

Baralaba South Project

Draft Housing and Accommodation 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 Housing and Accommodation Plan has been developed to manage the Baralaba South Project's impacts on housing and accommodation during the construction and operational phases of the Project.

Table 1 outlines the scope of the Housing and Accommodation 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 Housing and Accommodation Plan scope

Management Plan Scope	Relevant Section
A workforce housing and accommodation 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 6.4
<ul style="list-style-type: none"> Measures to enhance potential benefits for project workers and the community, and to mitigate potential negative social impacts 	Section 6.0
<ul style="list-style-type: none"> Policies regarding housing and accommodation support to be provided to project workers and their families who wish to live locally 	Section 6.1

The Project workforce includes employees of the Project, as well as personnel engaged by principal contractors and subcontractors. This Housing and Accommodation Plan is applicable to the Project; the commitments contained herein apply to any principal contractor sought to construct or operate the Project.

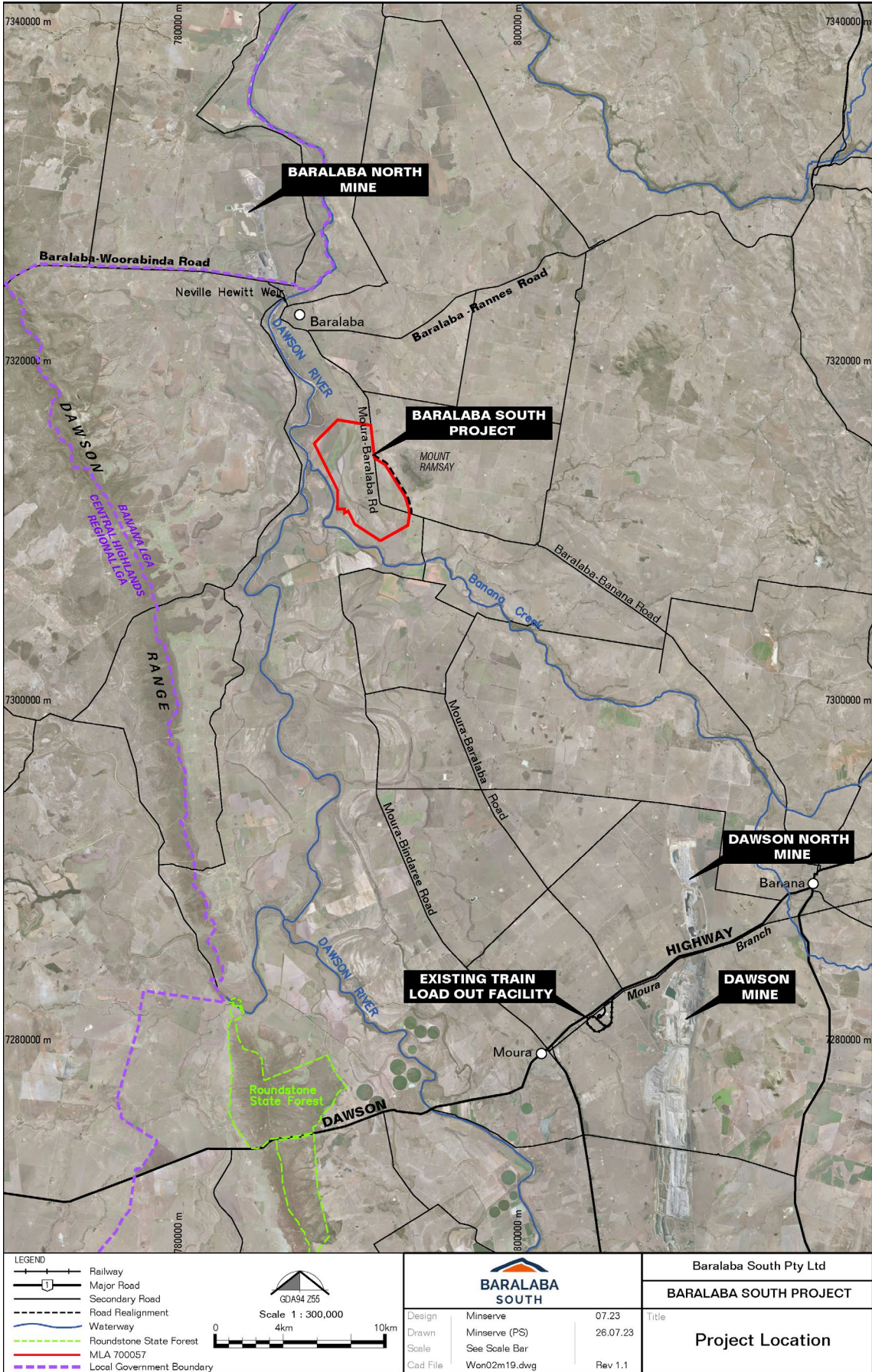


Figure 1 Project location

1.2 Objectives

