



LAKE VERMONT RESOURCES  
ENVIRONMENTAL IMPACT STATEMENT  
CHAPTER 18 SOCIAL



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## 18 Social

### 18.1 Environmental objectives

This chapter has been prepared to assist the DES in carrying out the environmental objective assessment in respect of the following environmental objectives stated in the Project ToR:

The construction and operation of the Project should ensure that:

- adverse social impacts arising from the proposed Project are avoided or mitigated; and
- benefits for local and regional communities are enhanced.

The Project ToR requires that a SIA consistent with the requirements of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and the Coordinator-General's SIA Guideline (March 2018) is prepared for the Project.

The object 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 those projects. The three key elements of the SSRC Act are:

- 1) prohibition of 100% FIFO workforce arrangements on operational large resource projects that have a nearby regional community;
- 2) prevention of discrimination against locals in the future recruitment of workers; and
- 3) the requirement to prepare an SIA in accordance with the 'Social Impact Assessment Guideline' (SIA Guideline) (DSDMIP 2018).

An SIA has been prepared for the Project by SMEC Australia Pty Limited in accordance with the requirements of the SSRC Act, EP Act and ToR for the Project. The SIA is provided as Appendix P.

### 18.2 Description of existing values

The Project represents a continuation of the existing Lake Vermont Mine. This is critical context on which to understand and assess the potential social impacts of the Project, as extension projects present a significantly reduced social impact profile than that of greenfield mining projects.

The Project seeks a continuation of existing operations at the existing location, while maintaining existing employments levels and utilising existing commercial and social support services and infrastructure. Without the Project, the social impacts associated with the forecast of significant reductions in mine output, workforce size and eventual mine closure will be experienced much sooner and are likely to be more abrupt.

In contrast, the Project will provide for a continuation of existing operations and maintain existing production levels across an extended period. It is estimated that existing production levels will be maintained for a further 20 years as a result of the Project. In addition to this, the Project construction phase is also anticipated to generate approximately 250 additional short-term jobs.

In the 2020/21 financial year, the Lake Vermont Mine employed approximately 880 operational workers. Without the Project, the existing workforce is anticipated to reduce to approximately 450 people by 2028. Should the Project proceed, a further 410 workers will be required (i.e. a total employment at the Lake Vermont Mine Complex of 860 people).

It is the Proponent's intention to provide opportunity, where appropriate, for existing roles to transition from the downsizing of open-cut operations to the ramping up of the underground Project, thereby promoting workforce retention and job security for existing employees and contractors.



### 18.2.1 SIA study areas

Study areas are based on those communities that have potential to experience changes to the social environment due to the location of the Project or Project infrastructure, construction activities or changes to the population profile.

The Project SIA study area has been defined in accordance with the SSRC Act and guided by the SIA Guideline (DSDMIP 2018) to assess the potential social impacts of the Project on 'nearby regional communities' (NRCs). As defined by the SSRC Act, an NRC is one that is within 125 km of the Project, which has a population of 200 people or more (DSDMIP 2018).

Additional to SSRC Act defined elements, other considerations may also inform the determination of SIA study areas, with the following considered relevant for the Project:

- fatigue management requirements;
- outcomes of assessment of NRCs and their capacities to provide workers to the Project; and
- outcomes of engagement during the Project studies.

The Proponent has adopted the DNRME Guidance Note for Fatigue Risk Management (DNRME 2013) as an applicable element to informing Project NRCs. This guidance note stipulates that a commute time of more than one hour with a 12-hour shift length can overtly influence the opportunity for sleep and other essential daily activities. Accordingly, a maximum of one-hour drive time from the main access of the Project has been adopted to identify towns where residents would be able to live and commute to work on a daily basis.

Based on the criteria of the SSRC Act, there are eight NRCs identified for the Project, as shown in Figure 18.1. These eight communities are located across two LGAs and are identified as:

- Dysart, Middlemount, Moranbah, Nebo, Glenden, and Clermont within the IRC LGA; and
- Tieri and Capella within the Central Highlands Regional Council LGA.

Of the eight NRCs identified, Dysart is the only community located within a safe commute distance from the Project's main access. While Moranbah is outside of a safe commute distance, the size of its population and its function as a key regional service centre has determined that it is an NRC with a moderate capacity to supply workers to the Project.

The remaining six NRCs have been determined to have low capacities to supply workers to the Project due to their distance from the Project's main access, their small populations and/or their proximity to other large resource projects. Based on this assessment, the following study areas have underpinned the development of the Project SIA:

- Primary study area:
  - Dysart Urban Centre and Locality (UCL); and
  - IRC LGA; and
- Secondary study area:
  - Moranbah UCL; and
  - Mackay LGA.



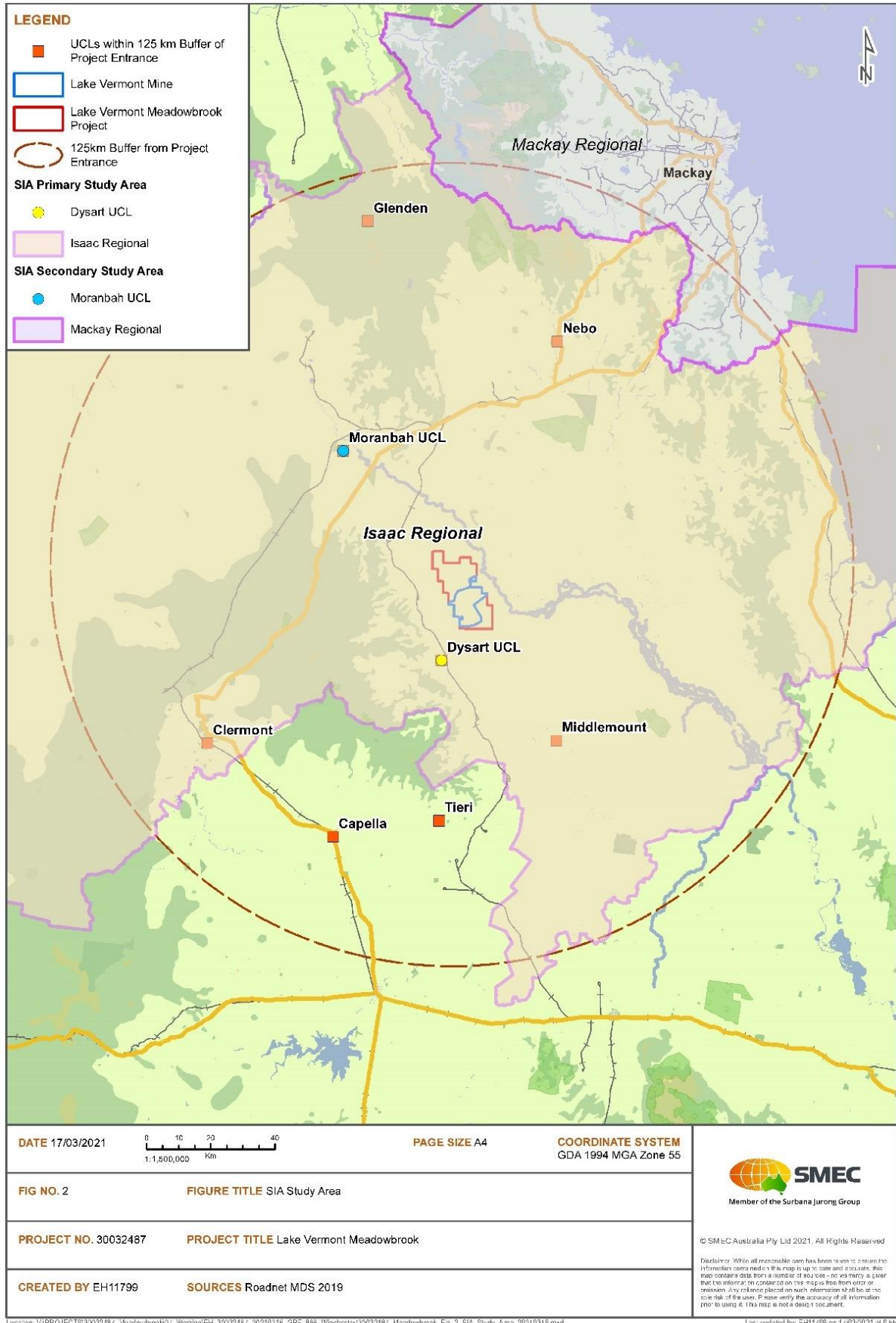


Figure 18.1: SIA study area



## 18.2.2 Existing social environment

Dysart is an established regional township that services both mining and pastoral industries. Dysart was primarily established as a dormitory town for three local coal mines, being Saraji in 1973, Norwich Park in 1977 and Harrow Creek (circa 1980). The Project is located approximately 25 km north-east of Dysart on one freehold land parcel, being Lot 102 on SP310393 owned by Bowen Basin Coal.

### 18.2.2.1 Population and demographics

The population of Dysart (2001 to 2020) has been in steady decline over recent times, since peaking in 2007 with 3,138 people (Appendix P, Social Impact Assessment, Section 5.2). In the year to June 2020, Dysart's population was reported as 2,342 people (Appendix P, Social Impact Assessment (Section 5.2).

