



East End BESS

Social Impact Assessment

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East End BESS Pty Ltd

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East End BESS

Social Impact Assessment

0772580



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ACRONYMS AND ABBREVIATIONS

Acronym	Description
ABS	Australian Bureau of Statistics
BESS	Battery Energy Storage System
CALD	Cultural and Linguistical Diversity
CBA	Community Benefit Agreement
CBF	Community Benefit Fund
CBS Policy	Renewable Energy Community Benefits Sharing Policy
CHMP	Cultural Heritage Management Plan
Council	Gladstone Regional Council
DIDO	Drive-in Drive-out
DSDIP	Department of State Development, Infrastructure and Planning
EPC	Engineering, Procurement, and Construction
ERM	Environmental Resources Management Australia Pty Limited
FIFO	Fly-in Fly-out
FTE	Fulltime Equivalent
GW	Gigawatts
Gladstone LGA	Gladstone Regional Council Local Government Area
ha	Hectares
IAP2	International Association for Public Participation
IRSAD	Index of Relative Socio-economic Advantage and Disadvantage
km	Kilometres
km ²	Square Kilometres
kV	Kilovolt
LGA	Local Government Area
m	Metres
MW	Megawatt
MWh	Megawatt Hours
PCCC	Port Curtis Coral Coast Trust
PCYC	Police and Community Youth Club
PSICBOLA Act	<i>Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025</i>
Planning Act	<i>Planning Act 2016</i>
Planning Scheme	Gladstone Regional Council Planning Scheme 2017
RAI	Rental Affordability Index
Regional Plan	Central Queensland Regional Plan 2013

Acronym	Description
SAL	Suburbs and Localities
SARA	State Assessment and Referral Agency
SDAP	State Development Assessment Provisions
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SIA Guideline	Social Impact Assessment Guideline Version 2.0, July 2025
SIMP	Social Impact Management Plan
State Code 27	State Code 27: Battery Facility Development
SUA	Significant Urban Area
TAFE	Technical and Further Education
TE H2	TE H2 Australia Pty Ltd
The Project	East End BESS
UCL	Urban Centre and Locality

EXECUTIVE SUMMARY

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by East End BESS Pty Ltd (EEB) to undertake a Social Impact Assessment (SIA) for the proposed East End Battery Energy Storage System (BESS) Project ('the Project').

The Project is located approximately 25 kilometres (km) west of Gladstone and 13 km south of Mount Larcom (refer to **Figure 2-1**), within the Gladstone Regional Council Local Government Area. The Project involves the development of a standalone BESS with a capacity of approximately 500 megawatts / 4 hours.

In accordance with the *Planning Act 2016*, it is intended that this SIA provide the necessary information to support the development and execution of a Community Benefit Agreement (CBA) with the Gladstone Regional Council (Council) to fulfil the requirements of the State Code 27: Battery Facility Development (State Code 27) Development Application process.

SOCIAL STUDY AREA

The Social Study Area for the Project is divided into a Primary and Secondary Social Study Area. The Primary Social Study Area includes the locations in which the most substantive potential social impacts are likely to occur. The area immediately surrounding the Project Area is predominantly rural, featuring isolated farmsteads, grazing land, forested areas, and small communities such as Bracewell and East End, with the nearest non-associated dwelling located approximately 6 km to the southwest of the BESS location.

The Primary Social Study Area can be summarised as comprising the following three components:

- The **Project Area and immediate surrounding areas**, inclusive of properties and dwellings located within 5 km of the BESS, and a non-associated dwelling located 6 km to the southwest. The extents have been informed by the technical studies prepared for the Project.
- The **surrounding communities** of East End, Bracewell, and Mount Larcom which may provide goods and services or host Drive-in Drive-out workers to support the Construction Phase of the Project.
- The **likely transportation and haulage routes**, comprising part of the heavy vehicle route from the Port of Gladstone to the Project Area via the Bruce Highway, and potential light vehicle routes to/from the Project Area.

The Secondary Social Study Area comprises the town of Calliope and the city of Gladstone, as these communities have the potential to support the Project through the provision of goods and services, employment, and accommodation of the non-local workforce.

COMMUNITY AND STAKEHOLDER ENGAGEMENT

Community and stakeholder engagement undertaken for the Project has involved in excess of 63 interactions with stakeholders, across the following stakeholder groups:

- Numerous Host Landowner interactions;
- Numerous Immediate Neighbour interactions;
- 17 Surrounding Community Member interactions;
- 6 First Nations Group interactions;

- 8 Local Community Group interactions;
- 2 Business and Industry Group interactions;
- 7 Local Business and Industry interactions;
- 3 Emergency Service interactions;
- 9 Educational Organisation interactions; and
- 6 Local Government interactions.

Based on the engagement activities undertaken to date, community and stakeholder engagement is considered to be:

- **Genuine** – with active dialogue regarding the Project, including in relation to potential issues or concerns and opportunities for community benefits or partnerships. Engagement has been undertaken through varied methods, and stakeholders have been invited to provide comment, feedback, and input.
- **Proportionate** – Engagement is proportionate to the scale of the Project and the Project context. EEB has engaged and/or attempted to engage with a range of stakeholders within the Primary and Secondary Social Study Areas. This engagement has included the towns of Mount Larcom and Calliope. In addition, the nature of the engagement has been varied, and has included both targeted engagement (e.g. in-person meetings, email/telephonic correspondence, letters, etc.) as well as broad engagement (e.g. pop-up stalls or drop-in sessions) methods.
- **Reasonably Representative** – A range of different stakeholder groups were engaged to provide a reasonably representative sample of the population and relevant stakeholders to the Project.

IMPACT ASSESSMENT AND MANAGEMENT

A total of **nine potential social impacts** were identified through a consideration of the characteristics of the Project, issues raised by stakeholders during the engagement process, and outcomes from technical studies undertaken by the Project.

Potential cumulative impacts were assessed as part of the impact assessment. Of the nine potential social impacts identified, **four were considered to have the potential to result in cumulative impacts**. In particular, the Project's potential to increase demand for accommodation within the Social Study Area, arising from the influx of non-local workers during the Construction Phase, was identified as having the greatest potential for cumulative impact, particularly if dedicated workforce accommodation (e.g. *Homeground Gladstone*) is not available for use by the Engineering, Procurement, and Construction (EPC) Contractor.

The significance of each impact was assessed based on the likelihood of occurrence, and the expected magnitude of the impact (degree of change expected and informed by receptor vulnerability). The impact significance ratings derived in the assessment were then subsequently re-assessed after the application of mitigation and/or enhancement strategies were applied to provide a residual impact significance rating for each impact. **The assessment did not identify any social impacts with a residual impact significance of 'Major'.**

Table E-1 provides an overview of the potential social impacts identified and assessed, including their post-mitigation/enhancement residual impact significance rating.

TABLE E-1 SUMMARY OF POTENTIAL SOCIAL IMPACTS

Potential Impact Descriptor	Potential Cumulative	Project Phase	Residual Impact Significance
Social Impact #1: Reduced Community Cohesion	Yes	Construction	Minor
		Operation	Negligible
Social Impact #2: Reduced Trust and Confidence in Community Engagement	No	Construction	Minor
		Operation	Negligible
Social Impact #3: Creation of Direct Employment Opportunities	Yes	Construction	Positive
		Operation	Positive
Social Impact #4: Increased Economic Benefits	Yes	Construction	Positive
		Operation	Positive
Social Impact #5: Potential Impact on Social Infrastructure and Services	Yes	Construction	Minor
		Operation	Negligible
Social Impact #6: Perceived Land Use Incompatibility and Impact to Land Values	No	Construction	Minor
		Operation	Negligible
Social Impact #7: Potential Impact on Social Amenity	No	Construction	Minor
		Operation	Negligible
Social Impact #8: Potential Impact on Community Health and Safety	No	Construction	Minor
		Operation	Moderate
Social Impact #9: Potential Impact on Cultural Heritage	No	Construction	Moderate
		Operation	Negligible

PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

The Preliminary Social Impact Management Plan (SIMP) for the Project has been developed based on an understanding of the baseline social environment, community and stakeholder engagement outcomes, and an assessment of potential social impacts.

The Preliminary SIMP (refer to **Table 9-1**) outlines the social management measures to be implemented by EEB and the EPC Contractor (and sub-contractors) to mitigate potential negative impacts and enhance positive impacts. It also includes a monitoring protocol to support a review of the ongoing effectiveness of the management measures.

The management measures identified in the Preliminary SIMP comprise:

- Community and Stakeholder Engagement Plan;
- Complaints (Grievance) Management System;
- Worker Code of Conduct;
- Project Inductions;
- Local Employment Plan;

- First Nations Employment Targets;
- Creating Community Awareness;
- Workforce Upskilling and Training Opportunities;
- Local Content Initiatives;
- “Job Readiness” Assistance;
- Engagement with Accommodation Providers to understand availability and establish long-term workforce accommodation agreements;
- Coordination with Other Proponents;
- Workforce Accommodation Management Plan;
- Technical Mitigation / Management Measures;
- Construction Environmental Management Plan;
- Operational Environmental Management Plan; and
- Engagement with First Nations Stakeholders.

COMMUNITY BENEFIT SYSTEM

The community benefit initiatives and/or measures that warrant further investigation by EEB and Council for the purpose of meeting community needs and achieving alignment with Council’s social infrastructure investment priorities, are outlined in **Table E-2**.

It is recommended that the initiatives and/or measures identified provide the appropriate categories and direction to inform the specific CBA commitments.

TABLE E-2 COMMUNITY BENEFIT INITIATIVES AND/OR MEASURES IDENTIFIED

Initiative and/or Measure Description	Council Public Benefit Category	Social Infrastructure Investment Priorities	Community Need
#1 Educational Partnerships	Economic	• Inclusion (within education, employment and training) • Education and skills development • Technical and vocational education and training programs	• Diversifying the regional economy • Workforce development • Support for apprenticeships and traineeships
#2 Support for Upskilling/ Worker Transition	Economic	• Inclusion (within education, employment and training) • Education and skills development • Technical and vocational education and training programs • Job placement and transition support services	• Diversifying the regional economy • Workforce development • Increase employment opportunities for local community members

Initiative and/or Measure Description	Council Public Benefit Category	Social Infrastructure Investment Priorities	Community Need
#3 Support for Small Businesses to Participate in the Procurement Processes	Economic	Community outreach and education	- Diversifying the regional economy - Workforce development - Providing an economic stimulus for local businesses - Educational programs to help local businesses become “tender ready”
#4 Emergency and Social Services Support	Social	- Healthcare accessibility - Affordable housing development - Community health and wellbeing services	- Ensuring that community benefits arising from the Project are captured appropriately by the local community - Improved healthcare for community members
#5 Support for New and/or Upgrades to Community Infrastructure within the Social Study Area	Social	- Community infrastructure for recreation and social interaction - Community facilities and services	Ensuring that community benefits arising from the Project are captured appropriately by the local community
#6 Community Grants/ Sponsorships	Social	- Community infrastructure for recreation and social interaction - Community facilities and services	- Ensuring that community benefits arising from the Project are captured appropriately by the local community - Grants, careers days, and initiatives supporting youth and Indigenous groups
#7 Good Neighbour Policy	Social Environmental	N/A	Weed control in the area immediately surrounding the Project Area

1. INTRODUCTION

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by East End BESS Pty Ltd (EEB) to undertake a Social Impact Assessment (SIA) for the proposed East End Battery Energy Storage System (BESS) Project ('the Project'), located approximately 25 km west of Gladstone and 13 kilometres (km) south of Mount Larcom, within the Gladstone Regional Council Local Government Area (LGA) (Gladstone LGA).

This SIA identifies, predicts, evaluates, and develops responses to the potential social impacts of the Project. A key outcome of the SIA is the development of management measures to enhance potential positive impacts and mitigate potential negative impacts, along with ongoing monitoring and reporting requirements.

In accordance with the *Planning Act 2016* (Planning Act), it is intended that this SIA provides the necessary information to support the development and execution of a Community Benefit Agreement (CBA) with the Gladstone Regional Council (Council) to fulfil the requirements of the Development Application process associated with State Code 27: Battery Facility Development (State Code 27).

1.1 PROJECT PROPONENT

EEB is a wholly owned company by TE H2 Australia Pty Ltd (TE H2). TE H2 is a joint venture between TotalEnergies (80%) and the Eren Groupe (20%) dedicated to the development of large-scale renewable energy projects globally. TE H2 combines extensive technical expertise and experience to deliver globally impactful renewable energy projects that create affordable, reliable, and accessible clean energy. TE H2 has more than 23 gigawatts (GW) of operational renewable energy assets worldwide.

TotalEnergies is a global multi-energy company operating in more than 120 countries. The company produces and markets a broad range of energy solutions and is recognised internationally as a leader in the transition to cleaner, more sustainable energy systems. TotalEnergies has been active in Australia for more than 60 years and continues to support the nation's energy growth, diversification, and decarbonisation efforts.

Eren Groupe is a specialist organisation dedicated to improving the productivity of natural resources and accelerating the development of renewable energy worldwide. With a strong focus on innovative clean-energy solutions, the company plays a key role in advancing global renewable energy capabilities.

The relevant Proponent details are:

- **East End BESS Pty Ltd** ACN 691 689 326; and
- **Address:** Level 26, 360 Elizabeth Street, Melbourne, VIC 3000, Australia.

1.2 PURPOSE AND OBJECTIVE

The SIA has been prepared to support EEB in identifying the potential social impacts of the Project, demonstrating industry good practice, and informing future decision-making in relation to community and stakeholder engagement and CBA development.

The SIA is guided by the requirements of the Queensland planning framework, in particular, the Social Impact Assessment Guideline Version 2.0, July 2025 (SIA Guideline) (Department of State Development, Infrastructure and Planning [DSDIP], 2025a), and the Social Impact Assessment Supplementary Material for Assessing and Managing the Social Impacts of Projects under the Social Impact Assessment Guideline (July 2025), Version 2.0, July 2025 (Supplementary Material) (DSDIP, 2025b).

Specifically, this SIA will:

- Establish a baseline of the key aspects necessary to assess relevant Project impacts;
- Assess the known and potential impacts of the Project (positive and negative; direct and indirect) on the communities surrounding the Social Study Area; and
- Identify relevant and effective impact avoidance, mitigation and management options, and explore benefit enhancement measures.

1.3 AUTHORSHIP

This SIA Report was drafted by Hailey Bowden who holds a Bachelor of Environmental Science and Management and a Bachelor of Business, Environmental Sustainability and International Business from the University of Newcastle.

This SIA Report was overseen and jointly authored by Louis Penny, Principal Consultant at ERM. Louis has over 16 years' experience in Town Planning and Social Performance, inclusive of preparing numerous SIAs, socio-economic baselines, social management plans, Human Rights Impact Assessments, and development of benefit sharing initiatives. Louis holds a Bachelor of Regional and Town Planning from the University of Queensland and is a Full Member of the Planning Institute of Australia.

The SIA Report was completed in good faith in accordance with the relevant ethical frameworks, and to the knowledge of both authors does not contain any false or misleading information.

1.4 QUALIFICATIONS

The SIA was undertaken based on the Project Description presented in **Section 2**. Changes to the Project Description may result in changes to the predicted social impacts, including their significance. If this occurs, the proposed management measures should be reviewed and amended to suit the new conditions.

ERM relied on information provided by EEB for the purpose of the social baseline and impact assessment, including but not limited to, the Stormwater Impact Assessment (ERM, 2025a); Noise Impact Assessment (ERM, 2025b); Hazard Incident Management Plan (Riskcon Engineering Pty Ltd, 2025); and Traffic Impact Assessment Report (Cambray Consulting Pty Ltd, 2025).

ERM also relied on the outcomes of community and stakeholder engagement activities for the Project, which includes the outcomes of SIA-Specific Stakeholder Engagement undertaken by EEB and ERM between 4 March 2026 and 6 March 2026, along with other community and stakeholder engagement undertaken by EEB since 2024. The engagement outcomes with the outcomes relevant to this SIA are captured in **Section 7**.

2. PROJECT DESCRIPTION

The Project is located approximately 25 km west of Gladstone and 13 km south of Mount Larcom (refer to **Figure 2-1**), within the Gladstone LGA.

The Project Area is located within Lot 475 Mount Alma Road, East End, formally described as Lot 475 on SP238753. The full allotment covers 2,036.53 hectares (ha), although the Project will occupy only part of this area.

The principal Project components, including the BESS, laydown area, substation and overhead transmission infrastructure, will occupy approximately 27.09 ha within the Project Area. This developable portion of the Project Area is referred to as the 'Development Area'.

The Project involves the development of a standalone BESS with a capacity of approximately 500 megawatt (MW) / 4 hours. The BESS will be located adjacent to the future East End Substation (developed by Powerlink on behalf of the Queensland Government), which will connect into the existing Powerlink 275 kilovolt (kV) transmission line that runs through the Project Area.

The BESS will consist of modular advanced Lithium Iron Phosphate batteries (or similar) in containerised battery units. Each of these battery units will resemble a shipping container and will be finished in neutral colours to visually integrate into the surrounding landscape. Each container has built-in individual cooling systems, safety and monitoring equipment, fire suppression system, audible and visual alarms, air circulation, and a pressure relief system.

Key components of the Project include:

- Up to 447 BESS containers;
- Up to 147 Power Conversion Units;
- A substation with up to four High-Voltage transformers and associated ancillary infrastructure;
- Ancillary electrical infrastructure including cabling, auxiliary transformers, control facilities; and
- Administrative and Operation Management Facilities.

Figure 2-1 depicts the Project Locality, with Error! Reference source not found. providing a Project Overview.

2.1 CONSTRUCTION PHASE

Construction of the Project may be undertaken either over a single 18-month period, or alternatively in staged phases, with works expected to commence in late 2027.

Initial civil works are expected to take approximately four months to complete, which will enable delivery and construction of the facility over the remaining months, followed by energisation and commissioning.

The construction activities likely to be undertaken for the Project include:

- **Site mobilisation and preparation** – includes undertaking initial earthworks, clearing vegetation for the purpose of establishing all infrastructure, and the erection of temporary site facilities.

- **Civil works** – establishment of hardstand areas, creation of stormwater management systems, and trenching to support underground cabling.
- **Installation of BESS, substation and HV switchyard** – arrival of components to the Project Area and subsequent installation.
- **Testing and commissioning** – conducting various tests to verify installation.
- **Rehabilitation** – removal of temporary site facilities, and rehabilitation of areas that have been disturbed during construction.

Waste generated during the Construction Phase will be managed by the Engineering, Procurement, and Construction (EPC) Contractor during construction. Qualified waste contractors will be engaged to collect and dispose of wastes at the appropriate refuse disposal location/s.

Construction activities for the Project will typically be limited to standard construction hours (i.e. 7am to 6pm), however there may be temporary periods of work outside of these hours to accommodate specific construction activities (e.g. concrete pours).

Project components will be delivered to the Project Area from the Port of Gladstone.

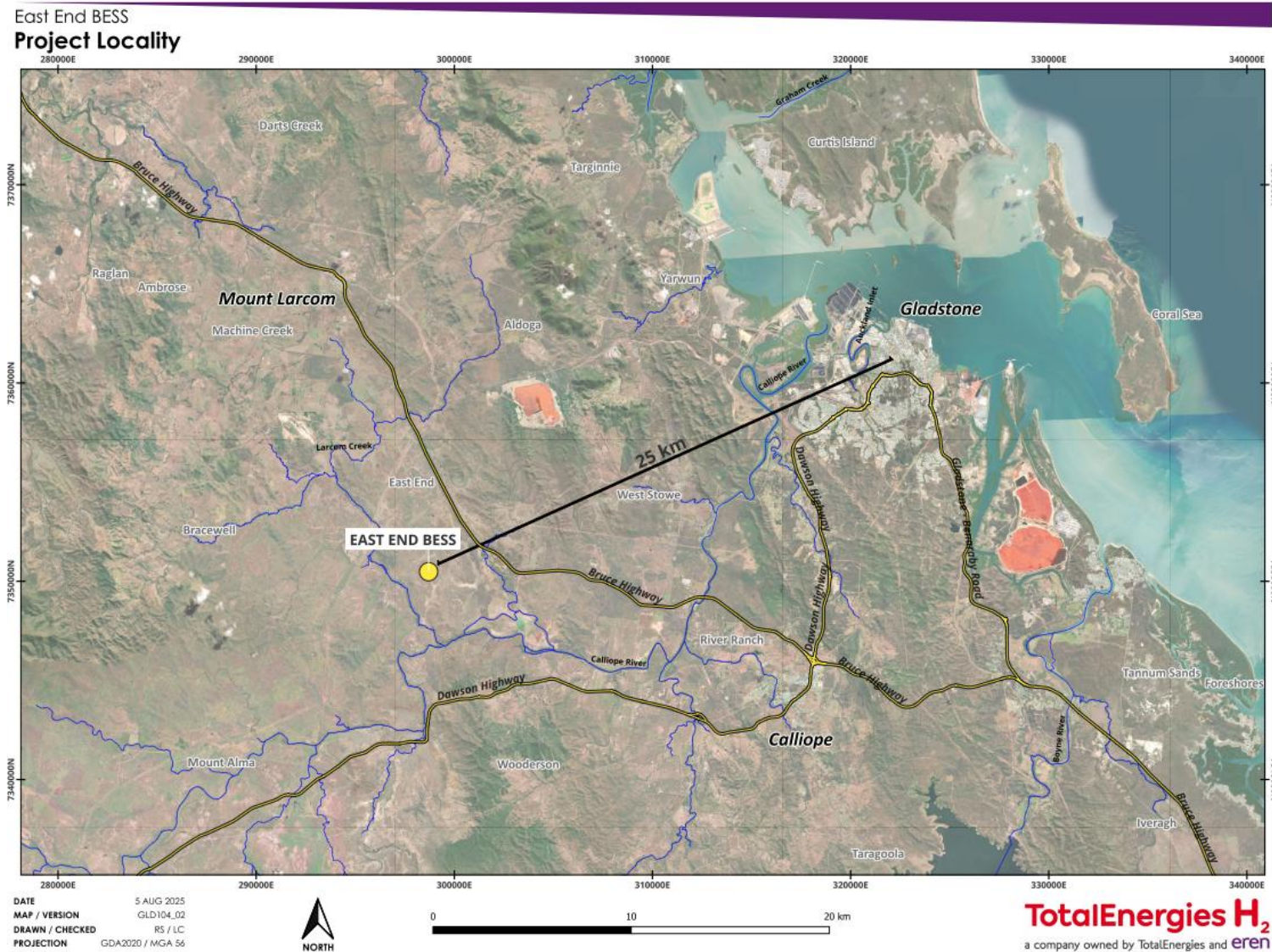
During the Construction Phase, it is anticipated that the Project will generate up to 150-200 Full-Time Equivalent (FTE) jobs. While workers may be employed from the nearby towns and/or cities, EEB are currently in discussions with relevant stakeholders regarding accommodation options for non-local workers within Mount Larcom, Calliope, and Gladstone.

2.2 OPERATION PHASE

The BESS will have an operational lifespan of at least 25 years. Once the BESS lifecycle is complete, EEB will either re-energise the Project or will decommission the containers, dependent upon regulatory requirements and market conditions.

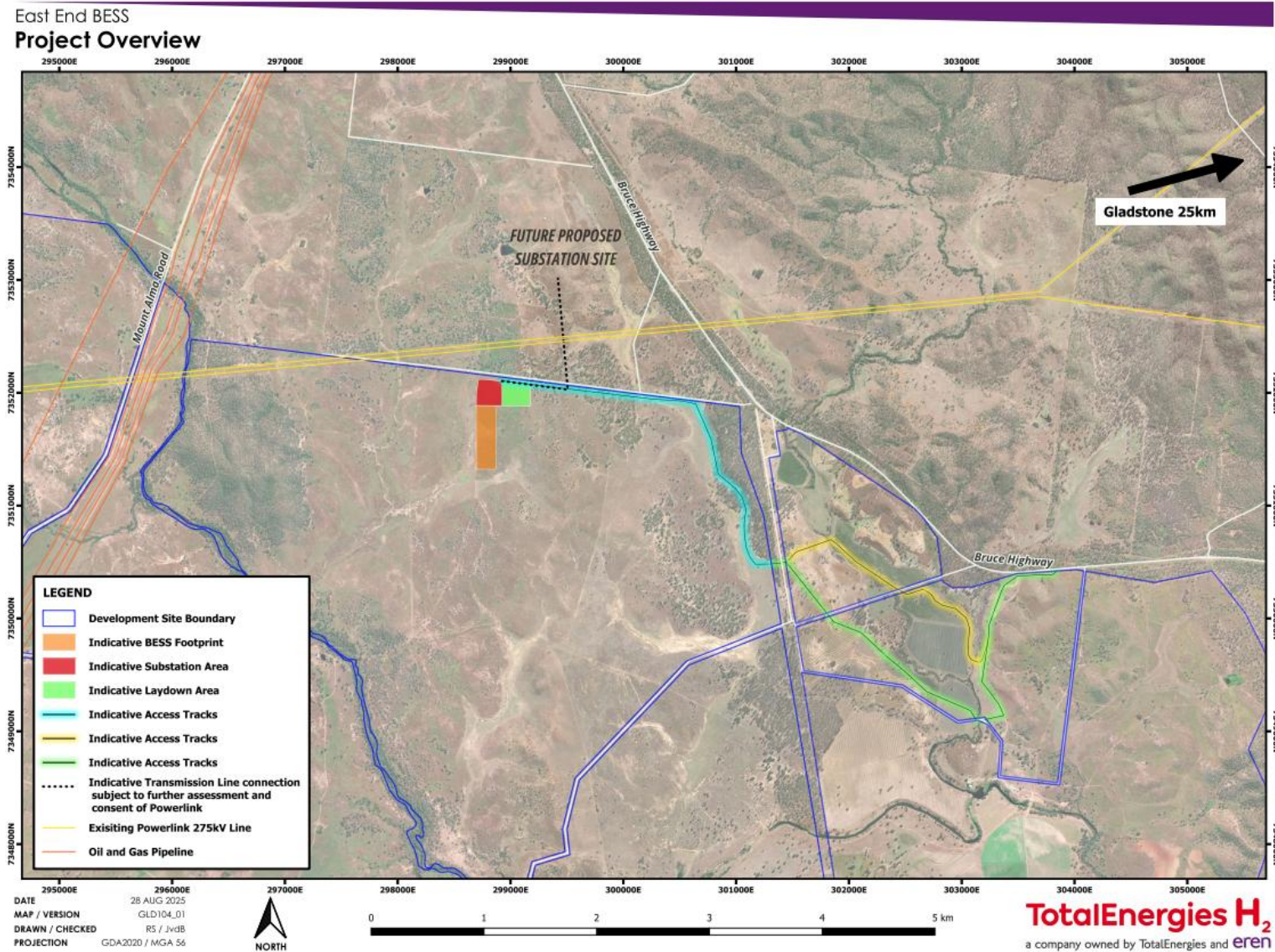
During operations, the Project will be operated and monitored remotely on a 24/7 basis. A permanent workforce will be required to undertake routine maintenance and administrative services throughout the lifespan of the Project. It is therefore expected that up to 6-10 FTE direct and indirect jobs will be created during the Operation Phase.

Additionally, there may be the potential for specialist contractors to be engaged to conduct on-site activities such as civil works maintenance, weed and pest control, and general land management activities expected of a rural landowner.



Source: Total Energies H₂, 2025

FIGURE 2-1 PROJECT LOCALITY



Source: Total Energies H2, 2025

FIGURE 2-2 PROJECT OVERVIEW



CLIENT: East End BESS Pty Ltd
PROJECT NO: 0772580

DATE: 27 August 2026

VERSION: Final

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3. LEGISLATIVE REQUIREMENTS

This section provides an overview of the legislative drivers and requirements relating to the Project as relevant to the preparation and development of this SIA.

3.1 PLANNING ACT 2016

The Planning Act and its subordinate Planning Regulation 2017, provide the overarching statutory framework for planning and development assessment in Queensland.

Schedule 10, Part 2, Division 2 of the Planning Regulation 2017 specifies that the assessment benchmark for a battery storage facility is the State Development Assessment Provisions (SDAP). SDAP Version 3.5 includes State Code 27 (DSDIP, 2025c), which has been prepared to ensure risks to individuals, communities and the environment from standalone BESS projects are adequately identified, assessed, and where appropriate, mitigated and/or managed.

The relevant Performance Outcomes of State Code 27: Battery Storage Facility Development are outlined in **Table 3-1**.

TABLE 3-1 STATE CODE 27: BATTERY STORAGE FACILITY DEVELOPMENT – PERFORMANCE OUTCOMES

Performance Outcome	Relevance to SIA
PO8 Development demonstrates that either: - a community benefit agreement has been entered into for development requiring social impact assessment; or - where a community benefit agreement has not been entered into, social impacts of the development, including workforce accommodation, local business and industry impacts, community health and well-being, are identified, managed, mitigated, counterbalanced and monitored	This SIA has been prepared for the Project to support EEB in identifying the potential social impacts of the Project (relevant to the key matters specified in the SIA Guideline) and facilitate the subsequent development and execution of a CBA with Council.

3.2 PLANNING (SOCIAL IMPACT AND COMMUNITY BENEFIT) AND OTHER LEGISLATION AMENDMENT ACT 2025

On 30 June 2025, the *Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025* (PSICBOLA Act) was assented by State Parliament. The PSICBOLA Act introduced significant reforms to the Planning Act, establishing a formal Community Benefit System for large-scale renewable energy developments.

Prior to lodging a development application, proponents must prepare a SIA and negotiate a CBA with the relevant local government, ensuring that social risks are identified and managed, and that host communities receive benefits commensurate with the scale of impact.

Standalone BESS development was not included in the PSICBOLA Act, however the framework was established for the future inclusion of larger-scale standalone BESS developments under the Planning (Battery Storage Facilities) and Other Legislation Amendment Regulation 2025 (refer to **Section 3.3**).

3.3 PLANNING (BATTERY STORAGE FACILITIES) AND OTHER LEGISLATION AMENDMENT REGULATION 2025

On 12 December 2025, the Planning (Battery Storage Facilities) and Other Legislation Amendment Regulation 2025 was commenced. The regulation amends the Planning Regulation 2017 to:

- Apply the Community Benefit System to a material change of use of premises for a Battery Storage Facility (50 MW or more);
- Make standalone BESS development impact assessable, other than small scale battery storage facilities;
- Make the State Assessment and Referral Agency (SARA) the Assessment Manager for assessable Standalone BESS Developments;
- Introduce State Code 27: Battery Storage Facilities into the SDAP; and
- Establish transitional arrangements consistent with the prior transitional framework for solar farms, requiring all existing standalone BESS applications over 50 MW to complete a SIA and CBA prior to lodgement of a Development Application.

As stated in **Section 1**, this SIA has been prepared to provide the necessary information to support the development and execution of a CBA with Council and meet the requirements of the Development Application process.

3.4 SIA GUIDELINE

As part of the Planning Regulation 2017, the SIA Guideline is now a statutory guideline for renewable energy projects. The SIA Guideline details the information that is to be included in a SIA, and provides guidance as to the identification, assessment, management, and monitoring of potential social impacts in Queensland.

The SIA Guideline requires assessments of the Project against five key matters:

1. Community and stakeholder engagement;
2. Workforce management;
3. Housing and accommodation;
4. Local business and industry procurement; and
5. Health and community well-being.

Accompanying the SIA Guideline, is the Supplementary Material. The Supplementary Material provides non-statutory guidance to support the SIA Guideline and provides further detail and direction as to the specifics of the SIA, addressing the five key matters and their integration within the SIA, and carrying out an SIA that respects First Nations peoples (DSDIP, 2025b).

As stated in **Section 1.2**, this SIA has been prepared in accordance with the SIA Guideline, and in consideration of the Supplementary Material, as appropriate.

4. METHODOLOGY

This SIA has been prepared in accordance with the SIA Guideline with a view to minimise social impacts and enhance benefits, in-line with international industry good practice. Additionally, this SIA has been prepared to support the development and execution of a CBA with Council to fulfil the requirements of the Planning Act Community Benefit System and enable lodgement of a 'properly made' Development Application.

The SIA was completed sequentially, through five tasks, as depicted in **Figure 4-1**, and described in the following sections.

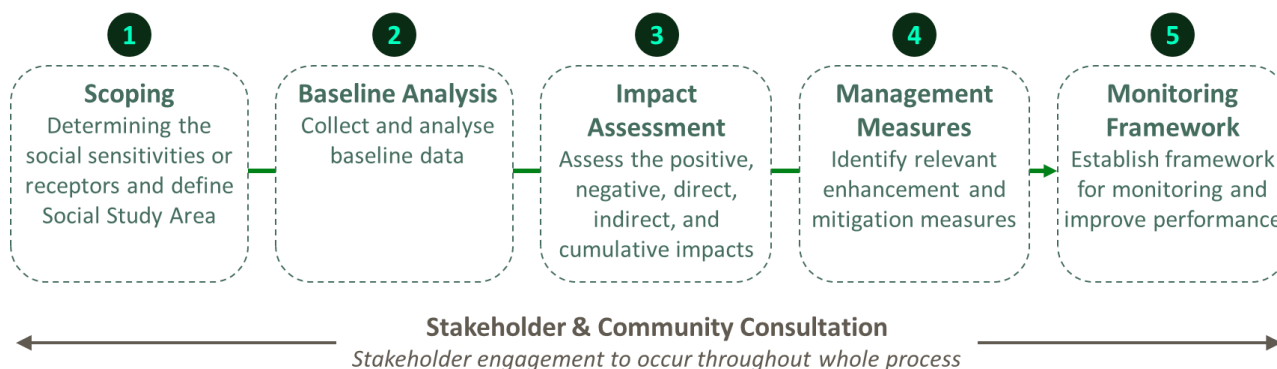


FIGURE 4-1 SIA PROCESS

4.1 TASK #1: SCOPING

Task #1 establishes the scope of the SIA, ensuring it is appropriately scaled and consistent with the SIA Guideline. The scoping process helps to confirm the impacts that are likely to occur and should be considered further in the SIA, as well as identify the impacts that are not likely to occur and should not be considered further in the SIA (or are scoped out).

The first step of this task is to agree on the Project Description (refer to **Section 2**) and define the Social Study Area, as this will provide the appropriate grounding and content from which the direct and indirect potential impacts of the Project can be readily identified.

As per the requirements of the SIA Guideline (DSDIP, 2025a, p.6), the Social Study Area considers the following:

- The nature and scale of the proposed Project, including associated infrastructure;
- The scope of the potential social impacts (throughout the Project lifecycle);
- The location and characteristics of potentially affected communities (refer to **Box 4-1**) and receptors (refer to **Box 4-2**) – including urban/rural centres and land use patterns;
- Key built and natural features, such as infrastructure;
- Native Title rights and other interests held by Aboriginal and Torres Strait Islanders; and
- The location of other projects in the region which may contribute to cumulative social impacts over time.

