moranbah through a funding arrangement (e.g. guaranteed annual rental contribution) to one or more developers; with an estimated value of \$4,000,000 made up of the building cost and associated interest/finance costs, over the Project life. Refer to Chapter 18 for details on the proposed timing of housing construction.

- The Proponent is committed to maximising local employment through applying the recruitment hierarchy.
- Employment opportunities are disseminated to local communities through online and local media.

The proponent is committed to actively engaging and collaborating with the IRC and other stakeholders with respect to housing and accommodation impacts.

Commitments

The proponent is committed to providing support to members of workforce seeking to move to local communities through providing connections to the highest quality local advice and support networks.

The Proponent is committed to implementing the 'Live Locally Initiative' which offers employees real choice on where to base their families and provides subsidies for housing costs for members of the workforce who choose to live locally. Contributions of approximately \$12,500 per worker per annum, to each worker who chooses to live locally, are proposed, with estimated contributions of approximately \$8,000,000 over the life of the Project.

The proponent is committed to providing high quality workforce accommodation to non-resident personnel.

The proponent is committed to providing high quality workforce accommodation to non-local personnel.

Local Business and Industry Procurement Plan (LBIPP)

- The Proponent is committed to developing a tailored Local Content Strategy which:
 - outlines the proponent's approach for how it will communicate with and encourage local industry to participate within its supply chains.
 - describes how the proponent will encourage local industry to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities
 - identifies how the proponent will resource, implement and report on its local content practices.
- Costs associated with the development and implementation of the Procurement Policy and Local Content Strategy will be met by the proponent.

As implemented through the Local Content Strategy, the proponent is committed to maximising opportunities for local business to provide goods and services to the Project.

As implemented through the Local Content Strategy, the proponent is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain.

The proponent is committed to enabling Indigenous businesses to access supply change opportunities.

The proponent is committed to facilitating and supporting delivery of a tender readiness program for local businesses in collaboration with the Department of Education, Barada Barna Aboriginal Corporation and DATSIP.

As implemented through the Local Content Strategy, the proponent is committed to providing an open and transparent procurement process.

Health and Community Wellbeing Plan (HCWP)

Equivalent financial contribution of up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with IRC and / or other relevant parties.

The proponent is committed to being an active participant in any forum created to better manage cumulative impacts associated with childcare.

The proponent is committed to the provision of on-site first aid and medical facilities along with upgrading existing facilities at IPM as required.

The proponent is committed to monitoring the workforce demands on childcare and education services and working with Council to support solutions to cumulative demands on social services.

The proponent is committed to providing an annual financial contribution of \$10,000/year for the life of the Project to local mental health and suicide prevention programs. The proponent will decide on the annual recipient of the funding based on advice received from key sector stakeholders.

- The proponent is committed to reducing the risk of Project related vehicle accidents through actively managing workforce fatigue and providing bus transportation for workforces residing in camp accommodation.
- The proponent is committed to protecting road safety through implementing the swipe on/ swipe off fatigue management system and mandatory random alcohol and drug testing.

Commitments

- The proponent is committed to monitoring and managing dust, noise and vibration issues associated with the Project.
- The proponent will participate in any community groups assessing and monitoring cumulative dust emissions, including potential contributions to additional dust monitoring stations.

The proponent is committed to developing and adopting a Code of Conduct.

The proponent is committed to providing an annual financial contribution of \$30,000 per annum through the Community Grants Program for the life of the Project. In determining grant allocations, consideration is given to supporting existing collaborative programs and the principles of adaptive management.

Community and Stakeholder Engagement Plan (CSEP)

The proponent will seek to involve the community during the planning, construction, operation and decommissioning of the Project. In particular, the proponent will seek to understand and address community concerns about the environmental and social impacts of the Project's activities. The proponent will also seek to actively and effectively deal with community expectations around employment, and economic and community development opportunities, whilst engaging with nearby regional communities to manage any amenity and access issues.

