



Baralaba South Project

Social Impact Assessment

December 2023



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Abbreviations

ABS	Australian Bureau of Statistics
ACARA	Australian Curriculum, Assessment and Reporting Authority
BCACA	Baralaba Community Aged Care Association
BSSC	Banana Shire Support Centre
CCC	Community Consultative Committee
CHIMA	Cultural Heritage Investigation and Management Agreement
CHMP	Cultural Heritage Management Plan
CHPP	Coal Handling and Preparation Plant
CRO	Community Relations Officer
COC	Chamber of Commerce
CQU	Central Queensland University
DES	Department of Environment and Science
DIDO	Drive-In/Drive-Out
DSDILGP	Department of State Development, Infrastructure, Local Government and Planning
EIS	Environmental Impact Statement
FIFO	Fly-In/Fly-Out
GP	General Practitioner
ha	hectare
ICSEA	Index of Community Socio-Educational Advantage
km	kilometre
LGA	Local Government Area
m	metre
MLA	Mining Lease Application
MP	Member of Parliament
Mtpa	Million tonnes per annum
QAS	Queensland Ambulance Service
QFES	Queensland Fire and Emergency Services

QGSO	Queensland Government Statistician's Office
QPS	Queensland Police Service
ROM	Run of Mine
SEIFA	Socio-Economic Indexes for Areas
SES	State Emergency Service
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
TEMSU	Telehealth Emergency Management Support Unit
UCL	Urban Centre and Locality
WAV	Worker Accommodation Village

Document Management

Conditions

Opinions and judgments expressed herein, which are based on our understanding and interpretation of current regulatory standards, should not be construed as legal opinions. Information obtained from interviews and contained in the documentation has been assumed to be correct and complete. The author does not accept any liability for misrepresentation of information or for items not visible, accessible, nor able to be inspected at the sites at the time of the site visits.

Revisions

Rev No.	Date	Prepared by	Approved by
1	December 2023	Think Business Solutions (Fiona Murcott)	Baralaba Coal Company (Graeme Sherlock)

Executive Summary

Baralaba South Pty Ltd (a wholly owned subsidiary of Baralaba Coal Company Pty Ltd) is proposing to develop the Baralaba South Project (the Project), located eight kilometres (km) south of Baralaba and 115km west of Rockhampton, in Queensland's Bowen Basin. Initially put forward as a five million tonnes per annum (Mtpa) project in 2017, the Baralaba South mine plan has since been significantly reduced to a 2.5Mtpa of run-of-mine coal project and will be a continuation of the existing Baralaba North mine (located 5km north of Baralaba), which will wind down from 2029.

Approval is being sought to develop the proposed Baralaba South open-cut coal mine using traditional truck and excavator methods. The Project sits within an area of approximately 2,214 hectares (ha), covered by Mining Lease Application 700057. The construction phase will last approximately 24 months, with a peak workforce of 268. The (up to) 23-year operation phase of the Project is estimated to require a peak workforce of 521. Baralaba Coal Company owns and operates a Worker Accommodation Village in Baralaba, which will be used to house most of the construction workforce and at least 75% of the operation workforce.

The Baralaba South Project Social Impact Assessment (SIA) was developed in line with statutory requirements, particularly the *Strong and Sustainable Resource Act 2017* and the Coordinator-General's Social Impact Assessment Guidelines (March 2018).

In developing the SIA, seven core Study Areas were created to ensure local communities were adequately assessed and compared to state averages. While most potential Project impacts relate to the town of Baralaba, this SIA also considers impacts on the towns of Moura and Biloela, the Banana and Central Highlands Local Government Areas (LGAs), Woorabinda Aboriginal Shire and Queensland. An additional two Study Areas – Gladstone and Rockhampton LGAs – were also included with reference to economic impacts only.

While Baralaba has been shaped by both its long agricultural and mining histories, the town identifies with its rural connections and values. However, there is general consensus that the existing Baralaba North mine (which will wind down as the Baralaba South Project starts up) significantly contributes to local businesses and the broader economy.

Potential Project social impacts and opportunities raised during the consultation process included:

- Water quality and use (both surface and groundwater)
- General environmental impacts, such as dust, noise and visual amenity
- Increased traffic impact on public safety
- Increased rental and property prices
- Training and employment for locals and Aboriginal and/or Torres Strait Islander people
- Increased local and Indigenous business participation.

Indigenous employment and procurement opportunities are particularly relevant to the region. In addition to an 11% First Nations population in Baralaba, some 40km west is Woorabinda Aboriginal Shire. Woorabinda was established in 1927 as an Aboriginal reserve, replacing the previous Taroom Aboriginal Settlement. Today, almost 92% of the community identifies as Aboriginal and/or Torres Strait Islander, with the town experiencing high levels of unemployment and several other indicators of social disadvantage.

The Social Impact Management Plan (SIMP) provides an outline of the proposed strategies to mitigate identified potential social impacts and to maximise social benefits in relation to:

- Community and stakeholder engagement
- Community health and wellbeing
- Housing and accommodation management
- Workforce management
- Local business and industry procurement.

The SIMP process was informed by specific SIMP-targeted consultation with Baralaba, Moura and Biloela stakeholders to develop five detailed SIMPs, which are provided in the EIS for further stakeholder consideration and comment. These plans adopt an adaptive approach to the management of social impacts and benefits, and include performance indicators, which will be monitored for the life of the Project.

The adaptive approach will help the mine to manage and respond to changing circumstances and new information over time through ongoing monitoring and periodic review of mitigation strategies, allowing for modification if required and appropriate. This adaptive approach will ensure that the management of social impacts identified in the SIA will minimise negative social consequences and maximise social benefits for the local community for years to come.



Figure 1 Baralaba identifies with its rural connections and values

1.0 Introduction

Think Business Solutions Pty Ltd (Think Business Solutions) has been engaged by Baralaba Coal Company Pty Ltd (on behalf of proponent Baralaba South Pty Ltd) to develop a Social Impact Assessment (SIA) for the Baralaba South open-cut coal project (the Project) – located eight kilometres (km) south of Baralaba and 115km west of Rockhampton, in Queensland’s Bowen Basin – as part of the broader Environmental Impact Statement (EIS) being prepared by AARC Environmental Solutions Pty Ltd (AARC).

Originally put forward as a five million tonnes per annum (Mtpa) project in 2017, the Baralaba South mine plan has since been significantly reduced to a 2.5Mtpa of run-of-mine (ROM) coal project and will be a continuation of Baralaba Coal Company’s existing Baralaba North Mine (located 5km north of Baralaba), which is due to wind down from 2029.

Consequently, this report includes:

- Initial SIA work undertaken by EMM Resources in 2019 and 2020
- Landholder and social impact management-focused consultation carried out by Baralaba Coal Company, AARC Environmental Solutions and Think Business Solutions in 2020 and 2021
- Recent consultation and data collection (2023) undertaken by Baralaba South and Think Business Solutions, with a focus on addressing concerns raised during previous consultation.

1.1 Terms of Reference

This SIA addresses Section 8.12 of the Department of Environment and Science’s (DES’s) Terms of Reference for the Baralaba South Project, which requires that construction and operation should aim to:

- Avoid or mitigate adverse social and economic impacts arising from the Project
- Capitalise on opportunities potentially available to affected communities.

1.1.1 Terms of Reference Information Requirements

In accordance with the Coordinator-General’s guideline Social impact assessment guideline, describe the likely social impacts (positive and negative) on affected communities and the proposed mitigation measures to be implemented.

Describe the likely impacts (positive and negative) of the project on the economies materially impacted by the project and any mitigation measures to be implemented. The analysis should describe both the potential and direct economic impacts including estimated costs, if material, on industry and the community (including impacts on land productivity and property values).

Discuss the potential impact on the normal supply/demand of extractive resource availability in the region both during and after construction and any economic consequences and proposed mitigation measures (if required) for the region.

The assessment should identify opportunities to capture the social and economic benefits of the project, including:

- *Strategies for ensuring local suppliers of goods and services receive full, fair and reasonable opportunity to tender for work throughout the life of the project through adopting policies such as the Queensland Resources and Energy Sector Code of Practice for Local Content administered by Queensland Resources Council*
- *Employment development and training strategies and implementation plans for local residents, including members of Indigenous communities, women and people with a disability*
- *Opportunities to support the agricultural and tourism industries and other local small businesses*

- Any recruitment and training programs to be offered
- Regional workforce development plans, including recruitment, training development programs and initiatives to be offered
- Strategies that promote the location of workers and their families in regional centres
- A description of estimated proportions, use and characteristics of 457 visa (now 482 visa), FIFO, drive-in, drive-out and local workers during the construction and operational phases of the project.

Terms of Reference requirements are addressed in Sections 5.9 and 6.0, as well as in detailed SIMPs in the Baralaba South Project EIS:

- Community and Stakeholder Engagement Plan (Appendix T)
- Community Health and Wellbeing Plan (Appendix U)
- Housing and Accommodation Plan (Appendix V)
- Workforce Management Plan (Appendix W)
- Local Business and Industry Procurement Plan (Appendix X).

1.2 Statutory Requirements

In Queensland, an SIA is mandatory under the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) for any large resource project subject to an EIS process under either the *State Development and Public Works Organisation Act 1971* (SDPWO Act) or the *Environmental Protection Act 1994* (EP Act). In this case, the Baralaba South Project is a large resource project and falls under the assessment and approval provisions of the EP Act, subject to the provision of the SSRC Act.

1.2.1 Strong and Sustainable Resource Communities Act 2017

The SSRC Act is the regulatory framework to ensure residents of communities near large resource projects benefit from construction and operation of the projects. The Act:

- Prevents operational large resource projects from having a 100% fly-in/fly-out (FIFO) workforce
- Prevents discrimination against locals when recruiting and terminating workers, through amendments to the Anti-Discrimination Act 1991
- Makes an enhanced SIA mandatory for large resource projects going through an Environmental Impact Assessment process
- Ensures SIA processes are the same under both the *Environmental Protection Act 1994* and the *State Development and Public Works Organisation Act 1971*
- Prioritises recruitment from local and regional communities first, then recruitment of workers who will relocate and live in nearby regional communities (within a 125km radius – refer to Figure 2), for projects going through an EIS.



Figure 2 Communities within a 125km radius of the Project

1.2.2 Social Impact Assessment Guideline

This SIA is structured to address the Coordinator-General's Social Impact Assessment Guideline:

Table 1 Alignment with SIA Guideline

SIA Guideline Structure	Baralaba South SIA Structure
Scoping	Sections 1.0 and 2.0
Baseline analysis	Section 4.0
Community and stakeholder engagement	Section 3.0
Impact assessment	Section 5.0
Impact mitigation and benefit enhancement	Sections 5.9 and 6.0
Social impact management plan	Section 6.0 and Appendices T, U, V, W and X of the Baralaba South Project EIS
Monitoring, review and update	Section 6.6 and Appendices T, U, V, W and X of the Baralaba South Project EIS

The Baralaba South SIA also aligns with the SIA Guideline by incorporating the following SIA principles throughout the assessment:

- **Lifecycle-focused:** an SIA is to consider the full lifecycle of the project
- **Reasonable:** an SIA is to be commensurate with the nature and scale of the project, the sensitivity of the social environment, and the likely scope and significance of the resultant project related social impacts
- **Participatory:** engagement for an SIA is to be inclusive, respectful, meaningful and tailored to the needs of potentially impacted individuals and groups
- **Rigorous:** an SIA is to be based on objective, comprehensive social impact analysis, incorporating the most up to date information on the communities affected and the project
- **Effective management:** an SIA is to include effective social management measures that enhance potential benefits and mitigate potential negative impacts
- **Adaptive:** management measures are to be monitored, reviewed, and adjusted to ensure ongoing effectiveness.

1.3 Study Areas

Seven core Study Areas have been created to ensure target areas for the Project have been adequately covered and compared to state averages. An additional two Study Areas have been included with reference to economic impacts only.

Table 2 Description of Study Areas

Study Area	Geography
1	Baralaba Urban Centre Locality (UCL)
2	Moura UCL
3	Biloela UCL
4	Banana Local Government Area (LGA)
5	Woorabinda Aboriginal Shire
6	Central Highlands LGA
7	Queensland
<i>E1</i>	<i>Gladstone LGA</i>
<i>E2</i>	<i>Rockhampton LGA</i>

Study Areas 1, 2 and 3 represent the towns expected to be impacted most by the Baralaba South Project (particularly Study Area 1). Study Area 4 is the LGA on which the Project is located, Study Area 5 represents the nearby Indigenous community, while Study Area 6 encompass the adjacent LGA. The additional broader study areas of Gladstone and Rockhampton LGAs have been used when assessing economic components of the Project, such as labour force and business counts.

Figure 3 outlines the Study Areas relative to the proposed Baralaba South Project.



Figure 3 Baralaba South Project Study Areas

1.4 Methodology

1.4.1 Information Sources

This SIA combines a desktop review with extensive direct consultation to assemble the information required to assess the social impacts of the proposed Project on various stakeholders. The desktop audit was carried out using sources such as:

- 2021 Census, Australian Bureau of Statistics
- Banana Shire Council
- Central Highlands Shire Council
- Queensland Government Departments
 - Agriculture and Fisheries
 - Education
 - Energy and Public Works
 - Environment and Science
 - Fire and Emergency Services
 - Health
 - Regional Development, Manufacturing and Water
 - Resources
 - State Development, Infrastructure, Local Government and Planning
 - Transport and Main Roads
 - Treasury
 - Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.
- REA Group
- Woorabinda Aboriginal Shire Council.

1.5 Limitations

Many classifications used in ABS statistics have an uneven distribution of data throughout their categories. Random adjustment of the data is considered the most satisfactory technique for avoiding the release of identifiable census data. These adjustments result in small introduced random errors, but the information value as a whole is not impaired.

2.0 Project Description

2.1 Project Overview

Baralaba South Pty Ltd proposes to develop the Baralaba South Project, located approximately 8km south of the town of Baralaba and 115km west of Rockhampton in the lower Bowen Basin region of Central Queensland (refer to Figure 4).

The Project is a greenfield, open-cut metallurgical coal mine which would extract up to 2.5Mtpa of ROM coal to produce pulverised-coal-injection product for international export to the steel industry over a life of up to 23 years. Mining activities are to be undertaken within the area of MLA 700057, which covers a total of 2,214ha. The Project will provide a continuation of mining in the local area, as when mining operation declines at Baralaba North nine, mining operation will ramp up at the Baralaba South Project.

The main activities associated with the Project include:

- Open-cut pit
- Out-of-pit and in-pit overburden emplacements
- Disposal of rejects on site within mine voids behind the advancing open-cut mining
- ROM coal and product coal stockpiles
- Topsoil stockpiles, laydown areas and borrow areas
- Haul roads and internal roads
- Water-management infrastructure
- Coal Handling Preparation Plant (CHPP)
- Mining infrastructure area, including workshops, administration buildings, fuel and chemical storage facilities, warehouse and hardstand areas
- Moura Baralaba Road realignment (approximately 4.5km)
- Modification and development of power supply infrastructure
- Other associated minor infrastructure, plant, equipment and activities
- Exploration activities
- Product coal road transport approximately 40km via the existing Baralaba North Mine haul route on public Council-controlled roads to the existing train load-out facility located approximately 2km east of Moura
- Product coal rail transport to the Port of Gladstone for export to international markets.

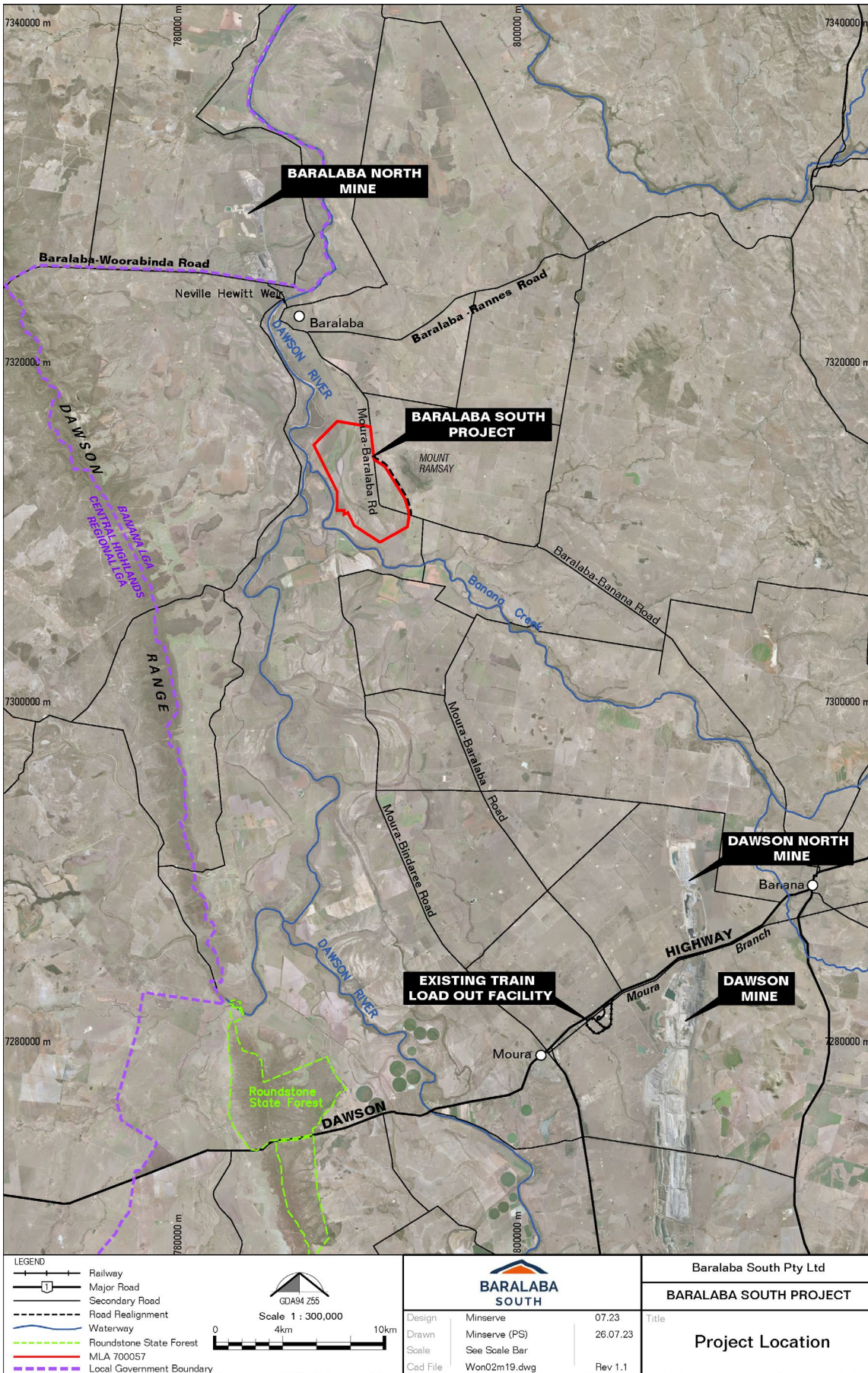


Figure 4 Project locality

2.1.1 Landholders and Existing Land Use

Two freehold properties are located within the mining lease application area, namely the 'Broadmeadow' property (Lot 11\FN153, Lot 78\FN153, Lot 79\FN106, Lot 145\FN502 and Lot 77\FN312) owned by a related entity to the proponent, and the 'Mount Ramsay' property (Lot 26\FN153, Lot 135\FN143 and Lot 1\RP801031).

Local land use is predominantly rural and related to cattle grazing, stud farming and dryland and irrigated cropping. 21 sensitive receptors (i.e. residential dwellings on rural properties) within 7km of the Project mining lease application area have been assessed for potential impacts on air quality, noise and vibration. Detailed results of these assessments have been included in Chapter 11 (Air Quality and Greenhouse Gas) and Chapter 12 (Noise and Vibration) of the EIS and are summarised in Section 5.6.

Some 26 properties are located immediately adjacent to the proposed haul road for the Project (from the Project site to the train loadout facility to the east of Moura). The proposed electricity transmission line for the Project traverses four properties, 'Mount Ramsay', 'Nonda', 'Brahmleigh' and Lot 1\SP266562 (which is located adjacent to the Baralaba substation and owned by a related entity to the proponent).

Landholders were contacted and interviewed regarding their concerns relating to the Project, and these concerns have been taken into consideration when assessing social impacts. A detailed overview of this engagement is provided in the Baralaba South Project Public Consultation Report (Attachment 3 of the Baralaba South Project EIS).

2.1.1.1 Native Title

A Cultural Heritage Investigation and Management Agreement (CHIMA) was entered into between the Gangulu People (QUD6144/98) (Gangulu Endorsed Parties) and Cockatoo Coal Limited (a previous manager for the Project) on 10 October 2012. This agreement covers the area of the Project. The CHIMA was approved as a CHMP under Part 7 of the ACH Act by the then Department of Aboriginal and Torres Strait Islander and Multicultural Affairs (now the Department of Seniors, Disability Services and Aboriginal and Torres Strait Island Partnerships) on 16 October 2012.

The Gangulu People claim (QUD6144/98) was dismissed in 2009, however, the applicants were preserved as the Aboriginal party of the "last failed claim", and therefore the Aboriginal party to negotiate the CHIMA with at this time. The Gaangalu Nation People (GNP) native title claim was registered on 15 November 2012 (QC2012/009). GNP has now replaced the Gangulu People as the Aboriginal party. The two groups are related (Gangulu Endorsed Parties are a sub-group of GNP).

2.2 Project Workforce

2.2.1 Construction

Construction of the proposed mine is anticipated to commence in 2029 (once the relevant Project approvals have been obtained), with the bulk of construction activity undertaken over a 24-month timeframe and some completion activities undertaken in the first year of production. The Baralaba South construction workforce is estimated to peak at 268 in the first 12 months. This workforce has been broken down into five categories:

1. Civil works
2. Coal handling and preparation plant construction
3. Site buildings and Infrastructure construction
4. Equipment assembly
5. Camp management.

Occupations represented in the construction workforce will likely include:

- Earthmoving plant operators

- Structural steel and welding trades workers
- Professionals including geologists, managers, safety officers, engineers and environmental scientists
- Painting, plumbing and electrical trades workers
- Concreters
- Construction and mining labourers.

Given the specialised nature of work during the construction phase and its temporary nature, the following assumptions have been made:

- Rockhampton and Gladstone are considered likely to provide 95% of the workforce due to being established major centres providing workforce and other resources to the mining and resources industry and are communities within the broader region for the Project
- Rockhampton and Gladstone have the capacity to supply a workforce with the required skills
- Workers from Rockhampton and Gladstone are unlikely to relocate due to the temporary nature of the work
- The remaining 5% are expected to be sourced from towns within the local Study Areas, with Baralaba as the priority.

2.2.2 Operation

The Project operational workforce is estimated to peak at 521. In the first year, some 315 workers will be required (including haulage contractors), with the commencement of production ramping up to approximately 510 by year 2. Towards the end of the Project, there will be fewer workers required. Ramping down of the workforce will coincide with the reduction in mine production expected from year 21. Occupations required by the Project will likely include:

- Machinery operators
- Truck drivers
- Tradespeople, including diesel fitters, boiler makers, electricians, plumbers, gasfitters and painters
- Engineers, surveyors, geologists
- Health, safety, environment, human-resources, and mine-management professionals
- Administrative staff.

The workforce can be categorised into three groups:

1. Mining staff and crew (approximately 89%)
2. Processing plant staff and crew (approximately 5%)
3. Other staff and crew (approximately 6%).

2.3 Workforce Accommodation

Baralaba Coal Company owns and operates a Worker Accommodation Village (WAV) in Baralaba, approximately 8km north of the Project. The WAV is located to the south of Wooroonah Road, opposite the Baralaba Showground and adjacent to (but no relation to) the Baralaba Caravan Park (refer to Figure 5).

The Baralaba WAV is a purpose-built facility that was constructed in 2013-2014 to provide accommodation for the Baralaba North mine workforce. The camp currently has 156 single accommodation units, as well as recreation and (recently expanded) dining facilities, with eight new units under construction and a further 24 units approved for construction. The WAV has a short travel time to the Baralaba South Project site (approximately 10 minutes' drive), minimising the length of the working day for workers staying at the camp.



Source: Google Maps 2023

Figure 5 WAV location

WAV rooms include an ensuite bathroom, air conditioning, desk and chair, refrigerator and television. The camp has a catered dining room, a gym for personal exercise, open outdoor areas, free onsite car parking and an onsite laundry. The WAV currently operates motel-style accommodation, with one room providing private, single accommodation for two people on alternating rosters. Workers are not required to share their room during their stay.

Baralaba Coal has Banana Shire Council approval to construct an additional 32 rooms at the camp. Consultation with Council identified the expansion of the WAV in Baralaba as the preferred strategy to accommodate the Project's non-resident workforce.

2.3.1 Construction Workforce Accommodation

It is expected that 95% of the construction workforce for the Project will be sourced from regional communities such as Rockhampton and Gladstone. The remaining 5% will likely already reside locally. This means that most of the peak construction workforce will require accommodation.



Figure 6 Baralaba WAV

2.3.2 Transitional/Operation Workforce Accommodation

While the Baralaba South operational workforce will not significantly exceed existing Baralaba North employee numbers (still with the assumption that 25% of these will reside locally), it is expected that a peak combined Baralaba North operation/Baralaba South construction workforce will occur in 2029, reaching some 710 employees including haulage and TLO contractors. Haulage and TLO contractors will reside in Moura, leaving 667 employees that will require temporary accommodation. While the additional 32 rooms under construction will accommodate future Baralaba South operational staff, factoring in shift cycles, it is estimated that up to 255 units of temporary accommodation will be required to cover the transition peak. The WAV has capacity for this expansion.

3.0 Community and Stakeholder Engagement

This section summarises the key findings from the community engagement activities undertaken in relation to the Project:

- By Baralaba Coal Company and subsidiary Baralaba South (2017-2023)
- As part of EIS engagement (2019, 2020 and 2023)
- As part of SIA and SIMP engagement (2019, 2020, 2021 and 2023).

3.1 Baralaba South Stakeholders

The following key stakeholders and areas of impact were identified for the Baralaba South Project:

Table 3 Identified stakeholders and impact areas

Stakeholder	Impact Areas
Landholders	<ul style="list-style-type: none"> • Community identity and values • Livelihood/quality of life • Agricultural land/land use • Property values • Protection of water sources • Flood risk • Environment • Compensation • Psychological • Construction and ongoing mine operation (dust, noise, vibration) • Safety and proximity to mine site • Local employment opportunities • Mine closure/rehabilitation.
Federal Government	<ul style="list-style-type: none"> • Economic flow-on effects of Project • Infrastructure and planning required to secure successful growth of the region • Federal road network • Potential impact on matters of national environmental significance.
State Government	<ul style="list-style-type: none"> • Cumulative impacts of resources projects • Economic flow-on effect of Project • Infrastructure and planning required to secure successful growth of the region • Community demographics • Housing affordability and availability • State road network • Environment and rehabilitation management • Local employment opportunities • Local procurement opportunities • Mine closure/rehabilitation.
Local government	<ul style="list-style-type: none"> • Cumulative impacts of mining projects • Economic flow-on effect of Project • Infrastructure and planning required to secure successful growth of the region • Community demographics • Community identity and values • Social order • Housing affordability and availability • Local road networks • Local employment opportunities • Local procurement opportunities

Stakeholder	Impact Areas
	<ul style="list-style-type: none"> Environment Mine closure/rehabilitation.
Local community	<ul style="list-style-type: none"> Community demographics Community identity and values Social order Community infrastructure and services Housing affordability and availability Local road networks Environment Local employment opportunities Local procurement opportunities.
Health services	<ul style="list-style-type: none"> Community demographics Community infrastructure and services (greater demand) Housing affordability and availability.
Emergency services	<ul style="list-style-type: none"> Community demographics Community infrastructure and services (greater demand) Social order.
Education services	<ul style="list-style-type: none"> Community demographics Community infrastructure and services (greater demand).
First Nations communities	<ul style="list-style-type: none"> Community identity and values Cultural heritage Local employment opportunities Local procurement opportunities.
Local businesses	<ul style="list-style-type: none"> Housing affordability and availability Community infrastructure and services (capacity for growth) Local procurement opportunities Capacity and skills to meeting Project requirements.
Local short-term accommodation providers (motel, hotel)	<ul style="list-style-type: none"> Greater demand Ability/capacity to service tourist and other non-mining related industries.
Environmental groups	<ul style="list-style-type: none"> Protection of water sources Protection of local flora and fauna Mine rehabilitation and final land use.
Agricultural groups	<ul style="list-style-type: none"> Protection of the rights of local farmers Water access Potential loss of employees to mining industry Mine rehabilitation and final land use.
Local employment organisations	<ul style="list-style-type: none"> Larger workforce Local employment opportunities.
Other mining and energy projects within the region	<ul style="list-style-type: none"> Cumulative impacts Competitive employment market/capacity of immediate community for employment Road access.
Unions	<ul style="list-style-type: none"> Project workforce agreements.
Potential employees	<ul style="list-style-type: none"> Housing affordability and availability Local employment opportunities Skills to meet requirements.

Stakeholder	Impact Areas
Potential suppliers/ subcontractors	<ul style="list-style-type: none"> Local employment opportunities Capacity and skills to meet requirements.

3.2 Community Consultation

3.2.1 Communication Tools

The following engagement activities were undertaken through a variety of face-to-face and remote consultation methods, including

- Telephone and face-to-face interviews
- Community drop-in information sessions and workshops
- Community events
- Provision of Project factsheets and Q&A documents
- Briefings to government departments
- Responses to community enquiries
- Publication of application materials on the DES website.

3.2.2 Consultation

Stakeholder and community consultation undertaken in relation to the Project is outlined in the Baralaba South Project Public Consultation Report (see Attachment 3 of the Baralaba South EIS). This consultation has been undertaken to understand community perceptions, develop positive community relationships, inform the planning and assessment stages of the Project, prepare the EIS, and to develop the SIA and SIMP, including detailed Community and Stakeholder Engagement, Community Health and Wellbeing, Housing and Accommodation, Workforce Management and Local Business and Industry Procurement plans.



Figure 7 There has been extensive consultation with Project community stakeholders since 2019, including community workshops and drop-in sessions in Baralaba

Stakeholder engagement focused primarily on discussions with local, state and Commonwealth government representatives, landholders and key local community organisations, to outline EIS assessment findings, provide Project updates and to seek feedback. Consultation with the local registered Aboriginal Party, the Gaangalu Nation People, was undertaken to inform them of Project updates and EIS assessment findings and to obtain input into development of the CHMP.

3.2.2.1 SIA Engagement

Face-to-face interviews, community workshops and community surveys were used to engage the community and key stakeholders regarding the Project. All engagement activities sought to understand how stakeholders viewed their communities, how the Project may impact community culture, services and infrastructure, and how Baralaba South could work with communities to manage these impacts and ensure optimum Project outcomes for all stakeholders. For a detailed breakdown of SIA stakeholder engagement, refer to the Baralaba South Public Consultation Report at Attachment 3 of the Baralaba South Project EIS.

4.0 Baseline Social Profile

4.1 Demographic Profile

4.1.1 Population

At the time of the 2021 Census, Baralaba's population was 260, equating to a 1.4% increase from 2016 (similar to state population growth). Banana Shire experienced a small decrease in the same period, while Woorabinda's population increased by 0.4%.

