

Baralaba South Project

Draft Community Health and Wellbeing Plan

December 2023



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Document Management

Revisions

Rev No.	Date	Prepared by	Approved by
1	December 2023	FM	GS
2			
3			
4			

1.0 Introduction

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 (refer to Figure 1). Initially put forward as a five million tonnes per annum (Mtpa) run-of-mine (ROM) project in 2017, the Baralaba South mine plan has since been significantly reduced to a 2.5Mtpa of ROM coal project and will be more a continuation of mining in the Baralaba area at roughly the same output as 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.

1.1 Plan Purpose and Scope

This Draft Community Health and Wellbeing Plan has been developed to manage the potential social impacts from the Project on the health and wellbeing of potentially impacted communities during construction and operation.

Table 1 outlines the scope of the Community Health and Wellbeing Plan in accordance with the requirements of the Office of Coordinator-General's Social Impact Assessment Guideline (SIA Guideline) (Department of State Development Manufacturing, Infrastructure and Planning [DSDMIP], 2018).

Table 1 Community Health and Wellbeing Plan scope

Management Plan Scope	Relevant Section
A health and community wellbeing plan for the construction and operational phases of the Project, which includes:	This document
<ul style="list-style-type: none"> Objectives and key performance indicators 	Sections 1.2 and 5.7
<ul style="list-style-type: none"> Measures to ensure that there is no reduction in the level of service provided to the local community by existing social services, facilities and infrastructure 	Sections 5.1 and 5.7
<ul style="list-style-type: none"> Measures to mitigate potential health and wellbeing impacts on local communities, and enhance potential benefits 	Sections 5.4, 5.5, 5.6 and 5.7
<ul style="list-style-type: none"> Level of on-site health services to be provided for workers 	Sections 5.1.1, 5.2 and 5.7
<ul style="list-style-type: none"> Details of any workforce code of conduct to govern worker interactions with local and regional communities 	Section 5.3.1
<ul style="list-style-type: none"> Emergency response arrangements and management measures agreed with emergency service providers, for incidents both on and off the Project site 	Sections 5.1.2 and 5.7
<ul style="list-style-type: none"> Details of any community development programs to be implemented, and the outcomes to be achieved. 	Sections 5.6 and 5.7

This Community Health and Wellbeing Plan is applicable to the Project; the commitments contained herein apply to any principal contractor sought to construct or operate the Project.

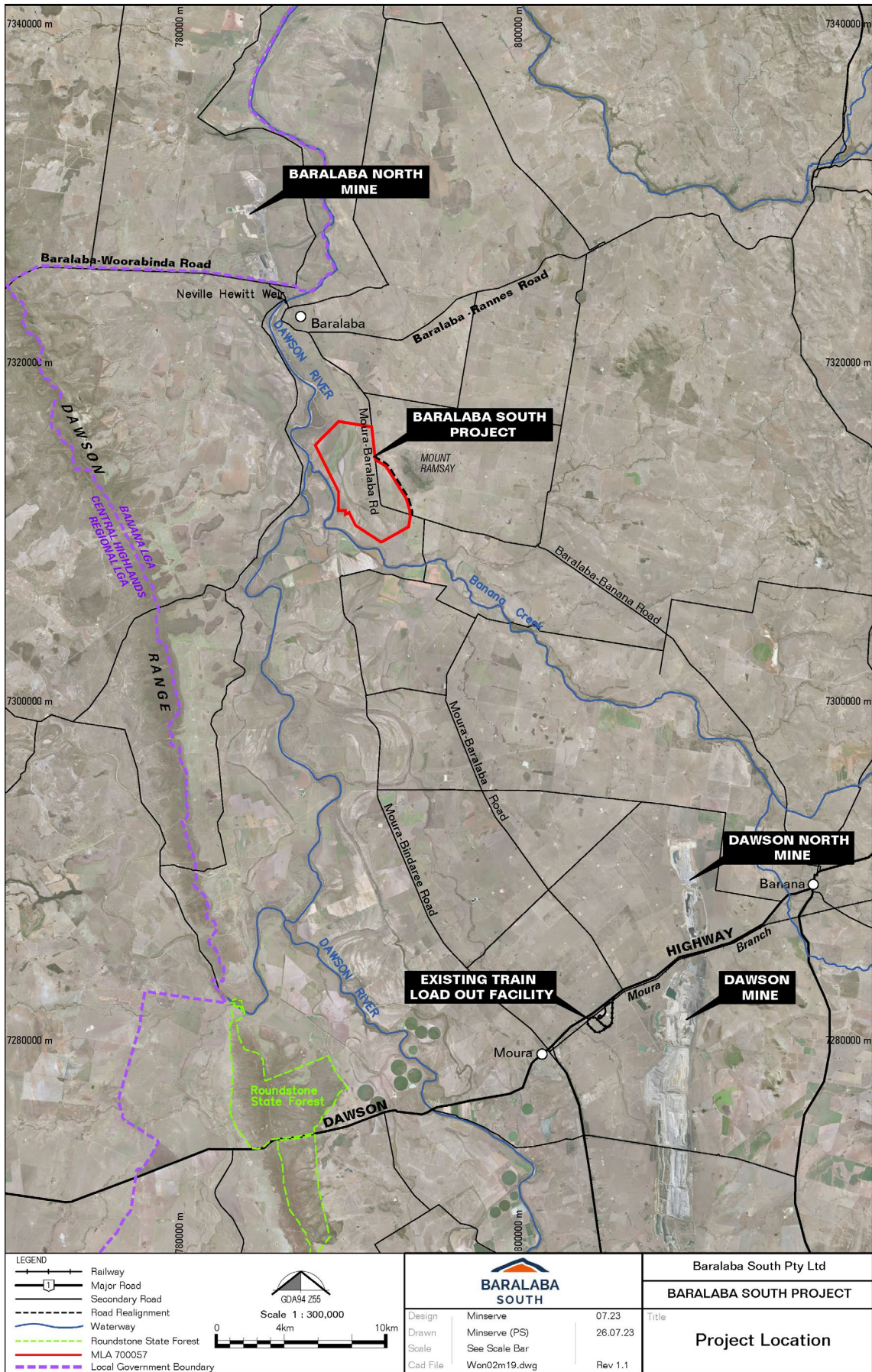


Figure 1 Project location

1.2 Objectives

The objectives of the Baralaba South Community Health and Wellbeing Plan are to ensure the Project:

- Avoids or mitigates negative social impacts and capitalises on opportunities to improve the health and wellbeing of both local and regional communities
- Does not adversely impact the level of service to local and regional communities from existing social services, facilities and infrastructure.

