



Social Impact Assessment

Wooderson Solar Farm

PREPARED FOR



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Social Impact Assessment

Wooderson Solar Farm

0793784



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CONTENTS

EXECUTIVE SUMMARY	I
METHODOLOGY	I
SOCIAL STUDY AREA	II
IMPACT ASSESSMENT AND MANAGEMENT	II
PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN	III
COMMUNITY BENEFIT INITIATIVES	IV
1. INTRODUCTION	6
1.1 PROJECT PROPONENT	6
1.2 PURPOSE AND OBJECTIVE	6
1.3 SCOPE OF THE ASSESSMENT	7
1.4 STRUCTURE OF THE REPORT	8
1.5 AUTHORSHIP	8
1.6 LIMITATIONS	8
2. PROJECT DESCRIPTION	9
2.1 PROJECT OVERVIEW	10
2.1.1 Construction Phase	11
2.1.2 Operation Phase	13
3. METHODOLOGY	14
3.1 TASK #1: SCOPING	14
3.2 TASK #2: BASELINE ANALYSIS	15
3.2.1 ABS Datasets	16
3.3 TASK #3: IMPACT ASSESSMENT	17
3.4 TASK #4: MANAGEMENT MEASURES	19
3.5 TASK #5: MONITORING FRAMEWORK	20
4. SCOPING	21
4.1 APPROACH TO IDENTIFYING THE SOCIAL STUDY AREA	21
4.2 DESCRIPTION OF THE SOCIAL STUDY AREA	22
4.2.1 Primary Social Study Area	22
4.2.2 Secondary Social Study Area	23
4.2.3 Exclusions from the Social Study Area	24
4.3 STAKEHOLDER IDENTIFICATION	27
4.4 SURROUNDING PROJECTS	30
4.5 REGULATORY CONTEXT	33
4.5.1 Planning Act 2016	33
4.5.2 Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025	33
4.5.3 Queensland SIA Guideline	34
4.5.4 Central Queensland Regional Plan 2013	34
4.5.5 Gladstone Regional Council Planning Scheme 2017	36
4.5.6 Renewable Energy Community Benefits Sharing Policy	37
4.5.7 Economic Transition Roadmap	39
4.5.8 Social Infrastructure Investment Priorities	41
4.5.9 Queensland's 2035 Clean Economy Pathway	43
4.5.10 Queensland Energy Roadmap	44

5.	SOCIAL BASELINE	45
5.1	LAND USE CONTEXT	45
5.2	DEMOGRAPHIC PROFILE	45
5.3	ECONOMIC PROFILE	49
5.3.1	Labour Force	49
5.3.2	Income	54
5.3.3	Local Business Characteristics	55
5.4	HOUSING AND ACCOMMODATION	56
5.4.1	Key Housing Indicators	56
5.4.2	Housing and Accommodation Trends	60
5.4.3	Short-Term Accommodation	65
5.5	SOCIAL INFRASTRUCTURE	66
5.5.1	Community and Recreational Services	67
5.5.2	Health and Emergency Services	69
5.5.3	Educational Services	72
5.6	ACCESS AND CONNECTIVITY	75
5.6.1	Road Network	75
5.6.2	Aerodromes	75
5.6.3	Public Transport	76
5.6.4	Vehicle Ownership and Travel to Work	76
5.7	CULTURAL HERITAGE	80
5.8	COMMUNITY VALUES	80
5.9	VULNERABLE GROUPS	82
5.9.1	Cultural and Linguistical Diversity	82
5.9.2	Youth and Elderly	83
5.9.3	First Nations Communities	84
5.9.4	Socio-Economic Disadvantage	85
5.10	BASELINE SUMMARY	86
6.	COMMUNITY AND STAKEHOLDER ENGAGEMENT	91
6.1	STAKEHOLDER ENGAGEMENT APPROACH	91
6.2	OVERVIEW OF STAKEHOLDER ENGAGEMENT ACTIVITIES	91
6.2.1	First Nations Engagement	93
6.2.2	SIA-Specific Stakeholder Engagement	93
6.2.3	Community Survey	94
6.3	STAKEHOLDER ENGAGEMENT OUTCOMES	95
6.4	COMPLAINTS MANAGEMENT SYSTEM	99
7.	IMPACT ASSESSMENT	101
7.1	SUMMARY OF TECHNICAL IMPACT ASSESSMENTS	102
7.1.1	Agricultural Land Assessment	102
7.1.2	Glint & Glare Assessment	102
7.1.3	Ecological Assessment Report	102
7.1.4	Surface Water Impact Assessment	103
7.1.5	Traffic Impact Assessment	103
7.1.6	Landscape and Visual Impact Assessment	104
7.1.7	Bushfire Management Plan & Preliminary Bushfire Advice	104
7.2	SOCIAL IMPACT #1: REDUCED COMMUNITY COHESION	105
7.2.1	Key Matters	105
7.2.2	Description	105

7.2.3	Management and Mitigation Measures	106
7.2.4	Impact Significance	107
7.3	SOCIAL IMPACT #2: REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT	108
7.3.1	Key Matters	108
7.3.2	Description	108
7.3.3	Management and Mitigation Measures	109
7.3.4	Impact Significance	109
7.4	SOCIAL IMPACT #3: CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES	110
7.4.1	Key Matters	110
7.4.2	Description	110
7.4.3	Enhancement Measures	112
7.4.4	Impact Significance	112
7.5	SOCIAL IMPACT #4: INCREASED ECONOMIC BENEFITS	113
7.5.1	Key Matters	113
7.5.2	Description	113
7.5.3	Enhancement Measures	115
7.5.4	Impact Significance	115
7.6	SOCIAL IMPACT #5: INFRASTRUCTURE AND SERVICES	116
7.6.1	Key Matters	116
7.6.2	Description	116
7.6.3	Management and Mitigation Measures	119
7.6.4	Impact Significance	120
7.7	SOCIAL IMPACT #6: PERCEIVED LAND USE INCOMPATIBILITY AND IMPACT TO LAND VALUES	120
7.7.1	Key Matter	120
7.7.2	Description	120
7.7.3	Management and Mitigation Measures	122
7.7.4	Impact Significance	122
7.8	SOCIAL IMPACT #7: SOCIAL AMENITY	123
7.8.1	Key Matter	123
7.8.2	Description	123
7.8.3	Management and Mitigation Measures	124
7.8.4	Impact Significance	125
7.9	SOCIAL IMPACT #8: COMMUNITY HEALTH AND SAFETY	125
7.9.1	Key Matter	125
7.9.2	Description	125
7.9.3	Management and Mitigation Measures	128
7.9.4	Impact Significance	128
7.10	SOCIAL IMPACT #9: CULTURAL HERITAGE	129
7.10.1	Key Matter	129
7.10.2	Description	129
7.10.3	Management and Mitigation Measures	129
7.10.4	Impact Significance	130
7.11	SUMMARY OF POTENTIAL SOCIAL IMPACTS	130
8.	PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN	133
9.	COMMUNITY BENEFIT INITIATIVES	138
10.	REFERENCES	142

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

APPENDIX B EDUCATIONAL FACILITIES IN THE SOCIAL STUDY AREA

LIST OF TABLES

TABLE E-1 SUMMARY OF POTENTIAL SOCIAL IMPACTS	3
TABLE E-2 SUMMARY OF COMMUNITY BENEFIT INITIATIVES AND/OR MEASURES IDENTIFIED	4
TABLE 2-1 PROJECT AREA DETAILS	10
TABLE 3-1 SUMMARY OF RELEVANT ABS DATASETS	16
TABLE 3-2 LIKELIHOOD LEVELS	18
TABLE 3-3 MAGNITUDE CHARACTERISTICS	18
TABLE 3-4 MAGNITUDE LEVELS	18
TABLE 3-5 IMPACT SIGNIFICANCE MATRIX	19
TABLE 4-1 APPROXIMATE TRAVEL DISTANCES	22
TABLE 4-2 KEY STAKEHOLDERS	27
TABLE 4-3 SUMMARY OF KEY SURROUNDING PROJECTS	31
TABLE 4-4 STATE CODE 26: SOLAR FARM DEVELOPMENT – PERFORMANCE OUTCOMES	33
TABLE 4-5 CENTRAL QUEENSLAND REGIONAL PLAN 2013 – REGIONAL OUTCOMES AND POLICIES	35
TABLE 4-6 GLADSTONE REGIONAL COUNCIL PLANNING SCHEME – STRATEGIC FRAMEWORK THEMES	36
TABLE 4-7 MONETARY CONTRIBUTION THRESHOLDS	38
TABLE 4-8 PUBLIC BENEFIT CRITERIA	38
TABLE 4-9 ECONOMIC TRANSITION ROADMAP THEMES AND STAKEHOLDER ASPIRATIONS	39
TABLE 4-10 SOCIAL INFRASTRUCTURE INVESTMENT PRIORITIES	41
TABLE 5-1 KEY DEMOGRAPHIC INDICATORS	47
TABLE 5-2 GLADSTONE LGA POPULATION PROJECTIONS	49
TABLE 5-3 LABOUR FORCE STATUS	50
TABLE 5-4 RELEVANT OCCUPATIONS	51
TABLE 5-5 RELEVANT INDUSTRIES	53
TABLE 5-6 INCOME INDICATORS	54
TABLE 5-7 LOCAL BUSINESS CHARACTERISTICS IN THE GLADSTONE LGA	56
TABLE 5-8 KEY HOUSING AND ACCOMMODATION INDICATORS	58
TABLE 5-9 HOUSING MARKET INSIGHTS – HOUSING	60
TABLE 5-10 HOUSING MARKET INSIGHTS – UNITS AND APARTMENTS	61
TABLE 5-11 RENTAL MARKET INSIGHTS – HOUSING	62
TABLE 5-12 RENTAL MARKET INSIGHTS - UNITS AND APARTMENTS	63
TABLE 5-13 RESIDENTIAL VACANCY RATES	63
TABLE 5-14 COMMERCIAL ACCOMMODATION OPTIONS	65
TABLE 5-15 COMMUNITY AND RECREATIONAL SERVICES	67
TABLE 5-16 EXISTING LONG-TERM HEALTH CONDITIONS	69
TABLE 5-17 HEALTH AND EMERGENCY SERVICES	70
TABLE 5-18 HOSPITAL PERFORMANCE INDICATORS FOR 2023/24	71
TABLE 5-19 EDUCATIONAL FACILITIES	73
TABLE 5-20 KEY EDUCATION INDICATORS	74
TABLE 5-21 NUMBER OF MOTOR VEHICLES PER PRIVATE DWELLING	76
TABLE 5-22 METHOD OF TRAVEL TO WORK	78
TABLE 5-23 SIGNIFICANT FESTIVALS AND EVENTS	81
TABLE 5-24 ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATISTICS	84
TABLE 5-25 2021 SEIFA INDICATORS	86
TABLE 5-26 BASELINE SUMMARY AND IDENTIFICATION OF CHALLENGES AND OPPORTUNITIES	87
TABLE 6-1 COMMUNITY ENGAGEMENT UNDERTAKEN TO DATE	92

