

# Saraji East Mining Lease Project

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

November 2025

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The Country is sacred. Everything on the land has meaning and all people are one with it. We acknowledge First Nations peoples' sacred connection as central to culture and being. We acknowledge the stories, traditions and living cultures of First Nations peoples and commit to shaping our state's future together. The department recognises the contribution of First Nations peoples and communities to the State of Queensland and how this continues to enrich our society more broadly.

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# 1. Introduction

This report has been prepared pursuant to section 11 of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and provides my evaluation, as the Coordinator-General, of the potential social impacts for the Saraji East Mining Lease Project (the project). I have considered the environmental impact statement (EIS) more broadly only to the extent that it relates to key social impacts identified in the proponent's social impact assessment (SIA).

The SIA was prepared at part of the EIS for the project under chapter 3 of the *Environmental Protection Act 1994* (EP Act). The SSRC Act requires large resource projects undergoing an EIS process under the EP Act to complete a SIA consistent with the SIA Guideline (2018). This requires the following five key matters to be addressed:

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

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

- summarises the substantive issues identified during the SIA process and submissions made on the EIS relevant to the five key matters in the SIA Guideline
- evaluates the mitigation and benefit enhancement measures proposed to address these issues
- states social conditions under which the project may proceed (Appendix 1)
- documents the proponent's social commitments (Appendix 2).

The Coordinator-General is also required under the SSRC Act to decide whether the 100 per cent fly-in, fly-out (FIFO) prohibition and anti-discrimination provisions of the Act should apply to the project's construction workforce. This matter is addressed in section 1.1.1 of this report.

A summary of this evaluation report is included in the EIS assessment report for the project prepared by the Department of Environment, Tourism, Science and Innovation (DETSI) and issued to the proponent in accordance with section 60 of the EP Act. The EIS assessment report is located on DETSI's website: [www.qld.gov.au/environment/management/environmental/eis-process/projects/completed/saraji-east-mining-lease-project](http://www.qld.gov.au/environment/management/environmental/eis-process/projects/completed/saraji-east-mining-lease-project).

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

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

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

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

The project requires an SIA as it satisfies the definition of a large resource project by the SSRC Act because requiring an EIS under the EP Act and is anticipated to have 100 or more workers.

### 1.1.1 SSRC Act decisions

During evaluation of an EIS for a resource project, the Coordinator-General must decide whether to nominate the project as a large resource project. Such nomination invokes the following SSRC Act provisions:

- 100 per cent FIFO prohibition (section 6) and
- Anti-discrimination provisions relating to the project's construction workforce (section 8).

A large resource project must also have a least one nearby regional community (NRC) for the SSRC Act provisions to apply to the project. Under the SSRC Act, an NRC is defined as a town that is within a 125 kilometre (km) radius of the main access to the project and has a population of more than 200 people. This definition does not preclude townships beyond the radius or with lesser populations being included as an NRC.

In relation to the Saraji East Mining Lease Project, eight towns meet the definition of an NRC for the project under Schedule 1 of the SSRC Act. These are:

- (1) Capella
- (2) Clermont
- (3) Dysart
- (4) Glenden
- (5) Middlemount
- (6) Moranbah
- (7) Nebo
- (8) Tieri.

As Coordinator-General, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

In making the above decision, I have assessed the capacity of local communities to provide workers for the project's construction phase. I have considered:

- the scale and duration of construction is significant with 1000 workers being required over a two year construction period
- whilst the project links to the existing Saraji Mine (with a new rail spur and balloon loop proposed on the site of the existing Saraji Mine), the construction consists of a new coal handling and preparation plant and associated mine infrastructure area, along with a workers' accommodation village (WAV) for the construction workforce
- BHP Mitsubishi Alliance proposes to use a contractor for construction; it is important that the construction contractor is also bound to implement the benefits of the SSRC Act given the anticipated local impacts associated with such a large contractor workforce over a two year period

- Dysart, Moranbah and Middlemount were considered most likely to be impacted by the project. The labour forces in these towns have significant strengths in the mining industry and are likely to supply the project
- commuting distance (noting the SIA set a safe commuting distance as being within a one hour drive time from the project site). Of the eight NRC communities, within the Isaac Regional Council (IRC) local government area (LGA), Dysart, Moranbah and Middlemount are within a safe commuting distance from the project's main access. The SIA states that this would not preclude people from the other towns with 125 km radius from seeking and obtaining project employment, however these would be required to utilise workforce accommodation provided by the project
- inclusion of the eight towns as NRCs supports these local communities by promoting local employment and supply of goods and services from local businesses in the construction period. It is however relevant that other than Dysart and Moranbah, the remaining NRC communities have a lower capacity to supply workers to the project due to factors such as distance to the project, small populations, or proximity to other resource projects
- the capacity for opportunities from the project to offset the potential negative associated impacts, particularly in Dysart, which was identified in the SIA as the community most likely to be impacted by the project.

## 2. Project details

### 2.1 Project description

The proponent, BHP Mitsubishi Alliance (BMA), is Australia's largest producer and supplier of seaborne metallurgical coal. BMA is a 50:50 joint venture between BHP and Mitsubishi Development. It operates several mines in the Bowen Basin, Central Queensland, and owns and operates the Hay Point Coal Terminal near Mackay, which serves as an export facility for metallurgical coal.

For the purposes of this evaluation, the SIA refers to the project proponent as BMA, and this naming convention is used throughout the report.

BMA proposes to develop a new underground coal mine and associated infrastructure adjacent but independent to its existing Saraji open-cut mine. The project site is located approximately 30 kms north of Dysart, 60 kms south of Moranbah, and 167 kms south-west of Mackay, within the IRC LGA, as illustrated in Figure 1.

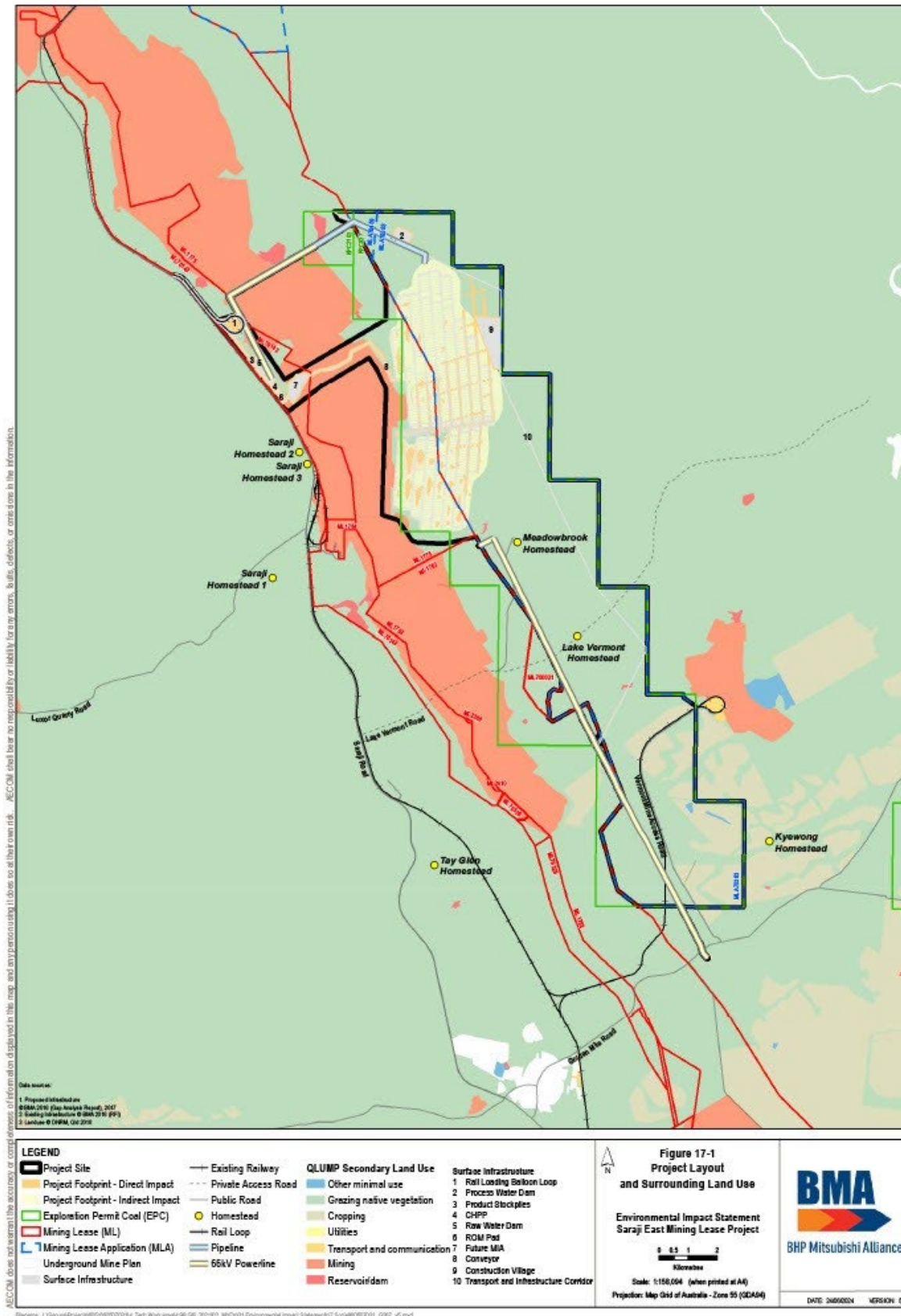
The proposed development includes the extraction of up to 8 million tonnes per annum of metallurgical product coal, totalling approximately 110 million tonnes over a 20 year production schedule. Key components of the project include a new transport and infrastructure corridor, coal handling and processing plant, mine industrial area, and a construction village. The project will be integrated with the existing Saraji Mine, which the SIA states is expected to operate beyond 2040.

The SIA advises that BMA has not made an investment decision to proceed with the project; and that the decision would be dependent on demand for coal and made in the context of investment decisions about BMA's other assets (i.e. including the existing Saraji Mine). Therefore, the project's commencement date is uncertain.