Table 4 Resident population by Study Area 2006-2021

Year	Baralaba	Moura	Biloela	Banana	Woorabinda	Central Highlands	Qld
2006	295	1,936	5,691	15,026	886	27,265	4,007,992
2011	265	1,858	5,954	14,812	976	29,541	4,476,778
2016	243	1,682	5,843	14,570	999	28,690	4,845,152
2021 (actual)	260	1,843	5,667	14,513	1,019	27,836	5,156,125
Average annual change 06-11	-2.1%	-0.8%	0.9%	-0.3%	2.0%	1.6%	2.2%
Average annual change 11-16	-1.7%	-2.0%	-0.4%	-0.3%	0.5%	-0.6%	1.6%
Average annual change 16-21	1.4%	1.8%	-0.6%	-0.1%	0.4%	-0.6%	1.3%

Includes slight variations to core Census population data. Source: ABS Regional Population Growth Australia 2022 (various editions) and ABS 2021 Census of Population and Housing.

The Queensland Government Statistician's Office expects the Banana LGA's population to slightly decline over the next two decades (compared to state population growth of 1.4%).

Table 5 Projected population by Study Area 2021-2046

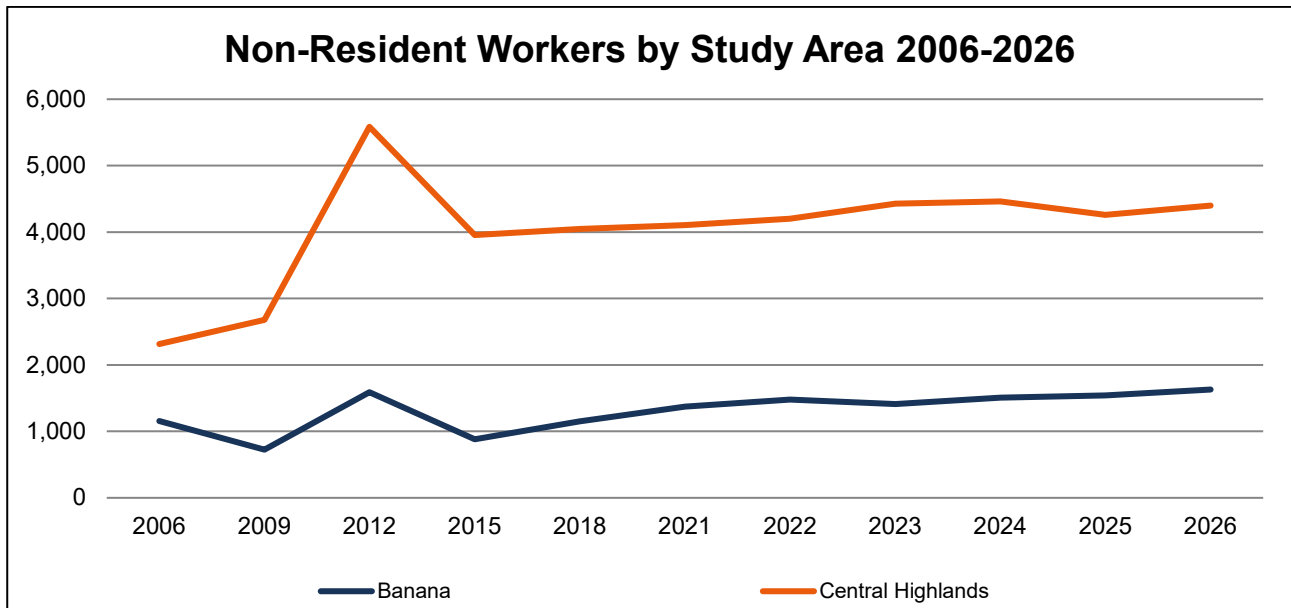
Year	Banana	Woorabinda	Central Highlands	Qld
2021 (actual)	14,513	1,019	27,836	5,156,138
2026	14,530	1,053	28,657	5,663,247
2031	14,416	1,065	28,939	6,079,887
2036	14,331	1,077	29,251	6,492,441
2041	14,249	1,089	29,571	6,899,969
2046	14,150	1,101	29,884	7,299,934
Average annual change	-0.1%	0.3%	0.3%	1.4%

Includes slight variations to core Census population data. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: QGSO Regional Profiles (Resident) and ABS 2021 Census of Population and Housing.

4.1.1.1 Non-resident Population

In addition to the Study Areas’ resident populations, given the significant resources industry in the Bowen Basin region, non-resident populations have also been considered. Any Baralaba South employees sourced outside a one-hour commute to the Project site will need to be temporarily accommodated in Baralaba and thereby will impact the local non-resident population.

Between 2012 and 2015, there was a sharp decline in the Banana and Central Highlands non-resident population. Since then, there have been some steady gains, reflective of the recent rebound of the resources sector. Projections (from 2022 to 2026) indicate that the non-resident population will remain steady in the Banana and Central Highlands LGAs.



Data not available for Baralaba, Moura, Biloela or Woorabinda. Source: QGSO 2022 Bowen Basin Population Report (combination of Non-resident Workers on Shift by LGA and Non-resident Population Projections by LGA).

Figure 8 Non-resident workers by Study Area 2006-2026

Both Baralaba and Moura have significant non-resident populations due to local resources projects. Baralaba’s non-resident population has slightly decreased since 2021; while Moura’s and Biloela’s non-resident populations have increased.

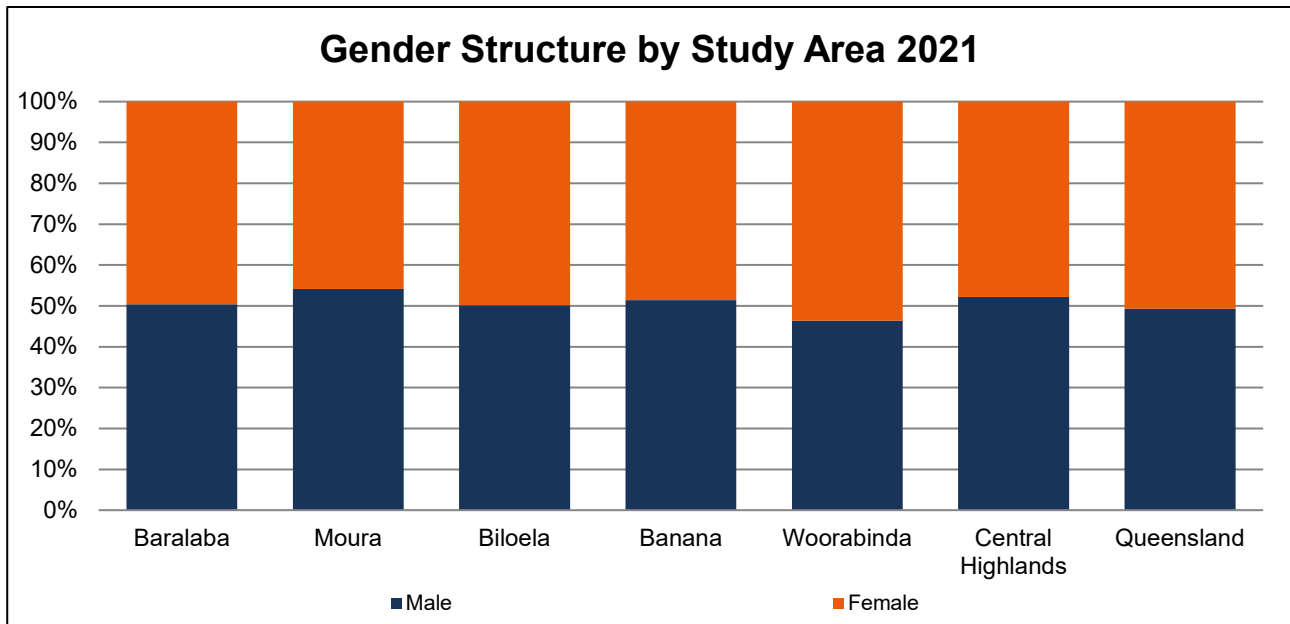
Table 6 Full-time Equivalent (FTE) Population Estimates by UCL 2021-2022

	Baralaba		Moura		Biloela	
	2021	2022	2021	2022	2021	2022
Resident population (actual*)	260*	260	1,843*	1,695	5,667*	5,720
Non-resident workers on shift	145	130	355	460	160	350
Total	405	395	2,055	2,155	5,895	6,070
% non-resident population	35.8%	32.9%	17.3%	21.3%	2.7%	5.8%

Source: QGSO 2022 Bowen Basin Population Report.

4.1.2 Gender

All Study Areas had relatively even proportions of residents who identified as male and female, with Moura reporting the largest proportion of males (53.1%) and Woorabinda with the most females (54.1%).

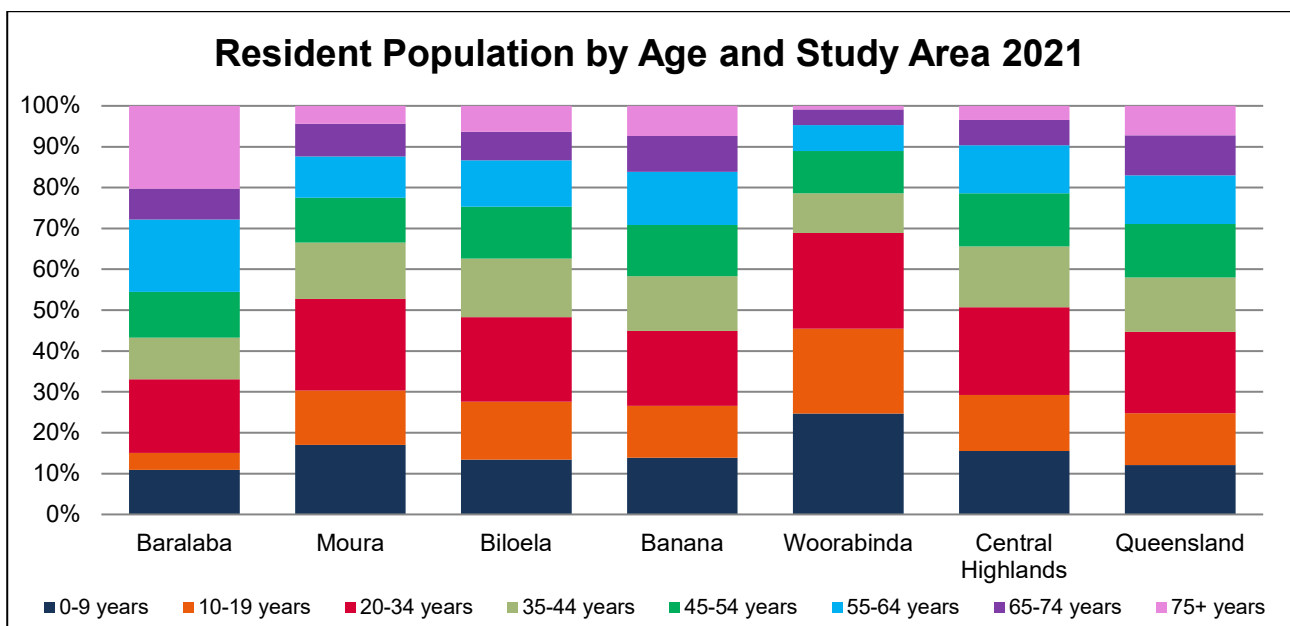


Based on usual place of residence. Source: ABS 2021 Census of Population and Housing.

Figure 9 Gender structure by Study Area

4.1.3 Age

A consistent theme across all Study Areas is the largest age group of 20-34 years. Moura and Woorabinda had the highest proportions of 20-34-year-olds in 2021 (22.3% and 23.6% respectively), with Woorabinda also having the highest proportion of 0-9-year-olds (24.8%). Baralaba had a significantly higher proportion of 65+-year-olds at 28.5% compared to all other Study Areas, including 4.7% for Woorabinda and 17.0% for the broader state.

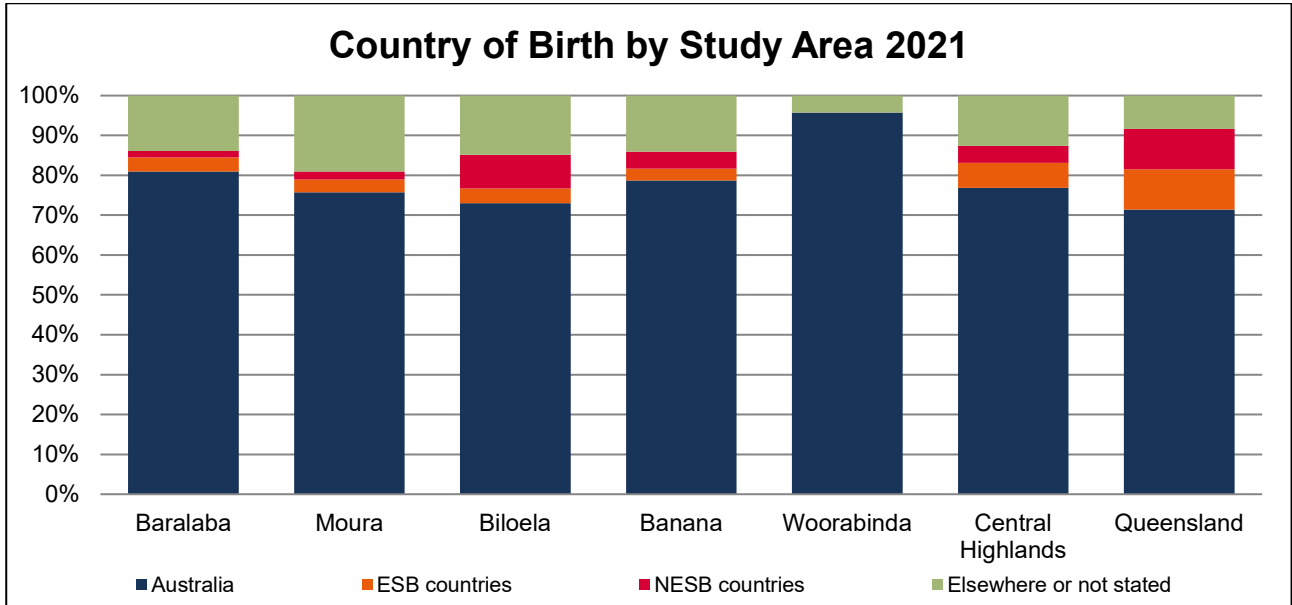


Based on usual place of residence. Source: ABS 2021 Census of Population and Housing.

Figure 10 Age structure by Study Area

4.1.4 Ethnicity

All local Study Areas recorded slightly lower ethnic diversity characteristics than for Queensland. In 2021, 78.5% of Baralaba residents were born in Australia, compared to 71.4% for Queensland. Some 4.1% of Banana LGA residents were from non-English-speaking countries at the time of the 2021 Census.

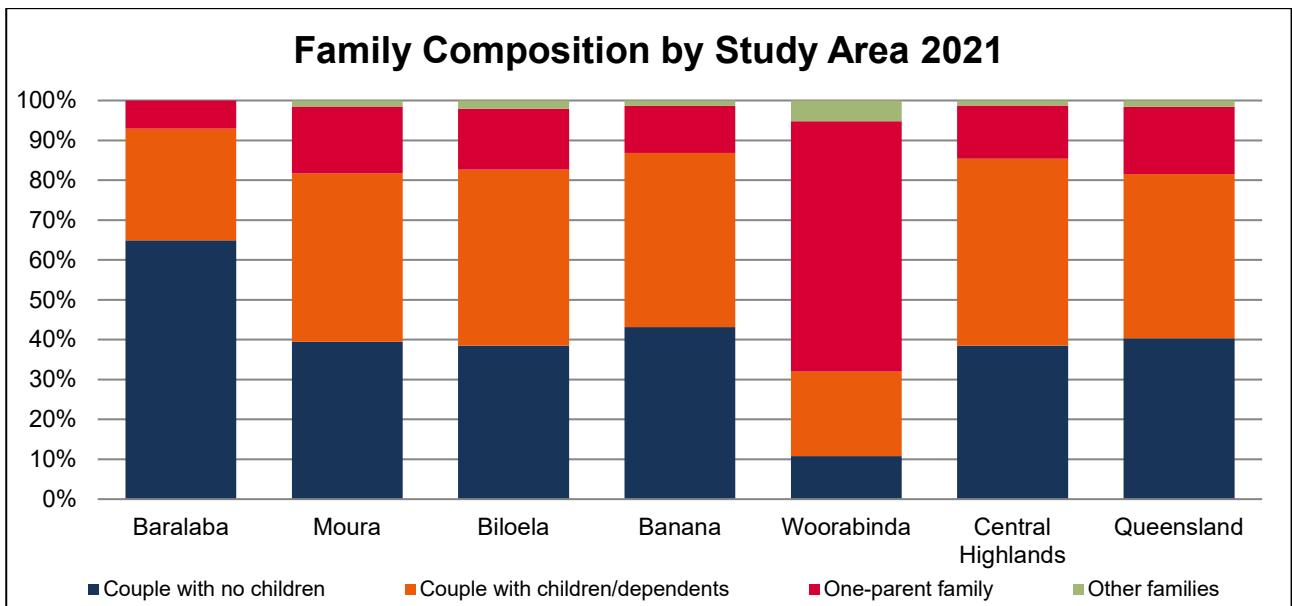


English-speaking background (ESB) countries include Canada, Ireland, South Africa, UK and USA. Non-English-speaking background (NESB) countries. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 11 Country of birth by Study Area

4.1.5 Family

At the time of the 2021 Census, the majority of Baralaba families were made up of couples with no children. The Central Highlands LGA had a highest percentage of families that comprised couples with children or dependents (46.9%), while 62.5% of Woorabinda families had a single parent.

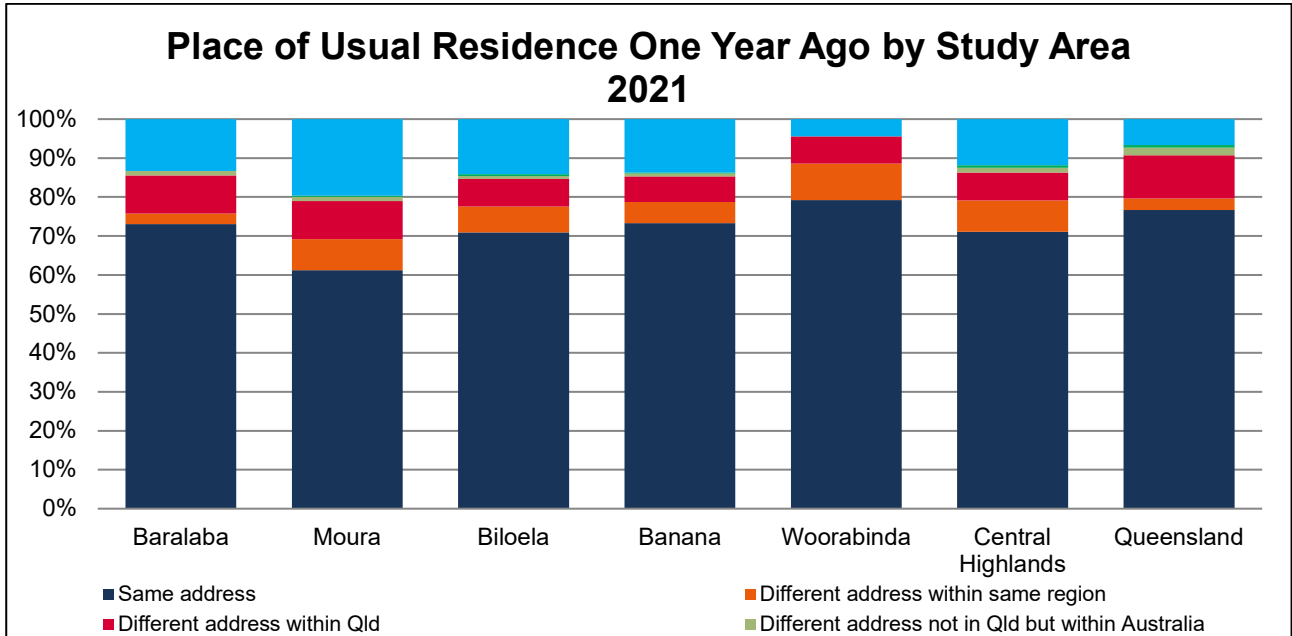


Includes both same-sex-couple families and opposite-sex-couple families. Excludes family members temporarily absent on Census night. Based on place of enumeration. Source: ABS 2021 Census of Population and Housing.

Figure 12 Family composition by Study Area

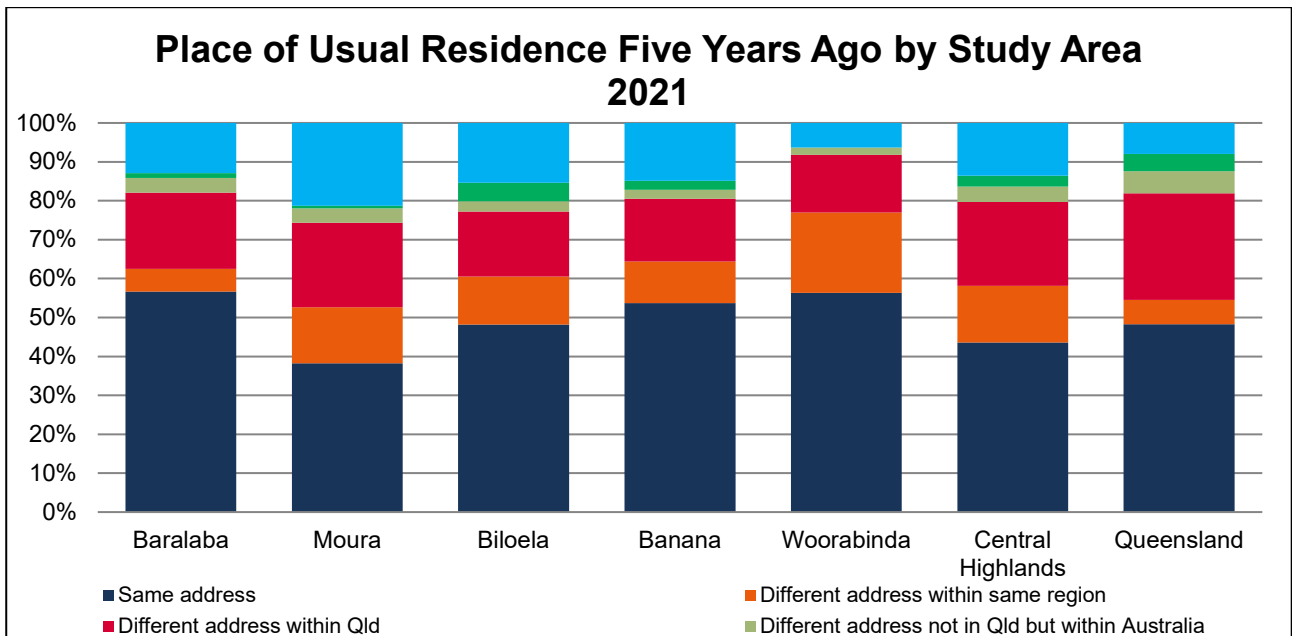
4.1.6 Mobility

Mobility measures migratory patterns of residents. One-year and five-year migration patterns for the Baralaba South Project’s Study Areas are shown below. In Baralaba, 74.2% of residents lived at the same address as they did a year prior to the 2021 Census, while 56.0% of Baralaba residents lived in the town five years before the Census. Moura residents were the most mobile a year after the Census (19.2% left the town), while Central Highlands had the greatest five-year migration (42.8%) of the local Study Areas.



Based on usual place of residence. Source: ABS 2021 Census of Population and Housing.

Figure 13 Place of usual residence one year ago by Study Area

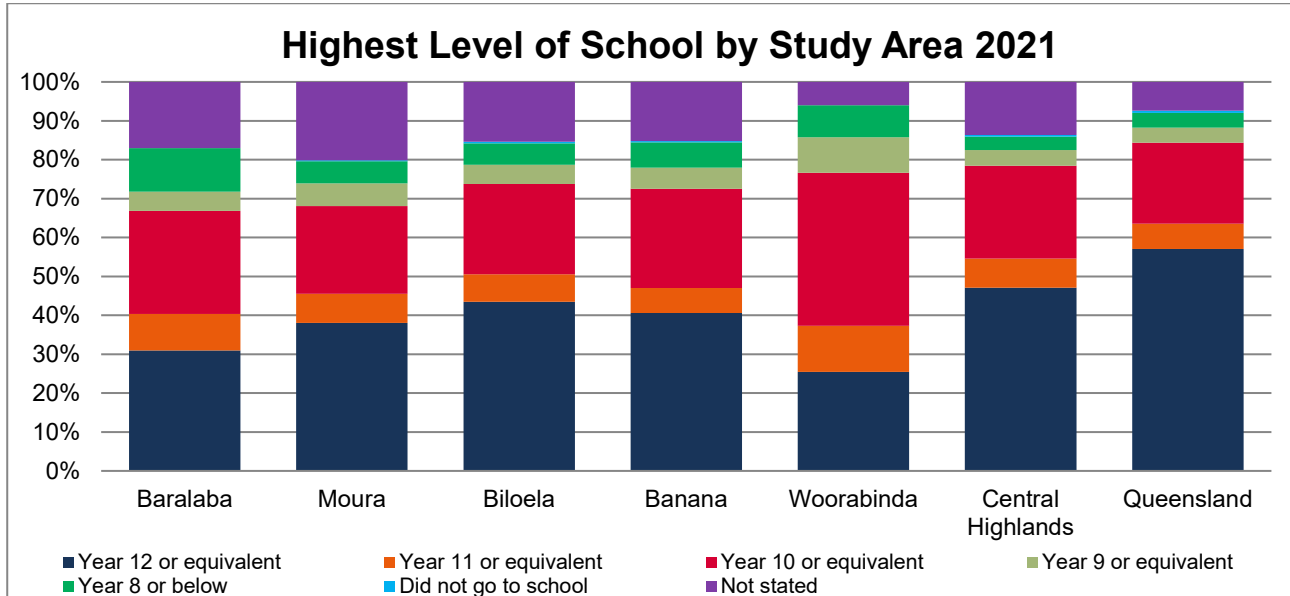


Based on usual place of residence. Source: ABS 2021 Census of Population and Housing.

Figure 14 Place of usual residence five years ago by Study Area

4.1.7 Education

In 2021, 67.7% of Baralaba residents had completed year 10 or above, with 31.4% having completed year 12 or equivalent. Baralaba and Woorabinda had the lowest proportions of residents who had completed year 12 but were also the only Study Areas to report no residents who did not go to school at all.

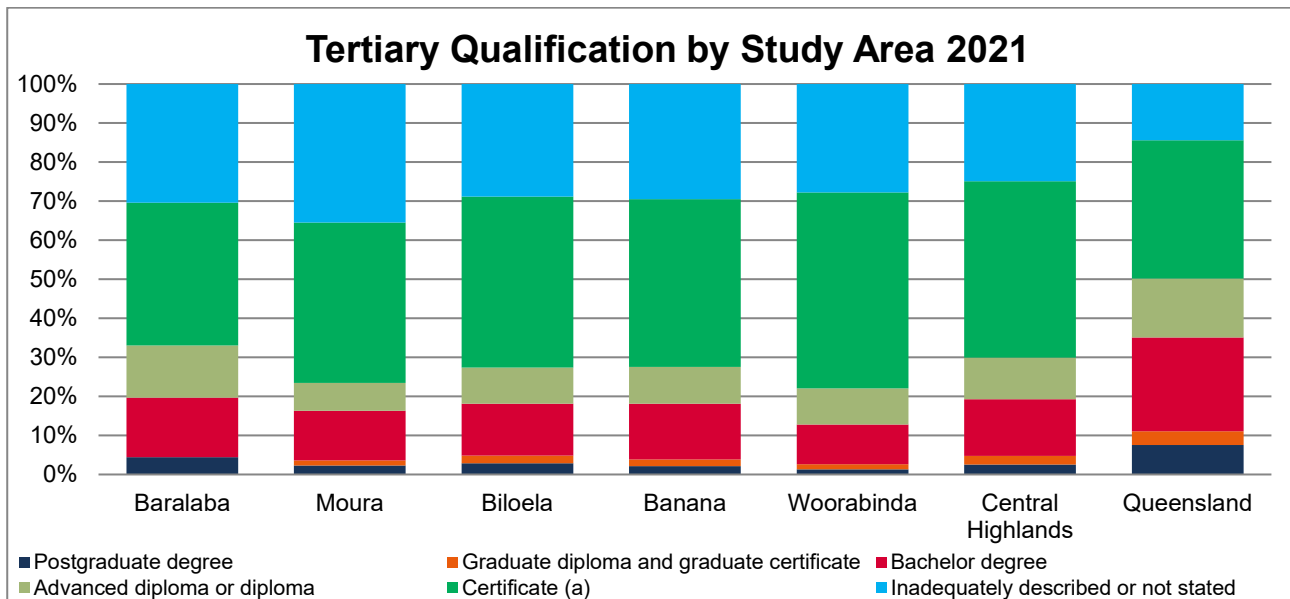


Based on persons 15 years and over who are no longer attending primary or secondary school. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Table 7 Highest level of schooling by Study Area

4.1.7.1 Tertiary Qualification

More than half of the Queensland population had a tertiary qualification in 2021. Across the local Study Areas, percentages of the population with a tertiary qualification were up to 10% lower (ranging from 41.5% to 46.2%), except for Woorabinda, which had a significantly lower tertiary qualified population of 22.4%. ‘Certificate’ was consistently the highest level of qualification achieved across all Study Areas.

