



**Baralaba South Project  
Environmental Impact Statement**

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CHAPTER 16

**Social and Economic**

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## 16 Social and Economic

This chapter assesses the potential positive and negative social and economic impacts of the Baralaba South Project (the Project) on the existing environmental values, and the mitigation and management measures that will be implemented to minimise impacts and enhance the benefits and opportunities of the Project.

### 16.1 Environmental objectives

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

The construction and operation of the Project should aim to:

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

### 16.2 Social values

Under the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act), an SIA is required to be prepared for any large resource Project which is subject to an EIS process under the *State Development and Public Works Organisation Act 1971* (SDPWO Act) or EP Act.

The object of the SSRC Act is to ensure that residents of communities in the vicinity of large resource projects benefit from the construction and operation of those projects. The three key elements of the SSRC Act are:

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

An SIA has been prepared for the Project by Think Business Solutions (2023) in accordance with the requirements of the SSRC Act and EP Act, and in consideration of the Department of Agriculture, Fisheries and Forestry (2014) 'Environmental Impact Assessment Companion Guide'. The SIA is provided in Appendix S.

#### 16.2.1. SIA study area

The SIA study area was defined in accordance with the SSRC Act and guided by the SIA Guideline (DSDMIP, 2018) to assess the potential social impacts of the Project on nearby regional communities. As defined in the SSRC Act, nearby regional communities are those located within 125 km of the Project with a population of 200 or more (DSDMIP, 2018). The nearby regional communities to the Project are shown in Figure 16.1.

Local communities are defined as including communities located within a one hour drive of the Project. This represents locations where the potential workforce might reside locally, having regard to limitations on travel distances and fatigue management requirements. This includes the communities of Baralaba, Banana, Moura, Biloela, Thangool, Theodore, Woorabinda and Daringa (Figure 16.1).

For the purposes of the SIA, regional communities are towns:

- located within a 125 km radius of the Project, but require longer than an hour drive to the Project; and
- located in LGAs that are established hubs for provision of workforce and services to the mining and resource industry (Appendix S, Social Impact Assessment).



Figure 16.1: SIA nearby regional communities

Regional communities for the Project and their related LGAs include:

- Bluff, Dingo and Rolleston located in the Central Highlands Regional LGA within 125 km of the Project;
- Bouldercombe, Gracemere, Mount Morgan and Rockhampton located in the Rockhampton Regional LGA within 125 km of the Project; and
- broader regional areas beyond the 125 km radius of the Project, and which include the Livingstone Shire LGA, Gladstone Regional LGA and Central Highlands Regional LGA.

The broader regional footprint is shown in Figure 16.2.

## 16.2.2. Description of social environmental values

The SIA (Appendix S) provides a detailed description of the key characteristics of the local and nearby regional communities within the SIA study area using information collected as part of the social baseline. An overview is provided below.

### 16.2.2.1 Population and demography

At the 2021 Census estimated population of the local communities consisted of 260 in Baralaba, 14,319 in Banana Local Government Area and 27,836 in the Central Highlands Regional LGA. (Appendix S, Social Impact Assessment).

At the time of the 2021 Census, Baralaba's population had increased by 1.6% but the Banana Shire LGA had experienced a similar decrease since the previous 2016 Census, with the exception of Woorabinda, which experienced a 0.04% increase in population. Based on 2021 Census data, Biloela (5,667 people) and Moura (1,843 people) are the two largest communities close to the Project, while Baralaba (260 people), Theodore (3,798 people), and Daringa (278 people) are small rural towns. Woorabinda had a population of 1,019 people in 2021, with around 92% of the population identifying as Aboriginal and/or Torres Strait Islander. The non-resident component of the population has also been considered in the SIA. In 2021, Baralaba and Moura had significant percentages of non-resident population; 36% for Baralaba and 17% for Moura. (Appendix S, Social Impact Assessment).

The household structure of the local communities reflects that of Queensland generally with around three-quarters (73%) of all households being families. Family structure was also found to be reflective of Queensland, with most families comprised of couples with children, except for Woorabinda and Baralaba. In Baralaba, 46% were families without children (or who have left home) while Woorabinda comprised 66% single parent families (Appendix S, Social Impact Assessment). The 2021 Census data indicates that young people between the ages of 15 and 24 leave the local communities, particularly among the non-Indigenous community. Baralaba workshop participants noted that young adults have increasingly been leaving town to pursue opportunities in larger centres.

### 16.2.2.2 Employment, local business and housing

According to the 2021 Census, Banana Shire LGA had a 2.8% unemployment rate while the Central Highlands Regional LGA was 5.4%, both lower than Queensland overall. Unemployment rates within the Banana LGA were Baralaba at 2.3%, Moura at 4.7% and Biloela at 3.0% – compared to Gladstone (7.39%), Rockhampton (5.69%) and Queensland (5.8%). The Woorabinda unemployment rate was significantly higher at 21.7%.

Queensland Government Statistician's Office reporting indicates that Banana Shire is experiencing a similar unemployment rate in 2023 (2.1%), while Woorabinda's unemployment rate has dropped significantly to 5.4% (March quarter 2023), compared to Gladstone and Rockhampton unemployment rates of over 4% and state unemployment of 3.8%.





Figure 16.2: SIA study area and regional communities

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

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

In 2016, there were 5,701 registered businesses in the Banana Shire LGA, Central Highlands Regional LGA and Woorabinda Aboriginal Shire LGA—none of which employed more than 200 people (Appendix S, Social Impact Assessment). A total of 2,570 businesses were registered in the Banana Shire LGA where 99% of businesses were classed as small businesses, employing fewer than 20 people. Of these, 62.1% registered businesses in the Banana Shire LGA and 48.9% of businesses in the study area were in the agriculture, forestry and fishing industry (Appendix S, Social Impact Assessment).

A review of businesses considered to have the potential to support the operation, or the workforce has been conducted. The review indicated that local communities are well equipped to provide services and products (Appendix S, Social Impact Assessment).

A review of housing identified that 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. The availability of rental accommodation in local communities was low, while the availability of houses for sale was high (Appendix S, Social Impact Assessment).

### 16.2.2.3 Social infrastructure

In relation to social infrastructure, which refers to existing services providers, the My Community Directory website indicates the following numbers of service providers within 100 km of the Banana LGA:

- 150 human services organisations including health, disability, and aged care;
- 222 education and employment services;
- 78 sport recreation services;
- four conservation services; and
- 102 community clubs and interest groups.

These service providers are located throughout the towns of Baralaba, Biloela, Moura, Banana, Thangool, Theodore, Duaringa, and Woorabinda (Appendix S, Social Impact Assessment).

All local communities have a fire service, with every community except Banana, Thangool and Woorabinda having all three – ambulance, police and fire – services. The towns that did not have all three services were within a 13-40 km drive to the nearest station. Baralaba, Biloela, and Moura also have their own State Emergency Service divisions (Appendix S, Social Impact Assessment).

There is a variety of service providers available throughout the various communities, although services are somewhat concentrated within the larger towns, shown in Figure 16.3. Biloela is the largest of the towns and is regarded as the regional and administrative centre (Banana Shire Council, 2017). As a regional centre, Biloela is resourced with the most social infrastructure and provides services to the other local communities. Some 52 human services (e.g. health and aged care), 89 education and employment services, 33 sports and recreation, one conservation organisation, 67 clubs, and 12 churches and places of worship are recorded within 25 km of Biloela (Banana Shire Community Directory, 2023). This indicates that there is a range of social services and