The objectives of the Housing and Accommodation Plan are to ensure 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.

1.3 Housing and Accommodation Plan Responsibility

Implementation of the Housing and Accommodation 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 Commercial Services Manager, Human Resources 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 Housing and Accommodation Plan is provided below.

- The Project Manager/General Manager has an overview role for this Housing and Accommodation 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 Housing and Accommodation 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 Housing and Accommodation 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 Housing and Accommodation 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
- Housing and Accommodation Plan (this plan)

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

This Housing and Accommodation Plan provides the opportunity for the community and stakeholders to provide further comments and feedback during the EIS assessment process.

3.0 Local Housing and Accommodation Profile

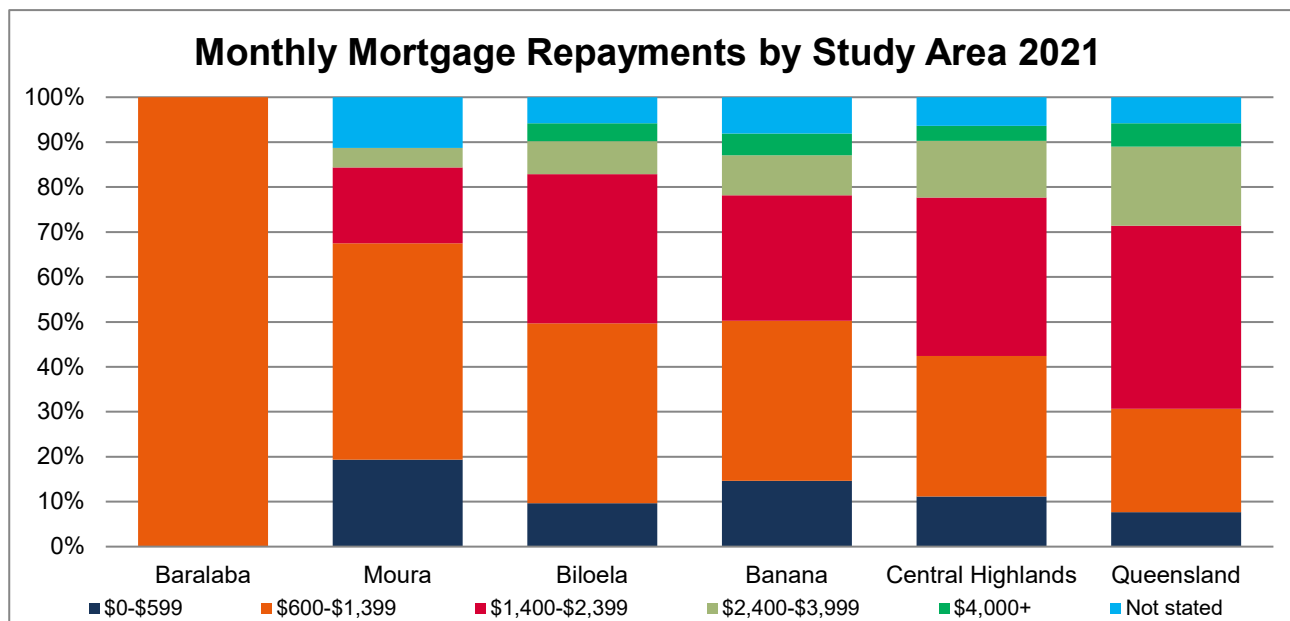
In 2021, Baralaba had the highest proportion of one-person households of all the Study Areas, while Woorabinda had a higher proportion of households with more than two people. Across all Study Areas, most dwellings were separate houses.

