

21.0 Social

21.1. Introduction

This chapter discusses the outcomes of the Social Impact Assessment (SIA) which was undertaken for the Ensham Life of Mine Extension Project (the proposed project, hereafter referred to as 'the Project'). The chapter includes a summary of the social baseline of the Central Highlands region, an assessment of potential social impacts as a result of the Project, and the identification of the measures proposed to reduce the social impacts associated with the Project.

The SIA for the Project is presented in **Appendix I-1** (Social impact assessment). The SIA also includes a Social Impact Management Plan (SIMP) which details the proposed measures to manage social impacts.

The consultation process undertaken for the Environmental Impact Statement (EIS) and SIA is described in **Chapter 2** (Consultation process). The economic assessment for the Project is presented in **Chapter 22** (Economics).

Environmental objectives and outcomes

The Project seeks to protect social values and extend the economic benefits that the existing Ensham Mine operations deliver to the surrounding communities. As the Project is an extension of the current underground operation at Ensham Mine, employment and income security for existing personnel will continue.

Given the nature and scale of the Project, there are not anticipated to be any adverse social impacts and, therefore, social impacts are not considered a critical matter in the Terms of Reference for the EIS.

21.1.1 Scope of assessment

This assessment has been undertaken in accordance with the Office of the Coordinator General (OCG) SIA Guideline (DSDMIP, 2018). The SIA Guideline requires that the type, level and significance of the Project's social impacts (both negative and positive) be analysed and described based on the outcomes of community engagement, social baseline studies and impact analysis processes, and considering the potential changes to key aspects included in the social baseline study as a result of the Project.

For the purpose of this assessment, the SIA study area comprises:

- the Project Site, with respect to directly affected properties (those with land within the Project Site) and properties adjacent to the Project Site
- potentially affected communities, being Emerald, Blackwater and Comet
- the Central Highlands Local Government Area (LGA) which represents the Project region.

21.2. Legislation and policy

21.2.1 Strong and Sustainable Resource Communities Act

The *Strong and Sustainable Resource Communities Act 2018* (Qld) (SSRC Act) commenced on 30 March 2018. The SSRC Act sets out consistent mandatory requirements for SIA under the *Environment Protection Act 1994* (Qld) (EP Act) and the *State Development and Public Works Organisation Act 1971* (Qld) (SDPWO Act), to be regulated by the Queensland Coordinator-General.

The objective 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. This is supported by three key elements which are:

- prohibition of 100 per cent fly-in/fly-out (FIFO) workforce arrangements on operational large resource projects
- prevention of discrimination against locals in the future recruitment of workers
- the requirement for an SIA during the assessment process (where projects are required to provide an EIS).

The SSRC Act applies to 'large resource projects' that have a 'nearby regional community'. A 'large resource project' is a resource project for which an EIS is required or that holds a site-specific Environmental Authority (EA) under the EP Act, and has a workforce of 100 or more workers, or a smaller workforce as decided by the Coordinator-General.

A 'nearby regional community' is a town, any part of which is within a 125 km radius of the main access to a project, or a greater or lesser radius decided by the Coordinator-General, and has a population of more than 200 people, or a smaller population decided by the Coordinator-General. Section 13 of the SSRC Act provides that the Coordinator-General must publish the name of each nearby regional community for each large resource project.

The SSRC Act requires that large resource projects provide a SIA that includes the matters provided for in the SIA Guideline as published on the Coordinator-General's website. Sections 9, 10 and 11 of the SSRC Act provide the regulatory framework for SIA, including:

- the matters SIA must provide for, with core matters including:
 - community and stakeholder engagement
 - workforce management
 - housing and accommodation
 - local business and industry procurement
 - health and community well-being.
- the requirement to prioritise recruitment from local and regional communities, and then recruitment of workers who will live in the regional community
- the requirement for the owner or proponent to consult with the local government for the LGA in which the resource project is situated in preparing the SIA
- enforcement provisions for conditions stated by the Coordinator-General to manage the social impacts of a project.

21.2.2 Social Impact Assessment Guideline

The OCG published the SIA Guideline pursuant to the SSRC Act. The SIA Guideline requires that the SIA:

- addresses the core matters outlined and consider the full life cycle of the Project
- is commensurate with the nature and scope of the Project, the sensitivity of the social environment and the likely scope and significance of the Project's social impacts
- provides a meaningful engagement process including:
 - a profile of key stakeholders and a description of how the potentially impacted communities and stakeholders were consulted during the development of the SIA
 - inclusive and transparent engagement with stakeholder and communities, including a thorough process of engagement with local government
- is based on comprehensive social impact analysis, including the most current information on the affected communities and the Project
- integrates with the EIS process, and includes consideration of the social consequences of technical matters assessed in other parts of the EIS
- includes management measures that address potential negative impacts and capitalise on positive opportunities
- provides a SIMP which documents the management measures and provides a practical basis for their implementation.

The SIA Guideline requires that the type, level and significance of the Project's social impacts (both negative and positive) must be analysed and described, based on the outcomes of community engagement, social baseline studies and impact analysis processes, and considering the potential changes to key aspects included in the social baseline study as a result of the Project. This should include assessment of the potential scope and significance of impacts at the local and regional level including cumulative impacts. Key factors for consideration include:

- population and demographic changes
- impacts on how people live, work, play and interact on a day-to-day basis, including impacts on lifestyles and amenity, and access to housing
- community values and/or the way communities function
- culture, history, and ability to access cultural resources
- impacts on communities' access to, and quality of, infrastructure, services and facilities
- impacts on communities' quality of life including liveability and aesthetics, as well as the condition of their environment (for example, air quality, noise levels, and access to water)
- impacts on communities' physical safety, exposure to hazards or risks, and access to and control over resources
- changes to livelihoods, for example, whether peoples' jobs, properties or businesses are affected, or whether they experience advantage/disadvantage
- communities' physical and mental health and well-being, as well as their social, cultural and economic well-being.

21.2.3 Community and regional plans

The Project Site is located within the Central Highlands LGA, with the Isaac LGA immediately to the east. The Central Highlands LGA is administered by the Central Highlands Regional Council (CHRC). The CHRC has the following in place to inform strategic direction for the LGA:

- CHRC Planning Scheme (adopted 2016)
- Central Highlands Economic Master Plan (prepared 2017)
- Central Highlands 2022 Community Plan
- Central Highlands Strategic Framework: Future Directions for Land Use Planning 2031
- CHRC Liveability Strategy and Action Plan 2019-2020 (CHRC, 2019).

Further details are provided in **Appendix I-1** (Social impact assessment).

21.3. Methodology

This section summarises the SIA methodology. More detail is provided in **Appendix I-1** (Social impact assessment).

21.3.1 Scoping

The SIA scoping process considered regulatory requirements, the Project's location, characteristics of local communities and regions, and CHRC's inputs on potential social impacts and opportunities.

A review of recent research, local, regional and state plans and policies, and social impact assessments relevant to the SIA study area was undertaken.

The assessment took into account a number of Project-related assumptions. The Project proposes to increase the life of the existing Ensham Mine underground operations and is anticipated to support employment of up to approximately 603 full time equivalent (FTE) personnel, maintaining the continued employment of the existing workforce at the Ensham Mine until 2035, with personnel numbers reducing from 2036. The project is expected to maintain existing workforce accommodation arrangements.

Of relevance to the SIA scope, the Project:

- will not involve a construction workforce
- will extend Ensham Mine's underground mining area into an area of agricultural land use (Zone 1)
- will utilise Ensham Mine's existing infrastructure, including the existing underground conveyor system, with minor temporary surface disturbance for exploration activities in zones 1, 2 and 3, and potentially minor surface disturbance for the installation of four gas flares on land owned by Ensham within Zone 2 and Zone 3
- will result in minor temporary surface disturbance for exploration activities within Strategic Cropping Area (SCA)
- as identified by the site-specific subsidence assessment undertaken for the Project, could result in land subsidence, typically of less than 40 mm, in the Project Site
- will extend the LOM, and consequently the availability of local and commuting employment options
- will maintain 600 jobs which will continue to support the communities and small businesses where these employees spend

- will not result in an increase in Ensham Mine’s operational employment, or changes to the operational workforce profile
- will maintain existing workforce accommodation arrangements
- will not result in population changes which may increase demand for social or physical infrastructure
- is located within an established coal mining region where the workforce and business profiles are well oriented to mining industry requirements
- will continue supply arrangements between Ensham Mine and local and regional businesses
- will enable continuation of Ensham Mine’s Community Donations and Sponsorship program, which has supported a wide range of local community groups and services.

