

stanmore
IP South

**SOCIAL IMPACT
MANAGEMENT PLAN (SIMP)**

**STANMORE IP SOUTH PTY LTD
ISAAC DOWNS PROJECT**

Executive Summary

Stanmore IP South Pty Ltd (the Proponent, “IP South”), a wholly owned subsidiary of Stanmore, is the Proponent for the Isaac Downs Project (the Project). IP South is proposing to develop an open cut metallurgical coal project which is expected to mine up to approximately 35 million tonnes of metallurgical (steel making) coal over a mining life of up to 16 years. The Project is located in the Bowen Basin coal field, Central Queensland, around 145 kilometres (km) south-west of Mackay and 10 km south-east of Moranbah. IP South has applied for mining leases (MLs) and an environmental authority (EA) to enable development of the Project to proceed.

On 20 March 2019, it was confirmed by the Department of Environment and Science (DES) that the Isaac Downs Project would require the preparation of an EIS in accordance with the *Environment Protection Act 1994* (EPA). As a resource project which requires an Environmental Impact Statement, the *Strong and Sustainable Resource Communities (SSRC) Act (2017)* also applies, a key requirement of which is the preparation of a Social Impact Assessment (SIA). This SIA and associated Social Impact Management Plan (SIMP) was prepared by SMEC as one of the specialist technical assessments informing the EIS.

The SIMP has been updated in April 2021, based on recommendations from the Office of the Coordinator-General and following further review by Stanmore based on stakeholder feedback.

The SIMP has been developed as a means of responding to the SSRC Act and includes sub-plans for:

- Workforce Management;
- Housing and Accommodation;
- Local Business and Industry Content;
- Health and Community Well-being; and
- Community and Stakeholder Engagement.

These plans include objectives, measures to mitigate potential negative social impacts or to enhance potential benefits for the Project, and a program to monitor and report on the delivery and effectiveness of management strategies.

The SIMP provides a structured approach for meeting commitments made to stakeholders under the EIS and outlines the timeframes, responsible persons, key performance indicators and actions required to be undertaken by Stanmore to achieve these commitments.

Acronyms and abbreviations

TERM	DEFINITION
ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASGS	Australian Statistical Geography Standard
AoI	Area of Influence
ATSI	Aboriginal and Torres Strait Islander
ASGS	Australian Statistical Geography Standard
ASR	Age Standardised Rate
BBAC	Barada Barna Aboriginal Corporation
BMA	BHP Billiton Mitsubishi Alliance
CBA	Cost Benefit Analysis
CCA	Conduct and Compensation Agreement
CHPP	Coal Handling and Preparation Plant
CHMP	Cultural Heritage Management Plan
CPDD	Coordinated Project Delivery Division
CSEP	Community and Stakeholder Engagement Plan
CSEMS	Community and Stakeholder Engagement Management Strategy
CTEC	Coalfields Training Excellence Centre
DATSIP	Department of Aboriginal and Torres Strait Islander Partnerships (Queensland)
DCSG	Dysart Community Support Group Association Inc.
DES	Department of Environment and Science (Queensland)
DESBT	Department of Employment, Small Business and Training (Queensland)
DET	Department of Education and Training (Queensland)
DHPQ	Department of Housing and Public Works (Queensland)
DIDO	Drive-in, Drive-out
DILGP	Department of Infrastructure Local Government and Planning (Queensland)
DNRME	Department of Natural Resources and Mines and Energy (Queensland)
DSDMIP	Department of State Development Manufacturing Infrastructure and Planning (Queensland)
DTMR	Department of Transport and Main Roads (Queensland)
EA	Environmental Authority

EIA	Economic Impact Assessment
EIS	Environmental Impact Statement
ELAM	Emergency and Long-Term Accommodation
EPA	Environmental Protection Act 1994 (Queensland)
ERP	Estimated Resident Population
FIFO	Fly-in, Fly-out
FTE	Full Time Equivalent
GIS	Geographic Information System
GP	General Practitioner
Ha	Hectares
HAP	Housing and Accommodation Plan
HCWP	Health and Community Well-being Plan
HCC	Hinterland Community Care
HHS	Hospital and Health Services
IAHT	Isaac Affordable Housing Trust
IAP2	International Association for Public Participation
ICN	Industry Capability Network
ID	Isaac Downs
IPM	Isaac Plains Mine
IP Coal	Stanmore IP Coal Pty Ltd
IP South	Stanmore IP South Pty Ltd
IRC	Isaac Regional Council
IRSD	Index of Relative Socio-economic Disadvantage
km	Kilometres
KPI	Key Performance Indicator
LBIPP	Local Business and Industry Procurement Plan
LGA	Local Government Area
MCIG	Moranbah Cumulative Impacts Group
MCST	Moranbah Community Scholarship Trust
MDSS	Moranbah and District Social Services
MIA	Mine Infrastructure Area

MIW	Mackay, Isaac, and Whitsunday
MLs	Mining Leases
MPHS	Multi-Purpose Health Service
MRC	Mackay Regional Council
Mtpa	Million tonnes per annum
MOU	Memorandum of Understanding
NRAS	National Rental Affordability Scheme
OCG	Office of the Coordinator-General
PHIDU	Public Health Information Development Unit
PM	Particulate Matter
QAS	Queensland Ambulance Service
QFES	Queensland Fire and Emergency Service
QGSO	Queensland Government Statistician's Office
QPS	Queensland Police Service
QRC	Queensland Resources Council
RIN	Regional Industry Network
ROM	Run of Mine
SA2	Statistical Area Level 2 (ABS ASGS)
SCR	State Controlled Road
SEIFA	Socio-economic Index for Areas
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SMEs	Small-to Medium Enterprises
SSC	State Suburb (ABS ASGS)
SSRC Act	Strong and Sustainable Resource Communities Act 2017 (Queensland)
Stanmore	Stanmore Coal Ltd
the Project	Isaac Downs Project
the Proponent	IP South
ToR	Term of Reference
UCL	Urban Centres and Localities
UDC	Utah Development Authority

ULDA	Urban Land Development Authority
WAV	Worker Accommodation Village
WIMARQ	Women in Mining and Resources Queensland
WMP	Worker Management Plan
\$	Australian Dollar

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1 Introduction

1.1 Background

Stanmore Resources Ltd (“Stanmore”) is a mining company with interests in operational and prospective coal projects and mining assets within Queensland’s Bowen and Surat Basins. Stanmore Resources Limited (“Stanmore”) is the new name for the well-known Bowen Basin coking coal producer formerly known as Stanmore Coal Limited (same ACN number retained). Stanmore IP South Pty Ltd (the Proponent, “IP South”), a wholly owned subsidiary of Stanmore, is the Proponent for the Isaac Downs Project (the Project). IP South is proposing to develop an open cut metallurgical coal project which is expected to mine up to approximately 35 million tonnes of metallurgical (steel making) coal over a mining life of up to 16 years.

The Project is located in the Bowen Basin coal field, Central Queensland, around 145 kilometres (km) south-west of Mackay and 10 km south-east of Moranbah. IP South has applied for mining leases (MLs) and an environmental authority (EA) to enable development of the Project to proceed.

A separate subsidiary of Stanmore, Stanmore IP Coal Pty Ltd (“IP Coal”), operates the Isaac Plains Mine (IPM). IP South proposes to utilise infrastructure at IPM, subject to agreement with IP Coal. In referencing activities operated by IP Coal at IPM and activities undertaken at the corporate head entity level, this Report uses the term ‘Stanmore’ interchangeably with ‘IP Coal’.

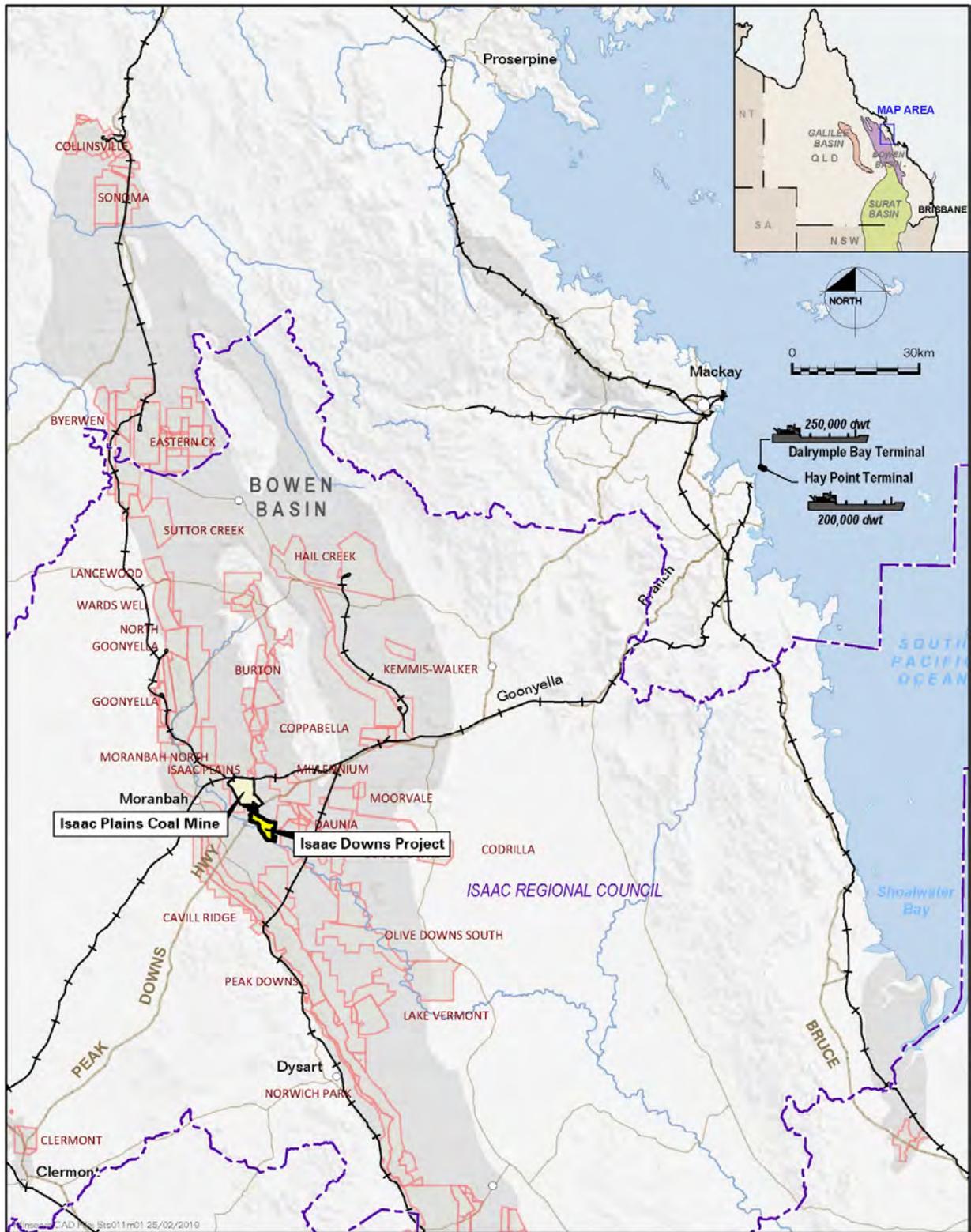
On 20 March 2019, it was confirmed by the Department of Environment and Science (DES) that the Project would require the preparation of an EIS in accordance with the *Environment Protection Act (EPA) 1994*. As a resource project requires an Environmental Impact Statement (EIS), the *Strong and Sustainable Resource Communities (SSRC) Act (2017)* also applies, a key requirement of which is the preparation of a Social Impact Assessment (SIA). The SIA was prepared by SMEC as one of the specialist technical assessments informing the EIS.