The project is expected to have an average of 1000 full time equivalent (FTE) workers during construction (10 per cent local) and approximately 500 FTE workers during operations (40 per cent local). The construction workforce that are FIFO would be accommodated in an on-site WAV while they are rostered on.

The original project description included a proposed on-site camp to accommodate the non-resident FIFO workforce. This was subsequently removed (at the request of the Office of Coordinator-General and IRC) as it was evident there was sufficient WAV availability locally; including an existing BMA owned WAV. Given the existing supply of camp accommodation in the area, and the need to maximise local employment and housing, it was determined that the operational camp may not be required.





**Figure 1 Map of project location**



## 2.2 Project setting

The nearby town of Dysart was originally developed to accommodate the workers at the Saraji Mine. Dysart was established in 1973 by the Utah Development Company as a purpose-built mining community to support operation of the Saraji and Norwich Park Mines (both subsequently owned by BMA). Norwich Park Mine ceased production in 2012 and went into care and maintenance. Dysart supports grazing properties in the district as well as nearby mines including Lake Vermont (Jellinbah Group operated), Saraji and Peak Downs (both BMA mines).

Dysart has a strong identity as a mining and dormitory town but has a steadily declining population due to recent mine closures, increases in FIFO percentages and downsizing of nearby mines. In 2024, I evaluated the SIA for the Lake Vermont Meadowbrook project (an extension to the existing Lake Vermont project). This project, although yet to commence, is expected to also contribute to the ongoing sustainability of Dysart.

BMA has a key role and responsibility in maintaining the sustainability of Dysart. The housing market in Dysart remains heavily influenced by BMA who own 528 houses in the town. Access to BMA owned housing in Dysart and Moranbah will be a key element for the project to support an operational local workforce of 40 per cent without undue impact on the local housing market. The SIA confirms BMA will provide local housing for operational workers who are existing local residents (and may require new housing arrangements) or who wish to move locally.

Across their portfolio of projects in the Bowen Basin, BMA maintains significant contributions to impacted local communities. During consultation on the project, IRC indicated that BMA's contributions may represent 'best in class'. The SIA indicates that BMA provided additional commercial-in-confidence details that demonstrated that contributions in the current 'Business as Usual' scenario well exceed IRC expenditure benchmarks, corroborating the IRC statement.

BMA also raised the concept of 'additionality' with IRC, i.e. increased community investment and mitigation measure to address additional impacts (such as impacts on housing access, childcare capacity and health services) resulting from changes with the project. However, it appears this concept is tied to overall increase/decrease on BMA's total employment/production numbers portfolio wide across the LGA/region. In the regulatory evaluation of this project, I am unable to assess the concept of 'additionality' as described. I require the identified impacts of this project to be managed accordingly with attributable mitigation measures. The consideration of BMA wide portfolio contributions is outside the regulatory framework and may be a matter of maintaining 'social licence' with IRC and impacted communities, however, does not play a role in ensuring individual projects are appropriately contributing to regional communities.

The project is likely to provide benefits to the State of Queensland in respect of royalties, taxes and employment opportunities over its 20 year production schedule. The increased royalties regime has been a point of contention with the mining industry (including BMA) – which is also noted in the SIA. Notwithstanding this issue, I would expect that BMA would continue to work positively with and within the local communities to manage short term project impacts and support long-term sustainability. Population changes resulting from mining operations are considered in LGA and population forecasts, as part of Government planning and funding for social infrastructure. Hence it will be important to monitor and manage the increase in population and associated social requirements, regardless of taxation. The SIA notes that BMA will support IRC in its advocacy to Queensland Government for increased funding for community services.

BMA recently announced (September 2025) that the Saraji South Mine will be placed in care and maintenance from November 2025, and that there will be 750 job losses BMA portfolio wide (including 72 Saraji South Mine employees that will be directly affected). As a predominantly residential mine, this

will have an impact on the sustainability of Dysart noting the loss of operational jobs (including housing and local businesses). This was not accounted for within the SIA for the Saraji East Mining Lease Project due to the recency of the announcement. Although the overall Saraji Complex will continue operations, as the Saraji South Mine was only one component, it becomes more pertinent socially that proposed project commences to support the sustainability of Dysart as a community. The transition may not be seamless given the uncertain timeframe for Saraji East Mining Lease Project and BMA workforce numbers/production levels may decline further with recent announcements and asset sales. I considered this volatility in assessing the social impact of the project and reflected it through appropriate conditions.

During the period of the EIS development BMA have continued positive work in Dysart and Moranbah. The Smart Transformation Advisory Councils (STAC - supported by BMA) commissioned research on the adequacy of health and emergency services in Moranbah and Dysart. The results of this study are described as part of the social baseline and impact assessment. BMA have advised that they are seeking to transfer responsibility for this initiative to now be led locally, in line with local expectations. In parallel, the Outback Futures program, supported by BMA, and initiated through Smart Transformation, has been extended for a further year, to continue delivery of allied health and community wellbeing activities for Dysart.

## 2.3 Methodology

The SIA identified, analysed, and assessed both positive and negative potential impacts of the project. The scoping of the SIA included determining the regulatory context, the project activities and potentially affected communities. The SIA study area includes the affected communities which are described in section 2.4. The SIA was developed during 2018-19 and provided as part of the EIS for public consultation in May-July 2021. Submissions to the EIS were considered in updating the SIA during 2022-2023. Some submissions commented on the need for updated social data to inform the SIA.

The social baseline assessment was informed by the Australian Bureau of Statistics (ABS) census data and other secondary sources of information, supported by feedback from stakeholder engagement. The social baseline described the community setting and values, population composition and growth, housing and accommodation, labour force and employment, business and industry, social infrastructure provisions and community health and safety indicators. The social baseline data was updated following the release of ABS Census 2021 data. I note that some data of relevance to impacts on population, employment, labour availability and skills shortages, childcare, health services and housing were updated during 2022-23. It is acknowledged in the SIA that baseline values may change, and revision of the SIA findings and the Social Impact Management Plan (SIMP) may be required prior to construction. For example, the SIA assumes overlap with Saraji Mine's operation; recent BMA announcement on the discontinuation of the Saraji South Mine indicate assumed impacts may need to be revised. I consider that the social data has now dated and given that the project commencement date is indeterminant, this information will need to be updated and reported to me prior to commencement of the project to understand any changes to social conditions.

### 2.3.1 Social impact assessment

The SIA analysed project effects as either social impacts or opportunities as part of the impact assessment. A significance-based approach was used for impact evaluation, which considered likelihood and consequence of impacts, both pre- and post-application of mitigation measures. The effect of BMA's commitments and management measures recommended in the SIA were then considered, and a final significance assessment was undertaken to identify residual impacts (i.e. those impacts that remain even after management measures are applied). The SIA included a cumulative social impact assessment,

with a focus on population impacts, housing, social infrastructure, community values and employment opportunities.

Management measures, stakeholder engagement commitments and monitoring approaches were collated into social impact management strategies for each of the five SIA key matters and presented in the associated SIMP. The SIMP measures provide for the management of social impacts throughout the construction and operation of the project. The SIMP measures and commitments have been further integrated into the project wide Proponent Commitments in Appendix 0-1 of the EIS (see Appendix 2 for extracted social commitments).

## 2.3.2 Adequacy

I consider the SIA methodology used to be in accordance with the terms of reference and the SIA Guideline 2018<sup>1</sup>.

As BMA has yet to make a final investment decision on the project and the project commencement date is uncertain, I condition BMA to, twelve (12) months prior to the commencement of construction for the Saraji East project, to review potential changes to the project and update mitigation management measures accordingly. I will require the social data for Dysart, Moranbah, Middelmount and IRC LGA to be updated to consider any changes to the communities impacted by the project and the management measures and monitoring social change in Dysart and Moranbah. This is to be formalised through the development of an updated SIMP, to be approved by the Coordinator-General at least three (3) months prior to the commencement of construction.

## 2.4 Study areas

To understand the potential social impacts associated with the project, a description of the existing conditions and ongoing trends in a well-defined SIA study area is necessary. All potentially affected communities within 125 km of the Project were considered and information provided on these towns, including driving distance to the project. Dysart, Moranbah and Middelmount (the nearest communities) are the communities most likely to be directly impacted by the project (SIA local study area). Dysart, in particular, is located approximately 30 km south of the project site and is expected to experience the most direct social impacts, including changes in population, housing demand, and service provision. BMA has an established relationship with Dysart and Moranbah and owns significant housing stock in these towns to accommodate their workers. Detailed social baseline data was provided on each of these towns.

The IRC LGA was the primary LGA for consideration in the SIA (all eight NRCs are within the LGA). The regional study area includes labour and economic data on Mackay (Mackay Statistical Area 4) and Rockhampton (Central Queensland SA4). These regions (with Mackay and Rockhampton as the regional centres) are a major source of skilled mining and construction labour, as well as able to provide goods and services required for the project.

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<sup>1</sup> The SIA guideline was recently updated to version 2, July 2025. The SIA in question was undertaken utilising the previous version of the guideline published in 2018. Requirements for large resource projects were kept identical through the update noting that a reference to the previous version can be understood to be in line with expectations of the updated guideline.

## 3. Key matters

This section evaluates the proponent's assessment of the potential impacts of the project on key social matters, including the proposed impact mitigation strategies. Submissions on the EIS and responses provided by the proponent with respect to social matters have also been considered in my evaluation.

I consider the SIA adequately addresses the terms of reference and responds to most of the submissions received during the EIS relating to social impacts. The proponent proposes suitable and reasonable measures to avoid potential negative impacts and enhance potential social benefits. However, ongoing engagement with Traditional Owners, IRC, and other relevant stakeholders is required to achieve the outcomes identified in the SIMP. I have stated conditions at Appendix 1 to address potential negative impacts and ensure potential benefits are realised. Appendix 2 includes a summary of commitments associated with the key matters made by the proponent.

