



Isaac Downs Project Social Impact Management Report

DOCUMENT CONTROL

Revision history

VERSION NO.	DATE	APPROVED BY	DETAILS
1	23.09.2022	Dante Mude, Acting Senior HSEC Advisor, Isaac Plains Complex	N/A
2	20.12.2022	Dante Mude, Acting Senior HSEC Advisor, Isaac Plains Complex	Updates to Section 4. Workforce Management following Coordinator-General feedback

Document approval

Approved by:



Dante Mude, Acting Senior HSEC Advisor, Isaac Plains Complex

23 September 2022

This document has been prepared to meet the Queensland Coordinator-General's Conditions under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SRRCA Act) for the Isaac Downs Project.

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1. INTRODUCTION

This report has been prepared in accordance with the Coordinator-General's evaluation report on the Social Impact Assessment for the Isaac Downs Project.

Stanmore IP South Pty Ltd (the Proponent, "IP South"), the Proponent for the Isaac Downs Project (the Project) is required to meet **Appendix 1, Condition 7: Reporting on the implementation and effectiveness of social impact management measures.**

Condition 7 requires:

- a. The proponent must prepare an annual Social Impact Management Report (SIMR) for each year of construction and for the first five (5) years of operation.
- b. The annual SIMR must be submitted to the Coordinator-General for approval within twenty (20) business days after the end of the relevant twelve (12) month period from the commencement of construction of the Project.
- c. Using the monitoring protocol described in the Social Impact Management Plan (SIMP), the SIMR must detail:
 - i. an assessment of the social impacts of the Project against the potential social impacts identified in the Social Impact Assessment (SIA), including consideration of impacts of other proposed developments in the local communities
 - ii. the progress and effectiveness of the social impact management measures identified in the SIMP
 - iii. how social impact management measures have been modified, where monitoring indicates measures have not been effective or in response to changed circumstances or greater knowledge of potential impacts
 - iv. the actions taken to implement commitments made by the proponent listed in Appendix 2.
- d. The SIMR must present the workforce profile of the Project including:
 - i. total number of workers employed
 - ii. proportion of local workers, new local workers, Aboriginal and Torres Strait Islander workers and FIFO workers.
- e. Each SIMR must be made publicly available on the proponent's website with thirty (30) business days of the Coordinator-General approval of the relevant SIMR.
- f. The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

The SIMR covers the period of **August 2021 to June 2022** and is the first SIMR to be prepared for the Project. It provides an updated assessment on the Project's social impact management strategies, actions and outcomes during the first year of operation, as well as an updated workforce profile of the Project.

As per Condition 7e (above), this report will be published on the Stanmore Resources website within 30 business days of the Coordinator-General's approval of the SIMR.

1.1. The Project

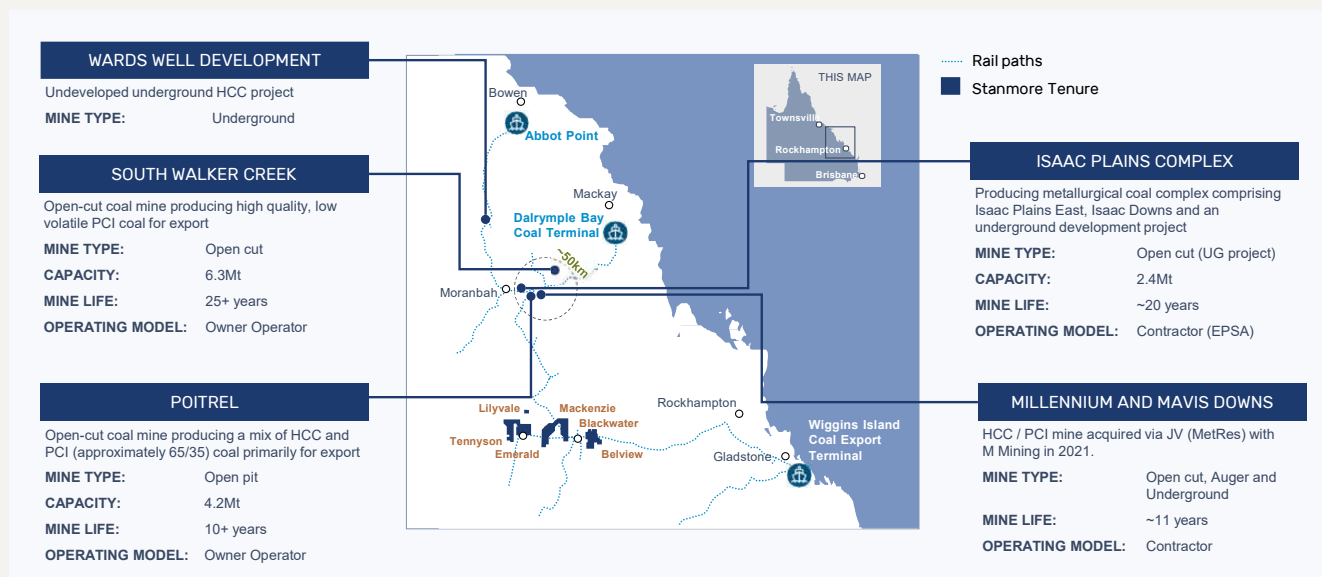
Stanmore Resources Ltd (Stanmore) is an Australian company with mining operations and exploration projects in the Bowen and Surat Basins. As one of Australia's largest suppliers of metallurgical coals to global markets, Stanmore has four major coal-producing assets, including:

- Isaac Plains Complex (comprising the Isaac Plains Mine and processing facilities, the adjoining Isaac Plains East and Isaac Downs mining areas, and the Isaac Plains Underground development project)
- Poitrel
- South Walker Creek
- Millennium and Mavis Downs Mine (50% interest).

Stanmore IP South Pty Ltd, a wholly owned subsidiary of Stanmore, is the Proponent for the Isaac Downs Project (the Project). The Project is an open-cut metallurgical (steel making) coal project with associated infrastructure located approximately 145 kilometres south-west of Mackay and 10 kilometres south-east of Moranbah in Queensland's Bowen Basin, within the Isaac Regional Council (IRC) area on Barada Barna country. The Project location is shown in *Figure 1*.

The A\$47 million Project was approved for construction and operation by the Queensland and Commonwealth Governments in July 2021, supporting the continuation of operations at the Isaac Plains Complex. Construction commenced in August 2021 and involved essential infrastructure works to enable dragline operations to commence, including the construction of an underpass bridge for the Peak Downs Highway to establish a coal transport route for the Project, to ensure it did not require the use of the highway. Operations subsequently commenced at the Project in September 2021.