21.3.2 Stakeholder engagement

Stakeholders who were invited to participate in the SIA process included CHRC, Queensland Government agencies, local and regional employment and training providers, housing providers, business and community development groups, social and public service providers, emergency services, public health providers, land holders, Traditional Owners and local communities.

The CHRC LGA is the key focus of the SIA as Central Highlands communities are most likely to benefit from, or be impacted by, the Project.

Two rounds of engagement were undertaken for the Project, during June to August 2020 and October to November 2020. The SIA engagement is further described in **Chapter 2** (Consultation process). Participation details and outcomes are included within **Appendix I-1** (Social impact assessment).

21.3.3 Social Impact Assessment

All potential social impacts and benefits were considered in terms of whether they were likely to make positive or negative changes to local and regional social conditions. For impacts on community values such as local character and community cohesion, stakeholder views were documented, and professional judgement applied in relation to the likelihood of changes to social values.

The SIA included a cumulative assessment, with a focus on population impacts, housing, social infrastructure, community values and employment opportunities. At the conclusion of the impact assessment stage, a significance assessment was undertaken. The potential for negative impacts on local communities as a result of the Project not proceeding was considered as part of this assessment.

Mitigation and monitoring strategies were developed for all social impacts with potential to negatively affect social indicators or community values and are presented in the SIMP for the Project. The SIMP is presented in full in **Appendix I-1** (Social impact assessment), with tabulated actions included in **Section 21.6**.

21.3.4 Stakeholder inputs

Stakeholders in the potentially affected communities have significant experience with the social impacts and benefits of mining projects, and with the cyclical nature of the mining industry. As a result, they have a high capacity to provide informed input on potential social impacts and benefits, and how they should be managed.

Community and stakeholder engagement to inform the development of the SIA was undertaken in two stages. The first stage of SIA engagement (June to July 2020) aimed to increase awareness of the Project, the EIS and the SIA process, encourage inputs to the SIA scope, elicit information about community values and data availability, and identify potential social impacts to be assessed. Engagement during this phase was constrained by COVID-19 provisions which limited the ability to travel or gather in groups.

The second round of engagement (during October to November 2020) provided information on the Project, EIS process, preliminary SIA findings and proposed management measures, and sought stakeholder feedback.

Directly affected landowners declined to participate in the first engagement round, being focussed on working with Ensham to understand land access, environmental impacts, and commercial/compensation arrangements, however they participated in the second round.

The second round of engagement (during October – November 2020) provided information on the Project, EIS process, preliminary SIA findings and proposed management measures, and sought stakeholder feedback. This included:

- SIA community workshops in Emerald and Comet
- an online workshop with CHRC Councillors and staff
- a face to face meeting with CHDC
- provision of information to Western Kangoulu People and requests to meet
- provision of information to Garingbal and Kara Kara People and a telephone meeting
- face to face meetings with two landholders (one directly affected and one neighbouring landowner).

The Western Kangoulu People chose not to participate in the SIA engagement process.

The process for SIA stakeholder engagement is shown in Table 21-1.

Table 21-1 SIA engagement stakeholders and engagement strategies

Stakeholder	Engagement strategies
OCG and Department of Environment and Science (DES)	Discussion of Project description and SIA scope (Video conference, June 2020)
All SIA stakeholders	Email, Project factsheet, promotion of community survey, SIA briefing note and invitation to participate in an interview to provide input to the SIA, with follow-up emails and phone calls to encourage participation (June 2020)
CHRC	Discuss draft SIA scope and baseline issues, and seek input on impacts, benefits, and mitigation measures (online meetings, July and August 2020) Follow-up phone calls on social housing provision, social infrastructure capacity and social enterprises (October 2020) Presentation of preliminary SIA findings and online meeting (October 2020)
Landholders – directly affected and adjacent	Letter, SIA briefing sheet, Project fact sheet and invitation to participate in an interview and/or SIA workshops (June 2020) Face to face meetings and SIA community workshops (October 2020)
Central Highlands Development Corporation (CHDC)	Discuss draft SIA scope and baseline issues, and seek feedback on impacts, benefits, and mitigation measures (online meeting, June 2020) Discuss preliminary findings and seek feedback (October 2020)
Western Kangoulu People	Email including SIA briefing paper, fact sheet and SIA questions for consideration ahead of an interview or meeting (June and August 2020)

Stakeholder	Engagement strategies
	Phone calls and text messages seeking participation (August, September, October 2020)
Garingbal and Kara Kara People	Email including SIA briefing paper and SIA questions for consideration and a telephone meeting (November 2020)
Community members, businesses and organisations	Community survey - promoted via email to SIA stakeholders and in the CQ News hard copy on 19 June 2020 and continually online until 19 July 2020. Two community workshops (Emerald and Comet) (October 2020)
Government and community agencies	Seek input on capacity and accessibility of services, community issues, Project impacts and benefits, and mitigation measures (phone interviews June 2020; SIA Workshops October 2020) Follow-up phone call to Central Queensland Community Services (CQCS) October 2020

21.4. Existing environment

This section details the existing social conditions and social indicators in the potentially affected communities, including the labour force and business characteristics of the broader region.

21.4.1 Surrounding land uses

Land and infrastructure within and around the Project Site include:

- freehold properties including rural homesteads
- agricultural activities including irrigated cropping (primarily cotton), cattle grazing and farming infrastructure (access tracks, fences, stockyards and sheds)
- biophysical elements (such as the Nogoia River, anabranch and tributaries) and riparian vegetation
- existing Ensham Mine open-cut and underground operations and associated infrastructure.

The nearest protected areas identified include Belmah Resources Reserve (approximately 15 km south-west of the Project) and Rifle Range Nature Refuge (approximately 26 km south-west of the Project).

Two freehold properties underlie the Project Site and four freehold properties are directly adjacent to the Project Site, as shown in **Table 21-2**. In addition, two lessees hold leases to reserve land within the Project Site used as a stock route within Zone 1.

Ensham engaged with the directly affected and adjacent landowners and leaseholders during June 2020 to explain the Project, advise that EIS studies were underway, and advise that the SIA team would seek their involvement in engagement. During July and August 2020, Ensham engaged with underlying landowners and leaseholders to discuss land access, commercial agreements and compensation considerations. The results of these engagements are confidential between the landowners, leaseholders and Ensham. SIA engagement with landholders was conducted during October 2020.

Table 21-2 Private landholding in and near the Project Site

Receptor (property name)	Ownership	Relationship to Project	Property use
Braylands	Cowal Agriculture Holdings Pty. Ltd	Underlying Zone 1	Primarily cotton farming, with secondary uses including chickpea and mung bean cropping
Chelbrook	Private landholder	Underlying Zone 1	Cattle grazing and cropping – dryland and irrigated cropping
Colorado	Private landholder	Adjacent to Zone 1 (west)	Cattle grazing dryland and irrigated cropping including cotton
Wyuna	Private landholder	Adjacent to Zone 1 (west)	Cattle grazing dryland and irrigated cropping including cotton
Cypress	Saratoga Holdings Pty. Ltd	Adjacent to Zone 3 (west)	Cropping (macadamia farming) and cattle grazing
The Bauhinias	Saratoga Holdings Pty. Ltd	Adjacent to Zone 1 (south) separated by an unmade road reserve	Cropping – Cotton, chickpeas, sorghum

Further information on regional and surrounding land use to the Project Site are included in **Chapter 7** (Land use and tenure).

21.4.2 Potentially affected communities

The Central Queensland Regional Plan (CQ Regional Plan) (DSDIP, 2013) establishes Priority Living Areas (PLAs) to preserve areas for urban expansion for those towns likely to experience growth in the next 20 years. The towns of Emerald, Capella and Blackwater are identified by the Regional Plan as PLAs.

Emerald is the largest and most populous town in the Central Highlands LGA (14,356 people at Census 2016). Emerald is defined in the CHRC Planning Scheme (CHRC, 2016) as a 'Principal Activity Centre' providing a range of services, including regionally significant health care facilities, business services, manufacturing and retail activities, education facilities, government services, entertainment and sporting facilities, and civic spaces. It has a strong and committed community, valued as a safe and positive place to raise a family, offering access to well-equipped and modern facilities (CHRC, undated). Emerald is a key residential base for Project personnel. As the Central Highlands LGA's regional centre, Emerald may experience any Project impacts relating to employment, business participation, or changes to the population or housing market. Emerald is also the Central Highlands LGA's key business centre.