TABLE 6-2 SIA-SPECIFIC ENGAGEMENT	94
TABLE 6-3 STAKEHOLDER ENGAGEMENT OUTCOMES	95
TABLE 7-1 IMPACT SIGNIFICANCE – REDUCED COMMUNITY COHESION	107
TABLE 7-2 IMPACT SIGNIFICANCE – REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT	109
TABLE 7-3 IMPACT SIGNIFICANCE – CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES	112
TABLE 7-4 IMPACT SIGNIFICANCE – INCREASED ECONOMIC BENEFITS	115
TABLE 7-5 IMPACT SIGNIFICANCE – INFRASTRUCTURE AND SERVICES	120
TABLE 7-6 IMPACT SIGNIFICANCE – PERCEIVED LAND USE INCOMPATIBILITY AND IMPACT TO LAND VALUES	122
TABLE 7-7 IMPACT SIGNIFICANCE – SOCIAL AMENITY	125
TABLE 7-8 IMPACT SIGNIFICANCE – COMMUNITY HEALTH AND SAFETY	128
TABLE 7-9 IMPACT SIGNIFICANCE – CULTURAL HERITAGE	130
TABLE 7-10 SUMMARY OF POTENTIAL SOCIAL IMPACTS	131
TABLE 8-1 PRELIMINARY	134
TABLE 9-1 COMMUNITY BENEFIT INITIATIVES AND/OR MEASURES IDENTIFIED	139

LIST OF FIGURES

FIGURE 2-1 PROJECT LOCATION AND CONTEXT	9
FIGURE 2-2 PROJECT LAYOUT	11
FIGURE 3-1 SIA PROCESS	14
FIGURE 3-2 IMPACT ASSESSMENT PROCESS	17
FIGURE 4-1 SOCIAL STUDY AREA	25
FIGURE 4-2 PRIMARY SOCIAL STUDY AREA	26
FIGURE 5-1 RENTAL AFFORDABILITY INDEX AND SEVERITY OF RENTAL UNAFFORDABILITY	64
FIGURE 6-1 COMPLAINTS HANDLING PROCEDURE	99

ACRONYMS AND ABBREVIATIONS

Acronym	Description
ABS	Australian Bureau of Statistics
AE	Adult Equivalents
AHD	Australian Height Datum
AIHW	Australian Institute of Health and Welfare
BESS	Battery Energy Storage System
B RTP	Bachelor of Regional and Town Planning
CALD	Cultural and Linguistical Diversity
CBA	Community Benefit Agreement
CBF	Community Benefit Fund
CBS Policy	Gladstone Regional Council Renewable Energy Community Benefits Sharing Policy
CEMP	Construction Environmental Management Plan
CQP	Central Queensland Power Development Co Pty Limited
Cr	Counsellor
CWA	Country Women's Association
Cwth	Commonwealth
DSDIP	Department of State Development, Infrastructure and Planning
EPC	Engineering, Procurement, and Construction
ERM	Environmental Resources Management Australia Pty Limited
FNBGGGTB	First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda Peoples
FTE	Full-Time Equivalent
GAPDL	Gladstone Area Promotion & Development Ltd
GIS	Geographical Information System
Gladstone LGA	Gladstone Regional Council Local Government Area
GST	Goods and Services Tax
GW	gigawatts
ha	hectares
km	kilometres
km/hr	kilometres per hour
kV	kilovolt
LCT	Landscape Character Type

Acronym	Description
LGA	Local Government Area
LVIA	Landscape and Visual Impact Assessment
MPIA	Member of the Planning Institute of Australia
MW	megawatts
MWh	megawatt hours
O&M	Operations and Maintenance
OEMP	Operational Environmental Management Plan
PALU	Priority Agricultural Land Uses
Planning Act	<i>Planning Act 2016</i>
Planning Scheme	Gladstone Regional Council Planning Scheme 2017
PSICBOLA Act	<i>Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025</i>
PV	Photovoltaic
QFES	Queensland Fire and Emergency Services
RAI	Rental Affordability Index
RES	RES Australia Pty Limited
SAL	Suburbs and Localities
SEIFA	Socio-Economic Indexes for Areas
SES	State Emergency Service
SIA	Social Impact Assessment
SIA Guideline	Social Impact Assessment Guideline (July 2025)
SIMP	Social Impact Management Plan
SDAP	State Development Assessment Provisions
SUA	Significant Urban Area
TAFE	Technical and Further Education
'the Project'	Wooderson Solar Farm
TIA	Traffic Impact Assessment
WSD	Wooderson Solar Development Co Pty Limited

EXECUTIVE SUMMARY

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by Central Queensland Power Development Co Pty Limited (CQP), a joint venture between RES Australia Pty Limited (RES) and Energy Estate, to undertake a Social Impact Assessment (SIA) for the proposed Wooderson Solar Farm ('the Project').

The Project is located approximately 40 kilometres (km) south-west of Gladstone and 20 km west of Calliope, in Central Queensland, within the Gladstone Regional Council Local Government Area (LGA) (Gladstone LGA). The Project consists of a 450-megawatt (MW) solar farm, a 450 MW DC-coupled battery energy storage system (BESS) with storage capacity of up to 3,600 MWh, a 275 kilovolt (kV) overhead transmission line, switchyard and associated ancillary infrastructure. The Proponent for the Project is Wooderson Solar Development Co Pty Limited (WSD), which is wholly owned by CQP.

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 to fulfil the requirements of the Development Application process.

METHODOLOGY

This 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) 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).

To this end, the SIA methodology comprised:

- Undertaking a scoping exercise to define the Social Study Area, inclusive of potential stakeholders and receptors, as well as surrounding projects that have the potential to cause cumulative impacts.
- Establishing a robust social baseline by collecting and analysing demographic, economic, and social data for a defined Social Study Area.
- Identifying potential social impacts (positive and negative; direct and indirect; and cumulative), across the Construction and Operation Phases of the Project in accordance with the five key matters specified in the SIA Guideline.
- Evaluating potential impacts through an impact assessment, incorporating the outcomes of stakeholder engagement conducted.
- Developing of a Preliminary Social Impact Management Plan (SIMP) that includes a range of social impact management measures to mitigate potential negative impacts and enhance potential positive impacts, as well as provide prospective community benefit initiatives.

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. This includes the Project Area, transport routes where amenity impacts may be experienced, and the communities and/or larger population centres between the Project Area and Gladstone that may provide workers, goods and services, or accommodation options for the Project.

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 7 km. The 7 km extent captures non-associated dwellings located to the north of the Project Area along Mount Alma Road and Ayarie Road.
- The likely transportation and haulage routes, comprising part of the heavy vehicle route from the Port of Gladstone to the Project Area, and potential light vehicle routes to/from Calliope, surrounding suburbs (i.e. Mount Alma, Wooderson, River Ranch, West Stowe, Burua, and Beecher), and the city of Gladstone.
- The surrounding communities, towns, and cities, between the Project Area and Gladstone, which may provide goods and services, or host accommodation or Drive-in-Drive-Out workers, to support the Construction Phase of the Project.

The Secondary Social Study Area includes the town of Biloela, located approximately 55 km from the Project Area. Biloela is not expected to experience direct impacts and is not proposed to be a host for Construction Phase worker accommodation.

IMPACT ASSESSMENT AND MANAGEMENT

A total of nine 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. The significance of each impact was assessed based on its likelihood to occur, and the magnitude of the impact occurring (degree of change expected), inclusive of impacted receptor vulnerability.

The impact significance ratings derived in the assessment were then subsequently re-assessed after the application of mitigation and/or enhancement strategies have been applied to provide a residual impact significance rating for each impact.