Figure 1. Project location



The Project will extract approximately 3.2 million tonnes per annum (mtpa) of run-of-mine (ROM) coal over the first nine years of operation, with a steady state production profile of 3-4 mtpa, and then approximately 1.0 mtpa over the next seven years as the strip ratio increases. It comprises a single open-cut mining pit, ROM coal haul road, linear infrastructure, access road, ROM coal pad, levee and mine infrastructure area (MIA), and utilises the existing coal handling, preparation plant and rail loop of the adjoining Isaac Plains Mine.

While operations have ceased at Isaac Plains Mine, coal mined through the Project is still washed at Isaac Plains – approximately 330,000 tonnes per month.

Golding Contractors transitioned from Isaac Plains Mine and Isaac Plains East Mine to become the Principal Contractor at Isaac Downs from November 2021. In January 2022, Stanmore awarded EPSA Pacific a five-year open-cut mining services agreement with an additional two-year option to extend for the Project, marking a major milestone in moving to full production following the completion of regulatory approvals the previous year. Golding Contractors officially transferred mine operations to EPSA Pacific as the new Principal Contractor in April 2022.

The recent acquisition of BHP's 80% interest in the BHP Mitsui Coal Pty Ltd (BMC) joint venture – including the world-class South Walker Creek and Poitrel coal mines – has represented a step change in scale and operations for Stanmore, resulting in a portfolio of four mines and three coal processing plants within an approximate 50-kilometre radius in the premium Bowen Basin region. As a result, Stanmore is now in a unique position to realise synergies across the expanded portfolio, including utilising the excess processing capacity of the Red Mountain coal processing plant at Poitrel, which may unlock additional volumes from the Project while it uncovers coal rapidly given low strip ratios.

The assets are now held in the name of Stanmore SMC Coal Pty Ltd and Stanmore has recently announced the purchase of the Mitsui share (20%) to be completed this calendar year.

Throughout the transition of BMC assets and the broader reporting period, Stanmore has continued ongoing communication in relation to the Project with local communities, IRC, Coordinator-General's Department regarding the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act), as well as the Department of Environment and Science (DES) (Queensland) and Department of Agriculture, Water and Environment (Commonwealth) to maximise social and community benefits.

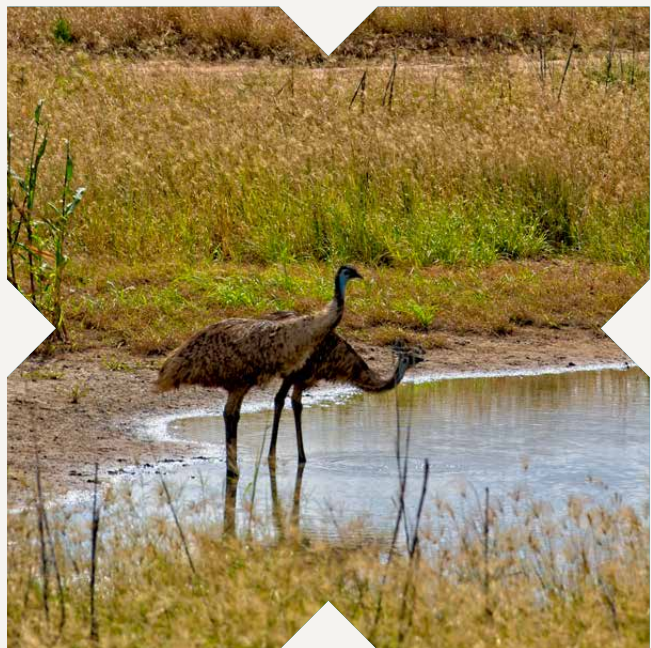
1.2. Social Impact Management Plan

During the planning phase of the Project, DES confirmed the Project would require the preparation of an Environmental Impact Statement (EIS). The SSRC Act also applies to the Project, a key requirement of which is the preparation of a Social Impact Assessment (SIA). The SIA was required to describe the potential social impacts of the Project, and identify relevant and effective impact mitigation and benefit enhancement measures in relation to the following five key matters:

- Community and stakeholder engagement
- Workforce management
- Housing and accommodation
- Local business and industry procurement
- Health and community wellbeing.

A SIMP for the Project was completed to address the impacts and benefits identified during the SIA, including subplans addressing the five key matters. The SIMP was submitted to the Coordinator-General in July 2021.

The purpose of this SIMR is to provide the Coordinator-General with an update on progress following the first annual social impact reporting period.



2. ASSESSMENT OF SOCIAL IMPACTS

Table 1 below provides a summary of the assessment of the potential social impacts identified in the SIA against the social impacts of the Project.

Table 1. Assessment of social impacts

IMPACT DESCRIPTION	PROJECT PHASE	IMPACT NATURE	RESIDUAL RISK	PROJECT ASSESSMENT
Community and stakeholder engagement				
Deterioration of community and stakeholder relationships, resulting in reputational impacts, negatively regarded by local communities which affects employee satisfaction and project progress	Construction Operation	Negative	Negligible	Refer to Table 3
Workforce management				
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	Construction Operation	Positive	Medium	Refer to Table 5
Enhanced skills and capacity in local communities due to targeted training and development initiatives	Construction Operation	Positive	Medium	Refer to Table 5
Economic benefits to local businesses due to incidental expenditure by project workforce (e.g. clothing, food, entertainment)	Construction Operation	Positive	Medium	Refer to Table 5
Labour/skills shortages for other local employers due to excess demand contributed to by the Project	Construction Operation	Negative	Negligible	Refer to Table 5
The wellbeing of members of the workforce affected through employment conditions, shift scheduling, accommodation and work stress	Construction Operation	Negative	Low	Refer to Table 5
Loss of employment opportunities, and associated redundancies following the conclusion of operations	Operation	Negative	Low	Refer to Table 5
Housing and accommodation				
Increased business opportunities for housing and accommodation providers such as WAVs and rental houses	Construction Operation	Positive	Low	Refer to Table 6
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	Construction Operation	Negative	Negligible	Refer to Table 6
Increased housing and accommodation demand due to the influx of construction workforce	Construction	Negative	Negligible	Refer to Table 6
Longer-term rental and open-market housing shortages and price inflation due to increased demand generated by influx of operational workforce	Operation	Negative	Low	Refer to Table 6
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	Construction Operation	Negative	Low	Refer to Table 6

Table 1. Assessment of social impacts (continued)