1.3 Community Health and Wellbeing Plan Responsibility

Implementation of the Community Health and Wellbeing Plan will be the responsibility of the Project Manager during construction and General Manager during operation. The Project Manager/General Manager may delegate authority to conduct activities as appropriate to the Health and Safety Manager, Human Resources Manager, Environment and Community Manager, Community Relations Officer or other suitably qualified and/or experienced personnel and/or consultants as required.

A general overview of the responsibility of personnel in regard to the implementation of this Community Health and Wellbeing Plan is provided below.

- The Project Manager/General Manager has an overview role for this Community Health and Wellbeing Plan and is responsible for ensuring overall compliance with legislation and approvals and that adequate resources are provided to implement the plan
- Delegated personnel will have shared responsibility for the implementing the Community Health and Wellbeing Plan and monitoring the performance of plan implementation.

Should contractors be sought to construct or operate the Project, Baralaba Coal Company will require the contractors to construct or operate the Project in accordance with this Community Health and Wellbeing Plan. This requirement will be included in both the tender evaluation process and contract.

2.0 Background

2.1 Environmental Impact Statement

An Environmental Impact Statement (EIS) has been prepared for the Project to address the requirements of the *Environmental Protection Act 1994*. The EIS identifies and assesses the environmental, social, economic and cumulative impacts of the Project, and identifies avoidance and mitigation measures to minimise any adverse impacts.

2.2 Social Impact Assessment

The Baralaba South Project Social Impact Assessment (SIA) examines likely impacts of the Project on the nearby regional communities as part of the Baralaba South Project EIS, in accordance with the *Strong and Sustainable Resource Communities Act 2017*.

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

Table 2 Description of SIA 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
E1	Gladstone LGA
E2	Rockhampton LGA

Study Areas 1, 2 and 3 represent the towns expected to be impacted most by the Baralaba South Project. Study Area 4 is the LGA on within 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 were used when assessing economic components of the Project, such as labour force and business counts.

This Community Health and Wellbeing Plan builds on the analysis and strategies provided in the SIA.

2.3 Consultation and Social Impact Management Plan Development

EIS and SIA consultation activities included face-to-face in-depth interviews, telephone interviews, community workshops and an online community survey with a range of stakeholders. These activities have informed the development of Social Impact Management Plans for the Project. Additional consultation was undertaken by Baralaba Coal Company to develop the following draft Social Impact Management Plans:

- Community and Stakeholder Engagement Plan
- Community Health and Wellbeing Plan (this plan)
- Housing and Accommodation Plan

- Workforce Management Plan
- Local Business and Industry Procurement Plan.

This Community Health and Wellbeing Plan provides the opportunity for the community and stakeholders to provide further comments and feedback during the EIS assessment process.

3.0 Local Community Profile

Local communities situated within an hour's drive of the Project are located primarily within the Banana LGA and include Baralaba, Moura and Biloela (as well as Banana, Thangool and Theodore). Other local communities within an hour's drive of the Project include Woorabinda in the Woorabinda Aboriginal Shire.

Baralaba is the closest town to the Project, approximately 8km to the north, and houses Baralaba Coal Company's Worker Accommodation Village (WAV). Some 57km south of Baralaba, Moura is also in close proximity to the Project, while 96km southeast of Baralaba, Biloela is the Banana LGA's largest community and serves as the local government hub.

SIA consultation revealed that all towns saw their communities as friendly, close-knit and caring, with a strong connection to agriculture and rural lifestyle. However, lack of employment, susceptibility to droughts and floods, fluctuations within the resources sector, high cost of living and lack of access to some services were perceived as weaknesses in the community.

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 farming). For the local area, flooding, droughts, corporate interest, casualisation of the workforce and pollution (specifically air quality) were recognised as threats.

3.1 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 experience slight 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.

Table 3 Projected population by location 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%

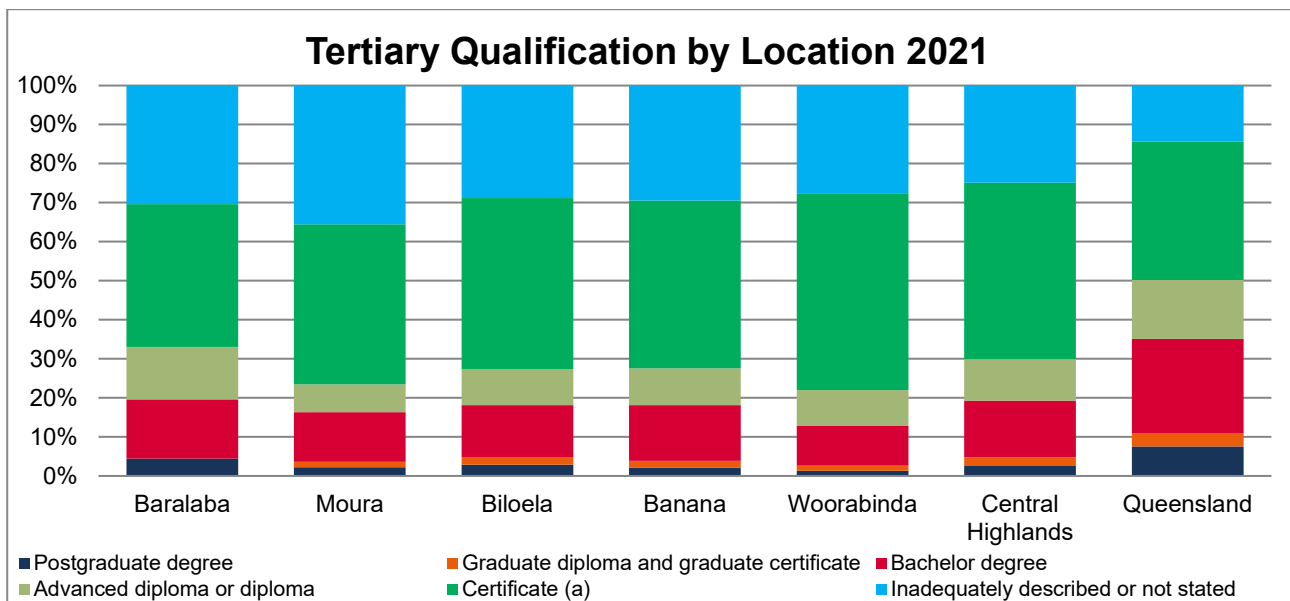
Includes slight variations to core Census population data. Based on place of usual residence. Source: QGSO Regional Profiles (Resident) and ABS 2021 Census of Population and Housing.