Table 3 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.



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

Figure 2 Monthly mortgage repayments by location

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

4.0 Project Housing and Accommodation Requirements

4.1 Construction

4.1.1 Construction Workforce

The Baralaba South construction workforce is estimated to peak at 268 in 2029.

4.1.2 Construction Accommodation Requirements

Given the specialised and temporary nature of work conducted in the construction phase, it is assumed that:

- Rockhampton and Gladstone are likely to provide 95% of the workforce; being established major centres that are known to provide 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% will be sourced from local communities.

Both Gladstone and Rockhampton are outside of an hours' drive to the Project, so it has been assumed that temporary accommodation will be required for 95% of the construction workforce. The remaining 5% will likely already reside locally.

4.2 Operation

4.2.1 Operation Workforce

The Project operational workforce is estimated to peak at 521. In the first year, some 315 workers will be required, 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.

4.2.2 Operation Housing and Accommodation Requirements

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.

Based on existing Baralaba North operation, it is assumed that most of Baralaba South's 25% local operational workers will already reside within an hours' drive of the Project. However, it is anticipated that some employees and their families will relocate to local communities. The Baralaba South Project Economic Impact Assessment (AEC, 2023) estimates that at peak operation, some 130 workers will reside locally and between 5% and 20% of these will be people new to the area – requiring five to 25 dwellings. The report notes that this would reflect only a small portion of the annual level of rental bonds lodged in the local catchment each year (between 650 and 1,000 bonds lodged per annum in the past five years).

4.3 Baralaba WAV

Baralaba Coal Company owns and operates the Baralaba WAV, approximately 8km north of the Project, which is currently servicing the Baralaba North mine.

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. Rooms include an ensuite bathroom, air conditioning, desk and chair, refrigerator and television. The camp has a catered dining room that offers extensive choices and nutritional meals for workers, a gym that provides for personal exercise, open outdoor areas, free on-site car parking and 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.

Consultation with the Banana Shire Council identified the expansion of the WAV in Baralaba as the preferred location to accommodate the Project's non-resident workforce. The accommodation camp has a short travel time to the Project site (approximately 10 minutes' drive), which would minimise the length of the working day for workers staying at the camp.

The WAV will be expanded to cater specifically for the Project construction and operation workforce. Camp expansion requirements are anticipated to be up to 255 rooms prior to construction to provide for the Baralaba South construction workforce and transitional operation workforce. Consequently, there is capacity to meet the accommodation needs of the Project's non-resident workers.

5.0 Stakeholders and Potential Partnerships

A list of stakeholders and potential partnerships relevant to the implementation of the Housing and Accommodation Plan is provided in Table 4.

The Project will regularly liaise with key housing and accommodation stakeholders as part of the implementation of the Housing and Accommodation Plan and monitor performance against the Plan's objectives. The Baralaba South Community Consultative Committee will also provide a forum to seek broader community feedback in relation to the Project impacts on housing and accommodation.