IMPACT DESCRIPTION	PROJECT PHASE	IMPACT NATURE	RESIDUAL RISK	PROJECT ASSESSMENT
Local business and industry procurement				
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	Construction	Positive	Medium	Refer to Table 7
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	Operation	Negative	Negligible	Refer to Table 7
Health and community wellbeing				
Enhanced community cohesion and resilience due to influx of long-term residents	Operation	Positive	Medium	Refer to Table 8
Increased economic wellbeing in local communities through contributing to community development	Construction Operation	Positive	Medium	Refer to Table 8
Increased demand for hospital and health services by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents	Construction Operation	Negative	Negligible	Refer to Table 8
Community tension and negative sentiment towards the Project due to negative interactions with Project workforce	Construction Operation	Negative	Negligible	Refer to Table 8
Amenity and health impacts for surrounding landholders due to increased noise and vibration from activities such as earthmoving and blasting	Construction Operation	Negative	Negligible	Refer to Table 8
Increased Project-related traffic, particularly on the Peak Downs Highway, resulting in increased congestion and road surface impacts	Construction Operation	Negative	Negligible	Refer to Table 8
Increased demand for early childhood education and care services by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents	Construction Operation	Negative	Low	Refer to Table 8
Increased demand for emergency services by the Project workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents	Construction Operation	Negative	Low	Refer to Table 8
Amenity and health impacts for surrounding landholders and nearby communities due to fugitive dust emissions	Construction Operation	Negative	Low	Refer to Table 8
Impacts on mental health for community members	Construction Operation	Negative	Low	Refer to Table 8
Temporary traffic disruption on Peak Downs Highway due to diversions for construction of proposed underpass	Construction Operation	Negative	Low	Refer to Table 8
The public safety affected by increased exposure to anti-social or illegal behaviours by members of the Project workforce	Construction Operation	Negative	Low	Refer to Table 8
Increased likelihood of vehicle collisions (and associated injuries) due to increased volume of heavy vehicles and driver fatigue	Construction Operation	Negative	Low	Refer to Table 8

In preparation for the assessment of social impacts, Stanmore reviewed EISs and SIAs of surrounding projects, including Olive Downs (Pembroke Resources), Eagle Downs metallurgical coal project (South32) and Caval Ridge (BHP). In reviewing Stanmore's SIA in comparison to that of surrounding projects, Stanmore can contextualise the wider impacts of projects in the area and understand how its Project is further contributing to or impacting communities.

A summary of the cumulative social impacts of the region finds that:

- Housing is a notable impact for the community across all surrounding projects. The requirement for accommodation for construction and project personnel can lead to a shortage of rental housing and/or increase the rental costs in surrounding areas. This would potentially impact low-income households more significantly and could be exacerbated as more projects are established.
- Potential impacts on the safety of road users are a common issue among surrounding projects and is amplified as the number of projects in the region increase.
- The availability of community infrastructure and services impacts the local community due to an increased population.
- The presence of a number of projects in the surrounding area can increase demand for local childcares, primary/high school and tertiary education facilities.

On 3 May 2022, Stanmore completed the acquisition of its 80% share in the BMC assets which included the Poitrel and South Walker Creek mining operations, and tenements making up the Nebo West and Wards Well Projects. The assets are now held in the name of Stanmore SMC Coal Pty Ltd and Stanmore Resources has recently announced the purchase of the Mitsui share (20%) to be completed this calendar year.

These key assets are located within the study area and deliver a major expansion for Stanmore. The resulting footprint includes a mix of operating models (contract/owner-operator), and presents a great opportunity to leverage teams and equipment across the sites.



Stanmore has drafted a consolidated Community Stakeholder and Engagement Plan, and appointed key positions to support the sites in delivering sustainable production. The plan includes landmark agreements with the Traditional Owners at South Walker Creek, providing initiatives that support employment, education and economic development. A long-term local engagement strategy is being drafted to consolidate and improve the existing Local Buying programs for the Project and SMC sites. Progressive Rehabilitation and Closure Planning is also underway, including consultation with the community and key stakeholders.

The SMC transaction builds Stanmore's capability for delivering key elements required under the Project approval. The investment confirms Stanmore's commitment to the region, and brings confidence for sustaining operations and a future beyond the term of the Project for employees, suppliers and key relationships.

3. COMMUNITY AND STAKEHOLDER ENGAGEMENT

Stanmore recognises the importance of the local communities in which it operates, and is committed to being a responsible corporate citizen by engaging and consulting with communities regarding Project operations.

During the construction phase of the Project (August 2021), Stanmore undertook routine community and stakeholder engagement activities to provide project updates, and to discuss any possible impacts and mitigation plans, including with:

- Federal Government agencies
- State Government agencies
- Local Government agencies and elected representatives
- Mining regulators
- Business and industry groups
- Community and special interest groups
- Traditional Owners and Indigenous groups
- Local landholders
- Social and public service providers
- Local and regional employment and training providers
- Housing and accommodation providers
- Workforce
- Media.

During the Project operational phase of the reporting period (September 2021 – June 2022), Stanmore undertook additional community and stakeholder engagement activities to provide further project updates and allow stakeholders to raise any potential issues. These engagement activities involved:

- Federal, State and Local Government agencies
- Mining regulators
- Business and industry groups
- Community and special interest groups



- Traditional Owners and Indigenous groups
- Local landholders
- Social and public service providers
- Housing and accommodation providers
- Workforce
- Media.

In June 2022, the Queensland Mine Rehabilitation Commissioner also visited all Stanmore sites, including the Project site, to discuss rehabilitation challenges, successes and opportunities.

A range of communication channels were used to provide local community members with project information, seek their feedback and enable them to voice any concerns, including scheduled meetings with key stakeholders, email correspondence and a Project Community Contact hotline.

3.1. Barada Barna partnership

Stanmore acknowledges and pays its respects to the Traditional Owners of the land on which it operates. Working to ensure the land is cared for and returned to its original state post-mining is key to the valuable relationship Stanmore shares with the Barada Barna people who hold native title for the Project footprint.

A Mining Lease Consent Agreement was signed with the Barada Barna Aboriginal Corporation during the planning phase of the Project in August 2020, which outlines the compensation to be provided by Stanmore over the life of the Project. The agreement includes a commitment by Stanmore to employ two Barada Barna trainees each year through the Principal Contractor to enhance local Indigenous employment opportunities. Stanmore acknowledges the targets it has set for Aboriginal and Torres Strait Islander employment (5%), and this is one of the organisation's key priorities moving forward.

A Cultural Heritage Management Plan for the Isaac Complex was also developed, agreed and signed in August 2020, while a Reflect Reconciliation Action Plan (RAP) process has commenced in partnership with the Barada Barna people and is anticipated to be registered in February 2023 following amendments due to the acquisition of Poitrel, South Walker Creek and the Wards Well project.

Furthermore, in acknowledgement of Stanmore's ongoing partnership with the Barada Barna people, the organisation has incorporated Barada Barna artwork throughout the Head Office foyer and across Stanmore merchandise, including backpacks, hats and water bottles.

3.2. Community feedback

Stakeholders and members of the community were encouraged to access two publicly available channels to seek information and provide feedback about the Project, including via the Project Community Contact hotline and the Stanmore website.

Table 2 provides a summary of the enquiries and complaints received across the construction and operation phase of the Project during the reporting period. All complaints were recorded and responded to in a timely and consistent manner, in line with the Stanmore complaints handling procedure.

