

APLN-000-CE-N03-D-14207

# **Social Impact Management Plan (SIMP)**

**Addendum**  
**August 2011-July 2012**

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## Executive Summary

Australia Pacific LNG achieved approval of its Social Impact Management Plans (SIMPs) on 20 July 2012. As an adjunct to the approvals, this Addendum Report has been prepared with a specific purpose to report on both Upstream (gas fields and pipeline) and Downstream (LNG facility) progress on SIMP implementation since submission to The Queensland Coordinator-General on 26 August 2011.

The SIMPs identify actions Australia Pacific LNG will undertake alone or in cooperation with its contractors and other stakeholders to mitigate the social impacts arising from the Project on the communities in which it operates. Two SIMPs were developed for the Project, each to focus more directly on the specific communities and stakeholder demographic of the gas fields and pipeline areas, which broadly encompasses the Maranoa, Western Downs and Banana Local Government Areas, and the LNG Facility located on Curtis Island within the Gladstone Regional Council Area.

Australia Pacific LNG commenced implementation of SIMP actions and initiatives immediately upon Project sanction (Final Investment Decision (FID)) on 28 July 2011. In recognition of early impacts associated with the Project, most notably workforce accommodation and pressure on local housing rental markets, Australia Pacific LNG has taken a 'front loading' approach to social infrastructure and community investment in efforts to manage and mitigate key community and stakeholder concerns. Much of the effort to date has been undertaken in collaboration with other CSG-LNG project proponents and the Queensland Government. In immediate and near-term impact mitigation measures, Australia Pacific LNG has invested some \$13.5 million for social impact management across the Project.

This Addendum Report has been structured to comprehensively describe Australia Pacific LNG's social performance to date, and to provide direct relationships between actions and initiatives with conditions of compliance, and recommendations of the Coordinator General. Working from the impact themes identified through the Environmental Impact Statement (EIS) for the Project, and reflective of the individual strategies which inform the SIMP actions, the Addendum provides a complete picture of work to date.

Subsequent compliance reporting on social impact management will be an ongoing feature for the life of the Project utilising a Monitoring Review and Reporting Program (MRRP). Australia Pacific LNG acknowledges the key role of the Queensland Government's Social Impact Assessment Unit in this regard, and the role of the Regional Community Consultative Committee's (RCCC) in providing stakeholder feedback to guide and inform decision-making in the processes of mitigating social impacts while also contributing to sustainable regional capacity building - both economic and social.

## 1. Introduction

The Coordinator General approved Australia Pacific LNG's Social Impact Management Plans (SIMPs) on 20 July 2012. The approval included an agreement between the Coordinator General and Australia Pacific LNG that an Addendum to the SIMPs would be produced and submitted to the Coordinator General, describing the actions that have been taken to implement the SIMPs since their submission on 26 August 2011.

This report has been produced to provide stakeholders with a comprehensive overview of the activities undertaken to date by Australia Pacific LNG.

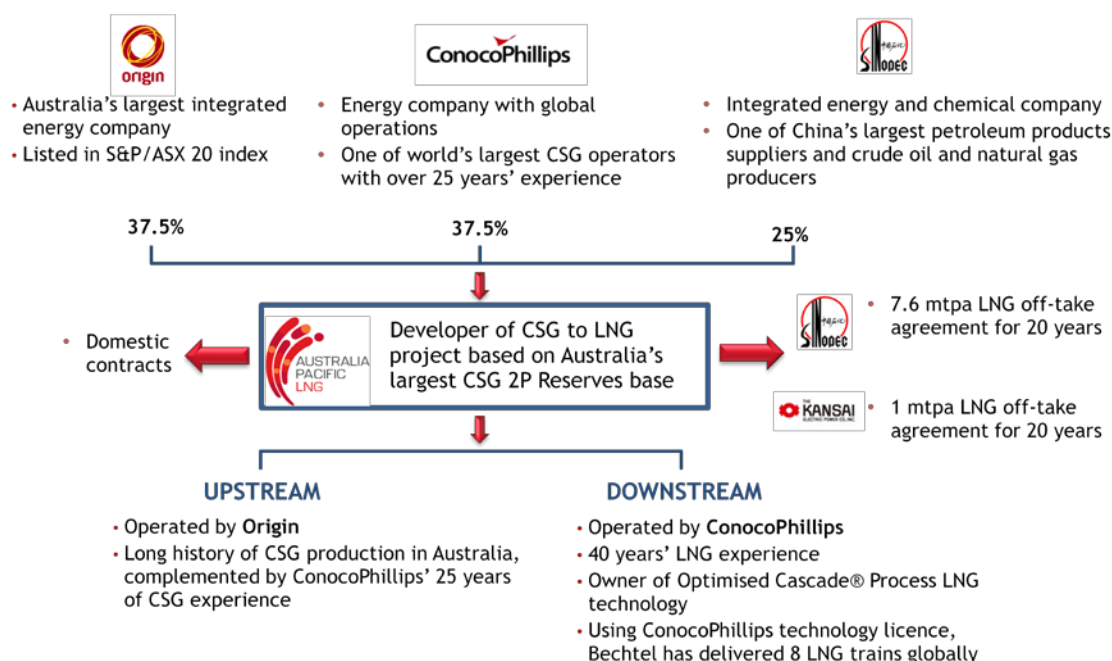
### 1.1. Project Development

Australia Pacific LNG aspires to develop a world-class coal seam gas (CSG) to liquefied natural gas (LNG) project.

The Australia Pacific LNG Project is a joint venture between Origin, ConocoPhillips and Sinopec, consisting of the development of coal seam gas resources in the Surat Basin and the Bowen Basin, the construction and operation of a gas transmission pipeline from the gas fields to Gladstone, and a multi-train natural gas liquefaction and export facility on Curtis Island. The Project has an expected lifespan of 30 years. Figure 1 shows the Australia Pacific LNG Joint Venture structure.

The Australia Pacific LNG Project reached a Final Investment Decision (FID) for a one-train LNG facility, including infrastructure for a second train on 28 July 2011. The Project made a further FID for construction of a second train on 4 July 2012.

**Figure 1 Australia Pacific LNG Structure**



The Project is currently in the construction phase, scheduled to produce the first shipment of LNG in the second quarter of 2015. Project milestones achieved up to July 2012 include:

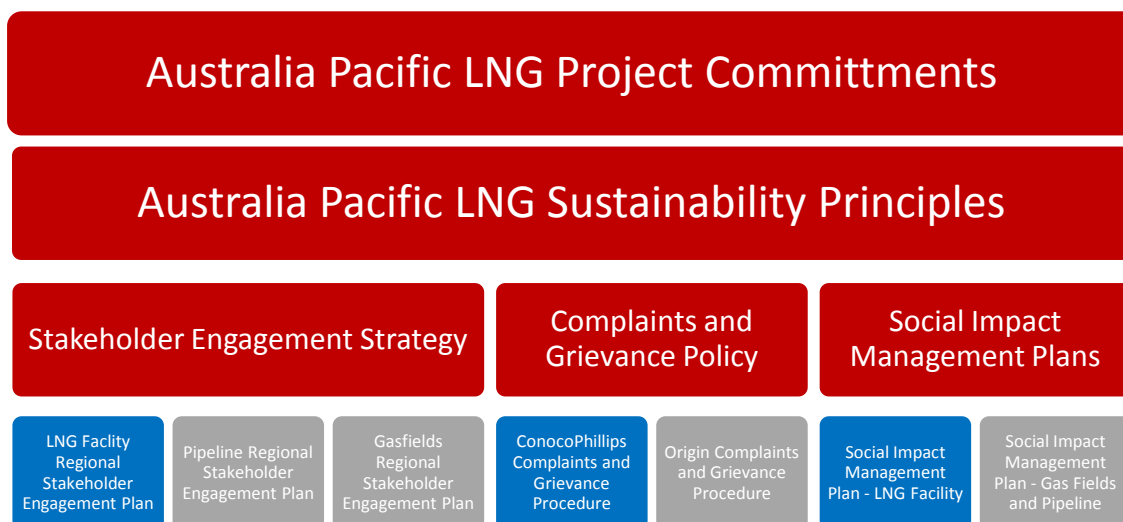
- EIS Approvals, Queensland Government- November 2010
- EIS Approvals, Australian Government- February 2011
- FID Train 1 and Train 2 infrastructure- 28 July 2011
- Final SIMP Delivered- 26 August 2011
- SIMP Approval- 20 July 2012
- FID Train 2- 4 July 2012

## 2. Social Performance Framework

The Australia Pacific LNG Project operates under a strategic framework which guides social performance in impact mitigation. The framework incorporates a number of overarching, Project wide approaches which inform localised plans. The framework is guided by a set of Project Commitments, accepted by the Coordinator-General, which influence all areas of operation of the Project.

Figure 2 provides an overview of the Australia Pacific LNG Social Performance Framework.

**Figure 2 Australia Pacific LNG Social Performance Framework**



The SIMP identifies actions Australia Pacific LNG will undertake alone or in cooperation with its contractors and other stakeholders to mitigate the social impacts arising from the Project. The identified impact categories are:

- Housing and Accommodation
- Workforce and Training
- Indigenous Engagement
- Community Health and Safety
- Community Investment
- Local Content
- Land Use and Land Access (gas fields and pipeline SIMP only)

### 3. Stakeholder Engagement

Engagement with stakeholders underpins implementation of all aspects of the SIMP. Since lodgement of the SIMP, Australia Pacific LNG has continued extensive consultation with stakeholders, including all affected local government authorities, key state government agencies and communities.

Australia Pacific LNG will continue to consult with and involve key stakeholders in the ongoing development and refinement of the social performance framework.

Between 26 August 2011 and 20 July 2012, 135 formal engagements (structured meetings, community events) and 523 informal engagements (telephone discussions, unplanned opportunities) have been recorded in the Project's database.

#### 3.1. Government consultation

Consultation with government agencies and departments has occurred at central as well as a regional level. In particular, local executive and frontline officers working in the region have been the integral points of contact for the Project. Table 1 outlines the key agencies the Project has undertaken consultation with in both the development and early implementation stages of the SIMP.

**Table 1 SIMP Government Consultation**

Stakeholder <sup>1</sup>	Strategies discussed
<b>DEEDI</b>	<ul style="list-style-type: none"> <li>• IHAS*</li> <li>• Community investment</li> <li>• Indigenous engagement</li> <li>• Workforce and training</li> <li>• Local content</li> </ul>
<b>DET</b>	<ul style="list-style-type: none"> <li>• Indigenous engagement</li> <li>• Workforce and training</li> <li>• Local content</li> </ul>
<b>DEEWR</b>	<ul style="list-style-type: none"> <li>• Community investment</li> <li>• Indigenous engagement</li> <li>• Workforce and training</li> </ul>
<b>DoC/DHPW</b>	<ul style="list-style-type: none"> <li>• IHAS</li> <li>• Community investment</li> <li>• Indigenous engagement</li> <li>• Community health and safety</li> <li>• Workforce and training</li> <li>• Local content</li> </ul>
<b>TMR</b>	<ul style="list-style-type: none"> <li>• Community Investment</li> <li>• Community health and safety</li> </ul>
<b>Queensland Health</b>	<ul style="list-style-type: none"> <li>• IHAS</li> <li>• Community Investment</li> <li>• Community Health and Safety</li> </ul>
<b>QPS</b>	<ul style="list-style-type: none"> <li>• IHAS</li> <li>• Community investment</li> <li>• Community health and safety</li> </ul>
<b>QAS</b>	<ul style="list-style-type: none"> <li>• Community investment</li> <li>• Community health and safety</li> </ul>

<sup>1</sup> Australia Pacific LNG recognises the Change of Government which occurred March 2012, however for the clarity of this report the Departments referred to reflect the portfolio responsibilities at the point of consultation.

<b>QFRS</b>	<ul style="list-style-type: none"> <li>• Community investment</li> <li>• Community health and safety</li> </ul>
<b>DERM</b>	<ul style="list-style-type: none"> <li>• Community investment</li> </ul>
<b>Gladstone Regional Council</b>	<ul style="list-style-type: none"> <li>• All strategies</li> </ul>
<b>Banana Shire Council</b>	<ul style="list-style-type: none"> <li>• All strategies</li> </ul>
<b>Western Downs Regional Council</b>	<ul style="list-style-type: none"> <li>• All strategies</li> </ul>
<b>Maranoa Regional Council</b>	<ul style="list-style-type: none"> <li>• All strategies</li> </ul>

\*IHAS: Integrated Housing and Accommodation Strategy

On 29 May, 2012, the Project was provided with the opportunity to present to a group of combined agency representatives. Facilitated by the Social Impact Assessment Unit (SIAU), a discussion on progress of SIMP implementation and the actions undertaken to mitigate social impacts was provided. Agency representatives were invited to ask questions and provide feedback in writing to the SIAU following the presentation. The SIAU advised Australia Pacific LNG that feedback from the agencies did not identify any issues which may have impeded or prevented approval of the SIMP.

### 3.2. Community engagement

Community engagement in the preceding 12 months has had a significant focus on SIMP development, delivery, and approval, with an evidence-based approach to engagement and consultation on strategies to mitigate cumulative project impacts.

