



**Jellinbah Group**



## **LAKE VERMONT MEADOWBROOK PROJECT SOCIAL IMPACT MANAGMENT 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
FTE	Full-time equivalent
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 owner<sup>1</sup> 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 contractor<sup>2</sup> 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

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<sup>1</sup> 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).

<sup>2</sup> 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).

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.

**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			Thiess Pty Ltd	880	450
Project	Underground mine with one small-scale open-cut satellite pit	Bowen Basin Coal Pty Ltd	Lake Vermont Resources Pty Ltd (Jellinbah)	Bowen Basin Coal Pty Ltd or contractor	0	410
<b>TOTAL</b>					<b>880</b>	<b>860</b>

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)<sup>3</sup> 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 projects<sup>4</sup> on 29 March 2018, as the project holds an environmental authority (EPML006595), completed an

<sup>3</sup> 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.

Environmental Impact Statement (EIS) in 2010 and has a workforce of 100 or more workers. The declared nearby regional communities<sup>5</sup> 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.

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. Prior to 2020, Dysart's population had 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. In 2022, Dysart experienced minor population growth with an estimated population of 2,838 people, an increase of 68 people from 2020.

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.

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<sup>4</sup> 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).

<sup>5</sup> 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).



- 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

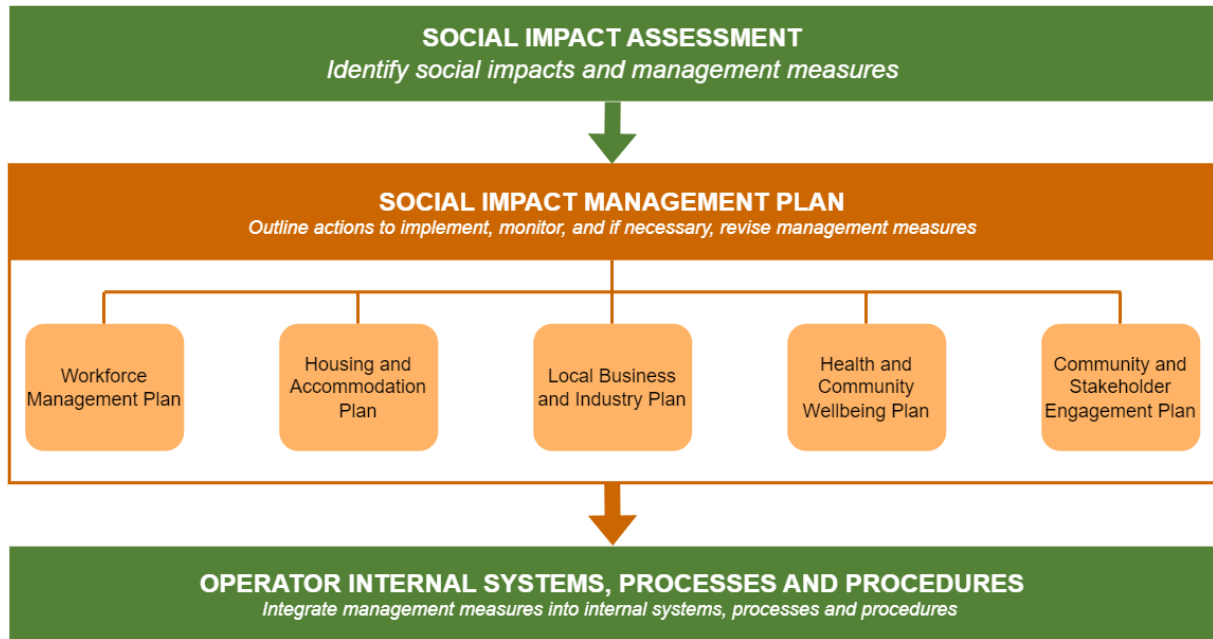
Preparation of this SIMP was directly informed by outcomes of the SIA, which identified the social impacts of the Project and the management measures to minimise the negative impacts or to enhance the positive impacts. Social impacts and management measures were identified in consultation with communities 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 March quarter 2023 indicating an unemployed rate of 1.3 per cent, or 79 unemployed residents, in Broadsound-Nebo Statistical Area 2 (which includes Dysart) compared to Queensland with an unemployment rate of 3.9 per cent (Jobs and Skills Australia, 2023). The Isaac LGA region recorded an estimated unemployment rate of 1.1 per cent, or 164 unemployed residents, in the same quarter (Jobs and Skills Australia, 2023).
- 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. However, over the last five years, youth unemployment has declined in Dysart by almost half, from 13.8 per cent in 2016 (21 unemployed youth) to 7.1 per cent (14 unemployed youth in 2021 (ABS, 2016; 2021).
- Mining has been the dominant industry of employment in Dysart since the town's establishment in the 1970s. At the 2021 Census, almost half (46.0 per cent) of employed Dysart residents worked in the mining industry. The number of Dysart residents employed in the mining industry has increased over the five-year period to 2021, with an additional 104 mining workers resident in Dysart between 2016 and 2021 (ABS, 2016; 2021). Between 2011 and 2016, the number of Dysart residents employed in the mining industry significantly declined, with a loss of 317 resident mining workers (ABS, 2011; 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 2021 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 3,970 mining workers, or 27.6 per cent of Isaac LGA's mining workforce (ABS, 2021). Mining employment is projected to grow

by 57.2 per cent in the Mackay-Isaac-Whitsunday region between June 2021 and June 2026 (ABS, 2021; Jobs Queensland, 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 administrative and support services (8.4 per cent), accommodation and food services (6.4 per cent) and education and training (6.4 per cent) (ABS, 2021). 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 2021 Census, approximately 4.6 per cent of employed residents worked in the construction industry (ABS, 2021).
- The Lake Vermont Mine currently employs up to 866 people, of which 14.4 per cent are 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 workers 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 2.2 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 2.2 Impact summary on workforce management**

Social change process	Social impact	Stakeholder group	Impact significance	
			Pre-managed	Post-managed
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.  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	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	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 (+)

Social change process	Social impact	Stakeholder group	Impact significance	
during construction.	Exacerbate shortage in construction and mining skills and labour in Isaac LGA region due to increase in competition for labour	Isaac Regional Council	Medium (-)	Medium (-)
		Other nearby mining projects	Medium (-)	Low (-)
	Retention of existing Dysart residents employed at Lake Vermont Mine	Lake Vermont resident workers	High (+)	High (+)
		Dysart community	Medium (+)	Medium (+)
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	Increase in opportunities for young people or those with no previous mining experience to gain skills relevant to the Lake Vermont Meadowbrook Complex	Young people or people with no previous mining experience	Medium (+)	Medium (+)
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	Increase in risk to mental health, safety and wellbeing of workers, including work stress exacerbated by fatigue and/or job losses	Project workforce	Medium (-)	Low (-)
		Health and social services in Dysart	Medium (-)	Low (-)
		Emergency services in Dysart	Medium (-)	Low (-)
	Increase in stress and/or anxiety for families of workers who are employed on a FIFO basis, indirectly contributing to family breakdown	Families of project workforce	Medium (-)	Low (-)