3.3. Commitment implementation outcomes for community and stakeholder engagement

Table 3 details the outcomes/results following the implementation of the community and stakeholder engagement commitments made by Stanmore in the Project SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report.

Table 2. Community feedback (August 2021 to June 2022)

ENQUIRIES	COMPLAINTS	TOTAL ENQUIRIES & COMPLAINTS	REASONS FOR ENQUIRY – SUMMARY	REASONS FOR COMPLAINTS – SUMMARY
Construction Phase (August 2021)				
0	1	1	No enquiries received	Dust pollution
Operations Phase (Sep 2021 – June 2022)				
0	1	1	No enquiries received	Dust pollution

Table 3. Community and stakeholder engagement commitments and outcomes/results

COMMITMENT

The proponent will seek to involve the community during the planning, construction, operation and decommissioning of the Project. 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, and economic and community development opportunities, whilst engaging with nearby regional communities to manage any amenity and access issues.

An engagement program is outlined in Table 18-9 which summarises key engagement activities during the construction and operation phases of the Project following the Project's approval. The engagement program will be adapted in response to ongoing engagement. Responsibility for engagement and monitoring of the engagement process rests with the proponent. Monitoring will be undertaken on a bi-annual basis during construction and operation, with annual reporting.

To facilitate open communication and active complaint resolution, stakeholders will be able to raise issues and complaints. 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 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 levels. Anyone will be able to submit a complaint to the Project. They may also submit comments and suggestions.

Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies. A Project community contact phone number for the purpose of receiving complaints and enquiries from stakeholders will be provided. Stanmore's website provides the community with up-to-date information on the Project and its activities.

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.

Stakeholder feedback will be incorporated into the ongoing implementation and monitoring of SIMP actions.

The SIMP would also 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.

Future stakeholder engagement and consultation activities will be undertaken by the proponent with the stakeholders identified in Chapter 3, and any other stakeholders who may be identified. This will include statutory consultation and other consultation methods as described in Chapter 3.

The proponent will develop information on the types of skills required for construction and operation, and the means by which people can obtain those skills. The proponent will continue to consult with identified stakeholders.

Details of all engagement and consultation activities undertaken and feedback provided will be recorded in a stakeholder management system.

All data collated will be used to generate reports according to a range of fields. The generation of these reports will assist the Project team to track work performance, the types of issues affecting the community and key areas of impact.

A report will be prepared prior to Project commencement to detail stakeholder engagement and consultation undertaken during the Project planning phase.

The ongoing analysis of all data recorded in the stakeholder management system will be used to identify and track emerging issues and changes in stakeholder perceptions.

All issues, or potential issues, relating to key stakeholders or community members will be reported to the proponent's senior management immediately, who will then work with key Project staff to assess the issue, determine the potential implications and assign appropriate responses.

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 contact point for the community and stakeholders and be available to receive and respond to complaints.

Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies.

A Project community contact phone number, for the purpose of receiving complaints and enquiries from stakeholders, will be provided.

KEY PERFORMANCE INDICATOR (KPI)	OUTCOMES/RESULTS
Number of recorded engagements with local and surrounding landholders	<ul style="list-style-type: none"> Landholders were engaged according to their respective access agreements Working relationships are ongoing The purchase of BMC operations and associated land and agreements resulted in an extensive program of engagement as the Principal Contractor and as a neighbouring landholder
N/A	<ul style="list-style-type: none"> Routine engagement with regulatory staff and key stakeholders to deliver project to design
Number of community complaints and enquiries received	<ul style="list-style-type: none"> Two concerns received and promptly addressed by site staff Added to incident register
N/A	<ul style="list-style-type: none"> Project Manager and Principal Environment shared the role of receiving and actioning improvements Principal External Engagement appointed with recent expansion
Number of community complaints and enquiries received	<ul style="list-style-type: none"> Complaints process and incident register recorded two complaints for the reporting period A Project Community Contact hotline is made available to stakeholders and the community via the Stanmore website and enquiries are submitted via a dedicated email address. Community and stakeholders are regularly kept informed of Project activities via the Stanmore website
N/A	<ul style="list-style-type: none"> Risk assessment and table of reporting accountabilities was published with the SIMP and informs this report
N/A	<ul style="list-style-type: none"> The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum
N/A	<ul style="list-style-type: none"> The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum
N/A	<ul style="list-style-type: none"> The recent BMC acquisition has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and more regular
N/A	<ul style="list-style-type: none"> Stanmore has expanded operations and the additional sites include operating models for both Contract and Owner-operated mining. Synergies are already identified and are being applied to support development of skilled personnel
N/A	<ul style="list-style-type: none"> Stanmore has drafted an updated Community Stakeholder and Engagement Plan which supports all sites and includes tools for recording and reporting community consultation
N/A	<ul style="list-style-type: none"> Stakeholder reporting continues to inform the project team of progress against the plan. A data transfer is progressing to update project and site reporting capabilities
N/A	<ul style="list-style-type: none"> The Project Community Stakeholder and Engagement Plan is one of the key inputs to this report and is available on the company website
N/A	<ul style="list-style-type: none"> The recent acquisition has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and more regular
N/A	<ul style="list-style-type: none"> The two concerns identified were managed by senior staff, and continue to be monitored by the Site SSE and Project Manager
N/A	<ul style="list-style-type: none"> The recent acquisition of Poitrel and South Walker Creek operations has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and more regular, and fall under the oversight of the General Manager Growth and Sustainability
Number of community complaints and enquiries received	<ul style="list-style-type: none"> Project Manager and Principal Environment shared the role of receiving and actioning improvements Principal External Engagement appointed with recent expansion
Number of community complaints and enquiries received	<ul style="list-style-type: none"> The Community Stakeholder Engagement Plan publishes the complaints hotline and procedure for Project and Stanmore operational sites

4. WORKFORCE MANAGEMENT

The recruitment strategy for the Project aims to maximise local employment through application of a recruitment hierarchy as follows:

- 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 IRC Local Government Area (LGA)
- The Mackay Whitsunday region
- The State of Queensland.

It also aims to support meaningful employment pathways, including opportunities for young people and Aboriginal and Torres Strait Islander workers.

4.1. Local employment and job creation

As the Project involves the transition of operations from Isaac Plains Mine and Isaac Plains East to Isaac Downs, there was limited gain of workforce numbers as the workforce was redeployed to the Project. There was a small net growth during the construction phase of the Project when workforce numbers increased slightly.

The end of the construction phase coincided with the BMC acquisition and Stanmore is updating its workforce plan to identify synergies from the operating models at each site.

This has provided continuity of employment opportunities, whilst minimising the impacts associated with an influx of workers into the local community.