Blackwater is the second largest town (4,749 people at the Census 2016). Blackwater is defined as a 'Major Activity Centre' and functions as a regional service hub and industrial centre to service resource activity in the surrounding district. Stakeholder engagement and investigations undertaken as part of the SIA indicated that there was no likelihood of negative social impacts occurring in Blackwater. For completeness and for comparison with Emerald as a centre within the Central Highlands LGA, social baseline characteristics in

Blackwater were assessed, but the SIA considers only Emerald and Comet as potentially impacted communities.

As a rural village, Comet functions as a focal point of activity for its surrounding rural community. (CHRC, 2016). Comet is the nearest township and rural community, where any environmental impacts may be experienced. Comet residents would have ready access to Project employment, and Comet businesses may experience business trade related to commuting personnel.

21.4.3 Broader Region

The Central Queensland Statistical Area 4 (SA4) (which includes the Central Highlands, Rockhampton, Banana, Woorabinda, Gladstone and Livingstone LGAs) have considerable strengths in the mining and construction industries and are likely to be a source of Project labour. Workforce data have therefore been provided for this region. Personnel will also be drawn from other Queensland regions including the Mackay-Isaac-Whitsunday Region, however material impacts of the Project's operation on other regions are unlikely.

The Project is likely to provide benefits to the State of Queensland in respect to royalties, taxes and employment opportunities over its nine-year production schedule, as assessed in **Chapter 22** (Economics). Queensland has been used as the comparative area for analysis of social indicators and labour supply in the Project's local and regional communities.

21.4.4 Social Baseline

Appendix I-1 (Social impact assessment) provides a detailed description of the SIA study area's social baseline by documenting the social environment, social conditions and local and regional values. It includes:

- land ownership and use
- interests held by Aboriginal and Torres Strait peoples
- settlement pattern
- socio-economic characteristics
- infrastructure
- agriculture
- location of other mining projects in the Central Highlands LGA.

The economic and employment profile of the SIA study area is summarised below.

The key employing industries in the LGA in 2016 were mining, which accounted for 24.3 per cent of employed workers, and agriculture, forestry and fishing, which accounted for 12.8 per cent of employed workers. Retail, education and training, and accommodation and food services were the next largest employment sectors (REMPPLAN, 2019).

The mining industry labour force was strongest in Blackwater at 47.6 per cent of the total workforce but was also substantial in Emerald (at 19.0 per cent) and Comet (20.4 per cent). Agricultural industry employment was strongest in Comet at 50.0 per cent of the labour force. Between the three communities:

- a total of 2,494 workers were employed in mining, of approximately 3,269 mining workers in the LGA as a whole
- a total of 507 workers were employed in agriculture, forestry and fishing, between the three communities, of approximately 1,719 workers in this industry living in the LGA as a whole.

The top five occupation sub-major groups of employment for Central Highlands LGA in 2016 were machine and stationary plant operators, followed by automotive and engineering trades workers, farmers and farm managers, retail then road and rail drivers.

Labour force numbers trended down between March 2015 and March 2018, then trended up during 2018, with recent data (for March 2019) showing a labour force of 16,692 people, of whom 16,024 people were employed and 668 people were unemployed. Over the six years from March 2013, the LGA's labour force had decreased by 992 people.

Information regarding population size, housing, social infrastructure, projected growth and industry analysis (including employment, unemployment, skills, business count) is presented in **Chapter 22** (Economics) and in further detail within the SIA (**Appendix I-1**).

21.5. Potential impacts and opportunities

21.5.1 Stakeholder views on the Project

The SIA Guideline requires that the SIA is informed by an inclusive and collaborative community and stakeholder engagement process, with community and stakeholder engagement iterating throughout its preparation.

Stakeholders invited to participate in the SIA engagement process include directly affected and adjacent landowners, the Western Kangoulou People, Garingbal and Kara Kara People, CHRC, CHDC, members of potentially affected communities, State Government agencies, businesses in the Central Highlands LGA, community agencies in the Central Highlands LGA and employment service and training providers. A Project Factsheet was distributed to stakeholders who were invited to participate,

A community survey was made available online via Survey Monkey from 19 June to 19 July 2020 and promoted via the local newspaper.

During October 2020, presentations of preliminary SIA findings were made to key stakeholders, with further feedback collected from the local community workshop attendees in Comet and Emerald. Interviews were also sought with directly affected and adjacent landholders, with two interviews achieved. November 2020, the SIA team met with a representative of the Garingbal and Kara Kara People to brief them on the Project. Full details of the engagement program, including those that participated, purpose, method and meeting dates are included within the SIA (**Appendix I-1**).

In general, stakeholders were supportive of the Project, noting the retention of employment at Ensham Mine for a further nine years and the associated economic and social benefits in general to the surrounding communities, including jobs, training, avoidance of housing impacts and continuation of local and regional supply opportunities. Some concerns were raised around potential impacts on agricultural land use, environmental values, flooding, access to land and water, cultural heritage values. These aspects are presented and assessed within this EIS, and mitigation measures proposed.

21.5.2 Community values, land use and settlement

21.5.2.1 Sensitive receptors

The Project's sensitive receptors are the agricultural and rural properties in the vicinity of the Project that have the potential to be impacted by activities related to the Project. Concerns about potential subsidence were raised by owners of directly affected and neighbouring agricultural properties including uncertainty about where

and when it may occur, and potential effects on crop performance and farm management. These concerns are discussed in detail in the SIA technical report (**Appendix I-1** Social impact assessment). The assessment of potential for subsidence impacts is described in **Chapter 8** (Land resources), noting minimal potential negative impacts are expected to the overlying or surrounding existing land uses.

Some concerns were raised regarding water resources and flooding during stakeholder and community consultation. The assessment of the environmental values relating to water are presented in the following chapters in this EIS:

- **Chapter 10** (Surface water resources)
- **Chapter 11** (Flooding and geomorphology)
- **Chapter 12** (Groundwater).

The findings indicate that the Project would not significantly impact agricultural water supplies, riparian or groundwater dependent ecosystems, or increase the likelihood of flooding.

Potential air quality and noise emission impacts from the Project were assessed and will be managed in accordance with the management mitigations presented in:

- **Chapter 15** (Air quality)
- **Chapter 16** (Greenhouse gas)
- **Chapter 17** (Noise and vibration).

Landowners and leaseholders are in discussions with Ensham JV partners (Ensham JV) regarding land access agreements which will remain commercial-in-confidence between the parties.

21.5.2.2 Changes to land use or settlement pattern

As the Project is an extension of existing underground operations, providing continuing employment to the existing underground workforce, it is unlikely to have an impact on the settlement pattern in the region. FIFO and DIDO workers and contractors who live more than an hour from the Project will generally reside at the existing Ensham Mine accommodation village which has sufficient capacity for the expected Project workforce. This is discussed further in **Section 21.5.3**.

As a continuation of the existing underground mine, using existing surface infrastructure located on the existing approved MLs (including zones 2 and 3). The Project involves minor temporary surface disturbance in zones 1, 2 and 3 for exploration purposes which is already authorised including drilling and 3D seismic studies (which for Zone 1 would be negotiated with landowners through land access agreements), and the need for minor additional flaring infrastructure in Zone 2 and zone 3, within land owned by Ensham, noting that flaring is already authorised under the *Mineral Resources Act 1989 (Qld)*.

21.5.2.3 Scenic amenity and landscape impacts.

As very limited surface disturbance is expected as a result of the Project, no significant impacts on landscape character or scenic amenity were identified. The assessment of impacts to these values is provided in **Chapter 24** (Scenic Amenity and Lighting).

21.5.2.4 Community identity, function and cohesion

The Project will provide ongoing employment for the existing Ensham Mine workforce for a further nine years between 2028 and 2035, with reductions in the workforce during 2036-2037 ahead of the planned closure of

the mine. The Project will contribute to retaining population in the nearby communities of Emerald and Comet, and other communities where personnel work a DIDO roster. Retaining the local workforce will assist in maintaining current community identity, services and social cohesion.

21.5.2.5 Indigenous interests

The Western Kangoulu People are the registered native title claimants of the land which encompasses Ensham Mine's existing operations and the Project Site. There are existing cultural heritage management agreements between the Western Kangoulu People and Ensham Mine that relates to exploration activities on MDL 217, MDL 218 (CHMA) and separately to the existing operations (CHMP).

Ensham commenced engagement with the Western Kangoulu People with regard to native title and cultural heritage within the Project Site in October 2019 and intends to enter into a native title agreement (with an embedded cultural heritage management system) for the Project. Ensham's engagement with Western Kangoulu People has identified a desire for Ensham to understand aspects of Western Kangoulu culture and a demonstrated willingness to share cultural knowledge.

