



Jellinbah Group



Member of the Surbana Jurong Group

LAKE VERMONT MEADOWBROOK PROJECT SOCIAL IMPACT MANAGEMENT PLAN





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Abbreviations and acronyms

Term	Description
DES	Department of Environment and Science (Queensland)
DNRME	Department of Natural Resources, Mines and Energy (Queensland)
EIS	Environmental Impact Statement
EP Act	<i>Environment Protection Act 1994</i>
FIFO	Fly-in, Fly-out
ICN	Industry Capability Network
IRC	Isaac Regional Council
Jellinbah	Jellinbah Group Pty Ltd
JV	Joint venture
km	Kilometres
LGA	Local Government Area
OCG	Office of the Coordinator-General (Queensland)
PCI	Pulverised coal injection
PRCP	Progressive Rehabilitation and Closure Plan
Principal Contractor	Thiess Pty Ltd
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
the Project	Lake Vermont Meadowbrook Project
the Proponent	Bowen Basin Coal Pty Ltd
WAV	Workforce Accommodation Village



1 Introduction

This Social Impact Management Plan (SIMP) details the social impact mitigation and benefit enhancement measures (collectively referred to as “management measures”) developed in response to the social impacts, both positive and negative, identified in the Social Impact Assessment (SIA) prepared for the Lake Vermont Meadowbrook Project (the Project). As the Project is to be an underground extension of mining operations that will be integrated with the existing operations at the Lake Vermont Mine, this SIMP also incorporates existing management measures for the Lake Vermont Mine. Combined, the Project and the Lake Vermont Mine is referred to as the Lake Vermont Meadowbrook Complex. The primary objective of this SIMP is to enable local and regional communities to benefit from the Lake Vermont Meadowbrook Complex.

1.1 Project summary

Bowen Basin Coal Pty Ltd (the Proponent) is seeking to develop the Project. The Project is located within the Isaac Regional Council (IRC) Local Government Area (LGA), approximately 25 kilometres (km) north-east of Dysart and 160 km south-west of Mackay and adjoins the Proponent’s Lake Vermont Mine. Lake Vermont Mine is an open-cut operation which has been operating since 2009 and currently producing approximately 9 million product tonnes per annum of coking and pulverised coal injection (PCI) coal. Lake Vermont Mine is forecast to see a rapid and significant reduction in output decreasing to approximately 4 million product tonnes per annum from 2028 as the mine progressively exhausts its open-cut mineable reserves. Significant deeper coal resources have been identified directly to the north of the open cut on the Proponent’s adjoining tenements, however extracting these resources will require a transition to underground mining methods and development of a small-scale satellite open-cut pit.

The Project will produce up to 5.5 million tonnes per annum of coking and PCI coals that will replace the scheduled decline in output from the current Lake Vermont Mine as the open-cut operations progress to depth. The Project is currently scheduled to commence construction in 2024, with in-seam development starting 2026 and full-scale longwall production commencing in 2028.

The key objective of the Project is to address the scheduled future decline in coal output from the Lake Vermont Mine to maintain existing (and approved) production levels across an extended life of mine. The Project would maximise the use of existing Proponent owned land and infrastructure at the Lake Vermont Mine so as to minimise the environmental impacts from additional infrastructure and provide project efficiencies. Further, as the Proponent has been operating in the Dysart area since 2009, the Meadowbrook Project is expected to generate an overall significant positive effect due to sustaining the continued viability of Dysart township.

The Proponent is the owner¹ of both the Lake Vermont Mine and the Project. The Proponent is a private company owned by Lake Vermont Joint Venture (JV), an unincorporated Australian JV operating in Queensland. Lake Vermont Resources Pty Ltd, a wholly owned by Jellinbah Group Pty Ltd (Jellinbah), will manage the Project on behalf of the JV. Thiess Pty Ltd (Thiess Mining Services) is the operator and principal contractor² for the Lake Vermont Mine.

During construction of the Project it is anticipated that a contract workforce of up to 250 people will be required. Jellinbah, or a contractor to be engaged by Jellinbah, will operate the Project during its operational phase, including recruitment and management of the operational workforce (Table 1-1).

In the 2020/21 financial year, the Lake Vermont Mine employed approximately 880 operational workers. The Project’s operation will require up to 410 workers. As the Project moves into full operational phase by 2028, there will be a corresponding reduction in the size of the Lake Vermont Mine operations which will see the open-cut workforce reduce to approximately 450 employees. It is the Proponent’s intention to provide opportunity, where appropriate, for many of these roles to transition from the downsizing open-cut operations, to the ramping up of the Project, thereby promoting workforce retention and job security for employees and contractors.

Overall, the total workforce of the combined Lake Vermont Meadowbrook Complex is expected to be approximately 860 personnel, which does not present a material variance from current manning levels.

¹ An owner of a large resource project means the person who holds the mining lease or petroleum lease for the project (schedule 1, SSRC Act).

² A Principal Contractor means the person that operates all or a significant part of the large resource project for the owner of the project (schedule 1, SSRC Act).



Table 1-1 Overview of Lake Vermont and Lake Vermont Meadowbrook Projects

Project	Type	Owner (Proponent)	Manager	Operator (principal contractor)	Operational workforce	
					FY20/21	From FY27/28
Lake Vermont Mine	Open-cut mine	Bowen Basin Coal Pty Ltd	Lake Vermont Resources Pty Ltd (Jellinbah)	Thiess Pty Ltd	880	450
Project	Underground mine, with one small-scale open-cut satellite pit			Bowen Basin Coal Pty Ltd or contractor	0	410
TOTAL					880	860

However, should the Project not proceed, the Lake Vermont Mine would see a loss of up to 410 workers with associated socio-economic effects being experienced in the town of Dysart.

In summary, the Project is not expected to have any material negative impact on the local community. However the overall positive effect is expected to be significant due to the Project sustaining if not enhancing the vitality of the Dysart township, through continued support for local employment and maintained delivery of existing community development and social initiatives, thereby contributing to population retention.

1.1.1 Strong and Sustainable Resource Communities Act 2017

This SIMP has been prepared to align with the requirements of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act). The objective of the SSRC Act is to ensure that residents of communities in the vicinity of large resource projects benefit from the construction and operation of the projects. This is supported by three key elements which are:

- Prohibition of 100 per cent fly-in, fly-out (FIFO)³ workforce arrangements on operational large resource projects.
- Prevention of discrimination against locals in the future recruitment of workers.
- The requirement for an SIA during the assessment process in accordance with the SIA Guideline (2018) as published on the Coordinator-General's website.

The Lake Vermont Mine was retrospectively published on the list of large resource projects⁴ on 29 March 2018, as the project holds an environmental authority (EPML006595), completed an Environmental Impact Statement (EIS) in 2010 and has a workforce of 100 or more workers. The declared nearby regional communities⁵ for the Lake Vermont Mine include Capella, Clermont, Dysart, Emerald, Middlemount, Moranbah, Nebo and Tieri. Since the Lake Vermont Mine commenced operations in 2009, the Proponent has supported and maintained local employment.

Whilst the Project is an extension of the existing Lake Vermont Mine, it was confirmed in January 2020 by the Department of Environment and Science (DES) that the Project would require a major amendment of the existing environmental authority to authorise the proposed Project. A Voluntary EIS application was prepared by BBC for this purpose, which was approved by DES in accordance with the *Environment Protection Act 1994* (EP Act). As such, the Project meets the criteria of a large resource project under the SSRC Act (schedule 1) as the Project:

- Requires an EIS under the EP Act.
- Is projected to have an operational workforce of 100 or more workers.

³ A FIFO worker, for a large resource project, means worker who travels to the project by aeroplane, or another means, from a place that is not a nearby regional community for the project to work on the operational phase of the project (schedule 1, SSRC Act). This includes drive-in, drive-out workers who travel to and from work in their private vehicle.

⁴ A large resource project is defined as one for which an EIS is required or that holds a site-specific environmental authority under the EP Act and has a workforce of 100 or more workers (schedule 1, SSRC Act).

⁵ A nearby regional community is defined as a town that (i) is located within a 125 km radius of the main access to the Project or a greater or lesser radius decided by the Coordinator-General; and (ii) has a population of more than 200 people or a smaller population decided by the Coordinator-General (schedule 1, SSRC Act).



The applicable nearby regional communities for the Project include Capella, Clermont, Dysart, Glenden, Middlemount, Moranbah, Nebo and Tieri.

Dysart is the closest nearby regional community to the Lake Vermont Meadowbrook Complex, located approximately 25 km south-west of the complex. Dysart is a small town established in the 1970s to support nearby coal mine projects. As such, Dysart has been vulnerable to the boom and bust cycles associated with the mining industry, including a fluctuating population and available labour force. Dysart's population has been in decline since 2006, with a significant population loss recorded between 2013 and 2016, with a loss of 366 people, or 12.7 per cent of the population. This population loss is likely attributed to the downturn of the mining industry, including the closure of the nearby Norwich Park Coal Mine and subsequent outmigration of former resident workers. The outmigration of former resident mine workers also contributed to the large number of unoccupied houses in Dysart, which remain owned by BMA.

Jellinbah commenced operations at Lake Vermont Mine in 2009 and since that time has demonstrated a genuine commitment to the town of Dysart. Jellinbah and the principal contractor Thiess Mining Services has supported, and continues to support, provision of local employment opportunities and community development initiatives to maintain and enhance social services and the overall sustainability of Dysart.

1.2 Objectives of SIMP

The SIMP provides the practical basis for the implementation of management measures identified in the SIA prepared for the Project and the management measures, commitments and social performance initiatives currently in place at Lake Vermont Mine. More specifically, this SIMP outlines the actions to implement and monitor management measures and commitments, including details on timeframes for implementation, roles and responsibilities, and monitoring of effectiveness.

The objectives of the SIMP are to:

- Ensure the Lake Vermont Meadowbrook Complex is consistent with the requirements of the SSRC Act.
- Address the requirements relating to the SIMP outlined in the Project's Terms of Reference (see Appendix A).
- Identify and define the roles of the Proponent, operator(s), government and community stakeholders in the management of social impacts throughout the construction of the Project and ongoing operations of the Lake Vermont Meadowbrook Complex and promote an active and ongoing role for stakeholders.
- Provide a framework for the monitoring of management measures to ensure the effectiveness of these measures and that ineffective management measures are amended in a timely manner.
- Provide a framework for the integration of management measures into Lake Vermont Meadowbrook Complex operations, processes and procedures.
- Be responsive to changing circumstances and to any increase in knowledge or awareness of social impacts throughout the lifecycle of the Lake Vermont Meadowbrook Complex.

The principles of effective and adaptive management have underpinned the development of this SIMP.

1.3 Approach to SIMP

Preparation of this SIMP was directly informed by outcomes of the SIA, which identified the social impacts of the Project and the management measures to minimise the negative impacts or to enhance the positive impacts. Social impacts and management measures were identified in consultation with communities and stakeholders, including with Thiess as the Principal Contractor of Lake Vermont Mine to understand existing social initiatives in Dysart and partnerships with stakeholders.

As outlined in the Coordinator-General's *Social Impact Assessment Guideline* (2018), it is a requirement that a SIMP be prepared and submitted to the Office of the Coordinator-General (OCG) which comprises the following sub-plans:

- Community and Stakeholder Engagement.
- Workforce Management.
- Housing and Accommodation.
- Local Business and Industry Content.
- Health and Community Wellbeing.



This SIMP is presented according to each sub-plan, which includes objectives, a summary baseline and impacts, management measures, Project and proponent initiatives, policies and programs that will implement the management measures, and the monitoring and reporting framework.

As depicted in Figure 1-1, management measures detailed in this SIMP are to then be integrated into manager/operator internal systems, processes and procedures to ensure effective implementation and monitoring of management measures throughout the lifecycle of the Lake Vermont Meadowbrook Complex.

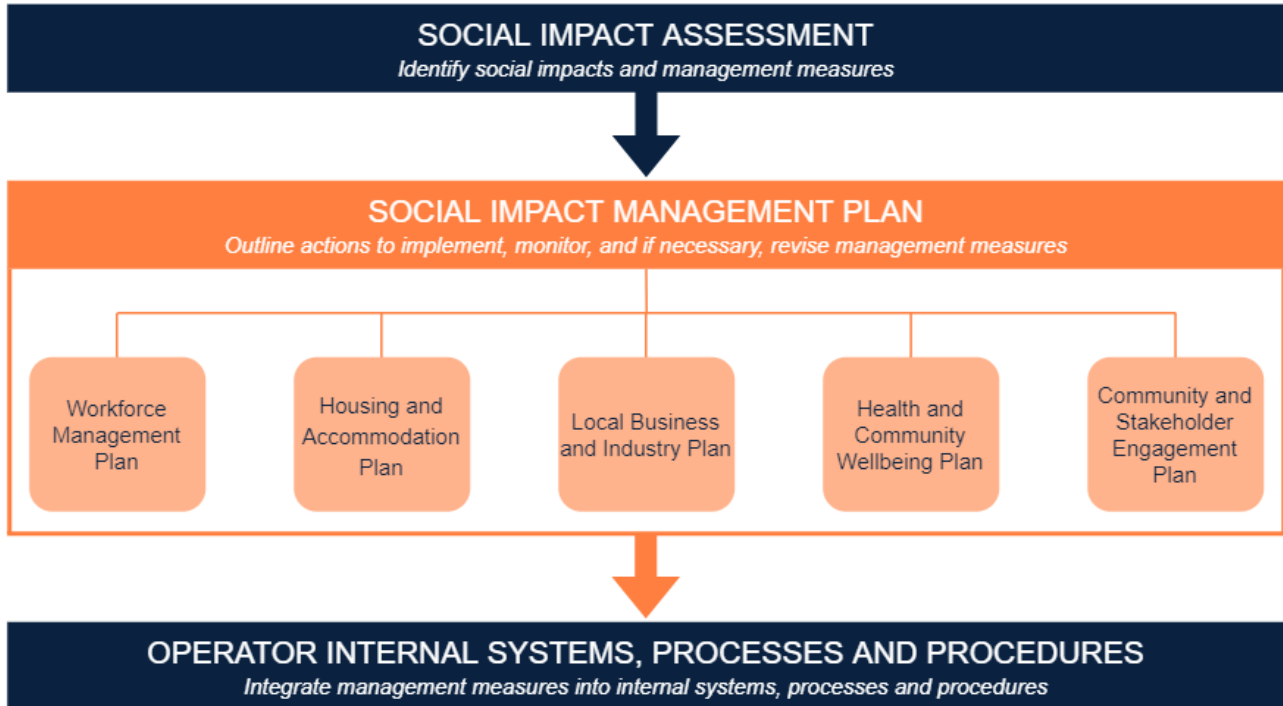


Figure 1-1 SIMP process

In addition to the five sub-plans, the SIMP presents an implementation plan and a section on monitoring, review and update of SIMP, to ensure ineffective management measures are amended.



2 Workforce Management Plan

The Workforce Management Plan applies to the management and monitoring of identified potential social impacts associated with the workforce during the construction of the Project and the ongoing operation of the Lake Vermont Meadowbrook Complex.

2.1 Objectives

The objectives of the Workforce Management Plan are:

- Maximise recruitment of residents of Dysart and the broader Isaac LGA region, where feasible and practicable.
- Maximise training opportunities for residents of Dysart and the broader Isaac LGA region, to improve skills and capacity of communities and existing local workers through training and skills development initiatives.
- Support the safety, health and wellbeing of the workforce and their families.

Management measures have been developed to complement these objectives.