The SIMP was updated by the Proponent in April 2021, following feedback and recommendations from the Office of the Coordinator General (OCG) and includes updates to the sub-plans of the SIMP following additional consultation undertaken with stakeholders post the Assessment Report phase of the Isaac Downs Project.

1.2 Isaac Downs Project

1.2.1 Project description

The Project is a proposed open cut metallurgical (steel making) coal project, mining a total of up to approximately 35 million tonnes over up to 16 years with a variable annual profile. The Project is located in the Bowen Basin coal field, Central Queensland, approximately 145 km south west of Mackay and 10 km south east of Moranbah, within the Isaac Regional Council area. The proposed Project footprint within the Project mining leases is approximately 1,097 ha, with an additional 20 ha of land impacted within the existing IPM mining lease that will only occur as a result of the Project. Project activities will predominantly occur on privately owned land, being Wotonga (Lot 5 GV132) and Moranbah stations (Lot 17 SP261431), operated as a single pastoral property. Adjacent to the Project site to the west and south is another private property- the Winchester Downs station. Figure 1-1 below illustrates the Project location.



- LEGEND**
- Isaac Downs Project
 - Isaac Regional Council
 - Coal Mining Lease
 - Drainage
 - Roads - Major; Minor
 - Railway

ISAAC DOWNS PROJECT

Project Location
Figure 1

Figure 1-1 Location of the Project

1.3 Purpose of the plan

A Social Impact Management Plan (SIMP) has been prepared to address the impacts and benefits identified during the Social Impact Assessment originally undertaken by SMEC in 2020. A requirement of the *Social Impact Assessment Guideline* (2018) is that the SIMP is prepared as part of the SIA which includes sub-plans devoted to:

- Workforce Management;
- Housing and Accommodation;
- Local Business and Industry Content
- Health and Community Wellbeing
- Community and Stakeholder Engagement;

These plans include objectives, measures to mitigate potential negative social impacts or to enhance potential benefits for the Project, and a program to monitor and report on the delivery and effectiveness of management strategies.

The following outlines key management measures contained in each plan (refer to Section 1.4 for details).

1.3.1 Workforce Management Plan

- Maximise local employment through application of the Recruitment hierarchy. The scheduling of recruitment will be staggered in accordance with the recruitment hierarchy.
- Fully comply with the relevant provisions in the Anti-Discrimination Act 1991. No job opportunity will be advertised as a FIFO only position.
- Support meaningful employment pathways for young people in local communities.
- Remove barriers for employees through directly contributing to improved childcare services by way of financial support to local childcare services.
- Provide employment opportunities for Aboriginal People through supporting Traditional Owners and other relevant Aboriginal groups (e.g., Barada Barna Aboriginal Corporation).

1.3.2 Housing and Accommodation Plan

- Reduce stress on the housing market by increasing permanent housing stock in Moranbah through funding construction of up to six (6) additional houses.
- Increase availability of affordable housing by way of a contribution commensurate with the estimated impact of the Project (approximately equates to provision of one additional unit of affordable accommodation in Moranbah, or an alternative measure agreed with the IRC).
- Provide all employees with genuine housing choice through provision of high-quality workforce accommodation utilising existing worker accommodation facilities rather than building a new facility.
- Encourage employees to live in local towns through provision of the 'Live Local' Initiative.

1.3.3 Local Business and Industry Procurement Plan

- Prepare and adopt a procurement policy and tailored local content strategy consistent with the values of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework.
- Collaborate with Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network and the Regional Industry Network in establishing a local supplier listing tailored to the Isaac Downs Project.
- Develop and implement a local supplier prequalification process which enables low value transactions with local businesses rather than through complex tendering processes.

- Give preference to contractors and sub-contractors who optimise local content where comparative bids are assessed as commercially and technically equivalent.
- Categorise procurement streams according to risk and tailor insurance requirements accordingly so that local businesses are not precluded from tendering for opportunities.
- Facilitate and support delivery of a tender program for all local businesses, especially for Indigenous businesses in collaboration with the Department of Education, Barada Barna Aboriginal Corporation and DATSIP.

1.3.4 Health and Community Well-being Plan

- Directly contribute to improved accessibility to childcare services in Moranbah.
- Reduce additional demands on local health services through the provision of site medical facilities with trained paramedics available that can assist in managing minor health issues, as well as providing first response services for emergency situations and site accidents.
- Support positive mental health outcomes through funding local mental health and suicide prevention initiatives.
- Address any effect on road safety by developing and implementing a Fatigue Management Policy including the swipe on/ swipe off system, use of buses to transport workers to and from worksites and car-pooling arrangements.
- Participate in any community groups assessing and monitoring cumulative dust emissions, including potential contributions to additional dust monitoring stations.
- Support community culture and well-being through the Stanmore Community Fund which invites community organisations to apply for annual funding

1.3.5 Community and Stakeholder Engagement Plan

- Maintain a Project officer dedicated as a community contact point.
- Establish, publicise, and maintain a readily accessible community complaints and resolution process.
- Publish and disseminate Project Community Updates.
- Establish and maintain long-term respectful relations with the Barada Barna including managing cultural heritage in accordance with the Cultural Heritage Management Plan and meeting the requirements of the Mining Lease Consent Agreement
- Regularly engage with the Isaac Regional Council in the monitoring of SIMP implementation.
- Engage with the community through inviting applications to the Stanmore Community Fund

1.4 Overview of the SIMP

The Social Impact Management Plan (SIMP) details the actions the Proponent has committed to in order to respond to impacts and opportunities identified in Section 6. A requirement of the *Social Impact Assessment Guideline* (2018) is that a Social Impact Management Plan is prepared as part of the SIA which includes sub-plans for:

- Workforce Management;
- Housing and Accommodation;
- Local Business and Industry Content;
- Health and Community Well-being; and
- Community and Stakeholder Engagement.

This section presents each of the sub-plans which comprise the SIMP including the process for ongoing monitoring and review. It is to be noted that in the period of time which this SIA and SIMP were developed, the global COVID 19 pandemic occurred. Major effects associated with the pandemic, such as the closure of state borders, workplace and travel restrictions, have led to rapid changes to prevailing socio-economic

conditions. As these changes are still emerging and uncertain, baseline socio-economic characteristics or resultant changes to identified impacts and how they are proposed to be managed have not been updated. It is recognised that if the COVID pandemic is to result in long term changes, the SIA and SIMP may need to be reviewed and accordingly revised. Stanmore, as the operator of IPM, takes its responsibilities for prevention and management of COVID-19 seriously, and has implemented procedures and processes at IPM in line with State and Federal advice.

1.4.1 Workforce Management Plan

Objectives

The objectives of the Workforce Management Plan (WMP) are to:

- Maintain a skilled long-term workforce
- Ensure equitable access to Project employment for members of local and regional communities
- Provide all members of the workforce with choice in terms of housing and accommodation
- Promote a holistic approach to supporting the health and wellbeing of the workforce and their families
- Avoid any antisocial or disruptive workforce behaviour in local communities.

Summary of potential impacts and benefits

Potential impacts and benefits associated with workforce management are summarised as follows:

Potential benefits

- Increased employment opportunities for residents of local and regional communities. This includes opportunities for traditionally underrepresented groups such as women, and Aboriginal and Torres Strait Islander (ATSI) persons.
- Enhanced skills and capacity in local communities due to targeted training and development initiatives.
- Economic benefits to local businesses due to incidental expenditure by project workforce (e.g. clothing, food, entertainment).

Potential impacts

- Labour/skills shortages for other local employers due to excess demand contributed to by the Project.
- Loss of employment opportunities, and associated redundancies following the conclusion of operations.
- The well-being of members of the workforce affected through employment conditions, shift scheduling, accommodation and work stress.

Management measures

Table 1-1 below outlines the proposed workforce management plan including applicable stakeholders, monitoring and reporting requirements.