BOX 4-1 POTENTIALLY AFFECTED COMMUNITY DEFINITION

Potentially affected communities are defined in the SIA Guideline (DSDIP, 2025a, p.7) as, "...those local and/or regional communities that may be affected by a proposed project, whether negatively or positively."

BOX 4-2 RECEPTOR AND STAKEHOLDER DEFINITIONS

The term **stakeholder** is used to define individuals or groups who may be affected by or have an interest in a project or operation. Not all stakeholders will experience social impacts from a project and/or operation. Those stakeholders who are affected by a project and/or operation are termed as **receptors**.

4.2 TASK #2: BASELINE ANALYSIS

The social baseline describes the local social context of the Social Study Area. It documents the existing social environment, conditions and trends relevant to the impacts identified. The social baseline is a benchmark against which potential social impacts can be predicted and analysed. The social baseline also seeks to capture community values, and how people and the things they value may be impacted by a project.

As per the SIA Guideline (DSDIP, 2025a, p.7), the following has been considered, where relevant, as part of the baseline analysis:

- The demographic profile of potentially affected communities;
- Community characteristics, such as community culture and values;
- The capacity of those potentially affected to participate in community and stakeholder engagement;
- An overview of land use and key industries in the region;
- The capacity and accessibility of infrastructure, facilities and services, including education, health and emergency services;
- The existing housing and accommodation market, including availability, capacity and affordability;
- Local travel behaviour, such as methods of travel and key transport infrastructure and services;
- The local and regional labour market, including an assessment of the likely availability of personnel with skills relevant to the Project; and
- Other renewable, resource, and infrastructure projects in the area, both planned and currently operating, based on publicly accessible information.

The data used in the baseline analysis is drawn from a range of reports and assessments commissioned by EEB. In addition to the data provided by EEB, data collected and presented in this SIA is based on a review of available data from a range of primary and secondary sources. These sources includes, but are not limited to:

- The Australian Bureau of Statistics (ABS);

- Queensland Government Department data;
- Community and Stakeholder engagement outcomes – community insights, including issues and concerns, gathered through the stakeholder consultation process;
- Local and State government planning, policy, and strategy documentation; and
- Plans, policies and other documents provided by EEB.

4.3 TASK #3: IMPACT ASSESSMENT

Following the completion of the prior phases, the social impacts were predicted and evaluated in accordance with the impact assessment process (refer to **Figure 4-2**). This impact assessment process took into consideration:

- The characteristics of the Project, including the timing, duration and intensity of the proposed construction and operational activities;
- Relevant issues raised by stakeholders as part of community and stakeholder engagement conducted for the Project; and
- The outcomes of the technical studies undertaken for the Project.

The impact assessment process involved the assessment of potential positive and negative direct, indirect and cumulative impacts, in line with international good practice.

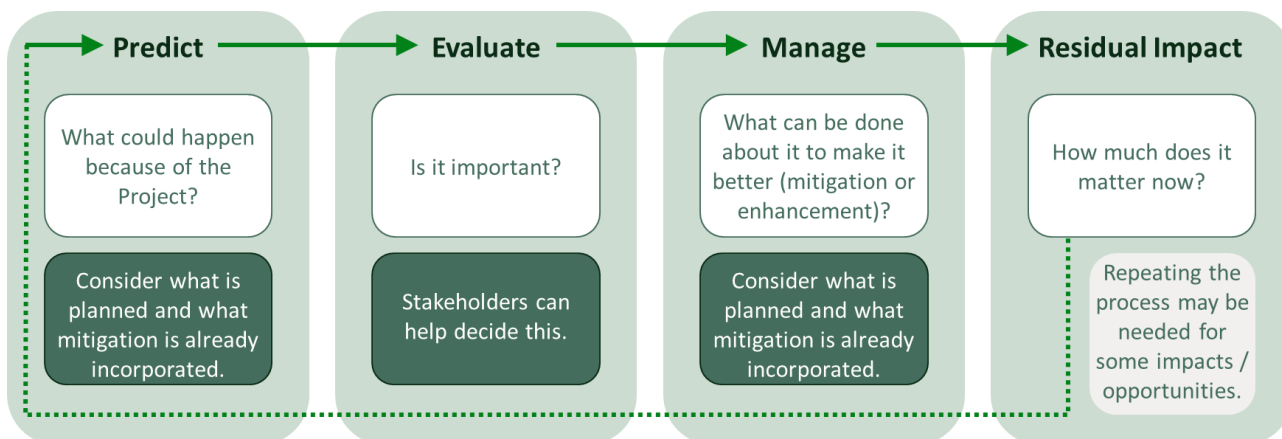


FIGURE 4-2 IMPACT ASSESSMENT PROCESS

The predicted social impacts were assessed to determine their significance, based on the likelihood (defined in **Table 4-1**) of the social impact occurring, and the potential magnitude of the social impact, should it occur. Magnitude is a reflection of the 'size' or degree of change caused by the impact; it is a function of one or more characteristics including the extent, duration, scale and frequency of the impact (refer to **Table 4-2** and **Table 4-3**).

TABLE 4-1 LIKELIHOOD LEVELS

Likelihood Level	Meaning
Low	The event is unlikely but may occur at some time during normal construction and/or operational conditions.
Medium	The event is possible or likely to occur at some time during normal operating construction and/or operational conditions.
High	The event will or is almost certain to occur during normal construction and/or operational conditions.

TABLE 4-2 MAGNITUDE CHARACTERISTICS

Magnitude Level	Extent	Duration	Scale	Frequency
Negligible	Household	Temporary	Minor change	Rare
Small	Local Communities/ Businesses	Short-term	Perceptible change	Occasional
Medium	Regional	Medium-term	Evident change	Often
Large	Queensland	Long-term	Substantial change	Constant

TABLE 4-3 MAGNITUDE LEVELS

Magnitude Level	Meaning
Negligible	The change that occurs remains within the range commonly experienced by receptors.
Small	There is a perceptible difference or change from the baseline conditions. The impact is local (i.e. affects local communities and local businesses), occurs over a short period of time, and/or is rare.
Medium	The difference or change from the baseline conditions is evident. The impact is experienced by the receptors in the Social Study Area over a long period of time.
Large	There is a substantive change from the baseline conditions. The impact is experienced throughout the Social Study Area (or beyond) and is persistent.

The likelihood of an impact occurring along with its magnitude combine to yield a rating of its significance, as described in **Table 4-4**. Where a positive social impact is identified, it is designated as 'positive'.

When assessing the potential social impacts, ERM has employed the precautionary principle. Accordingly, where there is uncertainty in relation to the magnitude or vulnerability criteria, the higher criteria was assigned to ensure sufficient management measures are put in place. As the operations evolve, this uncertainty may change; when this occurs, the impacts should be reviewed and the significance amended accordingly.

TABLE 4-4 IMPACT SIGNIFICANCE MATRIX

		Likelihood		
		Low	Medium	High
Magnitude	Negligible	Negligible	Negligible	Negligible
	Small	Negligible	Minor	Moderate
	Medium	Minor	Moderate	Major
	Large	Moderate	Major	Major
	Positive	Positive		

4.4 TASK #4: MANAGEMENT MEASURES

Once the significance of the potential social impacts has been identified, where avoidance or minimisation is not possible, management strategies are identified. Where an impact is predicted to be positive, measures to enhance positive impacts are identified to ensure the maximum benefit to the community across all impact significance ratings.

The following factors were considered in developing the management measures:

- Ensuring a clear connection between the mitigation measure and the negative social impact being mitigated;
- Whether there is an applicable standard that defines what is acceptable;
- Whether the Project is the sole or primary cause of the negative social impact, and the scale of its relative contribution to the overall or cumulative impact;
- Whether the mitigation measure requires action by another party separate to the proponent;
- Whether the mitigation measure itself is likely to cause secondary social impacts;
- Whether the mitigation measure is reasonable or practicable;
- Whether and in what ways the mitigation measure is acceptable to affected people;
- Whether the mitigation measure will address all reasonably foreseeable scenarios; and
- Whether the mitigation approach is prescribed in a government policy, or if alternative formalised arrangements are required.

Social impact significance, as outlined in **Table 4-4** is used to determine the level of management required with a proportional focus on impacts with a higher impact significance (i.e. moderate and major). The impact assessment and impact significance ratings derived in the assessment are revised after the application of management and mitigation strategies have been applied to provide a residual impact significance rating for each impact.

These management and mitigation strategies are captured in a Preliminary Social Impact Management Plan (SIMP) and arranged according to Project phase (e.g. construction and operation) and into the key matters contemplated by the SIA Guideline: Community and stakeholder engagement; Workforce management; Housing and accommodation; Local business and industry procurement; and Health and community well-being.

The Preliminary SIMP focuses on management and mitigation measures that are effective, adaptive, and actionable, and include consideration of the likelihood of their implementation and sustainability from the community's perspective.

4.5 TASK #5: MONITORING FRAMEWORK

The accuracy of the impact assessment, progress towards implementation of the Preliminary SIMP through the CBA, and the effectiveness of management measures recommended, needs to be verified via ongoing monitoring. Accordingly, a monitoring framework is proposed in the Preliminary SIMP which includes a program for monitoring the predicted social impacts against actual impacts and describes the:

- Activities to be undertaken to monitor the effectiveness of the management measure;
- Indicator(s) that will be used to monitor change; and
- Frequency of monitoring.

The Preliminary SIMP included in **Section 8.2.1** of the SIA is to be used to inform the CBA with Council for the purposes of the Project.

5. SCOPING

This section details the Social Study Area for the Project. Establishing a Social Study Area as the first task of the SIA helps ensure that the assessment is appropriately scaled to the nature of the anticipated impacts as well as consistent with respective regulatory requirements.

5.1 APPROACH TO IDENTIFYING THE SOCIAL STUDY AREA

Determining the Social Study Area for the Project involves understanding the nature of the Project, the characteristics of the surrounding communities, and how potential positive and/or negative impacts will be experienced by stakeholders and/or receptors.

In determining the Project's Social Study Area, the following aspects were taken into consideration:

- The Project layout, including the battery modules and ancillary infrastructure such as the internal access tracks, the electrical reticulation, the substation, laydown area, and the operations and maintenance facilities. The current layout for the Project has been informed by existing land use/s, so as to minimise the potential impact.
- The location of Project components within the Project Area relative to surrounding sensitive land uses. This includes consideration of the:
 - Tenure;
 - Proximity to neighbouring dwellings;
 - Nature and character of towns/townships and communities;
 - Environmental values; and
 - Key topographical features.
- Construction, Operation and Decommissioning Phase activities, such as:
 - Land clearing;
 - Maintenance of Project Area access tracks;
 - Workforce requirements, including skills required and associated accommodation arrangements;
 - Goods and services required by the Project; and
 - Haulage and light vehicle routes that will be utilised by the Project.
- The outcomes of relevant technical studies undertaken by the Project, including the:
 - Stormwater Impact Assessment (ERM, 2025a);
 - Noise Impact Assessment (ERM, 2025b);
 - Hazard Incident Management Plan (Riskcon Engineering, Pty Ltd, 2025); and
 - Traffic Impact Assessment Report (Cambray Consulting Pty Ltd, 2025).

When considering these aspects, it was determined that the Project's Social Study Area should comprise both a Primary and Secondary Social Study Area. The Primary Social Study Area is to include the locations in which the most substantive social impacts are likely to occur. This includes the Project Area, transport routes where amenity impacts may be experienced, and the communities that may provide workers, goods and services, and/or accommodation opportunities for the Project.

The Secondary Social Study Area comprises of the towns which are unlikely to experience substantive negative impact, and may provide workers and/or goods and services for the Project.

A description of the Social Study Area is provided in **Section 5.2**.

5.2 DESCRIPTION OF THE SOCIAL STUDY AREA

The Social Study Area for the Project comprises a Primary Social Study Area (refer to **Section 5.2.1**) and a Secondary Social Study Area (refer to **Section 5.2.2**), depicted in **Figure 5-1**.

5.2.1 PRIMARY SOCIAL STUDY AREA

The Project is situated in Central Queensland, approximately 25 km west of Gladstone, 13 km south of Mount Larcom, and entirely within the Gladstone LGA on land currently used for cattle grazing.

The Project will involve a defined Disturbance Footprint associated with the BESS, laydown, substation, overhead connection areas (anticipated to occupy approximately 27.09 ha) and heavy vehicle access. Two access track options are proposed, and only one of these options will be selected and constructed. The maximum area proposed for access tracks is 41.54 ha (depending on which option is selected). The maximum Disturbance Footprint for the Project is 68.63 ha.

The area immediately surrounding the Project Area is predominantly rural, featuring isolated farmsteads, grazing land, forested areas, and small communities such as Bracewell and East End, with the nearest non-associated dwelling is located approximately 6 km to the southwest of the BESS location. To the north of the Project Area, and at the farthest northern extent of the Primary Social Study Area, is the town of Mount Larcom.

Approximate travel distances and times from the Project Area access point to/from the aforementioned communities and town is provided in **Table 5-1**.

TABLE 5-1 APPROXIMATE TRAVEL DISTANCES

Location	Travel Distance	Travel Time
Bracewell	33 km	24 minutes
East End	22 km	15 minutes
Mount Larcom	18 km	13 minutes

Some goods and services required during the Construction Phase have the potential to be sourced from Mount Larcom, however it is anticipated that Gladstone (located in the Secondary Social Study Area, refer to **Section 5.2.2**) will be the principally relied upon location for goods and services.

Transport and haulage routes to/from the Project Area will make use of the Bruce Highway, which is the primary connector between Mount Larcom and Calliope to the south. It is also anticipated that light vehicle travel may occur on adjacent local roads within the communities of Bracewell, East End, and Mount Larcom.

Whilst the current strategy for the accommodation of the non-local workforce is yet to be finalised, EEB is considering options within the Gladstone region, including in Mount Larcom. Local workers are expected to reside primarily within the existing communities of the Social Study Area, such as those within the Primary Social Study Area.

Accordingly, the Primary Social Study Area, depicted in **Figure 5-2**, can be summarised as comprising the following components:

- The **Project Area and immediate surrounding areas**, inclusive of properties and dwellings located within 5 km of the BESS, and the non-associated dwelling located 6 km to the southwest. The extents have been informed by the technical studies prepared for the Project (refer to **Section 8.1**).
- The **surrounding communities** of East End, Bracewell, and Mount Larcom which may provide goods and services or host Drive-in Drive-out (DIDO) workers to support the Construction Phase of the Project.
- The **likely transportation and haulage routes**, comprising part of the heavy vehicle route from the Port of Gladstone to the Project Area via the Bruce Highway (State Route A1), and potential light vehicle routes to/from the Project Area.

5.2.2 SECONDARY SOCIAL STUDY AREA

The Secondary Social Study Area comprises the town of Calliope and the city of Gladstone, as these communities have the potential to support the Project through the provision of goods and services, employment, and accommodation of the non-local workforce.

As stated in **Section 5.2.1**, it is anticipated that goods and services to support the Construction Phase of the Project will be principally sourced from Gladstone, however, the town of Calliope may also provide suitable opportunities.

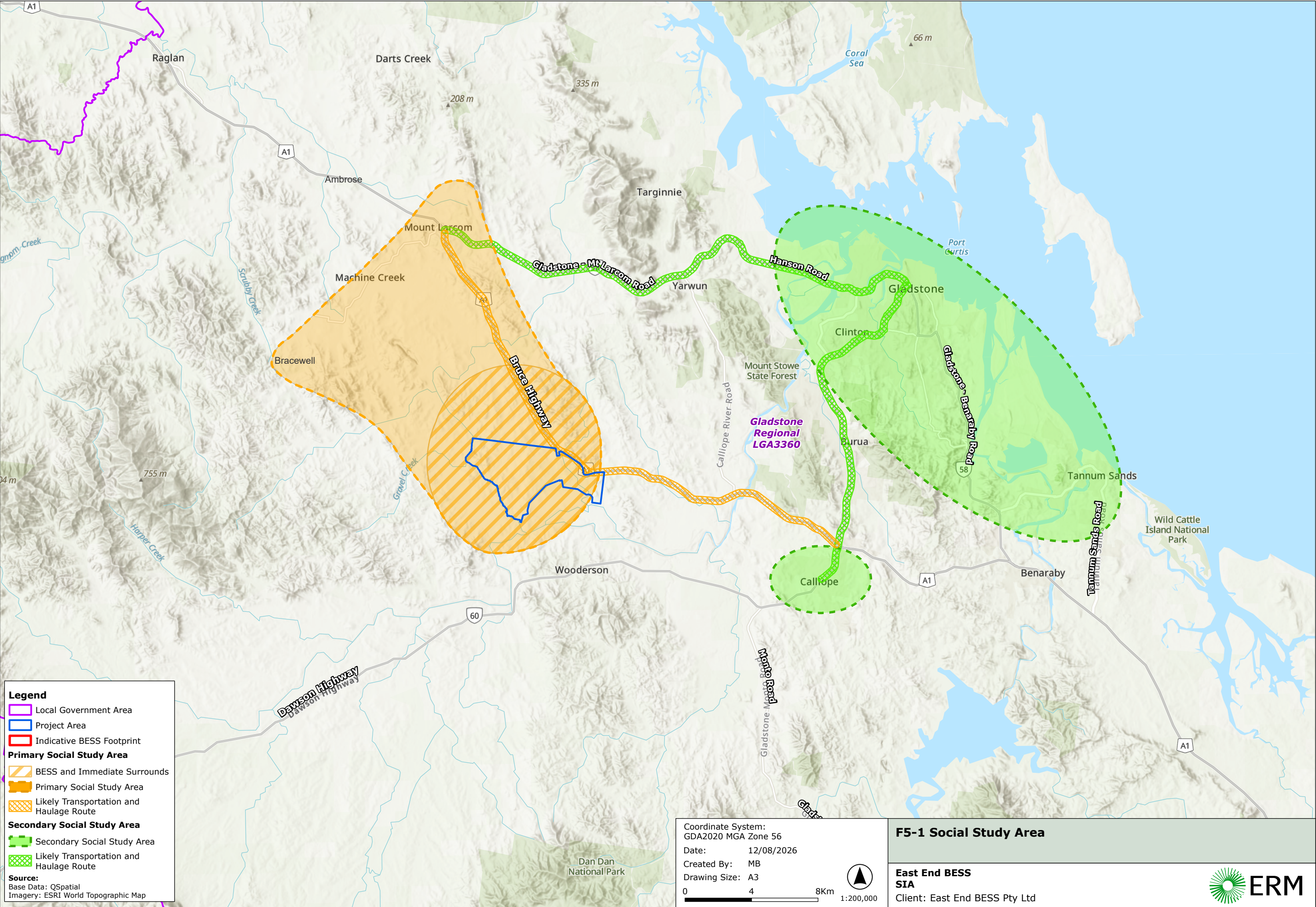
The proposed transport and haulage routes to/from the Port of Gladstone to the Project Area will use either the Gladstone Mount Larcom Road or Dawson Highway to access the Bruce Highway and gain access to the Project Area. Both of these roads are designated State-Controlled Roads and heavy vehicle routes.

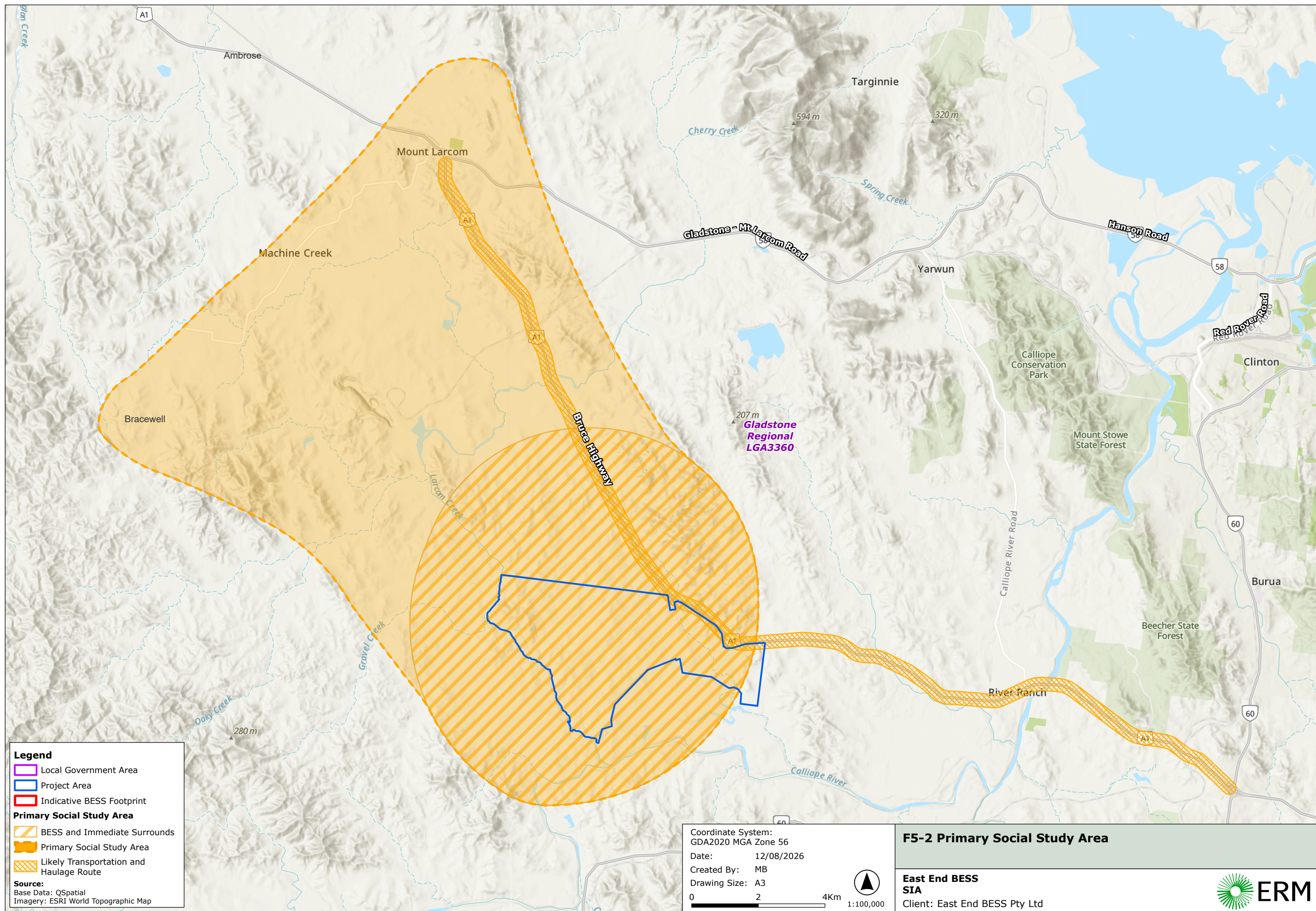
As per **Section 5.2.1**, the current strategy for accommodation of the non-local workforce has not been finalised and therefore accommodation opportunities within the Secondary Social Study Area will be considered. Calliope is also being considered for this purpose, albeit to a lesser extent, along with *Homeground Gladstone*. Other locations further afield may also be considered, such as Rockhampton or Biloela, in the event that workforce accommodation is determined to not be available within the Gladstone LGA.

Approximate travel distances and times from the Project Area access point to/from Calliope and Gladstone are provided in **Table 5-1**.

TABLE 5-2 APPROXIMATE TRAVEL DISTANCES

Location	Travel Distance	Travel Time
Calliope	19 km	13 minutes
Gladstone (Central)	36 km	27 minutes





5.3 STAKEHOLDER IDENTIFICATION

Based on the Project's Social Study Area (refer to **Section 5.2**), the key stakeholder groups identified as potentially affected by and/or interested in the Project are outlined in **Table 5-3**. Those stakeholders who are likely to be affected by the Project are identified as receptors. Specific vulnerable groups within these key stakeholder groups have been identified in the social baseline (refer to **Section 6**).

TABLE 5-3 KEY STAKEHOLDERS

Stakeholder Group	Stakeholder	Receptor (Y/N)
Host Landowner	Landholders with the potential to host infrastructure. There is one Host Landowner for the Project, who has already been engaged and agreed to host infrastructure.	Yes
Immediate Neighbours	There are no non-associated dwellings located up to 5 km from the BESS within the Project Area. There is one non-associated dwelling located within 6 km of the BESS.	Yes
Surrounding Community Members	Members of the East End, Bracewell, Mount Larcom and Calliope communities.	Yes
First Nations Groups	The First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People represented by the following bodies: - First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation Registered Native Title Body Corporate - Port Curtis Coral Coast Trust (PCCC) - First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation	Yes
Local Community Groups	Community groups located within the Social Study Area, including but not limited to: - Queensland Country Women's Association Mount Larcom and Ambrose Branches - Mount Larcom Progress Association - Mount Larcom Bowls Club - Mount Larcom Show Society - Queensland Country Women's Association Calliope Branch - Calliope Rotary Club - Calliope River Men's Shed - Calliope Scout Group - Calliope Garden Club Inc - Calliope Crafty Capers - Calliope and District Campdraft Association - Calliope and District Cricket Club - Calliope Central Bowls Club Inc - Calliope Country Club - Calliope Crushers Netball Club Inc - Calliope District Golf Club - Calliope Football Club - Calliope Hack and Pony Club	Yes

Stakeholder Group	Stakeholder	Receptor (Y/N)
	• Calliope Polocrosse Club • Calliope Rodeo Association • Calliope Rooster RLFC • Calliope Rural Fire Brigade • Calliope Sliders Reining Horse Club • Calliope Soccer Club • Gladstone District Pistol Club • Port Curtis District Men's Bowls Association • Port Curtis Historical Society Inc • Farmers For Climate Action • Fitzroy Basin Association • Gladstone and District Wildlife Carers Assoc Inc • Gladstone Conservation Council • Queensland Conservation Council (Gladstone) • Australian Conservation Foundation (Gladstone) • BirdLife Capricornia	
Business and Industry Groups	Business and industry groups relevant to the Project, including by not limited to: • Gladstone Engineering Alliance • Gladstone Chamber of Commerce and Industry • First Nations Chamber of Commerce and Industry • Gladstone Area Promotion and Development Ltd • Gladstone Industry Leadership Group • Clean Energy Council • Queensland Renewable Energy Council • Queensland Farmers Federation	Yes
Local Businesses and Industries	Local and regional business and industries located within the Social Study Area, including but not limited to: • Gladstone Ports Corporation • Mount Larcom Tourist Park • Homeground Gladstone Workforce Accommodation • Parkland Resorts • Railway Hotel Motel Calliope • Calliope Caravan Park • Comfort Hotel Parklands Calliope • Connecting Industry (Gladstone) • Diggers Arms Hotel Calliope	Yes
Infrastructure Owners/Operators	Owners/Operators of surrounding infrastructure, including: • Capricornia Regional Electricity Board • Powerlink	Yes
Emergency Services	Local branches of emergency services located within the Social Study Area: • Mount Larcom Ambulance Station • Mount Larcom Rural Fire Service • Mount Larcom State Emergency Services • Mount Larcom Rural Fire Brigade • Calliope Ambulance Station • Calliope Fire and Rescue Station	Yes

Stakeholder Group	Stakeholder	Receptor (Y/N)
	• Calliope Rural Fire Brigade • Calliope Medical Centre • Calliope Police Station • Calliope Rural Fire Service • Calliope State Emergency Services • GP Ultra Hub Calliope • Outback GP (Calliope) • Gladstone Fire and Rescue Station • Gladstone Hospital • Rural Fire Service Queensland (Gladstone Area Brigade) • Queensland Fire and Emergency Services Central Region	
Educational Organisations	Educational organisations, including but not limited to: • Mount Larcom State School • Calliope State School • Calliope State High School • Energy Skills Queensland • Central Qld Innovation Research Precinct • Central Queensland University • Technical and Further Education (TAFE) Gladstone	No
Local Government	Gladstone Regional Council, represented by: • Elected officials: ◦ Cr Matt Burnett, Mayor; and ◦ Cr Natalia Muszkat, Deputy Mayor. • Other staff: ◦ Leisa Dowling, Chief Executive Officer; ◦ Mark Francis, General Manager Assets and Environment; and ◦ John Tumbers, General Manager Operations. ◦ Kristy Marks - Manager Economic Development ◦ Erickson Noakes - Strategic Project Specialist	No
State/Federal Government	Members of Parliament: • Hon. Bryson Head, Member for Callide, Liberal National Party • Hon. Glenn Butcher, Member for Gladstone, Australian Labor Party • Mr. Colin Boyce, Member for Flynn, Liberal National Party State/Federal Government Departments, including but not limited to: • Department of Climate Change, Energy, the Environment and Water (Cwth) • Department of State Development, Infrastructure and Planning • Department of Trade, Employment and Training • Queensland Health • Department of Transport and Main Roads • Department of Environment, Tourism, Science and Innovation	No

Stakeholder Group	Stakeholder	Receptor (Y/N)
Local, State and National Media	Various media entities distributed within the Social Study Area, including but not limited to: • Gladstone News • Gladstone Today • Gladstone Observer • 4CC (927) • Hit Central Queensland (107.9) • 4RGL 91.9 (91.9) • ABC Capricornia (837) • Facebook pages for all the above media outlets	No

5.4 VULNERABILITY

Vulnerability refers to an individual or group's capacity to adapt to, or cope with changes in their environment and is influenced by a range of different socio-economic factors. Some individuals or groups may be more vulnerable than others due to certain existing socio-economic characteristics including (but not limited to) age, livelihood, language proficiency and health status.

On this basis, the following stakeholders have been identified as being potentially vulnerable within the Social Study Area:

- Culturally and Linguistically Diverse (CALD) people;
- Youth;
- Elderly;
- First Nations peoples; and
- Socio-economically disadvantaged persons.

Vulnerability is explored further in **Section 6.11** of the Social Baseline.

6. SOCIAL BASELINE

This section provides an overview of the social baseline for the Project's Social Study Area (refer to **Section 5.2**). In line with the SIA Guideline, the social baseline describes the Social Study Area without the Project and aims to present a clear overview of the current conditions, providing a reference point against which the impacts of the Project can be assessed and measured in **Section 8**.

While the social baseline has been principally informed by publicly available information (as described in **Section 4.2**) the outcomes of the community and stakeholder engagement undertaken (refer to **Section 7**) has helped to validate the information contained therein, and inform the development of the following sections of this report.

6.1 ABS DATASETS

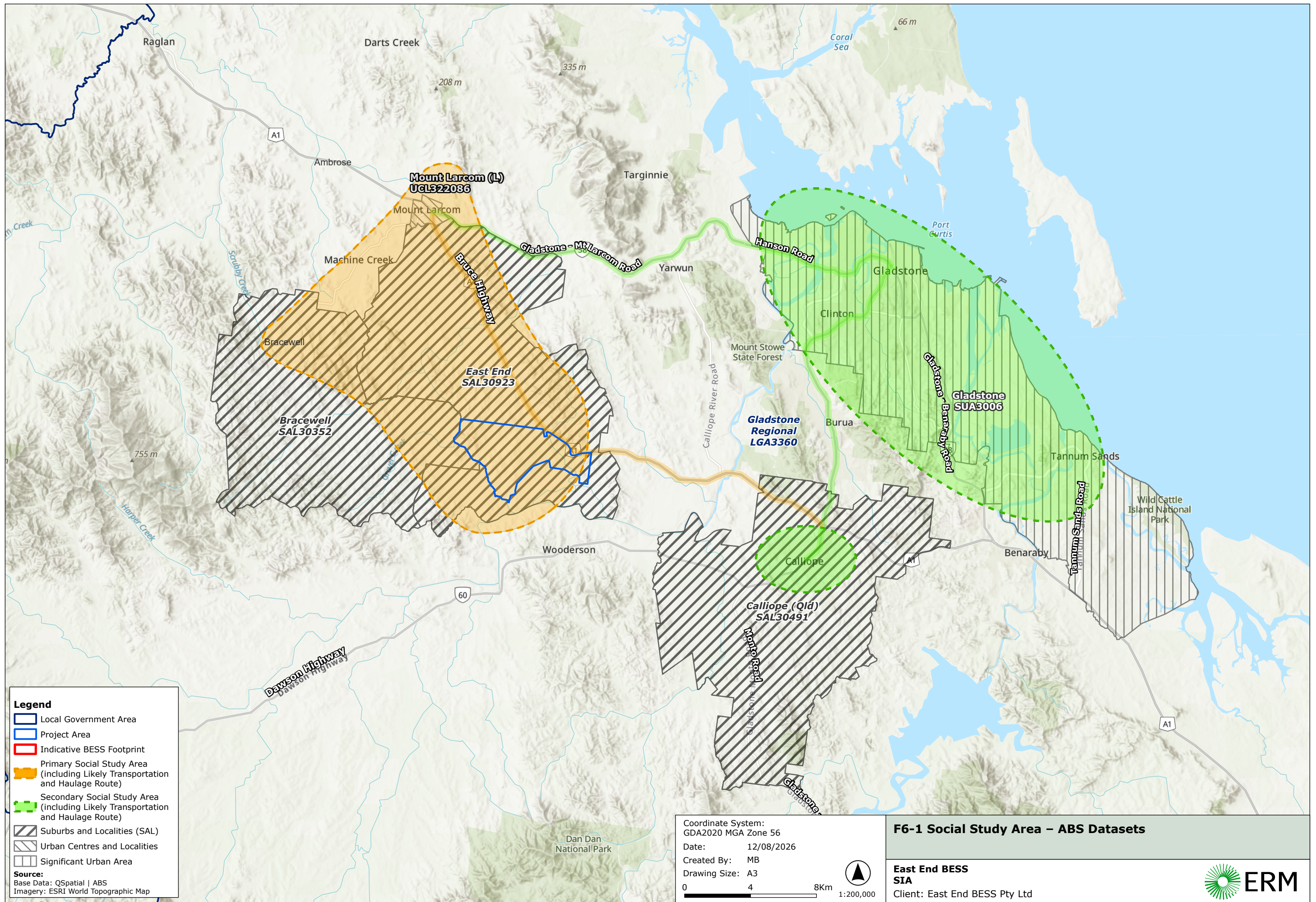
While not all data in this SIA has been sourced from the ABS, 2016 and 2021 Census data has been used to provide a basis for key components of the Social Baseline.

The ABS Suburbs and Localities (SAL) data for Bracewell, East End, and Calliope, has been used, along with the Urban Centre and Locality (UCL) for Mount Larcom and the Significant Urban Area (SUA) data for Gladstone. Additionally, LGA level data for the Gladstone LGA and State level data for Queensland are used to provide an understanding of the broader and comparative social context within which the Project is located.

Table 6-1 outlines the ABS datasets used in the Social Baseline, with **Figure 6-1** providing a visual understanding as to how they relate to the Social Study Area.