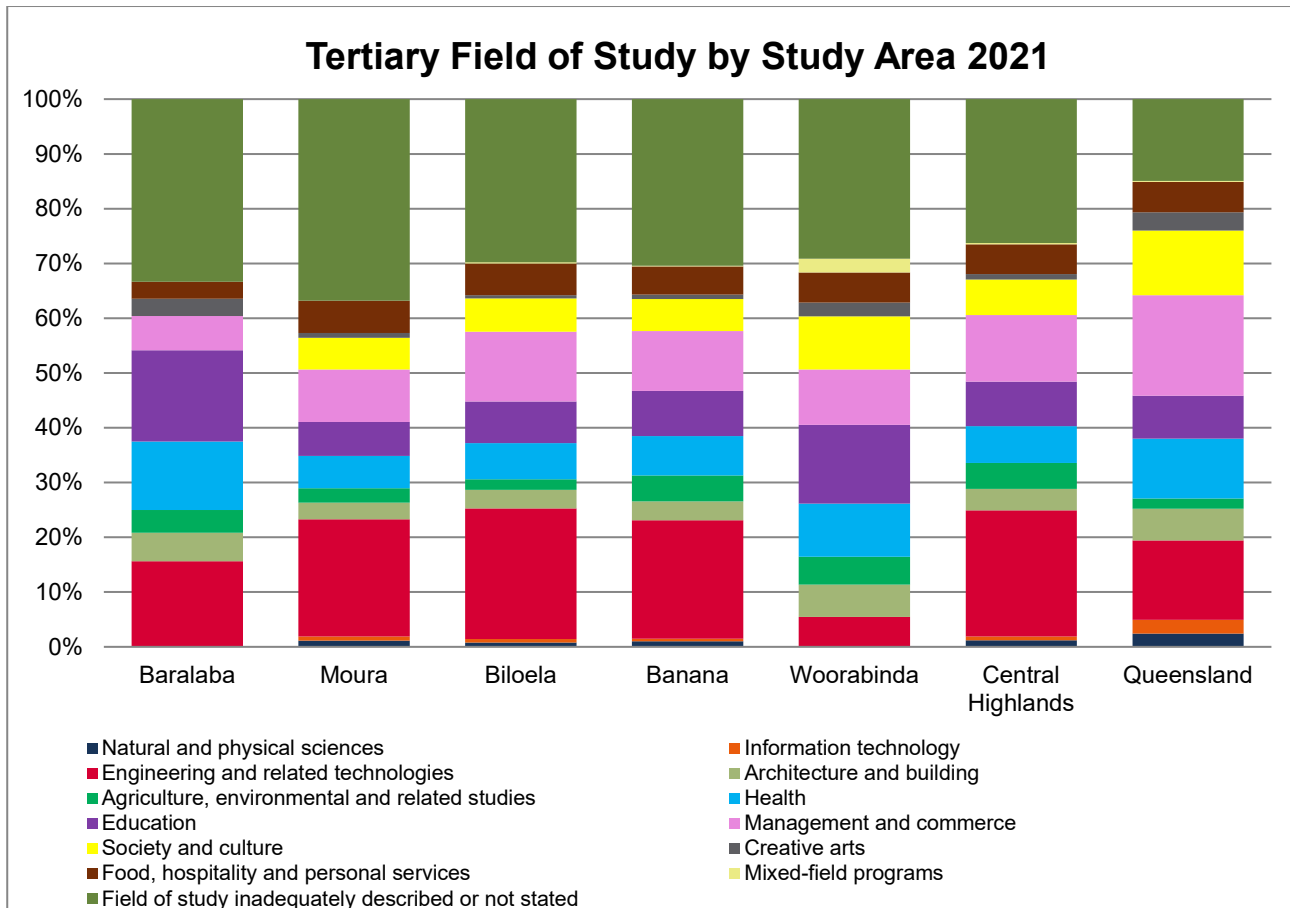


(a) Includes Certificates I, II, III and IV and certificates not defined. Based on persons 15 years and over. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 15 Tertiary qualification by Study Area

4.1.7.2 Tertiary Field of Study

At the time of the 2021 Census, the most common field of study for the Moura, Biloela, Banana and Central Highlands Study Areas was 'engineering and related technologies' (21.3%, 23.8%, 21.6% and 23.0% respectively), presumably due to the region's significant mining industry. Education was the most common tertiary field of study for Baralaba and Woorabinda, while for the state, 'management and commerce' was the most popular field of study (18.4%).

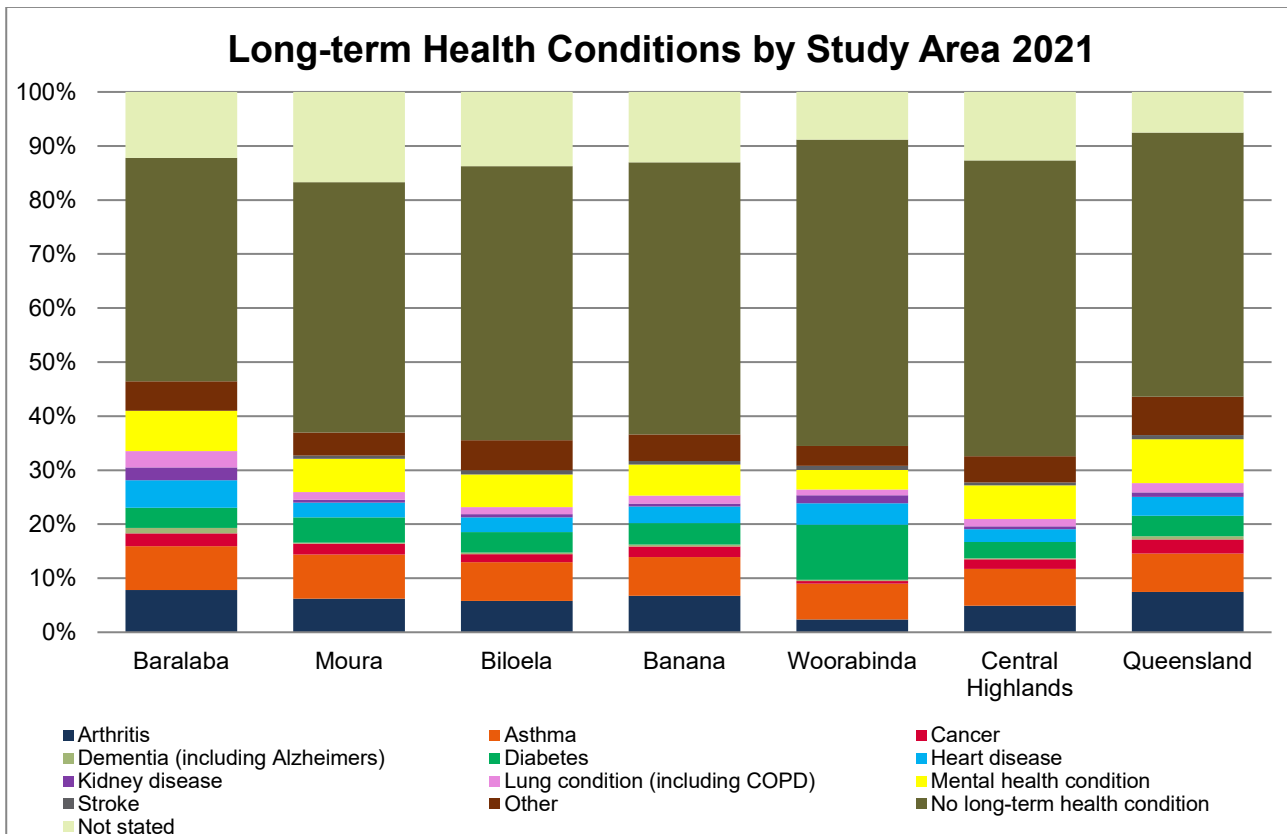


Based on persons 15 years and over and place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 16 Tertiary field by Study Area

4.1.8 Health

In 2021, 52.7% of Baralaba residents suffered from a health condition, compared to 36-42% for the other local LGAs and 51.9% for the state. Arthritis and asthma were the most common health conditions in Baralaba, Moura and Banana, while asthma and mental-health conditions were prevalent in Biloela and Central Highlands. Diabetes was the most common health condition in Woorabinda, with mental-health conditions predominant across Queensland.



Includes people with multiple long-term health conditions. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 17 Long-term health condition by Study Area

4.1.9 Socio-Economic Index of Disadvantage

The Socio-Economic Index of Disadvantage ranks geographical regions to reflect disadvantage of social and economic conditions. The index focuses on low-income earners, relatively lower education attainment, high unemployment and dwellings without motor vehicles. Low index values represent areas of most disadvantage and high values represent areas of least disadvantage.

While most Banana residents were classified as being in Quintile 2 in 2021, the LGA had a relatively equitable spread across the quintiles, as did the Central Highlands LGA. Conversely, all Woorabinda residents were classified as Quintile 1 (most disadvantaged) in 2021. Note that the ABS has ranked Woorabinda as the fourth most disadvantaged LGA in Australia.

Table 8 Socioeconomic Index of Disadvantage by Study Area

	Banana	Woorabinda	Central Highlands	Queensland
Quintile 1 (most disadvantaged)	17%	100%	15%	20%
Quintile 2	33%	0%	24%	20%
Quintile 3	12%	0%	23%	20%
Quintile 4	20%	0%	20%	20%
Quintile 5 (least disadvantaged)	18%	0%	18%	20%

Data not available for Baralaba, Moura or Biloela. Source: QGSO Regional Profiles (Resident).

4.1.10 Summary of Demographic Profile

Baralaba's population has increased since 2016; however, the broader Banana Shire population is expected to slightly decrease each year over the next two decades. Conversely, the Central Highlands LGA is expected to achieve 0.3% annual growth until 2046. Between 2012 and 2015, there was a sharp decline in the Banana and Central Highlands non-resident population. Since then, there have been some steady gains, reflective of the growth in the resources sector. Projections (from 2022 to 2026) indicate that the non-resident population will remain steady in the Banana and Central Highlands LGAs.

In 2021, all Study Areas had relatively even proportions of residents who identified as male and female, with Moura reporting the largest proportion of males (53.1%) and Woorabinda with the most females. A consistent theme across all Study Areas was the largest age group of 20-34 years. Moura and Woorabinda had the highest proportions of 20-34-year-olds in 2021 (22.3% and 23.6% respectively), with Woorabinda also having the highest proportion of 0-9-year-olds (24.8%). Baralaba had a significantly higher proportion of 65+-year-olds at 28.5% compared to all other Study Areas.

All local Study Areas recorded slightly lower ethnic diversity characteristics than for Queensland. In 2021, 78.5% of Baralaba residents were born in Australia, compared to 71.4% for Queensland. In Baralaba, 74.2% of residents lived at the same address as they did a year prior to the 2021 Census, while 56.0% of Baralaba residents lived in the town five years before the Census.

Most Baralaba families were made up of couples with no children in 2021. The Central Highlands LGA had a highest percentage of families comprising couples with children or dependents (46.9%), while 62.5% of Woorabinda families had a single parent.

In 2021, 67.7% of Baralaba residents had completed year 10 or above, with 31.4% having completed year 12 or equivalent. Baralaba and Woorabinda had the lowest proportions of residents who had completed year 12. Across the local Study Areas, percentages of the population with a tertiary qualification were about 10% lower than for Queensland, except for Woorabinda, which had a tertiary qualified population of 22.4% (almost 30% lower than for the state). 'Certificate' was consistently the highest level of qualification achieved across all Study Areas.

At the time of the 2021 Census, 52.7% of Baralaba residents suffered from a health condition, compared to 36-42% for the other local LGAs and 51.9% for the state. Arthritis and asthma were the most common health conditions in Baralaba, Moura and Banana, while diabetes was prevalent in Woorabinda.

While most Banana residents were classified as being in Quintile 2 of Socio-Economic Index of Disadvantage in 2021, the LGA had a relatively equitable spread across the quintiles. Conversely, all Woorabinda residents were classified as Quintile 1 (most disadvantaged), with the community considered the fourth most disadvantaged area in Australia.

4.2 Community Health and Wellbeing

4.2.1 Local History

4.2.1.1 Aboriginal History

Project Area

The region was settled by Aboriginal people more than 60,000 years ago, including the Wadja Wadja/Wadijigal people and the Gaangalu Nation people. The Project is located within the Gaangalu Nation people (QC2012/009) Native Title Determination Application Area registered with the National Native Title Tribunal. As the Native Title claimant, Gaangalu Nation is the current 'Aboriginal party' for the Project area under the *Aboriginal Cultural Heritage Act 2003*. The Gaangalu Nation Native Title claim has been registered by the Native Title Tribunal since 2012. The Gaangalu Nation claim spans across 25,506km² of land and six LGAs. In general terms, Gaangalu country is bounded by the Dawson and Fitzroy Rivers in the east, the

Mackenzie River in the north and west, the Comet River in the west and Goomally and Mimosa Creek in the south (NNTT Native Title Vision, QC2012/09).

The registered Native Title claimants for the Project area at the time (the Gangulu People [QUD6144/98]) entered into a Cultural Heritage Investigation and Management Agreement (CHIMA) for the Project. The CHIMA was approved as a CHMP pursuant to section 107 of the *Aboriginal Cultural Heritage Act 2003* by the then-Department of Aboriginal and Torres Strait Islander and Multicultural Affairs on 16 October 2012. The Gaangalu Nation People (GNP) Native Title claim was registered on 15 November 2012 (QC2012/009). GNP has now replaced the Gangulu People as the Aboriginal party. The two groups are related (Gangulu Endorsed Parties are a sub-group of GNP). The CHMP applies to the entire Project area, including the realignment of the Moura Baralaba Road. The CHMP was assigned to Baralaba Coal Company in 2018. As a related body corporate to Baralaba Coal Company, Baralaba South has the benefit of the CHMP and may rely on its terms in carrying out the Project. Further information is provided in Chapter 15 of the EIS.

The Wadja People application, registered in 2012, does not fall on the proposed Project location directly, but is closely situated to the site, which is only 19km away from the claim's southern boundary. Similarly, to the Gaangalu Nation claim, the Wadja People application currently holds no Native Title Determination. While these two key claims are most closely located to the Project site, various other applications and determinations have been made within the outer regions of the study area that are unlikely to be impacted by this Project due to their distance.

Woorabinda Aboriginal Shire



Figure 18 Some 92% of Woorabinda's residents identify as First Nations Australians

Between 1926 and 1927 the Queensland Government established the town of Woorabinda to replace the Taroom Aboriginal reserve situated along the Dawson River. By 1927, all 239 residents of Taroom had been transported to Woorabinda and the reserve was formally gazetted. First Nations people continued to be removed from across Australia and relocated to the reserve during this period and as a result, the population grew significantly.

Key services to Woorabinda were first established in 1930 with the opening of a school, followed by a hospital, which was constructed in 1932. In the same period, Anglican and Roman Catholic churches were also opened. During early establishment of the Woorabinda community, drought impeded farming efforts leading to the construction of several dams to improve water supply. However, it was not until 1956 that all houses had electricity and a new water tank with filtration system was installed in the community. However, the provision of fresh clean water remained a problem for residents of Woorabinda until the 1980s.

By 1943, Woorabinda had grown to a population of 843. In 1938, anthropologist Norman Tindale visited the reserve to record residents' family genealogies, revealing that the population of Woorabinda at the time originated from at least 47 different groups from as far away as New South Wales and Northern Territory.

The area was re-gazetted as an Aboriginal reserve in 1941 and was declared the Aboriginal Shire of Woorabinda in 2005. The shire covers an area of 391.2km² and remains home to people from several language groups across Queensland. Woorabinda's population continues to be largely made up of First Nations people, with 91.6% of residents identifying as such in 2021. Given the significant history of the town, and its connection to many other First Nations groups, the area holds cultural and historical value for many people, including both resident and non-resident individuals.

4.2.1.2 European History

The Banana and Central Highlands LGAs have long histories in both agriculture and mining. The Central Highlands region was first explored by Europeans in the 1840s, with Ludwig Leichhardt travelling the region between 1843 and 1845. Leichhardt was the first to discover coal deposits in what was to become the largest coal reserve in Australia – the Bowen Basin.

The region continued to develop into the late 1800s with the expansion of the inland railway line from Rockhampton, resulting in the establishment of several towns along the line. Pastoral runs were established in the late 1800s, along with gemstone mining, copper and gold mining; however, coal mining was not a significant activity throughout the 1800s, despite the first coal deposit being found at Blair Athol in 1864.

4.2.2 Key Communities

The Study Areas include the towns of Baralaba, Moura and Biloela in the Banana LGA, as well as Woorabinda in the Woorabinda Aboriginal Shire. As its largest towns, Biloela and Moura are home to the majority of Banana Shire's social infrastructure and offer the greatest choice of housing and social services.

4.2.2.1 Baralaba



Figure 19 Baralaba is the closest town to the Baralaba South Project

Baralaba is the closest town to the proposed Baralaba South Project location – approximately 8km to the north. Baralaba is in the heart of the Dawson Valley, approximately 140km southwest of Rockhampton, 96km northwest of Biloela and 654km northwest of Brisbane (all by road).

Baralaba, meaning Land of the Blue Mountain, has been shaped by both its agricultural and mining histories. Coal was discovered in 1901 and in 1921, Mt Morgan Gold Mining Company commenced operation. Although the Dawson Valley Colliery ceased operation in 1969, coal exploration began again in 2004. The Baralaba North Mine continues to be a contributor to the economy of Baralaba today.

However, despite having the longest mining history in the Banana Shire, Baralaba's economy has been primarily sustained by its rural and agricultural industries, including livestock farming, grain cultivation, and irrigated crop farming. Situated on the Dawson River, Baralaba is surrounded by fertile farming and grazing land, as well as nature reserves. Banana Shire Council maintains that rural production and the future development of agriculture will be a key sustaining factor in the future of Baralaba and its surrounding suburbs and areas.

According to Council, "Baralaba strives to be a community that is safe and friendly, vibrant and prosperous". Community members are very proud of their community and emphasise its cohesiveness, family focus and quiet rural nature, although they also recognise its potential for the growth of local industry. At the 2021 Census, volunteerism was reported as solid in the community, with 15.4% of the population stating they volunteer for an organisation or group compared to 14.1% across Queensland. This was supported during early consultation activities, with many participating stakeholders discussing their volunteer roles in the community. Baralaba also places high value on its youth and elderly residents, recognising them as the community's future and history.

4.2.2.2 Moura

Moura is located 589km northwest of Brisbane, 171km south-west of Rockhampton, 186km from Gladstone and around 46km by road to the Project site. Moura services the surrounding coal mining and rural activities and has reasonable access to social infrastructure, access to businesses in Biloela and good access to food and retail outlets.

4.2.2.3 Biloela

Biloela is located 594km northwest of Brisbane, 145km southwest of Rockhampton, 127km from Gladstone and 85km by road to the Project site. Biloela is the largest of the Banana Shire towns and is regarded as the regional and administrative centre. It is well-serviced with a broad range of social infrastructure, such as health and aged care, education and employment services, and sport, recreation and community organisations.

4.2.2.4 Other Banana LGA Communities

Banana

Banana is a small town located at the junction of the Dawson and Leichhardt Highways, 45km west of Biloela, and approximately 40km by road to the Project site. The town was named in the early 1860s. The name derives from an old dun-coloured working bullock, called Banana, used by local stockmen to help them when herding some of the wilder cattle into the yards. Banana Shire Council envisions Banana as "a community that supports the promotion of its town as an affordable and safe place to live, while providing services to the surrounding rural industries". The community takes pride in its lifestyle and capacity for cooperation and sees opportunities for the further development of the local tourism industry and already notable transport service sector.

Thangool

Thangool is a small town located 12km south of Biloela and some 95km by road to the Project site and 591km northwest of Brisbane. Thangool was named in 1924, with the name being a derivative of the Aboriginal word *tangoor*, meaning opossum. Thangool was originally home to the Gaangalu Aboriginal people. A district aerodrome was laid out on the showgrounds in 1938 and now serves as the Shire's main airport.

Theodore

Theodore is a small town located on the Dawson River just off the Leichardt Highway, 106km southwest of Biloela, and around 98km by road to the Project site and 564km northwest of Brisbane. Theodore was established as part of the Dawson River Scheme.

4.2.2.5 Woorabinda

Woorabinda is an Aboriginal community located some 40km west of Baralaba in the Woorabinda Aboriginal Shire, 170km from Rockhampton and approximately 710km from Brisbane. It was established in 1927 as an Aboriginal reserve, replacing the previous Taroom Aboriginal Settlement. Today, some 92% of the community identifies as Aboriginal and/or Torres Strait Islander.

4.2.3 Culture, Values and Aspirations

The small-town, community based and rural aspects of life are important to local people across the Banana LGA. Banana Shire Council states that it strives to improve the quality of life for its communities, through the delivery of efficient, effective and sustainable services and facilities.

Woorabinda is situated on the traditional lands of the Wadja Wadja and Yungulu peoples. Council’s vision is for engaged, empowered and strong future leaders, a sustainable, informed, active and safe community, being known for its culture connection to actions and understanding of community and a self-defined path and place in society.

The Central Highlands Regional Council markets the region as being “renowned for its diversity, liveability and prosperity”. The community values its friendly people and strong community spirit, safe, rural and relaxed lifestyle, quality community facilities, sports and recreation activities, community events and volunteers, heritage and culture, scenic landscapes and natural resources, family values and diverse and prosperous economy. A summary of how Baralaba, Moura and Biloela residents describe their local communities is illustrated in Figure 20.

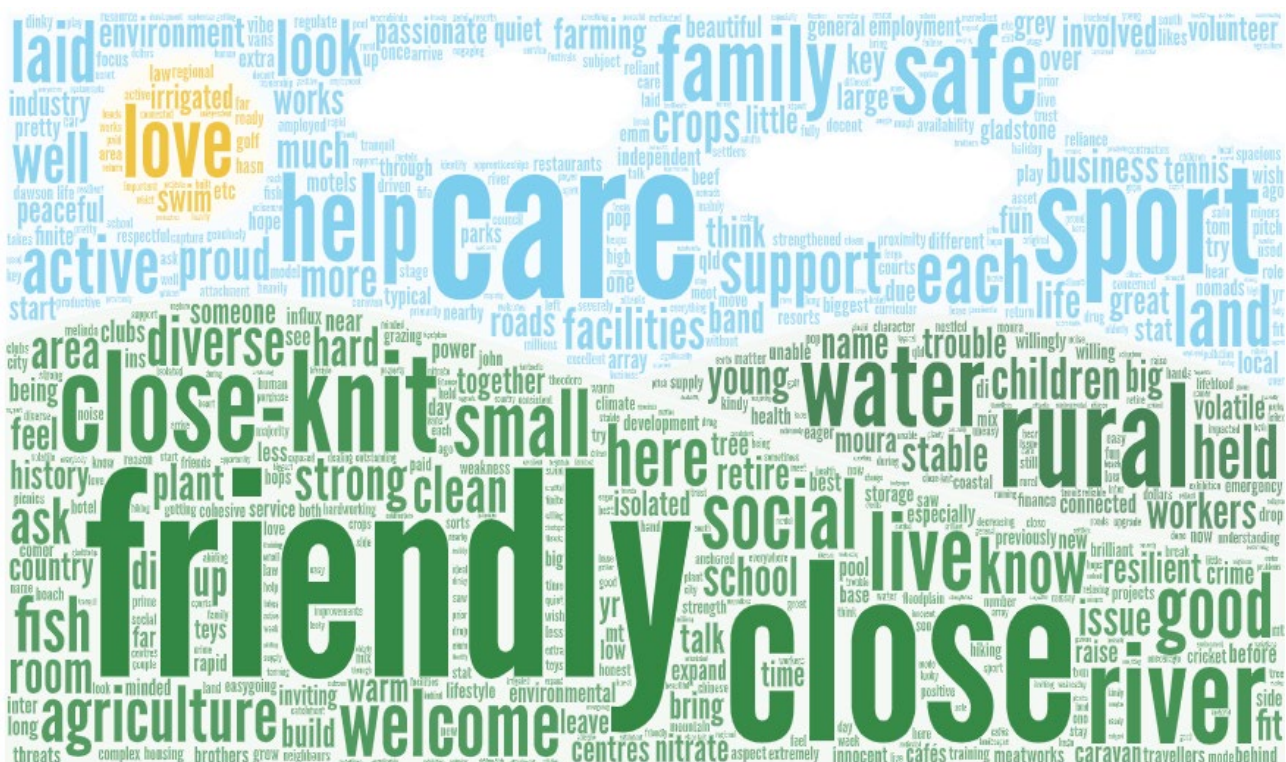


Figure 20 Word Cloud – descriptions of the community from initial SIA workshops and interviews

Most see their community as friendly, close-knit and caring. At workshops during early SIA engagement, residents were asked to identify the strengths and vulnerabilities of their communities (refer to Table 9). The

analysis demonstrated that each community has a strong connection to agriculture and a rural lifestyle. However, lack of employment, susceptibility to droughts and floods, fluctuations within the resources sector, high costs of living and lack of access to some services were perceived as weaknesses in the community.

Table 9 Community strengths and vulnerabilities

Baralaba	Moura	Biloela
Strengths		
Quality farming land	Lots to do	Safe
Connected	Healthy	Economically diverse
No generation gap	Family environment	Access to water
Family orientated	Safe	Access to energy
Proud	Social	Lake Callide
Sporting	Respectful	Access to educations
Clean	Hardworking	Airport
Minimal pollution	Environmentally friendly	Ethnic diversity
Reliance on river	Diverse industries	Laid back
Good community	Lots to do	Resilient
Good services	Well resourced	
Trust in locals	Long history of mining	
	DIY attitude	
Vulnerabilities		
Lack of local employment	Workers not participating in community	Vandalism
Increasing drug problem	No community induction for workers	Petrol/groceries/alcohol prices
Too small to fight	Lack of government funding	Droughts
Too easy going	Transient	Floods (though not recently)
Coal dust everywhere	Susceptible to market fluctuations	Distance from larger centres
Limited transport for aged		Airfares
Limited schooling options		Hard to fill job vacancies
Losing young adults		Domestic and family violence
		Fluctuating resources market
		FIFO/DIDO lifestyle

4.2.4 Regional Context

The Banana Shire is sparsely populated, with more than 14,000 people spread over almost 29,000km². Banana Shire Council states that the main population centre (and administration centre) is Biloela, with Moura and Taroom also being significant urban centres. The Shire also includes the smaller towns of Banana, Baralaba, Dululu, Goovigen, Jambin, Thangool, Theodore, Wowan and Cracow.

4.2.5 Political Context

In the addition to being located in Banana Shire, Baralaba, Moura and Biloela are all in the state electorate of Callide, while Woorabinda (and Central Highlands) is part of the Gregory state electorate. Banana, Woorabinda and Central Highlands are all part of the federal electorate of Flynn.

Federal	Colin Boyce MP	Member for Flynn Liberal National Party (Former state Member for Callide from 2017 to 2022)
	Bryson Head MP	Member for Callide Liberal National Party
State	Lachlan Miller MP	Member for Gregory Liberal National Party
	Cr Neville Ferrier	Banana Shire Council Mayor Portfolios: Executive Management, Economic Development, Media
Local	Cr Colin Semple	Banana Shire Council Deputy Mayor and Division 4 (<i>including Baralaba</i>) Portfolios: Roads, Streets, Drainage, Parks, Recreation, Reserves, Contract/Private Works, Street Lighting, Design Survey, Airports, Land Protection, Washdown Facilities, Saleyards, Taroom Clearance Dip, Fleet
	Cr John Ramsay	Division 1 Portfolios: Roads, Streets, Drainage, Parks, Recreation, Reserves, Contract/Private Works, Street Lighting, Design Survey, Airports, Land Protection, Washdown Facilities, Saleyards, Taroom Clearance Dip, Fleet
	Cr Judy Pender	Division 2 Portfolios: Libraries, Community Resource Centre, Customer Service, Records Management, Halls, Biloela Civic Centre, Community Development, Community Engagement and Consultation, Sister Cities
	Cr Phillip Casey	Division 3 Portfolios: Planning, Plumbing, Building, Animal Control, Cemeteries, Funerals, Compliance Enforcement, Local Disaster Management Group, State Emergency Service, Human Resources, Learning & Development, Work Health & Safety
	Cr Brook Leo	Division 5 Portfolios: Finance, Information Technology, Purchasing/Stores, Rates, Asset Management, GIS, Tourism/Promotion, Arts, Culture, Governance and Risk
	Cr Terri Boyce	Division 6 Portfolios: Water, Sewerage, Public Swimming Pools, Trade Waste, Solid Waste, Land Tenure & Land Development, Public Conveniences, Native Title and HACC

4.2.6 Civic Planning

4.2.6.1 Banana Shire

The Banana Shire Community Plan 2017-2027 listed Council's vision "to improve the quality of life for our communities, through the delivery of efficient, effective and sustainable services and facilities". Key focus areas for progress were to:

- Develop an identifiable cultural precinct that links existing cultural assets
- Develop strategies to raise awareness and increase use of existing cultural and entertainment facilities
- Identify and facilitate entertainment and cultural opportunities that bring economic and social benefits to the area
- Promote and facilitate education and training pathways for lifelong learning
- Provide an environment conducive to employees wanting to live and work in Banana Shire.

Each of the Shire's communities has its own vision, including:

- **Baralaba** strives to be a community that is safe and friendly, vibrant and prosperous. The community places great value on its youth and elderly, recognising them as their future and history. Baralaba will grow to accommodate growth in local industries and continue to support the surrounding areas
- **Moura** will be a dynamic, vibrant and supportive community that embraces and celebrates its past while driving towards the future. With strong, positive ties to both the resource and rural industries, Moura will create a strong future for its residents. Moura will build and support sustainable business and light to medium industry sectors that will be a catalyst for future growth. Moura will grow and prosper with a population that lives in Moura permanently and works locally
- The vision for **Biloela** is to grow to 10,000 people by 2040. This will be achieved through:
 - Leadership supporting the growth and development of business and industry across the Shire
 - Building on the lifestyle opportunities through amenity and infrastructure development
 - Attracting and retaining government services through building collaborative partnerships
 - Ensuring that the lifestyle of the residents is foremost in our planning
 - Ensuring that Biloela is recognised as a regional centre by all levels of government thereby attracting investment.

4.2.6.2 Woorabinda Aboriginal Shire

Woorabinda Aboriginal Shire Council's community vision is:

- Our future leaders will be **engaged, empowered and strong**
- Our community will be **sustainable, informed, active and safe**
- We will be known for **our culture and its connection to our actions**
- We will **understand our community and define our own path and place in society**
- We will **advocate, lead and collaborate.**

4.2.6.3 Central Highlands Shire

The Central Highlands Shire's 2022 vision was to be defined by:

- **Resourceful vibrant community:** celebrating our diversity, lifestyle and heritage through strong social networks and active participation to nurture the wellbeing of our unique safe communities

- **Integrated quality infrastructure:** connecting and servicing our communities with quality, maintained infrastructure and integrated transport networks through advanced telecommunications, innovative urban design and affordable housing choices
- **Diverse prosperous economy:** Boasting a thriving responsive economy led by innovation, leading edge technology and a skilled professional workforce that attracts continued investment across our diverse business, industry and tourism enterprises
- **Healthy natural environment:** actively enjoying our pristine scenic landscapes and open green spaces while responsibly managing our valued natural resources with innovative practices and sustainable planning
- **Proactive open governance:** shaping our region through ongoing community engagement, proactive partnerships and strong leadership to enhance communication and decision making for equitable future planning.

4.2.7 Community Infrastructure and Services

Focusing on the Banana LGA, there is a wide range of community services across the region, including more than 100 health-related services, some 30 education providers and almost 70 sporting clubs.

Table 10 Banana and Woorabinda LGA services

	Baralaba	Moura	Biloela	Woorabinda
Health				
GP	✓	✓	✓	✓
Hospital	✓	✓	✓	✓
Dental	X	X	✓	✓
Aged care	✓	X	✓	✓
Emergency Services				
Ambulance	✓	✓	✓	✓
Police	✓	✓	✓	✓
Fire Service	✓	✓	✓	X
SES	X	✓	✓	X
Education				
Primary	✓	✓	✓	✓
Secondary	✓ (P-10)	✓	✓	✓
Tertiary	X	X	✓ (CQU campus)	X
Childcare	X	✓	✓	✓
Sport and recreation				
Sport and recreation facilities	✓	✓	✓	✓
Accommodation				
Hotel/motel	✓	✓	✓	X
WAV	✓	✓	✓	X

4.2.7.1 Health

Baralaba, Moura, Biloela and Woorabinda all have access to well-equipped hospitals, as well as general practitioners and pharmacies.