The key issues raised through engagement across the Project were:

- Community Investment
- Employment
- Housing and Accommodation
- Commitments made
- Community Health and Safety

To meet the requirements of **Condition 5** of the *Coordinator-General's Report* (see Appendix 1), and enhance the community's access to information regarding the Project, Australia Pacific LNG has used a number of mechanisms to engage interested stakeholders in the Upstream and Downstream Project regions. These mechanisms include:

- The establishment and maintenance of **shopfronts and Community Centres** in the Gladstone CBD, Miles, Chinchilla and Roma which consist of displays and information pertaining to the Project. These centres welcome walk-ins as well as school groups, employment enquires, vocational visits and industry tours.
- **Local Community Liaison Officers**, based at the Community Centres in Gladstone, Miles, Chinchilla and Roma and available to address community and stakeholder enquiries.
- **Community information sessions** held in easily accessible, public spaces such as community markets and shopping centres. Since

submitting the SIMP and commencing impact mitigation actions, Australia Pacific LNG has held 14 public community information sessions.

- Australia Pacific LNG has released four Project-wide, **community newsletters** which provide project updates. These have been distributed both electronically and in print.

### 3.3. Regional Community Consultative Committees

**Condition 2** of the *Coordinator-General's Report* (see Appendix 1) requires Australia Pacific LNG to participate in Regional Community Consultative Committees (RCCC) relevant to the particular region of impact. These committees are primarily forums to facilitate information exchange between the proponent(s) and community representatives, with the further purpose of seeking input and guidance towards implementation of the SIMP.

Australia Pacific LNG has established or joined four regional consultative committees, in Gladstone, Banana Shire, Western Downs and Maranoa.

In the period since submission of the SIMP, the Gladstone Regional LNG Community Consultative Committee has maintained a primary focus on the issues surrounding housing and accommodation affordability and availability. Concerns were also raised regarding stress placed on existing social infrastructure by the regions industrial growth. The discussions and concerns raised by the committee have assisted the Project to identify the community's priorities and provided direction to the efforts in mitigating the social impacts on the region. A reoccurring issue in the Gladstone setting is community concern over the cumulative impacts of industrial growth on a broad scale.

Discussions at the committees in the gas fields and pipeline regions have primarily centred around:

- **housing affordability** and community investment opportunities
- **local content** and how local businesses can participate in the Project supply chain
- **traffic impacts** in the pipeline regions where the RCCC is primarily focused on traffic management options, community awareness, and the best ways of informing community members about the Project.

Table 2 below shows a summary of the activities of the RCCCs. Minutes of each RCCC meeting are available on the Australia Pacific LNG website ([www.aplng.com.au](http://www.aplng.com.au)).

**Table 2 Summary of RCCC Activity**

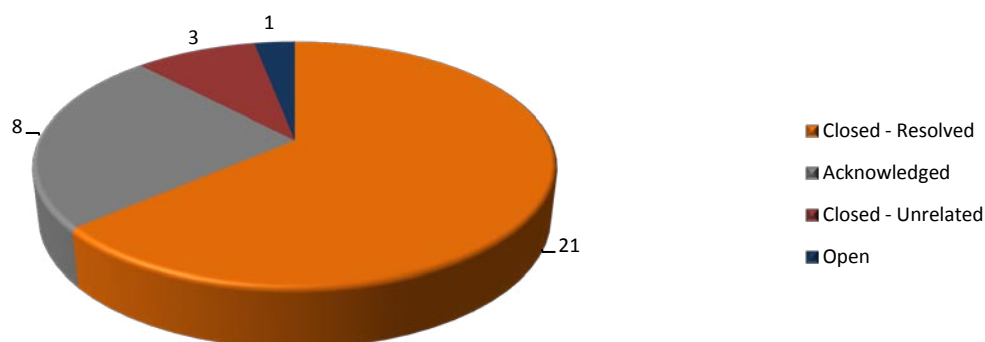
Committee	Company representation	Establishment Date	Number of meetings
Gladstone Region LNG RCCC	APLNG QCLNG GLNG	July 2011	6
APLNG Banana Shire RCCC	APLNG	August 2011	4
APLNG Western Downs RCCC	APLNG	June 2011	4
Joint Maranoa RCCC	APLNG GLNG	March 2011	4

### 3.4. Complaints and Grievances

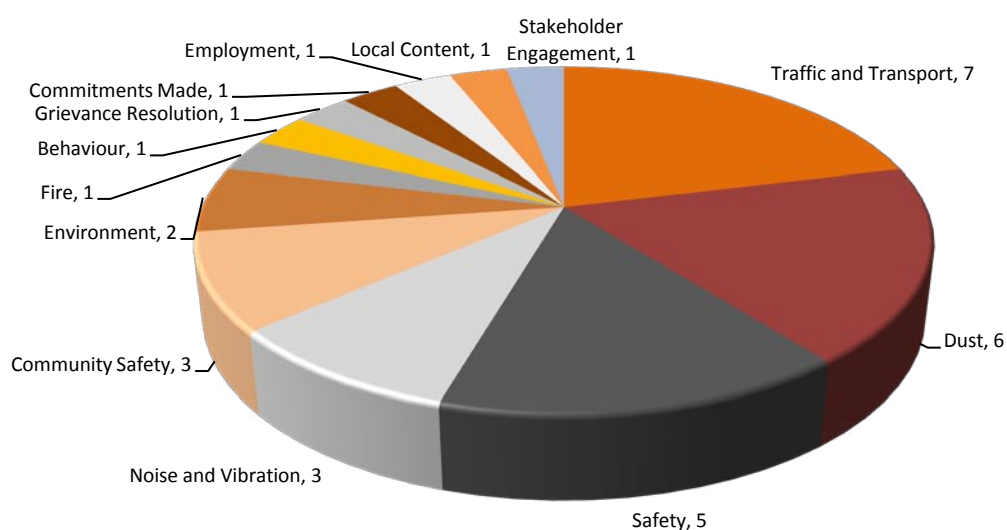
Stakeholder feedback, be it positive or negative, is instrumental in providing Australia Pacific LNG with a platform upon which its operational and social performance can be regularly evaluated and modified to meet commitments to leading practice and continuous improvement. **Condition 5B** of the *Coordinator-General's Report*, requires APLNG to develop a complaints and grievance process with certain features, and report regularly on its implementation.

The Project has received a total of 33 complaints and grievances, 23 originating from across the gas fields and pipeline regions and 10 associated with the LNG facility construction. Of these, three complaints have been identified as being not relative to Australia Pacific LNG Project activities. Figure 3 indicates Australia Pacific LNG's performance in resolving complaints during the period, and Figure 4 shows the topics raised by complainants.

**Figure 3 Performance in Managing Complaints and Grievances at 31 July 2012**



**Figure 4 Complaints and Grievances Topic Breakdown**



## 4. Community Investment

The *Coordinator-General's Report* recommends the Australia Pacific LNG Project commit to on-going investment in social facilities and services in all regions affected by the Project (see Appendix 1). Australia Pacific LNG approaches community investment through four key areas summarised in Figure 5.

Figure 5 Community Investment Vehicles



Four social impact management themes underpin Australia Pacific LNG's community investment. These are summarised in Figure 6.

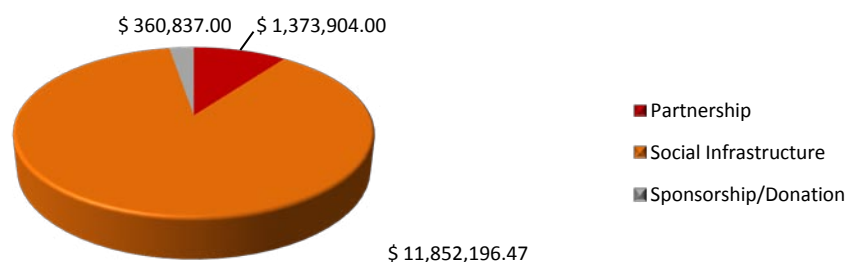
Figure 6 Priority Areas for Community Investment



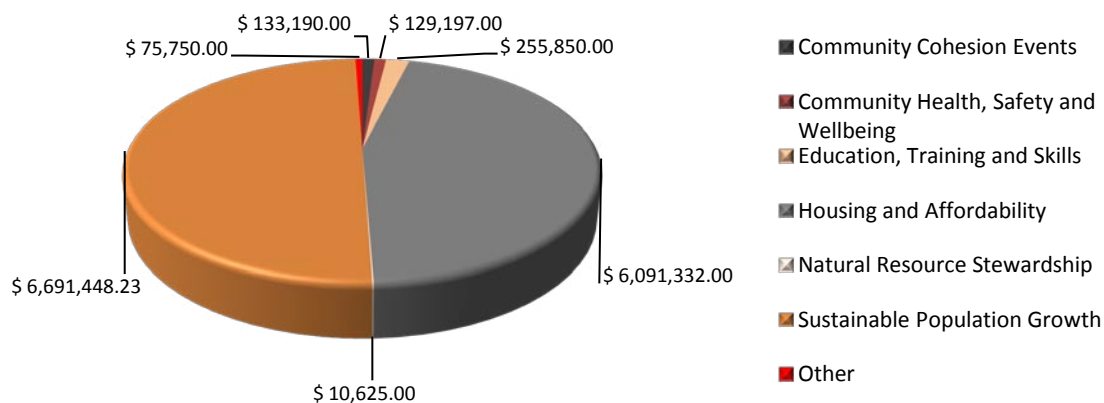
Community investment underpins all activity/initiatives that Australia Pacific LNG is undertaking in any of the identified social impact management areas. This section describes community investment activity during the period.

In total, Australia Pacific LNG contributed over \$13.5 Million in community investments during the period. Figure 7 provides a breakdown of community investment by investment vehicle. Figure 8 outlines the community investments spend across the identified impact categories.

**Figure 7 Community Investment by Investment Vehicle**



**Figure 8 Community Investment across Social Impact Categories**



#### 4.1. Social Infrastructure and Partnership Investments

##### Social Infrastructure

Under **Recommendation 1** of the *Coordinator-General's Report* (see Appendix 1), on 6 June 2012, the Australia Pacific LNG Project contributed \$5 million to the Gladstone Foundation, a trust fund established to provide social infrastructure facilities and services within the region. The Foundation is a collaborative initiative of the Queensland Government, Gladstone Regional Council, Australia Pacific LNG, GLNG and QCLNG. Australia Pacific LNG has provided this funding without caveat or direction, to be utilised at the discretion of the Foundation's board.

Other major social infrastructure investments entered into during the period by Australia Pacific LNG include:

- \$1M contribution to the Roma Airport upgrade
- \$3.5 Million to Gladstone Airport Instrument Landing System

##### Partnerships

Australia Pacific LNG has entered into several major, multi-year partnerships during the period to address various SIMP related issues. These partnerships include:

- Queensland Minerals and Energy Academy (QMEA)
- Education Queensland Industry Partnerships (EQIP)
- Gladstone and Queensland Workforce Skilling Strategies (ESQ)
- Many Rivers Micro-enterprise

- Queensland Symphony Orchestra
- Titans 4 Tomorrow
- Murilla Community Centre and Chinchilla Family Support Centre
- Count Me In
- Toowoomba High School

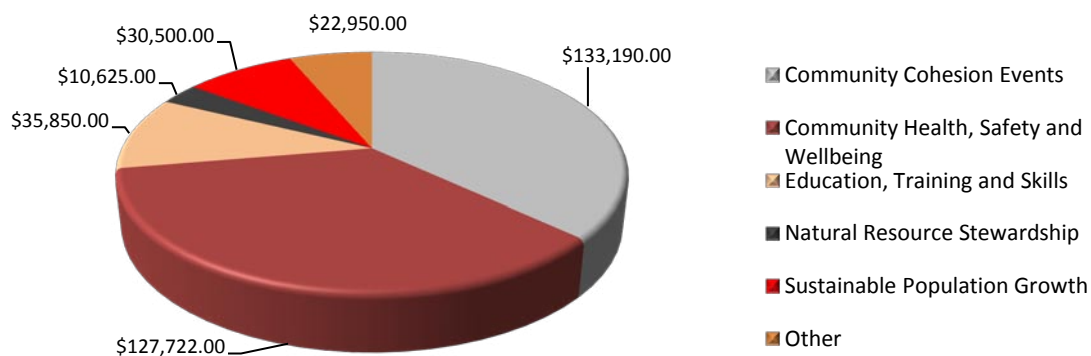
## 4.2. Sponsorship and Donations

Sponsorships and donations provide assistance to support grass-roots projects of smaller community organisations and community events, where there is no tangible return for the Project.



Since July 2011, Australia Pacific LNG has provided more than \$360,000 in sponsorships and donations to 56 different organisations and projects. Figure 9 provides a breakdown of the impact categories addressed by Australia Pacific LNG's sponsorship and donation spend.

**Figure 9 Sponsorship and Donation Breakdown by Impact Category**



## 4.3. Employee Giving and Volunteering

The giving of time and personal resources by Project personnel in a voluntary capacity mostly cannot be measured in financial terms, but facilitates Australia Pacific LNG personnel in becoming and remaining connected with and engaged in their community.

Across the gas fields, pipelines and Gladstone regions, Australia Pacific LNG personnel have volunteered to assist with community events, fund raising activities and community recovery after natural disasters.

## 5. Housing and Accommodation

The Integrated Housing and Accommodation Strategies (IHAS) for the Project were developed in response to **Condition 4** of the *Coordinator-General's Report* (see Appendix 1). The strategy applies a range of mitigation measures over short, medium and long term timeframes, to mitigate impacts in three key areas of social impact:

- **Population influx:** settling workers relocating to the Project regions
- **Construction workforce:** Temporary Workforce Accommodation Facilities (TWAF)
- **Housing Affordability:** sustainable housing solutions and financial assistance

Consultation with key stakeholders and the community identified housing stress as a top priority. In response, Australia Pacific LNG has commenced early implementation of its housing strategies, both in Gladstone and in the gas fields.