Table 4. Workforce profile (August 2021 to June 2022)

WORKFORCE	EMPLOYEES	TOTAL WORKFORCE*		PORTION OF LOCAL WORKERS*	PORTION OF NEW LOCAL WORKERS*	PORTION OF FIFO WORKERS*	PORTION OF DIDO/BIBO WORKERS*
		CONTRACTORS	TOTAL				
CONSTRUCTION PHASE (AUG 2021 – SEP 2021)							
Stanmore workforce	7	0	7	71%	0%	14%	15%
Stanmore workforce – Indigenous	0	0	0	N/A	N/A	N/A	N/A
Supplier workforce	0	49	49	0%	4%	0%	96%
Supplier workforce – Indigenous	0	0	0	N/A	N/A	N/A	N/A
OPERATIONS PHASE (SEP 2021 – JUNE 2022)							
Stanmore workforce	10	0	10	50%	20%	20%	10%
Stanmore workforce – Indigenous	0	0	0	N/A	N/A	N/A	N/A
Supplier workforce	0	357	357	3%	6%	20%	71%
Supplier workforce – Indigenous*	0	15	15	7%	0%	7%	40%

* Available records show 46% of the Indigenous supplier workforce have not disclosed their residential locations, making it difficult to determine if they are considered local workers.

Throughout the major construction phase (August 2021), approximately 83 new jobs were created as a result of the Project. Occupations required by the Project included:

- Machinery operators;
- Truck drivers;
- Tradespeople, including diesel fitters, boiler makers, electricians, plumbers, gasfitters and painters;
- Engineers, surveyors and geologists;
- Health, safety, human resources and mine management professionals; and
- Administrative staff.

Please note minor construction across the Project is still ongoing.

When mining operations commenced in September 2021, the workforce from the Isaac Plains operation transitioned to the Project. Around 13% of new jobs comprising the Stanmore and supplier workforce were awarded to people in the local towns of Moranbah, Dysart, Nebo and Coppabella.

Table 4 outlines the workforce profile of the Project by construction and operations phase.

4.2. Training and development

During the reporting period, Stanmore provided two Barada Barna traineeships to develop skills and experience in mining operations.

Cultural awareness training was also provided to all Stanmore employees and Golding contractors, facilitated by the Barada Barna Aboriginal Corporation.

4.3. Commitment implementation outcomes for workforce management

The key potential impacts associated with workforce management as identified in the SIMP include:

- 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 wellbeing of members of the workforce affected through employment conditions, shift scheduling, accommodation and work stress.

Table 5 details the outcomes/results following the implementation of the workforce management commitments made by Stanmore in the Project SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.



Table 5. Workforce management commitments and outcomes/results

COMMITMENT

Prioritise and maximise local employment

The recruitment hierarchy is:

- 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 – administrative costs associated with this approach will be met by the proponent.

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.

Financial contribution of up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with IRC and/or other relevant parties.

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 Proponent funds Indigenous cultural heritage surveys by the Barada Barna for the Project in accordance with the executed CHMP.

Development of a Reconciliation Action Plan which outlines Stanmore's ongoing commitment to the creation of employment and other opportunities for Indigenous People.

Maintain a stable and skilled long-term workforce

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.

Invest in the 'Live Local' Program to encourage members of the workforce to live locally. The commitment currently 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 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.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

Number of employees resident in:

- Local towns
- Nearby regional communities
- Isaac region
- Mackay Whitsunday region
- State of Queensland

- Recruitment has been undertaken in accordance with Stanmore's recruitment hierarchy process to ensure local job opportunities are prioritised

- Recruitment has been undertaken in accordance with Stanmore's recruitment hierarchy process to ensure local job opportunities are prioritised

- Complete

- Job opportunities for the Project are regularly advertised via Seek and Stanmore's LinkedIn page

- Record of financial contribution

- Expressions of interest have been distributed with payments to be made to childcare services in this calendar year

- 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
- 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
- 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
- Amount (\$) spent on cultural heritage surveys

- A total of 15 Aboriginal and Torres Strait Islander people are directly employed on the Project
- Stanmore has engaged the Principal Contractor to establish mine operations traineeships. Two Barada Barna traineeships have been executed during the reporting period to develop participants' skills and experience in various operational areas

- Updates are underway for data collection. Tracking to include persons identifying as having Barada Barna heritage

- Engagement with Barada Barna includes employment, education and economic development
- Traineeship and employment opportunities extended to Stanmore roles on 'owner operated' sites
- Stanmore's RAP process has commenced in partnership with the Barada Barna and is anticipated to be registered in February 2023 following amendments due to the acquisition of Poitrel, South Walker Creek and the Wards Well project

- Number of contract workforce who are permanent employees

- Principal Contractor to provide a people and diversity policy

- Number of employees who transition to local residency

- Incentives in place for living local. The drivers for residency include opportunities for family members (childcare, education, sports and health facilities)

- Annual employee retention rate

- 90% retention rate indicated for existing contract. Stanmore is incentivising employee retention with the Principal Contractor

- Onboarding new Principal Contractor and training initiatives were adopted immediately

Table 5. Workforce management commitments and outcomes/results (continued)

COMMITMENT

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

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 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.

Minimise economic hardships for affected employees and their households due to loss of employment opportunities and associated redundancies following the conclusion of operations

Preparation and implementation of a Progressive Rehabilitation and Closure Plan.

Assist with transition from the Project to IPM.

The proponent is committed to providing workers with advanced notice as to the conclusion of operations.

The proponent is committed to engaging with employees regarding potential impacts and identify strategies to avoid economic impact for those affected.

The Proponent will attempt to redeploy workers to other proponent-operated projects.

Improve skills and capacity of local and regional communities and existing workforce through providing training and development initiatives

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 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 will undertake ongoing consultation with local educational institutions, training groups, and government agencies to identify potential concerns and employment opportunities.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

- Number of complaints received regarding lack of equal employment opportunities

- Nil complaints. EEO Policy under review due to BMC acquisition and range of operating models
- Variation to contract taking place to ensure Principal Contractor can deliver Live Local

- Number of complaints received regarding equal employment opportunities

- Nil complaints

- Local roles prioritised and flexible conditions applied according to role

- Establishment of the Progressive Rehabilitation and Closure Plan
- Number of employee complaints received regarding mine closure management
- Number of employees redeployed to other proponent-operated projects

- Planning has commenced

- Nil

- A range of opportunities are available due to additional operations and projects acquired

- A range of opportunities are available due to additional operations and projects acquired

- As the Project involves the transition of the workforce from Isaac Plains Mine and Isaac Plains East to the Project, Stanmore expects a small net increase in the number of workers required during the life of the operation

- The end of the construction phase has coincided with the BMC acquisition and Stanmore is updating its workforce plan to identify synergies from the operating models at each site

- Annual employee retention rate

- Permanent workforce for key contractors is prioritised

- Onboarding new Principal Contractor and training initiatives were adopted immediately

- Record of annual financial contribution
- Number of youth intervention initiatives supported by Stanmore

- Stanmore has engaged local providers and requested for nominated of projects to allow an equitable distribution of the nominated funds. MYCC is fully tasked and has requested Stanmore identify initiatives

- Number of engagement activities held with educational institutions, training groups and government agencies

- Routine engagement with Council

Table 5. Workforce management commitments and outcomes/results (continued)

COMMITMENT

Support the health and wellbeing of the workforce and their families

The proponent is committed to implementing the swipe on/swipe off system and continuing to improve fatigue management training for workers.