Table 1-1 Workforce management measures

ACTIONS	THE PROPONENT'S COMMITMENTS	RESPONSIBILITY	ASSOCIATED STAKEHOLDERS/PARTNERS	TIMEFRAMES	MONITORING RESPONSIBILITY	MONITORING FREQUENCY	KEY PERFORMANCE INDICATOR (KPI)	REPORTING REQUIREMENTS
Prioritise and maximise local employment								
Maximise local employment through application of a recruitment hierarchy.	<ul style="list-style-type: none"> The recruitment hierarchy is: <ul style="list-style-type: none"> The 'local' towns of Moranbah, Dysart, Nebo and Coppabella Nearby regional communities within 125km radius from the Project entrance The Isaac region as per the Isaac Regional Council LGA The Mackay Whitsunday region The State of Queensland The scheduling of recruitment will be staggered in accordance with the recruitment hierarchy. Employment opportunities are dispersed to local community groups through online sources and in physical locations to allow local access. Job positions are advertised through online media such as community Facebook pages, and company website etc. 	Stanmore	Contractors Recruitment organisations &	Pre- construction and pre-operation	Stanmore	During construction, every six months During operation, every year	Number of employees resident in: <ul style="list-style-type: none"> Local towns Nearby regional communities Isaac region Mackay Whitsunday region State of Queensland 	Bi-annual report regarding workforce number and composition during construction Annual report regarding workforce number and composition during operation
Remove barriers for employees through directly contributing to improved childcare services	<ul style="list-style-type: none"> Equivalent financial contribution of up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with Isaac Regional Council and / or other relevant parties. 	Stanmore	Local childcare service providers Isaac Regional Council	Ongoing during construction and operation	The Proponent	Every six months	Record of financial contribution	Child care services inform IRC as to the demand for child care services- current wait lists for long day care places
Provide employment opportunities for Aboriginal People through supporting Aboriginal Groups such as the Barada Barna Aboriginal Corporation	<ul style="list-style-type: none"> Execution of a Mining Lease Consent Agreement, inclusive of a (non-binding) employment target of 5% of the operational workforce and two Barada Barna people invited to participate in a mine induction training programme for each year of Project construction and operation. The justification of this target was based on detailed negotiations with Barada Barna people that took into account the number of people looking for work and career advancement and the capacity of the mine to undertake training at a sufficient level to ensure satisfactory safety standard are met. The Proponent funds Indigenous cultural heritage surveys by the Barada Barna for the Project. 	Stanmore	Barada Barna Aboriginal Corporation DATSIP DET	Ongoing during construction and operation	The Proponent	During construction, every six months During operation, every six months	Number of Aboriginal People directly employed by the Project. The target for Aboriginal and Torres Strait Islander employment is 5%; which is based on the percentage of employees at the sister mine site (Isaac Plains Mine), who had nominated as Aboriginal and Torres Strait Islander during the employment process.	Annual report regarding workforce number and composition during operation

	<ul style="list-style-type: none"> • Development of a Reconciliation Action Plan which outlines Stanmore’s ongoing commitment to the creation of employment and other opportunities for Indigenous People. 						<p>This target is also based on research around the number of indigenous persons residing in the local project area, available via ABS 2016 Census data.</p> <p>This target will be reviewed and redefined (as appropriate) as part of the Social Impact Management Plan Report and through ongoing collaboration and consultation with the Barada Barna Aboriginal Corporation, in particular.</p> <p>Amount (\$) spent on cultural heritage surveys.</p>	
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Maintain a stable and skilled long-term workforce

<p>Maximise the proportion of the contract workforce which are permanent employees</p>	<ul style="list-style-type: none"> • The Proponent will maintain as many of the existing core operations workforce of 220 employees (160 Isaac Plains operations and 60 Isaac Plains Mine Infrastructure) through to Project completion 	Stanmore	Principal operations contractor	Ongoing during operation	Stanmore	During operation, every year	Number of contract workforce who are permanent employees	Annual report regarding workforce number and composition during operation
<p>Provide incentives for existing members of the workforce to reside locally through offering the ‘Live Local’ Program</p>	<ul style="list-style-type: none"> • Invest in the ‘Live Local’ Program to encourage members of the workforce to live locally. The commitment equates to subsidising housing costs up to \$12,480 per worker annually. There will be no cap applied to the number of employees able to access the ‘Live Local’ Program. 	The Proponent	Principal operations contractor- Project workforce	Ongoing during construction and operation	The Proponent	During operation, every year	Number of employees who transition to local residency	Annual report regarding workforce number and composition during operation
<p>Provide incentives for staff to make a long-term commitment to the Project such as salary positions and career pathways supported by training and skills development</p>	<ul style="list-style-type: none"> • The Proponent will work with the Principal operations contractor to maximise the proportion of the operations workforce who are in salary supported positions rather than on casual contracts. • The Proponent is committed to working with the Principal operations contractor to provide ongoing training and skills development for the workforce. 	The Proponent	Principal operations contractor- Project Local training workforce institutions	Ongoing during construction and operation	The Proponent	During operation, every year	Annual employee retention rate	Annual report regarding workforce number and composition during operation

Access to equal employment opportunities for members of local and regional communities

<p>Develop and implement an Equal Employment Opportunity (EEO) Policy which will apply to Isaac Downs</p>	<ul style="list-style-type: none"> • The Proponent is committed to developing an Equal Employment Opportunity (EEO) Policy which will apply to all employment aspects of the Isaac Downs Project, and will be based on Stanmore’s existing EEO Policy. 	The Proponent & Major Contractor	Principal construction and operations contractors	Pre-construction	The Proponent & Major Contractor	During operation, every year	Number of complaints received regarding lack of equal employment opportunities	Annual audit of employment practices against provisions of the Project Equal Opportunity Policy
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Fully comply with the provisions in the Anti-Discrimination Act 1991.	<ul style="list-style-type: none"> The Proponent is committed to applying the Equal Employment Opportunity policy in accordance with applicable regulations. No job opportunities will be advertised as a FIFO only position. 	The Proponent & Major Contractor	Principal operations contractor	Ongoing during construction and operation	The Proponent	During operation, every year	Number of complaints received regarding equal employment opportunities	Annual audit of employment practices against provisions of the Project Equal Opportunity Policy	
Minimise economic hardships for affected employees and their households due to loss of employment opportunities and associated redundancies following the conclusion of operations									
Provide workers with advanced notice of the impending conclusion of operations	<ul style="list-style-type: none"> Preparation and implementation of a Progressive Rehabilitation and Closure Plan. Assist with transition from Isaac Downs to IPM. The Proponent is committed to providing workers with advanced notice as to the conclusion of operations. 	Stanmore	Principal operations contractor-workforce	At least three years prior to conclusion of operations	Stanmore	Bi-annually from three years prior to mine closure	Establishment of the Progressive Rehabilitation and Closure Plan Number of employee complaints received regarding mine closure management	Mine closure reporting as per the Progressive Rehabilitation and Closure Plan	
Consulting with employees regarding potential impacts and identify strategies which will reduce or avoid economic hardship for those affected	<ul style="list-style-type: none"> Preparation and implementation of a Progressive Rehabilitation and Closure Plan. Assist with transition from Isaac Downs to IPM. The Proponent is committed to engaging with employees regarding potential impacts and identify strategies to avoid economic for those affected. 	Stanmore	Principal operations contractor-workforce	At least three years prior to conclusion of operations	The Proponent	Bi-annually from three years prior to mine closure	Establishment of the Progressive Rehabilitation and Closure Plan Number of employee complaints received regarding mine closure management	Mine closure reporting as per the Progressive Rehabilitation and Closure Plan	
Where possible, redeploy workers to other proponent-operated projects	<ul style="list-style-type: none"> Preparation and implementation of a Progressive Rehabilitation and Closure Plan Assist with transition from Isaac Downs to IPM. The Proponent is to attempt to redeploy workers to other proponent-operated projects. 	Major Contractor	Principal operations contractor-workforce	At least three years prior to conclusion of operations	major Contractor	Bi-annually from three years prior to mine closure	Number of employees redeployed to other proponent-operated projects	Mine closure reporting as per the Progressive Rehabilitation and Closure Plan	
Improve skills and capacity of local and regional communities and existing workforce through providing training and development initiatives									
Provide incentives for staff to make a long-term commitment to the Project such as salary positions and career pathways supported by training and skills development	<ul style="list-style-type: none"> The Proponent will work with the Principal operations contractor to maximise the proportion of the operations workforce who are in salary supported positions rather than on casual contracts The Proponent is committed to working with the Principal operations contractor to provide ongoing training and skills development for the workforce. 	The Proponent & Major Contractor	Principal operations contractor-workforce Local training institutions	Ongoing during construction and operation	The Proponent	During operation, every year	Annual employee retention rate	Annual report regarding workforce number and composition during operation	
Support meaningful employment pathways for young people in local communities	<ul style="list-style-type: none"> The Proponent is committed to providing annual financial contribution of \$10,000/year to fund local youth development programs through the Moranbah Youth and Community Centre (MYCC) 	The Proponent	Moranbah Youth and Community Centre	Annually during operation	The Proponent	During operation, every year	Record of annual financial contribution Number of youth intervention initiatives supported by Stanmore	Annual report regarding workforce number and composition during operation	

Maintain and strengthen relationships with educational institutions, training groups and government agencies to maximise local employment opportunities.	<ul style="list-style-type: none"> The Proponent is to undertake ongoing consultation with local educational institutions, training groups, and government agencies to identify potential concerns and employment opportunities. 	Stanmore	Relevant government agencies Educational institutions Training groups	Ongoing during construction and operation	The Proponent	During operation, every year	Number of engagement activities held with educational institutions, training groups and government agencies	Annual report regarding workforce number and composition during operation
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SUPPORT THE HEALTH AND WELL-BEING OF THE WORKFORCE AND THEIR FAMILIES