## 2.4. Management measures

Management measures are proposed for each identified negative and positive impact. Table 2.3 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 2.3 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"> <li>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.</li> <li>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.</li> <li>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 \$200 per week allowance which is included in their gross pay.</li> <li>No job opportunities will be advertised as FIFO only position to fully comply with the Anti-Discrimination Act 1991 provisions in the SSRC Act.</li> </ul>	Unemployed people and jobseekers in Dysart and Isaac LGA region  Isaac Regional Council	Pre-construction  Construction  Operations	Jellinbah	Local Recruitment Strategy (Section 2.5.1)  Living Local Initiative (Section 3.5.2)
	<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"> <li>Implement the Equal Employment Policy as currently applied for the existing Lake Vermont Mine.</li> <li>Job advertisements to include statement demonstrating proponent's commitment to recruiting a diverse and inclusive</li> </ul>	Women, Aboriginal and/or Torres Strait Islander peoples and young people seeking employment	Pre-construction  Construction  Operations	Jellinbah  Thiess Mining Services	Equal Employment Policy (Section 2.5.2)  Sisters in Mining program (Section 2.5.3.4)  Vacation Student Program (Section

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<p>workforce, such as, “we are an Equal Opportunity employer and we encourage applications from women and Indigenous people”.</p> <ul style="list-style-type: none"> <li>• Ensure accessible and inclusive recruitment processes.</li> <li>• 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.</li> <li>• Identify specific roles that can be structured such as job-share or flexible shift arrangements to attract women to apply to these roles.</li> <li>• Adopt aspirational target of 5 per cent of the operations workforce who identify as Aboriginal and/or Torres Strait Islander.</li> </ul>				<p>2.5.3.1)</p> <p>Apprenticeship Program (Section 2.5.3.2)</p>
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	<p>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</p>	<p>Isaac Regional Council</p> <p>Relevant State Government agencies</p>	<p>Pre-construction</p> <p>Pre-operation</p>	Jellinbah	Partnership with stakeholder (Section 7.2)
	<p>Maintain partnerships with Dysart State School and Dysart State High School to increase STEM resources, including actions to:</p> <ul style="list-style-type: none"> <li>• Donation of Robotic Kits, including provision of tutorial and support sessions for students and teachers</li> <li>• Provide support to the annual Science Week, such as employees giving presentations and participating in class challenges with the students</li> </ul>	<p>Dysart State School</p> <p>Dysart State High School</p>	Operation	<p>Jellinbah</p> <p>Thiess Mining Services</p>	Community Investment and Sponsorship Program (Section 5.5.1)
Retention of existing Dysart residents employed at Lake	<p>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</p>	Lake Vermont Mine workforce	Pre-operation	Jellinbah	Local Recruitment Strategy (Section

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Vermont Mine	workers	Dysart community			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)
	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)
Increase in opportunities for young people or those with no previous mining experience to gain skills relevant to the Lake Vermont Meadowbrook Project	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 previous mining experience	Operation	Jellinbah Thiess Mining Services	Vacation Student Program (Section 2.5.3.1)
	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	Health and social	Construction	Jellinbah	Employee Health



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	Accommodation Village, including ensuring there are trained first aid officers on every shift	services in Dysart Emergency services in Dysart	Operation	Thiess Mining Services	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)
	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 of \$10,000 per year to ELAM to support delivery of mental health and youth programs in Dysart	Families of Lake Vermont Meadowbrook Complex workforce Lake Vermont Meadowbrook Complex workforce ELAM	Construction Operation	Jellinbah Thiess Mining Services	Community Investment and Sponsorship 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:

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

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 \$200 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 Thiess 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.

#### ***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.

### **Apprenticeship program**

Lake Vermont Mine's existing apprenticeship program will be extended to include the Project. Jellinbah will work alongside Thiess 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.

Thiess 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.

### **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 Thiess or across the industry at the finalisation of the program. To date, Thiess 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 2.4 outlines the monitoring and reporting framework for the Workforce Management Plan.

**Table 2.4 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 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)
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"> <li>Female</li> <li>Aboriginal and/or Torres Strait Islander</li> </ul>	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	Social connections between local schools and the Project are maintained and	Number of engagements with Dysart schools	Four engagements or initiatives delivered at Dysart schools per	During operations, every year	Jellinbah  Thiess Mining Services	Annual Social Impact Management Report  Annual Sustainability Report (Jellinbah)

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
resources	enhanced		year			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	Increase in opportunities for young people or	Number of students engaged in Vacation Program	Eight University students per year are engaged in the	During operations, every year	Jellinbah Thiess Mining	Annual Social Impact Management Report Annual Sustainability

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
University students per year from various disciplines	people with no previous mining experience		Vacation Program		Services	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 \$10,000 per year to ELAM to support delivery of mental health and youth programs in Dysart	Youth engagement is enhanced in Dysart and quality of life is improved for Dysart residents	Community complaints received regarding mental health and youth engagement in the community	Provision of financial contribution per year	During operations, every year	Jellinbah	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 525 dwellings unoccupied at the 2021 Census, equating to 39.3 per cent of total dwellings (ABS, 2021). 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 (BMA, 2019). Consultation with stakeholders indicated that many of these unoccupied dwellings are in poor condition and require maintenance and upgrade.
- The number of private dwellings in Dysart has increased between 2016 and 2021, from 1,201 private dwellings to 1,337 private dwellings in 2021 (ABS, 2016; 2021).
- Reflective of the relatively high residential population turnover, Dysart recorded higher rates of rented dwellings and lower rates of homeownership, with around 63.1 per cent of occupied dwellings being rented (as at the 2021 Census). Of the rented dwellings, 40.3 per cent were rented from a real estate agent and 48.6 per cent were rented from an employer, such as a mining company or a Government agency (ABS, 2021). 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 \$100 and \$113 per week respectively (ABS, 2021). The vacancy rate of rental housing in Dysart has fallen from 6.5 per cent in June 2018 to 1.4 per cent in June 2023 – noting that 'vacancy' refers to dwellings that are considered 'occupied' (SQM Research, 2023). Vacancy rates were at their highest at 20 per cent in July 2013. This indicates that the rental market in Dysart has tightened with high rental competition.
- 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). In August 2023, all WAVs in Dysart were operating at capacity. There are also two short-term accommodation providers in Dysart, catering for tourists and people visiting on short-term business. They are 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 3.5 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 3.5 Impact summary on housing and accommodation**

Social change process	Social impact	Stakeholder group	Impact significance	
			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 (-)	Medium (-)
	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 (+)

Social change process	Social impact	Stakeholder group	Impact significance	
	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 3.6 below outlines the proposed management measures for housing and accommodation, including monitoring and reporting requirements.