Between 2010 and June 2020, Dysart's population declined by 21.8%, with a loss of 649 residents. This population decline can be attributed to the downturn in the mining industry (circa 2012–2017), including mine closures (e.g. nearby Norwich Park Coal Mine) and downsizing of nearby mines. However, within the year to June 2020, Dysart's population had a minor increase (of 12 people) resulting in a resident population of 2,342. Potential reasons for this recent increase include a strengthening of the coal industry in recent years (following increasing coal prices) as well as travel restrictions caused by the COVID-19 pandemic resulting in non-resident workers choosing to remain in Dysart.

In addition to the reported resident population, a FTE population is also commonly reported for towns housing itinerant workforces. The FTE population includes resident workers and non-resident workers (FIFO and DIDO). The most recent estimate in 2020 has recorded Dysart's FTE population as 3,995, of which 58.1% of people were considered residents and 41.9% were non-residents. Overall, the IRC LGA recorded an increase in the non-resident population between June 2019 to June 2020 from 12,130 to 12,770. This is attributed to the combination of project construction and ongoing coal industry activity (Appendix P, Social Impact Assessment, Section 5.2). Interestingly, Dysart's proportion of non-resident workers is almost double that of Moranbah, indicative of Dysart's roots as a dormitory town.

Projected population data is also available from the Queensland Government Statistician's Office. Projections for Dysart forecast a longer-term population decline of -0.6% annually for the period 2016–2041. In contrast, the broader IRC population is anticipated to experience overall population growth of 0.6% across this period. This is less than the anticipated annual growth rate of 1.6% attributed to Queensland (Queensland Government, 2018).

According to the 2016 Census, the overall population of Dysart is typically younger, with a lower median age, and a higher proportion of residents who identify as Aboriginal and/or Torres Strait Islander (relative to Queensland). The household structure of Dysart and the IRC LGA has a strong family presence, with more than half of families being couples with children. This age profile reflects the family-oriented nature of Dysart (Appendix P, Social Impact Assessment, Section 5.2.2).

### 18.2.2.2 Housing and accommodation

At the 2016 Census, Dysart recorded 1,201 private dwellings, of which only 56.9% were occupied. This occupancy rate is lower compared to rates recorded for IRC LGA and Queensland, at 65.5% and 89.4%, respectively. Private dwellings may be unoccupied because they are awaiting maintenance, are on the market for purchase or rental, or are off the market due to low demand (Appendix P, Social Impact Assessment, Section 5.3.1).

The proportion of unoccupied dwellings grew between 2011 and 2016 by 36.3% (or from 375 to 511 dwellings). Some unoccupied dwellings, including rented dwellings, feature high proportions of 'other landlord types', including dwellings owned by mining companies, real estate agents or social housing. As of March 2019, BMA owned approximately 529 dwellings in Dysart, of which 36% were unoccupied (Appendix P, Social Impact Assessment, Section 5.3.1).

Local housing and accommodation in Dysart are heavily influenced by the mining industry. Influxes of non-resident workers in Dysart have historically reduced housing availability and affordability. However, over the



past five years, housing costs in Dysart and the IRC LGA have normalised, although it is noted that the high percentage of dwellings owned by companies prevents normalisation of ownership. In February 2022, there were more dwellings available for purchase (177 dwellings) and rent (81 dwellings) in Moranbah compared to Dysart (with 51 and 28 dwellings, respectively) (Appendix P, Social Impact Assessment, Section 5.3.2).

Workforce accommodation villages (WAVs) are the main type of accommodation utilised by non-resident workers while on-shift in the IRC LGA. Other types of accommodation housing for non-resident workers include, hotels/motels, caravan parks and private rentals. Dysart hosts four WAVs consisting of two which are closed to the public (BMA Dysart Village and Lake Vermont Accommodation Village) and two that are open to the public (Civeo Dysart Village and Stayover by Ausco). Short-term accommodation providers in Dysart are the Jolly Collier Hotel and Country Roads Motor Inn. Country Roads Motor Inn was purposely built in 2007 to meet the needs of the mining industry.

### 18.2.2.3 Community values

Community values have been identified through informed consultation undertaken for the SIA, as well as qualitative analysis of literature. The values identified include tangible and intangible aspects. Tangible aspects are those such as access to infrastructure and community groups, and intangible aspects include a sense of place and community cohesion (Appendix P, Social Impact Assessment, Section 5.4).

The 'IRC 2035 Community Strategic Plan' (IRC 2015) provides insight into the community values of towns within the IRC LGA. Central themes of community values include:

- community lifestyle;
- community strength and diversity for liveability;
- diverse service provisions to cater for community needs;
- secure and sustainable future; and
- protecting environmental qualities.

The 'CSIRO's Local Voices Anchor Survey' conducted in 2019 (CSIRO 2019) also provides insight into local community values within IRC towns. This survey involved 200 community members from Moranbah, Dysart and surrounds. Overall, residents expressed that their towns are family-oriented, confirming that the towns are a great place to raise a family. Coupled with this, most residents completing the survey felt a strong sense of belonging to their area. The survey 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 (CSIRO 2019).

### 18.2.2.4 Health and community wellbeing

Access to health and social support services is an indicator of health and community wellbeing, as challenged access to health services can lead to poor health outcomes.

Dysart's health and support services comprise a hospital and medical centre, which provide small scale general health and medical services. Dysart residents requiring access to higher order services, such as radiology, typically travel to Mackay. Supporting health services in Dysart also includes a telehealth hub, which provides community members remote access to health services (*via* audio or video technology) (Appendix P, Social Impact Assessment, Section 5.5.1).

In terms of assessing the relative quality and efficiency of health services, the Socio-Economic Indexes for Areas (SEIFA) is a product developed by the Australian Bureau of Statistics that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The SEIFA indexes are based on information from the five-yearly Census, including income, percentage of people in skilled occupations, housing expenditure and educational attainment. Scores are compared to the standardised baseline (State) score of 1,000, with a low score indicating relatively greater disadvantage. At the 2016 Census, Dysart recorded a low SEIFA score of 956, indicating that the town experiences greater disadvantage compared to



other towns in Queensland. The IRC LGA had a slightly higher score of 987, while Moranbah scored above the standardised baseline score, at 1,011.

The SEIFA score for Dysart has declined from 2011, which is consistent with the outmigration of high-income households from the mining downturn. The SEIFA score has also declined for IRC LGA between the 2011 and 2016 Census. Available data indicates that Dysart and the broader IRC LGA are relatively disadvantaged compared to the Queensland average (Appendix P, Social Impact Assessment, Section 5.3.1).

Over the five years to the 2016 Census, despite the decline in population in Dysart, some vulnerable groups have increased. These include:

- people 65-years-old and over;
- people needing assistance;
- low-income households; and
- people unemployed.

The proportion of older people has increased by 29.1% over the five years, indicating a potential increase in demand for services and facilities to cater for this increasingly ageing population.

Further insight into disadvantage may be provided through data on the proportion of the population who receive welfare payments from Australian Government's Department of Social Services, which is available at LGA level. Payment types include the:

- age pension;
- carer allowance;
- disability support pension;
- JobSeeker payment;
- single parent allowance;
- youth allowance; and
- Commonwealth Government rent assistance.

Between March 2017 and March 2021, the number of recipients across all payment types in the IRC LGA reduced or remained unchanged, except for the age pension and the JobSeeker payment. This is commensurate with the growing proportion of older people in Dysart and the IRC LGA region. The number of JobSeeker payment recipients within IRC LGA increased between 2020 and 2021, which can reasonably be attributed to the impact of COVID-19 on businesses (Appendix P, Social Impact Assessment, Section 5.5.1).

In terms of community safety, an assessment of the IRC LGA confirmed perceptions are better than average, with modelled estimates determining 61.8% of residents aged 18 and over indicated they felt very safe. Overall, IRC LGA generally recorded lower rates of crime compared to Mackay LGA and Queensland as a whole (Appendix P, Social Impact Assessment, Section 5.5.4).

#### **18.2.2.5 Social infrastructure**

Social infrastructure refers to community facilities, services and networks that help individuals, families, groups and communities meet their social needs, maximise their potential for development and enhance community wellbeing. Deficient social infrastructure can have adverse impacts on a town or region's ability to attract inward migration and to retain a permanent population to contribute to community development and economic growth (Appendix P, Social Impact Assessment, Section 5.6). Major projects may impact both demand for and supply of social infrastructure and community facilities. A weakness identified in the IRC 2035 Community Strategic Plan was ageing infrastructure across the region (IRC 2015).





Social infrastructure relevant to the Project includes:

- medical and health services;
- education and training facilities;
- social and community recreation facilities; and
- regional infrastructure and services (Appendix P, Social Impact Assessment, Section 5.6).

Public health services in Dysart and the broader IRC LGA are governed by the Mackay Hospital and Health Service, which is the Queensland Government governed health district. The geographical catchment of the Mackay Hospital and Health Service spans 90,364 km<sup>2</sup>, including the IRC LGA and the towns of Dysart and Moranbah. District level hospitals are available in Dysart and Moranbah. There is also a medical centre in Dysart. The referral hospital for the region is the Mackay Base Hospital, which residents in the IRC LGA can go to for more specialist services. Dysart has an ambulance service and police and fire stations as part of the town's emergency services.