### 3.1 Community and stakeholder engagement

The SIA includes an analysis of key stakeholders and a description of the engagement undertaken for the SIA. Stakeholder input into the scoping, baseline analysis, impact assessment and development of mitigation and management measures is described throughout the SIA. The engagement process was guided by the proponent's Community and Stakeholder Engagement Plan (CSEP), consistent with the SIA Guideline (2018).

#### 3.1.1 Engagement undertaken

SIA engagement was promoted via letters, feedback forms, workshops and stakeholder meetings in Dysart, Moranbah and Middlemount. Engagement with directly impacted landholders was undertaken on-property. The consultation program for the SIA involved the engagement of IRC, Barada Barna Traditional Owners, state government agencies and infrastructure providers, local business and supply chains, and community stakeholders (Table 1). This initial engagement occurred in 2018-19 when the SIA was being prepared. The EIS was publicly notified in July 2021 and submissions of relevance to the SIA included those from IRC, the Department of Seniors, Disability Services and Aboriginal and Torres Strait Island Partnerships (DSDSATSIP - now the Department of Communities, Child Safety and Disability Services), Queensland Police Service and Queensland Fire and Emergency Services. Following public notification there was further consultation on the project in 2022-23 with key stakeholders (primarily IRC).

BMA undertakes regular engagement with residents, Traditional Owners, community organisations and other stakeholders in the IRC LGA. The updated SIA has been informed by the STAC, supported by BMA, representing a broad range of community, agency, business and industry representatives. Projects led by the STACs and supported by BMA in 2021-23, which have directly informed the SIA include:

- STAC commissioned research on the adequacy of health and emergency services in Moranbah and Dysart.
- a Moranbah and Dysart housing assessment
- a study addressing childcare challenges in the Bowen Basin.

It is evident that the work of the STAC has provided an understanding of the impacts on health and emergency services, housing and childcare in Dysart and Moranbah. The work with Outback Futures has also been an important part of building social capital in Dysart. Outback Futures provides essential mental health services to rural communities, including those within the IRC. I note that BMA is now

proposing to devolve this work (i.e. operation of the STAC) to local community organisations. This is a positive step, in line with council expectations, and an ongoing role for STAC represents a forum for BMA to consult on SIMP implementation and monitoring impacts in local communities.

**Table 1 Project stakeholders**

Category	Stakeholders
Local Government	IRC, local councillors, Dysart and Moranbah community groups
Traditional Owners	Barada Barna Aboriginal Corporation
Landholders	Lake Vermont and Meadowbrook homesteads (both owned by BMA), Owners of Saraji Homesteads 2 and 3 (commercial agreements in place) and Sariji Homestead 1 (co-existence agreement discussions)
Community and business	Local residents, business groups, Dysart Business Group, Moranbah Traders Association, DCSG
State agencies	Queensland Health, the Department of Education, Queensland Police Service, Queensland Fire and Emergency Services

Key findings raised by stakeholders during the SIA consultation program include the following:

- Across multiple stakeholder groups concerns were raised about local employment opportunities, housing affordability, and workforce readiness
- Traditional Owners highlighted the importance of ongoing engagement, cultural heritage protection, and benefit sharing
- Local government and community members raised issues regarding increased demand on community infrastructure, services, and short-term accommodation
- The expectation that BMA will provide additional community investment, commensurate with project demand
- Most stakeholders expressed the need for transparent communication, regular updates, and involvement in monitoring and management.

Overall, the community and stakeholder engagement undertaken by the proponent to inform the SIA and EIS is considered acceptable and culturally appropriate. The proponent engaged with a relevant range of stakeholders and maintained regular consultation to provide them with timely and relevant information on the project. The engagement processes implemented also provided affected stakeholders opportunity to provide feedback on the project, and EIS documentation has been publicly notified. I note that the SIA provides consultation outcomes up until 2023, which was the most recent update of the SIA.

### 3.1.2 Ongoing community consultation and stakeholder engagement

The proponent prepared a CSEP as part of the SIMP which describes the key actions and commitments for ongoing engagement with stakeholders. The CSEP identified additional engagement actions that the proponent is expected to undertake during the construction, operation and closure of the project, including:

- detailed CSEPs for construction and operational phases
- project information published online, and updates as the project develops
- processes for incorporating stakeholder feedback



- regular engagement with IRC in the monitoring of SIMP implementation
- ongoing consultation with native title holders – the Barada Barna People
- a complaints and resolution management process
- CSEP for pre-closure and closure.

In addition, the proponent will consult with stakeholders about surplus housing availability, additional demands on healthcare, childcare, police and emergency services, opportunities for training and education, employment and business support.

### 3.1.2.1 Engagement with Traditional Owners

The Barada Barna people are the native title holders for the general project region. Native title has been extinguished over the proposed mine area; however, BMA is negotiating with the Barada Barna people for a portfolio wide comprehensive Indigenous Land Use Agreement (ILUA). The project site will fall within the proposed agreement area. BMA will develop a cultural heritage management plan (CHMP) in consultation with the Barada Barna Aboriginal Corporation. SIA consultation with the Barada Barna people did not identify any specific impacts to cultural or social values. The SIA notes that the Barada Barna people will be impacted by the project in that they will not be able to access the mine site (for safety reasons). Barada Barna people would be supported to seek employment on the project during construction, operation and progressive rehabilitation of the project site. The CSEP includes a process for engagement with the Barada Barna Aboriginal Corporation; including engagement six (6) months prior to the commencement of construction to confirm their understanding of the project's impacts and benefits.

### 3.1.2.2 Engagement with Issac Regional Council

IRC is a key stakeholder and the most affected LGA. As the LGA includes all eight NRCs, engagement on impact and benefit management is a crucial part of the SIA. The SIA indicates that BMA fostered a collaborative and proactive engagement approach with council, which described their process as 'best in class'. IRC remained a key stakeholder throughout the process and is a key part of the STAC. As engagement associated with the SIA, and updated material provided to the Coordinator-General, was undertaken prior to the recent announcements regarding closure of the Saraji South Mine operations, ongoing management of the relationship with IRC will be essential. As the responsible council for a large number of mine-dependent communities, IRC is well-versed in appropriate management of shifting population numbers and will be a key resource in ensuring the community of Dysart remains strong and sustainable. In particular, the relationship with and role of IRC will be essential in managing the transition from the closure of the Saraji South Mine to the start of construction for the new mine.

## 3.1.3 Conclusion – Community and stakeholder engagement

I am satisfied that the CSEP, prepared as part of the SIA, provides a strategic approach for the proponent's ongoing engagement. To ensure that ongoing community and stakeholder engagement is undertaken and informs the proactive management and monitoring of potential social impacts during the construction and operations phases of the project, I have stated conditions (Appendix 1) requiring the proponent to prepare an updated CSEP as part of the SIMP to be submitted to the Coordinator-General for approval at least three (3) months before construction commences.

I have also stated a condition in this report to ensure that ongoing community and stakeholder engagement is effective, informs management, and monitoring of potential impacts occurs during construction and operation. These conditions require annual SIMP reporting to inform the Office of the

Coordinator-General of the actions undertaken as part of engagement following the EIS process and throughout the construction and operational phases.

## 3.2 Workforce management

BMA's current Saraji Mine is recognised as primarily a 'residential' mine with many of its workers residing in Dysart and Moranbah. There is an expectation with the new Saraji East Mine that this arrangement will continue with access to BMA stock of local housing. Nearby towns (primarily Dysart) will need to be maintained as an attractive option (with appropriate social amenity and community support) for perspective workers to choose to reside locally. The workforce management principles for the project include:

- facilitating the employment of project employees who choose to live in the IRC LGA
- a dual focus on recruiting existing local residents and attracting new residents to the key centres of Dysart and Moranbah
- supporting personnel who intend to move to the IRC LGA to do so, including through the provision of subsidised housing
- enabling all personnel who live within a safe daily driving distance to choose their living arrangements (i.e. residential or commuting).

The workforce, for operations, would be accommodated either in an existing WAV or in company housing in Dysart or Moranbah. BMA is committed to the continuation of a rehoming assistance program for new workforce to be resettled in Dysart or Moranbah if they choose to do so. Those that already reside in these communities may also require access to BMA housing if they are transferring from alternative employment (where housing may have been provided). This approach has been accepted by IRC, with mitigation measures identified in the SIMP appropriate to address community concerns regarding additional community structure and social and other service needs.

### 3.2.1 Workforce profile

BMA would own and operate the project and contract the construction of the project infrastructure to (a) contractor(s).

#### 3.2.1.1 Construction

Project construction will be overtaken over a two year period and have a maximum of 1000 construction workers. Construction workers are anticipated to be based on 12 hour shifts, on a 21 days-on and 7 days-off roster.

Construction activities require workers with skills in:

- operating earthmoving plant equipment
- long wall construction specialists
- boilermakers, carpenters, scaffolders and electricians
- geology, engineering, environmental science, management and safety
- concreting.



The SIA considers that given the regular demand for these specialist skills in the Bowen Basin, some of the construction personnel are likely to be drawn from the IRC LGA, however, as personnel with specialist mine construction skills are highly mobile, and the majority are likely to be drawn from other regions. Mackay and Central Queensland have many of these skills and it is likely that construction workforce in both regions will benefit from the project opportunities. A temporary onsite construction WAV will be provided to support recruitment from other Queensland regions (construction period only). The SIA reports industry concerns with a current skills shortage for construction and operational workers. BMA will require the Principal Contractor to implement on-site training, offer traineeships and liaise with Construction Skills Queensland and the Queensland Department of Employment, Small Business and Training.

The Principal Contractor will also promote construction employment opportunities through local briefing sessions in Dysart, Moranbah and Middledmount. The SIA assumes that 10 per cent of the construction workforce would be drawn from the local area, 20 per cent regional and 70 per cent other Queensland/interstate. I have conditioned annual SIMRs for the construction period to monitor these SIMP commitments.

### 3.2.1.2 Operation

Project operations would occur over 20 years and requires a workforce of up to 500 personnel at full operational development by Year 3 of operations. Rosters for the operational workforce are planned as eight days on, six days off, seven nights on and seven nights off (24 hours operation).