**Table 3.6 Management measures, Housing and Accommodation**

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<p>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</p>	<p>Implementation of the Workforce Accommodation Solution, to provide genuine accommodation choice for operations personnel. To ensure workforce accommodation options are available at point of hire, Jellinbah is committed to:</p> <ul style="list-style-type: none"> <li>• Purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preferences.</li> <li>• Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce.</li> <li>• If there is constrained workforce access to housing, consideration of potential long-term leasing arrangements to access existing unused dwellings in Dysart.</li> </ul>	<p>Isaac Regional Council</p> <p>Lake Vermont Meadowbrook Complex workforce</p>	<p>Operations</p>	<p>Jellinbah</p>	<p>Workforce Accommodation Solution (Section 3.5.1)</p> <p>Lake Vermont Accommodation Village (Section 3.5.3)</p>
	<p>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.</p>	<p>Isaac Affordable Housing Trust</p> <p>Isaac Regional Council</p>	<p>Annually for a period of 20 years or when production concludes</p>	<p>Jellinbah</p>	<p>Isaac Affordable Housing Trust contribution (Section 4)</p> <p>Partnership with stakeholder (Section 7.2)</p>
	<p>If required, collaborate with relevant Queensland Government departments and Isaac Regional Council to manage cumulative impacts to the local and regional housing market</p>	<p>Office of the Coordinator-General</p> <p>Isaac Regional Council</p>	<p>As required</p>	<p>Jellinbah</p>	<p>Partnership with stakeholder (Section 7.2)</p>
<p>Increased demand for quality houses sought after by families who relocate to Dysart to take up employment with the Lake</p>	<p>Implementation of the Workforce Accommodation Solution, to provide genuine accommodation choice for operations personnel. To ensure workforce accommodation options are available at point of hire, Jellinbah is committed to:</p> <ul style="list-style-type: none"> <li>• Purchase or construction of 15 dwellings in Dysart comprising</li> </ul>	<p>Lake Vermont Meadowbrook Complex workforce</p> <p>Housing providers</p>	<p>Construction</p> <p>Operations</p>	<p>Jellinbah</p>	<p>Workforce Accommodation Solution (Section 3.5.1)</p>

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Vermont Meadowbrook Complex	<p>a mix of housing types which meet worker preferences.</p> <ul style="list-style-type: none"> <li>Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce.</li> <li>If there is constrained workforce access to housing, consideration of potential long-term leasing arrangements to access existing unused dwellings in Dysart.</li> </ul>	in Dysart			
Increase in financial returns for property owners in Dysart, with increase in demand for housing resulting unoccupied dwellings coming back on the market	<i>No management measure applicable</i>	-	-	-	-
Reduced availability of dwellings for rent or purchase in Dysart may limit options for new resident operations workers	<p>Implementation of the Workforce Accommodation Solution, to provide genuine accommodation choice for operations personnel. To ensure workforce accommodation options are available at point of hire, Jellinbah is committed to:</p> <ul style="list-style-type: none"> <li>Purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preferences.</li> <li>Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce.</li> <li>If there is constrained workforce access to housing, consideration of potential long-term leasing arrangements to access existing unused dwellings in Dysart.</li> </ul>	<p>Isaac Regional Council</p> <p>Lake Vermont Meadowbrook Complex workforce</p>	Operations	Jellinbah	Workforce Accommodation Solution (Section 3.5.1)
Enhanced economic productivity for short-term accommodation providers due to increase in patronage, indirectly	<i>No management measure applicable</i>	-	-	-	-

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
maintaining and/or increasing employment opportunities					
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 3.5.3)

### 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. Workforce Accommodation Solution

Jellinbah is committed to providing all members of the operational workforce with genuine choice regarding where they wish to reside.

To ensure workforce accommodation options are available at point of hire, Jellinbah is committed to:

- Purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preferences.
- Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce.

The commitment to purchase existing dwellings or developing new dwellings in Dysart will be further refined based on an enhanced understanding of the availability of land and local planning constraints and the extent of upgrades required to renovate available existing dwellings. Regardless, local housing will be available to operations personnel at the point of hire. If there is insufficient housing to meet workforce demand, Jellinbah will consider entering into a long-term leasing arrangement to access existing unused dwellings in Dysart.

Whilst local housing options will be made available, a substantial proportion of the operations workforce will choose to operate on a drive in, drive out basis and will require suitable accommodation. The Accommodation Village is therefore a key component of the workforce accommodation solution. The Accommodation Village currently provides a total of 637 rooms, is running at capacity and requires refurbishment. Additional car parking space is also required to resolve parking congestion at the entrance to the village.

While there are other existing camps in Dysart, they do not have the capacity to meet operational workforce requirements. Further, Jellinbah place a high priority on all non-local operational workers being accommodated in a single, purpose-built accommodation facility rather than being split across multiple camps. This is considered vital to workforce cohesion, collaboration and coordination.

Implementation of the Workforce Accommodation Solution will commence upon Jellinbah receiving all necessary mining lease and environmental approvals and permits, including approval for refurbishment of Lake Vermont Accommodation Village.

#### 3.5.2. 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 \$200 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 regardless of length of service and whether employed by Jellinbah directly or through a contractor. There is no cap applied to the uptake of the Living Local initiative. 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.

### 3.5.3. 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.

As outlined above, the Accommodation Village currently comprises a total of 637 rooms. It is running at capacity and requires refurbishment including additional car parking spaces to resolve parking congestion. A Development Application for refurbishment of the Village and its facilities has been lodged with Isaac Regional Council.

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 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.

### 3.5.4. 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 3.7 outlines the monitoring and reporting framework for the Housing and Accommodation Plan.

