

Ensham Life of Mine Extension project

Coordinator-General's evaluation report on the social impact assessment

October 2021

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1 Introduction

This report has been prepared pursuant to section 11 of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and provides my evaluation, as Coordinator-General, of the potential social impacts for the Ensham Life of Mine Extension project (the project). I have considered the environmental impact statement (EIS) to the extent that it relates to key social impacts identified by the proponent's social impact assessment (SIA).

The SIA was prepared as part of the voluntary EIS for the project under chapter 3 of the *Environmental Protection Act 1994* (EP Act).

The terms of reference (TOR) for the EIS required an SIA that addressed the requirements of the SSRC Act and the Coordinator-General's SIA Guideline March 2018 (SIA Guideline). The SIA was required to describe the potential social impacts (both positive and negative) of the proposed project and identify relevant and effective impact mitigation and benefit enhancement measures for the following five key matters:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

This evaluation report does not record all the matters that were identified and subsequently addressed during the impact assessment. Rather, the report:

- summarises the substantive issues identified during the SIA process and submissions made on the EIS relevant to the five key matters in the SIA Guideline
- evaluates the mitigation and benefit enhancement measures proposed to address these issues
- states social conditions under which the project may proceed
- documents the proponent's social commitments.

A summary of this evaluation report is included in the EIS assessment report for the project prepared by the Department of Environment and Science (DES) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DES's website:

<https://www.qld.gov.au/environment/pollution/management/eis-process/projects/current-projects/ensham-life-of-mine-extension-project>.

1.1 Overview of the *Strong and Sustainable Resource Communities Act 2017*

The SSRC Act commenced on 30 March 2018. The object of the SSRC Act is to ensure that residents of communities near large resource projects benefit from the construction and operation of those projects. This is achieved by:

- preventing operational large resource projects from having a 100 per cent fly-in, fly-out (FIFO) workforce (section 6)
- preventing discrimination against locals when recruiting and terminating workers (section 8)

- making an SIA mandatory for large resource projects undertaking an EIS process under either the *State Development and Public Works Organisation Act 1971* (SDPWO Act) or EP Act (section 9).

The project is defined as a large resource project by the SSRC Act because it is a resource project that requires an EIS under the EP Act and is anticipated to have 100 or more workers.

Under the SSRC Act, large resource projects undergoing an EIS process under the EP Act are required to complete a SIA in accordance with the SIA Guideline.

A large resource project must have a least one nearby regional community for the SSRC Act provisions to apply to the project. A nearby regional community is defined by the SSRC Act as a town within a 125 kilometre (km) radius of the main access to the project, with a population of more than 200 people. The Coordinator-General may also decide to include a town that is not strictly based on the thresholds in the SSRC Act, such as, one that has a greater or lesser radius or with a population of less than 200 people.

Fourteen towns meet the definition of a nearby regional community for the project under Schedule 1 of the SSRC Act: Blackwater, Bluff, Capella, Clermont, Duaringa, Dysart, Emerald, Middlemount, Rubyvale, Sapphire, Springsure, Tieri, Willow Gemfields and Woorabinda.

The SIA for the project identifies Comet (17 km south), Emerald (35 km south-west) and Blackwater (40 km south-east) as towns that are likely to experience the most social impacts and benefits from the project as they are located within a safe commuting distance (i.e. within a one hour drive) from the project's main access.

Although Comet does not meet the population density requirements to be classified as a nearby regional community under the SSRC Act, it is the closest population centre to the project, Comet residents are anticipated to benefit from project employment opportunities, and Comet businesses may experience trade related to commuting personnel. The existing Ensham Mine also currently employs a worker from Comet. The inclusion of Comet as a nearby regional community for the project is consistent with the object of the SSRC Act as it is located in the vicinity of the project and identified in the SIA as a potentially impacted town and a potential source of relevant skilled labour.

As part of this evaluation, I have nominated Comet as a nearby regional community for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's operational workforce. Comet, along with the 14 towns that meet the definition of a nearby regional community, will be published on the Department of State Development, Infrastructure, Local Government and Planning's (DSDILGP's) website as required under section 13 of the SSRC Act.

1.2 Project description

Ensham Mine is an existing open-cut and underground thermal coal mine located approximately 35 km east of Emerald within the Central Highlands local government area (LGA) (Figure 1). Current open-cut operations are scheduled to cease in 2024, and underground operations in 2028.

Ensham Resources Pty Ltd, a wholly owned subsidiary of Idemitsu Australia Resource Pty Ltd, operates the existing Ensham Mine on behalf of the proponent, Ensham Joint Venture. Ensham Joint Venture is proposing to increase the life of the existing Ensham Mine by extending the underground mining operations to the west within a new mining lease area. The project is expected to increase the life of the existing underground mine by up to nine years, from 2028 to approximately 2037. An estimated 38 million tonnes of thermal coal would be produced over the life of the project.

Ensham Joint Venture indicates that as the project is a continuation of the existing underground mine, the existing operational mine equipment and infrastructure would be utilised, and no material surface construction activities would be required.

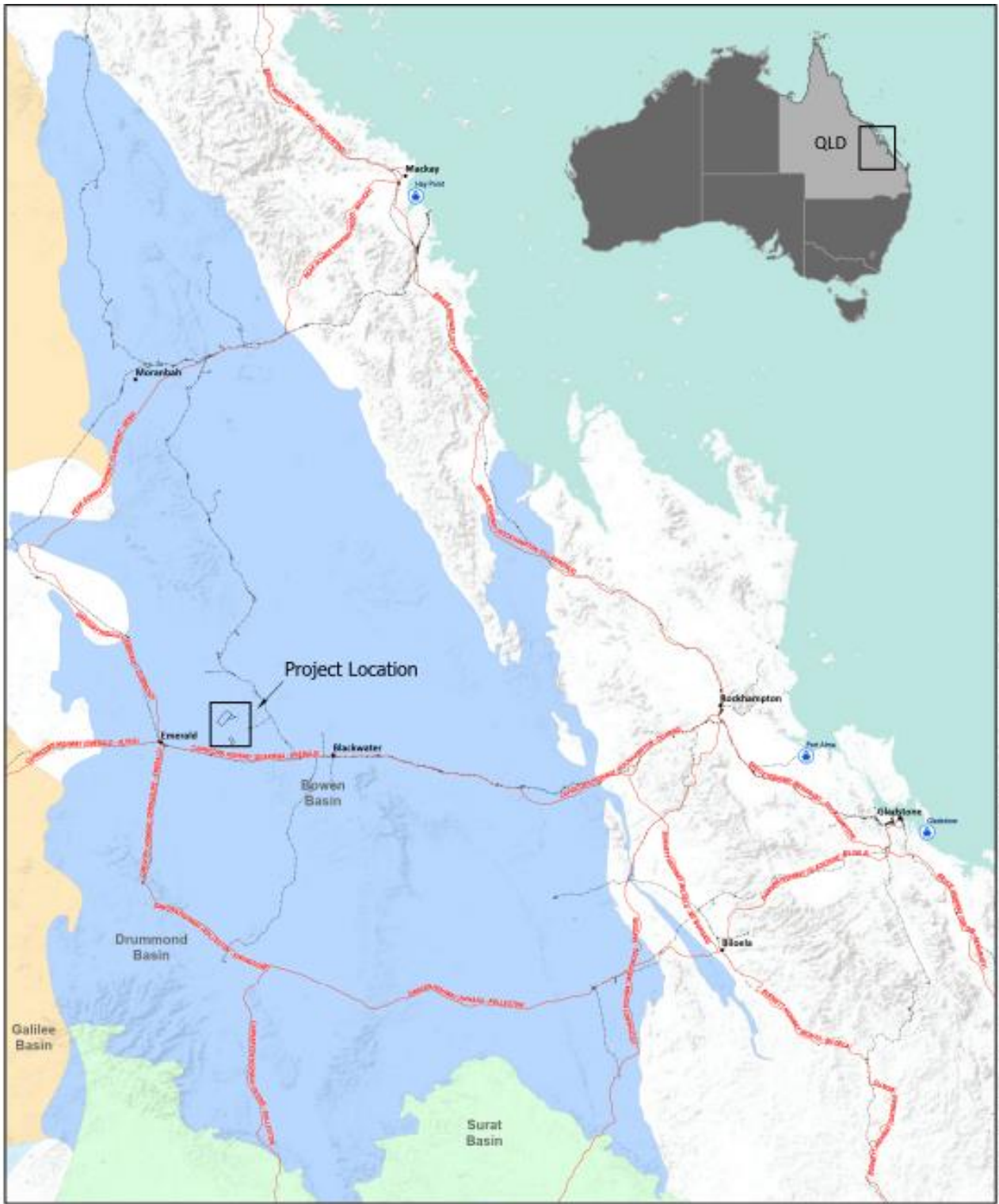


Figure 1-1
Project Location



Legend

- | | | |
|--------------|------------|--------------------------|
| Project Area | Main Roads | Geological Basins |
| Ports | Rail | Bowen Basin |
| Locations | Locations | Drummond Basin |
| | | Galilee Basin |
| | | Surat Basin |

ENSHAM LIFE OF MINE EXTENSION PROJECT

Projection: GCS GDA 1994 Scale: 1:2,500,000
 Source: State of Queensland, 2019. Imagery: ESRI Online World Imagery.
 STRM: Geoscience Australia, 2011

Figure 1 Project location

1.3 Project workforce

As the project is not proposed to involve construction activities, there would be no construction workforce. The EIS proposes that during operations, the project would support continued employment of approximately 603 full time equivalent personnel from the existing Ensham Mine, from 2028 to 2035. Personnel numbers are expected to reduce from 2036 as decommissioning activities commence. The project's workforce profile is further described at section 2.2.1.

1.4 Study area

To understand the potential social impacts associated with the project, a description of the existing social environment and ongoing trends in a well-defined SIA study area is necessary. The SIA for the project identifies that social impacts are discussed at three levels, which together comprise the SIA study area: project site, potentially affected communities and project region.