Continue to improve fatigue management initiatives such as the 'swipe on/ swipe off' system	<ul style="list-style-type: none"> The Proponent is committed to implementing the swipe on/ swipe off system and continuing to improve fatigue management training for workers. 	Stanmore & Major Contractor	Principal operations Project	Ongoing during operations	The Proponent	Monthly	Number and type of fatigue-related workplace health and safety incidents	Data generated through 'swipe on/ swipe off' system provided to management for monthly review
Continue to improve drug and alcohol testing systems	<ul style="list-style-type: none"> The Proponent will continue mandatory drug and alcohol testing and improving the testing systems. 	Stanmore & Major Contractor	Principal operations Project	Ongoing during construction and operation	The Proponent	Monthly	Number of random drug and alcohol tests undertaken	Data generated through drug and alcohol testing regime provided to management for monthly review
Provide onsite medical and first aid facilities in line with the requirements of the Health regulations	<ul style="list-style-type: none"> The Proponent is committed to providing on-site medical and first aid facilities for workers. 	Stanmore & Major Contractor	Principal operations Project	Ongoing during construction and operation	The Proponent	Monthly	Availability of onsite medical and first aid facilities	Incident reporting and use of medical facility records provided to management for monthly review
Work with camp accommodation providers (such as Civeo) to encourage and support workforce health programs targeting mental health, obesity, drug and alcohol use	<ul style="list-style-type: none"> The Proponent is committed to engaging with camp accommodation providers to provide high quality of workforce accommodation. The Proponent is committed to providing annual financial contribution of \$10,000/year to support employees and families through mental health and suicide prevention programs 	Stanmore	Workforce accommodation providers	Ongoing during construction and operation	The Proponent	Annual	Number and type of workforce health programs provided to WAV-based employees	Meeting with workforce accommodation providers to review performance
Collaborate with Police, camp accommodation providers and other stakeholders to identify and address any antisocial or disruptive workforce behaviour in local communities	<ul style="list-style-type: none"> The Proponent is committed to ongoing consultation and collaboration with police, camp accommodation providers and other stakeholders to identify and address any antisocial or disruptive workforce behaviour in local communities 	Stanmore & Major Contractor	Police Camp accommodation providers	Ongoing during construction and operation	The Proponent	Bi-annually	Number of complaints received regarding workforce behaviour	Meeting with police and workforce accommodation providers to review workforce behaviour
Apply workforce health and safety standards	<ul style="list-style-type: none"> The Proponent will comply with all relevant health and safety legislation. The Proponent is committed to continuing rollout of the safety training program. The Proponent is committed to continuing provision of on-site first aid and medical facilities. The Proponent is committed to continuing provision of dedicated Site Senior Executive (SSE), responsible for safety on site. 	Stanmore & Major Contractor	Principal operations Project	Ongoing during construction and operation	The Proponent	Monthly	Number and type of safety training initiatives delivered Number and type of workplace health and safety incidents	HSE reporting provided to management for monthly review

Maintain flexible work practices	<ul style="list-style-type: none"> The Proponent is committed to exploring flexible work arrangements such as job sharing to which enable improved work/ family balance for local employees. 	Stanmore & Major Contractor	Principal contractor-workforce	operations Project	Ongoing during operation	The Proponent	Bi-annual	Number of employees in flexible work arrangements	Bi-annual report regarding flexible working arrangements
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1.4.2 Housing and Accommodation Plan

Objectives

The objectives of the Housing and Accommodation Plan (HAP) are to:

- Provide the workforce with choice regarding preferred housing and accommodation arrangement
- Provide incentives for members of the operations workforce to live locally
- Ensure the Project minimise negative effects on local housing affordability and availability
- Collaborate with the Isaac Regional Council, State Government agencies and other project proponents in the delivery of a coordinated, collective response to cumulative effects on housing affordability and availability
- Ensure the provision of high-quality workforce accommodation to non-local personnel.

Summary of potential impacts and benefits

Potential impacts and benefits associated with housing and accommodation are summarised as follows:

Potential benefits

- Increased business opportunities for housing and accommodation providers such as WAVs and rental houses

Potential impacts

- Without appropriate planning and development, existing services, infrastructure and utilities may be insufficient to meet the needs of the project workforce, resulting in reduced availability for existing residents.
- Increased housing and accommodation demand due to the influx of construction workforce.
- Longer-term rental and open market housing shortages and price inflation due to increased demand generated by influx of operational workforce.
- Economic hardship for lower-income rental market tenants who have less capacity to cope with increased housing expenses. This may result in increased demand on social welfare, and out-migration to lower-cost communities.

Management measures

Table 1-2 below outlines the proposed housing and accommodation plan including applicable stakeholders, monitoring and reporting requirements.

Table 1-2 Housing and accommodation management measures

ACTIONS	THE PROPONENT'S COMMITMENTS	RESPONSIBILITY	ASSOCIATED STAKEHOLDERS/PARTNERS	TIMEFRAMES	MONITORING RESPONSIBILITY	MONITORING FREQUENCY	KPI	REPORTING REQUIREMENTS
Minimising affordability and availability impacts on housing and accommodation in local and regional communities								
Increase availability of affordable housing through supporting the construction of an additional unit of affordable accommodation	<ul style="list-style-type: none"> Increase availability of affordable housing by way of a contribution commensurate with the estimated impact of the Project (approximately equates to provision of one additional unit of affordable accommodation in Moranbah and maybe be via an alternative mechanism as agreed with IRC). 	Stanmore	IAHT or appropriate alternative affordable housing agency	As advised	The Proponent	Milestone payment	Record of financial contribution for the provision of additional unit of affordable housing	Transfer of funding upon completion of relevant development authority
Reduce stress on the housing market by increasing permanent housing stock in Moranbah through funding construction of up to six (6) additional houses	<ul style="list-style-type: none"> The Proponent will fund the development of up to six additional houses in Moranbah through a funding arrangement (e.g. guaranteed annual rental contribution to one or more developers); with an estimated value of \$4,000,000 made up of the building cost and associated interest/finance costs (refer to Section 6.4.1 for details on the proposed timing of housing construction). 	Stanmore	Housing developer/ IRC	Ongoing during construction and operations	Stanmore	Milestone payments	Completion of tranche 1, tranche 2 and tranche 3 of housing construction	Transfer of funding in accordance with development arrangements and commercial agreements
Minimise Project effects on the local housing market								
Maximise local employment through prioritised advertising of employment opportunities in local and regional area	<ul style="list-style-type: none"> The Proponent is committed to maximising local employment through applying the Recruitment hierarchy. Employment opportunities are disseminated to local communities through online and local media 	Stanmore	Principal operations contractor	Ongoing during construction and operation	The Proponent	During operation, every year	Number of residents employed	Annual report regarding workforce number and composition during operation
Collaborate with the IRC and other stakeholders in the annual review of housing conditions	<ul style="list-style-type: none"> The Proponent is committed to actively engaging and collaborating with the IRC and other stakeholders with respect to housing and accommodation impacts 	The Proponent	IRC and Housing accommodation providers	Ongoing during operations	The Proponent	Bi-annually during construction and annually during operation	Number of engagement activities with IRC and other housing-related stakeholders	Annual meeting with IRC and other stakeholders as identified
Provide support to members of the workforce seeking to reside locally including a housing register, connections advice and support networks	<ul style="list-style-type: none"> The Proponent is committed to providing support to members of workforce seeking to move to local communities through providing connections to the highest quality local advice and support networks 	The Proponent	IRC and Housing accommodation providers	Ongoing during construction and operations	The Proponent	Bi-annually during construction and annually during operation	Number of employees which take up the Live Local Initiative	Annual implementation report during construction and operation
Provide genuine housing and accommodation choice to the workforce								

Offer all members of the workforce the choice of camp style accommodation or permanent housing subsidised through the Live Local Initiative	<ul style="list-style-type: none"> The Proponent is committed to implementing the 'Live Local Initiative' which offers employees real choice on where to base their families and provides subsidies for housing costs for members of the workforce who choose to live locally. Contributions of approximately \$12,500 per worker per annum, to each worker who chooses to live locally, are proposed, with estimated contributions of approximately \$8,000,000 over the life of the Project 	The Proponent	Principal operations contractor- Project workforce	Ongoing during construction and operations	The Proponent	Bi-annually	Number of employees which take up the Live Local Initiative	Bi-annual reporting of uptake of the Live Local Initiative
Provide all employees with genuine housing choice through provision of high-quality workforce accommodation utilising existing worker accommodation facilities rather than building new facilities	<ul style="list-style-type: none"> The Proponent is committed to providing high quality workforce accommodation to non-resident personnel. The Proponent will review commercial agreements for WAVs at Civeo Coppabella (where the majority of the non-local workforce employed at the Proponent's sister mine, Isaac Plains Mine, is currently housed) following grant of the Mining Leases and Environmental Authority for the Project. The WAV at Civeo Coppabella offers high-quality accommodation and is within a reasonable commute time of the Project (approximately 30 minutes by car). Civeo Coppabella have indicated that between 50-70 beds are available at the current time. This number of beds is deemed adequate to house the additional non-local workforce required in the construction phase of the Isaac Downs Project. Commercial testing of alternative WAVs based in Moranbah will also be assessed periodically. Workforce accommodation for shutdown labour also provide opportunities site people at Moranbah., pending a formal contractual agreement being drawn up between the Proponent and Civeo. 	Stanmore	Housing accommodation and providers	Ongoing during construction and operations	The Proponent	Bi-annually during construction and annually during operation	Number of employee complaints received about provided WAV accommodation	Annual implementation report during construction and operation
Monitor workforce satisfaction with accommodation and take corrective actions as required	<ul style="list-style-type: none"> The Proponent is committed to providing high quality workforce accommodation to non-local personnel. 	Stanmore	Housing accommodation and providers	Ongoing during construction and operations	The Proponent	Bi-annually during construction and annually during operation	Number of employee complaints received regarding accommodation	Annual implementation report during construction and operation

1.4.3 Local Business and Industry Procurement Plan

Objectives

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

- Provide an open and transparent procurement process
- Provide fair and reasonable opportunity for local and regional businesses to participate in the supply chain
- Enable Indigenous businesses to access supply chain opportunities
- Build relationships with local businesses to maximise local awareness of Project supply opportunities
- Ensure that the objectives and strategies of the Local Business and Content Strategy are reflected in the structuring of contracts and of contractors.