**Table 3.7 Monitoring framework for Housing and Accommodation Plan**

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	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
<p>Implementation of the Workforce Accommodation Solution, to provide genuine accommodation choice for operations personnel. To ensure workforce accommodation options are available at point of hire, Jellinbah is committed to:</p> <ul style="list-style-type: none"> <li>• Purchase or construction of 15 dwellings in Dysart comprising a mix of housing types which meet worker preferences.</li> <li>• Refurbishing the Lake Vermont Accommodation Village to provide high quality accommodation to the non-resident workforce.</li> <li>• If there is constrained workforce access to housing, consideration of potential long-term leasing arrangements to access existing unused dwellings in Dysart.</li> </ul>	Maintain and/or increase availability of quality housing in Dysart	Feedback received from stakeholders and workforce regarding availability of quality housing in Dysart	Implementation of commitment	During operations, every year	Jellinbah	Annual Social Impact Management Report Meeting with stakeholders as required
If required, collaborate with relevant Queensland Government departments and Isaac Regional Council to manage cumulative impacts to the local and regional	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

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
housing market						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 2022, there were 1,990 registered businesses operating in the Isaac LGA, of which 62.9 per cent were non-employing businesses, such as sole traders (ABS, 2023). Of the registered businesses, 213 businesses were construction businesses and 27 businesses were mining businesses (ABS, 2023). As noted previously however, the construction industry employs only 4.6 per cent of people within Dysart.
- At June 2022, there were 27 mining businesses in Isaac LGA and 111 mining businesses in Mackay LGA (ABS, 2023). The number of mining businesses in Isaac and Mackay LGAs increased over the four years to June 2022.
- As at August 2023, the Black Business Finder indicated there are six businesses registered in Isaac LGA region that are owned by Aboriginal and/or Torres Strait Islander peoples (Black Business Finder, 2023). 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.
- With the assistance of Business Chamber Queensland and the Isaac Regional Council, the Isaac Business Chamber was established in 2023. It is the first regional Chamber to be formed in Queensland with focus communities including Moranbah, Dysart and Clermont. 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 4.8 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 4.8 Impact summary on local business and industry procurement**

Social change process	Social impact	Stakeholder group	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 (+)
		Small or new businesses in Isaac LGA	Medium (-)	Low (-)

Social change process	Social impact	Stakeholder group	Impact significance	
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 4.9 below outlines the proposed management measures for local business and industry, including monitoring and reporting requirements.

**Table 4.9 Management measures, Local Business and Industry Procurement Plan**

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<p>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>	<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"> <li>• 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</li> <li>• Maintain relationships with existing local and regional suppliers and notify them of opportunities to tender for the Project</li> <li>• Collaborate with the Isaac Business Chamber in ensuring the local and regional supplier listing is tailored to the current context</li> <li>• Require the principal contractor to adopt the principles and objectives of the Local Content Strategy into contracts and contracting arrangements</li> <li>• Publish details of procurement opportunities and procurement approach on website and publicise links</li> <li>• Jellinbah standard 30-day payment terms for local businesses with ability to reduce to 7 days to support small traders</li> </ul>	<p>Mining and construction businesses in Isaac and Mackay LGAs</p> <p>Local industry groups (Isaac Business Chamber, Local Content Leaders Network)</p>	<p>Pre-construction</p> <p>Construction</p> <p>Operations</p>	<p>Jellinbah</p> <p>Thiess Mining Services</p>	<p>Local Content Policy and Strategy (Section 4.5.1)</p> <p>Partnership with stakeholder (Section 7.2)</p>
	<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"> <li>• Identify Indigenous businesses in Isaac and Mackay LGAs through development of an Indigenous business register and establish and maintain contact to share tendering opportunities</li> <li>• Assign higher preference weightings to local businesses, including Aboriginal and Torres Strait Islander businesses, in</li> </ul>	<p>Indigenous owned and/or managed businesses</p>	<p>Pre-construction</p> <p>Construction</p> <p>Operations</p>	<p>Jellinbah</p> <p>Thiess Mining Services</p>	<p>Local Content Policy and Strategy (Section 4.5.1)</p>



Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<p>competitive bidding processes</p> <ul style="list-style-type: none"> <li>Connect with DATSIP's Enterprise Queensland Indigenous Program (Equip), which supports Indigenous businesses to be tender ready</li> <li>Support for eligible Indigenous businesses to partner with business development specialists to build capacity</li> </ul>				
<p>Barriers for local, small and/or new businesses in tendering for project supply opportunities due to monopolisation</p>	<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"> <li>Advertise tender opportunities locally and through established networks</li> <li>Breaking large contracts into smaller ones to create opportunities for smaller local suppliers</li> <li>Capability development programs to assist local businesses increase their competitive position</li> <li>Publicly report the number of contracts/purchase orders awarded in addition to the value of those contracts across geographical areas</li> <li>Attend and maintain membership with industry bodies that help connect with the local business and wider mining community.</li> <li>Jellinbah standard 30 day payment terms for local businesses with ability to reduce to 7 days to support small traders</li> </ul>	<p>Small and local businesses</p>	<p>Pre-construction Construction Operations</p>	<p>Jellinbah</p>	<p>Local Content Policy and Strategy (Section 4.5.1)</p>
	<p>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</p>	<p>Small and local businesses</p>	<p>Construction Operations</p>	<p>Jellinbah</p>	<p>Community Investment and Sponsorship Program (Section 5.5.1)</p>

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	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	Local and Indigenous owned and/or managed businesses	Decommissioning of existing open cut	Jellinbah	Local Content Policy and 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 Thiess 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 Isaac Business Chamber 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 Isaac Business Chamber.
- 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 4.10 outlines the monitoring and reporting framework for the Local Business and Industry Procurement Plan.

**Table 4.10 Monitoring framework for Local Business and Industry Procurement Plan**

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	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 of monitoring	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 (QGSO, 2023a). 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 2022, Dysart experienced minor population growth with an estimated population of 2,838 people, an increase of 68 people from June 2020 (QGSO, 2023a). This population growth is potentially attributed to the recent increase in workforce size at Lake Vermont Mine and the increase in economic activity stimulated by other nearby mining projects.
- At June 2022, the estimated full-time equivalent (FTE) population of Dysart was 4,290 people, with 45.1 per cent being non-resident workers (QGSO, 2023b). The proportion of non-resident workers in Dysart is higher than that recorded for Isaac LGA region as a whole at 37.3 per cent (13,405 non-resident workers) (QGSO, 2023b). Between June 2020 and June 2022, the FTE population of Dysart grew by 7.4 per cent, with an increase of 295 FTE residents.
- The proportion of non-resident workers in Dysart has increased, with the group having grown by 17.3 per cent (285 non-resident workers) in the year to June 2022. The increase in non-resident workers in Dysart is likely reflective of COVID-19 restrictions being lifted and the recent workforce expansions at Lake Vermont and Saraji East mines. 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 (QGSO, 2022).
- 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 (ABS, 2021). 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 2021 Census, median weekly incomes of the household and individual in Dysart were \$2,450 and \$1,457 respectively (ABS, 2021).
- There are certain demographic and social characteristics that make some groups more vulnerable than others. Over the five years to the 2021 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 and people who need assistance.
- 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 5.11 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 5.11 Impact summary on Health and Community Well-being**

Social change process	Social impact	Stakeholder group	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 resident and non-resident workers	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 likely to engage in anti-social behaviour	Dysart community	Low (-)	Negligible (-)
		Queensland Police Service	Low (-)	Negligible (-)
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	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 (-)

Social change process	Social impact	Stakeholder group	Impact significance	
vehicles)				
Change to amenity for nearby receptors at Project site and refurbishment of Lake Vermont Accommodation Village	Temporary increase in noise and dust due to activities associated with refurbishment of Lake Vermont Accommodation Village, potentially affecting the learning environment at Dysart State High School	Dysart State High School	Medium (-)	Low (-)
		Dysart community	Medium (+)	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	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 5.12 below outlines the proposed management measures for health and community wellbeing.