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 slightly lower than for Queensland, except for Woorabinda, which had a tertiary qualified population of 228 (or 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 2 Tertiary qualification by Study Area

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 a significantly greater 51.9% for the state. Arthritis and asthma were the most common health conditions in Baralaba, Moura and Banana.

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).

3.2 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.

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 (Flynn) – 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.

Table 4 Baralaba 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

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.

3.3 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.

Table 5 Dwelling structure by location

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
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.

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 across – 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.

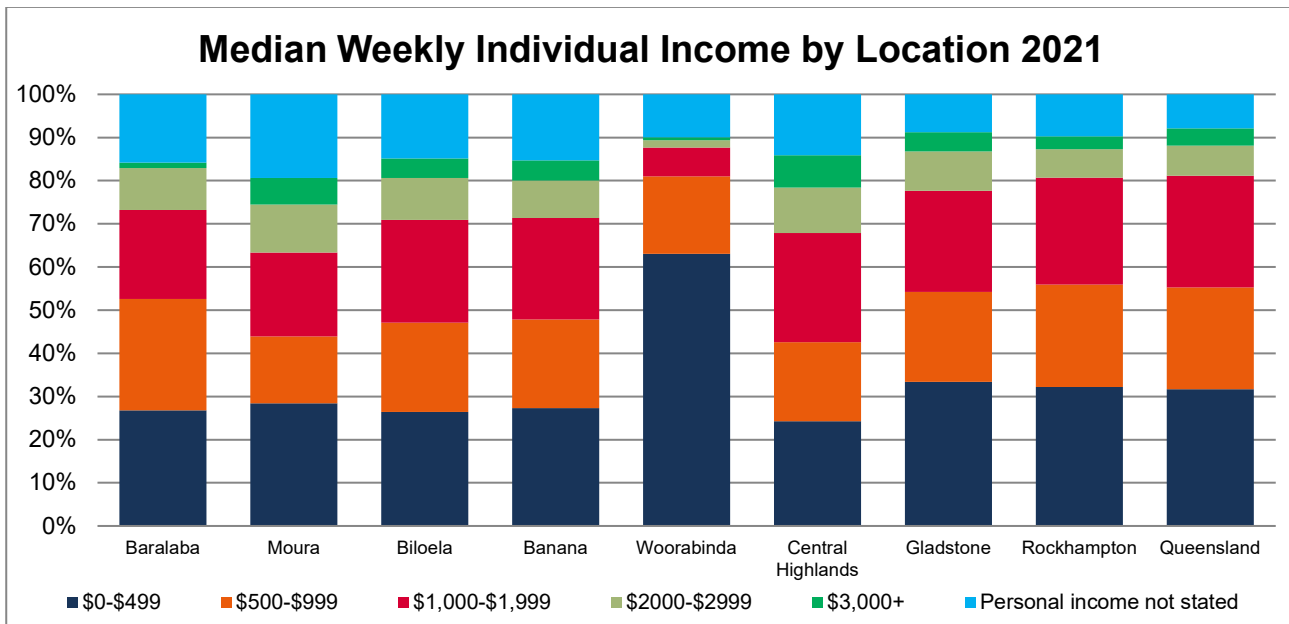
The few Banana Shire building approvals granted during 2022/2023 were split relatively evenly between residential and non-residential developments.

3.4 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.



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

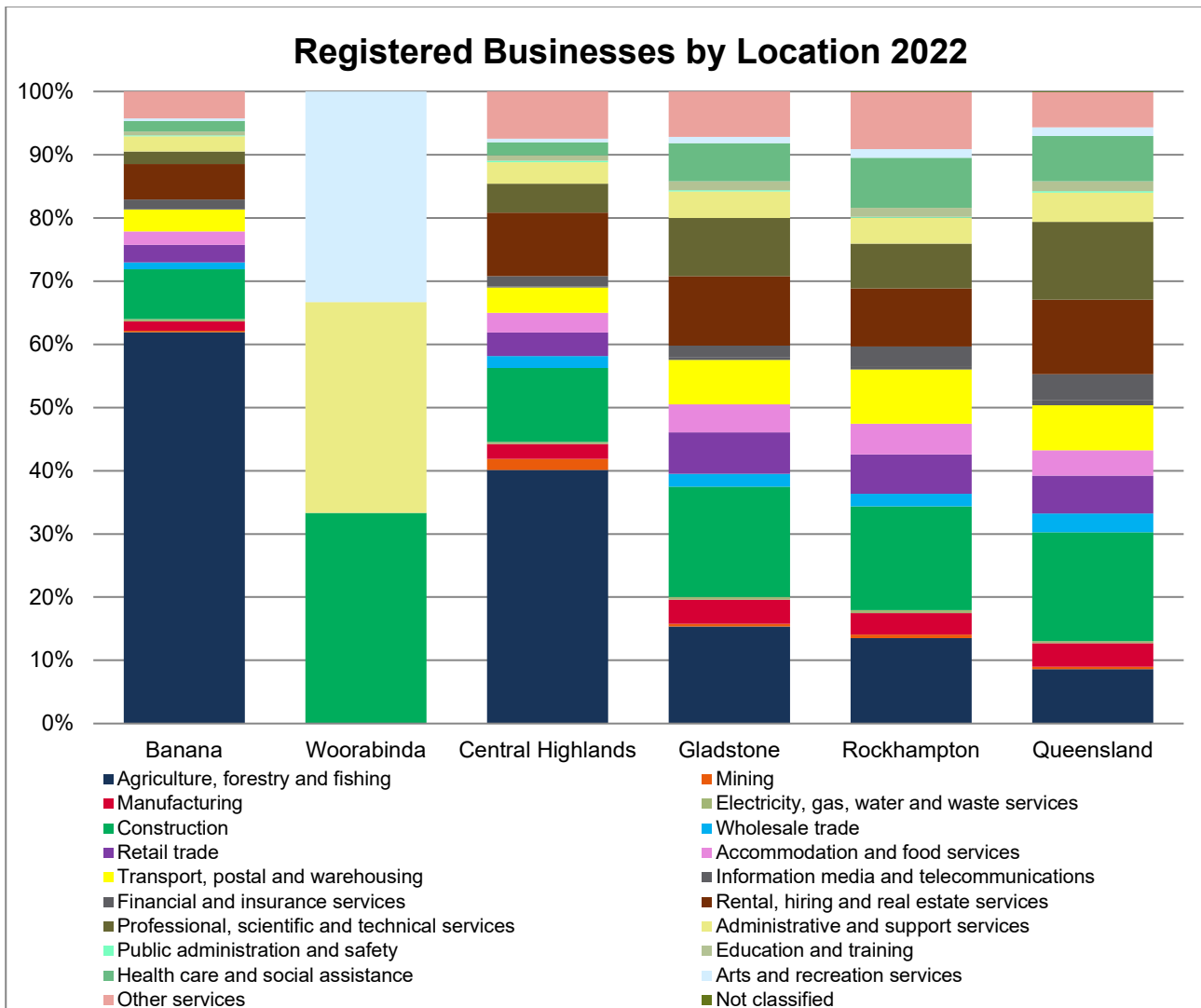
Figure 3 Median weekly individual income by location