BMA anticipates that approximately 70 per cent of the operational personnel would be BMA employees and 30 per cent contractors. Mining operations require workers with skills in:

- underground heavy equipment operators
- drillers
- electricians, boilermakers, mechanics
- health, safety, environment, human resources and mine management professionals
- mine managers and administrative staff.

The SIA indicated that up to 100 existing and 100 new in-migrating residents would be employed for project operations. Given the estimated total workforce of 500, this level of local employment would limit the commuting workforce (FIFO and drive-in drive-out) to 300 personnel. The non-resident workforce would be accommodated in existing WAVs within local communities. The BMA operated Moranbah Airport will be used for transportation of non-local Project personnel.

BMA has committed to providing bus transport from the WAVs to the airport to the project site and the WAVs to the mine site to combat fatigue management and reduce the risk of road accidents. Personnel that live within a one hour drive of the project would be able to commute on a daily basis. The SIA describes the fatigue and journey management procedures for operations that will extend to contractors engaged on the project. BMA's fatigue management includes discouraging the use of private transport by workers. To this effect, BMA will consult project personnel regarding the need for a bus service between Dysart and the project site (for resident workforce). If sufficient interest is established, BMA will deliver a pilot bus service for six (6) months, to be extended subject to evaluation. I strongly support this initiative as it would assist managing any potential traffic impacts in the local area and limit wear-and-tear on local roads.

I am satisfied that BMA has established fatigue management and workforce 'codes of conduct' governing positive non-resident interactions within local communities and promotes awareness of mental health programs for the FIFO workforce.

## 3.2.2 Employment and training opportunities

The project would provide significant job opportunities, potentially increasing the number of local residents through encouraging existing residents to stay in the IRC LGA and attracting new residents who move to the LGA to work on the mine. The SIA states that the community and IRC identified increased apprenticeship opportunities and the need to upskill workers as a project outcome. BMA has committed that 10 apprenticeships will be in train by Year 3 and this will be maintained for the life of the project. There will be a focus on Indigenous young people as part of each recruitment campaign.

Workforce training opportunities would be provided through training and skills development initiatives during the construction and operation of the project. Training programs will help manage the potential impacts of increased competition for workers with relevant skills and limit labour draw from other mining projects and local industry. BMA also commits to progressing current partnerships, including supporting schools with STEM education, the Adolescent Relationships Integrating Safety and Empathy (ARISE) Program and the Queensland Future Skills Project in partnership with TAFE. BMA also supports the Coalfields Technical Centre of Excellence in Moranbah, an institution to 'streamline career pathways available to high school students with engineering aptitude'. It is expected that BMA will assess skills availability for the construction and operational phases (prior to both phases) to enable specific training and recruitment strategies in time to resource the project appropriately without undue impact on local labour markets.

I note that since the completion of the SIA, the BHP owned Saraji South Mine announced it is approaching end of mine life. While some of the workforce based at this site may be employed at the Saraji East once it becomes operational, a large portion may seek employment at the project (along with other redundant workers that may become available from any future announcements on mine closures in the region). Therefore, the proportion of the workforce from regional communities may be significantly higher than what was anticipated in the SIA. I have stated a condition (Appendix 1) that the updated SIMP to be submitted prior to commencement of construction must include a revised workforce profile.

### 3.2.2.1 Workforce participation

The project presents an opportunity to increase workforce participation of people from traditionally underrepresented groups in the mining industry, including Indigenous people, women and people with a disability. BMA's target is to achieve Aboriginal and Torres Strait Islanders employment of 8 per cent of its total managed workforce including direct, contracting and labour hire employees by Year 3 of operations. This target will be supported through project engagement with the Barada Barna Aboriginal Corporation to identify employment opportunities. BHP has a portfolio wide target of 40 per cent female employment in its workforce by 2025. This project is expected to provide a strong contribution to supporting this target and support a greater gender balance in mining.

As part of its commitment to workplace diversity and inclusion, BMA will also collaborate with Hinterland Community Care (HCC) in Dysart, and Moranbah and District Support Services (MDSS) to identify and support programs and partnerships which develop employment pathways for local people with a disability. In their submission DSDSATSIP noted that whilst there is currently a low proportion of people with a disability in the IRC LGA, people with a disability often face barriers to training and employment. DSDSATSIP encourage BMA to work with local providers and community and government stakeholders to ensure sufficient services are available for people with a disability. The updated SIA commits that BMA will match State Government funding provided to support employment for people with the disability who live in Moranbah and Dysart, up to \$100,000.

### 3.2.2.2 Mine closure

The life of mine operations is expected to be 20 years. The conclusion of the mine operations would result in loss of employment opportunities and redundancies. The workforce would decrease from up to 500 people to approximately 260 employees and contractors in the two years prior to project closure (Year 18 of the project). After Year 20, the project's workforce would decrease to a staff of 20 personnel to manage decommissioning and rehabilitation for a two year period. The SIA considers that the loss of jobs may be experienced as a disruption to family plans and careers, however, it considers that the planned transition to a smaller workforce and clear, early advice plans to employees, local communities and IRC will mitigate impacts on family and wellbeing. The SIMP includes a commitment to provide a re-training/transition program for personnel.

The recent announcement on BMA's closure of the Saraji South Mine and prospective local job losses has caused significant anxiety in the nearby community of Dysart. I understand that BMA is looking to transition these workers for the Saraji South Mine into other mines in the region. I would expect with the long lead time for this project that clear information will be provided on the plans for closure and early support systems for workers that may become redundant. To ensure that the social impacts of closure are adequately managed I have conditioned a SIMP to be developed two years prior to the conclusion of operations to manage the impacts of mine closure. This includes situations where the mine is put into care and maintenance.

### 3.2.3 Conclusion – Workforce management

I am satisfied that the proponent's recruitment strategy and workforce management practices would minimise the proportion of workers engaged in FIFO arrangements. However, this will need to be monitored to ensure that the local workforce is maximised, adjusting the 'live local' strategies in SIMP revisions where further action may be required. The SIMP revisions (every two years for the first four years of the project) will be informed by the annual SIMRs provided to the Coordinator-General.

To ensure that the proponent commitments described in the Workforce Management Plan are undertaken and inform proactive management and monitoring of the workforce's potential social impacts, I have stated conditions in Appendix 1 of this report requiring the proponent to update the Workforce Management Plan as part of the updated SIMP, to be submitted to the Coordinator-General for approval at least three (3) months before construction commences. I require a target for Aboriginal and Torres Strait Islander employment be included in the updated Workforce Management Plan. The Workforce Management Plan would also need to be updated in the revised SIMPs for Coordinator-General approval up to Year 10 of the project and within the SIMP prepared for the conclusion of operations.

## 3.3 Housing and accommodation

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

There is a high percentage of rented mine-owned housing. The high percentage of dwellings owned by mining companies constrains normalisation of ownership and access to housing for non-resource workers. Collectively between Dysart, Moranbah and Middlesbrough, there were more than 1,984 unoccupied dwellings on the census night in 2021.

BMA, noting their access to BMA owned housing stock, are well placed to manage impacts of the project on local housing market and support workforce housing in Dysart and Moranbah. BMA also have access to BMA owned WAVs in Dysart and Moranbah.

The social baseline in the SIA highlights that Dysart currently has a tight rental market with very low reported rental vacancy rates (less than 2 per cent). Historically, housing availability and affordability in Dysart has fluctuated in line with the resource sector boom-bust cycle. Management of the project should include considerations regarding appropriate BMA housing stock management and a clear process for transfer of surplus housing to other ownership models.

IRC LGA is home to a number of purpose-built mining towns, such as Dysart, which have already experienced, or are in danger of experiencing, housing access issues following mine closures due to proponent centric ownership models. Therefore, close monitoring and management of these models will be required, particularly during the final years of operations for the project.

### 3.3.1 Workforce accommodation village

The EIS confirms construction and operational workers sourced from outside a one-hour drive from the project site would be required to stay at an existing local WAV during their shift. It is anticipated that approximately 90 per cent of the construction workforce (900 workers) and 60 per cent of the operational workers (300 workers) would need to be accommodated at a WAV. The project includes a proposed on-site WAV for the construction phase that would accommodate up to 1000 people (it is expected with shift rosters 75 per cent on shift that up to 675 are accommodated at any one time). All non-local construction personnel would be accommodated in the WAVs.

At the conclusion of construction of the project this on-site WAV would be removed and accommodation for the operational workforce located to existing WAVs in nearby towns. IRC (and OCG) did not support a project specific WAV be constructed for non-local operations personnel (this proposal was subsequently removed from the project description). There is current capacity within existing WAVs owned or contracted by BMA (currently 241 rooms) to accommodate the anticipated number of non-local personal on shift (180 FTE).

Data provided by IRC (2021) indicate there is a total of 19,052 existing WAV beds in the IRC LGA, with a total approved capacity of 31,698 beds (including existing beds). BMA has exclusive ownership of four nearby WAVs with a total capacity of 4,051 rooms of which 3,810 rooms are being used, leaving spare capacity of 241 rooms. These BMA owned WAVs include Dysart SPV, Moranbah SPV, Buffel Park and Eureka. There are also third-party owned WAVs in Dysart including Leichardt Village, Dysart Ausco and Dysart Civeo. As the project timing is uncertain an updated SIA (required prior to the commencement of construction) will need to provide an update on WAV availability.

### 3.3.2 Housing for new local workers

BMA owns a portfolio of dwellings in Moranbah and Dysart to accommodate locally based members of its workforce. The SIA determined that 144 were available for this purpose in Dysart; and that this is not likely to materially change in coming years.

In May 2022, BMA owned a total of 522 dwellings in Dysart, of which 36 were vacant and ready for allocation, and 108 were under care and maintenance until required, sold or redeveloped. In Moranbah, BMA owned 880 dwellings, of which 34 were vacant and ready for allocation and two were in care and maintenance. BMA also has vacant land and build-ready lots should further housing be required in local communities.