1.4.1 Project site

The project site is located within the rural localities of Wyuna and Comet. The EIS describes the project site as three separate areas for the purposes of impact assessment:

- Zone 1 – a new mining lease area (MLA 700061 lodged 25 March 2020) extending to the north-west of the existing Ensham Mine, contained within the existing mineral development license (MDL) 217
- Zone 2 – an area to the north of the existing Ensham Mine within the approved mining lease (ML) 70326, ML 70365 and ML 7459
- Zone 3 – an area to the south of the existing Ensham Mine within approved mining leases ML 7459 and ML 70366.

Zone 1 is within an area of agricultural land use, while Zones 2 and 3 contain infrastructure that services the existing Ensham Mine operations.

The project site includes two freehold properties (Braylands and Chelbrook) and a minor stock route, which are directly impacted by the project, and four properties are adjacent to proposed impact area.

1.4.2 Potentially affected communities

The SIA identifies Comet, Emerald and Blackwater as potentially affected communities: those nearby regional communities likely to experience the greatest social impacts and benefits of the project. These towns are located within a safe daily commute distance (maximum one-hour drive time) from the project site.

As described in section 1.1, while Comet does not meet the definition of a nearby regional community under the SSRC Act, the SIA identifies that the township may have concerns regarding land use conflicts between the agricultural and mining industries. Further, Comet residents may benefit from access to project employment, while Comet businesses may experience business trade related to commuting personnel.

Emerald is identified as the primary residential base for existing project personnel and may experience project impacts relating to housing or social infrastructure requirements. Most of the existing Ensham Mine's current local suppliers are also located in Emerald.

The SIA identifies that due to proximity to the project, Blackwater businesses may benefit from project opportunities or personnel expenditure, however specific social impacts or benefits were not foreseen at the scoping stage.

1.4.3 Project region

The SIA identifies the Central Highlands LGA as the project region with potential for social impacts and benefits. The key employing industries in the LGA are mining, agriculture, forestry and fishing.

While the project is located close to the boundary of the Isaac Regional Council LGA, the SIA identifies that due to the nature of the project, being an extension to the existing Ensham Mine, there would be no direct impacts on land use and infrastructure, nor material impacts on communities within the Isaac Regional Council LGA.

1.5 Methodology

The SIA was developed in accordance with the SIA Guideline and involved: scoping the social risk, stakeholder engagement, baseline analysis, assessment of impacts and opportunities, and impact mitigation and management.

The SIA also addresses specific requirements of the TOR to:

- include a local employment target and provide a practical basis to ensure local benefit for the period of the proposed project
- demonstrate that the project's workforce recruitment hierarchy prioritises workers from local and nearby regional communities, followed by workers who would live in regional communities
- consider the impact of new technologies on the operation of the proposed project.

1.5.1 Scoping

The scoping phase principally involved:

- identifying the nature and scale of the project
- identifying the social context of the region
- identifying regulatory requirements
- undertaking a literature review to identify findings of relevance to the SIA
- early consultation with key stakeholders
- identifying and describing the SIA study areas
- conducting a preliminary review of potential social impacts and benefits
- refining the focus of the assessment.

1.5.2 Social baseline and stakeholder engagement

The SIA's social baseline outlines the social environment within the three study areas (section 1.4) in relation to:

- community setting and values, including population composition, community health, wellbeing and safety, housing and accommodation, social infrastructure, labour force, business and industry characteristics and trends

- historical settlement patterns, including Indigenous and non-Indigenous
- community values, including cultural identity, connectivity, amenity, and community cohesion and resilience
- population and housing, including resident and non-resident populations, social indicators, and housing and accommodation
- social infrastructure and capacity, including community facilities and services, childcare and education, health services, emergency services, and sport and recreation
- labour force, business and industry, including regional labour force, unemployment, key business sectors and supply chains.

The baseline assessment was informed by Australian Bureau of Statistics census data (2016) (the most recent available data) and other secondary data sources and supported by feedback from stakeholder consultation, which is further described in section 2.1.

1.5.3 Impact assessment

The SIA describes that potential impacts and proposed management measures were identified primarily through stakeholder engagement, a literature review of demographic, housing and employment data, and findings from SIAs for other relevant projects.

Impacts were categorised as either positive or negative impacts. A significance-based approach was used for impact evaluation, which considered the magnitude of the impact against the vulnerability of the affected person, both pre- and post-application of mitigation measures. Additional analysis was undertaken of proposed workforces associated with prospective new projects and the capacity of nearby regional communities to provide for cumulative demand.

The management measures and monitoring approach proposed by Ensham Joint Venture have been collated in a draft social impact management plan (SIMP) which was included in the SIA. The draft SIMP provides a strategic approach for the management of social impacts throughout the operation of the project. The draft SIMP includes draft management plans for:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

1.5.4 Adequacy

I am satisfied that Ensham Joint Venture's methodology for the SIA was conducted in accordance with the SIA Guideline and TOR requirements. The SIA provides a reasonable and rigorous assessment of the project's social impacts, informed by inclusive community and stakeholder engagement.

Section 2 provides my assessment of the key social matters identified in the SIA and the adequacy of proposed mitigation, management and monitoring measures.

2 Key matters

This section evaluates Ensham Joint Venture’s assessment of the potential impacts of the project on key social matters, including the proposed impact mitigation strategies. I have also considered the submissions on the EIS and responses provided by Ensham Joint Venture in my evaluation of the project with respect to social impacts. My assessment of these matters is provided as part of this section.

2.1 Community and stakeholder engagement

The SIA includes an analysis of key stakeholders and description of engagement undertaken for the SIA. Stakeholder input into the baseline analysis, impact assessment and development of management measures is described throughout the SIA.

2.1.1 Engagement undertaken for the SIA and EIS

The SIA and SIMP stakeholder engagement program involved consultation with Central Highlands Regional Council, 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 and local communities (Table 1).

Table 1 Project stakeholders

Category	Stakeholder
Directly affected landholders	Two landholders whose properties would be directly affected by mining activities within MDL 217 (Zone 1).
Adjoining landholders	Landholders whose property is adjoining the project site. There are 24 identified landholders.
Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> Western Kangoulu People – registered native title claimants of the land which includes the project site Garingbal and Kara Kara People – connection to the land within which the existing Ensham Mine is located, but do not have a registered native title claim
Local government	Central Highlands Regional Council
State government	<ul style="list-style-type: none"> Education Queensland – Emerald State High School and Comet State School Queensland Police Service Queensland Ambulance Service Queensland Fire and Emergency service Queensland Health, which provides Emerald Hospital, Emerald Community and Allied Health Services, Central Highlands District Mental Health Services, and the Blackwater Multipurpose Health Service including the Blackwater Hospital Department of Aboriginal and Torres Strait Islander Partnerships, now part of Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnership (DSDSATSIP) Department of Communities, Disability Services and Seniors, as then known, now restructured as part of Department of Communities, Housing and Digital Economy (DCHDE) and DSDSATSIP Department of Environment and Science (DES)

Category	Stakeholder
	<ul style="list-style-type: none"> • Department of Employment, Small Business and Training • Department of Housing and Public Works with the housing function now part of DCHDE • Department of State Development, Tourism and Innovation with State Development now part of the Department of State Development, Infrastructure, Local Government and Planning (DSDILGP), including Office of the Coordinator-General.
Non-government organisations	Central Highlands Community Services and other social services providers and community organisations, including local allied health and aged care providers.
Local and regional employment and training providers	<ul style="list-style-type: none"> • Central Highlands Development Corporation • Central Queensland University (Emerald) and affiliated TAFE • Busy at Work, Emerald • Employment Services • WorkPac Group • Max Employment Emerald • Lennon Training
Community members, businesses and organisations	Community members and groups in the potentially affected communities of Emerald, Comet, and Blackwater and other nearby townships.

Source: Adapted from the project's SIA, EIS Chapter 2 - Consultation Report and EIS Chapter 21 - Social Chapter

Two rounds of community and stakeholder engagement were undertaken for the project – June to August 2020 and October to November 2020. The first round of engagement (June to August 2020) was constrained by the public health emergency restrictions and included teleconferencing (Central Highlands Regional Council and Central Highlands Development Corporation), writing to directly affected and adjacent landowners and the Western Kangoulu People, a community survey and interviews with community and government agencies. The SIA concludes there was a lower-than-expected level of participation in the first round of SIA engagement, and attributed this to the community's focus on the response to the public health emergency, and the project's minimal potential to impact on the local workforce, housing, community services or community amenity.

The second round of engagement (October to November 2020) sought stakeholder feedback on preliminary SIA findings and proposed management measures, and included community workshops in Emerald and Comet, online workshops and face-to-face meetings.

Key matters identified during consultation on social matters included:

- local employment opportunities and strengthening employment of local and Aboriginal and Torres Strait Islander peoples
- local supply opportunities (continued use of existing, as well as new opportunities)
- environmental concerns, including potential for increased flood risk due to subsidence, and potential impacts on air quality and groundwater
- potential for impacts on agricultural land, including a cotton farm
- workforce training and development opportunities
- community investment priorities
- stakeholder awareness of the impacts of project closure
- avoidance of housing impacts.

I note that submissions received during public notification of the EIS also raised:

- concerns regarding impacts on directly affected landholders due to subsidence, flooding and groundwater drawdown (impact to ecological and farming value and existing infrastructure), and land access (privacy and health and safety)
- concerns regarding agreements between Ensham Joint Venture and Western Kangoulu people
- recommendation that employment strategies provide opportunities for people with disabilities and seniors
- recommendations around community investment priorities, including development of programs and services to enable people to age in place, and affordable housing for people with disabilities.

2.1.2 Ongoing community and stakeholder engagement

Ensham Joint Venture prepared a Community and Stakeholder Engagement Plan (CSEP) as part of the SIMP presented in the SIA. The CSEP describes sub-plans relating to workforce management, housing and accommodation, health and community wellbeing and local business and industry procurement. Ensham Joint Venture has committed to updating the plan in 2025 and 2032 to provide a clear forward program for engaging stakeholders. The CSEP would be publicly available.