Summary of potential impacts and benefits

Potential impacts and benefits associated with local business and industry procurement are summarised as follows:

Potential benefits

- Economic benefits for local businesses due to opportunities to provide goods and services to the project. This will include targeted opportunities for ATSI-owned businesses.

Potential impacts

- The potential to monopolise goods and services if the Project's demand exceeds the capacity of the local supply chain. This may impact residents of local communities by increasing costs and reducing availability of necessary goods and services.

Management measures

Table 1-3 below outlines the proposed local business and procurement plan including applicable stakeholders, monitoring and reporting requirements.

Table 1-3 Local business and industry procurement management measures

ACTIONS	THE PROPONENT'S COMMITMENTS	RESPONSIBILITY	ASSOCIATED STAKEHOLDERS/PARTNERS	TIMEFRAMES	MONITORING RESPONSIBILITY	MONITORING FREQUENCY	KPI	REPORTING REQUIREMENTS
Maximise opportunities for local businesses (especially small to medium enterprises SMEs) to provide goods and services to the Project								
Prepare and adopt a procurement policy and strategy consistent with the values of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework	<ul style="list-style-type: none"> The Proponent is committed to developing a tailored Local Content Strategy which: <ul style="list-style-type: none"> – Outlines the proponent's approach for how it will communicate with and encourage local industry to participate within its supply chains. – Describes how the proponent will encourage local industry to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities. – Identifies how the proponent will resource, implement and report on its local content practices. 	Stanmore	Contractors Sub-contractors QRC	Three months prior to construction commencement Three months prior to operation commencement	The Proponent	Annual review of the Procurement plan in accordance with the Code of Practice	Establishment and implementation of the Procurement Policy and Local Content Strategy	Completion of the Procurement Policy and tailored Local Content Strategy
Collaborate with Moranbah Traders Association, Dysart Business Group, Local Content Leaders Network and the Regional Industry Network in establishing a local supplier listing tailored to the Isaac Downs Project	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, the Proponent is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain. 	Stanmore	Moranbah Traders Association Dysart Business Group Local Content Leaders Network The Regional Industry Network	Ongoing during construction and operation	The Proponent	Annual	Establishment and annual updating of local supplier listing	Recorded expenditure which was supplied by local and regional businesses
Give preference to contractors and sub-contractors who optimise local content where comparative bids are assessed as commercially and technically equivalent	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, the Proponent is committed to maximising opportunities for local business to provide goods and services to the Project. 	Stanmore	Contractors Subcontractors	Ongoing during construction and operation	The Proponent	Annual	Number of local and regional businesses engaged in Project supply chain	Recorded expenditure which was supplied by local and regional businesses

Prepare and maintain a Local and Regional business register for internal use and distribution to all major contractors	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, Stanmore is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain. 	The Proponent	Local and regional businesses Contractors Sub-contractors	Ongoing during construction and operation	The Proponent	Annual	Establishment and annual updating of local and regional business register Number of local and regional businesses engaged in Project supply chain	Recorded expenditure which was supplied by local and regional businesses
Publish details of procurement opportunities and procurement approach on website (publicise links to website on Facebook etc.)	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, the Proponent is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain. 	The Proponent	Moranbah Traders Association ICN Gateway Resource Industry Network	Ongoing during construction and operation	The Proponent	Annual	Number of local and regional businesses engaged in Project supply chain	Recorded expenditure which was supplied by local and regional businesses

Facilitate Indigenous business to access supply chain opportunities

Identify Indigenous businesses in the local and regional area (Indigenous business register) and establish and maintain contact	<ul style="list-style-type: none"> Stanmore is committed to enabling Indigenous businesses to access supply change opportunities 	Stanmore	Barada Barna Aboriginal Corporation DATSIP	Ongoing during construction and operation	The Proponent	Annual	Number of Indigenous businesses engaged in the supply chain. The target for engagement of indigenous businesses through the supply chain is 1% of all businesses engaged (excluding the primary mining contractor). This is based on the relatively small number of indigenous businesses identified during the research phase of the SIA process undertaken by SMEC. This target will be reviewed and potentially redefined (as appropriate) during the development of the Social Impact Management Report (SIMR) required under the SSRC Act.	Recorded expenditure which was supplied by Indigenous businesses
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Facilitate and support delivery of a tender readiness program for all local businesses, especially Indigenous businesses	<ul style="list-style-type: none"> Stanmore is committed to facilitating and supporting delivery of a tender readiness program for all local businesses 	Stanmore	Department of Education Small Business and Training Barada Barna Aboriginal Corporation DATSIP	Ongoing during construction and operation	The Proponent	Annual	Ongoing implementation of tender readiness program for all local businesses including Indigenous businesses	Recorded expenditure which was supplied by Indigenous businesses
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Reduce barriers to entry for local businesses

Develop and implement a local supplier prequalification process and enable low value transactions with local businesses rather than through complex tendering processes	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, Stanmore is committed to providing an open and transparent procurement process. 	Stanmore	Local and regional businesses	Ongoing during construction and operation	The Proponent	Annual	Number of local and regional businesses engaged in the supply chain	Recorded expenditure which was supplied by local and regional businesses
Categorise procurement streams according to risk and tailor insurance requirements accordingly so that local businesses are not precluded from tendering for opportunities	<ul style="list-style-type: none"> As implemented through the Local Content Strategy, the Proponent is committed to providing an open and transparent procurement process. 	The Proponent	Local and regional businesses	Ongoing during construction and operation	The Proponent	Bi-annual	Number of local and regional businesses engaged in the supply chain	Recorded expenditure which was supplied by local and regional businesses

1.4.4 Health and Community Well-being Plan

Objectives

The objectives of the Health and Community Well-being Plan (HCWP) are to:

- Understand the Project's net and cumulative effect on local health and community wellbeing
- Manage any potential direct health and wellbeing effects on the community
- Provide a safe and healthy working environment for employees
- Provide a framework for communication with social infrastructure providers and Queensland Government agencies to minimise Project impacts on social infrastructure access

Summary of potential impacts and benefits

Potential impacts and benefits associated with health and community well-being are summarised as follows:

Potential benefits

- Enhanced community cohesion and resilience due to influx of long-term residents.
- Increased economic well-being in local communities through contributing to community development.

Potential impacts

- Increased demand for social infrastructure (including early childhood education and care services, hospital and health services, and emergency services) by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents.
- Community tension and negative sentiment towards the Project due to negative interactions with project workforce.
- Amenity and health impacts for surrounding landholders and nearby communities due to fugitive dust emissions.
- Amenity and health impacts for surrounding landholders due to increased noise and vibration from activities such as earthmoving and blasting.
- Impacts on mental health for community members
- Increased likelihood of vehicle collisions (and associated injuries) due to increased volume of heavy vehicles and driver fatigue
- Increased project-related traffic, particularly on the Peak Downs Highway, resulting in increased congestion and road surface impacts.
- Temporary traffic disruption on Peak Downs Highway due to diversions for construction of proposed underpass
- The public safety affected by increased exposure to anti-social or illegal behaviours by members of the Project workforce

Management measures

Table 1-4 below outlines the proposed health and community wellbeing plan including applicable stakeholders, monitoring and reporting requirements.

Table 1-4 Health and community well-being management measures

ACTIONS	THE PROPONENT'S COMMITMENTS	RESPONSIBILITY	ASSOCIATED STAKEHOLDERS/ PARTNERS	TIMEFRAMES	MONITORING RESPONSIBILITY	MONITORING FREQUENCY	KPI	REPORTING REQUIREMENTS
Minimise adverse impacts on the level of service to local and regional communities from existing social services, facilities, and infrastructure								
Directly contribute to improved accessibility to childcare services	<ul style="list-style-type: none"> Equivalent financial contribution of up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with Isaac Regional Council and / or other relevant parties. Stanmore is committed to being an active participant in any forum created to better manage cumulative impacts associated with childcare 	Stanmore	Local childcare service providers Isaac Regional Council	Ongoing during construction and operation	Isaac Regional Council	Every six months	Number of people on waitlist for childcare in Moranbah	Child care services inform IRC as to the demand for child care services- current wait lists for long day care places
Reduce additional demands on local health services through the provision of site medical facilities with trained paramedics available that can assist in managing minor health issues, as well as providing first response services for emergency situations and site accidents.	<ul style="list-style-type: none"> Stanmore is committed to continuing provision of on-site first aid and medical facilities along with upgrading existing facilities as required. 	Stanmore & Major Contractor	Health service providers	Ongoing during construction and operation	The Proponent	Monthly	Availability of onsite medical facilities Number of workplace health and safety incidents responded to by local health and emergency services	Incident reporting and use of medical facility records provided to management for monthly review
Monitor staff access to childcare, educational, emergency, and health services	<ul style="list-style-type: none"> Stanmore is committed to monitoring the workforce demands on childcare and education services and working with Council to support solutions to cumulative demands on social services 	Stanmore	IRC Social service providers	Ongoing during construction and operation	The Proponent	During operation, every year	Number of employees resident in Moranbah	Annual report regarding workforce numbers and composition and assessment of cumulative demand for services