The Garingbal and Kara Kara People have a connection to land within the existing mining lease to the south of the Nogoia River (taking in part of Zone 2 and all of Zone 3) but do not have a currently registered Native Title claim. Garingbal and Kara Kara People (known as the GKK Group) and Ensham have an existing agreement (CHMP) with respect to operations within Ensham Mine's existing mining lease. Ensham has confirmed with the GKK Group that their existing agreement remains in place, as relevant, for Project activities within Zone 2 and Zone 3.

Garingbal and Kara Kara People's key priorities as identified in Ensham's agreement and in SIA consultation relate to protection of cultural heritage, employment and business opportunities.

Collectively, Traditional Owners' key values have been identified as:

- protection of cultural values, cultural heritage and natural resources
- participation in the economy through business enterprises and employment
- strengthening the skills base in their community
- the well-being of Indigenous community members.

Cultural heritage is discussed in detail in **Chapter 20** (Cultural heritage).

21.5.2.6 Workforce management

21.5.3.1 Operational workforce requirements

Ensham seeks to prioritise local employment and does not propose a 100 per cent FIFO workforce. Ensham Mine's current workforce includes 345 personnel (50.2 per cent) who are Ensham Mine employees and 342 personnel (49.8 per cent) who are contractors. Of the 345 employees, approximately 133 (38.6 per cent) live in the Central Highlands LGA. The majority (122 employees or 35.4 per cent) live in Emerald, three employees each live in Comet, Capella and Rubyvale, and two employees live in Blackwater. Personnel who live in the Central Highlands LGA (primarily in Emerald) are identified in the SIA as local personnel.

DIDO personnel account for approximately 134 (38.8 per cent), and FIFO personnel accounts for 78 (22.6 per cent) of the Ensham Mine workforce. The Project represents a total of up to approximately 207 personnel who will live within the Central Highlands LGA) and 396 non-resident personnel, as presented in **Table 21-3**.

Table 21-3 Estimated Project Local, DIDO and FIFO employment

Personnel	Total	No.	Local %	Local No.	DIDO %	DIDO No.	FIFO %	FIFO No.
Project employees	50.2%	303	38.6%	117	38.8%	118	22.6%	68
Project contractors	49.8%	300	30.0%	90	40.0%	120	30.0%	90
Total Local/DIDO/FIFO	100%	603	34.3%	207	39.5%	238	26.2%	158

The Project's employment target for residents living within Central Highlands LGA will be maintained at a level of least 34.0 per cent to 2035.

The Project is not expected to have difficulty recruiting personnel to replace natural attrition, as there is significant workforce capacity in the SIA study area, and in particular in Emerald and Blackwater, to meet the expected small demands for new personnel.

Project production personnel will work 12 hour rotating shifts (day/night) on a seven days on, seven days off roster, in line with Ensham Mine's existing operation. Other Project personnel will principally work 10-hour day shifts, five days per week. These arrangements support both the ability of personnel to work locally, and the ability for workers from other regions to access DIDO and FIFO arrangements, and enable personnel to maintain a good balance of work and family time.

Road access to the Project is within a one hour drive from Emerald, Comet and Blackwater, hence Project personnel in these communities would be able to safely travel to and from work each day, in compliance with Ensham's Fatigue Management procedure.

Personnel from other communities stay in the Ensham Mine accommodation village whilst they are on shift in order to comply with Ensham's Fatigue Management procedure.

21.5.2.7 Workforce diversity

Ensham Mine currently has a lower percentage (2.6 per cent) of women personnel than the Queensland mining average (15.2 per cent in 2017). Ensham JV are working to increase their percentage of female representation through the life of the Project through active recruitment, training and mentorships.

21.5.3.4 Training and development opportunities

Ensham Mine has established procedures for on the job training, including safety training and operational procedures, and implements a training program which provides access to accredited training courses. Ensham JV will implement workforce training for Project personnel to achieve a high level of safety and productivity.

The Project would maintain Ensham Mine's current annual average level of apprenticeships and trainees to at least 2035, when the workforce will begin to decline. Continuing to offer apprenticeships builds a skilled local labour force for the future and keeps young people (and their families) in the Central Highlands region.

The Project also provides the opportunity for farmers and graziers in the Central Highlands LGA to obtain off-farm employment, thereby supporting the sustainability of their livelihoods and lifestyle.

The cessation of Ensham Mine's open-cut mining operations would see the loss of approximately 81 positions and potential loss of some residents from the Central Highlands LGA, but this is not attributable to the Project.

Ensham JV will promote the availability of Project underground mining vacancies to existing open-cut mining personnel and support them to access relevant training courses.

21.5.3.5 Likely availability of personnel with relevant skills

The Project is not expected to have difficulty recruiting personnel, as Ensham Mine's existing workforce will continue to operate the Project, and a mix of local, DIDO and FIFO personnel will be utilised.

The large mining industry workforce in the Central Highlands and the Central Queensland SA4 will be a ready source of personnel to replace personnel lost to natural attrition (e.g. retirement). Whilst competition for 'new' labour is possible as the result of currently approved and proposed mining projects in the Bowen Basin proceeding, Ensham JV provides personnel with choices of local and commuting arrangements which is likely to support the attractiveness of Project jobs which become vacant over time.

It is also possible that the economic downturn resulting from the COVID-19 pandemic has increased the availability of workers who are skilled or could be trained for Project employment.

21.5.3.6 Workforce health and wellbeing

The health and safety of Project personnel will be managed in accordance with *the Coal Mining Safety Health Regulation 2017* (Qld) and the *Work Health and Safety Act 2011* (Qld).

Ensham Mine's existing Emergency Management Plan (EMP) puts workforce safety as the first priority in all circumstances and sets out controls which will continue to apply to the Project to prevent or mitigate the extent of an emergency at Ensham Mine.

On-site provisions for the Project include first-aid trained persons on site, casualty rooms stocked with first-aid equipment, first-aid supplies and trauma packs available at various locations around the site. A surface Emergency Services Ambulance is available on site to facilitate transport to medical facilities in Emerald should they be required.

The Project will operate under Idemitsu's Fitness for Work Guideline, Fatigue Management Plan and Alcohol and Drug Procedure which provide a framework for the management of health and safety risks associated with impairment caused by fatigue, physical or psychological ill health, alcohol or drugs. Ensham JV will continue to provide employees with a suitably qualified Employee Assistance Program (EAP) provider to provide professional counselling and referral service for personnel and promote access to telehealth services such as 13 Health.

21.5.3.7 Cessation of Existing and Project Operations and Decommissioning workforce

Ensham JV will keep the CHRC and CHDC updated on changes to Ensham Mine's workforce numbers, including providing advice 12 months ahead of the planned closure of the open-cut operation and the underground mining operation ramp-down, and at least three years prior to the planned cessation of Project operations, to enable them to anticipate and plan for any changes to population, housing or social infrastructure demands.

The Project's production levels will ramp down during 2036 and production will cease in 2037. This would see the loss of up to 200 jobs in 2036 and the loss of the remaining jobs (approximately 400 personnel) in 2037, with the exception of a small crew (approximately 10 personnel) responsible for rehabilitation and closure implementation.

21.5.3.8 Population, housing and accommodation

21.5.4.1 Population impacts

The Central Highland's LGA experienced a population decline between 2011 and 2016, but QGSO forecasts indicate that the population has remained stable since 2016 and at June 2019 had approximately 28,701 people. The forecast population at 2021 is 28,658 people. Modest population growth of 1,350 people (or an average annual increase of 0.2 per cent) is forecast between 2016 and 2041.

As the Project would not require a construction workforce, there would be no temporary change to population size or characteristics, nor impact on the availability of short-term accommodation

The Project would sustain the employment of up to approximately 603 personnel involved in the underground mining operation, contributing to the maintenance of the Central Highland LGA's population, particularly in Emerald where the majority of locally based employees reside.

The number and proportion of non-local personnel is not expected to vary significantly for the Project. As such, Ensham Mine's non-resident workers would make no significant change to the number of non-resident workers or to the ratio of non-resident to resident workers in the Central Highlands LGA.

Should the Project not proceed, a proportion of personnel are likely to leave the Central Highlands LGA. This proportion is not known as personnel may obtain employment in other local mines or as FIFO workers enabling their families to stay in the LGA, whilst others may start or join businesses, or retire.

21.5.4.2 Housing and accommodation

An estimated 207 Ensham Mine personnel currently live in the Central Highlands LGA, primarily in Emerald. This is expected to be maintained for the Project. Personnel live in their own homes which are either privately rented, owned or owned with a mortgage, which contributes to the stability of the local housing market. Ensham JV provides a housing subsidy to its employees to enable their affordable access to housing.