Table 11 Summary of local health services

Town	Health Services
Baralaba	Residents of Baralaba report having good access to health and medical services, especially regarding their ageing population. The Baralaba Multipurpose Health Service (MPHS) provides an emergency department, inpatient and outpatient care, and other health services. Baralaba Private Clinic provides GP and some specialist services. The hospital is focused on accident and emergency (four inpatient beds) and aged care. All general GP-type healthcare is handled by Baralaba Private Clinic (employed by the hospital but also a private practice as an incentive), which is currently supported by three GPs.
Moura	There is one medical practice in Moura with one principal GP. Health services are also provided by Moura Community Hospital, with four beds, two emergency beds and four consulting rooms that can be used as beds if required. The hospital is open 24 hours for emergencies and also includes a community dental service. Moura Hospital was the pilot for TEMSU (telehealth) and is well resourced in this aspect. The hospital has limited aged-care accommodation but is building a new eight-bed aged-care facility.
Biloela	Biloela Hospital is the Banana region's medical hub, taking complex cases from Baralaba and Moura while also supporting Gladstone and Rockhampton overflow. The hospital provides a wide range of health services, including emergency, paediatric and palliative care, and supports outreach specialist services across the Banana Shire, including mental health, women's health, Indigenous health, dietetics and physiotherapy. There are three private dental practices and one community dentist (hospital). Biloela also has two aged-care facilities.
Woorabinda	In addition to emergency services, Woorabinda MPHS provides paediatric, maternity, women's health, mental health, nutrition, kidney and dental services. The hospital has four residential aged-care beds and is about to expand its aged-care facility to 14 beds.

Local Health Services Capacity and Demand

Health services across the local Study Areas were generally well-equipped but resources were often stretched. However, during initial consultation regarding the larger mine plan, all health services indicated that they could accommodate increased capacity resulting from Baralaba South construction and operation. Thereby, impacts from the smaller mine plan are expected to be manageable.

Baralaba Private Clinic indicated that it would be open to providing mining employee medicals in the future. A Biloela practice manager echoed this sentiment, stating that a partnership with mining companies and sites, in terms of nominating the centre as a medical advisor, taking on an examining medical officer, and providing onsite work and procuring WorkCover-related referrals would be beneficial in terms of providing additional resources for the population and employment opportunities.

4.2.7.2 Aged Care

In addition to dedicated beds at the Baralaba MPHS, the Baralaba Community Aged Care Association (BCACA) is a government-funded organisation that provides care for older residents in their own homes, as well as providing four independent-living units (near the Baralaba WAV). BCACA supports some 40 clients, who live in Baralaba and on surrounding farms. Community perception is that Baralaba's elderly residents are well cared for.

4.2.7.3 Emergency Services

Baralaba, Moura and Biloela all have police, ambulance and fire stations. While Woorabinda has its own police and ambulance, it does not have a fire station. Biloela and Moura also have their own SES divisions.

Table 12 Summary of emergency services

Town	Emergency Services
Baralaba	The Police Station is located central to Baralaba with minimal staff and can have varying hours. The Ambulance Station is also centrally located and often acts as a community hub. The (auxiliary) Fire Station is part of the Biloela Command.
Moura	Moura's emergency services include police, ambulance and fire. There is also an SES branch in the town.
Biloela	Biloela has a Police Station that is open from Monday to Friday 8am to 4pm. The station is part of the Gladstone Patrol. There is also an ambulance service in Biloela that is available 24 hours a day, 7 days a week. The Biloela Fire Station sits within the Biloela Command and is the largest station within the Command. Furthermore, the Biloela group of the SES operates in the community where again, participants in the consultation advised they were volunteers.
Woorabinda	There is a police station and ambulance service located in the community, however the nearest fire service is in Baralaba, 40km away.

Local Emergency Services Capacity and Demand

Baralaba police did not indicate any capacity concerns related to the Project, as if calls for the service increases, there is appropriate contingency in place. There was a request for clear communication of locations of emergency access points and mine contacts. At the time of initial consultation the key crime considerations were burglaries.

The Baralaba Ambulance Station is a community hub that drives various local events and initiatives (from providing a toaster and kettle if the power goes out to supporting the annual Christmas Carnival). While no capacity issues were raised with regard to the Project, clear and ongoing communication was requested, along with annual familiarisations and inductions.

The Baralaba Fire and Rescue Service continually contends with a shortage of volunteers, noting that Baralaba Coal Company's Baralaba North Project provides two such volunteers. It is not believed that the Project will further impact the fire service but the resourcing challenges should be considered, nonetheless.

4.2.7.4 Social Order

Safety and security are attributes that are strongly valued by communities across the Study Areas. Baralaba Police indicated that theft was the predominant local crime, which is supported by QPS crime statistics in the last year (refer to Table 13). The Banana and Central Highlands LGAs have similar crime rates to the state, while Woorabinda's crime rate is more than seven times higher than the Queensland rate.

Table 13 Reported offences by Study Area 2022-2033

	Banana		Woorabinda		Central Highlands		Qld	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
Offences against the person	201	1,349	152	14,100	450	1,565	79,845	1,472
Offences against property	617	4,141	169	15,677	952	3,310	287,458	5,299
Other offences (a)	804	5,396	537	49,814	1,658	5,765	229,399	4,228
TOTAL	1,622	10,886	858	79,591	3,060	10,640	596,702	10,999

Rate per 100,000 persons. (a) Other offences include those involving drugs, prostitution, liquor (excluding drunkenness), gaming, racing and betting, breach of domestic violence protection orders, trespassing and vagrancy, as well as weapons offences, good order offences, stock-related offences, traffic and related offences and miscellaneous offences. Data not available for Baralaba, Moura and Biloela. Source: QGSO Regional Profiles.

4.2.7.5 Education

Schools across the Banana Shire have capacity for growth and are generally open to increased enrolments, as with more students comes more teachers and infrastructure. A summary of education services across the Banana LGA is outlined in Table 14.

Table 14 Summary of education services

Town	Education Services
Baralaba	<p>In Baralaba, there is one combined primary and secondary school that teaches children from early childhood to year 10. In February 2023, there were 124 students at the school in total, with the largest classes in years 7 and 8. In senior years (years 11 to 12), children attend boarding schools in larger regional cities, such as Rockhampton.</p> <p>In 2022, more than two-thirds of Baralaba State School students were Indigenous.</p> <p>The Australian Curriculum, Assessment and Reporting Authority (ACARA) has created an Index of Community Socio-Educational Advantage (ICSEA) to allow comparisons between schools. The index has an average of 1,000 as its benchmark. In 2022, Baralaba State School's ICSEA value was 820, indicating that it was below average. However, the school's results have been improving year-on-year since 2020</p>
Moura	<p>Moura has a public primary school and high school that provided education to 460 young people in February 2023, of which 276 attended primary school and 184 attended high school. In 2022, both schools had an ICSEA score below benchmark, with the primary school at 944 and the high school at 896. Both schools also had significant Indigenous populations, at 15% and 21% respectively.</p>
Biloela	<p>With four schools, Biloela is the only Banana Shire community that offers private education. In February 2023, Biloela State School had 305 students (22% First Nations), while Biloela State High had 592 (11% First Nations). St Joseph's Catholic Primary School (P-6) had 140 students (3% First Nations) in July 2022 and Redeemer Lutheran College (P-12) had 250 (2% First Nations). The two government schools had ICSEA ratings below average, while the two private schools had above-average ICSEA ratings. Biloela also has a Central Queensland University TAFE campus.</p>
Woorabinda	<p>There are two schools in Woorabinda: Woorabinda State School (P-6) and Wadja Wadja High School (7-12). In February 2023, Woorabinda State School had 209 students enrolled (99% First Nations) and in 2022, had an ICSEA score of 625. In July 2022, the non-government Wadja Wadja High School had 52 First Nations students and an ICSEA score of 671.</p>

Education Services Capacity and Demand

All schools were confident that if provided with early notification by the Project and appropriate government funding to hire additional staff and purchase resources, such as desks, computers, interactive whiteboards, learning materials and amenities (i.e. additional bathroom facilities, staff accommodation) an increase of school students would not implicate their service capacity.

4.2.7.6 Childcare

Within the study area, a total of eight childcare services were identified, including preschools, kindergartens, early learning centres and vacation care, throughout Biloela, Moura, Thangool, Theodore, and Woorabinda (refer to Table 15). There are no formal childcare services available in Baralaba. Most childcare services identified were located in Biloela, which is the only community to have a professional childcare facility in addition to its two kindergartens. This indicates that Biloela is the most equipped to service young working families.

Table 15 Summary of childcare services

Town	Childcare Services
Baralaba	There are no childcare services in Baralaba, apart from an informal weekly playgroup.
Moura	Moura has a kindergarten and an informal playgroup to cater for early learning needs. There is no formal childcare facility in Moura.
Biloela	Biloela has two professional childcare facilities in addition to its two kindergartens. St Joseph's Catholic Primary School also offers a kindergarten service.
Woorabinda	Undoonoo Vacation Care is the only identified childcare service available in Woorabinda.

Childcare Services Capacity and Demand

Out of the eight identified childcare services, two providers in Biloela were able to be interviewed regarding questions of capacity during early SIA consultation. These interviews indicated a high occupancy rate among childcare facilities, with both expressing that they were almost at full capacity. However, the Biloela Community Kindergarten stated that they would be able to manage an influx from the Project as, at the time, it was not operating at full capacity. All childcare services interviewed disclosed no plans for future expansion.

Given the revised smaller mine footprint (and that most Baralaba South employees would be transitioning from the Baralaba North mine), more recent research focused on Baralaba childcare services. Community members indicated this was a service that would add value to the town. With childcare options, it was felt that Baralaba would be more attractive to families with two working parents. Face-to-face consultation indicated there was concern that if one parent worked at the proposed Baralaba South Mine, the other parent could not continue their career in Baralaba without childcare.



Figure 21 Baralaba does not have any formal childcare options

4.2.8 Community Sport and Recreation

All towns had some form of either sports, recreation, or conservation organisations, as well as at least one social group, club or church (refer to Table 16). The town with the largest number of recreational and community services was Biloela, followed by Moura, which is in line with the two towns having the highest concentration of service providers in the region.

Table 16 Summary of the sport, recreation and community groups

Town	Sport, recreation and community groups
Baralaba	<p>Baralaba has a wide range of sport, recreation and community groups, including:</p> <ul style="list-style-type: none"> • Baralaba and District Historical Society • Baralaba and District Progress Association • Baralaba Dawson River Artists • Baralaba Local Ambulance Committee • Baralaba Playgroup Association • Baralaba Senior Citizens Club • Sporting groups such as: <ul style="list-style-type: none"> ○ Baralaba Golf Club ○ Baralaba Panthers Junior Rugby League Football Club ○ Baralaba Tennis Club ○ Baralaba Recreation and Fish Stocking Committee ○ Bottle Tree Campdraft Association.
Moura	<p>There are more than 35 sport, recreation and community organisations in Moura. Moura is the second largest community in Banana Shire and is appropriately well equipped with sport and recreational opportunities.</p>
Biloela	<p>Given that Biloela is the Banana Shires largest town, there are more than 70 sports, recreation and community organisations, covering a wide range of interests.</p>
Woorabinda	<p>The main sport and recreation group in Woorabinda is the Police-Citizens Youth Club, which offers a range of sporting and recreation activities, Youth Support Services, discos, community event support, social adult sports, culture arts program, youth drop-in activities and facility access for funerals, parties and community meetings.</p>

Source: Consultation and Baralaba Place-based Plan 2017-2027, My Community Directory

4.2.9 Transport

Most of the transport in the region is via roads. Baralaba is accessed from the northeast via Baralaba-Rannes Road (state-controlled), west by Baralaba-Woorabinda Road (state-controlled) and south by Moura Baralaba Road (Council-controlled). The Baralaba South Project will be accessed via the Moura Baralaba Road, with the road also used to transport coal to the train loadout facility in Moura.

There are passenger trains that depart from Rockhampton and Gladstone to various destinations throughout Queensland, meaning that most people in Banana Shire have to travel to Rockhampton or Gladstone to access these services (refer to Table 17). That said, the airport in Thangool is serviced by Link Airways five days a week.

There are coach services running out of Biloela, Moura, Banana, Theodore or Duaringa to Rockhampton. There are no public transport or bus services running within local communities, excluding various school bus services. Both Biloela and Moura have taxi services. Due to limited transport options, car ownership is relatively high, with 29.2% of Banana Shire LGA residents owning three or more vehicles at the time of the 2021 ABS Census, compared to 20% for Queensland.

Additionally, there is a rail line from Moura to Gladstone for the transportation of coal from the region's various mines.

Table 17 Summary of transport services

Town	Transport Services
Baralaba	There are no public transport options in Baralaba, except the Baralaba State School Woorabinda and Kokotungo bus runs. Road trains currently run from the Baralaba North Mine to the train loadout facility, 63km by road. The road was widened to 10m and sealed to facilitate this coal haulage activity. One section of the road (approximately 10km) is yet to be sealed. This section includes the part of the road that will be relocated for the Project.
Moura	Moura residents have access to a thrice-weekly bus service travelling between Rockhampton and Toowoomba, a local private bus service and a taxi service. There are no public rail services or local public buses operating in Moura.
Biloela	Biloela is serviced by a coach bus running to Rockhampton and Toowoomba three times a week, which includes a stop in Moura. There are two charter bus/school bus services available for hire, as well as one taxi service. There is no local bus or public transport services operating within the town.
Woorabinda	There are no public transport or private bus or taxi services within Woorabinda. However, there is a school bus that transports students each day to attend school in Baralaba.

4.2.10 Baralaba Utilities

4.2.10.1 Power

Powerlink's Baralaba substation is located on Baralaba-Rannes Road, approximately 6km east of Baralaba. Supply is relatively stable until the town experiences any significant storm activity, which generally causes blackouts. Consequently, the community has been lobbying for a higher-capacity back-up battery that will last up to three hours, rather than 20 minutes as is the case currently.

4.2.10.2 Water

The Project is located in the lower Dawson River catchment, which is regulated with several water supply storages, including the Neville Hewitt Weir. The Neville Hewitt Weir was constructed as part of the Dawson Valley Water Supply Scheme, which is operated by Sunwater. The Dawson Valley Water Supply Scheme provides water for irrigation, urban water supply for the towns of Theodore, Moura, Baralaba, Duaringa and Woorabinda, as well as supplying water to industry.

The Benleith Water Scheme supplies water from the Neville Hewitt Weir on the Dawson River to 23 rural properties for outdoor use, typically stock watering. The scheme's infrastructure consists of a pump station on the bank of the Dawson River, storage tanks on Mount Ramsay, a storage tank on Red Hill, 30-40 km of underground pipework and 25-35 metered offtakes, some of which is situated in the vicinity of the Project.

Baralaba does not have an articulated sewerage system but relies on septic systems.

4.2.10.3 Waste

Council maintains eight waste transfer stations and three landfills across the Shire. The Baralaba Transfer Station is located on Eric Hamilton Road and supports kerbside collection in the town every Wednesday.

4.2.10.4 Communications

Baralaba communications access includes Telstra landline, NBN, Telstra 4G, Optus 4G mobile and Vodafone 5G coverage. While communications are adequate, they are reliant on electricity supply, which becomes problematic during storms.

4.2.11 Summary of Community Health and Wellbeing

The Baralaba South Project is located on traditional lands of the Gaangalu Nation people. In general terms, Gaangalu country is bounded by the Dawson and Fitzroy Rivers in the east, Mackenzie River in the north and west, Comet River in the west and Goomally and Mimosa Creek in the south.

The Study Areas include the towns of Baralaba (closest to the Project), Moura and Biloela in the Banana LGA, as well as Woorabinda in the Woorabinda Aboriginal Shire. As its largest towns, Biloela and Moura are home to the majority of Banana Shire's social infrastructure and offer the greatest choice of housing and social services.

Baralaba, meaning Land of the Blue Mountain, has been shaped by both its agricultural and mining histories. However, despite having the longest mining history in the Banana Shire, Baralaba's economy has been sustained by its rural and agricultural industries, including livestock farming, grain cultivation, and irrigated crop farming.

Established in 1926, Woorabinda replaced the Taroom Aboriginal reserve and is now home to First Nations people from all over Australia. Today, some 92% of Woorabinda residents identify as Aboriginal and/or Torres Strait Islander. While the town has good health, education and civic services, it is considered Australia's fourth most disadvantage LGA.

Banana Shire residents value their friendly, close-knit and caring communities. In particular, Baralaba residents identified their strengths as connected, family oriented, trusting and with good services, while noting vulnerabilities around lack of employment and limited schooling options.

Banana Shire Council's strategic focus areas are to develop an identifiable cultural precinct that links existing cultural assets, develop strategies to raise awareness and increase use of existing cultural and entertainment facilities, identify and facilitate entertainment and cultural opportunities that bring economic and social benefits to the area, promote and facilitate education and training pathways for lifelong learning, and to provide an environment conducive to employees wanting to live and work in Banana Shire.

Banana Shire is in the state electorate of Callide, while Woorabinda and the Central Highlands are part of the Gregory electorate. All Study Areas fall within the federal electorate of Flynn. Sitting members of all electorates – Bryson Head MP (Callide), Lachlan Miller MP (Gregory) and Colin Boyce MP – represent the Liberal National Party.

Key communities in the local Study Areas are resourced with appropriate health, emergency and education services. Baralaba has the services and infrastructure expected of a small regional town. This includes a multipurpose health centre, private clinic, age-care services, all emergency services, a prep-year 10 state school and numerous sporting and recreational groups and facilities. Conversely, Baralaba does not have a structured childcare option.

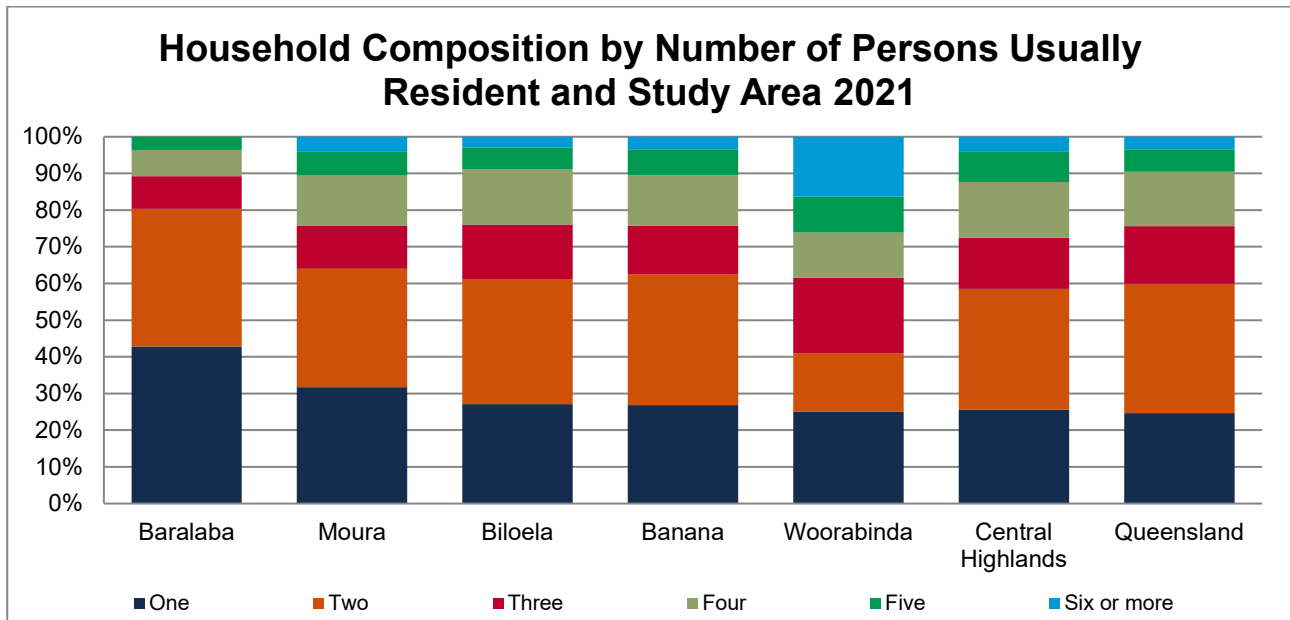
Most of the transport in the region is via roads. There are coach services running out of Biloela, Moura, Banana, Theodore and Duaringa to Rockhampton. There is no public transport or bus services running within local communities, excluding various school bus services. However, the airport in Thangool is serviced by Link Airways five days a week.

Powerlink's Baralaba substation is located 6km east of the town. Supply is impacted by storms, so the community is looking to improve its backup battery capacity from 20 minutes to three hours. Banana Shire Council owns and operates water supply schemes across the LGA, including in Baralaba. Water is sourced from the Dawson River and complies with Australian drinking water guidelines. Baralaba does not have an articulated sewerage system but relies on septic systems. Council maintains eight waste transfer stations and three landfills across the Shire. The Baralaba Transfer Station supports weekly kerbside collection. Baralaba communications access includes Telstra landline, NBN, Telstra 4G, Optus 4G mobile and Vodafone 5G coverage – however, communications is highly reliant on electricity supply.

4.3 Housing and Accommodation

4.3.1 Household Composition

In 2021, Baralaba had the highest proportion of one-person households of all the Study Areas (43.2%), followed by Moura (31.6%). Conversely, less than 20% of Baralaba households comprised of more than two people, compared to 59.7% for Woorabinda and 40.1% across Queensland.



Includes family and non-family households. Based on place of enumeration. Source: ABS 2021 Census of Population and Housing.

Figure 22 Household composition by Study Area

4.3.2 Dwelling Structure

Most of the 2021 housing stock across all Study Areas comprised separate houses. There were three apartments in Baralaba (2.1%), which was on par with the Banana LGA (2.6%) but lower than for Queensland (9.3%). At 15.2%, Woorabinda’s housing stock comprised significantly more apartments than all other Study Areas. Surprisingly, given Australia’s current (2023) housing crisis, there were 33 unoccupied dwellings in Baralaba at the time of the 2021 Census.

Table 18 Dwelling structure by Study Area

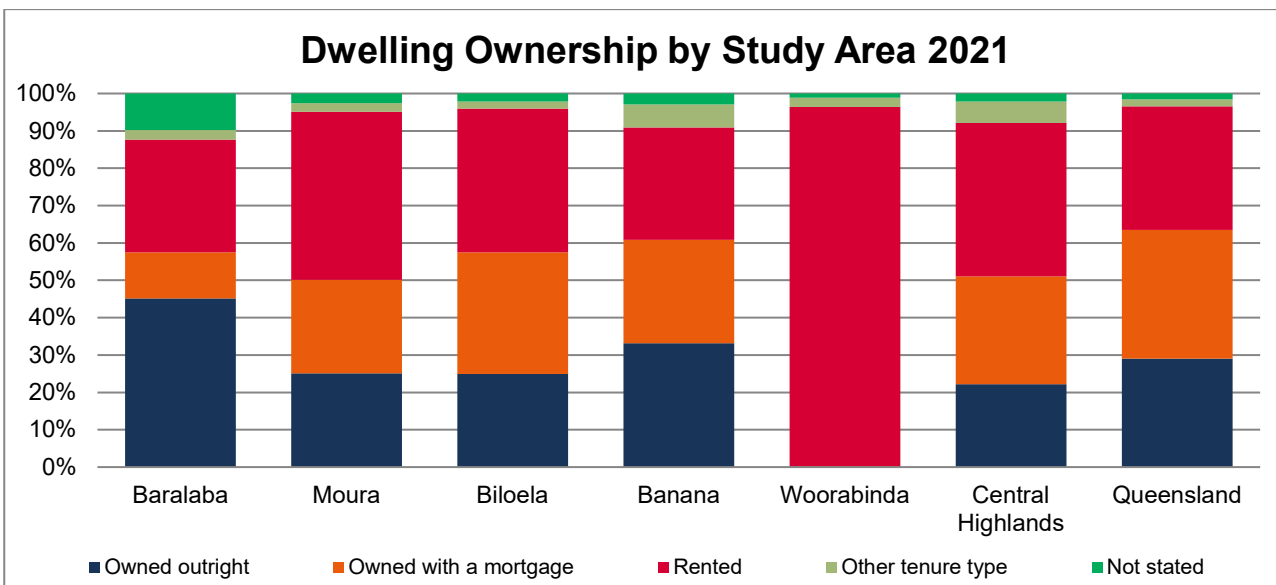
Dwelling Structure	Baralaba	Moura	Biloela	Banana	Woorabinda	Central Highlands	Qld
Separate house	98	578	1,732	4,648	213	7,960	1,397,920
Semi-detached, row or terrace house, townhouse	0	14	85	114	10	578	218,546
Flat, unit or apartment	3	20	122	161	44	498	233,531
Other dwelling	0	5	23	53	0	136	13,519
Dwelling structure not stated	0	0	0	16	0	117	5,947

Dwelling Structure	Baralaba	Moura	Biloela	Banana	Woorabinda	Central Highlands	Qld
Unoccupied private dwelling	33	171	342	1,126	16	2,893	192,393
TOTAL(a)	141	781	2,309	6,123	290	12,176	2,061,855

Count of total private dwellings. (a) Includes adjustment to protect identifiable data. 'Other dwelling' includes caravan, cabin, houseboat, improvised home or tent, as well as accommodation attached to a shop or office. Source: ABS 2021 Census of Population and Housing.

4.3.3 Dwelling Ownership

At the 2021 Census, 58.6% of all Baralaba housing stock was owned outright or owned with a mortgage, with just less than a third of dwellings rented. All Woorabinda houses are government-owned. The town is under a Deed of Grant in Trust – a community-level land trust set up by the Queensland Government to administer former reserves and missions. Residents can purchase a house but the land is under a 99-year lease.

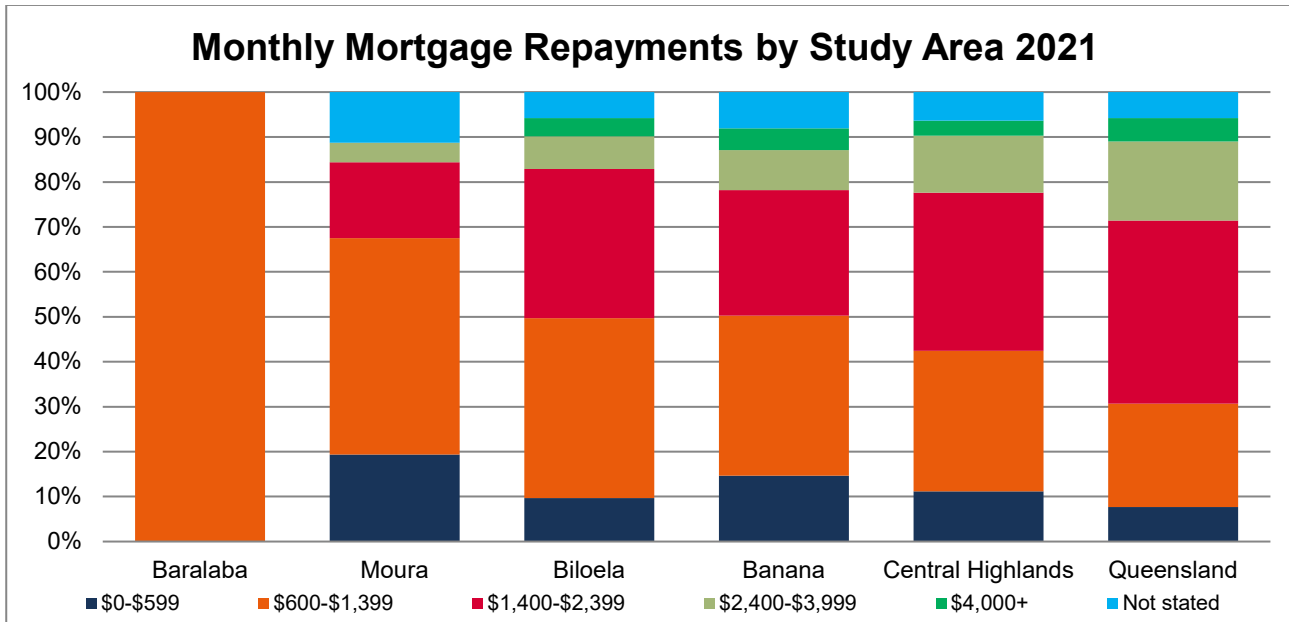


Includes dwellings being 'purchased under a shared equity scheme'. Excludes dwellings being 'occupied rent-free'. Includes dwellings being rented from a parent/other relative or other person. Includes dwellings being rented through an 'owner/manager of a residential park (including caravan parks and manufactured home estates)', 'employer - government (includes Defence housing Australia)' and 'employer - other employer'. Includes dwellings being 'occupied under a life tenure scheme' and 'occupied rent-free'. Based on place of enumeration. Source: ABS 2021 Census of Population and Housing.

Figure 23 Dwelling ownership by Study Area

4.3.4 Mortgage Repayments

In 2021, all Baralaba monthly mortgage repayments were between \$600 and \$1,400. Across the broader Banana LGA, 14.6% of households supported monthly mortgage repayments of less than \$600, compared to 11.2% for the Central Highlands LGA and 7.7% for Queensland. 2021 statewide results indicated that some 40% of households paid between \$1,400 and \$2,400 to service monthly mortgage debt, with 5.8% repaying more than \$4,000 per month (compared to 4.9% for Banana Shire and 3.4% for the Central Highlands).

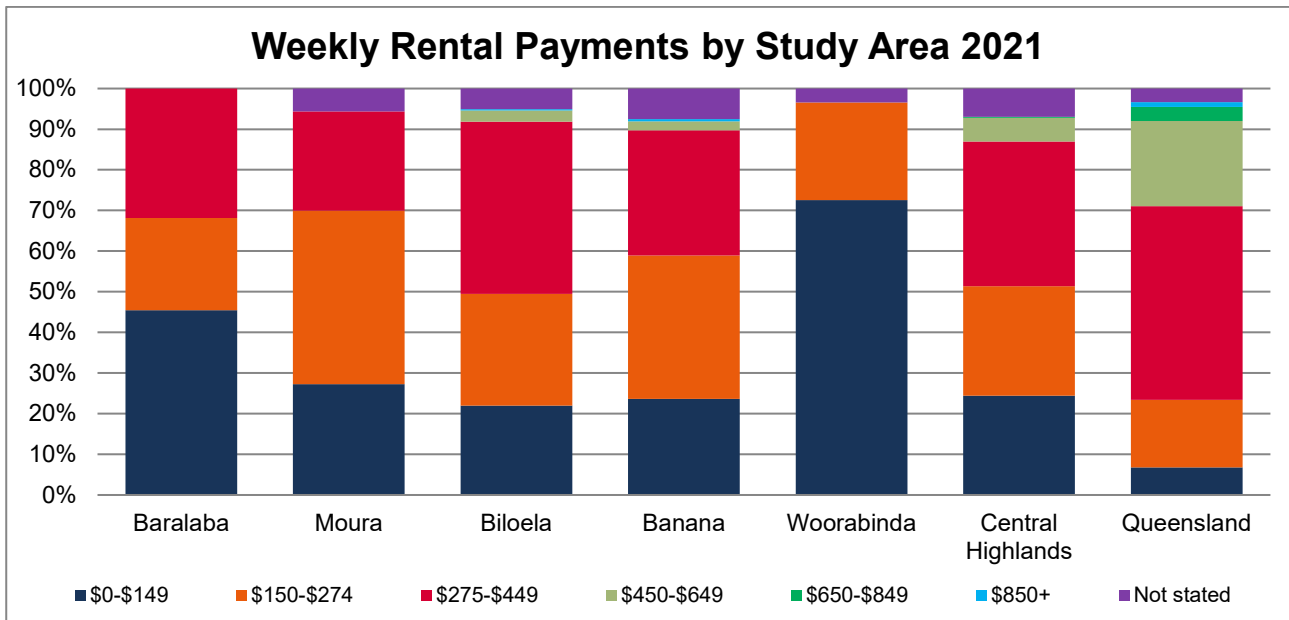


Count of private dwellings. Excludes dwelling being 'occupied rent-free'. Based on place of enumeration. Source: ABS 2021 Census of Population and Housing.