Mitigate potential health and well-being impacts on local communities

Support positive mental health outcomes through funding local mental health and suicide prevention initiatives	<ul style="list-style-type: none"> Stanmore provide an annual financial contribution of \$10,000/year for the life of the Project to mental health and suicide prevention programs (Stanmore to decide on the annual recipient of the funding based on advice received from key sector stakeholders) 	Stanmore	Local mental health and suicide prevention service providers	Ongoing during construction and operation	The Proponent	Bi-annual	Record of financial contribution to local mental health and suicide prevention initiatives	Bi-annual meeting with IRC and key social service providers to determine the most effective way in which support can be provided to mental health and suicide prevention programs
Reduce risk of Project related vehicle accidents through the ongoing implementation of the 'swipe on/ swipe off' fatigue management initiative along with the use of buses to transport workers to and from worksites and car-pooling arrangements	<ul style="list-style-type: none"> The Proponent is committed to reducing the risk of Project related vehicle accidents through actively managing workforce fatigue and providing bus transportation for workforces residing in camp accommodation The Proponent is committed to protecting road safety through implementing the swipe on/ swipe off fatigue management system and mandatory random alcohol and drug testing 	The Proponent	Principal operations contractor-Project workforce	Ongoing during construction and operation	The Proponent	Monthly	Number and type of employee vehicle incidents to and from worksites	HSSE reporting provided to management for monthly review
Monitor dust, noise and vibration effects in accordance with environmental authority requirements and regularly communicate results with the local community	<ul style="list-style-type: none"> The Proponent is committed to monitoring and managing dust, noise, and vibration issues associated with the Project. The Proponent will participate in any community groups assessing and monitoring cumulative dust emissions, including potential contributions to additional dust monitoring stations. 	The Proponent	Relevant government agencies	Ongoing during construction and operation	The Proponent	In accordance with environmental authority requirements	Number of days undertaking active monitoring of dust, noise and vibration	Annual implementation report during construction and operation

Enhance community cohesion and contribute to the community through supporting local communities' activities

Develop and implement a Code of Conduct which describes positive	<ul style="list-style-type: none"> The Proponent is committed to developing and adopting a Code of Conduct. 	The Proponent	Service providers	Three months prior to construction commencement	The Proponent	Bi-annually during the construction annually during operation	Establishment and adoption of Code of Conduct	Annual implementation report during construction and operation
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behavioural outcomes and prohibits negative behaviours- establishes expected standards of behaviour with clear ramifications for non-conformance				Three months prior to operation commencement			Number of community complaints received regarding workforce behaviour	
Support community culture and well-being through the Stanmore Community Grants Program which invites community organisations to apply for annual funding	<ul style="list-style-type: none"> The Proponent is committed to providing an annual financial contribution of \$30,000 per annum through the Community Grants Program for the life of the Project. In determining grant allocations, consideration is given to supporting existing collaborative programs and the principles of adaptive management 	The Proponent	Community organisations	Ongoing during construction and operation	The Proponent	Bi-annually during the construction annually during operation	Number of applications received for the Stanmore Community Grants Program	Annual implementation report during construction and operation

1.4.5 Community and Stakeholder Engagement Plan

1.4.5(i) Engagement principles and objectives

The Proponent will seek to involve the community during the planning, construction, operation and decommissioning of the Project in accordance with Queensland SIA Guideline (2018), ToR, and the Australia Government's Handbook on Community Engagement and Development for the mining industry. In particular, the Proponent will seek to understand and address community concerns about the environmental and social impacts of the Project's activities. The Proponent will also seek to actively and effectively deal with community expectations around employment, economic, and community development opportunities while engaging nearby regional communities to manage amenity and access issues.

The approach to stakeholder and community involvement as outlined in this Community and Stakeholder Engagement Plan (CSEP) is based on the principles of respect, inclusion, proactiveness, responsiveness, sensitivity to those impacted, openness and honesty.

The CSEP's objectives are:

- To identify stakeholder groups that could be affected or may have an interest in the Project;
- To identify the interests, and concerns, and needs of the stakeholder groups;
- To ensure opportunities is provided for engagement between stakeholders and the Project;
- To establish a framework for strong and cooperative relationships with local communities and stakeholders;
- To provide a compliant mechanism to allow affected communities and other stakeholders to register complaints, queries or comments and have them addressed in a timely manner by the Project.
- To ensure Project planning and delivery are informed by stakeholder views; and
- To ensure engagement supports adaptive management of social impacts.

A detailed plan and program for community and stakeholder engagement will be established prior to construction. This plan will be reviewed and updated for operations.

1.4.5(ii) Stakeholder categorisation and stakeholder engagement mechanisms

Stakeholders

The key stakeholder groups addressed by this CSEP include:

- Federal government agencies include:
 - Federal Department of the Environment and Energy
- State agencies include:
 - Office of the Coordinator-General- Coordinated Project Delivery Division (CPDD)
 - Queensland Department of Transport and Main Roads
 - Queensland Department of Aboriginal and Torres Strait Islander Partnerships
 - Queensland Department of Housing and Public Works
 - Queensland Department of Employment, Small Business and Training
 - Queensland Department of Environment and Science
 - Queensland Department of Natural Resources, Mines and Energy
 - Queensland Ambulance Service
- Local governments include:
 - Isaac Regional Council
 - Mackay Regional Council
- Social and public services providers include:

- Moranbah State School
- Moranbah Primary School
- Moranbah East Primary School
- Moranbah Police Station
- Moranbah Hospital
- Ambulance services
- Moranbah and District Support Services
- Moranbah Men’s Shed
- Mackay, Whitsunday Isaac Suicide Prevention Network
- Simply Sunshine Childcare Centre
- Moranbah Early Learning Centre
- Local and regional employment and training providers:
 - Coalfield Training Excellence Centre (CTEC)
 - Principle mine contractor
 - Local training providers (MREAL etc.)
 - Local employment providers (Work Pac etc.)
- Housing and accommodation providers
 - Isaac Affordable Housing Trust
 - Emergency and Long-Term Accommodation (ELAM) Moranbah
 - Real estate agencies in Moranbah
 - Worker Accommodation Village Providers (Civeo etc.)
 - Other accommodation providers who are providing housing services and programs of relevance to the SIMP.
- Industry groups and businesses
 - Moranbah Traders Association
 - CFMEU Mining and Energy
 - Mackay-based Resource Industry Network (RIN)
 - Various local business owners
 - Major infrastructure providers (e.g. Rail, Port, Energy)
 - Overlapping and adjacent resource tenement holders
- Local and regional commerce and community development organisations
 - Moranbah and District Support Service Association Inc.
 - Dysart Community Support Group Association Inc.
 - Moranbah Community and Youth Hub management committee
 - Nebo Community Development Group
 - Mackay, Whitsunday, Isaac Suicide Prevention Network
 - Other organisations who are providing services and programs of relevance to the SIMP
 - Natural resource management organisations
- Aboriginal and Torres Strait Islander peoples
 - Barada Barna Aboriginal Corporation (BBAC)
 - Barada Barna people
 - Indigenous businesses
 - Indigenous training providers
- Local communities
 - Landholders in and surrounding the Project area

- Residents including Moranbah, Dysart, Coppabella, Nebo and other residents in Isaac LGA with an interest in the Project
- Workforce
 - The Project’s employees
 - Unions

1.4.5(iii) Stakeholder engagement mechanism

The Proponent will use a range of engagement mechanisms throughout the Project as detailed in

Table 1-5. Stakeholder engagement strategy will be reviewed and revised internally on annual basis.

Table 1-5 Key stakeholder engagement mechanisms

STAKEHOLDER GROUP	PRIMARY INTEREST	ENGAGEMENT MECHANISMS
Federal agencies	<ul style="list-style-type: none"> • Environmental protection and monitoring 	<ul style="list-style-type: none"> • Direct correspondence (letters, emails, phone calls) • Briefing/individual meetings
State agencies	<ul style="list-style-type: none"> • Sustainable resource development • Approval processes • Pressure on regional infrastructure • Employment and business opportunities • Education and training opportunities • Housing availability and affordability • Safety and emergency response • Capacity of health and education services • Impact on road networks 	<ul style="list-style-type: none"> • Website • Direct correspondence (letters, emails, phone calls) • Briefing/individual meetings • Biannual newsletter • Fact sheets to announce project changes and updates • Project officer dedicated as community contact point
Local governments	<ul style="list-style-type: none"> • Employment and business opportunities • Education and training opportunities • Housing availability and affordability • Safety and emergency response • Community funds and benefits • Approvals process • Capacity of social services and infrastructure • Water supply • Local road network • Traffic impacts and roads • Constituent complaints • Timely and accurate revised Project information 	<ul style="list-style-type: none"> • Website • Direct correspondence (letters, emails, phone calls) • Project officer dedicated as community contact point • Quarterly newsletter • Fact sheets to announce project changes and updates • Participation in local business forums • Presentations to local service providers where requested • Briefing/individual meeting
Social and public services providers	<ul style="list-style-type: none"> • Capacity of social services and infrastructure 	<ul style="list-style-type: none"> • Website • Direct correspondence (letters, emails, phone calls)

	<ul style="list-style-type: none"> • Employment and business opportunities • Education and training opportunities • Safety and emergency response • Community funds and benefits • Traffic impacts and roads • Timely and accurate revised Project information 	<ul style="list-style-type: none"> • Project officer dedicated as community contact point • Fact sheets to announce project changes and updates • Briefing/individual meeting
Local and regional employment and training providers	<ul style="list-style-type: none"> • Employment and business opportunities • Education and training opportunities • Project timeframes and updates • Traffic impacts and roads • Constituent complaints • Timely and accurate revised Project information 	<ul style="list-style-type: none"> • Presentations to employment and training bodies • Project officer dedicated as community contact point • Dedicated project phone number or email address • Website • Fact sheets to announce project changes and updates • Briefing/individual meeting
Housing and accommodation providers	<ul style="list-style-type: none"> • Housing availability and affordability • Capacity of social services and infrastructure • Project timeframes and updates 	<ul style="list-style-type: none"> • Presentations to housing providers • Project officer dedicated as community contact point • Dedicated project phone number or email address • Website • Quarterly newsletters • Fact sheets to announce project changes and updates • Briefing/individual meeting
Industry groups and businesses	<ul style="list-style-type: none"> • Supply chain opportunities • Tender requirements • Project timeframes and updates • Labour requirements for the Project • Impacts on their operations 	<ul style="list-style-type: none"> • Presentations to business representative bodies • Project officer dedicated as community contact point • Dedicated project phone number or email address • Website • Newspaper advertisements • Quarterly newsletters • Fact sheets to announce project changes and updates
Local and regional commerce and community development organisations	<ul style="list-style-type: none"> • Employment and business opportunities • Education and training opportunities • Access to community Investment Fund and Community Sponsorship and Donation Program 	<ul style="list-style-type: none"> • Quarterly newsletter • Project officer dedicated as community contact point • Dedicated project phone number or email address • Website • Regular community information sessions