Worker attrition may result in attraction of non-local personnel to live in the region, requiring housing, but this would be incremental over the Project life, and would be offset by housing released to the market as the result of some former personnel leaving the region. Significant additional demand for housing which would affect other residents' access to housing is not anticipated as a result of the Project.

21.5.4.3 Ensham Mine accommodation village

Accommodation is available for DIDO/FIFO workers at the 625 room accommodation village at Ensham Mine, which currently has an average utilisation rate of around 80 per cent including visiting Idemitsu staff. All personnel have their own permanent rooms, enabling a more home-like atmosphere and consistent neighbours. Facilities including a wet mess, dining facility, gym, tennis court and pool are provided to support the wellbeing of residents.

Whilst changes to the resident/non-resident workforce are not planned, if an increase in non-local employment was ever necessary due to unknown factors, the accommodation village has capacity to accommodate all Project personnel.

In summary, the Project would not result in changes to population size or characteristics such as local to non-local worker ratios, or in changes to workforce housing requirements or housing access for other residents in the Central Highlands LGA.

The Project would contribute to the maintenance of the Central Highland LGA’s population. Should the Project not proceed, a proportion of personnel are likely to leave the Central Highlands LGA. Population losses may also result from Project closure.

21.5.4.3 Health and community wellbeing

21.5.5.1 Community survey inputs

The SIA community survey asked respondents about their views on the Project’s potential impacts on a range of factors which affect well-being, with ratings of strong positive effect, some positive effect, no effect, some negative effect and strong negative effects. Given the small sample size, these responses were amalgamated to provide overall views of expected positive effects, no effects, and negative effects of the Project on social values. These results are summarised in **Figure 21-1**.

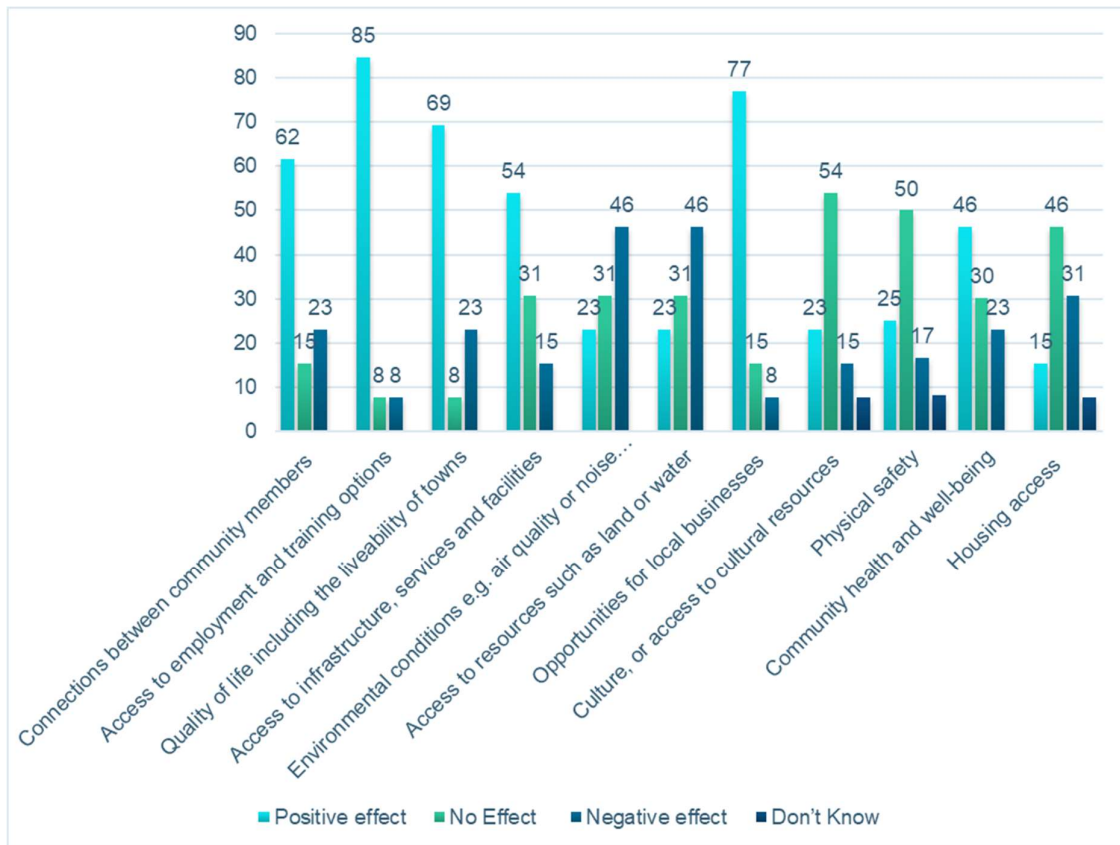


Figure 21-1 Survey participants’ views on social impacts and benefits (percentage)

In summary, the majority of respondents expected positive effects on connections between community members, access to employment and training options, quality of life including the liveability of towns, access to infrastructure, services and facilities, and opportunities for local businesses, but some were concerned about potential impacts on environmental conditions or access to resources such as land or water.

21.5.4.4 Impacts on infrastructure, services and facilities

As the Project would not change the population profile of the Central Highlands LGA or have any effect on the operation of existing facilities or services, impacts on childcare services, education services, health services and community services and facilities are not anticipated.

Project personnel who live in local communities will maintain their health care arrangements with local practitioners. Personnel from other communities will also maintain their health care arrangements with their practitioners but may access emergency care via telehealth services general practitioners or Queensland Health's Hospital and Health Services based in Emerald. No significant increase in the use of local health services is expected as a result of the Project.

The Project will be operated in accordance with Ensham Mine's existing Integrated (Safety, Health and Environment) Management System and Risk Management System Standard, which will be reviewed prior to operation in the Project Site. This includes an Emergency Response Plan (ERP) which provides principles and procedures to manage and respond to emergencies at Ensham Mine and includes provision for cooperation with local police and emergency services.

The Project will use the existing infrastructure, utilities and services as the existing operation, therefore no impacts on utilities, roads, water supply and waste management are expected.

21.5.5.3 Ensham JV community development approach

The Project will continue Ensham Mine's Community Sponsorship and Donations program, which has supported a wide range of community groups and services including:

- education facilities such as C&K Emerald South Community Kindergarten, Emerald North State School and Emerald State High School
- cultural association such as Emerald Arts Crafts, the Emerald Show Society Inc and Emerald Girl Guides
- sporting clubs including the Emerald Gymnastics and Trampoline Club, Athletics Club, Junior Motorcycle Club, Amateur Swimming Club, Jockey Club, Motorsport Association, Junior Tennis Association, Brothers Junior Rugby League, Golf Club and Basketball Association.

21.5.6 Local business and industry procurement

21.5.6.1 Agricultural industry

The Project involves only minor surface disturbance (exploration) in zones 1, 2 and 3 which is not expected to affect agricultural land use or on-farm employment opportunities. However, landowners within Zone 1 of the Project Site raised concerns around potential impacts to their business during Project consultation.

21.5.6.2 Benefits for local businesses

Ensham Mine's existing supplier network will be utilised by the Project. Existing suppliers include one business in Comet (a farming and rural services contractor), one business in Blackwater (a mining services contractor) and 362 businesses in Emerald.

The Project will continue the current benefits of Ensham Mine's supply arrangements, except for those arrangements that relate exclusively to open cut operations and will cease in 2024. Ensham JV will provide prior advice on the completion of open cut operations to its suppliers at least six months before the intended date of completion.

During Project operations, local and regional businesses would derive substantial benefits from both Project supply opportunities and expenditure by Project personnel and their households. Ensham JV is committed to continuing the involvement of local suppliers in the supply chain, and to increasing the number of Indigenous businesses in the supply chain by identifying and engaging with Indigenous businesses in Central Queensland.

Ensham will also become a Platinum Partner to CHDC, to support the CHDC's networking opportunities for local business, community and industry, and join the Queensland Local Content Leaders Network (QLCLN) prior to Project commencement and participate in its activities.

Ensham's long-established relationships with local businesses will support the involvement of businesses based in Emerald and Comet as local communities and in the Central Highlands LGA as the 'regional' zone, noting that businesses outside the Central Highlands LGA are also likely to be part of the supply chain.

As the Project will rely on its existing labour force and not drawing on labour from other businesses, negative effects of other businesses were not identified.