BMA expects that both existing local mining workers who would move to the project and new local recruits may require housing. As an estimate, 70 dwellings could be required during the first year of operation, and 130 dwellings could be required in Year 3 of operation. To support the workforce who are supported to choose to live locally BMA provide subsidised housing for the local workforce. BMA would identify new personnels needs and facilitate provision of housing for personnel who wish to move to

Dysart (or Moranbah, subject to BMA housing). The SIMP also includes a commitment that BMA will resource settlement support services (through its internal teams) and fund the Dysart Community Support Group to provide settlement support.

I will require both an updated SIA and an updated SIMP three (3) months prior to construction to provide an update on the BMA stock of housing and availability in Dysart and Moranbah. BMA has indicated that it will assess the expected need for housing during the first six (6) months of operations, based on new personnel intentions regarding their living arrangements i.e. how many will move to the LGA. The annual SIMR during the operations phase will be expected to monitor the workforce uptake of local housing and overall housing availability. This should include a breakdown between company owned housing and other ownership arrangements to provide a wholesome picture of housing across the project footprint.

### 3.3.3 Housing availability and affordability

The Moranbah and Dysart STACs commissioned an affordable housing study for Moranbah and Dysart (with BMA support). The STACs identified the constrained housing market and limited affordable housing options as impediments to attracting new businesses and new employees to diversify the towns' economies. The study noted that mining companies own approximately 30 per cent of housing in both Moranbah and Dysart. The housing study recommends that IRC, Issac Affordable Housing Trust (IAHT) and mining companies:

- monitor the availability of housing owned by mining companies in the townships to understand the impacts of resource projects on the availability of housing, and identify opportunities for surplus housing owned by mining companies and
- identifying opportunities such as the potential for lease of surplus housing to key workers or other tenants.

BMA, in partnership with IRC, is in the process of implementing the recommendations of the Smart Transformations Housing Study. The above recommendations would be key to support access to BMA surplus housing for key workers or affordable community housing. The SIMP includes BMA actions that would support this outcome, including:

- BMA would consult with the Dysart Business Group and other relevant stakeholders regarding their expectations of increased business employment (and housing requirements) as a result of project operations, any shortages of housing to address this need, and potential arrangements for use of BMA housing, such as leasing surplus housing to businesses or provision of accommodation through the IAHT.

I commend this approach by BMA and would expect the annual SIMRs to provide information on the outcomes of this engagement with relevant stakeholders and agreement to repurpose any BMA surplus housing stock.

### 3.3.4 Conclusion – Housing and accommodation

I am satisfied that the proponent's workforce housing strategy described in the Housing and Accommodation Plan would minimise the project's impact. I have stated a condition (Appendix 1) requiring the proponent to prepare an updated Housing and Accommodation Plan for the construction and operational phases of the project to be submitted to me for approval at least three (3) months before construction commences. The Housing and Accommodation Plan will need to include an updated assessment of the Dysart housing market and likely worker accommodation preferences.



## 3.4 Local business and industry procurement

The SIA included a profile of the skills and services needed for the project, including an analysis of local and regional supplier capability and capacity relevant to the project, existing local procurement opportunities and an assessment of potential social impacts on local and regional suppliers. The SIA states that the extensive mining activities in the region mean there are well established networks and supply chains for project procurement. This will likely result in overall benefits for local businesses.

### 3.4.1 Benefits for local and regional business

The SIA states that the IRC LGA and the broader region have well-established construction and mining service industries due to the significant number of mines in the area.

BMA has an extensive supplier network in the region from their other operations. BMA's Local Buy Register is an existing register that lists the services and goods that can be sourced in the region.

Additionally, BHP's Local Buying Program supports small to medium businesses in the Bowen Basin to engage competitively in procurement for mines, including BMA operations. BMA's Local Buying Program, which has 209 participant businesses, supports small businesses with registration and training to optimise their business model. Through the Local Buying Program, the existing Saraji Mine's supplier base engages 142 businesses from across Isaac (43 per cent), Central Highlands (10 per cent) and Mackay LGAs (43 per cent).

The SIA states that BMA complies with the Queensland Resources and Energy Sector Code of Practice for Local Content 2013 (the Code), which includes the 'full, fair and reasonable' opportunity for local businesses. The SIA states that the project will continue to comply with the Code and uphold the 'full, fair and reasonable' principle.

#### 3.4.1.1 Indigenous businesses

BMA has existing measures in the Local and Indigenous Sourcing Strategy that are designed to support capability and engagement of Indigenous suppliers in BMA operations. The SIA states that subject to compliance requirements, BMA's Indigenous procurement is flexible, and may include:

- letting minor contracts be negotiated directly without a tender process
- unbundling larger contracts
- preferencing Aboriginal and Torres Strait Islander enterprises using weightings
- providing support to meet qualifications
- explaining company policies and processes.

The SIA states that the project will adopt a goal of 6.5 per cent of supply expenditure with Indigenous businesses and will proactively share information on procurement opportunities and supplier qualifications with Indigenous supplier networks.

### 3.4.2 Economic impacts on local and regional business

Although the project is anticipated to deliver benefits to local and regional businesses, the SIA indicates that project demands may drive skill shortages in the region. Project demands for both personnel and contracted services have the potential to exacerbate skills shortages, causing labour draw and recruitment difficulties for other businesses and industries. This may result in financial costs to other businesses.

The SIA also states that several other mines are proposed for construction within a similar timeframe to the project. Should the projects all align in construction periods, there will be an even greater labour draw, which will significantly impact local business recruitment and the ability of non-mining associated construction work to be completed. This would have an impact on public infrastructure work, in particular road upgrades and maintenance.

The SIA states that BMA's Local Buying Foundation will be important in offsetting these impacts by developing capacity of local businesses to diversify and support other industries. The Local Buying Foundation focuses on workforce and economic development projects, regional promotion awareness, industry training analysis and education and skills development for businesses. The Local Buying Foundation is funded by business transactions in the Local Buying Program which each incur a small fee.

The Local Business and Industry Plan (LBIP) in the SIMP also state that BMA will engage with key stakeholders to identify opportunities for BMA's activities to align with broader industry and statewide capacity building strategies. The LBIP also states that BMA will engage with stakeholders on the design of capacity building strategies for local businesses.

### 3.4.3 Conclusion – Local business and industry procurement

I am satisfied that the proponent's local business and industry procurement strategy is appropriate to ensure benefits can be realised and that potential impacts on other industries, such as agriculture or local construction, are appropriately managed.

To ensure this, I have stated a condition (Appendix 1) requiring the proponent prepare an updated LBIP plan as part of the updated SIMP for the construction and operational phases of the project to be submitted to me for approval at least three (3) months before construction commences. The updated LBIP plan will be required to review identified local businesses, identify potential for labour draw and competition with other essential industries in the region and propose appropriate management measures.

## 3.5 Health and community wellbeing

The SIA includes an analysis of the availability, and capacity of, and an assessment of the project's potential impacts on, existing social services, facilities and infrastructure including:

- childcare services
- local schools
- hospital and health services
- emergency services
- community and civic services
- recreation and cultural facilities.

I am aware that Dysart has had a declining population over the last 10 years, due to closures and downsizing of projects. BMA has also recently announced (September 2025) that the Saraji South Mine will discontinue operations. This is likely to impact further on the sustainability of Dysart as a mine-dependent community. It is anticipated that the future development of this project will generate new employment opportunities and encourage new employees to relocate to Dysart (along with Moranbah). This population retention will sustain existing levels of social capital, improved community cohesion and community sustainability. However, the period between closure of the Saraji South Mine (November



2025) and the as-of-yet undecided start of construction for the project would have to be managed appropriately.

### 3.5.1 Potential impacts and management measures

Stakeholder consultation identified several key issues with respect to potential increased need for services and infrastructure, emergency services, health services and childcare services.

Workers who move to the IRC LGA and their families (new local residents) would increase demand for local social services, facilities and infrastructure. New residents would eventually lead to additional government funding provision to ensure those services have sufficient capacity, however transition periods have to be carefully managed. IRC have raised that long term planning for the provision of local services remains a challenge due to fluctuations in demand on health and emergency services by the resource industry. Given the uncertain timing of this project, it is expected that stakeholders receive regular updates and advanced notice well before project development. Insight regarding workforce requirements would be required two years in advance to enable a state and local government response in time to increase health, school and community services.

#### 3.5.1.1 Health and Emergency Services

While FIFO workers would stay in camp whilst on shift, it is recognised that they could increase demand for local services such as a local general practitioner (GP) and emergency services, noting that services provided in the WAV are limited to basic medical care. There are fewer emergency resources available in towns when emergency services are responding to incidents on mine sites. The Moranbah and Dysart hospitals both noted in the SIA consultation that non-local workforce represent a significant cumulative impact on their services, as the workforce often resort to the hospital's emergency services department for minor health issues. The closest GP clinic to the proposed construction accommodation village is in Dysart and would experience most demand from non-local personnel. However, there is currently a GP shortage in Dysart (currently one full time GP, including times where there is no GP in town). Community service organisations have also identified increasing demand for non-local mental health services.

The SIA includes measures that are aimed to reduce the pressure on health services, including workforce education advising project workers not to use the local hospital for minor ailments. This is supplemented by on-site health services and FIFO workers utilising health services in their home locations during their off-site periods. However, the SIA assumes that the project will still impact on local health services and includes a methodology for calculating the project's non-residential and residential workforce impacts:

- At an estimated 450 non-local workforce on shift at peak, this would be equivalent to demand for approximately 0.1 of a GP.
- It is assumed with the increase associated with the resident workforce (and attendant families) is equivalent to 0.5 GPs (with demand likely shared between Moranbah, Dysart and Middlesbrough).

The STAC's health and emergency services study identified that housing and other costs are an issue with attracting a skilled local workforce. The SIMP includes (the offer) of the provision of housing (BMA surplus housing) to support the recruitment or retention of local GPs or mental health workers. More generally BMA will work with stakeholders, including the local Queensland Health Unit and IRC, to identify and implement strategies to attract and retain additional GPs.