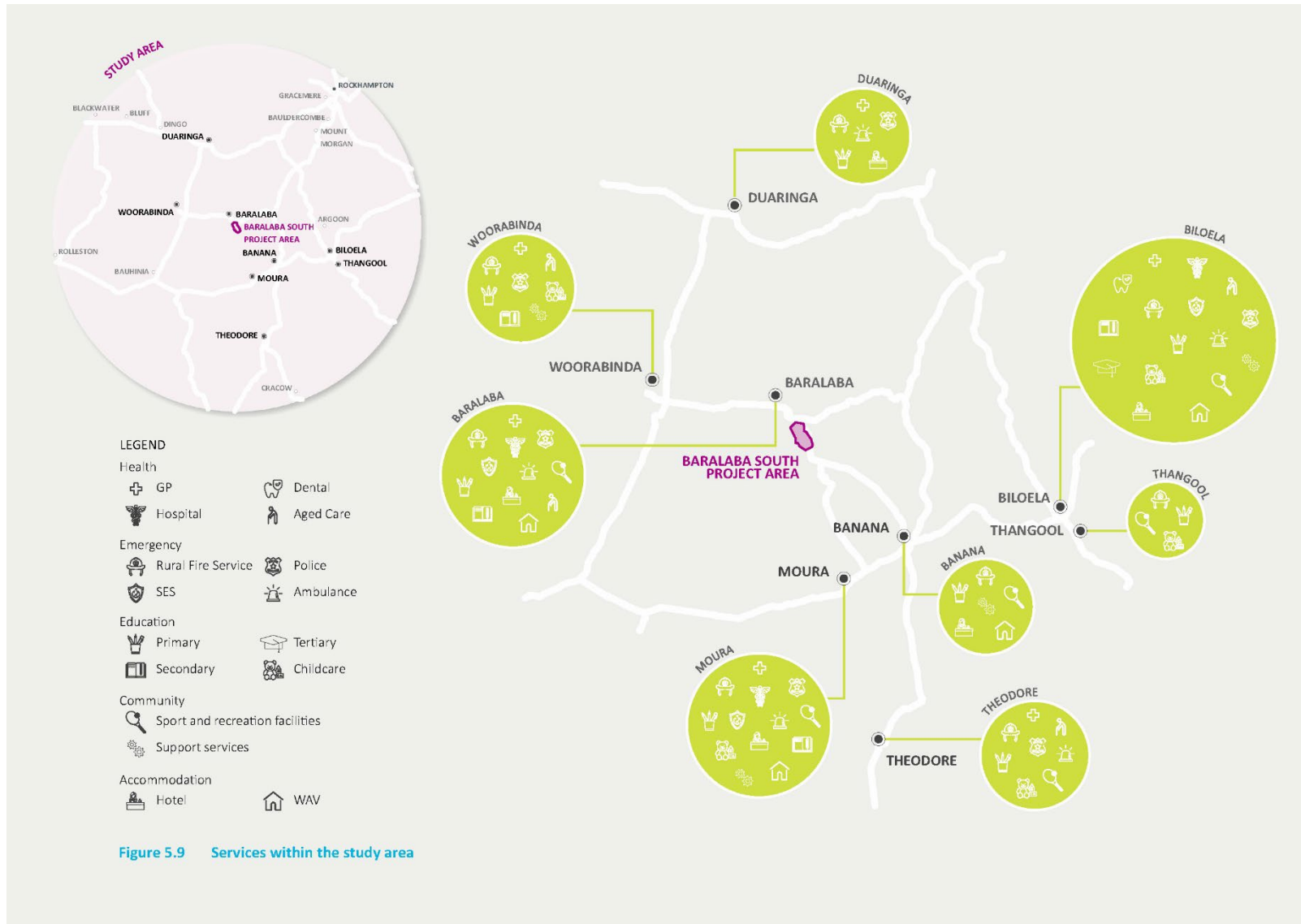


Figure 16.3: Services available within local communities (EMM, 2021)



organisations available for the community. Moura is the second largest community, with a total of 89 of various services listed in the My Community Directory (Banana Shire Community Directory 2023).

#### 16.2.2.4 Community values

The small-town, community based, and rural aspects of life are important to local people across the Banana Shire LGA. Banana Shire Council states that they strive to “improve the quality of life for our communities, through the delivery of efficient, effective and sustainable services and facilities” (Banana Shire Council, 2017).

The Central Highlands Regional Council describes the area as a “diverse region with unique prospects for continuous growth through lifestyle, employment, investment and tourism opportunities” (Central Highlands Regional Council, 2019).

The Woorabinda Aboriginal Shire Council is committed to “economic development as well as the health and safety of the Woorabinda community” (Moul, 2017).

Central themes of economic prosperity and opportunity, community relationships, and a laidback country lifestyle are evident throughout the region (Appendix S, Social Impact Assessment). During community workshops conducted for the SIA held in Baralaba, Moura and Biloela, participants were asked to identify the strengths and vulnerabilities inherent in their communities, as well as the issues and opportunities the Project may have for their communities. Regardless of the specific townships, most saw their community as friendly, close knit and caring (Appendix S, Social Impact Assessment). Each community has a strong connection to agriculture and the rural lifestyle.

#### 16.2.2.5 Vulnerable groups

Vulnerable groups in the community include Aboriginal and Torres Strait Islander people, the ageing, youth, and people with disabilities. Aboriginal and Torres Strait Islander people are classified as vulnerable due to the disproportionate disadvantage they experience when compared to the general population. The population of communities within the SIA study area indicates an ageing population, with the exception of Woorabinda. Unemployment figures for 2021 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. (Appendix S, Social Impact Assessment).

#### 16.2.2.6 Stakeholder engagement and community consultation program

Stakeholder engagement and community consultation has been conducted for the Project:

- by Baralaba Coal Company with assistance with from AARC Environmental Solutions and Think Business Solutions, to inform the preparation of the EIS, and in particular, the assessment of the existing environment, potential impacts, and development of measures to avoid, mitigate, minimise or offset potential Project impacts;
- by Think Business Solutions as a component of the SIA prepared to examine the likely impacts of the Project on the nearby regional communities as part of the EIS, in accordance with the SRRC Act; and
- by the Baralaba South Project team with assistance from Think Business Solutions, to inform the development of draft Social Impact Management Plans (SIMPs) for the Project, namely the:
  - Draft Community and Stakeholder Engagement Plan (Appendix T).
  - Draft Community Health and Wellbeing Plan (Appendix U);
  - Draft Housing and Accommodation Plan (Appendix V);
  - Draft Workforce Management Plan (Appendix W); and

- Draft Local Business and Industry Procurement Plan (Appendix X).

Stakeholder and community consultation has been conducted through a variety of consultation mechanisms, including:

- face-to-face or telephone interviews with landholders, including:
  - landholders situated within the operational land;
  - landholders adjoining the operational land;
  - landholders on which the proposed electricity transmission line and associated infrastructure is located;
  - landholders proximal to the Project; and
  - landholders proximal to the product haulage route;
- community workshops;
- face-to-face or telephone interviews with community stakeholders, including:
  - local residents;
  - health services;
  - emergency services;
  - education services;
  - community organisations and community support groups;
  - housing and accommodation service providers;
  - business and industry groups and networks; and
  - employment and training providers and related organisations;
- online survey targeting nearby regional communities;
- meetings with Traditional Owners and Indigenous groups;
- email and telephone correspondence with the community and stakeholders;
- responses to community enquiries;
- publication of application materials on the DES website;
- briefings to and consultation with local, State and Commonwealth governments;
- community drop-in information sessions; and
- Project newsletters, fact sheets and question-and-answer brochures, provided to the community and stakeholders via email or at meetings, and made available on the Baralaba South Project website.

Key issues raised by stakeholders and the community included:

- potential impacts of flooding on farming livelihoods;
- potential impacts on surface water and groundwater, including water quality and water availability (water extraction allocations);
- potential impacts on Benleith Water Scheme, including blast and vibration on scheme infrastructure;
- amenity impacts, including dust, noise/vibration, lighting and visual amenity;
- increased traffic, road conditions, safety and transport of product coal;
- potential impacts on agricultural production/operations (e.g. weeds and pests, organic certification) and property values;

- potential impacts on way of life (e.g. community participation and potential impacts associated with the DIDO and FIFO components of the workforce);
- potential impacts on cultural heritage;
- potential impacts on soil resources and mine rehabilitation;
- post-mining land use;
- opportunities from population growth;
- local employment and training opportunities;
- local business procurement opportunities;
- community investment; and
- consultation and engagement mechanisms.

There is support for the Project from sections of community who are seeking the economic benefits in relation to local employment, procurement, increased property prices and the proposed post-mining land use (Appendix S, Social Impact Assessment).

Details of the consultation undertaken, and the outcomes of the consultation, are provided in the Public Consultation Report (Attachment 3) and Social Impact Assessment (Appendix S).

### **16.2.3. Potential social impacts**

As described in Chapter 2, Project Description, the majority of mine construction and development activities will occur over approximately a 24-month period from 2029 with operations commencing in 2030. This will include a peak construction workforce of 268 people and peak operational workforce of 521 people (including coal haulage and the train load out facility).

The majority of the construction workforce is expected to be sourced from Rockhampton and Gladstone and approximately 5% locally; who will drive to and from the mine on a daily basis. Approximately 60% are anticipated to travel to and from the mine from the south (e.g. Banana and Moura) and 40% are anticipated to travel to and from the mine from the north (e.g. Baralaba)

The mine will have an operational life of up to 23 years; however, it is anticipated that external factors may influence production schedules and mine life. The peak operational workforce for the Project and the Baralaba North operating mine will require approximately 710 people. The recruitment of workers from local and regional communities will be prioritised, and employees will be encouraged to relocate to live locally.

In accordance with fatigue management requirements, all personnel who do not have homes within a one hours drive of the Project will either need to relocate or stay in temporary accommodation. While it is not possible to accurately estimate the number of workers that will choose to relocate to live locally, the SIA assumes it would not be a large number, given the experience of other mining projects in rural and remote locations. A further assumption has been made that workers from Baralaba North will transition to Baralaba South Project over time and that 5% of the 710 peak combined Baralaba North and South operational workforce (30 workers) at a minimum and 20% at a maximum (120 workers) would choose to relocate and require accommodation in local towns.

The Baralaba South Project Economic Impact Assessment (Appendix Y) 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 accommodation camp expansion requirements are anticipated to be up to 255 rooms prior to construction to provide for the maximum combined Baralaba North and South total workforce requiring temporary (on shift) accommodation.