The CSEP describes various mechanisms for engagement with key stakeholder groups throughout the EIS and post-approvals phases. Key stakeholder groups are identified as: directly affected and adjacent landholders, the Central Highlands Regional Council, Central Highlands Development Corporation, Aboriginal and Torres Strait Islander stakeholders, government agencies and social infrastructure providers, project personnel and existing suppliers, and community members and organisations in Emerald and Comet. Ongoing engagement would focus on:

- finalising agreements with affected landholders and Traditional Owners
- communicating availability of employment, training and business supply opportunities, particularly as the project moves to decommissioning and rehabilitation phases
- communicating process and timing for progressive rehabilitation and mine closure planning
- monitoring the effectiveness of proposed social impact mitigation measures.

Ensham Joint Venture has committed to ensuring stakeholders are kept informed of project activities throughout operations and have an avenue to submit complaints, issues, questions or comments with the Ensham Joint Venture staff. Ensham Joint Venture has also committed to incorporating stakeholder feedback into the adaptive management of the project's social and environmental impacts, and the SIA proposes mechanisms to enable this. I support these commitments.

Submissions on the EIS requested the opportunity to engage more closely with Ensham Joint Venture on the following matters:

- opportunities for Aboriginal and Torres Strait Islander peoples' employment, training, and local business and industry procurement (further discussed in sections 2.2.2 and 2.3.2)
- potential for impacts to directly affected and adjacent landholders due to land access, subsidence, diminution of land value and groundwater drawdown (further discussed in sections 2.3.3 and 2.4.2)
- employment opportunities for people with disabilities and seniors (further discussed in section 2.2.2)
- community development and investment priorities (further discussed in section 2.4.3)
- management of Indigenous cultural heritage across the site.

I understand Ensham Joint Venture has existing arrangements in place with relevant Aboriginal and Torres Strait Islander peoples under the *Aboriginal Cultural Heritage Act 2003*. These arrangements include provisions for cultural heritage management and Indigenous employment targets. I support Ensham Joint Venture's commitment to continue discussions with the representatives of relevant Traditional Owners on matters relating to cultural heritage, and employment targets and business supply opportunities for Aboriginal and Torres Strait Islander peoples.

I note that ongoing consultation between Ensham Joint Venture and affected landholders is required to finalise compensation agreements. I support Ensham Joint Venture's commitment to revise the CSEP to include an updated plan and program for further consultation with all relevant stakeholders, including agreed impact management measures, and input into ongoing implementation and monitoring of the SIMP actions. These would be reported on in annual reporting on the implementation of the SIMP.

2.1.3 Conclusion

I am satisfied that the level of detail provided in the SIA is appropriate for the EIS stage of the project, and I consider that the CSEP prepared as part of the SIMP provides a strategic approach for ongoing stakeholder engagement. I support Ensham Joint Venture's commitment to incorporating stakeholder feedback in future adaptations of the CSEP.

To ensure ongoing engagement is transparent and facilitates proactive monitoring and management of potential social impacts during operational and project closure activities, I have stated conditions (Appendix 1) requiring Ensham Joint Venture to update the CSEP. The updated CSEP should:

- reflect the results of further community and stakeholder engagement undertaken since public notification of the SIA, particularly relating to agreements with affected landholders and Traditional Owners
- outline the updated plan and program of further community and stakeholder engagement, including processes for providing advanced notice to relevant stakeholders of operational activities with potential for disturbance.

2.2 Workforce management

Ensham Joint Venture proposes to transition the existing Ensham Mine underground workforce to the project, maintaining an operational workforce of approximately 603 personnel from 2025 to 2035. From 2036, the workforce numbers would reduce as the underground production profile declines.

The SIA estimates that if the existing Ensham Mine's current staff attrition rate is maintained (four per cent per annum), approximately 24 positions would become vacant each year to 2036. The SIMP's Workforce Management Plan describes that these positions would be filled by prioritising recruitment of workers in the following order:

- 1) existing Ensham Mine personnel
- 2) local residents – described as those within the Central Highlands LGA
- 3) workers from outside the Central Highlands LGA, who will be encouraged to move to the region (e.g. through housing subsidies).

Submissions on the EIS sought clarification on the following matters regarding the project's workforce:

- employment opportunities and targets for employment of Aboriginal and Torres Strait Islander peoples, people with disabilities and seniors

- issues with tracking the current residential data for the existing Ensham Mine workforce and contractors
- further details on the project's measurable outcomes and success criteria.

2.2.1 Workforce profile

2.2.1.1 Operational phase

The SIA includes a summary workforce profile for the existing Ensham Mine and proposed project operational phase. The SIA predicts that of the 603 personnel required during operations, approximately 303 would be direct employees, and 300 would be contractors.

Based on existing Ensham Mine personnel data, the SIA predicts the 303 direct employees would comprise:

- 38.6 per cent (117 people) local residents from within the Central Highlands LGA (predominantly Emerald) within one hour driving distance of the project site
- 38.8 per cent (118 people) would be drive-in, drive-out (DIDO), drawn from LGAs such as Rockhampton, Gladstone and Mackay which are within a driving time of three to four hours
- 22.6 per cent (68 people) would be FIFO and would commute primarily from other Queensland centres via Emerald Airport.

The SIA explains that residential data for the existing Ensham Mine contractor workforce (300 workers) was not available, therefore contractor statistics for the proposed project were estimated:

- 30 per cent (90 people) local residents
- 40 per cent (120 people) DIDO
- 30 per cent (90 people) FIFO.

While I understand Ensham Joint Venture is currently unable to quantify the exact number of contractors that live local versus DIDO or FIFO, I expect this information would be available following commencement of project activities to enable Ensham Joint Venture to accurately measure and report on the proportion of local versus DIDO and FIFO workers. To ensure Ensham Joint Venture's employment targets are achieved, I have stated a condition at Appendix 1 requiring Ensham Joint Venture to provide accurate and detailed reporting on the workforce profile in the annual social impact management report (SIMR).

The SIA confirms it is not anticipated that any new technologies such as automated haulage would be employed by the project, or that technological advancements during the life of the project would change the number or nature of personnel required.

2.2.1.2 Cessation of operations

The project's operations are anticipated to ramp down during 2036, resulting in a loss of approximately 200 jobs, while cessation of production in 2037 is predicted to result in the loss of most remaining jobs. The SIA notes that a small number of personnel (less than 100) would be required to undertake rehabilitation and closure activities until 2043.

2.2.2 Employment and training opportunities

2.2.2.1 Employment opportunities

The SIA confirms the local and regional labour markets have capacity to support the project's proposed labour requirements of approximately 24 new workers each year.

The SIMP provides that vacancies would be filled in accordance with the proposed recruitment hierarchy outlined in section 2.2. Employment opportunities would first be promoted to existing employees and contractors, then advertised locally, maximising opportunities for local hire. Should non-local candidates fill vacancies, they would be encouraged to move to the Central Highlands LGA through a range of mechanisms including housing subsidies, relocation allowances and family friendly rosters. Ensham Joint Venture has committed to maintaining a local workforce of at least 34 per cent.

In response to DSDSATSIP's submission on the EIS, Ensham Joint Venture has committed to considering diversity employment opportunities for local people with disabilities and seniors as part of their long-term employment strategies. I support this commitment and more broadly Ensham Joint Venture's commitment to the implementation of equal employment opportunity principles.

2.2.2.2 Training opportunities

The SIA confirms the existing 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 Joint Venture has committed to providing project personnel with the same opportunities and training requirements to ensure a high level of safety and productivity.

Ensham Joint Venture has also committed to maintaining Ensham Mine's current annual average intake of five apprentices and five trainees to at least 2035. The SIA indicates this would support local young people to enter the mining workforce, building a skilled local labour force for the future, and keeping young people (and their families) in the Central Highlands LGA.

2.2.2.3 Employment and training opportunities for Aboriginal and Torres Strait Islander peoples

During preliminary consultation on the SIA, stakeholders identified that access to employment and training opportunities were key values for Aboriginal and Torres Strait Islander community members.

In response to submissions on the SIA, Ensham Joint Venture described that it does not currently require employees to identify their cultural background and is therefore unable to cite the current number of existing Aboriginal and Torres Strait Islander personnel that would be transitioned to the project. However, Ensham Joint Venture has committed to working with Aboriginal and Torres Strait Islander stakeholder groups to achieve greater Indigenous involvement by encouraging and supporting existing Indigenous personnel to mentor new Indigenous recruits, apprentices and trainees.

The SIA identifies that an existing confidential agreement between Ensham Joint Venture and Western Kangoulu People includes agreed targets for employment of Indigenous people, and the SIMP commits to offering one apprenticeship or traineeship to an Indigenous person at least every two years.

2.2.3 Conclusion

I am satisfied Ensham Joint Venture's recruitment strategy described in the Workforce Management Plan provided as part of the SIMP would support continued employment of the existing Ensham Mine workforce and target employment of locals should opportunities become available. To ensure that this commitment is delivered, I have a stated condition requiring that Ensham Joint Venture update the

Workforce Management Plan to include local workforce targets for both direct employees and contractors.

I acknowledge Ensham Joint Venture's proposed actions to advance employment and training opportunities for Aboriginal and Torres Strait Islander peoples. To ensure this is undertaken, I have stated conditions (Appendix 1) requiring Ensham Joint Venture to update the Workforce Management Plan to include details of Ensham Joint Venture's proposed targets for recruitment of Aboriginal and Torres Strait Islander peoples. I expect Ensham Joint Venture to consult with the Western Kangoulu People, Garingbal and Kara Kara People and DSDSATSIP during development of the employment targets.

To ensure Ensham Joint Venture's proposed strategies to support employment of local and Aboriginal and Torres Strait Islander peoples are effective and that employment targets are achieved, I also require Ensham Joint Venture to submit for my approval an annual SIMR that describes the breakdown of workforce data (i.e. local, DIDO, FIFO, Aboriginal and Torres Strait Islander peoples).