Table 4 Housing and Accommodation Plan stakeholders and potential partnerships

Stakeholder Category	Stakeholders or Potential Partnerships
Workforce	Prospective employees
	Project employees
	Local communities
Real estate agents	Hourn and Bishop, Moura Moura Real Estate First National Real Estate, Biloela Ray White, Biloela
Workforce accommodation	Baralaba WAV
Other accommodation providers	Short-term accommodation providers*
Social services	Banana Shire Support Centre
Emergency services	Queensland Police Service
Local government	Banana Shire Council

* Visitors and consultants/contractors for infrequent visits to the mine may use short-term accommodation that is available in the local area

A Stakeholder Consultation Register will be used to:

- Record and maintain relevant stakeholder contact details
- Record the stakeholder consultation activities conducted for the Project (e.g. meetings, emails, telephone calls)
- Record enquiries relevant to housing and accommodation, and mode of receipt (telephone, email, website, etc.)
- Assist in reporting housing and accommodation management initiatives and challenges.

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

6.0 Housing and Accommodation Strategy

6.1 Local Settlement and Community Integration

6.1.1 Welcome Pack

Prior to Baralaba South operation, a Welcome Pack will be developed in consultation with the Baralaba and District Progress Association, Moura Community Progress Group, Moura Chamber of Commerce, and Banana Shire Council to encourage any new recruits to relocate to the local region. Welcome Pack materials will include brochures that provide an overview of community liveability, services and infrastructure. The Project-specific Welcome Pack will also include key local contacts and events, such as:

- Emergency and support organisations
- Housing and accommodation service providers
- Volunteering opportunities (e.g. local fire station)
- Information on sporting and recreational clubs
- Information on local activities and attractions.

6.1.2 Incentives Program

In addition to providing detailed information on local amenities and culture, the Project will develop an Incentives Program to provide financial benefits to employees who choose to live locally. The program will include:

- Allowances for employees providing their own local accommodation
- Rental and/or mortgage subsidies to encourage personnel to rent/buy in the private market
- Assistance with relocation costs.

The incentives program will be subject to review and will be dependent on the results of monitoring of Project effects on housing availability and affordability.

6.1.3 Settlement Support

The Welcome Pack described in Section 6.1.1 will provide information to assist relocating employees with community integration, providing employees and their families with information about liveability, services, housing, and volunteering and recreational opportunities in local towns. The Project will also investigate potential partnerships with local organisations or community groups to provide settlement support.

6.2 Accommodation Register

The Project will develop and maintain an Accommodation Register to document the accommodation used by its workers and to assist with monitoring against the plan's objectives. The following information will be recorded in the register:

- Employee contact details
- Employee place of origin
- Employee residential address during their employment
- Whether the employee:
 - Was sourced from the local area
 - Is accommodated at the Baralaba WAV

- Has relocated to the local area and is living in rental accommodation
- Has relocated to the local area and has purchased a home
- If a financial incentive to live locally has been accepted, which incentive (applicable to the operation phase).

This register may be integrated with the Workforce Employment Register developed in accordance with the Workforce Management Plan.

6.3 Minimising Negative Impacts on the Local Property Market

The Project will prioritise the recruitment of local residents who will commute daily from their homes (within an hour's drive) through the implementation of its recruitment strategy (refer to the Baralaba South Workforce Management Plan).

All non-local Baralaba South employees will be able to choose to live locally, or to commute and stay in the Baralaba accommodation camp. As described in Section 6.1, the Project will encourage Project employees to relocate to the local area.

6.3.1 Secure Accommodation for Non-resident Workers

Baralaba Coal Company will expand the Baralaba WAV to accommodate Baralaba South construction and the transition from the Baralaba North operation (up to 255 rooms are anticipated to be required). This expansion will be subject to separate approvals, obtained by Baralaba Coal Company from Banana Shire Council.

6.3.2 Property Market Impact Monitoring

While it is not possible to accurately estimate the number of workers that will choose to relocate to live locally, given the experience of mining projects in rural and remote locations it would not be large numbers. An assumption has been made that the most likely outcome will be a requirement of up to 25 dwellings in within an hour's drive of the Project (which includes Baralaba, Woorabinda, Moura, Biloela and other Banana Shire communities). Private property availability in Baralaba (limited), Moura and Biloela indicates that there is capacity to accommodate employees wishing to relocate to the local community.