Social impacts are the issues that affect people and the potentially impacted communities in which they live as a result of a project (DSDMIP, 2018). Types of social impacts include:

- changes to community values and/or the way a community functions;
- impacts on how people live, work, play and interact with one another on a day-to-day basis;
- impacts on culture, history, and the ability to access cultural resources;
- impacts on a community's physical safety, exposure to hazards or risks, and access to and control over resources;
- impacts on a community's quality of life, including liveability and aesthetics, as well as the condition of their environment (e.g. air quality, noise levels and access to water);
- impacts on a community's access to and quality of infrastructure, services and facilities;
- impacts on a community's physical and mental health and wellbeing, as well as their social, cultural and economic wellbeing; and
- changes to livelihoods (e.g. whether peoples jobs, properties or businesses are affected or whether they experience advantage/disadvantage).

A detailed assessment of the likely impacts (positive and negative) of the Project on affected communities is provided in Appendix S, Social Impact Assessment, and addresses each of the following core matters:

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

Potential social impacts and benefits of the Project as perceived by the community include (Appendix S, Social Impact Assessment):

- Population growth during construction and operation, with the potential to benefit community vitality and:
  - increase in demand for social services (e.g. emergency services, health services, education, childcare and community services) and infrastructure (e.g. roads);
  - increase in demand for rental properties;
  - increase in property prices; and
  - increase in the non-resident proportion of the population—the capacity to meet the accommodation needs of the non-resident workforce is considered high.
- The creation of employment opportunities in the construction, operations and post-mining phases of the Project, as well as training opportunities, including for Indigenous people.
- The potential for workplace health and safety incidents.
- The creation of opportunities for local and regional businesses and services through supply opportunities and expenditure.
- Potential impacts on the community's surroundings, health and wellbeing, such as potential Project impacts on water resources/flooding, agricultural land, amenity (e.g. dust, noise, blasting and lighting), road safety and the proposed post-mining land use.

The significance of the potential social impacts and benefits has been assessed as low, moderate, high or extreme based on an assessment of likelihood and consequence (Appendix S, Social Impact Assessment). Factors such as the probability, scale, duration and intensity of the potential impact, as well as the characteristics of the community or stakeholders which may be affected, have been considered. Enhancement, mitigation and/or management strategies for the potential social benefits and impacts have been identified (detailed in section 16.2.4), and a residual significance assessment (to assess the extent of impact after



management measures have been applied) has been undertaken. The significance assessment is detailed in Appendix S, Social Impact Assessment.

The potential for cumulative impacts of the Project were also considered in the SIA. The assessment concluded that provided the potential impacts of the Project are suitably managed through the implementation of management strategies for workforce management, housing and accommodation, local business and procurement, health and community wellbeing and stakeholder engagement; any cumulative impacts are considered to be manageable (Appendix S, Social Impact Assessment).

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

A Community Consultative Committee (CCC) has been established for Baralaba North and is able to also address matters relating to the Project. As production reduces from Baralaba North the CCC's focus will transition to the Project. The CCC functions as a conduit between the Project and the community, for information sharing and feedback and operates in accordance with the Community Engagement Management Plan.

More specifically, the purpose of the CCC is to:

- establish good working relationships and promote information sharing between the Project, local community, stakeholder groups and councils;
- allow the Project to keep the community informed, seek community views, and respond to matters raised by the community; and
- allow community members and local councils to seek information and provide feedback on the development and implementation of the Project to assist with the delivery of balanced social, environmental and economic outcomes for the community.

The Project will manage and monitor potential impacts on environmental values in accordance with the Project's Environmental Authority. The mitigation measures, management and monitoring for potential impacts on environmental values are described in detail in the various chapters of the EIS. A range of environmental management plans and monitoring programs will be developed and implemented as required for the Project. Chapter 18, Proposed Environmental Management and Monitoring Commitments, provides a consolidated description of all management and monitoring commitments for the Project.

#### **16.2.4. Mitigation measures, management and monitoring**

Social impact mitigation and benefit enhancement measures have been developed for the Project in consideration of the significance assessment conducted for the identified potential social impacts described in Appendix S, Social Impact Assessment (section 6.1). The following draft SIMPs have been developed for the Project and outline the mitigation and enhancement measures that will be implemented for the Project:

- Appendix T, Community and Stakeholder Engagement Plan;
- Appendix U, Draft Community Health and Wellbeing Plan;
- Appendix V, Draft Housing and Accommodation Plan;
- Appendix W, Draft Workforce Management Plan; and
- Appendix X, Draft Local Business and Industry Procurement Plan

A summary of the social impact management commitment is provided in Table 16.1.

Table 16.1: Summary of social impact management commitment

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

The draft SIMPs are provided in Appendices T to X and are summarised in section 16.2.4.1 to section 16.2.4.5.

#### 16.2.4.1 Community and Stakeholder Engagement Plan (Appendix T)

Baralaba Coal Company's community engagement has significantly improved in recent years. The Baralaba South Project has been working diligently to restore and foster relationships with the local community which has led to the establishment of the Community and Stakeholder Engagement Plan.

A Draft Community and Stakeholder Engagement Plan has been developed for the Project's construction and operational phases and is provided in Appendix T. The purpose of the Community and Stakeholder Engagement Plan is to facilitate engagement, consultation and collaboration with stakeholders.

Key objectives of the Community and Stakeholder Engagement Plan are to:

- strengthen relationships with local communities and stakeholders;
- understand community and stakeholder priorities to best mitigate any Project impacts;
- develop effective communication tools to disseminate information to and receive feedback from stakeholders; and

- build a positive presence in the Banana LGA, as well as in the adjacent Central Highlands LGA and Woorabinda Aboriginal Shire.

A range of engagement mechanisms will be used to consult and engage with the community and stakeholders. Engagement mechanisms will include:

- a dedicated Community Relations Officer based in the Baralaba Coal Company Town Office in Baralaba;
- briefings or workshops (e.g. local business briefings to promote Project supply opportunities);
- individual meetings;
- direct correspondence (letters, emails, telephone calls, video conference);
- community feedback telephone line, and complaints management;
- newsletters or fact sheets to communicate Project changes or updates;
- publications (e.g. on community noticeboards or advertised in local newspapers);
- local government (Council) briefings;
- state or Commonwealth government meetings, correspondence or site visits;
- opportunistic stakeholder interactions;
- provision of relevant Project information on the company's website;
- participation in local events; and
- a Community Reference Group

The framework and processes for the CCC are set out in the Community and Stakeholder Engagement Plan (Appendix T).

A Community Relations Officer has been employed and is based in Baralaba to support the implementation of the Community and Stakeholder Engagement Plan and to act as a liaison between the Project and the community and stakeholders. The contact details of the Community Relations Officer are promoted in the local community.

A Stakeholder Consultation Register is used to record and maintain relevant stakeholder contact details, record the stakeholder consultation activities conducted for the Project and facilitate Project initiatives and responses to enquiries. The Project will maintain a community feedback telephone line that is dedicated to the receipt of community complaints and enquiries.

Table 16.1 summarises the Project's community and stakeholder engagement action plan. Further details are provided in Appendix T, Draft Community and Stakeholder Engagement Plan.

Table 16.2: Community and Stakeholder Engagement Action Plan (Appendix T)

Objective	Action	Timing	Monitor	Monitoring frequency	Performance indicator
Facilitate open and transparent consultation and engagement with the community and stakeholders	Maintain the CCC for the Project to identify issues, disseminate information, and provide a forum for discussion	First meeting within three months of construction commencement	Monitor CCC meeting minutes	Quarterly during construction and the first two years of operation; thereafter, at least two times a year	CCC maintained
	Maintain the CRO role to liaise with the local community and stakeholders	Ongoing	Monitor Stakeholder Consultation Register for CRO activities, and provide summary of activities to management	Bi-annually	CRO role maintained CRO active liaison with the community and stakeholders
	Maintain the Town Office in Baralaba	Ongoing	Monitor outcomes of investigation and outcome communicated to the local community and stakeholders	Prior to construction, review prior to operations	Town Office maintained
	Communicate ways the community and stakeholders can consult or engage with the Project	At the commencement of construction and operations, ongoing	Monitor methods used to communicate engagement opportunities and the use of methods by the community and stakeholders	Bi-annually	Engagement mechanisms effectively communicated
	Establish and maintain Project-related information on the company's website	At the commencement construction and operation, ongoing	Monitor information on website against website commitments in this Community and Stakeholder Engagement Plan	Bi-annually	Website maintained to provide information to stakeholders and interested parties about the Project
	Implement the Project Complaints Management Process	During construction and operation	Monitor response times to complaints	Biannual review of complaints timeframes	Responses to complaints provided in a timely manner
	Develop a consultation program for the preparation of the PRC Plan	At time of PRC Plan development	Monitor record of consultation conducted for PRC Plan development	Prior to PRC Plan submission to government	Consultation program developed and implemented



Objective	Action	Timing	Monitor	Monitoring frequency	Performance indicator
	Develop and maintain a Stakeholder Consultation Register	During construction and operations	Monitor information in Stakeholder Consultation Register against register commitments in this Community and Stakeholder Engagement Plan	Bi-annually	Stakeholder Consultation Register developed and maintained
Ensure employees & contractors represent the Project in a way that enhances the Project's reputation and community relations	Embed community engagement objectives in employee & contractor inductions and daily communications mechanisms (e.g. toolbox talks and site noticeboards).	During construction and operations	<p>Monitor the methods used to communicate engagement objectives</p> <p>Monitor employee &amp; contractor behaviour against community feedback captured in the Stakeholder Consultation Register</p>	Monthly	<p>Community engagement objectives effectively communicated</p> <p>Employee &amp; contractor behaviour breaches addressed in a timely manner</p>

#### 16.2.4.2 Draft Community Health and Wellbeing Plan (Appendix U)

The objectives of the 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; and
- does not adversely impact the level of service to local and regional communities from existing social services, facilities and infrastructure.