The proponent will implement mandatory drug and alcohol testing and improving the testing systems.

The proponent is committed to providing on-site medical and first aid facilities for workers.

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.

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.

The proponent will comply with all relevant health and safety legislation.

The proponent is committed to the rollout of the safety training program already in place at IPM.

The proponent is committed to provision of on-site first aid and medical facilities, as established at IPM.

The proponent (or its principal contractor) will provide a dedicated Site Senior Executive (SSE), responsible for safety on site.

The proponent is committed to exploring flexible work arrangements such as job sharing to which enable improved work/ family balance for local employees.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

<ul style="list-style-type: none"> Number and type of fatigue-related workplace health and safety incidents 	<ul style="list-style-type: none"> No fatigue-related workplace health and safety incidents recorded
<ul style="list-style-type: none"> Number of random drug and alcohol tests undertaken 	<ul style="list-style-type: none"> On average, 394 drug tests were completed per month. Stanmore's swipe on/off system allows for all employees to be breath tested every morning. The monthly average during the reporting period was 6,650
<ul style="list-style-type: none"> Availability of onsite medical and first aid facilities 	<ul style="list-style-type: none"> Complete
<ul style="list-style-type: none"> Number and type of workforce health programs provided to WAV-based employees 	<ul style="list-style-type: none"> Accommodation providers engaged to ensure standards are delivered COVID-19 protocols work priorities messaging and gym programs promoted, and Stanmore engaged with WAV service providers on a regular basis to ensure standards were achieved Expressions of interest have been distributed with payments to be made in this calendar year to local mental health and suicide prevention programs
<ul style="list-style-type: none"> Number of complaints received regarding workforce behaviour 	<ul style="list-style-type: none"> Nil
<ul style="list-style-type: none"> Number and type of safety training initiatives delivered Number and type of workplace health and safety incidents 	<ul style="list-style-type: none"> 43 training initiatives were delivered, comprising Mining Inductions, Standard 11 and Emergency Response Team (ERT) 142 events were reported including First Aid Injury (FAI), Procedural Breach, Environmental Impact, Equipment Damage, Near Hit, Report Only, High Potential Injury (HPI), Lost Time Injury (LTI) and Return to Work Injury (RWI) Ongoing Complete Stanmore appointed SSE
<ul style="list-style-type: none"> Number of employees in flexible work arrangements 	<ul style="list-style-type: none"> Less than 10% workers in flexible work arrangements

5. HOUSING AND ACCOMMODATION

During the reporting period, Stanmore purchased an additional eight houses in Moranbah for employees living locally, bringing the total number of local accommodations to 17.

The real estate market has more than 130 houses listed for sale and no residential development is progressing due to supply chain issues impacting availability of building materials. Stanmore will continue to engage with developers and IRC to maintain a housing pool that ensures the locally based proportion of the Project workforce does not contribute to an elevated housing demand.

Importantly, Stanmore offers employees and contractors choice of housing, including housing allowance and rental subsidies (Live Local Initiative) across a range of housing arrangements. Stanmore acknowledges housing and accommodation is a continually evolving aspect of mine operations, and the organisation remains responsive and receptive to individual needs.

5.1. Commitment implementation outcomes for housing and accommodation

The key potential impacts associated with housing and accommodation as identified in the SIMP include:

- 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 the construction workforce
- Longer-term rental and open-market housing shortages and price inflation due to increased demand generated by an 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.

Table 6 details the outcomes/results following the implementation of the housing and accommodation commitments made by Stanmore in the Project SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.



Table 6. Housing and accommodation commitments and outcomes/results

COMMITMENT

Minimising affordability and availability impacts on housing and accommodation in local and regional communities

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).

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, over the Project life. Refer to Chapter 18 for details on the proposed timing of housing construction.

Minimise project effects on the local housing market

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.

The proponent is committed to actively engaging and collaborating with the IRC and other stakeholders with respect to housing and accommodation impacts.

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.

Provide genuine housing and accommodation choice to the workforce

The Proponent is committed to implementing the 'Live Locally 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 is committed to providing high quality workforce accommodation to non-resident personnel.

The proponent is committed to providing high quality workforce accommodation to non-local personnel.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

<ul style="list-style-type: none"> Record of financial contribution for the provision of additional unit of affordable housing 	<ul style="list-style-type: none"> Engaged Moranbah Affordable Housing Trust (MAHT) regarding contribution. A building provision is preferred and payment is planned for September 2022
<ul style="list-style-type: none"> Completion of tranche 1, tranche 2 and tranche 3 of housing construction 	<ul style="list-style-type: none"> Stanmore purchased an additional eight houses in Moranbah for employees living locally. The real estate market has more than 130 houses listed for sale and no residential development is progressing due to supply chain issues impacting availability of building materials. Stanmore will continue to engage with developers and IRC to maintain a housing pool that ensures the locally based proportion of the Project workforce does not contribute to an elevated housing demand
<ul style="list-style-type: none"> Number of residents employed 	<ul style="list-style-type: none"> Nine houses leased locally for Stanmore staff (Isaac Complex) 20 employees of the principal contractor receive the Live Local Initiative allowance Stanmore uses Seek to standardise the advertisement of vacancies. Stanmore staff and hiring managers routinely use LinkedIn to promote roles locally Traditional owner groups have a central point of contact for responding to job advertisements
<ul style="list-style-type: none"> Number of engagement activities with IRC and other housing-related stakeholders 	<ul style="list-style-type: none"> Consultation with IRC in June 2022 Eight houses purchased in May 2022 Stanmore housing pool now includes an owner-operated workforce at Poitrel and South Walker Creek Mines
<ul style="list-style-type: none"> Number of employees which take up the Live Local Initiative 	<ul style="list-style-type: none"> 20 (Isaac Complex) Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines
<ul style="list-style-type: none"> Number of employees which take up the Live Local Initiative 	<ul style="list-style-type: none"> 20 (Isaac Complex) Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines
<ul style="list-style-type: none"> Number of employee complaints received about provided WAV accommodation 	<ul style="list-style-type: none"> No complaints received during the reporting period
<ul style="list-style-type: none"> Number of employee complaints received regarding accommodation 	<ul style="list-style-type: none"> Key concerns managed by accommodation provider. No details provided for concerns managed within the roster period

6. LOCAL BUSINESS AND INDUSTRY PROCUREMENT

Stanmore has committed to finding practical ways to encourage local business participation, so the economic benefits of the organisation's activities are shared throughout the community.