2.2 Summary of existing social environment

The labour market in Dysart and the broader Isaac LGA region is typically characterised by the cyclical trends of the mining industry. As detailed in the SIA, key characteristics of Dysart and the Isaac LGA region's labour market include:

- Very low rates of unemployment, with recent estimates at September quarter 2021 indicating an unemployment rate of 1.4 per cent, or 69 unemployed residents, in Broadsound-Nebo, compared to Queensland with an unemployment rate of 4.9 per cent. The Isaac LGA region recorded an estimated unemployment rate of 1.3 per cent, or 166 unemployed persons. Despite the advent of the COVID-19 pandemic from March 2020, unemployment rates in Dysart and the Isaac LGA region continue to decline.
- The identified underrepresented groups in Dysart's labour force include women, Aboriginal and/or Torres Strait Islander peoples and youth (aged 15 to 24 years), with the number of unemployed persons across these groups increasing. Youth unemployment was identified by stakeholders as a key issue in Dysart, with 13.8 per cent of Dysart's youth unemployed and looking for work (as at the 2016 Census).
- Mining has been the dominant industry of employment in Dysart since the town's establishment in the 1970s. At the 2016 Census, almost half (48.5 per cent) of employed Dysart residents worked in the mining industry. However, the number of Dysart residents employed in the mining industry significantly declined over the five-year period to 2016, with a loss of 317 resident mining workers between 2011 and 2016. This is likely reflective of the loss of jobs associated with the general downturn of mining activities in the Bowen Basin region and subsequent outmigration of residents from 2012, including the decommissioning of the Norwich Park Mine near Dysart. Despite the high proportion of Dysart residents who are employed in the mining industry, these workers are typically skilled in surface mining. As such, there are limited skills in underground mining available within Dysart.
- At the 2016 Census, there were more people who worked in the mining industry in the Isaac LGA region yet resided outside of the region. The top place of residence for people who work in the mining industry in Isaac LGA region was Mackay LGA, with 3,956 mining workers, or 30.2 per cent of Isaac LGA's mining workforce. Mining employment is projected to grow by 14.2 per cent in the Mackay-Isaac-Whitsunday region by May 2023.
- There is an anticipated high cumulative demand for construction and operational workers over the next ten years, with seven major mining projects proposed within the Isaac LGA region to commence construction and operation. These seven projects are expected to require up to 4,280 construction workers and 3,866 mining workers, far outstripping the available labour within the Isaac LGA region. Other proposed major projects near to the Project include the Olive Downs Project (Pembroke Olive Downs Pty Ltd), Saraji East Mining Lease Project (BMA Pty Ltd) and Winchester South Project (Whitehaven Coal Ltd).
- Outside of mining, other key industries of employment for Dysart residents include education and training (7.3 per cent) and accommodation and food services (6.8 per cent). Those employed in the accommodation and food services industries may be in roles that support the mining industries, such as in Worker Accommodation Villages (WAVs). At the 2016 Census, approximately 3.0 per cent of employed residents worked in the construction industry.
- The Lake Vermont Mine currently employs up to 866 people, of which 14.4 per cent identify as female and 4.9 per cent identify as Aboriginal and/or Torres Strait Islander. The principal mining contractor is Thiess Mining Services who currently implement a range of measures supporting workforce diversity.



Overall, Dysart has limited capacity to provide new workers to the Lake Vermont Meadowbrook Complex, particularly those skilled in underground mining. The limited availability of local skills is anticipated to be further compounded with the development of other new mining projects.

2.3 Summary of impacts

The Project will generate both positive and negative impacts relating to workforce management matters. However, the overall incremental effect is anticipated to be minimal as job losses associated with Lake Vermont Mine will be offset through the generation of new employment opportunities associated with Project. Table 2-1 provides a summary of the identified social impact and the relevant affected stakeholder groups, and the significance of the impact prior and post to the implementation of management measures.

Table 2-1 Impact summary on workforce management

Social change process	Social impact	Stakeholder group affected	Impact significance		
			Pre-managed	Post-managed	
<p>Change in supply and demand of labour due to generation of new employment opportunities by the Project and loss of employment opportunities with the Lake Vermont Mine.</p> <p>Overall, the total workforce of the Lake Vermont Meadowbrook Complex would be maintained at approximately 860 personnel during operations, and the Project will generate 250 jobs during construction.</p>	<p>Increase in labour force participation and reduction in number of unemployed people, particularly for identified underrepresented groups in the labour force, indirectly enhancing socio-economic wellbeing of individuals and communities in the Isaac LGA region</p>	Unemployed people and jobseekers in Dysart and Isaac LGA region	Medium (+)	Medium (+)	
		Isaac Regional Council	Medium (+)	Medium (+)	
		Identified underrepresented groups in the labour force, including women, Aboriginal and/or Torres Strait Islander peoples and young people (15 to 24 years)	High (+)	High (+)	
		<p>Exacerbate shortage in construction and mining skills and labour in Isaac LGA region due to increase in competition for labour</p>	Isaac Regional Council	Low (-)	Negligible (-)
			Other nearby mining projects	Medium (-)	Low (-)
		<p>Retention of existing Dysart residents employed at Lake Vermont Mine</p>	Lake Vermont resident workers	High (+)	High (+)
		Dysart community	Medium (+)	Medium (+)	
<p>Change in availability of skills and capacity building training programs due to the Lake Vermont Meadowbrook Complex providing opportunities in skills and training relating to mining</p>	<p>Increase in opportunities for young people or those with no previous mining experience to gain skills relevant to the Lake Vermont Meadowbrook Complex</p>	<p>Young people or people with no previous mining experience</p>	Medium (+)	Medium (+)	
<p>Change to worker wellbeing due to new workers adopting block shift rosters and/or FIFO arrangements and existing Lake Vermont Mine workers facing job uncertainty</p>	<p>Increase in risk to mental health, safety and wellbeing of workers, including work stress exacerbated by fatigue and/or job losses</p>	Project workforce	Medium (-)	Low (-)	
		Health and social services in Dysart	Medium (-)	Low (-)	
		Emergency services in Dysart	Medium (-)	Low (-)	
	<p>Increase in stress and/or anxiety for families of workers who are employed on a FIFO basis, indirectly contributing to family breakdown</p>	Families of project workforce	Medium (-)	Low (-)	



2.4 Management measures

Management measures are proposed for each identified negative and positive impact. Table 2-2 below outlines the proposed management measures for workforce management. As mentioned above, the existing principal mining contractor (Thiess Mining Services) currently implement a range of workforce management measures at the Lake Vermont Mine which will be carried forward and further built to incorporate the Project.



Table 2-2 Management measures, Workforce Management Plan

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Increase in long term employment opportunities including for identified underrepresented people in the labour force, indirectly enhancing socio-economic wellbeing of individuals and communities in the Isaac LGA region	<p>Maximise local employment through application of a recruitment hierarchy, including actions to:</p> <ul style="list-style-type: none"> Scheduling of recruitment advertising to be staggered, with employment opportunities to be advertised via local and regional channels in the first instance, such as via CQ Job Link, and then to state-wide channels. CQ Job Link is a partnership between the Central Highlands Regional Council and the Isaac Regional Council, with the support of the Local Buying Foundation, providing a free online platform to connect employers and jobseekers in the Bowen Basin region. Establish a project information office at the existing Accommodation Village in Dysart during Years 1 to 3 and provide a dedicated website which enables the opportunity for interested local residents to enquire about opportunities and make an appointment for a face to face meeting. Provide workforce transition incentives for new workers or existing workers on FIFO arrangements (regardless of whether employed by Jellinbah or a contractor) to relocate to Dysart, through provision of \$130 per week allowance which is included in their gross pay No job opportunities will be advertised as FIFO only position to fully comply with the Anti-Discrimination Act 1991 provisions in the SSRC Act 	<p>Unemployed people and jobseekers in Dysart and Isaac LGA region</p> <p>Isaac Regional Council</p>	<p>Pre-construction</p> <p>Construction</p> <p>Operations</p>	Jellinbah	<p>Local Recruitment Strategy (Section 2.5.1)</p> <p>Living Local Initiative (Section 3.5.1)</p>
	<p>Maximise employment opportunities for identified under-represented groups in the labour force, including women, Aboriginal and/or Torres Strait Islander peoples and young people, including actions to:</p> <ul style="list-style-type: none"> Implement the Equal Employment Policy as currently applied for the existing Lake Vermont Mine. Job advertisements to include statement demonstrating proponent's commitment to recruiting a diverse and inclusive workforce, such as, "we are an Equal Opportunity employer and we encourage applications from women and Indigenous people" Ensure accessible and inclusive recruitment processes 	<p>Women, Aboriginal and/or Torres Strait Islander peoples and young people seeking employment</p>	<p>Pre-construction</p> <p>Construction</p> <p>Operations</p>	<p>Jellinbah</p> <p>Thiess Mining Services</p>	<p>Equal Employment Policy (Section 2.5.2)</p> <p>Sisters in Mining program (Section 2.5.3.4)</p> <p>Vacation Student Program (Section 2.5.3.1)</p>



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<ul style="list-style-type: none"> Maintain implementation of the <i>Sisters in Mining</i> initiative, a pre-employment program for Indigenous women that teaches life skills and presents opportunities for employment in the mining industry Identify specific roles that can be structured such as job-share or flexible shift arrangements to attract women to apply to these roles 				Apprenticeship Program (Section 2.5.3.2)
Exacerbate shortage in construction and mining skills and labour in Isaac LGA region due to increase in competition for labour, indirectly resulting in potential delays for workforce recruitment	Work with local government and State Government agencies to identify skill gaps in local and regional communities and to tap into opportunities, such as engaging in the 'Skilling Queenslanders for Work' program which support target groups such as youth to access employment opportunities supported positions rather than on casual contracts	Isaac Regional Council Relevant State Government agencies	Pre-construction Pre-operation	Jellinbah	Partnership with stakeholder (Section 7.2)
	Maintain partnerships with Dysart State School and Dysart State High School to increase STEM resources, including actions to: <ul style="list-style-type: none"> Donation of Robotic Kits, including provision of tutorial and support sessions for students and teachers Provide support to the annual Science Week, such as employees giving presentations and participating in class challenges with the students 	Dysart State School Dysart State High School	Operation	Jellinbah Thiess Mining Services	Community Investment Program (Section 5.5.1)
Retention of existing Dysart residents employed at Lake Vermont Mine	Prioritise promotion of new employment opportunities internally to existing Lake Vermont Mine workers to transition to the Project prior to external recruitment, to maintain existing locally resident workers	Lake Vermont Mine workforce Dysart community	Pre-operation	Jellinbah	Local Recruitment Strategy (Section 2.5.1)
	Prioritise retraining opportunities in underground mining for existing Lake Vermont Mine workers who live locally to transition to employment with the Project	Lake Vermont Mine workforce Dysart community	Pre-operation	Jellinbah	Local Recruitment Strategy (Section 2.5.1)
Increase in opportunities for young people or those with no previous mining experience to gain skills relevant to the Lake Vermont Meadowbrook Project	Prioritise promotion of training initiatives targeting residents from Dysart, Moranbah and Middlemount, and those people resident on surrounding agricultural properties	Dysart, Moranbah and Middlemount communities	Pre-operation	Jellinbah	Local Recruitment Strategy (Section 2.5.1)
	Maintain implementation of the Vacation Program, which provides a 12-week placement for up to eight University students per year from various disciplines	Young people or people with no	Operation	Jellinbah	Vacation Student Program (Section 2.5.3.1)



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
		previous mining experience		Thiess Mining Services	
	Provide two apprenticeship positions each year, which combines paid work and training delivered through nationally registered training organisations	Young people or people with no previous mining experience	Operation	Jellinbah Thiess Mining Services	Apprenticeship Program (Section 2.5.3.2)
	Maintain partnership with Dysart State High School to support pathways to sustainable employment opportunities through interaction with people from the mining workforce, including sharing information on training and entry-level employment opportunities, and encouraging workers of the Lake Vermont Meadowbrook Complex to deliver career pathway presentations to students	Dysart State High School	Operation	Jellinbah Thiess Mining Services	Partnership with stakeholder (Section 7.2)
Increase in risk to mental health, safety and wellbeing of workers, including work stress exacerbated by fatigue and/or job losses	Comply with relevant legislation and policies, including DNRME's Fatigue Management Guidelines and Health and Safety Policies, including implementing procedures to management fatigue risk through implementation of the Fatigue Management Standard and associated Fatigue Assessment Form and Fatigue Risk Assessment Chart	Lake Vermont Meadowbrook Complex workforce Proponent	Construction Operation	Jellinbah Thiess Mining Services	Employee Health Program (Section 2.5.4)
	Provide first aid facilities at work sites and at Lake Vermont Accommodation Village, including ensuring there are trained first aid officers on every shift	Health and social services in Dysart Emergency services in Dysart	Construction Operation	Jellinbah Thiess Mining Services	Employee Health and Safety Program (Section 2.5.4)
	Provide emergency service providers in Dysart with advance notice of workforce mobilisation and operational changes	Emergency services in Dysart	Construction Operation	Jellinbah Thiess Mining Services	Partnership with stakeholder (Section 7.2)
	Promote uptake of Employee Assistance Program for workers and their families through displaying information and contact details of the Employee Assistance Program at work sites and at the Lake Vermont Accommodation Village	Lake Vermont Meadowbrook Complex workforce	Construction Operation	Jellinbah Thiess Mining Services	Employee Health and Safety Program (Section 2.5.4)



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	Manage the workforce health and safety through implementation of the Health and Safety Management Systems, including in relation to management of risks associated with drugs and alcohol, and workforce hygiene	Lake Vermont Meadowbrook Complex workforce	Construction Operation	Jellinbah Thiess Mining Services	Employee Health and Safety Program (Section 2.5.4)
Increase in stress and/or anxiety for families of workers who are employed on a non-resident basis, indirectly contributing to family breakdown	Promote uptake of Employee Assistance Program for workers and their families through displaying information and contact details of the Employee Assistance Program at work sites and at the Lake Vermont Accommodation Village	Families of Lake Vermont Meadowbrook Complex workforce	Construction Operation	Jellinbah Thiess Mining Services	Employee Health and Safety Program (Section 2.5.4)
	Provision of financial contribution \$5,000 per annum to the Lives Lived Well program, a new service provider in the Isaac region providing free support for people impacted by alcohol or drugs or problems with mental health	Families of Lake Vermont Meadowbrook Complex workforce Lake Vermont Meadowbrook Complex workforce	Construction Operation	Jellinbah Thiess Mining Services	Community Investment Program (Section 5.5.1)



2.5 Initiatives, policies and programs

The management measures included in the Workforce Management Plan will be integrated into the existing initiatives, policies, procedures and programs of the Lake Vermont Meadowbrook Complex.

2.5.1 Local Recruitment Strategy

Jellinbah is committed to developing a Local Recruitment Strategy to implement the management measures and associated actions to enhance the benefits linked to employment and training opportunities generated by the Lake Vermont Meadowbrook Complex. The Local Recruitment Strategy will be prepared to align with the stipulations of the SSRC Act in order to maximise employment for local and regional residents where fair and reasonable through application of a recruitment hierarchy.

As detailed in the SIA, the existing Lake Vermont Mine supports local employment and residency. Of the existing Lake Vermont Mine workforce approximately 8 per cent choose to live in Dysart and 10 per cent choose to live within the Isaac Regional Council area. A further challenge for the Project is the scarcity of available workers in Dysart who are skilled in underground mining. In spite of this limitation, the Project is committed to aspirational targets of employing:

- 8 per cent of workers who reside in Dysart, either as an existing Dysart resident or as a new worker who relocates to Dysart (32 workers).
- 10 per cent (cumulative) who are residents of Nearby Regional Communities (40 workers in total).

With consideration of the aspirational targets, and the priority to retain residential workers from Lake Vermont Mine, the recruitment hierarchy is as follows:

1. Retention of Lake Vermont Mine employees resident in Dysart and Isaac Regional Council.
2. Existing Dysart residents, including those that reside on surrounding agricultural properties.
3. New workers or existing FIFO workers who will permanently relocate to Dysart.
4. Existing Isaac LGA residents, including those from Moranbah and other relevant Nearby Regional Communities as per SSRC Act.
5. Mackay LGA.
6. Elsewhere within Queensland State.