### 5.1. Gladstone

Australia Pacific LNG has actively implemented all aspects of its housing strategy for the Gladstone region.

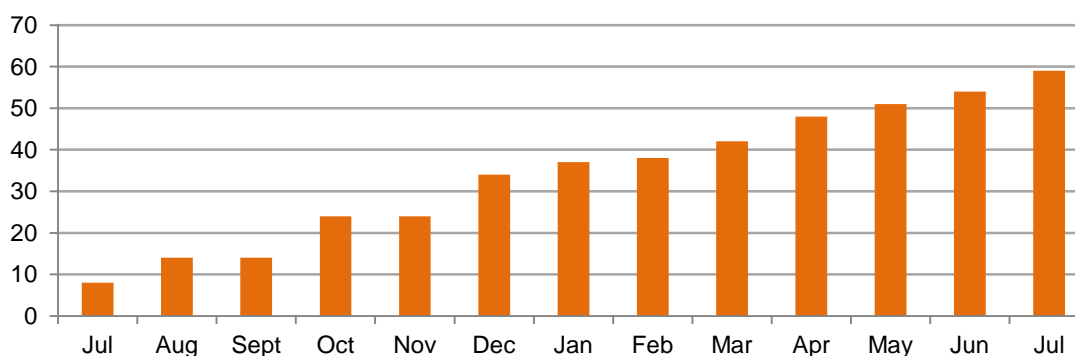
#### 5.1.1. Permanent Housing

Under **Condition 4B(1)** of the *Coordinator-General's Report* (see Appendix 1), the Coordinator-General requires the Australia Pacific LNG Project to facilitate the construction of new or additional dwellings for 50% of the field non-manual (FNM) workforce of the Project that will settle in Gladstone. Field non-manual encompasses technical and professional roles required for the construction of the Project, filled by non-local workers who will be based in Gladstone for a period of 12 months or more.

In meeting the **Condition 4B(1)** up to 90 dwellings may be needed by Q1 2013 to align with a scheduled peak of FNM personnel. Figure 10 indicates the Project's progress to date towards reaching this target.

Australia Pacific LNG is currently working with its Principal Contractor for the LNG facility to review the projected FNM staffing requirements for the remainder of the construction phase of the Project. This review will provide the basis for the final number of dwellings that will be required to satisfy this condition.

**Figure 10 Gladstone Permanent Dwelling Construction July 2011-July 2012**



### 5.1.2. Construction Workforce Accommodation

Current projections indicate that 80-90% of the peak manual construction workforce will be non-local. This equates to some 2600 workers who will be accommodated in the TWAF at the LNG facility site on Curtis Island. This accommodation will be made up of 1 bed, en-suited accommodation units, serviced by centralised catering and recreation facilities, and satisfies **Conditions 5 through 8** of Appendix 4 of the *Coordinator-General's Report* (see Appendix 1).

Ahead of availability of the Curtis Island TWAF, Australia Pacific LNG, through its Principal Contractor, secured a commercial agreement with the MAC Group to provide accommodation in a newly constructed TWAF at Calliope. Additionally, the Project has access to a 30-bed accommodation facility on Quoin Island.

At 31 July 2012, non-local personnel represented approximately 50% of the LNG facility construction workforce. Table 3 provides a breakdown of accommodation type for the non-local construction workforce as at 31 July 2012. The provision of this accommodation is in response to **Condition 5** of Appendix 4 of the *Coordinator-General's Report* (refer Appendix 1).

**Table 3 Gladstone Non-Local Construction Workforce Accommodation at 31 July 2012**

Accommodation Form	Individuals Accommodated
<b>Curtis Island TWAF</b>	384 September 2012 <sup>2</sup>
<b>Mainland TWAF</b> (Mac Group Calliope)	205
<b>Quoin Island TWAF</b>	30
<b>Hotel/Motel Accommodation</b>	108
<b>Shared dwelling</b>	207

Source: Bechtel monthly social data report

### 5.1.3. Affordable Housing

The affordable and social housing element of the Integrated Housing and Accommodation Strategy (IHAS) aims to support the community sectors which are most likely to suffer rental stress as a result of rapid economic growth.

**Condition 4D(1)** of the *Coordinator-General's Report* (see Appendix 1)I, requires the Australia Pacific LNG Project to mitigate the Project's impact on low income households who may be impacted by increased rental rates or housing prices. In response to this condition the Project has undertaken a number of actions:

- Worked in collaboration with OGC, GLNG and the Brisbane Housing Company to establish the **Gladstone Affordable Housing Company**, a not-for-profit organization, which acts as property developer and manager of affordable housing options for low to moderate income earners.
- Provided funding to the **Urban Land Development Authority** (ULDA) for the Clinton Urban Development Area to fast-track delivery of residential land allotments from five years down to three. The Authority's aim is for at least 60% of housing, on more than 250 lots, be sold at or below the median price for Gladstone.
- Contributed funding for rental assistance, managed by the Gladstone Regional Council's Community Advisory Service, to provide **immediate, short-term financial support through rental supplements** to eligible, lower-income earning residents experiencing housing stress. The Australia Pacific LNG agreement is structured to assist 'Critical Workers', defined as

<sup>2</sup> Currently under construction. Incremental occupation until peak capacity of 2600 beds.

a person employed within the public service sector whose employment is primarily focused on emergency or community service delivery that has a direct role in community safety, health, education or welfare. \$70,000 of this funding has been dedicated to the provision of direct rental subsidies available to officers of the Queensland Police Service, Queensland Ambulance Service and Queensland Fire and Rescue Service.

Table 4 provides a summary of Australia Pacific LNG's investment to address affordable housing in the Gladstone Region.

**Table 4 Gladstone Affordable Housing Initiatives**

Initiative	Progress	Value (\$)
<b>Rental Assistance</b>	Implemented	\$1 Million
<b>Clinton UDLA Land Development</b>	Implemented	\$1.1 Million
<b>Gladstone Affordable Housing Company</b>	Implemented	\$5.4 Million
<b>TOTAL</b>		<b>\$7.5 Million</b>

Australia Pacific LNG is continuing to engage with the agencies and sectors which make up the 'critical workforce' to determine ongoing and unmet needs in an effort to direct assistance to those in need.

## 5.2. Gas fields and Pipeline

The housing strategy for the gas fields component of the Australia Pacific LNG Project is developed around four main mitigation themes:

- Provision of temporary workforce accommodation facilities (TWAF)
- Offsetting short term impacts to rental affordability
- Developing and funding partnerships that introduce affordable housing product
- Facilitate development in the private housing market

### 5.2.1. Temporary Accommodation

The main housing mitigation strategy in the gas fields centres around adequate and timely provision of TWAF facilities. The Project will construct the following TWAFs:

**Table 5 Gas Fields and Pipeline TWAFs**

Type of TWAF	Location	Duration	Number of TWAFs
Facilities construction	Condabri Combabula/ Reedy Creek	Short term	4
Gathering	Condabri Combabula/Reedy Creek	Medium term	2
Operations	Talinga Condabri Combabula/Reedy Creek Spring Gully	Long term	4
Pipelines	On or near pipeline right of way	Short term	8
Drilling	near drilling sites	Medium term (although short term in each location)	Peak of 9

In addition, the Project will use temporary accommodation in commercial TWAFs in Miles and Chinchilla as overflow facilities.

#### 5.2.2. Address short term rental affordability impacts

Consultation with community members indicated rental affordability and availability as a key issue of immediate concern. Immediately following FID, in July 2011, the Project commenced developing strategies to assist in managing a growing rental crisis. Two key partnerships were developed:

- **RentConnect.** Australia Pacific LNG funded Department of Housing and Public Works to deliver the RentConnect program in Miles and Chinchilla for a period of six months. The program is delivered as an outreach service from Toowoomba, and works with clients who are facing difficulties accessing rental accommodation, offering advice and assistance.
- **Housing Support Program.** Australia Pacific LNG worked with the neighbourhood centres in Miles and Chinchilla – Murilla Community Centre, and Chinchilla Family Support Centre – to develop a housing support program. Under the program which is wholly funded by Australia Pacific LNG, housing support officers work out of each community centre, providing intensive case management support to people experiencing housing stress. The workers are supported by a brokerage fund, which can be used to address causes of rental stress, including supplementing rent for a transitional period.

#### 5.2.3. Affordable Housing

Recognising that the housing market in the gas fields was not providing housing product which is appropriate or affordable for smaller families and key workers, and that developing housing takes time, Australia Pacific LNG began planning for a partnership with an affordable housing provider immediately after FID in July 2011.

As an initial project, Australia Pacific LNG partnered with Horizon Housing Company, to develop affordable housing on land made available by the Department of Housing and Public Works. The project, the first of its kind in Western Downs, is developing nine two and three bedroom dwellings which will be rented to key workers at affordable rates, approximately half of current market rent. Australia Pacific LNG has invested \$2.05 Million in this project.

Australia Pacific LNG is currently in discussions with Maranoa Regional Council about a similar project to be developed in Roma.



#### 5.2.4. Facilitation of housing provision

Consultation with community members, builders and council indicated that infrastructure constraints and lengthy approvals processes contributed to high development costs. In response to **Condition 4** of the *Coordinator-General's Report* (see Appendix 1), Australia Pacific LNG proposed a bilateral strategy to facilitate housing provision in the private housing market which focuses on:

- Funding **Council resources**. Australia Pacific LNG is funding a technical officer with Western Downs Regional Council to work on development applications. Australia Pacific LNG is contributing \$260,000 to this project.
- Funding **infrastructure upgrades**. Australia Pacific LNG has proposed funding of infrastructure upgrades, such as sewerage and water, which have the potential to open up bottlenecks in the development process.

## 6. Workforce and Training

Australia Pacific LNG has demonstrated its strong commitment towards training and developing its workforce since FID. Training and development is also key to empowering employees with the knowledge and skills they require to meet the health, safety and environment requirements of the Project.

The Australia Pacific LNG Workforce and Training Strategies, created in response to **Condition 2.1C** of the *Coordinator-General's Report* (see Appendix 1), has been key to meeting the staffing needs of the Project to date.

The LNG facility workforce and training strategy is reaching the following objectives:

- Maximising employment opportunities for locals
- Developing and increasing the available pool of skilled labour
- Attracting and retaining workers while minimising impacts on local businesses
- Increasing employment, retention, and career development for local Indigenous people (discussed in section 7 of this report)

The workforce and training strategies for the gas fields and pipeline is reaching the following objectives:

- Maximise employment opportunities for local residents and under-represented groups
- Increase the local community's skills capacity for employment
- Increase industry-wide labour capacity

In response to **Condition 2.1C (a) (i) (c)** of the *Coordinator-General's Report*, Australia Pacific LNG is working with Energy Skills Queensland (ESQ) regarding the promotion and diversification of a web based job referrals tool aimed at attracting workers to the Project regions.

## 6.1. Current workforce

As of 31 July 2012, the Australia Pacific LNG Project had a total of more than 4,000 direct and contractor employees.

**Table 6 Total Project Employees and Contractors**

Project Function	Employees and contractors (FTE)
APLNG corporate office	41
Downstream	2,102
Upstream <sup>3</sup>	2,007
International (457 visa) <sup>4</sup>	76

The Downstream (LNG Facility) construction workforce is currently made up of approximately 50% local personnel. A local worker is defined as a person living within 60km of the Gladstone General Post Office.



## 6.2. Workforce, training and education initiatives

Australia Pacific LNG is working to increase local skills capacity via apprenticeships, scholarships and vocational training in areas applicable to CSG, LNG and non-related industries.

The Workforce and Training Strategies acknowledge the impacts of experienced labour draw on local businesses and industries and, while often welcomed, increased demand on services from local businesses with the flow on effect of the Project. Australia Pacific LNG has sought training initiatives which expand the skilled workforce base from which expanding businesses can draw to backfill roles and assist individuals in obtaining employment in their chosen profession.

### 6.2.1. Training initiatives

The initiatives outlined in Table 7 are vocational training programs that Australia Pacific LNG has funded, or committed funding to. These programs are aimed at identifying, skilling or up-skilling, individuals who may be long-term unemployed, under employed or from disadvantaged groups. Participation in these initiatives

<sup>3</sup> Note that the upstream employee number includes employees and contractors of Australia Pacific LNG's existing upstream CSG business, which operates under separate approvals to the APLNG Project.

<sup>4</sup> All 76 personnel on 457 International Work Visas are technical professionals working as part of the Australia Pacific LNG Project Management Team or Bechtel's Construction Management Team.

will assist in meeting workforce demands from LNG, LNG-related and non-related industries.