21.5.6.3 Economic value

The economic impact assessment undertaken for the Project (**Appendix J-1**) estimated the impacts of the Project on the regional, state and national economies. The economic benefits of the Project include:

- total output impact (the increase in gross sales throughout the entire economy resulting from the economic stimulus) of \$2,500 million or \$138.9 million per annum (noting that output impacts are regarded as overstating the impact on the economy as they count all goods and services used in one stage of production as an input to later stages of production)
- total household income impact (additional wages, salaries and supplements paid to households) of \$464.5 million or \$25.8 million per annum
- employment impact (the number of direct and indirect FTE positions for one year created directly and indirectly by the stimulus) of up to 654 FTEs per annum
- value added impact (Gross Regional Product) of \$971.9 million or \$54 million per annum
- an estimated export value of \$3.66 billion which would yield royalties of approximately \$256.4 million over the life of the Project.

On this basis, both regional and State economic benefits are expected as a result of the Project.

21.5.7 Significance

The significance assessment in the SIA (**Appendix I-1**) summarises the impacts and benefits identified for the Project and evaluates their significance. It considers the likelihood that social impacts and benefits will occur, the consequence of social impacts and benefits for those affected, the potential significance of social impacts and community benefits prior to the application of management measures, and the risk of residual impacts after mitigation measures are applied.

It is expected that the Project will have generally positive impacts, however consultation identified some concerns about potential impacts of the Project on adjacent agricultural businesses. One property (Braylands) owner (Cowan Agricultural Holdings) raised several concerns regarding the uncertainty the Project would bring to their operations, including potential reductions in yield and impediments to farm management. Engagement

will continue with directly affected landowners to anticipate and avoid or remediate any issues experienced. Ensham JV will observe *Mineral Resources Act 1989* compensation criteria that address potential for impacts on property use and value.

Ensham Mine will support employment security, and hence support the local population size, community cohesion, wellbeing, mental health and businesses opportunities. The Project's closure will result in the loss of approximately 603 jobs by 2037 may result in a decrease of population and housing demands in the order of 1-2 percent.

If the Project does not proceed, Ensham Mine's production would cease in 2028 with the loss of all jobs and supply opportunities and resulting social impacts.

21.6. Social Impact Management

Ensham JV has established systems and procedures for management of social and environmental impacts for its existing operations. These are reporting within in an annual Social Impact Management Report (SIMR).

The existing systems and procedures, along with stakeholder inputs on management measures, and incorporation of industry good practice, have supported development of the SIMP.

The SIA provided in **Appendix I-1** presents the Project's SIMP, which includes a Community and Stakeholder Engagement Plan (CSEP) and management plans (sub-plans) for:

- workforce management
- workforce housing and accommodation
- health and community well-being
- local business and industry procurement.

The SIMP also includes processes to ensure that the effectiveness of management measures is monitored throughout the Project lifecycle, and ineffective management measures are amended.

This section highlights the engagement and management actions contained within the SIMP and sub-plans. Further detail on stakeholder interest and issues, the timing for engagement actions, and monitoring and reporting requirements for each action is provided in **Appendix I-1** (Social impact assessment).

21.6.1 Community and Stakeholder Engagement Plan

The actions that Ensham JV will undertake with regards to community and stakeholder engagement are detailed in **Table 21-4**.

Table 21-4 Community and stakeholder engagement actions

Stakeholders	Actions
Directly affected and adjacent landowners	<ul style="list-style-type: none"> • Meet with directly affected landowners and lessees within the Project Site and adjacent landowners to discuss the EIS findings and receive direct feedback • Engage with directly affected landowners to confirm land access and compensation agreements and their preferred engagement process going forward
	<ul style="list-style-type: none"> • Meet with Cowal Agriculture and the owners of Chelbrook to identify their information needs regarding subsidence and any other concerns that arise when the draft EIS is available

Stakeholders	Actions
	<ul style="list-style-type: none"> • Work with directly affected landowners to agree measures which will avoid or minimise the impacts of any subsidence on the operation of their properties • Maintain engagement through meetings and phone calls throughout the operational period to a schedule agreed with landowners, offering at least annual meetings • Encourage directly affected adjacent landowners to contact Ensham Mine immediately if any Project-related issues arise, to ensure that any unanticipated issues or impacts are quickly identified and addressed in Ensham Mine's IMS or as agreed with landowners
Other nearby landowners	<ul style="list-style-type: none"> • Contact the owners of nearby properties where there is potential for groundwater drawdown to affect water bores to explain the EIS findings on this issue (and other areas of interest to landowners) and agree groundwater monitoring arrangements • Maintain open lines of communication with nearby landowners that have bores on their properties including contacting them on at least an annual basis, to ensure that any Project-related changes to groundwater access (or other factors) are identified and any loss of access to water is addressed through make-good arrangements
Indigenous community members	<ul style="list-style-type: none"> • Seek to enter into a native title agreement (with an embedded cultural heritage management system) with Western Kangoulu People and provide regular updates (at least annually) to Western Kangoulu People. • Continue engagement with the Garingbal and Kara Kara People with respect to activities within the existing mining lease and provide regular updates (at least annually) • Provide Indigenous cultural heritage inductions for all workers during mandatory site induction and on-boarding programs in cooperation with Western Kangoulu People and Garingbal and Kara Kara People • Engage with Emerald State High School, Blackwater State High School, Marist College Emerald, Emerald Agricultural College and Emerald Christian College and CDIQ to communicate Project training and employment opportunities and encourage young Indigenous people to consider training pathways which would equip them for Project employment • Utilise DATSIP's 'Deadly Directory' register of Indigenous businesses to develop a list of Indigenous businesses in the Central Queensland region and invite them to attend 'Meet the Buyer' events
CHRC and CHDC	<ul style="list-style-type: none"> • Engage with CHRC and CHDC at least annually to provide an update on Project progress, workforce numbers, rehabilitation progress with the existing mine and SIMP implementation, and seek their feedback • Offer CHRC Councillors the opportunity to visit Ensham Mine for a site tour • Review the Progressive Rehabilitation Plan with CHRC and CHDC every five years • Meet with CHRC to obtain information about CRC-TIME initiatives aimed at supporting good industry practice in closure and rehabilitation planning, and economic transformation post-mining closure • Five years prior to the planned closure of the Project, revise the CSEP to guide engagement with stakeholders during the decommissioning and closure stages • Provide an update to all Project personnel regarding the closure schedule prior to the workforce ramp-down, and every six months thereafter prior to closure

Stakeholders	Actions
	<ul style="list-style-type: none"> • Communicate the process and timing for redundancies ahead of the closure of existing open cut operations and the Project's underground operations to CHRC, CHDC and Department of Education • Participate in CHDC and/or CHRC initiatives aiming to diversity and grow the Central Highlands' economy ahead of transition from coal mining to other industries as the region's key economic strengths, including the Regional Resources Roundtable convened by CHDC • Engage with CHRC and CHDC to seek their input into the scope of the CSEP for the Project's pre-closure and closure period
Businesses and business/industry groups	<ul style="list-style-type: none"> • Join the QLCLN and actively participate in its activities • Provide annual 'Meet the Buyer' events in Emerald to provide an update on forecast procurement requirements and encourage and maintain relationships between the Project's procurement team and local businesses • Provide an update to all Project suppliers regarding the closure prior to the ramp-down of production, and annually in the ensuing years to closure
Government agencies and social infrastructure providers	<ul style="list-style-type: none"> • Engage with QPS and QFES prior to Project commencement to review the EMP • As part of SIMR (and on request by CHRC, CHDC and Government agencies), provide an annual report on workforce numbers and a forecast of workforce numbers for the 12 months ahead
Community members and organisations in Emerald and Comet	<ul style="list-style-type: none"> • Communicate the availability of employment vacancies to local community members through employment agencies based in Emerald • Offer to attend and present at Comet State School to let students and teachers know what happens at Ensham Mine and develop the relationship between Ensham and the school • Offer to meet with CHRC's Emerald and Comet Community Reference Groups to provide an update on the Project, and promote community sponsorship and donations opportunities, and share the outcomes of Ensham's sponsorships and donations • Provide an annual newsletter including Project update, community investment activities and community engagement opportunities • Publication of Project updates, SIMRs and Ensham Mine's complaints management process on the Project website • Offer presentations on the Project's underground mining, coal processing operations and environmental management to all schools in Emerald and Comet • Attend community events such as the Emerald Show, Comet Show and Ag-grow Emerald on an annual basis • Consider requests to join community management committees and contribute Ensham Mine personnel expertise to community groups

21.6.2 Workforce management

The actions that Ensham JV will undertake with regards to workforce management are detailed in **Table 21-5**.