A number of actions are proposed to implement the recruitment hierarchy which will be detailed in the Local Recruitment Strategy, and they include:

- Scheduling of recruitment advertising to be staggered, with employment opportunities to be advertised via local and regional channels in the first instance, such as via CQ Job Link, and then to state-wide channels. CQ Job Link is a partnership between the Central Highlands Regional Council and the Isaac Regional Council, with the support of the Local Buying Foundation, providing a free online platform to connect employers and jobseekers in the Bowen Basin region.
- Establish a project information office at the Lake Vermont Accommodation Village in Dysart during Years 1 to 3 to advertise and accept employment applications and provide opportunity, via appointment, for interested residents to enquire about opportunities in person.
- Establish a dedicated website providing key information about the project as well as contact details.
- Provision of workforce incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart, through provision of \$130 per week allowance which is included in their gross pay.
- No job opportunities will be advertised as FIFO only position to fully comply with the Anti-Discrimination Act 1991 provisions in the SSRC Act.

Jellinbah will require the principal contractor to adopt the Local Recruitment Strategy during recruitment of workers to ensure objectives and principles also apply to recruitment of contracted workers during construction and operations.

2.5.2 Equal Employment Policy

Jellinbah will maintain its commitment to equitable recruitment through implementation of their Equal Employment Policy.

Recruitment for the Project's construction and operations will be undertaken to maximise opportunities for identified under-represented groups where relevant and reasonable. The identified under-represented groups in



Dysart and Isaac LGA's labour force include women, Aboriginal and/or Torres Strait Islander peoples and young people aged 15 to 24 years. Actions to target employment opportunities for these groups include:

- Full implementation of Jellinbah's Equal Employment Policy.
- Job advertisements to include statement demonstrating Jellinbah's commitment to recruiting a diverse and inclusive workforce, such as, *"we are an Equal Opportunity employer and we encourage applications from women and Indigenous people"*.
- Ensure accessible and inclusive recruitment processes.
- Maintain implementation of the *Sisters in Mining* initiative, a pre-employment program for Indigenous women that teaches life skills and presents opportunities for employment in the mining industry.
- Identify specific roles that can be structured such as job-share or flexible shift arrangements to attract women to apply to these roles.

Jellinbah is also committed to establishing aspirational targets for the operations workforce, including up to 5 per cent of workers identifying as Aboriginal and/or Torres Strait Islanders, and up to 15 per cent of workers who are female.

2.5.3 Training initiatives

Jellinbah, in collaboration with Thies Mining Services, is committed to implementing a number of training initiatives and programs to provide opportunities for young people and people with no previous underground mining experience to expand the skills base in local and regional communities.

2.5.3.1 Vacation Student program

Lake Vermont Mine offers a Vacation Student Program for university students. The program will involve offering a 10 to 12-week placement where students are provided with on the job experience in a structured and supported environment. The Program will be open to a number of disciplines, including but not limited to:

- Mining engineering and surveying.
- Geotechnical engineering.
- Geology.
- Mechanical engineering.
- Health and safety.
- Data science.

The program will continue to be implemented throughout the lifecycle of the Lake Vermont Meadowbrook Complex.

2.5.3.2 Apprenticeship program

Lake Vermont Mine's existing apprenticeship program will be extended to include the Project. Jellinbah will work alongside Thies Mining Services to offer two apprenticeship positions each year at the Lake Vermont Meadowbrook Complex. The apprenticeship program combines paid work and training delivered through nationally registered training organisations.

Thies Mining Services currently offers apprenticeship positions in Mechanical Trade (diesel fitting), Automotive Electrical Technology, Fabrication Trade (boiler making/welding) or Electrotechnology Systems Electrician (high voltage). The Lake Vermont Mine has been a consistent support of the program, taking in 63 apprentices since 2013.

2.5.3.3 Sisters in Mining program

Lake Vermont Mine implements the Sisters in Mining program, which is a pre-employment program for Indigenous women that teaches life skills and presents opportunities for employment in the mining industry. The program involves life skill training in goal setting, negotiations, nutrition and personal finance as well as state of the art simulator training for haul trucks.

Each intake of candidates goes through a total of 18-months of training, seeking to earn their Certificate III in Surface Extraction Operations which sets them up for success for a continued career at Thies or across the industry at the finalisation of the program. To date, Thies across all of its Queensland projects has hosted 111 participants since 2013 through the program.

Since 2013, the Lake Vermont Mine employed 27 participants from the Sisters in Mining program with 13 current Sisters or Sisters in Mining alumni currently employed at Lake Vermont Mine. The local project team has actively



supported the induction process, hosting three intakes at the Lake Vermont Mine since 2017. Lake Vermont Mine, as part of the Lake Vermont Meadowbrook Complex, will continue to work in partnership with local Indigenous community stakeholders to ensure the programs longevity and ongoing success.

2.5.4 Employee Health and Safety Program

Jellinbah has a strong record in delivering successful Employee Health Programs. Jellinbah has been running an Employee Health Program for the past 20 years at their Jellinbah Mine located in Central Highlands Regional Council LGA, which is the longest running program in the industry in Queensland. In 2009, the Jellinbah Mine was the recipient of the Queensland Health Corporate Award in 2009. This award recognised the culture at Jellinbah Mine and was based on a program which involved up to 12 initiatives over the past 12 years.

An Employee Health and Safety Program will be established for the Project and will complement existing health and safety initiatives delivered by Thiess Mining Services at Lake Vermont Mine. As a minimum, the Employee Health and Safety Program will be established with consideration of the following legislative requirements:

- *Coal Mining Safety and Health Act 1999 and Regulation 2017*
- *Work Health and Safety Act 2011 and Regulation 2011, and supporting code of practice notes, including:*
 - *Traffic management for construction or maintenance work code of practice 2008*
 - *How to manage work health and safety risks code of practice 2011*
 - *Work health and safety consultation, co-operation and co-ordination code of practice 2011.*
- Department of Natural Resources, Mines and Energy (DNRME) recognised standards, guidelines and guidance notes, including:
 - *QGN14: Effective safety and health supervision*
 - *QGN16: Fatigue risk management*
 - *RS11: Training in coal mines.*
- Other relevant codes and good practice guidance for workforce management include:
 - *Queensland Resources Council Blueprint for Mental Health and Wellbeing.*

Central to the Employee Health and Safety Program is fatigue management. A Fatigue Risk Management Plan is required for the Project if fatigue risk factors are identified through the risk assessment outlined in DNRME's Guidance Note for Fatigue Risk Management (QGN16). Rostering and scheduling of shifts would take into consideration the requirements of the Guidance Note for Fatigue Risk Management (QGN16) to manage fatigue risk.

The Employee Health and Safety Program will involve several other components and actions, including:

- Provision of first aid facilities at work sites and at Lake Vermont Accommodation Village, including ensure there are fully trained first aid officers on every shift.
- Promotion of uptake of Employee Assistance Program for workers and their families through displaying information and contact details of the Employee Assistance Program at work sites and at the Lake Vermont Accommodation Village.
- Undertaking an annual employee satisfaction survey to identify, and respond to, emerging issues with regard to mental health, wellbeing and safety in the workplace.

The Employee Health and Safety Program will be established during construction of the Project and will be implemented during operations.

2.6 Monitoring and reporting framework

The monitoring and reporting framework aids in verifying implementation of the SIMP, ensuring the ongoing effectiveness of the management measures and corrective actions to be identified if management measures are found to be ineffective. Table 2-3 outlines the monitoring and reporting framework for the Workforce Management Plan.



Table 2-3 Monitoring framework for Workforce Management Plan

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
Maximise local employment through application of a recruitment hierarchy	The size of the labour force in Dysart has stabilised or grown	Change in the size of Dysart's labour force Number of employees' resident of Dysart, including Lake Vermont Mine employees retained, existing Dysart residents recruited, and employees relocating to live in Dysart	During construction, around 5% of construction workforce reside in Dysart During operations, around 8% of operational workforce reside in Dysart	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Maximise employment opportunities for identified under-represented groups in the labour force	The proportion of identified underrepresented groups in Dysart's labour force has stabilised or grown	Change in labour force characteristics Number of employees directly employed by the Project that identify as: <ul style="list-style-type: none">• Female• Aboriginal and/or Torres Strait Islander	By 2040, up to 15% of workforce identify as female By 2040, up to 5% of workforce identify as Aboriginal and/or Torres Strait Islander	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Work with local government and State Government agencies to identify skills gaps in local and regional communities and to tap into opportunities	Minimise competition for skilled labour	Change in labour force characteristics	If required, implementation of commitment	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Maintain partnerships with Dysart State School and Dysart State High School to increase STEM resources	Social connections between local schools and the Project are	Number of engagements with Dysart schools	Four engagements or initiatives delivered at Dysart schools per year	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
	maintained and enhanced					Annual Sustainability Report (Jellinbah)
Prioritise promotion of new employment opportunities internally to existing Lake Vermont Mine workers to transition to the Project prior to external recruitment, to maintain existing locally resident workers	The permanent population of Dysart has stabilised or grown	Change in number of local resident workers	During construction, around 5% of construction workforce reside in Dysart During operations, around 8% of operational workforce reside in Dysart	During construction, every six months During operations, every year	Jellinbah	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Prioritise retraining opportunities in underground mining for existing Lake Vermont Mine workers who live locally to transition to employment with the Meadowbrook Project	The permanent population of Dysart has stabilised or grown	Change in number of local resident workers	During construction, around 5% of construction workforce reside in Dysart During operations, around 8% of operational workforce reside in Dysart	During construction, every six months During operations, every year	Jellinbah	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Prioritise promotion of training initiatives targeting residents from Dysart, Moranbah and Middlemount, and those people resident on surrounding agricultural properties	The permanent population of Dysart has stabilised or grown	Change in number of local resident Project workers	During construction, around 5% of construction workforce reside in Dysart During operations, around 8% of operational workforce reside in Dysart	During construction, every six months During operations, every year	Jellinbah	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Establish a Vacation Program, which provides a 10 to 12-week placement for up to eight University students per year from various disciplines	Increase in opportunities for young people or people with no previous mining experience	Number of students engaged in Vacation Program	Eight University students per year are engaged in the Vacation Program	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
						Annual Sustainability Report (Jellinbah)
Provide two apprenticeship intakes each year, which combines paid work and training delivered through nationally registered training organisations	Increase in opportunities for young people or people with no previous mining experience	Number of apprenticeships engaged	Two apprenticeships per year are accepted	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Maintain partnership with Dysart State High School to support pathways to sustainable employment opportunities	Social connections between local schools and the Lake Vermont Meadowbrook Complex is maintained and enhanced	Number of engagements with Dysart schools	Four engagements or initiatives delivered at Dysart schools per year	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Comply with relevant legislation and policies, including DNRME's Fatigue Management Guidelines and Health and Safety Policies	Health and safety of Project workforce is enhanced	Number of health and safety incidents	No health and safety incidents recorded	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Provide first aid facilities at work sites and at Lake Vermont Accommodation Village, including ensuring there are fully trained first aid officers on every shift	Health and safety of Project workforce is enhanced	Number of incidents attended to on-site by employees	No complaints received from emergency and health service providers in Dysart regarding Project	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Health and Safety Report
Provide emergency service providers in Dysart with advance notice of workforce mobilisation and operational changes	Capacity of emergency service providers to respond to incidents is not impacted	Number of incidents attended to on-site by emergency service providers	No complaints received from emergency service providers in Dysart regarding the Lake Vermont	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Health and Safety Report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
			Meadowbrook Complex			
Promote uptake of Employee Assistance Program for workers and their families through displaying information and contact details of the Employee Assistance Program at Project site and at the Lake Vermont Accommodation Village	Health and wellbeing of Project workforce and their families is enhanced	Number of complaints received from workforce regarding health and wellbeing	No complaints received from workforce regarding health and wellbeing	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Health and Safety Report
Provision of financial contribution of \$5,000 per annum to the Lives Lived Well program	Maintain and support local presence of the Lives Lived Well program in Isaac region	Community complaints received regarding mental health in the community	Provision of \$5,000 per year to the Lives Lived Well program	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)



3 Housing and Accommodation Plan

The Housing and Accommodation Plan applies to the management and monitoring of identified potential social impacts associated with housing and accommodation during the Project's construction and the ongoing operations of the Lake Vermont Meadowbrook Complex.

3.1 Objectives

The objectives of the Housing and Accommodation Plan are to:

- Provide the workforce with choice regarding preferred housing and accommodation arrangements.
- Ensure the Lake Vermont Meadowbrook Complex minimises negative effects on local housing affordability and availability.
- Ensure provision of high-quality workforce accommodation to non-resident workers, which does not place an excessive burden on existing infrastructure, facilities and services used by local and regional communities.

Management measures have been developed to complement these objectives.

3.2 Summary of existing social environment

The Lake Vermont Meadowbrook Complex has the potential to change the supply and demand of housing and accommodation due to potential increase in non-resident and resident workers. Dysart is the nearest community to the Lake Vermont Meadowbrook Complex, located approximately 25 km south-west of the Lake Vermont Mine. Dysart is the only town within a safe commute distance from the site. The availability and affordability of housing and accommodation in Dysart and the broader Isaac LGA are typically influenced by the mining industry's cyclical trends. Key characteristics of housing and accommodation in Dysart include:

- There is a high proportion of unoccupied dwellings in Dysart, with 511 dwellings unoccupied at the 2016 Census, equating to 42.5 per cent of total dwellings. A significant proportion of unoccupied housing is owned by BMA, who owned 528 dwellings in Dysart as at March 2019, of which 36.0 per cent were unoccupied. Consultation with stakeholders indicated that many of these unoccupied dwellings are in poor condition and require maintenance and upgrade.
- Reflective of the relatively high residential population turnover, Dysart recorded higher rates of rented dwellings and lower rates of homeownership, with around 69.3 per cent of occupied dwellings being rented (as at the 2016 Census). Of the rented dwellings, 40.4 per cent were rented from a real estate agent and 44.4 per cent were rented from an employer, such as a mining company or a Government agency. High rates of company-provided and/or subsidised housing reflect the relatively lower levels of median weekly rents in Dysart and the broader Isaac LGA region, at \$120 and \$90 per week respectively. The vacancy rate of rental housing in Dysart has fallen from 6.5 per cent in June 2018 to 4.9 per cent in December 2019- noting that 'vacancy' refers to dwellings that are considered 'occupied'. Vacancy rates were at their highest at 20 per cent in July 2013.
- Engagement with the Queensland Department of Housing and Public Works identified that the Department manages approximately 20 houses in Dysart, most of which were occupied. Consultation with other relevant stakeholders indicated that there is currently no demand for affordable housing in Dysart, with the town having sufficient availability of rental housing that is affordable for low income households. Despite this, stakeholders including IRC and the Isaac Affordable Housing Trust (IAHT) has consistently highlighted that access to affordable housing is a region-wide concern.
- There are four WAVs in Dysart, providing a total of 3,275 beds, with a total approved capacity of 3,670 beds. The WAVs are BMA Dysart Village (closed to public), Lake Vermont Accommodation Village (closed to public), Civeo Dysart Village (open to public) and Stayover by Ausco (open to public). There are also two short-term accommodation providers in Dysart, catering for tourists and people visiting on short-term business. They include the Jolly Collier Hotel and the Country Roads Motor Inn.

Overall, there is ample capacity for Dysart to provide housing for families moving to town; however, the quality of some of the available housing may be a barrier preventing families from relocating to Dysart.

3.3 Summary of impacts

The Lake Vermont Meadowbrook Complex will generate both positive and negative impacts relating to housing and accommodation. However, the overall incremental effect is minimal as job losses associated with Lake Vermont Mine will be offset through the generation of new employment opportunities associated with Project. Assuming the proportion of the workforce which choose to live locally remains relatively constant, this may result



in the release of two houses onto the market in Dysart. Table 3-1 provides a summary of the identified social impacts and the relevant affected stakeholder groups, and the significance of the impact prior to the implementation of management measures.