2.2.4 Housing and accommodation

In line with the SIA Guideline, the SIA includes an assessment of the potential social impacts from project housing and accommodation arrangements.

The SIA describes that as the project is a continuation of the existing underground mine and would support continued employment of operational personnel from the existing Ensham Mine, it is not anticipated that there would be significant changes to existing housing and accommodation arrangements. Further, as the project would not require a construction workforce, there would be no temporary change to population size or characteristics, or impact on the availability of short-term accommodation.

I note the only submission received on the EIS during public notification relating to housing and accommodation was from the Department of Communities, Housing and Digital Economy, who expressed support for the actions proposed in Ensham Joint Venture's Workforce Housing and Accommodation Plan, submitted as part of the SIMP.

2.2.5 Local housing and accommodation

The SIA estimates approximately 207 of the existing Ensham Mine personnel currently live within the Central Highlands LGA in their own homes (owned, owned with a mortgage or rented). The SIA proposes that this number of locally based employees would be maintained for the project, contributing to the stability of the local housing market.

The social baseline in the SIA describes the existing housing trends in the Central Highlands LGA and concludes that the regional housing market appears to be stable. The SIA notes the rental markets in Emerald, Blackwater and Comet currently have low reported rental vacancy rates (less than two per cent), however rents are currently affordable for most households.

As described in section 2.2, the project is expected to generate up to 24 operational job opportunities per year. I support Ensham Joint Venture's commitment to implementing a range of strategies to encourage new personnel to live locally, including subsidised housing, relocation expenses and assistance with accessing housing and local services.

The SIA predicts that attraction of non-local personnel to the region may result in some demand for local housing, however this would be incremental over the project life, and likely offset by housing being released to the market as former personnel leave the region. The SIA concludes the project would be unlikely to significantly affect housing availability in the region and I accept this conclusion.

2.2.6 Workforce accommodation village

The SIA proposes that DIDO and FIFO personnel (direct employees and contractors) who reside more than one-hour's drive from the project site would stay in the Ensham Mine workforce accommodation village whilst on shift to comply with Ensham Joint Venture's Fatigue Management procedure.

The Ensham Mine workforce accommodation village has a capacity of 625 rooms, with a current utilisation rate of approximately 80 per cent. The SIMP commits to providing non-local personnel with high quality workforce accommodation to support wellbeing of residents. The SIA describes that all personnel utilising the accommodation village have their own permanent rooms, while facilities include a wet mess, dining facility, gym, tennis court and pool.

The SIA provides that while the project is unlikely to result in an increased demand for utilisation of the accommodation village, the accommodation village has sufficient capacity to accommodate all project personnel, if required.

2.2.7 Conclusion

I support Ensham Joint Venture's workforce housing strategy as described in the Workforce Housing and Accommodation Plan. I support Ensham Joint Venture's commitment to encouraging new employees to live locally, and I acknowledge that due to the relatively small number of job opportunities per year, the project would have minimal impact on housing and accommodation availability and affordability in the local region.

2.3 Local business and industry procurement

The SIA Guideline requires Ensham Joint Venture to manage potential social impacts associated with the procurement of local goods and services for the project.

A Local Business and Industry Procurement Plan has been developed as part of the SIA, which identifies the following opportunities and challenges to local business and industry procurement:

- continuation of local supply opportunities
- opportunities for Aboriginal and Torres Strait Islander businesses and social enterprises
- delivering business capacity building programs
- additional opportunities at mine closure.

Submissions on the EIS raised concerns and/or requested clarifications on the following matters:

- impact on adjacent agricultural businesses
- target for Aboriginal and Torres Strait Islander peoples employment and business procurement
- support for and investment into social enterprises.

2.3.1 Benefits for local and regional businesses

As the project extends the existing Ensham Mine, Ensham Joint Venture anticipates the project would maintain existing, rather than create new, business supply opportunities during operations, however some additional business opportunities may become available as part of mine closure activities, such as:

- provision of services related to the planning, management and implementation of the rehabilitation and closure activities

- rehabilitation earthworks, including access road rehabilitation
- seed gathering and supply and seedling tube stock generation
- infrastructure demolition and removal
- rehabilitation monitoring and reporting.

The project is anticipated to contribute approximately \$54 million per annum additional gross regional product to the greater economic catchment during project operations, and a total household income impact of \$25.8 million per annum.

The SIA confirms that the existing Ensham Mine's supplier network currently includes 364 local businesses (362 in Emerald, one in Comet and one in Blackwater). In response to a submission on the EIS, Ensham Joint Venture identified that in 2020, 22 per cent of total procurement and service spend was local, with 133 local businesses utilised. Ensham Joint Venture proposes to ensure that all relevant local businesses are aware of supplier opportunities, which would be continued by the project, along with any additional business opportunities that may become available.

Ensham Joint Venture has committed to developing and maintaining a Local Business Register, initiating local business capacity building programs (through engagement with Central Highlands Regional Council, Central Highlands Development Corporation, and Central Highlands Community Services) and reviewing the Ensham Mine's procurement strategies to further identify and promote local supply opportunities with local businesses, Aboriginal and Torres Strait Islander businesses and social enterprises. I support these commitments.

Ensham Joint Venture has also committed to complying with the Queensland Resources and Energy Sector Code of Practice for Local Content 2013 (QRC Local Content Code). Consistent with this commitment, to maximise the opportunities for local businesses to provide goods and services to the project, I require Ensham Joint Venture to develop a Local Content Strategy in accordance with the QRC Local Content Code, to be submitted as part of the updated SIMP.

2.3.2 Engagement with Aboriginal and Torres Strait Islander businesses

The SIA did not provide any information related to the involvement of Aboriginal and Torres Strait Islander peoples owned businesses in the existing Ensham Mine's supply chain. In response to a submission on the EIS, Ensham Joint Venture confirmed that they do not use any of the fifteen known Aboriginal and Torres Strait Islander peoples owned businesses in the Central Highlands LGA (as listed on the Black Business finder), and records are not maintained detailing the cultural background of their suppliers, contractors and service providers.

Ensham Joint Venture has committed to continuing engagement and providing business opportunities for Indigenous owned businesses in the Central Highlands LGA. I acknowledge Ensham Joint Venture's Local Business and Industry Procurement Plan proposes actions to advance Aboriginal and Torres Strait Islander business participation outcomes through inclusion of Indigenous businesses in the Local Business Register, and engagement and inclusion of Indigenous businesses into Ensham Joint Venture's supply chain throughout the project life. These proposed actions will be included in the SIMP and outcomes addressed in the annual SIMR.

In response to a submission on the EIS, Ensham Joint Venture identified that engagement with Indigenous representatives has been undertaken to establish goals of increasing opportunities for Aboriginal and Torres Strait Islander businesses. I consider the establishment of a target an important contributor to this goal. I therefore require a target for procurement of Aboriginal and Torres Strait Islander businesses and services be established and provided as part of the updated SIMP.

2.3.3 Economic impacts to local business and other industries

The SIA describes that the project activities (minor surface disturbance involving exploration) are not expected to affect the surrounding agricultural land uses or on-farm employment opportunities. However, submissions on the EIS identified concerns regarding the project's potential impacts on agricultural land as a result of subsidence, and impediments to farm management due to project-related land access. I acknowledge Ensham Joint Venture's commitment to address subsidence and land access concerns through ongoing consultation with affected landholders to finalise compensation agreements.

Since the project relies on the existing workers currently employed by the Ensham Mine, the SIA concluded that this will not draw labour from other businesses, avoiding negative impacts on workforce availability.

I note that ongoing consultation between Ensham Joint Venture and affected landholders is required to finalise compensation agreements. I support Ensham Joint Venture's commitment to update the SIMP to include feedback and outcomes of further consultation with all relevant stakeholders, including agreed impact management measures. These would be reported on in annual reporting on the implementation of the SIMP.

2.3.4 Conclusion

I am satisfied the commitments proposed by Ensham Joint Venture provide continuing opportunities for local businesses and suppliers.

To maximise these opportunities, I have stated conditions which require Ensham Joint Venture to identify and include Aboriginal and Torres Strait Islander businesses in the Local Business Register, and to note the agreed business procurement targets for Aboriginal and Torres Strait Islander peoples in the updated SIMP.

In addition, I have stated a condition that Ensham Joint Venture must prepare a Local Content Strategy that satisfies provisions of the QRC Local Content Code. I also require the annual SIMR to report on the implementation and outcomes of the Local Content Strategy.

2.4 Health and community wellbeing

In line with the SIA Guideline, the SIA identifies potential impacts on the health and safety, amenity values, and social and economic wellbeing of local communities during project activities. The SIA includes an analysis of the availability and capacity of, and an assessment of the project's potential impacts on:

- existing social infrastructure and services in the local study area
- the environment, including noise and dust and water resources
- community cohesion and resilience.

2.4.1 Social and emergency services

As discussed in section 2.2, the project would maintain the existing Ensham Mine workforce employed by Ensham Joint Venture for the project. Since the project would not change the population profile of the Central Highlands LGA, the SIA anticipates that the project is not expected to have any additional impacts on existing infrastructure, utilities and services.

As the number of local workers is not anticipated to change significantly, the SIA predicts local workforce demands would not increase pressure on social infrastructure, such as childcare and education services, health care or emergency services.

The SIA further describes that the non-local workforce would be unlikely to relocate their families while on shift, and therefore would be unlikely to utilise education or childcare services, however, recognises that the non-local workforce may still access and generate additional demand on local health and emergency services.

I support Ensham Joint Venture's commitment to implementing the following measures to manage potential for project impacts on local social and emergency services:

- providing DIDO and FIFO workers with high quality, permanent rooms and onsite facilities to support their wellbeing
- implementation of Ensham Joint Venture's Fatigue Management Plan, Fitness for Work Guideline and Drug and Alcohol Procedure
- consultation with workers to improve and implement safe systems of work that will ensure the health, safety and welfare of workers and other people
- providing access to onsite health services, including first aid trained persons, casualty rooms, first aid kits and trauma packs, the existing Ensham Mine's ambulance and an Employee Assistance Program
- promoting access to telehealth services
- investigating and implementation of the 'Mates in Mining' mental health training and awareness programs
- review of the Emergency Response Plan in collaboration with the Queensland Police Service, Queensland Ambulance Service and Queensland Fire and Emergency Services.