The Project will become a major local employer and a long-term member of both the local and regional communities. Project personnel will contribute to population growth and stability and increase the availability of people to participate in community activities.

Strategies to ensure the Project does not adversely impact the level of service to local and regional communities include:

- notification of local social services (e.g. health, emergency and education services) of Project timeframes, including the likely workforce ramp-up for both construction and operation;
- the provision of on-site medical and first aid facilities; to reduce the demand on local services;
- measures to encourage non-resident workers to use their home-based medical services to avoid placing undue demand on local medical services;
- investigation of opportunities for local health services to provide services required by the workforce (e.g. pre-employment medical checks) to support the viability of existing services);
- details of the Emergency Response Plan to be developed further to manage emergencies at the mine;
- regular testing of the site's emergency response capability;
- collaboration 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 employment of appropriately trained personnel to respond to various levels of emergency;
- notification of education services of the approximate numbers of personnel seeking to relocate to the local area and monitoring through the Community Reference Group; and
- consultation with service providers to monitor impacts and mitigate impacts if required.

Employee health and wellbeing is fundamental to the success of the Project, as well as to the Project's relationship with the local community. As described in section 16.2.4.4, employee-support strategies and a Code of Conduct will be implemented to achieve a safe and motivated workforce that respects and is integrated with the local community. Employees will be encouraged to participate in community life and integrate with the local community through community services and sporting organisations.

As described in section 16.2.2.6 and section 16.2.3, a number of potential impacts to the community's health and wellbeing were raised during community and stakeholder consultation relating to potential Project impacts on environmental aspects such as water resources, flooding, agricultural land, amenity (e.g. dust, noise, blasting, lighting and visual amenity), road traffic and impacts associated with the proposed post-mining land use.

Table 16.2 summarises the Project's community health and wellbeing action plan. Further details are provided in Appendix U, Draft Community Health and Wellbeing Plan.

Table 16.3: Draft Community health and wellbeing action plan (Appendix U)

Objective	Action	Stakeholder/ 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 operations	Monitor the stakeholder consultation register for notification	Prior to construction, prior to CHPP construction commencing and prior to operations	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 operations	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 on-site medical and first aid facilities in accordance with the requirements of health and safety regulations	Employees	During construction and operations	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 prescribed health assessments such as Coal Board medicals)	Employees, local health service providers	Prior to operations	Monitor the stakeholder consultation register and the development of partnerships	Prior to operations	Opportunities for local health service providers to provide specific health services to the Project explored, and developed/implemented where appropriate

Objective	Action	Stakeholder/ 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 (cont.)	Monitor impacts on health services and implement measures to mitigate impacts if required	Local health service providers, local community	During construction and operations	Monitor the stakeholder consultation register for notification	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 operations, and approximate numbers of personnel seeking to relocate to the local area	Employees, local education and childcare providers	Prior to operations	Monitor the stakeholder consultation register for notification	Prior to operations	Local schools and childcare services notified of commencement of operations 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 CCC and implement measures to mitigate impacts where required	Employees, social services, facilities and infrastructure	During operations	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 CCC) to mitigate impacts where required



Objective	Action	Stakeholder/ 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 – 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 Disaster Management Group	Pre-construction, prior to CHPP construction commencing, prior to operations	Monitor the stakeholder consultation register for notification	Prior to construction, prior to CHPP construction commencing and prior to operations	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 emergency response capability required		Prior to construction and prior to operations	Audit to monitor conduct of risk assessment	Prior to construction and prior to operations	Risk assessment conducted by suitably trained and experienced personnel to 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 operations	Monitor development of emergency response procedures	Prior to construction and prior to operations	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

Objective	Action	Stakeholder/ 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 – emergency services (cont.)	Develop and implement Emergency Response Plan	Employees, Queensland Police, Queensland Ambulance Service, Queensland Fire and Emergency Services	Prior to construction and prior to operations	Monitor development of Emergency Response Plan	Prior to construction and prior to operations	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 operations, during operations	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 System to limit the number of mining-related emergencies	Employees	During construction and operations	Ensure incident reporting provided to management for review	Monthly	Effective Safety and Health Management System implemented, and measures 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 operations	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

Objective	Action	Stakeholder/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Implement measures to mitigate potential health and wellbeing impacts on local communities, including neighbouring landholders (cont.)	Communicate environmental monitoring and management outcomes through the CCC and Community Relations Officer direct engagement with stakeholders	Neighbouring landholders, local community	During construction and operations	Monitor CCC 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 CCC 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 operations	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 operations	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 operations	Monitor scheme participation and redistribution of scheme allocations held by the proponent	Bi-annually during construction and the first year of operations, annually thereafter unless there is redistribution of allocations back to the scheme	Project has maintained participation in the Benleith Water Scheme where allocations have been acquired, or redistributed allocations back to the scheme
Implement measures to mitigate potential health and wellbeing impacts on local communities, including	Continue to implement Baralaba Coal Company's Road Use Management Plan for the Project	Local community, neighbouring landholders, Banana Shire Council	Prior to operations	Monitor implementation of Road Use Management Plan	Prior to operations	Road Use Management Plan implemented

Objective	Action	Stakeholder/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
neighbouring landholders (cont.)	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 acknowledgment	Within the first year of construction	Agreement reached with Gaangalu Nation People in relation to acknowledgment 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 operations, during operations	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 operations	Monitor implementation of CHMP	Bi-annually during construction, annually during operations	Cultural heritage has been managed in accordance with the CHMP



Objective	Action	Stakeholder/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
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 (cont.)	Include cultural-awareness training in employee induction programs	Employees, Gaangalu Nation People, Gangulu Endorsed Parties	During construction and operations	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 operations	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 in support of local communities	Implement Community Sponsorship and Donations Program to support community culture and wellbeing	Local community	During construction and operations	Monitor the provision of sponsorships and donations	Annually	Community Sponsorship and Donations Program implemented  Community participation in Community Sponsorship and Donations Program

#### 16.2.4.3 Draft Housing and Accommodation Plan (Appendix V)

The objectives of the Housing and Accommodation Plan are to ensure Project housing and accommodation arrangements:

- do not contribute to significant affordability and availability impacts on housing and accommodation in local and regional communities; and
- 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.

As described in section 16.2.4.2, the Project will prioritise the recruitment of local residents who will commute daily from their homes through the implementation of its recruitment strategy.

Strategies will be implemented to encourage non-local workers to relocate to the local area. This includes:

- the development and distribution of a Welcome Pack to provide an overview of community liveability, services and infrastructure;
- an incentives program that provides financial benefits to employees who choose to live locally; and
- investigation of the opportunity to partner with local organisations or community groups to provide settlement support.

The Project will develop and maintain an accommodation register to document the accommodation utilised by its workers and to assist with monitoring against the Housing and Accommodation Plan's objectives. Local service providers and real estate agents will be consulted to monitor the impact that workforce influx has on the real estate market.

Baralaba Coal Company owns and operates a Workers Accommodation Village in Baralaba, approximately 8 km north of the Project. Consultation with the Banana Shire Council identified the expansion of the accommodation camp 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 100 minutes by car), which would minimise the length of the working day for workers staying at the camp.

The Baralaba accommodation camp will be expanded to cater specifically for the Project construction and operations workforce. The accommodation camp expansion requirements are anticipated to be up to 255 rooms prior to construction to provide for the Project construction workforce.

Table 16.3 summarises the Project's housing and accommodation action plan. Further details are provided in Appendix V, Draft Housing and Accommodation Plan.

Table 16.4: Draft Housing and accommodation action plan (Appendix V)

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 operations, during operations	Maintain an accommodation register to monitor the number of employees who relocate to live locally	Bi-annually during operations	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"> <li>• Allowances for employees providing their own local accommodation</li> <li>• Rental subsidies to encourage personnel to rent in the private real estate market</li> <li>• Assistance with relocation costs.</li> </ul>	Proponent/ Principal Contractor	Employees, relocation service providers	Prior to operations, during operations	Maintain an accommodation register to monitor uptake of incentives program	Bi-annually during operations	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 operations	Audit to confirm accommodation register has been maintained	Bi-annually during construction and operations	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 operations, during operations	Monitor the stakeholder feedback register and the development of partnerships	Prior to operations	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 operations	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 operations	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 and during operation	Worker influx and local property market monitored, and housing and accommodation strategy adapted as required

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, CCC, Banana Shir 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

#### 16.2.4.4 Draft Workforce management Plan (Appendix W)

The objectives of the Workforce Management Plan are to:

- prioritise recruitment of workers from local and regional communities and workers who will relocate to live in regional communities;
- reduce the proportion of workers engaged in FIFO arrangements, where operationally feasible; and
- support the health and wellbeing of the Project workforce.