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	SIA Guideline Key Matter					Project Phase	Residual Impact Significance
	Community and Stakeholder Engagement	Workforce Management	Local Business and Industry Procurement	Housing and Accommodation	Health and Community Well-being		
#1: Reduced Community Cohesion	●	●			●	Construction	Moderate
						Operation	Minor
#2: Reduced Trust and Confidence in Community Engagement	●				●	Construction	Minor
						Operation	Negligible
#3: Creation of Direct Employment Opportunities		●	●			Construction	Positive
						Operation	Positive
#4: Increased Economic Benefits			●			Construction	Positive
						Operation	Positive
#5: Infrastructure and Services		●	●	●	●	Construction	Minor
						Operation	Negligible
#6: Perceived Land Use Incompatibility and Impacts to Land Values					●	Construction	Negligible
						Operation	Negligible
#7: Social Amenity					●	Construction	Minor
						Operation	Negligible
#8: Community Health and Safety					●	Construction	Minor
						Operation	Moderate
#9: Cultural Heritage					●	Construction	Moderate
						Operation	Negligible

PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

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

The Preliminary SIMP outlines the social management measures to be implemented by WSD and the Construction Contractor/s (and sub-contractors) to mitigate potential negative impacts and to enhance potential positive impacts. This also includes a monitoring protocol to be implemented in order to ensure the ongoing effectiveness of the management measures.

COMMUNITY BENEFIT INITIATIVES

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

TABLE E-2 SUMMARY OF 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
Support for Alternative Educational Pathways	Workforce Management	Economic	<ul style="list-style-type: none"> • Inclusion • Education and skills development • Technical and vocational education and training programs 	<ul style="list-style-type: none"> • Diversifying the regional economy • Workforce development • Support for apprenticeships and traineeships
Support for Upskilling/ Worker Transition	Workforce Management	Economic	<ul style="list-style-type: none"> • Inclusion • Education and skills development • Technical and vocational education and training programs • Job placement and transition support services 	<ul style="list-style-type: none"> • Diversifying the regional economy • Workforce development • Increase employment opportunities for local community members
Support for Small Businesses	Local Business and Industry Procurement	Economic	<ul style="list-style-type: none"> • Community outreach and education 	<ul style="list-style-type: none"> • Diversifying the regional economy • Workforce development • Providing an economic stimulus for local businesses • Educational programmes to help local businesses become “tender ready”.
Support for Health Services	Housing and Accommodation Health and Community Well-being	Social	<ul style="list-style-type: none"> • Healthcare accessibility • Affordable housing development • Community health and wellbeing services 	<ul style="list-style-type: none"> • Capturing community benefits • Improved healthcare for community members.

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category	Social Infrastructure Investment Priorities	Community Need
Support for Emergency Services	Housing and Accommodation Health and Community Well-being	Social	<ul style="list-style-type: none"> Community resilience planning Affordable housing development Community health and wellbeing services 	<ul style="list-style-type: none"> Capturing community benefits Limited staff for essential / emergency services
Support for Upgrades and/or New Developments	Housing and Accommodation	Social	<ul style="list-style-type: none"> Affordable housing and home modification programs 	<ul style="list-style-type: none"> Capturing community benefits Expand capacity of housing by investing in new developments and/or partner with other developers. Partnership with Homeground.
Support for Community Facility Upgrades and/or New Developments	Health and Community Well-being	Social	<ul style="list-style-type: none"> Community infrastructure for recreation and social interaction Community facilities and services 	<ul style="list-style-type: none"> Capturing community benefits Scholarships for disadvantaged youth, funding for community infrastructure, and support for local organisations.
Community Grants/ Sponsorships	Health and Community Well-being	Social	<ul style="list-style-type: none"> Community infrastructure for recreation and social interaction Community facilities and services 	<ul style="list-style-type: none"> Capturing community benefits Grants, careers days, and initiatives supporting youth and Indigenous groups. High school partnerships.

1. INTRODUCTION

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by Central Queensland Power Development Co Pty Limited (CQP) to undertake a Social Impact Assessment (SIA) for the proposed Wooderson Solar Farm ('the Project'), located approximately 40 kilometres (km) south-west of Gladstone and 20 km west of Calliope, in Central Queensland, 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 provide the necessary information to support the development and execution of a Community Benefit Agreement (CBA) with the Gladstone Regional Council to fulfil the requirements of the Development Application process.

1.1 PROJECT PROPONENT

The Proponent for the Project is Wooderson Solar Development Co Pty Limited (WSD), wholly owned by CQP. CQP itself being a joint venture between RES Australia Pty Limited (RES) and Energy Estate. The joint venture was established to collaboratively develop a portfolio of renewable energy projects in the Central Queensland region. This portfolio approach ensures long term regional growth, accounts for grid complexities and is of adequate scale to replace exiting coal and meet the energy needs of industrial users in the region.

RES is the world's largest independent renewable energy company, with 40 years of industry experience and has delivered 23 gigawatts (GW) of renewable project globally and supports an operational asset profile of 7.5 GW.

Energy Estate is one of the leading developers and strategic designers of Renewable Energy Industrial Precincts across Australia, focused on driving the transformation and transition of the energy industry. Energy Estate is involved in the development of large-scale renewable energy and "green" hydrogen projects in Central Queensland, as well as other renewable energy initiatives in New South Wales.

The relevant Proponent details are:

- Wooderson Solar Development Co Pty Limited ACN 675 111 82.
- Address: Suite 6.01 Level 6, 165 Walker Street, North Sydney, NSW 2060, Australia

1.2 PURPOSE AND OBJECTIVE

The SIA has been prepared to support WSD in identifying the potential social impacts of the Project, demonstrating industry good practice, and informing future decision-making in relation to 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 (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.

The statutory framework relevant to the SIA is provided in **Section 4.5**.

1.3 SCOPE OF THE ASSESSMENT

The SIA focuses on assessing the Project against the key matters nominated within the SIA Guideline, being:

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.

The SIA is prepared in accordance with the SIA principles:

- **Lifecycle-focused** – the full lifecycle of the Project is to be considered;
- **Reasonable** – the nature and scale of the Project are to be considered, along with the sensitivities of the local environment, and the scope and significance of social impacts;
- **Participatory** – the assessment is to be inclusive, respectful, meaningful to impacted individuals and groups, with mitigation and management outcomes appropriately tailored to the needs of stakeholders;
- **Rigorous** – the assessment is to be objective and comprehensive, using the most appropriate and up-to-date datasets;
- **Effective Management** – the mitigation and management measures are to be effective and enhance potential benefits and mitigate potential negative impacts; and
- **Adaptive** – the mitigation and management measures identified are to be monitored, reviewed and adjusted to ensure ongoing effectiveness.

Further details on the methodology are provided in **Section 3**.

1.4 STRUCTURE OF THE REPORT

This SIA is structured as follows:

- **Section 1:** Introduction
- **Section 2:** Project Description
- **Section 3:** Methodology
- **Section 4:** Scoping
- **Section 5:** Social Baseline
- **Section 6:** Community and Stakeholder Engagement
- **Section 7:** Impact Assessment
- **Section 8:** Preliminary Social Impact Management Plan
- **Section 9:** Community Benefit System
- **Section 10:** References

1.5 AUTHORSHIP

This SIA Report was overseen and reviewed by Louis Penny, Principal Consultant at ERM. Louis has over 15 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 (BRTP) from the University of Queensland and is a Full Member of the Planning Institute of Australia (MPIA).

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.

1.6 LIMITATIONS

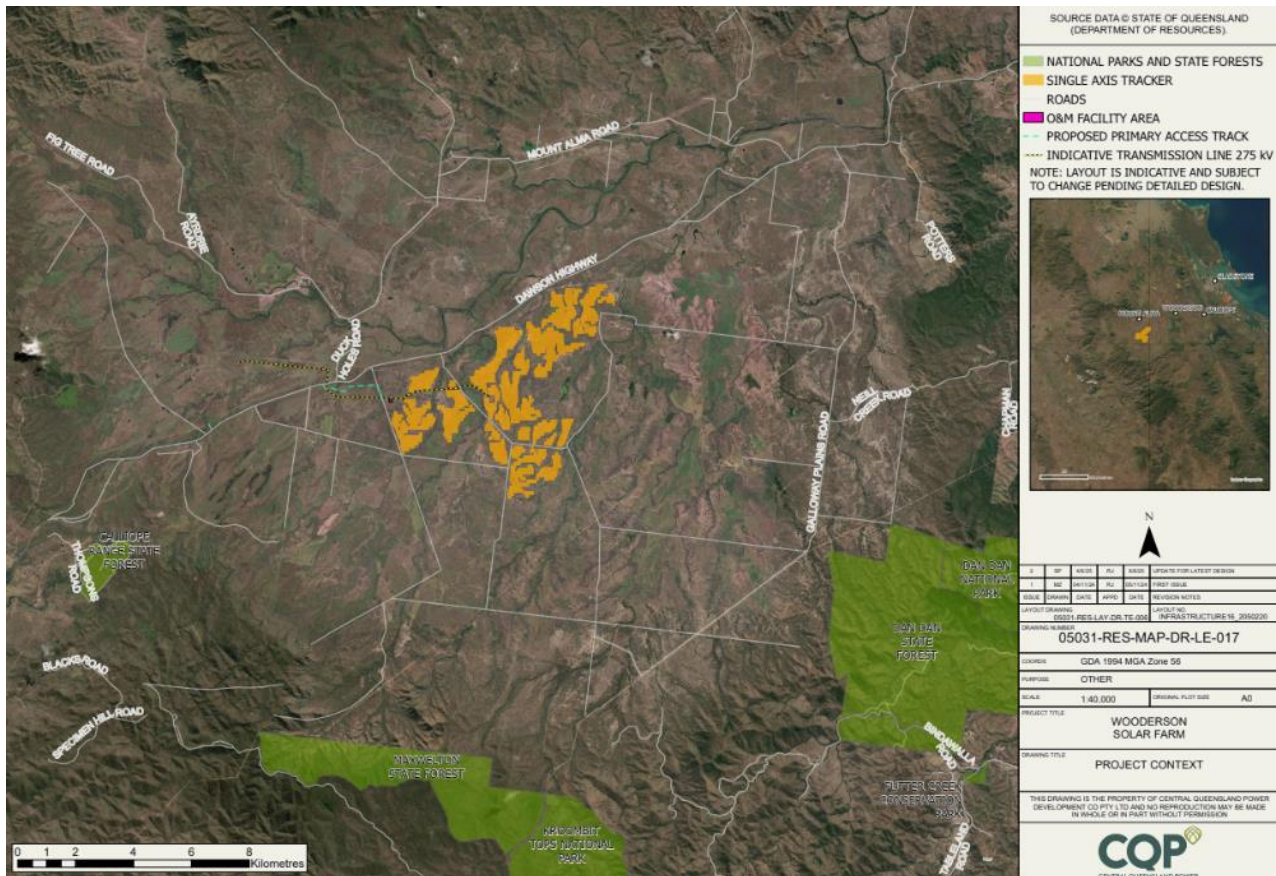
The SIA was undertaken based on the Project description presented in **Section 2**. Changes to the Project description may result in changes to the predicted social impacts, including their significance. If this occurs, the proposed management measures should be reviewed and amended to suit the new conditions.