3.5 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.



Includes inadequately described and not-stated responses. Source: QGSO Regional Profiles (Resident)

Figure 4 Registered businesses by industry and LGA vs Queensland 2022

3.6 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%.

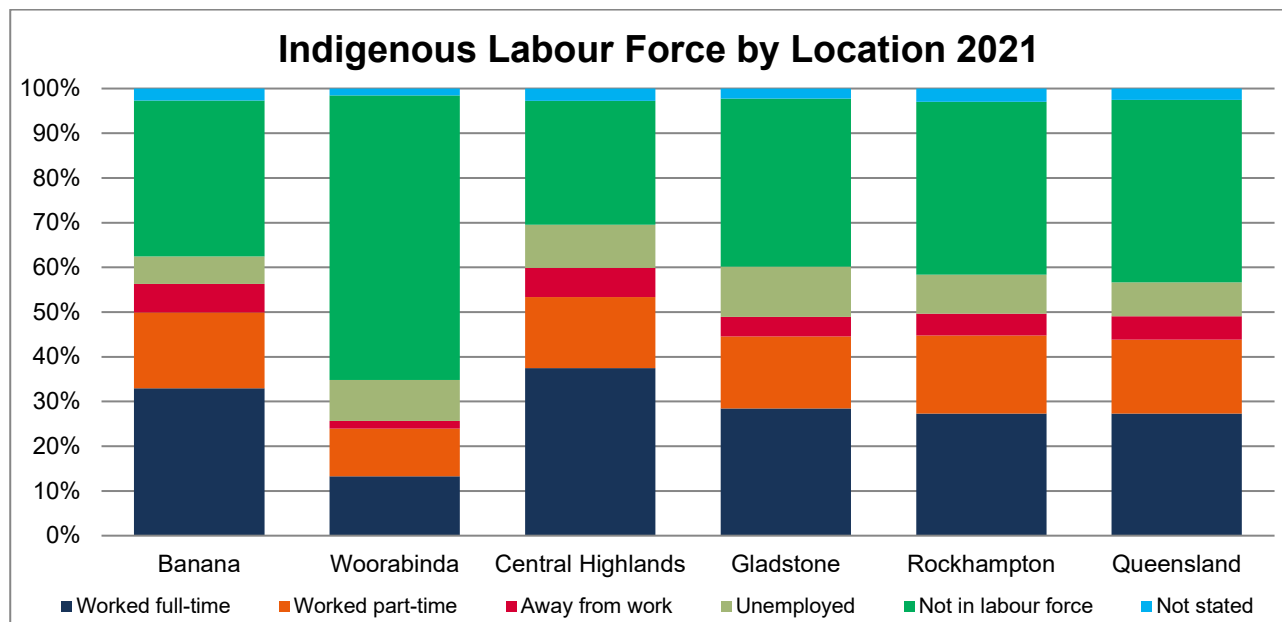
Baralaba was the only Study Area to have significantly more First Nations males (55.6%), while all Study Areas had greater numbers of younger Indigenous Australians in 2021. The oldest Indigenous resident in the Banana LGA was in the 35-39-year-old bracket.

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%).



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

Figure 5 Indigenous labour force status by Study Area

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.

4.0 Stakeholders and Potential Partnerships

A list of stakeholders and potential partnerships relevant to implementation of the Community Health and Wellbeing Plan is provided in Table 6.

The Project will regularly liaise with stakeholders in its implementation of the Community Health and Wellbeing Plan and will monitor performance against the plan's objectives. The Baralaba South Community Consultative Committee will also provide a forum to seek broader community feedback on community health and wellbeing.

Table 6 Stakeholders and potential partnerships

Stakeholder Category	Stakeholders or Potential Partnerships
Local communities	Local landholders, including those proximal to the Project site, product coal haulage route and proposed electricity infrastructure Local communities including Baralaba (particularly), Moura, Biloela and Woorabinda
Traditional Owners and Indigenous Groups	Gaangalu Nation People Gangulu Endorsed Parties
Community organisations and groups	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 Baralaba sporting groups Benleith Water Board Moura Community Progress Group Queensland Country Women's Association
Health services	Baralaba Hospital and Multipurpose Health Service Baralaba Private Clinic Baralaba Community Aged Care Association Baralaba Local Ambulance Committee Consumer Advisory Network General practitioners, dentists and other health service providers
Emergency services	Queensland Ambulance Service – Baralaba, Moura and Biloela Queensland Fire and Emergency Services and Rural Fire Service – Baralaba, Moura and Biloela Queensland Police Service – Baralaba, Moura and Biloela Banana Shire Local Disaster Management Group Banana Shire Support Centre
Education and childcare services	Baralaba State School Wadja Wadja High School (Woorabinda) Woorabinda State School
Local government	Banana Shire Council Central Highlands Regional Council Woorabinda Aboriginal Shire Council

A Stakeholder Consultation Register will be used to:

- Record and maintain relevant stakeholder contact details
- Record the stakeholder interactions with the Project (e.g. meetings, emails, telephone calls)
- Record enquiries relevant to community health and wellbeing, and mode of receipt (telephone, email, website, etc.)
- Assist in reporting community health and wellbeing management initiatives and challenges.