Ensham Joint Venture has further committed to providing the community access to a complaints management process, and developing a Complaints Register to track complaints and their resolution.

To ensure that Ensham Joint Venture's commitments are delivered and that management measures remain relevant, I have stated a condition (Appendix 1) requiring Ensham Joint Venture to submit an annual SIMR, which describes the actions Ensham Joint Venture has undertaken to implement their commitments, including a report on complaints received and their resolution.

2.4.2 Environmental impacts

Consultation on the SIA and submissions on the EIS raised concerns regarding project dust and groundwater drawdown impacts on directly affected and adjacent landholders. I have considered those parts of the EIS which relate to the project's potential impacts on air quality and water resources to the extent that they are relevant to stakeholder concerns. DES is ultimately responsible for the assessment of the project's impacts on air quality and water resources.

The SIA provides that, in accordance with requirements of the *Water Act 2000* underground management framework, Ensham Joint Venture would undertake a baseline assessment of water bores, prepare an underground water impact report, and enter into make-good arrangements for any loss of access to water. In addition, the SIA confirms Ensham Joint Venture would maintain open lines of communication with affected landowners by contacting them at least annually regarding any project related changes to groundwater access, or other related factors.

In response to the submissions on the EIS, Ensham Joint Venture describes that:

- the monthly dust monitoring results for the existing Ensham Mine are in compliance with the Environmental Authority, and potential impacts associated with the project would be managed in accordance with the mitigation measures presented in the EIS Chapter 15 - Air quality
- project-related groundwater drawdown is not expected to exceed 0.5 metres, and that drawdown would occur at depths of 10 to 15 metres, minimising discernible impacts on landholders.

I support Ensham Joint Venture's commitment to provide the affected landowners with regular dust monitoring information. Ensham Joint Venture has also committed to undertake ongoing communication with relevant stakeholders with respect to potential impacts associated with groundwater drawdown. The process and timing of this proposed engagement, as well as stakeholders to be engaged, should be outlined in the project's revised CSEP and submitted as part of the updated SIMP.

I consider Ensham Joint Venture's commitment to developing a Complaints Register will further ensure community complaints and concerns related to air quality and groundwater drawdown are responded to respectfully and systematically.

2.4.3 Community cohesion and resilience

The SIA provides that retaining the existing Ensham Mine local workforce (minimising disruption to the local population) for another nine years would assist in maintaining current community identity, services and social cohesion.

To address any potential impacts, Ensham Joint Venture has committed to sharing information on the project's employee numbers and local, DIDO and FIFO percentages with Central Highlands Regional Council, Central Highlands Development Corporation and other Queensland government agencies responsible for social infrastructure planning. Ensham Joint Venture has also committed to updating the relevant agencies on changes to workforce numbers one year ahead of the closure of open cut operations, ramp-down of underground mining, and project closure. I have stated a condition requiring Ensham Joint Venture to revise the CSEP as part of the updated SIMP (Appendix 1) to ensure that ongoing stakeholder engagement is undertaken and informs the proactive management of monitoring potential social impacts during the project.

In accordance with the SIA Guideline, Ensham Joint Venture is required to provide details of a workforce code of conduct. Ensham Joint Venture has committed to implementing the existing Ensham Mine's Accountability and Personal Conduct Procedure that applies to all employees, in particular commuting workers staying at the workforce accommodation village. I support this commitment.

Ensham Joint Venture has committed to continuing the existing Ensham Mine's Community Sponsorship and Donations program. In response to a request for further information following public notification of the SIA, Ensham Joint Venture identified that over the past two years, Ensham's Community Sponsorship and Donations program has invested approximately \$58,000 per year, as well as contributing to the community by way of in-kind support (contribution of materials, equipment and people resources to assist and support community organisations).

Ensham Joint Venture proposes that it would continue to provide this level of investment and in-kind support for the project. The SIA confirms that Ensham Joint Venture will review the priorities of the existing Ensham Mine Community Sponsorship and Donations program, in consultation with the Central Highlands Regional Council, to address contemporary community needs identified during the SIA process.

DSDSATSIP's submission on the EIS also encouraged the review to include additional programs that support mental health, housing solutions and homelessness services for young people, affordable housing for young people and people with disabilities, early learning opportunities for young Aboriginal

and Torres Strait Islander peoples, community transport opportunities and programs to enable people to age in place. Ensham Joint Venture committed to conducting studies or providing additional information to key stakeholders regarding outcomes of the sponsorship and donations program review.

I require Ensham Joint Venture to update the Health and Community Wellbeing Plan in consultation with Central Highlands Regional Council, DSDSATSIP and other community organisations to identify the proposed annual contribution to community investment initiatives, and the outcomes to be achieved.

2.4.4 Conclusion

I am satisfied that Ensham Joint Venture has considered measures to avoid or mitigate negative social impacts and enhance opportunities to improve the health and wellbeing of local and regional communities. I acknowledge Ensham Joint Venture's commitment in the SIMP Health and Community Wellbeing Plan to provide support for worker's health, mental health, access to natural resources (groundwater), support for social infrastructure planning, co-operation with emergency services and community development programs.

Accordingly, I have stated a condition (Appendix 1) requiring Ensham Joint Venture to submit an updated CSEP which describes the outcomes of further consultation with relevant stakeholders on the implementation of the proposed management strategies, the results of which should inform the updated SIMP.

I acknowledge Ensham Joint Venture's commitment to report annually on the community and stakeholder feedback and complaints process, and the implementation of community development and social investment programs as part of the SIMR. I have stated a condition requiring Ensham Joint Venture to update the Health and Community Wellbeing Plan in consultation with Central Highlands Regional Council, DSDSATSIP and other community organisations to identify the proposed annual contribution to community investment initiatives, and the outcomes to be achieved.

I also require Ensham Joint Venture to submit for my approval an annual SIMR on the implementation and effectiveness of social impact management measures and engagement with stakeholders, including details of the agreed outcomes. This will ensure Ensham Joint Venture's ongoing community investment commitments are transparently recorded and reported.

3 Conclusion

I am satisfied that the SIA was prepared in accordance with the SIA Guideline and that an appropriate level of community and stakeholder engagement informed the SIA process. The management plans prepared as part of the SIA demonstrate Ensham Joint Venture is committed to ensuring that the project does not significantly impact on, and enhances opportunities for, local and regional communities. As an extension of the existing Ensham Mine, the project's key social benefits are associated with the continuation of existing benefits, including continued employment of approximately 603 people, continued use of the existing business supply network, population stability and maintenance of social networks, and the continuation of the Community Sponsorship and Donations program.

I acknowledge Ensham Joint Venture's commitment to implementing a recruitment hierarchy that preferentially employs existing Ensham Mine personnel, then local and regional workers. This approach would support Ensham Joint Venture's target to maintain at least 34 per cent local workforce. I understand that an increase in the number of new local residents, although minor, may still place increased pressure on local health and emergency services. I am satisfied Ensham Joint Venture's commitments to providing workers with a range of onsite health services and reviewing and implementing Ensham Joint Venture's existing health and safety management plans in collaboration with emergency service providers are appropriate to manage these impacts.

I support Ensham Joint Venture's commitment to maintain continued use of the exiting Ensham Mine supplier network and maximise the opportunities for local and regional business and industry procurement for progressive rehabilitation and decommissioning activities. To ensure this occurs, I have stated a condition (Appendix 1) requiring Ensham Joint Venture to develop a Local Content Strategy, to be submitted as part of the updated SIMP.

I note Ensham Joint Venture's proposed actions to advance employment, training and business supply opportunities for Aboriginal and Torres Strait Islander peoples, and I have stated conditions (Appendix 1) requiring Ensham Joint Venture to identify targets for recruitment of Aboriginal and Torres Strait Islander peoples and use of local Aboriginal and Torres Strait Islander businesses.

Further, I have stated a condition requiring Ensham Joint Venture to establish targets for annual contribution to community investment initiatives and identify the outcomes to be achieved in consultation with Central Highlands Regional Council, DSDSATSIP and other community organisations.

Ongoing consultation with relevant stakeholders is proposed to manage the project's potential impacts on directly affected and adjacent landholders and Traditional Owners. To ensure this occurs, I have stated a condition requiring Ensham Joint Venture update the CSEP to reflect results of further engagement and provide a detailed plan and program of stakeholder engagement that includes processes for providing advanced notice to relevant stakeholders of project activities with potential for disturbance. I consider Ensham Joint Venture's commitment to developing a Complaints Register will further ensure community complaints and concerns are responded to respectfully and systematically.

I consider the level of detail provided in the SIMP is appropriate for this stage of the project's development. To ensure that Ensham Joint Venture's commitments to strategies and action plans outlined in the SIMP are fully developed, I require that Ensham Joint Venture provide an updated SIMP for my approval at least three months before the commencement of project activities. As part of this condition, I require that the updated SIMP be made publicly available via Ensham Joint Venture's website following my approval.

I acknowledge Ensham Joint Venture's commitment to reviewing the SIMP annually during the first three years of project operations and updating as required. I also require Ensham Joint Venture to report annually on the implementation and effectiveness of the updated SIMP and expect that management

strategies will be adapted over time and in response to stakeholder concerns. In addition, I expect that Ensham Joint Venture's commitments (Appendix 1) will be implemented.

As part of this evaluation, I have nominated fifteen towns as nearby regional communities for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's operational workforce: Blackwater, Bluff, Capella, Clermont, Comet, Duaringa, Dysart, Emerald, Middlemount, Rubyvale, Sapphire, Springsure, Tieri, Willow Gemfields and Woorabinda. I require the updated SIMP to reflect the nomination of these fifteen towns when describing local communities.