ERM relied on information provided by WSD for the purpose of the social baseline and impact assessment, including the Glint and Glare Assessment (Issue D, dated 5 March 2025), the Ecological Assessment Report (Version 4, dated 28 March 2025), the Agricultural Land Assessment (dated 27 March 2025), the Bushfire Management Plan (Version Final V1, dated 1 April 2025), the Landscape and Visual Impact Assessment (Revision V6, dated 31 March 2025), the Surface Water Impact Assessment (dated 28 March 2025), and the Traffic Impact Assessment (Revision B, dated 27 March 2025).

Furthermore, while ERM did undertake SIA-specific stakeholder engagement for the Project (between September and November 2025), the outcomes of prior community and stakeholder engagement undertaken by WSD were also relied upon. WSD has been conducting engagement with stakeholders since March 2024, with the outcomes relevant to this SIA captured in **Section 5**.

2. PROJECT DESCRIPTION

The Project is located within Central Queensland, situated between the communities of Mount Alma and Wooderson. As depicted in **Figure 2-1**, the Project is located approximately 40 km south-west of Gladstone and 20 km west of Calliope, within the Gladstone LGA, and on the traditional lands of the First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda (FNBGGTB) Peoples.



Source: Central Queensland Power Development Co Pty Limited [CQP], 2025a

FIGURE 2-1 PROJECT LOCATION AND CONTEXT

The Project is to be developed within the Project Area of approximately 4,426 hectares (ha), which covers nine freehold land parcels, owned by three Host Landowners - two of which own the land associated with the solar farm, and one that owns the land associated with the access road and overhead transmission line for the Project.

The land details for the Project Area allotments are outlined in **Table 2-1**.

TABLE 2-1 PROJECT AREA DETAILS

Lot on Plan	Approx. Area (ha)	Land Tenure
Lot 481 on CL40224	1,188.9	Freehold
Lot 476 on CL40225	776.7	Freehold
Lot 491 on CL40226	917.6	Freehold
Lot 36 on CL40292	41.2	Freehold
Lot 37 on CL40292	43.8	Freehold
Lot 1 on RP609063	109.7	Freehold
Lot 1 on RP609064	172.0	Freehold
Lot 6 on SP199373	993.5	Freehold
Lot 15 on SP200914	102.7	Freehold

This Project Area was selected by WSD as it was determined to meet the following criteria:

- Potential to provide excellent solar generation capacity;
- Located in close proximity to transmission infrastructure, namely the proposed Calvale to Calliope River 275 kV transmission line;
- Located in close proximity to existing transport infrastructure, namely the Dawson Highway and with access to the Port of Gladstone;
- Limited native vegetation coverage as the land has been previously cleared for grazing related purposes;
- Ability to avoid areas of significant topographical variation and flood risk through the layout design;
- Located a suitable distance from non-associated rural dwellings and/or urban areas; and
- Avoidance of high-quality agricultural land.

Within the Project Area, a 1,800 ha Disturbance Footprint has been identified by WSD. The Disturbance Footprint comprises the maximum extent of the Project related infrastructure, as outlined in **Section 2.1**, inclusive of the areas required for construction activities.

2.1 PROJECT OVERVIEW

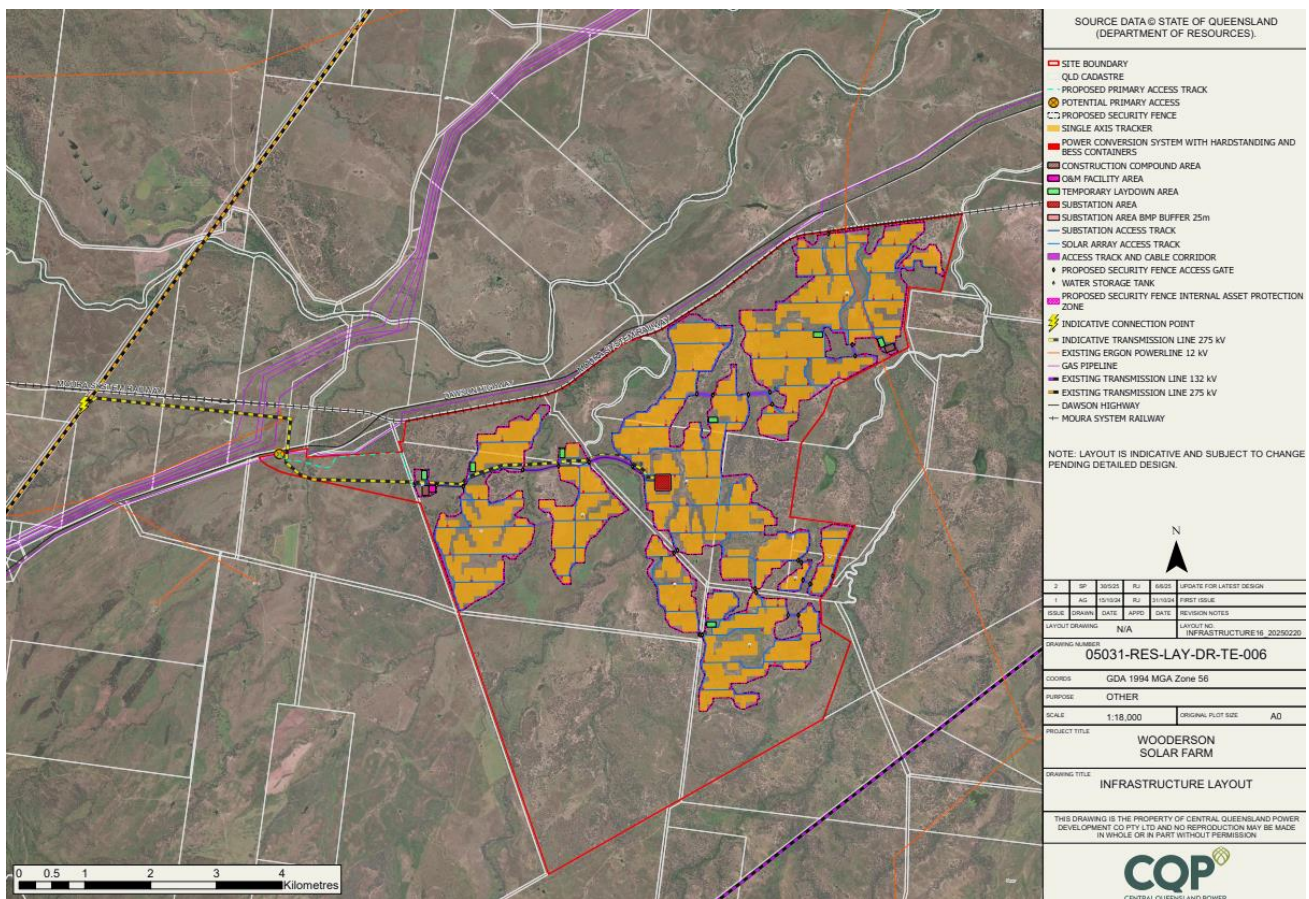
The Project includes the construction, operation, and maintenance of photovoltaic (PV) modules and associated infrastructure. It will consist of approximately 980,000 solar panels capable of generating up to 450 megawatts (MW) of electricity and an associated Battery Energy Storage System (BESS). The Project Layout is depicted in **Figure 2-2**.

The Project will involve the following infrastructure:

- Solar PV modules, including solar modules mounted on fixed racks or single axis trackers, collector boxes and Power Conversion Systems (including inverters and transformers)
- BESS containers, Direct Current-Direct Current converters and auxiliary transformers
- Substation (which includes a switchyard) and electrical reticulation network, including reticulation cables, electrical switchboards and high voltage transformers
- 275 kV overhead transmission line

- Site access and internal access tracks
- Fencing
- Operations and maintenance facility
- Construction compound and laydown areas
- Ancillary infrastructure, including meteorological stations and water tanks for firefighting
- Other ancillary activities and works relating to the construction and operation of the solar farm.