In terms of education and training facilities, Dysart has:

- a State High School;
- a State primary school;
- the Lady Gowrie Day Care Centre;
- a kindergarten (childcare and kindergarten); and
- two playgroups (both operated by Playgroup Queensland).

Social and community recreation facilities in the IRC LGA, and Dysart are recognised as a strength in the region (IRC 2015). There are a range of community and support services within Dysart, including the Dysart Community Support Group, the Hinterland Community Care and the Saint Therese Catholic Church. There are also a number of recreation services, including the:

- Dysart Civic Centre;
- Dysart Recreation Centre;
- Dysart Golf Course and Club;
- Dysart Public Swimming Pool; and
- a number of Parks.

Residents of Dysart may also travel to Moranbah to access more specific social infrastructure and services, including medical centres, recreation clubs and the library (Appendix P, Social Impact Assessment, Section 5.6.5).

#### **18.2.2.6 Labour force**

The 2016 Census recorded that Dysart generally had comparable labour force characteristics to Queensland. At this time, Dysart recorded an unemployment rate of 6.7%, which was slightly lower than the Queensland rate of 7.6%, although not as low as the broader IRC LGA unemployment rate of 4.9%.

Available Census data also highlighted higher rates of unemployment among females and youth within Dysart. In the 2016 Census, 9.8% of females were unemployed, which was higher than both the IRC LGA rate of 6.8% and the Queensland rate of 7.4%. Youth between the ages of 15 and 24 in Dysart were also recorded to have a lower level of participation in the labour force (48.1%) when compared to Queensland (64.4%) and the IRC LGA (63.6%).



While 2021 Census data was not available at the time of producing this EIS, September quarter 2021 unemployment data indicated an unemployment rate of 1.4% in Dysart compared to Queensland with an unemployment rate of 4.9% (Appendix P, Social Impact Assessment, Section 5.7.1). The IRC LGA region recorded an estimated unemployment rate of 1.3%, or 166 unemployed persons. Despite the advent of the COVID-19 pandemic from March 2020, unemployment rates in Dysart and the IRC LGA region have continued to decline (Appendix P, Social Impact Assessment, Section 5.7.1).

The top three industries providing employment in Dysart at the time of the 2016 Census were:

- 1) mining (496 people, or 48.5%);
- 2) education and training (75 people, or 7.3%); and
- 3) accommodation and food services (69 people, or 6.8%).

The baseline study identified those employed in the education and training and accommodation and food services industries may be in roles that support the mining industry, such as in Workforce Accommodation Villages. As shown in Appendix P, Social Impact Assessment (Section 5.7.1, the top three employment industries within the IRC LGA include:

- 1) mining (3,757 people, 37.7%);
- 2) agriculture, forestry and fishing (1,041 people, 10.4%); and
- 3) education and training (657 people, 6.6%).

Recorded declines of employment in the construction and mining industries between 2011 and 2016 demonstrate a reliance on these industries and the impact that closures of mines (e.g Norwich Park Coal Mine) can have on the local labour force. While the IRC LGA experienced a decline in employed workers in the mining industry between 2011 and 2016, the Mackay LGA had an increase in workers in the mining industry over this period. The Mackay LGA is considered a key source of DIDO workers for mining projects in the Bowen Basin, with a population of 114,969 at the 2016 Census. Recent research indicates that demand for skilled mining workers is increasing in Queensland, with a report by the Australian Resources and Energy Group predicting that there will be an extra 5,714 mining jobs in Queensland by 2024 (Appendix P, Social Impact Assessment, Section 5.7.3).

#### **18.2.2.7 Business and industry**

Mining has been the dominant industry of employment in Dysart since the town's establishment in the 1970s. The 2016 Census recorded that almost half (48.5%) of employed Dysart residents worked in the mining industry. However, the number of Dysart residents employed in the mining industry significantly declined over the five-year period to 2016, with a loss of 317 resident mining workers between 2011 and 2016. This is likely reflective of the loss of jobs associated with the general downturn of mining activities and subsequent outmigration of residents at that time, 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 in Dysart. While the mining industry is also the primary employer in the IRC LGA, the majority of mining roles are provided by only a small number of mining businesses.

As of June 2021, 57.1% of the total 11,775 businesses registered in the IRC and Mackay LGAs were non-employing businesses. Outside of mining, no businesses in the IRC LGA hired more than 200 people. Of the registered businesses in the IRC LGA, 10.5% were based in the construction industry, while mining businesses represented just 1.5% of businesses registered (Appendix P, Social Impact Assessment, Section 5.8.2).



The Dysart Garden Plaza hosts most of the town's retail businesses. The cyclical nature of the mining industry, however, does impact local businesses within Dysart. The presence of WAVs and FIFO workers can also negatively impact local businesses in Dysart (Appendix P, Social Impact Assessment, Section 5.8.1).

The Queensland Aboriginal and Torres Strait Islander Business Directory, Black Business Finder, indicates there are eight businesses registered in IRC LGA that are owned by Aboriginal and/or Torres Strait Islander peoples (Black Business Finder, 2019). There are 18 businesses registered in Mackay LGA that are owned by Aboriginal and/or Torres Strait Islander peoples.

#### **18.2.2.8 Stakeholder engagement and community consultation program**

Stakeholder engagement and community consultation is detailed in Chapter 2, Consultation. In addition to the SIA undertaken for the Project, a SIMP has also been developed to detail impact mitigation and benefit enhancement measures (Appendix T, Social Impact Management Plan).

A broad range of stakeholders have directly been engaged as part of the SIA and SIMP, including:

- local government;
- state government agencies;
- local and regional employment training providers;
- public and private housing providers;
- local commerce and community development groups;
- social and public service providers;
- traditional owners;
- local landholders;
- business owners;
- emergency services; and
- health services.

Feedback received from stakeholders has directly informed the baseline analysis, supported identification of potential impacts and benefits, and garnered information on how impacts may be best managed. Stakeholders appreciated Bowen Basin Coal as an existing operator and a good corporate citizen and welcomed the Project and continuation of the Lake Vermont Mine operations (Appendix P, Social Impact Assessment, Section 3.4).

### **18.3 Potential impacts**

An assessment of the Project's potential social impacts has been undertaken in consideration of the following core matters:

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



It is important to acknowledge that the identification of potential social impacts can be a subjective process based on predictions of what is considered likely to happen to the social environment as a consequence of a future project or activity. To alleviate the subjective nature of this assessment, impacts have been sought, identified and described using multiple sources of information, including primary and secondary data:

- Primary data includes the outcomes of community and stakeholder engagement activities.
- Secondary data utilises:
  - statistical data (populations, employment, housing, demographic data etc.);
  - project description information;
  - government authored policies and plans;
  - EIS assessment information (including noise, air, economics, transport, etc.); and
  - research of other available information (websites, databases, literature, etc.) (Appendix P, Social Impact Assessment, Section 2.4.1).

Once impacts are identified within each core matter, affected stakeholders are identified, with impacts then categorised as having either a potentially positive impact or a potentially negative impact. Impacts are then assessed as having either a negligible, low, medium or high-level of impact on the identified stakeholders. Controls and/or management measures are then identified and applied, with an assessment of the residual significance of the impact then undertaken. A summary of this process is provided in Table 18.1. Further details on the assessment process are available in Appendix P, Social Impact Assessment, Section 8.

### 18.3.1 Cumulative social impacts

A community may experience cumulative social impacts when multiple projects occur in a similar timeframe in a similar location. At present, there are a number of regional resource projects that have either been recently approved under an EIS process or are currently undergoing assessment.

Communities throughout the Bowen Basin are often economically and socially tied to the coal industry and have experienced boom and bust cycles throughout their history. While towns such as Dysart have demonstrated a level of resilience to these cycles, impacts such as population fluctuations may have flow-on effects on housing, social infrastructure and community values (Appendix P, Social Impact Assessment, Section 6.5.1).

Potential cumulative impacts associated with the Project have been considered over both construction and operational phases. During the construction phase, the Project is anticipated to be a minor contributor to cumulative social impacts within the region. Construction phase impacts are primarily associated with the introduction of 250 construction workers, which has the potential to generate significant competition for labour, ultimately exceeding availability within the IRC LGA. To combat this, the Proponent is committed to working with local government and State Government agencies to identify skill gaps in local and regional communities and tap into opportunities, such as engaging in the 'Skilling Queenslanders for Work' program, which supports target groups (such as youth) to access employment opportunities. The construction phase for the Project is expected to be limited to a two-year duration (Appendix P, Social Impact Assessment, Section 6.1.1).

For the operational phase, the Project is anticipated to generate a very minor contribution to cumulative social impacts within the region. This impact is workforce driven, albeit anticipated to be very minor due to the small, incremental decline in employment numbers at the Lake Vermont Mine Complex. Positive benefits associated with the proposed Project, such as retention of employment opportunities over an extended period, must also be considered here as, when contrasted to the impacts of the Project not proceeding, improved social outcomes are clearly derived. Cumulative social impacts of the Project are discussed further in Appendix P, Social Impact Assessment (Section 6.5).