**Table 7 Australia Pacific LNG Training Initiatives**

Region	Initiative	Target stakeholder / community group	Status	Value
<b>Gladstone LNG Facility</b>	<b>Energy Skills Queensland (ESQ)</b> Gladstone Workforce Skilling Strategy	Under- represented groups including unemployed, underemployed, women, migrant and Aboriginal & Torres Strait Islander people	Commenced 2012-2014	\$300,000
<b>Gas fields and pipeline</b>	<b>Count me in</b>	Aims at identifying women who are unemployed, underemployed, or outside of the labour force and facilitate their return to work	Committed 2012-2015	\$52,000 initial APLNG contribution
	<b>CSQ<sup>5</sup> alliance</b>	Assistance to Australia Pacific LNG contractors to develop workforce development plans and access funding for training initiatives	Committed 2012-2015	Funded by CSQ
	<b>Drilling training facility</b>	This program has been designed to train up to 600 drillers. It is proposed that this training would be delivered through TAFE, in collaboration with a private drilling company.	Under investigation	TBA
<b>TOTAL</b>				<b>\$352,000</b>

Bechtel, as the principle contractor for the construction of the LNG facility, also provides further training opportunities to personnel in the areas of:

- Workplace Health and Safety Harmonisation
- Certificate IV Occupational Health and Safety Bridging
- Safe Operation of a 4WD
- Safety Representative
- Taproot Investigation
- Certificate IV Training and Assessment
- Working at Heights
- Elevated Work Platform
- Working in Confined Spaces
- CPR and Low Voltage Rescue
- Fire/ Rescue Operations

<sup>5</sup> CSQ= Construction Skills Queensland

#### **Operations Recruitment and Training – LNG Facility**

ConocoPhillips, joint venture partner and operator of the LNG Facility, commenced recruitment and training for its Operations workforce in May 2012. Strategy and resourcing plans continue to be developed, and currently consist of entry pathways for trainees, experienced hires (without LNG industry experience), and experienced LNG hires. The peak period for Operations recruitment will occur from Q1 2013 through 2014.

Current Gladstone-based recruited roles include:

- Operations Manager
- 3 Operations Superintendents
- 8 Operations Technician Traineeships (first intake)

A structured hydrocarbon training program is currently under development.

#### **Bechtel Adult Apprenticeship Scheme – LNG Facility**

As a part of its overall employment strategy, the Project's Principal Contractor, Bechtel Oil Gas & Chemicals, has implemented an Adult Apprenticeship Scheme. The scheme is competency-based and open to individuals who qualify by having:

- partially completed an apprenticeship
- overseas qualifications not yet recognised in Australia
- experience as an ex-member of the Australian Defence Forces with aligned skills
- other trade related qualifications, or
- are currently working as a trades assistant

Participation in the scheme can assist a candidate to complete a trade qualification, in five defined vocations, in a compressed timeframe.

The scheme is currently operating across the three LNG projects in Gladstone with a progressive target of 400 positions.

#### **Central Queensland Institute of TAFE (CQIT)- Energy Training Centre**

Australia Pacific LNG has worked with the three other LNG proponents in Gladstone to support the CQIT proposal to develop an Energy Training Centre in Gladstone. An advisory group has been formed and has met on several occasions to provide input, support and recommendations to facilitate the development of a training facility on the Gladstone CQIT campus to train personnel for the LNG industry and other process industries in the Gladstone region. An Education Investment Fund (EIF) application has been submitted to the Federal Government and a response is anticipated in August 2012.

#### **Apprenticeships and traineeships in the Gas fields and Pipeline**

Through its primary contractors and sub-contractors, Origin will provide opportunities for apprentices and trainees across a range of disciplines. This will promote ongoing skills development at the Project, and facilitate career progression and capacity building over time.

In particular, each contractor is required to develop a Workforce Development Plan which outlines:

- opportunities for development and improvement of its personnel (including traineeships and apprenticeships) to ensure training and development targets are met

- measures to ensure that all personnel (including trainees and apprentices) are compliant with the training and competency requirements of Origin

#### **The Origin 'Green Hands' Program**

The 'Green Hands' program is a CSG operator program aimed at those people with no prior experience or skills in the resources sector which will progressively train 200 people over the next few years.

The program includes foundational and fundamental elements to set a basis for learning, while elective focus programs allow participants to achieve baseline competence, from where they can progress to certificate level qualifications, and then professional development courses.

The Green Hands Program gives preference to the inclusion of local residents and people in under-represented groups. These candidates are targeted through job fairs and local media advertising.

#### **Career progression and mentorship**

Through its primary contractors and sub-contractors, Australia Pacific LNG will offer opportunities for the mentorship and progression of Project employees. In particular, contractors may offer a range of programs, including graduate development programs, leadership development, computer skills, and personal development programs.

### **6.2.2. Schools Based Programs**

Table 8 details the current education and school based training initiatives Australia Pacific LNG is investing in.

**Table 8 Education and School Based Initiatives**

Region	Initiative	Description	Target stakeholder/ community group	Status	Value
<b>Gladstone LNG Facility Gas fields and Pipeline</b>	<b>Queensland Minerals &amp; Energy Academy (QMEA)</b>	Schools based professional pathways and teacher professional development program	Students in yr 11-12 and teachers of Gladstone secondary schools	Commenced 2012-2014	\$412,500
<b>Gladstone LNG Facility</b>	<b>Education Queensland Industry Partnership (EQIP)</b>	Schools based vocational traineeships/ apprenticeships	Students in yr 11-12 of Gladstone secondary schools	Commenced 2012-2014	\$150,000
<b>Gas fields and Pipeline</b>	<b>Miles High School Trade Training Centre</b>	Alliance with QMEA, DEEDI, All trades, CSQ, USQ, ALS and Xstrata to underpin the trade training centre	Secondary school students	Under investigation	TBA
	<b>Toowoomba State High School Partnership</b>	Aims to support local and traditional industries by equipping school students with the skills required to	Secondary school students	Committed 2012-2015	In Kind

		pursue employment in agricultural occupations			
	<b>Community Skills Scholarship Program</b>	Aims to increase the regional pool of labour in critical skills areas through financial support provided directly to eligible apprentices.	Apprentices in non-CSG industries	Committed 2012-2015	\$360,000
<b>TOTAL</b>					<b>\$922,500</b>

## 7. Aboriginal and Torres Strait Islander Engagement

Australia Pacific LNG is committed to developing long-term relationships with Aboriginal and Torres Strait Islander people and broader communities through the implementation of Aboriginal and Torres Strait Islander Engagement Strategies. The strategies address the following areas:

- Employment, Education and training
- Business development and support
- Cultural Heritage

Australia Pacific LNG recognises that successful Aboriginal and Torres Strait Islander engagement is underpinned by building long-term relationships and as such has developed and is implementing a comprehensive strategy aiming to mitigate potential negative impacts and develop opportunities for social and economic development for Aboriginal and Torres Strait Islander peoples.

The key strategic focus of the Project lies in taking a staged approach to support and investment in Aboriginal and Torres Strait Islander opportunities that has the primary objective of building the communities' cohesiveness and capacity in such a way that it provides ownership, responsibility and commitment in the long term.

Since June 2011, Australia Pacific LNG has entered into two significant partnerships with Aboriginal and Torres Strait Islander people across the Project footprint.

**Table 9 Major Aboriginal and Torres Strait Islander Community Investment Initiatives**

Region	Initiative	Status	Value (\$)
<b>Gladstone LNG Facility</b>	<b>Many Rivers Microfinance</b>	Commenced 2012-2015	\$1.5 Million
<b>Gas fields and Pipeline</b>	<b>The I CAN program</b>	Committed 2012-2015	\$600,000
<b>TOTAL</b>			<b>\$2.1 Million</b>

### 7.1. Engagement Undertaken

To facilitate ongoing consultation with the indigenous community in Gladstone, Australia Pacific LNG took a workshop approach which has proven to be successful in information sharing and has been received favourably by the community. Due to the success of this approach Australia Pacific LNG has facilitated joint proponent workshops to enable informed decision making on a collaborative level and adaption to the changing needs of the community. From these engagement

workshops a clear strategic direction, identified by the local Aboriginal and Torres Strait Islander community, is the need for support of self-determined employment and business development opportunities.

It is this principal of self-determination that Australia Pacific LNG has embraced in undertaking initiatives which assist Aboriginal and Torres Strait Islander people seek their own aspirations.

## 7.2. Employment, education and training

In Gladstone, Australia Pacific LNG is working closely with its Principal Contractor, Bechtel, to provide employment opportunities for the Aboriginal and Torres Strait Islander community through direct association with construction of the LNG Facility, as well as non-LNG industry related opportunities.

Bechtel is continuing to implement its workforce and training plans, as well as its commitments under a SIMP sub-plan, which commits Bechtel to support Australia Pacific LNG's efforts, particularly as it relates to employment opportunities during the construction phase of the Project.

Table 10 provides details of the current Aboriginal and Torres Strait Islander representation in the Australia Pacific LNG construction workforce, current at 31 July 2012.

**Table 10 Aboriginal and Torres Strait Islander LNG Facility Construction Personnel**

	At 31 July 2012
Number of Aboriginal and Torres Strait Islander employees	24
Representation of Aboriginal and Torres Strait Islander employees in total current construction workforce (%)	1.2%
Number of Aboriginal and Torres Strait Islander Apprentices	13
Retention rate of Aboriginal and Torres Strait Islander workforce (%)	87%

Source: Bechtel monthly social data report

Supporting Energy Skills Queensland's (ESQ) Gladstone Workforce Skilling Strategy and the Queensland Workforce Skilling Strategy, Australia Pacific LNG is ensuring the Aboriginal and Torres Strait Islander Community of Gladstone, along with other under-represented and under-employed groups, gaining access to work-readiness and job placement programs. Further information is available in section 6.

Australia Pacific LNG has focused on supporting training and job placement programs in other business areas that provide a diverse range of opportunities for Aboriginal and Torres Strait Islander people. Key partners in these early programs have been ESQ, DEEDI, DEEWR and Many Rivers Microfinance (see section 5.2). Australia Pacific LNG is assisting in building the capacity of Aboriginal and Torres Strait Islander people to enable the uptake of opportunities presented by the LNG industry in Gladstone.

### I CAN Program

Australia Pacific LNG has worked closely with DET, DEEDI and the DEEWR to develop the 'I CAN' program in partnership with Titans 4 Tomorrow, the community development arm of the Gold Coast Titans. The program is based on the federal governments' '*Learn, Earn, Legend Program*', and aims at increasing school attendance, retention, and transition to work or higher studies among indigenous students in the Surat Basin. The program is being delivered through

workshops and individual case plans, and is available to all Aboriginal and Torres Strait Islander middle and senior school students in schools in Maranoa and Western Downs.

#### **Gas Industry Indigenous School-Based Traineeships**

Formed in 2008, this initiative is jointly run by Origin, Arrow and Santos. Aboriginal and Torres Strait Islander students in Years 10 and 11 in Dalby, Miles, Chinchilla, Tara and Roma areas can apply for a two year school-based traineeship and receive paid practical work experience.

The program provides Aboriginal and Torres Strait Islander students with valuable training and employment opportunities, while addressing skills shortages to ensure local towns keep the skilled workforce they need.

#### **Aboriginal and Torres Strait Islander positions in the Community Skills Scholarship Program**

The Origin community skills scholarship program (described in section 6.2), have dedicated positions available for eligible Aboriginal and Torres Strait Islander apprentices.

### **7.3. Business development and support**

#### **Many Rivers Micro-enterprise**

A signature project for Australia Pacific LNG in Gladstone that has acknowledged support from the Aboriginal and Torres Strait Islander community, as well as the wider community, is an innovative approach to micro-enterprise development.

Australia Pacific LNG and Many Rivers Microfinance have finalised agreements and funding to implement a micro-business development program with the Aboriginal and Torres Strait Islander community in the Gladstone Region. Gladstone will be the first community in Queensland to participate in a program that has found success in many communities through Western Australia, Northern Territory and New South Wales.

As part of the central agency engagement regarding the Aboriginal and Torres Strait Islander Engagement Strategy, Australia Pacific LNG facilitated detailed discussions with regional DEEDI officers and the Many Rivers Organisation representatives around existing government programs and initiatives which may link in with the Many Rivers program or provide opportunities for leverage.

At the conclusion of the three year partnership agreement and assessment of the success of the program, it is anticipated that extension of the Many Rivers partnership will be considered to allow expansion into neighbouring regions.

### Case Study: Many Rivers Organisation

Many Rivers is a Not for Profit organisation that provides microenterprise development (MED) and microfinance to Indigenous communities.

MED creates jobs, reduces reliance on welfare, builds the local 'grass roots' economy, and makes a positive contribution to Australia's economic growth and prosperity.

The program is tailored towards Indigenous people with a grass roots approach, with our Field Officers spending the majority of their time out in the field with people face to face where they live, helping them develop their business plan, idea or their existing business activity.

Many Rivers is highly skilled in the area of Indigenous business development, with a proven track record from their Northern NSW operation, 90 Indigenous businesses have been established and supported since April 2008, and over \$370,000 in small loans given out, with over 90% successful repayment of those loans.

The KPIs committed to by Many Rivers, following the implementation of two field officers in Gladstone and working with local and surrounding Indigenous communities, are detailed in the table below.

Two Field Officers in Gladstone Providing Business Support to Clients	Year 1	Year 2	Year 3	Total
Number enterprises supported	30	40	50	120
Number enterprises continuing	15	20	25	60
Jobs created	19	26	33	78

### Targeted supplier workshops

In the upstream areas, Australia Pacific LNG has committed to providing targeted supplier workshops for Aboriginal and Torres Strait Islander businesses to assist them to understand contracting requirements for the Australia Pacific LNG Project. So far one workshop has been held.

## 7.4. Cultural Heritage and Native Title

Across the Australia Pacific LNG Project footprint, a total of eight Cultural Heritage Management Plans (CHMP) and six Indigenous Land Use Agreements (ILUA) are required. The current status of these plans and agreements is detailed in Table 11.