It should be noted that the proposed overhead transmission line is not included in the Development Application to be submitted by WSD for the solar farm, as it will be subject to a separate Development Application and assessment process under the *Planning Act 2016*.



Source: CQP, 2025b

FIGURE 2-2 PROJECT LAYOUT

2.1.1 CONSTRUCTION PHASE

Construction of the Project is anticipated to commence in early 2028, with construction works taking in the order of 37 months to complete. During the Construction Phase, it is anticipated that the Project will generate up to 680 Full-Time Equivalent (FTE) jobs. The peak construction period is expected to occur during months 19-22 of construction.

While workers may be employed from the nearby towns and/or cities, WSD is currently in discussions with relevant stakeholders regarding accommodation options for the non-local Construction Phase workforce. Options include the potential for a new temporary accommodation camp to be developed on privately owned nearby land; and/or the use of existing accommodation facilities (i.e. Homeground Village in Calliope, augmented by other short-term accommodation providers).

The construction activities likely to be undertaken for the purposes of 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, installation of driven piles for mounting structures, creation of stormwater management systems, and trenching to support underground cabling.
- **Mounting system installation** – construction of supporting structures for the solar panel modules, and the associated electrical and communications cabling and equipment.
- **Solar panel installation** - arrival of solar components to the Project Area and subsequent installation of the panels to the mounting system.
- **Testing and commissioning** – conducting various tests to verify installation, including hold point testing.
- **Rehabilitation** – removal of temporary site facilities, and rehabilitation of areas of the Development Footprint that have been disturbed during construction.

In order to support Project construction, it is anticipated that the following equipment will be used, however other machinery may be required dependent upon nominated construction techniques:

- **Site mobilisation and preparation** – road loaders, graders, backhoes, trucks, small crane, and generators;
- **Access tracks and hardstands** – road loaders, bulldozers, excavators, graders, scrapers, rollers, articulated dump trucks, belly dumper trucks, rock crushing plant, semi-trailers, tractors water carts, and hydroseed trucks;
- **Piling and foundations** – impact piling rig, mobile crane, bobcat, and excavators;
- **Equipment assembly and installation** – trucks, compressor, powered hand tools, pneumatic wrench, mobile crane, and generator;
- **Electrical reticulation works** – trenchers, backhoes, excavators, graders, tractors, cable laying machines, and small terrain cranes; and
- **Site services** – Option for vans or buses to transport staff around site and water delivery and effluent removal trucks (if required).

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.

2.1.2 OPERATION PHASE

The operational life of the Project is 30 to 35 years, following which the Project may be decommissioned or re-powered, dependent upon agreement with Host Landowners and approval condition requirements.

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 10 FTE direct and indirect jobs will be created during the Operation Phase, with staff working Monday to Saturday, 7am to 6pm daily.

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 environmental activities expected of a rural landowner.

3. METHODOLOGY

This SIA has been prepared in accordance with the SIA Guideline with a view to minimise social impacts and enhancing benefits, in-line with good international industry practice. Additionally, this SIA has been prepared to support the development and execution of a CBA with the Gladstone Regional Council to fulfil the requirements of the Planning Act Community Benefit System and enable lodgement of a Development Application. WSD has expressed a clear intention to embed itself within the local community and act as a good neighbour throughout the life of the Project.

The SIA was completed sequentially, through five tasks, as depicted in **Figure 3-1**, and described in the following sections.

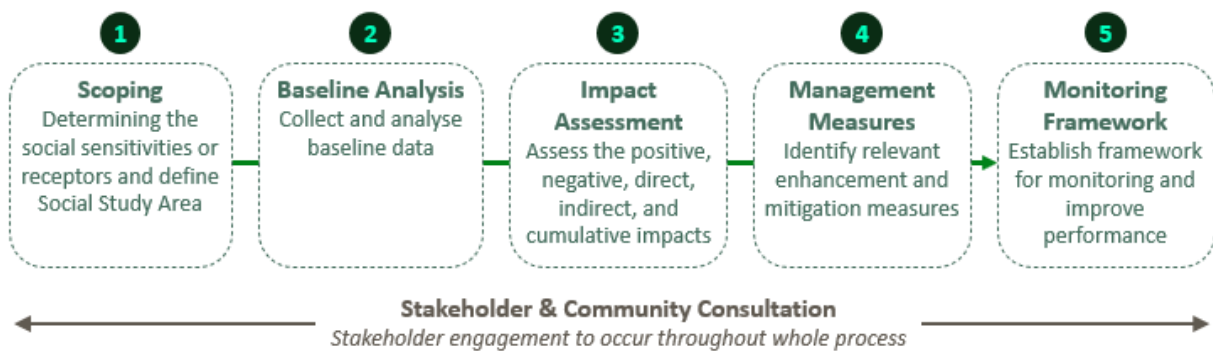


FIGURE 3-1 SIA PROCESS

3.1 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 3-1**) and receptors (refer to **Box 3-2**) – 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 3-1 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 3-2 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**.

3.2 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 the 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 WSD. In addition to the data provided by WSD, data collected and presented in this SIA is based on a review of available data from a range of primary and secondary sources. This includes, but is not limited to:

- The Australian Bureau of Statistics (ABS);
- Queensland Government Department data;

- 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 WSD.

3.2.1 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 (refer to **Section 5**).

To this end, the ABS Suburbs and Localities (SAL) data for Mount Alma, Wooderson, Calliope, River Ranch, West Stowe, Burua, and Beecher, has been used, along with 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 3-1 outlines the ABS datasets used in the Social Baseline.

TABLE 3-1 SUMMARY OF RELEVANT ABS DATASETS

Location	Area (sq kms)	ABS Data Reference
Primary Social Study Area		
Mount Alma SAL	813.5	SAL31935 (2021)
		SSC31953 (2016)
Wooderson SAL	292.2	SAL33131 (2021)
		SSC33161 (2016)
Calliope SAL	183.4	SAL30491 (2021)
		SSC30494 (2016)
River Ranch SAL	11	SAL32436 (2021)
		SSC32460 (2016)
West Stowe SAL	120.4	SAL33042 (2021)
		SSC33072 (2016)
Burua SAL	42.4	SAL30459 (2021)
		SSC30462 (2016)
Beecher SAL	19.2	SAL30197 (2021)
		SSC30199 (2016)
Gladstone SUA	246.1	3006 (2021)
		3005 (2016)
Secondary Social Study Area		
Biloela SAL	18	SAL30252 (2021)
		SSC30254 (2016)

Location	Area (sq kms)	ABS Data Reference
Social Context		
Gladstone LGA	10,484.3	LGA33360 (2021)
		LGA33360 (2016)
Queensland	1,730,172.1	3 (2021)
		3 (2016)

3.3 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 3-2**). 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;
- The issues raised by the stakeholders during the period of community and stakeholder engagement conducted by WSD since March 2024, and the SIA-specific stakeholder engagement for the Project (between September and October 2025); 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.

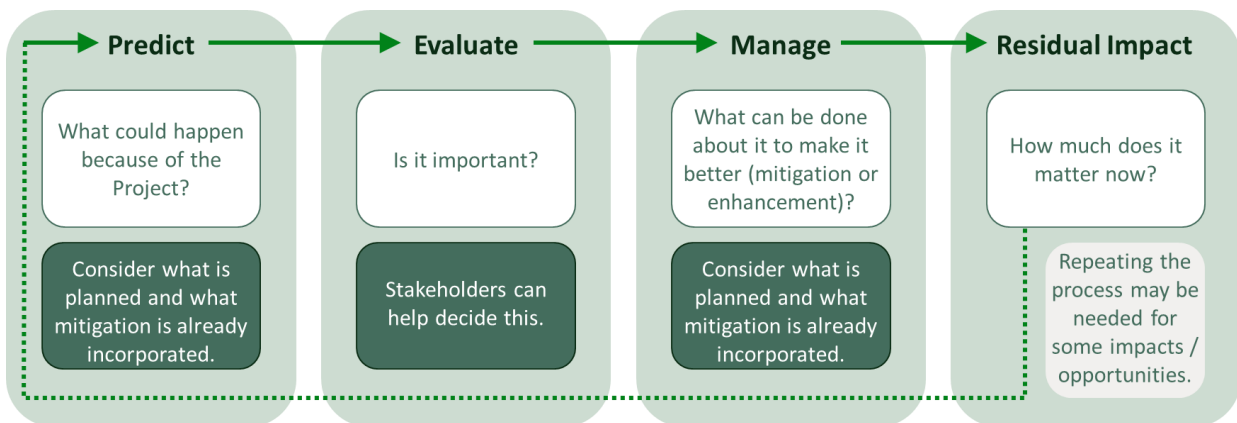


FIGURE 3-2 IMPACT ASSESSMENT PROCESS

The predicted social impacts were assessed to determine their significance, based on the likelihood (defined in **Table 3-2**) 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 3-3** and **Table 3-4**).

TABLE 3-2 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 3-3 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 3-4 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 3-5**. 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 likelihood or magnitude of an impact, a higher impact ranking has been 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 3-5 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		

3.4 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 3-5** 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.

3.5 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:

- Desired outcomes in social terms;
- Indicator(s) that will be used to monitor change;
- Targets against which performance will be assessed;
- Methods that will be used to monitor the social impact;
- Frequency of monitoring;
- Roles and responsibilities involved in the monitoring framework; and
- The process for responding to monitoring results, including the process, and roles and responsibilities for identifying and implementing adaptive management strategies as required.