Table 3-1 Impact summary of housing and accommodation

Social change process	Social impact	Stakeholder group affected	Impact significance rating	
			Pre-managed	Post-managed
Change to supply and demand for housing and accommodation in Dysart due to increase in non-resident and resident workers of the Lake Vermont Meadowbrook Complex	Potential for temporary increases in rental prices due to perceived economic uplift in Dysart contributed to by the incremental increase in workers associated with the Lake Vermont Meadowbrook Complex, which may place some pressure on low-income rental households	Low-income rental households in Dysart Lake Vermont Meadowbrook Complex workforce	Medium (-)	Low (-)
	Increased demand for quality houses sought after by families who relocate to Dysart to take up employment with the Lake Vermont Meadowbrook Complex Project	Lake Vermont Meadowbrook Complex workforce Dysart community	Medium (-)	Low (-)
	Increase in financial returns for property owners in Dysart, with increase in demand for housing resulting unoccupied dwellings coming back on the market	Property owners and investors in Dysart	Medium (+)	Medium (+)
	Reduced availability of dwellings for rent or purchase in Dysart may limit options for new resident operations workers	Lake Vermont Meadowbrook Complex workforce	Medium (-)	Low (-)
Change in demand for short-term accommodation in Dysart due to Project requiring short-term contractors	Enhanced economic productivity for short-term accommodation providers due to increase in patronage, indirectly maintaining and/or increasing employment opportunities	Short-term accommodation providers in Dysart	Medium (+)	Medium (+)
	Constrained access to short-term accommodation for tourists visiting Dysart, particularly self-drive tourists, indirectly reducing the number of tourists visiting Dysart	Tourists visiting Dysart	Low (-)	Negligible (-)
		Isaac Regional Council	Low (-)	Negligible (-)

3.4 Management measures

Management measures are proposed for each identified negative and positive impact. Table 3-2 below outlines the proposed management measures for housing and accommodation, including monitoring and reporting requirements.



Table 3-2 Management measures, Housing and Accommodation

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
Potential for temporary increases in rental prices due to perceived economic uplift in Dysart contributed to by the incremental increase in workers associated with the Lake Vermont Meadowbrook Complex, which may place some pressure on low-income rental households	Provide an annual contribution to IAHT of \$80,000 payable in July each year, for a period of 20 years or when production from the underground mine concludes, whichever occurs soonest.	Isaac Affordable Housing Trust Isaac Regional Council	Annually for a period of 20 years or when production concludes	Jellinbah	Isaac Affordable Housing Trust contribution (Section 3.5.3) Partnership with stakeholder (Section 7.2)
	If required, collaborate with relevant Queensland Government departments and Isaac Regional Council to manage cumulative impacts to the local and regional housing market	Office of the Coordinator-General Isaac Regional Council	As required	Jellinbah	Partnership with stakeholder (Section 7.2)
	Provision of quality accommodation for non-local workforce, including accommodation at Lake Vermont Accommodation Village	Low income households in Dysart Lake Vermont Meadowbrook Complex workforce	Construction Operations	Jellinbah	Lake Vermont Accommodation Village (Section 3.5.2)
Increased demand for quality houses sought after by families who relocate to Dysart to take up employment with the Lake Vermont Meadowbrook Complex	Collaborate with BMA to release Dysart housing on to the market in instances where potential new resident workers encounter barriers in accessing housing in Dysart	Lake Vermont Meadowbrook Complex workforce BMA Housing providers in Dysart	Construction Operations	Jellinbah	Community Investment Program (Section 5.5.3) Partnership with stakeholder (Section 7.2)
Increase in financial returns for property owners in Dysart, with increase in demand for housing resulting unoccupied	<i>No management measure applicable</i>	-	-	-	-



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
dwelling coming back on the market					
Reduced availability of dwellings for rent or purchase in Dysart may limit options for new resident operations workers	Collaborate with BMA to release Dysart housing on to the market in instances where potential new resident workers encounter barriers in accessing housing in Dysart	Lake Vermont Meadowbrook Complex workforce BMA	Construction Operations	Jellinbah	Living Local Initiative (Section 3.5.1)
Enhanced economic productivity for short-term accommodation providers due to increase in patronage, indirectly maintaining and/or increasing employment opportunities	<i>No management measure applicable</i>	-	-	-	-
Constrained access to short-term accommodation for tourists visiting Dysart, particularly self-drive tourists, indirectly reducing the number of tourists visiting Dysart	Where there is limited availability of short-term accommodation in Dysart, provide short-term contractors and consultants engaged on the Lake Vermont Meadowbrook Complex with accommodation at Lake Vermont Accommodation Village or another public WAV in Dysart (ie. Dysart CIVEO)	Short-term accommodation providers in Dysart	Ongoing during operation	Jellinbah Thiess Mining Services	Lake Vermont Accommodation Village (Section 3.5.2)



3.5 Initiatives, policies and programs

The management measures included in the Housing and Accommodation Plan are to be integrated into various new and existing initiatives, policies, procedures and programs of the Lake Vermont Meadowbrook Complex.

3.5.1 Living Local initiative

Jellinbah is committed to providing support to members of the workforce seeking to move to Dysart through providing connections to the highest quality local advice and support network. Living Local initiatives have been established at Lake Vermont Mine with the objective to encourage employees to live in Dysart while also managing potential effects on the local housing market. The employee induction program will provide new employees with information regarding housing choice, including detail on the Living Local initiative.

The Living Local initiative includes incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart through provision of \$130 per week allowance which is included in their gross pay. Currently 8.3 per cent (71 employees) of the Lake Vermont Mine workforce choose to reside in Dysart.

Those who engage in the Living Local initiative will be provided with a Welcome to Dysart pack, which will detail what services are available in town, including community clubs, businesses and recreation areas to foster integration into the community. The Living Local initiative may also include provision of a mentoring program, pairing an existing resident worker with a new local resident worker in order to introduce the new local worker and their families to Dysart and its services.

The Living Local initiative will be continued to incorporate the Project in 2028 and will be ongoing throughout the operational life of the project and will be available to all project employees- whether employed by Jellinbah directly or through a contractor.

To ensure availability of housing in Dysart for potential new resident workers, Jellinbah will maintain engagement with BMA regarding the possibility of purchase or rental of unoccupied housing stock held by BMA in Dysart. Jellinbah will monitor the potential demand for housing in Dysart through enabling prospective and new employees to register their interest to live locally during the onboarding process.

3.5.2 Lake Vermont Accommodation Village

The Lake Vermont Accommodation Village is an existing WAV located at the North East entrance of Dysart on Queen Elizabeth Road. The Lake Vermont Accommodation Village provides accommodation for the Lake Vermont Mine workforce and will also be provided to operational workers for the Project. The Accommodation Village is owned by the Proponent and operated by Thiess Mining Services.

The Accommodation Village currently provides 637 rooms. The village is currently running at capacity and is approaching the need for some refurbishment and upgrade. Additional car parking space is also required to resolve parking congestion at the entrance to the village. The Proponent has recently finalised a lengthy, several year process to acquire vacant land immediately adjacent to the village and has commenced a Development Approval process with the Isaac Regional Council to upgrade and expand the Lake Vermont Accommodation Village up to a capacity of 750 rooms.

The Accommodation Village operates on a motel style, check in and check out basis and is at no cost to those employees who do reside in Dysart and reside at a location more than the safe commute distance of more than one hour. Each room is furnished and includes:

- Single bed.
- En-suite.
- Air conditioning.
- Three meals a day.

The Accommodation Village also includes recreational facilities such as a fully equipped gymnasium. The Accommodation Village provides an information pack and community directory in the common areas of the village to encourage workers to participate in the Dysart community and economy. The pack includes detail such as:

- List and location of available businesses in Dysart.
- List, location and details of available community and recreational facilities.
- Details on community groups, including sporting and recreational groups, and their meeting schedules.

Those workers who are accommodated at the Lake Vermont Accommodation Village or live permanently in Dysart will be transported to and from work sites via shuttle buses.



3.5.3 Isaac Affordable Housing Trust contribution

The Project is not expected to generate significant or material impacts on affordable housing in Dysart as the Project will maintain the number of workers. Further, new workers relocating to Dysart are not expected to target affordable housing dwellings, as they are likely to target newer and larger dwellings.

However, consultation with IRC, IAHT and OCG has consistently highlighted that access to affordable housing is a region-wide concern. While the Project is not anticipated to directly alter the demand for affordable housing in Dysart, Jellinbah recognises that demand for affordable housing is driven by elements outside of the Project. For example, IRC has indicated there is a trend of households on low incomes being forced out of the Moranbah housing market due to diminished housing affordability. It is also recognised that the commencement of other projects near to Dysart, such as BMA's Saraji East, has the potential to alter access to affordable housing. Further, the Dysart housing market is vulnerable to instability with uncertain supply and availability associated with the housing stock owned by BMA.

Despite the Project not directly impacting access to affordable housing in Dysart, Jellinbah has committed to providing an annual community contribution to IAHT to facilitate construction of additional affordable housing dwellings in Dysart. The community contribution to IAHT will entail:

- Annual contribution of \$80,000 payable in July each year.
- Payments to commence on Jellinbah receiving all necessary mining lease and environmental approvals and permits, plus Jellinbah's Board approval to proceed with the extension project and on-site construction work commencing. Should the start date of the on-site construction not closely align with July of that year, the sum of the initial annual contribution payment will be prorated to the July of the following year.
- Term to be 20 years or until production from the underground mine concludes, whichever occurs soonest.
- The accommodation units are to be built in Dysart commencing in line with the contribution payments and that due recognition is made to the Lake Vermont Joint Venture in conjunction with the IAHT.

Demand for affordable housing in Dysart will be monitored in consultation with IAHT and IRC.

3.6 Monitoring and reporting framework

The monitoring and reporting framework aids in verifying implementation of the SIMP. Table 3-3 outlines the monitoring and reporting framework for the Housing and Accommodation Plan.



Table 3-3 Monitoring framework for Housing and Accommodation Plan

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Monitoring frequency	Monitoring responsibility	Reporting
Provide an annual contribution to IAHT of \$80,000 payable in July each year, for a period of 20 years or when production from the underground mine concludes, whichever occurs soonest.	Maintain and/or increase availability of affordable housing in Dysart for low-income households	Feedback received from stakeholders regarding availability of affordable housing in Dysart	Implementation of commitment	Every year during construction and operations	Jellinbah	Annual Social Impact Management Report Meeting with IAHT as required
If required, collaborate with relevant Queensland Government departments and Isaac Regional Council to manage cumulative impacts to the local and regional housing market	Minimise cumulative impact to the local and regional housing market	Feedback received from stakeholders regarding change to local and regional housing market	If required, implementation of commitment	During operations, every year	Jellinbah	Annual Social Impact Management Report Meeting with stakeholders as required
Provision of quality accommodation for non-local workforce, including accommodation at Lake Vermont Accommodation Village	Non-local workers are provided with quality accommodation	Number of complaints from employees regarding quality of accommodation	No complaints received from employees regarding quality of accommodation	During operations, every year	Jellinbah	Annual Social Impact Management Report Internal annual community engagement report
Collaborate with BMA to release Dysart housing on to the market in instances where potential new resident workers encounter barriers in accessing housing in Dysart	Impact volatility on housing market in Dysart is avoided	Number of workers expressing interest for local housing	If required, implementation of commitment	During operations, every year	Jellinbah	Annual Social Impact Management Report Meeting with stakeholders as required
Where there is limited availability of short-term accommodation in Dysart, provide short-term contractors and consultants engaged on the Lake Vermont Meadowbrook Complex with accommodation at Lake Vermont Accommodation Village or at other public WAV in Dysart (ie. Dysart CIVEO)	Access to short-term accommodation in Dysart for non-Project contractors/consultants is maintained	Number of complaints received regarding lack of access to short-term accommodation	No complaints received regarding lack of access to short-term accommodation	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report



4 Local Business and Industry Procurement Plan

The Local Business and Industry Procurement Plan applies to the management and monitoring of identified potential social impacts associated with business and service providers during Project's construction and the ongoing operations of the Lake Vermont Meadowbrook Complex.

4.1 Objectives

The objectives of the Local Business and Industry Procurement Plan are to:

- Maximise opportunities for competitive and capable local and regional businesses to provide goods and services to the Lake Vermont Meadowbrook Complex.
- Reduce barriers for entry to the supply chain for local, small, Indigenous and/or new businesses where feasible.
- Build relationships with local businesses to maximise local awareness of supply opportunities.
- Ensure that the objectives and strategies of this Local Business and Industry Procurement Plan are reflected in the structuring of contracts and of contractors.

Management measures have been developed to complement these objectives.

4.2 Summary of existing social environment

The mining industry is the key industry within the Isaac LGA region. The total economic output generated by the Isaac economy is estimated at \$22.5 billion, with mining accounting for around 86.6 per cent of Isaac LGA's output. Other key characteristics of local business and industry in Dysart and the broader Isaac LGA include:

- Dysart has a number of small businesses, including a newsagency, IGA, bakery, hairdresser and food outlets. Stakeholders have expressed that businesses in Dysart suffered during the downturn of the mining industry from 2012, with businesses closing such as the ANZ bank, the butcher and clothing stores. This was noted to also be exacerbated by the presence of the WAVs, which typically provide an on-site general store.
- A major concern raised by all stakeholders was the state of the Dysart Shopping Centre. The Dysart Shopping Centre was once viewed as the heart of Dysart. However, high rents and a subsequent high turnover of tenants has resulted in much of the shopping centre now being empty. Dysart residents typically travel to Middlemount for their shopping, which is approximately a 45-minute drive from Dysart.
- As at June 2021, there were 1,861 registered businesses operating in the Isaac LGA, of which 61.8 per cent were non-employing businesses, such as sole traders. Of the registered businesses, 195 businesses were construction businesses and 27 businesses were mining businesses. As noted previously however, the construction industry employs only 3.0 per cent of people within Dysart.
- At June 2018, there were 24 mining businesses in Isaac LGA and 105 mining businesses in Mackay LGA. Similar to the construction industry, the number of mining businesses in Isaac LGA increased over the two years to June 2018, while the number registered in Mackay LGA decreased.
- As at October 2019, the Black Business Finder indicated there are eight businesses registered in Isaac LGA region that are owned by Aboriginal and/or Torres Strait Islander peoples. These businesses include a uniform shop, car repairers, and a mining consultancy. There is one Aboriginal and/or Torres Strait Islander owned or managed business in Dysart, providing drill and blasting services, and mining and quarrying machinery.
- The Lake Vermont Mine has been operating since 2009 and as such, have already established supply arrangements with local and regional businesses. In the year to June 2019, the Lake Vermont Mine spent \$6,856,820 on local and regional suppliers within the Mackay, Clermont, Moranbah and Dysart areas. Annual local and regional spend increased in the year to June 2020, to \$6,930,503, of which over \$2 million (30 per cent) was spent within the Dysart postcode.
- Consultation during the SIA identified that Isaac Regional Council are seeking to establish a Chamber of Commerce for the Isaac region, which includes Dysart and Moranbah. Further, the Department of State Development, Manufacturing, Infrastructure and Planning has developed a Supply Chain Development Program for mining proponents and principal contractors of major projects in the Mackay-Isaac-Whitsunday Region. The program includes a suite of products and services, including the Industry Capability Network (ICN) which proponents and principal contractors can access to support job creation, regional growth, increase innovation and the improvement and development of regional supply chains.



Due to the presence of businesses within Dysart and the broader Isaac LGA who can service the mining industry, and the existing established relationships the Lake Vermont Mine has with a range of local and regional suppliers, there is ongoing capacity for local and regional businesses to supply to the Project.

4.3 Summary of impacts

The Lake Vermont Meadowbrook Complex will generate both positive and negative impacts relating to local business and industry procurement. However, the overall effect is anticipated to be minimal as the objective of the Lake Vermont Meadowbrook Complex is to maintain existing and approved production output. While it is anticipated there will be job losses and less purchasing of goods and services associated with the ramping down of the Lake Vermont Mine, the Project is anticipated to generate new employment and supply and procurement opportunities. Table 4-1 provides a summary of the identified social impact and the relevant affected stakeholder groups, and the significance of the impact prior to the implementation of management measures.