**Table 11 Status of CHMP and ILUA Proceedings**

	STATUS			
	Under Negotiation	Negotiated	Ready for Registration	Registered
<b>CHMPs</b>		8		8
<b>ILUAs</b>	1		1	4

In accordance with Part 7 of the *Aboriginal Cultural Heritage Act 2003* Australia Pacific LNG has implemented its Cultural Heritage Management Plans (CHMP) that details how the Project will avoid harm to Aboriginal and Torres Strait Islander cultural heritage and to the extent that harm cannot reasonably be avoided, to minimise that harm. Under the plan relevant to the downstream project Australia Pacific LNG also requires Bechtel, as the principle construction contractor, to maintain a Cultural Heritage Management Sub Plan.

Cultural heritage and cultural awareness training is a mandatory component of the site orientation program, managed by Bechtel. Additional training has been

provided to site-based plant and equipment operators who undertake surface disturbance activities during the site civil works phase of construction. The additional training, focused on awareness, identification of cultural sites or objects, is prescribed in the CHMP's for the Project.

## 8. Community Health and Safety

In accordance with **Condition 2.1C (a) (i) (d)** of the *Coordinator-General's Report* (see Appendix 1), Australia Pacific LNG has initiated Community Health and Safety Strategies which aim to reduce potential pressure on health related community facilities and services. These strategies address community health and safety across three key areas:

- Emergency response planning and preparedness
- Personnel health and safety
- Community wellbeing awareness

### 8.1. Emergency Response

#### 8.1.1. Emergency Response Planning

Emergency Response Planning is a compliance requirement under **Condition 11** of **Part 1** of the *Coordinator-General's Report* (see Appendix 1).

In the gas fields, Australia Pacific LNG is participating in the following collaborative forums to ensure effective implementation of emergency response planning:

- Emergency Response Mutual Aid Working Group
- Surat Basin Queensland Police Service Working Group
- Queensland Security Working Group
- Queensland Fire and Rescue Services Western Region Working Group
- Regional planning committee for emergency services
- Surat Basin Rotary Wing Aero Medical Evacuation (SBRWAME) Reference Group
- SBRWAME Steering Committee
- Emergency Services Western Area Reference Group

In Gladstone, Australia Pacific LNG has undertaken considerable consultation with emergency services to determine how each service is resourced to be able to respond to a significant incident or event on Curtis Island. Emergency Response and Preparedness Plans have been prepared by all LNG proponents with their Principal Contractor, Bechtel. In efforts to develop a coordinated response, Australia Pacific LNG has facilitated a collaborative approach in order to fully understand what limitations exist in key services' capacity to respond to an event on Curtis Island. Five working group sessions involving LNG proponents, Bechtel, Emergency Services, Queensland Health and Gladstone Regional Council have been held to date, resulting in the development of an overarching plan that aims to align response processes across the Curtis Island construction sites.

A key concern arising from consultation centred on manpower, particularly the ability to attract personnel to Gladstone due to the high cost of accommodation and flow on high costs of living. Further details of Australia Pacific LNG's response to this impact is available in section 5.1.3 of this report.

### 8.1.2. Emergency Response initiatives

Australia Pacific LNG has implemented initiatives in the gas fields, along the pipeline and in Gladstone, which will ensure timely medical response and reduced reliance on state-operated emergency services. Table 12 summarises current response initiatives.

**Table 12 Health and Emergency Service Provision and Initiatives**

Area	Initiative	Description
Gladstone	Paramedic Marine Vessel	Australia Pacific LNG has provided a purpose built paramedic marine vessel. This vessel is equipped to transport patients from Curtis Island to the mainland while allowing continuity of care throughout the journey. The vessel may be used to assist in other marine incidents, should the need arise.
	On-site health professionals	Australia Pacific LNG provides a registered medical doctor, an occupational nurse and paramedic care at its Curtis Island site.
	AME Helicopter Service	LNG proponents are currently in the process of finalising the provision of this service in Gladstone.
Gas fields	AME Helicopter Services	Funded by the four CSG to LNG proponents, and operated by CareFlight, the service provides first aid and emergency transport via a helicopter based in Roma, with a backup in Toowoomba. A proportion of the service is dedicated to community emergencies.
	On-site health professionals	Medical services ranging from paramedics to a medical doctor will be located at all Australia Pacific LNG gas fields operations facilities.

### 8.2. Personnel Health and Safety

A range of policies, training programs and support programs have been developed to support the health and safety of the Project's workforce, and to consequently minimise impacts on health services:

- **Project Codes of conduct.** In response to **Condition 3** of **Appendix 4** of the *Coordinator-General's Report* (see Appendix 1), Australia Pacific LNG has collaborated with its contractors to implement workforce codes of conduct and project work rules which govern the behaviour of all Project personnel.
- **Fitness for Work/Drug and Alcohol policies.** As a fundamental commitment to the safety of its workforce, Australia Pacific LNG and its Principal Contractors collaboratively enforce a zero tolerance policy on drug and alcohol use with frequent random testing campaigns in place.
- **Safety Induction.** Undertaking a safety induction, designed to create a safe workplace for personnel, visitors and community alike, is a mandatory requirement for all individuals working on the Project.
- **Health and wellbeing programs.** The Australia Pacific LNG Health Team (QLD) has introduced a suite of health and wellbeing initiatives to promote healthy living across the workforce. Initiatives include provision of medical services, provision of mental health services, fitness and nutrition programs, health risk assessment programs, and behavioural safety assessments and programs.
- **Employee assistance program.** This program provides counselling and guidance services free of charge to employees and their immediate families. The program aims to assist employees in dealing with work-related or personal issues, e.g. stress, depression, conflict. The program is

also intended to minimise the impact on local demand for family assistance services.

- **Gladstone Locality Induction.** Australia Pacific LNG is aiming to have a local active workforce that is connected with the Gladstone community. To aid this, Australia Pacific LNG assists relocating field non-manual personnel to integrate into the community by providing Gladstone orientation support. To date, 22 orientation packages have been delivered.

### 8.3. Community Wellbeing Awareness Initiatives

Australia Pacific LNG has demonstrated its commitment to expanding community safety awareness programs in conjunction with industry partners, government and community groups as follows:

#### 8.3.1. Community investment initiatives supporting health and safety

Origin, as the upstream operator, has been delivering the **CARS (Caring About Road Safety) program**, a driver safety program, together with RACQ for a number of years across high schools in Maranoa and Western Downs. The program has recently been introduced in high schools in the Banana Shire. To date, approximately 1,000 students have participated in the program.

Australia Pacific LNG contributed approximately \$100,000 to the construction of a **parenting van for Maranoa Regional Council**. The van provides a clean and safe parenting space and will be available for use at community events and locations across the region.

In Gladstone, Australia Pacific LNG has contributed \$30,000 to a partnership with the Police Citizens Youth Club (PCYC) and Gladstone Regional Council, to support 2012 as **Year of Cycling in Gladstone**. The initiative is primarily aimed at children riding their bikes to school but promotes messages applicable to the entire community on cycling safety. The initiative, publicly launched on 21 January 2012, includes a program of community events running throughout the year further encouraging community participation and cohesion.

Primarily driven by the Queensland Department of Communities, with Gladstone selected at the launching pad, the **'Air your Dirty Laundry' campaign** was identified as an opportunity to raise community awareness of family and domestic violence, an issue commonly associated with fly-in-fly-out (FIFO) and industrial workforces. The campaign aims to lift the social taboo and encourage early intervention while providing low levels of access to preventative services.

Australia Pacific LNG has also funded a partnership with Gladstone Regional Council and other elective industry partners, towards a **CBD Community Safety Campaign**. This initiative is aimed at reducing incidents of anti-social behaviour and violence in the hotel/entertainment precinct of the Gladstone CBD.

The **Voluntary Marine Rescue (VMR)** Service of Gladstone has received financial support from the Project to equip their new headquarters with office and communications equipment essential to delivering assistance to the Gladstone boating community.

Table 13 provides an overview of the community awareness campaigns supported by Australia Pacific LNG.

**Table 13 Community Wellbeing Initiatives**

Region	Initiative	Partners	Status	Value (\$)
Gladstone LNG Facility	Year of Cycling	Gladstone Regional Council	Commenced	\$30,000
		PCYC		
	Air Your Dirty Laundry	Queensland Department of Communities	Completed	\$10,000
	Community Safety Campaign	Gladstone Regional Council Participating Industry partners	Commenced	\$10,000
	VMR	VMR	Commenced	\$54,000
Gas fields and Pipeline	CARS program	RACQ QMEA	Commenced	Approx. \$110,000 pa
	Maranoa Parenting Van	Maranoa Regional Council Child Friendly Roma steering committee	Completed	\$100,000
<b>TOTAL</b>				<b>Approx. \$314,000</b>

#### Case Study: Gladstone 2012; Year of Cycling

The Gladstone Year of Cycling Initiative was developed by the Gladstone Regional Council to encourage healthy lifestyles within the region through participation in bike-riding. The program is a grass-roots engagement initiative designed to increase the use of local amenity while simultaneously promoting community connectedness through healthy physical activity. Australia Pacific LNG worked with the Council and the PCYC to broaden the scope of the initiative to include rider safety courses for children aged 5-14 and a children's helmet program in partnership with local branches of Queensland Police.

The council have implemented a multifaceted range of cycling activities to engage a diverse demographic to bike based sports, including 'come and try' style events for mountain, BMX and road biking. Additional to these come and try programs, basic bike maintenance and safety courses have also been run throughout the year to support all riders in caring for themselves and equipment. The PCYC have successfully run four rider education sessions with a further four planned for the second half of 2012, it is expected that 80 children within the region will participate in these courses throughout the year. To date, there have been more than 3,300 participants across the year of cycling activities.



### 8.3.2. Transport and Road Safety

Consultation with communities has revealed strong concerns about road and transport safety across the Project areas. A range of strategies and plans have been put in place to manage risks related to Project traffic and transport. Table 14 provides a summary of these plans.

**Table 14 Transport and Road Safety Plans**

<b>Initiative</b>	<b>Description</b>
<b>CSG Logistics Safety Code (CSG-LSC)</b>	The CSG Logistics Safety Code (LSC) is an initiative to support safe operations and activities within the logistics supply chain. In particular, the code deals with issues around fatigue management, loading practices, speed management, vehicle compliance and safety, as well as the management of contractors and sub-contractors.
<b>Regional Logistics Plans</b>	Logistics Plans have been developed for the Gladstone and Gas Fields areas, and provide details around specific health, safety and environment considerations relevant to the operating environment. In particular, the plans specifically deal with the management of waste, traffic, personnel travel, accommodation, water, fuel, telecommunications, and emissions and discharges.
<b>Traffic Management</b>	Targeted Road Use Management Plans will be prepared for the Project, one for local authorities, and one for State-controlled roads. A Road Impact Assessment Report will also be undertaken for each affected road authority, the outcomes of which will feed into the relevant management plan. In addition to this, Australia Pacific LNG and its contractors will prepare site-specific traffic management plans and protocols for the benefit of local residents in Project construction areas.
<b>Road Infrastructure Agreements</b>	Road Infrastructure Agreements (RIA) have been negotiated (or in final stages of negotiation) with DTMR for state-controlled roads, and Regional Councils for local roads. RIAs detail funding commitments from Australia Pacific LNG towards augmentation/mitigation of traffic-related impacts on road infrastructure.
<b>Traffic Notification Procedure</b>	At the commencement of construction activities, the Project will keep residents in local areas informed of its operations via advertisements in local newsletters and newspapers, and through public engagement at community events.
<b>In-Vehicle Monitoring System (IVMS)</b>	Origin requires all of its vehicles (and the vehicles of its contractors) to be fitted with IVMS devices. The IVMS is capable of identifying the driver and location of the vehicle, while also monitoring aspects such as speed, and issuing audible warnings to drivers to help avoid accidents and incidents.
<b>Bensted Road office complex and logistics hub</b>	In Gladstone, Australia Pacific LNG has established an office complex and logistics hub on Bensted Road, providing secure parking for local and non-local personnel who are transferred to the ferry terminal by shuttle bus
<b>Fisherman's Landing Northern Expansion hub</b>	Developing and utilising Fisherman's Landing as the Project's mainland platform for transport and movement of all personnel and Project materials and equipment will minimise the Project's traffic and transport impacts in Gladstone. Additionally, the northern harbour location of Fisherman's Landing, distant from major harbour shipping channels, provides for safer marine transportation to Curtis Island. The facility is projected to be fully operational in quarter three 2012.

## 9. Local Content

Australia Pacific LNG has implemented its Local Content Strategy aligned with the principles of the Australian Industry Participation Plan in accordance with **condition 2.1 C** of the *Coordinator-General's Report* (see Appendix 1). The objectives of the local content strategy have led to:

- Maximising the opportunity for local business to participate in the Project
- Maximising the opportunity for local business to build their capability
- Supported training and development initiatives to assist local business to meet their own workforce needs
- Ensured Project contractors and suppliers are aligned with Australia Pacific LNG's sustainability principles and local content policy objectives

Australia Pacific LNG procurement has been based on the Project's commitment to giving 'full, fair and reasonable' consideration to local businesses.

The figures provided in this section are relevant to the entire Australia Pacific LNG Project, across the gas fields, pipeline and LNG facility sections.