The framework also outlines any relevant social incident notification and reporting processes, a program for ongoing analysis of social impacts (positive and negative), identification of any data gaps and how they might be addressed, and processes for reviewing and reporting on the monitoring results.

The Preliminary SIMP included in **Section 8** of the SIA is to be used to inform the CBA with Gladstone Regional Council for the purposes of the Project.

4. 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.

4.1 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 solar modules and BESS, as well as ancillary infrastructure such as the overhead transmission line, internal access tracks, the electrical reticulation, the substation, the laydown areas, and the operations and maintenance facility. The current layout for the Project has been informed by existing land use and environmental constraints, 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; environmental values; proximity to neighbouring dwellings; the nature and character of towns/townships and communities; 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 for the Project, including the Glint and Glare Assessment (Issue D, dated 5 March 2025), the Ecological Assessment Report (Version 4, dated 28 March 2025), the Agricultural Land Assessment (dated 27 March 2025), the Bushfire Management Plan (Version Final V1, dated 1 April 2025), the Landscape and Visual Impact Assessment (Revision V6, dated 31 March 2025), the Surface Water Impact Assessment (dated 28 March 2025), and the Traffic Impact Assessment (Revision B, dated 27 March 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 and/or larger population centres between the Project Area and Gladstone that may provide workers, goods and services, or accommodation opportunities for the Project. The Secondary Social Study Area comprises the town of Biloela, located to the west of the Project Area, which is 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 4.2**.

4.2 DESCRIPTION OF THE SOCIAL STUDY AREA

The Social Study Area for the Project comprises a Primary Social Study Area (refer to **Section 4.2.1**) and a Secondary Social Study Area (refer to **Section 4.2.2**), depicted in **Figure 4-1**. Aspects that have been excluded from the Social Study Area are outlined in **Section 4.2.3**.

4.2.1 PRIMARY SOCIAL STUDY AREA

The Project is located approximately 40 km south-west of Gladstone, and approximately 20 km west of Calliope, in Central Queensland. The Project Area is entirely contained within the Gladstone LGA on land that is currently used for cattle grazing.

The Project Area extends across approximately 4,426 ha, with the solar farm and BESS Disturbance Footprint expected to be approximately 1,800 ha. There are nine freehold land parcels and three Host Landowners within the Project Area, two for the Project Area proper, and one associated with the access road and overhead transmission line.

The area immediately surrounding the Project Area is predominantly rural in character and comprises isolated farmsteads, grazing land, forested and naturally elevated landscapes, and the communities of Wooderson and Mount Alma. There are no non-associated dwellings within approximately 6 km of the solar modules. There are 10 non-associated dwellings identified up to 7 km north of the closest solar module along Mount Alma Road and Ayrarie Road. These are the only non-associated dwellings within 10 km of the Project. Based on the Landscape and Visual Impact Assessment, the most affected visual receptors are anticipated to be those between approximately 6 km and 7 km from the closest solar module, dependent upon topography, vegetation, and infrastructure (where present).

It is anticipated that goods and services to support the Construction Phase of the Project will be sourced in large part, where possible, from Calliope and Gladstone. The proposed transport and haulage routes to/from the Project Area will make use of the Dawson Highway, however it is expected that light vehicle travel may occur on adjacent local roads within the communities of Beecher, Burua, West Stowe, River Ranch, Calliope, Wooderson, and Mount Alma, or within the city of Gladstone.

While the current strategy for accommodation of the construction workforce has not been finalised, WSD is considering potential options for a new temporary accommodation camp to be developed on privately owned nearby land; and/or the use of existing accommodation facilities.

Local workers are expected to reside primarily within the Primary Social Study Area within the existing communities surrounding the Project Area, the town of Calliope, or the city of Gladstone. Approximate travel distances and times to/from the Project Area from these locations are provided in **Table 4-1**.

TABLE 4-1 APPROXIMATE TRAVEL DISTANCES

Location	Travel Distance	Travel Time
Mount Alma	n/a	n/a
Wooderson	31 km	19 minutes
Calliope	43 km	27 minutes

Location	Travel Distance	Travel Time
River Ranch	51 km	34 minutes
Burua	52 km	34 minutes
Beecher	56 km	39 minutes
West Stowe	60 km	40 minutes
Gladstone	66 km	50 minutes

Accordingly, the Primary Social Study Area is depicted in **Figure 4-2**, and can be summarised as comprising the following three components:

- The **Project Area and immediate surrounding areas**, inclusive of properties and dwellings located within 7 km. The 7 km extent captures non-associated dwellings located to the north of the Project Area along Mount Alma Road and Ayarie Road.
- The likely **transportation and haulage routes**, comprising part of the heavy vehicle route from the Port of Gladstone to the Project Area, and potential light vehicle routes to/from Calliope, surrounding suburbs (i.e. Mount Alma, Wooderson, River Ranch, West Stowe, Burua, and Beecher), and the city of Gladstone.
- The **surrounding communities, towns, and cities**, between the Project Area and Gladstone, which may provide goods and services, or host accommodation or Drive-in-Drive-Out (DIDO) workers, to support the Construction Phase of the Project.

4.2.2 SECONDARY SOCIAL STUDY AREA

The town of Biloela is situated approximately 55 km (37 minutes) from the Project Area, and whilst the primary focus for the Project will be on the communities, towns/cities, located to the east of the Project Area (towards Gladstone), there may be an opportunity for local workers and/or local goods and services suppliers based in Biloela to be involved in the Project.

Biloela has not been included in the Primary Social Study Area for the following reasons:

- Based on the outcomes of the various technical assessments (glint and glare, landscape and visual, etc.), it is unlikely that the residents of Biloela will experience direct substantive adverse impacts associated with the Project.
- Given the extensive number of renewable energy and non-renewable energy projects in the pipeline for Banana Shire Council LGA (Banana Shire LGA)¹, and the resultant likelihood that the Biloela will be the focal point for Construction Phase population influx for each of these projects, WSD is keen to minimise any contribution to pressures that may be experienced by the population and facilities in Biloela. As such, WSD is not proposing to accommodate workers within the town and/or use the town's social infrastructure for the Project. Rather, WSD is considering accommodation options within Calliope, West Stowe, and/or Gladstone.

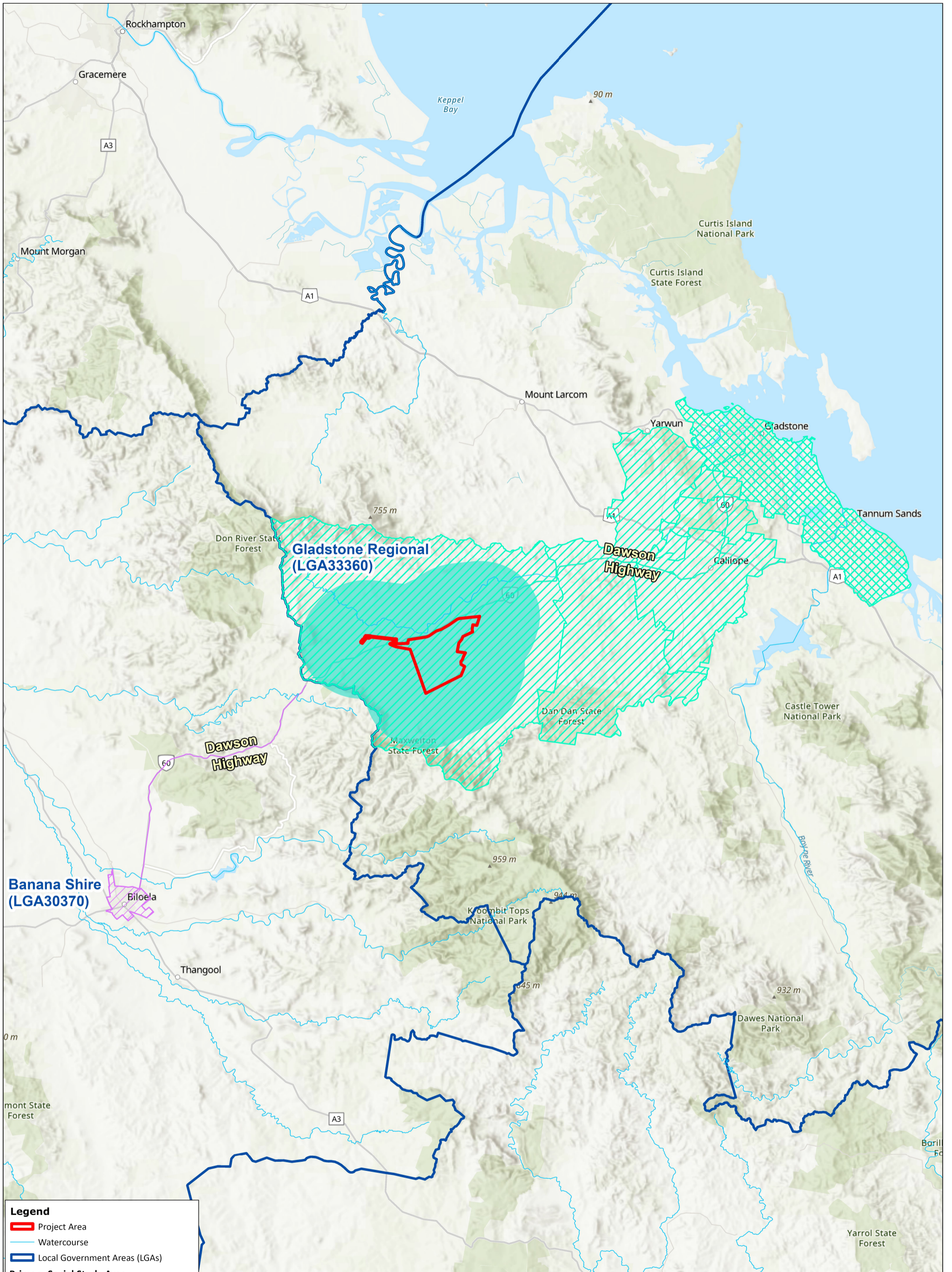
¹ Banana Shire Council has publicly identified 24 resources and renewable energy and recovery industry projects that are in the pipeline to occur within the Banana Shire LGA. The majority of these projects are focused in and around Biloela, given its connection to the Dawson Highway and status as the largest town in the LGA (Banana Shire Council, 2025).