	<ul style="list-style-type: none"> • Housing affordability • Community safety • Timely and accurate revised Project information' • Environmental issues and management 	<ul style="list-style-type: none"> • Participation in local events • Complaint mechanism • Community Investment Fund supporting materials
Aboriginal and Torres Strait Islander peoples	<ul style="list-style-type: none"> • Employment and business opportunities • Education and training opportunities • Labour requirements for the Project • Supply chain opportunities • Community funds and benefits • Timely and accurate revised Project information • Cultural heritage management • Any native title agreement requirements 	<ul style="list-style-type: none"> • Presentation to Aboriginal representative bodies • Project officer dedicated as community contact point • Dedicated project phone number or email address • Website • Newspaper advertisements • Quarterly newsletters • Regular community information sessions • Participation in local events • Complaint mechanism • Community Investment Fund supporting materials • Fact sheets to announce project changes and updates
Local communities including local and adjoining landholders	<ul style="list-style-type: none"> • Job and business opportunities • Education and training opportunities • Community funds and benefits • Community cohesion and social values • Dust, noise and light emissions • House affordability and availability • Access to social services • Traffic and congestion • Mine site environmental management • Rehabilitation • Groundwater and surface water management • Changes to farming practice • Accessibility 	<ul style="list-style-type: none"> • Regular community information sessions • Project officer dedicated as community contact point • Quarterly community newsletter • Dedicated project phone number and email address • Participation in local events • Complaint mechanism • Community Investment Fund supporting materials • Website • Media releases and social networks (such as Facebook)
Workforce	<ul style="list-style-type: none"> • Work shifts and schedules • Impact on families • Transport and commuting arrangements • Codes of conduct for behaviour • Housing and accommodation options • Service provision in nearby towns • Road safety 	<ul style="list-style-type: none"> • Company newsletter • Website – intranet • Human resource management • Onsite notice boards • Induction processes and training • Toolbox talks and safety messages • Senior Management Team meetings (senior staff)

		<ul style="list-style-type: none"> • General Management meetings (general managers) • Regular informal social events • Employee grievance mechanism
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1.4.5(iv) Summary of stakeholder feedback from SIA engagement

Through SIA stakeholder engagement activities, stakeholders have raised some concerns and feedback relating the Project.

Table 1-6 summarises the key concerns raised by different stakeholder groups.

Table 1-6 Key issues raised by stakeholder groups

CATEGORY OF STAKEHOLDER	KEY ISSUES RAISED
State agencies	Focus of the SSRC Act is to maximise opportunities for local employment. Requires the proponent to provide for a recruitment hierarchy which prioritises recruitment of workers from local and regional communities.
	OCG recommends ongoing engagement with Isaac Council in undertaking the SIA and SIMP.
	Department of Housing recommends that proponents try to invest in housing in Moranbah as serves to reduce market volatility.
	Moranbah is the local community that will experience majority of impacts so therefore should be the focus of the SIA.
	Government programs can be tapped into to maximise local employment.
Local government elected representatives and key senior officers	Council recommended that the Proponent looks at investing in housing as this has proven the only way to ensure members of workforce able to live locally.
	Housing affordability will rapidly become an issue for those on lower wages- Council advocates for flexible arrangements to contribute to affordable housing, including the potential for contributions to the Isaac Affordable Housing Trust.
	Transition of workforce from IPM to the Project, and assistance to workers to live in Moranbah if they choose. The 'Live Local Initiative' applauded by Council.
	Council advocate wherever possible for opportunities to be provided to local businesses. There are local provider networks to draw upon.
	Council would like proponents to support existing infrastructure and services rather than coming up with new initiatives.
	Childcare is currently a service in critical state of under-supply. Council is seeking solutions; however, it is a complex issue.

	<p>Mental health issues associated with workforces- Councils advocate local living greatly reduces mental health issues as workers get to enjoy the social connections and facilities.</p>
	<p>Collaborative approach needed to address cumulative effects. Council's role is to advocate for community outcomes - looking for the State government to play a coordination role.</p>
<p>Social and public service providers</p>	<p>Moranbah a resilient community- longer term residents are relatively well connected and there is a sense of community spirit and pride.</p>
	<p>Workforces living camps place pressure on service provision. State provided services do not fully recognise non-residential workforce which means that demand for services derived from workers camps is not been planned/ resourced.</p>
	<p>Moranbah hospital does experience demand for services from non-resident workers. Mental health related illnesses provide a challenge and becoming more prevalent- possible linkage to drug and alcohol and other lifestyle factors.</p>
	<p>Lack of availability of child care is currently a major issue affecting the ability of families to access employment. Long day care places are limited to around 200 spaces and there are more than 180 children on waiting lists (potentially with one child on more than one waiting list).</p>
	<p>Far more elderly persons than there ever used to be- moved back to be close to children/ grandchildren. An issue is that there are no services for elderly people in Moranbah.</p>
	<p>Mental health, domestic violence and suicide prevention are key areas of concern for social service providers. These are complex issues which require multi-dimensional responses.</p>
<p>Local and regional employment and training providers</p>	<p>Rates of crime not high- majority of infringements relate to traffic, domestic violence and drug related offences. 'Assault-free zones' initiative has worked well. Police resources stretched by increased traffic.</p>
	<p>Preference that proponents maximise local employment; however always a major struggle finding staff as very low rates of skilled persons seeking employment in Moranbah and the region.</p>
	<p>Youth unemployment an issue- opportunities are limited for young people who do not get into a school-based apprenticeship.</p>
	<p>Number of local employment and training providers- can assist with workforce upskilling and accreditation and linking into local networks.</p>
	<p>Prevalence of casual labour arrangements- preference is proponents have permanent salaried workforces as this allows people to commit to living locally.</p> <p>Casual labour arrangements- with changing workforce demands of many projects, there is a need for flexibility in workforce arrangements which casual labour can provide.</p>

		The Barada Barna seeking sustainable employment opportunities through partnering to develop a training facility at Nebo.
Housing accommodation providers	and	Clear signs that the local housing market is recovering. Rental vacancy rates less than 2% and prices rising. Purchase market still slow.
		Local housing market always been volatile. Purchase of housing stock the only way in which service providers can attract and keep staff. Expectation that mining proponents should also invest in housing to keep local staff.
		Upcycle in the housing market has effects on housing affordability and demand for crisis accommodation. ELAM provides emergency accommodation-domestic violence is a primary cause for crisis accommodation demand.
		The Isaac Affordable Housing Trust is a not for profit which seeks to provide housing to low/middle income earners. Seeking assistance to develop up to 20 additional units of accommodation in Moranbah.
		Local preference is for mine employees to live in local towns; but respect that people need to make their own decisions- provision of genuine housing choice is requested.
Local and commerce community development organisations	regional and	Moranbah Traders Association is a community owned entity which provides local business network with about 120 members.
		Advantages with Stanmore being smaller and less burdened by administrative processes- good opportunities to access local businesses directly through local relationships.
		Stanmore have demonstrated a commitment to use local businesses whenever possible- highly appreciated by local providers and it is hoped will continue with the Isaac Downs Project.
		Major challenge is that contractors have the same commitment to local procurement as proponents.
		Highly appreciate the contributions Stanmore continues to make to local community groups and local initiatives.
		Barada Barna is seeking to establish long terms relationships with proponents and foster opportunities for Indigenous businesses.

1.4.5(v) Complaints Management

Complaints process

To facilitate open communication and active complaint resolution, it is important that local stakeholders are able to raise issues and complaints in a formal way. The Proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison. The Project will be supported by an officer who will provide a dedicated contact point for the community and stakeholders and be available to receive and respond to complaints. This officer will ensure that all issues are conveyed to the appropriate management in the event an issue relates to operational issues. **Anyone will be**

able to submit a complaint to the Project if they believe a practice is having a detrimental impact on the community, the environment, or their quality of life. They may also submit comments and suggestions.

Concerns and issues raised are recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies. The following are key guiding principles employed by the Proponent in responding to issues or concerns raised by local stakeholders:

- Timeliness – complaints will be addressed in a timely and efficient manner;
- Sensitivity – Ensure that feelings and perspectives of parties involved are respected.
- Fairness and impartiality – parties involved will be afforded substantive and procedural fairness in the resolution process
- Confidentiality – only parties directly involved in the complaint or those involved in decision making about outcomes will have access to information about the complaint.

Complaints channels

Complaints channels are through telephone contacts and project website.

Telephone contacts

A Project Community Contact number for the purpose of receiving complaints and enquiries from stakeholder in relation to Project activities will be provided. This Community Contact number will be provided to:

- Isaac Regional Council and Mackay Regional Council
- Police officers in Moranbah, Dysart, and Nebo
- Landholders in the vicinity of the Project and its infrastructure
- Contractors and subcontractors
- The public through the company's website

All incoming calls will be logged into the stakeholder database.

Project website

A company website (www.stanmorecoal.com.au) has been established and provides the community with up-to-date information on the Project and its activities. The website also provides contact details (including phone, email, and address).

Complaints handling procedure

A summary of the procedure for processing complaints is depicted in Figure 1-2 below.



Figure 1-2 Flowchart for processing complaints

1.4.5(vi) Engagement program

The engagement program outlined in Table 1-1 summarises key engagement activities during the construction and operation phases of the Project following the Project's approval. The program is by no means definitive and the Proponent will adapt these stakeholder engagement activities to reflect local concerns as they arise.