Table 21-5 Workforce management measures

Impact/benefit	Actions
Continuation of employment for local residents	<ul style="list-style-type: none"> Implementation of employment hierarchy focussing on local residents and regional DIDO before Queensland and interstate FIFO Provide family-friendly 7 day on, 7 day off and 5 day on, 2 day off rosters
Recruitment of new personnel to the Central Highlands LGA	<ul style="list-style-type: none"> Provide family-friendly rosters as above Advertising staff roles as based in Emerald Local community information pack provided to all non-local candidates provide housing subsidy for new local staff. Relocation assistance for supervisors and above Ensham Mine contact to assist families to access housing and services In cooperation with the Comet School of Arts Hall committee and CHDC, develop an information pack promoting the lifestyle benefits of living in Comet and Emerald to new recruits Make the Comet and Emerald information packs available to newly on-boarded contractors
Employment equity and involvement of under-represented groups	<ul style="list-style-type: none"> Increase the number of women employed by Ensham Mine Implement Idemitsu's Equal Employment Opportunity (EEO) principles Work with Indigenous stakeholders to support continued employment of Indigenous people and encourage Indigenous people to apply for Project vacancies including: <ul style="list-style-type: none"> Advise Western Kangoulu People, Garingbal and Kara Kara People, CDIQ, and all high schools in the Central Highlands LGA of Project vacancies and encourage promotion of vacancies through their networks Offer one apprenticeship or traineeship at least every two years to an Indigenous person Encourage and support Ensham's existing Indigenous personnel to mentor new Indigenous recruits Engage with CHCS, Pre-HeadSpace Emerald (or HeadSpace as developed) and On Track College Emerald to provide information about training and employment opportunities offered by Ensham Mine and its contractors, and encourage disadvantaged young people to apply for training and employment positions
Workforce wellbeing	<ul style="list-style-type: none"> Implement Ensham Mine's Fatigue Management Plan, Fitness for Work Guideline and Drug and Alcohol Procedure for the Project Consult with workers to improve and implement safe systems of work that will ensure the health, safety and welfare of workers and other people On-site provision of health services including first aid-trained persons, casualty rooms, the availability of first aid kits and trauma packs, ambulance, an EAP program, promotion of access to telehealth services and mental health awareness programs
Training and development	<ul style="list-style-type: none"> Implement Ensham JV's Training Scheme for the Project including: <ul style="list-style-type: none"> Induction and Onboarding program

Impact/benefit	Actions
	<ul style="list-style-type: none"> • Cultural Awareness Training • Inexperienced underground miners' 12 month competency training period • Access to competency training for existing employees and where necessary new recruits • Maintain the availability of apprenticeships and traineeships at the current rate (an annual average of five apprentices and five trainees) • Maintain availability of study assistance and undergraduate positions • Offer to meet with Emerald State High School, Marist College Emerald, Emerald Christian College, CQU/TAFE, Emerald Agricultural College and Blackwater High School representatives on an annual basis to promote the availability of apprenticeships and traineeships at Ensham Mine and encourage local young people including Indigenous young people to seek training and/or employment at Ensham Mine • Participate in industry initiatives e.g. forums, partnerships or to build local resourcing capacity for mining industry work which are identified by the Resources Roundtable
Closure impacts	<ul style="list-style-type: none"> • Provide regular updates to Project personnel regarding the ramp-down and closure of open cut operations and the ramp-down and closure schedule for the Project • Keep the CHRC and CHDC updated on changes to Ensham Mine's workforce numbers, including providing advice 12 month ahead of the planned closure of the open cut operation, and at least three years prior to the planned cessation of Project operation

21.6.3 Workforce housing and accommodation plan

The actions that Ensham JV will undertake with regards to workforce housing and accommodation are detailed in **Table 21-6**.

Table 21-6 Housing and accommodation management actions

Impact/benefit	Actions	Targets and outcomes sought
Affordable access to housing for locally based staff	Provide housing subsidy to all staff living in the Central Highlands LGA	All locally resident staff are supported to access and maintain housing
Access to high quality workforce accommodation	Maintain the availability of accommodation, meals, services and recreational facilities within the Ensham workforce accommodation village	Sufficient accommodation is available within the workforce accommodation village for all non-local personnel

21.6.4 Health and community well-being plan

The SIA did not identify any potential for negative impacts on the health and well-being impacts of local communities, or on the level of service provided to the local community by existing social services, facilities and infrastructure. Ensham JV will keep local services updated on changes to workforce numbers or composition to support their planning. The actions that Ensham JV will undertake with regards to Health and Community Well-being are detailed in **Table 21-7**.

Table 21-7 Health and community well-being actions

Impact/benefit	Actions	Targets and outcomes sought
Workers' health	Maintain on-site health services including: <ul style="list-style-type: none"> • first aid-trained persons available on site at all times • casualty rooms for first aid treatment • making first aid kits, trauma packs and Ensham Mine's Ambulance available • EAP provider • promotion of access to telehealth services • maintain COVID-19 or applicable relevant provisions as directed by Queensland Health 	Support the health and well-being of Project personnel by maintaining Ensham Mine's current on-site health and recreation services
	<ul style="list-style-type: none"> • Investigate the availability of 'Mates in Mining' training and awareness courses and make such a course available to Project personnel 	Awareness of mental health issues and strategies to maintain health
Stress/mental health - impacted and/or nearby landowners	<ul style="list-style-type: none"> • Maintain engagement with landowners during the EIS process and throughout the life of the Project to ensure they aware of Project progress, can efficiently communicate about any issues of concern, and can participate in engagement towards the development of the Project's Progressive Rehabilitation Plan 	Open and accessible communication which supports cooperative relationships between landowners and the Project
Access to natural resources (groundwater)	<ul style="list-style-type: none"> • Comply with the Water Act's underground water management framework including entering into make good agreements for any loss of access to water • Maintain open lines of communication with nearby landowners that have bores to ensure any Project-related changes to groundwater access are identified and addressed 	Any groundwater drawdown is predicted and monitored to enable timely make-good arrangements
Support for social infrastructure planning	<ul style="list-style-type: none"> • Share information on the Project's employee numbers and local and DIDO/FIFO percentages on request by CHRC, CHDC or Queensland Government agencies 	Council and Government agencies have sufficient information to support social infrastructure planning
	<ul style="list-style-type: none"> • Update Council and Government agencies on changes to workforce numbers one year ahead of (a) the closure of the open-cut operations, (b) the ramp-down of underground mining and (c) Ensham Mine's Closure 	Council and Government agencies can anticipate population changes
Co-operation with emergency services	<ul style="list-style-type: none"> • Engage with QPS, QAS and QFES to review and if necessary, revise the EMP prior to Project commencement • Invite the engagement QPS, QAS and QFES in annual training exercises and major training exercises every 3-4 years • As part of annual training engagements, seek input into evaluation of the health and wellbeing plan's effectiveness, • Involve Queensland Health in periodic SIMP reviews 	QPS, QAS and QFES agree with proposed EMP provisions

Impact/benefit	Actions	Targets and outcomes sought
Community investment	<ul style="list-style-type: none"> Maintain provision of Ensham's Community Donations and Sponsorship program Review community investment priorities in cooperation with CHRC during the first year of Project activities and every five years to set priorities for community investment Engage with CHRC to identify and implement a partnership to support quality of life in Emerald and support its attractiveness as a place for people of all ages, in turn supporting attraction and retention of local residents 	<p>Demonstrated contributions to community programs, facilities and events</p> <p>Development and implementation of a partnership between Ensham and CHRC and demonstrable outcomes</p>

21.6.5 Local business and industry procurement plan

Negative impacts on local business and industry procurement as a result of the Project were not identified.

Table 21-8 provides the Project's proposed actions and targets and outcomes for local business and industry procurement.