Table 18.1: Summary of Project social impacts

Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
<b>Workforce Management</b>					
Increased labour force participation and reduction in number of unemployed people, particularly those identified as under-represented groups in the labour force, indirectly enhancing socio-economic wellbeing of individuals and communities in the IRC LGA region.	Unemployed people and jobseekers in Dysart and IRC LGA region	Positive	Medium	Maximise local employment through application of a recruitment hierarchy (consistent with actions defined in Appendix P, Social Impact Assessment, Section 6.1.4).	Medium
	Isaac Regional Council	Positive	Medium	Maximise employment opportunities for identified under-represented groups in the labour force, including women, Aboriginal and/or Torres Strait Islander peoples and young people (consistent with actions defined in Appendix P, Social Impact Assessment, Section 6.1.4).	Medium
	Identified under-represented groups in the labour force, including women, Aboriginal and/or Torres Strait Islander peoples and young people (15–24 years)	Positive	High		High
Exacerbate shortage in construction and mining skills and labour in IRC LGA region due to increase in competition for labour.	Isaac Regional Council	Negative	Low	Work with local government and state government agencies to identify skills gaps in local and regional communities.	Negligible
	Other nearby mining projects	Negative	Medium	Tap into opportunities, such as engaging in the 'Skilling Queenslanders for Work' program, which supports target groups, such as youth, to allow access to employment supported positions rather than casual contracts.  Maintain partnerships with Dysart Primary School and Dysart State School to increase STEM resources.	Low





Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
Retention of existing Dysart residents employed at Lake Vermont Mine.	Lake Vermont resident workers	Positive	High	<p>Prioritise promotion of Project employment opportunities internally for existing Lake Vermont Mine workers to transition to the Project prior to external recruitment to maintain existing locally resident workers.</p> <p>Prioritise retraining opportunities in underground mining for existing Lake Vermont Mine workers who live locally to transition to employment with the Project.</p>	High
	Dysart community	Positive	Medium		Medium
Increase in opportunities for young people or those with no previous underground mining experience to gain skills relevant to the Project.	Young people or people with no previous underground mining experience	Positive	Medium	<p>Prioritise promotion of Project training initiatives targeting residents from Dysart, Moranbah and Middlemount and those people resident on surrounding agricultural properties.</p> <p>Establish a vacation program (12weeks) for up to eight university students annually.</p> <p>Provide two apprenticeship positions annually.</p> <p>Maintain partnership with Dysart High School to promote opportunities.</p>	Medium
Increase in risk to mental health, safety and wellbeing of workers, including work stress exacerbated by fatigue.	Project workforce	Negative	Medium	<p>Comply with relevant legislation and policies, including DNRMEs Fatigue Management Guidelines and Health and Safety Policies, including implementing procedures to management fatigue risk through implementation of the</p>	Low
	Health and social services in Dysart	Negative	Medium		Low



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
	Emergency services in Dysart	Negative	Medium	<p>Fatigue Management Standard and associated Fatigue Assessment Form and Fatigue Risk Assessment Chart.</p> <p>Provide first-aid facilities and trained first-aid officers on every shift.</p> <p>Provide emergency service providers in Dysart with notice of workforce mobilisation and operational changes.</p> <p>Promote availability of the Employee Assistance Program at site and the WAV.</p> <p>Utilise the Health and Safety Management System to support management of risks associated with drugs and alcohol and employee hygiene.</p>	Low
Increased stress and/or anxiety for families of workers who are employed on a FIFO basis indirectly contributing to family breakdown.	Families of project workforce	Negative	Medium	<p>Promote availability of the Employee Assistance Program at site and the WAV.</p> <p>Provide a financial contribution of \$5,000 per annum to the 'Lives Well Lived' program, which provides support for people impacted by drugs, alcohol and mental health challenges in the IRC area.</p>	Low
<b>Housing and Accommodation</b>					
Potential for temporary increases in rental prices due to perceived economic uplift in Dysart contributed to by the Project, which may place some pressure on low-income rental households.	Low-income rental households in Dysart Project workforce	Negative	Medium	<p>Provide an annual financial contribution of \$80,000 per annum for a period of 20 years to the Isaac Affordable Housing Trust (IAHT).</p> <p>Provide quality accommodation for the non-local workforce, including at the Lake Vermont Accommodation Village.</p>	Low



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
Increased demand for quality houses sought after by families who relocate to Dysart to take up employment with the Project.	Project workforce Dysart community	Negative	Medium	Avoid impact volatility on this segment of housing market through collaborating with major housing providers in Dysart (such as BMA and Department of Communities, Housing and Digital Economy) to provide early indications of housing demand and interventions, such as potential purchase of housing stock as it becomes available, in order to stagger housing demand.	Low
Increase financial returns for property owners in Dysart, with increase in demand for housing resulting in unoccupied dwellings coming back on the market.	Property owners and investors in Dysart	Positive	Medium	No management measure applicable.	Medium
Reduced availability of dwellings for rent or purchase in Dysart may limit options for new resident operations workers.	Project workforce	Negative	Medium	Avoid impact volatility on this segment of housing market through collaborating with major housing providers in Dysart to provide early indications of housing demand and interventions, such as potential purchase of housing stock as it becomes available, in order to stagger housing demand.	Low
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	Positive	Medium	No management measure applicable.	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	Negative	Low	When there is limited availability of short-term accommodation in Dysart, provide short-term contractors and consultants engaged on the Project with accommodation at Lake Vermont Accommodation Village or at other public WAVs in Dysart (i.e. Dysart CIVEO).	Negligible
	Isaac Regional Council	Negative	Low		Negligible
<b>Local Business and Industry Procurement</b>					
Enhanced economic benefit and productivity for local and regional businesses indirectly leading to potential generation of further employment	Mining and construction businesses in IRC and Mackay LGAs	Positive	Medium	Maximise supply and procurement opportunities for local and regional businesses when comparative bids are assessed as commercially and technically equivalent.	Medium



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
opportunities and enhancing overall productivity in regions.	Indigenous-owned and/or managed businesses	Positive	Medium	Maximise supply and procurement opportunities for Aboriginal and Torres Strait Islander businesses.	Medium
	Local industry groups	Positive	Low		Low
Barriers for local, small and/or new businesses in tendering for Project procurement opportunities due to potential monopolisation.	Small or new businesses in IRC LGA	Negative	Medium	<p>Local Content Strategy to include initiatives to reduce barriers for local small businesses and to enhance their capacity to tender for Project supply opportunities.</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. Bowen Basin Coal will subsidise by reimbursing expenses of providing a service operating one day per week up to a cap of \$30,000 per annum.</p> <p>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.</p>	Low
Shortage in labour and skills for non-mining local and regional employers due to workers taking up employment with the Project indirectly decreasing employment and economic diversity in region.	Non-mining business and industry in Dysart and IRC LGA region	Negative	Low	No management measure applicable.	Low
	Isaac Regional Council	Negative	Low		Low
Enhanced business viability in Dysart due to increase in patronage indirectly maintaining or generating employment opportunities.	Businesses in Dysart	Positive	Medium	Encourage non-resident and resident workers to engage with local businesses through provision of an information pack and community directory, which will include a list of businesses and services available in Dysart, including details 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.	Medium



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
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	Positive	Medium	As above.  Maximise supply and procurement opportunities for local and regional businesses when competitive bids are assessed as commercially and technically equivalent.  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.	Medium
<b>Health and Community Wellbeing</b>					
Population retention or growth in Dysart leading to increase in social capital indirectly contributing to improved community cohesion and connectedness and enhancement of community vitality.	Dysart community	Positive	High	Retain existing Lake Vermont Mine employees who are current Dysart residents by retaining their position, transitioning them to the Project open-cut or training them for a position in the proposed underground.  Maximise local employment through application of a recruitment hierarchy (consistent with actions defined in Appendix P, Social Impact Assessment, Section 6.1.4).	High
	Isaac Regional Council	Positive	High		High
Decrease in community cohesion in Dysart due to increase in non-resident population, potentially in the order of 170 additional non-resident workers during initial development operations who will be accommodated at Lake Vermont Accommodation Village. This temporary increase in workers will occur over a 2-year period as the existing open-cut workforce scales back.	Dysart community	Negative	Medium	New workers will be provided with information sheets as part of their induction that details the services, facilities and businesses in Dysart to encourage interaction with the town. Lake Vermont Accommodation Village will also provide an information pack and directory detailing the services, facilities and businesses in Dysart.  Maintain initiatives which foster community interaction through delivery of events and initiatives within the community.	Low
	Isaac Regional Council	Negative	Low		Negligible





Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
Increase in non-resident workers in Dysart may contribute to concerns about community safety or amenity impacts through perception that non-resident workers are likely to engage in anti-social behaviour.	Dysart community	Negative	Low	<p>Implement a Workforce Code of Conduct, which describes positive behavioural outcomes and prohibits negative behaviours, with clear ramifications for non-conformance.</p> <p>Six-monthly meetings with Queensland Police Service, Lake Vermont Accommodation Village management and Bowen Basin Coal/Thiess to identify and address any anti-social or disruptive workforce behaviour in local communities.</p> <p>Promote community complaints procedures to encourage community members and stakeholders to submit complaints and feedback on workforce behaviour.</p> <p>Maintain monitoring of anti-social behaviour through operating CCTV surrounding the Lake Vermont Accommodation Camp.</p>	Negligible
	Queensland Police Service	Negative	Low		Negligible
Increase in demand for emergency services to respond to increased risk of traffic accidents and workplace accidents at Project site or Lake Vermont Accommodation Village.	Emergency services in Dysart, including QAS, QPS and QFES	Negative	Medium	<p>Provide on-site first-aid facilities and trained first-aid officers to attend to minor workforce health issues and be the first response service for emergency situations and site accidents.</p> <p>Advance notice to emergency services in Dysart of workforce mobilisation and operational changes.</p>	Low
Increased demand for childcare places indirectly placing pressure on providers and reducing access for other residents of Dysart.	Childcare providers in Dysart	Negative	Medium	<p>Monitor workforce demands on childcare and education services, and work with stakeholders to support solutions to cumulative demands on social services,</p> <p>Provide a financial contribution to enable the existing childcare centre to increase capacity, including an upfront \$50,000 contribution towards building expansion of the childcare centre and a contribution of \$20,000 per annum to support employment of an additional Diploma qualified childcare worker.</p>	Low
	Dysart residents	Negative	Medium		Low



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
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	Negative	Medium	Provide on-site first-aid facilities and trained first-aid officers to attend to minor workforce health issues and be the first response service for emergency situations and site accidents.	Low
	Dysart Medical Centre	Negative	Medium		Low
	Dysart Pharmacy	Negative	Medium	Collaborate with Queensland Health and other stakeholders to identify and support a solution to the need for additional medical practitioners and community pharmacists.  Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Bowen Basin Coal will subsidise by reimbursing all expenses associated with provision of a service operating one day a week up to a cap of \$30,000 per annum.	Low
	Dysart community	Negative	Medium		Low
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	Negative	Medium	Provide shuttle buses to transport workers from Lake Vermont Accommodation Villages to the Project site.	Low
	Isaac Regional Council	Negative	Low		Negligible
	Project workforce	Negative	Medium		Low
Temporary increase in noise and dust due to activities associated with expansion of Lake Vermont Accommodation Village, potentially affecting the learning environment at Dysart State High School.	Dysart State High School	Negative	Medium	Provide advance notice to Dysart State High School and nearby residents on construction activities associated with the expansion of Lake Vermont Accommodation Village.	Low
Relinquishment of Native Title due to expansion of Lake Vermont Accommodation Village.	Barada Barna Aboriginal Corporation	Negative	High	As per the terms of the Indigenous Land Use Agreement negotiated between Bowen Basin Coal and the Barada Barna Aboriginal Corporation.	Medium
Increase in overall socio-economic wellbeing in Dysart and the broader region through provision of community investment initiatives.	Dysart community	Positive	Medium	Support annual NAIDOC celebrations by providing a financial contribution of \$1,500 per annum and encourage employees to participate in NAIDOC events within Dysart.	Medium
	Community groups and service providers in Dysart	Positive	Medium		Medium



Social impact	Stakeholders affected	Nature of impact	Preliminary significance	Management measure(s)	Residual significance
	Aboriginal and/or Torres Strait Islander communities	Positive	Medium	<p>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 attend the annual Gala ball and networking breakfasts.</p> <p>Employee participation in delivery of the annual Hear to Learn program, which provides hearing screening at Dysart Primary School and Middlemount Community School.</p> <p>Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Bowen Basin Coal will subsidise by reimbursing all expenses associated with provision of a service operating one day a week up to a cap of \$30,000 per annum.</p> <p>Annual sponsorship of community events oriented towards children and their families, including alcohol-free events.</p> <p>Provide a financial contribution of \$300 per year to Dysart State High School and \$240 per year to Dysart State School towards academic and extra-curricular excellence to support local youth achievement.</p>	Medium



## 18.4 Mitigation and management measures

Social impact mitigation and benefit enhancement measures have been developed for the Project in response to the SIA undertaken. Mitigation and management measures are documented within the Project SIMP (Appendix T, Social Impact Management Plan). The primary objective of the SIMP is to enable local and regional communities to benefit from the Lake Vermont Meadowbrook Complex.

The Project SIMP identifies mitigation and management measures across five key sub-plan areas:

- 1) community and stakeholder engagement;
- 2) workforce management;
- 3) housing and accommodation;
- 4) local business and industry procurement; and
- 5) health and community wellbeing.

Commitments within each sub-plan area are discussed in section 18.4.1 to section 18.4.5.

### 18.4.1 Community and stakeholder engagement measures

A Community and Stakeholder Engagement Plan has been developed for the Project's construction, operation and rehabilitation phases. The Consultation Process for the Project is discussed in more detail in Chapter 2, Consultation Process.

Key objectives of the Community and Stakeholder Engagement Plan are:

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

The engagement action plan presented in Table 6.2 of the SIMP (Appendix T, Social Impact Management Plan, Section 6.4) summarises key engagement activities proposed to be undertaken during the construction, operation and rehabilitation phases of the Project. A range of commitments have been made by Bowen Basin Coal to facilitate successful engagement, including:

- designating a Project Officer who will undertake community liaison;
- establishing and maintaining a Project website/webpage that will allow people to make enquires and seek information regarding the Project;
- continuing to engage with local and affected landholders to monitor impacts;
- continuing to identify issues and disseminating information throughout the life of the Project and providing a forum for discussions;
- providing 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;
- facilitating open and transparent engagement with local communities;



- establishing, publicising and maintaining a readily accessible community complaints and resolution process;
- Publishing bi-annual publications and disseminating Project Community Updates *via* the website;
- maintaining long-term respectful relations with the Barada Barna people, including managing cultural heritage in accordance with the Cultural Heritage Management Plan and meeting the requirements of any native title agreement;
- engaging regularly with the Isaac Regional Council to monitor SIMP implementation;
- engaging with the community through implementation of community investment initiatives, as outlined in the SIMP; and
- engaging with interested and affected parties on activities related to rehabilitation and closure.

The community consultation register, that will be maintained by the Project Officer, will inform ongoing development of the PRCP (Appendix B, Progressive Rehabilitation and Closure Plan, Section 6.7). As part of rehabilitation and closure engagement, discussions with relevant stakeholders will include aspects such as:

- proposed post-mining land use;
- rehabilitation methods;
- rehabilitation timeframes and scheduling; and
- proposed amendments to the PRCP schedule (Appendix T, Social Impact Management Plan, Section 6.6).

#### 18.4.2 Workforce management measures

Mitigation and management measures have been developed to address the identified workforce management impacts, as detailed in Table 2.2 of the Project SIMP and reproduced in Table 18.2.

The objectives of the SIMP in respect to the workforce management sub-plan are:

- maximise recruitment of residents of Dysart and the broader IRC LGA region when feasible and practicable;
- maximise training opportunities for residents of Dysart and the broader IRC LGA region to improve skills and capacity of communities and existing local workers through training and skills development initiatives; and
- support the safety, health and wellbeing of the workforce and their families.

#### 18.4.3 Housing and accommodation measures

Mitigation and management measures have been developed to address potential housing and accommodation impacts of the Project, as detailed in Table 3.2 of the Project SIMP and reproduced in Table 18.3.

The objectives of the SIMP in respect of the Housing and Accommodation sub-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; and
- 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.

A monitoring and reporting framework is provided in Table 3.3 of the SIMP. Key housing and accommodation initiatives from the Project SIMP are discussed here.





#### **18.4.3.1 Living Local initiative**

The 'Living Local' initiative is an existing program offered by the Lake Vermont Mine that provides financial incentives for employees choosing to reside in Dysart.

The objective of the Living Local initiative is to encourage employees to live locally while also seeking to mitigate potential impacts on the local housing market. At the time of preparing this EIS, 71 employees of the Lake Vermont Mine were reported to be accessing this benefit.

Project employees 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 (i.e. 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 continue to be offered to Project employees in 2028 and will be available to all Project employees, whether employed by Bowen Basin Coal or by a contractor. New employees will be provided information regarding housing choice and details on the Living Local initiative through the recruitment and onboarding process.

#### **18.4.3.2 Lake Vermont Accommodation Village**

The existing Lake Vermont Accommodation Village was developed in 2009 and is proposed to be refurbished to meet the needs of both the current mine as well as the Project. The village is currently operating at full capacity, therefore to enable the refurbishment to be undertaken and also to improve future operational efficiency of the village, an extension to the village is proposed. The Proponent has commenced a Development Application process with the IRC for this purpose. The primary purpose of the proposed extension is to enable the Village to operate more efficiently and allow for effective ongoing maintenance. The proposed development also seeks to address existing parking congestion issues by introducing further parking areas. Should the Project not proceed, only a limited extension of the village will occur.

#### **18.4.3.3 Isaac Affordable Housing Trust contribution (IAHT)**

The Project is not expected to generate significant or material impacts on affordable housing in Dysart, as the Project will maintain employment levels consistent with what currently exists. Notwithstanding this, through consultation with IRC, IAHT and the OCG, access to affordable housing has been identified as a significant regional concern. Despite the Project not directly impacting access to affordable housing in Dysart, Bowen Basin Coal is committing to provide an annual financial contribution to the IAHT (across a 20-year period) to facilitate construction of additional affordable housing within Dysart (Appendix T, Social Impact Management Plan, Section 3.5.3).