Public consultation in accordance with statutory notification

Statutory notification and public consultation for the Project have occurred and will occur under the EP Act and Commonwealth Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act).

Since the Project will be assessed under the bilateral agreement between the Commonwealth and the State of Queensland using the EIS prepared under the EP Act; the 'assessment by EIS' process channel will be adopted for the assessment process in relation to EPBC Act matters. Public notification requirements under the EPBC Act will occur as part of the EIS notification / consultation requirements.

The grant of the EA application is a pre-requisite for mining operations to occur on the Project's mining leases.

Table 1-7 program of ongoing stakeholder engagement

ACTIONS	RESPONSIBILITY	ASSOCIATED STAKEHOLDERS/ PARTNERS	TIMEFRAMES	MONITORING RESPONSIBILITY	MONITORING FREQUENCY	KPI	REPORTING REQUIREMENTS	OUTCOMES CONSULTATION	OF	IMPLEMENTATION OUTCOMES
Maintain a Project officer dedicated as a community contact point	The Proponent	N/A	Ongoing during construction and operation	N/A	N/A	N/A	N/A	IRC, relevant government departments, the Project contractors and the landholder have been informed of the appointment of an Isaac Downs HSEC Project Officer.		A dedicated Project Officer has been appointed by the Proponent for the Project.
Continue to engage with local and surrounding landholders to monitor impacts	The Proponent	Landholders	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of recorded engagements with local and surrounding landholders	Annual implementation report during construction and operation	The Project Officer and management team continue to engage at least bi-monthly with the Landholders about the Project and status of the approvals process. Landholder relations continue to be amiable, and communication is open between the Proponent and the Landholders.		Records of consultation are maintained in a communications register held by the Project Officer.
Continue in identifying issues, disseminating information throughout the life of the Project and providing a forum for discussion	The Proponent	Local community Relevant government agencies	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of engagement events held with community. Number of community complaints and inquiries received.	Annual implementation report during construction and operation	The Project Officer has contacted IRC on three occasions in the first half of 2021 to implement ongoing physical meetings to discuss means of meeting commitments made in the SIMP and under the EIS and the Project in general. The Proponent notified the BBAC, landholders, IRC, DES and DOR around Project status in April 2021. The Project Officer is part of the Reconciliation Action Plan (RAP) committee for Stanmore and BBAC. The Project will be discussed as part of this meeting with BBAC.		Meeting proposed between IRC and the Proponent on Friday 7 May 2021 to discuss childcare, housing (including IAHT scheme), health and MYCC financial contributions and Project status. The RAP committee is meeting on country on 6 May 2021. No community complaints received to-date as of end April 2021.

Provide various communication channels (e.g., signage, advertisements in local papers, construction materials) about changes to local access, potential road hazards and expected traffic volumes during construction	Stanmore	N/A	Ongoing during construction	The Proponent	Bi-annually during construction and operation	Number of community complaints and inquiries received regarding traffic and transport	Annual implementation report during construction	Stanmore is preparing notices to be issued to stakeholders and local community via IRC and TMR around proposed roadworks on the Peak Downs Highway as of April 2021. Signage will also be erected on the highway in accordance with TMR requirements.	No community complaints received to-date as of end April 2021.
Continue to engage with local service providers including schools, health and other social services regarding when blasting and other Project related activities which have any potential to impact on the community have been scheduled	The Proponent	Service providers	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of engagement events held with local service providers	Annual implementation report during construction and operation	Stanmore or the major contractor will inform relevant stakeholders as and when blasting and other construction activities with the potential to impact on the community are scheduled, via an up-to-date email distribution list and phone calls as necessary. The local landholder is informed of each and every blast scheduled at Isaac Plains Mine and in the bulk sample project area currently.	The number of engagement events will be recorded by the Project Officer and evidence of email notifications and other community consultation and correspondence recorded in a Consultation Register.
Facilitate open and transparent engagement with local communities	The Proponent	N/A	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of community complaints and enquiries received	Annual implementation report during construction and operation	The Project Officer has been invited to participate in local community events, including a Moranbah schools science competition and a Moranbah State High School (MSHS) job readiness program. The Project Officer will continue to maintain contact with local community members in these spaces and participate in all events where possible.	The Project Officer is assisting with the MSHS job readiness program on 7 May 2021. The Project Officer continues to monitor social media pages relevant to Moranbah and will seek to engage regularly via phone and email with IRC officers and local community members. The Project Officer is committed to visiting the Project local area at least quarterly and engaging with local communities in appropriate community events at least bi-annually.
Establish, publicise, and maintain a readily accessible community complaints and resolution process	The Proponent	Local community	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of community complaints and	Annual implementation report during	The community complaints and resolution process will be made readily accessible on the Stanmore website prior	No community complaints or enquiries received to-date as of end April 2021.

						enquiries received	construction and operation	to construction and during Project operation. The Stanmore website has a 'Contact Us' field whereby community members can make contact with the Proponent via phone, post or email.	
Bi-annual publication and dissemination of Project Community Updates	The Proponent	N/A	Quarterly during construction and operation	The Proponent	Bi-annually during construction and operation	Bi-annual Publication of Project Community Updates	Annual implementation report during construction and operation	The Proponent commits to publishing and disseminating relevant Project information via the Stanmore website and Linked In, as well as via email notices to the IRC and relevant government departments.	The Proponent will continue to share information of the Project at least bi-annually via the website and/or via email notifications to an up-to-date local community members and stakeholders distribution list.
Establish and maintain long-term respectful relations with the Barada Barna including managing cultural heritage in accordance with the Cultural Heritage Management Plan and meeting the requirements of the Mining Lease Consent Agreement.	The Proponent	Barada Barna people	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Implementation of Cultural Heritage Management Plan and clauses in the Mining Lease Consent Agreement	Annual implementation report during construction and operation	The Project Officer, together with Isaac Plains Mine site and management representatives are part of the Reconciliation Action Plan (RAP) committee for Stanmore and BBAC. The Project will be discussed as an ongoing meeting agenda item with BBAC. The RAP committee meetings will be held at least bi-annually, if not quarterly going forward.	The RAP committee (consisting of Project Officer, Isaac Plains Mine personnel, BBAC representatives and Stanmore management) is meeting with BBAC on country on 6 May 2021 for a day-long meeting to discuss reconciliation actions, the EIS/SIMP commitments, the MLCA and the Isaac Downs Project in general.
Regular engagement with the Isaac Regional Council in the monitoring of SIMP implementation	The Proponent	IRC	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of engagement events held with Isaac Regional Council	Annual implementation report during construction and operation	The Project Officer has contacted IRC on three occasions in the first half of 2021 to implement ongoing physical meetings (to be held at least bi-annually) to discuss means of meeting commitments made in the SIMP and under the EIS.	Meeting proposed between IRC and the Proponent on Friday 7 May 2021 to discuss childcare, housing (including IAHT scheme), health and MYCC financial contributions. No community complaints received to-date as of end April 2021.
Engage with the community through inviting applications to the Stanmore Community Fund	The Proponent	Community organisation	Ongoing during construction and operation	The Proponent	Bi-annually during construction and operation	Number of engagement events held with community	Annual implementation report during construction and operation	The Proponent will encourage the local community to apply for Stanmore grants at least twice per year when each of the grant application periods	The first round of grant applications applicable to the Project will be available from 1 July 2021, at which time a notice to apply will be emailed via the

								<p>commence, via an up-to-date email distribution list of local community members and via appropriate social media outlets (e.g., Linked in and Moranbah Noticeboard on Facebook).</p>	<p>distribution list to local community members and advertised on social media by the Project Officer.</p> <p>The number of applications received will be tallied and expenditure spent reconciled and recorded as well as reported upon on the Stanmore community webpage.</p>
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1.5 Monitoring, review and update of social impact management plan

Consistent with the SIA principle of adaptive management, the SIMP includes a monitoring framework which details the KPIs to be used to measure the Project's success in meeting the actions sought for each key impact and/or benefit area over the life of the Project.

The SIMP recognises that the social context of the Bowen Basin is fluid and can radically change due to the cyclical nature of the mining industry. Subsequently, each action as detailed in the SIMP is assigned a monitoring and reporting framework to ensure ongoing effectiveness and relevancy of actions, and if required, ineffective actions are amended.

Monitoring of each action is assigned the following:

- Responsibility: identification of the party responsible for monitoring the action.
- Frequency: identification of how often monitoring of the action will take place.
- KPI: identification of indicator/s used to measure the extent to which the action is achieving the established objective.
- Reporting requirement: identification of how monitoring of the action is reported to relevant stakeholders.

Stakeholder feedback will be incorporated into the ongoing implementation and monitoring of SIMP actions. As detailed in the SIMP, Stanmore is committed to regular engagement with stakeholders, such as with Isaac Regional Council and local service providers, throughout the life of the Project. During these engagement activities, stakeholders will be provided the opportunity to provide feedback on the effectiveness of actions.

The number and types of community complaints received by the Project would also be taken into consideration in determining the effectiveness of actions outlined in the SIMP.

Stanmore recognises the Coordinator-General's requirement to provide an annual Social Impact Management Plan Report (SIMR) for each year of construction and for the first five (5) years of operation. Stanmore also acknowledges that the SIMR must be submitted to the Coordinator-General for approval within 20 business days after the end of the relevant 12 month period from the commencement of construction of the Isaac Downs Project. The SIMR process will involve assessing Stanmore's performance against KPIs and targets stated in the SIMP and will prompt the Proponent to refine and potentially improve upon these numbers, based on a number of external and internal social and economic factors, as the Project progresses.

The SIMP will be reviewed regularly to assess the effectiveness and relevancy of the overall SIMP. Stanmore will review, and if necessary revise, the SIMP every three years throughout the Project life. The SIMP may be reviewed and revised within a shorter period of time should Stanmore consider the amendment of the SIMP necessary.

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