As part of the recruitment process, housing requirements of relocating personnel will be identified, as well as the desired dwelling type, number of bedrooms and location. Housing requirements (rental or purchase) will be assessed against housing availability and suitability.

The Project will monitor the availability and cost of housing in local towns during operation, in consultation with local real-estate agents. The Project's housing and accommodation strategy will be adapted as required.

6.4 Housing and Accommodation Action Plan

Table 5 outlines the housing and accommodation action plan, including applicable stakeholders, as well as monitoring and performance indicators.

Table 5 Housing and Accommodation Action Plan

Objective	Action	Responsibility	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring Frequency	Performance Indicator
Encourage employees to live in local towns and provide support for community integration	Develop and maintain a Welcome Pack to distribute to prospective employees	Proponent/ Principal Contractor	Employees, Banana Shire Council, Baralaba and District Progress Association, Moura Community Progress Group, Moura Chamber of Commerce	Prior to operation, during operation	Maintain an accommodation register to monitor the number of employees who relocate to live locally	Bi-annually during operation	Welcome Pack provided to prospective employees
	Provide incentives to employees to live in the local area. Incentives offered will include: <ul style="list-style-type: none"> • Allowances for employees providing their own local accommodation • Rental subsidies to encourage personnel to rent in the private real estate market • Assistance with relocation costs. 	Proponent/ Principal Contractor	Employees, relocation service providers	Prior to operation, during operation	Maintain an accommodation register to monitor uptake of incentives program	Bi-annually during operation	Incentives communicated to employees. Up to 10 employees and their families relocated to the local area
	Develop and maintain an Accommodation Register	Proponent/ Principal Contractor	Employees	During construction and operation	Audit to confirm accommodation register has been maintained	Bi-annually during construction and operation	Register implemented and maintained

Objective	Action	Responsibility	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring Frequency	Performance Indicator
	Investigate partnerships to provide settlement programs offered by local organisations or community groups	Proponent/ Principal Contractor	Employees, local organisations and community groups	Prior to operation, during operation	Monitor the stakeholder feedback register and the development of partnerships	Prior to operation	Partnership options investigated to support employee settlement in local area
Minimise impacts on local property market	Accommodate the non-resident component of the workforce in the Baralaba WAV	Proponent/ Principal Contractor	Banana Shire Council	During construction and operation	Maintain accommodation register to monitor the number of employees who choose to live in the Baralaba accommodation camp Monitor personnel satisfaction with accommodation camp and take corrective action if required	Bi-annually during construction and operation	Baralaba accommodation camp provides accommodation for the majority of the workforce. Personnel satisfaction with the accommodation camp has been assessed, and corrective actions taken if required
	Identify the housing required by Project personnel (e.g. number of bedrooms and social infrastructure requirements) and compare housing needs to available housing options	Proponent/ Principal Contractor	Employees, local real estate agents	During recruitment of operational personnel	Assess housing requirements of relocating personnel against housing availability	During recruitment of operational personnel	Personnel housing requirements considered against housing availability
	Continue to renovate existing Baralaba Coal Company houses and add them to the local rental pool	Proponent	Employees, local real estate agents	Ongoing	Monitor employee relocation and local housing availability	Bi-annually during operation	

Objective	Action	Responsibility	Stakeholders/ Potential Partnerships	Timing	Monitor	Monitoring Frequency	Performance Indicator
	Consult with local service providers and real estate agents to monitor the workforce influx and property market	Proponent/ Principal Contractor	Local real estate agents, Community Consultative Committee, Banana Shire Emergency Support Centre	During operation	Monitor housing availability and affordability Monitor number of workers that relocate, the type of housing used and location	Bi-annually during the first three years of operation, annually thereafter	Worker influx and local property market monitored and housing and accommodation strategy adapted as required

7.0 Plan Review and Revision

The Housing and Accommodation 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.