I am confident the project would deliver social benefits for the local and regional communities through employment, training, and business opportunities during operations, progressive rehabilitation and mine closure activities. I am satisfied that the potential social impacts of the project can be adequately managed and minimised. I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA, and I have decided to state conditions to manage the potential social impacts of the project and ensure the potential benefits are realised.

A copy of this report will be provided to DES for inclusion in their EIS assessment report, Ensham Joint Venture and will be made publicly available at www.statedevelopment.qld.gov.au/enshamlome.



Toni Power

Coordinator-General

25 October 2021

Appendix 1. Conditions stated under the *Strong and Sustainable Resource Communities Act 2017*

This appendix includes conditions stated by the Coordinator-General under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act). In accordance with section 11(3)(a) of the SSRC Act, these conditions are enforceable conditions under the *State Development and Public Works Organisation Act 1971* (SDPWO Act). The entity with jurisdiction for the conditions in this appendix is the Coordinator-General.

All the conditions stated in this appendix take effect from the date the Department of Environment and Science completed the environmental impact statement (EIS) assessment report for the Ensham Life of Mine Extension project.

Condition 1. General conditions – operation

- (a) The proponent must advise the Coordinator-General in writing that operation of the project has commenced within five (5) business days of commencement of project activities.

Condition 2. Social impact management plan

- (a) The proponent must submit to the Coordinator-General for approval a social impact management plan (SIMP) at least three (3) months prior to commencement of project activities.
- (b) The SIMP must include the following updated plans:
 - (i) Community and Stakeholder Engagement Plan in accordance with Condition 3
 - (ii) Workforce Management Plan
 - (iii) Workforce Housing and Accommodation Plan
 - (iv) Local Business and Industry Procurement Plan in accordance with Condition 4
 - (v) Health and Community Wellbeing Plan in accordance with Condition 6.
- (c) The SIMP must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the SIMP.

Condition 3. Community and Stakeholder Engagement Plan

- (a) The Community and Stakeholder Engagement Plan must provide an updated program of stakeholder engagement that includes:
 - (i) the outcomes of further consultation with relevant stakeholders on the implementation of the proposed management strategies, the results of which should inform the updated plans at Condition 2(b)
 - (ii) processes for providing advanced notice to relevant stakeholders of operational activities with potential for disturbance, including: land access; periods of predicted high noise or dust; and any works which may occur outside of standard working hours
 - (iii) an updated plan and program for further consultation with all relevant stakeholders, including agreed impact management measures and input into ongoing implementation and monitoring of the SIMP actions.

Condition 4. Local Business and Industry Procurement Plan

- (a) The proponent must ensure that opportunities for local businesses to provide goods and services for the project are maximised during the operational, progressive rehabilitation and mine closure phases and must consult with the Department of State Development, Infrastructure, Local Government and Planning, to develop a target for local business procurement on the project.
- (b) The proponent must develop and submit a Local Content Strategy consistent with the Queensland Resources and Energy Sector Code of Practice for Local Content 2013, which includes actions to maximise local business opportunities.

Condition 5. Maximising outcomes for Aboriginal and Torres Strait Islander peoples

- (a) The proponent must consult with the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships to develop:
 - (i) a target for Aboriginal and Torres Strait Islander employment on the project
 - (ii) a target for Aboriginal and Torres Strait Islander business procurement on the project.
- (b) The Aboriginal and Torres Strait Islander employment target, including justification for the target, must be included in the workforce management plan (Condition 2(b)(ii)) as part of the SIMP.
- (c) The Aboriginal and Torres Strait Islander business procurement target, including justification for the target must be included in the local business and industry procurement plan (Condition 2(b)(iv)) as part of the SIMP.

Condition 6. Health and Community Wellbeing Plan

- (a) The Health and Community Wellbeing Plan must provide a proposed annual contribution to community investment initiatives, and the outcomes to be achieved.
- (b) Community investment opportunities are to be identified in consultation with Central Highlands Regional Council, Department of Seniors, Disability Services, Aboriginal and Torres Strait Islander Peoples and other community organisations.

Condition 7. Reporting on the implementation and effectiveness of social impact management measures

- (a) The proponent must prepare an annual social impact management report (SIMR) for the first five (5) years of operation.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within twenty (20) business days after the end of the relevant twelve (12) month period from the commencement of project activities.
- (c) Using the monitoring protocol described in the SIMP, the SIMR must detail:
 - (i) an assessment of the social impacts of the project against the potential social impacts identified in the SIA including consideration of impacts of other proposed developments in the local communities
 - (ii) the progress and effectiveness of the social impact management measures detailed in the SIMP
 - (iii) how social impact management measures have been modified, where monitoring indicates measures have not been effective or in response to changed circumstances or greater knowledge of potential social impacts
 - (iv) the actions taken to implement commitments made by the proponent in Appendix 2.

- (d) The SIMR must present the workforce profile of the project including:
 - (i) total number of workers employed
 - (ii) proportion (number) of local workers, new local workers, workers from local communities who drive-in, drive-out (DIDO), and fly-in, fly-out (FIFO) workers. These numbers are to be provided in terms of both directly employed and contractors
 - (iii) proportion of workers identifying as Aboriginal and Torres Strait Islander peoples, including directly employed and contractors.
- (e) Each SIMR must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the relevant SIMR.
- (f) The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

Definitions

'mine closure' captures activities associated with the decommissioning and final rehabilitation phases of the project, following cessation of underground mining activities

'commencement of project activities' is the commencement of the operational phase relating to underground mining operations and temporary surface disturbance for exploration and installation of gas flares

'DIDO worker' is a worker for the Ensham Life of Mine Extension project who lives in one of the local communities and must commute to work and stay at the workforce accommodation village

'EIS assessment report' is the assessment report prepared by the Department of the Environment and Science on the project's environmental impact statement in accordance with section 60 of the *Environmental Protection Act 1994*

'FIFO worker' is a worker for the Ensham Life of Mine Extension project who does not live in one of the local communities and must commute to work from outside the local communities (could be DIDO, bus-in, bus-out or FIFO), and stay at the workforce accommodation village while on shift

'local communities' are the fifteen nearby regional communities identified in the evaluation report (Blackwater, Bluff, Capella, Clermont, Comet, Duinga, Dysart, Emerald, Middlemount, Rubyvale, Sapphire, Springsure, Tieri, Willow Gemfields and Woorabinda)

'local worker' is a worker for the Ensham Life of Mine Extension project who lives in a local community

'new local worker' is a worker for the Ensham Life of Mine Extension project who moves to a local community

'operation' is underground mining and processing of coal

'worker', for a large resource project, means a person employed (as a direct employee or contractor), or to be employed, to perform work during operations, progressive rehabilitation and mine closure activities

Appendix 2. Proponent commitments

Table A1 Commitments identified in the EIS Appendix I-1 - Social Impact Assessment (August 2021) (SIA) relevant to this evaluation report

SIA Section	Commitment
Section 6.2.5	Ensham will maintain a record of the nature, location and outcome of complaints and report on complaints that may be received as part of its Social Impact Management Report (SIMR).
Section 6.3.7	The Workforce Accountability and Personal Conduct Procedure will apply to all Project personnel. Workers demonstrating behaviour that does not comply with the procedure will face disciplinary action in line with the terms of their employment.
Section 6.5.7	The Project will continue Ensham Mine's Community Sponsorship and Donations program
Section 6.5.7	Ensham will revise its community investment priorities, in consultation with CHRC, to address community needs identified during the SIA process
Section 6.7.1	<p>the Project will implement:</p> <ul style="list-style-type: none"> • 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; • Complaints Register to track complaints and their resolution; • consultative arrangements with CHRC, CHDC, directly affected and adjacent landowners, and landowners whose groundwater bores may be subject to drawdown, to regularly review the effectiveness of SIMP measures; and • engagement with the QPS, QAS and QFES, to a schedule agreed them as part of the EMP review, to seek their input into evaluation of the SIMP's effectiveness; and • provide QRC Local Content Code Industry Reports and AIP Reports to the relevant authorities on an annual basis.
Section 6.7.1	<p>Progress against the KPIs and the targets and outcomes detailed in Tables 6-5, 6-7, 6-9 and 6-11 will be monitored by the General Manager Operations or their delegate on a six monthly basis, and will be reported as part of the Project's SIMRs (see Section 6.7.2).</p> <p>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.</p>
Section 6.7.2	The SIMP will be reviewed annually during the first three years of Project operations, and updated as indicated by monitoring data, including stakeholder feedback.

Ensham Life of Mine Extension project

Coordinator-General's evaluation report on the social impact assessment

SIA Section	Commitment
Section 6.7.2	<p>A SIMR will be provided at the end of Year 1 of Project operations, and again at the end of Year 3, or as defined by relevant stated conditions by the Coordinator-General (if any). Preparation of SIMRs will include:</p> <ul style="list-style-type: none"> • a review of the implementation status of actions and outcomes identified in the SIMP; • a review of progress towards targets and outcomes specified in Tables 6-3, 6-5, 6-7, 6-9 and 6-11) to identify the effectiveness of SIMP measures and any areas where SIMP measures were not wholly effective and required amendments to SIMP measures; and • 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.