Figure 24 Monthly mortgage repayments by Study Area

4.3.5 Rental Payments

Baralaba and Moura rental payments did not exceed \$449 per week in 2021; while in Woorabinda, weekly rental payments did not exceed \$274. In the broader Banana LGA, 2.3% of rental payments were more than \$450 per week, while 4.7% of Queensland renters paid more than \$650 per week.



Count of occupied private dwellings. Excludes dwellings being 'occupied rent-free'. Includes dwellings being rented from a parent/other relative or other person. Includes dwellings being rented through an 'owner/manager of a residential park (including caravan parks and manufactured home estates)', 'employer - government (includes Defence housing Australia)' and 'employer - other employer'. Based on place of renumeration. Source: ABS 2021 Census of Population and Housing.

Figure 25 Weekly rental repayments by Study Area

4.3.6 Median Dwelling Prices

March 2023 median dwelling prices in the regional Study Areas (including Gladstone and Rockhampton for economic comparison) had rebounded from a price slump during 2017 to 2019. Conversely, Queensland median dwelling prices have consistently increased over the past decade.

Table 19 Median dwelling prices by Study Area 2013-2023

	Banana	Central Highlands	Gladstone	Rockhampton	Qld
March 2013	\$272,500	\$415,000	\$462,500	\$305,000	\$390,000
March 2014	\$270,500	\$365,000	\$425,000	\$308,000	\$405,000
March 2015	\$280,000	\$290,000	\$375,000	\$300,000	\$421,900
March 2016	\$242,500	\$200,000	\$305,000	\$285,000	\$439,000
March 2017	\$152,500	\$175,000	\$305,000	\$275,000	\$446,984
March 2018	\$181,000	\$155,000	\$285,000	\$270,000	\$455,000
March 2019	\$170,000	\$210,000	\$275,000	\$258,000	\$458,000
March 2020	\$184,750	\$255,000	\$285,000	\$262,000	\$462,000
March 2021	\$190,000	\$270,000	\$320,000	\$280,000	\$480,000
March 2022	\$225,000	\$275,000	\$370,000	\$319,500	\$539,999
March 2023	\$240,000	\$270,000	\$390,000	\$349,000	\$585,000

Includes detached and attached dwellings. Data not available for Baralaba, Moura or Biloela. Source: QGSO Queensland Regional Database.

4.3.7 Current Dwelling Availability

In October 2023, there were six dwellings for sale in Baralaba, ranging from a one-bedroom house on Power Street for \$100,000 to a four-bedroom house on 2ha on Mimosa Street for \$499,500. There were some 50 homes for sale in Moura, including a three-bedroom house on Engel Street for \$180,000 and a four-bedroom house on Homer Street for \$530,000. Biloela had more than 40 homes available for purchase, ranging from a three-bedroom house on Don Street for \$192,500 to a four-bedroom, two-bathroom house on Panorama Drive for \$345,000. Both Gladstone and Rockhampton had numerous dwellings for sale, ranging in price from \$115,000 for a one-bedroom unit on Boyne Island to multimillion-dollar beachside properties.

4.3.8 Rental Properties and Prices

In October 2023, there were no homes for rent in Baralaba. Moura had five available rental houses – ranging in weekly payments from \$330 to \$450. In Biloela, there were only two available rental properties at around \$350 per week. In comparison, both Gladstone and Rockhampton had numerous rental opportunities, ranging from a one-bedroom unit in West Gladstone for \$240 per week to a five-bedroom, three-bathroom house in Wandal (Rockhampton) for \$750 per week.

4.3.9 Short-term Accommodation

Focusing on the Banana LGA (of most relevance to the Baralaba South Project with respect to short-term accommodation), there are various motel-style short-term accommodation options across the Shire – eight of them are in Biloela, three in Moura but only two in/near Baralaba:

- **Baralaba Hotel: 16 rooms**

- **Myella Farm Stay (near Baralaba): 17 double ensuite rooms**
- Coal 'n' Cattle Hotel Motel (Moura): 62 rooms
- Moura Meridian Motel: 32 rooms
- Moura Motel: 38 rooms
- Apollo Motel (Biloela): 29 rooms
- Biloela Palms Motor Inn: 25 rooms
- Biloela Countryman Motel: 40 rooms
- Biloela Raintree Motel: 22 rooms
- Callide Motor Inn (Biloela): 18 rooms
- Hotel Settlers (Biloela): 45 rooms
- Silo Motor Inn (Biloela): 25 rooms
- Sun Valley Motel (Biloela): 28 rooms.

4.3.10 Temporary Accommodation

While short-term accommodation options are limited near the Baralaba South Project (i.e. Baralaba), Baralaba Coal Company's WAV will accommodate Project-related short-term visitors. Refer to Section 2.3 for further details.

4.3.11 Social Housing

Biloela-based Banana Shire Support Centre (BSSC) started by providing general support for people who were homeless. The organisation runs a homeless program with government-funded social housing that includes 11 supported accommodation units for families and a share house. BSSC now also runs a domestic and family violence program (counsellor and court support) and provides a no-interest loan scheme to discourage people doing it tough to take on high-interest loans (i.e. as regularly advertised on mainstream media).

The organisation is a Registered Provider under the *State Housing Act 2003* and a provider of services through funding from the Department of Housing and Public Works and Department of Communities. BSSC also gets funding from donations (in-kind and financial).

4.3.11.1 Homelessness

At the time of the 2021 Census, the Banana LGA's rate of homelessness was half that of the wider state, whereas Woorabinda's homelessness rate was nine times the Queensland average. Rockhampton had the second highest rate of homelessness at 54.8/10,000.

Table 20 Homelessness by Study Area 2021

	Banana	Woorabinda	Central Highlands	Gladstone	Rockhampton	Qld
Number of homeless persons	34	39	161	290	447	22,444
Rate of homeless per 10,000 people	21.2	386.5	50.6	44.5	54.8	43.2

Based on place of enumeration. ABS defines someone as homeless if their current living arrangement is a dwelling that is inadequate, has no tenure, or if their initial tenure is short and not extendable, or does not allow them to have control of, and access to, space for social relations. Source: QGSO Queensland Regional Database.

4.3.12 Residential Building Approvals

The few Banana Shire building approvals granted during 2022/2023 were split relatively evenly between residential and non-residential buildings. This was similar for Rockhampton and the state, while the Central Highlands approved more non-residential developments and Gladstone more residential buildings.

Table 21 Building approvals 12 months to July 2023 by Study Area

	Banana	Central Highlands	Gladstone	Rockhampton	Qld
Residential building approvals (a)	8	17	184	169	35,273
Residential building value (\$'000)	\$17,600,000	\$10,734,000	\$98,337,000	\$101,023,000	\$19,185,591,000
Non-residential building value (\$'000)	\$17,387,000	\$19,376,000	\$39,775,000	\$86,879,000	\$16,789,703,000
Total building value (\$'000) (b)	\$34,987,000	\$30,110,000	\$138,112,000	\$187,902,000	\$35,975,294,000
Proportion of total value residential	50.3%	35.6%	71.2%	53.8%	53.3%

(a) Includes houses, semidetached, row or terrace houses or townhouses, and flats, units or apartments. (b) Includes alterations, additions and conversions. Data not available for Baralaba, Moura or Biloela. Source: QGSO Queensland Regional Profiles (Resident).

4.3.13 Summary of Housing and Accommodation

In 2021, Baralaba had the highest proportion of one-person households of all the Study Areas, while Woorabinda had a higher proportion of households with more than two people. Across all Study Areas, most dwellings were separate houses.

Almost 60% of Baralaba residents owned their homes outright or with a mortgage, with just less than a third rented. All Woorabinda houses are government-owned, as they fall under a Deed of Grant in Trust. Of those who serviced mortgages, all Baralaba monthly repayments were between \$600 and \$1,400. Statewide, some 40% of households paid between \$1,400 and \$2,400 to service their monthly mortgage debt. Just over 2% of Banana LGA weekly rental payments were more than \$450 in 2021, while Baralaba and Moura rental payments did not exceed \$449 per week.

March 2023 median dwelling prices in the regional Study Areas had rebounded from a price slump during 2017 to 2019. Conversely, Queensland median dwelling prices have consistently increased over the past decade. In October 2023, there were six dwellings for sale in Baralaba, ranging in value from \$100,000 to \$499,500. There were some 50 homes for sale in Moura, more than 40 homes available for purchase in Biloela and numerous properties for sale across the comparative economic Study Areas of Gladstone and Rockhampton – ranging in price from \$115,000 for a one-bedroom unit on Boyne Island to multimillion-dollar beachside properties.

In October 2023, there were no homes for rent in Baralaba, five in Moura and two in Biloela, with weekly rentals ranging from \$330 to \$450. Gladstone and Rockhampton both had numerous rental opportunities, ranging from a one-bedroom unit in West Gladstone for \$240 per week to a five-bedroom, three-bathroom house in Wandal (Rockhampton) for \$750 per week. Banana Shire has various motel-style short-term accommodation options – eight of them are in Biloela, three in Moura but only two in/near Baralaba. While short-term accommodation options are limited near the Baralaba South Project, Baralaba Coal Company's WAV will accommodate Project-related short-term visitors.

At the time of the 2021 Census, the Banana LGA’s rate of homelessness was half that of the wider state, whereas Woorabinda’s homelessness rate was nine times the Queensland average. Banana Shire Support Centre runs a homeless program with government-funded social housing that includes 11 supported accommodation units for families and a share house.

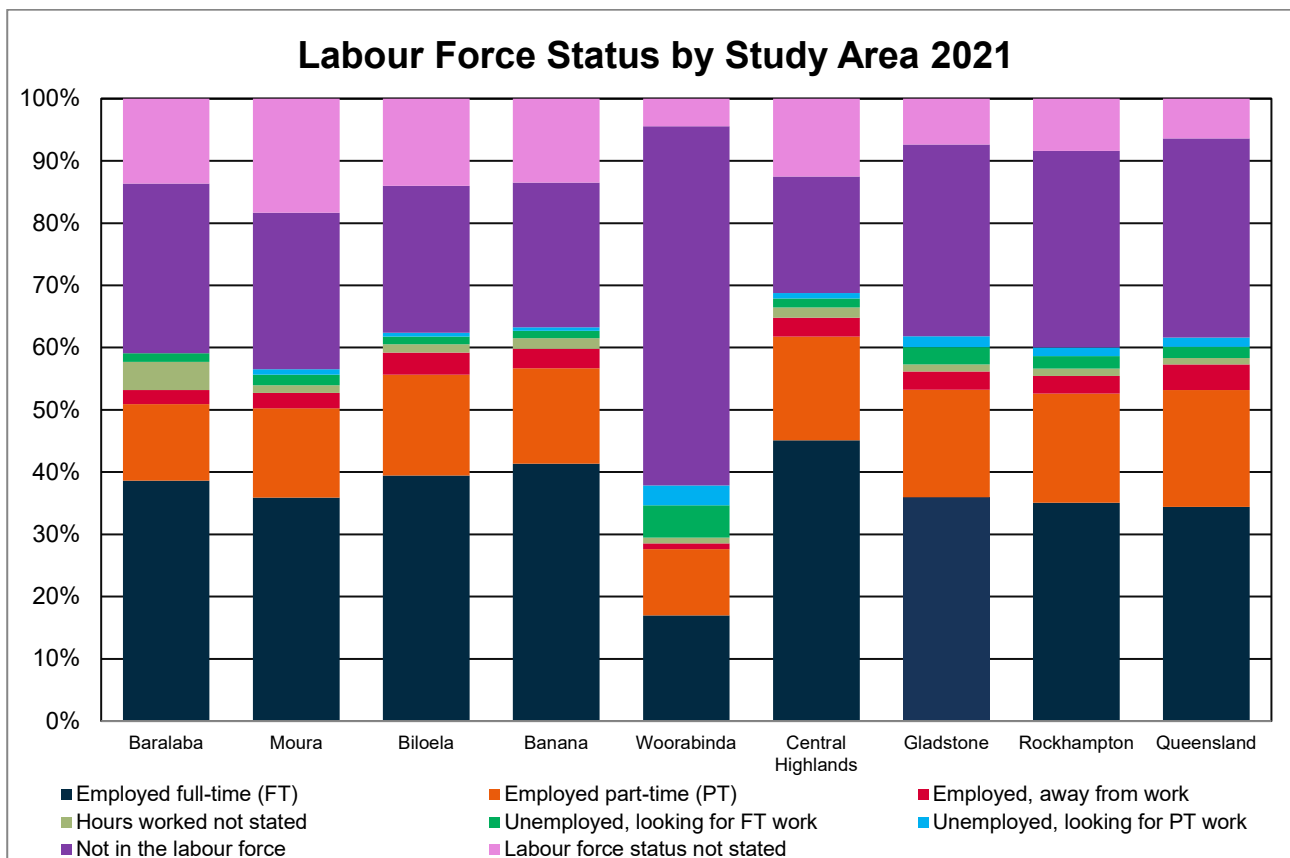
The few Banana Shire building approvals granted during 2022/2023 were split relatively evenly between residential and non-residential developments.

4.4 Employment and Income

4.4.1 Labour Force

2021 unemployment figures for the Banana and Central Highlands Study Areas were significantly lower than for the comparative economic Study Areas and Queensland. The Banana LGA unemployment rate was 2.8%, with Baralaba at 2.3%, Moura at 4.7% and Biloela at 3.0% – compared to Gladstone (7.39%), Rockhampton (5.69%) and Queensland (5.8%). Conversely, the Woorabinda unemployment rate was significantly higher at 21.7%. Queensland Government Statistician’s Office reporting indicates that Banana Shire is experiencing a similar unemployment rate in 2023 (2.1%), while Woorabinda’s unemployment rate has dropped significantly to 5.4% (March quarter 2023), compared to Gladstone and Rockhampton unemployment rates of over 4% and state unemployment of 3.8%.

For the LGAs, most residents were in full-time jobs in 2021, with 20.5% of the Baralaba labour force in part-time employment (24.2% of workers in the broader Banana LGA were part-time, 27.6% in Woorabinda and 24.3% in the Central Highlands). This is compared to 30.5% of the entire state’s labour force being in part-time employment at the time of the 2021 Census.

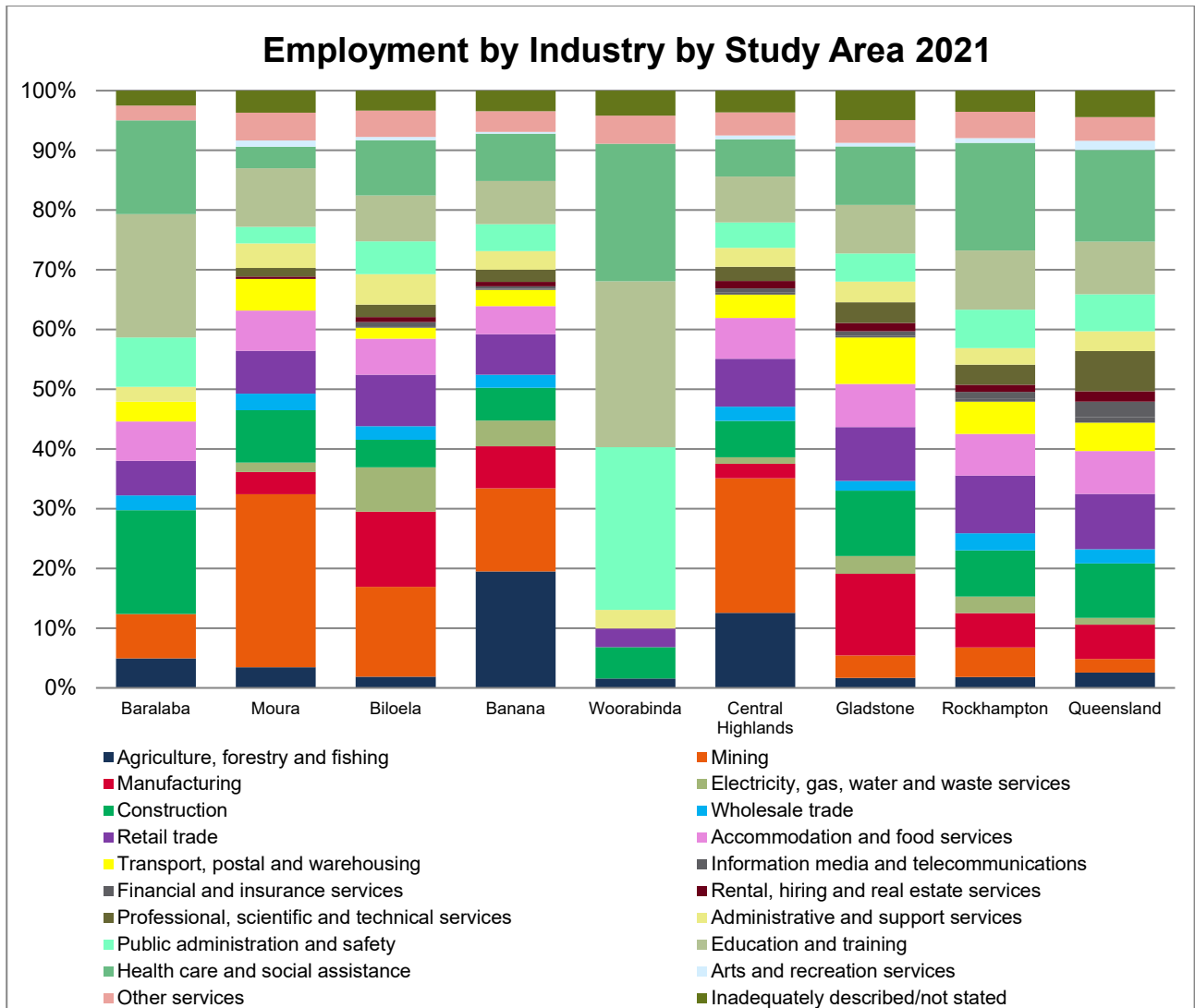


‘Employed full-time’ is defined as having worked 35 hours or more in all jobs during the week prior to Census night. Comprises employed persons who did not work any hours in the week prior to Census night. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 26 Labour force status by Study Area

4.4.2 Employment by Industry

In 2021, the predominant industries of employment in Baralaba were education and training, and construction, while mining was the largest industry in Moura and Biloela. Agriculture was the broader Banana LGA's main industry of employment, while most Central Highlands employees worked in the mining industry. Public administration and education and training were the major employment industries for Woorabinda, Gladstone's manufacturing sector was the largest employer, while in Rockhampton and the across the state, healthcare and social assistance was the main sector of employment.

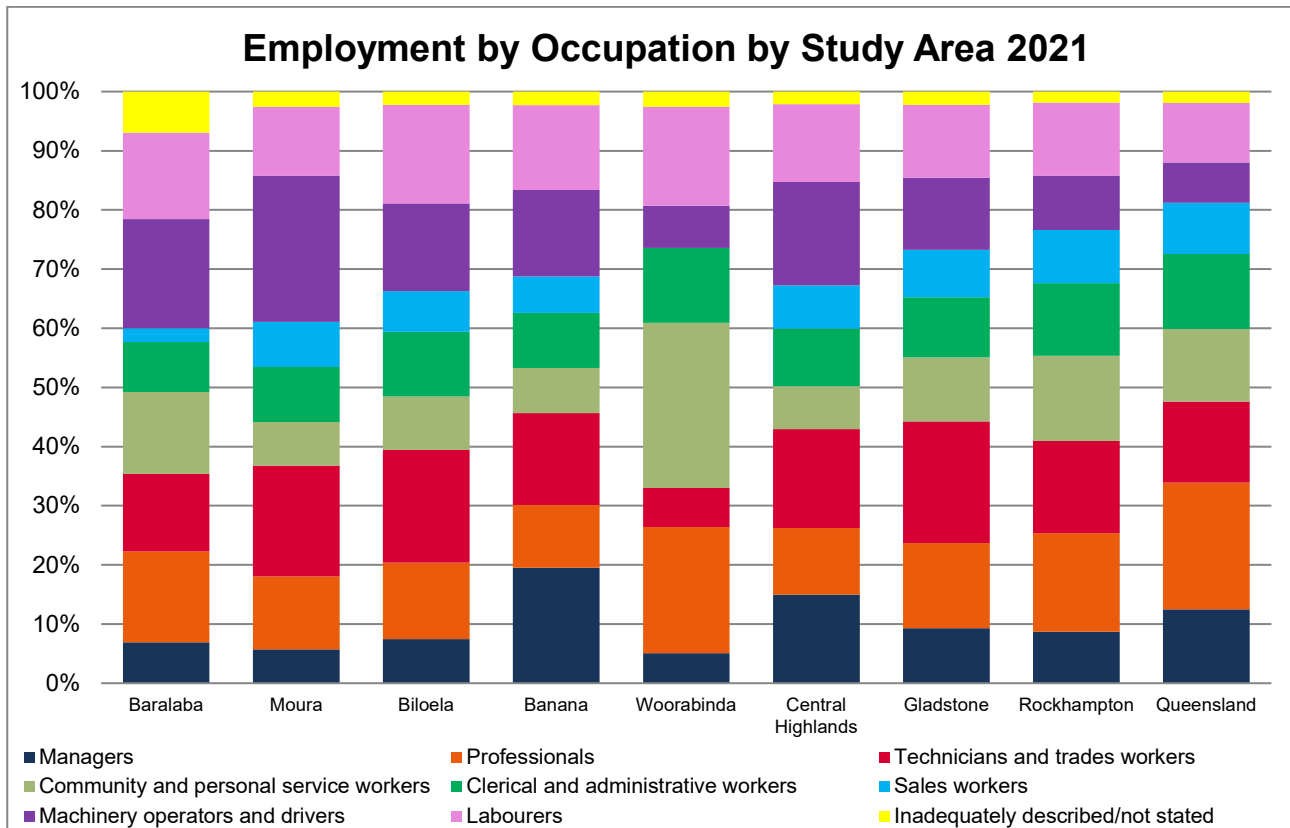


Based on place of usual residence. Source: ABS 2023 Census of Population and Housing.

Figure 27 Employment by industry and Study Area

4.4.3 Employment by Occupation

At the time of the 2021 Census, Baralaba and Moura had higher proportions of machinery operators and drivers, while ‘managers’ was the largest profession across the Banana LGA. The most common occupations in the Central Highlands, Gladstone and Rockhampton were machinery operators and drivers, technicians and trades workers, and professionals, respectively. In 2021, the most represented occupation across Queensland was ‘professionals’ (21.4%).

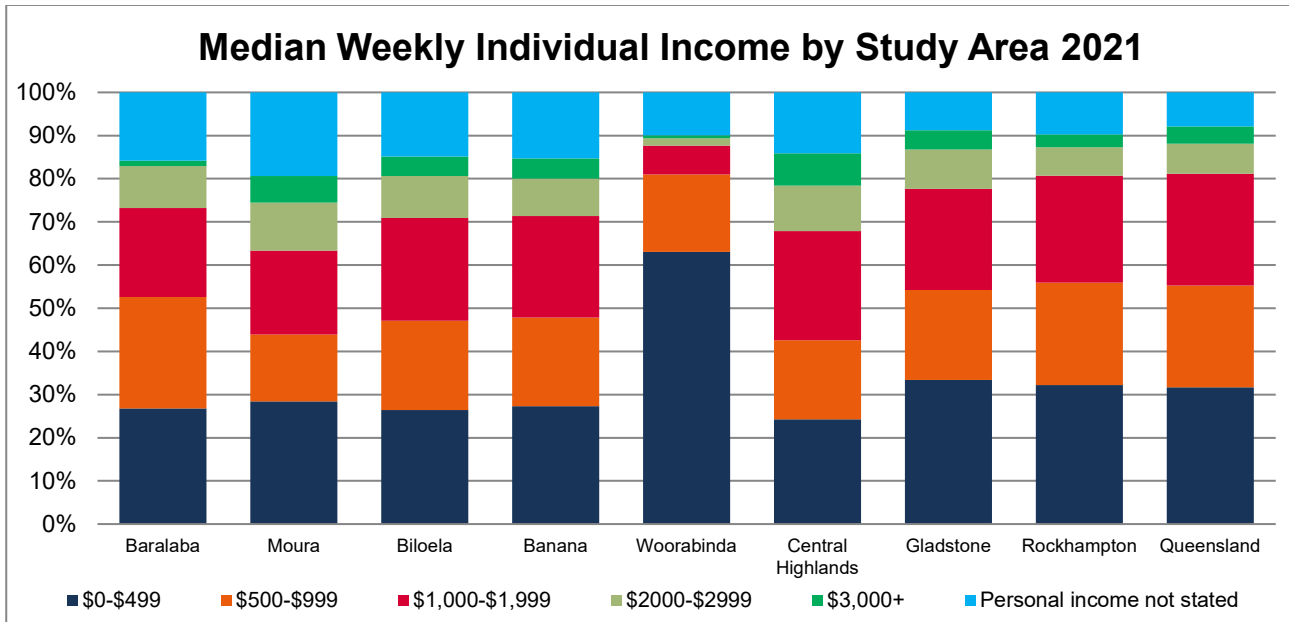


Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 28 Employment by occupation and Study Area

4.4.4 Median Individual Income

In 2021, 11.0% of the Baralaba working population earned a median weekly individual income of more than \$2,000 per week (on par with Queensland), compared to 13.3% for the broader Banana LGA and 18.0% for the Central Highlands. In Woorabinda, only 2.3% of residents earned more than \$2,000 per week, with most earning less than \$500 per week (60.9%). The Central Highlands had the highest percentage of residents earning more than \$3,000 per week (7.5%), while Gladstone had 4.5% of residents in this category and Rockhampton 3.0%.

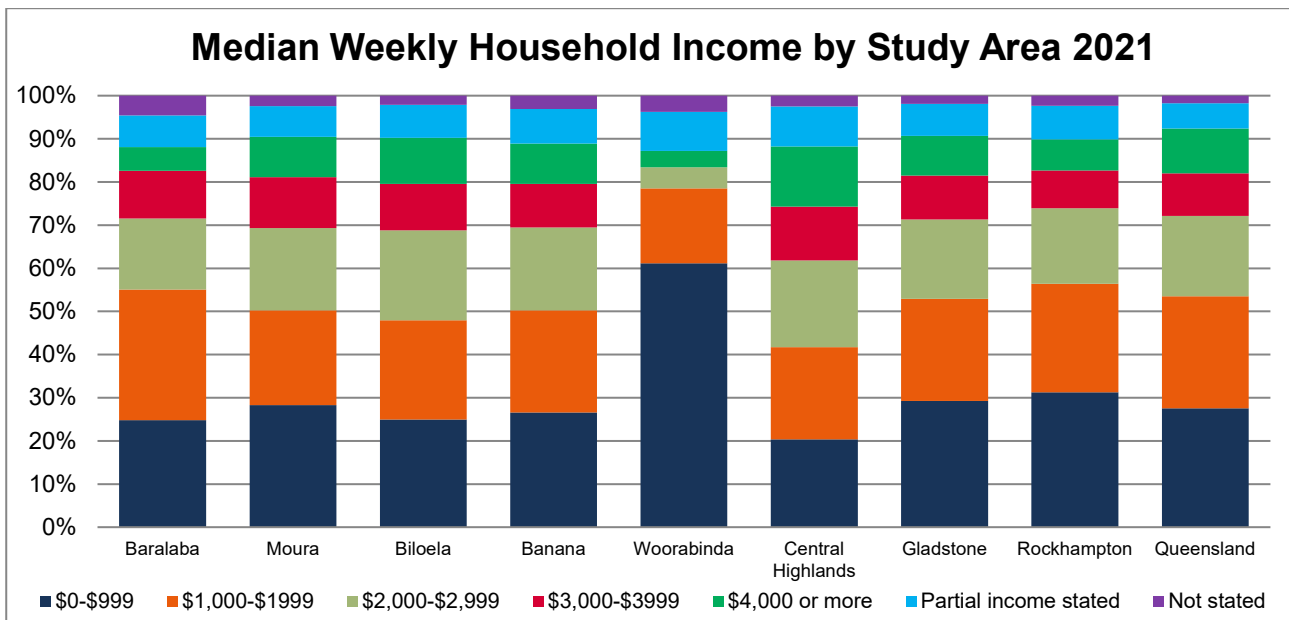


Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 29 Median weekly individual income by Study Area

4.4.5 Median Household Income

All Study Areas had similar proportions of households with median weekly incomes of between \$0 and \$999 in 2021 (ranging from 20.4% in the Central Highlands to 31.2% in Rockhampton), except Woorabinda, which had 59.3% of its residents in this household income bracket. Again, the Central Highlands had the largest number of residents in the highest income category of \$4,000 or more per week (13.9%) compared to Baralaba (5.4%) and Queensland (10.4%).



Excludes 'visitors only' and 'other non-classifiable' households. Comprises 'lone person' and 'group households'. Comprises households where at least one, but not all, member(s) aged 15 years and over did not state an income and/or was temporarily absent on Census night. Comprises households where no members present stated an income. Based on place of enumeration. Source: ABS 2021 Census of Population and Housing.

Figure 30 Median weekly household income by Study Area

4.4.6 Summary of Employment and Income

2021 unemployment figures for the Banana and Central Highlands Study Areas were significantly lower than for the comparative economic Study Areas (Gladstone and Rockhampton) and Queensland. The Banana LGA unemployment rate was 2.8%, with Baralaba at 2.3%. Conversely, the Woorabinda unemployment rate was significantly higher at 21.7%. 2023 data indicates that Banana Shire is experiencing a similar unemployment rate in 2023, while Woorabinda’s unemployment rate has dropped significantly to 5.4%. In 2021, the regional Study Areas had lower proportions of part-time employees than the state’s 30.5% part-time workforce.

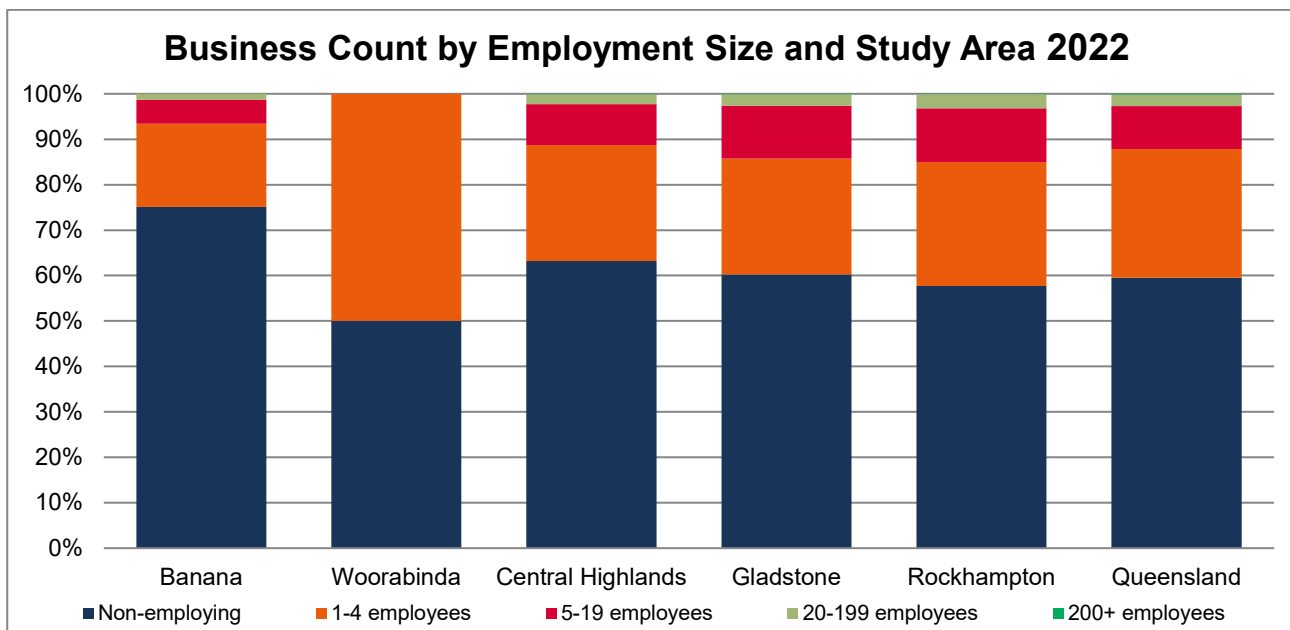
The predominant industries of employment in Baralaba were education and training, and construction, while mining was the largest industry in Moura and Biloela in 2021. Agriculture was the broader Banana LGA’s main industry of employment. Baralaba and Moura had higher proportions of machinery operators and drivers at the time of the 2021 Census, while ‘managers’ was the largest profession across the Banana LGA.