Table 4-1 Impact summary, local business and industry procurement

Social change process	Social impact	Stakeholder group affected	Impact significance	
			Pre-managed	Post-managed
Change in availability of supply opportunities for businesses due to the Lake Vermont Meadowbrook Complex requiring skills, services and materials during construction and operations	Enhanced economic benefit and productivity for local and regional businesses, indirectly leading to potential generation of further employment opportunities and overall enhance productivity in regions	Mining and construction businesses in Isaac and Mackay LGAs	Medium (+)	Medium (+)
		Indigenous owned and/or managed businesses	Medium (+)	Medium (+)
		Local industry groups	Low (+)	Low (+)
	Barriers for local, small and/or new businesses in tendering for Project procurement opportunities due to potential monopolisation	Small or new businesses in Isaac LGA	Medium (-)	Low (-)
Change to supply and demand of labour in non-mining businesses, due to the Lake Vermont Meadowbrook Complex providing new employment opportunities	Shortage in labour and skills for non-mining local and regional employers due to workers taking up employment with the Lake Vermont Meadowbrook Complex, indirectly decreasing employment and economic diversity in region	Non-mining business and industry in Dysart and Isaac LGA region	Low (-)	Low (-)
		Isaac Regional Council	Low (-)	Low (-)
Change in patronage levels for local business due to increase in incidental spending associated with influx of new non-resident and resident workers in Dysart	Enhanced business viability in Dysart due to increase in patronage, indirectly maintaining or generating employment opportunities	Businesses in Dysart	Low (+)	Medium (+)
	Increase in entrepreneurship due to enhanced business environment, contributing to development of new businesses in Dysart, or revitalisation for formerly closed businesses	Community, new business, innovators	Low (+)	Medium (+)



4.4 Management Measures

Management measures are proposed for each identified negative and positive impact. Table 4-2 below outlines the proposed management measures for local business and industry, including monitoring and reporting requirements.



Table 4-2 Management measures, Local Business and Industry Procurement Plan

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
Enhanced economic benefit and productivity for local and regional businesses, indirectly leading to potential generation of further employment opportunities and overall enhanced productivity in regions	<p>Maximise supply and procurement opportunities for local and regional businesses where comparative bids are assessed as commercially and technically equivalent, including actions to:</p> <ul style="list-style-type: none"> Prepare and adopt a Local Content Policy and Strategy consistent with the values of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework Maintain relationships with existing local and regional suppliers and notify them of opportunities to tender for the Project Collaborate with the Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network, the ICN and the Isaac Chamber of Commerce when established in ensuring the local and regional supplier listing is tailored to the current context Require the principal contractor to adopt the principles and objectives of the Local Content Strategy into contracts and contracting arrangements Publish details of procurement opportunities and procurement approach on website and publicise links Jellinbah standard 30-day payment terms for local businesses with ability to reduce to 7 days to support small traders 	<p>Mining and construction businesses in Isaac and Mackay LGAs</p> <p>Local industry groups (Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network, ICN)</p>	Pre-construction Construction Operations	Jellinbah Thiess Mining Services	Local Content Policy and Strategy (Section 4.5.1) Partnership with stakeholder (Section 7.2)
	<p>Maximise supply and procurement opportunities for Aboriginal and/or Torres Strait Islander owned and/or managed businesses, including actions to:</p> <ul style="list-style-type: none"> Identify Indigenous businesses in Isaac and Mackay LGAs through development of an Indigenous business register and establish and maintain contact to share tendering opportunities Assign higher preference weightings to local businesses, including Aboriginal and Torres Strait 	Indigenous owned and/or managed businesses	Pre-construction Construction Operations	Jellinbah Thiess Mining Services	Local Content Policy and Strategy (Section 4.5.1)



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
	<p>Islander businesses, in competitive bidding processes</p> <ul style="list-style-type: none"> Connect with DATSIP's Enterprise Queensland Indigenous Program (EQiP), which supports Indigenous businesses to be tender ready Support for eligible Indigenous businesses to partner with business development specialists to build capacity 				
Barriers for local, small and/or new businesses in tendering for project supply opportunities due to monopolisation	<p>Local Content Strategy to include initiatives to reduce barriers for local, small and/or new businesses and to enhance their capacity to tender for Project supply opportunities, including:</p> <ul style="list-style-type: none"> Advertise tender opportunities locally and through established networks Breaking large contracts into smaller ones to create opportunities for smaller local suppliers Capability development programs to assist local businesses increase their competitive position Publicly report the number of contracts/purchase orders awarded in addition to the value of those contracts across geographical areas Attend and maintain membership with industry bodies that help connect with the local business and wider mining community. Jellinbah standard 30 day payment terms for local businesses with ability to reduce to 7 days to support small traders 	Small and local businesses	Pre-construction Construction Operations	Jellinbah	Local Content Policy and Strategy (Section 4.5.1)
	Engage a local and/or small business to operate the free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing a service operating one day/week up to a cap of \$30,000 per annum	Small and local businesses	Construction Operations	Jellinbah	Community Investment Program (Section 5.5.1)
	Target local and/or Aboriginal and/or Torres Strait Islander owned or managed businesses to undertake	Local and Indigenous owned and/or	Decommissioning of existing open cut	Jellinbah	Local Content Policy and



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
	rehabilitation activities, such as tree planting, on decommissioned areas of the Lake Vermont open cut site	managed businesses			Strategy (Section 4.5.1)
Shortage in labour and skills for non-mining local and regional employers due to workers taking up employment with the Lake Vermont Meadowbrook Complex, indirectly decreasing employment and economic diversity in region	<i>No management measure applicable</i>	-	-	-	-
Enhanced business viability in Dysart due to increase in patronage, indirectly maintaining or generating non-mining employment opportunities	Encourage non-resident and resident workers to engage with local businesses through provision of an information pack and community directory, which includes list of businesses and services available in Dysart, including detail on opening hours and services provided. The information pack and community directory will be provided to all new workers who relocate to Dysart, and distributed throughout the common areas of the Lake Vermont Accommodation Village	Lake Vermont Accommodation Village Dysart community Local businesses	Construction Operations	Jellinbah Thiess Mining Services	Lake Vermont Accommodation Village (Section 3.5.2)
Increase in entrepreneurship due to enhanced business environment, contributing to development of new businesses in Dysart, or revitalisation for formerly closed businesses	As above. Maximise supply and procurement opportunities for local and regional businesses where competitive bids are assessed as commercially and technically equivalent, and Local Content Strategy to include initiatives to reduce barriers for local, small and/or new businesses and to enhance their capacity to tender for supply opportunities	Dysart community Local businesses	Construction Operations	Jellinbah Thiess Mining Services	Local Content Strategy (Section 4.5.1)



4.5 Initiatives, policies and programs

The management measures included in the Local Business and Industry Procurement Plan are to be integrated into various new and existing initiatives, policies, procedures and programs of the Lake Vermont Meadowbrook Complex.

4.5.1 Local Content Strategy

Jellinbah is committed to developing a Local Content Policy and Strategy to maximise opportunities for local and regional businesses to supply to the Project where feasible. The Local Content Strategy will complement the existing supply arrangements established by Lake Vermont Mine.

Jellinbah and Thies are full members of the Queensland Resources Council (QRC). QRC encourages its members to adopt the *Queensland Resources and Energy Sector Code of Practice for Local Content* (2013). It is a voluntary code requiring proponents to refine their local content strategies and report outcomes. The principle underpinning the Code is 'full, fair and reasonable opportunity for local suppliers to tender for work and supply the industry', which will be integrated into the Project's Local Content Strategy.

The Local Content Strategy includes initiatives and actions to facilitate and maximise participation of local and regional suppliers, including:

- Maintaining relationships with existing local and regional suppliers and provide them with advance notification to tender for the Project.
- Collaborating with the Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network and the Isaac Chamber of Commerce when established in ensuring the local and regional supplier listing is relevant.
- Requiring sub-contractors to adopt the principles and objectives of the Local Content Strategy into contracts and contracting arrangements.
- Publishing details or procurement opportunities and procurement process through public channels.

The Local Content Strategy will also include initiatives to reduce barriers for local, small and/or new businesses and to enhance their capacity to tender for supply opportunities with the Project, including:

- Advertising tender opportunities locally and through established networks, such as the Dysart Business Group.
- Where feasible, breaking large contracts into smaller ones to create opportunities for smaller local suppliers.
- Delivery of capability development programs to assist local businesses increase their competitive position.
- Publicly report the number of contracts and purchase orders awarded in addition to the value of those contracts across geographical areas.
- Attend and maintain membership with industry bodies that help connect with the local business and wider mining community.

Actions to maximise supply and procurement opportunities for Aboriginal and/or Torres Strait Islander owned and/or managed businesses are also to be included in the Local Content Strategy, including:

- Identifying Aboriginal and/or Torres Strait Islander businesses in Isaac and Mackay LGAs through development of an Indigenous business register and establish and maintain contact to share tendering opportunities.
- Assigning a higher preference weighting to Aboriginal and/or Torres Strait Islander owner and/or managed businesses in competitive bidding processes.
- Where relevant, supporting the delivery of tender readiness programs for Indigenous businesses in collaboration with DESTB and DATSIP.
- Supporting eligible Aboriginal and/or Torres Strait Islander businesses to partner with business development specialists to build capacity.

Development of the Local Content Strategy would also take into consideration the *Australian Jobs Act 2013*, which requires major public and private projects in Australia to ensure full, fair and reasonable opportunity for Australian industry to compete for work.



4.6 Monitoring and reporting framework

The monitoring and reporting framework aids in verifying implementation of the SIMP, ensuring the ongoing effectiveness of the management measures and corrective actions to be identified if management measures are found to be ineffective. Table 4-3 outlines the monitoring and reporting framework for the Local Business and Industry Procurement Plan.



Table 4-3 Monitoring framework for Local Business and Industry Procurement Plan

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
Maximise supply and procurement opportunities for local and regional businesses where comparative bids are assessed as commercially and technically equivalent	Economic prosperity of local and regional businesses has increased	Recorded expenditure which was supplied by local and regional businesses	Maintain annual expenditure of the Lake Vermont Meadowbrook Complex supplied by local and regional businesses, at approximately \$7 million of which approximately 20% to 25% is supplied from the Dysart area	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Maximise supply and procurement opportunities for Aboriginal and/or Torres Strait Islander owned and/or managed businesses	Economic prosperity of Aboriginal and/or Torres Strait Islander businesses has increased	Recorded expenditure which was supplied by Aboriginal and/or Torres Strait Islander owned and/or managed businesses	5% recorded expenditure which was supplied by Aboriginal and/or Torres Strait Islander businesses	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Local Content Strategy to include initiatives to reduce barriers for local, small and/or new businesses and to enhance their capacity to tender for supply opportunities with the Project	Economic prosperity of local, small and/or new businesses has increased	Number of complaints received regarding barriers to tendering for supply opportunities	No complaints received regarding barriers to tendering for supply opportunities	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Encourage non-resident and resident workers to engage with local businesses through provision of an information pack and community directory, which includes list of businesses and services available in Dysart, including detail on opening hours and services provided	Patronage at local businesses in Dysart has stabilised and grown	Number of small businesses operating in Dysart. Feedback and complaints received by local businesses in Dysart.	No complaints received from local businesses in Dysart	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
Engage a local and/or small business to operate the free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing a service operating one day/week up to a cap of \$30,000 per annum	Economic prosperity of local and regional businesses has increased	Recorded expenditure which was supplied by local and regional businesses	Local business engaged to operate free bus shuttle service	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Target local and/or Aboriginal and/or Torres Strait Islander owned or managed businesses to undertake rehabilitation activities, such as tree planting, on decommissioned areas of the Lake Vermont open cut site	Economic prosperity of local and/or Aboriginal and/or Torres Strait Islander businesses has increased	Recorded expenditure which was supplied by local and/or Aboriginal and/or Torres Strait Islander owned and/or managed businesses	Local and/or indigenous owned/or managed business engaged to provide mine rehabilitation services	Decommissioning	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)



5 Health and Community Wellbeing Plan

The Health and Community Wellbeing Plan relates to the management of potential social impacts from the Project to the health and wellbeing of communities during construction of the Project and the ongoing operations of the Lake Vermont Meadowbrook Complex.

5.1 Objectives

The objectives of the Health and Community Wellbeing Plan are to:

- Minimise adverse impacts on the level of service to the Dysart community from existing social services, facilities and infrastructure.
- Mitigate potential health and wellbeing impacts on local communities.
- Enhance community cohesion and contribute to the community through supporting local communities' activities.

Management measures have been developed to complement these objectives.

5.2 Summary of existing social environment

Dysart is a small town established in the 1970s to support nearby coal mine projects. As such, Dysart has a strong identity as a mining town. Residents also enjoy the rural lifestyle that Dysart affords. Key characteristics of health and community wellbeing in Dysart and the broader Isaac LGA region include:

- Prior to 2020, the population of Dysart had been steadily declining since it peaked in 2007 with 3,138 people. Over the ten-year period to June 2020, Dysart's population declined to 2,342 people (representing a loss of 649 people). Significant population losses were experienced between 2014 and 2015, which were attributed to the downturn of the mining industry (circa 2012-2017) including mine closures and downsizing of mining projects.
- In the year to June 2020, Dysart experienced minor population growth with an estimated population of 2,342 people, an increase of 12 people from June 2019. This population growth is potentially attributed to the recent increase in workforce size at Lake Vermont Mine, the COVID-19 pandemic and associated travel restrictions resulting in non-resident workers electing to remain in Dysart on a full-time basis and the increase in economic activity stimulated by other nearby mining projects.
- At June 2020, the estimated full-time equivalent population of Dysart was 3,995 people, with 41.9 per cent being non-resident workers. The proportion of non-resident workers in Dysart is higher than that recorded for Isaac LGA region as a whole at 38.0 per cent (12,770 non-resident workers). The proportion of non-resident workers in Dysart is decreasing, with this group having shrunk by 9.0 per cent (165 non-resident workers) in the year to June 2020. However, the decrease in non-resident workers based in Dysart is likely influenced by the COVID-19 pandemic and associated travel restrictions. The non-resident population of Isaac LGA region is projected to peak at 14,510 persons in 2024 before falling to 14,430 by 2026.
- The population of Dysart is typically younger with a lower median age relative to Queensland, with a higher proportion of people aged 14 years or younger and a significantly lower proportion of older people aged 65 years or older. This age profile reflects the family-oriented nature of Dysart, and the lack of aged care infrastructure and services available in Dysart. Further, residents who retire are typically more likely to migrate out of Dysart and retire elsewhere.
- Mining towns are historically high-income towns. The average individual income in Dysart has exceeded the Queensland average since the 2001 Census. At the 2016 Census, median weekly incomes of the household and individual in Dysart were \$2,128 and \$1,103 respectively.
- There are certain demographic and social characteristics that make some groups more vulnerable than others. Over the five years to the 2016 Census, some vulnerable groups in Dysart increased in size despite the decline in population. The growing vulnerable groups in Dysart include people aged 65 years or older, people who need assistance, low income households earning less than \$650 per week, and unemployed people.
- Outcomes of recently conducted public surveys indicate that residents of the Isaac LGA, including Dysart and Moranbah, expressed that their towns are family oriented and they feel a strong sense of belonging to their area. The surveys also identified that local schools, cultural facilities and sports and leisure facilities in the towns were rated positively. However, respondents indicated that shopping for some everyday household items can be difficult, and access to childcare services and some medical services is challenging in Moranbah and Dysart. This was further confirmed through stakeholder engagement for the SIA.