There is also potential for increased demand on local police, ambulance, and fire services, particularly during construction peaks. It is recommended that twelve (12) months prior to construction, BMA engage with local medical providers (including mental health service providers), Queensland Police Service and

the Queensland Ambulance Service, to assess capacity for additional demand to be absorbed by local services.

### 3.5.1.2 Childcare services and education

Dysart has one childcare centre – the Lady Gowrie Childcare Centre - which has an existing capacity of 39 children. The STAC study into childcare availability in Dysart and Moranbah in 2021 (supported by BMA) reported that the service is currently struggling to meet demand, with a shortage of childcare places, and there is a need for expansion. Stakeholders identified the key issue in expansion is attracting diploma qualified staff, particularly in the tight rental market. Childcare providers advised that the demand for long day care and out of school hours care (OSHC) far exceeds their capacity, and the hours on offer do not suit shift workers. The study estimated that in Dysart there was a shortfall of 11 day care places and 38 OSHC places. An outcome of the study was the setting up of the Childcare Leadership Alliance to support collaborative approach to increasing childcare availability.

The SIA calculates that the project that it is likely to generate demand for five early learning and seven out of school hours care places would be required across the LGA. BMA would gauge childcare requirement for the project workforce (as part of recruitment) and work with stakeholders to ensure sufficient capacity. The SIMP commits that should there be shortfall (prior to project commencement) the BMA would facilitate the recruitment of childcare workers in Moranbah and Dysart. This may include covering costs for recruitment, relocation and a wage subsidy for international workers. BMA may make surplus housing available to childcare workers.

The SIA projects that with an in-migration of 260 people (new local workers and families) there would be demand for approximately 39 new school enrolments (primarily in Dysart). BMA will monitor the number of school aged children coming to Dysart and Morahah with new project employees and advise Education Queensland. I expect this engagement with education providers to occur six (6) months prior to project commencement.

## 3.5.2 Changes to community initiatives and programs

BMA has such an extensive footprint in local communities (particularly Moranbah and Dysart) that it would be difficult to separate the portfolio wide social investment from measures developed specifically for this project. BMA has traditionally contributed substantially to the sustainability of local communities and is likely to continue this work, including supporting the STAC, Outback Futures in Dysart and the operation of the Dysart Community Support Group. BMA runs portfolio wide social investment programs of that are of relevance to local communities (i.e. 'Benefiting My Community' Program) and infrastructure contributions to IRC (roads, waste and water).

As part of the community and social development contributions, BMA discussed with IRC the concept of 'additionality' in the region, i.e. increased community investment and mitigation measures to address additional impacts (such as impacts on housing access, childcare capacity and health services) resulting from the project. The SIMP discusses project development during a growth scenario and a decline scenario. This may mean that should BMA's current employment numbers decline in the IRC LGA before the project commences, BMA would review its social investment priorities (with IRC), and this may result in a reduction in BMAs overall community investment. I am unable to account for the BMA approach to portfolio wide social investment as many of these projects were approved prior to contemporary EIS requirements. IRC expects increased contributions to community wellbeing, proportionate to social impacts induced by the project (i.e. net community benefit).

The SIA establishes that this project will result in increased impacts on social infrastructure. The Office of Coordinator-General and IRC both submitted that BMA should provide SIMP measures that can be directly attributable to the project. The revised SIMP provided clarification on those impact mitigation

measures specific to the project in response to IRC's submission (Table 6.3 in the SIMP). The most financially significant of these being BMA's Community Development projects – construction phase contribution of \$500,000 per annum (two year construction period). Further contributions on this and other measures would be subject to 'additionality' and others would not extend beyond Year 3 of the Project i.e. Health and childcare commitments. IRC submitted that the project needed to demonstrate community support beyond the first three years. This approach would be in line with the Coordinator General's SIA Guideline.

I require that commitments to manage social impacts will need to be for the life of the project; particularly as the local workforce increases over time. Therefore, the updated SIMP to be provided to the Coordinator-General for approval (i.e. Year 4 of the project) will need to further outline childcare, affordable housing and health commitments, or similar commitments to social impact management prioritised through stakeholder engagement.

### 3.5.3 Conclusion – Health and community wellbeing

I am satisfied that the proponent has considered measures to avoid or mitigate negative social impacts and capitalise on opportunities to improve the health and wellbeing of local and regional communities. To ensure that the project does not adversely impact the level of service to local and regional communities from existing social services, facilities and social infrastructure, I have stated a condition in Appendix 1 of this report requiring the proponent to prepare a Health and Community Wellbeing Plan as part of the SIMP for the construction and operational phases of the project to be submitted to me for approval at least three (3) months before construction commences. The Health and Community Wellbeing Plan would also need to be updated in the revised SIMPs (at the start of construction and every two years for the first four years of operations and at year 10 of operations of the project) for Coordinator-General approval. These plans will need to include updated commitments to manage social impacts that follow on from the time limited commitments to childcare and health.

## 4. Conclusion

I am satisfied that the SIA for the Saraji East Mining Lease Project was prepared generally in accordance with the SIA Guideline (2018), and that the strategies and mitigation measures prepared as part of the SIA demonstrate that the proponent is committed to ensuring that the project does not significantly impact on, and where possible enhances, opportunities for Traditional Owners, the Dysart community, and other regional communities within the IRC LGA.

I have considered the scale and duration of the project's construction phase and the capacity of local communities to provide workers for the project's construction phase. I have determined that the project presents an opportunity for local employment during construction and operations. While the project's workforce needs exceed the current capacity of local communities to provide workers, it is likely that there would be workers living locally with relevant skills or capacity to undertake the relevant training. Therefore, I have decided to nominate the project as a large resource project for which the 100 per cent FIFO prohibition and anti-discrimination provisions of the SSRC Act apply to the project's construction workforce.

Overall, I consider that the project presents opportunities for social benefits for the local community in the IRC LGA through local employment, training, and business opportunities. I note that ongoing consultation with Traditional Owners, IRC, and service providers will be critical to ensure all opportunities for local communities are realised and that social impacts are managed adaptively as the project progresses.

To ensure that potentially significant impacts are avoided, minimised or at least mitigated, I have stated a condition (Appendix 1) requiring the proponent to prepare an updated SIMP for the construction and operational phases of the project to be submitted to me for approval at least three (3) months before construction commences. The SIMP must include:

- Community and Stakeholder Engagement Plan
- Workforce Management Plan
- Housing and Accommodation Plan
- Local Business and Industry Plan
- Health and Community Wellbeing Plan.

The proponent's SIMP implementation includes a comprehensive review of the SIMP to be undertaken as the construction phase nears completion and prior to transition to operations. I will review this update for operations as part of annual reporting on the SIMP implementation.


I have also conditioned a SIMP to manage the social impacts of a change to the in the workforce, due to either planned mine closure, a transition to care and maintenance, or a material reduction in workforce. The closure, or care and maintenance SIMP is expected to be prepared in consultation with IRC, Traditional Owners, and other relevant stakeholders, and include any legacy agreements.

I have stated a condition (Appendix 1) requiring the proponent to report to the Office of the Coordinator-General on the implementation and effectiveness of the SIMP annually during construction and for the first five years of operation. Thereafter, reporting is required at year 10 of operations, with a SIMP submitted for approval to manage material changes in workforce or operation of the mine including project closure or the mine going into care and maintenance. In addition, I expect that the proponent's commitments (Appendix 2) will be implemented.

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I am satisfied that the potential social impacts of the project can be adequately managed and minimised. I have finalised my evaluation of the EIS and the potential social impacts of the project. Accordingly, I approve the project's SIA.

The project is expected to generate an overall significant positive effect due to sustaining the continued viability of Dysart township and supporting the economic and social resilience of the broader Isaac region.



Gerard Coggan  
**Coordinator-General**

7 November 2025

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

This appendix includes conditions stated by the Coordinator-General under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act).

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

All the conditions stated in this appendix take effect from the date the Department of Environment, Tourism, Science and Innovation completes the EIS assessment report for the Saraji East Mining Lease Project.

## **Condition 1. General conditions**

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

## **Condition 2. Social impact management plan**

- (a) The proponent must develop and implement a detailed Social Impact Management Plan (SIMP) to manage the potential social impacts of the project identified in the social impact assessment (SIA) through ongoing community and stakeholder engagement.
- (b) The proponent must submit the detailed SIMP to the Coordinator-General for approval at least three (3) months prior to the commencement of construction.
- (c) The SIMP must be prepared in consultation with the Issac Regional Council.
- (d) The SIMP must include an updated Social Baseline and Social Impact Assessment for the project.
- (e) The social impact assessment review will include:
  - (i) a review of social baseline to ensure the assessment of impacts is accurate in the current context
  - (ii) a review of the proposed social impact mitigation strategies arising from stakeholder consultation on the project.
- (f) The SIMP must include the following plans:
  - (i) Community and Stakeholder Engagement Plan in accordance with Condition 3
  - (ii) Workforce Management Plan in accordance with Condition 4
  - (iii) Housing and Accommodation Plan in accordance with Condition 5
  - (iv) Local business and industry procurement plan in accordance with Condition 6 and
  - (v) Health and Community Wellbeing Plan in accordance with Condition 7.
- (g) The SIMP must include a monitoring and evaluation strategy that ensures the SIMP is reviewed, and updated, at the start of construction, every two years for the first four years of operations and at Year 10 of the project.
- (h) The updated SIMP (including updated project social commitments) must be prepared in consultation with Isaac Regional Council and submitted to the Coordinator-General for approval at the time of the annual social impact management report (SIMR) (Condition 10).