Some 11% of the Baralaba working population earned a median weekly individual income of more than \$2,000 per week in 2021, compared to 13.3% for the broader Banana LGA and 18.0% for the Central Highlands. In Woorabinda, only 2.3% of residents earned more than \$2,000 per week, with most earning less than \$500 per week. All Study Areas had similar proportions of households with median weekly incomes of between \$0 and \$999 in 2021, except Woorabinda, which had 59.3% of its residents in this household income bracket. The Central Highlands had the highest proportions of individuals earning more than \$3,000 per week and households earning more than \$4,000 per week.

4.5 Business and Industry

4.5.1 Businesses by Employment

Of the Banana LGA’s 2,500 businesses, more than 75% were non-employing in 2022 (the highest proportion of all the Study Areas), while 133 businesses employed five to 19 employees and no businesses supported more than 200 employees. Results were similar across the other regional LGAs and for Queensland, while Woorabinda’s six businesses were evenly split between non-employing or with one to four employees. There were four businesses in the Central Highlands that supported more than 200 employees, and three each in Gladstone and Rockhampton.

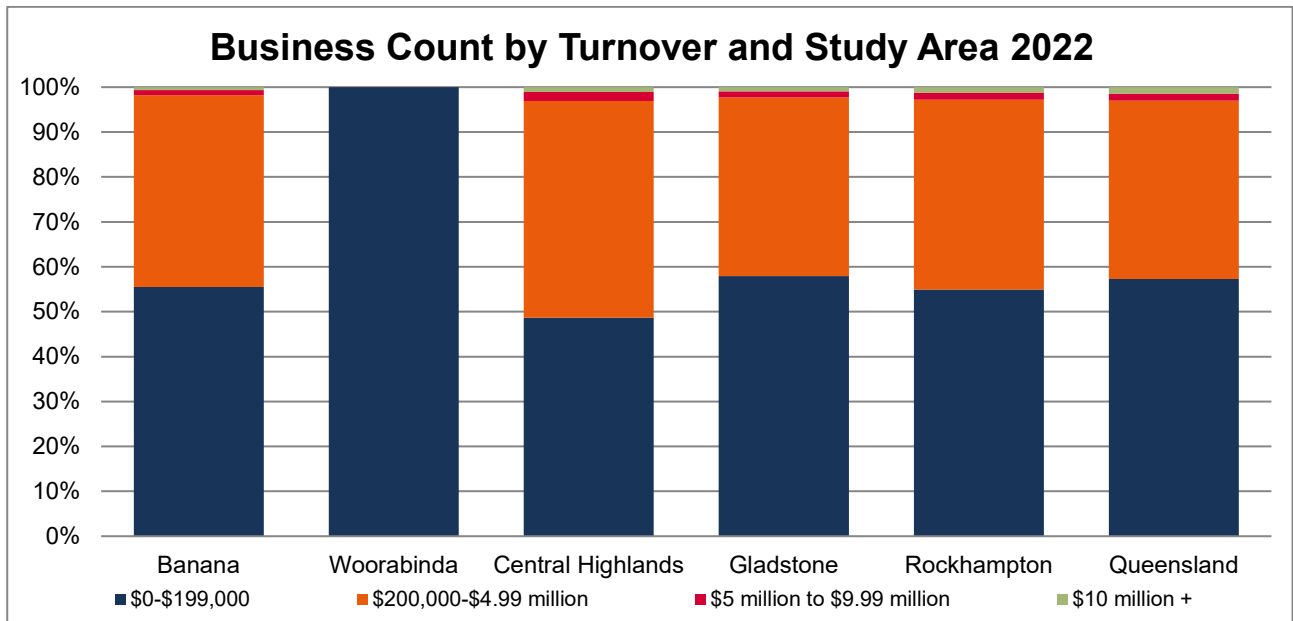


Data not available for Baralaba, Moura or Biloela. Source: QGSO Regional Profiles (Resident).

Figure 31 Business count by employment size and Study Area 2022

4.5.2 Businesses by Turnover

Banana LGA businesses are relatively evenly split between turning over less than \$199,000 and achieving a turnover between \$200,000 and \$5 million. In 2022, there were 17 businesses in the Banana Shire with a turnover of more than \$10 million. The Central Highlands had the greatest percentage of businesses earning more than \$10 million (3.1% – slightly higher than for the state), while all Woorabinda businesses turned over less than \$200,000.

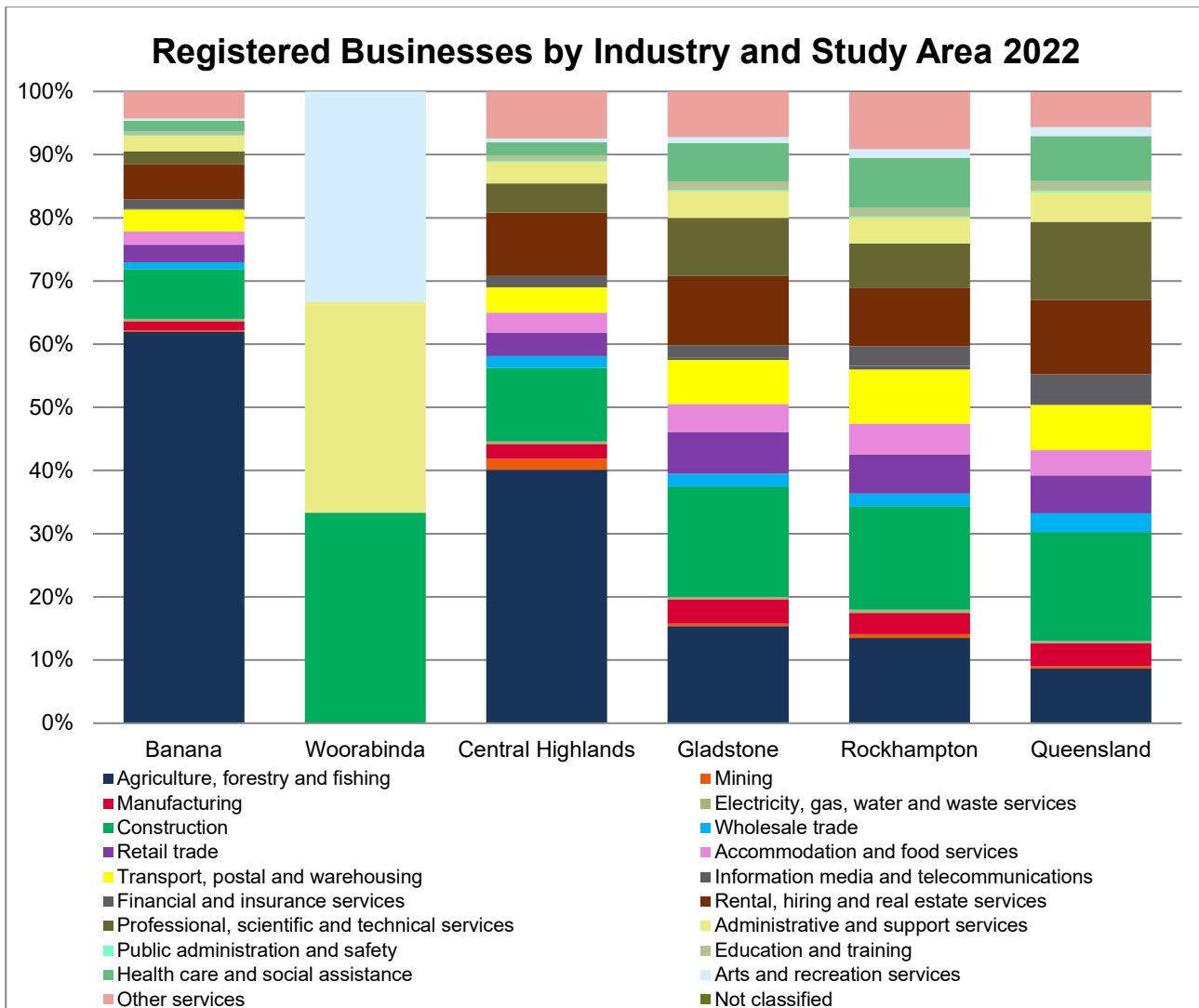


Data not available for Baralaba, Moura or Biloela. Source: QGSO Regional Profiles (Resident).

Figure 32 Business count by turnover and Study Area 2022

4.5.3 Businesses by Industry

In 2022, more than 1,500 Banana LGA businesses were in the agricultural industry, equating to 62.0% of all Shire businesses. The Central Highlands also supported a large number of agricultural businesses (40%) and for both local LGAs, construction was the next most prevalent sector. Woorabinda businesses were either construction or administration related, while the comparative economic Study Areas and Queensland all had similar industry splits, with construction as the most popular.



Includes inadequately described and not-stated responses. Data not available for Baralaba, Moura or Biloela. Source: QGSO Regional Profiles (Resident)

Figure 33 Registered businesses by industry and Study Area 2022

4.5.4 Local Business Capacity

Consultation identified that Baralaba’s few businesses (including hospitality, hardware, groceries and other retail) had capacity to continue to support Baralaba Coal Company operations, with the continuation from Baralaba North to Baralaba South welcome from an economic perspective. More broadly, Baralaba South would continue to employ the services of its existing pool of local subcontractors, thereby limiting potential for capacity issues.

4.5.5 Summary of Business and Industry

Of the Banana LGA’s 2,500 businesses, more than 75% were non-employing in 2022. Results were similar across the regional LGAs and for Queensland, while Woorabinda’s six businesses were evenly split between non-employing or with one to four employees. There were four businesses in the Central Highlands that supported more than 200 employees, and three each in Gladstone and Rockhampton.

Banana LGA businesses are relatively evenly split between turning over less than \$199,000 and achieving a turnover between \$200,000 and \$5 million. The Central Highlands had the greatest percentage of businesses earning more than \$10 million (3.1% – slightly higher than for the state), while all Woorabinda businesses turned over less than \$200,000.

In 2022, more than 1,500 Banana LGA businesses were in the agricultural industry, equating to 62.0% of all Shire businesses. Woorabinda businesses were either construction or administration related, while the comparative economic Study Areas and Queensland all had similar industry splits, with construction as the most popular.

Local Baralaba businesses and local and regional subcontractors already supporting the Baralaba North mine did not indicate any capacity issues with regard to transitioning to the Baralaba South Project.

4.6 Indigenous Social Profile

4.6.1 Indigenous Population

In 2021, all local Study Areas had higher proportions of residents who identified as Aboriginal and/or Torres Strait Islander than the state average. Within the Banana Shire, 11.2% of Baralaba’s population was Indigenous – 6.1% more than for the broader LGA. Woorabinda had a considerably larger proportion of First Nations residents at 91.6%.

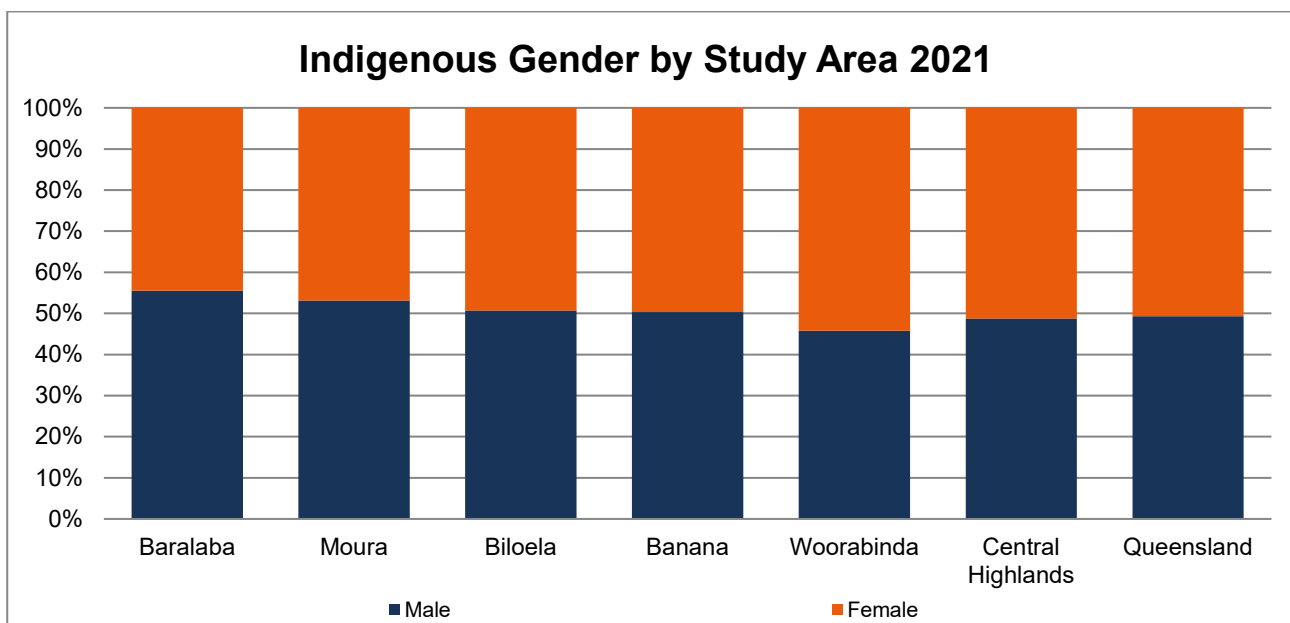
Table 22 Indigenous population by Study Area

	Baralaba	Moura	Biloela	Banana	Woorabinda	Central Highlands	Qld
Number of people who identify as Indigenous	29	147	270	737	933	1,639	237,303
Percentage of total population	11.2%	8.0%	4.8%	5.1%	91.6%	5.9%	4.6%

Comprises persons who identified themselves as being of 'Aboriginal' or 'Torres Strait Islander' or 'Both Aboriginal and Torres Strait Islander' origin. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

4.6.2 Indigenous Gender

Baralaba was the only Study Area to have significantly more First Nations males (55.6%) than females, while there were 54.2% more First Nations females than males in Woorabinda.

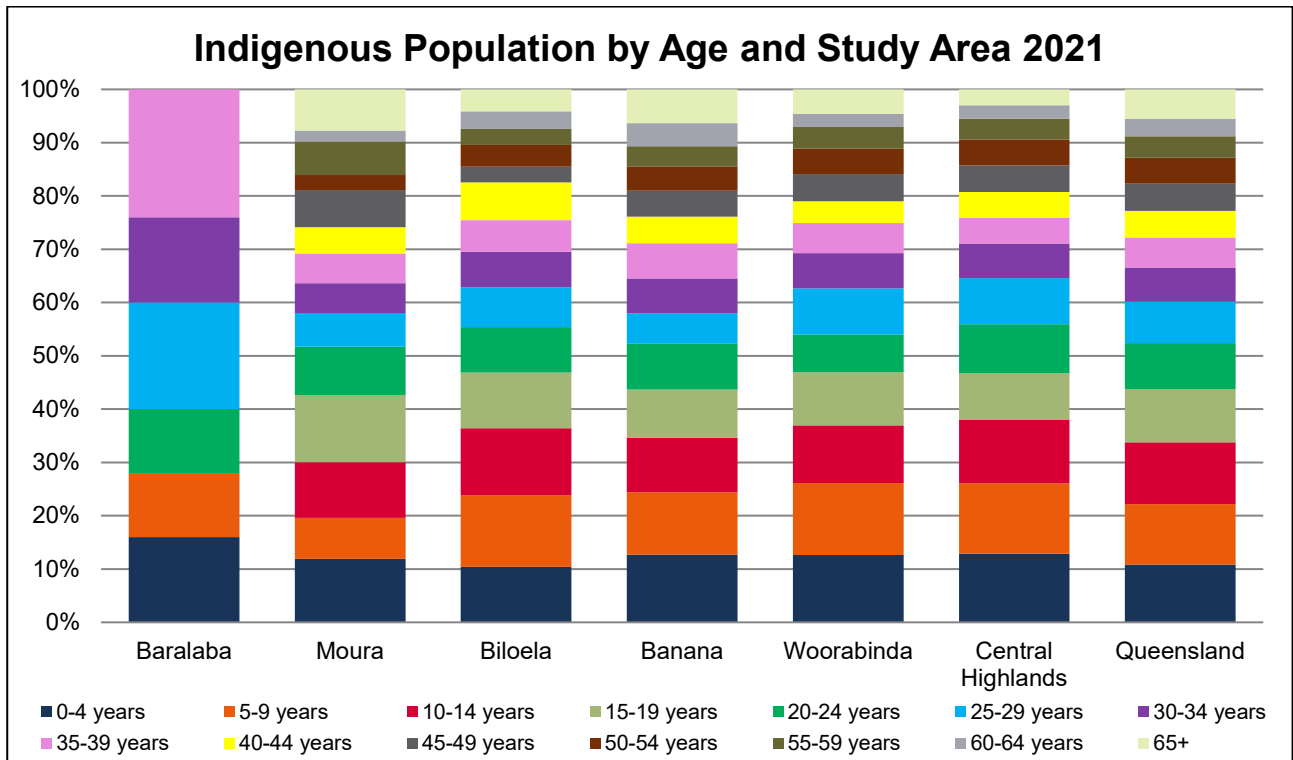


Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 34 Indigenous gender structure by Study Area

4.6.3 Indigenous Age

All Study Areas had greater numbers of younger Indigenous Australians in 2021 (minimum of 67% under the age of 39). The oldest First Nations resident in Baralaba was in the 35-39-year-old bracket, while the broader Banana LGA had the highest proportion of Indigenous residents older than 65 (6.4%), compared to Woorabinda (4.5%) and Queensland (5.5%).

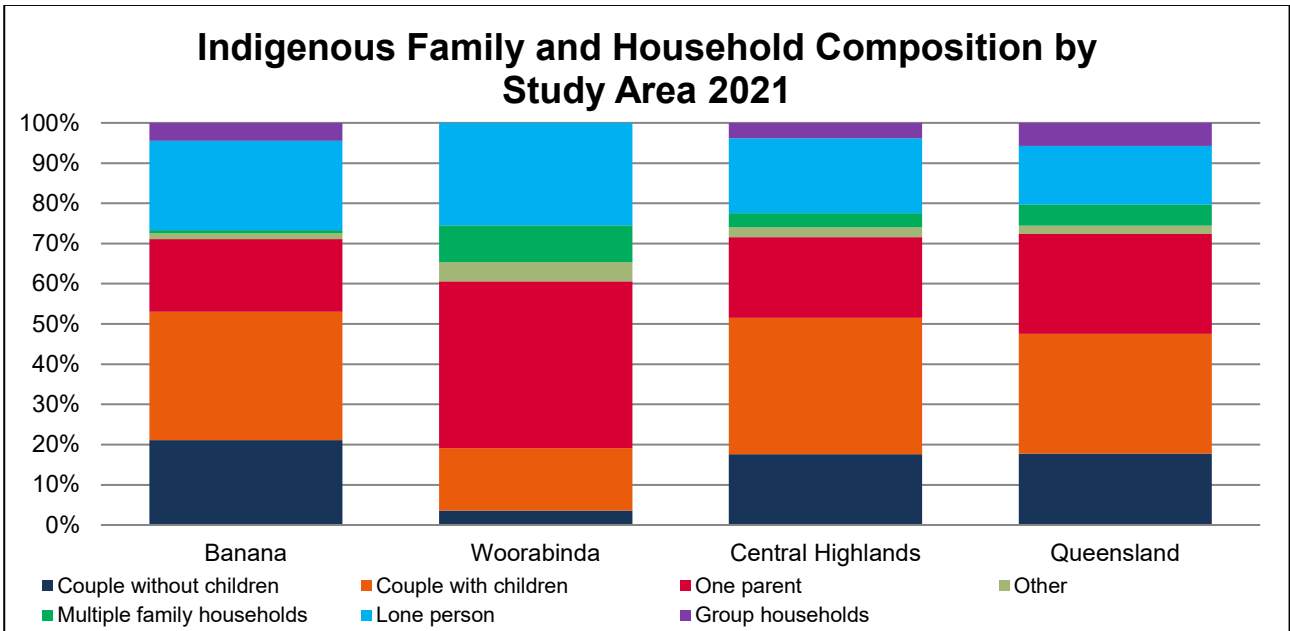


Comprises persons who identified themselves as being of 'Aboriginal' or 'Torres Strait Islander' or 'Both Aboriginal and Torres Strait Islander' origin. Based on place of usual residence. Source: ABS 2021 Census of Population and Housing.

Figure 35 Indigenous age structure by Study Area

4.6.4 Indigenous Families and Households

In 2021, Banana Aboriginal and Torres Strait Islander households predominantly comprised of couples with children (32.5%), while there were 16 group households. There were no multiple family or group households in Woorabinda, which had the greatest proportion of single-parent families of the Study Areas (40.6%). Central Highlands Indigenous household composition aligned with broader Queensland statistics, with couples with children and one-parent families the most prevalent.

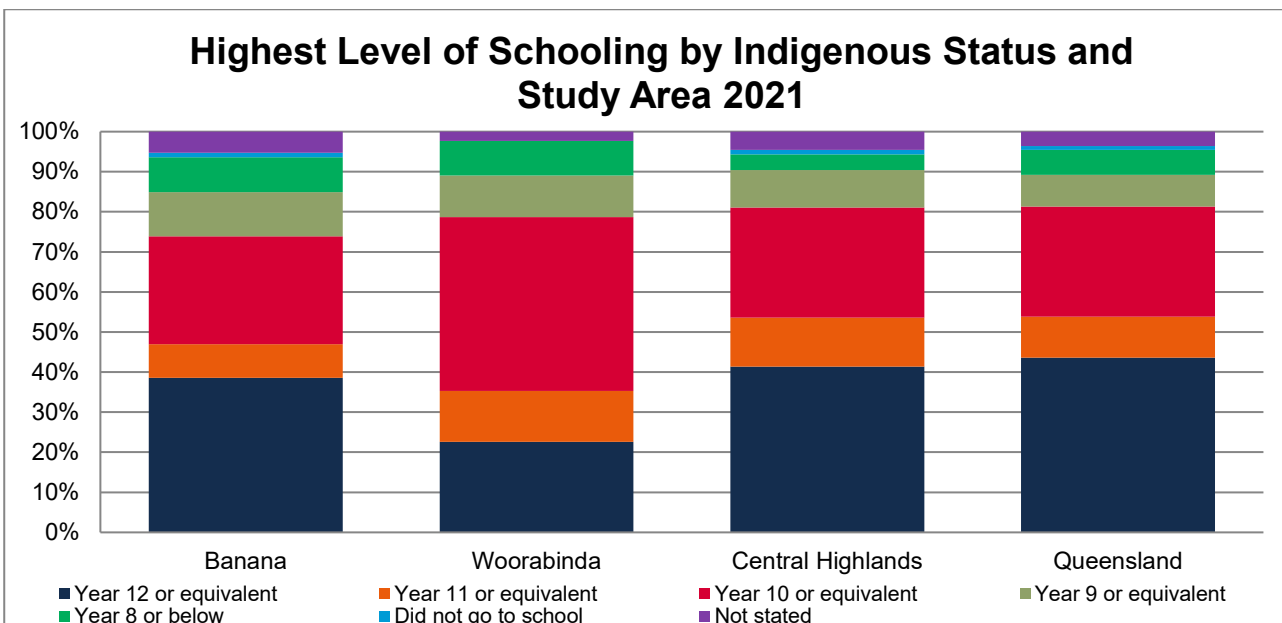


Includes up to three residents who were temporarily absent on Census night. Excludes 'visitors only' and 'other non-classifiable' households. A household with Aboriginal and Torres Strait Islander person(s) is any household that had at least one person of any age as a resident at the time of the Census who identified as being of Aboriginal and/or Torres Strait Islander origin. Based on place of enumeration. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 36 Indigenous family and household composition by Study Area

4.6.5 Indigenous Education

At the time of the 2021 Census, 38.9% of Banana First Nations residents aged over 15 years had completed year 12, while another 27.2% had completed year 10 or equivalent. Woorabinda had a lower rate of year 12 completion but a higher rate of year 10 completion than all other Study Areas. The Banana LGA had the lowest rate of year 10 or above completion (74.4%), compared to Woorabinda (79.1%), Central Highlands (81.0%) and Queensland (81.3%).

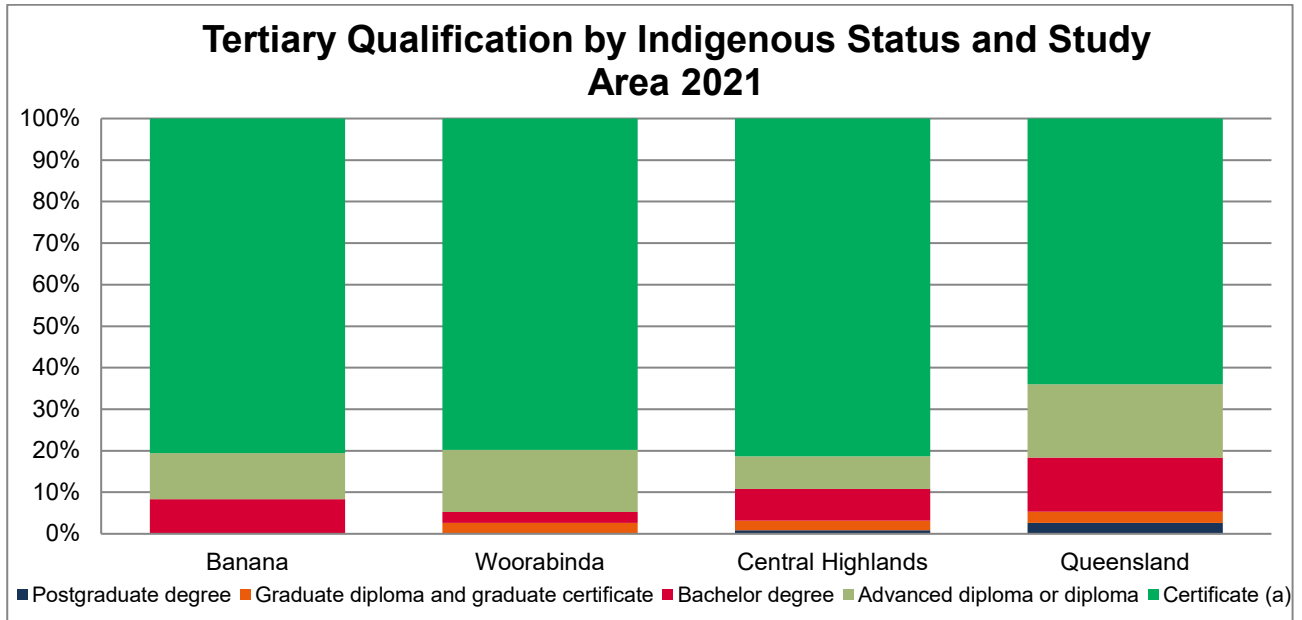


Based on persons 15 years and over who are no long attending primary or secondary school. Comprises persons who identified themselves as being of 'Aboriginal' or 'Torres Strait Islander' or 'Both Aboriginal and Torres Strait Islander' origin. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 37 Indigenous highest level of schooling by Study Area

4.6.5.1 Indigenous Tertiary Studies

In 2021, there were no Baralaba First Nations residents who had completed a diploma or higher, while three residents had achieved a bachelor’s degree. Some 26.6% of Woorabinda Indigenous residents had a tertiary education at the time of the 2021 Census, compared to 38.3% for Banana, 41.0% for Central Highlands and 45.6% for the state.

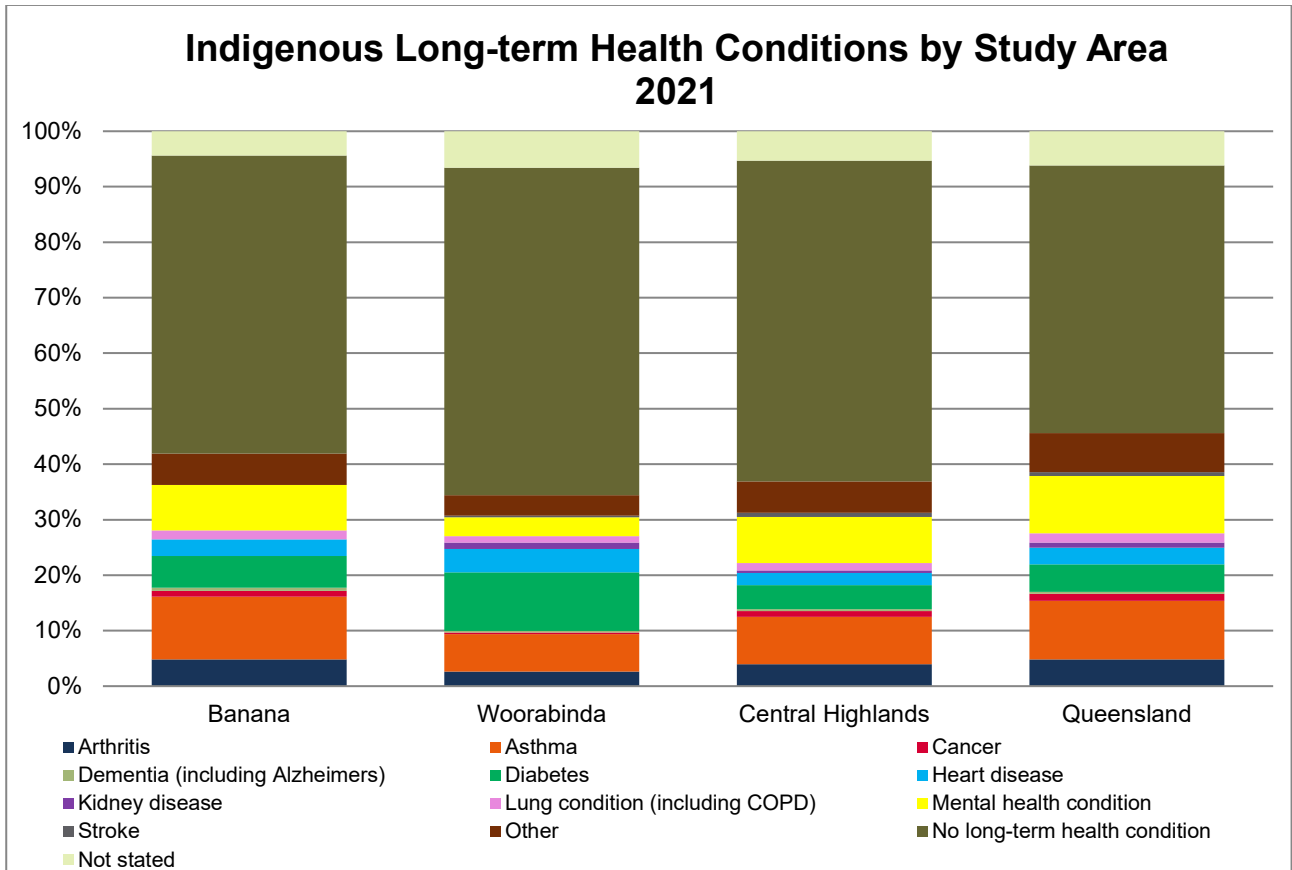


(a) Includes Certificates I, II, III and IV and certificates not defined. Based on persons 15 years and over and usual place of residence. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 38 Indigenous tertiary qualification by Study Area

4.6.6 Indigenous Health

Almost 59% of the Queensland Aboriginal and Torres Strait Islander population reported no long-term health conditions at the 2021 Census, with all other Study Areas reporting above 60% in this category. Asthma was a predominant illness across all Study Areas, with Woorabinda also reporting a high rate of diabetes (11.7%).