The creation of employment opportunities for contractors and sub-contractors within the local area was a key criterion for the assessment of tenders, in line with Stanmore's Local Content Strategy, and Local Business and Industry Procurement Policy.

In FY21, Stanmore's Local Buying program delivered:

- More than US\$10 million spend, including close to AU\$1 million spent within a 125-kilometre radius of the Project during construction
- 900 transactions
- 120-plus suppliers engaged.

The acquisition of Poitrel and South Walker Creek resulted in a step change for Stanmore, which is now managing more than 300 contracts and approximately 55,000 transactions each year. Stanmore has also inherited a number of existing contracts as a result of the acquisition, including more than 30 contracts established to ensure supply continuity of fuel, tyres, parts and consumables. The forward procurement pipeline and long-term Local Content Strategy is currently under development.

6.1. Commitment implementation outcomes for local business and industry procurement

The key potential impact associated with local industry and business procurement as identified in the SIMP includes:

- 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.

Table 7 details the outcomes/results following the implementation of the local industry and business procurement commitments made by Stanmore in the Project SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impact outlined above.



Table 7. Local business and industry procurement commitments and outcomes/results

COMMITMENT

Maximise opportunities for local businesses (especially Small to Medium Enterprises SMEs) to provide goods and services to the project

The Proponent is committed to developing a tailored Local Content Strategy which:

- 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
 - Costs associated with the development and implementation of the Procurement Policy and Local Content Strategy will be met by the proponent.
-

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.

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.

Faciliate Indigenous business to access supply chain opportunities

The proponent is committed to enabling Indigenous businesses to access supply change opportunities.

The proponent is committed to facilitating and supporting delivery of a tender readiness program for local businesses in collaboration with the Department of Education, Barada Barna Aboriginal Corporation and DATSIP.

Reduce barriers to entry for local businesses

As implemented through the Local Content Strategy, the proponent is committed to providing an open and transparent procurement process.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

- Establishment and implementation of the Procurement Policy and Local Content Strategy

- Local program for Isaac Complex established and a step change associated with the purchase of the BMC sites
- Local spend expanded with additional sites added to the Stanmore footprint

- Establishment and annual updating of local supplier listing

- 120 suppliers added

- Number of local and regional businesses engaged in Project supply chain
- Establishment and annual updating of local and regional business register

- As above, register updated to include C-Res vendors for Poitrel and South Walker Creek sites

- 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

- Indigenous contracts for cultural heritage work expanded and now include equipment hire and labour hire businesses
- Synergies identified with Poitrel and South Walker Creek operations

- Ongoing implementation of tender readiness program for all local businesses including Indigenous businesses

- Leverage project agreements for South Walker Creek to deliver cultural awareness and enablement for Indigenous-owned business
- Dedicated role at South Walker Creek and Stanmore relationship committees to deliver employment and contracting opportunities

- Number of local and regional businesses engaged in the supply chain

- Leverage C-Res support network for local operators

7. HEALTH AND COMMUNITY WELLBEING

Stanmore is committed to ensuring the health, safety and wellbeing of its employees, contractors, stakeholders and the broader community throughout the life of the Project.

Throughout the reporting period, key health and community wellbeing initiatives undertaken by Stanmore included:

- **Stanmore Gym Membership:** Available to all employees and long-term contractors on the Project
- **Stanmore Resources Community Grant Program:** More than \$130,000 granted to local community organisations to progress eligible initiatives
- **Childcare contribution:** Up to \$55,000 per year for the life of the Project to improve availability of childcare services in partnership with Isaac Regional Council. Expressions of interest have been distributed with payments to be made in this calendar year
- **Mental health and suicide prevention contribution:** \$10,000 per year for the life of the Project to local mental health and suicide prevention programs. Expressions of interest have been distributed with payments to be made in this calendar year.

7.1. Community grants and partnerships

As part of Stanmore's regional involvement, the organisation supports a range of local community organisations and activities throughout Central Queensland which benefit its workforce, its neighbours and the communities of Moranbah, Nebo, Mackay and nearby rural locations. Stanmore Resources Community Grant Program provides grants of up to \$5,000 with two rounds of funding each year, open to community groups, schools, clubs and not-for-profit organisations to help fund initiatives that promote:

- **Young people:** opportunities for local young people (for example, recreational, educational, skills development, health and wellbeing)
- **Community health and wellbeing:** ongoing health and wellbeing of community members (for example mental health, emergency care, physical fitness, recreation, road safety)

- **Indigenous engagement:** providing and supporting Indigenous community initiatives (for example, youth programs, sporting involvement, skills development, health and wellbeing)
- **Environment:** community education, conservation and volunteer programs that contribute to local environmental values and sustainable development.

During the reporting period (August 2021 – June 2022), Stanmore contributed more than \$130,000 to over 45 local community organisations, including but not limited to:

- Central Queensland Helicopter Rescue Service Ltd (CQ Rescue)
- Clarke Creek Campdraft Association
- CQ Campdraft Inc.
- Emerald Eagles Football Club
- Emergency & Long Term Accommodation in Moranbah Inc (ELAM)
- Highlanders Indigenous Sports Club Inc.
- Hinterland Community Care Inc.
- Mackay Hospital Foundation
- Moranbah & District Support Services Association Inc.
- Moranbah Arts
- Moranbah BMX Club Inc
- Moranbah Bowhunters and Field Archers
- Moranbah Campdraft Association
- Moranbah East State School
- Moranbah Hawks Football Federation
- Moranbah Highlanders Swimming Club
- Moranbah Neighbourhood Centre Association Inc
- Moranbah State High School
- OasisLife Youth/OasisLife Church Moranbah
- Pioneer Valley Arts Inc.
- Road Accident Action Group
- Rock FM Association Inc
- Ronald McDonald House Charities North Australia
- Sarina Pony Club Inc
- St Lawrence Public Sportsground Committee Inc.
- Twin Hills Race Club Incorporated.

Throughout the reporting period, Stanmore has also facilitated a number of community partnerships to help advance community health and wellbeing.

Key partnerships include:

- **Valkyrie State School:** Hydropanel project (see case study below)
- **Fitzroy Partnership for River Health:** Helping to provide a more complete picture on river health through provision of funding, resources and contributing water quality and ecosystem health monitoring data through data-sharing arrangements
- **Fauna Rescue Whitsundays:** \$30,000 committed over three years to contribute towards animal rehabilitation and care, including running costs associated with Fauna Rescue Whitsundays' 24-hour hotline; food, housing, medicine and veterinary bills for injured wildlife; and education and training programs to wildlife carers, schools and local community groups
- **CQUniversity Koala Research Scholarship:** Three-year scholarship at CQUniversity valued at \$30,000 per year for one student to help tackle the challenging problem of determining the health and distribution of koalas in Central Queensland.