- (i) A SIMP for the closure of the mine must be prepared in consultation with Isaac Regional Council and submitted to the Coordinator-General for approval at least 24 months prior to the conclusion of operations.
- (j) If during the operation of the mine and prior to the planned closure of the mine, the mine is anticipated to transition into a care and maintenance phase or undergo a material reduction in workforce, consult with the Coordinator-General and Isaac Regional Council regarding proposed immediate and longer term. This should occur as soon as practicable.
- (k) Should the mine transition into a care and maintenance phase or undergo material reduction in workforce, a SIMP addressing the impact must be developed in consultation with Isaac Regional Council and submitted to the Coordinator-General for approval six months prior to the commencement of care and maintenance or material reduction in workforce.
- (l) The proponent must publish the revised SIMP on their website within one (1) month of the Coordinator-General's approval of the plan. The proponent must notify the Coordinator-General within five business days of the SIMP being made publicly available on proponent's website.

### **Condition 3. Community and Stakeholder Engagement Plan**

- (a) The proponent must engage with all relevant stakeholders to ensure they are informed about the project and that identified potential social impact issues are effectively managed and monitored.
- (b) The proponent must prepare a Community and Stakeholder Engagement Plan that is to be submitted as part of the Social Impact Management Plan (SIMP) to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Community and Stakeholder Engagement Plan must address the construction and operation phases of the project, and include:
  - (i) objectives and key performance indicators
  - (ii) an analysis of key stakeholders and stakeholder issues
  - (iii) action plans for ongoing engagement including details of proposed communication tools, timeframes for activities and roles and responsibilities for engagement
  - (iv) processes for incorporating stakeholder feedback into the further development of project-specific management measures
  - (v) details of any stakeholder agreements to be negotiated, including agreements with state and local government agencies
  - (vi) a complaints management process and
  - (vii) monitoring and reporting protocols.
- (d) The Community and Stakeholder Engagement Plan must:
  - (i) be consistent with the Community and Stakeholder Engagement Management Plan outlined in Section 6.2 of the SIMP (Appendix L) of the EIS (SEMLP, 2024) and
  - (ii) incorporate the management measures listed in Appendix L and the proponent's commitments in Appendix 0-1 Summary of Commitments.
- (e) The Community and Stakeholder Engagement Plan must provide details for:
  - (i) providing advanced notice to directly affected landholders and residents of nearby homesteads of project works that may potentially impact on the amenity and activities of the properties
  - (ii) consulting with emergency service providers to develop an emergency response procedure for the project and
  - (iii) consulting with Isaac Regional Council, local service providers and relevant state agencies about potential impacts from the project on primary healthcare, childcare, road safety and measures to manage potential impacts.



#### **Condition 4. Workforce Management Plan**

- (a) The proponent must prioritise recruitment of workers from local and regional communities and those who would relocate to regional communities and minimise the proportion of fly-in, fly-out (FIFO) workers.
- (b) The proponent must support the health and wellbeing of the project workforce.
- (c) The proponent must prepare a Workforce Management Plan that is to be submitted as part of the Social Impact Management Plan (SIMP) to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Workforce Management Plan must address the construction and operational phases of the project, and include:
  - (i) objectives and key performance indicators
  - (ii) summary workforce profile, including the estimated proportions of new local and FIFO workers
  - (iii) roster arrangements for local and FIFO workers
  - (iv) measures that implement the recruitment strategy described in the Saraji East Mining Lease SIMP
  - (v) measures to enhance potential employment opportunities for local communities including Indigenous people, and mitigate potential negative social impacts
  - (vi) proposed training and development initiatives to improve local and regional skills including initiatives for traditionally underrepresented groups
  - (vii) programs to support the physical and mental health and wellbeing of workers
  - (viii) the level of on-site health services to be provided for workers
  - (ix) details of any workforce code of conduct to govern worker interactions with local communities and
  - (x) monitoring and reporting protocols.
- (e) The Workforce Management Plan must:
  - (i) be consistent with the Workforce Management Plan outlined in Section 6.3 of Attachment L of the SIMP (Appendix L) of the EIS (SEMLP, 2024) and
  - (ii) incorporate the management measures listed in Appendix L and the proponent's commitments in Appendix 0-1 Summary of Commitments.

#### **Condition 5. Housing and Accommodation Plan**

- (a) The proponent must limit or mitigate negative social impacts of the project to housing and accommodation affordability and availability in local and regional communities.
- (b) The proponent must prepare a workforce Housing and Accommodation Plan that is to be submitted as part of the Social Impact Management Plan (SIMP) to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The Housing and Accommodation Plan must address the construction and operational phases of the project, and include:
  - (i) objectives and key performance indicators
  - (ii) measures to enhance potential benefits for project workers and the community
  - (iii) measures to mitigate potential negative social impacts
  - (iv) policies regarding housing and accommodation support to be provided to project workers and their families who wish to move to the local communities and
  - (v) monitoring and reporting protocols.
- (d) The Housing and Accommodation Plan must:

- (i) be consistent with the Housing and Accommodation Plan outlined in Section 6.4 of Attachment L of the SIMP (Appendix L) of the EIS (SEMLP, 2024) and
  - (ii) incorporate the management measures listed in Appendix L and the proponent's commitments in Appendix 0-1 Summary of Commitments.
- (e) The Housing and Accommodation Plan must be developed in consultation with Isaac Regional Council and provide:
- (i) an updated assessment of local housing availability and demand- housing tenure, dwelling stock, sales and rental volumes and prices
  - (ii) the likely impact of the project on the housing market and housing demand
  - (iii) support for investment in non-resource worker housing
  - (iv) the arrangements for housing the project's FIFO workforce including the location of the workers' accommodation village and beds secured for construction and operational workforce
  - (v) analysis of the dwelling type preferences for the resident workforce
  - (vi) a description of the currently available options through the proponent for the provision of accommodation and
  - (vii) the housing register to be made available for workers and their families who wish to reside in the local communities.

**Condition 6. Local business and industry procurement plan**

- (a) The proponent must ensure that opportunities for local businesses to provide goods and services for the project are maximised during the construction and operational phases.
- (b) The proponent must prepare a local business and industry procurement plan that is to be submitted as part of the Social Impact Management Plan (SIMP) to the Coordinator-General for approval, in accordance with Condition 2.
- (c) The local business and industry procurement plan must address the construction and operational phases of the project, and include:
  - (i) objectives and key performance indicators
  - (ii) procurement strategies and initiatives for local and regional suppliers, including Aboriginal and Torres Strait Islander owned businesses, and actions to facilitate participation
  - (iii) proposed policies and programs to build local and regional capacity and capability, and reduce barriers to entry
  - (iv) processes that embed the local business and industry procurement strategies into the contracting model for the project
  - (v) measures to mitigate any potential negative social impacts on local industries
  - (vi) details of any established industry guidelines or codes of practice which the proponent has committed to compliance and
  - (vii) monitoring and reporting protocols.
- (a) The local business and industry procurement plan must:
  - (viii) be consistent with the Local Business and Industry Procurement Management Plan outlined in Section 6.6 of Attachment L of the Social Impact Management Plan (Appendix L) of the EIS (SEMLP, 2024); and
  - (ix) incorporate the management measures listed in Appendix L and the proponent's commitments in Appendix 0-1 Summary of Commitments.

### **Condition 7. Health and Community Wellbeing Plan**

- (a) The proponent must limit or mitigate negative social impacts of the project and capitalise on opportunities to improve the health and wellbeing of local and regional communities.
- (b) The proponent must limit or mitigate adverse impacts of the project on the level of service (social services, facilities and infrastructure) currently provided to local communities.
- (c) The proponent must prepare a Health and Community Wellbeing Plan that is to be submitted as part of the Social Impact Management Plan (SIMP) to the Coordinator-General for approval, in accordance with Condition 2.
- (d) The Health and Community Wellbeing Plan must address the construction and operational phases of the project, and include:
  - (i) objectives and key performance indicators
  - (ii) measures to ensure that the level of service provided to the local community by existing social services, facilities and infrastructure is not reduced
  - (iii) measures to mitigate potential health and wellbeing impacts on local communities, and enhance potential benefits
  - (iv) emergency response arrangements and management measures agreed with emergency service providers, for incidents associated with the project, both on and off the project site
  - (v) details of any community development programs to be implemented, and the outcomes to be achieved and
  - (vi) monitoring and reporting protocol.
- (e) The Health and Community Wellbeing Plan must:
  - (i) be consistent with the Health and Community Well-being Plan outlined in Section 6.5 of Attachment L of the SIMP (Appendix L) of the EIS (SEMLP, 2024) and
  - (ii) incorporate the management measures listed in Appendix L and the proponent's commitments in Appendix 0-1 Summary of Commitments.
- (f) The Health and Community Wellbeing Plan must provide details for the following matters:
  - (i) measures developed in consultation with Issac Regional Council to limit potential adverse impacts of the project on the level of childcare service provided to the local community
  - (ii) measures developed in consultation with Issac Regional Council, Queensland Health and primary healthcare providers, including local General Practitioners, to limit potential adverse impacts of the project on the level of primary healthcare service provided to the local community and
  - (iii) measures developed in consultation with Issac Regional Council, Emergency and Long-term Accommodation Moranbah and Isaac Affordable Housing Trust to limit potential adverse impacts of the project on the level of social housing service provided to the local community.

### **Condition 8. Reporting on the implementation and effectiveness of social impact management measures**

- (a) The proponent must prepare an annual social impact management report (SIMR) for each year of construction and the first five years of operation; SIMRs must also be submitted Year 10 of operations to include the discharge of the housing requirements and reporting on the project commitments in place for the life of the project.
- (b) The annual SIMR must be submitted to the Coordinator-General for approval within thirty (30) business days after the end of the relevant twelve (12) month period from the commencement of the construction of the project.
- (c) Using the monitoring protocol described in the SIMP, the SIMR must detail:

- (i) an assessment of the social impacts of the project against the potential social impacts identified in the SIA, including the consideration of other proposed developments in local communities
- (ii) the progress and effectiveness of the social impact management measures identified in the SIMP:
  - (1) where monitoring indicates measures have not been effective, describe how those social impact management measures have been modified
  - (2) the actions taken to implement commitments made by the proponent.
- (d) The SIMR must present the total workforce profile 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 publicly available on the proponent's website within thirty (30) business days of the Coordinator-General approval of the relevant SIMR. The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on proponent's website.