- Anecdotal evidence suggests that Biloela residents often tend to prioritise Rockhampton over Gladstone when accessing higher-order social and/or economic services. As such, residents will use the Burnett Highway, running north from Biloela, rather than Dawson Highway which runs eastward toward Gladstone. Accordingly, residents of Biloela are less likely to pass by the Project Area while commuting.

4.2.3 EXCLUSIONS FROM THE SOCIAL STUDY AREA

The Social Study Area does not include the following:

- The complete extent of haulage routes from the Port of Gladstone where within the confines of the port (i.e. port berth and storage areas) and where State/National highways (i.e. Dawson Highway) are to be used by the Project, apart from the sections directly adjacent to the Project Area. The rationale for this exclusion is as follows:
 - Large parts of the haulage routes identified for potential use by the Project have already been designed and constructed to accommodate large-scale industrial vehicles (i.e. B-Doubles).
 - Sections of haulage routes to be included in the Social Study Area have been limited to those which are relevant to localised community impacts (e.g. glint and glare, landscape and visual, etc.) may be experienced based on the results of the relevant technical assessments, or are likely to be used for non-material transport related purposes (e.g. worker movements, local school bus routes, etc.).



Legend

- ▬ Project Area
- ▬ Watercourse
- ▬ Local Government Areas (LGAs)
- Primary Social Study Area**
- Project Area and Immediate Surrounds
- Suburbs and Localities (SALs)
- Gladstone Significant Urban Area (SUA)
- Secondary Social Study Area**
- Biloela SAL (SAL30252)

Coordinate System:
GCS WGS 1984

Date: 26/08/2025

Created By: IS

Drawing Size: A3

0 5 10 15km

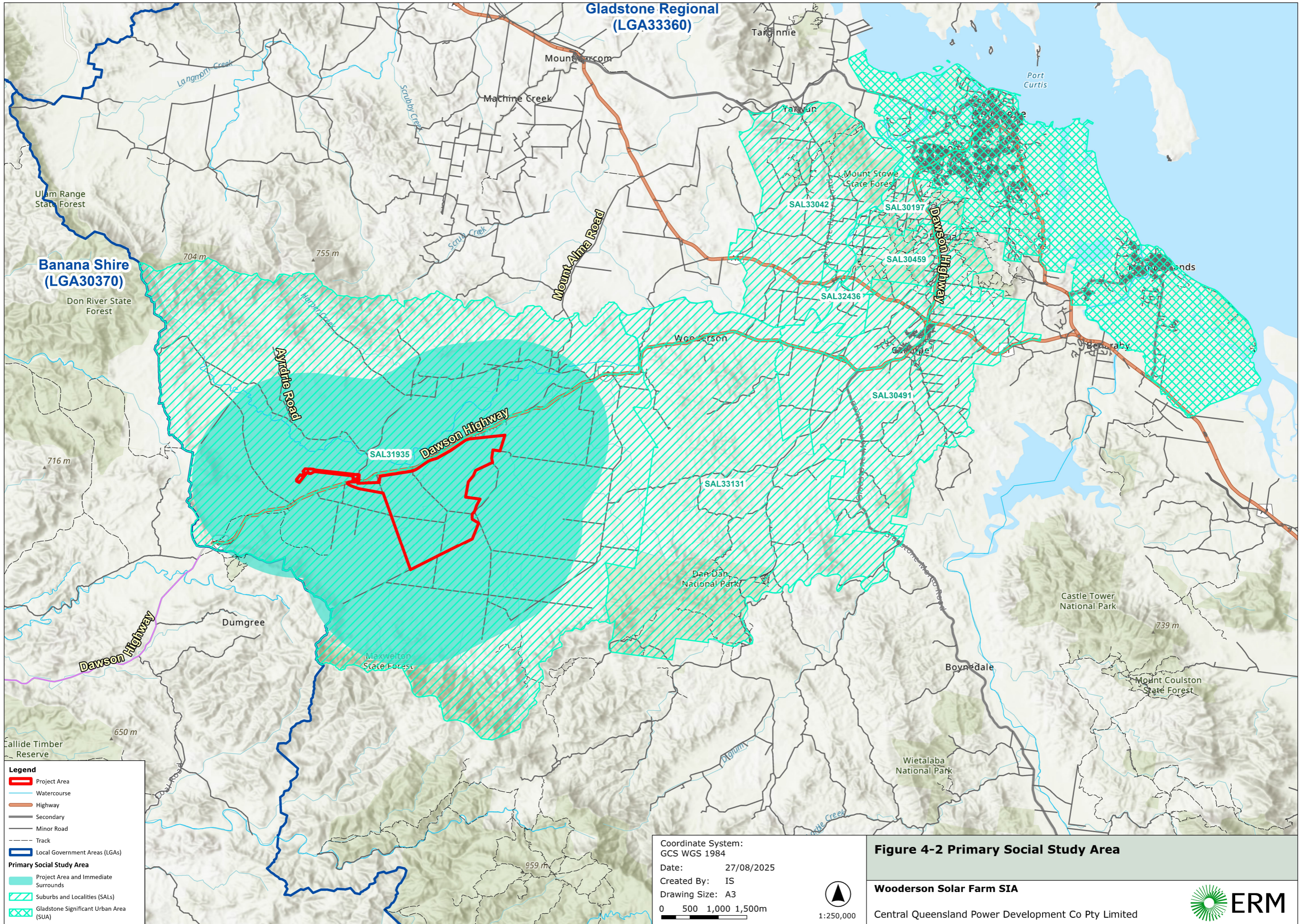
1:450,000

Figure 4-1 Social Study Area

Wooderson Solar Farm SIA

Central Queensland Power Development Co Pty Limited





Gladstone Regional
(LGA33360)

Banana Shire
(LGA30370)

Legend

- Project Area
- Watercourse
- Highway
- Secondary
- Minor Road
- Track
- Local Government Areas (LGAs)

Primary Social Study Area

- Project Area and Immediate Surrounds
- Suburbs and Localities (SALs)
- Gladstone Significant Urban Area (SUA)

Coordinate System:
GCS WGS 1984

Date: 27/08/2025

Created By: IS

Drawing Size: A3

0 500 1,000 1,500m

1:250,000

Figure 4-2 Primary Social Study Area

Wooderson Solar Farm SIA

Central Queensland Power Development Co Pty Limited

4.3 STAKEHOLDER IDENTIFICATION

Based on the Project's Social Study Area (refer to **Section 4.2**), the key stakeholder groups identified as potentially affected by and/or interested in the Project are outlined in **Table 4-2**. 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 5**).

TABLE 4-2 KEY STAKEHOLDERS

Stakeholder Group	Stakeholder	Receptor (Y/N)
Host Landowners	Landowners with the potential to host infrastructure, have already been engaged and have agreed to host infrastructure. Three host landowners for the Project. Each host landowner has already been engaged and agreed to host infrastructure.	Yes
Immediate Neighbours	Properties or dwellings located up to 7 km from the Project Area: <ul style="list-style-type: none"> Neighbouring landowners / dwellings which include 15 associated dwellings, and 10 non-associated dwellings. 	Yes
Surrounding Community Members	Community members who live within localities surrounding the Project: <ul style="list-style-type: none"> Members of the Mount Alma, Wooderson, Calliope, River Ranch, West Stowe, Burua, Beecher, Gladstone, and Biloela communities. 	Yes
First Nations / Aboriginal Groups	The First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda (FNBGGGTB) Peoples are the First Nations Group relevant to the Project.	Yes
Local Community Groups	Community groups located within the Social Study Area, including but not limited to: <ul style="list-style-type: none"> Calliope Rotary Club Queensland Country Women's Association (CWA) Calliope Branch Calliope River Men's Shed Calliope Scout Group Port Curtis Historical Society Inc 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 Calliope Polocrosse Club Calliope Rodeo Association Calliope Rooster RLFC Calliope Sliders Reining Horse Club Calliope Soccer Club Gladstone District Pistol Club Port Curtis District Men's Bowls Association Sporting Shooters Association of Australia Queensland (located in Wooderson) Fitzroy Basin Association Gladstone Conservation Council 	Yes