The following recruitment hierarchy will be implemented for the Project:

- first, local residents who will commute daily from their homes (within one hour's drive from the Project);
- second, people from other regions who will move to local towns and commute daily from their homes
- third, people from nearby regional communities; and
- fourth, people from other regions.

Preference will be given to recruiting employees for the Project from local and regional communities, however, given the size of the proposed construction and operations workforces, a proportion may need to be sourced from further afield.

The Project will provide equal opportunities for employment and will recruit based on candidates' skills, potential skills and job suitability without regard to gender, race or disability status. As a component of its recruitment strategy, the Project's equal employment opportunity and local employment focus will be promoted to surrounding communities to encourage local participation in the Project, including participation by under-represented groups. The Project will aim to create an environment of fairness and equity that leverages the unique skills and abilities of its employees – regardless of their age, background or beliefs.

As a component of its recruitment strategy, the Project's equal employment opportunity and local employment focus will be promoted to surrounding communities to encourage local participation in the Project, including by under-represented groups. Several strategies are included in the Workforce Management Plan to maximise local employment and improve the skills and capacity of local and regional communities through the provision of training opportunities.

Table 16.4 summarises the Project's Workforce employment and training action Plan. Table 16.5 summarises the Project's Workforce behaviour management action plan. Further details of both plans are provided in Appendix W, Draft Workforce Management Plan.



Table 16.5: Draft Workforce employment and training action plan (Appendix W)

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Maximise local employment through implementation of recruitment hierarchy	Promote and advertise opportunities locally through online sources, local and regional papers, community Facebook pages, company website and/or physical locations to allow local access	Proponent/ Principal Contractor	Local and regional communities, employment providers	Prior to construction, during construction and operations	Maintain a workforce employment register and monitor workforce number and composition	Biannual during construction, annual during operation	Local workers have been actively sought  Operation workforce is 25% local
	Work with employment providers to assess and meet Baralaba South employment needs and to recruit local residents						
	Work with employment providers to develop and implement entry level recruitment program(s) for the Project						
	Develop and maintain a workforce employment register	Proponent/ Principal Contractor	Local and regional communities, employment providers	During construction and operations	Monitor maintenance of workforce employment register	Bi-annually	Workforce employment register has been developed and maintained
Provide equal opportunity employment	Develop and implement the Baralaba South Diversity Policy	Proponent/ Principal Contractor	Local and regional communities, employment providers	Prior to construction, during construction and operations	Audit of employment practices against the Diversity Policy	Annually	Diversity Policy has been developed and implemented  Employment practices are consistent with Diversity Policy

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Improve skills and capacity of local and regional communities and existing workforce by providing training opportunities	Provide and communicate training opportunities to the local and regional community	Proponent/ Principal Contractor	Local and regional communities, employment and training providers, Gaangalu Nation People, Woorabinda Aboriginal Shire Council, DTATSIPCA	Prior to construction, during construction and operations	Maintain a workforce training register and monitor number and type of training provided	Annually	Training opportunities communicated  Training opportunities provided
	Work with Queensland Government and specialist employment agencies to identify initiatives to enhance training and employment opportunities for First Nations Australians, people with a disability and other under-represented groups		Employment and training providers, Gaangalu Nation People, Woorabinda Aboriginal Shire Council, DTATSIPCA	Prior to construction, during construction and operations			Baralaba South Diversity Policy applied  Initiatives implemented to encourage workforce participation from under-represented groups
	Identify, implement and communicate First Nations training and employment opportunities	Proponent/ Principal Contractor	Employment and training providers, Gaangalu Nation People, Woorabinda Aboriginal Shire Council, DSDSATSIP	Prior to construction, during construction and operations	Maintain a workforce training register and monitor number and type of training provided	Annually	First Nations training and employment opportunities identified and offered  First Nations employment maximised  Operation workforce is 4\$ Aboriginal and/or Torres Strait Islander

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
	Work with First Nations stakeholders to identify potential candidates for training and employment at the Project		Gaangalu Nation People, Woorabinda Aboriginal Shire Council, DTATSIPCA	Prior to construction, during construction and operations			First Nations candidates identified and engaged with  Appropriate mentoring program in place to support First Nations trainees/employees
	Include cultural-awareness training in the Project's mandatory employee induction program		Baralaba South Employees	Prior to construction, during construction and operations	Monitor induction program	Annually	Cultural-awareness component of induction program implemented
	Develop and maintain a workforce training register		Baralaba South Employees	During construction and operations	Monitor maintenance of workforce training register	Bi-annually	Workforce training register has been developed and maintained

Table 16.6: Draft Workforce behaviour management action plan (Appendix W)

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Enhance community cohesion	Develop and implement Workforce Code of Conduct	Proponent/ Principal Contractor	Employees	Prior to construction, during construction and operations	Audit of Induction Program and other initiatives to inform employees of Code of Conduct	Bi-annually during construction, annually during operation	Code of Conduct implemented
		Proponent/ Principal Contractor	Employees	During construction and operations	Assess employees' Code of Conduct awareness level	Bi-annually during construction, annually during operation	Employees are familiar with Code of Conduct expectations
		Community Relations Officer	Local community	During construction and operations	Monitor stakeholder and community complaints and report antisocial or disruptive behaviour to Project Manager/General Manager	Daily	Antisocial or disruptive workforce behaviour in the local community is addressed
		Community Relations Officer	Local community	During construction and operations	Reporting of number of incidents relating to workforce behaviour in the community to Project Manager/ General Manager	Monthly during construction, monthly during operation	The reported incidents of antisocial or disruptive workforce behaviour in the local community is low
		Community Relations Officer	Local Police	During construction and operations	Consult with Police, to identify antisocial or disruptive behaviour	Bi-annually	Meeting held with Police to review workforce behaviour
		Community Relations Officer	Local community	During construction and operations	Structured community satisfaction assessment of employee behaviour	Bi-annually during construction, annually during operation	Community satisfaction assessment conducted and findings reported to Project Manager/General Manager

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
	Incorporate social considerations in the Project Induction Program to educate employees on local community values and general behaviour expectations	Proponent/ Principal Contractor	Employees	Prior to construction, during construction and operations	Audit workforce induction program	Prior to construction, bi-annually during construction and annually during operations	Social considerations included in Project Induction Program
	Implement the Baralaba accommodation camp Code of Conduct	Proponent/ Principal Contractor	Local community, Baralaba accommodation camp	During construction and operations	Consult with Baralaba accommodation camp to identify antisocial or disruptive behaviour	Bi-annually	Code of Conduct implemented at WAV  Meeting held with Baralaba WAV to review workforce behaviour

#### 16.2.4.5 Draft Local Business and Industry Procurement Plan (Appendix X)

The objectives of the Local Business and Industry Procurement Plan are to:

- maximise opportunities for competitive and capable local businesses to provide goods and services to the Project; and
- reduce barriers to entry for local businesses where feasible.

The Local Business and Industry Procurement Plan has been developed in consideration of the Australian Industry Participation Framework, Code of Practice for Local Content (Queensland Resources Council, 2013), the Queensland Charter for Local Content and the Queensland Procurement Policy.

The Project will provide opportunities for local and regional (including Indigenous businesses) to participate in its supply chain which will contribute to business sustainability and growth and indirectly to employment and economic development.

The Plan includes several local business and industry procurement strategies to:

- communicate and encourage local industry to participate in the Project's supply chain;
- ensure processes and procedures provide fair, full and reasonable opportunity to local businesses;
- maximise local business participation; and
- mitigate potential negative Project impacts on existing businesses that may occur from competition for resources.

Prior to construction commencing, a Local and Regional Business Register will be developed for the Project. The register will be developed in consultation with the Industry Capability Network Qld (ICN Qld), Callide Dawson Chamber of Commerce, Moura Chamber of Commerce, Gaangalu Nation People/Gangulu Endorsed Parties, Department of Tourism, Innovation and Sport (DTIS), Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships (DSDSATSIP) and Baralaba North Mine. The register will be used to inform and support Project initiatives to communicate and encourage local businesses to participate in the Project's supply chain.

Local business briefings will be held to promote Project supply opportunities in advance of the Project's construction phase. The briefings will provide the opportunity to engage directly and build relationships with local businesses, obtain information on local businesses, their interest in, and capacity and capability to support the Project and inform local businesses about how to participate in the Project.

The Project will also promote supply opportunities through stakeholder and partnership networks (e.g. ICN Qld, DTIS, DSDSATSIP, Banana Shire Council, Woorabinda Aboriginal Shire Council, Callide Dawson Chamber of Commerce and Moura Chamber of Commerce).

Strategies to provide fair, full and reasonable opportunity to local businesses include:

- facilitating and supporting the delivery of a tender-readiness program for local businesses;
- invitations to local businesses to tender for relevant work packages;
- providing the opportunity for local businesses to prequalify for supply contracts to streamline the procurement processes for local businesses;
- providing opportunities for local businesses to identify issues and barriers in meeting requirements of supply contracts; and
- supporting local businesses to improve their capability and systems so they can participate in the Project.