**Table 5.12 Management measures, Health and Community Wellbeing**

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	Retain existing Lake Vermont Mine employees who are current Dysart residents, though: <ul style="list-style-type: none"> <li>Retaining their position within the existing Lake Vermont Open Cut or transitioning their position to the satellite open cut with the Project</li> <li>Offering training for worker to retrain or upskill to transition their position to the underground mine with the Project</li> </ul>	Lake Vermont Project Workforce Dysart community	Construction Pre-operation	Jellinbah	Local Recruitment Strategy (Section 2.5.1)
Population retention or growth in Dysart, leading to increase in social capital, indirectly contributing to improved community cohesion and connectedness and enhance community vitality	Maximise local employment through application of a recruitment hierarchy, including actions to: <ul style="list-style-type: none"> <li>Target advertising of employment opportunities via local and regional channels (physical and online), such as the CQ Job Link</li> <li>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</li> <li>Establish a dedicated website to provide key project information</li> <li>Provide workforce transition incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart, through provision of \$200 per week allowance which is included in gross pay</li> <li>No job opportunities will be advertised as FIFO only position to fully comply with the Anti-Discrimination Act 1991 provisions in the SSRC Act</li> </ul>	Lake Vermont Meadowbrook Complex workforce Dysart community	Construction Operations	Jellinbah	Local Recruitment Strategy (Section 2.5.1) Living local (Section 3.5.2)
Decrease in community cohesion in Dysart due to presence of new resident	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	Lake Vermont Meadowbrook	Construction Operations	Jellinbah	Lake Vermont Accommodation Village (Section

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
and non-resident workers	Accommodation Village will also provide an information pack and directory detailing the services, facilities and businesses in Dysart	Complex workforce Dysart community			3.5.3)
	Maintain initiatives which foster community interaction through delivery of events and initiatives within the community, such as, but not limited to:  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	Lake Vermont Meadowbrook Complex workforce  Dysart community Dysart State High School  Dysart State Primary School	Construction  Operations	Jellinbah  Thiess Mining Services	Community Investment and Sponsorship 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 3.5.3)

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Increase in demand for emergency services to respond to increased risk of traffic accidents and workplace accidents at work sites or Lake Vermont Accommodation Village	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)
	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 Gowrie Childcare Centre	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2)
	Provision of financial contribution to enable existing childcare centre to maintain capacity, including: <ul style="list-style-type: none"> <li>An upfront contribution of \$50,000 towards building upgrades of the childcare centre</li> <li>A contribution of \$20,000 per annum for a period of 20 years or when production concludes to support employment of an additional diploma qualified childcare worker</li> </ul>	Lady Gowrie Childcare Centre Childcare Leadership Alliance	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2) Community Investment and Sponsorship 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	Construction Operations	Jellinbah	Partnership with stakeholder (Section 7.2)

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
		Queensland Health Dysart Medical Centre			
	Provision of financial contribution of \$30,000 per year during the life of the Project to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart for vulnerable residents.	Dysart community Hinterland Community Care	Operations	Jellinbah	Community Investment and Sponsorship Program (Section 5.5.1)
	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 3.5.3)
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	Implementation of traffic management commitments including: <ul style="list-style-type: none"> <li>Priority Actions A, B &amp; C as identified in the January 2020 Road Safety Audit commissioned by IRC.</li> <li>Provision of funding for a traffic monitoring device</li> <li>Engagement with council to develop appropriate infrastructure agreement</li> <li>Participation in Road Safe Moranbah.</li> </ul>	IRC	Construction Operations	Jellinbah IRC	Traffic management commitments (Section 5.5.3)
Temporary increase in noise and dust due to activities associated with refurbishment of Lake Vermont Accommodation Village, potentially affecting the learning environment at	Provision of advance notice to Dysart State High School on construction activities associated with the refurbishment of Lake Vermont Accommodation Village	Dysart State High School	Construction	Jellinbah Thiess Mining Services	Partnership with stakeholder (Section 7.2)

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Dysart State High School					
	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 and Sponsorship 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 and Sponsorship Program (Section 5.5.1)
Increase in overall socio-economic wellbeing in Dysart and broader region through provision of community investment initiatives	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 Middlemount Community School	Construction Operations	Thiess Mining Services	Community Investment and Sponsorship Program (Section 5.5.1)
	Provision of financial contribution of \$30,000 per year during the life of the Project to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart and surrounds for vulnerable residents.	Local community Hinterland Community Care	Operations	Jellinbah	Community Investment and Sponsorship Program (Section 5.5.1)
	Establishment of a community sponsorship fund of up to \$10,000 per annum available to local groups and organisations through an application process. Sponsorship funds may be sought for the following, but not limited to: <ul style="list-style-type: none"> <li>Sponsorship of community events in Dysart orientated towards children, youth and their families, including alcohol-free events.</li> </ul>	Local community Lake Vermont Meadowbrook Complex workforce	Operations	Jellinbah Thiess Mining Services	Community Investment and Sponsorship Program (Section 5.5.1)

Impact	Management measure	Relevant stakeholder groups	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<ul style="list-style-type: none"> <li>Sponsorship of local sporting teams and events, including travel for participation in regional tournaments.</li> <li>Funding for local community groups, such as Dysart Men's Shed.</li> </ul>				
	Provision of financial contribution of \$10,000 per year to ELAM to support delivery of mental health and youth programs in Dysart.	ELAM	Operations	Jellinbah	Community Investment and Sponsorship 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 and Sponsorship 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 and Sponsorship Program

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

The Community Investment and Sponsorship 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 Hinterland Community Care in the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Jellinbah will provide a financial contribution of \$30,000 per annum to maintain and enhance operation of the bus shuttle service.
- 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 maintain capacity, including:
  - *An upfront contribution of \$50,000 towards upgrades of the building*
  - *A contribution of \$20,000 per annum for a period of 20 years or when production concludes 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 \$30,000 per year to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart for vulnerable residents.
- Provision of financial contribution of \$10,000 per year to ELAM to support delivery of mental health and youth programs in Dysart.

- Establishment of a community sponsorship fund of up to \$10,000 per annum available to local groups and organisations through an application process. Sponsorship funds may be sought for the following, but not limited to:
  - Sponsorship of community events in Dysart orientated towards children and their families, including alcohol-free events.
  - Sponsorship of local sporting teams and events, including travel for participation in regional tournaments.
  - Ad-hoc funding for local community groups, such as Dysart Men's Shed.