Valkyrie State School hydropanel project

As part of the Project's commitment to the local community, Stanmore was a major funding partner in the Valkyrie State School hydropanel project. In a combined effort between Stanmore, Member for The Burdekin Dale Last, Rural Aid, SOURCE and the Central Queensland Mine Rehabilitation Group (CQMRG), the children of Valkyrie State School can now turn on the taps to reliable, safe and clean drinking water.

Stanmore contributed \$15,000 to the hydropanel project and was instrumental in forming the team of collaborative partners. The project involved the installation of 15 hydropanels that use the sun to extract drinking water from the air. It is a major upgrade for the community which, for the past 50 years, has relied on water being trucked in or supplied in plastic bottles as its tank filtration system was not adequate. This collaborative effort was in direct response to a school audit by the Department of Education.

7.2. Commitment implementation outcomes for health and community wellbeing

The key potential impacts associated with health and community wellbeing as identified in the SIMP include:

- 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.

Table 8 details the outcomes/results following the implementation of the health and community wellbeing commitments made by Stanmore in the Project SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.

Table 8. Health and community wellbeing commitments and outcomes/results

COMMITMENT

Minimise adverse impacts on the level of service to local and regional communities from existing social services, facilities and infrastructure

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 IRC and/or other relevant parties.

The proponent is committed to being an active participant in any forum created to better manage cumulative impacts associated with childcare.

The proponent is committed to the provision of on-site first aid and medical facilities along with upgrading existing facilities at IPM as required.

The proponent 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.

Mitigate potential health and wellbeing impacts on local communities

The proponent is committed to providing an annual financial contribution of \$10,000/year for the life of the Project to local mental health and suicide prevention programs. The proponent will decide on the annual recipient of the funding based on advice received from key sector stakeholders.

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 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.

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

The proponent is committed to developing and adopting a Code of Conduct.

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.

KEY PERFORMANCE INDICATOR (KPI)

OUTCOMES/RESULTS

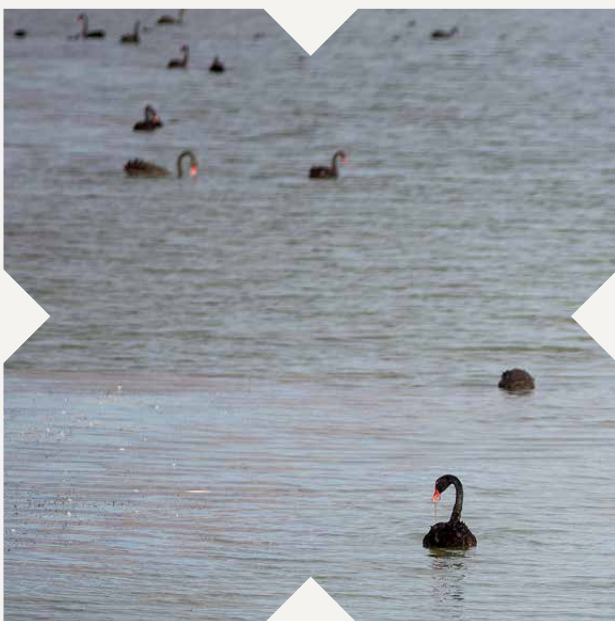
<ul style="list-style-type: none"> Number of people on waitlist for childcare in Moranbah 	<ul style="list-style-type: none"> Childcare services in the local area have been extended invitation letters to express interest to share in the funding available which can be used towards an initiative or program that provides recreational, education, skills development and/or health and wellbeing opportunities Stanmore has been proactively participating in stakeholder engagement to follow up its social commitment. In April 2022, Stanmore met with IRC representatives and other subject matter experts to discuss childcare commitments
<ul style="list-style-type: none"> Availability of onsite medical facilities Number of workplace health and safety incidents responded to by local health and emergency services 	<ul style="list-style-type: none"> The coal Principal Contractor operates onsite emergency services
<ul style="list-style-type: none"> Number of employees resident in Moranbah 	<ul style="list-style-type: none"> Approximately 30 employees and contractors reside in Moranbah
<ul style="list-style-type: none"> Record of financial contribution to local mental health and suicide prevention initiatives 	<ul style="list-style-type: none"> In June 2022, Stanmore extended invitation letters to local mental health and suicide prevention service providers to share in the funding available which can be used towards an initiative or program that promotes wellbeing
<ul style="list-style-type: none"> Number and type of employee vehicle incidents to and from worksites 	<ul style="list-style-type: none"> Bus services are operated as a proactive approach to manage fatigue and mitigate the risk of Project-related vehicle accidents There has been no recorded employee vehicle incidents to and from worksites during the reporting period Swipe on/off system is available and monitored for onsite time exceedance
<ul style="list-style-type: none"> Number of days undertaking active monitoring of dust, noise and vibration 	<ul style="list-style-type: none"> Dust and vibration are continuously monitored in sensitive areas around the project. This involves daily issue of dust risk to facilitate implementation of control measures Stanmore makes available on its website weekly dust charts and engages with stakeholders to improve dust monitoring systems
<ul style="list-style-type: none"> Establishment and adoption of Code of Conduct 	<ul style="list-style-type: none"> Stanmore has adopted a consolidated Code of Conduct through acquisition of South Walker Creek and Poitrel. To further enhance community cohesion and re-silience, the Project proposes to implement the following enhancement measures during the operation phase: <ul style="list-style-type: none"> Develop and implement a Code of Conduct which describes positive behavioural outcomes and prohibits negative Establish expected standards of behaviour with clear ramifications for non-conformance
<ul style="list-style-type: none"> Number of applications received for the Stanmore Community Grants Program 	<ul style="list-style-type: none"> 47 community grant applications were received during the reporting period

8. CONCLUSION

This SIMR has described the engagement, communication and impact management strategies undertaken by Stanmore in relation to the Project for the first year of operational activities between August 2021 and June 2022.

This SIMR achieves the requirements of the Coordinator-General's **Appendix 1, Condition 7: Reporting on the implementation and effectiveness of social impact management measures.**

The next SIMR will be delivered on 6 September 2023 for the period between July 2022 and June 2023.



GLOSSARY

ABBREVIATION	DESCRIPTION
BIBO	Bus-in bus-out
BMC	BHP Mitsui Coal Pty Ltd
DES	Department of Environment and Science
DIDO	Drive-in drive-out
EIS	Environmental Impact Statement
ERT	Emergency Response Team
FIFO	Fly-in fly-out
FAI	First Aid Injury
HPI	High Potential Injury
IRC	Isaac Regional Council
LGA	Local Government Area
LTI	Lost Time Injury
MAHT	Moranbah Affordable Housing Trust
MIA	Mine infrastructure area
Mtpa	Million tonnes per annum
RAP	Reconciliation Action Plan
ROM	Run-of-mine
RWI	Return to Work Injury
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report (this document)
SSE	Site Senior Executive
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
The Project	Isaac Downs Project



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