The Project will seek to engage Aboriginal and Torres Strait Islander businesses in direct procurement opportunities, through the strategies described above. Additional strategies to maximise Indigenous business participation in the Project are described in the Local Business and Industry Procurement Plan.

While the focus will be to involve local subcontractors and suppliers in the Project supply chain, The Project understands that because it is new, it may stretch other local businesses' resources through employment and procurement demand. The Project will monitor impacts on local businesses through the Community Reference Group and Stakeholder Consultation Register and will work with the Project management team to mitigate any negative impacts.

Table 16.6 summarises the local business and industry procurement action plan for the Project. Further details are provided in Appendix W, Draft Local Business and Industry Procurement Plan.

As described in section 16.2.2.6 and section 16.2.3, a number of potential impacts to the community's health and wellbeing were raised during community and stakeholder consultation relating to potential Project impacts on environmental aspects such as water resources, flooding, agricultural land, amenity (e.g. dust, noise, blasting, lighting and visual amenity), road traffic and impacts associated with the proposed post-mining land use.

Table 16.7: Draft Local business and industry procurement action plan (Appendix X)

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Identify the Project's local and regional procurement opportunities.	Finalise work packages that are suitable for local and regional businesses to tender.	Proponent/ Principal Contractor	Local and regional businesses (including Indigenous businesses), ICN Qld, Callide Dawson Chamber of Commerce, Moura Chamber of Commerce, Baralaba North Mine, Department of Tourism, Innovation and Sport (DTIS), DSDSATSIP	Pre-construction and prior to operations	Monitor appropriateness and number of work packages.	Prior to construction, bi-annually during construction and the first two years of operations, annually thereafter	Work packages are suitable for local and regional business participation while not negatively impacting Project performance.
Communicate and encourage local and regional businesses to participate in the Project's supply chain.	Develop a Local and Regional Business Register.			Pre-construction, during construction, prior to operations, during operations	Monitor maintenance of register and cross-referencing to work packages, services and goods supply categories.	In advance of construction, bi-annually during construction and first two years of operations, annually thereafter	Local and Regional Business Register developed.  Local and Regional Business Register cross-referenced to potential work packages, services and goods supply categories.
	Advertise and hold industry briefings to inform local businesses about Project procurement opportunities and build relationships with businesses.			Pre-construction and prior to operations	Monitor the participation in industry briefings by local businesses and the type and proportion of businesses compared to those listed on the Local and Regional Business Register.	Within a month of industry briefings	Industry briefings widely advertised in the local area.  Industry briefings held.  Local and Regional Business Register updated.

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Communicate and encourage local and regional businesses to participate in the Project's supply chain (cont.).	Promote supply opportunities through stakeholder/ partnership networks.	Proponent/ Principal Contractor	Local and regional businesses (including Indigenous businesses), ICN Qld, Callide Dawson Chamber of Commerce, Moura Chamber of Commerce, Baralaba North Mine, DTIS, DSDSATSIP	Pre-construction, during construction, prior to operations, during operations	Monitor using the stakeholder consultation register for enquiries from local businesses.	Prior to construction, bi-annually during construction and first two years of operations, annually thereafter	Supply opportunities have been promoted to local and regional businesses through partnership networks.
	Communicate capability requirements.			Pre-construction, during construction, prior to operations, during operations	Monitor the methods by which capability requirements have been communicated (e.g. online [e.g. ICN], through partnership networks, company or contractor website, local business briefings).	Prior to construction, bi-annually during construction and the first two years of operations, annually thereafter	Capability requirements have been communicated to local and regional businesses.
Provide full, fair and reasonable opportunities for local and regional businesses to participate in the supply chain and maximise participation.	Facilitate and support delivery of a tender-readiness program for local businesses.			Pre-construction and prior to operations	Monitor participation in the local tender-readiness program.	During program implementation	The Project has facilitated and supported a tender-readiness program for local businesses.

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
Provide full, fair and reasonable opportunities for local and regional businesses to participate in the supply chain and maximise participation (cont.).	Invite local and regional businesses on the register to tender for relevant packages	Proponent/ Principal Contractor	Local and regional businesses (including Indigenous businesses), ICN Qld, Callide Dawson Chamber of Commerce, Moura Chamber of Commerce, Baralaba North Mine, DTIS, DSDSATSIP	Pre-construction, during construction, prior to operations, during operations	Monitor uptake of supply contracts by local and regional businesses.  Annual analysis of local and regional expenditure data, including expenditure applicable to Indigenous businesses.	Bi-annually during construction and the first two years of operations, annually thereafter	Local and regional businesses have been invited to tender for relevant work packages, services or goods.  Local and regional businesses are part of the construction supply chain.  Local and regional businesses are part of the operations supply chain.  25% of good and services are sourced from local, regional and Indigenous businesses
	Provide local businesses with opportunities to prequalify for supply contracts				Monitor the number of local (including Indigenous) businesses that obtain pre-qualification for supply contracts, and analyse data against the Local and Regional Business Register.		
Provide full, fair and reasonable opportunities for local and regional businesses to participate in the supply chain and maximise	Provide opportunities for local businesses to identify issues and barriers in meeting requirements of supply contracts.	Proponent/ Principal Contractor	Local and regional businesses (including Indigenous businesses), ICN Qld, Callide Dawson Chamber of Commerce, Moura Chamber of Commerce, Baralaba	Pre-construction, during construction, prior to operations, during operations	Monitor the issues and barriers nominated by local businesses and consider opportunities to address.  Monitor using the stakeholder consultation register.	Biannually during construction and the first two years of operations, annually thereafter	Local businesses have been provided with opportunities to identify issues and barriers in meeting requirements of supply contracts.

Objective	Action	Responsibility	Stakeholders/ potential partnerships	Timing	Monitor	Monitoring frequency	Performance indicator
participation (cont.).	Engage with and support local businesses to improve their capability and systems so they can participate in the Project.		North Mine, DTIS, DSDSATSIP	Pre-construction, during construction, prior to operations, during operations	Monitor the nature of support provided using the stakeholder consultation register.	Biannually during construction and the first two years of operations, annually thereafter	The Project has sought to engage and support local businesses to improve their capability and systems to enable them to participate in the Project.
Minimise negative Project impacts on existing businesses from competition for resources.	Monitor direct negative Project impacts on existing local businesses.		Local businesses	During construction and operations	Monitor through Community Reference Group and Stakeholder Consultation Register.	Annually	The Project has sought to identify direct negative Project impacts on existing local businesses and implemented mitigation measures when required.

## 16.3 Economics

An Economic Impact Assessment (EIA) including a cost–benefit analysis has been undertaken for the Project by AEC (2023) and is provided in Appendix Y, Economic Impact Assessment. The EIA has been prepared in accordance with the ‘Economic Impact Assessment Guideline’ (DSDMIP, 2017).

The study area for examining the economic impacts of the Project is based on the Project’s location, export location and consideration of the likely sources of labour, goods and services that will be utilised by the Project. This represents the regional economy most likely to be directly and/or indirectly affected by the Project (Appendix Y, Economic Impact Assessment)

The Project is located within the Banana Shire LGA. However, given the Project is proximal to the Central Highlands Regional LGA, the Central Highlands – East Statistical Area 2 has been included as part of the local catchment for the EIA. The extent of the local catchment for the purpose of the EIA is shown in Figure 16.4. The regional catchment for the purpose of the EIA is shown on Figure 16.5 and includes the Banana Shire LGA, Central Highlands Regional LGA, Woorabinda Aboriginal Shire LGA, Gladstone Regional LGA, Rockhampton Regional LGA and Livingstone Shire LGA. Economic modelling has also been undertaken for Queensland (Appendix Y, Economic Impact Assessment).

Some impacts examined in the EIS included analysis at a more localised level. For example, agricultural impacts have been analysed using a combination of data for the Banana Statistical Area Level 2 and the Central Queensland Statistical Area Level 4.

### 16.3.1. Description of economic environmental values

A detailed summary of the existing economic environment is provided in the EIA (Appendix Y) and includes an assessment and overview of the prevailing economic conditions. A summary of the existing economic values of the local and regional catchments is provided below.

Population in the local catchment has been declining in recent years, with population projections indicating this is expected to continue through to 2041. The population in the local catchment was relatively stable between 2008 and 2013; however, it has declined each year since 2013. The regional catchment has also experienced weakened population growth since 2013, including population contractions in 2016 and 2017. The population decline is considered likely to reflect the declines in construction activity that occurred after 2014–2015, as major construction projects in the region were completed (e.g. Queensland Curtis LNG Project, Australia Pacific LNG Project and Gladstone LNG Project) (Appendix Y, Economic Impact Assessment).

In economics, Gross Value Added (GVA) is the measure of the value of goods and services produced in an area, industry or sector of an economy. The local catchment is heavily reliant on the mining industry, with mining contributing 73.3% to the local catchment’s total industry GVA and 35.4% of jobs (Appendix Y, Economic Impact Assessment). The mining industry is also a significant contributor to the regional catchment, accounting for 42.3% of total industry GVA and providing 9.4% of jobs. The regional catchment has strategic assets supporting mining operations with two of Queensland’s major ports in Gladstone and Rockhampton (Appendix Y, Economic Impact Assessment).