TABLE 6-1 SUMMARY OF RELEVANT ABS DATASETS

Location	Area (sq kms)	ABS Data Reference	
		2021	2016
Primary Social Study Area			
Bracewell SAL	143.2	SAL30352	SSC30354
East End SAL	184.1	SAL30923	SSC30932
Mount Larcom UCL	3	UCL322086	UCL322086
Secondary Social Study Area			
Calliope SAL	183.4	SAL30491	SSC30494
Gladstone SUA	246.1	3006	3005
Social Context			
Gladstone LGA	10,484.3	LGA33360	LGA33360
Queensland STE	1,730,171.1	3	3



6.2 POLICY AND STRATEGIC CONTEXT

This section provides the policy and strategic context relevant to the Project and the Social Study Area to contextualise the Social Baseline.

6.2.1 CENTRAL QUEENSLAND REGIONAL PLAN 2013

The Project is located within the Gladstone LGA, which is subject to the provisions of the Central Queensland Regional Plan 2013 (Regional Plan). The Regional Plan aims to manage change and shape the prospects of the communities in the Central Queensland Region by:

- supporting the long-term viability and growth of the agricultural sector;
- maximising the productive use of key mining resources; and
- providing for liveable communities.

The objectives are supported by two specific regional outcomes and policies that aim to:

1. Protect Priority Agricultural Land Uses while supporting co-existence opportunities for the resources sector; and
2. Provide certainty for the future growth of towns.

In addition to the regional outcomes, the Regional Plan also identifies electricity as a key consideration within the region. The Regional Plan identifies that the priority outcome for electricity infrastructure is for the region to, *"...grow its energy generation capabilities through public and private sector investment."* (DSDIP, 2013, p.22). The Project will help to achieve this priority outcome by enhancing the energy generation output of the region by approximately 500 MW.

6.2.2 GLADSTONE REGIONAL COUNCIL PLANNING SCHEME 2017

The Gladstone Regional Council Planning Scheme 2017 (Planning Scheme) sets out how development can be managed to advance the Planning Act and meet the needs of the local communities within the Gladstone Region. The strategic framework within the Planning Scheme sets the policy direction and forms the basis of ensuring that appropriate development occurs within the Gladstone LGA.

The Planning Scheme notes that the Gladstone region has a diverse and growing economy and sees opportunities to leverage the mining and energy sectors.

The Planning Scheme also identifies urban growth areas being Gladstone, Boyne Island, Tannum Sands, and Calliope. Residential development is to occur where it can be demonstrated that there is both overwhelming community and economic need. Council anticipates that most residential housing will be in Gladstone's urban area and surrounding communities of Boyne Island, Tannum Sands, and Calliope. Short term accommodation is encouraged to be in the Gladstone central business district and mixed-use centres.

Council prefers large-scale non-resident workforce accommodation to be dedicated workers accommodation facilities that are integrated into the urban fabric of urban areas and is not a camp or compound. Where non-resident workforce accommodation cannot be located as part of an existing town or urban area, it must be self-sufficient in all forms of servicing and infrastructure and not adversely impact on the existing services and infrastructure of the nearest town or urban area.

6.2.3 RENEWABLE ENERGY COMMUNITY BENEFITS SHARING POLICY

Gladstone Regional Council has established the Renewable Energy Community Benefits Sharing Policy (CBS Policy) that sets out the expectations and requirements for negotiating and establishing a CBA. The CBS Policy applies to large-scale renewable energy generation and storage development located within the Gladstone LGA, or within neighbouring LGAs where the development has been determined to have social impact within the Gladstone Region.

As part of the CBS Policy, Council requires developers of large-scale renewable energy generation and storage development to make a monetary contribution into a Council-managed Community Benefit Fund (CBF) in accordance with the minimum thresholds in **Table 6-2**. The CBF will be used for Council identified priorities and informed by a project's SIA. A negotiated portion of the CBF contribution can be directed to support the communities most impacted by the Project. The monetary contribution is subject to annual indexation in accordance with the Consumer Price Index, and an operating contribution of a minimum of 5% in addition to the annual monetary contribution **Table 6-2**.

TABLE 6-2 CBF MONETARY CONTRIBUTION THRESHOLDS

Development Type	Minimum Thresholds
Solar	\$850 per megawatt per annum
Wind	\$1,050 per megawatt per annum
Standalone BESS	\$150 per megawatt hour per annum
Pumped hydro energy storage	\$850 per megawatt per annum

Note1. Subject to annual indexation to the Consumer Price Index

Note2. Does not include operating contribution, which is a minimum of 5% of the annual money contribution, per year

Source: Gladstone Regional Council, 2025a

Additionally, the Gladstone Regional Council requires proponents to deliver a Community Benefit Sharing Program, which must:

- Be funded entirely by the proponent, separate to the CBF.
- Align with the CBS Policy objectives and complement Council's CBF priorities.
- Include Council participation in governance to avoid duplication.
- Provide transparent reporting to Council and the community.

It is policy that Council will not enter a CBA unless it is satisfied that the agreement delivers a public benefit. A public benefit is taking to mean the overall social, economic, cultural and environmental benefits of a development, including negotiated community benefits, outweigh the negative impacts experienced by the community over the life of the project. The public benefit criteria are provided in **Table 6-3**.

TABLE 6-3 PUBLIC BENEFIT CRITERIA

Category	Criteria
Social	Adverse social impacts identified in the Social Impact Assessment are addressed or mitigated.
	Community wellbeing is enhanced through improved access to services, safety, cultural recognition, and social cohesion.
	Equity measures ensure benefits reach the most impacted local and neighbouring communities, whilst also benefiting the broader region.
Economic	Tangible economic opportunities are provided through local jobs, training, and supply chain participation.
	Contributions support long-term economic diversification and resilience beyond construction.
	CBF investments are leveraged to maximise additional funding and multiplier effects.
Environmental	Initiatives align with Queensland and Australian Government net zero objectives.
	Contributions support environmental restoration, sustainability, or climate resilience programs.
	Developments demonstrate avoidance of environmental harm beyond statutory conditions.
Governance and Transparency	Allocation decisions are transparent, inclusive and accountable.
	Meaningful community engagement informs priorities.
	Outcomes are monitored and publicly reported.

Source: Gladstone Regional Council, 2025a

6.2.4 ECONOMIC TRANSITION ROADMAP

The Economic Transition Roadmap for the Gladstone LGA was prepared to manage the shift away from fossil fuels and manage impacts associated with new energy industries (Gladstone Regional Council, 2022). In preparing the roadmap, stakeholder aspirations were collated under six themes. The themes, aspirations, and key actions for Council that are relevant to the Project are summarised in **Table 6-4**.

TABLE 6-4 ECONOMIC TRANSITION ROADMAP THEMES AND STAKEHOLDER ASPIRATIONS

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
Energy Security, Reliability and Affordability	- By 2032, the Gladstone Region will have transitioned its source of energy generation to renewable energy while intensifying its position as an energy superpower - Build out of new energy infrastructure and the supporting industries would leave a positive economic legacy, if managed well	- Building enough renewable energy, firming, storage, transmission and distribution to reliably and affordably meet current and future needs - Constructing and upgrading infrastructure needed to support the renewable energy sector - Reducing the impacts of renewable energy developments on land-use by ensuring that planning and

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
	- Rapid expansion includes generating ongoing jobs and boosting local procurement opportunities. - Support the then State Government's target of 50% renewable energy generation by 2030 - Expressed strong support for decentralised energy generation through increased household and community ownership of renewable energy generation.	development assessment avoids competing interests and generates stakeholder support by consulting, mitigating and compensating for infrastructure impacts
Diversifying the Regional Economy	- Stakeholders want to see the region continue to be 'a place where things are made and exported to the world' as the economy decarbonises over time - Stakeholders wanted to see greater investment in sectors including construction	- Expanding the local manufacturing base by building on existing infrastructure, skills and inputs and taking advantage of lower energy costs - Building the capacity of local businesses to meet the needs of these new industries (e.g. hydrogen, renewable energy generation) - Developing local infrastructure to meet the needs of emerging industries - Exploring innovation in areas like the circular economy, or in creating an eco-industrial centre, such as the Renewable Energy Industry Precinct concept proposed by Beyond Zero Emissions - Engaging people currently marginalised from the workforce and attracting workers to live in the region long-term
Workforce Development	- The expansion of the renewable energy, hydrogen and manufacturing sectors will ideally result in long-term career opportunities with secure, well-paid positions that offer a range of benefits for existing and future workers - By 2032, the impacts on the local economy have been well managed as the population expands to meet the needs of industry, creating positive outcomes such as improved local services, and increased cultural diversity and equity - People who have been historically marginalised from the workforce have been properly supported to participate in new industries, seeing record numbers of women, First Nations, young people, people living with disabilities and older workers participating in the workforce - A place-based approach to training has created multiple world-class facilities with Gladstone positioned as a "centre of excellence for training"	- Identify current and future skills shortages and undertake a thorough skills audit - Develop a place-based approach to local workforce training and development, including the development of new structures to support efficient coordination over time (e.g. a Regional Transition Authority). - Develop a strategy and practical support to enable historically marginalised groups to join the local workforce. This includes increasing the number of apprenticeships and traineeships in the region that target women, First Nations people, young people and older workers - Improve services and facilities across the region to attract workers to migrate to the region and minimise reliance on Fly-In Fly-Out workers. - Invest heavily education and training support in the region to address skills shortages (including

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
		investment in the regional university and developing micro-credentialling), develop local workers, and meet the training needs of small and medium sized enterprises
Capturing Community Benefits	- By 2032, participants expect that economic changes brought about by the energy transition should extend beyond just increasing employment opportunities to also improve the region's liveability. This includes reductions in the cost of living, improvements to health and wellbeing services and access to affordable housing for all - Participants emphasised that the benefits from changes extend to everyone, emphasising that First Nations people, fossil fuel workers and traditionally marginalised communities should share more equitably in the opportunities generated by new energy industries. This includes new employment and procurement opportunities, as well as participating in new models such as community owned energy projects	- Reinvesting economic windfalls (whether through taxation, royalties or community funds) to improve infrastructure such as roads, as well as augment access to essential services in areas such as health, aged care and childcare - Finding ways to develop affordable and accessible housing that can meet the long-term needs of residents - Ensuring social inclusion in employment and procurement opportunities by building the capacity of local enterprises and coordinating regional access to large project contracts - Capturing financial benefits for the region in a strategic, transparent, and equitable way. For example, through social infrastructure planning and industry-based community benefit funds

Source: Gladstone Regional Council, 2022

6.2.5 SOCIAL INFRASTRUCTURE INVESTMENT PRIORITIES

The Social Infrastructure Investment Priorities (Gladstone Regional Council, n.d.a) enables the prioritisation of the Gladstone region's needs and social investment opportunities. The key focus areas and associated priorities are summarised in **Table 6-5**. The identified social infrastructure investment priorities will be used to inform the CBA for the Project (refer to **Section 10**).

TABLE 6-5 SOCIAL INFRASTRUCTURE INVESTMENT PRIORITIES

Key Focus Areas	Priorities	Example Actions
Health and wellbeing	Healthcare accessibility	- Expanding healthcare facilities - Recruiting and retaining additional medical professionals and specialists
	Mental health support	- Establishing counselling services and community support groups - Mental health awareness campaigns - Reduce barriers for people of all ages seeking mental health support
	Community recreation facilities	- Developing parks and sports facilities - Recreational programs

Key Focus Areas	Priorities	Example Actions
	Environmental health measures	- Monitoring air and water quality - Promoting sustainable practices - Addressing potential adverse impacts on health arising from construction and operation
Education, employment and training	Inclusion	Sustainable education and employment opportunities for First Nations students and workers
	Education and skills development	Exploring alternative routes of connecting with the future workforce, specifically disengaged or disadvantaged youth
	Technical and vocational education and training programs	Expanding technical and vocational education and training programs that cater to the specific skills needed in the renewable energy industry
	Higher education partnerships	Creating research centres focused on renewable energy innovation and offering scholarships or incentives to students pursuing studies in related fields
	Community outreach and education	Organising workshops, seminars and educational campaigns targeting students and broader community to foster understanding and support for the new industry
	Job placement and transition support services	- Career counselling - Skills assessment - Retraining programs - Assistance with job placement and entrepreneurship opportunities in the emerging renewable energy market
Early childhood	Accessible and quality early childhood education and care	Develop partnerships between industry stakeholders, not-for-profit organisations and childcare providers to enhance affordability and availability of early childhood education and care services
	Healthcare services and family support programs	Collaborative effort with local healthcare providers and community organisations to ensure comprehensive support for families with young children
	Early intervention and support services	- Providing access to speech therapy, occupational therapy and other specialised services - Collaboration between early childhood educators, healthcare professionals and social service providers to create a coordinated system of support
Safety and security	Community safety programs	Safety education campaigns to mitigate antisocial behaviours that may come with an influx of transient workforce engaging in the general community
	Community resilience planning	Developing community resilience plans that address potential risks and vulnerabilities associated with the transition process

Key Focus Areas	Priorities	Example Actions
Ageing in place	Community centres and senior facilities	Establishing community centres and senior facilities that offer a range of services and activities tailored to seniors' needs
	Affordable housing and home modification programs	- Ensuring suitable supply of appropriate and affordable housing options - Implementing home modification programs
	Transportation services and mobility support	- Improving public transport accessibility - Implementing senior-friendly transportation (e.g. shuttle services, door to door transport, etc.) - Promoting alternative transportation modes (e.g. cycling and walking)
Housing	Affordable housing development	- Developing new housing units - Refurbishing existing housing units - Ensure affordable social-housing options are available to accommodate the growing population, diverse workforce and residents of lower socioeconomic status
	Environmental sustainability initiatives	- Implementing green building practices - Promoting energy-efficient housing designs - Incorporating renewable energy technologies (e.g. solar panels, energy-efficient appliances, etc.)
Community facilities and services	Education and training centres	Investing in education and training facilities tailored to renewable energy technologies (e.g. vocational training centres, technical schools, partnerships with universities, etc.)
	Community health and wellbeing services	Establish or enhance healthcare facilities, mental health services and recreational spaces
	Infrastructure for sustainable living	- Development of cycling and walking paths - Development of public transportation systems - Development of eco-friendly housing options - Investing in renewable energy infrastructure
	Community infrastructure for recreation and social interaction	- Develop accessible community infrastructure (e.g. parks, playgrounds, recreational facilities) - Explore partnerships with local businesses and industry stakeholders to invest in community infrastructure
	Community facilities and services	Building or expanding schools, healthcare centres, youth centres, recreational facilities and transport infrastructure
Enabling infrastructure	Gladstone heavy vehicle and oversize overmass transport corridor	Road infrastructure and asset integrity
	Public transport expansion	- Investing in the expansion of public transport services - Engagement with the Department of Transport and Main Roads to increase the frequency of bus services, establishing new routes and integrating alternative transport modes (e.g. cycling and walking paths)

Key Focus Areas	Priorities	Example Actions
	Investment in alternative transportation	• Installing electric vehicle charging stations • Incentivising the purchase of electric vehicles through subsidies or tax incentives • Promoting the development of hydrogen refuelling infrastructure

Source: Gladstone Regional Council, n.d.a

6.2.6 QUEENSLAND'S 2035 CLEAN ECONOMY PATHWAY

On 26 April 2024, the Queensland Government assented the *Clean Economy Jobs Act 2024* and the *Energy (Renewable Transformation and Jobs) Act 2024*. These Acts work in tandem to legislate Queensland's key emissions reduction and generation targets, respectively.

The *Clean Economy Jobs Act 2024* aims to drive clean economy investment and jobs with a new emissions reduction target of 30% below 2005 levels by 2030, 75% below 2005 levels by 2035, and Net Zero emissions by 2050. The *Energy (Renewable Transformation and Jobs) Act 2024* supports the transition to renewable energy by establishing Renewable Energy Zones, upgrading transmission infrastructure, protecting workers and communities affected by the shift away from the fossil fuel industry, and establishing renewable energy generation targets – 50% by 2030, 70% by 2032, and 80% by 2035.

While these Acts were Bills set before the State Parliament, in February 2024, the Queensland Government published 'Queensland's 2035 Clean Economy Pathway: 75% by 2025' which sought to contextualise the emissions reduction and generation targets, and link these to job creation within the State economy.

On 16 October 2025, the Queensland Government introduced the Energy Roadmap Amendment Bill 2025. The intent of the Bill is to amend Queensland's energy legislation to reflect a change in policy direction under the Crisafulli Government. The Bill was passed by the Queensland Parliament on 10 December 2025 and renewable energy targets established under the Acts were repealed.

Post-repeal, Queensland's legislative framework no longer includes fixed, statutory renewable energy generation targets. Instead, the *Energy Roadmap Amendment Act 2025* establishes a more flexible, market-driven planning approach. The reforms replace prescriptive renewable energy percentages with provisions that focus on emissions reduction from electricity generation, improved energy system planning, and delivery of strategic infrastructure. The Act also introduces the new Energy System Outlook, strengthens public ownership of existing generation assets, and redirects policy emphasis toward enabling coordinated infrastructure, rather than mandating specific renewable generation milestones.

Although the legislated renewable energy generation targets under the *Energy (Renewable Transformation and Jobs) Act 2024* were repealed through the *Energy Roadmap Amendment Act 2025*, the Project will continue to support Queensland's legislated emissions reduction objectives under the *Clean Economy Jobs Act 2024*. By delivering up to 500 MW, the Project enables greater renewable generation. The Project will also generate up to 150-200 FTE jobs during construction and up to 6-10 FTE jobs during operations, contributing to regional economic development.

6.2.7 QUEENSLAND ENERGY ROADMAP

On 10 October 2025, the Queensland Government released the Queensland Energy Roadmap 2025 (Energy Roadmap), establishing a strategic framework to deliver affordable, reliable and sustainable energy across the State. The Energy Roadmap replaces the former 2022 Energy and Jobs Plan and shifts policy direction by extending the operating timeframes of State-owned coal generators to at least their technical lives while simultaneously encouraging private sector investment in new renewable, gas and storage projects.

The Energy Roadmap confirms that battery storage will continue to play an important part in energy transition within the Queensland as they will store cheap daytime solar and release it in the evening. This reduces price spikes and stabilises the grid. Queensland's energy system is forecast to accommodate at least 3.1 GW of short-duration battery storage by 2030, around 2.4 GW higher than in 2025. By 2035, medium-duration storage capacity is expected to increase by a further 1.6–3.4 GW relative to 2025 levels. The Project will contribute 500 MW of storage to the required grid-firming infrastructure outlined in the Energy Roadmap.

6.3 LAND USE CONTEXT

Land use and character provide essential context for understanding how communities interact with their environment and how proposed developments may influence local identity, amenity, and land-based livelihoods.

The Gladstone LGA spans approximately 10,484.3 square kilometres (km²), encompassing a mix of coastal, riverine, and rural landscapes. The City of Gladstone is the principal urban centre, located on the Curtis Coast adjacent to the Port of Gladstone, one of Australia's largest multi-commodity ports. The region is a major industrial hub, hosting LNG processing facilities, alumina refineries, and power generation infrastructure, alongside rural land uses such as beef cattle grazing, horticulture, and forestry (Gladstone Regional Council, 2025d).

The Project area is predominantly rural, with the nearest major development being the East End Mine, located approximately 4 km to the north. The land is zoned 'Rural' under the Planning Scheme and is primarily used for low-intensity grazing.

The Project is adjacent to an existing Powerlink Transmission Line to the north of the Project Area. The Project will ultimately connect into a proposed future Powerlink substation which will be subject to an approvals process managed by Powerlink independent of the Project.

6.4 DEMOGRAPHIC PROFILE

Table 6-6 draws on the ABS datasets listed in **Table 6-1** to provide a current demographic overview of the Social Study Area.

Analysis of the data presented in **Table 6-6** identifies:

- Within the Primary Social Study Area, the East End SAL saw a percentage increase in population between 2016 and 2021, being 49.1% or an increase of 29 persons. Conversely, both the Bracewell SAL and Mount Larcom UCL saw a decline in their respective populations during the same period.

- The Calliope SAL had the lowest median age in the Social Study Area in both 2016 (31) and 2021 (32). The main driver of the lower median age is the larger proportion of SAL residents under 14 years of age (28.7%), which is higher than both the Gladstone LGA (21.5%) and Queensland as a whole (18.7%).
- Within the Primary Social Study Area, the East End SAL has the highest percentage of residents aged 14 years and under in 2021, with 22.7%.
- The Mount Larcom UCL has the highest percentage of residents over 65 years of age (21.3%), which exceeds the Gladstone LGA (13.9%) and Queensland average (17%).
- Households where a non-English language is used experienced a percentage decline between 2016 and 2021 in the Social Study Area, with the exception of the Calliope SAL, wherein the number of households increased by 1.2%. The average percentage of households where a non-English language is used across the SALs and Mount Larcom UCL is lower than the Gladstone LGA and State percentages.
- Representation of Aboriginal and/or Torres Strait Islander people increased across all areas in the Social Study Area (noting that no data was available for the East End SAL). The largest increase was in the Mount Larcom UCL and the Gladstone SUA, where the population increased by 2.3% and 2.4% respectively. At a broader level, this was reflective of trends in the Gladstone LGA which experienced an increase of 2.1%. Queensland also saw an increase of 0.6%. While this is a smaller percentage rise, it's significant given the size of the State's overall First Nations population. Additional statistics relevant to the Aboriginal and/or Torres Strait Islander population are provided in **Section 6.11.3**.

TABLE 6-6 KEY DEMOGRAPHIC INDICATORS

ABS Statistical Area	Census Year	Population	Population Change (%)	Median Age	Population Sex		Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is used (%)
					Male (%)	Female (%)				
Primary Social Study Area										
Bracewell SAL	2021	178	↓ -9.1	43	51.4	48.6	6.2	16.6	20.2	0.0
	2016	196		40	54.2	45.8	4.1	9.6	24.7	4.3
East End SAL ¹	2021	88	↑ 49.1	37	50.0	50.0	-	17.0	22.7	-
	2016	59		33	48.3	51.7	-	5.0	28.8	-
Mount Larcom UCL	2021	238	↓ -7.0	46	49.6	50.4	8.8	21.3	19.1	3.3
	2016	256		42	49.8	50.2	6.5	18.4	19.6	6.1
Secondary Social Study Area										
Calliope SAL	2021	5,263	↑ 3.2	32	50.3	49.7	6.8	10.7	28.7	4.7
	2016	5,101		31	49.7	50.3	4.6	7.9	26.4	3.5
Gladstone SUA	2021	45,185	↑ 3.0	36	50.1	49.9	6.7	12.5	21.9	8.8
	2016	43,871		34	50.7	49.3	4.3	9.2	23.0	9.1
Social Context										
Gladstone LGA	2021	63,515	↑ 3.0	38	50.7	49.3	6.2	13.9	21.5	7.5
	2016	61,640		35	51.3	48.7	4.1	10.3	22.7	7.5

ABS Statistical Area	Census Year	Population	Population Change (%)	Median Age	Population Sex		Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is used (%)
					Male (%)	Female (%)				
Queensland	2021	5,156,138	↑ 9.6	38	49.3	50.7	4.6	17.0	18.7	15.6
	2016	4,703,193		37	49.4	50.6	4.0	17.2	19.4	13.5

Note 1. Some data unavailable for SAL

Note 2. Further information relating to youth and the elderly, linguistic diversity, and First Nations is provided in **Section 6.11**.

Source: Australian Bureau of Statistics [ABS], n.d.

Population projections relevant to the Gladstone LGA were investigated to understand how the population is expected to change over the coming years. Populations typically increase and decrease based on a range of factors, including employment opportunities, income, housing availability, and accessibility to services.

The ABS (2024a) estimates that the resident population of the Gladstone LGA was 68,065 persons in 2024. Between 2021 and 2046, the medium projection scenario for the Gladstone LGA indicates a reasonable extent of population growth. The population is expected to increase by 8.6% from 2026 to 2036, followed by a 7.2% rise between 2036 and 2046. These projections suggest an upward trend, with the largest growth anticipated between 2026 and 2036. This pattern may reflect anticipated regional development, and migration trends that support population growth over time.

Table 6-7 denotes the population projections of the Gladstone LGA in 2026, 2036, and 2046, based on three potential scenarios.

TABLE 6-7 GLADSTONE LGA POPULATION PROJECTIONS

Projection Scenario	2026	2036	2046	Change 2026-2036	Change 2036-2046
Low	67,063	71,226	74,122	↑ 4,163	↑ 2,896
Medium	67,236	73,021	78,285	↑ 5,785	↑ 5,264
High	67,386	74,758	82,459	↑ 7,372	↑ 7,701

Source: Queensland Government Statistician's Office, 2023.

6.5 ECONOMIC PROFILE

The key economic indicators as within the Social Study Area are outlined within the economic profile. These include data relevant to the labour force (refer to **Section 6.5.1**), education (refer to **Section 6.5.2**), income (refer to **Section 6.5.3**), and local business characteristics (refer to **Section 6.5.4**).

6.5.1 LABOUR FORCE

In 2021, the total labour force within the Primary and Secondary Social Study Area was approximately 25,322 workers, an increase of 446 workers from 2016.

Table 6-8 provides an overview of the employment status of residents within the Social Study Area, which identified that between 2016 and 2021, the total labour force grew across most localities, with the exception of the Mount Larcom UCL. In 2021, the total labour force within the Primary Social Study Area has approximately 206 workers, a decrease of six workers from 2016. The Secondary Social Study Area has approximately 25,116 workers in the total labour force, an increase of 452 workers since 2016.

An updated region summary for the Gladstone LGA estimated that in 2022 there were 55,108 jobs. In 2024, the working-age population (individuals aged 15 to 64 years) was 63.8%, slightly below the Queensland rate of 65.1% (ABS, 2024a).

TABLE 6-8 LABOUR FORCE STATUS

ABS Statistical Area	Census Year	In the Labour Force (#)	Unemployed (#)	Unemployed (%)
Primary Social Study Area				
Bracewell SAL	2021	80	0	0.0
	2016	73	6	8.2
East End SAL	2021	38	0	0.0
	2016	26	4	-
Mount Larcom UCL	2021	88	9	10.2
	2016	113	13	11.5
Secondary Social Study Area				
Calliope SAL	2021	2,444	165	6.8
	2016	2,386	234	9.8
Gladstone SUA	2021	22,672	1,722	7.6
	2016	22,278	2,544	11.4
Social Context				
Gladstone LGA	2021	30,840	2,274	7.4
	2016	30,451	3,368	11.1
Queensland STE	2021	2,582,802	138,714	5.4
	2016	2,312,118	175,665	7.6

Source: ABS, n.d.

More recent data obtained for the Gladstone LGA from the Commonwealth Department of Employment and Workplace Relations, is summarised in **Table 6-9**. As shown in **Table 6-9**, the total labour force within the Gladstone LGA has continued on an increased trajectory since September 2021, with the most recent September 2025 statistics showing an increase of 2,972 persons during this period. The number of unemployed persons has fluctuated between this same period, with the unemployment rate in September 2025 being 6.4%, the same as it was in September 2021.

TABLE 6-9 GLADSTONE LGA UPDATED LABOUR FORCE STATISTICS, 2021-2025

Period	Total Labour Force (#)	Unemployed (#)	Unemployed (%)
September 2021	34,688	2,210	6.4
September 2022	34,152	1,846	5.4
September 2023	36,300	2,134	5.9
September 2024	37,166	2,005	5.4
September 2025	37,660	2,394	6.4

Source: Department of Employment and Workplace Relations, 2026

Table 6-10 characterises the economic profile of the Social Study Area through the key occupations of employment. The three top occupations that represent the Social Study Area and are likely to have transferable skills to work on the Project are Technicians and Trades, Machinery Operators and Drivers, and Labourers.

As identified in **Table 6-10**, in 2021 the Gladstone LGA had an approximate workforce of 30,840 workers. Of these workers, 12,876 had relevant occupations and skill sets to the Project. This translates to 41.8% of the labour force with relevant occupations, comprising Technicians and Trades (5,876 workers), Machinery Operators and Drivers (3,472 workers), and Labourers (3,528 workers). In 2021, the Primary Social Study Area has approximately 123 workers and Secondary Social Study Area has approximately 10,410 workers with relevant occupation skills. In all locations, with the exception the Mount Larcom SAL, the number of workers in each of these occupations increased between 2016 and 2021.

TABLE 6-10 RELEVANT OCCUPATIONS

ABS Statistical Area	Census Year	Technicians and Trades Workers (#)	Machinery Operators and Drivers (#)	Labourers (#)
Primary Social Study Area				
Bracewell SAL	2021	15	21	16
	2016	9	12	14
East End SAL	2021	18	6	3
	2016	5	4	3
Mount Larcom UCL	2021	13	17	14
	2016	18	23	19
Secondary Social Study Area				
Calliope SAL	2021	526	359	287
	2016	515	333	292
Gladstone SUA	2021	4,265	2,445	2,528
	2016	4,257	2,354	2,396
Social Context				
Gladstone LGA	2021	5,876	3,472	3,528
	2016	5,789	3,366	3,498
Queensland STE	2021	333,915	166,739	246,394
	2016	305,441	147,636	225,268

Source: ABS, n.d.

Table 6-11 provides a categorisation of the top five industries of employment within the Social Study Area, which comprises:

1. Manufacturing;
2. Construction;

3. Health Care and Social Assistance;
4. Transport, Postal and Warehouse; and
5. Retail Trade.

Based on the data provided in **Table 6-11**, it was identified that between 2016 and 2021, employment in the top industries of employment saw varying degrees of growth or decline. Generally, within the Primary Social Study Area there has been a trend towards growth in all five industries, with the exception of the Transport, Postal and Warehouse industry.

Within the Secondary Social Study Area, the largest growth between 2016 and 2021 was observed in the Health Care and Social Assistance industry. The Gladstone SUA recorded a 598 person increase, with the data for the Calliope SAL denoting a 51 person increase. The increase for the Gladstone SUA mirrors that of the Gladstone LGA. Employment across all industries increased within the Queensland STE.

TABLE 6-11 RELEVANT INDUSTRIES

ABS Statistical Area	Census Year	Manufacturing (#)	Construction (#)	Health Care and Social Assistance (#)	Transport, Postal and Warehouse (#)	Retail Trade (#)
Primary Social Study Area						
Bracewell SAL	2021	18	6	3	6	4
	2016	15	7	3	0	0
East End SAL	2021	11	4	0	0	3
	2016	6	0	0	3	3
Mount Larcom UCL	2021	9	10	6	9	7
	2016	11	7	4	14	7
Secondary Social Study Area						
Calliope SAL	2021	293	277	207	202	210
	2016	293	252	156	206	211
Gladstone SUA	2021	3,072	2,162	2,233	1,675	1,979
	2016	2,866	2,108	1,635	1,647	1,986
Social Context						
Gladstone LGA	2021	3,933	2,720	2,632	2,194	2,535
	2016	3,724	2,666	2,046	2,239	2,588
Queensland STE	2021	139,736	221,409	374,629	114,978	225,421
	2016	128,666	189,766	277,396	107,676	211,506

Source: ABS, n.d.

6.5.2 EDUCATION

Table 6-12 provides an overview of the education indicators for the Social Study Area, with the following identified:

- Across the Secondary Social Study Area in 2021, vocational training is prevalent, particularly in the Calliope SAL and the Gladstone SUA at 36.1% and 33.5%, respectively. The percentage of persons with Educational Attainment, Vocational Training has increased across all locations between 2016 and 2021.
- Year 12 completion varies, with the Calliope SAL being the highest at 15.0%, and the Mount Larcom the lowest at 5.6%, however both are below the Queensland STE average of 15.5%.
- The Bracewell SAL and Mount Larcom UCL showed substantial decreases in Educational Attainment University between 2016 and 2021, with percentage decreases of 2.2% and 6.5%, respectively.
- Overall, the Social Study Area reflects a skills profile focused on trade and vocational qualifications, with comparatively lower Year 12 and university level attainment.

TABLE 6-12 KEY EDUCATION INDICATORS

ABS Statistical Area	Census Year	Educational Attainment Year 12 or Equiv. (%)	Educational Attainment, Vocational Training (%)	Educational Attainment, University (%)
Primary Social Study Area				
Bracewell SAL	2021	11.6	25.4	3.6
	2016	12.9	23.8	5.8
East End SAL	2021	-	-	-
	2016	-	-	-
Mount Larcom UCL	2021	5.6	26.9	1.5
	2016	8.0	20.6	8.0
Secondary Social Study Area				
Calliope SAL	2021	15.0	36.1	8.2
	2016	13.9	33.7	7.5
Gladstone SUA	2021	14.4	33.5	13.2
	2016	15.4	32.1	12.6
Social Context				
Gladstone LGA	2021	13.8	33.5	12.0
	2016	14.5	32.0	11.2
Queensland STE	2021	15.5	28.4	21.9
	2016	16.5	27.0	18.3

Source: ABS, n.d.

6.5.3 INCOME

Table 6-13 provides an overview of the key income indicators within the Social Study Area. Based on the data presented, the following was identified as relevant to characterising the Social Study Area:

- In 2021, the Bracewell SAL had the lowest median weekly personal income of \$537, increasing by \$59 from 2016. Conversely, the Calliope SAL had the highest median monthly personal income of \$800 in 2021, an increase of \$64 from 2016. The Queensland STE experienced the strongest median weekly personal income growth overall, increasing by \$127 (from \$660 to \$787). This indicates that while incomes in the Social Study Area improved, growth was generally less pronounced than at the State level, which is typical of rural regions.
- Across all locations of the Social Study Area, weekly household income increased between 2016 and 2021. The Calliope SAL had the highest median weekly household income of \$1,884 in 2021, an \$81 increase from 2016. The Mount Larcom UCL, on the other hand, whilst still increasing, had the lowest median weekly household income of \$1,125, a \$61 increase from 2016. The largest percentage increase of median weekly household income however as in the Bracewell SAL, which increased by 22%.
- Between 2021 and 2016, the Bracewell SAL and Calliope SAL also experienced an increase in the percentage of households where the weekly income is less than \$650 – increases of 3.5% and 1.3%, respectively. All other locations experienced decreases, particularly in the Mount Larcom UCL which decreased from 30.6% to 20.2%.

An updated region summary for the Gladstone LGA estimated that in 2022, the median total income (excl. Government pensions and allowances) was \$59,093, which represents a 3.9% increase from 2021 (ABS, 2024a).

TABLE 6-13 INCOME INDICATORS

ABS Statistical Area	Census Year	Median Weekly Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%)	Less than \$650 Total Household Weekly Income (%)
Primary Social Study Area					
Bracewell SAL	2021	537	1,791	↑ 22.0	21.7
	2016	478	1,468		18.2
East End SAL	2021	-	-	-	-
	2016	-	-		-
Mount Larcom UCL	2021	581	1,125	↑ 5.9	20.2
	2016	480	1,062		30.6
Secondary Social Study Area					
Calliope SAL	2021	800	1,884	↑ 4.5	15.7
	2016	736	1,803		14.4

ABS Statistical Area	Census Year	Median Weekly Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%)	Less than \$650 Total Household Weekly Income (%)
Gladstone SUA	2021	794	1,691	↑ 0.1	17.9
	2016	722	1,690		18.7
Social Context					
Gladstone LGA	2021	758	1,639	↑ 3.3	18.8
	2016	678	1,586		19.8
Queensland STE	2021	787	1,675	↑ 19.5	16.4
	2016	660	1,402		19.5

Source: ABS, n.d.