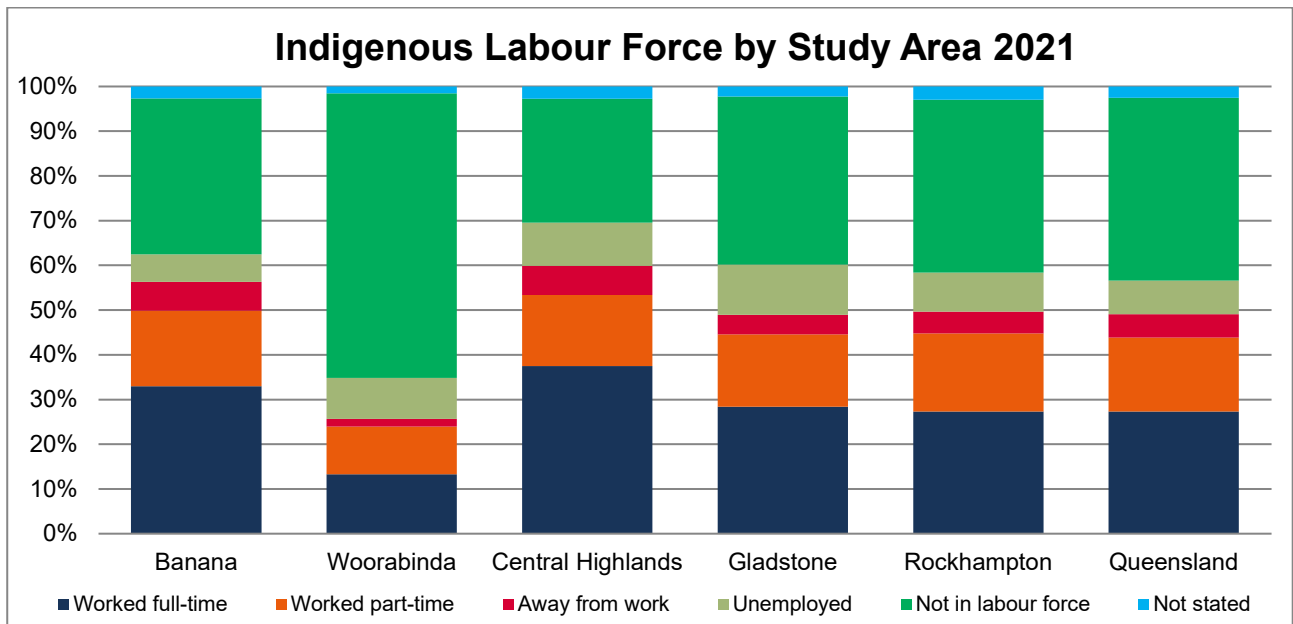
Includes people with multiple long-term health conditions. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 39 Indigenous long-term health condition by Study Area

4.6.7 Indigenous Employment and Income

4.6.7.1 Indigenous Labour Force

In 2021, First Nations unemployment across Queensland was at 13.3% (compared to 5.4% for the entire population). Banana LGA Indigenous unemployment was the lowest (10.1%), while the Woorabinda Indigenous unemployment rate was significantly high (25.7%) – as was the case for the economic comparative Study Area of Gladstone (18.7%). Workforces across all Study Areas were predominantly made up of full-time workers.

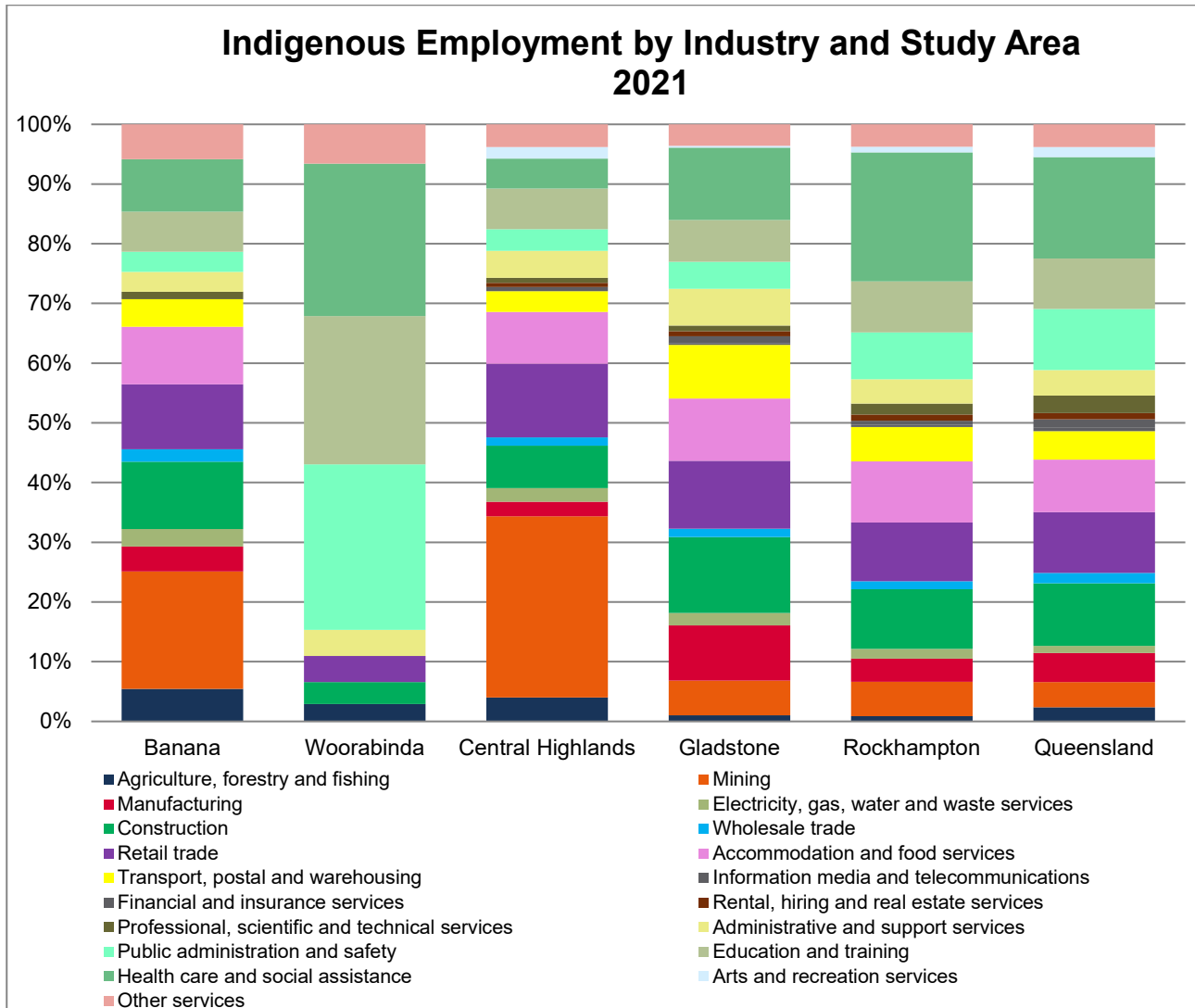


Includes persons aged 15 years and over. Based on place of usual residence. Data not available for Baralaba, Moura and Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 40 Indigenous labour force status by Study Area

4.6.7.2 Indigenous Employment by Industry

The largest industry of Aboriginal and Torres Strait Islander employment in the Banana LGA at the 2021 Census was mining (17.9%), following by construction (10.3%). Central Highlands First Nations residents were also mostly employed in the mining industry (29.1%), while Woorabinda residents predominantly worked in the public administration and safety, education and training and healthcare and social assistance industries (75.9%). The economic Study Areas were aligned with Queensland statistics, with healthcare and social assistance by far the largest industry of employment for First Nations Queenslanders.

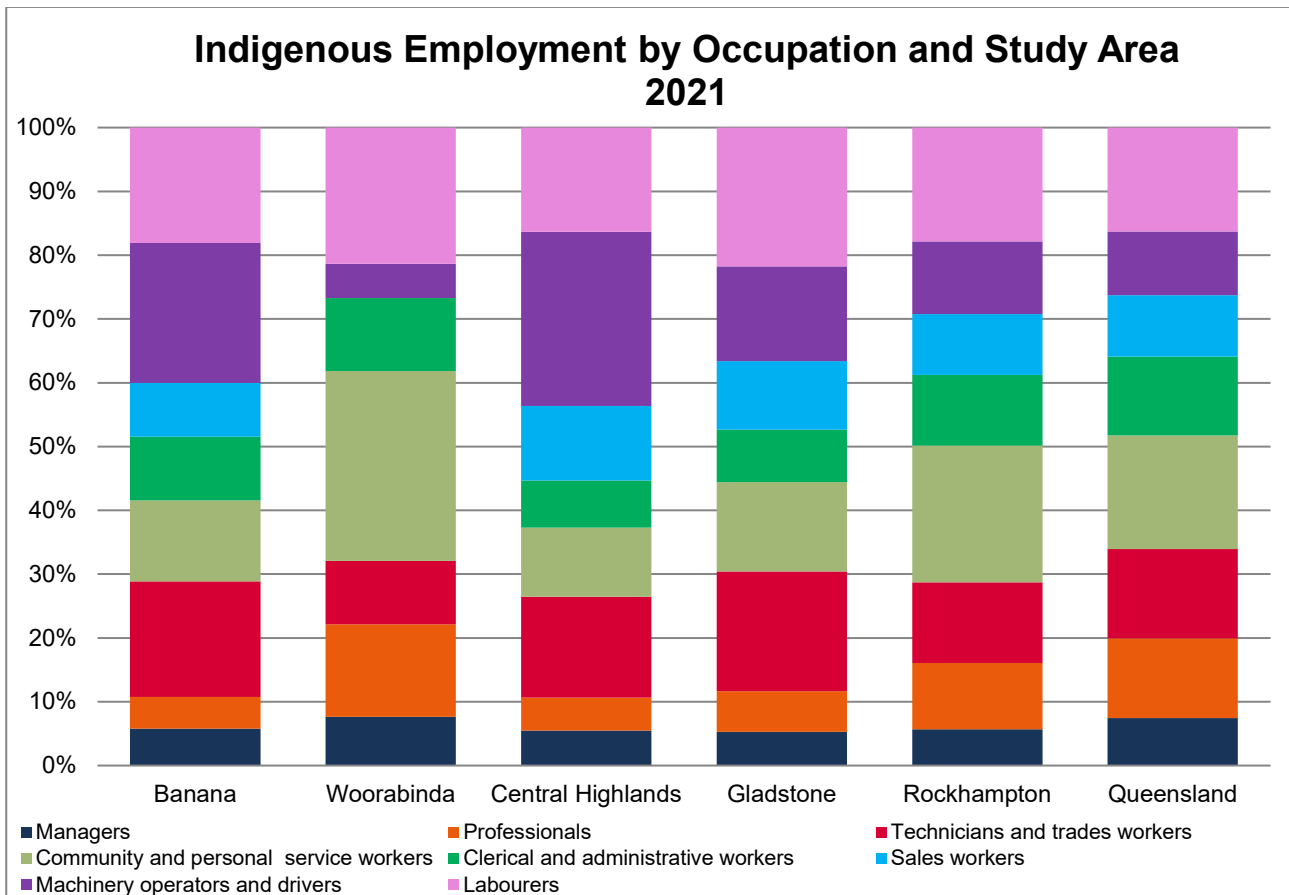


Includes inadequately and not-stated responses. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: QGSO Queensland Regional Profiles (Indigenous).

Figure 41 Indigenous employment by industry and Study Area

4.6.7.3 Indigenous Employment by Occupation

In 2021, the most common Indigenous occupations in the Banana Shire were machinery operators and drivers, technicians and trade workers, and labourers. Most Central Highlands Indigenous workers were machinery operators and drivers, while in the Gladstone LGA, First Nations technicians and trade workers made up the largest occupation category. Some 27.7% of Woorabinda residents were community and personal service workers (the most prevalent occupation), which aligned with Rockhampton and Queensland statistics.



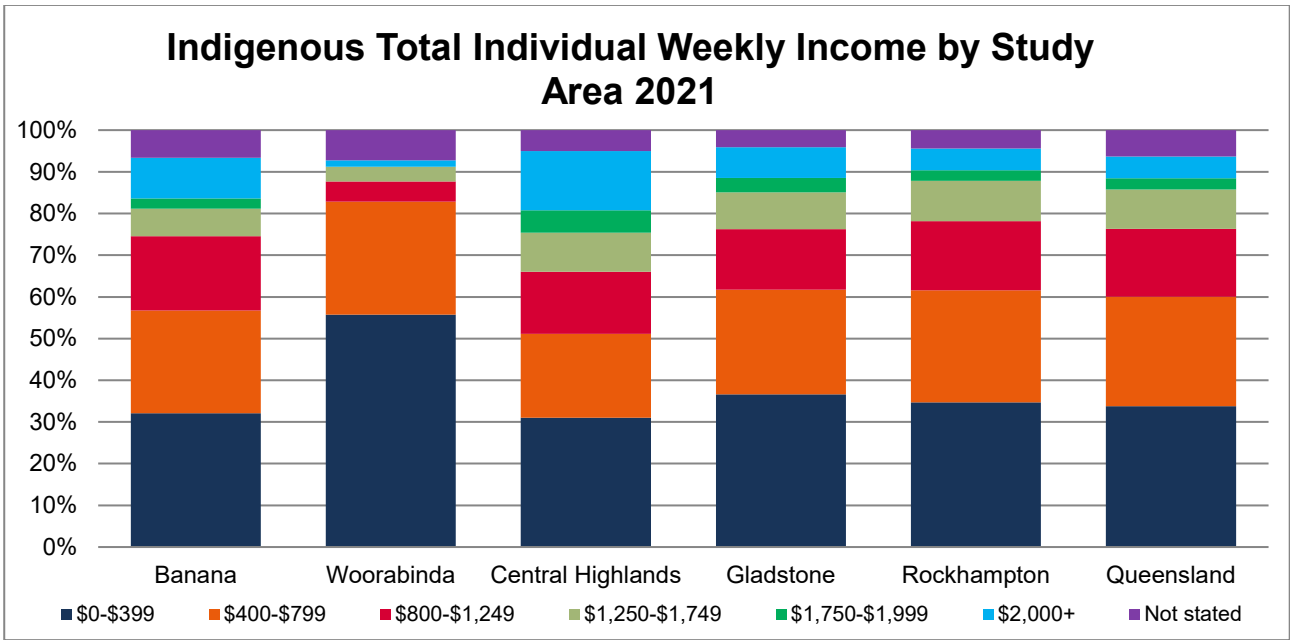
Includes inadequately and not-stated responses. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: QGSO Queensland Regional Profiles (Indigenous).

Figure 42 Indigenous employment by occupation and Study Area

4.6.7.4 Indigenous Individual Income

Some 18.8% of Banana Shire First Nations residents earned \$1,250 per week or more in 2021. This is compared to 29.1% for Central Highlands, 19.7% for Gladstone, 17.5% for Rockhampton and 17.4% for the state. Only 5.1% of Woorabinda residents were in this income bracket. About one-third of Indigenous residents across most Study Areas earned less than \$400 per week, except Woorabinda, which had 56.1% of residents in this category.

In comparing Aboriginal and Torres Strait Islander incomes to those of the general population, 9.7% of Indigenous Banana residents earned \$2,000 per week or more, compared to 13.3% for the general population. Across the other Study Areas, the same comparison resulted as follows: Central Highlands – 14.3% compared to 18.0% for the general population, Gladstone – 7.4% compared to 13.6%, Rockhampton – 5.2% compared to 9.6% and for Queensland – 5.2% compared to 11.0% for the general population. For Woorabinda, only 1.5% of the population earned more than \$2,000 per week.

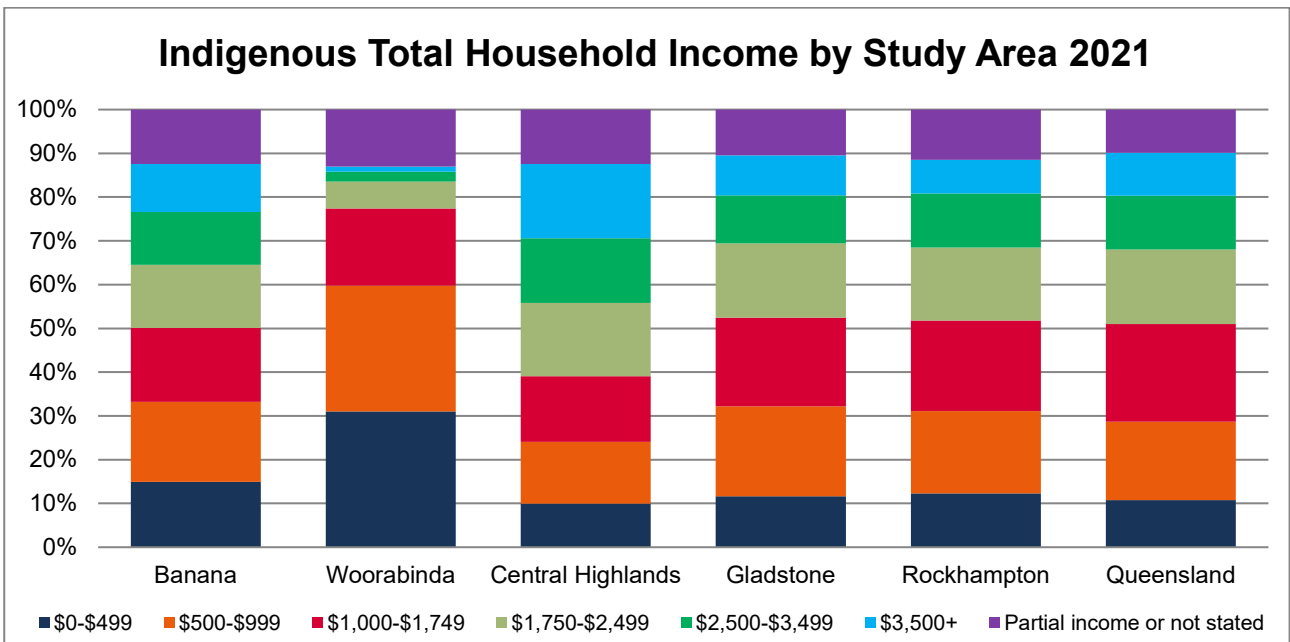


Includes persons aged 15 years and over. Based on place of usual residence. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 43 Indigenous total individual weekly income by Study Area

4.6.7.5 Indigenous Household Income

2021 Aboriginal and Torres Strait Islander household incomes aligned with individual incomes, including comparisons with the Study Areas' general populations. Accordingly, the proportions of First Nations households earning more than \$2,500 per week were similar across the Banana, Central Highlands, Gladstone, Rockhampton and Queensland Study Areas (ranging from 10.9% in Gladstone to 14.6% in the Central Highlands) but was significantly lower in Woorabinda (2.3%).



Based on place of enumeration. Data not available for Baralaba, Moura or Biloela. Source: ABS 2021 Census of Population and Housing.

Figure 44 Indigenous total household weekly income by Study Area

4.6.8 Local and Regional Indigenous Businesses Capacity

Early consultation indicated Indigenous business interest in the Project but with some concerns around capacity. However, all advised that with appropriate planning, they would be able to mitigate any issues concerning pressure on services. All businesses indicated plans for expansion.

4.6.9 Summary of Indigenous Social Profile

In 2021, all local Study Areas had higher representation of Aboriginal and Torres Strait Islander residents than the state average (4.6%). Within the Banana Shire, 11.2% of Baralaba's population was Indigenous – 6.1% more than for the broader LGA. Woorabinda had a considerably larger proportion of First Nations residents at 91.6%.

Baralaba was the only Study Area to have significantly more First Nations males (55.6%), while all Study Areas had greater numbers of younger Indigenous Australians in 2021. The oldest Indigenous resident in the Banana LGA was in the 35-39-year-old bracket.

In 2021, Banana Aboriginal and Torres Strait Islander households predominantly comprised of couples with children, while there were 16 group households. There were no multiple family or group households in Woorabinda, which had the greatest proportion of single-parent families of the Study Areas.

At the time of the 2021 Census, almost 40% of Banana First Nations residents aged over 15 years had completed year 12, while another 27% had completed year 10 or equivalent. Woorabinda had a lower rate of year 12 completion but a higher rate of year 10 completion than all other Study Areas. No Baralaba First Nations residents had completed a diploma or higher. Across all Study Areas, 'certificate' was the most prevalent tertiary qualification.

More than 60% of all Study Areas' Aboriginal and Torres Strait Islander communities did not have a long-term health condition in 2021. For those who did, asthma was a predominant illness across all Study Areas, with Woorabinda also reporting a high rate of diabetes (11.7%).

In 2021, Indigenous unemployment across Queensland was at 13.3% (compared to 5.4% for the entire population). Banana LGA Indigenous unemployment was the lowest (10.1%), while the Woorabinda Indigenous unemployment rate was significantly high (25.7%).

The largest industry of Aboriginal and Torres Strait Islander employment in the Banana LGA at the 2021 Census was mining, following by construction. Central Highlands First Nations residents were also mostly employed in the mining industry, while Woorabinda residents predominantly worked in the public administration and safety, education and training and healthcare and social assistance industries. Within these industries, the most common Indigenous occupations in the Banana Shire were machinery operators and drivers, technicians and trade workers, and labourers. Conversely, in Woorabinda, Rockhampton and across Queensland, the prevalent occupation was community and personal service workers.

Some 19% of Banana Shire First Nations residents earned an individual income of \$1,250 per week or more in 2021. This is aligned with other Study Areas bar Woorabinda, where only 5.1% of residents were in this income bracket. About one-third of Indigenous residents across most Study Areas earned less than \$400 per week, except Woorabinda, which had 56.1% of residents in this category. The proportions of First Nations households earning more than \$2,500 per week were similar across the Banana, Central Highlands, Gladstone, Rockhampton and Queensland Study Areas but was more than 10% lower in Woorabinda.

Local and regional Indigenous businesses advised that with appropriate planning, they would be able to service the Project, with indicating plans for expansion.

5.0 Social Impact Assessment

This section examines the potential impacts on communities and individuals in the Study Areas should the Baralaba South Project proceed. The impacts take into account existing social and cultural environments in the region, together with a study of outcomes experienced with comparable projects elsewhere in Queensland.

5.1 Land Impacts

Most concerns raised throughout the landholder consultation process were environmental, including impacts on air quality, water and noise. Flooding was initially a major concern but this has since been addressed with the smaller mine footprint.

The main themes relating to the social impacts were transport and land/property value. Regarding transport, multiple landholders expressed concerns relating to traffic on the haul road in relation to an increase in large vehicles, possible injuries and increased noise and pollution. Landholders also expressed that the road was regularly used by farming, agricultural and other mining machinery. In relation to land and property value, there was a concern among various landholders that proximity to the Project site would significantly devalue their properties due to the various associated environmental and social impacts. In summary, landholder impacts include:

- Water allocation and impacts (surface and groundwater)
- Impact on cattle, crops and water tanks from coal dust
- Noise, vibration (particularly from blasting), dust, lighting and visual amenity impacts
- Property devaluation
- Road safety risks (particularly related to heavy vehicles) for residents and their families
- Social order
- DIDO/FIFO impacts on community participation and integration.

5.1.1 Psychological Impacts

It is difficult to make a general assessment of psychological impacts of resource projects on the community, as the prospect of change affects different people in different ways. However, directly impacted landholders may potentially experience the most mental stress.

5.2 Community Health and Wellbeing

At community workshops during early SIA engagement, residents were asked to identify the issues and opportunities they believed the Baralaba South Project may bring (refer to Table 23). Opportunities for growth were also recognised, both in terms of population and economic growth derived from mining (through employment and community investment), tourism and the potential for new industries (such as solar and wind farms). For the local area, flooding, droughts, corporate interest, casualisation of the workforce and pollution, specifically regarding air quality, were recognised as threats.

Table 23 Community issues and opportunities

Baralaba	Moura	Biloela
Issues		
Flooding	Profiteering companies	Community investment not happening
Dust	Unsafe driving	Over-use of community infrastructure
Water quality	Volatile mining industry	Over-investment in other communities
Truck noise	politics regarding the environment	Increased fatigue (FIFO/DIDO)
Road quality	Political environment generally	Increased vehicle movements
Family displacement	Pollution (air quality)	Isolation
Tank water contamination		Water storage/drought
Food production contamination		Mining industry downturn
		Employment specialisation and casualisation
		End of power station life
Opportunities		
Sporting	Industrial expansion	Lots of places for rent
Family activities	Population growth	Expanding supermarket
Can grow old in own community	Sustainability	New industrial precinct
Inter-generational	Infrastructure development	Community investment from large projects
Employment through mining	Solar/wind farms	
Mining operators could support community		

During early SIA workshops and interviews, community stakeholders were asked to complete a strengths and vulnerabilities analysis based on their knowledge of both the Project and their communities. A summary of perceived strengths and vulnerabilities is provided in Table 24.

Table 24 Community perceptions of Project-related strength and vulnerabilities

Baralaba	Moura	Biloela
Strengths		
Employment	Economic benefit	Make Baralaba flourish
Royalties for regions	Backed by strong lobby groups	Real estate boost
Property values may increase	Backed by the Office of Coordinator General	On-flow of additional service industries
More amenities in town		Local business opportunities
Economic benefit		Training opportunities
Road improvements		Support for Woorabinda

Baralaba	Moura	Biloela
		Community support
		Employment opportunities
		Population growth
Vulnerabilities		
No trust	Do not communicate with the community	Environmental impacts
No communication with emergency services	The haul road	Road infrastructure
Poor quality coal	Limited environmental protections	Transporting coal and people
Lack of community investment	Poor community perception	Dust (transport and operation)
Lack of honesty and integrity	Selective engagement and communication	Coal not washed currently
Lack of regard for human life	FIFO/DIDO	DIDO/FIFO lifestyle reduces community participation
Spoil landscape	Lack of planning re: rehabilitation	Negative mental health impacts of DIDO/FIFO
Social impact of outside workers		Lack of information (rumours and speculation)
Mine wealth leaving the area		
Health impacts (dust)		
Population growth		
Unstable, frequent change in ownership of Baralaba Coal		

Amenity impacts relating to vibration, visual amenity, noise and light were frequently mentioned as a concern throughout consultation. Dust was recognised as the most negative potential impact from all stakeholder groups. Across all forms of engagement, dust was seen to impact health, safety (when driving), crops and cattle feed. Early surveys also found additional potential negative impacts relating to local environmental values, physical health and visual amenity. Findings from workshops and interviews indicated that the potential negative impact on visual amenity could relate to the perceived obstruction of Mount Ramsay and potential light being omitted from the Project site at night. Landholders also expressed that complying with noise standards and light requirements could help mitigate any amenity impacts. Additionally, building a positive rapport and effective communication to mitigate amenity and livelihood impacts was voiced significantly across all stakeholder groups, particularly for landholders.

Stakeholders also raised concerns around personal safety when driving along Moura Baralaba Road. They held the perception that there would be a significant increase in heavy vehicles using the road as a result of the Project, which would further degrade the already poor conditions of the road. Some participants perceived that increased traffic may escalate the risk of collisions, as the road was unable to cope with current usage.

Potential impacts in relation to recreation in Baralaba were also flagged. It was indicated that Project infrastructure would obstruct the view of Mount Ramsay and that this was of concern to members of a local painting group who frequently used Mount Ramsay as a subject of their artwork.

Participants in the survey and interviews expressed concern that increased use of water from the Project, either from the Dawson River or other water sources, would also negatively impact on the community's

resilience during drought. In addition, some participants felt that any contamination of the Dawson River would potentially negatively impact on the community's access to the river for fishing, swimming, kayaking and water-skiing.

Participants in an early online survey identified way of life as a potential positive impact, followed by access to recreational facilities and access to services. Woorabinda Aboriginal Shire Council felt that potential opportunities for employment would have a positive impact on the self-esteem and wellbeing of community members.

5.2.1 Health Services

It is not expected that Project employees will impact heavily on local health services, as they will have access to onsite medical support for minor health issues and would generally use their home-based medical practitioners for general care. However, it was ascertained that the Baralaba MPHS would have capacity to support the Project when required.

5.2.2 Emergency Services

The local police, ambulance and fire services are generally supportive of the Project and open to working collaboratively to ensure employee and community safety. The predominant emergency services concern with respect to the Project was road safety, particularly with the growing number of vehicles using the Moura Baralaba Road.

5.2.3 Social Order

While some community members expressed concerns over potential antisocial behaviour when Baralaba South construction and mining personnel frequent the town, there is no expectation of abnormal levels of incidences of criminal behaviour. Rather, experience in other comparable towns indicates that the level of offences rises and falls in accordance with population numbers. That said, antisocial behaviour can have a detrimental impact on community values and identity, so must be addressed in Project social impact management strategies.

5.2.4 Education Services

The Study Areas will not be significantly impacted by the Project in terms of student numbers. It is expected that the majority of the Baralaba South Project workforce will either already live locally or be drive-in/drive out (DIDO) or FIFO, so will not require education services. That said, Baralaba South will encourage employees who wish to relocate to Baralaba to do so, so impact on education services will be considered.

5.2.4.1 Childcare

Apart from an informal play group, Baralaba has no childcare facilities. This is a community concern, as it is believed that more families would move to the area if there was capacity for both parents to work. While majority of the Baralaba South Project workforce will either already live locally or be DIDO or FIFO, lack of childcare options is a community concern that will be considered.

5.2.5 Transport

Road safety is a key community concern. As local road networks become more populated, the safe and efficient movement of people and commodities becomes more problematic. The Moura Baralaba Road is a significant commodity corridor. Users of the road regularly call for safety improvements and upgrades, which may become more pronounced as the Baralaba South Project ramps up.

During the past few years, Baralaba Coal Company has invested more than \$40 million in upgrading local roads, including widening and sealing Moura Baralaba Road to 10m. Additionally, the Project's traffic

assessment (Appendix P of the Baralaba South Project's EIS) found that while there will be an increase in the number of heavy trucks along the haul road, there were no obvious trends in the crash data (Stantec, 2023).