Proposed contributions to IAHT will entail the following guidelines:

- An annual contribution of \$80,000 will be payable in July each year.
- Payments will commence on Bowen Basin Coal receiving all necessary mining lease and environmental approvals and permits and Bowen Basin Coal's Board approval to proceed with the extension Project, and on-site construction work commences. Should the start date of the on-site construction not closely align with July of that year, the sum of the initial annual contribution will be paid pro rata in July of the following year.
- The term of the contributions is to be 20 years or until production from the underground mine concludes, whichever occurs soonest.
- Contribution payments will commence in line with the commencement of building accommodation units in Dysart.
- Due recognition will be made to the Lake Vermont Joint Venture in conjunction with the IAHT.



Table 18.2: Workforce management measures

Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<b>Workforce Management</b>					
Increase long-term employment opportunities, including those identified as under-represented 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>stagger scheduled recruitment advertising, with employment opportunities to be advertised <i>via</i> local and regional channels first (e.g. CQ Job Link) then to statewide 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 that enables interested local residents to enquire about opportunities and make an appointment for a face-to-face meeting; and</li> <li>maintain the current workforce transition incentives for new workers or existing workers on FIFO arrangements (whether employed by Bowen Basin Coal or a contractor) to relocate to Dysart by providing a financial allowance, which will be included in their gross pay.</li> </ul> <p>No job opportunities will be advertised as FIFO-only position to fully comply with the <i>Anti-Discrimination Act 1991</i> and provisions in the SSRC Act.</p>	<ul style="list-style-type: none"> <li>Unemployed people and jobseekers in Dysart and Isaac LGA region</li> <li>Isaac Regional Council</li> </ul>	<ul style="list-style-type: none"> <li>Pre-construction</li> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	<ul style="list-style-type: none"> <li>Local Recruitment Strategy</li> <li>Living Local Initiative</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<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>• include a statement in job advertisements demonstrating the Proponent’s commitment to recruiting a diverse and inclusive workforce (e.g. <i>We are an Equal Opportunity Employer, and we encourage applications from women and Indigenous people</i>);</li> <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; and</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> </ul>	<p>Women, Aboriginal and/or Torres Strait Islander peoples and young people seeking employment</p>	<ul style="list-style-type: none"> <li>• Pre-construction</li> <li>• Construction</li> <li>• Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Bowen Basin Coal</li> <li>• Thiess Mining Services</li> </ul>	<ul style="list-style-type: none"> <li>• Equal Employment Policy</li> <li>• Sisters in Mining program</li> <li>• Vacation Student Program</li> <li>• Apprenticeship Program</li> </ul>
<p>Exacerbated 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>	<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 that supports target groups such as youth by helping them access employment-supported positions rather than casual contracts.</p> <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>• donate Robotic Kits, including provision of tutorial and support sessions for students and teachers; and</li> <li>• provide support to the annual Science Week, such as employees giving presentations and participating in class challenges with the students.</li> </ul>	<ul style="list-style-type: none"> <li>• Isaac Regional Council</li> <li>• Relevant State Government agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-construction</li> <li>• Pre-operation</li> </ul>	<p>Bowen Basin Coal</p>	<p>Partnership with stakeholder</p>
	<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>• donate Robotic Kits, including provision of tutorial and support sessions for students and teachers; and</li> <li>• provide support to the annual Science Week, such as employees giving presentations and participating in class challenges with the students.</li> </ul>	<ul style="list-style-type: none"> <li>• Dysart State School</li> <li>• Dysart State High School</li> </ul>	<p>Operation</p>	<ul style="list-style-type: none"> <li>• Bowen Basin Coal</li> <li>• Thiess Mining Services</li> </ul>	<p>Community Investment Program</p>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Retention of existing Dysart residents employed at Lake Vermont Mine.	Prioritise promotion of new employment opportunities internally to existing Lake Vermont Mine workers to transition to the Project prior to external recruitment to maintain existing locally resident workers.	<ul style="list-style-type: none"> <li>Lake Vermont Mine workforce</li> <li>Dysart community</li> </ul>	Pre-operation	Bowen Basin Coal	Local Recruitment Strategy
	Prioritise retraining opportunities in underground mining for existing Lake Vermont Mine workers who live locally to transition to employment with the Project.	<ul style="list-style-type: none"> <li>Lake Vermont Mine workforce</li> <li>Dysart community</li> </ul>	Pre-operation	Bowen Basin Coal	Local Recruitment Strategy
Increase in opportunities for young people or those with no previous mining experience to gain skills relevant to the Lake Vermont Meadowbrook Project.	Prioritise promotion of training initiatives targeting residents from Dysart, Moranbah and Middlemount and those people resident on surrounding agricultural properties.	Dysart, Moranbah and Middlemount communities	Pre-operation	Bowen Basin Coal	Local Recruitment Strategy
	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	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Vacation Student Program
	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	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Apprenticeship Program
	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	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Partnership with stakeholder



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
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 DNRMEs Fatigue Management Guidelines and Health and Safety Policies and implementing procedures to manage fatigue risk through implementation of the Fatigue Management Standard and associated Fatigue Assessment Form and Fatigue Risk Assessment Chart.	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce</li> <li>Proponent</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Employee Health and Safety Program
	Provide first-aid facilities at work sites and at Lake Vermont Accommodation Village, including ensuring there are trained first-aid officers on every shift.	<ul style="list-style-type: none"> <li>Health and social services in Dysart</li> <li>Emergency services in Dysart</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Employee Health and Safety Program
	Provide emergency service providers in Dysart with advance notice of workforce mobilisation and operational changes.	Emergency services in Dysart	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Partnership with stakeholder
	Promote uptake of Employee Assistance Program for workers and their families by 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	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Employee Health and Safety Program
	Manage the workforce health and safety through implementation of the Health and Safety Management Systems, including in relation to management of risks associated with drugs and alcohol and workforce hygiene.	Lake Vermont Meadowbrook Complex workforce	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Employee Health and Safety Program
Increased stress and/or anxiety for families of workers who are employed on a non-resident basis	Promote uptake of Employee Assistance Program for workers and their families by 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	<ul style="list-style-type: none"> <li>Construction</li> <li>Operation</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Employee Health and Safety Program



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
indirectly contributing to family breakdown.	Provision of a financial contribution of \$5,000 per annum to the Lives Lived Well program, a new service provider in the Isaac region providing free support for people impacted by alcohol or drugs or problems with mental health.	<ul style="list-style-type: none"><li>Families of Lake Vermont Meadowbrook Complex workforce</li><li>Lake Vermont Meadowbrook Complex workforce</li></ul>	<ul style="list-style-type: none"><li>Construction</li><li>Operation</li></ul>	<ul style="list-style-type: none"><li>Bowen Basin Coal</li><li>Thiess Mining Services</li></ul>	Community Investment Program



Table 18.3: Housing and accommodation management measures

Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<b>Housing Accommodation Management</b>					
Potential for temporary increases in rental prices due to perceived economic uplift in Dysart contributed to by the incremental increase in workers associated with the Lake Vermont Meadowbrook Complex, which may place some pressure on low-income rental households.	Provide a contribution to IAHT of \$80,000 per annum payable in July each year for a period of 20 years or when production from the underground mine concludes, whichever occurs soonest.	<ul style="list-style-type: none"> <li>Isaac Affordable Housing Trust</li> <li>Isaac Regional Council</li> </ul>	Annually for a period of 20 years or when production concludes	Bowen Basin Coal	<ul style="list-style-type: none"> <li>Isaac Affordable Housing Trust contribution</li> <li>Partnership with stakeholder</li> </ul>
	If required, collaborate with relevant Queensland Government departments and Isaac Regional Council to manage cumulative impacts on the local and regional housing market.	<ul style="list-style-type: none"> <li>Office of the Coordinator-General</li> <li>Isaac Regional Council</li> </ul>	As required	Bowen Basin Coal	Partnership with stakeholder
	Provision of quality accommodation for non-local workforce, including accommodation at Lake Vermont Accommodation Village.	<ul style="list-style-type: none"> <li>Low-income households in Dysart</li> <li>Lake Vermont Meadowbrook Complex workforce</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Lake Vermont Accommodation Village
Increased demand for quality houses sought after by families who relocate to Dysart to take up employment with the Lake Vermont Meadowbrook Complex.	Collaborate with BMA to release Dysart housing on to the market in instances when potential new resident workers encounter barriers in accessing housing in Dysart.	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce</li> <li>BMA</li> <li>Housing providers in Dysart</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	<ul style="list-style-type: none"> <li>Community Investment Program</li> <li>Partnership with stakeholder</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Increase in financial returns for property owners in Dysart with increase in demand for housing resulting in unoccupied dwellings coming back on the market.	No management measure applicable.	—	—	—	—
Reduced availability of dwellings for rent or purchase in Dysart may limit options for new resident operations workers.	Collaborate with BMA to release Dysart housing on to the market in instances when potential new resident workers encounter barriers in accessing housing in Dysart.	<ul style="list-style-type: none"> <li>• Lake Vermont Meadowbrook Complex workforce</li> <li>• BMA</li> </ul>	Construction Operations	Bowen Basin Coal	Living Local Initiative
Enhanced economic productivity for short-term accommodation providers due to increase in patronage, indirectly maintaining and/or increasing employment opportunities.	No management measure applicable.	—	—	—	—
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 (i.e. Dysart CIVEO).	Short-term accommodation providers in Dysart	Ongoing during operation	Bowen Basin Coal Thiess Mining Services	Lake Vermont Accommodation Village





#### 18.4.4 Local business and industry procurement measures

Mitigation and management measures have been developed to address potential local business and industry procurement impacts from the Project, as detailed through Table 4.2 of the Project SIMP, reproduced as Table 18.4 below.