All information will be collected and recorded in accordance with the Project's Privacy Policy.

The Baralaba South Project Community and Stakeholder Engagement Plan has been prepared to facilitate transparent and inclusive community and stakeholder engagement and includes maintaining the Baralaba Coal Community Consultative Committee and Community Relations Officer role for the Project.

5.0 Community Health and Wellbeing Strategy

5.1 Social Services, Facilities and Infrastructure

5.1.1 Health Services

Local health services will be notified of the timing for construction commencement, ramp-up of the Project workforce and timing for commencement of operation.

The Project will encourage all non-resident workers to use their home-based medical services for personal, non-life-threatening consultations to avoid placing undue demand on the local hospital or health services.

The Project will provide on-site medical and first-aid facilities in accordance with the requirements of health and safety regulations. The Project will reduce additional demands on local health services by employing trained paramedics to manage minor health issues on site.

During SIA and SIMP consultation, some medical centres were interested in the potential to provide medical or health services for the Project, indicating that this would be beneficial to the viability of the health service and its ability to attract and retain general practitioners. This could also result in additional resources being available to the community (e.g. particular medical equipment) and employment and training opportunities for centre personnel. The Project will assess the likely health services required for the Project workforce and engage with local health providers prior to operation to discuss the potential for provision of health services.

The Project will monitor the demands on health services through consultation with the Consumer Advisory Network (CAN). Queensland Health CANs are made up of local health consumers and community members who participate in monthly meetings in support of their local multi-purpose health service. These networks are integral to fostering a strong communication pathway regarding service delivery improvements, ongoing operation and development of hospital and health services for rural and remote towns and communities. These networks also foster an environment of partnership within the broader community for rural health facilities and ensure the needs of the broader community are considered during the development of services.

5.1.2 Emergency Services

Local emergency services will be notified of the timing for construction commencement, ramp-up of the Project workforce and timing for commencement of operation.

Local emergency services will also play a vital role in emergency response at the mine, as described below.

5.1.2.1 Emergency Response

An emergency can be described as an abnormal and dangerous or potentially dangerous situation that requires urgent action to control, correct and return to a safe condition.

A risk assessment will be conducted for the Project to identify potential emergency situations that could occur, ways to minimise the risks associated with potential emergency situations and determine the level and type of emergency response capability (equipment, facilities, training and personnel) required (an effective Safety and Health Management System will also be implemented for the Project to minimise mining-related emergencies).

An Emergency Response Plan will be developed for the Project to manage emergencies at the mine. The objectives of the Emergency Response Plan will be to:

- Protect and preserve life and property
- Control or limit any effect that an emergency or potential emergency may have on or off site
- Facilitate emergency response and provide appropriate assistance for the emergency situation

- Ensure that all vital information is communicated to relevant parties, including external agencies as soon as practicable
- Provide for relevant emergency training so that a high level of emergency preparedness is continually maintained
- Implement a process for revision of emergency procedures.

The Emergency Response Plan will:

- Provide contact details relevant to emergency management
- Detail the roles and responsibilities of site personnel including, but not limited to, the:
 - Incident Commander (Project Manager/Site Senior Executive [SSE])
 - Incident Controller
 - Emergency Response Team
 - Supervisors
 - Mine workers
- Include the potential emergency situations that could occur as identified by the risk assessment
- Detail the equipment available to emergency responders
- Provide for emergency response training
- Provide for regular testing of the site's emergency response capability
- Outline the emergency response procedure to be followed, including raising the alarm and summoning of emergency assistance, and the termination of emergency response
- Provide for mine site emergency communications and requests for assistance from external emergency services (e.g. Queensland Mines Rescue Service, Queensland Fire and Emergency Service, Queensland Police)
- Outline fire response procedures
- Detail evacuation procedures
- Include maps and relevant Global Positioning System (GPS) information
- Include duty cards detailing the roles and responsibilities of the Incident Commander, Incident Controller, Emergency Response Team, supervisors and mine workers.

The role of the Emergency Response Team will be to provide a coordinated response to emergencies that occur on site. This may include first-aid treatment of any injured persons, assistance with containing and controlling fires on site, security of an incident scene and rescue of any persons as deemed safe and appropriate within the team's training and resource capacity.

The Project will employ appropriately trained personnel to respond to the various levels of emergency as determined by the risk-assessment process. Site personnel will provide initial emergency response and will be supported by external emergency services, dependant on their availability to respond.

Site personnel selected to be members of the Emergency Response Team will be provided with training that will include, but not be limited to, advanced first aid and cardio-pulmonary resuscitation, road crash rescue, basic firefighting and specific equipment training in emergency response. All mine personnel on obtaining or renewing the Standard 11 (the induction required under the *Coal Mining Safety & Health Act 1999* to work on a coal mine site in Queensland) will receive fire-extinguisher training through the course of this induction. A number of personnel across the site will also hold basic first-aid qualifications.

Regular testing of the site's emergency response capability will be conducted to identify opportunities for improvement and training needs. Emergency exercises will be conducted to test various elements of the

Emergency Response Plan, which may include desktop exercises and emergency drills with individual work crews, particular work areas and/or drills involving local emergency services. The Project will collaborate with the Queensland Police Service, Queensland Ambulance Service and Queensland Fire and Emergency Service to ensure local emergency services personnel are familiar with the mine site and key Project personnel.

The Project will also consult with the Banana Shire Local Disaster Management Group in the development of emergency response procedures.

5.1.3 Other Services

The Project is expected to have minimal impact on other social services, facilities and infrastructure, such as schools and childcare centres. Notwithstanding, the Project will:

- Notify local schools and childcare services of the timing for the commencement of operation, and the approximate numbers of personnel seeking to relocate to the local area with their family/children
- Monitor impacts of these services through feedback received and recorded in the Stakeholder Consultation Register. Measures will be implemented to mitigate any impacts, should they arise
- Through the Community Consultative Committee, monitor general impacts on education services – particularly given the lack of childcare services in Baralaba – and work collaboratively with stakeholders to identify and implement solutions.