Gross Regional Product (GRP) is a measure of the market value of all final goods and services produced in an area. GRP in both local and regional catchments has been falling year-by-year since its peak in 2016-17 (in chain volume measures), which was mostly due to a decline in mining activity in both the local catchment and the rest of the regional catchment since 2016-17. The contraction in mining activity was primarily caused by extreme weather events, COVID-19 and embargoes placed on Australian coal by China in late 2020. A reduction in GVA from manufacturing and financial and insurance services industries also contributed to the falling GRP in the rest of the regional catchment over the past five years (Appendix Y, Economic Impact Assessment).



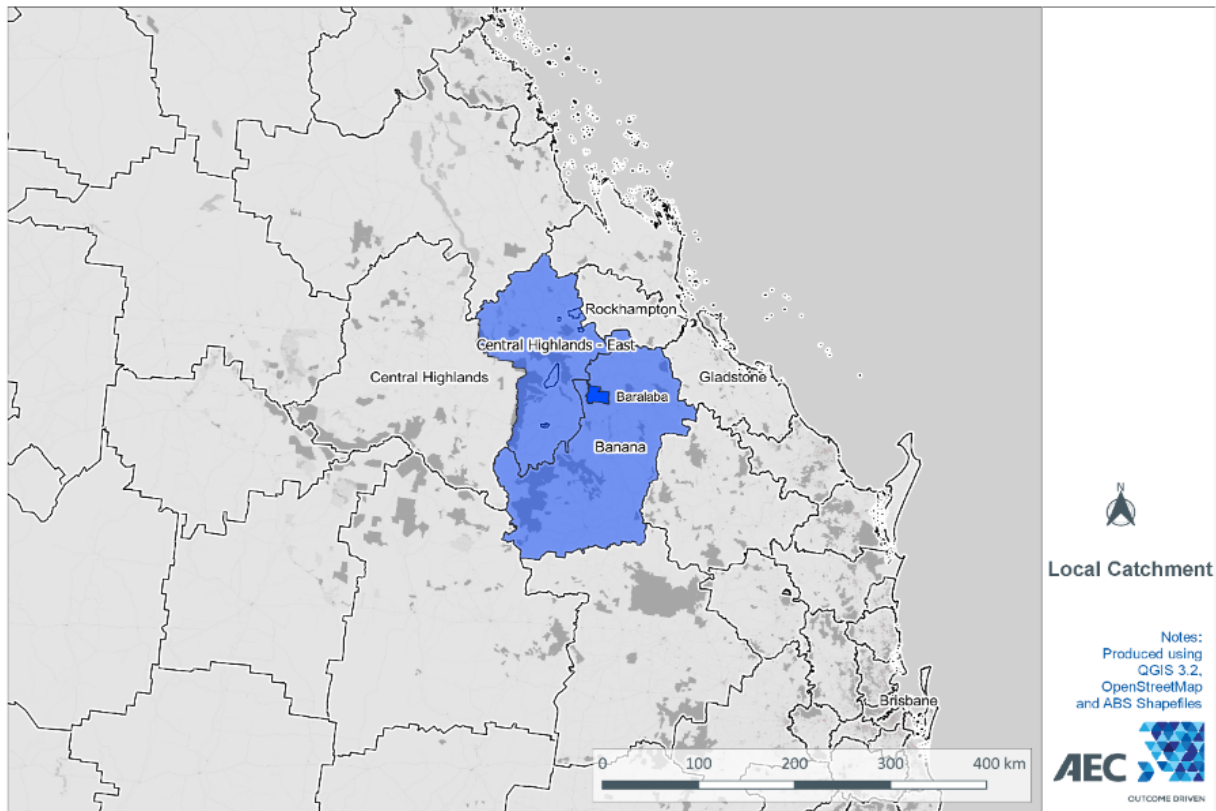


Figure 16.4: Economic Impact Assessment local catchment

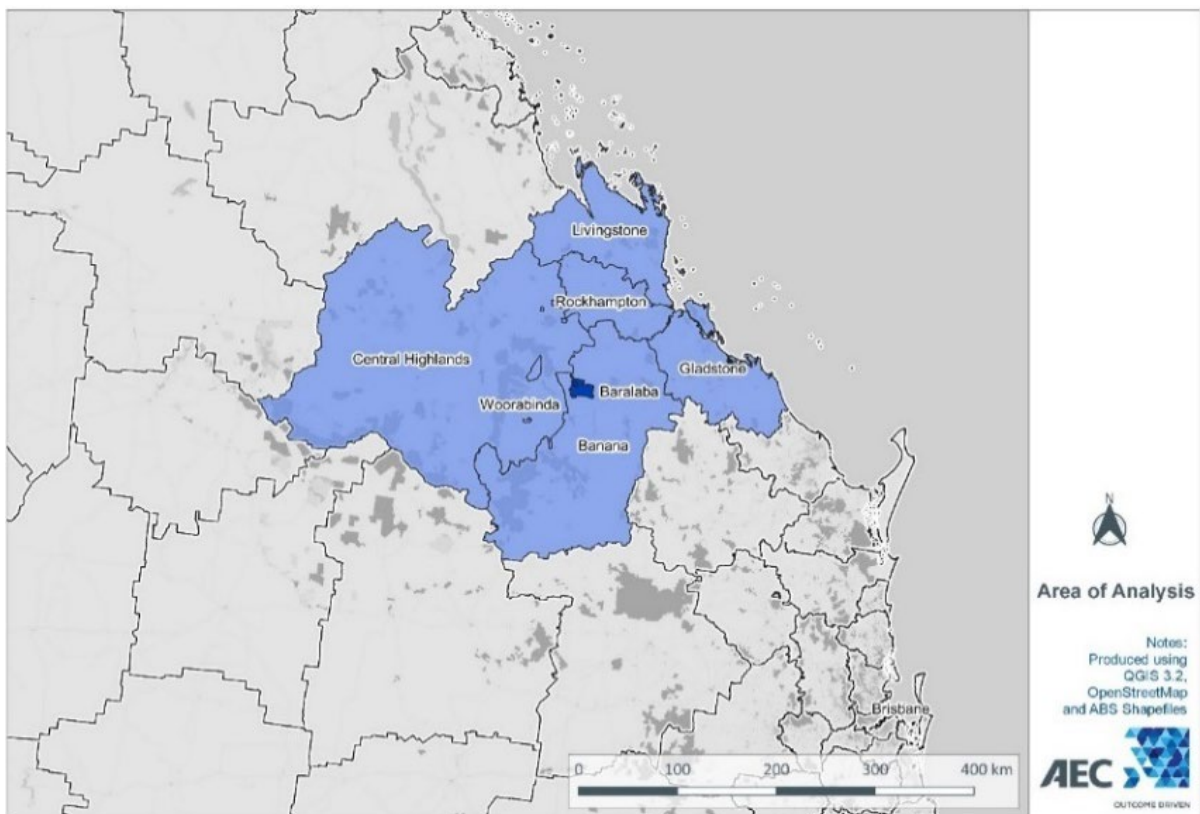


Figure 16.5: Economic Impact Assessment regional catchment

The local catchment's unemployment rate was 3.2% in March 2023. It had mostly been lower than Queensland's over the past ten years. The area recorded 23 consecutive quarters of lower unemployment before rising above the state's rate of 4.3% in December 2021. Since then, the local catchment's unemployment has declined, reaching the lowest rate within the last ten years in December 2022 (of 3.1%). The low unemployment rates in the local catchment are reflective of a relatively transient (largely mining) workforce in the local catchment. (Appendix Y, Economic Impact Assessment).

House sales and rental prices in both the local and regional catchment peaked in 2011–2012 and have since declined.

### 16.3.2. Potential economic impacts

The Project will have beneficial impacts on the economy as it will:

- contribute to economic growth;
- increase employment and household incomes;
- provide support for local and regional businesses; and
- contribute to government taxation revenues through a variety of taxes and duties which can be used by government to provide additional infrastructure and services to support business and households throughout Australia.

Key beneficial impacts arising from the Project are summarised in Table 16.7.

Potential adverse impacts of the Project are summarised in Table 16.8. Potential adverse impacts on the economy include impacts on agricultural production, on local businesses from competition for resources, on local property values and on industry from the Australian dollar and exchange rates. It is recognised that impacts on local property values and the Australian dollar/exchange rates can provide beneficial impacts for some stakeholders and adverse impacts for others.

As stated in Appendix Y, Economic Impact Assessment, it is not anticipated that the Project will have any tangible impact on the normal supply/demand of extractive resource availability in the region or Queensland either during or after construction. The demand on extractive resources for Project construction is an estimated 56,160 m<sup>3</sup> of quarry material. It is anticipated that a substantial amount of quarry material will be extracted from borrow pits and suitable clay and rock materials from the box cut spoil within MLA 700057. If required, additional quarry materials required for Project construction will be obtained from quarries in the region. Given the volume of quarried materials available in Queensland and a number of major quarry operations located in proximity to the Project site, and accessibility to substantial quarrying material from within the Project disturbance area, the Project is unlikely to impact on the normal supply/demand of extractive resources.