- Stakeholders engaged for the SIA identified a key challenge in Dysart being constrained access to health services and childcare, exacerbated by challenges in attracting and retaining qualified workers. There is currently one General Practitioner resident in Dysart serving the local population and surrounding area. Dysart also has only one childcare centre, the Lady Gowrie Childcare Centre, which has an existing capacity for 39 children. Stakeholders stated that there is demand to expand the existing capacity of the childcare centre and a key challenge is attracting diploma qualified childcare workers to Dysart.
- Emergency services in Dysart comprise of Queensland Ambulance Service, Queensland Police Service and Queensland Fire and Emergency Services. Dysart Ambulance Station is staffed by one full-time paramedic who is supported by volunteers. Dysart Police Station is open Monday to Thursday and in addition to typical policing duties, provides other government services including licensing on behalf of Queensland Transport, criminal history check inquiries and weapons licensing. The Dysart Fire Station is an auxiliary station, which is not crewed full-time and is typically run by volunteers.
- There are two schools based in Dysart, including the Dysart State School and the Dysart State High School, and one Kindergarten, the Dysart Kindergarten (C&K). In addition, there is one childcare facility, the Lady Gowries Day Care Centre. There are a range of social services and community facilities available in Dysart, ranging from support for the elderly to churches. Dysart Community Support Group is a key community support service providing events and activities for local residents, and a specialist homelessness service.
- While stakeholders engaged for the SIA expressed positive sentiment towards Dysart’s community facilities, including the community centre and the Dysart public swimming pool, some stakeholders noted that there needs to be more consideration of entertainment for school-aged children, in particular alcohol-free events.

While Dysart’s population has been in slow decline since 2007, it is now experiencing minor population growth. Key issue raised by stakeholders include access to health services and childcare, and lack of entertainment options for school-aged children.

5.3 Summary of impacts

The Lake Vermont Meadowbrook Complex will generate both positive and negative impacts relating to health and community wellbeing. While the ramping down of Lake Vermont Mine is anticipated to result in the loss of workers, the Project will generate new employment opportunities. As such, the overall negative effect on health and community wellbeing is anticipated to be minimal, while the overall positive effect is expected to be significant due to the Lake Vermont Meadowbrook Complex sustaining and enhancing the sustainability of Dysart township through population retention or growth and delivery of community development and social initiatives. Table 5-1 provides a summary of the identified social impact and the relevant affected stakeholder groups, and the significance of the impact prior to the implementation of management measures.

Table 5-1 Impact summary, Health and Community Well-being

Social change process	Social impact	Stakeholder group affected	Impact significance	
			Pre-managed	Post-managed
Change in resident and non-resident population levels due to the Project requiring up to 250 construction workers and changes in the workforce composition of the Lake Vermont Meadowbrook Complex	Population retention or growth in Dysart, leading to increase in social capital, indirectly contributing to improved community cohesion and connectedness and enhance community vitality	Dysart community	High (+)	High (+)
		Isaac Regional Council	High (+)	High (+)
	Decrease in community cohesion in Dysart due to presence of new non-resident workers, who will be accommodated at Lake Vermont Accommodation Village	Dysart community	Medium (-)	Low (-)
		Isaac Regional Council	Low (-)	Negligible (-)
	New non-resident workers in Dysart may contribute to concerns about community safety or to amenity impacts through perception that non-resident workers are	Dysart community	Low (-)	Negligible (-)
		Queensland Police Service	Low (-)	Negligible (-)



Social change process	Social impact	Stakeholder group affected	Impact significance	
			Pre-managed	Post-managed
	likely to engage in anti-social behaviour			
Change in demand on levels of service of health, social infrastructure and community facilities due to the loss of workers at Lake Vermont Mine and the influx of new non-resident and resident workers associated with the Project	Increase in demand for emergency services to respond to increased risk of traffic accidents and workplace accidents at work site or Lake Vermont Accommodation Village	Emergency services in Dysart, including QAS, QPS and QFES	Medium (-)	Low (-)
	Increase in demand for childcare places, indirectly placing pressure on providers and reducing access for other residents of Dysart	Childcare providers in Dysart	Medium (-)	Low (-)
		Dysart residents	Medium (-)	Low (-)
	Increase in demand for hospital and health services by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents	Hospital and health services in Dysart	Medium (-)	Low (-)
Dysart community		Medium (-)	Low (-)	
Change to access and connectivity on local and regional road networks due to increase in vehicle volume as a result of the Project's construction activities (ie. heavy vehicles)	Increase in risk of road incidents along Saraji Road, Golden Mile Road, Fitzroy Developmental Road and Peak Downs Highway due to increased volume of heavy vehicles and driver fatigue	Road users	Medium (-)	Low (-)
		Isaac Regional Council	Low (-)	Negligible (-)
		Project construction workforce	Medium (-)	Low (-)
Change to amenity for nearby receptors at Project site and expansion at Lake Vermont Accommodation Village	Temporary increase in noise and dust due to activities associated with expansion of Lake Vermont Accommodation Village, potentially affecting the learning environment at Dysart State High School	Dysart State High School	Medium (-)	Low (-)
Acquisition of land to enable expansion at Lake Vermont Accommodation Village	Relinquishment of Native Title due to expansion of Lake Vermont Accommodation Village	Barada Barna Aboriginal Corporation	High (-)	Medium (-)
Change to level and type of community initiatives and programs	Increase in overall socio-economic wellbeing in Dysart and the broader region through provision of community investment initiatives	Dysart community	Medium (+)	Medium (+)
		Community groups and service providers in Dysart	Medium (+)	Medium (+)
		Aboriginal and/or Torres Strait Islander communities	Medium (+)	Medium (+)



5.4 Management measures

Management measures are proposed for each identified negative and positive impact. Table 5-2 below outlines the proposed management measures for health and community wellbeing.



Table 5-2 Management measures, Health and Community Wellbeing

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
Population retention or growth in Dysart, leading to increase in social capital, indirectly contributing to improved community cohesion and connectedness and enhance community vitality	Retain existing Lake Vermont Mine employees who are current Dysart residents, though: <ul style="list-style-type: none"> Retaining their position within the existing Lake Vermont Open Cut or transitioning their position to the satellite open cut with the Project Offering training for worker to retrain or upskill to transition their position to the underground mine with the Project 	Lake Vermont Project Workforce Dysart community	Construction Pre-operation	Jellinbah	Local Recruitment Strategy (Section 2.5.1)
	Maximise local employment through application of a recruitment hierarchy, including actions to: <ul style="list-style-type: none"> Target advertising of employment opportunities via local and regional channels (physical and online), such as the CQ Job Link Establish a project information office at the Lake Vermont Accommodation Village in Dysart during Years 1 to 3 to advertise and accept employment applications, and provide opportunity for interested residents to enquire about opportunities in person Establish a dedicated website to provide key project information Provide workforce transition incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart, through provision of \$130 per week allowance which is included in gross pay No job opportunities will be advertised as FIFO only position to fully comply with the Anti-Discrimination Act 1991 provisions in the SSRC Act 	Lake Vermont Meadowbrook Complex workforce Dysart community	Construction Operations	Jellinbah	Local Recruitment Strategy (Section 2.5.1) Living local (Section 3.5.1)
Decrease in community cohesion in Dysart due to presence of new non-resident workers, who will be accommodated at Lake Vermont Accommodation Village	New workers will be provided with information sheets as part of their induction that details the services, facilities and businesses in Dysart to encourage interaction with the town. Lake Vermont Accommodation Village will also provide an information pack and directory detailing the services, facilities and businesses in Dysart	Lake Vermont Meadowbrook Complex workforce Dysart community	Construction Operations	Jellinbah	Lake Vermont Accommodation Village (Section 3.5.2)
	Maintain initiatives which foster community interaction through delivery of events and initiatives within the community, such as, but not limited to:	Lake Vermont Meadowbrook	Construction Operations	Jellinbah Thiess Mining Services	Community Investment



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
	<ul style="list-style-type: none"> Promote Project workforce attendance at Dysart Primary School and Dysart State High School events, including market days, award nights, book weeks, and other celebrations to maintain and enhance relationship building with the local schools and the broader community 	Complex workforce Dysart community Dysart State High School Dysart State Primary School			Program (Section 5.5.1)
New in non-resident workers in Dysart may contribute to concerns about community safety or to amenity impacts through perception that non-resident workers are likely to engage in anti-social behaviour	Implementation of a workforce code of conduct which describes positive behavioural outcomes and prohibits negative behaviours, with clear ramifications for non-conformance	Lake Vermont Meadowbrook Complex workforce	Construction Operations	Jellinbah Thiess Mining Services	Workforce Code of Conduct (Section 5.5.2)
	Six-monthly meeting with Queensland Police Service, Lake Vermont Accommodation Village management and Jellinbah/Thiess to identify and address any anti-social or disruptive workforce behaviour in local communities	QPS	Operations	Jellinbah Thiess Mining Services	Partnership with stakeholder (Section 7.2)
	Promotion of community complaints procedures to encourage community members and stakeholders to submit complaints and feedback on workforce behaviour	Dysart community	Pre-construction Construction Operations	Jellinbah	Community and Stakeholder Engagement Plan (Section 6.5)
	Maintain monitoring of anti-social behaviour through operating CCTV surrounding the Lake Vermont Accommodation Camp	QPS	Construction Operations	Jellinbah Thiess Mining Services	Lake Vermont Accommodation Camp (Section 3.5.2)
Increase in demand for emergency services to respond to increased risk of traffic accidents and workplace accidents at work	Provision of on-site first aid facilities and trained first aid officers to attend to minor workforce health issues, as well as providing first response services for emergency situations and site accidents	Dysart Interagency Network QPS QAS	Construction Operations	Jellinbah	Employee Health and Safety Program (Section 2.5.4)



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
sites or Lake Vermont Accommodation Village	Advance notice to emergency services in Dysart of workforce mobilisation and operational changes	Dysart Interagency Network QPS QAS	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2)
Increase in demand for childcare places, indirectly placing pressure on providers and reducing access for other residents of Dysart	Monitor workforce demands on childcare and education services and work with stakeholders to support solutions to cumulative demands on social services	Dysart Interagency Network Lady Gowries Childcare Centre	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2)
	Provision of financial contribution to enable existing childcare centre to increase capacity, including: <ul style="list-style-type: none"> An upfront contribution of \$50,000 towards building expansion of the childcare centre A contribution of \$20,000 per annum to support employment of an additional diploma qualified childcare worker 	Lady Gowrie Childcare Centre	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2) Community Investment Program (Section 5.5.1)
Increase in demand for hospital and health services by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents	Provision of on-site first aid facilities and trained first aid officers to attend to minor workforce health issues, as well as providing first response services for emergency situations and site accidents	Dysart Interagency Network Dysart Hospital	Construction Operations	Jellinbah	Employee Health and Safety Program (Section 2.5.4)
	Collaborate with Queensland Health and other stakeholders to identify and support a solution to the need for additional medical practitioners	Local community Dysart Hospital Queensland Health Dysart Medical Centre	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2)
	Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing	Dysart community	Operations	Jellinbah	Community Investment



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
	a service operating one day/ week up to a cap of \$30,000 per annum.				Program (Section 5.5.1)
Increase in risk of road incidents along Saraji Road, Golden Mile Road, Fitzroy Developmental Road and Peak Downs Highway due to increased volume of heavy vehicles and driver fatigue	Provision of shuttle buses to transport workers from Lake Vermont Accommodation Villages to work sites	Lake Vermont Meadowbrook Complex workforce Road users	Construction Operations	Jellinbah Thiess Mining Services	Lake Vermont Accommodation Village (Section 3.5.2)
Temporary increase in noise and dust due to activities associated with expansion of Lake Vermont Accommodation Village, potentially affecting the learning environment at Dysart State High School	Provision of advance notice to Dysart State High School on construction activities associated with the expansion of Lake Vermont Accommodation Village	Dysart State High School	Construction	Jellinbah Thiess Mining Services	Partnership with stakeholder (Section 7.2)
Relinquishment of Native Title due to expansion of Lake Vermont Accommodation Village	As per the terms of the Indigenous Land Use Agreement negotiated between Jellinbah and the Barada Barna Aboriginal Corporation	Barada Barna Aboriginal Corporation	Pre-construction	Jellinbah	Partnership with stakeholder (Section 7.2)
Increase in overall socio-economic wellbeing in Dysart and broader region through provision of community investment initiatives	Support annual NAIDOC celebrations through providing a financial contribution of \$1,500 per annum and encouraging employees to participate in NAIDOC events within Dysart	Aboriginal and/or Torres Strait Islander communities	Construction Operations	Thiess Mining Services	Community Investment Program (Section 5.5.1)
	Maintain partnership with RACQ CQ Rescue Helicopter through volunteering and in-kind support, such as regular fundraising, hosting site safety talks with CQ Rescue Staff, and attendance at the annual Gala ball and networking breakfasts	RACQ CQ Rescue Helicopter	Construction Operations	Thiess Mining Services	Community Investment Program (Section 5.5.1)
	Employee participation in delivery of the annual Hear to Learn program, which provides hearing screening at Dysart State School and Middlemount Community School	Hear and Say Centre Dysart State School	Construction Operations	Thiess Mining Services	Community Investment Program (Section 5.5.1)



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Strategy, initiative, program
		Middlemount Community School			
	Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing a service operating one day/ week up to a cap of \$30,000 per annum.	Local community	Operations	Jellinbah	Community Investment Initiatives (Section 5.5.1)
	Annual sponsorship of community events orientated towards children and their families, including alcohol-free events	Local community Lake Vermont Meadowbrook Complex workforce	Operations	Jellinbah Thiess Mining Services	Community Investment Program (Section 5.5.1)
	Provision of financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards awards for academic and extra-curricular excellence to support local youth achievement	Dysart State High School Dysart State School	Construction Operations	Thiess Mining Services	Community Investment Program (Section 5.5.1)



5.5 Initiatives, policies and programs

The management measures included in the Health and Community Wellbeing Plan are to be integrated into various new and existing initiatives, policies, procedures and programs of the Lake Vermont Meadowbrook Complex.

5.5.1 Community Investment Program

Jellinbah and Thiess Mining Services are committed to maintaining implementation of established community investment initiatives, in addition to implementing new initiatives as appropriate. Jellinbah and Thiess Mining Services recognise that community investment from industry supports communities to achieve their local aspirations and goals.

The Community Investment Program includes a range of initiatives across community liveability and wellbeing, education and Indigenous affairs, delivered through financial donations, volunteering and in-kind support. These initiatives include:

- Maintaining partnership with RACQ CQ Rescue Helicopter through volunteering and in-kind support, such as regular fundraising, hosting site safety talks with CQ Rescue Staff, and attendance at the annual Gala ball and networking breakfasts
- Maintaining partnerships with Dysart State School and Dysart State High School to increase STEM resources, including provision of tutorial and support sessions for students and teachers on use of donated Robotic Kits, and workforce participation in annual Science Week events.
- Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing a service operating one day/ week up to a cap of \$30,000 per annum. Operation of the bus shuttle service will be delegated to a local business to enable small and/or local businesses to benefit from the Project.
- Annual sponsorship of community events in Dysart orientated towards children and their families, including alcohol-free events
- Promotion of workforce participation at Dysart Primary School and Dysart State High School events, including market days, award nights, book and science weeks and other celebrations to maintain and enhance relationship building with the local schools and the broader community.
- Provision of financial contribution to Lady Gowrie Childcare Centre to enable expansion to increase capacity, including:
 - An upfront contribution of \$50,000 towards expansion of the building
 - A contribution of \$20,000 per annum to support employment of an additional diploma qualified childcare worker.
- Provision of financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards awards for academic and extra-curricular excellence to support local youth achievement.
- Workforce participation in the delivery of the Hear to Learn Program managed by the Hear and Say Centre, which provides annual early intervention hearing screening at Dysart Primary School and Middlemount Community School.
- Provision of financial contribution of \$5,000 per annum to the Lives Lived Well program, a new service provider in the Isaac region providing free support for people impacted by alcohol or drugs or problems with mental health.

Jellinbah and Thiess Mining Services are also committed to maintaining support for NAIDOC Week celebrations in the community, alongside conducting its own onsite recognition of the annual event to promote workforce learning and awareness raising. Alongside Thiess Mining Services, Jellinbah has committed to an annual financial contribution of \$1,500 per annum to support delivery of NAIDOC Week celebrations in Dysart.

The Community Investment Program is not rigid, with initiatives reviewed on an annual basis and new initiatives developed in response to stakeholder suggestions or emerging social trends. The established partnerships with key stakeholders will afford opportunities for stakeholders to provide feedback and/or suggestions for future community investment initiatives, which will then be considered by Jellinbah and Thiess.