5.2 Workforce Health and Wellbeing

Employee health and wellbeing will be fundamental to Project success, as well as to the Project's relationship with the local community. Employee-support strategies will be implemented to achieve a safe and motivated workforce that respects and is integrated with the local community.

The Baralaba South Project Workforce Management Plan includes management actions to support the health and wellbeing of the Project workforce. In summary, the plan includes:

- Developing and implementing a Healthy Workplace Policy that is aligned with the Mineral Council of Australia's Blueprint for Mental Health and Wellbeing, to support the health, safety and wellbeing of its employees
- Developing and implementing a Fitness for Work Policy, which includes fatigue management to reduce the likelihood of occupational fatigue and diminished wellbeing
- Implementing an Employee Assistance Program to support employees in issues that impact on workplace performance and continuity of focus during shifts and rosters (including phone access to qualified psychologists and social workers to support mental-health concerns)
- Implementing strict policies around workplace health and safety, alcohol and other drugs, workplace bullying and harassment
- Promoting government initiatives such as the '13 HEALTH' confidential telephone services, RUOK? culture, Quitline and the Alcohol and Drug Information Service (ADIS)
- Exploring flexible work arrangements which enable improved work/family balance for local employees
- Providing opportunities for family-friendly events of local employees and contractors to promote inclusivity, team building and employee wellbeing
- Working with the camp accommodation provided to encourage and support workforce health programs
- Providing employees with industry best-practice accommodation and facilities, including offering healthy food options

- Implementing a comprehensive internal communications and engagement program that includes regular Project updates and family-inclusive initiatives.

Further information is provided in the Workforce Management Plan, including the monitoring that will be implemented to assess Project performance against key performance indicators.

5.3 Community Integration and Behaviour Management

Baralaba South employees will be encouraged to act as advocates for the Project, whether they reside locally or commute and use temporary accommodation. This will include a strict Code of Conduct (described in Section 5.3.1) consistent with community values and a comprehensive induction process (described in Section 5.3.2).

5.3.1 Employee Code of Conduct

A Workforce Code of Conduct will be developed prior to construction and will be appended to the Baralaba South Project Workforce Management Plan. The purpose of the Workforce Code of Conduct will be to inform Project employees of the standard of behaviour expected of them:

- On work sites (including private property)
- At the Baralaba accommodation camp
- When interacting with community members and stakeholders
- When travelling to and from work
- In local towns and surrounding areas
- During travel on rest and recreation.

A serious or repeated breach of the Code may result in summary dismissal and the immediate withdrawal of accommodation – irrespective of whether the breach was committed on work sites, in towns or communities in the vicinity of work sites, in the accommodation camp, travelling to and from work, on lease and off-lease areas, or during travel to and from the Project employee's point of hire.

The Baralaba Police will be consulted to identify any antisocial or disruptive behaviour in the local community by Baralaba South employees. Employees will also be expected to abide by Queensland road and traffic laws, and to assist local police in discouraging crime (e.g. locking cars to keep personal belongings safe).

5.3.2 Employee Induction

The Project induction will be a key tool to communicate with all employees, as the induction will be compulsory before the employee can commence work on site.

In addition to technical, safety and environmental information, the mandatory induction will include key social considerations such as:

- Overview of local communities, including community events and organisations that may be of interest to employees
- Project efforts to benefit local communities through local industry participation, Indigenous participation and community involvement/investment
- Each employee's role as a Project ambassador, with the expectation that they behave as a member of the local community (as if it were their own community) and abide by the Code of Conduct.

Cultural awareness and sensitivity training will also be provided to enable employees to work effectively with Indigenous colleagues, subcontractors, suppliers and local communities.

5.3.3 Community Participation

Employees will be encouraged to participate in community life and integrate with the local community through community services and sporting organisations.

Baralaba's Rural Fire Service is volunteer-based and reliant on individual goodwill of the local community. The Project will enable staff who volunteer for the Rural Fire Service to attend call outs for emergencies during work hours wherever possible.

The Baralaba South Project Housing and Accommodation Plan includes management actions to encourage non-local employees to relocate to the local area and to assist with community integration. This includes development of a Welcome Pack to highlight community liveability, services and infrastructure and implementation of an incentives program to provide financial benefits to employees who choose to live locally. The Project will also investigate potential partnerships with local organisations or community groups to provide settlement support.

5.4 Community Health and Safety

The Project will be operated with stringent environmental and safety management controls and in accordance with all legislative and government requirements.

Baralaba Coal Company will manage and monitor potential impacts on environmental values, including surface water, groundwater, air quality, noise and other environmental aspects, in accordance with the Project's Environmental Authority. A range of environmental management plans and monitoring programs will be developed and implemented as required for the Project, including (but not limited to):

- Water Management Plan
- Erosion and Sediment Control Plan
- Topsoil Management Plan
- Receiving Environment Monitoring Program
- Air Quality Management Plan
- Noise and Vibration Management Plan
- Weed and Pest Management Plan
- Progressive Rehabilitation and Closure Plan.

The Project will implement appropriate and proportionate mitigation and make-good measures, where required in light of assessment and consultation. For example:

- In the unlikely event that groundwater monitoring and/or subsequent investigation following monitoring confirms that drawdown impacts on an existing groundwater supply user are caused by the Project (and not due to other external influences or natural variations, such as rainfall deficit or other factors), appropriate mitigation and make-good measures will be determined and implemented. Potential make-good measures may include deepening the affected groundwater supply bore, constructing a new groundwater supply bore, or providing a new alternative water supply source. Baralaba Coal Company will ensure that the proposed mitigation measures are appropriate, including through consultation with the affected groundwater user
- In the unlikely event that monitoring and investigations confirm that blasting at the Project has impacted on Benleith Water Scheme infrastructure (and is not due to natural or other factors), mitigation measures will be implemented. Potential make-good measures may include replacement of the affected infrastructure as required. In those circumstances, Baralaba Coal Company will ensure there is adequate consultation with the Benleith Water Board to develop a proposal for appropriate make-good measures.

To assist in maintaining the Benleith Water Scheme, where land in the scheme area is acquired for the Project, Baralaba Coal Company will:

- Where feasible, continue participation in the scheme for the relevant land as if the land had not been acquired, or
- Seek to transfer the relevant share of the allocation that is not required by the Project to the Benleith Water Scheme, for redistribution among other users on the basis that the Benleith Water Board has been seeking additional allocation for the scheme.