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A2 SIA Table 6-3: Community and stakeholder engagement actions

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
Directly affected and adjacent landholders	EIS findings regarding any impacts on their properties	<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. 	Draft EIS display period	Engagements entered to stakeholder register and reported as part of the SIMR
		<ul style="list-style-type: none"> • Meet with Cowal Agriculture Holdings and the owners of Chelbrook to identify their information needs regarding subsidence and any other concerns that arise when the draft EIS is available. 	Draft EIS display period	Engagements entered to stakeholder register and reported as part of the SIMR
		<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. 	Commencing in draft EIS display period, continuing to a schedule agreed with landowners	Engagements entered to stakeholder register and reported as appropriate in the SIMR

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
	Management of any impacts on the use of land for agriculture	<ul style="list-style-type: none"> 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 the General Manager Operations 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. 	From commencement of Project activities	Engagements entered to stakeholder register Outcomes of any issues and investigations are recorded and reported as part of the SIMR
Other nearby landowners	Management of any impacts on groundwater bores	<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. 	Draft EIS display period	Engagements entered to stakeholder register Groundwater monitoring as forecast in EIS Groundwater assessment
		<ul style="list-style-type: none"> 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 makegood arrangements. 	From three months prior to commencement of Project activities, for the life of the Project	Engagements entered to stakeholder register Any make good arrangements are reported in the UWIR
Indigenous community members	Cultural heritage management and respect for traditional ownership	<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. 	Prior to commencement of Project activities, and annually	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> 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) to Western Kangoulu People. 	Prior to commencement of Project activities, and annually	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> 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. 	From commencement of Project activities, for the life of the Project	Human Resources' records

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
	Employment and training options	<ul style="list-style-type: none"> 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. 	From commencement of Project activities, annually	Engagements entered to stakeholder register and reported in SIMR
	Business opportunities	<ul style="list-style-type: none"> 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. 	From three months prior to commencement of Project activities, for the life of the Project	Indigenous business participation reported in SIMR
CHRC and CHDC	Project status and any emerging issues	<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. 	From commencement of Project activities, annually	Engagements entered to stakeholder register, record of action in relation to issues raised kept
		<ul style="list-style-type: none"> Offer CHRC Councillors the opportunity to visit Ensham Mine for a site tour. 	Prior to commencement of Project activities	Engagement entered to stakeholder register and reported in SIMR
	Pre-closure	<ul style="list-style-type: none"> Review the progressive rehabilitation plan in consultation with CHRC and CHDC every five years. 	From 2021, every five years	Progressive rehabilitation plan identifies stakeholder inputs and Project responses
		<ul style="list-style-type: none"> Meet with CHRC to obtain information about CRC-TiME initiatives aimed at supporting good industry practice in closure and rehabilitation planning, and economic transformation postmining closure 	2021 or 2022	Meeting record, and the results of any consideration of CRC-TiME research findings noted in SIMR
		<ul style="list-style-type: none"> Five years prior to the planned closure of the Project, revise the CSEP to guide engagement with stakeholders during the decommissioning and closure stages. 	2032	CSEP available to stakeholders on request

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
		<ul style="list-style-type: none"> 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. 	Six monthly during the two to three years prior to closure	HR records Project updates provided to personnel
		<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. 	2022-2023, 2032-2036	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> 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. 	From the commencement of Project activities, as initiated by CHDC/CHRC	Engagements entered to stakeholder register and reported in SIMR
		<ul style="list-style-type: none"> Engage with CHRC and CHDC to seek their input into the scope of the CSEP for the Project's pre-closure and closure period. 	Five years prior to closure	Engagements and outcomes entered to stakeholder register
Project personnel and suppliers	Local supply opportunities	<ul style="list-style-type: none"> Join the QLCLN and actively participate in its activities. 	Prior to Project activities commencing	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> 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. 	From commencement of Project activities, annually for three years	Annual event participation reported in SIMR
		<ul style="list-style-type: none"> 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. 	Six monthly during the two to three years prior to closure	HR records Project updates provided to personnel
		<ul style="list-style-type: none"> 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. 	Annually during the two to three years prior to closure	Stakeholder engagement records reported as part of progressive

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Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
				rehabilitation and closure plan
Government agencies and social infrastructure providers	Site emergency management	<ul style="list-style-type: none"> Engage with QPS and QFES prior to Project commencement to review the EMP. 	From three months prior to commencement of Project activities, and every three years	Engagements entered to stakeholder register
	Workforce forecasts	<ul style="list-style-type: none"> 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. 	Annually during Project activities	Human Resource records, reported in SIMR
Community members and organisations in Emerald and Comet	Project status, employment opportunities, community investment	<ul style="list-style-type: none"> Communicate the availability of employment vacancies to local community members through employment agencies based in Emerald. 	From the commencement of Project activities, for the life of the Project	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> 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. 	Annually for the life of the Project	Engagements entered to stakeholder register
		<ul style="list-style-type: none"> 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. 	From the commencement of Project activities, for annually for five years	Engagements entered to stakeholder register, reported in SIMR
		<ul style="list-style-type: none"> Provide an annual newsletter including Project update, community investment activities and community engagement opportunities emailed to stakeholders and made available via the Project website. Publication of Project updates, SIMRs and Ensham Mine's complaints management process on the Project website. 	From the commencement of Project activities, for the life of the Project	Annual community update attached to SIMR

Stakeholders	Issues/Information needs	Actions	Timing	Monitoring and reporting requirements
		<ul style="list-style-type: none"> Offer presentations on the Project's underground mining, coal processing operations and environmental management to all schools in Emerald and Comet. 	Every two years during Project operations	Engagements entered to stakeholder register, reported in SIMR
		<ul style="list-style-type: none"> Attend community events such as the Emerald Show, Comet Show and Ag-grow Emerald on an annual basis. 	Annually for the life of the Project	
		<ul style="list-style-type: none"> Consider requests to join community management committees and contribute Ensham personnel's expertise to community groups. 	From the commencement of Project activities, for the life of the Project	

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A3 SIA Table 6-5: Workforce management measures

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
Continuation of employment for local residents	<ul style="list-style-type: none"> Implement the employment hierarchy detailed in Section 6.3.3. Provide family-friendly 7 day on, 7 day off and 5 day on, 2 day off rosters. 	Maintenance of at least 34.0 percent local employment for the life of the Project	Ensham employees and contractors, CHRC Job seekers in Central Highlands LGA	From commencement of Project activities, for the life of the Project	HR Manager will record the home addresses of all personnel and report to the GM Operations annually on local employment percentages, for provision to CHRC, CHDC and Government agencies on request.
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 Provide local community information pack to all non-local candidates 	Recruitment of personnel from outside the Central Highlands LGA to fill Project vacancies	Ensham employees and contractors, CHRC	From commencement of Project	HR Manager will maintain records of implementation and record the number of new local

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	<ul style="list-style-type: none"> Provide a housing subsidy for new local staff Provide relocation assistance for supervisors and above Provide an Ensham 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, services available and housing options and contacts in Comet and Emerald to new recruits. Make the Comet and Emerald information packs available to newly on-boarded contractors. 	which can't be filled locally	Job seekers in Central Queensland region and beyond	activities, for the life of the Project	employees, for reporting in SIMRs annually and provision to CHRC, CHDC and Government agencies on request.
Employment equity and involvement of underrepresented groups	<ul style="list-style-type: none"> Increase the number of women employed by Ensham Mine via measures outlined in Section 6.3.4. Implement Idemitsu's Equal Employment Opportunity (EEO) principles for the Project. 	<p>By 2025, five percent of direct employees are women.</p> <p>By 2030, ten percent of direct employees are women.</p>	Ensham employees and contractors	By (a) 2025 and (b) 2030	HR Manager will maintain records of female employment annually, to be reported in the SIMR.
	<ul style="list-style-type: none"> 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 	<p>Employment of Indigenous personnel will be continued for the life of the Project, in accordance with a confidential agreement with Western Kangoulu People.</p> <p>Involvement of Indigenous businesses from the</p>	Indigenous community members, CDIQ, Emerald State High School, Western Kangoulu People, Garingbal and Kara Kara People	From commencement of Project activities for life of Project	HR Manager will maintain records of implementation and record the number of Indigenous personnel and business suppliers annually, to be reported in the SIMR.

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	<ul style="list-style-type: none"> ○ 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. 	CQ region in Project supply.			
	<ul style="list-style-type: none"> ● 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. 	Graduates of programs for at-risk and disadvantaged young people are considered for employment as Project trainees or workers.	Disadvantaged young people, CHCS, Pre-Headspace Emerald and On Track College Emerald	From 2021, for three years	Stakeholder engagement manager will maintain records of implementation and record the number of at-risk program graduates applying and employed annually.
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. 	<p>Zero fatalities associated with Project operations</p> <p>Continual improvement in LTI rate</p> <p>On-site access to services maintained</p>	Ensham employees and contractors	From commencement of Project activities for the life of Project	HR Manager will maintain records of implementation and outcomes in accordance with Ensham Mine's HSE System
Training and development	<ul style="list-style-type: none"> ● Implement Ensham's Training Scheme for the Project including: <ul style="list-style-type: none"> ○ Induction and Onboarding program ○ Cultural Awareness Training 	Project personnel have access to induction, onboarding and	Ensham employees and contractors, local young people	From commencement of Project	HR Manager will maintain records of training participation, traineeships and

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	<ul style="list-style-type: none"> 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. 	<p>cultural awareness training</p> <p>Competency training is made available to employees in accordance with training analysis</p> <p>Approximately five apprentices and five trainees (on an annual average basis) employed to 2035</p>	seeking a career in underground mining	activities for life of Project	apprenticeships, to be reported in the SIMR.
	<ul style="list-style-type: none"> 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. 	People 16 – 25 years from the Central Highlands LGA including Indigenous young people are employed in Project training/ apprenticeship positions	Emerald State High School, Marist College Emerald, Emerald Christian College, CQU/TAFE, Emerald Agricultural College and Blackwater High School	At commencement of Project and at annual intervals to 2035	Records of meetings with schools will be kept and reported in the SIMR. Training and apprenticeship records will be kept to enable tracking and reporting of apprentice/trainee numbers on request.
	<ul style="list-style-type: none"> Participate in industry initiatives e.g. forums and partnerships that are identified by the Resources Roundtable to build local resourcing capacity for mining industry work 	Collaboration to support mining industry training initiatives, as initiatives become available	Jobseekers in the Central Highlands LGA, training providers, mining industry stakeholders	As and when identified in Resources Roundtable discussions	Any collaboration will be reported in the SIMR
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 	Project personnel are aware of the period of employment available and able to pursue other	Project personnel and families	12 months and six months ahead of the open cut operation ceasing production	HR/ communication records will include records of communication with personnel

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
		employment options when appropriate		3 years, 2 years and then six monthly prior to the Project ceasing production	Advice will be provided to OCG that this has occurred
	<ul style="list-style-type: none"> 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. 	Annual updates to CHRC and CHDC	CHRC and CHDC	From commencement of Project activities for life of Project	General Manager Operations will record details of engagement for reporting in the SIMR

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A4 SIA Table 6-7: Housing and accommodation management actions

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
Affordable access to housing for locally based staff	<ul style="list-style-type: none"> Provide housing subsidy to all staff living in the Central Highlands LGA 	All locally resident staff are supported to access and maintain housing arrangements in the Central Highlands LGA.	Ensham personnel	From commencement of Project activities, for the life of the Project	Internal confidential records of housing subsidies will be kept. The number of staff receiving housing subsidies will be provided to the OCG on request.
Access to high quality workforce accommodation	<ul style="list-style-type: none"> Maintain the availability of accommodation, meals, services and recreational facilities within the Ensham workforce accommodation village 	Sufficient accommodation is available within the workforce accommodation	Ensham personnel, CHRC	From commencement of Project activities, for the life of the Project	Workforce accommodation village management records the adequacy of accommodation

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
		village for all non-local personnel			capacity, to be reported in the SIMR.