### 9.1. Initiatives and Programs

To assist local and Australian companies build the required capacity in order to be successful in tendering for work packages and meeting the needs of the Project and the CSG to LNG industry, Australia Pacific LNG has taken a combined top down – bottom up approach in its local content strategy, imposing local content obligations on contractors, and collaborating to build capability and exposure for local businesses. Key initiatives under the local content strategy are listed in Table 15 below.

**Table 15 Local Content Initiatives**

Mechanism	Description
Australia Pacific LNG Local Content Policy	The Local Content Policy which is aligned to the principles of the Australian Industry Participation Plan imposes local content obligations on all Project contracts valued at \$5M and over.
Industry Capability Network (ICN)	Firms interested in contracting opportunities can register through the central portal which keeps them informed of available work packages and enables them to demonstrate their capability and to service the Project's needs.
Regular procurement information sessions in regional centres and capital cities	Project personnel providing information on the Project's requirements, being a point of enquiry and providing advice on avenues available to prospective contractors.
Tier barometer tool	The "Tier Barometer" evolved from Australia Pacific LNG's engagement with both ICN and the Office of Advanced Manufacturing (OAM). The online assessment tool steps businesses through a series of questions to identify their size and capability and then creates a road map of the additional skills and training required to increase their chances of successfully tendering for work on the Project.
Building Regional Capability workshops	The workshops aim to raise awareness of procurement processes, requirements and timelines, and to provide assistance to implement compliance systems and prepare suppliers for tenders. They focus on business opportunities in the local region, and provided hands-on workshops. Previous workshop sessions have been conducted on themes such as safety, how to complete an effective capability statement, and how to identify your position in

	a supply chain.
Local supplier liaison officer	In response to a community driven proposal at an RCCC meeting, Australia Pacific LNG created a regional supplier liaison officer position to be based in the gas fields, with the purpose of liaison with potential local suppliers, and providing support in relation to procurement processes.

## 9.2. Local Content Performance

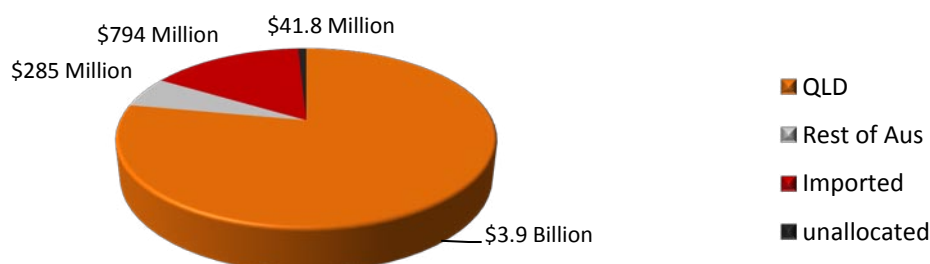
The local content initiatives have been rolled out progressively since 2010. Table 16 below provides examples of performance indicators for the Australia Pacific LNG local content measures.

**Table 16 Local Content Programs Performance Indicators**

Indicator	Value
Attendees at procurement roadshows (since 2010)	3,265
Suppliers registered on APLNG portal	1,530
Suppliers completing APLNG tier assessment tool	581
Suppliers directly assisted by APLNG to build capability	342

Since Project inception, Australia Pacific LNG has spent more than \$5 Billion, of which 78% has occurred in Queensland. Figure 11 shows the total Project spend to 30 June 2012.

**Figure 11 Project Spend to 30 June 2012**



## 10. Land Use and Land Access

In accordance with **condition 5**, of Appendix 1, Part 3 of the *Coordinator-General's Report* (see Appendix 1), the gas fields and pipeline SIMP contain a land use and land access action plan. Key initiatives under the plan are:

- Maintenance of landholder relations as a first point of contact with landholders
- Development of a land access protocol and a rural residential code of conduct
- Measures contained in EMPs to minimise risks to people and property
- Initiatives to create mutually beneficially outcomes

Key initiatives under the land use and land access action plan are outlined in Table 17 below.

**Table 17 Land Use and Land Access Initiatives**

Initiative	Purpose	Description
Minimal disturbance drilling rigs	Minimising impacts	As an Australia first, Australia Pacific LNG and drilling contractor Savanna, is using new hybrid coil tubing drilling rigs. The Savanna rigs provide faster turnaround of well delivery, safer operation and less land disturbance. The portable and compact rig design means they can go virtually anywhere without building or grading roads, resulting in a disturbance area one tenth of the size from a conventional drilling rig.
Partnership with Toowoomba State High School	Creating mutually beneficial outcomes	The partnership draws on Australia Pacific LNG's experience with pongamia plantations, and will deliver studies in bio fuel, sustainability and agricultural diversification for students in year 8 to 12.
Weed wash down facilities	Creating mutually beneficial outcomes	Australia Pacific LNG has committed \$400,000 to Banana Shire Council to co-fund the upgrade of the Taroom weed wash down, and is in discussions with Western Downs Regional Council about contributions to weed wash down facilities
Working together program	Creating mutually beneficial outcomes and minimising impacts	Pilot program which aims at up-skilling landholders to provide services to CSG infrastructure, thus providing an additional income stream, and reducing privacy impacts (see case study below).

Since 1 January 2011, Australia Pacific LNG has signed 718 land access agreements with no formal dispute of access.

#### **Case Study: The Working Together Program**

Working Together is an industry first program developed by Origin and Skills Queensland that will see farmers and CSG companies work collaboratively on coal seam gas production on their properties.

The Working Together Program reflects the agricultural industry's focus on sustainable practices and will provide farmers with the opportunity to gain formal recognition for their knowledge and skills in environment and land management, enabling them to carry out related activities supporting the gas infrastructure located on their properties.

As upstream operator of Australia Pacific LNG, Origin is leading the program with design and development occurring in partnership with the Queensland Farmers Federation, AgForce and individual farmers. Australia Pacific LNG and Skills Queensland are both contributing up to \$250,000 to develop a pilot which if successful, could be rolled out across the Australia Pacific LNG Project and possibly be adopted by other companies.

In July 2012, the program's first eight participants were given their Certificate III in Rural Operations qualifications, and a two year implementation trial will continue on selected landowner properties in

## Appendix 1:

### Coordinator-General Imposed Social Conditions

Legend	
	Completed, progressing on schedule/as expected
	Minor delays/issues
	Major delays/issues
NA	Not Applicable to this report

Condition	Item	Status	Report Section
<b>Appendix 1</b>			
<b>Part 1</b>			
11	Emergency Services planning		8.1
<b>Part 2</b>			
5	Bus transportation for construction personnel		8.2
<b>Part 3</b>			
1.1	Final SIMP		NA
1.2b	SIMP- Annual progress report		Entire
1.2c	SIMP- external audit	NA	
1.2d	SIMP- report on audit findings	NA	
1.2e	Annual, periodic and audit reports due within 60 days	NA	
1.3	Revision of the SIMP	NA	
1.4	Process to amend the SIMP		NA
1.5	Alteration, restructuring or extinguishment of SIMP	NA	
2.1A 1	Establishment of Regional Community Consultative Committee- Gladstone		3.3
2.1A 1(a)	Regional Community Consultative Committee Terms of Reference		NA
2.1A 1(b)	Regional Community Consultative Committee have ability to comment on reports on implementation of SIMP		3.3
2.1A 1(c)	Regional Community Consultative Committee membership is as per SIMP		NA
2.1A 1d	Regional Community Consultative Committee- provision of full resourcing and secretariat		NA
2.1A 2(b-c)	Employment of Community Liaison Officers and maintenance of shopfront in Gladstone		3.2
2.1B 1	Participation in Industry Leadership Group		NA
2.1C (a)	Specific measures for managing social impacts Must Submit: <ul style="list-style-type: none"> <li>• APLNG Project Workforce and Training Strategy</li> <li>• Job referral and job advertising service</li> <li>• Local Content Strategy</li> <li>• Community Health and Safety Strategy</li> </ul>		6
2.1C (b)	Regional Community Consultative Committee- Biannual Report		3.3
3A.1	Provision of Commitment Register		NA
3A.2	Update SIMP to include commitments		NA
3B.1	Submit Community Investment Strategy		NA
4A.1-3	Finalise Integrated Housing and Accommodation Strategy		5
4A.4(a)	Accommodation provision for workforce not accommodated in Temporary Worker Accommodation Facility addressed by direct supply houses/units, and/or facilitating joint ventures for construction or purchase of dwellings		5
4A.4(b)	Investment in affordable housing		5
4A.4(c)	Monitor the effect of provision of affordable housing		5

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4A.4(d)	Accommodation advice services for workers wishing to settle in Gladstone		5
4B.1	Facilitate housing solution such as provision of new/additional housing stock for 50% project workforce seeking to settle in Gladstone		5.1
4B.2	Participate in regional and co-operative strategies relating to cumulative housing impacts		5
4B.3	Provide biannual reports to RCCC on implantation of IHAS until end 2015		NA
4D.1-4	Mitigate impact on accommodation for low income housing households, may include provision of housing solutions such as new or additional supply of housing stock, or contributing to community and affordable housing initiative		5
5A.1	For life of project maintain shopfronts to provide information and community access		3.2
5A.2	Provide regular report to Regional Community Consultative Committee on a. Stakeholder engagement b. Stakeholder issues and analysis of issues		NA
5A.3	Gauge community satisfaction in regard to quality and appropriateness of community engagement strategies over life of project		NA
5A.4	Delivery of consultation strategies such as: a. Workshops b. Community information sessions c. 'Project Newsletter on regular basis		3.2
5A.6	Provide details of engagement strategies applied to inform community		3
5A.7	Actively inform community prior to closure and decommissioning of project	NA	
5B.1	Complaint and Grievances Resolution		3.4
5B.4	Performance in management of complaints be reported in Progress Reports		3.4
<b>Recommendation</b>			
1.1	Provide reasonable contribution to a social investment fund		4.1
1.2	Liaise with Gladstone Foundation's Board of Advice to implement a structured process for the application and allocation of funds to ensure the priority needs for social infrastructure and services		4.1
1.3	Commit to on-going investment in social facilities and services in the Gladstone region as a long term member of the community.		4
<b>Appendix 4</b>			
<b>Part 1</b>			
3	Workforce code of conduct		8.2
5-8	Temporary Workforce Accommodation Facility (TWAF)		5

## Appendix 2: SIMP Action Plans

### Gladstone LNG Facility

Legend	
	Completed, progressing on schedule/as expected
	Minor delays/issues
	Major delays/issues
NA	Not Applicable to this report

#### 1. Action Plan: Housing and Accommodation

Action Plan			Status	Report Section
1	Permanent Housing	1.1	Continue to assess demand for permanent accommodation from construction and operational workforce relocating to Gladstone	5.1
		1.2	Identification of housing delivery options and required schedule for Project Workforce	5.1
		1.3	In collaboration with key stakeholders identify opportunities to link or leverage the implementation of the housing and accommodation strategy into regional plans	5.1
		1.4	Select preferred housing solutions for Project Workforce	5.1
		1.5	Assess the potential for economic and social impacts of new housing construction	NA
		1.6	Continue to collaborate with Government and regional planning processes to identify housing market issues, forecasts and possible responses	5.1
		1.7	Monitor impacts on housing affordability and availability through the Monitoring, Reporting and Review Program	NA
2	Temporary Housing	2.1	Provide accommodation for non-local construction staff and contractors in temporary accommodation facilities for duration of construction	5.1.2
		2.2	Secure proposed / existing mainland temporary accommodation facility for early works requirements prior to Curtis Island temporary accommodation construction in 2012	5.1.2
		2.3	Complete social and environmental assessments required to gain approval for construction of Curtis Island temporary accommodation facility	NA
		2.4	Construct Curtis Island temporary accommodation facility using best practice standards which allow for sufficient social and recreational opportunities	5.1.2
3	Affordable Housing	3.1	Engage Department of Communities and community housing providers to identify demand for affordable and social housing in Gladstone	5.1.3

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		3.2	In collaboration with key stakeholders, identify most effective approach to minimise housing impact to disadvantaged and vulnerable groups		5.1
		3.3	Identify opportunities for collaborating with agencies, other proponents and government to facilitate solutions		5.1
4	Short-term Accommod	4.1	Where necessary, due to excess demand from Australia Pacific LNG, accommodate visiting employees and contractors in the Project TAF	N/A	N/A

## 2. Action Plan: Community Investment

Action Plan				Status	Report Section
1	Strategy Development	1.1	Develop a framework to guide development of the Australia Pacific LNG Community Investment Strategy		4
		1.2	Engage in or establish an Industry Leadership Group to identify any opportunities for collaboration or leverage in addressing cumulative impacts and opportunities to enhance community connectivity and networks		NA
		1.3	Through the Terms of Reference, enable the Regional Community Consultative Committee to provide guidance for funding allocations based on key community needs and to assess effectiveness of programs throughout the Project life cycle		3.3
		1.4	Through the MRRP, incorporate a review process for the Community Investment Strategy including evaluation of programs delivered		NA
2		2.1	Ensure alignment of Project-related social infrastructure mitigation projects with community needs through community input into decision making.		3.3
3	Partnerships	3.1	Partner with an appropriate research body to study social impacts and community changes associated with development in the Project regions		NA
		3.2	Identify partnership opportunities that build community capacity especially in the areas of: <ul style="list-style-type: none"> <li>• Social infrastructure (networks, services and facilities)</li> <li>• Skills development and education</li> <li>• Environmental protection and enhancement</li> <li>• Safe and healthy communities</li> <li>• Sustainable population growth management</li> </ul>		4