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 and Sponsorship 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.

#### 5.5.3. Traffic management commitments

Jellinbah is committed to maintaining community road safety through the following traffic management measures:

- Implementing Priority Actions A, B & C identified in the January 2020 Road Safety Audit commissioned by IRC to improve road safety conditions around the Lake Vermont Meadowbrook Complex. Jellinbah will engage with IRC to obtain the road work approvals necessary to deliver these priority actions.
- Provision of funding for a traffic monitoring device at the intersection of Lake Vermont Mine Access Road and Golden Mile Road, subject to further logistical arrangement discussions with IRC.
- Engaging with IRC to develop an appropriate infrastructure agreement for the Lake Vermont Meadowbrook Complex, including terms for contribution towards applicable road maintenance, renewal, and upgrades.

- Participating in Road Safe Moranbah to implement road safety initiatives across the Issac LGA aimed at improving road safety and reducing road fatalities.

### **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 5.13 outlines the monitoring and reporting framework for the Health and Community Wellbeing Plan.

**Table 5.13 Monitoring framework for Health and Com**

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	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 of monitoring	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	Capacity of emergency services to respond to	Number of on-site incidents responded to by local emergency	Capacity of local emergency services	During operations, every year	Jellinbah	Annual Social Impact Management Report

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
changes	incidents is maintained or enhanced	services	is not affected			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
Provision of financial contribution of \$30,000 per year to Hinterland Community Care to maintain and improve accessibility and mobility within Dysart for vulnerable residents	Quality of life is improved for vulnerable residents of Dysart	Number of Dysart residents who utilise bus shuttle service	Positive feedback received from Dysart residents regarding 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
Provision of advance notice to	Learning environment	Number of complaints	No complaints	During construction,	Jellinbah	Annual Social Impact

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
Dysart State High School on construction activities associated with the refurbishment of Lake Vermont Accommodation Village	at Dysart State High School is maintained or enhanced	received regarding refurbishment of Lake Vermont Accommodation Village	received regarding refurbishment of Lake Vermont Accommodation Village	every month	Thiess Mining Services	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)
Establishment of a community sponsorship fund of up to \$10,000 per annum available to local groups and organisations through an application process.	Community cohesion and social connections enhanced in Dysart	Number of sponsorship fund applications	Minimum five sponsorship fund applications approved per year	During operations, every year	Jellinbah	Annual Social Impact Management Report Annual Sustainability Report (Jellinbah)
Provision of financial contribution of \$10,000 per year to ELAM to support delivery of mental health and youth programs in Dysart	Youth engagement is enhanced in Dysart and quality of life is improved for Dysart	Provision of financial contribution per year	Provision of financial contribution per year	During operations, every year	Jellinbah	Management Report Annual Sustainability Report (Jellinbah)

Management measure	Desired outcome	Monitoring indicator	Key Performance Indicator / Target	Frequency of monitoring	Monitoring responsibility	Reporting
	residents					
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	Connections between local schools and the Project is maintained and enhanced	Provision of financial contribution per year for awards	Provision of financial contribution per year for awards	During operations, every year	Thiess Mining Services	Annual Social Impact Management Report Annual Sustainability Report (Thiess)
Implement Priority Actions A, B & C identified in the January 2020 Road Safety Audit	Project traffic impacts are managed and community road safety is maintained	Implementation of priority actions	All priority actions identified in the audit are delivered	During every year of construction and operations	Jellinbah and IRC	Traffic Management Plan (Jellinbah) Annual Social Impact Management Report
Provision of funding for a traffic monitoring device at the intersection of Lake Vermont Mine Access Road and Golden Mile Road	Project traffic impacts are managed and community road safety is maintained	Provision of funding for a traffic monitoring device	Provision of funding for a traffic monitoring device	Ongoing	Jellinbah and IRC	Traffic Management Plan (Jellinbah) Annual Social Impact Management Report
Engage with IRC to develop an appropriate infrastructure agreement	Appropriate infrastructure agreement established for the Lake Vermont Meadowbrook Complex	Engagement and negotiations with IRC	Establishment of new infrastructure agreement with IRC	During every year of construction and operations	Jellinbah and IRC	Traffic Management Plan (Jellinbah)
Participation in Road Safe Moranbah	Project traffic impacts are managed and community road safety is maintained	Participation in road safe Moranbah	Delivery of road safety initiatives	During every year of construction and operations	Jellinbah and IRC	Traffic Management Plan (Jellinbah) Annual Social Impact Management Report



## 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 6.14.

**Table 6.14 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"> <li>• Application of SSRC Act and SIA Guideline (2018)</li> <li>• Implementation of SIMP</li> </ul>
	Department of Transport and Main Roads	<ul style="list-style-type: none"> <li>• Changes to road infrastructure</li> <li>• Traffic management planning</li> </ul>
	Department of Seniors, Disability Services and	<ul style="list-style-type: none"> <li>• Employment and business opportunities for</li> </ul>

Stakeholder group	Stakeholder	Primary interest
	Aboriginal and Torres Strait Islander Partnerships	Aboriginal and/or Torres Strait Islander peoples
	Department of Communities, Housing and Digital Economy	<ul style="list-style-type: none"> <li>Potential for cumulative impacts to generate volatile impacts on housing availability and affordability</li> <li>Any demand locally for social housing</li> <li>Social and health infrastructure capacity</li> </ul>
	Department of Employment, Small Business and Training	<ul style="list-style-type: none"> <li>Training opportunities for young people</li> <li>Competition for skilled labour</li> </ul>
	Department of Resources	<ul style="list-style-type: none"> <li>Worker health and Safety</li> </ul>
Local Government	Isaac Regional Council	<ul style="list-style-type: none"> <li>Workforce recruitment, management and accommodation</li> <li>Changes to housing market</li> <li>Impacts on community facilities and service access</li> <li>Local supply and procurement opportunities</li> <li>Road safety</li> <li>Implementation of SIMP</li> </ul>
	Mackay Regional Council	<ul style="list-style-type: none"> <li>Workforce recruitment and management</li> <li>Regional supply opportunities</li> </ul>
Coordinated groups	Dysart Interagency Network	<ul style="list-style-type: none"> <li>Bring stakeholders together and communicate any issues or shared challenges that may require a coordinated response</li> </ul>
	Smart Transformation Advisory Council	<ul style="list-style-type: none"> <li>Cumulative impacts</li> </ul>
	Dysart State School	<ul style="list-style-type: none"> <li>Community investment initiatives</li> </ul>
	Dysart State High School	<ul style="list-style-type: none"> <li>Amenity impacts due to refurbishment of Lake Vermont Accommodation Village</li> <li>Community investment initiatives</li> </ul>
Social and public services providers	Dysart Police Station	<ul style="list-style-type: none"> <li>Workforce behaviour</li> <li>Emergency response</li> <li>Traffic management</li> </ul>
	Dysart Hospital	<ul style="list-style-type: none"> <li>Demand on services</li> </ul>
	Dysart Ambulance Service	<ul style="list-style-type: none"> <li>Emergency response</li> </ul>
	Lady Gowrie Childcare Centre	<ul style="list-style-type: none"> <li>Demand on services</li> </ul>
Housing and accommodation	Housing providers in Dysart	<ul style="list-style-type: none"> <li>Potential for cumulative impacts to generate volatile impacts on housing availability and</li> </ul>