The objectives of the SIMP in respect of the local business and industry procurement sub-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 when feasible;
- build relationships with local businesses to maximise local awareness of supply opportunities; and
- ensure that the objectives and strategies of the 'Local Business and Industry Procurement Plan' are reflected in the structuring of contracts for employees and contractors.

A monitoring and reporting framework is provided in Table 4.3 of the SIMP for the 'Local Business and Industry Procurement Sub-plan'. Key local business and industry procurement initiatives from the Project SIMP are discussed in section 18.4.4.1.

##### 18.4.4.1 Local Content Strategy

Bowen Basin Coal is committed to developing a Local Content Strategy to maximise opportunities for local and regional businesses to supply to the Project when feasible. The Local Content Strategy will complement the existing supply arrangements established at the Lake Vermont Mine. 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 providing them with advance notification to tender for the Project;
- collaborating with the Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network and the Isaac Chamber of Commerce (when established) and 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; and
- publishing details or procurement opportunities and procurement processes through public channels.

Further details on the Local Content Strategy are available in Appendix T, Social Impact Management Plan (Section 4.5.1).



Table 18.4: Local business and industry procurement measures

Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<b>Local Business and Industry Procurement Management</b>					
Enhanced economic benefit and productivity for local and regional businesses indirectly leading to potential generation of further employment opportunities and overall enhanced productivity in regions.	<p>Maximise supply and procurement opportunities for local and regional businesses when 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 Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network, the Industry Capability Network (ICN) and the Isaac Chamber of Commerce (when established) and ensure 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 processes on the website, and publicise links.</li> </ul> <p>Bowen Basin Coal has a standard 30-day payment cycle for local businesses, but can reduce this to seven days to support small traders.</p>	<ul style="list-style-type: none"> <li>• Mining and construction businesses in Isaac and Mackay LGAs</li> <li>• Local industry groups (Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network, ICN)</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-construction</li> <li>• Construction</li> <li>• Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Bowen Basin Coal</li> <li>• Thiess Mining Services</li> </ul>	<ul style="list-style-type: none"> <li>• Local Content Policy and Strategy</li> <li>• Partnership with stakeholder</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	<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 competitive bidding processes;</li> <li>• connect with DATSIP’s Enterprise Queensland Indigenous Program (EQuIP), which supports Indigenous businesses to be tender ready; and</li> <li>• support eligible Indigenous businesses to partner with business development specialists to build capacity.</li> </ul>	<p>Indigenous-owned and/or managed businesses</p>	<ul style="list-style-type: none"> <li>• Pre-construction</li> <li>• Construction</li> <li>• Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Bowen Basin Coal</li> <li>• Thiess Mining Services</li> </ul>	<ul style="list-style-type: none"> <li>• Local Content Policy and Strategy</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 enhance their capacity to tender for Project supply opportunities, including:</p> <ul style="list-style-type: none"> <li>• advertising tender opportunities locally and through established networks;</li> <li>• breaking large contracts into smaller ones to create opportunities for smaller local suppliers;</li> <li>• offering capability development programs to assist local businesses increase their competitive position;</li> <li>• publicly reporting the number of contracts/purchase orders awarded in addition to the value of those contracts across geographical areas; and</li> <li>• attending functions and maintaining membership with industry bodies that help connect with the local business and wider mining community.</li> </ul> <p>Bowen Basin Coal has a standard 30-day payment cycle for local businesses, but can reduce this to seven days to support small traders.</p>	<p>Small and local businesses</p>	<ul style="list-style-type: none"> <li>• Pre-construction</li> <li>• Construction</li> <li>• Operations</li> </ul>	<p>Bowen Basin Coal</p>	<ul style="list-style-type: none"> <li>• Local Content Policy and Strategy</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
	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. Bowen Basin Coal will subsidise by reimbursing expenses of providing a service operating one day a week up to a cap of \$30,000 per annum.	Small and local businesses	<ul style="list-style-type: none"> <li>• Construction</li> <li>• Operations</li> </ul>	Bowen Basin Coal	Community Investment 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	Bowen Basin Coal	Local Content Policy and Strategy
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.	No management measure applicable.	—	—	—	—
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 will include a list of businesses and services available in Dysart, including details on opening hours and services provided. The information pack and community directory will be provided to all new workers who relocate to Dysart and be distributed throughout the common areas of the Lake Vermont Accommodation Village.	<ul style="list-style-type: none"> <li>• Lake Vermont Accommodation Village</li> <li>• Dysart community</li> <li>• Local businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Construction</li> <li>• Operations</li> </ul>	<ul style="list-style-type: none"> <li>• Bowen Basin Coal</li> <li>• Thiess Mining Services</li> </ul>	Lake Vermont Accommodation Village



<b>Social impact</b>	<b>Management measure</b>	<b>Relevant stakeholder group</b>	<b>Timeframe for implementation</b>	<b>Responsibility for implementation</b>	<b>Initiative, strategy, program</b>
Increase in entrepreneurship due to enhanced business environment contributing to development of new businesses in Dysart or revitalisation of formerly closed businesses.	As above.  Maximise supply and procurement opportunities for local and regional businesses when competitive bids are assessed as commercially and technically equivalent.  The Local Content Strategy will include initiatives to reduce barriers for local, small and/or new businesses and enhance their capacity to tender for supply opportunities.	<ul style="list-style-type: none"><li>• Dysart community</li><li>• Local businesses</li></ul>	<ul style="list-style-type: none"><li>• Construction</li><li>• Operations</li></ul>	<ul style="list-style-type: none"><li>• Bowen Basin Coal</li><li>• Thiess Mining Services</li></ul>	Local Content Strategy



### 18.4.5 Health and community wellbeing measures

Mitigation and management measures have been developed to address potential health and community wellbeing impacts of the Project, as detailed in Table 5.2 of the Project SIMP and reproduced in Table 18.5.

The objectives of the SIMP in respect of the 'Health and Community Wellbeing Sub-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; and
- enhance community cohesion and contribute to the community through supporting local communities' activities.

A monitoring and reporting framework is provided in Table 5.3 of the SIMP for the 'Health and Community Wellbeing Sub-plan'. Key local business and industry procurement initiatives from the Project SIMP are also discussed in section 18.4.5.1.

#### 18.4.5.1 Workforce Code of Conduct

A Workforce Code of Conduct will be developed and implemented. It will describe positive behavioural outcomes and prohibited, negative behaviours and the clear ramifications for non-conformance. The Code of Conduct will apply to all personnel engaged at the Project (construction and operation) when they are at work, travelling to and from work, in public places and within WAVs. The Workforce Code of Conduct will address:

- expected standards of behaviour in public places;
- prohibition of all forms of sexual harassment and assault;
- prohibition of all forms of racism and discrimination; and
- safe and courteous driving.



Table 18.5: Health and community wellbeing measures

Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
<b>Health and Community Wellbeing Management</b>					
Population retention or growth in Dysart leading to increase in social capital indirectly contributing to improved community cohesion and connectedness and enhancement of community vitality.	Retain existing Lake Vermont Mine employees who are current Dysart residents by: <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; and</li> <li>offering training for worker to retrain or upskill to transition their position to the underground mine with the Project.</li> </ul>	<ul style="list-style-type: none"> <li>Lake Vermont Project Workforce</li> <li>Dysart community</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Pre-operation</li> </ul>	Bowen Basin Coal	Local Recruitment Strategy
	Maximise local employment through application of a recruitment hierarchy, including actions to: <ul style="list-style-type: none"> <li>target advertising of employment opportunities <i>via</i> 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; and</li> <li>provide workforce transition incentives for new workers or existing workers on FIFO arrangements to relocate to Dysart through provision of a financial allowance which will be included in their gross pay.</li> </ul> No job opportunities will be advertised as FIFO only positions to fully comply with the <i>Anti-Discrimination Act 1991</i> provisions in the SSRC Act.	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce.</li> <li>Dysart community</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	<ul style="list-style-type: none"> <li>Local Recruitment Strategy</li> <li>Living local</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Decrease in community cohesion in Dysart due to presence of new non-resident workers who will be accommodated at Lake Vermont Accommodation Village.	New workers will be provided with information sheets as part of their induction that details the services, facilities and businesses in Dysart to encourage interaction with the town.  Lake Vermont Accommodation Village will also provide an information pack and directory detailing the services, facilities and businesses in Dysart.	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce</li> <li>Dysart community</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Lake Vermont Accommodation Village
	Maintain initiatives which foster community interaction through delivery of events and initiatives within the community, such as, but not limited to: <ul style="list-style-type: none"> <li>promotion of 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.</li> </ul>	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce</li> <li>Dysart community</li> <li>Dysart State High School</li> <li>Dysart State Primary School</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Community Investment Program
New non-resident workers in Dysart may contribute to concerns about community safety or amenity impacts through perception that non-resident workers are likely to engage in anti-social behaviour.	Implementation of a Workforce Code of Conduct that describes positive behavioural outcomes and prohibited negative behaviours, with clear ramifications for non-conformance.	Lake Vermont Meadowbrook Complex workforce	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Workforce Code of Conduct
	Six-monthly meetings will be held with Queensland Police Service, Lake Vermont Accommodation Village management and Bowen Basin Coal/Thiess to identify and address any anti-social or disruptive workforce behaviour in local communities.	QPS	Operations	Bowen Basin Coal	Partnership with stakeholder
	Promotion of community complaints procedures to encourage community members and stakeholders to submit complaints and feedback on workforce behaviour.	Dysart community	<ul style="list-style-type: none"> <li>Pre-construction</li> <li>Construction</li> <li>Operations</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Community and Stakeholder Engagement Plan
	Maintain monitoring of anti-social behaviour through operating CCTV surrounding the Lake Vermont Accommodation Camp.	QPS	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Lake Vermont Accommodation Camp (