6.5.4 LOCAL BUSINESS CHARACTERISTICS

Data relating to the 'Counts of Australian Businesses' was used to provide insight in the characteristics of local businesses within the Social Study Area for the period between June 2020 and June 2024. While this data is not available at an SAL level, it is available for the Gladstone LGA and is presented in **Table 6-14**.

Table 6-14 identifies the following business characteristics:

- The Gladstone LGA hosts a total of 4,132 businesses, the majority of which employ more than 19 employees; and
- The top industry is Construction, employing a total of 728 workers, with Agriculture, Forestry and Fishing a close second, employing 623 workers.

Counts are heavily influenced by entry and exits within Australia's small business sector, and the scope of business counts is limited to businesses actively remitting in a Goods and Services Tax role only.

TABLE 6-14 LOCAL BUSINESSES IN THE GLADSTONE LGA

Industry		Business Type		
		Total	Non-Employing ¹	Small Business ²
Industry #1	Construction	728	402	310
Industry #2	Agriculture, Forestry and Fishing	623	536	85
Industry #3	Rental, Hiring and Real Estate Services	433	343	82
Total businesses in the Gladstone LGA		4,132		

Note1. Non-employing businesses are sole traders/partnerships

Note2. Businesses that have fewer than 20 employees

Source: ABS, 2024b

6.6 COMMUNITY CHARACTERISTICS

This section provides a profile of the communities within the Social Study Area. The analysis draws on current data and local knowledge from desktop research and stakeholder engagement to identify community strengths, vulnerabilities, and diversity.

6.6.1 COMMUNITY HISTORY

A snapshot of each community's history is provided in the following sections.

Mount Larcom

Mount Larcom was officially proclaimed in 1915, although farming activity in the district had begun in the late 1800s (The University of Queensland. 2018). Early settlers were initially drawn to the nearby minor goldfields at Raglan and Langmorn, before turning to agriculture as the region developed (The University of Queensland. 2018). With the construction of the North Coast railway line between Gladstone and Rockhampton—passing directly through Mount Larcom—farming expanded significantly (The University of Queensland. 2018). Historical post office directories record more than 90 farmers and graziers, predominantly dairy producers, operating in the Mount Larcom area during this period and 72 dairy farmers in East End and Bracewell (The University of Queensland. 2018). Today, Mount Larcom is known for its agriculture show and its small town beauty (Gladstone Regional Council. n.d.b.).

Calliope

Calliope was part of the Port Curtis survey area. Subsequently, gold was discovered in the town in the early 1860s which led to a mining boom (Calliope Chase, n.d.). Most of the gold was mined out of the Calliope district by the mid-1970s, leading to an exodus of miners, however beef production continued, and Calliope remained a centre for the beef industry (Calliope Chase, n.d.). Rail development in 1910 connected Calliope to other localities, leading to a population increase (Calliope Chase, n.d.). Today, Calliope is home to a number of community-led events, including the Calliope Rodeo and the Calliope Historical Village markets (Gladstone Regional Council, n.d.c).

Gladstone

Gladstone began as a modest settlement in the mid-19th century and grew slowly due to limited water and farmland (Queensland Places 2018). Originally known as Port Curtis, it became a municipality in 1863 but only transformed into a major industrial hub in the late 20th century (Queensland Places 2018). Its growth was driven by coal exports, alumina refining, aluminium smelting, and other heavy industries, making it one of Queensland's fastest-growing cities (Queensland Places 2018). Today, Gladstone is a key port for coal and mineral exports, supported by significant infrastructure like power stations and rail links.

6.6.2 COMMUNITY CULTURE AND VALUES

Whilst there are differences between the urban and rural communities within the Gladstone region, the collective community values within the Gladstone LGA are described by the Gladstone Regional Council as reflecting, "*...a great sense of community, with a 'can-do' attitude*" (Gladstone Regional Council, 2024a, p.4).

Outside of the larger urban areas, the smaller rural communities within the Primary Social Study Area (Bracewell and East End) share a strong agricultural identity, a preference for low-density living, and a commitment to preserving natural and scenic landscapes. These communities value self-reliance and resilience, supported by neighbourly attitudes and shared infrastructure. While sharing similar characteristics, each locality has its own distinct identity.

There are a number of significant festivals and events occurring within the Social Study Area. These festivals and events are identified in **Table 6-15**, and are generally reflective of the core community values, with events such as rodeos, local arts and craft shows, livestock exhibitions occurring within the rural localities, and live music and entertainment dominating the more urbanised areas.

In addition to the formalised festivals and events outlined in **Table 6-15**, the Social Study Area also hosts several informal and one-off events throughout the year. These typically involve local markets, workshops and cultural activities organised by the Gladstone Regional Council and/or Local Community Groups.

According to Gladstone Regional Council (2019), over 200 festivals and events are staged throughout the Gladstone region on an annual basis. The number of community events occurring within the region is set to be increased over the coming years, with Gladstone Regional Council implementing an Events Strategy (for the period of 2019 to 2024), with the aim to, "...increase overnight visitor expenditure, bolster the economy and celebrate community and culture" (Gladstone Regional Council, 2019, p.3).

The strategies and plans above highlight values deeply embedded in the community's identity. Residents maintain a strong connection to land and environment, valuing agricultural productivity, biodiversity, and scenic amenity through sustainable land use practices. Community and belonging are central to social life, with mutual support and intergenerational ties evident in rural townships. Cultural heritage and creativity are celebrated through festivals, museums, and public art, reflecting the region's rich history and growing recognition of First Nations culture. Wellbeing and resilience underpin local initiatives aimed at addressing ageing, social isolation, and disaster preparedness, with a focus on empowering community groups and volunteers to strengthen social cohesion and adaptability.

TABLE 6-15 SIGNIFICANT FESTIVALS AND EVENTS

Location	Event/Festival	Description	Indicative Date
Mount Larcom	Mount Larcom Show	A well-recognised and respected family-friendly signature regional event within the Gladstone region, including entertainment, fireworks, arts and crafts, agricultural events, and live music.	June
Calliope	Calliope Rodeo and Specialty Events	Rodeo events, live music, food and drinks, and camping	January (Australia Day Long Weekend) September (Subject to Change)

Location	Event/Festival	Description	Indicative Date
	Strong Communities - Community and Family Fun Day	Kids friendly activities, food and drinks.	September (happens once as a morning event on a weekend)
	Calliope Youth Fest	Youth-led community event coordinated by Gladstone Regional Council	September
	Calliope Historical Village Markets	Local crafts and produce	Monthly
	Rotary Club Christmas Carols	Christmas carols, food and drinks, community stalls.	December (happens once as an evening event)
Gladstone	Festival of Summer	Youth-focused weeks of activities, including workshops and outdoor activities.	January
	Yaralla Gladstone Harbour Festival	Major annual celebration with amusement rides, sideshow alley, nightly entertainment, dazzling fireworks, food trucks, markets.	April (Easter)
	Ecofest	Environmental festival that promotes sustainability initiatives. Includes stalls and workshops.	June
	GPC's Port to Park Fun Run	Fun Run supporting local schools and community groups.	August
	Gladstone BBQ Festival	BBQ competitions, food trucks, live music, and family-friendly activities.	September
	PopCon	Pop culture convention at the Gladstone Entertainment Convention Centre and Gladstone Library with cosplay, gaming, and panels.	September
	Under the Trees Festival (Boyne Island)	Music and arts festival showcasing local and national talent, organized by the Boyne Tannum Arts Business & Community Association.	September
	Christmas Carols	Christmas events including carols and charity toy drives.	December
	CQ Beer + Cider Festival	Social event featuring food and drink stalls, and live music.	TBD
	Gladstone Curtis Markets	Local crafts, produce, and entertainment in Gladstone.	Monthly
	Beach Arts Music Markets (Tannum Sands)	Over 100 market stalls, live music, food vendors, arts and crafts, and family-friendly entertainment	Monthly

6.6.3 CULTURAL HERITAGE

The Social Study Area is rich in both Aboriginal and European cultural heritage. The traditional custodians of the Gladstone region are the First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People.

The region also has European historical heritage, with the discovery of Gold in the Calliope River in 1861 bolstering the total number of settlers to the Gladstone Region. The area was subsequently developed for its potential for Port infrastructure and has since been developed for its proximity to natural resources and useability for exporting minerals and fossil fuels.

The Central Queensland region has a history in terms of its expansive mining industry and has become known as the greatest producer and exporter of black coal, whilst the region is also renowned for its thriving beef industry.

6.7 HOUSING PROFILE

Access to good quality, affordable housing is fundamental to the wellbeing of the community (Australian Institute of Health and Welfare, 2025a) and housing costs are often a major component of total living costs (ABS, 2022).

Section 6.7.1 provides an overview of the key housing indicators, with trends across the property market within the Primary Social Study Area outlined in **Section 6.7.2**. An understanding of the extent of short-term accommodation is available within the Social Study Area is provided in **Section 6.7.3**. Further, **Section 6.7.5** provides an overview of the social housing provided for within the Social Study Area.

6.7.1 KEY HOUSING INDICATORS

Key housing and accommodation indicators across the Social Study Area are summarised in **Table 6-16**, with the data indicating:

- The average household size remained relatively stable between 2016 and 2021, ranging from 2.2 in the Mount Larcom UCL (decrease of 0.1) to 2.9 in the Bracewell SAL (increase of 0.2), with the Calliope SAL showing no change. Larger household sizes, such as those in the Bracewell and Calliope SALs, suggest family-oriented communities, while smaller sizes, like the Mount Larcom UCL with an average of 2.2, indicate a higher proportion of single-person households.
- In 2021, the Bracewell SAL recorded the highest proportion of unoccupied dwellings in the Social Study Area. Across the Primary Social Study Area, there are 26 unoccupied dwellings; the Secondary Social Study Area contains 2,569 unoccupied dwellings, and the Gladstone LGA has 4,081.
- Compared to Queensland (90.7% occupied dwellings with a balanced tenure mix: 29.1% owned outright, 34.4% mortgaged, and 33.1% rented), the Social Study Area shows higher rates of outright ownership in rural locations. These trends reinforce the region's rural character and highlight potential vulnerability to housing-market fluctuations.
- In the Bracewell SAL in 2021, 86.2% of households owned their homes outright or with a mortgage, demonstrating strong local residential stability. Within the Gladstone SUA, renters accounted for 39.2% of households in 2021, a 1.3% decrease from 2016, meaning 68.8% of households owned their homes outright or with a mortgage. This may reflect the presence of a substantial transient workforce.

- Weekly rent repayments exceeding 30% of household income were below the Queensland average of 32.2% across all Social Study Areas in 2021. The Bracewell SAL was closest to the state benchmark, with 28.3% of households experiencing rental stress. All Social Study Area communities recorded substantial increases in rental stress between 2016 and 2021, with some communities experiencing rises of more than 150%.
- Monthly mortgage repayments exceeding 30% of household income remained below the Queensland average of 11.9%, except in the Mount Larcom UCL (12.5%). Mortgage stress increased across all Social Study Area communities between 2016 and 2021, with the exception of the Bracewell SAL.
- Household composition is predominantly family-based across most areas. In 2021, families accounted for 85.5% of households in the Bracewell SAL and 81.1% in Calliope SAL. Single-person households were more common in the Gladstone SUA (27.1%) and the Mount Larcom UCL (26.4%), which may reflect an ageing population or lifestyle preferences.

TABLE 6-16 KEY HOUSING AND ACCOMMODATION INDICATORS

ABS Statistical Area	Census Year	Average number of people per household (#)	Dwelling Count Occupied / Unoccupied % (#)	Housing Tenure Owned Outright / Mortgage / Rented % (#)	Monthly Repayments >30% Household Income Weekly Rent / Mortgage % (#)	Household Composition Families / Single / Group % (#)
Primary Social Study Area						
Bracewell SAL	2021	2.9	78.4/ 14.9 (58/ 11)	50/ 36.2/ 15.5 (29/ 21/ 9)	28.3/ 0 (- / 0)	85.5/ 14.5/ 0.0 (53/9/0)
	2016	2.7	87.9/ 12.1 (58/ 8)	40.7/ 38.9/ 14.8 (22/ 21/ 8)	0/ 5.8 (- / -)	74.5/ 25.5/ 0 (41/ 14/ 0)
East End SAL ¹	2021	-	-	-	-	-
	2016	-	-	-	-	-
Mount Larcom UCL	2021	2.2	85.8/ 14.2 (91/ 15)	38.5/ 35.2/ 22 (35/ 32/ 20)	20/ 12.5 (4/ 4)	67/ 26.4/ 6.6 (61/ 24/ 6)
	2016	2.3	85.3/ 14.7 (93/ 16)	37.2/ 28.7/ 34 (35/ 27/ 32)	12.9/ 5.6 (- / -)	72.2/ 27.8/ 0 (70/ 27/ 0)
Secondary Social Study Area						
Calliope SAL ¹	2021	2.9	92.4 (1,706) / 7.8 (144)	22.8 (389) / 43.6 (744) / 29.2 (499)	24.5 (123) / 8.5 (63)	81.1 (1,387) / 16.6 (284) / 2.3 (40)
	2016	2.9	90.2 (1,589) / 9.8 (172)	18.9 (302) / 45.9 (733) / 32.7 (523)	6.6 (-) / 9.7 (-)	78.9 (86) / 15.6 (17) / 5.5 (6)
Gladstone SUA ¹	2021	2.5	87.4 (16,869) / 12.6 (2,425)	23.3 (3,924) / 35.5 (5,988) / 39.2 (6,613)	26.3 (1,740) / 8.8 (529)	69.5 (11,725) / 27.1 (4,579) / 3.3 (559)
	2016	2.6	81.5 (15,414) / 18.5 (3,493)	20.7 (3,188) / 36.6 (5,629) / 40.5 (6,230)	9.8 / 6.9 (- / -)	73.4 (11,307) / 23.2 (3,577) / 3.4 (517)

ABS Statistical Area	Census Year	Average number of people per household (#)	Dwelling Count Occupied / Unoccupied % (#)	Housing Tenure Owned Outright / Mortgage / Rented % (#)	Monthly Repayments >30% Household Income Weekly Rent / Mortgage % (#)	Household Composition Families / Single / Group % (#)
Social Context						
Gladstone LGA ¹	2021	2.5	85.0 (23,181) / 15.0 (4,081)	27.3 (6,330) / 36.5 (8,455) / 33.4 (7,731)	26.5 (2,047) / 9.6 (808)	71.3 (16,535) / 25.6 (5,923) / 3.1 (723)
	2016	2.6	80.8 (21,369) / 19.2 (5,087)	24.2 (5,180) / 38.1 (8,137) / 35.1 (7,497)	8.7 (-) / 7.9 (-)	74.3 (15,882) / 22.6 (4,836) / 3.1 (662)
Queensland ¹	2021	2.5	90.7 (1,869,462) / 9.3 (192,393)	29.1 (543,285) / 34.4 (643,459) / 33.1 (618,442)	32.3 (199,511) / 11.9 (76,615)	71.0 (1,327,873) / 24.7 (461,009) / 4.3 (80,576)
	2016	2.6	89.4 (1,656,828) / 10.6 (195,570)	28.5 (471,407) / 33.7 (558,439) / 34.2 (566,478)	12.8 (-) / 6.4 (-)	71.8 (1,189,859) / 23.5 (389,076) / 4.7 (77,898)

Note1. Some data unavailable.

Note2. To protect confidentiality some data values may be adjusted, suppressed or unavailable, and totals may not match or add up to 100%.

Source: ABS, n.d.

6.7.2 HOUSING AND ACCOMMODATION TRENDS

The housing market is complex and changes in property values are due to many factors and considerations. Gladstone Regional Council's 2024/25 Strategic Priorities (Gladstone Regional Council, 2024a) has identified that the Gladstone region is facing housing availability, affordability, and accessibility challenges, including:

- Extremely limited access to temporary, emergency or crisis accommodation;
- Limited options of housing product;
- Lack of affordable housing options; and
- An increase in cost-of-living pressures.

To address these issues, Gladstone Regional Council (2024a) has committed to advocate to State and Federal Governments to:

- Reinstate or replace the National Rental Affordability Scheme funding;
- Unlock empty, unused, or abandoned properties to increase supply;
- Ensure rental subsidy programs are accessible and meeting needs; and
- Adequately incentivise critical workers to live in regional areas by supporting housing.

6.7.2.1 HOUSING MARKET

Table 6-17 and **Table 6-18** provide an overview of the housing market and the unit and apartment market in the Social Study Area. Data is unavailable for some localities. The data indicates:

- Housing prices have increased across the Social Study Area over the 12 months to January 2026. In January 2026, Gladstone Harbour recorded the highest median price at \$645,000, while Calliope followed at \$603,500 with growth of 21.7%. Mount Larcom had the lowest median house price at \$455,000 but a strong growth rate of 19.7%, and Bracewell recorded \$522,500 with the highest growth rate of 41.8%, indicating strong demand. West Gladstone also shows indicates growth, with a median price of \$514,000 and an increase of 19.7%, reflecting increasing pressure on affordability in the broader Gladstone region.
- Housing availability and sales activity vary across locations. West Gladstone recorded the highest sales volume with 167 transactions in the past 12 months and 29 listings in the previous month, suggesting an active market. Calliope followed with 18 listings and 150 sales, while Gladstone Central had 12 listings and 18 sales, indicating moderate activity. Properties in Calliope sell the fastest, at a median time on market of 32 days, compared to Bracewell (92 days) and Gladstone Harbour (249 days). Calliope stands out for units and apartments, recording the longest median time on market in the Social Study Area at 90 days.
- Housing rental yields vary across locations, with Mount Larcom offering the highest yield at 5.9%, followed by Gladstone Harbour and West Gladstone at 5.2% each. The higher yields may reflect lower property values and stronger rental demand.
- The absence of housing price data for East End suggests restricted housing diversity in some areas, which may limit accommodation options for smaller households or Project workforce. Combined with increasing prices and varying availability, this could create pressure on affordability and housing choice in the Social Study Area.

- Units and apartments prices in the Social Study Area range from \$335,000 (West Gladstone) to \$366,250 (Calliope), with the three locations with available data (Calliope, West Gladstone, and Central Gladstone) all experiencing price growth in the last 12 months. No unit/apartment transactions were reported in Bracewell, East End, Mount Larcom or Gladstone Harbour, indicating limited housing diversity in these areas.
- Rental yields for units/apartments are generally higher than houses, with West Gladstone offering 6.3%, Gladstone Central 6.1%, and Calliope 5.5%. These figures suggest strong rental demand for smaller dwellings in the Social Study Area.

TABLE 6-17 HOUSING MARKET INSIGHTS – HOUSING, JANUARY 2026

Location (Postcode)	Median Housing Price (\$)	Median Housing Price Growth in Past 12 Months (%)	House Availability Previous Month (#)	Housing Sales in Past 12 Months (#)	Median Time on Market (days)	Rental Yield (%)
Primary Social Study Area						
Bracewell (4695)	522,500	↑ 41.8	1	2	92	4.9
East End (4695)	-	-	-	-	-	-
Mount Larcom (4695)	455,000	↑ 19.7	2	9	48	5.9
Secondary Social Study Area						
Calliope (4680)	603,500	↑ 21.7	18	150	32	5.1
West Gladstone (4680)	514,000	↑ 19.7	29	167	42	5.2
Gladstone Central (4680)	550,000	↑ 23.6	12	18	42	5.1
Gladstone Harbour (4680)	645,000	-	2	1	249	5.2

Note1. Some data unavailable for location.

Note2. Data accurate as of 3 February 2026.

Source: REA Group Ltd, 2026.

TABLE 6-18 HOUSING MARKET INSIGHTS – UNITS AND APARTMENTS, JANUARY 2026

Location (Postcode)	Median Unit and Apartment Price (\$)	Median Unit and Apartment Price Growth in Past 12 Months (%)	Unit and Apartment Availability Previous Month (#)	Unit and Apartment Sales in Past 12 Months (#)	Median Time on Market (days)	Rental Yield (%)
Primary Social Study Area						
Bracewell (4695)	-	-	-	-	-	-
East End (4695)	-	-	-	-	-	-
Mount Larcom (4695)	-	-	-	-	-	5.3
Secondary Social Study Area						
Calliope ¹ (4680)	366,250	↑ 13.1	1	4	90	5.5
West Gladstone (4680)	335,000	↑ 26.4	18	78	53	6.3
Gladstone Central (4680)	340,000	↑ 7.9	23	96	83	6.1
Gladstone Harbour ¹ (4680)	-	-	-	-	-	5.0

Note1. Some data unavailable for location.

Note2. Data accurate as of 3 February 2026.

Source: REA Group Ltd, 2026.

6.7.2.2 RENTAL MARKET

There are two primary components of the private rental housing market that can indicate both existing pressures and socio-economic vulnerability: rental availability and affordability. These aspects are explored in the following section.

Rental Availability

Table 6-19 and **Table 6-20** provide an overview of the housing market and the unit and apartment market in the Social Study Area. Data is unavailable for some localities. The data, indicates:

- Median weekly rents for houses are highest in Calliope at \$570, followed by West Gladstone at \$500 and Gladstone Central at \$490. Rental price growth has varied, with increases in Calliope (3.6%), West Gladstone (6.4%) and Gladstone Central (1.0%). For units, Calliope leads at \$450, followed by Gladstone Central at \$430 and West Gladstone at \$400. Prices for units increased in Gladstone Central (4.9%), Calliope (11.1%) and West Gladstone (11.1%).

- House availability in January 2026 was highest in West Gladstone with 30 listings, followed by Calliope (16) and Gladstone Central (three). Unit availability was concentrated in Gladstone Central (25 listings), West Gladstone (23) and Calliope (two listings). Other locations recorded no unit availability.
- Leasing activity over the past 12 months was strongest for houses in West Gladstone with 155 leases, followed by Calliope with 99 and Gladstone Central with 22. For units, Gladstone Central dominated with 187 leases, followed by West Gladstone with 135 and Calliope recorded 23 leases, while other areas had no activity.
- Median time on market for houses is longest in Gladstone Central at 59 days, followed by West Gladstone with 30, indicating strong demand. Calliope shows slightly shorter turnover at 22 days. For units, the shortest time on market was in Calliope (16 days) followed by Gladstone Central (26) and West Gladstone (29).
- Rental demand for houses is concentrated in West Gladstone and Calliope, with 534 and 163 inquiries received, respectively. Gladstone West also indicates strong interest for units with 316 inquiries.

TABLE 6-19 RENTAL MARKET INSIGHTS – HOUSING, JANUARY 2026

Location (Postcode)	Median Rental Price per week (\$)	Median Rental Price Growth in Past 12 Months (%)	House Availability Previous Month (#)	Houses Leased in Past 12 Months (#)	Median Time on Market (days)	Renter Interest (#)
Primary Social Study Area						
Bracewell (4695)	-	-	-	-	-	-
East End (4695)	-	-	-	-	-	-
Mount Larcom (4695)	-	-	-	2	27	0
Secondary Social Study Area						
Calliope (4680)	570	↑ 3.6	16	99	22	163
West Gladstone (4680)	500	↑ 6.4	30	155	30	534
Gladstone Central (4680)	490	↑ 1.0	3	22	59	114
Gladstone Harbour ¹ (4680)	-	-	-	-	-	-

Note1. Some data unavailable for location.

Note2. Data accurate as of 3 February 2026.

Source: REA Group Ltd, 2026.

TABLE 6-20 RENTAL MARKET INSIGHTS - UNITS AND APARTMENTS, JANUARY 2026

Location	Median Rental Price per week (\$)	Median Rental Price Growth in Past 12 Months (%)	Rental Availability Previous Month (#)	Rentals Leased in Past 12 Months (#)	Median Time on Market (days)	Renter Interest (#)
Primary Social Study Area						
Bracewell (4695)	-	-	-	-	-	-
East End (4695)	-	-	-	-	-	-
Mount Larcom (4695)	-	-	-	-	-	-
Secondary Social Study Area						
Calliope (4680)	450	↑ 11.1	2	10	16	44
West Gladstone (4680)	400	↑ 11.1	23	135	29	316
Gladstone Central (4680)	430	↑ 4.9	25	187	26	279
Gladstone Harbour ¹ (4680)	-	-	-	-	-	-

Note1. Some data unavailable for location.

Note2. Data accurate as of 3 February 2026.

Source: REA Group Ltd, 2026.

Table 6-21 provides insights into historical and current vacancy data across the Social Study Area using the SQM Residential Vacancy Rates (SQM Research, 2025). The SQM Residential Vacancy Rate draws on a combination of ABS data and online data from monitoring major property listing sites to provide a time-series analysis on a monthly and postcode scale.

Table 6-21 provides an overview of the most recent residential vacancy data, and over a five year period from October 2020 to December 2025, which indicates:

- Bracewell, East End and Mount Larcom recorded its highest vacancy in October 2025 with two vacancies, corresponding to a peak vacancy rate of 6%. As of December 2025, the number of vacancies was one and a 3.1% vacancy rate.
- Calliope, Gladstone Central, Gladstone Harbour West, and Gladstone had the largest peak, with 250 vacancies in October 2025 and a vacancy rate of 2.8%. As of December 2025, the number of vacancies was 206 and a 2.9% vacancy rate.

TABLE 6-21 RESIDENTIAL VACANCY RATES

Location (Postcode)	Highest Number of Vacancies Over a 5 Year Period (~no.)	Highest Vacancy Rate Over a 5 Year Period (~%)	Number of Vacancies in December 2025 (~no.)	Vacancy Rate in December 2025 (~%)
Bracewell, East End, Mount Larcom (4695)	2 (October 2025)	6 (October 2025)	1	3.1
Calliope Gladstone Central, Gladstone Harbour West Gladstone (4680)	250 (October 2025)	2.8 (October 2025)	206	2.9

Note1. The 5-year period refers to the timeframe from December 2020 to December 2025.

Source: SQM Research, 2025

Rental Affordability

Rental affordability is a key portion of the housing market that is likely to respond to worker influx prompted by large projects and is a key component for sustaining the economic vitality of communities and the wellbeing of individuals (Lawrie, et al., 2011).

The extent of households experiencing rental stress in the Primary Social Study Area has previously been considered in **Section 6.7.1**.

SGS Economics & Planning in partnership with National Shelter, Beyond Bank, and Brotherhood of St Laurence have published the Rental Affordability Index (RAI) since 2015 (SGS Economics & Planning, 2024). The RAI index is calculated via considering a household's income against its qualifying income¹, with the results identified through the affordability categories shown in **Figure 6-2**.

Index score	Share of income spent on rent	Relative unaffordability
<50	60% or more	Extremely unaffordable rents
51-80	38-60%	Severely unaffordable rents
81-100	30-38%	Unaffordable rents
101-120	25-30%	Moderately unaffordable rents
121-150	20-25%	Acceptable rents
151-200	15% or less	Affordable rents
>200		Very Affordable rents

Source: SGS Economics & Planning, 2024

FIGURE 6-2 RENTAL AFFORDABILITY INDEX AND SEVERITY OF RENTAL UNAFFORDABILITY

¹ Qualifying income refers to the income required to pay rent, where rent is 30 per cent of income.

The findings identify that in Quarter 2, 2025, Bracewell, East End and Mount Larcom (postcode 4678) had a null RAI Score, meaning the extent of rental affordability in the area is unknown.

The locations of the Secondary Social Study Area (Calliope, Gladstone Central, Gladstone Harbour and West Gladstone), postcode 4680, revealed:

- Average rental household income: RAI Score of 126 – Acceptable Rents
- Dual income couple with children: RAI Score of 267 – Very Affordable Rents
- Minimum wage couple: RAI Score of 152 – Affordable Rents
- Single pensioner: RAI Score of 82 – Unaffordable Rents
- Pensioner couple: RAI Score of 99 – Unaffordable Rents
- Single income couple with children: RAI Score of 137 – Acceptable Rents
- Single working parent: RAI Score of 175 – Affordable Rents
- Single person on benefits: RAI Score of 52 – Severely Unaffordable Rents
- Student sharehouse: RAI Score of 125 – Acceptable Rents

These findings align with the ABS data as presented in **Section 6.7.1** to provide further nuance to the rental stress numbers.

6.7.3 SHORT-TERM ACCOMMODATION

Short-term accommodation such as hotels, motels, cabins and caravan parks are important in regional areas to provide accommodation for visitors and to support regional tourism and economic activity (Gurran, et al., 2018). A review of the commercial and private short-term accommodation located within the local communities, towns and cities within the Social Study Area was undertaken to provide an understanding of the accommodation currently offered, and Appendix A.

Table 6-22 provides an overview of the commercial short-term accommodation options within the Social Study Area. Accommodation is largely concentrated within the Secondary Social Study Area, with Gladstone SUA offering the greatest capacity and range of options—including hotels, motels, apartments, cabins, and villas, making it the primary hub for short-term visitors and workforce accommodation. Calliope also contributes significant capacity through a mix of rooms, cabins, and powered sites, and includes a Workforce Accommodation Village with 1,392 rooms, representing the largest accommodation facility closest to the site. The Primary Social Study Area contains limited commercial accommodation.

TABLE 6-22 COMMERCIAL SHORT-TERM ACCOMMODATION OPTIONS

Location	Establishments		Total Capacity (#)
	Hotels, Motels, Inns, Lodges, and Retreat Centres (#)	Cabins, Caravan/ Holiday Parks, and Accommodation Villages (#)	
Primary Social Study Area			
Bracewell	0	0	0
East End	0	0	0

Location	Establishments		Total Capacity (#)
	Hotels, Motels, Inns, Lodges, and Retreat Centres (#)	Cabins, Caravan/ Holiday Parks, and Accommodation Villages (#)	
Mount Larcom	1	1	6 rooms, 8 cabins
Secondary Social Study Area			
Calliope	3	2	1,467 rooms, 14 cabins, 75 powered sites, 20 unpowered sites
Gladstone	33	5	639 rooms, 297 apartments, 26 units, 30 cabins
Total	37	8	2,112 rooms, 52 cabins, 297 apartments, 26 units, 75 powered sites, 20 unpowered sites

6.7.4 WORKERS ACCOMMODATION PROVIDERS

EEB is exploring accommodation options, including the use of the existing *Homeground Gladstone* in Calliope, for the purposes of hosting workers during the Construction Phase of the Project. *Homeground Gladstone* is a masterplanned accommodation village (Homeground Villages, 2025) which contains the following facilities:

- 1,392 single occupancy rooms;
- Laundry units;
- Recreational room;
- Central gymnasium;
- Amenities block;
- Central swimming pool;
- BBQ shelters & community open space areas; and
- Internal roads, parking areas, and walkways.

6.7.5 SOCIAL HOUSING

Social housing in Queensland provides affordable, secure housing for people unable to access the private rental market. It includes public housing managed by the State and community housing managed by non-government organisations, with rent generally based on income rather than market rates. Allocations are made according to need, supporting vulnerable groups such as low-income households (Queensland Government, 2025). Social housing is an important safety net and may be sensitive to increased housing demand from major projects.

Table 6-23 provides an overview of community housing data in the Social Study Area. Based on the data provided in **Table 6-23**, it appears that community housing within the Social Study Area is concentrated in the Secondary Social Study Area, predominantly within Gladstone and the immediate surrounding localities (i.e. Calliope, Gladstone Central, Gladstone Harbour, and West Gladstone). Together, these locations account for 788 properties, including 521 separate houses, 112 semi-detached dwellings, 151 flats or apartments, and four boarding house units.

TABLE 6-23 COMMUNITY HOUSING DATA

Location (Postcode)	Separate House (#)	Semi-detached, Row or Terrace House, Townhouse etc. (#)	Flat, Unit or Apartment (#)	Boarding / Rooming House Unit (#)	Other (#)	Total (#)
Bracewell East End Mount Larcom (4695)	-	-	-	-	-	-
Calliope Gladstone Central Gladstone Harbour West Gladstone (4680)	521	112	151	4	0	788
Total	521	112	151	4	0	788

Source: Queensland Government, 2025.

Table 6-24 provides an overview of public and State owned housing within the Social Study Area. The data indicates that similarly to community housing, public and State-owned housing is concentrated in the Gladstone area. The largest supply is in Calliope, Gladstone Central, Gladstone Harbour, and West Gladstone, which collectively provide 750 public rental properties and 36 State Owned and Managed Indigenous Housing properties. These properties have an occupancy rate of 98.9%.

Overall, public and State-owned housing is concentrated in the Gladstone area, with smaller towns offering minimal or no supply, which may limit options for vulnerable households. The mean occupancy rate across all locations is 98.9%, indicating there is limited vacancies available.

TABLE 6-24 PUBLIC AND STATE OWNED HOUSING

Location (Postcode)	Public Rental Housing (#)	State Owned and Managed Indigenous Housing (#)	Occupied (%)
Bracewell East End Mount Larcom (4695)	-	-	-
Calliope Gladstone Central Gladstone Harbour West Gladstone (4680)	750	36	98.9
Total	750	36	98.9 (mean)

Source: Queensland Government, 2025.

6.8 SOCIAL INFRASTRUCTURE

This section provides an overview of the social infrastructure present in the Social Study Area, which contributes to the well-being of the local community. Social infrastructure includes community and recreational services (refer to **Section 6.8.1**), health and emergency services (refer to **Section 6.8.2**), and education services (refer to **Section 6.8.3**).

The local/regional centres that are likely to provide social infrastructure for the Project, and/or be impacted by the Project, are those within the Primary Social Study Area – primarily the communities of Bracewell and East End, and the town of Mount Larcom. This is due to their size, proximity, and ease of connectivity to the Project. There is the potential that accommodation, health and/or emergency services may be drawn from Calliope and Gladstone in the event of an emergency on-site and/or where local workers and/or local goods and services suppliers are engaged. These aspects are discussed in the relevant sections.

6.8.1 COMMUNITY AND RECREATIONAL SERVICES

Table 6-25 identifies the community and recreational services available to residents of the Social Study Area, including the various sporting, religious, cultural, and hospitality related services, as well as general amenities like parks, cafes and community halls. These services play a crucial role in supporting the well-being of residents and accommodating workforce needs during the Construction and Operation Phases of the Project.

Table 6-25 indicates the availability of community and recreational services within the Social Study Area. Services are heavily concentrated in Gladstone, which accounts for the majority of amenities, including the highest number of parks, sporting fields, fitness centres, libraries, and community groups.

Gladstone also offers the largest number of cafes, pubs, and restaurants making it the primary hub for both community and recreational activities. Calliope provides a moderate level of services, while the smaller towns such as Mount Larcom have limited services/amenities.