5.5.2 Workforce Code of Conduct

Jellinbah will develop and implement a Workforce Code of Conduct which describes positive behavioural outcomes and prohibits negative behaviours, which clear ramifications for non-conformance. The Code of



Conduct will apply to all personnel of the Project (construction and operation) when they are at work, travelling to and from work, in public places or within WAVs, and include matters relating to:

- Expected standards of behaviour in public places.
- Prohibition of all forms of sexual harassment and assault.
- Prohibition of all forms of racism and discrimination.
- Safe and courteous driving.

Compliance with the Code of Conduct will be required for all Project workers. Non-compliance with the Code would risk termination of employment.

5.6 Monitoring and reporting framework

The monitoring and reporting framework aids in verifying implementation of the SIMP, ensuring the ongoing effectiveness of the management measures and corrective actions to be identified if management measures are found to be ineffective. Table 5-3 outlines the monitoring and reporting framework for the Health and Community Wellbeing Plan.



Table 5-3 Monitoring and reporting framework, health and community wellbeing plan

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
Retain existing Lake Vermont Mine employees who are current Dysart residents	The permanent resident population of Dysart has stabilised and grown	Change in Dysart's population size over time Number of existing Lake Vermont employees residing in Dysart retained	All existing Lake Vermont Mine employees who are currently Dysart residents are retained	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Maximise local employment through application of a recruitment hierarchy	The size of the labour force in Dysart has stabilised or grown	Change in the size of Dysart's labour force Number of employees' resident of Dysart, including Lake Vermont Mine employees retained, existing Dysart residents recruited, and employees relocating to live in Dysart	During construction, up to 5% of construction workforce reside in Dysart During operations, up to 10% of operational workforce reside in Dysart	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
New workers will be provided with information sheets as part of their induction that details the services, facilities and businesses in Dysart to encourage interaction with the town	Workforce participation in local community	Community feedback on workforce participation in community	All Project workers moving to Dysart are provided a full community induction	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Maintain initiatives which foster community interaction through delivery of events and initiatives within the community	Social connections are maintained between existing and new residents, and between the Project and the community	Change in perceived sense of community	No community complaints received regarding lack of employee involvement in community initiatives	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
Implementation of a workforce code of conduct which describes positive behavioural outcomes and prohibits negative behaviours	Project workers exhibit good behaviour in the community	Number of community complaints received regarding workforce behaviour	No community complaints received regarding workforce behaviour	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Six-monthly meeting with QPS, Lake Vermont Accommodation Village management and Jellinbah/Thiess to identify and address any anti-social or disruptive workforce behaviour in local communities	Employees exhibit good behaviour in the community	Number of community complaints received regarding workforce behaviour	No community complaints received regarding workforce behaviour	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Promotion of community complaints procedures to encourage community members and stakeholders to submit complaints and feedback on workforce behaviour	Community members and stakeholders are aware of community complaints procedures	Number of community complaints received	No enquiries received regarding how to make a complaint	During operations, every year	Jellinbah	Annual Social Impact Management Report Internal annual community engagement report
Maintain monitoring of anti-social behaviour through operating CCTV surrounding the Lake Vermont Accommodation Camp	Anti-social behaviour is minimised in the community	Complaints received regarding anti-social behaviour	No community complaints received regarding workforce behaviour	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Provision of on-site first aid facilities and trained first aid officers to attend to minor workforce health issues, as well as providing first response services for emergency situations and site accidents	Capacity of emergency services to respond to incidents is maintained or enhanced	Number of on-site incidents responded to by local emergency services	Capacity of local emergency services is not affected	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Health and Safety Report
Advance notice to emergency services in Dysart of workforce mobilisation and operational changes	Capacity of emergency services to respond to incidents is	Number of on-site incidents responded to by local emergency services	Capacity of local emergency services is not affected	During operations, every year	Jellinbah	Annual Social Impact Management Report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
	maintained or enhanced					Health and Safety Report
Monitor workforce demands on childcare and education services and work with stakeholders to support solutions to cumulative demands on social services	Capacity of childcare and education services is maintained or enhanced	Number of workers requiring access to local childcare or education services	Provision of annual financial support to existing childcare centre	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Provision of financial contribution to enable existing childcare centre to increase capacity	Capacity of childcare and education services is maintained or enhanced	Number of workers requiring access to local childcare or education services	Provision of annual financial support to existing childcare centre	During operations, every year	Jellinbah	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Collaborate with Queensland Health and other stakeholders to identify and support a solution to the need for additional medical practitioners	Capacity of medical practitioner/s in Dysart is maintained or enhanced	Number of complaints received from stakeholders regarding capacity of medical practitioner/s	No complaints received regarding capacity of medical practitioner/s	During operations, every year	Jellinbah	Annual Social Impact Management Report Internal annual community engagement report
Support and subsidise the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will subsidise through reimbursing expenses of providing a service operating one day/ week up to a cap of \$30,000 per annum	Quality of life is improved for vulnerable residents of Dysart	Number of Dysart residents who utilise free bus shuttle service	Positive feedback received from Dysart residents regarding free bus shuttle service	During operations, every year	Jellinbah	Annual Social Impact Management Report Internal annual community engagement report
Provision of shuttle buses to transport workers from Lake Vermont Accommodation Villages to work sites	No road and traffic incidents due to Project workers travelling to and from site	Number of road and traffic incidents involving workers of the Lake Vermont Meadowbrook Project	No road and traffic incidents due to workers travelling to and from site	During construction, every six months During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Health and Safety Reporting



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
Provision of advance notice to Dysart State High School on construction activities associated with the expansion of Lake Vermont Accommodation Village	Learning environment at Dysart State High School is maintained or enhanced	Number of complaints received regarding expansion of Lake Vermont Accommodation Village	No complaints received regarding expansion of Lake Vermont Accommodation Village	During construction, every month	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Internal annual community engagement report
Support annual NAIDOC celebrations through providing a financial contribution of \$1,500 per annum and encouraging employees to participate in NAIDOC events within Dysart	NAIDOC celebrations are supported in the local community	Number of workers participating in NAIDOC events	Provision of financial contribution and employee participation in NAIDOC events	During operations, every year	Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Thiess)
Maintain partnership with RACQ CQ Rescue Helicopter through volunteering and in-kind support, such as regular fundraising, hosting site safety talks with CQ Rescue Staff, and attendance at the annual Gala ball and networking breakfasts	Partnership with RACQ is maintained and enhanced	Number of initiatives supported by the Lake Vermont Meadowbrook Project	Delivery of in-kind and volunteering support	During operations, every year	Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Thiess)
Employee participation in delivery of the annual Hear to Learn program, which provides hearing screening at Dysart Primary School and Middlemount Community School	Partnership with Hear and Say is maintained and enhanced	Number of workers participating in the Hear for Learn program	Delivery of annual Hear to Learn program	During operations, every year	Thiess Mining services	Annual Social Impact Management Report Annual Sustainability Report (Thiess)
Annual sponsorship of community events orientated towards children and their families, including alcohol-free events	Community cohesion and social connections enhanced in Dysart	Number of community events sponsored	Five community events sponsored per year	During operations, every year	Jellinbah Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Provision of financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards awards for academic and extra-curricular	Connections between local schools and the Project is	Provision of financial	Provision of financial	During operations, every year	Thiess Mining Services	Annual Social Impact Management Report



Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency	Monitoring responsibility	Reporting
excellence to support local youth achievement	maintained and enhanced	contribution per year for awards	contribution per year for awards			Annual Sustainability Report (Thiess)



6 Community and Stakeholder Engagement Plan

The Community and Stakeholder Engagement Plan applies to the requirement for engagement with communities and stakeholders. It outlines the proposed measures for ongoing engagement during construction of the Lake Vermont Meadowbrook Project and ongoing operations and rehabilitation of the Lake Vermont Meadowbrook Complex.

6.1 Objectives

The objectives of the community and stakeholder engagement plan are to:

- Ensure transparent and inclusive community and stakeholder engagement to facilitate the ongoing management and monitoring of potential social impacts during construction of the Lake Vermont Meadowbrook Project and ongoing operations and rehabilitation of the Lake Vermont Meadowbrook Complex.
- Provide a complaint mechanism to allow affected communities and stakeholders to register complaints, queries or comments and have them addressed in a timely manner by the Project.
- Ensure project planning and delivery are informed by stakeholder views.
- Ensure post-mining land use is consistent with community expectations.

Actions and processes have been developed to complement these objectives.

6.2 Engagement principles

Jellinbah will seek to involve the community during the planning, construction, operation and decommissioning of the Project in accordance with the SIA Guideline (2018), the Project's Terms of Reference and general good engagement practice such as outlined in Queensland Government's Community Engagement Toolkit for Planning (2017). In particular, Jellinbah will seek to understand and address community concerns about the environmental and social impacts of the Project's activities. Jellinbah will also seek to actively and effectively deal with community expectations around employment, economic, and community development opportunities.

The approach to stakeholder and community engagement involvement as outlined in the community and stakeholder engagement plan is based on the principles of respect, inclusion, proactiveness, responsiveness, sensitivity to those impacted, opened and honesty.

6.3 Stakeholder profile

The key stakeholder groups and stakeholders addressed in this community and stakeholder engagement plan are outlined in Table 6-1.

Table 6-1 Key stakeholder groups

Stakeholder group	Stakeholder	Primary interest
State Government	Office of the Coordinator-General, Department of State Development, Infrastructure, Local Government and Planning	<ul style="list-style-type: none"> • Application of SSRC Act and SIA Guideline (2018) • Implementation of SIMP
	Department of Transport and Main Roads	<ul style="list-style-type: none"> • Changes to road infrastructure • Traffic management planning
	Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships	<ul style="list-style-type: none"> • Employment and business opportunities for Aboriginal and/or Torres Strait Islander peoples
	Department of Communities, Housing and Digital Economy	<ul style="list-style-type: none"> • Potential for cumulative impacts to generate volatile impacts on housing availability and affordability • Any demand locally for social housing • Social and health infrastructure capacity
	Department of Employment, Small Business and Training	<ul style="list-style-type: none"> • Training opportunities for young people • Competition for skilled labour



Stakeholder group	Stakeholder	Primary interest
	Department of Resources	<ul style="list-style-type: none"> Worker health and Safety
Local Government	Isaac Regional Council	<ul style="list-style-type: none"> Workforce recruitment, management and accommodation Changes to housing market Impacts on community facilities and service access Local supply and procurement opportunities Road safety Implementation of SIMP
	Mackay Regional Council	<ul style="list-style-type: none"> Workforce recruitment and management Regional supply opportunities
Coordinated groups	Dysart Interagency Network	<ul style="list-style-type: none"> Bring stakeholders together and communicate any issues or shared challenges that may require a coordinated response
Social and public services providers	Dysart State School	<ul style="list-style-type: none"> Community investment initiatives
	Dysart State High School	<ul style="list-style-type: none"> Amenity impacts due to expansion of Lake Vermont Accommodation Village Community investment initiatives
	Dysart Police Station	<ul style="list-style-type: none"> Workforce behaviour Emergency response Traffic management
	Dysart Hospital	<ul style="list-style-type: none"> Demand on services
	Dysart Ambulance Service	<ul style="list-style-type: none"> Emergency response
	Lady Gowrie Childcare Centre	<ul style="list-style-type: none"> Demand on services
Housing and accommodation providers	Housing providers in Dysart	<ul style="list-style-type: none"> Potential for cumulative impacts to generate volatile impacts on housing availability and affordability
	Real estate agencies in Dysart	<ul style="list-style-type: none"> Potential for cumulative impacts to generate volatile impacts on housing availability and affordability
	WAV Providers	<ul style="list-style-type: none"> Worker health and safety
Industry groups and businesses	CFMEU Mining and Energy	<ul style="list-style-type: none"> Worker health and safety
	Moranbah Traders Association	<ul style="list-style-type: none"> Supply and procurement opportunities
	Resource Industry Network and ICN	<ul style="list-style-type: none"> Supply and procurement opportunities
	Local business owners	<ul style="list-style-type: none"> Increase in patronage
Aboriginal and Torres Strait Islander peoples	Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> Changes to Native Title arrangements
	Indigenous businesses	<ul style="list-style-type: none"> Supply and procurement opportunities
Local communities	Residents in Dysart	<ul style="list-style-type: none"> Changes to amenity and community cohesion Community investment opportunities
Workforce	Project workforce	<ul style="list-style-type: none"> Health and safety Access to quality accommodation



6.4 Engagement action plan

The engagement program outlined in Table 6-2 summarises key engagement activities during the construction, operation and rehabilitation phases of the Project following the approval of the Project. The program is by no means definitive and Jellinbah will adapt these stakeholder engagement activities to reflect local concerns as they arise.

Table 6-2 Community and stakeholder engagement action plan

Action	Responsibility	Relevant stakeholder groups	Timeframe
Continue to delegate the responsibility for community liaison to be the primary community contact point	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Establish and maintain a project website which allows people to make enquiries and seek information regarding the Project	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Continue to engage with local and affected landholders to monitor impacts	Jellinbah	Landholders Dysart community	Ongoing during construction, operations and rehabilitation
Continue in identifying issues, disseminating information throughout the life of the Project and providing a forum for discussion	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Provide various communication channels (e.g. signage, advertisements in local papers, construction materials) about changes to local access, potential road hazards and expected traffic volumes during construction	Jellinbah and Thiess	Road users Isaac Regional Council	Ongoing during construction and operations
Facilitate open and transparent engagement with local communities	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Establish, publicise and maintain a readily accessible community complaints and resolution process	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Bi-annual publication and dissemination of Project Community Updates via the web site	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Maintain long-term respectful relations with the Barada Barna including managing cultural heritage in accordance with the Cultural Heritage Management Plan and meeting the requirements of any native title agreement	Jellinbah	Barada Barna Aboriginal Corporation	Ongoing during construction, operations and rehabilitation
Regular engagement with the Isaac Regional Council in the monitoring of SIMP implementation	Jellinbah	Isaac Regional Council	Ongoing during construction, operations and rehabilitation
Engage with the community through implementation of community investment initiatives as outlined in the SIMP	Jellinbah	Dysart community Social services	Ongoing during construction, operations and rehabilitation



Action	Responsibility	Relevant stakeholder groups	Timeframe
Engage with interested and affected parties on activities related to rehabilitation and closure	Jellinbah	All	Ongoing during operations, closure and rehabilitation

6.5 Complaints Management Process

To facilitate open communication and active complaint resolution, it is important that local stakeholders can raise issues and complaints in a formal way.

Jellinbah and Thiess Mining Services will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison. The Project will be supported by a Project Officer who will provide a dedicated 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 in the event an issue relates to operational issues. Anyone will be able to submit a complaint to the Project if they believe a practice is having a detrimental impact on the community, the environment, or their quality of life. They may also submit comments and suggestions.

Concerns and issues raised by stakeholders will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards. A summary of the procedure for processing complaints is depicted in Figure 6-1.