The Project will also continue to implement Baralaba Coal Company's Road Use Management Plan, which is aligned with the Queensland Department of Transport and Main Roads' 'Guideline for Preparing a Road Use Management Plan' (DTMR, 2018). The Road Use Management Plan includes management measures to address:

- Interactions with school buses
- Interactions with stock movements
- Road safety risks
- Driver awareness and training
- Fatigue management
- Workforce shuttle bus management.

Anticipated traffic changes associated with the proposed Moura-Baralaba Road realignment will be communicated directly to neighbouring landholders and published in local media for broader community notification.

The Baralaba South Project Community and Stakeholder Engagement Plan outlines the engagement mechanisms that will be used to develop respectful and meaningful relationships with neighbouring stakeholders and the local community.

5.5 Traditional Owners

The Project is located wholly within the Gaangalu Nation People (QC2012/009) registered Native Title claim area. As the registered Native Title claimant, the Gaangalu Nation People are the current 'Aboriginal party' for the Project area under the *Aboriginal Cultural Heritage Act 2003* (Qld). 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).

Baralaba Coal Company acknowledges the Project area and surrounds are culturally significant to the Aboriginal people who have a traditional connection to Country. The Project will acknowledge (on signage and/or as agreed Gaangalu Nation People) the Project is located in Gaangalu Nation Country.

In addition to meeting its cultural heritage duty of care, Baralaba Coal Company will seek to establish and maintain long-term respectful relations with the Gaangalu Nation People and Gangulu Endorsed Parties. This will include providing the Gaangalu Nation People and Gangulu Endorsed Parties with updates on Project status, managing cultural heritage in accordance with the Cultural Heritage Management Plan and meeting the requirements of any Native Title agreement relating to the Project.

Other initiatives relevant to Indigenous stakeholders include implementation of cultural-awareness training in the Project's induction program and initiatives to provide Indigenous employment and training (as described in the Baralaba South Project Workforce Management Plan) and procurement opportunities for Indigenous businesses (as described in the Baralaba South Project Local Business and Industry Procurement Plan).

5.6 Community Sponsorship and Donations Program

Baralaba Coal Company will continue to be a major local employer and long-term member of the Banana Shire and in particular, the Baralaba community. In addition to the broader economic benefits Baralaba South will bring to local communities, the Project will seek to provide additional benefits to local communities. The Project will continue to implement Baralaba Coal Company's Community Sponsorship and Donations Program to support community culture and wellbeing. This may include:

- Sponsorship of local sporting teams or community events
- In-kind contributions towards local causes or areas of acute community need
- One-off donations to local causes.

An annual budget will be allocated to the Community Sponsorship and Donations Program, as determined by Baralaba Coal Company. Community members and groups will be invited to submit applications outlining the nature and scale of support requested.

5.7 Community Health and Wellbeing Action Plan

Table 7 summarises how the Project will capitalise on opportunities to improve the health and wellbeing of local communities and mitigate negative social impacts.

Table 7 Community Health and Wellbeing Action Plan

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
Minimise impacts on the level of service to local and regional communities from existing social services, facilities and infrastructure – health services	Notify local health services of Project timing in relation to likely ramp-up of Project workforce	Local health service providers, local community	Pre-construction, prior to CHPP construction commencing, prior to operation	Monitor the stakeholder consultation register for notification	Prior to construction, prior to CHPP construction commencing and prior to operation	Local health services notified of ramp-up of Project workforce
	Encourage non-resident workers to use home-based medical services	Employees, local health service providers, local community	During construction and operation	Extent of non-resident employee use of health services in consultation with Baralaba Hospital and Multipurpose Health Service, Baralaba Private Clinic	Bi-annually during construction and the first year of operation, annually thereafter	Low use of local health services for services that could have been obtained in home town prior to, or post, work shift
	Provide onsite medical and first-aid facilities in accordance with the requirements of health and safety regulations	Employees	During construction and operation	Incident reporting provided to management for review	Monthly	On-site medical and first-aid facilities for workers provided
	Engage with local health service providers to investigate opportunities to provide services required by the workforce (e.g. pre-employment medical checks for local residents, other	Employees, local health service providers	Prior to operation	Monitor the stakeholder consultation register and the development of partnerships	Prior to operation	Opportunities for local health service providers to provide specific health services to the Project explored, and developed/implemented where appropriate

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
	prescribed health assessments such as Coal Board medicals)					
	Monitor impacts on health services and implement measures to mitigate impacts if required	Local health service providers, local community	During construction and operation	Consult with the CAN	Bi-annually during construction and the first year of operation, annually thereafter	Impacts on health services monitored and measures implemented to mitigate impacts if required
Minimise impacts on the level of service to local and regional communities from existing social services, facilities and infrastructure – other services	Notify local schools and any childcare services of the commencement of operation, and approximate numbers of personnel seeking to relocate to the local area	Employees, local education and childcare providers	Prior to operation	Monitor the stakeholder consultation register for notification	Prior to operation	Local schools and childcare services notified of commencement of operation and approximate numbers of personnel seeking to relocate to the local area
	Monitor impacts on social services, facilities and infrastructure (e.g. schools and childcare centres) through the Community Consultative Committee and implement measures to mitigate impacts where required	Employees, social services, facilities and infrastructure	During operation	Monitor the stakeholder consultation register for feedback Monitor through Community Consultative Committee	Bi-annually during construction and the first year of operation, annually thereafter	Impacts on community services monitored and measures implemented (through the Community Consultative Committee) to mitigate impacts where required
Minimise impacts on the level of service to local and regional communities from existing social services, facilities and infrastructure – emergency services	Notify emergency services of Project timing in relation to likely ramp up of Project workforce	Queensland Police Service, Queensland Ambulance Service, Queensland Fire and Emergency Services, Banana Shire Local	Pre-construction, prior to CHPP construction commencing, prior to operation	Monitor the stakeholder consultation register for notification	Prior to construction, prior to CHPP construction commencing and prior to operation	Local emergency services notified of ramp-up of Project workforce
	Conduct risk assessment to identify potential emergency situations, ways to minimise risks and the level and type of		Prior to construction and prior to operation	Audit to monitor conduct of risk assessment	Prior to construction and prior to operation	Risk assessment conducted by suitably trained and experienced personnel to