Stakeholder group	Stakeholder	Primary interest
providers		affordability
	Real estate agencies in Dysart	<ul style="list-style-type: none"> <li>Potential for cumulative impacts to generate volatile impacts on housing availability and affordability</li> </ul>
	WAV Providers	<ul style="list-style-type: none"> <li>Worker health and safety</li> </ul>
Industry groups and businesses	CFMEU Mining and Energy	<ul style="list-style-type: none"> <li>Worker health and safety</li> </ul>
	Isaac Business Chamber	<ul style="list-style-type: none"> <li>Supply and procurement opportunities</li> </ul>
	Resource Industry Network and ICN	<ul style="list-style-type: none"> <li>Supply and procurement opportunities</li> </ul>
	Local business owners	<ul style="list-style-type: none"> <li>Increase in patronage</li> </ul>
	Childcare Leadership Alliance	<ul style="list-style-type: none"> <li>Demand on services</li> </ul>
Aboriginal and Torres Strait Islander peoples	Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> <li>Changes to Native Title arrangements</li> </ul>
	Indigenous businesses	<ul style="list-style-type: none"> <li>Supply and procurement opportunities</li> </ul>
Local communities	Residents in Dysart	<ul style="list-style-type: none"> <li>Changes to amenity and community cohesion</li> <li>Community investment opportunities</li> </ul>
Community groups	Hinterland Community Care	<ul style="list-style-type: none"> <li>Impacts on vulnerable groups</li> <li>Community investment opportunities</li> </ul>
	ELAM	<ul style="list-style-type: none"> <li>Youth engagement</li> <li>Impacts on vulnerable groups</li> </ul>
Workforce	Project workforce	<ul style="list-style-type: none"> <li>Health and safety</li> </ul>
		<ul style="list-style-type: none"> <li>Access to quality accommodation</li> </ul>

#### 6.4. Engagement action plan

The engagement program outlined in Table 6.15 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 6.15 Community and stakeholder engagement 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

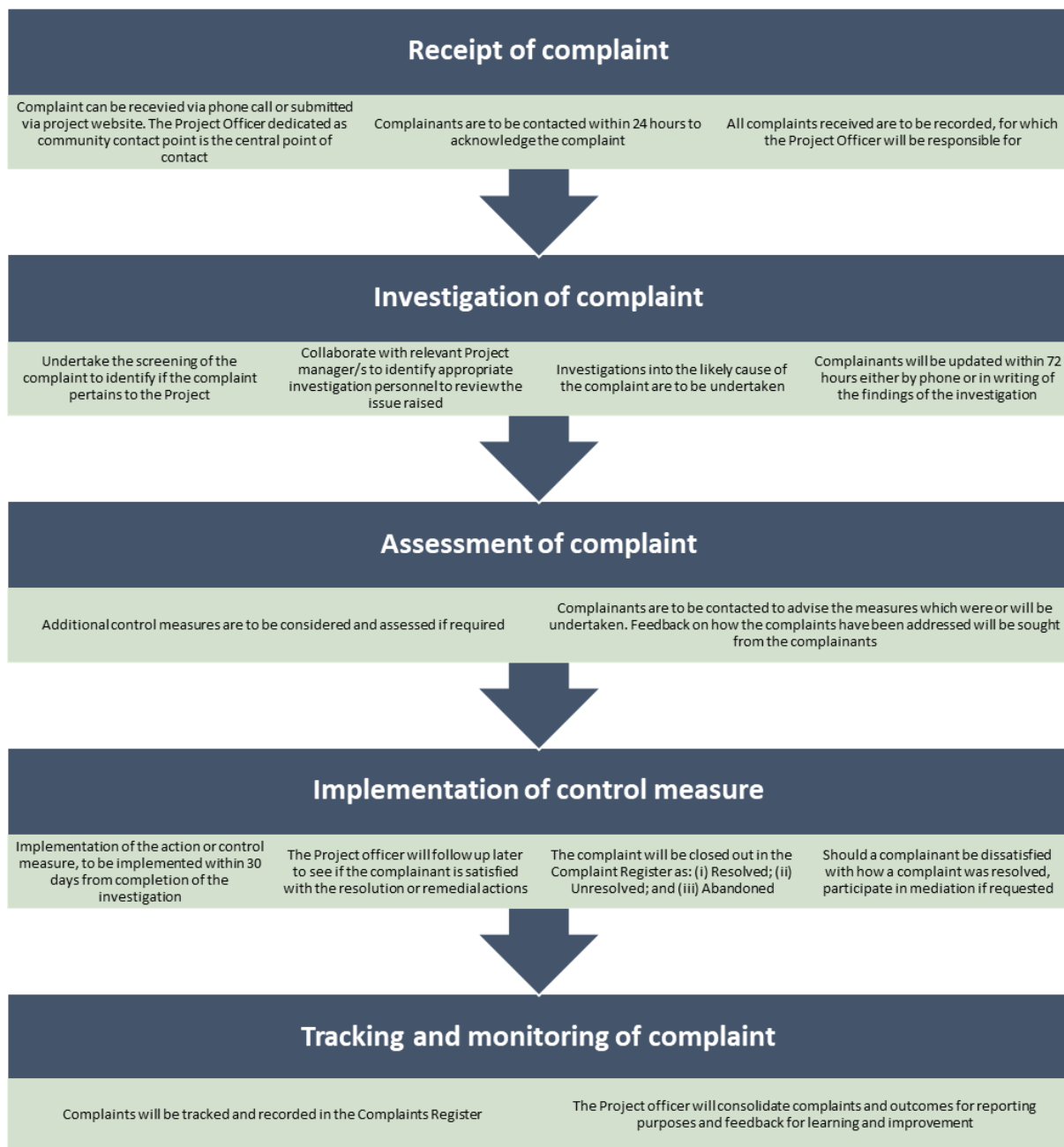
Action	Responsibility	Relevant stakeholder groups	Timeframe
Establish and maintain a project website which allows people to make enquiries and seek information regarding the Project	Jellinbah	All	Ongoing during construction, operations and rehabilitation
Continue to engage with local and affected landholders 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
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 6.2.