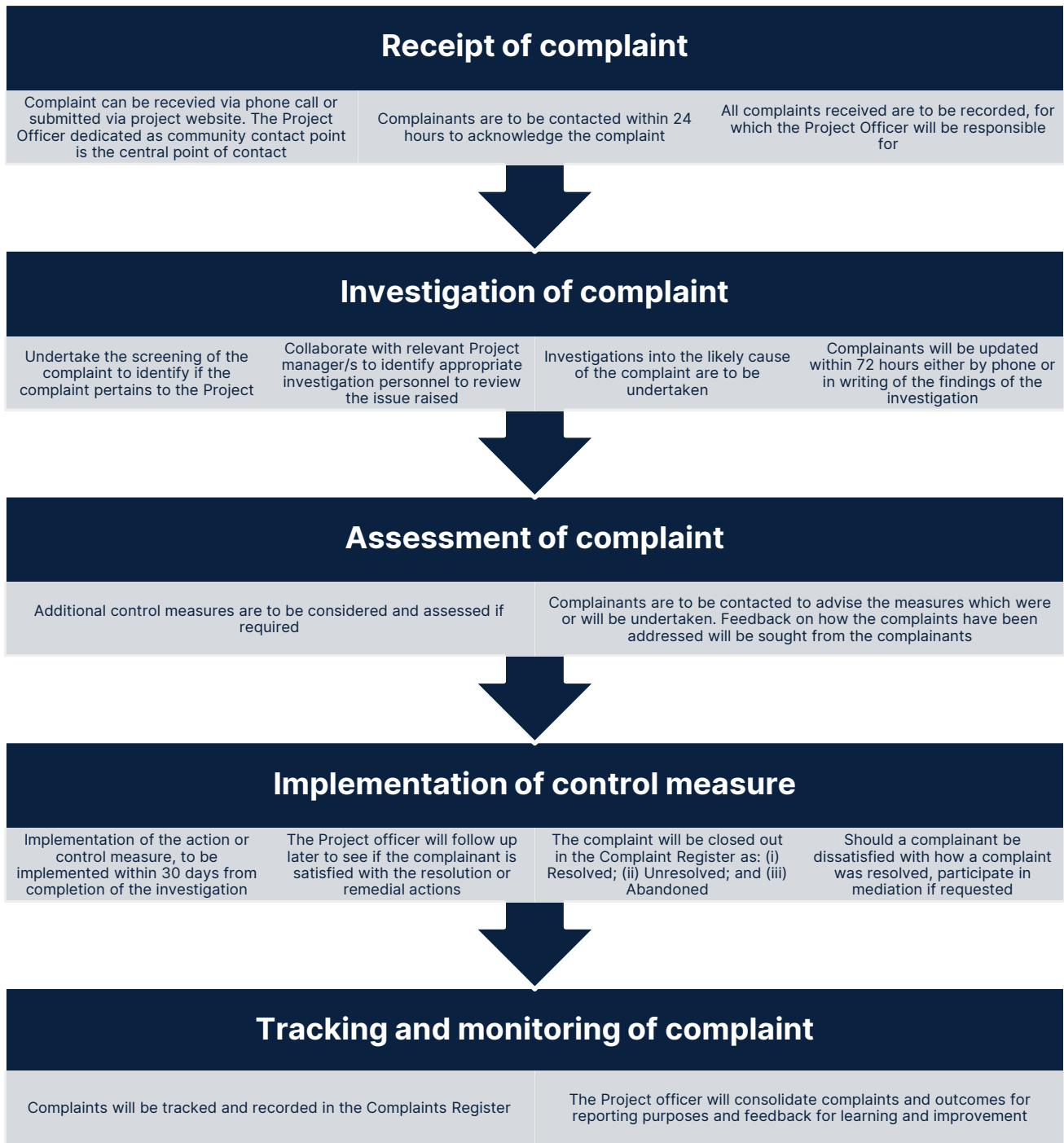


Figure 6-1 Complaints management process

A range of complaints channels will be established, including through telephone contacts, Jellinbah’s website and during the construction and early operation phases of the Project, the presence of a project office in Dysart.

A Community Contact number for the purpose of receiving complaints and enquiries from stakeholders in relation to project activities will be provided. This Community Contact number will be provided to:

- Isaac Regional Council.
- Emergency services in Dysart, including Queensland Police Service and Queensland Ambulance Service.
- Landholders in the vicinity of the Lake Vermont Meadowbrook Complex and its infrastructure, including Lake Vermont Accommodation Village.
- The public.



All incoming calls will be logged into the stakeholder database. Jellinbah will maintain its website which will provide the community with up-to-date information on the Project and its activities. The website will also provide contact details.

6.6 Rehabilitation and closure engagement

Amendments to the EP Act in 2018 introduced a package of reforms relating to the progressive rehabilitation and closure of mined lands. A critical element of these reforms is a requirement for the development of a progressive rehabilitation and closure plan (PRCP) detailing how, where and when rehabilitation activities will be carried out on land in a way that maximises the progressive rehabilitation of the land to a stable condition.

Specifically, as part of the progressive rehabilitation planning requirements introduced, section 126C(1)(c)(iv) of the EP Act requires *'details of how the applicant will undertake ongoing consultation in relation to the rehabilitation to be carried out under the plan'*.

The supporting guideline 'Progressive rehabilitation and closure plans' (DES, 2019), states that a community consultation plan must include details of:

- The objectives for community consultation plans (refer to Section 6.4).
- The proposed consultation frequency (refer to Section 6.4).
- What information will be released for community consultation (refer to Section 6.6).
- How feedback and comments will be considered (refer to Section 6.5).

Community consultation and engagement will be ongoing throughout the development of the PRCP as well as the construction, operations, rehabilitation and closure phases of the Project. In relation to the actions identified in Table 6-2, the following aspects of rehabilitation and closure will be discussed:

- Proposed post-mining land use for the Project.
- Rehabilitation methods.
- Progressive rehabilitation timeframes and milestone scheduling.
- Any proposed amendments to the PRCP schedule.

6.7 Community consultation register

The Project Officer will maintain a community consultation register. The community consultation register will record the following information for each contact with a community member or stakeholder group:

- Consultation date(s).
- Identification of community member or stakeholder group.
- Description of consultation type.
- Information provided to community member or stakeholder group.
- Issues raised and/or discussed by the community member or stakeholder group.
- How issues have been considered.
- Decisions and outcomes of consultation.
- Any actions made by Jellinbah or Thiess Mining.

All complaints received will be included in the community consultation register. The community consultation register will also inform ongoing development of the PRCP.



7 SIMP implementation plan

Management measures presented in the SIMP will be implemented through a range of proponent initiatives and strategies.

7.1 Roles and responsibilities of SIMP implementation

Implementation of the SIMP requires collaborative input with key stakeholders, including local and state government and communities.

Table 7-1 outlines the roles and responsibilities relevant to the development, coordination and implementation of this SIMP.

Table 7-1 Roles and responsibilities of SIMP implementation

Key stakeholder group	Role in SIMP development and review	Responsibility in SIMP implementation
Office of the Coordinator-General	<ul style="list-style-type: none"> Provide input into adequacy of proposed management measures Provide input on development of management measures to respond to cumulative social impacts 	<ul style="list-style-type: none"> Approve SIMP under the EP Act Coordinate management measures developed to respond to cumulative social impacts
The Proponent	<ul style="list-style-type: none"> Review and provide input into adequacy of proposed management measures 	<ul style="list-style-type: none"> Approve SIMP for lodgement under EP Act Proactively coordinate with stakeholders on SIMP implementation
Jellinbah	<ul style="list-style-type: none"> Develop management measures in collaboration with relevant stakeholders Review and provide input into adequacy of proposed management measures 	<ul style="list-style-type: none"> Implement management measures developed to respond to social impacts Ongoing monitoring of overall SIMP effectiveness Adopt relevant management measures into operations and procedures Proactively coordinate with stakeholders on SIMP implementation
Thiess Mining Services	<ul style="list-style-type: none"> Provide input into development of management measures 	<ul style="list-style-type: none"> Implement management measures developed to respond to social impacts Ongoing monitoring of overall SIMP effectiveness Adopt relevant management measures into operations and procedures Proactively coordinate with stakeholders on SIMP implementation
Isaac Regional Council	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with Jellinbah / Thiess Mining Services
WAV operator	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Adopt relevant management measures into operations and procedures Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with Jellinbah / Thiess Mining Services
Dysart community	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented
Emergency Services in Dysart	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented
Social infrastructure and services in Dysart (including schools, childcare, GP clinic)	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with Jellinbah / Thiess Mining Services



Key stakeholder group	Role in SIMP development and review	Responsibility in SIMP implementation
Dysart Interagency Group	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with Jellinbah / Thiess Mining Services
Housing and accommodation providers	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented
Industry groups and businesses	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented
Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> Provide input on adequacy of proposed management measures 	<ul style="list-style-type: none"> Notify Jellinbah if management measure is not effective when implemented

7.2 Partnerships with stakeholders

Implementation of management measures require establishing new or maintaining existing partnerships with stakeholders. Partnerships with stakeholders are essential to ensure:

- Effective implementation of management measures.
- Monitoring of social impacts and identify any changes to the significance of the social impact.
- Provision of an engagement medium through which stakeholders can voice their feedback on implementation of management measures or raise new social impacts as a result of the Lake Vermont Meadowbrook Complex.

Maintaining partnerships with stakeholders would also benefit the management of cumulative social impacts, such as in relation to monitoring demand on housing and social services in Dysart. Table 6-2 outlines the partnerships with stakeholders, including the objective of partnership and the engagement medium and frequency.

Table 7-2 Partnerships with stakeholders

Stakeholder	Objective of partnership	Engagement medium	Frequency
Isaac Regional Council	<ul style="list-style-type: none"> Address any cumulative issues to housing market Identify skills gaps in local and regional opportunities 	One-on-one meetings	As required
Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> Managing Cultural Heritage 	One-on-one meetings	As required
Queensland Ambulance Service	<ul style="list-style-type: none"> Provision of advance notice of workforce mobilisation and operational changes 	Letter	As required
Queensland Police Service	<ul style="list-style-type: none"> Monitor workforce behaviour Provision of advance notice of workforce mobility and operational changes 	One-on-one meetings	Six-monthly
Dysart Hospital	<ul style="list-style-type: none"> Provision of advance notice of workforce mobility and operational changes 	Letter	As required
Dysart Interagency Group	<ul style="list-style-type: none"> Quarterly meetings bring stakeholders together and communicate any issues or shared challenges that may require a coordinated response 	Attendance at and participation in Dysart Interagency Group events	Quarterly
Dysart State High School	<ul style="list-style-type: none"> Support youth career enhancement opportunities through interaction with people from the mining workforce 	Participation in school events	As required
Dysart State School	<ul style="list-style-type: none"> Support delivery of school events and initiatives 	Participation in school events	As required



Stakeholder	Objective of partnership	Engagement medium	Frequency
Department of State Development, Infrastructure, Local Government and Planning	<ul style="list-style-type: none"> Identify skills gaps in local and regional opportunities 	One-on-one meetings	As required
Moranbah Traders Association	<ul style="list-style-type: none"> Ensure local and regional supplier listing is relevant and tailored to existing context and economic trends 	One-on-one meetings	Annually
Dysart Business Group	<ul style="list-style-type: none"> Ensure the Lake Vermont Meadowbrook Complex maximises engagement with local businesses, where feasible 	One-on-one meetings	As required
Lady Gowrie Childcare Centre	<ul style="list-style-type: none"> Support stakeholder to facilitate expansion of capacity Monitor demand on places Address any cumulative issues to capacity 	One-on-one meetings	Annually
BMA (proponent of Saraji East Mining Lease Project)	<ul style="list-style-type: none"> Address any cumulative issues to housing market in Dysart Address any cumulative issues to capacity of social services in Dysart Understand timing of workforce mobilisation and operational activities 	One-on-one meetings	As required
Dysart Housing Providers	<ul style="list-style-type: none"> Address any cumulative issues to housing market Provision of advance notice of workforce mobility and operational changes 	One-on-one meetings	As required



8 Monitoring, review and update of SIMP

Consistent with the SIA principle of adaptive management, the SIMP includes a monitoring framework for each sub-plan which details the desired outcomes to be used to measure the effectiveness of the management measures of key impacts over the life of the Lake Vermont Meadowbrook Complex.

The SIA and SIMP recognises that the social context of the Bowen Basin is fluid and can radically change due to the cyclical nature of the mining industry. Subsequently, each management measure detailed in the SIMP is assigned a monitoring and reporting framework to ensure ongoing effectiveness and relevancy of actions, and if required, ineffective actions are amended. Monitoring results and stakeholder feedback will enable Jellinbah to identify if management measures aren't effective. In particular, stakeholder feedback throughout SIMP implementation will assist in identifying changes to social conditions and community priorities.

A monitoring and reporting framework is provided for each sub-plan which describes the:

- Management measure.
- Desired outcome.
- Indicator(s) that will be used to monitor change.
- Key performance indicators that will be used to monitor progress towards achieving the desired outcome.
- Frequency of monitoring.
- Person(s) responsible for monitoring.
- How monitoring outcomes will be reported in the public domain.

The SIMP would also be reviewed regularly to assess the effectiveness and relevancy of the SIMP, with outcomes to be reported in the annual Social Impact Management Report (SIMR).

It is to be noted that in the period of time which this SIMP was developed, the global COVID-19 pandemic occurred. Major effects associated with the pandemic such as the closure of state borders, workplace and travel restrictions, have led to rapid changes to prevailing socio-economic conditions. As these changes are still emerging, there has been no attempt to update the baseline socio-economic characteristics or resultant changes to identified impacts and how they are proposed to be managed. It is recognised that if the COVID-10 pandemic is to result in long term changes, the SIMP will be reviewed and accordingly revised.

8.1 Annual Social Impact Management Report

Jellinbah will prepare an annual Social Impact Management Report (SIMR) for each year of construction and for the first five years of operation. The SIMP may be reviewed and revised within a shorter period of time should Jellinbah consider the amendment of the SIMP necessary. Using the monitoring and reporting frameworks described for each sub-plan, the SIMR will detail:

- The progress and effectiveness of the social impact management measures detailed in the SIMP.
- Adaptation of management measures, if required, where monitoring indicates:
 - Measures have not been effective.
 - There are changed circumstances in Dysart, such as in relation to housing availability.
 - There is greater knowledge of the potential social impact.
- The current workforce profile of the Project, including:
 - Total number of workers employed.
 - Proportion of local workers, new local workers and workers accommodated at the Lake Vermont Accommodation Village.

The relevant stakeholders would be notified of any amendments to management measures. The annual SIMR will be submitted to the OCG for approval at the end of the relevant 12-month period from the commencement of construction of the Project. Once approved by the OCG, the SIMR will be publicly available on Jellinbah's website and

Appendix A Terms of Reference

Terms of Reference relating to SIMP matters

9.12 Social (Critical Matter)	How and where addressed
<p>The SIA must include a SIMP with management measures to mitigate the impacts and enhance the potential benefits identified in the assessment of the five key matters listed above in accordance with the SIA Guideline.</p>	<p>Section 2: Workforce Management Plan Section 3: Housing and Accommodation Plan Section 4: Local Business and Industry Procurement Plan Section 5: Health and Community Wellbeing Plan Section 6: Community and Stakeholder Engagement Plan</p>
<p>In particular the SIMP must:</p> <ul style="list-style-type: none"> Address barriers that may impact choice for workers to live local and provide support for people in local and regional communities to engage in project employment opportunities 	<p>Section 2: Workforce Management Plan</p>
<ul style="list-style-type: none"> Provide management measures to ensure availability and affordability of local and regional housing and accommodation is not adversely impacted 	<p>Section 3: Housing and Accommodation Plan</p>
<p>The SIMP must describe a practical basis for the implementation of management measures identified through the SIA process.</p>	<p>Section 2: Workforce Management Plan Section 3: Housing and Accommodation Plan Section 4: Local Business and Industry Procurement Plan Section 5: Health and Community Wellbeing Plan Section 6: Community and Stakeholder Engagement Plan Section 7: SIMP implementation plan</p>
<p>The SIMP is to include timeframes for implementation, roles and responsibilities, stakeholders and potential partnerships.</p>	<p>Section 7: SIMP implementation plan</p>
<p>Potential partnerships include opportunities for linkages with other projects planned of operating in the area and possible alignment with existing strategies that would benefit the management of cumulative social impacts.</p>	<p>Section 7: SIMP implementation plan</p>
<p>The SIMP must include a process of review throughout the proposed project lifecycle to ensure management measures continue to be effective, and where not achieving the stated outcomes, are amended to appropriately mitigate impacts.</p>	<p>Section 8: Monitoring, review and update of SIMP</p>
<p>A monitoring program must be included in the SIMP to consider the ongoing effectiveness of the management measures. The SIA Guideline sets out the monitoring, review and compliance requirements.</p>	<p>Section 2: Workforce Management Plan Section 3: Housing and Accommodation Plan Section 4: Local Business and Industry Procurement Plan Section 5: Health and Community Wellbeing Plan Section 8: Monitoring, review and update of SIMP</p>

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