4	Employee Giving and Volunteering Framework	4.1	Provide opportunities for construction employees and contractors to volunteer through the appointment of a lifestyle coordinator for the temporary accommodation facility at Curtis Island		4.3
		4.2	Volunteering program incorporates ConocoPhillips permanent project employees		4.3
5	Sponsorships and Donations	5.1	Develop criteria for assessing and approving sponsorships and donations based upon the Australia Pacific LNG Community Relations framework		4.2
		5.2	Communicate sponsorships and donations criteria and other relevant information to interested parties		NA

### 3. Action Plan: Indigenous Engagement

Action Plan				Status	Report Section
1	Strategy Development	1.1	Develop a framework to guide development of the Australia Pacific LNG Indigenous Engagement Strategy, focusing on the areas of: <ul style="list-style-type: none"> <li>• Education and Training</li> <li>• Employment</li> <li>• Health and Wellbeing</li> <li>• Business Development and Support</li> <li>• Cultural Heritage</li> </ul>		7
		1.2	Instigate programs through Australia Pacific LNG's Community Investment Strategy to facilitate Indigenous economic and social development		7.3
2	Education and Training	2.1	Develop relationships with local schools to support student retention		7.2
		2.2	Through the primary contractor, employ an Indigenous Training Mentor to provide support to trainees and apprentices working on construction of the LNG Facility		NA
		2.3	Evaluate current industry pilot Indigenous School Based Traineeship Programs supported by Origin in the Surat Basin for suitability in Gladstone		NA
		2.4	Assess training providers to identify preferred partners to deliver work readiness and skills development training programs for Indigenous employees and community members		NA
		2.5	Provide support for non- LNG industry traineeships/apprenticeships: <ul style="list-style-type: none"> <li>• Community apprenticeship;</li> <li>• Primary contractor; traineeships/apprenticeships;</li> <li>• School based traineeships</li> </ul>		7.2 6

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		2.6	Develop awareness within the Indigenous Community of the Community Investment opportunities open and the process around applying.		7.1 4
		2.7	Investigate a framework for a scholarship-based program.		NA
3	Employment	3.1	Identify available positions for workplace traineeships / apprenticeships		7.2
		3.2	Undertake review of existing HR policies and current application processes		NA
		3.3	Identify the trade / discipline skill levels required for employment with the Project to ensure training is linked to available jobs, rather than facilitating training for 'trainings sake'.		NA
		3.4	Undertake an Indigenous skills and capacity audit in conjunction with local Indigenous employment and training services providers to establish a baseline of existing skills and gaps		NA
4	Business Development and Support	4.1	Support the business capacity development of the Port Curtis Coral Coast (PCCC)		NA
		4.2	Assist development of local indigenous businesses		7.3
		4.3	Provide guidelines for the development of Indigenous Affairs Management Plans for contractors to ensure alignment with Australia Pacific LNG's Sustainability Principles and Indigenous Engagement Strategy objectives		NA
		4.4	Encourage engagement of Indigenous businesses and Indigenous business joint ventures in Australia Pacific LNG procurement processes		9
		4.5	Australia Pacific LNG will provide targeted and appropriate information to Traditional Owners and other indigenous groups and businesses to support their understanding of contracting requirements.		NA
5	Cultural Heritage	5.1	Finalise Cultural Heritage Management Plans with all Traditional Owner groups and implement management plan to ensure compliance to agreement		7.4
		5.2	In consultation with Traditional Owners, develop a cultural awareness training package for inductions and new employees		7.4
		5.3	Provide employees with training regarding requirements of legislation and specific agreements such as Cultural Heritage Management		7.4
		5.4	Finalise protocol for acknowledgement of country		NA
		5.5	Continue to celebrate Indigenous cultural values.		NA

#### 4. Action Plan: Workforce and Training

Action Plan			Status	Report Section
1	Workforce and Training Strategy	1.1	Provide workforce estimates and workforce profiles to relevant stakeholders in a timely manner to assist with planning and program development	NA
		1.2	Continue engagement with the CSG/LNG industry through the CSG/LNG Skills Taskforce to develop awareness and training pathways for the industry	NA
		1.3	Education Program Australia Pacific LNG's participation will include: <ul style="list-style-type: none"> <li>• Supporting school visits to Gladstone community centre</li> <li>• Supporting school based industry specific projects</li> <li>• Providing career and skills information</li> <li>• Facilitating industry specific vocational teaching programs</li> <li>• Participating in education seminars and workshops</li> <li>• Providing industry familiarisation to teachers and EQIP/QMEA personnel</li> <li>• Developing scholarships and awards to students</li> </ul>	3.2 6
		1.4	Continue to work with the Queensland Minerals and Energy Academy (QMEA) regarding the expansion of QMEA's school information and guidance programs around career pathways into the CSG Industry to Gladstone.	6.2.2
		1.5	Conduct a labour availability survey prior to construction and corresponding review of community demographics and skill sets to ensure training strategies are well-targeted to local requirements.	NA
		1.6	Maintain engagement with key stakeholders to identify any opportunities leverage off existing training and development programs.	NA
		1.7	Evaluate opportunities to support the following education and training options: <ul style="list-style-type: none"> <li>• Professional development programs</li> <li>• ConocoPhillips SPIRIT Scholarships</li> <li>• A graduate program</li> <li>• Traineeship programs</li> <li>• Indigenous training programs</li> <li>• Apprenticeship programs</li> </ul>	6.2
		1.8	Develop construction workforce programs including establishment of Gladstone Construction Employment Facility and development of training and recruitment programs	6.2
		1.9	Develop pathways to transition suitably skilled construction employees into LNG facility operations	6.2.1
		1.10	Implement operations training and employment programs to encourage local and Indigenous participation as well as under-represented and disadvantaged groups	6.2.1

## Appendix 3: SIMP Action Plans

### Gas Fields and Pipeline SIMP Actions

Legend	
	Completed, progressing on schedule/as expected
	Minor delays/issues
	Major delays/issues
NA	Not Applicable to this report

#### 1. Action Plan: Housing and Accommodation

Action Plan				Status	Report Section
1	Permanent Housing	1.1	Australia Pacific LNG will develop an integrated housing strategy containing: <ul style="list-style-type: none"><li>• Workforce projections and anticipated project induced housing demand</li><li>• Partnership opportunities aimed at addressing housing affordability and availability</li><li>• Options to increase supply of affordable housing</li><li>• Relocation and integration support for relocating workers and families</li></ul>		5.2
		1.2	Ensure IHAS is aligned with existing regional and local plans		5.2
		1.3	Report regularly on housing strategy implementation		Reports aligned with SIMP reporting to be commenced
		1.4	Continue to assess and report on demand for permanent accommodation from operational workforce relocating to Western Downs and Maranoa Regional Council.		NA
		1.5	Develop research partnerships within the GISERA alliance to research and assess housing issues affecting the gas fields and pipeline areas, such as: <ul style="list-style-type: none"><li>• Economic and social impacts of housing delivery models for resource developments</li><li>• Impacts to low income households of resource developments</li></ul>		NA
		1.6	Continue to collaborate with Government and regional planning processes to identify housing market issues, forecasts and possible responses.		NA
		1.7	Monitor project induced impacts on housing affordability and availability through the Monitoring, Reporting and Review Program developed by Australia Pacific LNG		APLNG will participate in government led monitoring initiatives

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2	Temporary Accommodation	2.1	Finalise social and environmental risk assessment matrix and camp standard.		NA
		2.2	Identify appropriate locations for TAFs and provide information to local councils.		5.2.1
		2.3	Provide accommodation for non-local construction staff and contractors in temporary accommodation facilities for duration of construction.		5.2.1
		2.4	Secure permanent camp accommodation for operational staff residing greater than 50km from site.		5.2
		2.5	Construct temporary accommodation facilities which allow for sufficient social and recreational opportunities as appropriate.		5.2.1
3	Affordable Housing	3.1	Identify opportunities to partner with local community housing providers to address affordable housing issues		5.2.2 5.2.3
		3.2	In collaboration with key stakeholders, identify most effective approach to minimise housing impact on disadvantaged and vulnerable groups		5.2.2 5.2.3
4	Short-term Accommod	4.1	Identify and implement an appropriate mix of short term accommodation solutions for visiting employees and contractors.		5.2

## 2. Action Plan: Community Investment

Action Plan				Status	
1	Community Investment Strategy	1.1	Develop a framework to guide development of the Australia Pacific LNG Community Investment Strategy		4
		1.2	Establish governance structures for the Community Investment Strategy to ensure community input into decision making and linkages with existing programs and regional plans are reflected, e.g. through the RCCCs		4
		1.3	Finalise the Community Investment Strategy		NA
		1.4	Evaluate resources available to community members to deliver on needs (Needs and Resources Analysis) and use results of this analysis to determine potential Community Investment opportunities		NA
		1.5	Engage in or establish a Industry Leadership Group to identify any opportunities for collaboration or leverage to address cumulative impacts or opportunities to enhance community connectivity and networks		NA

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		1.6	Through the Monitoring, Reporting and Review Program, incorporate a review process for the Community Investment strategy including evaluation of programs delivered		MRRP program to be finalised after SIMP approval
2	Social Infrastructure Investment	2.1	Ensure alignment of Project related social infrastructure mitigation projects with community needs through community input into decision making		3.3 4
3	Partnerships, sponsorships and Donations	3.1	Under the GISERA alliance, establish research programs which studies actual project impacts and broader social change across the Project area.		NA
		3.2	Identify partnership opportunities that build community capacity focusing on the areas of: <ul style="list-style-type: none"> <li>• Skills development and education</li> <li>• Natural resource stewardship</li> <li>• Safe and Healthy Communities, and</li> <li>• Sustainable population influx management</li> </ul>		6.2
		3.3	Develop criteria for assessing and approving sponsorships and donations based upon the Origin Community Engagement Directive and Guidelines		NA
		3.4	Communicate criteria and other relevant information to interested parties		3 4
		3.5	Re-align the existing skills scholarship program to support businesses and apprentices in critical skills need areas.		Expected to occur during 2013
		3.6	Extend Origin's existing CARS (Caring About Road Safety) program to high schools in Banana Shire in partnership with RACQ and QMEA		8.3.1
		3.7	Develop business mentoring program to assist local businesses to understand and capitalise on social and demographic change arising from the CSG-LNG industry		9.1
4	Employee Giving and Volunteering Framework	4.1	Implement the Origin corporate volunteering framework and matched giving opportunities for permanent Origin employees in the gas fields' region		4.3
		4.2	Establish employee committees at existing sites to guide employee giving and volunteering		Currently under development
		4.3	Embed volunteering opportunities for Australia Pacific LNG, Origin and ConocoPhillips staff in partnership agreements with community and not-for-profit organisations		Currently under development

### 3. Action Plan: Indigenous Engagement

Action Plan				Status	Report Section
1	Framework	1.1	Develop a framework to guide development of the Australia Pacific LNG Indigenous Engagement Strategy, focusing on the areas of: <ul style="list-style-type: none"> <li>• Education &amp; Training</li> <li>• Employment</li> <li>• Health &amp; Wellbeing</li> <li>• Business Development &amp; Support</li> <li>• Cultural Heritage</li> </ul>		7
		1.2	Instigate programs through Australia Pacific LNG's community investment strategy to assist in Indigenous economic and social development		4 7
2	Education and Training	2.1	Further develop existing relationships with local schools		7.2
		2.2	Evaluation of current Industry pilot Indigenous School Based Traineeship Programme which Australia Pacific LNG is currently involved in		7.2
		2.3	Establish community and school engagement forums to maintain regular contact and communication with the Indigenous population in Project areas		7.1 7.2
		2.4	Assess training providers to identify preferred partners to deliver work readiness and skills development training programs for Indigenous employees and community members		7.2
		2.5	Provide support for: <ul style="list-style-type: none"> <li>• Community apprenticeship</li> <li>• Origin traineeships/apprenticeships</li> <li>• School based traineeships</li> </ul>		7.2 7.3
		2.6	Investigate options to implement Indigenous Secondary and Tertiary Scholarships		Scholarship deemed not necessary, focus on school retention and transition program instead through partnership with T4T
3	Employment	3.1	Undertake review of existing Origin Energy HR policies and current application processes		Commenced but not finalised
		3.2	Undertake gap analysis of required skills for personnel seeking employment to ensure training is linked to available jobs, rather than facilitating training for 'trainings sake'.		Several skills audits have been developed independently, APLNG will utilise findings as appropriate

		3.3	Identify available positions for workplace traineeships/apprenticeships		7.2
4	Business Development and Support	4.1	Assist indigenous businesses in the gas fields and pipeline areas to establish relationship with existing Indigenous Businesses to facilitate Joint Venturing opportunities: <ul style="list-style-type: none"> <li>Facilitate introduction between NT parties and established Indigenous Companies</li> <li>Investigation of other employment options for Indigenous communities, including NT claimants e.g. partnering with Greening Australia</li> </ul>		Discussions with Mandandanji on supporting weed wash down business. Partnership with Greening Australia involves indigenous traineeships
		4.2	Assist development of local Indigenous businesses		Review of Downstream Many Rivers program expected 2013
		4.3	Provide targeted and appropriate information to Traditional Owners and other indigenous groups and businesses to support their understanding of contracting requirements.		7.3 9
5	Cultural Heritage	5.1	Finalise cultural heritage management plans with all Traditional Owner groups and implement management plan to ensure compliance to agreement		7.4
		5.2	Provide relevant employees with training on requirements of legislation and specific agreements such as Cultural Heritage Management		7.4
		5.3	Finalise protocol for acknowledgement of country		Commenced but not yet finalised
		5.4	Continue to celebrate Indigenous cultural values internally		NA
		5.5	Ensure all Australia Pacific LNG contractors align with and implement Australia Pacific LNG sustainability principles related to indigenous engagement		NA