An engagement program is outlined in Table 18-9 which summarises key engagement activities during the construction and operation phases of the Project following the Project's approval. The engagement program will be adapted in response to ongoing engagement. Responsibility for engagement and monitoring of the engagement process rests with the proponent. Monitoring will be undertaken on a bi-annual basis during construction and operation, with annual reporting.

To facilitate open communication and active complaint resolution, stakeholders will be able to raise issues and complaints. The proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison.

The Project will be supported by an officer who will provide a contact point for the community and stakeholders and be available to receive and respond to complaints. This officer will ensure that all issues are conveyed to the appropriate management levels. Anyone will be able to submit a complaint to the Project. They may also submit comments and suggestions.

Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies. A Project community contact phone number for the purpose of receiving complaints and enquiries from stakeholders will be provided. Stanmore's website provides the community with up-to-date information on the Project and its activities.

The SIMP includes a monitoring framework which details the KPIs to be used to measure the Project's success in meeting the actions sought for each key impact and/or benefit area over the life of the Project.

Stakeholder feedback will be incorporated into the ongoing implementation and monitoring of SIMP actions.

The SIMP would also be reviewed regularly to assess the effectiveness and relevancy of the overall SIMP. Stanmore will review, and if necessary revise, the SIMP every three years throughout the Project life. The SIMP may be reviewed and revised within a shorter period of time should Stanmore consider the amendment of the SIMP necessary.

Consultation

Future stakeholder engagement and consultation activities will be undertaken by the proponent with the stakeholders identified in Chapter 3, and any other stakeholders who may be identified. This will include statutory consultation and other consultation methods as described in Chapter 3.

The proponent will develop information on the types of skills required for construction and operation, and the means by which people can obtain those skills. The proponent will continue to consult with identified stakeholders.

Details of all engagement and consultation activities undertaken and feedback provided will be recorded in a stakeholder management system.

Commitments

All data collated will be used to generate reports according to a range of fields. The generation of these reports will assist the Project team to track work performance, the types of issues affecting the community and key areas of impact.

A report will be prepared prior to Project commencement to detail stakeholder engagement and consultation undertaken during the Project planning phase.

The ongoing analysis of all data recorded in the stakeholder management system will be used to identify and track emerging issues and changes in stakeholder perceptions.

All issues, or potential issues, relating to key stakeholders or community members will be reported to the proponent's senior management immediately, who will then work with key Project staff to assess the issue, determine the potential implications and assign appropriate responses.

The proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison. The Project will be supported by an officer who will provide a contact point for the community and stakeholders and be available to receive and respond to complaints.

Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies.

A Project community contact phone number, for the purpose of receiving complaints and enquiries from stakeholders, will be provided.

Acronyms

Acronym	Definition
ABS	Australian Bureau of Statistics
BBAC	Barada Barna Aboriginal Corporation
CSEP	Community and Stakeholder Engagement Plan
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships
DES	Department of Environment and Science
DIDO	drive-in, drive-out
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994</i>
FIFO	fly-in, fly-out
FTE	full time equivalent
GP	general practitioner
IRC	Isaac Regional Council
LBIPP	Local Business and Industry Procurement Plan
LGA	local government area
SIA	social impact assessment
SIMP	social impact management plan
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
TOR	terms of reference
WAV	workers' accommodation village

Glossary

Acronym	Definition
Coordinator-General	The corporation sole constituted under section 8A of the <i>State Development and Public Works Organisation Act 1938</i> and preserved, continued in existence and constituted under section 8 of the <i>State Development and Public Works Organisation Act 1971</i>
Non-local workers (Isaac Downs project SIA)	A worker who lives more than one-hour driving distance from the project and would be required to commute to work and stay in a WAV for their roster.
Large resource project	A resource project for which an EIS is required
Nearby regional community	A town within 125 km radius of a large resource project that has a population of more than 200 people
The project	Isaac Downs project
The proponent	Stanmore IP South Pty Ltd

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