**Figure 6.2 Community complaints 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)(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 6.15, 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 7.16 outlines the roles and responsibilities relevant to the development, coordination and implementation of this SIMP.

**Table 7.16 Roles and responsibilities in 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"> <li>Provide input into adequacy of proposed management measures</li> <li>Provide input on development of management measures to respond to cumulative social impacts</li> </ul>	<ul style="list-style-type: none"> <li>Approve SIMP under the EP Act</li> <li>Coordinate management measures developed to respond to cumulative social impacts</li> </ul>
The Proponent	<ul style="list-style-type: none"> <li>Review and provide input into adequacy of proposed management measures</li> </ul>	<ul style="list-style-type: none"> <li>Approve SIMP for lodgement under EP Act</li> <li>Proactively coordinate with stakeholders on SIMP implementation</li> </ul>
Jellinbah	<ul style="list-style-type: none"> <li>Develop management measures in collaboration with relevant stakeholders</li> <li>Review and provide input into adequacy of proposed management measures</li> </ul>	<ul style="list-style-type: none"> <li>Implement management measures developed to respond to social impacts</li> <li>Ongoing monitoring of overall SIMP effectiveness</li> <li>Adopt relevant management measures into operations and procedures</li> <li>Proactively coordinate with stakeholders on SIMP implementation</li> </ul>
Thiess Mining Services	<ul style="list-style-type: none"> <li>Provide input into development of management measures</li> </ul>	<ul style="list-style-type: none"> <li>Implement management measures developed to respond to social impacts</li> <li>Ongoing monitoring of overall SIMP effectiveness</li> <li>Adopt relevant management measures into operations and procedures</li> <li>Proactively coordinate with stakeholders on SIMP implementation</li> </ul>
Isaac Regional Council	<ul style="list-style-type: none"> <li>Provide input on adequacy of proposed management measures</li> </ul>	<ul style="list-style-type: none"> <li>Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with Jellinbah / Thiess Mining Services</li> </ul>
WAV operator	<ul style="list-style-type: none"> <li>Provide input on adequacy of proposed management measures</li> </ul>	<ul style="list-style-type: none"> <li>Adopt relevant management measures into operations and procedures</li> <li>Notify Jellinbah if management measure is not effective when implemented during regular one-on-one meetings with</li> </ul>

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

## 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 7.17 outlines the partnerships with stakeholders, including the objective of partnership and the engagement medium and frequency.

**Table 7.17 Partnerships with stakeholders**

Stakeholder	Objective of partnership	Engagement medium	Frequency
Isaac Regional Council	<ul style="list-style-type: none"> <li>Address any cumulative issues to housing market</li> <li>Identify skills gaps in local and regional</li> </ul>	One-on-one meetings	As required

Stakeholder	Objective of partnership	Engagement medium	Frequency
	<ul style="list-style-type: none"> <li>opportunities</li> <li>Address barriers for local and small businesses to supply to Project</li> </ul>		
Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> <li>Managing Cultural Heritage</li> </ul>	One-on-one meetings	As required
Queensland Ambulance Service	<ul style="list-style-type: none"> <li>Provision of advance notice of workforce mobilisation and operational changes</li> </ul>	Letter	As required
Queensland Police Service	<ul style="list-style-type: none"> <li>Monitor workforce behaviour</li> <li>Provision of advance notice of workforce mobility and operational changes</li> </ul>	One-on-one meetings	Six-monthly
Dysart Hospital	<ul style="list-style-type: none"> <li>Provision of advance notice of workforce mobility and operational changes</li> </ul>	Letter	As required
Dysart Interagency Group	<ul style="list-style-type: none"> <li>Quarterly meetings bring stakeholders together and communicate any issues or shared challenges that may require a coordinated response</li> </ul>	Attendance at and participation in Dysart Interagency Group events	Quarterly
Dysart State High School	<ul style="list-style-type: none"> <li>Support youth career enhancement opportunities through interaction with people from the mining workforce</li> </ul>	Participation in school events	As required
Dysart State School	<ul style="list-style-type: none"> <li>Support delivery of school events and initiatives</li> </ul>	Participation in school events	As required
Department of State Development, Infrastructure, Local Government and Planning	<ul style="list-style-type: none"> <li>Identify skills gaps in local and regional opportunities</li> </ul>	One-on-one meetings	As required
Isaac Business Chamber	<ul style="list-style-type: none"> <li>Ensure local and regional supplier listing is relevant and tailored to existing context and economic trends</li> <li>Ensure the Lake Vermont Meadowbrook Complex maximises engagement with local businesses, where feasible</li> </ul>	One on one meetings	Annually
Lady Gowrie Childcare Centre	<ul style="list-style-type: none"> <li>Support stakeholder to maintain capacity</li> <li>Monitor demand on places</li> <li>Address any cumulative issues to capacity</li> </ul>	One-on-one meetings	Annually
Childcare Leadership Alliance	<ul style="list-style-type: none"> <li>Address cumulative issues to capacity</li> </ul>	One-on-one meetings	As required
Hinterland Community Care	<ul style="list-style-type: none"> <li>Monitor impacts to vulnerable groups in Dysart</li> </ul>	One-on-one meetings	As required
ELAM	<ul style="list-style-type: none"> <li>Monitor impacts to vulnerable groups in Dysart</li> </ul>	One-on-one meetings	As required

Stakeholder	Objective of partnership	Engagement medium	Frequency
Smart Transformation Advisory Council	<ul style="list-style-type: none"> <li>Address any cumulative issues in Dysart</li> </ul>	One-on-one meetings	As required
BMA (proponent of Saraji East Mining Lease Project)	<ul style="list-style-type: none"> <li>Address any cumulative issues to housing market in Dysart</li> <li>Address any cumulative issues to capacity of social services in Dysart</li> <li>Understand timing of workforce mobilisation and operational activities</li> </ul>	One-on-one meetings	As required
Dysart Housing Providers	<ul style="list-style-type: none"> <li>Address any cumulative issues to housing market</li> <li>Provision of advance notice of workforce mobility and operational changes</li> </ul>	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-19 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.

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QGSO (2023b) Bowen Basin Population Report, 2022. Queensland Government Statistician's Office, Queensland Government.

## Appendix A TERMS OF REFERENCE

9.12 Social (Critical Matters)	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:            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>	<p>Section 2: Workforce Management Plan</p>
<p>Provide management measures to ensure availability and affordability of local and regional housing and accommodation is not adversely impacted</p>	<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</p>	<p>Section 8: Monitoring, review and update of SIMP</p>



9.12 Social (Critical Matters)	How and where addressed
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<p>appropriately mitigate impacts.</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>