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
	emergency response capability required	Disaster Management Group				inform development of Emergency Response Plan
	Consult with local emergency services to develop emergency response procedures and mine site familiarisation		Prior to construction and prior to operation	Monitor development of emergency response procedures	Prior to construction and prior to operation	Emergency response procedures developed in consultation with local emergency services Emergency response procedures reviewed annually, and if necessary revised Mine site familiarisation for local emergency personnel
	Develop and implement Emergency Response Plan	Employees, Queensland Police, Queensland Ambulance Service, Queensland Fire and Emergency Services	Prior to construction and prior to operation	Monitor development of Emergency Response Plan	Prior to construction and prior to operation	Emergency Response Plan developed Emergency Response Plan reviewed annually, and if necessary revised
	Conduct emergency response training	Employees, Queensland Police Service, Queensland Ambulance Service, Queensland Fire and Emergency Services	Prior to construction, during construction, prior to operation, during operation	Monitor the conduct of emergency response training and mine site familiarisation	Prior to construction and thereafter annually	Emergency response training implemented
	Implement an effective Safety and Health Management	Employees	During construction and operation	Ensure incident reporting provided to	Monthly	Effective Safety and Health Management System implemented, and measures

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
	System to limit the number of mining-related emergencies			management for review		identified for continual improvement implemented
Implement measures to mitigate potential health and wellbeing impacts on local communities, including neighbouring landholders	Manage and monitor potential environmental impacts in accordance with the Project's Environmental Authority	Neighbouring landholders, local community	During construction and operation	In accordance with various environmental management and monitoring plans prepared for the Project	In accordance with various environmental management and monitoring plans prepared for the Project	Management and monitoring implemented in accordance with the Project's Environmental Authority
	Communicate environmental monitoring and management outcomes through the Community Consultative Committee and Community Relations Officer direct engagement with stakeholders	Neighbouring landholders, local community	During construction and operation	Monitor Community Consultative Committee meeting minutes and stakeholder consultation register	On a regular basis consistent with Community and Stakeholder Engagement Plan	Environmental monitoring and management outcomes communicated via the Community Consultative Committee and Community Relations Officer direct engagement with stakeholders
	Monitor groundwater levels and implement make-good measures if required where the Project has impacted the landholder bore	Direct neighbours	During operation	In accordance with Water Management Plan	In accordance with Water Management Plan	Groundwater levels monitored and make-good measures implemented if the Project has impacted the landholder bore
	Monitor blasting and implement make-good measures if required where the Project has materially impacted Benleith Water Scheme infrastructure	Direct neighbours, Benleith Water Board, Benleith Water Scheme members	During operation	In accordance with Noise and Vibration Management Plan	In accordance with Noise and Vibration Management Plan	Blasting monitored and make-good measures implemented if the Project has impacted Benleith Water Scheme infrastructure
	Assist in maintaining the Benleith Water Scheme	Benleith Water Board, Benleith Water Scheme members	Pre-construction, during construction and operation	Monitor scheme participation and redistribution of scheme allocations	Bi-annually during construction and the first year of operation, annually	Project has maintained participation in the Benleith Water Scheme where allocations have been

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
				held by the proponent	thereafter unless there is redistribution of allocations back to the scheme	acquired, or redistributed allocations back to the scheme
	Continue to implement Baralaba Coal Company's Road Use Management Plan for the Project	Local community, neighbouring landholders, Banana Shire Council	Prior to operation	Monitor implementation of Road Use Management Plan	Prior to operation	Road Use Management Plan implemented
	Communicate traffic changes associated with the proposed Moura-Baralaba road realignment to directly neighbouring landholders and publish in local media for broader notification	Local community, neighbouring landholders, Banana Shire Council	Prior to road works commencing	Monitor stakeholder consultation register and evidence of broader notification	Prior to road works commencing, and as appropriate during road construction	Traffic changes associated with the Moura-Baralaba road realignment communicated to directly neighbouring landholders and published in local media for broader notification
Maintain long-term respectful relations with the Gaangalu Nation People and Gangulu Endorsed Parties, including managing cultural heritage in accordance with the CHMP and meeting the requirements of any native title agreement	Acknowledge (on signage and/or as agreed with the Gaangalu Nation People) that the Project is located in Gaangalu Nation country	Gaangalu Nation People, Gangulu Endorsed Parties	During construction	Monitor consultation with Gaangalu Nation People and acknowledgement	Within the first year of construction	Agreement reached with Gaangalu Nation People in relation to acknowledgement of Gaangalu Nation country
	Provide the Gaangalu Nation People and Gangulu Endorsed Parties with updates on Project status	Gaangalu Nation People, Gangulu Endorsed Parties	Prior to construction during construction, prior to operation, during operation	Monitor consultation with Gaangalu Nation People and Gangulu Endorsed Parties and for provision of Project updates	Prior to construction and bi-annually thereafter	Project status updates provided to Gaangalu Nation People and Gangulu Endorsed Parties
	Conduct cultural-heritage management measures in accordance with the CHMP	Gaangalu Nation People, Gangulu Endorsed Parties	During construction and operation	Monitor implementation of CHMP	Bi-annually during construction, annually during operation	Cultural heritage has been managed in accordance with the CHMP

Objective	Action	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring frequency	Performance Indicator
	Include cultural-awareness training in employee induction programs	Employees, Gaangalu Nation People, Gangulu Endorsed Parties	During construction and operation	Audit induction program	Bi-annually during construction and the first year of operation, annually thereafter	Cultural-awareness component of induction program implemented
Enhance community cohesion	Assist and encourage Project personnel to integrate with the local community through participating in community and sporting organisations	Employees, local community	During operation	Document how the Project has encouraged community participation and integration	Annually	Employees encouraged to participate and integrate with the local community Participation in community organisations maximised
Invest in the community and its development	Implement Community Sponsorship and Donations Program to support community culture and wellbeing	Local community	During construction and operation	Monitor the provision of sponsorships and donations	Annually	Community Sponsorship and Donations Program implemented Community participation in Community Sponsorship and Donations Program

6.0 Plan Review and Revision

The Community Health and Wellbeing Plan will be active throughout the life of the Project; it will be reviewed annually and if necessary, revised to ensure the plan is updated on a regular basis, and for continual improvement.

The revision status of this plan will be detailed in the Document Management section of this plan.