TABLE 6-25 COMMUNITY AND RECREATIONAL SERVICES

Service	Location				
	Bracewell	East End	Calliope	Gladstone	Mount Larcom
Parks	-	-	2	98	1
Sporting Fields	-	-	2	42	1
Swimming Pools	-	-	1	3	1
Fitness Centres	-	-	1	10	-
Golf Courses	-	-	1	2	-
Shopping Centres	-	-	1	3	-
Libraries	-	-	1	6	1
Community Halls	-	-	2	7	-
Cafes / Pubs / Restaurants	-	-	2	37	4
Religious Buildings or Groups	-	-	1	7	1

Service	Location				
	Bracewell	East End	Calliope	Gladstone	Mount Larcom
Community Groups (e.g. Lions, Rotary, CWA, Men's Shed, etc.)	-	-	2	17	-
Youth Organisations (e.g. Scouts, PCYC, etc.)	-	-	1	1	-
Sporting Clubs	-	-	2	199	2
Chamber of Commerce (or similar)	-	-	1	1	-
Cultural Clubs or Groups	-	-	0	10	-
Total	0	0	20	443	11

As part of their Community Satisfaction Survey, Gladstone Regional Council has identified the following levels of satisfaction amongst resident respondents from Calliope, Mount Larcom and the Gladstone Region (Gladstone Regional Council 2025b; Gladstone Regional Council 2025c) as relevant to community and recreational services:

- **Libraries** – 74.6% satisfaction in Calliope, 74.6% in Mount Larcom and 79.7% in the Gladstone Region;
- **Halls and Community Centres** – 63.4% satisfaction in Calliope and Mount Larcom, and 70.7% in the Gladstone Region;
- **Parks and Open Space** – 65.4% satisfaction in Calliope, and 72.3% in the Gladstone Region;
- **Sport and Recreation Facilities** – 61.3% satisfaction in Calliope and Mount Larcom, and 69.1% in the Gladstone Region;
- **Swimming Pools and Aquatic Centres** – 52.5% satisfaction in Calliope and Mount Larcom, and 62.0% in the Gladstone Region;
- **Community Services** – 55.5% satisfaction in Calliope and Mount Larcom, and 64.4% in the Gladstone Region;
- **Opportunities for People of all Abilities to Participate in Community Life (Initiatives)** – 40.4% satisfaction in Calliope, and 52.3% in the Gladstone Region; and
- **Grants and Support for Sports Clubs and Community Organisations (Initiatives)** – 45.0% satisfaction in Calliope, and 56.0% in the Gladstone Region.

6.8.2 HEALTH AND EMERGENCY SERVICES

Public health and emergency services in the Social Study Area have the potential to support the Project workforce, particularly during the Construction Phase. Accordingly, this section explores two components of community health – the existing long-term community health indicators within the Social Study Area, and the health and emergency services that are currently available within the Social Study Area.

Existing long-term health conditions across the Social Study Area in 2021 are reported in **Table 6-26**. This data is useful in establishing an understanding of the sensitivity of the communities within the Social Study Area to Project related changes.

Table 6-26 indicates the prevalence of existing long-term health conditions within the Social Study Area. Neurocognitive conditions are most common in the Bracewell SAL at 10.7%, followed by the Mount Larcom UCL (10.9%) and the Gladstone SUA (10.5%), similar to the Queensland average of 10.3%. Respiratory conditions are highest in the Bracewell SAL at 15.1% and the Mount Larcom UCL at 13.9%, both exceeding the Queensland average of 10.6%. Overall, the Social Study Area shows elevated respiratory health concerns, while neurocognitive conditions are consistent with State levels.

TABLE 6-26 EXISTING LONG-TERM HEALTH CONDITIONS, 2021

ABS Statistical Area	Neurocognitive ¹ (%)	Respiratory Conditions ² (%)
Primary Social Study Area		
Bracewell SAL	10.7	15.1
East End SAL	-	-
Mount Larcom UCL	10.9	13.9
Secondary Social Study Area		
Calliope SAL	8.8	10.0
Gladstone SUA	10.5	10.3
Social Context		
Gladstone LGA	10.0	10.3
Queensland	10.3	10.6

Note1. Neurocognitive combines the following ABS categories: 'Mental health condition (including depression or anxiety)' and 'Dementia (including Alzheimer's)'

Note2. Respiratory combines the following ABS categories: 'Lung Conditions (including COPD or emphysema)' and 'Asthma'.

Source: ABS, n.d.

The ABS measure 'Core Activity Need for Assistance' identifies people who require help with basic daily activities such as self-care, mobility, or communication due to disability, long-term health conditions, or age. A higher proportion of people needing assistance indicates greater vulnerability and reliance on support services, which can increase pressure on local health, aged care, and community resources during the project.

Table 6-27 indicates that there was an increase in the number of people needing assistance with core daily activities across the Social Study Area between 2016 and 2021. The largest increase was experienced in the Calliope SAL, with an increase of 60.7%. The Mount Larcom UCL was the only location that experienced a decrease in the number of people needing assistance (-31.6%). In the Calliope SAL, Gladstone SUA and Gladstone LGA, the percentage increase was larger than that of the Queensland STE (27.2%), indicating that the Social Study Area may present a higher level of vulnerability, whereby residents may be more susceptible to pressures on health, aged care, and community services, particularly where service capacity is limited.

TABLE 6-27 CORE ACTIVITY NEED FOR ASSISTANCE

ABS Statistical Area	Census Year	Has need for assistance # (%)	Change in population needing assistance (%)	Does not have need for assistance # (%)	Need for assistance not stated # (%)
Primary Social Study Area					
Bracewell SAL	2021	8 (4.5)	↑ 14.3	150 (84.3)	15 (8.4)
	2016	7 (3.6)		157 (80.1)	33 (16.8)
East End SAL	2021	3 (3.4)	0	68 (77.3)	15 (17.0)
	2016	3 (4.8)		59 (95.2)	0 (0)
Mount Larcom UCL	2021	13 (5.4)	↓ -31.6	186 (77.5)	41 (17.1)
	2016	19 (7.5)		221 (86.7)	15 (5.9)
Secondary Social Study Area					
Calliope SAL	2021	241 (4.6)	↑ 60.7	4,722 (89.7)	300 (5.9)
	2016	150 (5.9)		4,412 (86.5)	536 (10.5)
Gladstone SUA	2021	2,630 (5.8)	↑ 56.4	39,645 (87.7)	2,905 (6.4)
	2016	1,682 (3.8)		38,891 (88.6)	3,299 (7.5)
Social Context					
Gladstone LGA	2021	3,663 (5.8)	↑ 48.1	55,233 (87.0)	4,624 (7.3)
	2016	2,474 (4.0)		54,147 (87.8)	5,023 (8.1)
Queensland STE	2021	309,366 (6.0)	↑ 27.2	4,513,222 (87.5)	333,538 (0.1)
	2016	243,267 (5.2)		4,103,669 (87.3)	356,261 (7.6)

Source: ABS, n.d.

The relevant health and emergency services located within the Social Study Area are outlined in **Table 6-28**, and detailed in [Appendix B](#).

As per **Table 6-28**, the Social Study Area provides essential health and emergency services, including medical centres, mental health services, and a large hospital which includes an inpatient facility, emergency department, and an outpatient department. Most of these health services are located within the Gladstone, with the local communities outside of the Gladstone hosting only a limited number of services.

In the event of a medical emergency on-site, it is likely that Project workers would be treated at Gladstone Hospital. The Gladstone Hospital is the second largest hospital in Central Queensland, providing 79 beds for low to moderate-risk inpatients and is rated for Level 3 Services² under the Clinical Services Capability Framework (Gladstone Regional Council, n.d.d).

Outside of Gladstone, emergency services, such as police, ambulance, SES, and fire and rescue services, are located within Mount Larcom and Calliope.

TABLE 6-28 HEALTH AND EMERGENCY SERVICES

Service	Location				
	Bracewell	East End	Calliope	Gladstone	Mount Larcom
Police	0	0	1	1	1
Ambulance	0	0	1	1	1
State Emergency Service	0	0	0	1	1
Fire and Rescue	0	0	1	1	0
Rural Fire Service	0	0	1	1	1
24-hour Emergency Room	0	0	0	1	0
General Medical	0	0	2	9	0
Palliative Care	0	0	0	2	0
Mental Health	0	0	1	6	0
Maternity	0	0	0	3	0
Aged Care	0	0	0	5	0
Pathology	0	0	1	4	0
Dental	0	0	0	10	0
Disability Support	0	0	1	10	0
Total	0	0	9	55	4

² The Clinical Service Capability Framework for Public and Licensed Private Health Facilities outlines the minimum requirements required in both public and private health facilities to ensure safe and appropriately supported clinical services. A Level 3 Service provides low to moderate-risk inpatient and ambulatory care clinical services; manages emergency care and transfers to higher levels if required; does not have an intensive care unit but may have access to a monitored area; and has services predominantly delivered by General Practitioners and Registered Nurses (Queensland Health, 2024).

Key hospital performance indicators within the Social Study Area for 2023/24 are presented in **Table 6-29**, which indicates that Gladstone Hospital is out performing its peers in relation to emergency department waiting times and is generally on par with emergency department departure periods (from arrival to departure).

TABLE 6-29 HOSPITAL PERFORMANCE INDICATORS FOR EMERGENCY CARE, JULY-SEPTEMBER 2025

Performance Indicator	Month (2025)	Gladstone Hospital
Number of arrivals at the emergency department (#)	July	2,780
	August	3,025
	September	2,961
Percentage of patients seen within the clinically recommended time (%)	July	79.6
	August	79.4
	September	80.0
Median waiting time to be seen at the Emergency departments (minutes)	July	15
	August	17
	September	15
Percentage of patients whose care was completed within four hours (%)	July	58.4
	August	63.0
	September	58.3
Percentage of patients admitted into hospital (%)	July	20.3
	August	19.5
	September	19.5

Source: Australian Institute of Health and Welfare. 2025b

As part of their Community Satisfaction Survey, Gladstone Regional Council has identified the following levels of satisfaction amongst resident respondents from Bracewell, East End, Mount Larcom, Calliope and the Gladstone Region (Gladstone Regional Council 2025b; Gladstone Regional Council 2025c), with respect to health and emergency services:

- **Emergency and Disaster Management** – 63.8% satisfaction in Calliope and Mount Larcom, and 71.0% in the Gladstone Region;
- **Public Health Services** – 54.8% satisfaction in Calliope and Mount Larcom, and 63.8% in the Gladstone Region;
- **Community Safety and Crime Prevention (Initiatives)** – 34.8% satisfaction in Calliope and Mount Larcom, and 47.9% in the Gladstone Region; and
- **Health Promotion (Initiatives)** – 40.3% satisfaction in Calliope and Mount Larcom, and 52.3% in the Gladstone Region.

In addition, in Gladstone Regional Council's 2024/25 Strategic Priorities (Gladstone Regional Council, 2024b), Council acknowledges that there are challenges facing the Gladstone region with respect to health. These challenges include, but are not limited to:

- Workforce shortages across health professions;
- High wait times and costs;
- Imposed travel outside of the region;
- Lack of availability to General Practitioners, specialists, mental health services, and allied health clinicians;
- Lack of health infrastructure;
- Lack of bulk-billed providers; and
- Prevalence of disease.

To address these issues, Gladstone Regional Council (2024b) has committed to advocate State and Federal Governments to:

- Increase student placements to develop pathways to grow the local workforce;
- Facilitate skills development opportunities for health professionals; and
- Adopt innovative and sustainability quality improvement measures in healthcare settings to deliver greater, accessible care to the community.

6.8.3 EDUCATIONAL SERVICES

Educational facilities located within the Social Study Area have the potential to service the needs of the Construction and Operation Phase workforces are outlined in **Table 6-30** with additional detail as to these facilities provided in [Appendix C](#).

Educational facilities are concentrated in Gladstone, which provides the only TAFE and university in the Social Study Area, as well as the highest number of schools. Mount Larcom and Calliope provide a full pathway up to secondary school but no tertiary facilities or institutions. Accordingly, the data suggests that students in smaller localities likely travel to Gladstone for higher education and, in some cases, for secondary schooling, indicating a reliance on the broader region for education access.

TABLE 6-30 EDUCATIONAL FACILITIES

Service	Location				
	Bracewell	East End	Calliope	Gladstone	Mount Larcom
Pre-Primary	0	0	5	20	0
Primary	0	0	1	8	1
Secondary	0	0	1	5	1
TAFE	0	0	0	1	0
University	0	0	0	1	0
Other	0	0	0	2	0
Total	0	0	7	37	2

6.9 ACCESS AND CONNECTIVITY

This section outlines the existing transport infrastructure and networks within the Social Study Area, including road networks and public transport services, and how these are currently used by local/regional communities.

6.9.1 ROAD NETWORK

The Project Area is accessed via the Bruce Highway, which is the primary connector between Mount Larcom and Calliope to the south. The Bruce Highway is a major transport corridor in Queensland, facilitating regional connectivity along the east coast of Queensland. The highway is critical for movement of goods and services and will likely serve as the primary route for Construction and Operation Phase traffic.

The proposed transport and haulage routes to/from the Port of Gladstone to the Project Area will use either the Gladstone Mount Larcom Road or Dawson Highway to access the Bruce Highway and gain access to the Project Area. Both of these roads are designated State-Controlled Roads and heavy vehicle routes.

Direct Project Area access will be provided via the Bruce Highway. The proposed access arrangement design includes auxiliary left- and right-turn treatments and an acceleration lane. These treatments exceed the minimum requirements but have been proposed to enhance safety and efficiently manage traffic movements on the Bruce Highway during the Construction Phase of the Project. Additional detail is provided in the Traffic Impact Assessment (refer to **Section 8.1.3**).

6.9.2 AERODROMES

Fly-in Fly-out (FIFO) arrangements for workers are common within the Gladstone LGA, with resource-related projects often using nearby transport and airport options throughout the construction and/or operation phases of their development/operations. This method is commonly used to relocate short-term workers on rotating rosters and can reduce the need for extensive accommodation development.

The Social Study Area contains several airstrips and aerodromes primarily servicing agricultural aviation and private charter flights. The closest major airport is Gladstone Airport, located approximately 60 km north of the Project. Gladstone Airport provides regular passenger services to Brisbane and supports charter flights, making it a key transport hub for the region. In 2023, the airport handled over 200,000 passengers, and demand is expected to grow steadily in coming years (Bureau of Infrastructure and Transport Research Economics, 2023).

6.9.3 PUBLIC TRANSPORT

Public transport options across the Social Study Area are limited, particularly outside Gladstone. Local access in rural areas such as Bracewell, East End, and Mount Larcom primarily relies on the Bruce Highway and connecting rural roads, with regional connectivity provided by major routes linking these towns to Gladstone and surrounding areas. Residents and visitors generally depend on private vehicles for transportation.

The Social Study Area is serviced by school bus routes 542, 544, 545, 546, 547, 548, and 541 operated by CDC Queensland (CDC Queensland, 2025). These services generally run once in the morning and once in the afternoon on school days, transporting students to and from

Mount Larcom State School, Calliope State School and Calliope State High School (with the exception of Route 548).

Outside of school bus services, public transport options in areas beyond Gladstone are limited, and there are no regular public bus routes that directly service the Project Area. Within Gladstone, CDC Gladstone operates the public transport network, providing both urban and school bus services.

Private hire options, including local taxi and charter services, may be available on request for travel between rural areas and larger centres such as Gladstone. Community transport providers operating in the Gladstone LGA may offer pre-booked services for eligible residents, typically for medical appointments, essential health services, grocery shopping or other personal needs. These services are limited and require advance booking.

Rail access in the Social Study Area is also limited. The nearest active passenger rail station is located in Gladstone and Mount Larcom, serviced by Queensland Rail's long-distance routes. There are no active train stations in Bracewell, East End, or Calliope.

6.9.4 VEHICLE OWNERSHIP AND TRAVEL TO WORK

Table 6-31 summarises the number of motor vehicles per occupied private dwelling, and **Table 6-32** identifies the method of travel to work across the Social Study Area.

Households with two motor vehicles remain the most common across the Social Study Area in 2021, with ownership of three or more vehicles also evident, particularly in smaller localities within the Social Study Area. There are few households without vehicles, and these households have continued to decline since 2016. Multi-vehicle ownership has increased across both the Primary and Secondary Social Study Areas, as well as in Gladstone and Queensland, reflecting a common trend toward higher vehicle ownership per dwelling.

Method of travel to work patterns indicate that driving a car is the most common mode of transport across all areas in both 2016 and 2021. Walking remains more common in smaller towns, although it declined slightly over the period. Bus use increased in some local areas, while taxi and ride-share services increased across Queensland. Overall, total commuter numbers increased moderately in most local areas but declined across Queensland, reflecting changes in work patterns such as increased working from home during the 2021 Census period.

TABLE 6-31 NUMBER OF MOTOR VEHICLES PER PRIVATE DWELLING

ABS Statistical Area	Census Year	No motor vehicles	1 motor vehicle	2 motor vehicles	3 or more motor vehicles
Primary Social Study Area					
Bracewell SAL	2021	0	15	26	21
	2016	0	18	15	19
East End SAL	2021	0	0	12	9
	2016	0	3	5	7

ABS Statistical Area	Census Year	No motor vehicles	1 motor vehicle	2 motor vehicles	3 or more motor vehicles
Mount Larcom UCL	2021	3	35	24	22
	2016	6	31	36	20
Secondary Social Study Area					
Calliope SAL	2021	28	404	753	318
	2016	21	363	742	270
Gladstone SUA	2021	966	7,545	9,092	3,424
	2016	736	4,940	6,375	2,098
Social Context					
Gladstone LGA	2021	966	7,545	9,092	3,424
	2016	845	6,498	8,834	3,119
Queensland STE	2021	106,309	658,705	701,752	239,394
	2016	99,133	566,233	620,096	207,335

Source: ABS, n.d.

TABLE 6-32 METHOD OF TRAVEL TO WORK

ABS Statistical Area	Census Year	Bus	Taxi/Share Service	Car (driver)	Car (passenger)	Truck	Motorbike	Bicycle	Other	Walked	Total
Primary Social Study Area											
Bracewell SAL	2021	0	0	52	4	0	0	0	0	0	56
	2016	0	0	45	3	3	0	0	0	0	51
East End SAL	2021	0	0	33	0	0	0	0	0	0	33
	2016	0	0	14	0	0	0	0	0	0	14
Mount Larcom UCL	2021	0	0	53	5	0	0	0	0	8	66
	2016	0	0	64	3	0	0	0	0	12	79
Secondary Social Study Area											
Calliope SAL	2021	3	0	1,626	95	18	14	9	3	34	1,802
	2016	33	3	1,501	93	20	26	4	12	28	1,720
Gladstone SUA	2021	91	51	14,750	1,090	86	199	115	92	425	16,956
	2016	306	48	13,255	1,060	76	332	140	99	459	15,907
Social Context											
Gladstone LGA	2021	141	56	19,584	1,400	154	234	138	147	690	22,544
	2016	585	52	17,803	1,367	148	394	155	198	735	21,575
Queensland STE	2021	41,281	6,429	1,455,104	110,004	18,693	15,951	17,121	15,174	63,580	1,644,337
	2016	63,829	3,554	1,368,965	112,508	19,948	19,630	21,679	15,689	70,471	1,743,364

Source: ABS, n.d.

6.10 CRIME

Communities can be vulnerable to crime-related impacts, particularly in rural and regional areas where limited policing resources and social disadvantage may influence crime patterns.

Table 6-33 provides Queensland Police Service data on reported offences over a 5-year period between 30 March 2021 to 29 March 2026, and identifies the following:

- Across the five suburbs, crime levels vary widely. Gladstone Central has the highest number of reported offences, followed by Calliope and Mount Larcom, while East End, Bracewell and Gladstone Harbour have lower counts. This pattern suggests that larger centres experience a broader mix and higher volume of crime compared to smaller communities.
- Good Order Offences, Other Theft (excluding Unlawful Entry), and Traffic and Related Offences are consistently among the most common crimes across most suburbs, pointing to ongoing challenges across the Social Study Area, but may also reflect active policing of antisocial behaviour.
- Drug Offences and property-related crimes are also higher in the three urbanised areas (Gladstone Central, Calliope, and Mount Larcom) than the suburban locations.
- Assault is the most frequent offence against people, with Calliope and Gladstone Central recording a relatively high number compared to its overall crime volume. Serious crimes like homicide and robbery have not been reported over the five-year period.
- Overall, more populated areas such as Gladstone Central, Calliope, and Mount Larcom show a more diverse crime profile, including higher levels of drug, traffic, and public order offences. Smaller towns like Bracewell, East End and Gladstone Harbour have fewer offences overall but still experience property crime and assault, showing these issues are widespread regardless of community size. The prominence of drug and traffic offences across all areas suggests these are challenges for the region, potentially connected to broader social and economic factors.

TABLE 6-33 OFFENSES COMMITTED, 30 MARCH 2021 TO 29 MARCH 2026

Offence Type	Suburb					
	Bracewell	East End	Mount Larcom	Calliope	Gladstone Central	Gladstone Harbour
Other Theft (excl. Unlawful Entry)	1	-	11	159	966	2
Drug Offences	1	7	26	181	889	-
Unlawful Entry	-	-	11	68	376	1
Traffic & Related Offences	-	49	83	361	640	-
Other Property Damage	6	-	15	137	456	-
Weapons Act Offences	2	-	-	-	-	-
Assault	2	3	11	146	519	-

Offence Type	Suburb					
	Bracewell	East End	Mount Larcom	Calliope	Gladstone Central	Gladstone Harbour
Unlawful Use of Motor Vehicle	-	-	-	-	-	1
Other Offences Against the Person	-	-	5	43	-	-
Good Order Offences	1	5	23	174	1,738	-
Handling Stolen Goods	-	-	-	-	-	-
Fraud	-	-	7	33	251	-
Arson	-	-	-	-	-	-
Robbery	-	-	-	-	-	-
Other Homicide	-	-	-	-	-	-
Trespassing & Vagrancy	-	-	-	-	-	-
Miscellaneous Offences	-	-	-	-	-	-
Liquor (excl. Drunkenness)	-	-	-	-	-	-
Other	-	4	12	110	562	-
Total	13	60	204	1,412	6,397	4

Source: Queensland Police Service, 2025.

6.11 VULNERABLE GROUPS

Vulnerability refers to an individual or group's capacity to adapt to, or cope with changes in their environment and is influenced by a range of different socio-economic factors. Some individuals or groups may be more vulnerable than others due to certain existing socio-economic characteristics including (but not limited to) age, livelihood, language proficiency and health status. Regional towns throughout Queensland are often prone to social, cultural, environmental and economic changes over time.

This section considers four groups across the Social Study Area with potential social vulnerabilities related to CALD (refer to **Section 6.11.1**), age (refer to **Section 6.11.2**), First Nations communities (refer to **Section 6.11.3**), and socio-economic disadvantage (refer to **Section 6.11.4**).

6.11.1 CULTURALLY AND LINGUISTICALLY DIVERSE

CALD is a broad term used to describe communities with diverse languages, ethnic backgrounds, nationalities, traditions, societal structures, and religions (Ethnic Communities Council of Victoria Inc., 2012). Because of this, CALD groups are often considered vulnerable people. As per the SIA Guideline special attention is required to ensure culturally appropriate and inclusive engagement.

In 2021, 79.6% of people in the Gladstone LGA were born in Australia, 8.2% higher than Queensland as a whole. The next highest was New Zealand (3.1%), followed by England (2.3%). Most persons within the Gladstone LGA have Australian ancestry, followed by English (39.9%) and Scottish (10.1%).

Based on 2021 Census data, the majority of the population within the Gladstone LGA spoke English at home, followed by Afrikaans (0.7%), and Tagalog and Filipino (1.1%) which despite the small percentages, is all higher than Queensland as a whole. The Australian Government Department of Home Affairs provides a free interpreting service, which is accessible to any non-English speaking household living in Australia (Department of Home Affairs, 2024).

Of the 63,515 residents in the Gladstone LGA, 295 people stated their proficiency of spoken English to be "Not well or not at all" in 2021, which represents approximately 0.45% of the total population. In Queensland, there were a total of 90,855 people who stated their proficiency of spoken English to be "Not well or not at all", which represents 1.76% of the total population. Additionally, the percentage of households where a non-English language is used in 2021 (refer to **Table 6-6**) in the Gladstone LGA is 7.5%. Overall, the Gladstone LGA shows significantly lower percentages than those in the State, with the Queensland percentage at 15.6%.

Christianity is the dominant religion with 43.9% of people identifying as Christian in Gladstone LGA. Despite this however, 45.4% of the Gladstone LGA's population recorded "no religion" in the 2021 Census, a 15.9% increase since 2016.

Based on the above considerations of the languages, ethnic backgrounds, nationalities, and religions of the, the likelihood of CALD groups being excluded from engagement activities for the Project due to language barriers is deemed to be low.

6.11.2 YOUTH AND ELDERLY

Youth and elderly populations are particularly vulnerable to the impacts of large development projects due to their specific mobility, health, safety, and social needs. During the Construction, Operation and Decommissioning Phases, the Project impacts that have potential to exacerbate the needs of youth and elderly groups are typically concentrated to the immediate surroundings of the Project Area.

As per **Table 6-6**, between 2016 and 2021, the Social Study Area experienced mixed demographic changes, with some localities showing strong ageing trends and others maintaining younger profiles. Collectively, the Gladstone LGA saw a 0.7 percentage point decrease in the population of persons aged 14 years and younger between 2016 (22.7%) and 2021 (21.5%). A decline is also reflected within the Bracewell and East End SALs, the Mount Larcom UCL, and the Gladstone SUA. Conversely however, the Calliope SAL experienced increased in the population under the age of 14 between the same period (2.5%).

Regarding populations over 65 years of age, all areas within the Social Study Area experienced an increase in the percentage of persons aged over 65 years between 2016 and 2021 – a trend that is similarly experienced within the Gladstone LGA as a whole (3.3% increase).

Accordingly, this data suggests that there may be increased pressure on aged care and health services, while Calliope may require more targeted youth investments.

6.11.3 FIRST NATIONS

First Nations populations and communities are culturally vulnerable to the Project impacts particularly given past practices and government policies that may have created detachment from traditional lands. **Table 6-34** provides ABS data on Aboriginal and/or Torres Strait Islander population statistics, additional to **Table 6-6** and identifies the following:

- Across both the Gladstone LGA and Queensland, the percentage of the population who identify as Aboriginal and/or Torres Strait Islander has increased. As of 2021, the Gladstone LGA has a higher percentage of total population who identifies as Aboriginal and/or Torres Strait Islander with 6.2% when compared to the State percentage of 4.6%.
- Population growth among Aboriginal and/or Torres Strait Islander peoples has varied across the Social Study Area between 2016 and 2021. The Gladstone SUA has increased by approximately 59.5% (1,135 people), followed by Calliope SAL increased by 53.8% (126 people).
- Median age remains relatively young compared to the overall population, which is consistent with broader Aboriginal and/or Torres Strait Islander population trends. The Median age of the Aboriginal and/or Torres Strait Islander population differs in the Social Study Area. Within the Primary Social Study Area, the median age was 16 years old in Bracewell SAL. Within the Secondary Social Study Area, Calliope SAL had a median age of 15 years, Gladstone SUA 20 and Mount Larcom UCL median age was 23 (10 year decrease since 2016).
- Median weekly household incomes have improved slightly across all areas between 2016 and 2021 except within the Calliope SAL. Increases are most evident in the Gladstone SUA and Mount Larcom UCL, which have increased to \$1,409 (4.7% increase) and \$899 (17.9% increase), respectively, in 2021. The Calliope SAL experienced a 10% decrease in median weekly household income.
- Aboriginal and/or Torres Strait Islander unemployment rates vary within the Social Study Area. At the LGA and State level, unemployment rates have improved, declining by 10.1% in Gladstone LGA and by 6.8% in Queensland. Unemployment remains high in Calliope (15.5%), there is no ABS data for the other areas.
- Overall, the data indicates an increasing and relatively young Aboriginal and/or Torres Strait Islander population with improving income levels but socio-economic vulnerability in some localities. These trends highlight the importance of culturally appropriate engagement and targeted mitigation strategies to address employment and income disparities.

TABLE 6-34 ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATISTICS

ABS Statistical Area	Census Year	Total Population (#)	Total Population Change (%)	Median Age (#)	Median Weekly Household Income (\$)	In the Labour Force (#)	Unemployment Rate (%)	Household Composition Families / Single / Group % (#)	Homelessness # (%)
Primary Social Study Area									
Bracewell SAL ¹	2021	11	↑ 37.5	16	3,749	-	-	-	-
	2016	8		16	-	-	-	-	-
East End SAL ¹	2021	-	-	-	-	-	-	-	-
	2016	-		-	-	-	-	-	-
Mount Larcom UCL	2021	21	↑ 31.3	23	899	-	-	-	-
	2016	16		33	762	-	-	-	-
Secondary Social Study Area									
Calliope SAL ¹	2021	360	↑ 53.8	15	1,724	-	15.5	-	-
	2016	234		15	1,916	-	-	-	-
Gladstone SUA ¹	2021	3,043	↑ 59.5	20	1,409	-	-	-	-
	2016	1,908		21	1,345	-	-	-	-

ABS Statistical Area	Census Year	Total Population (#)	Total Population Change (%)	Median Age (#)	Median Weekly Household Income (\$)	In the Labour Force (#)	Unemployment Rate (%)	Household Composition Families / Single / Group % (#)	Homelessness # (%)
Social Context									
Gladstone LGA	2021	3,946	↑ 57.8	20	1,448	1,440	18.7	76.7 (1,369) / 3.7 (66) / 19.6 (349)	65 (22)
	2016	2,501		20	1,331	994	24.9	79.8 (897) / 2.8 (31) / 17.4 (196)	17 (8)
Queensland STE	2021	237,303	↑ 27.3	23	1,517	88,971	13.3	74.3 (75,527) / 5.3 (5,398) / 20.3 (20,562)	-
	2016	186,483		22	1,222	65,897	20.1	75.5 (56,358) / 5.1 (3,776) / 19.5 (14,572)	-

Note1. To protect confidentiality in small populations, some data values may be adjusted, suppressed or unavailable, and totals may not match.

Note2. A dash (-) denotes that data is not available for the locality.

Source: ABS, 2025 & n.d.

6.11.4 SOCIO-ECONOMIC DISADVANTAGE

Socio-Economic Indexes for Areas (SEIFA) is developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indexes are based on information from the Census, with SEIFA 2021 based on Census 2021 data (ABS, 2023).

The concept of relative socio-economic advantage and disadvantage used in SEIFA 2021 is consistent with previous censuses. The ABS broadly defines relative socio-economic advantage in terms of people's access to material and social resources, and their ability to participate in society. This is broadly defined in recognition of the many concepts that have emerged in the literature to describe advantage and disadvantage (ABS, 2018).

The latest SEIFA indicators for 2021 across the Social Study Area are reported in **Table 6-35**. Each ABS Statistical Area receives a SEIFA score, referred to as the Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) score, indicating how relatively advantaged or disadvantaged that area is compared with other areas. A lower score indicates that an area is relatively disadvantaged compared to an area with a higher score. It is important to note that SEIFA IRSAD scores can't be compared over time because each set of scores is calculated using new ABS Census data and updated methods.

The SEIFA IRSAD scores below indicate that in 2021, the Bracewell and East End SALs (953) are relatively advantaged compared with that of the Calliope SAL (924) and the Gladstone LGA as a whole (926). These results highlight variability in socio-economic conditions across the Social Study Area, with some communities experiencing higher levels of disadvantage compared to the LGA average.

TABLE 6-35 SEIFA INDICATORS, 2021

ABS Statistical Area	IRSAD Score
Primary Social Study Area	
Bracewell SAL	953
East End SAL	953
Secondary Social Study Area	
Calliope SAL	924
Social Context	
Gladstone LGA	926

Note1. SEIFA is not provided for UCL or STE Statistical Areas.

Source: ABS, 2023.

6.11.5 SIA CONSIDERATIONS

In consideration of the above, the vulnerable groups to be considered as part of this SIA are:

- **Unemployed individuals**, particularly within the First Nations population as unemployment remains higher than State averages, creating difficulty in economic participation and overall wellbeing. Engagement may require targeted information sessions on job readiness and Project-related roles, including practical support such as workshops and transport assistance for attending sessions.
- **Youth**, particularly within the First Nations population due to the young median age which highlights reliance on education, childcare, and family support services. This group may require tailored engagement for accessibility. Engagement may require the use of youth-friendly formats such as visuals, social media, and interactive workshops, engage through schools, youth centres, and sports/community programs, and provide information on education and training pathways.
- **Low-income households**, particularly households that have median household incomes below the Queensland average which are at an increasing risk of housing stress, limited access to health and social infrastructure. Engagement may require scheduled sessions at accessible locations and times, provide free transport or virtual options to reduce cost barriers, and share clear, easily understandable language materials about the Project benefits and support services.

6.12 SURROUNDING PROJECTS

There are several projects within the Social Study Area, and in the nearby region, which have the potential to cause cumulative impacts for stakeholders/receptors, principally during the Construction Phase of the Project.

Based on publicly available data, the projects yet to be constructed have the potential to require up to 5,040 FTE (refer to **Table 6-36**). Despite this however, construction workforce sizes are not always provided and might eventually be different from announced and/or expected workforce sizes. Some of the anticipated construction periods may not be available or a subject to change.

Additionally, it is currently unknown whether these developments will make use of an on-site temporary workforce accommodation camp/facility.

A summary of the available information of relevance to the consideration of potential cumulative impacts (refer to **Section 8**) is provided in **Table 6-36**.