For the purpose of the Baralaba South Project, 4.5km of the Moura Baralaba Road will require realignment. The realignment has potential to disrupt vehicle movements during construction, which could impact safety and access for landholders along the road. Baralaba South will work with the required authorities to provide safe public traffic movement to ensure minimum disruption to existing patterns of movements while the road is being constructed. Access to all local properties will also be maintained. No additional safety and access impacts to landholders were identified.

The traffic report notes that agreements for the Baralaba North mine haul route with road authorities establish clear obligations and standards for road maintenance by Baralaba Coal Company and are adequate mitigation measures for the Project (Stantec, 2023). A Road Use Management Plan will be prepared for the Project that will include management measures to address interactions with school buses, interactions with stock movements, road safety risks, driver awareness and training, fatigue management, and workforce shuttle bus management

5.2.6 Utilities

Baralaba's electricity supply is reasonable but is regularly impacted by the weather and is a community wide concern.

Modifications to the existing energy infrastructure are planned to provide power to the Project. Power supply to the mine will be via a connection to the local grid with a 22 kV ETL. The proposed electricity transmission line alignment traverses four properties, one of which is a related entity to proponent. Changes to third-party infrastructure will be subject to consent. Necessary permitting and modifications to existing energy infrastructure will be undertaken as required by Ergon.

5.3 Housing and Accommodation

By housing employees in Baralaba Coal Company's existing WAV, the Baralaba South Project will not impact housing availability and affordability in Baralaba. However, the company will actively encourage employees who wish to relocate to the town and participate in community life and will work with local stakeholders to find an appropriate housing solution.

5.3.1 Constraints to Development

Consultation highlighted that while there is adequate residential-zoned land to increase housing stock in Baralaba, existing services – particularly road drainage and water supply – may not be at a standard required for such growth.

5.3.2 Short-term Accommodation

Impact on short-term accommodation will be limited due to the Project having access to the existing WAV and the capacity for expanding the WAV footprint to cover the transitional period from Baralaba North to Baralaba South.

5.3.3 Social Housing

Similar to short-term accommodation, the Baralaba South Project's heavy reliance on the Baralaba WAV will mitigate any impacts on housing earmarked for low-income or disadvantaged community members.

5.3.4 Workforce Accommodation

Baralaba Coal Company will expand its existing WAV to accommodate additional Baralaba South construction workers and the transition from the Baralaba North operation. Any overflow will be managed through temporary accommodation, local short-term accommodation providers or through coordinating rosters to reduce the onsite workforce.

5.4 Workforce Management

“DIDO and FIFO provide no positive input into our community only a burden on our small town’s resources.”

Community members felt that encouraging the Baralaba South Project workforce to live locally would be the best way to ensure positive benefits to the community. Residents recognised that a population influx could place pressure on the local housing market. Early survey data showed that accommodation and temporary accommodation was rated as a potential negative impact on the community and were seen to disconnect workers from the community.

Conversely, potential local employment opportunities were perceived to have the most positive impact on the community. Community members expressed that hiring and training locally was the best option and would benefit the community. However, some were tentative as to whether the positive impact would flow through to the community. Woorabinda Aboriginal Shire Council identified employment as a key opportunity and was keen to ensure that their community was considered as a potential labour source for the Project.

While most of the Project construction workforce will be sourced from outside Banana Shire and the operation workforce will predominantly be derived from the Baralaba North mine, Baralaba South will proactively provide local people with the opportunity to work at the mine. However, low unemployment levels may lead to a skills shortage for the Project. Local semi-skilled people working in non-mining industries may not have the range of experience or skills directly transferrable to the Project but could take up traineeships, apprenticeships or semi-skilled positions that with appropriate training, could lead to a new career. While this will potentially increase cumulative competition for labour and resources, compared to base case (i.e., without Project) activity, the impacts of the Project on real wages and industry output are estimated to be relatively small, and will be offset to some degree by the benefits generated throughout the supply chain (AEC, 2023).

Regardless of where employees come from, it will be important for the Baralaba South Project to implement appropriate inductions and a strict code of conduct to minimise any negative impacts on community health and wellbeing.

5.5 Local Business and Industry Procurement

The Study Areas are becoming more economically diverse with the development of mining and energy industries. As businesses diversify from traditional markets in the agricultural and forestry sectors, there will be potential growth in the professional services, transport, manufacturing and construction industries.

Early online stakeholder surveys identified local procurement as a positive Project impact. Local and Indigenous businesses will be encouraged to tender for supplies and services for the Project. This process may include the need for a training program for regional and Indigenous businesses to understand Baralaba South’s tendering requirements, so that businesses can structure bids according to approved procedures.

A diversification of employment opportunities will demand different skills to respond to the changes in the type of work available. Importantly, the range of skills will need to be flexible to adapt to the needs of different projects as they pass through construction to operational phases. If demand for skilled and unskilled people is in tandem for other projects in the pipeline, a shortage of skilled and unskilled labour is predicted.

5.5.1 Tourism Industry

The local tourism industry is concerned that the Project may impact on their business as vibrations, sound and light omitted by the Project may cause discomfort for guests. There was also concern that mine infrastructure could obstruct views of Mount Ramsay. This aspect of the natural beauty of the region, along with the river, were considered key tourism drawcards, in connection with the rural lifestyle.

5.6 Environmental Impacts

5.6.1 Cultural Heritage

Baralaba Coal Company will continue to work with the Gaangalu Nation People and Gangulu Endorsed Parties to ensure the CHMP is implemented and impacts monitored.

5.6.2 Water

All landholders expressed concerns about water supply and impacts on surface water, groundwater and the Dawson River.

5.6.3 Noise and Vibration

Construction and mining operation will bring increased noise levels around the mine site. The Benleith Water Scheme Board also raised concerns about the potential for damage to existing infrastructure as a result of vibrations from blasting, and potential contamination of water as a result of the damage.

5.6.4 Dust

Community stakeholders highlighted dust as a key issue, as it could potentially trigger respiratory conditions, as well as negatively impact crops and home hygiene. The Baralaba South Project Air Quality Assessment (Trinity Consultants, 2023) found that the predicted concentrations and levels of all indicators were within the relevant air quality criteria for potentially affected properties outside the mining lease boundary.

5.6.5 Lighting

As the Baralaba South Project will operate on a 24-hour basis, large banks of lighting will be required to illuminate mining areas at night. The process plant and fleet of large mobile equipment will also be well lit. It is envisaged that strong external lighting will also predominate during the mine's two-year construction phase.

5.6.6 Visual Amenity

Given that the mine will be progressively rehabilitated, the visual impact should be minimal. However, many stakeholders raised the potential of obstructing of the view of Mount Ramsay as a key concern.

5.7 Cumulative Impacts

Within Banana Shire, there are various operational resource projects. In the near vicinity of the Baralaba South Project, these include Baralaba North mine, Dawson mine and the Baralaba Solar Farm. Anglo American's Dawson mine (ML 5656) is one of two resource tenements located immediately adjacent to the Baralaba South MLA boundary, the other being EPC 1261 (Vitrinite Coal). Other nearby operations include the Meridian Gas Project, Queensland Ammonium Nitrate Plant and Moura Solar Farm – both near Moura, noting that there are a large number of small solar and wind farms scattered throughout the Shire.

Given that Dawson mine is predominantly serviced by Moura, cumulative impacts are expected to be regional rather than local (i.e. competition for workers and large procurement items).

Additionally, as the Baralaba South Project will transition from and be a continuation of the existing Baralaba North mine, there will be minimal additional contribution to cumulative impacts in the region.

5.8 Mine Closure

The majority of Baralaba South Project community stakeholders identified grazing land as the most appropriate land use for the Project site post mine closure. During early workshops and interviews, participants suggested a 'bond' scheme to ensure that, regardless of ownership of the Project or ongoing financial viability, a contingency plan was in place to ensure that rehabilitation occurred. It was also suggested by participants that rehabilitation be continuous to prevent there being a void at the end of the mine's life. Additionally, some community members raised the possibility that if there was a void at the end of the Project's life, to fill it with water and leave it as a lake for local residents.

6.0 Social Impact Management

Following is a detailed breakdown of all impacts identified in the SIA process and their mitigation or enhancement strategies, along with corresponding monitoring and performance measurement actions. Each impact is rated by:

- **Magnitude:** degree of change that the Project impact is likely to impart on the baseline indicator (positive, negligible, low, moderate, high)
- **Vulnerability:** ability of affected stakeholders and community groups to adapt to change (negligible, low, medium, high)
- **Significance:** considers the magnitude of the impact and vulnerability of potentially impacted community groups (insignificant, low, moderate, high, very high, positive) – refer to adjacent legend.

Impact Significance Matrix	Vulnerability Criteria				
	Negligible	Low	Medium	High	
Impact Magnitude Criteria	Negligible	Insignificant	Low	Moderate	Moderate
	Low	Low	Low	Moderate	High
	Moderate	Moderate	Moderate	High	Very High
	High	Moderate	High	Very High	Very High
	Positive	Positive	Positive	Positive	Positive

Table 25 Social impact management

Impact	Magnitude (P/N/L/M/H)	Vulnerability (N/L/M/H)	Significance (I/L/M/H/V/P)	Mitigation/Enhancement				Monitoring Protocol			
				Objective	Mitigation/Enhancement	Responsible	Timing	Target	Measure	Source	Frequency
Land impacts (including property value, water security, compensation, etc.)	H	M	V	Minimise environmental, social and psychological impacts on landholders	<ul style="list-style-type: none"> Facilitate quarterly meetings with directly affected landholders throughout the life of the Project to monitor impacts and mitigation success Facilitate six-monthly meetings with indirectly affected landholders throughout the life of the Project to monitor impacts and mitigation success Implement a comprehensive Land Access Management Plan (including weed management) Implement a comprehensive employee and contractor induction process Implement a strict employee and contractor behavioural code in line with community values. The code will apply to employees and contractors both on and offsite Implement the Project's Community and Stakeholder Engagement Plan (Appendix T of the Baralaba South Project EIS) Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent and contractor	Construction and operation	No landholder complaints	Landholder feedback	Project	Biannually
Land use	M	M	H	Minimise long-term environmental impacts on adjacent landholders	<ul style="list-style-type: none"> Implement the Project's Environmental Management Plans Regularly and transparently monitor surface water, groundwater and Dawson River impact throughout the life of the Project Implement and communicate to landholders and wider communities Baralaba South's progressive rehabilitation program Return the Project footprint to its pre-mining land use post operation. 	Proponent/contractor	Operation and closure	No landholder complaints	Landholder feedback	Project	Annually
Community health and wellbeing	P	M	P	Contribute to enhancing Baralaba community health and wellbeing	<ul style="list-style-type: none"> Continue to implement Baralaba Coal's Community Consultative Committee (CCC) to maintain regular communication with Project stakeholders, address broader community issues and assess community investment opportunities Continue to maintain a Project town office, staffed by a dedicated Community Relations Officer (CRO) Implement the Project's Community and Stakeholder Engagement Plan (Appendix T of the Baralaba South Project EIS) Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No community complaints High level of community satisfaction	Community feedback (survey)	Project and CCC	Annually
Health services	L	M	M	Minimise impacts on health services' capacity	<ul style="list-style-type: none"> Implement onsite medical facilities (and dedicated nurse) to cater for non-emergency Project requirements, to limit impact on local health services Notify Baralaba MPHS of Project ramp-up and any ongoing changes that may impact service provision Implement annual emergency simulation exercises with local health and emergency services personnel Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on health services	Health services and community feedback	Project and CCC	Biannually

Impact	Magnitude (P/N/L/M/H)	Vulnerability (N/L/M/H)	Significance (I/L/M/H/V/P)	Mitigation/Enhancement				Monitoring Protocol			
				Objective	Mitigation/Enhancement	Responsible	Timing	Target	Measure	Source	Frequency
Emergency services	M	M	H	Minimise impacts on emergency services' capacity	<ul style="list-style-type: none"> Develop and implement a detailed Road Use Management Plan in conjunction with emergency services Implement community/road safety awareness training for all Project employees Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on emergency services Annual emergency simulation exercises	Emergency services and community feedback	Project and CCC	Biannually
	P	L	P	Collaborate on Project-related emergency planning	<ul style="list-style-type: none"> Implement Project familiarisation sessions with all emergency services personnel Develop comprehensive Emergency Response and Crisis Management Plans that include direct input from, and involvement of, emergency services Implement annual emergency simulation exercises with local health and emergency services personnel. 	Proponent/contractor	Construction and operation	Annual emergency simulation exercises	Emergency services and community feedback	Project and CCC	Biannually
Social order	H	M	V	Minimise impacts on social order related to employee behaviour	<ul style="list-style-type: none"> Work with Baralaba police to monitor and address any impacts on social order Implement a comprehensive employee and contractor induction process Implement a strict employee and contractor behavioural code in line with community values and Baralaba Coal Company's commitment to diversity and inclusion. The code will apply to employees and contractors both on and offsite Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS) Implement the Project's Workforce Management Plan (Appendix W of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on social order	Emergency services and community feedback	Project and CCC	Monthly
Education (including higher education and childcare)	L	M	M	Minimise impacts on education services' capacity	<ul style="list-style-type: none"> Notify (early) Baralaba State School of Project ramp-up and any prospective new families moving to Baralaba that may impact the school Through the CCC assess and collaboratively address lack of childcare facilities in Baralaba Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on education services	Education services and community feedback	Project and CCC	Biannually
Transport	H	M	V	Minimise Project impacts on road safety	<ul style="list-style-type: none"> Implement a detailed Road Use Management Plan in conjunction with emergency services Encourage safe driving behaviour by employees and contractors with education and awareness programs reiterating the expectation of responsible driving to and from the workplace Implement In-vehicle Management System for all Project vehicles Implement the Project's Community Health and Wellbeing Management Plan (Appendix U of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on road safety	Emergency services and community feedback	Project and CCC	Monthly
Utilities	L	L	L	Minimise Project impacts on utilities Collaborate on identifying opportunities to improve Baralaba services	<ul style="list-style-type: none"> Through the CCC assess and collaboratively address electricity and communications challenges. 	Proponent/contractor	Construction and operation	No negative Project impacts on road safety	Community feedback	Project and CCC	Annually
Housing and accommodation	M	M	H	Minimise Project impacts on housing availability and affordability	<ul style="list-style-type: none"> Through the CCC assess and collaboratively address constraints to development, such as improving drainage and other utilities so that new housing developments may be feasible House the majority of the Baralaba South workforce in the Baralaba Worker Accommodation Village 	Proponent/contractor	Construction and operation	No negative Project impacts on housing availability and affordability	Community feedback	Project and CCC	Bimonthly

Impact	Magnitude (P/N/L/M/H)	Vulnerability (N/L/M/H)	Significance (I/L/M/H/V/P)	Mitigation/Enhancement				Monitoring Protocol			
				Objective	Mitigation/Enhancement	Responsible	Timing	Target	Measure	Source	Frequency
					<ul style="list-style-type: none"> Implement the Project's Housing and Accommodation Management Plan (Appendix V of the Baralaba South Project EIS). 						
Short-term accommodation	M	M	H	Minimise Project impacts on short-term accommodation availability	<ul style="list-style-type: none"> Through the CCC, monitor any Baralaba South Project short-term accommodation impacts Implement strategies to reduce impacts, such as coordinating rosters to reduce the onsite workforce Implement the Project's Housing and Accommodation Management Plan (Appendix V of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on availability	Community feedback	Project and CCC	Biannually
Workforce accommodation	H	N	M	Maintain a safe, high-quality WAV	<ul style="list-style-type: none"> Develop a Workforce Accommodation Strategy that includes DIDO travel to site, FIFO impact, etc. Implement a comprehensive employee and contractor induction process Implement a strict employee and contractor behavioural code in line with community values. The code will apply to employees and contractors both on and offsite Ensure high-quality accommodation to attract high-calibre employees Implement Baralaba South's 'Buy Local' procurement policy for camp goods and services Implement the Project's Workforce Management Plan (Appendix W of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	Employee satisfaction with WAV	Employee feedback	Project and CCC	Bimonthly
	P	N	P	Employees relocate to the local area when housing availability permits	<ul style="list-style-type: none"> Incentivise staff to reside locally if there is available accommodation Implement the Project's Workforce Management Plan (Appendix W of the Baralaba South Project EIS). 	Proponent/contractor	Operation	Up to 10 employees and their families relocate to the local area	Number of employees residing locally	Project	Quarterly
Workforce management	H	M	V	Minimise impacts on social order related to employee behaviour	<ul style="list-style-type: none"> Implement a comprehensive employee and contractor induction process Implement a strict employee and contractor behavioural code in line with community values. The code will apply to employees and contractors both on and offsite Implement the Project's Workforce Management Plan (Appendix W of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	No negative Project impacts on social order	Emergency services and community feedback	Project and CCC	Monthly
	P	N	P	Maximise local training and employment opportunities Maximise First Nations training and employment opportunities	<ul style="list-style-type: none"> Prioritise new Project recruits from the local area, using the following hierarchy: <ol style="list-style-type: none"> Local residents who will commute daily from their homes (within one hour of the Project) People from other regions who will move to local towns and commute daily from their homes People from nearby regional communities (within 125km) People from other regions Focus training and employment initiatives on local and First Nations residents Implement the Project's Workforce Management Plan (Appendix W of the Baralaba South Project EIS). 		Operation	25% local workforce 4% First Nations workforce	Number of trainees and employees	Project and local agencies	Quarterly
Business and industry procurement	P	M	P	Maximise procurement opportunities for local and Indigenous businesses	<ul style="list-style-type: none"> Prioritise local, regional and Indigenous procurement Implement Baralaba South's 'Buy Local' procurement policy for camp goods and services Support local and Indigenous businesses to develop capacity and systems to service the Project Implement the Project's Local Business and Industry Procurement Plan (Appendix X of the Baralaba South Project EIS). 	Proponent/contractor	Construction and operation	25% of goods and services sourced from local, regional and Indigenous businesses	Number of local, regional and Indigenous businesses	Project and ICN	Quarterly

Impact	Magnitude (P/N/L/M/H)	Vulnerability (N/L/M/H)	Significance (I/L/M/H/V/P)	Mitigation/Enhancement				Monitoring Protocol			
				Objective	Mitigation/Enhancement	Responsible	Timing	Target	Measure	Source	Frequency
Water	H	H	V	Minimise Project impacts on local water sources	<ul style="list-style-type: none"> Implement the Project's Water Management Plan (refer to Chapter 4 Surface Water and Chapter 5 Ground Water of the Baralaba South EIS) Regularly and transparently monitor surface water, groundwater and Dawson River impact throughout the life of the Project Regularly consult with surrounding landholders. 	Proponent/ contractor	Construction and operation	No community complaints	Community feedback	Project and CCC	Annually
Noise and vibration	M	M	H	Minimise Project noise and vibration impacts	<ul style="list-style-type: none"> Implement the Project's Noise and Vibration Management Plan (refer to Chapter 12 of the Baralaba South Project EIS) Regularly and transparently monitor noise and vibration impacts for the life of the Project Regularly consult with surrounding landholders. 	Proponent/ contractor	Construction and operation	No community complaints	Community feedback	Project and CCC	Annually
Dust	M	M	H	Minimise Project dust impacts	<ul style="list-style-type: none"> Implement the Project's Dust Management Plan (refer to Chapter 11 Air Quality of the Baralaba South EIS) Regularly and transparently monitor dust impacts throughout the life of the Project Regularly consult with surrounding landholders. 	Proponent/ contractor	Construction and operation	No community complaints	Community feedback	Project and CCC	Annually
Lighting	M	M	H	Minimise Project lighting impacts	<ul style="list-style-type: none"> Regularly and transparently monitor lighting impacts throughout the life of the Project Regularly consult with surrounding landholders. 	Proponent/ contractor	Construction and operation	No community complaints	Community feedback	Project and CCC	Annually
Visual amenity	M	M	H	Minimise Project visual amenity impacts	<ul style="list-style-type: none"> Implement bunds and vegetation screening (refer to Chapter 10 of the Baralaba South Project EIS) Regularly and transparently monitor lighting and other visual amenity impacts throughout the life of the Project Regularly consult with surrounding landholders. 	Proponent/ contractor	Construction and operation	No community complaints	Community feedback	Project and CCC	Annually
Cumulative impacts	M	L	M	Contribute to minimising cumulative impacts	<ul style="list-style-type: none"> Use the CCC to develop a regional planning framework to proactively contribute to and achieve sustainable communities. 	Proponent/ contractor	Construction and operation	Impacts identified and mitigations implemented	Community feedback	Project and CCC (with other projects)	Annually
Mine closure	P	I	P	Return the Project footprint to pre-mining land use	<ul style="list-style-type: none"> Implement and communicate the Project's Progressive Rehabilitation and Closure Program Work with the directly affected landholders to develop and appropriate grass mixes for rehabilitation to pre-mining land use. 	Proponent/ contractor	Closure	Community satisfaction	Community feedback	Project and CCC	Annually

6.1 Social Impact Management Commitments

In addition to maintaining engagement initiatives, such as the CCC, to contribute to addressing broader community challenges (i.e. such as monitoring population growth to assess feasibility of supporting future childcare options, and collaborating on opportunities to improve community infrastructure such as electricity supply and drainage), the Baralaba South Project commits to the following community investment initiatives and corresponding budget and targets:

Table 26 Summary of social impact management commitments

Initiative	Budget/Target
Facilitate annual Project emergency simulation training for local health and emergency services	\$10,000pa
Continue to maintain the public haul road impacted by the Project from the Baralaba North mine site to the TLO and then the Baralaba South mine site to the TLO once fully transitioned	\$2,000,000 to \$3,000,000pa (subject to condition/requirements)
Continue to implement the Community Sponsorship and Donations Program	\$25,000pa
Contribute to maintaining the Benleith Water Scheme	Up to \$100,000 (subject to detailed assessment/discussion with the scheme manager)
Incentivise Baralaba South employees to reside locally if there is available accommodation: <ul style="list-style-type: none"> Develop 'welcome packs' to help relocating employees integrate into local communities Subsidise employee local housing purchase Subsidise employee local rental payments Assist with relocation costs 	\$50,000pa
Continue to renovate company houses and add them to the Baralaba rental pool and once renovated, provide ongoing maintenance.	Up to \$100,000 for renovations and then up to \$25,000pa in ongoing maintenance
Provide long-term local training and employment opportunities	25% local operation workforce (residing within one hour of the Project)
Provide long-term First Nations training and employment opportunities	4% First Nations operation workforce, including two traineeships per year
Hold business briefings in local towns to communicate Project procurement opportunities	Project briefings in Baralaba, Moura and Biloela
Provide procurement opportunities for local and Indigenous businesses	25% local and Indigenous content

Refer to our full Social Impact Management Plans for further details.

6.2 Social Impact Management Plans

The Baralaba South Project's Social Impact Management Plan (SIMP) comprises of the following plans:

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

The plans provide proposed strategies to mitigate potential social impacts and to maximise social benefits for the Project's local communities. The plans have been developed through consultation with stakeholders and allow flexibility to enable Baralaba South to manage and respond to changing circumstances and new information over time through ongoing monitoring and review of mitigation strategies. This will ultimately allow for modification if required and appropriate, ensuring that management of social impacts identified in the SIA results in minimising negative social consequences and maximising social benefits.

6.2.1 Community and Stakeholder Engagement Plan

A Community and Stakeholder Engagement Plan has been developed to inform ongoing consultation throughout the Project's construction and operational phases. The objective of the Community and Stakeholder Engagement Plan is to facilitate engagement, consultation and collaboration with stakeholders. Engagement mechanisms include:

- Mediums for receiving community questions and complaints
- A website that provides relevant Project information, including:
 - Project stages and current activities
 - Community and stakeholder engagement opportunities, including CCC meetings
 - Businesses supply, tendering and engagement opportunities
 - Information regarding employment opportunities
 - Process for lodging, managing and reporting on complaints
 - Pamphlets and bulletins.

Feedback will be sought on the Project's Community and Stakeholder Engagement Plan as the Project progresses. The plan will be reviewed, and revised where necessary, prior to Project operation commencing and after five years of operation. Communication for questions and complaints in relation to Project activities will be promoted and provided on the Project's website. For each complaint, the following information will be recorded in the complaints register:

- Date and time of complaint
- Personal details of the complainant which were provided by the complainant or, if no such details were provided, a note to that effect
- Nature of the complaint
- Action(s) taken in relation to the complaint, including any follow-up contact with the complainant
- If no action was taken, the reason why no action was taken
- The monitoring taken to assess any additional controls required to be implemented.

Designated personnel will be responsible for ensuring that all complaints are appropriately investigated, actioned and that information is fed back to the complainant in a timely manner, unless requested to the contrary. If a trend in complaints is noted (e.g. regular or increasing complaints regarding an issue), an investigation into the reasons for the trend will be conducted and any corrective actions required.

The Community and Stakeholder Engagement Plan defines the roles and responsibilities for the implementation of the plan. **For a detailed outline of the strategies to be adopted, refer to the Draft Community and Stakeholder Engagement Plan at Appendix T of the Baralaba South Project EIS.**

6.2.2 Community Health and Wellbeing

A Draft Community Health and Wellbeing Plan has been developed for the Project in consultation with key stakeholders. The objectives of the plan are to ensure the Project avoids or mitigates negative social impacts and capitalises on opportunities to improve the health and wellbeing of local and regional communities; and does not adversely impact on the level of service to local and regional communities from existing social services, facilities and infrastructure. The Community Health and Wellbeing Plan includes:

- Processes for notification of local services and facilities (e.g. health, emergency, education and community services) of Project timeframes, including the likely workforce ramp-up for both construction and operation (and approximate numbers of personal residing in different localities)
- Processes for regular communication with local services and facilities (e.g. health, emergency, education and community services) to monitor demands by Project personnel and their families
- Community health and safety (including environmental mitigations and road safety programs)
- Healthy workforce policy
- Onsite health services and emergency response
- Code of conduct
- The Project's community development and investment strategy.



Figure 45 Baralaba Coal Company's Sponsorship and Donations Program is already underway with completion of the Baralaba Junior Rugby League shed

The Community Health and Wellbeing Plan also defines the roles and responsibilities for implementation of the plan and monitoring of plan effectiveness, as well as the processes for plan review and update. **For a detailed outline of strategies to be adopted, refer to the Draft Community Health and Wellbeing Plan at Appendix U of the Baralaba South Project EIS.**

6.2.3 Housing and Accommodation Plan

A Draft Housing and Accommodation Plan has been developed for the Baralaba South Project, with the objectives of ensuring Project housing and accommodation arrangements:

- Do not contribute to significant affordability and availability impacts on housing and accommodation in local and regional communities
- Are well planned, enhance worker wellbeing and do not place an excessive burden on existing infrastructure, facilities and services used by local and regional communities.

Baralaba Coal Company owns and operates WAV in Baralaba. The camp currently has 156 single accommodation units, as well as recreation and dining facilities. The company plans to increase the number of single accommodation units to 243 prior to the Baralaba South Project's construction phase. Some 95% of the construction workforce will be accommodated in the WAV, while it is expected that 75% of the operation workforce will require camp accommodation. For the remaining 25% who do not already live locally, they will be encouraged to relocate. Baralaba South will consider incentive programs to achieve this. To assist with community integration, relocating employees and their families will be provided with information about:

- Liveability, services, housing and recreation opportunities
- Volunteering and recreational opportunities (e.g. Fire and Emergency Services, sporting groups, etc.)

Baralaba Coal Company will consult with local service providers and estate agents to monitor the impact that workforce influx has on the real-estate market. **For a detailed outline of strategies to be adopted, refer to the Draft Housing and Accommodation Plan at Appendix V of the Baralaba South Project EIS.**

6.2.4 Workforce Management Plan

A Draft Workforce Management Plan has been developed for the Project, with objectives to:

- Prioritise recruitment of workers from local and regional communities and workers who will live in regional communities
- Reduce the proportion of workers engaged in FIFO arrangements, where operationally feasible
- Support the health and wellbeing of the Project workforce.

The following recruitment hierarchy will be implemented for the Project:

1. Local residents who would commute daily from their homes
2. People from other regions who will move to local towns and commute daily from their homes
3. People from nearby regional communities
4. People from other regions.

Preference will be given to recruiting employees for the Project from local and regional communities, however, given the size of the proposed construction and operation workforces, a proportion may need to be sourced more broadly. Notwithstanding, local and regional workers will be actively sought.

Local industry service providers and job seekers will be provided with timely notification regarding potential Project employment opportunities. Employment opportunities will be promoted widely, which may include community and stakeholder engagement, major contractors' websites, employment agency listings and local/regional papers.

The Gaangalu Nation People, Woorabinda Aboriginal Shire Council and the Department of Treaty and Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts (Rockhampton office) will be consulted in relation to training and employment opportunities for First Nations people.

The Project will provide equal opportunities for employment and will recruit based on candidates' skills, potential skills and job suitability without regard to gender, race or disability status. As a component of its

recruitment strategy, the Project's equal employment opportunity and local employment focus will be promoted to surrounding communities to encourage local participation in the Project, including by under-represented groups.

Training opportunities will be provided by the Project to attract unskilled and semi-skilled local employees, and may include traineeships, apprenticeships and/or general on-the-job training.

As part of the procurement and contracting process (for both construction and operation), principal and major contractors will be required to document their proposed local participation and training strategies. This will form a key input to the tender evaluation process.

The Workforce Management Plan also defines the roles and responsibilities for implementation of the plan, as well as for monitoring of plan effectiveness and plan revision. **For a detailed outline of strategies to be adopted, refer to the Draft Workforce Management Plan at Appendix W of the Baralaba South Project EIS.**

6.2.5 Local Business and Industry Procurement Plan

A Draft Baralaba South Local Business and Industry Procurement Plan has been developed for the Project. The objectives of the plan are to:

- Maximise opportunities for competitive and capable local businesses to provide goods and services to the Project
- Reduce barriers to entry for local businesses where feasible.

The Project will provide opportunities for local, regional and Indigenous businesses to participate in its supply chain, contributing to business sustainability and growth, indirect employment and economic development consistent with Queensland Charter for Local Content.

The plan outlines Baralaba South's approach to:

- Communicating with and encouraging local industry to participate in the Project's supply chains
- Identifying how local industry will be encouraged to register as a supplier, prequalify, tender for supply opportunities and develop the required capabilities
- Identifying how the local content practices will be resourced, implemented and reported
- Monitoring and addressing an adverse impacts on demand for local goods and services.

The Local Business and Industry Procurement Plan also defines the roles and responsibilities for implementation of the strategy and will be reviewed prior to operations commencing. **For a detailed outline of strategies to be adopted, refer to the Draft Local Business and Industry Procurement Plan at Appendix X of the Baralaba South Project EIS.**

6.3 Monitoring

To ensure that the Baralaba South Project's social impact management measures remain current and effective, an adaptive approach to monitor the implementation of SIMPs will be used throughout the life of the Project. Performance indicators have been proposed for each management plan/strategy/policy and will be developed further in consultation with stakeholders. Monitoring will be conducted to:

- Track the progress and assess the appropriateness and effectiveness of the management measures
- Assess actual Project impacts against potential impacts and required amendments to the management measures
- Facilitate engagement, consultation and collaboration with stakeholders.

Each management plan/strategy/policy includes the monitoring to be undertaken and specific information to be collected for assessment of the management measures' effectiveness.

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AND the communities of Baralaba, Moura, Biloela and Woorabinda – thank you.