## Definitions

**'commencement of construction'** is defined as the commencement of construction of mine facilities and infrastructure corridor as described in Section 3.7.2 of Chapter 3 – Project Description.

**'commencement of operation'** is mining and processing of coal.

**'FIFO worker'** is a worker who does not live in one of the local or regional communities and must commute to work and stay at the workers' accommodation village while on shift.

**'local communities'** are the 8 nearby regional communities identified in the evaluation report.

**'local worker'** is a worker who lives in one of the local communities.

**'new local worker'** is a worker for the project that moves to the local area.

**'the project'** the Saraji East Mining Lease Project.

## Appendix 2. Proponent commitments

Source: Saraji East Mining Lease Project – Environmental Impact Statement (Aug 2024) – Appendix O-1.

**Table A2.1 Proponent commitments**

Project matter	Commitment
<b>Social and stakeholders</b>	<p>BMA will consult with Barada Barna Aboriginal Corporation again prior to Project construction to confirm their understanding of the project's social impacts and benefits. In recognition of cultural heritage values and cultural connections between Barada Barna People and Country, the project will:</p> <ul style="list-style-type: none"> <li>• provide signage at the project entrance and within the site recognising Barada Barna people as the area's traditional owner</li> <li>• provide training about cultural awareness and cultural heritage management to all the project staff</li> </ul> <p>The project will be in line with the Reconciliation Action Plan current at the time of Project commencement and will include:</p> <ul style="list-style-type: none"> <li>• seeking to reach agreements with Aboriginal peoples and Torres Strait Islander peoples which deliver sustainable improvements in their economic, social and cultural wellbeing</li> <li>• minimising impacts on aspects of significant heritage value</li> <li>• developing and implementing an Aboriginal and Torres Strait Islander Economic Empowerment Plan</li> <li>• delivering Aboriginal and Torres Strait Islander cultural awareness and competency training, in consultation with Barada Barna people, to the project employees</li> <li>• maintaining grievance and complaints mechanisms which are culturally appropriate and accessible to Aboriginal people and Torres Strait Islander people.</li> </ul>
<b>Social and stakeholders</b>	<p>BMA will not establish a 100% fly-in fly-out (FIFO) workforce for the operations phase. At an operational peak of 500 personnel, BMA estimates the workforce may comprise of up to 300 non-resident personnel.</p>
<b>Social and stakeholders</b>	<p>BMA will assess skills availability for the construction and operational phases (prior to both phases) to enable specific training and recruitment strategies to be established in time to resource the project.</p>
<b>Social and Stakeholders</b>	<p>The project will align with the BHP Safety Our Requirements (BHP, 2018b). BMA also contracts an Employee Assistance Program provider to provide proactive support for mental health and family issues.</p>
<b>Social and stakeholders</b>	<p>BMA will monitor demands on local and community health services in co-operation with the Mackay Hospital and Health Service Rural Services. If a need for additional services is identified, BMA will work with local community partners in Moranbah, Dysart and Middlemount to identify appropriate service and program responses to address mental health issues.</p> <p>BMA will also collaborate with Hinterland Community Care in Dysart and Moranbah and District Support Services (MDSS) to identify and support programs and partnerships which develop employment pathways for local people with disability.</p>
<b>Social and stakeholders</b>	<p>Fatigue and journey management procedures for operations will include:</p> <ul style="list-style-type: none"> <li>• a training approach which educates managers, supervisors and personnel in fatigue management</li> <li>• standard rosters which can only be varied through risk assessment and authorised sign-off</li> </ul>

Project matter	Commitment
	<ul style="list-style-type: none"> <li>• accommodation in ensuite rooms with state-of the-art light, noise and temperature control</li> <li>• separation of crews on night and day shift within the workers' accommodation village (WAV) utilised to accommodate operational personnel</li> <li>• monitoring employees and contractors shifts to ensure fatigue management guidelines are met</li> <li>• providing guidelines which outline acceptable safe journey management practices</li> <li>• bus transport to and from the accommodation villages and work sites, as well as to and from Moranbah Airport</li> <li>• discouraging the use of private transport by workers.</li> </ul>
<b>Social and stakeholders</b>	Prior to construction, BMA will consult with IRC to identify any issues of concern with respect to infrastructure capacity and/or housing demand, to support development of collaborative responses. BMA will also ensure that IRC, Queensland Health, the Department of Education, Department of Employment, Small Business and Training and the Queensland Police, Ambulance and Fire and Emergency Services are updated on Project planning and are advised of the intended workforce ramp-up, commencing 6 months prior to Project construction, and ending 12 months after full development is reached.
<b>Social and stakeholders</b>	BMA will consult with Queensland Health, Police, Ambulance and Fire and Emergency Services in developing its Emergency Management Plan and service protocols for the project.
<b>Social and stakeholders</b>	BMA will comply with the Coal Mine Workers' Health Scheme requirements for employers and will initiate a suite of strategies to enhance awareness of mental health issues and access to support services in the workplace.
<b>Social and stakeholders</b>	<p>BMA will implement a Social Impact Management Plan (SIMP) for the project, which details how BMA will work with local and regional stakeholders to mitigate social impacts and maximise opportunities identified in relation to the project. The SIMP includes management plans for:</p> <ul style="list-style-type: none"> <li>• community and stakeholder engagement</li> <li>• workforce management</li> <li>• housing and accommodation</li> <li>• health and community wellbeing</li> <li>• local business and industry content.</li> </ul>
<b>Social and stakeholders</b>	<p>The community and stakeholder engagement management plan will identify stakeholders to be consulted, types of consultation and communication activities and timing, consultation responsibilities, communication protocols, reporting, feedback and monitoring arrangements. Engagement mechanisms to be undertaken include:</p> <ul style="list-style-type: none"> <li>• consultation and communication as agreed with affected and adjacent landholders to identify and mitigate concerns</li> <li>• periodic construction notices, published in local media and communicated through regular engagement with key stakeholders</li> <li>• periodic briefings and engagement with government agencies and councils</li> <li>• provision and promotion of a complaints and feedback mechanism accessible to all local stakeholders.</li> </ul>
<b>Social and stakeholders</b>	BMA will undertake periodic reviews of the SIMP during all stages of the project, in consultation with relevant stakeholders. BMA will update the SIMP where practical.

<b>Project matter</b>	<b>Commitment</b>
<b>Economics</b>	BMA will promote the additional purchasing opportunities that the project will generate to the 200 plus Local Buy Program registered businesses which make up a key component of BMA's existing local supplier base.
<b>Economics</b>	Deliver training programs to raise skill levels of existing and new small business and other personnel attracted to the region as a result of the supply opportunities generated by the project.
<b>Economics</b>	Maintain and expand the focus of BHP's Community Development Management Plans and related social investment spending on local education and training programs.
<b>Noise and vibration</b>	Where receptors are predicted to receive noise exceeding the project specific noise criterion noise mitigation measures will be determined in consultation with potentially affected landholders.
<b>Noise and vibration</b>	BMA will provide awareness and understanding of noise issues through site inductions for all staff and contractors.
<b>Noise and vibration</b>	Community and complaints management techniques will be undertaken in accordance with the community complaints and grievances procedure that is current at the time of Project commencement. Such techniques include: <ul style="list-style-type: none"> <li>• taking steps to inform the community as to how complaints can be made</li> <li>• investigating the complaints and, where required, the use of appropriate dispute resolution activities</li> <li>• maintaining a complaint register to record all relevant information associated with the complaint, including the personnel responsible for handling the complaint and the corrective actions taken</li> <li>• ensuring that a complainant is advised of the outcomes in relation to their complaint.</li> </ul>
<b>Scenic amenity</b>	The project is committed to ongoing consultation with impacted landholders. As required, residences will be consulted to determine if future perceived impacts require mitigation and if so, discuss what form of mitigation is appropriate. In the event of a complaint about light from any mining activity that, after investigation, is in the opinion of an authorised person, causing a nuisance at a sensitive place, BMA will take appropriate action to mitigate the nuisance. BMA will take the action within the reasonable time set by the administering authority.
<b>Cultural heritage</b>	Cultural heritage inductions will be provided for all Project personnel engaged in works requiring ground disturbance.
<b>Hazard, health and safety</b>	Toolbox talks and relevant health and safety plans will include discussions of bushfire and ignition prevention measures
<b>Hazard, health and safety</b>	BMA will liaise with landowners and local authorities with respect to firebreaks and ongoing maintenance programs to minimise the risk of bush fire.
<b>Hazard, health and safety</b>	Throughout the construction, operational and decommissioning phases of the project, public safety will be managed by limited access to the project site. Visitors will be escorted on site at all times. Additionally, BMA has a system in place to track access into and within its operating sites by all personnel and visitors. Exclusion zones will be developed to prevent public access, with fences and signs erected to delineate such areas.
<b>Rehabilitation and decommissioning</b>	BMA in consultation with relevant parties will review all infrastructure assets towards the close of the project and assess which structures will be retained, sold for recycling or relocation or disposed of as general or regulated waste.



## Acronyms and abbreviations

**Table A2.2 Acronyms and abbreviations**

Acronyms	Definition
BMA	BHP Mitsubishi Alliance
CSEP	Community and Stakeholder Engagement Plan
DETSI	Department of Environment, Tourism, Science and Innovation
EIS	environmental impact statement
EP Act	<i>Environmental Protection Act 1994 (Qld)</i>
FIFO	fly-in, fly-out
FTE	full time equivalent
GP	general practitioner
IRC	Isaac Regional Council
LBIP	Local Business and Industry Plan
LGA	local government area
MDSS	Moranbah and District Support Services
Mtpa	million tonnes per annum
NRC	nearby regional community
OCG	Office of the Coordinator-General
SDPWO Act	<i>State Development and Public Works Organisation Act 1971 (Qld)</i>
SIA	social impact assessment
SIMP	Social Impact Management Plan
SIMR	social impact management report
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017 (Qld)</i>
WAV	workers' accommodation village

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