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A5 SIA Table 6-9: Health and community well-being actions

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
Workers' health	<ul style="list-style-type: none"> 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's Ambulance available EAP provider promotion of access to telehealth services maintenance of applicable relevant provisions as directed by Queensland Health with regard to COVID-19. 	Support the health and well-being of Project personnel by maintaining Ensham Mine's current on-site health and recreation services.	Project personnel, Queensland Health	From commencement of Project activities, for the life of the Project	Work health and safety records are kept and reported in accordance with Workplace Health and Safety requirements
	<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. 	Promote awareness of mental health issues and strategies to maintain health	Project personnel	During the first year of Project activities, and ongoing as determined in consultation with personnel	HR records of mental of mental health program provision will be reported in Year 1 SIMR
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, 	Ensham maintains open and accessible communication which supports cooperative	Directly affected and adjacent landowners	From draft EIS display period for the life of the Project	Stakeholder register records engagement and outcomes of engagement, with an engagement

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	and can participate in engagement towards the development of the Project's progressive rehabilitation plan.	relationships between landowners and the Project.			record summary included in SIMRs
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 arrangements 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.	Landowners considered within the Project's groundwater monitoring framework	From commencement of Project activities for the life of the Project	Monitoring and reporting will be undertaken in accordance with the UWIR process
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.	CHRC, CHDC and Queensland Government agencies	From commencement of Project activities for the life of the Project	Communications will be recorded in the stakeholder engagement register and reported as part of SIMRs.
	<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	CHRC, CHDC, Queensland Health, Department of Education, DSDILGP, QPS, QAS and DCDDS	One year prior to open cut closure, ramp down and Project closure	Communications will be recorded in the stakeholder engagement register and reported as part of SIMRs.
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. 	QPS, QAS and QFES agree with proposed EMP provisions. Queensland Health has the opportunity to provide feedback on SIMP implementation.	QPS, QAS, QFES, Queensland Health	Prior to commencement of Project activities for the life of the Project	Communications will be recorded in the stakeholder engagement register and reported as part of SIMRs.

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Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	<ul style="list-style-type: none"> Involve Queensland Health in periodic SIMP reviews. 				
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. 	Demonstrated contributions to community programs, facilities and events and support for community priorities.	CHRC, CHDC, community members and groups	Within 12 months of Project commencement and for the life of the Project	Communications will be recorded in the stakeholder engagement register and reported as part of the SIMRs.
	<ul style="list-style-type: none"> 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. 	Development and implementation of a partnership between Ensham and CHRC with demonstrable outcomes, as agreed between Ensham and CHRC	CHRC, community members and groups	Initiated in 2021, implemented to a timeframe agreed with CHRC	Communications will be recorded in the stakeholder engagement register and reported as part of SIMRs.

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A6 SIA Table 6-11: Local business and industry procurement actions

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
Local supply opportunities	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	CHRC, CHDC, local and regional businesses	Six months prior to commencement of Project activities, and for life of project	Procurement expenditure in the Central Highlands and Central Queensland regions will be tracked and, reported as part of Annual QRC Code Industry Reports

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	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	Local and regional businesses	2021	The outcomes of local supply strategies will be reported as part of the SIMR.
	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 underground operations' expenditure with businesses within the Central Highlands and CQ regions	Local and regional businesses, QRC, QLCLN	Six months prior to commencement of Project activities	Procurement guidelines and frameworks will be regularly reviewed with any enhancements reported in the SIMRs.
Opportunities for Indigenous businesses	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	DSDSATSIP, Indigenous businesses, Traditional Owners, DESBT	Six months prior to commencement of Project activities	The number of Indigenous businesses engaged in Project supply Review Local Business Register annually and will be reported on number as part of SIMRs
	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	Indigenous businesses, Traditional Owners		
	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	DSDSATSIP, Indigenous businesses, Traditional owners, DESBT	Annually as part of local business briefings	

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
		throughout the Project life			
Social enterprise	Consult with CQCS, CHDC 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	CHRC, CHDC, CQCS	Consultation to commence during 2021, promotion of sponsorship and donation opportunities during 2021 – 2023	Support for and involvement of social enterprises in the supply chain will be reported as part of the SIMR for the first three years of Project operation
Business capacity building	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	CHDC, DESBT, local businesses	Annually during first three years of Project operations	Local business participation in briefings will be recorded and reported as part of annual SIMRs
	Join the QLCLN prior to Project commencement and actively participate in its activities	Build and sustain relationships with businesses and cooperation with industry stakeholders	QLCLN members (business and industry), CHDC	From commencement of Project activities	Record and report participation will be recorded and reported as part of annual SIMRs
	Become a Platinum Partner to CHDC	Support CHDC's networking opportunities for local business, community and industry	CHDC, DESBT, local businesses	From commencement of Project activities	Report This will be reported as part of Year 1 the first SIMR
Closure opportunities (open cut operations and Project)	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	CHDC, local businesses	At least six months before the intended date of operations' completion	This will be recorded and reported as part of relevant SIMR (2023 or 2024)

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Coordinator-General's evaluation report on the social impact assessment

Impact/benefit	Actions	Targets and outcomes sought	Stakeholders	Timeframes for implementation	Monitoring and reporting process
	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	Indigenous businesses, Traditional owners, CHDC, QLCLN DESBT, DSDSATSIP	At least 12 months prior to the intended date of operations' completion	Participation will be recorded and reported as part of the relevant SIMR.

Source: Ensham Life of Mine Extension project, EIS Appendix I-1 - Social Impact Assessment (August 2021)

Table A7 Additional proponent commitments received following public notification of the EIS

Aspect	Targets and outcomes sought
Local supply opportunities	<p>Additional commitment for the Project includes:</p> <ul style="list-style-type: none"> • During 2022 develop a Community and Stakeholder Engagement Plan to manage and maintain effective relationships with affected stakeholders, including: <ul style="list-style-type: none"> ○ continuing to engage with affected stakeholders to discuss and respond to issues concerning the management of potential social impacts; ○ contributing to the social, economic development of local communities through provision of employment, supply and community investment opportunities; ○ in consultation with Indigenous stakeholders establishing employment goals, achieving ongoing employment of Indigenous people and achieving increased participation by Indigenous businesses in contracts for goods or services with Ensham Mine. • During 2032, five years prior to the planned closure of the Project, Ensham will review the Community Stakeholder Engagement Plan to guide engagement with stakeholders during the decommissioning and closure stages.

Source: Adapted from Ensham Life of Mine Extension project, EIS Chapter 26 - Commitments (as provided by the proponent on 15 September)

Acronyms

Acronym	Definition
CSEP	Community and Stakeholder Engagement Plan
DCHDE	Department of Communities Housing and Digital Economy
DES	Department of Environment and Science (Queensland)
DIDO	drive-in, drive-out
DSDILGP	Department of State Development Infrastructure Local Government and Planning (Queensland)
DSDSATSIP	Department of Seniors Disability Services and Aboriginal and Torres Strait Islander Partnership
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994</i>
FIFO	fly-in, fly-out
km	kilometre
LGA	local government area
MDL	mineral development license
ML	mining lease
QRC Local Content Code	Queensland Resources and Energy Sector Code of Practice for Local Content 2013
SDPWO Act	<i>State Development and Public Works Organisation Act 1971</i>
SIA	social impact assessment
SIA Guideline	the Coordinator-General's Social Impact Assessment Guideline March 2018
SIMP	social impact management plan
SIMR	social impact management report
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
TOR	terms of reference

Glossary

Term	Definition
commencement of project activities	The commencement of the operational phase relating to underground mining operations and temporary surface disturbance for exploration and installation of gas flares.
Coordinator-General	The corporation sole constituted under section 8A of the <i>State Development and Public Works Organisation Act 1971</i> and preserved, continued in existence and constituted under section 8 of the <i>State Development and Public Works Organisation Act 1971</i> .
DIDO worker	is a worker for the Ensham Life of Mine Extension project who lives in one of the local communities and must commute to work and stay at the workforce accommodation village
FIFO worker (SIA)	A worker for the Ensham Life of Mine Extension project who does not live in one of the local communities and must commute to work from outside the local communities (could be DIDO, bus-in, bus-out or FIFO), and stay at the workforce accommodation village while on shift.
FIFO worker (SSRC Act)	A worker who commutes to work for their roster and lives in a town that is not a nearby regional community.
large resource project	A resource project for which an EIS is required.
nearby regional community	A town within 125 km radius of a large resource project that has a population of more than 200 people.
local communities (SSRC Act)	the fifteen nearby regional communities identified in the evaluation report (Blackwater, Bluff, Capella, Clermont, Comet, Duinga, Dysart, Emerald, Middlemount, Rubyvale, Sapphire, Springsure, Tieri, Willow Gemfields and Woorabinda)
local community (SIA)	A community within one-hour driving distance of the project site, namely Emerald, Blackwater and/or Comet
new local	A project worker who moves to the local community.
the project	Ensham Life of Mine Extension project
the proponent	Ensham Joint Venture

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