Table 21-8 Local business and industry procurement actions

Impact/benefit	Actions	Targets and outcomes sought
Local supply opportunities	<ul style="list-style-type: none"> Establish and maintain a Local Business Register and promote supply opportunities via the Register and Project website, with a link to company procurement procedures 	Maintenance and, if possible, improvement of the number of local businesses supplying Ensham Mine's underground operation
	<ul style="list-style-type: none"> Meet CHDC to identify additional local suppliers who could be provided with information about Project supply opportunities 	An increase in the range of Central Highlands LGA businesses supplying the Project, relative to current supply to Ensham's approved underground operation
	<ul style="list-style-type: none"> Review Ensham Mine's procurement strategies to ensure fitness for Project purpose against the QRC Local Content Code and consideration of QLCLN's better practice guide for resource industry local content 	Maintenance and, if possible, an increase in Ensham Mine underground operations' expenditure with businesses within the Central Highlands and CQ regions
Opportunities for Indigenous businesses in	<ul style="list-style-type: none"> Identify Indigenous businesses located in the Central Queensland region through DSDSATSIP's Deadly Directory and consultation with Traditional Owners 	Inclusion of Indigenous businesses in the Local Business Register, working towards increasing participation over time with change
	<ul style="list-style-type: none"> Contact and encourage Indigenous businesses to provide information for the Project's Local Business Register 	Inclusion of Indigenous businesses in Ensham Mine's supply chain

Impact/ benefit	Actions	Targets and outcomes sought
	<ul style="list-style-type: none"> Invite Indigenous businesses to business briefing sessions which include information about capacity building programs 	Indigenous businesses are engaged in the Ensham Mine's supply chain throughout the Project life
Social enterprise	<ul style="list-style-type: none"> Consult with CHCS and CHRC to identify the potential for existing and emerging social enterprises in the Central Highlands LGA to contribute to the Project's supply chain and/or employment base, and also include social enterprises as a priority for community investment 	Social enterprises are supported to develop capacity to participate in the supply chain for mining projects, and encouraged to seek donations or investment from Ensham
Business capacity building	<ul style="list-style-type: none"> Provide briefings to local businesses on upcoming supply opportunities and capacity building programs 	Local and Indigenous businesses are aware of Project opportunities and programs to support capacity building
	<ul style="list-style-type: none"> Join the QLCLN prior to Project commencement and actively participate in its activities 	Build and sustain relationships with businesses and cooperation with industry stakeholders
	<ul style="list-style-type: none"> Become a Platinum Partner to CHDC 	Support CHDC's networking opportunities for local business, community and industry
Closure opportunities (open cut operations and Project)	<ul style="list-style-type: none"> Provide prior advice of the open cut operations' and underground operations' completion to the local supply network (i.e. Local Business Register) and CHDC network 	Local businesses are aware of the cessation of supply opportunities
	<ul style="list-style-type: none"> In consultation with Traditional Owners and DSDSATSIP and as part of participation in business forums (e.g. events), identify local and regional businesses who can be invited to be tender for contracting opportunities for closure and rehabilitation 	Local businesses are aware of the cessation of open cut supply opportunities

21.6.6 SIMP Monitoring and reporting

This section describes the SIMP monitoring and reporting provisions for the Project.

21.6.6.1 Monitoring program

The SIMP sub-plans each include key performance indicators (KPIs) and a monitoring and reporting process for each measure. As described in the sub-plans, the Project will implement:

- a Stakeholder Engagement Register to support monitoring of engagement activities and outcomes
- a Local Business Register to support monitoring of local and Indigenous businesses' participation in the supply chain
- Human Resources records identifying the number and percentage of local personnel (Central Highlands residents), female personnel, Indigenous personnel (with the consent of these personnel), and personnel under 25 years, to support the provision of information to stakeholders
- a Complaints Register to track complaints and their resolution
- consultative arrangements with CHRC, CHDC, directly affected and adjacent landowners, landowners whose groundwater bores may be subject to drawdown, to regularly review the effectiveness of SIMP measures
- provide QRC Local Content Code Industry Reports and AIP Reports to the relevant authorities on an annual basis.

Progress against the KPIs and the targets and outcomes will be monitored Ensham JV on a six-monthly basis, and will be reported as part of the Project's SIMRs

If progress towards targets and outcomes is not positive, the relevant management measures will be reviewed and may need to be revised to improve the outcomes. This would occur as part of annual SIMP reviews, with any updates to management measures as the result of monitoring and engagement results noted as part of the SIMR.

The Project will have positive or neutral effects on social indicators such as employment levels, housing affordability and population stability. Adverse impacts on social indicators such as housing access, social infrastructure access, labour availability, population characteristics or community health indicators were not identified. As such, monitoring of social indicators is not proposed.

21.6.6.2 Review and reporting process

The SIMP will be reviewed annually during the first three years of Project operations, and updated as indicated by monitoring data, including stakeholder feedback.

A SIMR will be provided at the end of Year 1 of Project operations, and again at the end of Year 3. Preparation of SIMRs will include:

- a review of the implementation status of actions and outcomes identified in the SIMP
- a review of progress towards targets and outcomes to identify the effectiveness of SIMP measures and any areas where SIMP measures were not wholly effective and required amendments to SIMP measures
- consultation with CHRC, CHDC, QPS, Queensland Heath, directly affected and adjacent landowners and the Western Kangoulu People, to identify the effectiveness of SIMP strategies, and any changes that need to be made to the SIMP to ensure ongoing effectiveness.

Any need for ongoing production of SIMRs after Year 3 will be agreed with DES and OCG at that time.

21.7. Summary and conclusions

As the Project is a continuation of the existing underground mine, using existing surface infrastructure located on the existing approved MLs (including zones 2 and 3), no material construction activities are identified for the Project. There will be a need for minor surface disturbance associated with exploration activities in all three zones (i.e. drilling and 3D seismic) and flaring infrastructure in Zone 2 and Zone 3. With no change to personnel or housing arrangements, and with minimal changes to environmental qualities, the Project is unlikely to have negative impacts on social conditions such as residential amenity, housing affordability, social infrastructure capacity or labour availability in the communities of Comet, Emerald or Blackwater.

There is potential for impacts on the Western Kangoulu People's native title interests, which will be addressed as required under the *Native Title Act 1993* (Cth). Ensham has engaged with the Western Kangoulu People towards an agreement which encompasses Native Title, cultural heritage, employment, training and business development.

Ensham has also engaged with the Garingbal and Kara Kara People to provide a Project update and confirmed their existing agreement with respect to Ensham Mine remains in place.

Outside those issues dealt with as part of the confidential agreements between Traditional Owners and Ensham, impacts on access to cultural and natural resources were not identified as part of the SIA.

The land within the Project Site is held by either Ensham or private landholders and lessees, with little current opportunity for Traditional Owners to access the Project Site.

There will be no land disturbance or infrastructure in Zone 1 (beyond existing approved exploration activities) which would affect the Traditional Owners' access to or use of the land in the future.

Flaring infrastructure will be assembled on land owned by Ensham within Zone 2 and Zone 3. Disturbed areas would be rehabilitated (as part of progressive rehabilitation) to an approved post mining land use.

Stakeholders expressed concerns that aspects of the Project could impact on the use and management of agricultural land, and that underground mining may change market perceptions of the overlying land's value. Ensham is working with property owners to understand the potential for any impacts on the operations, which will be addressed as part of compensation agreements. The engagement mechanism provided in the SIMP, and Ensham's established relationships with these landowners, is expected to minimise the potential for effects on landowners' mental health as a result of stress or anxiety relating to Project impacts.

The Project's ramp-down of production would see a decline in workforce numbers during 2035-36, and the Project's closure would see the remaining jobs cease. Ensham will provide updates on closure and rehabilitation plans to key stakeholders including Ensham personnel and suppliers, CHRC, CHDC and the Department of Education ahead of the closure of the open cut and underground operations.

The Project will provide jobs for up to approximately 603 personnel, supporting continuation of employment and income security for existing personnel, and the provision of opportunities for others to obtain employment as personnel retire or move to other jobs. Additional indirect employment is likely, at an estimated 51 additional jobs across Queensland, including the owners and employees of Ensham suppliers.

In maintaining the availability of mining jobs and business supply opportunities, the Project would support the livelihoods and economic well-being of Project personnel, business owners and business employees. The

Project also provides the opportunity for farmers and graziers in the Central Highlands LGA to obtain off-farm employment, thereby supporting the sustainability of their livelihoods and lifestyles.

An estimated 207 Project personnel are expected to live locally, and based on the average number of people per household in the Central Highlands LGA (2.7 people), the Project would support a population of at least 559 people (or 1.95 percent of the LGA's estimated population in 2021), primarily based in Emerald.

In contributing to the maintenance of the Central Highlands LGA's population, the Project will support existing social networks within local communities, and within the Ensham Mine workplace, so a positive effect on the maintenance of community cohesion is likely. The Project will continue Ensham Mine's Community Donations and Sponsorship program, which has supported a wide range of community groups and services to maintain and enhance their service, program and event offerings to local communities.

Local and regional businesses would derive substantial benefits from both Project supply opportunities and expenditure by Project personnel and their households. The Project will also seek to increase Indigenous businesses' participation in its supply chain.

The Project is not expected to contribute to the cumulative impacts of existing operations in the Central Highlands LGA or of proposed projects in the Central Highlands and Isaac LGAs, but would make a substantial contribution to the ongoing availability of jobs in the coal mining industry in the Central Highlands LGA.

In summary, the Project is expected to make positive contributions to the sustainability of the Emerald and Central Highlands LGA communities.