TABLE 6-36 SUMMARY OF KEY SURROUNDING PROJECTS

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Link
Upper Calliope Solar Farm	European Energy	1,300 MW	Unknown	Assessment	Unknown	Unknown	[1]
Mount Rainbow Wind Farm	Central Queensland Power	4 GW	~30 km	Development	Construction to Commence: Q1 2028 Operation: 2031	Construction: 400 Operation: 14	[2]
Specimen Hill Wind Farm	Ark Energy	380 MW	>50 km	Approved	Construction to Commence: Q1 2025	Construction: 250-350 Operation: 15-30	[3]
Big G Pumped Hydro	BePower	800 MW	~33 km	Development	Construction to Commence: 2027	Construction: 1,000	[4]
Callide Wind Farm	DP Energy	430 MW	>50 km	Development	Construction to Commence: Q3 2025	Construction: 280 Operation: 30	[5]
Smoky Creek and Guthrie's Gap Solar Power Station	Edify Energy	600 MW	>50 km	Development	Construction to Commence: 2025/26	Construction: 350 Operation: 10	[6]
South Queensland Renewable Generation Hub (Bungaban Wind Energy Project)	Windlab	1.4 GW	>50 km	Development	Construction to Commence: Q4 2025	Construction: 600 Operation: 10-15	[7]
Pacific Solar Hydrogen	European Energy	3.6 GW	Unknown	Early Feasibility	Unknown	Unknown	[8]
Callide Solar Power Station Project	Edify Energy	240 MW	>50 km	Development	Construction to Commence: 2025/2026	Construction: 230 Operation: 7	[9]
Rutherglen BESS	Gryphon Energy / AMPYR Energy	400 MW	~68 km	Development	Construction to Commence:	Construction: 150 Operation: Up to 10	[10]

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Link
					2027 Operation: 2028		
Eurimbula Solar Farm/BESS	Elements Green	560 MW solar 666 MW BESS	~64 km	Approved	Unknown	Construction: 450-550 Operation: Unknown	[11]
Euleilah Solar Farm/BESS	Ox2	119 MW solar 100 MW BESS	~109 km	Proposed	Unknown	Unknown	N/A
Agnes Water BESS	EQL	4 MW	~94 km	Under Construction	2025	Unknown	N/A
Byellee BESS	Eku Energy	300 MW	~48 km	Development	Unknown	Construction: 100-150 Operation: 6	[12]
Wurdong BESS	Akaysha	400 MW	~48 km	Development	Construction to Commence: Late 2025	Construction: 150	[13]
Wooderson Solar Farm	Central Queensland Power	450 MW	~27 km	Development	Construction to Commence: 2028	Construction: 680 Operation: Up to 10	[14]
Gladstone SDA Energy Hub	Private Energy Partners (Quinbrook Infrastructure Partners)	1,078 MW (gas) 780 MW (battery)	~10 km	Development	Construction to Commence: 2027 (Stage 1) 2029 (Stage 2) 2031 (Stage 3)	Unknown	[15]
Aldoga Solar Farm	Acciona	380 MW	~26 km	Operational	Complete	Operation: 15	[16]
Raglan BESS	Ace Power	500 MW / 2,000 MWh	~28 km	Approved	Unknown	Construction: 150 Operation: 5-7	[17]
Clinton Battery	EQL	4 MW	~22 km	Under Construction	Unknown	Unknown	N/A

Source: EE Australia Pty Ltd., 2025; Mount Rainbow Wind Farm Project Co Pty Ltd., 2025; Ark Energy, 2025; BE Power, 2025; Callide Wind Farm, 2025; Edify Energy Pty Ltd., 2025a; Windlab Pty Ltd., 2025; European Energy, 2025; Edify Energy Pty Ltd., 2025b; Gryphon Energy, 2025; Elements Green, 2025; Eku, n.d.; Akaysha, 2026; Wooderson Solar Development Co Pty Ltd., 2026; Acciona Energia, n.d.; Ace Power, n.d.

7. COMMUNITY AND STAKEHOLDER ENGAGEMENT

This section summarises the community and stakeholder engagement activities and outcomes as relevant to the SIA that have been undertaken during ongoing community and stakeholder engagement for the Project, and during targeted engagement for the SIA.

Accordingly, this section provides an overview of the key themes, including potential Project benefits, issues and concerns raised throughout the community and stakeholder engagement activities conducted for the Project. Furthermore, the outcomes included in this section have informed the scoping of social issues and potential impacts to ensure that these concerns are adequately captured in the impact assessment contained in **Section 8**.

7.1 STAKEHOLDER AND COMMUNITY ENGAGEMENT APPROACH

EEB's approach to community and stakeholder engagement aligns with industry good practice for renewable energy projects, including the Best Practice Charter for Renewable Energy Developments, and in line with the International Association for Public Participation (IAP2) Public Participation Spectrum.

The Best Practice Charter for Renewable Energy Developments (Clean Energy Council, 2026) is a voluntary set of commitments for Clean Energy Council members designed to clearly communicate the standards that the signatories will uphold in the development of current and new clean energy projects. As a signatory to the Best Practice Charter for Renewable Energy Developments, EEB, via its parent company, has committed to engaging respectfully with the communities in which it plans and operates projects, to be sensitive to environmental and cultural values, and to positively contribute to the regions which host its operations.

To this end, the engagement activities undertaken by EEB seek to adhere to the following principles:

- **Genuine:** A genuine commitment to listening and understanding community feedback and building trusting two-way relationships with stakeholders;
- **Timely:** Engage early and provide information in a timely way;
- **Relevant:** Engagement activities are relevant and accessible and responsive, particularly as issues emerge;
- **Transparent:** Approach communications with stakeholders with clear and transparent information and will be clear on what areas of the project stakeholders can influence; and
- **Inclusive:** Communication materials will be understandable and accessible by the community.

7.1.1 APPROACH TO FIRST NATIONS ENGAGEMENT

EEB has expressed its commitment to transparent community engagement, respecting the rights of First Nations peoples, and improving outcomes for First Nations communities in the areas within which it operates.

The Clean Energy Council and KPMG's (2024) Leading Practice Principles: First Nations and Renewable Energy Projects practice guide for First Nations engagement is a national guide on meaningful engagement, consent, participation and benefit-sharing with First Nations people for renewable energy projects.

The guide sets out 10 principles to be incorporated into project operations and decision-making, comprising:

1. Engaging respectfully
2. Prioritising clear, accessible and accurate information
3. Ensuring cultural heritage is preserved and protected
4. Protecting Country and environment
5. Being a good neighbour
6. Ensuring economic benefits are shared
7. Providing social benefits for community
8. Embedding land stewardship
9. Ensuring cultural competency
10. Implementing, monitoring and reporting back.

EEB has taken a targeted engagement approach with the Traditional Owners, and is currently in discussions regarding the development of a Cultural Heritage Management Plan. Ongoing engagement with the Traditional Owners and First Nations Groups, including the Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Corporation throughout the life of the Project will identify and protect cultural heritage, reduce Project risks and support respectful, transparent relationships.

7.2 COMPLAINTS (GRIEVANCE) MANAGEMENT

A grievance is a complaint, or a concern, held by a stakeholder due to an activity or action (perceived or actual) undertaken by EEB (or its contractor/s) in relation to the Project. Complaints/grievances can arise from a wrong that is 'real' and/ or 'perceived'.

Complaints or grievances can be communicated to EEB through several channels, including:

- **Telephone:** 1800 975 049
- **Email:** eastendbess@te-h2.com

Responses to complaints are to be acknowledged promptly, assessed, and conferred with appropriate Project members to inform a response. Where an investigation is required, facts will be established and options considered for resolutions of the complaint. EEB has committed to ensuring that all responses provided will be clear and concise, and will be regularly reported for internal improvement.

7.3 GLADSTONE REGIONAL COUNCIL

A Notice of Intent to Commence the SIA and Community and Stakeholder Engagement was submitted to Council on 27 January 2026. Subsequently, a Scoping Meeting was held with Council on 6 March 2026 to discuss the outcomes of the scoping process, including:

- Development of the Social Study Area; and
- Identification of stakeholders; and
- Identification of potential social impacts to be explored further as part of the SIA.

7.4 COMMUNITY AND STAKEHOLDER ENGAGEMENT ACTIVITIES

EEB has undertaken a series of community and stakeholder engagement activities since 2024 in relation to the Project. Engagement activities conducted by EEB have included:

- The provision of Project updates to the Host Landowner and Immediate Neighbours;
- Meetings with Business and Industry groups and organisations to discuss employment and business sentiment toward the Project;
- Meetings with Local Businesses and Industries (including accommodation providers) to understand the capacity to host the Project workforce;
- Meetings with Local Community Groups to understand community sentiment and community desire for benefit initiatives'; and
- Meetings with Council and State/Federal Government to provide Project updates and discuss technical matters; and
- SIA-specific stakeholder engagement undertaken by EEB and ERM between 4 March 2026 and 6 March 2026, to support and inform the SIA.

Table 7-1 summarises the key community and stakeholder engagement activities undertaken.

TABLE 7-1 COMMUNITY AND STAKEHOLDER ENGAGEMENT RECORD

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
Numerous	Various	Host Landowner	Host Landowner #1	- Landowner Agreement negotiations - Project updates - Construction staging requirements - Ongoing land maintenance
Numerous	Various	Immediate Neighbours	Immediate Neighbour #6	- Introduction to EEB and the Project - Landowner Agreement negotiations - Feedback regarding previous EEB engagement conducted - Clarification regarding Project details - Landowner Agreement negotiations - Visual impact concerns
18 October 2024	Meeting	First Nations / Aboriginal Groups	PCCC	Cultural Heritage Management Plan (CHMP)
15 November 2024	Email	Immediate Neighbours	Immediate Neighbour #1	Landowner Agreement negotiations
19 February 2025	Meeting	First Nations / Aboriginal Groups	PCCC	- Cultural heritage survey - Update on PCCC entities
9 June 2025	Meeting	First Nations / Aboriginal Groups	PCCC	PCCC attendance at on-site geotechnical surveys
16 June 2025	Meeting	Local Government	Gladstone Regional Council	Project update
23 June 2025	Meeting	Local Government	Gladstone Regional Council	- Introduction to EEB and the Project - Provided status update
1 August 2025	Meeting	State/Federal Government	Department of Transport and Main Roads	Confirmation of access requirements
11 August 2025	Meeting	Local Government	Gladstone Regional Council	Introduction to EEB and the Project to Councillors

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
12 August 2025	Email	First Nations / Aboriginal Groups	PCCC	Cultural heritage site visit
12 August 2025	Letter	Immediate Neighbours	Immediate Neighbour #2	Introduction to EEB and the Project
12 August 2025	Letter	Immediate Neighbours	Immediate Neighbour #3	Introduction to EEB and the Project
12 August 2025	Meeting	Immediate Neighbours	Immediate Neighbour #4	Project layout refinements
13 August 2025	Meeting	First Nations / Aboriginal Groups	PCCC	Elders visit to Project Area
18 August 2025	Meeting	Local Government	Gladstone Regional Council	Discussion regarding Council rates
18 August 2025	Letter	Immediate Neighbours	Immediate Neighbour #5	Introduction to EEB and the Project
26 August 2025	Pop-up Stall	Surrounding Community Members	x5 Surrounding Community Members	- Calliope Central Shopping Centre stall - Provided information about EEB and the Project - Access arrangements to/from Project Area - Provision of Fact Sheets upon request
27 August 2025	Pop-up Stall	Surrounding Community Members	x5 Surrounding Community Members	- Calliope Central Shopping Centre stall - Provided information about EEB and the Project - Fire management processes/risks - Support for renewable energy - Potential employment opportunities
2 September 2025	Meeting	First Nations / Aboriginal Groups	PCCC	Cultural heritage survey
9 September 2025	Drop-in Session	Surrounding Community Members	x3 Surrounding Community Members	- Calliope Community Hub Drop-in Session - Provided information about EEB and the Project - Potential employment opportunities - Potential sponsorship opportunities

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
9 September 2025	Drop-in Session	Surrounding Community Members	x1 Surrounding Community Members	- Mount Larcom QCWA Hall Drop-in Session - Provided information about EEB and the Project
8 January 2026	Meeting	Educational Organisations	CQ University	- Provided information about EEB and the Project - STEM Central discussed, including identification of opportunities for collaboration and program sponsorship
27 January 2026	Email	Business and Industry Groups	Gladstone Chamber of Commerce & Industry	- Provided information about EEB and the Project - Sought meeting to discuss further – no response
13 February 2026	Meeting	Educational Organisations	CQ University	Further discussion relevant to opportunities for collaboration and program sponsorship
17 February 2026	Email	Local Businesses and Industries	Railway Hotel Motel Calliope	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Email	Local Businesses and Industries	Homeground Gladstone	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Email	Local Businesses and Industries	Mt Larcom Tourist Park	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Email	Local Businesses and Industries	Parkland Resorts	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Email	Educational Organisations	Calliope State School	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Email	Educational Organisations	Mount Larcom State School	- Provided information about EEB and the Project - Sought meeting to discuss further
17 February 2026	Telephone Call	Emergency Services	Mount Larcom Rural Fire Brigade	- Provided information about EEB and the Project - Sought meeting to discuss further – directed to talk with Rural Fire Service Queensland (Gladstone Area Brigade)

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
17 February 2026	Email	Local Community Groups	Mount Larcom Progress Association	• Provided information about EEB and the Project • Sought meeting to discuss further
17 February 2026	Email	Emergency Services	Calliope Rural Fire Brigade	• Provided information about EEB and the Project • Sought meeting to discuss further – directed to talk with Rural Fire Service Queensland (Gladstone Area Brigade)
20 February 2026	Telephone Call	Educational Organisations	Calliope State School	• Provided information about EEB and the Project • Sought meeting to discuss further
20 February 2026	Telephone Call	Educational Organisations	Mount Larcom State School	• Provided information about EEB and the Project • Sought meeting to discuss further
20 February 2026	Email	Local Community Groups	QCWA Ambrose Branch	• Provided information about EEB and the Project • Sought meeting to discuss further
23 February 2026	Telephone Call	Local Businesses and Industries	Railway Hotel Motel Calliope	• No concerns about the Project but unable to meet to discuss further
23 February 2026	Email	Local Community Groups	Mount Larcom Progress Association	• Sought meeting to discuss benefit sharing opportunities
25 February 2026	Email	Educational Organisations	Calliope State School	• Sought meeting to discuss benefit sharing opportunities
25 February 2026	Email	Educational Organisations	Mount Larcom State School	• Sought meeting to discuss benefit sharing opportunities – no response
25 February 2026	Email	Local Community Groups	QCWA Ambrose Branch	• Sought meeting to discuss benefit sharing opportunities
3 March 2026	Telephone Call	Local Community Groups	QCWA Ambrose Branch	• Sought meeting to discuss benefit sharing opportunities
3 March 2026	Telephone Call	Local Community Groups	QCWA Mount Larcom Branch	• Sought meeting to discuss benefit sharing opportunities

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
3 March 2026	Email	Local Community Groups	QCWA Mount Larcom Branch	Sought meeting to discuss benefit sharing opportunities
4 March 2026	Meeting	Business and Industry Groups	Gladstone Engineering Alliance	- Introduction to EEB and the Project - Generally supportive of the Projects in the region - Community has consultation fatigue - Community concerns: traffic, noise, dust, visual amenity, weed and seed management, property value - Key benefits: job opportunities - Learnings from other project Traffic Management Plans and Traffic Impact Assessments - Community benefit opportunities may include: - Education and training opportunities - Support for: - Health services (local allied health) (e.g. Roseberry House) - The Shelter Collective (emergency care facility) - Bob's Garage - Rural Fire Service - State Emergency - Calliope Community Hub - Calliope Rodeo Association - Mount Larcom Show - Opportunities to collaborate with: - Chamber of Commerce - Apprentices and Trainees Queensland - Police and Community Youth Club

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
4 March 2026	Meeting	Local Businesses and Industries	Homeground Gladstone	• Introduction to EEB and the Project • Confirmed there is a total capacity of approximately 1,400 rooms, with 250 rooms currently occupied • There are approximately 3,000 rooms available in Gladstone (Homeground has approximately half the total occupancy) • At this stage, can accommodate Project workforce • Have land and approval across the road, where an identical facility could be built if needed and future opportunities arose • Hotels/motels in town will only be busy from Monday to Thursday • There is limited tourism in Gladstone; it is a gateway to other areas or are visiting friends/family • Anyone staying at Homeground needs to qualify as 'major industry' as that is a requirement of the Development Permit • Community is fatigued by consultation • Gladstone is a working town, apprenticeships would be a great opportunity and replenish the workforce • A major pushback in the region is that there are not enough apprenticeships being offered by the bigger companies • Community benefit opportunities: ◦ Support for schools, hospital, road upgrades, and sporting groups (e.g. Calliope Crushers, Calliope Roosters, Calliope Football/Soccer Club) ◦ Consider 'lower-level' community benefits ◦ Apprenticeships for long-term employment opportunities

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
5 March 2026	Drop-in Session	Surrounding Community Members	x3 Surrounding Community Members	• Mount Larcom QCWA Hall Drop-in Session • Provided information about EEB and the Project • Fire management processes / smoke plumes • Possibility for collaboration between projects
5 March 2026	Meeting	Local Community Groups	Mount Larcom Progress Association	• Introduction to EEB and the Project • Key areas of concern/discussion: ◦ Land rehabilitation and holding pond ◦ Noise impacts (currently, the railway line approximately 15-20 km away is audible for nearby residents) ◦ Ecological impacts, noting there is an opportunity to make the top of fence plain white / plain solid strand to protect wildlife and increase visibility for bats ◦ Mount Larcom School is struggling / disadvantaged • Community benefit opportunities: ◦ The Mount Larcom Progress Association doesn't do their own fundraising ◦ Mount Larcom Christmas Fair – opportunity for sponsorship or hosting a stall ◦ Support for Mount Larcom Tennis Club, local pool, cricket, and volleyball ◦ Opportunity to build tunnel underneath the railway and highway to allow access for kids to cross from school to the sporting facilities (connect to town) (similar to Kin Kora State School and IGA shopping centre tunnel in Gladstone) ◦ Local mine does a tree planting initiative with students ◦ Support for wildlife carer down Narrows Road ◦ Support for Gladstone Animal Rescue Group

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
5 March 2026	Meeting	Local Businesses and Industries	Mount Larcom Tourist Park	• Introduction to EEB and the Project • Capacity for 8 cabins on-site • Looking to expand and build another 1-2 cabins, pending project and opportunities in the area • There is capacity to host some workers, for the foreseeable future • This time of the year (around March) is usually quiet • The usual clientele are people making stopovers on the way to Brisbane or workforce, although some tourists do stay • Previously they had someone working on a solar farm who stayed for two years • Accepts workers as long stays, but do not like local resident long stays as it changes the demographic • The Project is generally seen as beneficial, bringing work for locals • Community benefit opportunities: ◦ Sponsorship of tennis club ◦ Local swimming pool upgrade ◦ Mount Larcom Show
5 March 2026	Meeting	Emergency Services	Rural Fire Service Queensland (Gladstone Area Brigade)	• Introduction to EEB and the Project • Key areas of concern/discussion: ◦ Traffic impact and clearances ◦ From a response perspective there are no existing resource or equipment concerns ◦ Stakeholder engagement – community reassurance is important ◦ Biggest concern for regional brigades will be grass fires ◦ Ember attacks will be a high risk, given proximity to transmission line ◦ Management plans need to be put in place if Project site becomes a high risk area

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
				◦ Proximity to transmission line can be a hazard as trucks can't go under the transmission line. Smoke can conduct electricity ◦ Weed and pest management ◦ Biggest fire risk is during construction ◦ The 2018/19 Mount Larcom fire is still a recent memory for the community (came from Cedarvale, started from waste) • Community benefit opportunities: ◦ Support the Mount Larcom Show ◦ Support the Raglan Airshow ◦ Upgrade roads for the community (and for improving safety) ◦ Opportunity to bring fire brigades and community to the Project Site for: – Community engagement night – Onsite Project induction for response teams – Fire suppression techniques and training
6 March 2026	Meeting	Local Government	Gladstone Regional Council	• SIA Scoping – Council insight into the Social Study Area for the Project and Project updates • Council comments/areas for furthered consideration: ◦ Transport impacts ◦ Opportunities for local content benefits from the Project, and to consider businesses that are also not part of the Gladstone Engineering Alliance ◦ Suggested engaging with the Gladstone Area Promotion and Development Limited ◦ Representative stakeholder engagement is important; ensure opportunities are available for stakeholders to have a say. • Community benefit opportunities: ◦ Working with Rotary clubs ◦ Local community groups

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
24 March 2026	Meeting	Educational Organisations	Calliope State School	• Introduction to EEB and the Project • Enrolments tend to vary from year to year with most students coming from rural areas and in town with space for 650 children. Currently only 425 children enrolled • The Primary School is old; however, the High School is only quite new (i.e. 6-7 years old) • Calliope is well provisioned for educational facilities, having early childhood centres, day care centre (built last year), as well as the Primary and High School • Key areas of concern/discussion: ◦ Buses numbers/times – tend to collect children early in the morning (i.e. 7:45am) with the last bus arriving at 4pm. The bus makes the run along the Dawson High to/from Gladstone and Biloela. Potential for EEB to talk with CDC (Gladstone Urban Bus Service) and Department of Transport in relation to managing bus and haulage schedules during the Construction Phase ◦ The population of Calliope is relatively transient and therefore it is difficult to get teacher numbers and student numbers proportionate. Existing teacher shortages within Australia have made it difficult to address this issue. ◦ Infrastructure for the school is quite old including classrooms and play equipment ◦ Calliope's community has a range of local social / sporting clubs, but these do not cover all sports ◦ There are limitations on some services (e.g. the Policing shift only starts at 2pm) ◦ There are some issues associated with crime in and around Calliope ◦ Rental costs and housing costs have increased, which has pushed some residents out of the town with a general uptick in homelessness

Date	Engagement Activity	Stakeholder Group	Stakeholder	Feedback / Discussion Topics
				- Community benefit opportunities: - Playgrounds are main focus as they haven't had attention for many years. The school has a priority plan in place and will stage playground redevelopments based on money raised - Year 6 leaders have a legacy project they work on throughout the year which involves fundraising to build "Gem Garden" (part of the "The Resilience Project" curriculum). The ongoing development of this is based on fundraising efforts and is built on each year
23 March 2026	Meeting	Local Government	Gladstone Regional Council	Council comment and insights on the draft SIA and CBA considerations.

7.5 ENGAGEMENT OUTCOMES

This section provides insights into the outcomes of engagement with stakeholders and receptors as relevant to the SIA. In-line with participatory research methods, the SIA recognises all stakeholders as potential knowledge holders who can provide valuable information about the local community, economy, infrastructure, and environment (Vanclay, 2003).

Accordingly, **Table 7-2** provides a summary of the key outcomes from the community and stakeholder engagement conducted by EEB and ERM, and have been organised into topics. The sections of the SIA where community outcomes, comments, and concerns are addressed, are also identified in **Table 7-2**.

TABLE 7-2 CURRENT COMMUNITY AND STAKEHOLDER ENGAGEMENT OUTCOMES

Topic	Outcomes / Comments / Concerns	Where Addressed
Stakeholder Engagement	- Multiple stakeholders stated that the community has consultation fatigue - Stakeholder engagement is an important way to provide reassurance to the community - Including the volume of stakeholder engagement - Ensure opportunities are available for stakeholders to "have a say"	Social Impact #2: Reduced Trust and Confidence in Community Engagement (refer to Section 8)
Environmental and Amenity Impacts	- Key community concerns include: - Noise (noting the existing issues with the railway line) - Ecological impacts on nearby flora and fauna, including future land rehabilitation which impacts inherent natural values - Dust - Visual Amenity	Social Impact #7: Potential Impact on Social Amenity (refer to Section 8) Social Impact #8: Potential Impact on Community Health and Safety (refer to Section 8)
Land Use	Concerns relating to the ongoing management of the land (including agricultural considerations such as weed and seed management) – rural/agricultural character and production are important to the local community	Social Impact #1: Reduced Community Cohesion (refer to Section 8) Social Impact #6: Perceived Land Use Incompatibility and Impacts to Land Values (refer to Section 8)
Traffic	- General understanding amongst stakeholders that there will be traffic generated by the Project during the Construction Phase which may impact on the road network - Concern in relation to transmission line heights which may impact emergency vehicle movements - Acknowledgment that the Project has the benefit of learning from other projects' Traffic Management Plans and Traffic Impact Assessments in relation to work worked well and what did not - Consideration needs to be given to school bus routes and times to ensure limited impact on the	Social Impact #7: Potential Impact on Social Amenity (refer to Section 8) Social Impact #8: Potential Impact on Community Health and Safety (refer to Section 8)

Topic	Outcomes / Comments / Concerns	Where Addressed
	local schools within Calliope, Gladstone, and Mount Larcom	
Fire Risk	- Grass fires are the biggest concern for rural fire brigades - Ember attacks have the potential to be high risk given the proximity to transmission lines - Appropriate management plans need to be put in place if Project site becomes a high risk area - Smoke can conduct electricity which may cause more issues - Ongoing maintenance of the BESS site, with weed and pest management key to reducing fire risk - The biggest fire risk will be during construction given the various mechanisms in place to manage operational fires - The 2018/19 Mount Larcom fire is still a recent memory for the community (started from waste)	Social Impact #8: Potential Impact on Community Health and Safety (refer to Section 8)
Property Values	There is a perception within the local community that the Project may impact negatively impact on their property values	Social Impact #6: Perceived Land Use Incompatibility and Impacts to Land Values (refer to Section 8)
Employment and Procurement	- Interest in employment and/or procurement opportunities associated with the Project - The employment opportunities are seen by the community as a positive - Gladstone is a working town; apprenticeships would be a great opportunity and replenish the workforce as there are not enough apprenticeships being offered by the bigger companies - Consideration of businesses that are also not part of the Gladstone Engineering Alliance will be important to ensure opportunities are equitable	Social Impact #3: Creation of Direct Employment Opportunities (refer to Section 8) Social Impact #4: Increased Economic Benefits (refer to Section 8)
Workforce Accommodation	- There is current availability to support the Project workforce <i>Homeground Gladstone</i> has capacity to cater for the construction workforce and approval to develop an identical facility on adjacent land, to cater for future opportunities within the region - Rental costs and housing costs have increased, which has pushed some residents out of the town with a general uptick in homelessness - Consideration of pressures placed on limited services (e.g. the Policing shift in Calliope only starts at 2pm)	Social Impact #5: Potential Impact on Social Infrastructure and Services (refer to Section 8)
Cultural Heritage	Protection of Aboriginal cultural heritage including negotiation of a Cultural Heritage Management Agreement	Social Impact #9: Potential Impact on Cultural Heritage (refer to Section 8)

Topic	Outcomes / Comments / Concerns	Where Addressed
Community Benefits	• Interest in the community benefits being provided by the Project • Interest in education and training opportunities: ◦ This would “replenish” the workforce ◦ A criticism of larger companies is that they are not offering enough apprenticeships ◦ Apprenticeships should have the view of long-term employment opportunities • Opportunity to partner with various Local Community Groups and sponsor local events for the wider community, including: ◦ The Shelter Collective (emergency care facility) ◦ Bob’s Garage ◦ Calliope Community Hub ◦ Calliope Rodeo Association ◦ Mount Larcom Show ◦ Mount Larcom Christmas Fair ◦ Mount Larcom Progress Association ◦ Sporting groups (e.g. Calliope Crushers, Calliope Roosters, Calliope Football/Soccer Club, Mount Larcom Tennis Club, local pool, cricket, volleyball, etc.) ◦ Wildlife carer on Narrows Road ◦ Gladstone Animal Rescue Group ◦ Raglan Airshow ◦ Rotary clubs • EEB should consider “lower-level” community benefits too • Potential assistance with funding for projects, including: ◦ Road upgrades (which will also improve safety for the Project) ◦ Building tunnel underneath the railway and highway in Mount Larcom, to allow access for kids to cross from school to the sporting facilities (connect to town) • Opportunities to partner with local schools: ◦ Mount Larcom State School – The local mine is assisting with a tree planting initiative with students at Mount Larcom State School ◦ Calliope State School – Playground redevelopments – The Resilience Project “Gem Garden” • Opportunities to collaborate with services and/or local businesses, including: ◦ Health services (local allied health, e.g. Roseberry House) and hospitals ◦ Apprentices and Trainees Queensland ◦ Police and Community Youth Club (PCYC) ◦ Local fire brigades and community: – Community engagement night – Onsite Project induction response teams – Fire suppression techniques and training	Community Benefit Initiatives and/or Measures (refer to Section 10)

7.6 COMMUNITY AND STAKEHOLDER ENGAGEMENT ADEQUACY

Overall, community and stakeholder engagement undertaken for the Project has involved in excess of 63 interactions with stakeholders, across the following stakeholder groups:

- Numerous Host Landowner interactions;
- Numerous Immediate Neighbour interactions;
- 17 Surrounding Community Member interactions;
- 6 First Nations Group interactions;
- 8 Local Community Group interactions;
- 2 Business and Industry Group interactions;
- 7 Local Business and Industry interactions;
- 3 Emergency Service interactions;
- 9 Educational Organisation interactions; and
- 6 Local Government interactions.

The Supplementary Material (DSDIP, 2025b) recognises that,

“...the extent and type of engagement undertaken will vary for each project, depending on the social issues, trends, project complexity and potential level of impact” (pp. 25).

To this end, community and stakeholder engagement for the Project has been reviewed and is considered to be:

- **Genuine** – EEB has made genuine efforts to contact and engage with a range of stakeholders across multiple stakeholder groups. Records show active dialogue regarding the Project, potential issues or concerns, and opportunities for community benefits or partnerships. EEB have undertaken stakeholder and community engagement in accordance with the principles set out in **Section 7.1**. Engagement has been undertaken through varied methods and has not been limited to information provision – stakeholders have been invited to provide comment, feedback, and further input.
- **Proportionate** – Engagement appears to be proportionate to the scale of the Project (refer to **Section 2**) and the Project’s context (such as the location of the Project Area and composition/location of surrounding receptors, as outlined in **Section 5**). EEB has engaged and/or attempted to engage with a range of stakeholders within the Primary and Secondary Social Study Areas. This engagement has included the towns of Mount Larcom and Calliope. In addition, the nature of the engagement has been varied, and has included both targeted engagement (e.g. in-person meetings, email/telephonic correspondence, letters, etc.) as well as broad engagement (e.g. pop-up stalls or drop-in sessions) methods.
- **Reasonably Representative** – the engagement conducted has included a range of different stakeholder groups to provide a reasonably representative sample of the population and relevant stakeholders to the Project (refer to **Section 5.3**). A summary of the stakeholders engaged for the Project is provided in **Section 7.4**.

8. IMPACT ASSESSMENT

As outlined in **Section 4**, the impact assessment methodology follows the approach reflected in the SIA Guideline (DSDIP, 2025a) and with consideration of the Supplementary Material (DSDIP, 2025b). Accordingly, the assessment has been undertaken against the key matters identified in the SIA Guideline, comprising:

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

Impacts have been assessed based on the magnitude of the social impact (i.e. the degree of change caused by the impact), and the vulnerability of the impacted receptors. Positive and negative, direct and indirect, and cumulative impacts associated with the Construction and Operation Phases of the Project have been assessed.

In assessing the potential impacts, consideration has been given to:

- The characteristics of the Project, including the timing, duration and intensity of the activities (where known);
- The needs of the community as identified through the Social Baseline and/or stakeholder engagement process;
- Issues/concerns or prospective benefits raised by stakeholders during the engagement process; and
- Outcomes from technical studies undertaken by the Project.

The operational life of the Project is anticipated to be 25 years, after which time the Project may be decommissioned or re-powered, dependent on Development Permit condition requirements. Given the extensive timeframe involved, the Decommissioning Phase has not been specifically addressed in this SIA, however it is anticipated that the potential social impacts will be similar to those of the Construction Phase. It is therefore recommended that the impacts associated with decommissioning be assessed closer to the anticipated time of decommissioning, to ensure that the potential impacts (and management measures) are accurate and relevant.

Cumulative impacts have the potential to occur, in large part due to overlaps in construction and/or operational timeframes with surrounding projects. Given the static nature of the Project during the Operation Phase, and the size of workforce, it is anticipated that the potential for cumulative impacts to arise is limited. For this reason, the cumulative impact assessment primarily focused on the surrounding projects that have overlapping construction phases (refer to **Table 6-36**). However, the identified projects may not receive approval from the Assessment Manager, gain access to the grid, or may not come to fruition due to other circumstances.

8.1 SUMMARY OF TECHNICAL ASSESSMENTS

A number of technical assessments have been undertaken to support the Project. These technical assessments are summarised in the following sections and have been considered in assessing the potential social impacts.

8.1.1 NOISE IMPACT ASSESSMENT

The Noise Impact Assessment (ERM, 2025b) assessed the potential impacts of the Project on noise sensitive receptors, located within 5 km of the Project. There is one noise sensitive receptor which is an associated dwelling³ located approximately 4.5 km to the south of the BESS.

The Noise Impact Assessment assumed a conservative worst-case scenario (i.e. all equipment is assumed to operate at full capacity in every assessment period (day, evening, night)). Given the Project's scale, cumulative impacts were also considered in the assessment. The assessment modelling determined the predicted operational noise levels at the location of the noise sensitive receptor to be 29 dB(A) under a standard modelling scenario, and 26 dB(A) under a Project-specific climatic condition scenario. Both predicted noise levels are below the applicable assessment criteria, including the criteria for cumulative impacts, however the latter is primarily a result of there being no existing and/or proposed developments within 5 km of the BESS.

Part of the rationale for the lower noise levels is that the distance and terrain attenuate the sound prior to reaching the noise sensitive receptor. As a result, no adverse noise impacts on human health, wellbeing, or sleep are expected to occur.

As the Project achieves compliance with the relevant noise criteria, no specific noise mitigation measures are proposed, however, standard good-practice considerations should be applied. These include:

- During detailed design, EEB should explore equipment options with improved acoustic performance, though this is not necessary for compliance; and
- Equipment selection must adhere to the sound power levels and quantities modelled. If equipment sound power levels, locations, or quantities change significantly, the Noise Impact Assessment should be revised.

8.1.2 HAZARD INCIDENT MANAGEMENT PLAN

The Hazard Incident Management Plan (Riskcon Engineering Pty Ltd, 2025) was prepared to assess potential hazard scenarios associated with the Project. These hazard scenarios comprise:

- Lithium-ion battery fault, thermal runaway and fire, including potential toxic gas release (carbon dioxide, carbon monoxide, and hydrogen fluoride);
- Transformer internal arcing, oil spill, ignition, and bund fire;
- Power conditioning unit transformer oil release and pool fire;
- Electrical equipment fire within switch rooms;
- Diesel spill and ignition from a small bunded generator tank;

³ A residential dwelling where the owner has a commercial agreement in place with the Proponent.

- Electromagnetic fields from electrical infrastructure; and
- Natural hazards, including bushfire and flooding

Based on these scenarios, the Hazard Incident Management Plan determined the following:

- **Battery fire/thermal runaway:** data for comparable systems shows no external flame propagation and very low surface emissive power, indicating minimal likelihood of fire spreading between units.
- **Transformer and power conditioning unit fires:** radiant heat modelling shows 23 kilowatts per square metre contour distances of 14 m (transformer) and 6 m (power conditioning unit), which are insufficient to reach site boundaries or critical infrastructure when combined with separation distances and inherent fire safety features.
- **Toxic gas dispersion:** Quantities are too low to create harmful downwind concentrations, and computational fluid dynamics studies indicate that a safe distance from a burning battery would be a maximum of 54 m.
- **Bushfire/flooding:** The Project Area is not located within bushfire-prone land and predicted flooding (0.25 m in 1% annual exceedance probability) is minor, with design expected to maintain immunity.
- **Emergency response timing:** Fire brigade intervention is estimated at approximately 105 minutes from ignition due to location of the Project Area; however, low fire propagation likelihood and adequate fire water storage (180,000 litres) mean that the potential for incident escalation as a result of an external fire impact is negligible.

Most scenarios, such as carbon dioxide and carbon monoxide dispersion, diesel pool fire, switch room fires, electromagnetic field exposure, and natural disasters, were deemed non-credible or low consequence in the assessment due to design controls, chemistry used, or large separation distances. Overall, the Hazard Incident Management Plan determined that all credible incident scenarios have a low likelihood and low consequence, with no off-site impacts expected.