Social impact	Management measure	Relevant stakeholder group	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	Provide on-site first-aid facilities and trained first-aid officers to attend to minor workforce health issues and be first response services for emergency situations and site accidents.	<ul style="list-style-type: none"> <li>Dysart Interagency Network</li> <li>QPS</li> <li>QAS</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Employee Health and Safety Program
	Advance notice to emergency services in Dysart of workforce mobilisation and operational changes.	<ul style="list-style-type: none"> <li>Dysart Interagency Network</li> <li>QPS</li> <li>QAS</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Partnership with stakeholder
Increased 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.	<ul style="list-style-type: none"> <li>Dysart Interagency Network</li> <li>Lady Gowrie Childcare Centre</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Partnership with stakeholder
	Provide financial contribution to enable existing childcare centre to increase capacity, including: <ul style="list-style-type: none"> <li>an upfront contribution of \$50,000 towards building expansion of the childcare centre; and</li> <li>a contribution of \$20,000 per annum to support employment of an additional Diploma qualified childcare worker.</li> </ul>	<ul style="list-style-type: none"> <li>Lady Gowrie Childcare Centre</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	<ul style="list-style-type: none"> <li>Partnership with stakeholder</li> <li>Community Investment Program</li> </ul>



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
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.	Provide on-site first-aid facilities and trained first-aid officers to attend to minor workforce health issues and be first response services for emergency situations and site accidents.	<ul style="list-style-type: none"> <li>Dysart Interagency Network</li> <li>Dysart Hospital</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Employee Health and Safety Program
	Collaborate with Queensland Health and other stakeholders to identify and support a solution to the need for additional medical practitioners and community pharmacists.	<ul style="list-style-type: none"> <li>Local community</li> <li>Dysart Hospital</li> <li>Queensland Health</li> <li>Dysart Medical Centre</li> <li>Dysart Pharmacy</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Bowen Basin Coal	Partnership with stakeholder
	Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Bowen Basin Coal will subsidise by reimbursing expenses of providing a service operating one day a week up to a cap of \$30,000 per annum.	Dysart community	Operations	Bowen Basin Coal	Community Investment Program
Increase in risk of road incidents along Saraji Road, Golden Mile Road, Fitzroy Developmental Road and Peak Downs Highway due to increased volume of heavy vehicles and driver fatigue.	Provision of shuttle buses to transport workers from Lake Vermont Accommodation Villages to work sites.	<ul style="list-style-type: none"> <li>Lake Vermont Meadowbrook Complex workforce</li> <li>Road users</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Lake Vermont Accommodation Village
Temporary increase in noise and dust due to activities associated with expansion of Lake Vermont Accommodation Village, potentially affecting the learning environment at Dysart State High School.	Provision of advance notice to Dysart State High School on construction activities associated with the expansion of Lake Vermont Accommodation Village.	Dysart State High School	Construction	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Partnership with stakeholder



Social impact	Management measure	Relevant stakeholder group	Timeframe for implementation	Responsibility for implementation	Initiative, strategy, program
Relinquishment of Native Title due to expansion of Lake Vermont Accommodation Village.	As per the terms of the Indigenous Land Use Agreement negotiated between Bowen Basin Coal and the Barada Barna Aboriginal Corporation.	Barada Barna Aboriginal Corporation	Pre-construction	Bowen Basin Coal	Partnership with stakeholder
Increase in overall socio-economic wellbeing in Dysart and broader region through provision of community investment initiatives.	Support annual NAIDOC celebrations by 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	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Thiess Mining Services	Community Investment Program
	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 attending the annual Gala ball and networking breakfasts.	RACQ CQ Rescue Helicopter	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Thiess Mining Services	Community Investment Program
	Employee participation in delivery of the annual Hear to Learn program, which provides hearing screening at Dysart State School and Middlemount Community School.	<ul style="list-style-type: none"> <li>Hear and Say Centre</li> <li>Dysart State School</li> <li>Middlemount Community School</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Thiess Mining Services	Community Investment Program
	Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Bowen Basin Coal will subsidise by reimbursing expenses of providing a service operating one day a week up to a cap of \$30,000 per annum.	<ul style="list-style-type: none"> <li>Local community</li> </ul>	<ul style="list-style-type: none"> <li>Operations</li> </ul>	Bowen Basin Coal	Community Investment Initiatives
	Annual sponsorship of community events oriented towards children and their families, including alcohol-free events.	<ul style="list-style-type: none"> <li>Local community</li> <li>Lake Vermont Meadowbrook Complex workforce</li> </ul>	<ul style="list-style-type: none"> <li>Operations</li> </ul>	<ul style="list-style-type: none"> <li>Bowen Basin Coal</li> <li>Thiess Mining Services</li> </ul>	Community Investment Program
	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.	<ul style="list-style-type: none"> <li>Dysart State High School</li> <li>Dysart State School</li> </ul>	<ul style="list-style-type: none"> <li>Construction</li> <li>Operations</li> </ul>	Thiess Mining Services	Community Investment Program



#### 18.4.5.2 Community Investment Program

A Community Investment Program is established and will be further implemented for the Project, with the addition of new initiatives as appropriate. The Community Investment Program includes a range of initiatives across community liveability and wellbeing, education and Indigenous affairs, financial donations, volunteering and in-kind support. These initiatives include the following prerequisites:

- 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 attending the annual Gala ball and networking breakfasts.
- Maintain partnerships with Dysart State School and Dysart State High School to increase STEM resources, including tutorial and support sessions for students and teachers on the use of donated Robotic Kits and workforce participation in annual Science Week events.
- Support the provision of a free bus shuttle service for vulnerable residents in Dysart to access health and other allied services. Bowen Basin Coal will subsidise this by reimbursing expenses of providing a service operating one day a week up to a cap of \$30,000 per annum. Operation of the bus shuttle service will be delegated to a local business to enable small and/or local businesses to benefit from the Project.
- Annually sponsor community events in Dysart oriented towards children and their families, including alcohol-free events.
- Promote 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.
- Provide financial contributions to Lady Gowrie Childcare Centre to enable expansion to increase capacity, including:
  - an upfront contribution of \$50,000 towards expansion of the building; and
  - a contribution of \$20,000 per annum to support employment of an additional Diploma-qualified childcare worker.
- Provide a 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.
- Provide a financial contribution of \$5,000 per annum to the Lives Lived Well program, a new service provider in the Isaac region providing free support for people impacted by alcohol or drugs or problems with mental health.

Bowen Basin Coal and Thiess Mining Services are committed to maintaining support for NAIDOC Week celebrations in the community, alongside conducting their own on-site recognition of the annual event to promote workforce learning and awareness. Bowen Basin Coal has committed to an annual financial contribution of \$1,500 per annum to support delivery of NAIDOC Week celebrations in Dysart (Appendix T, Social Impact Management Plan, Section 5.5.1).



### 18.4.6 SIMP monitoring

Consistent with the SIA principle of adaptive management, the Project SIMP will provide a monitoring framework for each sub-plan designed to measure the effectiveness of management measures (Appendix T, Social Impact Management Plan, Section 8).

Each management measure detailed in the SIMP is assigned a monitoring and reporting framework to ensure ongoing effectiveness and relevancy of actions and, where required, amendment of ineffective actions. Monitoring results and stakeholder feedback will enable Bowen Basin Coal to identify if management measures are not effective. In particular, stakeholder feedback throughout SIMP implementation will assist in identifying changes to social conditions and community priorities.

#### 18.4.6.1 Annual SIMP monitoring report

The Project SIMP will be reviewed annually to assess the effectiveness and relevancy of the SIMP, with outcomes to be reported in the annual 'Social Impact Management Report'.

Bowen Basin Coal will prepare an annual SIMP Report 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 Bowen Basin Coal consider amendment of the SIMP to be necessary. Using the monitoring and reporting frameworks described in each sub-plan, the SIMP Report will detail:

- the progress and effectiveness of the social impact management measures detailed in the SIMP;
- the adaptation of management measures, if required, when monitoring indicates:
  - measures have not been effective;
  - there are changing circumstances in Dysart, such as in relation to housing availability; and
  - there is greater knowledge of the potential social impact;
- the current workforce profile of the Project, including:
  - total numbers of workers employed; and
  - the proportion of local workers, new local workers and workers accommodated at the Lake Vermont Accommodation Village.