The EIA also considers cumulative impacts should other projects be undertaken concurrently, and how the potential impacts identified in Table 16.7 and Table 16.8 could be exacerbated by the conduct of other projects in the region (Appendix Y, Economic Impact Assessment).

The cost–benefit analysis for the Project indicates that, assuming a discount rate of 7%, the net present value of the Project to the Queensland economy is estimated at \$715.6 million.

Table 16.8: Summary of beneficial economic impacts of the Project

Impact	Description
Economic growth	<p>The Project will contribute to economic growth through increased industry output and GRP during construction and operation (i.e. production), as well as decommissioning and rehabilitation, which will flow from both direct and indirect impacts. The Project is estimated to support an additional:</p> <ul style="list-style-type: none"> <li>• \$13.5 million in GRP per annum in the regional catchment during construction;</li> <li>• \$170.2 million GRP per annum in the regional catchment during operations; and</li> <li>• \$1.6 million GRP per annum in the regional catchment during post-mine decommissioning and rehabilitation.</li> </ul> <p>At peak, the Project is estimated to result in an increase in GRP of 0.5% compared to what would be expected to occur without the Project.</p>
Employment and incomes	<p>The Project will increase employment and household incomes during construction, operation and decommissioning/rehabilitation, compared to what would occur without the Project—flowing from both direct and indirect impacts. Including both direct and flow-on (supply chain) impacts, the Project is estimated to support an additional:</p> <ul style="list-style-type: none"> <li>• 114 full-time equivalent (FTE) jobs per annum in the regional catchment during construction;</li> <li>• 333 FTE jobs per annum in the regional catchment during operations; and</li> <li>• 4 FTE jobs per annum in the regional catchment during post-mine decommissioning and rehabilitation.</li> </ul>
Support for local businesses	<p>The Project will create opportunities to secure new contracts and increase sales to supply and service the needs of the Project through flow-on impacts in the supply chain during all phases of the Project. Much of the flow-on impacts are expected to be realised within the regional catchment, boosting businesses in surrounding regions of the Project site. Prominent industry beneficiaries from flow-on from this Project include transport and storage, trade and business services.</p> <p>The Project will also result in the support of local suppliers and contractors, providing additional security and longevity of business incomes (and employment) in the region.</p>
Government revenue	<p>The Project will provide a lift in local, state and Australian government taxation revenues through a variety of taxes and duties. Overall, the Project is estimated to deliver an annual average of:</p> <ul style="list-style-type: none"> <li>• \$68.7million in additional revenue to the Australian Government, through personal income tax, fringe benefits tax, company tax and GST, compared to what would occur without the Project; and</li> <li>• \$62.6 million in additional revenue to the Queensland Government compared to what would occur without the Project, primarily through royalty payments.</li> <li>• These additional revenues can be used by government to provide additional infrastructure and services to support business and households throughout Australia.</li> </ul>

Table 16.9: Summary of potential adverse economic impacts of the Project

Impact	Description
Impacts on agricultural production	<p>The Project is located in an area primarily used for cattle grazing which may be adversely impacted as a result of the Project. Based on a total Project disturbance area of approximately 1,300 ha (including transmission lines), of which approximately 892 ha is grazing land, there could be approximately \$104,000 per annum in potential value lost in cattle grazing over the life of the Project at peak grazing land disturbance.</p> <p>The land will be progressively rehabilitated to return the land to a post-mining land use for grazing (assumed to be returned to approximately 75% of original grazing land use over a ten-year period post-mining). Over 100 years, the impact to agriculture from the Project is estimated to have a net present value of approximately \$1.01 million (using a 7% discount rate). This assumes the land disturbed would otherwise provide a value of grazing production of approximately \$116.6/ha (in line with the average value in the Banana SA2 in 2021) and all of this value would be lost as a result of the Project until the land is rehabilitated.</p>
Impacts on local businesses from competition for resources	<p>There will be increased competition for labour and resources, leading to inflationary pressure and increased costs to businesses as well as potential difficulties for local businesses attracting and retaining staff, particularly for manufacturing. The increase in real wages also highlights the increasing costs to businesses as real wages are higher than the base case throughout the mine life. However, compared to the base case (i.e. without the Project) activity, the impacts of the Project on real wages and industry output are estimated to be relatively small, and will be offset to some degree by the benefits generated throughout the supply chain.</p>
Impacts on local property values	<p>The Project is not anticipated to have an impact on the local property market during construction. All non-local workers will be accommodated within the expanded Baralaba accommodation camp owned by the Baralaba Coal Company. Non-local workers during operations are also expected to be accommodated in the accommodation camp; however, there may be potential for some of the approximately 25% of local workforce to represent workers relocating to the local catchment.</p> <p>Assuming between 5% (low range estimate) and 20% (high range estimate) of the local workforce reflects people relocating to the local catchment, this would equate to an additional demand of 5 and 25 dwellings at peak operations (this would reflect only a small portion of the annual level of rental bonds lodged in the local catchment of between 650 and 1,000 bonds per annum in the past five years).</p> <p>While this impact is included as a potential adverse impact, given the current population decline and relatively stagnant property market in the local catchment, it is anticipated that any impact the Project has on attracting residents, and associated demand on the local property market, will likely be of benefit to the local community rather than place any undue burden on the cost of housing.</p>
Impacts on industry from AUD and exchange rates	<p>The Project has the potential to support the Australian dollar through demand for imported goods and services as well as production of coal for export. This could adversely impact on trade-exposed sectors of the Australian economy (i.e. sectors that compete in global markets such as agriculture, manufacturing and tourism) by increasing the cost of domestic goods and services to foreign buyers.</p> <p>Industries such as agriculture, manufacturing and tourism are strong contributors to the Queensland and national economy, though the contribution of these industries can fluctuate due to a number of macro-economic factors (including exchange rates).</p> <p>However, considering the total export value of the Project relative to total national exports, it is expected there is a low probability of the Project impacting on the value of the Australian dollar and exchange rates, and any impacts would be negligible.</p>

### 16.3.3. Mitigation measures, management and monitoring

Some areas of the Project site are currently used for grazing activities. The Project will likely result in the cessation of grazing activity on this land during Project operation until post-mine land rehabilitation is undertaken, which has the potential to adversely impact on agricultural production in the region (Appendix Y, Economic Impact Assessment). The Project will minimise disturbance of productive land in areas not required by mining activities. A PRC Plan will be prepared and implemented for the Project that will detail the progressive rehabilitation of the site over the Project life. As described in detail in Chapter 3, Rehabilitation, grazing will form the primary post-mining land use (with the exception of the final void area) to minimise adverse impacts on agricultural production in the local area.

To maximise the benefits of the Project in the region, Baralaba South Project (and contractors engaged by the proponent) will maximise the amount of labour sourced locally. A Draft Workforce Management Plan has been prepared to prioritise recruitment of workers from local and regional communities and workers who will relocate to live in regional communities (as described in section 16.2.4.2). While Project personnel will have the choice to live locally or commute, operational employees will be encouraged to live locally. The Project will provide equal opportunities for employment and will recruit based on candidates' skills, potential skills and job suitability without regard to gender, race or disability status. The Draft Workforce Management Plan (Appendix W) outlines strategies that will be implemented to provide employment and training opportunities for local and regional communities, including under-represented groups.

To maximise the benefits of the Project in the region (and Queensland), the local supply chain will be encouraged and provided opportunities to supply goods and services to support the Project. As described in section 16.2.4.5, a Draft Local Business and Industry Procurement Plan (Appendix X) has been developed for the Project to identify how local industry will be encouraged to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities to participate in the Project. Monitoring will be conducted to progressively monitor the effectiveness of the Local Business and Industry Procurement Plan including the uptake of supply contracts by local business. Opportunities will be provided for suppliers to identify issues and difficulties in meeting compliance requirements of supply contracts.

The Project will likely result in some workers relocating to the Banana Shire, in particular the nearby towns of Moura and Biloela where dwelling availability is greatest within the local catchment, to take up jobs generated by the Project either directly or indirectly. This has the potential to increase demand and prices for residential property. While this may provide some support for a recently weakened property market, too much upward pressure has the potential to be detrimental (Appendix Y, Economic Impact Assessment). While the property market in Biloela has been weakening in recent years, the property market has started to recover in Moura (Appendix Y, Economic Impact Assessment).

As described in section 16.2.4.4, a Draft Housing and Accommodation Plan has been developed to manage the Project's impacts on housing and accommodation and is provided in Appendix V (Draft Housing and Accommodation Plan). The Project will use the expanded Baralaba accommodation camp to accommodate the DIDO/FIFO component of the workforce which will significantly reduce any direct impacts on the local property market (Appendix Y, Economic Impact Assessment). The Project will also provide incentives for relocation to the local area which may reduce the financial burden of upward pressures on prices (Appendix Y, Economic Impact Assessment), including allowances to employees providing their own local accommodation, rental subsidies to encourage personnel to rent in the private market and assistance with relocation costs (Appendix V, Draft Housing and Accommodation Plan). 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. Potential impacts of the Project on property prices and housing affordability will be monitored and minimised to the extent possible to ensure prices do not create cost pressures on the local community (Appendix V, Draft Housing and Accommodation Plan).