The Hazard Incident Management Plan concluded that the inherent design features of the BESS units (notably lithium-iron-phosphate chemistry, UL9540A-tested containment, smoke/heat detection, gas detection, pressure relief, and thermal insulation) substantially reduce the likelihood of thermal runaway, fire propagation, or toxic gas impacts. Analyses of transformer and PCU fire scenarios show that radiant heat impacts remain within acceptable safety limits and do not extend to the site boundary. External hazards such as bushfire and flooding are also found to pose negligible risk to operations. Overall, the assessment determines that credible fire risks are low and adequately controlled by the proposed design and safety systems.

Recommendations provided within the Hazard Incident Management Plan include the following:

- Site personnel are to be inducted in site procedures and emergency response protocols relevant to their roles;
- Site personnel who require training must undergo formal training in the required procedures and emergency response protocols relevant to their role;
- Necessary personnel to provide first aid are to be trained in accordance with the Queensland Code of Practice for First Aid in the Workplace 2021 (high-risk workplaces);

- A team of site personnel are to be trained in the use of the water cart and first-attack firefighting methods;
- The Project is to prepare and maintain operational procedures to minimise the number of hazardous incidents and accidents and to mitigate the consequences of incidents regarding the handling of dangerous goods and chemicals;
- An Emergency Response Plan is to be prepared and include measures to advise neighbouring premises in the event of an emergency with potential off-site impacts;
- Dangerous goods documentation will be prepared as required by the Work Health and Safety Regulation 2011 to demonstrate the risks associated with the storage and handling of dangerous goods has been assessed and minimised; and
- Any dangerous goods are to be stored and handled in accordance with the Work Health and Safety Regulation 2011 and any applicable storage and handling standards.

8.1.3 TRAFFIC IMPACT ASSESSMENT

The Preliminary Traffic Impact Assessment (Cambray Consulting Pty Ltd, 2025) evaluated the construction and operational traffic likely to be generated by the Project. The Construction Phase is estimated to take approximately 18 months to complete, assuming a 7-day working week. Based on the likely traffic demands for the Project, the peak Construction Phase traffic demands are anticipated to occur during the fifth month of construction. These demands are summarised in **Table 8-1**.

TABLE 8-1 CONSTRUCTION PHASE – PEAK TRAFFIC GENERATION (PEAK)

Type	Average Number of Daily Vehicles	Average Number of Vehicles (Month 5) ¹
Heavy Vehicles	28	868
Buses (worker transport)	3	93
Light Vehicles	20	620
Total	25	1,581

Note1. Assumes a 31-day month.

The Traffic Impact Assessment noted that while workforce traffic movements will occur during the commuter peak hours (morning and evening), heavy vehicle deliveries would be expected to occur outside of peak periods. On this basis, it is estimated that the peak hour construction traffic generation would be approximately seven vehicles during the morning and evening peak periods.

Operational Phase traffic generation is expected to generate substantially less traffic per day compared to the Construction Phase, with daily movements estimated at 10 vehicle trips. Service vehicles are considered likely to visit the BESS once or twice a week, and these may include occasional maintenance trucks and refuse collection vehicles, and therefore the Traffic Impact Assessment has considered Operation Phase traffic demands to be 12 vehicles trips per day.

The Traffic Impact Assessment concludes that traffic generation for the Project is anticipated to be sufficiently accommodated by the existing road network and will not materially worsen road network performance.

In addition, while not necessarily warranted, the assessment supports the addition of a short auxiliary left-turn lane, channelised right-turn lane, and a 230 m acceleration lane for left-turn movements, at the Project Area access point along the Bruce highway, in order to manage safety impacts to the Bruce Highway during the Construction Period, and as requested by the Department of Transport and Main Roads.

8.1.4 STORMWATER IMPACT ASSESSMENT

The Stormwater Impact Assessment (ERM, 2025a) was prepared to assess how the Project may influence stormwater quantity, quality, and flood behaviour, and to meet Council requirements for electrical infrastructure to be located above or designed to mitigate floodwater infiltration.

The results from the preliminary risk assessment conducted indicate that development of the Project will not significantly alter the surrounding hydrology, and that the Project is unlikely to be impacted by flood events – with the exception of the proposed access tracks that could be affected at points where they cross watercourses within the Project Area. At these locations management measures will be required in order to mitigate stormwater impacts. The proposed management measures include:

- Stormwater Quantity:
 - Installation of diversion banks, catch drains, or channels to keep upstream flows away from infrastructure;
 - Implement scour protection in drains and channels;
 - Use level spreaders to maintain sheet flow and avoid concentrated discharges;
 - Design all stormwater structures to the 1% annual exceedance probability standard; and
 - Consider On-Site Detention pending detailed hydrological modelling during detailed design.
- Stormwater Quality:
 - Adhere to best-practice erosion and sediment control standards;
 - Provide stabilised site access with rumble pads and vehicle wash-down;
 - Temporary and permanent stabilisation of disturbed soils;
 - Bunded chemical and fuel storage areas;
 - Clear spill management procedures and spill kit provision; and
 - Diffuse stormwater discharge over vegetated surfaces.
- Flood Control:
 - Locate facilities outside of the 1% annual exceedance probability flood extent or design them to meet flood resilience standards;
 - Size drainage channels and culverts per relevant requirements;
 - Avoid major construction works during the wet season (December to March); and
 - Use diversion drains to protect compounds and storage areas from overland flows.

8.2 IMPACT ASSESSMENT AND MANAGEMENT

Several key social impacts were identified through the assessment process, which are presented in **Table 8-2**. These impacts, specifically the identification and assessment thereof, were informed by the outcomes of the stakeholder engagement conducted by EEB, and are reflective of prior experience with standalone BESS development in Queensland.

Table 8-2 provides the assessment of social impacts, its pre-mitigation/enhancement rating significance, the relevant management measures to address the social impact, and its post-mitigation/enhancement significance rating.

Additional detail relating to specific proposed management measures are provided in the following sections:

- **Section 8.2.1** – Worker Code of Conduct
- **Section 8.2.2** – Coordination with Other Proponents
- **Section 8.2.3** – Workforce Accommodation Management Plan
- **Section 8.2.4** – Traffic Management Plan

TABLE 8-2 SOCIAL IMPACTS AND MANAGEMENT MEASURES

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
Social Impact #1: Reduced Community Cohesion - Reduced community cohesion, which can increase negative sentiment, may occur as a result of: - Divergent opinions about the desirability of the Project; - Population influx linked to workers moving to the local area; and/or - Local disruptions caused by the Construction Phase. - In close-knit rural communities, this erosion of community cohesion can affect the social fabric and lead to negative mental health and well-being outcomes. - This potential impact is mostly likely to occur in the Primary Social Study Area, due to the close proximity of these localities to the Project. - Community engagement undertaken to inform the SIA highlighted that the community surrounding the Project is characterised by strong agricultural/rural roots, which are important to its identity. - While surrounding community members raised concerns about Project impacts (e.g. visual amenity, noise, dust, traffic, etc.), they were also optimistic about the Project and the benefits it will provide. - Research indicates that disruptions to an individual's environment, such as those caused by new development, can lead to a loss of place attachment and identity (Jozwik, 2024; Manzo, et al., 2023). The changes introduced by the Project, may alter how individuals perceive and experience their locality, but these effects are subjective, and vary according to personal attachment, sense of belonging, and resilience to change. - The influx of non-local workers during construction also has potential to affect community cohesion. Introducing a workforce from diverse backgrounds can challenge existing social norms and dynamics (Owen, et al., 2018). Differences in values, lifestyles, and communication styles may lead to misunderstandings or conflicts, disrupting the established social fabric. In smaller communities, such as those within the Primary Social Study Area (i.e. East End, Bracewell, and Mount Larcom), such disruptions can fragment long-standing relationships and weaken social networks, leading to feelings of alienation and loss of identity.	- Community and Stakeholder Engagement - Workforce Management - Health and Community Wellbeing	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups - Local Community Groups - Local Businesses and Industries	C	Medium	Medium	Moderate	Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders. Worker Code of Conduct to be developed and implemented, that establishes clear behavioural standards for non-local workers to help support community cohesion. Project Inductions to be undertaken by relevant Project workers, that includes an aspect on promoting understanding and respect for the local community.	Small	Medium	Minor
			O	Medium	Low	Minor		Small	Low	Negligible

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
There is a potential for cumulative impact to occur given the increase in renewable energy developments across the Gladstone LGA; rapid transformation within a short period can intensify existing social tensions and mental health challenges, especially among residents who feel that their community character and way of life are being reshaped without sufficient consultation or control.										
Social Impact #2: Reduced Trust and Confidence in Community Engagement - Meaningful engagement is critical for managing social impacts and building long-term, genuine relationships with stakeholders. - Causes of ineffective engagement can include poor communication, lack of information, misaligned expectations, inadequate conflict management, limited trust or transparency, insufficient accountability or follow-up, and cultural or contextual insensitivity. - The erosion of trust between local communities and the Project proponent also has the potential to exacerbate impacts on community cohesion. Additionally, there is a risk of misinformation or negative sentiment developing. Trust may be built and reinforced by implementing measures to mitigate or manage Project impacts in collaboration with stakeholders and receptors, and by ensuring stakeholders continue to influence decisions that affect their lives. - Ineffective or insufficient engagement can leave stakeholders feeling unheard or unable to influence Project decision-making, which may negatively affect community mental and physical health and well-being. - Multiple stakeholders stated that the communities within the Social Study Area are suffering consultation fatigue due to the number of renewable energy developments occurring within the region. As such, there is a lack of enthusiasm to attend and/or be part of engagement activities. - As noted by one stakeholder, it will be important to provide reassurance to the community and ensure suitable opportunities available for people to “have a say”. - Stakeholders did not raise any concerns in relation to the specific engagement conducted by EEB during community and stakeholder engagement.	- Community and Stakeholder Engagement - Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups - Local Community Groups - Local Businesses and Industries	C	Medium	Medium	Moderate	Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.	Small	Medium	Minor
			O	Medium	Low	Minor		Small	Low	Negligible

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
Social Impact #3: Creation of Direct Employment Opportunities - The Project will create direct employment opportunities. - Construction Phase: 150-200 FTE - Operation Phase: 6-10 FTEs, in addition to specialist contractors responsible for civil works, maintenance, weed and pest control, and other environmental management tasks. Section 6.5.1 explores the labour force within the Social Study Area, and there appears to be workers in relevant occupations who may be able to support the Project. - Feedback from stakeholders during the engagement process revealed a strong preference for prioritising local employment and procurement opportunities, over non-local employment arrangements to maximise local and regional economic benefits. - EEB will require the EPC Contractor to prioritise the recruitment of residents from the Social Study Area. Vulnerable groups will also be appropriately considered (e.g. exploring partnerships with local organisations to facilitate First Nations participation). - The overall demand for suitably qualified construction workers driven by the Project, and other concurrent developments, is expected to result in cumulative positive economic impacts within the Social Study Area. Surrounding projects with overlapping construction phases may collectively require approximately 5,040 workers. - This demand is anticipated to be met through a combination of the existing unemployment pool, increased workforce participation, and transitions from other industries. - It is unlikely that all labour requirements can be filled solely by local residents within the Social Study Area. Some positions are expected to be met through DIDO or FIFO workers and individuals relocating temporarily to the region.	- Workforce Management - Local Business and Industry Procurement	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups	C	Positive	High	Positive	Local Employment Plan to be developed and implemented and include, amongst other things, targets for local employment. First Nations Employment Targets should be included as part of the Local Employment Plan. Creating Community Awareness to foster better an understanding of the ways prospective workers may be able to take part in the Project. This can be through potential partnerships with Council, and/or Business and Industry Groups (e.g. Gladstone Chamber of Commerce and Industry, GEA, etc.). Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project, and should include community awareness of local employment opportunities. Workforce Upskilling and Training Opportunities should be supported in partnership with Council, State Government and/or training institutions.	Positive	High	Positive
			O	Positive	High	Positive		Positive	High	Positive
Social Impact #4: Increased Economic Benefits - The Project has the potential to provide opportunities for local procurement of goods and services, such as employment opportunities for local contractors and other increased business opportunities like flow-on effects in nearby towns and communities. - During the Construction Phase, the Project will increase demand for goods and services such as accommodation, warehousing and storage, transport and logistics, and administrative support. Where possible, EEB intend to meet	Local Business and Industry Procurement	- Surrounding Community Members - Business and Industry Groups	C	Positive	High	Positive	Local Content Initiatives should be developed and implemented by the EPC Contractor and should include targets for local procurement. First Nations Employment Targets should be included as part of the Local Content Initiatives. Community and Stakeholder Engagement Plan to be developed and	Positive	High	Positive
			O	Positive	High	Positive		Positive	High	Positive

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
these needs through local and regional business and industry groups. - It was noted by one stakeholder that it will be important for EEB to ensure that they explore a range of businesses within the Gladstone LGA and do not limit opportunities for businesses and/or industries that are not part of Business and Industry Groups. - The Operation Phase will also require specialist contractors. Subject to business availability and suitability, suppliers from within the Social Study Area will be prioritised, and EEB will work with the EPC Contractor to maximise local procurement. Section 6.5.1 indicates that relevant skillsets exist within the Social Study Area. Section 6.5.4 shows that construction is the top industry of business types within the Gladstone LGA. - Approximately 98% of construction businesses are non-employing and small businesses. - Non-employing and small businesses may experience challenges in undergoing procurement processes to participate in the Project, given their limited administrative capacity. - Other surrounding projects that require similar goods and services will also influence the availability of opportunities for local businesses and industry groups. - The ongoing pipeline of renewable energy developments may encourage regional businesses to adapt to growing demand for project components, creating further value for local communities. - In the short term, however, local businesses and industry groups may face pressure in meeting the cumulative demand generated by multiple projects.							implemented for the life of the Project, and should include community awareness of local procurement opportunities. “Job Readiness” Assistance should be provided to assist local business and industry in being ready for the Project’s procurement opportunities by prioritising a local workforce and having relevant skills required for the Project.			
Social Impact #5: Potential Impact on Social Infrastructure and Services - The Project has the potential to increase demand on infrastructure and services within the Social Study Area. This may be associated with an influx of non-local workers affecting accommodation availability, causing skill shortages for existing businesses, and increasing demand for goods and services, and social infrastructure. <u>Accommodation of the Non-local Workforce.</u> - Accommodation needs for the Project may: - Exacerbate existing accommodation shortages;	- Workforce Management - Housing and Accommodation - Local Business and Industry Procurement - Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups - Local Community Groups - Local Businesses and Industries - Emergency Services	C	Medium	High	Major	Local Employment Plan to be developed and implemented that seeks to maximise local employment and minimise the Project’s need for accommodation to support its workforce. Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Engagement with Accommodation Providers to understand availability and establish long-term	Small	Medium	Minor
			O	Small	Medium	Minor		Small	Low	Negligible

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
◦ Exacerbate cost of living pressures (e.g. increased rents in areas of low vacancy); and/or ◦ Impact local tourism operations (e.g. accommodation to support festivals/events will be reduced and tourists will be unable to visit, leading to a loss of revenue for tourism operators). • Section 6.7 shows that the current housing and accommodation market and availability across the Social Study Area can be summarised as follows: ◦ Tight and increasingly expensive housing market: House prices have increased across the Social Study Area over the past 12 months (to January 2026), with higher growth in the smaller localities of Bracewell and Mount Larcom, which indicates a strong demand but limited supply. ◦ Limited rental availability and rising rents: Rental vacancy rates remain low across both the Primary and Secondary Social Study Areas, with median rents increasing for both houses and units, particularly in Calliope and West Gladstone. This suggests an already constrained rental market that is sensitive to additional demand. ◦ Concentration of accommodation supply in the Secondary Social Study Area: Housing diversity, private rentals, short-term accommodation, and workforce accommodation are principally located in the Gladstone and Calliope. Smaller communities in the Primary Social Study Area (i.e. Bracewell, East End and Mount Larcom) have limited housing stock, minimal rental availability, and little to no short-term accommodation capacity. ◦ High occupancy and limited capacity in social and public housing: Social housing and public/state-owned housing are concentrated in Gladstone and operate at high occupancy rates, which indicates minimal spare capacity and heightened sensitivity to any indirect housing pressure from population or workforce influx. • The vulnerable population are particularly at risk if this impact occurs, given that they may not have the socio-economic resources to secure alternative or long-term accommodation options. • Similarly to the situation in other parts of the country, stakeholders commented during engagement activities that rental and housing costs have increased within the region. These increases have resulted in some residents being							workforce accommodation agreements. • Coordination with Other Proponents to manage workforce influx and use of existing accommodation within the Social Study Area. • Workforce Accommodation Management Plan to be developed and implemented to mitigate Construction Phase workforce impacts. • Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.			

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
“pushed out” of their communities, and resulted in a noticeable uptick in homelessness. - There is the potential for cumulative impact to occur with surrounding projects (refer Table 6-6) that may exacerbate the lack of accommodation availability and result in increased housing/rental costs. Specifically, cumulative pressure from these projects may result in the following: - Increased pressure on rental availability and vacancy rates in the Social Study Area: Several nearby renewable energy, storage and infrastructure projects are expected to overlap in construction timeframes. If a portion of this workforce seeks accommodation within the Gladstone LGA, existing low vacancy rates could tighten further, particularly in Calliope and Gladstone where most rentals are concentrated. - Upward pressure on rents and housing costs: The current housing market within the Social Study Area is already experiencing strong price growth and rising rents. Cumulative workforce demand from multiple projects could accelerate rental price increases, increasing rental stress, particularly for vulnerable groups. - Overflow impacts into smaller towns and rural localities: While most accommodation supply is concentrated in the Secondary Social Study Area (i.e. Gladstone and Calliope), constrained availability may push demand into smaller communities such as Mount Larcom, Bracewell and East End. Given the very limited housing stock and lack of rental diversity in these areas, even modest increases in demand could disproportionately impact local residents. - Competition between projects for workforce accommodation: Projects that do not secure dedicated construction workforce accommodation may compete for short-term accommodation (i.e. hotels, motels, and caravan parks). This could reduce availability for tourists and visitors, with the potential to negatively impact the local tourism sector. - Increased pressure on social and public housing systems: Social housing and public housing stock in the region is already operating at high occupancy rates. Rising private rental costs associated with population influx from multiple projects could push more households into housing stress, increasing demand for social housing assistance where limited capacity exists.										

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
- To lessen the take-up of short- and long-term accommodation within the Social Study Area, EEB has committed to a minimum 30% local workforce target during the Construction Phase, and a minimum 50% local workforce target during the Operation Phase. These targets will be adopted within the Local Employment Plan for the Project. If these targets are implemented, approximately 105-140 FTE during construction, and 3-5 FTE during operation would be non-local workers. - EEB is currently in discussions with relevant stakeholders regarding accommodation options for the non-local Construction workforce. Based on these discussions to date, EEB has proposed a 'Plan A' and 'Plan B' in relation to the accommodation of the construction workforce: Plan A: Discussions with representatives from <i>Homeground Gladstone</i> are ongoing, with the facility confirming that they have capacity to cater for the peak construction workforce (i.e. up to 200 FTE) during the period of the Construction Phase. Given that <i>Homeground Gladstone</i> can cater for up to 200 FTE, and the Project would only require accommodation for the non-local workforce (i.e. 105-140 FTE), the facility would be sufficient to avoid impacts on existing short- and long-term accommodation within the Social Study Area. In addition, it is understood that <i>Homeground Gladstone</i> has an existing Development Permit to construct an identical facility on adjacent land, to cater for future opportunities within the region. Plan B: In the event that the Project is unable to use <i>Homeground Gladstone</i>, alternative accommodation options are being explored within the Social Study Area, including short-term accommodation within Gladstone, Calliope, and/or Mount Larcom. Other locations further afield may also be considered, such as Rockhampton or Biloela, in the event that workforce accommodation is determined to not be available within the Gladstone LGA. Where this is the case, the development and implementation of the proposed Local Employment Plan and Workforce Accommodation Management Plan, along with engagement with accommodation providers and other proponents, will be of importance to address the potential cumulative impact that may be experienced by the community within the Social Study Area. Based on a review of the commercial and private short-term accommodation located within the local communities, towns and cities within the Social Study Area there is an existing										

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
capacity of 2,582 rooms, cabins, apartments, units, powered sites, and unpowered sites available. If all non-local workforce members (i.e. 105-140 FTE) were to be accommodated separately (noting that shared accommodation arrangements are more likely) this would account for between 4-5% of all commercial and private short-term accommodation within the Social Study Area. <u>Potential for Skill Shortages</u> • There is the potential that the demand for workers from the Project may result in a skills shortage for local businesses if workers decide to leave their current jobs and work for the Project during the Construction Phase. • It is considered that this impact will not occur in the Operation Phase, given the small operational workforce (i.e. up to 6-10 FTE). • In the event that workers leave their existing jobs to work for the Project there is the potential that local businesses (including accommodation providers) may be unable to fill their roles, which will either reduce service availability, quality, or performance. Additionally, it may compel local businesses to seek workers from outside the region. • The daily lives of local community members may also be impacted in the event that the Project leads to a shortage of tradespeople for general community tasks/ activities. • There is the potential for cumulative impacts to be experienced by the local community, given that there are other renewable energy projects occurring in the region. As such, skill shortages may become more pronounced or protracted. <u>Increased Demand for Goods and Services.</u> • The Project may increase the demand for goods and services (e.g. groceries, tradespersons, etc.). • There is also the potential for the price of goods and services to increase in response to market factors, which may impact vulnerable populations (who have limited socio-economic resources) more acutely. • There may be cumulative impacts associated with worker influx from surrounding projects (refer to Table 6-6). <u>Increased Demand for Social Infrastructure.</u> • The non-local workforce may place pressure on social infrastructure (e.g. community / recreation, health and emergency, education, etc.), this increase in demand can strain										

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
resources and restrict access for local communities. - This demand may lead to overcrowding, extended wait times, and impact on their quality and functionality, which may lead to a sense of frustration and dissatisfaction among community members. In particular, the local community members have indicated that some services within the small communities (e.g. Calliope) are limited, and that it can be hard to find people to fill roles (e.g. policing, teaching, etc.). - The cumulative impact (refer to Table 6-6) may exacerbate shortages and/or delays in accessing social infrastructure, which may ultimately impact on the health and well-being of local community members.										
Social Impact #6: Perceived Land Use Incompatibility and Impact to Land Values - The Project may be perceived by stakeholders as incompatible with the existing rural and agricultural land use and/or prevent future agricultural land uses. - This perception, as well as the alteration to the rural landscape as a consequence of the Project, also gives rise to the notion that renewable energy developments will negatively impact on the value of land and/or make the selling of rural properties more difficult for landowners. - Current literature analysing the effect of renewable energy developments on property values provides three key findings (Brinkley, C., & Leach, A. 2019; Abashidze, N., & Taylor, L. 2022): - Mixed outcomes: The effect of renewable energy developments on property values suggests mixed outcomes (either positive/increased value or negative/decreased value) for properties based on their underlying land use. - Landscape change: There is a mixed view as to whether landscape changes outweigh the positive effects of increased economic activity and benefit sharing that result from renewable energy developments. - Agricultural productivity: Land values for agricultural properties are closely linked to productivity rather than aesthetics, with higher productivity enhancing land valuation due to increased economic returns. - The area immediately surrounding the Project Area is predominantly rural, featuring isolated farmsteads, grazing land, forested areas, and small communities such as Bracewell and East End, with the nearest non-associated dwelling	Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members	C	Small	Medium	Minor	Technical Mitigation / Management Measures proposed within each technical assessment (refer to Section 8.1) should be implemented. Construction Environmental Management Plan to be developed and implemented. Operational Environmental Management Plan to be developed and implemented. Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.	Small	Medium	Minor
			O	Negligible	Medium	Negligible		Negligible	Medium	Negligible

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
located approximately 6 km to the southwest of the BESS location. - As the Project will only occur over the Development Area, portions of the Project Area can continue to be used for grazing purposes, in keeping with the current land use. - Stakeholders raised concerns more broadly relating to the ongoing management of the land such as wheat and seed management (given that rural/agricultural character and production are important to the local community), however these concerns were not directly associated with The Project. - Potential environmental impacts associated with the Project (e.g. noise, amenity, etc) are and/or will be assessed independently as part of the Development Application and are to be appropriately managed or mitigated. - The effect of the Project on surrounding land use is expected to be limited, however it is acknowledged that the perception remains and should be the focus of the management measures.										
Social Impact #7: Potential Impact on Social Amenity - Social amenity refers to the tangible and intangible aspects of the surrounds within which receptors live and undertake daily activities. Aspects of the Project that may affect social amenity include noise emissions, air emissions (e.g. dust), visual impact, or impacts to the surrounding environment / biodiversity. - Changes to social amenity may impact on receptors’ health and well-being (e.g. sleep disruption, stress, etc.). - Impact on social amenity was raised during and the engagement with stakeholders, with key community concerns comprising noise (noting the existing issues with hearing the railway line), ecological impacts on nearby flora and fauna, dust, and visual amenity of the BESS. - The BESS will primarily consist of standardised containerised barry units. Each of these units will resemble a shipping container and will be finished in neutral colours to visually integrate into the surrounding landscape. It is anticipated that from a distance the BESS will appear as a low-profile installation within the landscape, comprising container structures, a substation, and security fencing. - Potential environmental impacts associated with the Project (e.g. noise, amenity, etc) are and/or will be assessed independently as part of the Development Application and are to be appropriately managed or mitigated.	Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups	C	Small	High	Moderate	Technical mitigation / management measures proposed within each technical assessment (refer to Section 8.1) should be implemented. Construction Environmental Management Plan to be developed and implemented. Operational Environmental Management Plan to be developed and implemented. Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.	Small	Medium	Minor
			O	Small	Medium	Minor		Negligible	Low	Negligible

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
- The Noise Impact Assessment (ERM, 2025b) concluded that no adverse noise impacts on human health, wellbeing, or sleep are expected to occur as a result of the Project – principally as there are no non-associated dwellings within 5 km of the BESS. - The Project has also been designed in order to avoid and/or minimise environmental impacts, including to Matters of State Environmental Significance. - The results from the Stormwater Impact Assessment (ERM, 2025a) indicate that development of the Project will not substantively alter the surrounding hydrology, and that the Project is unlikely to be impacted by rare flood events with the exception of the proposed access tracks, however appropriate management measures can be imposed to mitigate these impacts. - It is anticipated that the Construction Phase will have a short-term environmental impact that may alter social amenity for residents within the Primary Social Study Area, such as emissions (dust, noise), visual impacts of construction occurring, and traffic impacts. - Cumulative impacts relevant to social amenity and health are not anticipated to occur given that there are no other projects in the immediate vicinity of the Project Area.										
Social Impact #8: Potential Impact on Community Health and Safety - Community health and safety have the potential to be impacted as a result of both construction and operational activities, including increased traffic movements and Project components causing or contributing to a fire. - There is the potential for injuries, or in the worst-case scenario, death to occur as a result of this impact. - Perceived impacts may also occur, causing stress and other mental health issues to receptors. Section 7 shows that stakeholders have raised concerns about the potential health and safety impacts that may occur to community members – principally the traffic and fire risk. <u>Construction and Operational Activities</u> - In general, construction and operational activities may result in health and safety impacts if not properly managed, and can stem from the use of heavy machinery and/or poor site management practices. - During the Operation Phase, the impact may arise if the facility is not appropriately managed	Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups - Local Community Groups	C	Medium	Medium	Moderate	Technical mitigation / management measures proposed within each technical assessment (refer to Section 8.1) should be implemented. Construction Environmental Management Plan to be developed and implemented. Operational Environmental Management Plan to be developed and implemented. Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.	Small	Medium	Minor
			O	Large	Medium	Major		Medium	Medium	Moderate

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
(e.g. interaction or tampering with infrastructure). - A suite of management measures will be implemented to minimise health and safety impact, including the establishment of perimeter fencing, and adherence with Commonwealth and State legislation relating to health and safety. <u>Increased Traffic Movements</u> - Project-related traffic, such as transport of construction materials and components, and movement of workers will increase vehicle volumes on the road network. The increased traffic may: - Cause or contribute to congestions or delays/interruptions for other road users, causing frustration to receptors and/or contribute to stress and reduced wellbeing. - Accelerate damage to roads, causing unsafe driving conditions that may increase the likelihood of accidents occurring. - The Traffic Impact Assessment (Cambray Consulting Pty Ltd, 2025) indicates that Project-related traffic (construction and operation) can be sufficiently accommodated in the existing road network, noting that modifications to the Bruce Highway at the site access location are supported. - Stakeholder engagement undertaken found that there is a general understanding amongst stakeholders that there will be traffic generated by the Project during the Construction Phase which may impact on the road network, but with an acknowledgement that is only temporary. - In particular, during the Construction Phase, consideration is to be given to school bus routes that use the Bruce Highway to ensure that the impact experienced by the schools within the Social Study Area are minimised. - One stakeholder suggested that EEB learn from other projects’ Traffic Impact Assessments and Traffic Management Plans to discern what worked well and what could be managed better, implementing this understanding as part of the Project. <u>Project Components Causing or Contributing to a Fire</u> - Stakeholders are concerned about the Project’s potential to cause or contribute to a fire / bushfire, particularly given that the 2018/19 Mount Larcom fire, which is still a recent memory for the local community. - The Hazard Incident Management Plan (Riskcon Engineering Pty Ltd, 2025) Analysis (refer to										

Impact Description	Key Matter	Receptors	Project Phase	Pre-Mitigation / Enhancement			Management Measures	Post-Mitigation/Enhancement		
				Magnitude	Likelihood	Significance		Magnitude	Likelihood	Significance
Section 8.1.2) found that most hazard scenarios assessed, such as carbon dioxide and carbon monoxide dispersion, diesel pool fire, switch room fires, electromagnetic field exposure, and natural disasters, were non-credible or of low consequence, with no off-site impacts expected due to design controls, chemistry used, or large separation distances. Overall, the assessment determined that credible fire risks are low and adequately controlled by the proposed design and safety systems. - The measures included in the Hazard Incident Management Plan will be implemented to minimise the likelihood of this impact occurring. - Although a fire is unlikely to occur, the perception remains and should be addressed accordingly.										
Social Impact #9: Potential Impact on Cultural Heritage - Altered landscapes can impact both tangible and intangible Aboriginal cultural heritage, as well as historical heritage. - Physical changes can impact sacred and archaeological sites, while disrupting traditional practices and cultural connections. Impacts have the potential to cause emotional stress and anguish to First Nations peoples, as well as result in a mutual shared loss of values and/or artefacts of importance across the wider community. - Engagement with the PCCC identified a desire to protect and manage potential Aboriginal cultural heritage within the Project Area. Ongoing engagement with the PCCC should occur to minimise the potential for impact on cultural heritage.	Health and Community Well-being	- Host Landowner - Immediate Neighbours - Surrounding Community Members - First Nations Groups	C	Large	Medium	Major	Engagement with First Nations Stakeholders should continue, to understand if a Cultural Heritage Management Plan will be required for the Project. Outcomes should be implemented accordingly. Construction Environmental Management Plan to be developed and implemented. Operational Environmental Management Plan to be developed and implemented. Community and Stakeholder Engagement Plan to be developed and implemented for the life of the Project. Complaints (Grievance) Management System to be implemented throughout the life of the Project to receive concerns and/or feedback from stakeholders.	Large	Low	Moderate
			O	Small	Low	Negligible		Negligible	Low	Negligible

8.2.1 WORKER CODE OF CONDUCT

A Worker Code of Conduct will be developed and apply to all workers involved in the Project. The Worker Code of Conduct will include:

- **Principles of behaviour:** Guidelines for appropriate behaviour that will apply to interactions with all workers whether at work or out of work. Expectations of behaviours to be exhibited while representative of the Project, within the community.
- **Anti-harassment, bullying and discrimination:** Sets out the provisions for appropriate conduct, and outlines potential consequences of breach to these provisions.
- **Work health and safety:** Requires that all workers understand their obligations to comply with the relevant EEB work health and safety procedures and their legislative requirements.

8.2.2 COORDINATION WITH OTHER PROPONENTS

Prior to the commencement of construction, EEB will initiate informal liaison with willing proponents of nearby projects anticipated to be undertaken within a similar timeframe. The purpose of this engagement is to support coordinated planning and assist in managing potential cumulative pressures on local accommodation, infrastructure, and services.

The scope and depth of these discussions will be contingent on the availability of project information and the confidentiality requirements of each proponent. Engagement is expected to occur on an as-needed basis throughout the Construction Phase, responding to emerging issues or periods of heightened cumulative demand.

In general, EEB commits to the following coordination measures, where practicable:

- Information sharing of high-level, non-commercially sensitive details relevant to social impact management, including indicative construction schedules, peak workforce periods, and broad transport arrangements;
- Coordination of construction activities, including exploring opportunities to stagger peak workforce periods or major logistics activities, to minimise overlapping demand on local accommodation, roads, and services;
- Shared awareness of local constraints and pressure points, such as accommodation availability, road capacity, community sensitivities, and major local festivals and events, to inform project-specific planning and mitigation; and
- Coordination of stakeholder engagement activities where appropriate, including avoiding overlapping community engagement events or consultation periods and providing consistent information regarding construction timing and potential impacts.

8.2.3 WORKFORCE ACCOMMODATION MANAGEMENT PLAN

A Workforce Accommodation Management Plan will be developed by EEB and the EPC Contractor for the Project, and will be submitted to Council at least six months prior to construction commencement. The objective of the Workforce Accommodation Management Plan will be to minimise the potential impacts on accommodation affordability and availability through the implementation of a range of measures, including:

- Provision of more detailed construction workforce information, including anticipated monthly workforce numbers over the extent of the Construction Phase, and the expected proportions of local and non-local (i.e. DIDO/FIFO) workers;

- Development of a register of local accommodation options and contact details;
- An identified hierarchy of accommodation use (e.g. hotel, motels, private rentals) and accommodation location (e.g. Secondary Social Study Area, Primary Social Study Area, outside the Gladstone LGA);
- A commitment to undertake regular monitoring for key indicators (e.g. local rental vacancy rates, use of short-term accommodation and private rentals, complaints related to accommodation, etc.) related to accommodation options in the Social Study Area;
- Identification and implementation of trigger thresholds at which pre-determined management responses will be required;
- Consultation with Council and other proponents regarding options to share accommodation (where possible);
- Prioritisation of local accommodation options within the Gladstone LGA, where available and practical;
- Inclusion of a requirement to review workforce predictions during construction to ensure that accommodation requirements are met; and
- Investigation of media options to disseminate information to local accommodation operators and rental property owners, such as construction timing, workforce estimates and accommodation requirements.

8.2.4 TRAFFIC MANAGEMENT PLAN

A Traffic Management Plan will be developed for the Project, that will seek to minimise the impact of the Project on the road network. The Traffic Management Plan will adhere to the relevant conditions of the Development Permit for the Project. The Traffic Management Plan should include the following measures to mitigate the social dimension of the impact:

- Heavy vehicles should avoid travelling along school bus routes (if/where possible) and at peak school bus times, to limit the interaction of larger vehicles and vulnerable road users;
- Over-sized or over-mass vehicle trips (if required) be timed so they do not coincide with other over-sized or over-mass vehicles within the surrounding area to limit the impact to the road network;
- On-site speed restrictions;
- Appropriate dust suppression measures along local roads;
- Maintenance program for local roads to ensure safe movement;
- Loading and unloading is proposed to occur within the Project Area. No surrounding roads are to be used for material storage at any time; and
- Sufficient car parking is to be provided on-site to ensure that vehicles are not parked on the surrounding road network.

9. PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

This section presents the Preliminary SIMP for the Project, designed to align with the key matters specified by the SIA Guideline. The Preliminary SIMP has been developed through an understanding of the baseline social environment, community and stakeholder engagement outcomes, and an assessment of potential social impacts.

For the post-mitigation impact significant levels to be achieved, as outlined in **Section 8**, the social impact mitigations and benefit enhancement measures will need to be monitored in accordance with the framework plan outlined in **Table 9-1**, and integrated into a finalised SIMP.

The objectives of monitoring are to:

- Verify the predicted impacts and identify any other impacts that may arise;
- Verify that management measures are being implemented as planned;
- Assess the effectiveness of the management measures; and
- Provide data for any necessary regulatory reporting to the State Government or other internal compliance reporting.

Accordingly, **Table 9-1** identifies the following:

- **Social Impact Descriptor:** The social impact identified and assessed in **Section 8**.
- **SIA Guideline Key Matter:** The relevant key matter/s from the SIA Guideline associated with the management measure.
- **Management Objective:** The overarching goal is to minimise the negative social impacts associated with the Project and enhance the positive impacts/benefits. As such, specific objectives corresponding to each impact have been provided. These can be used to determine whether the management measures have been effectively implemented.
- **Management Measures:** The management measures identified as relevant to each social impact identified in **Section 8**.
- **Responsibility:** Assigns the relevant person and/or entity to take charge of the proposed management to achieve the management objective.
- **Timing for Implementation:** Specifies the timeframe (aligns with the Project phases) that the management measure will be implemented.
- **Monitoring Activities:** The monitoring activities proposed will ensure that relevant data is collected (e.g. the performance indicators) to ensure the effectiveness of the management measures.
- **Performance Indicator(s):** The indicators selected to provide a mechanism to determine whether the goals have been met.
- **Monitoring Frequency:** Outlines the period for data collection.

TABLE 9-1 PRELIMINARY SIMP

Social Impact Descriptor	SIA Guideline Key Matter	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
		Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
#1: Reduced Community Cohesion	- Community and Stakeholder Engagement - Workforce Management - Health and Community Wellbeing	Minimise community complaints	Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	- EEB - EPC Contractor	Prior to the commencement of construction	Record queries and complaints received from stakeholders	- Number of complaints - Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
			Worker Code of Conduct	EPC Contractor	Prior to the commencement of construction	- Record acknowledgement of Worker Code of Conduct - Record number of breaches of Worker Code of Conduct	- Percentage of workers who have read the Worker Code of Conduct - Number of non-compliances with Worker Code of Conduct	Monthly for the first three months, then quarterly
			Project Inductions	EPC Contractor	Prior to the commencement of construction	Record number of workers who have completed Project inductions	Percentage of workers who have completed Project inductions	Monthly for the first three months, then quarterly
#2: Reduced Trust and Confidence in Community Engagement	- Community and Stakeholder Engagement - Health and Community Well-being	Maximise community engagement	Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	- EEB - EPC Contractor	Prior to the commencement of construction	Record queries and complaints received from stakeholders	- Number of complaints - Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
#3: Creation of Direct Employment Opportunities	- Workforce Management - Local Business and Industry Procurement	Maximise local employment	Local Employment Plan	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	- Record local employment - Record employee retention rate - Record number of apprenticeships - Ensure Construction Contractor/s (and subcontractors) report on local employment - Record the number of training programs undertaken	- Percentage of people from the Region employed by the Project (including contractors) - Number of training programs offered - Number of apprenticeships offered	Monthly during construction, then as required
			First Nations Employment Targets	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	- Record employment of First Nations peoples - Record First Nations retention rate	Percentage of First Nations peoples employed by the Project (including contractors)	Monthly during construction, then as required

Social Impact Descriptor	SIA Guideline Key Matter	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
		Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
			Creating Community Awareness	- EEB - EPC Contractor	- Prior to commencement of construction - Prior to commencement of operation	Record engagement activities with stakeholders about employment opportunities	Number of engagement activities about the Project's employment opportunities	Monthly during construction, then as required
			Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Workforce Upskilling and Training Opportunities	- EEB - EPC Contractor	Prior to the commencement of construction	Record engagement activities with stakeholders about workforce upskilling/training opportunities	Number of engagements about workforce upskilling/training opportunities	Quarterly
#4: Increased Economic Benefits	Local Business and Industry Procurement	Maximise local procurement	Local Content Initiatives	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	Record number and value of contracts with local and regional businesses	- Percentage of people from the Region employed by the Project (including contractors) - Number of training programs offered - Number of apprenticeships offered	Monthly during construction, then as required
			First Nations Employment Targets	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	- Record employment of First Nations peoples - Record First Nations retention rate	Percentage of First Nations peoples employed by the Project (including contractors)	Monthly during construction, then as required
			Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			"Job Readiness" Assistance	- EEB - EPC Contractor	Prior to the commencement of construction	- Ensure Construction Contractor/s report on local employment - Record engagement activities with stakeholders about the Project's procurement opportunities	Number of engagements about the Project's procurement opportunities	Monthly during construction, then as required
#5: Potential Impact on Social Infrastructure and Services	- Workforce Management - Housing and Accommodation - Local Business and Industry Procurement - Health and Community Well-being	Maximise local employment and minimise potential impacts on accommodation availability, community access to goods, services and	Local Employment Plan	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	- Record local employment - Record employee retention rate - Record number of apprenticeships - Ensure Construction Contractor/s (and subcontractors) report on local employment	- Percentage of people from the Region employed by the Project (including contractors) - Number of training programs offered - Number of apprenticeships offered	Monthly during construction, then as required

Social Impact Descriptor	SIA Guideline Key Matter	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
		Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
		social infrastructure				Record the number of training programs undertaken		
			Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Engagement with Accommodation Providers	EEB	Prior to the commencement of construction	Record engagement activities with accommodation providers about the availability of accommodation	Number of engagements about the accommodation availability	Monthly during construction
			Coordination with Other Proponents	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Workforce Accommodation Management Plan	- EEB - EPC Contractor	Prior to the commencement of construction	- Record number of breaches of the Workforce Accommodation Management Plan - Record number of Workforce Accommodation Management Plan specific engagement activities undertaken	- Number of non-compliances with the Workforce Accommodation Management Plan - Number of Workforce Accommodation Management Plan specific engagements	Ongoing
			Complaints (Grievance) Management System	- EEB - EPC Contractor	Prior to the commencement of construction	Record queries and complaints received from stakeholders	- Number of complaints - Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
#6: Perceived Land Use Incompatibility and Impact to Land Values	Health and Community Well-being	Minimise impacts to amenity and rural character	Technical Mitigation / Management Measures	- EEB - EPC Contractor	- Prior to the commencement of construction - Prior to the commencement of operation	- Record number of non-compliances of mitigation and/or management measures in the Development Permit - Record number of non-compliance remediation activities undertaken	- Number of non-compliances with the mitigation and/or management measures specified in the Development Permit - Number of satisfactory non-compliance remediation activities	Monthly during construction, and quarterly during operation
			Construction Environmental Management Plan	- EEB - EPC Contractor	Prior to the commencement of construction	Record number of breaches of the Construction Environmental Management Plan	Number of non-compliances with the Construction Environmental Management Plan	Monthly during construction
			Operational Environmental Management Plan	- EEB - EPC Contractor	Prior to the commencement of operation	Record number of breaches of the Operational Environmental Management Plan	Number of non-compliances with the Operational Environmental Management Plan	Ongoing

Social Impact Descriptor	SIA Guideline Key Matter	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
		Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
			Community and Stakeholder Engagement Plan	• EEB	• Prior to the commencement of construction	• Record engagement activities undertaken and outcomes	• Number of stakeholder engagement activities • Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	• EEB • EPC Contractor	• Prior to the commencement of construction	• Record queries and complaints received from stakeholders	• Number of complaints • Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
#7: Potential Impact on Social Amenity	• Health and Community Well-being	Minimise potential environmental and amenity impacts (i.e. noise, vibration, dust) on receptors	Technical Mitigation / Management Measures	• EEB • EPC Contractor	• Prior to the commencement of construction • Prior to the commencement of operation	• Record number of non-compliances of mitigation and/or management measures in the Development Permit • Record number of non-compliance remediation activities undertaken	• Number of non-compliances with the mitigation and/or management measures specified in the Development Permit • Number of satisfactory non-compliance remediation activities	Monthly during construction, and quarterly during operation
			Construction Environmental Management Plan	• EEB • EPC Contractor	• Prior to the commencement of construction	• Record number of breaches of the Construction Environmental Management Plan	• Number of non-compliances with the Construction Environmental Management Plan	Monthly during construction
			Operational Environmental Management Plan	• EEB • EPC Contractor	• Prior to the commencement of operation	• Record number of breaches of the Operational Environmental Management Plan	• Number of non-compliances with the Operational Environmental Management Plan	Ongoing
			Community and Stakeholder Engagement Plan	• EEB	• Prior to the commencement of construction	• Record engagement activities undertaken and outcomes	• Number of stakeholder engagement activities • Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	• EEB • EPC Contractor	• Prior to the commencement of construction	• Record queries and complaints received from stakeholders	• Number of complaints • Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
#8: Potential Impact on Community Health and Safety Concerns	• Health and Community Well-being	Minimise community health and safety incidents	Technical Mitigation / Management Measures	• EEB • EPC Contractor	• Prior to the commencement of construction • Prior to the commencement of operation	• Record number of non-compliances of mitigation and/or management measures in the Development Permit • Record number of non-compliance remediation activities undertaken	• Number of non-compliances with the mitigation and/or management measures specified in the Development Permit • Number of satisfactory non-compliance remediation activities	Monthly during construction, and quarterly during operation
			Construction Environmental Management Plan	• EEB • EPC Contractor	• Prior to the commencement of construction	• Record number of breaches of the Construction Environmental Management Plan	• Number of non-compliances with the Construction Environmental Management Plan	Monthly during construction

Social Impact Descriptor	SIA Guideline Key Matter	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
		Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
			Operational Environmental Management Plan	- EEB - EPC Contractor	Prior to the commencement of operation	Record number of breaches of the Operational Environmental Management Plan	Number of non-compliances with the Operational Environmental Management Plan	Ongoing
			Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	- EEB - EPC Contractor	Prior to the commencement of construction	Record queries and complaints received from stakeholders	- Number of complaints - Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing
#9: Potential Impact on Cultural Heritage	Health and Community Well-being	Minimise the chance to damage, disturb or interfere with Historic or Aboriginal cultural heritage and local culture	Engagement with First Nations Stakeholders	EEB	Prior to the commencement of construction	Record engagement activities with First Nations Stakeholders	Number of engagements with First Nations Stakeholders	Monthly during construction
			Construction Environmental Management Plan	- EEB - EPC Contractor	Prior to the commencement of construction	Record number of breaches of the Construction Environmental Management Plan	Number of non-compliances with the Construction Environmental Management Plan	Monthly during construction
			Operational Environmental Management Plan	- EEB - EPC Contractor	Prior to the commencement of operation	Record number of breaches of the Operational Environmental Management Plan	Number of non-compliances with the Operational Environmental Management Plan	Ongoing
			Community and Stakeholder Engagement Plan	EEB	Prior to the commencement of construction	Record engagement activities undertaken and outcomes	- Number of stakeholder engagement activities - Number of stakeholders engaged	Ongoing
			Complaints (Grievance) Management System	- EEB - EPC Contractor	Prior to the commencement of construction	Record queries and complaints received from stakeholders	- Number of complaints - Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System	Ongoing

10. COMMUNITY BENEFIT SYSTEM

Under the Community Benefit System, Proponents for renewable energy developments, where required to enter into a CBA, are to identify initiatives and/or measures that have the potential to enhance community outcomes and contribute towards a positive legacy.

These community benefit initiatives and/or measures are separate to the social impact mitigation and benefit enhancement measures identified in **Section 8** and the Preliminary SIMP (refer to **Table 9-1**).

As outlined in **Section 6.2.3**, the Council will utilise contributions made into the CBF for Council identified priorities and outcomes of a SIA. The criteria set out in **Table 6-3** will be used to inform whether a CBA will deliver public benefits.

The community benefit initiatives and/or measures that warrant further investigation by EEB and Council for the purpose of meeting community benefit needs and alignment with the Council's social infrastructure investment priorities (refer to **Section 6.2.5**), are outlined in **Table 10-1**.

TABLE 10-1 COMMUNITY BENEFIT INITIATIVES AND/OR MEASURES IDENTIFIED

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category	Social Infrastructure Investment Priorities	Community Need	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
Educational Partnerships Stakeholders voiced support of educational and training opportunities to help to “replenish” the workforce. Partnership opportunities could be established to support educational and vocational programs, including scholarships, within the Social Study Area. These initiatives could be delivered in collaboration with tertiary education providers such as TAFE or CQ University. There is also potential to develop research partnerships with these institutions on topics relevant to the Project - for example, opportunities for agricultural co-existence or environmentally focused land management and/or rehabilitation practices. Consideration can be given to development of a partnership with established, well-governed, local not-for-profits (e.g. Apprentices and Trainees Queensland, etc.) to build capacity, rather than relying on for-profit entities with less community focus. There are also opportunities to contribute towards educational infrastructure, such as the provision of funding for buildings and/or equipment at Mount Larcom State School and Calliope State School, including the latter’s progressive playground redevelopment program and The Resilience Project initiatives.	• Workforce Management • Health and Community Well-being	Economic	• Inclusion (within education, employment and training) • Education and skills development • Technical and vocational education and training programs	• Diversifying the regional economy • Workforce development • Support for apprenticeships and traineeships	• Immediate Neighbours • Surrounding Community Members • First Nations Groups • Business and Industry Groups • Educational Organisations	• State Government • Business and Industry Groups • Educational Organisations	Prior to and during construction, and ongoing for the life of the project
Support for Upskilling/Worker Transition Joint and/or partial funding to support the retraining and/or upskilling of workers within the Social Study Area to transition to occupations likely to be required by future renewable energy developments in the region. This could include contributions to TAFE and/or CQ University courses, apprenticeships during the Construction Phase of the Project, or alternatively, support provided through other mechanisms open to residents within the Social Study Area.	• Workforce Management	Economic	• Inclusion (within education, employment and training) • Education and skills development • Technical and vocational education and training programs • Job placement and transition support services	• Diversifying the regional economy • Workforce development • Increase employment opportunities for local community members	• Immediate Neighbours • Surrounding Community Members • First Nations Groups • Business and Industry Groups • Local Businesses and Industries	• State Government • Business and Industry Groups • Local Businesses and Industries • Educational Organisations	Prior to and during construction, and ongoing for the life of the project

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category	Social Infrastructure Investment Priorities	Community Need	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
Support for Small Businesses to Participate in the Procurement Processes Provide support for small businesses to participate in the procurement processes (e.g. information and training, assistance with forms) via funding and/or partnership with an organisation to provide a business development manager or administrative assistance. This may be orchestrated through partnerships with key Business and Industry Groups relevant to the Social Study Area, such as the Gladstone Engineering Alliance, however, will also need to be open to local businesses and/or industries that are not part of the local Business and Industry Groups. Importance should be placed on providing the right information to enable ease of tendering, capacity building (if required), business development support, and supply chain development and diversification.	Local Business and Industry Procurement	Economic	Community outreach and education	- Diversifying the regional economy - Workforce development - Providing an economic stimulus for local businesses - Educational programs to help local businesses become “tender ready”.	- Immediate Neighbours - First Nations Groups - Business and Industry Groups	- Business and Industry Groups - Local Businesses and Industries	Prior to and during construction
Emergency and Social Services Support Funding could be provided to support emergency and social services in the Social Study Area, with particular emphasis on the local health services and the local Rural Fire Service Brigades (i.e. Mount Larcom and Calliope Brigades). Support for local health services may be provided through partnerships and/or funding targeted toward areas of deficiency within the Social Study Area. For instance, (partial) funding to support the attraction of nurses/doctors to work in the health service providers in Mount Larcom, or support for local allied health services such as Roseberry House youth shelter in Gladstone. Support can be provided to local Rural Fire Service Brigades to strengthen fire prevention and management. This may involve funding to support community engagement initiatives or training in fire suppression techniques for BESS infrastructure.	- Housing and Accommodation - Health and Community Well-being	Social	- Healthcare accessibility - Affordable housing development - Community health and wellbeing services	- Ensuring that community benefits arising from the Project are captured appropriately by the local community - Improved healthcare for community members.	- Host Landowners - Immediate Neighbours - Surrounding Community Members	- Local Council - State Government	Prior to and during construction

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category	Social Infrastructure Investment Priorities	Community Need	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
Support for New and/or Upgrades to Community Infrastructure within the Primary Social Study Area Provision of grants / funding to support new and/or upgrades to existing community infrastructure or facilities within the Primary Social Study Area. For example, there is the potential to partner with Council to deliver a legacy infrastructure project in the form of a pedestrian underpass (tunnel) underneath the railway and highway in Mount Larcom to enable school children to safely cross from the school to the sporting facilities within the town.	Health and Community Well-being	Social	- Community infrastructure for recreation and social interaction - Community facilities and services	Ensuring that community benefits arising from the Project are captured appropriately by the local community	Surrounding Community Members	- Local Council - Local Community Groups - Local Businesses and Industries	Ongoing for the life of the project
Community Grants/Sponsorships Sponsorship of various local community groups and/or organisations that bring value to the communities within the Social Study Area. This includes various sporting and/or cultural clubs and organisations. Sponsorship should also be considered for the various festivals and events held within the Social Study Area, including those that are large drawcards for tourists. It is noted that throughout the life of the Project, sponsorship should evolve to provide resources to support long-term financial sustainability and avoid reliance upon funding provided EEB. Stakeholders suggested a number of organisations, events, and programs that would benefit from grants/sponsorship including but not limited to: - Mount Larcom Show - Mount Larcom Christmas Fair - Mount Larcom Progress Association - The Shelter Collective - Bob’s Garage - Calliope Community Hub - Calliope Rodeo Association - Sporting groups (e.g. Calliope Crushers, Calliope Roosters, Calliope Football/Soccer Club, Mount Larcom Tennis Club, local pool, cricket, volleyball, etc.) - Police and Community Youth Clubs - Wildlife Carer on Narrows Road - Gladstone Animal Rescue Group - Raglan Airshow - Rotary clubs	Health and Community Well-being	Social	- Community infrastructure for recreation and social interaction - Community facilities and services	- Ensuring that community benefits arising from the Project are captured appropriately by the local community - Grants, careers days, and initiatives supporting youth and Indigenous groups.	- Host Landowners - Immediate Neighbours - Surrounding Community Members	- Local Council - Local Community Groups - Business and Industry Groups - Local Businesses and Industries	Ongoing for the life of the project

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category	Social Infrastructure Investment Priorities	Community Need	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
Good Neighbour Policy The intent of the Good Neighbour Policy is to respond promptly and appropriately to the requests made by surrounding landowners similar to, or better than, what would be the case between two neighbours on rural properties. Examples of the outcomes of such a policy may include: • Maintenance: Implementing a maintenance regime to avoid issues with surrounding landowners particularly as It relates to boundary fencing or access track maintenance. • Biosecurity and weed maintenance: Implementing a biosecurity and weed maintenance regime during construction and operation of the Project.	• Health and Community Well-being	Social Environmental	• N/A	• Weed control in the area immediately surrounding the Project Area	• Host Landowners • Immediate Neighbours	• Local Community Groups • Local Businesses and Industries	Ongoing for the life of the project

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APPENDIX A SHORT-TERM ACCOMMODATION
PROVIDERS IN THE SOCIAL STUDY AREA

TABLE A-1 SHORT-TERM ACCOMMODATION PROVIDERS

Location	Name	Accommodation Type	Address	Contact Details	Capacity
Primary Social Study Area					
Mount Larcom	Mt Larcom Tourist Park	Tourist Park	7 Balfour St, Mount Larcom QLD 4695	0413 411 924	8 cabins
	Royal Hotel	Hotel	35 Raglan St, Mount Larcom QLD 4695	(07) 4975 1154	6 rooms
Secondary Social Study Area					
Calliope	Comfort Hotel Parklands Calliope	Hotel	1906 Dawson Highway, Calliope QLD, 4680, Australia	(07) 4975 8933	65 rooms
	Calliope Caravan Park	Tourist Park	65 Stowe Rd, Calliope QLD 4680	(07) 4975 7472	14 cabins, 75 powered sites, 20 unpowered sites
	The Mac Calliope	Hotel	149 Stowe Rd, Calliope QLD 4680	(07) 4975 9000	N/A
	Railway Hotel Motel	Motel	41 Stirrat St, Calliope QLD 4680	(07) 4975 7411	10 rooms
	Homeground Gladstone	Workforce Accommodation Village	101 Calliope River Rd, Calliope QLD 4680	(07) 4975 8000	1,392 rooms
Gladstone	Apartments G60 Gladstone	Apartment	55 Central Ln, Gladstone Central QLD 4680	(07) 4972 3000	20 apartments
	Harbour Sails	Motel	23 Goondoon St, Gladstone Central QLD 4680, Australia	(07) 4972 3456	28 rooms
	Gladstone Reef Hotel	Hotel	38 Goondoon St, Gladstone Central QLD 4680	(07) 4972 1000	52 rooms
	Gladstone Central Plaza	Apartment	52 Oaka Ln, Gladstone Central QLD 4680	(07) 4970 9900	83 apartments

Location	Name	Accommodation Type	Address	Contact Details	Capacity
	Mid City Motor Inn	Motel	26 Goondoon St, Gladstone Central QLD 4680, Australia	(07) 4972 3000	25 rooms
	Harbour Lodge Motel	Motel	16 Roseberry St, Gladstone Central QLD 4680	(07) 4972 6463	23 rooms
	Oaks Gladstone Grand Hotel	Hotel	79 Goondoon St, Gladstone Central QLD 4680	(07) 4972 2422	144 rooms
	Curtis Central Apartments	Apartment	30 Goondoon St, Gladstone Central QLD 4680, Australia	(07) 4843 7800	44 apartments
	Park View Motel Gladstone	Motel	42 Roseberry St, Gladstone Central QLD 4680, Australia	(07) 4972 3344	15 rooms
	Highpoint International Hotel	Hotel	22-24 Roseberry St, Gladstone Central QLD 4680, Australia	(07) 4972 4711	48 apartments
	CQ Motel Gladstone	Motel	22-24 William St, Gladstone Central QLD 4680, Australia	(07) 4904 1871	28 rooms
	The Queens Hotel Gladstone	Hotel	125 Goondoon St, Gladstone Central QLD 4680, Australia	(07) 4972 6615	21 rooms
	Gladstone Heights Harbour View Executive Apartments	Apartment	92/96 Central Ln, Gladstone Central QLD 4680, Australia	(07) 4972 2446	10 apartments
	Gladstone CBD Motel	Motel	167 Goondoon St, Gladstone Central QLD 4680, Australia	(07) 4843 7900	23 rooms

Location	Name	Accommodation Type	Address	Contact Details	Capacity
	Aaron Motel	Motel	6 Scenery St, Gladstone Central QLD 4680, Australia	(07) 4972 1411 amanda@aaronmotel.com.au	30 rooms
	Como Apartments Gladstone QLD	Apartment	2 Railway St, Gladstone Central QLD 4680, Australia	1300 684 499	10 apartments
	Gladstone Downtown Central	Hotel	39-43 Bramston St, Gladstone Central QLD 4680, Australia	(07) 4971 0088	82 apartments
	Glenlyon Lodge	Lodge	104 Glenlyon St, Gladstone Central QLD 4680, Australia	N/A	6 rooms
	Central Studio Accommodation Gladstone	Motel	Central Studio Accommodation, 166 Auckland St, Gladstone Central QLD 4680, Australia	(07) 4976 9900	11 units
	The Club Hotel Gladstone	Hotel	1 Tank St, Gladstone Central QLD 4680, Australia	(07) 4972 2744 info@theclubhotelgladstone.com.au	11 rooms
	South Gladstone Motel	Motel	83 Toolooa St, South Gladstone QLD 4680, Australia	0431 547 122	19 rooms
	Gladstone Accommodation Centre	Workers Accommodation	7 Sutton St, Barney Point QLD 4680, Australia	(07) 4972 1366	N/A
	Barney Beach Accommodation	Tourist Park	10 Friend St, Gladstone Central QLD 4680, Australia	(07) 4972 1366	N/A
	Mantra Gladstone	Hotel	Cnr Bell And, O'Connel St, Gladstone Central QLD 4680, Australia	(07) 4979 8200	60 rooms
	Peppers Gladstone	Hotel	Cnr Bell And, O'Connel St, Gladstone Central QLD 4680, Australia	(07) 4979 8200	32 rooms

Location	Name	Accommodation Type	Address	Contact Details	Capacity
	Camelot Motel Australia	Motel	19 Agnes St, South Gladstone QLD 4680, Australia	(07) 4979 1222	24 rooms
	Gladstone City Caravan Park	Tourist Park	183-185 Toolooa St, South Gladstone QLD 4680, Australia	(07) 4979 1305	N/A
	Kin Kora Village Caravan and Residential	Tourist Park	3 Olsen Ave, Kin Kora QLD 4680, Australia	(07) 4978 5461	N/A
	Rocky Glen Hotel	Hotel	7 Dawson Hwy, West Gladstone QLD 4680, Australia	(07) 4972 2977	18 rooms
	Gladstone Palms Motor Inn	Motel	30 Far Street Corner Far St & Dawson H'way, Gladstone Central QLD 4680, Australia	(07) 4972 1702 info@gladstonepalmsmotorinn.com.au	20 rooms
	Suncourt Motor Inn	Motel	Dwelling, Corner Far St and Moore Ln, 18 Far St, West Gladstone QLD 4680, Australia	(07) 4972 2377	N/A
	Affordable Accommodation	Tourist Park	84 Toolooa St, South Gladstone QLD 4680, Australia	0480 458 230 wanda@affordableaccommodation gladstone.com.au	16 rooms
	Gladstone Motel	Motel	Motel, 88 Toolooa St, South Gladstone QLD 4680, Australia	(07) 4972 2144 bookings@gladstonemotel.com.au	N/A
	Boyne Island Motel and Villas	Motel	3 Orana Ave, Boyne Island QLD 4680	(07) 4973 7444	15 units
	Reef Adventureland Motel	Motel	64 Hampton Dr, Tannum Sands QLD 4680	(07) 4973 8522 admin@reefadventureland.com.au	30 rooms
	Tannum on the Beach Motel	Motel	22 Ocean St, Tannum Sands QLD 4680	(07) 4973 8911 tannumonthebeachmotel@hotmail.com	10 rooms

Location	Name	Accommodation Type	Address	Contact Details	Capacity
	Tannum Sands Hotel	Hotel	34 Pacific Ave, Tannum Sands QLD 4680	(07) 4973 7439	15 rooms
	Discovery Parks – Tannum Sands	Tourist Park	Millenium Esplanade, Tannum Sands QLD 4680	(07) 4973 7201	30 cabins



APPENDIX B

HEALTH AND EMERGENCY SERVICES IN THE SOCIAL STUDY AREA

TABLE B-1 HEALTH AND EMERGENCY SERVICES

Name	Location	Address	Contact Details
Police			
Calliope Station	Calliope	17 Bloomfield St, Calliope, Qld 4680	(07) 4975 4000
Gladstone Station	Gladstone	10-12 Yarroon St, Gladstone, Qld 4680	(07) 4971 3222
Mount Larcom Station	Mount Larcom	14 Gladstone St, Mount Larcom QLD 4695	(07)4899 4044
Fire			
Calliope Fire Station	Calliope	2 Menzies Street, Calliope, Qld 4680	(07) 4899 2210
Mount Larcom Fire Station	Mount Larcom	Mount Larcom QLD 4695	0421 414 202
Hospital			
Gladstone Hospital	Gladstone	Park Street, West Gladstone QLD 4680	(07) 4976 3200



APPENDIX C

EDUCATIONAL FACILITIES IN THE SOCIAL STUDY AREA

TABLE C-1 EDUCATIONAL FACILITIES

Location	Name	Address	Contact Details
Pre-Primary			
Calliope	Goodstart Early Learning Calliope	7 Don Cameron Dr, Calliope QLD 4680	(07) 4975 7955 gsc@goodstart.org.au
	Cottage Academy Early Learning & Childcare Centre Calliope	2 Muirhead St, Calliope QLD 4680	0419 484 977 calliope@cottageacademy.com.au
	Calliope Kindy	Calliope QLD 4680	(07) 4975 7093 calliopekindy@y7mail.com
	Cottage Academy Calliope	7 Stirrat Street, Calliope QLD 4680	calliope@cottageacademy.com.au
	Helping Hands Calliope	14 Stirrat St, Gladstone Central QLD 4680	0409 267 755 jagqld@junioradventuresgroup.com.au
Gladstone	Goodstart Early Learning Gladstone - Beak Street	1 Beak St, New Auckland QLD 4680	(07) 4978 4811 gla@goodstart.org.au
	Goodstart Early Learning Gladstone - Toolooa Street	123 Toolooa St, Gladstone Central QLD 4680	(07) 4972 8028 gse@goodstart.org.au
	Port City Kids	26 Bramston St, Gladstone Central QLD 4680	(07) 4972 2344 portcity.kids05@gmail.com
	Stepping Stones Child Care Centre	26 Bramston St, Gladstone Central QLD 4680	(07) 4972 3144 admin@stepping-stones.org.au
	Green Leaves Early Learning Forest Springs	3 Starling Drive, Kirkwood QLD 4680	(07) 4979 0580 forestsprings@greenleaveselc.com.au
	Rainbow Valley Early Learning	12 Uniting Pl, Telina QLD 4680	(07) 4979 3544 admin.rainbowvalley@bigpond.com
	C&K Gladstone Community Kindergarten	4 Harvey Rd, Clinton QLD 4680	(07) 4972 1049 gladstone@candk.asn.au
	Birralee Kindergarten & Community Preschool	25 Higgins St, West Gladstone QLD 4680	(07) 4972 2211 admin@birraleekindy.net.au

Location	Name	Address	Contact Details
	C&K Clinton Community Childcare Centre	4 Harvey Rd, Clinton QLD 4680	(07) 4978 6294 clinton@candk.asn.au
	Community Kids Clinton Park Early Education Centre	18 Ballantine St, Gladstone Central QLD 4680	(07) 4978 4200 clintonpark@communitykids.com.au
	Goodstart Early Learning Kin Kora	79 Sun Valley Rd, Kin Kora QLD 4680	1800 222 543
	Stevie's Day Care	5 Sunnyridge Rd, West Gladstone QLD 4680	N/A
	Koolyangarra Kindergarten	29 Boyne Cres, West Gladstone QLD 4680	(07) 4972 1370
	Kath Dickson Education and Care Centre - Gladstone Street	44 Gladstone St, Newtown QLD 4350	(07) 4972 2484
	St Stephens Lutheran Kindergarten	803 Glenlyon Rd, Gladstone Central QLD 4680	(07) 4972 1830
	Gladstone Central Preschool	99 Auckland St, Gladstone Central QLD 4680	(07) 4972 1790
	Milestones Early Learning Boyne Island	8 Beltana Dr, Boyne Island QLD 4680	(07) 4973 7000
	Goodstart Early Learning Tannum Sands	Child Care Centre, 2 Parkside St, Tannum Sands QLD 4680	1800 222 543
	C&K Waratah Crescent Community Kindergarten	12 Waratah Cres, Tannum Sands QLD 4680	(07) 4973 7030
	Tannum Sands Kindergarten	Cnr Zephyr &, Neptune St, Tannum Sands QLD 4680	(07) 4973 7030
Primary			
Mount Larcom	Mount Larcom State School	Raglan St, Mount Larcom QLD 4695	(07) 4970 2333 principal@mtlarcomss.eq.edu.au
Calliope	Calliope State School	14 Stirrat St, Calliope QLD 4680	(07) 4975 8333 admin@calliopess.eq.edu.au
Gladstone	Gladstone Central State School	74 Auckland St, Gladstone Central QLD 4680	(07) 4979 7222 admin@gladstonecentralss.eq.edu.au
	Gladstone South State School	153 Toolooa St, South Gladstone QLD 4680	(07) 4899 4333

Location	Name	Address	Contact Details
			principal@gladstonesouthss.eq.edu.au
	Gladstone West State School	Boles St, Gladstone W QLD 4680	(07) 4979 7333 principal@gladstonewestss.eq.edu.au
	St John the Baptist Catholic Primary School	15 J Hickey Ave, Clinton QLD 4680	(07) 4978 1799 sjgoffice@rok.catholic.edu.au
	Star of the Sea Catholic Primary School	181 Goondoon St, Gladstone Central QLD 4680	(07) 4972 1305 sosg@rok.catholic.edu.au
	Kin Kora State School	41-43 Hibiscus Ave, Gladstone Central QLD 4680	(07) 4971 5111 admin@kinkorass.eq.edu.au
	Boyne Island Primary School	151 Malpas St, Boyne Island QLD 4680	(07) 4979 9333 admin@boyneislandss.eq.edu.au
	Tannum Sands State School	22 Waratah Cres, Tannum Sands QLD 4680	(07) 4979 9111 principal@tannumsandsss.eq.edu.au
Secondary School			
Calliope	Calliope State High School	55 Don Cameron Dr, Calliope QLD 4680	(07) 4975 9777 admin@calliopeshs.eq.edu.au
Gladstone	Chanel College	11 Paterson St, West Gladstone QLD 4680	(07) 4994 8900 admin@chanelcollege.qld.edu.au
	Toolooa State High School	2 Philip St, Gladstone Central QLD 4680	(07) 4971 4333 principal@toolooashs.eq.edu.au
	Gladstone State High School	30 Dawson Hwy, Gladstone Central QLD 4680	(07) 4976 6111 principal@gladstonshs.eq.edu.au
	Trinity College	4 Archer St, Sun Valley QLD 4680	(07) 4839 0500 admin@trinitygladstone.qld.edu.au
	Clearview Christian College	1 Francis Way, Tannum Sands QLD 4680	(07) 4910 8822 admin@clearview.qld.edu.au

Location	Name	Address	Contact Details
Tertiary			
Gladstone	TAFE Queensland Gladstone	Suite 3/72 Goondoon St, Gladstone Central QLD 4680	(07) 3244 5488
Gladstone	CQ University Gladstone	43 Bryan Jordan Dr, Callemondah QLD 4680	(07) 4970 7277
Other			
Gladstone	Rosella Park School (Special Education)	20 Park St, West Gladstone QLD 4680	(07) 4976 8333 admin@rosellaparkspecs.eq.edu.au
	Carinity Education Gladstone	803 Glenlyon Rd, Gladstone Central QLD 4680	(07) 4970 9701 gladstone@carinity.qld.edu.au



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