#### 4. Action Plan: Community Health and Safety

Action Plan				Status	
1	Emergency Response Planning	1.1	Provision of workforce numbers to local, state and federal government to assist with infrastructure planning and discussion regarding Australia Pacific LNG's commitment to health and safety initiatives		NA
		1.2	Ensure industry leading stringent design standards and testing procedures of infrastructure		NA

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		1.3	Undertake Emergency Response Planning for construction and operations in collaboration with emergency service providers and neighbours		8.1
		1.4	Provide first emergency response resources on site		8.1.2
2	Community Health and Safety	2.1	Expand Community Safety Awareness program in conjunction with industry partners, government and community groups to develop responses to community safety concerns in the region.		8.3
		2.2	Develop community complaint and grievance policy and communicate.		3.4
		2.3	Implement health and safety monitoring for construction and operations and disseminate results through community engagement activities.		To be included in six monthly reports to RCCC
		2.4	Through the development of the Community Investment strategy, identify opportunities to address community health and safety issues, e.g. through the CARS program.		4 8.3
		2.5	Minimise road traffic through provision of air transport for long distance commuting workforce, including upgrading a suitable local airstrip to cater for larger aircrafts.		8.3.2
		2.6	Control project related road traffic through implementing a land transport directive, including e.g. an in-vehicle monitoring system		8.3.2
3	Workforce Health and Safety	3.1	Integrate project rules and code of conduct into recruitment and project induction processes		8.2
		3.2	'Fit for Work' and 'Drug and Alcohol' policies incorporated into Employee contracts and induction program		8.2
		3.3	Develop and implement safety induction for all employees and contractors to understand responsibility towards safe methods of work		8.2
		3.4	Develop wellbeing program for employees and contractors		8.2
		3.5	Provide orientation for new employees to support employee integration into the region		8.2

## 5. Action Plan: Workforce and Training

Action Plan				Status	Report Section
1	Local Labour Supply	1.1	<p>Provide workforce estimates and workforce profiles to relevant stakeholders in a timely manner to assist with planning and program development</p> <ul style="list-style-type: none"><li>• Australia Pacific LNG will work with Skills Qld (SQ) and provide input into the Workforce Development Plan, a part of the Surat Basin Future Directions Strategy, to identify existing community skills needs and offer targeted skills training to fill identified gaps</li><li>• With the aid of this assessment, Australia Pacific LNG will also work with government to target the employment of under-represented groups such as women, the disabled and Indigenous Australians</li><li>• Through this process, ongoing analysis of labour availability and a corresponding review of community demographics and skill sets will be maintained to ensure training strategies are well-targeted to local labour</li></ul>		6.1
		1.2	<p>Implement Operations training and employment programs to encourage local, Indigenous and under-represented participation</p>		6.2
		1.3	<p>Where possible and appropriate, the operational workforce will be recruited locally</p> <ul style="list-style-type: none"><li>• Advertise positions through both local and mainstream recruitment channels (for example local, State and national print media, on-line) and develop regular employment opportunities bulletins (for example at Centrelink or community noticeboards)</li><li>• To assist job seekers, readily accessible information and advice will be provided through the Australia Pacific LNG / Origin shopfronts, open days , workshops and an online recruitment portal developed jointly through ESQ with all proponents, to establish a centralised Job Referral Centre</li><li>• Develop and implement strategies to encourage mature-aged workers back into the workforce</li><li>• Participate in career fairs and expos within local communities to promote employment opportunities</li><li>• Engage with training organisations to increase the local skills capacity for employment during the construction phase of the Project and in transition from construction to operations</li></ul> <p>Where local labour is exhausted or not available, the workforce will be sourced according to skills requirements</p>		6

2	Training and Development	2.1	<p>Develop a Workforce Plan which includes:</p> <ul style="list-style-type: none"> <li>• In-house training programs including potential opportunities for onsite training on an existing LNG facility and/or at the Peat Training Facility</li> <li>• Analysis of ongoing labour requirements and development of strategies to meet labour shortage areas</li> <li>• Development of training strategies targeted to attracting local labour</li> <li>• Targeted employment and training programs relevant to industry requirements and wider community needs</li> <li>• Methods to increase the local employment participation rate by attracting people local to the region to the workforce</li> <li>• Methods to attract under-represented groups to the workforce</li> <li>• Methods to attract school leavers to the CSG industry</li> </ul> <p>The Workforce Plan will include the following training and development programs:</p> <ul style="list-style-type: none"> <li>• Professional Development programs</li> <li>• a Graduate program</li> <li>• Traineeship programs</li> <li>• Indigenous training programs</li> <li>• Apprenticeship programs</li> <li>• School's based programs</li> </ul>		NA
		2.2	<p>Maintain engagement with key stakeholders and training organisations to identify any opportunities to link or leverage training and development programs into existing pathways</p> <ul style="list-style-type: none"> <li>• Build collaborative partnerships with government and community organisations to enhance the capacity of its contractors to provide jobs and the capacity of locals to develop skills and secure jobs</li> <li>• Collaborate on programs with government; training and education groups that build the local skills base both to meet the specific needs of the industry and other impacted sectors. This will include further development of apprenticeship, traineeship, scholarship and higher education programs</li> </ul> <p>Outline the resourcing requirements for the construction and operational phases of the Project and communicate demand to TAFE, universities industry networks and training organisations to provide early and accurate information about the number and types of skills required. This will assist in mitigating against the long lead time required to supply additional skills through apprenticeships, traineeships and tertiary education</p>		NA
		2.3	Participate in CSG/LNG gateway programs with high schools in the Project region to implement programs that promote career opportunities and facilitate employment in the CSG/LNG industry. Australia Pacific LNG will do this by		6.2.2

3			continuing to work with the Queensland Minerals and Energy Academy (QMEA) on the expansion of QMEA's school information and guidance programs on career pathways into the upstream CSG industry in general and the Surat and Bowen basin areas in particular. Australia Pacific LNG's participation will include: <ul style="list-style-type: none"> <li>• supporting school visits to sites</li> <li>• supporting school based industry specific projects</li> <li>• providing career advice</li> <li>• facilitating industry specific vocational teaching programs</li> <li>• participating in seminars and workshops</li> <li>• providing industry familiarisation to teachers and QMEA personnel</li> <li>• developing scholarships and awards to students</li> </ul>		
		2.4	Participate in an industry advisory committee with the other proponents to develop a PMA-08 Process Plant Operations certificate II level training course through the Southern Queensland Institute of TAFE (SQIT).		NA
		2.5	Develop pathways to transition some construction employees into CSG/LNG operations		Yet to commence due to the current position in the project schedule
	Industry Development	3.1	Continue engagement with the CSG/LNG industry through the CSG/LNG Skills Taskforce to develop awareness and training pathways for the industry		NA
		3.2	Continue to work with the Queensland Minerals and Energy Academy (QMEA) regarding the expansion of QMEA's school information and guidance programs around career pathways into the CSG Industry.		6.2.2

## 6. Action Plan: Local Content

Action Plan				Status	Report Section
1	Local Business Participation	1.1	Develop a local content policy aligned to the Australian government's Australian Industry Participation Plan		9
		1.2	Australia Pacific LNG will partner with relevant networking and support organisations such as: the Industry Capability Network, local government and the regional offices of the Department of Employment, Economic Development and Innovation (DEEDI), in the development and implementation of its local content strategies.		9.1
		1.3	Australia Pacific LNG will include local industry participation conditions in Contracts & Procurement Procedures to action the Local Content Policy.		9.1
		1.4	Australia Pacific LNG will conduct a series of Supplier Workshops in regional centres to ensure contractors, suppliers and sub-contractors are aligned with Australia Pacific LNG's sustainability principles and objectives and understand the requirements for tendering.		9.1

		1.5	Australia Pacific LNG will also work with the Industry Capability Network to create a website portal for suppliers to register their expression of interest to work with the Project and receive regular updates about procurement and tendering opportunities.		9.1
		1.6	Develop a regional capability-building program to support local business in understanding the generic contracting supply chain framework in collaboration with the Department of Employment, Economic Development and Innovation (DEEDI) and the Industry Capability Network.		9.1
		1.7	Assist qualified local and regional businesses to access opportunities to tender for provision of goods and services for the Project. Companies with existing capability will be supported to participate in the state government's Major Projects Supplier Program.		9.1
		1.8	Project shopfronts (in Roma, Chinchilla and Miles) will play a pivotal role in providing information and assistance to local and regional businesses.		3
		1.9	Wherever feasible Australia Pacific LNG will support a "buy local" program. That is, using existing local programs to promote local and regional businesses to Project employees and contractors.		9
		1.10	Australia Pacific LNG will aim to buy locally where possible and where Australia Pacific LNG procurement policies are met to support the sustainability of local businesses		9
2	Local Business Workforce	2.1	Australia Pacific LNG will support local non CSG-LNG businesses to access existing available government workforce programs to attract workers.		NA
		2.2	To assist local job seekers an online recruitment portal (job referral centre) is being developed jointly through ESQ with all CSG-LNG proponents. Local businesses will have access to the online recruitment portal managed through ESQ to link with potential workers.		6
		2.3	Support a local and regional apprenticeship programs such as the Community Skills Scholarship Program to assist to improve the availability of qualified labour for local and regional businesses to draw from.		6.2.2

## 7. Action Plan: Land use and land access

Action Plan				Status	Report Section
1	Land Access and Conduct	1.1	Develop a draft Rural Residential Code of Conduct (R2C2). This Code of Conduct will apply to all areas where project infrastructure is to be situated on residential allotments which are less than 15 hectares in size and will incorporate or refer to all relevant matters dealt with under the Queensland Mining, Petroleum and Gas, Geothermal and Greenhouse Gas Storage Land Access Code, June 2010. The Code will include principles and commitments which relate to mitigating amenity impacts from the location and operation of gas field and pipeline infrastructure on rural residential land including: <ul style="list-style-type: none"> <li>The development of long-term property plans</li> </ul>		10

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			<p>incorporating existing land uses, intended activities on that land in consultation with the landholder.</p> <ul style="list-style-type: none"> <li>• Principles relating to identification of and agreement on separation distances between gas infrastructure and occupied dwellings.</li> <li>• Principles relating to curfews on construction work to minimise noise impacts to nearby residents.</li> <li>• Principles relating to curfews on vehicle movements on rural residential land.</li> <li>• Vehicle speed limits near occupied dwellings.</li> </ul>		
		1.2	Establish a consultation process with affected landowners, council, other stakeholders and local communities on principles for operations on rural residential land, and near towns, including the R2C2 and ensure feedback and concerns are incorporated into the final document.		Consultation process currently under development
		1.3	Ensure requirements and commitments detailed in the R2C2 and broader land access processes are included in the induction for relevant personnel.		Will occur following finalisation of R2C2
		1.4	Establish a review process for the R2C2 to ensure that it continues to effectively respond to landowner and community concerns		Will occur following finalisation of R2C2
2	Camp Standard	2.1	<p>Develop an Australia Pacific LNG Camp Standard to ensure that the location of TAFs avoids impacts on local communities and sensitive receptors. This Standard will define the minimum expectations for addressing environmental and social impacts associated with construction and operation of the camps that will be required for the Project. This Standard is applicable to all camps (permanent, temporary and mobile).</p> <p>The Standard will require the following to be taken into consideration when identifying an appropriate location:</p> <ul style="list-style-type: none"> <li>• The camp location and layout shall be designed to minimise nuisance impacts (noise, dust and light).</li> <li>• Camp location shall be determined using an environmental constraints study.</li> <li>• The camps, shall not be located on land identified as being Good Quality Agricultural Land Categories A and B by the regional compilation of mapping (1:250,000) of Good Quality Agricultural Land in the Central West Region of Queensland.</li> </ul>		10
		2.2	<p>Ensure that the relevant local government are consulted prior to construction of the camps and be provided with:</p> <ul style="list-style-type: none"> <li>• Location, nature and extent of facility and employee numbers.</li> <li>• Layout plans of facilities.</li> <li>• Traffic route plans</li> <li>• Construction, completion and decommissioning dates; site service proposals.</li> <li>• Compensation arrangements for impacts to infrastructure.</li> </ul>		10
3	Landowner Liaison	3.1	Maintain and expand the Land Owner Liaison Team, as required.		10

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		3.2	Ensure that all landowners have a dedicated landowner liaison officer who can be contacted to discuss any issues associated with the Project		10
		3.3	Develop and implement a plan that outlines actions to be taken if unreasonable interference with the landowner is experienced. Implications relating to engineering schedules, the location of infrastructure, mediation and legal matters will be considered		10
4	Achieving mutually beneficial outcomes	4.1	Enter into a research partnership under the GISERA alliance to study impacts of CSG extractions on landholders and land management practices, including identifying opportunities for increasing productivity, shared land use and management of weeds and erosion.		10
		4.2	Together with Banana Shire Council and Western Downs Regional Council ensure that weed washdown facilities required for the project and funded by the project can be used for the local communities		10
		4.3	Investigate pilot projects to assist landholders achieving beneficial financial outcomes from CSG extraction, through integrating landholders or their staff in operations and maintenance of infrastructure, and thus minimising privacy impacts		10