Stakeholder Group	Stakeholder	Receptor (Y/N)
	<ul style="list-style-type: none"> • Beyond Zero Emissions • BirdLife Capricornia • Boyne Calliope Sub Region Landcare Group • Farmers For Climate Action • Queensland Conservation Council (Gladstone) • Australian Conservation Foundation (Gladstone Branch) 	
Business and Industry	<p>Local and regional businesses and industry groups located within the Social Study Area, including but not limited to:</p> <ul style="list-style-type: none"> • Gladstone Area Promotion & Development Ltd (GAPDL) • Gladstone Chamber of Commerce and Industry • Strong Communities • First Nations Chamber of Commerce and Industry • Queensland Farmers Federation • Gladstone Industry Leadership Group • Gladstone Engineering Alliance • Connecting Industry (Gladstone) • Homeground Gladstone (Calliope) • Calliope Caravan Park • Railway Hotel Motel • Diggers Arms Hotel • Comfort Hotel Parklands Calliope • Callide Dawson Chamber of Commerce (Biloela) • Enterprise Biloela Assoc Inc. • Calliope Medical Centre • Outback GP (Calliope) • GP Ultra Hub Calliope • ACE Medical Centre (Biloela) • Griffith Oxley Clinic (Biloela) • Biloela Medical Centre 	Yes
Infrastructure Owners / Operators	<p>Owners/Operators of surrounding infrastructure:</p> <ul style="list-style-type: none"> • Gladstone Ports Corporation • Aurizon (Moura System Railway) • Powerlink • Australia Pacific Liquefied Natural Gas (LNG) • Queensland Curtis LNG • Gladstone LNG • Jemena Pty Ltd • CS Energy 	Yes
Emergency Services	<p>Local branches of emergency services located within the Social Study Area:</p> <ul style="list-style-type: none"> • Queensland Fire and Emergency Services (QFES) Central Region • Gladstone Fire Station • QFES Rural Fire Service Gladstone • Mount Alama Rural Fire Service • Calliope Fire and Rescue Station • Calliope State Emergency Services (SES) • Calliope Police Station • Calliope Ambulance Station • Gladstone Hospital • Biloela Fire Station • Biloela Police Station • Biloela Ambulance Station • Biloela Hospital 	Yes

Stakeholder Group	Stakeholder	Receptor (Y/N)
Educational Organisations	Educational Organisations, including but not limited to: <ul style="list-style-type: none"> • Calliope State School • Calliope State High School • Energy Skills Queensland • Central Qld Innovation Research Precinct • Central Queensland University (CQ University) – Institute for Farming Systems • Technical and Further Education (TAFE) 	No
Local Council	Gladstone Regional Council representatives and executives, including but not limited to: <ul style="list-style-type: none"> • Counsellor (Cr) Matt Burnett, Mayor • Cr Natalia Muszkat, Deputy Mayor • Leisa Dowling, Chief Executive Officer • Kristy Marks, Economic Development Manager • Mark Francis, General Manager Assets and Environment • Carly Quinn, General Manager People and Strategy • Cr Karen Davis, GADPL representative • Cr Leanne Patrick • Cr Mellissa Holzheimer • Cr Michelle Wagner • Cr Simon McClintock • Cr Glenn Churchill • Cr Chris Cameron Banana Shire Council representatives and executives, including but not limited to: <ul style="list-style-type: none"> • Cr Neville Ferrier, Mayor • Tom Upton, Chief Executive Officer • Chris Welch, Director Council Services • Venkat Peteti, Director Corporate and Community Services • Cr Adam Burling • Cr Ashley Jensen • Cr Phillip Casey • Cr Kerrith Bailey 	No
State / Federal Government	Federal/State Departments, including but not limited to: <ul style="list-style-type: none"> • 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 Members of Parliament: <ul style="list-style-type: none"> • Bryson Head, State Member for Callide • Glenn Butcher, State Member for Gladstone • Colin Boyce, Federal Member for Flynn 	No
Local, State and National Media	Various media entities distributed within the Social Study Area, including but not limited to: <ul style="list-style-type: none"> • Gladstone Today • CQ Today • CQ News • The Morning Bulletin • Gladstone Observer • 4RO • Hit CQ • Triple M CQ 	No

Stakeholder Group	Stakeholder	Receptor (Y/N)
	<ul style="list-style-type: none"> • ABC Capricornia • 4US Community radio • 4CC • Courier Mail • Resource Industry Media • Renew Economy • ABC TV and radio • Commercial TV 7/9/10 	

4.4 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.

A review of the Queensland Treasury's Electricity Generation Map and the DSDIP Coordinated Projects Map, has identified five projects within Primary Social Study Area of the Project:

1. Upper Calliope Solar Farm
2. Mount Rainbow Wind Farm
3. Big G Pumped Hydro
4. Bungaban Wind Energy Project
5. Pacific Solar Hydrogen

In addition, with respect to the Secondary Social Study Area, 24 resources and renewable energy and recovery industry projects are in the pipeline to occur within the neighbouring Banana Shire LGA. The majority of these projects are focused in and around Biloela, given its connection to the Dawson Highway and status as the largest town in the LGA (Banana Shire Council, 2025). The projects in proximity to the Project, comprise:

1. Callide Solar Power Station Project
2. Specimen Hill Wind Farm
3. Callide Wind Farm
4. Smoky Creek and Guthrie's Gap Solar Power Station
5. CS Energy Callide Power Station
6. Batchfire Resources Callide Mine Boundary Hill and Callide

A summary of the available information of relevance to the consideration of potential cumulative impacts (refer to **Section 7**) is provided in **Table 4-3**.

TABLE 4-3 SUMMARY OF KEY SURROUNDING PROJECTS

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Potential Construction Phase Overlap ²	Link
Upper Calliope Solar Farm	European Energy	1,300 MW	~10 km	Assessment	Unknown	Unknown	Unknown	[1]
Mount Rainbow Wind Farm	CQP	315 MW	~25 km	Development	Construction to Commence: Q4 2028	Construction: 400 Operation: 14	Yes	[2]
Specimen Hill Wind Farm	Ark Energy	380 MW	~20 km	Approved	Construction to Commence: Q1 2025	Construction: 250-350 Operation: 15-30	No	[3]
Big G Pumped Hydro	BePower	800 MW	~15 km	Development	Construction to Commence: 2028	Construction: 1,000	Yes	[4]
Callide Wind Farm	DP Energy	430 MW	~30 km	Development	Construction to Commence: Q3 2025	Construction: 280 Operation: 30	No	[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	No	[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	No	[7]

² The Project is proposed to commence construction in 2028, with operation anticipated from 2029.

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Potential Construction Phase Overlap ²	Link
Pacific Solar Hydrogen	European Energy	3.6 GW	Unknown	Early feasibility	Unknown	Unknown	Unknown	[8]
Callide Solar Power Station Project	Edify Energy	240 MW	~35 km	Development	Construction to Commence: 2025/2026	Construction: 230 Operation: 7	Yes	[9]
CS Energy Callide Power Station	CS Energy	1,544 MW	~35 km	Operational	Complete	Operation: 246	No	[10]
Batchfire Resources Callide Mine Boundary Hill and Callide	Batchfire Resources	Unknown	~35 km	Operational	Complete	Operation: 700	No	[11]
East End BESS	TE H2	500 MW	~16 km	Development	Construction to Commence: Early 2028	Construction: 150-200 Operation: 6-10	Yes	[12]

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; CS Energy, 2024; Batchfire Resources, 2025; Total Energies H2, 2025.

4.5 REGULATORY CONTEXT

This section describes the regulatory context relevant to the SIA and the Social Study Area. This includes legislative and/or policy documentation relevant to the broader strategic context of the Project.

4.5.1 PLANNING ACT 2016

The Planning Act provides the overarching statutory framework for planning and development assessment in Queensland. Schedule 10, Part 16AA, Division 2 of the Planning Regulation 2017 specifies that the assessment benchmark for solar farms is the State Development Assessment Provisions (SDAP). SDAP Version 3.3 includes State Code 26: Solar Farm Development (DSDIP, 2025c), and the supporting Planning Guideline for State Code 26: Solar Farm Development (DSDIP, 2025d), which have been prepared to ensure risks to individuals, communities and the environment from solar farm projects are adequately identified, assessed, and where appropriate, mitigated and/or managed.

The relevant Performance Outcomes of State Code 26: Solar Farm Development are outlined in **Table 4-4**.

TABLE 4-4 STATE CODE 26: SOLAR FARM DEVELOPMENT – PERFORMANCE OUTCOMES

Performance Outcome	Relevance to SIA
<p>PO15 Development demonstrates that either:</p> <ul style="list-style-type: none"> a community benefit agreement has been entered into; 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 	<p>This SIA has been prepared for the Project to support WSD 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 the Gladstone Regional Council.</p>

4.5.2 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 amended the Planning Act and other components of Queensland’s planning framework to make solar farms ‘impact assessable’ and establish a new Community Benefit System, to occur prior to the Development Assessment process.

The Community Benefit System requires that a solar farm development be subject to a CBA. This CBA must be informed by a SIA, with both documents submitted to enable the lodgement of a “properly made” 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 the Gladstone Regional Council, and meet the requirements of the Development Application process.

4.5.3 QUEENSLAND SIA GUIDELINE

In Queensland, the preparation of a SIA is a requirement for all projects subject to an Environmental Impact Statement process under the *State Development and Public Works Organisation Act 1971* and the *Environmental Protection Act 1994*, with the SIA Guideline acting as a key guidance document for the preparation of EIS, specifically the accompanying SIA.

In July 2025, the SIA Guideline was amended as part of the package supporting the PSICBOLA Act to incorporate the SIA triggers under the Planning Act relevant to renewable energy projects, including solar farms.

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 Social Impact Assessment Supplementary Material for Assessing and Managing the Social Impacts of Projects under the SIA Guideline (July 2025). 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, p.1-2).

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.

4.5.4 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 (PALU)³ while supporting co-existence opportunities for the resources sector; and
2. Provide certainty for the future growth of towns.

³ The Regional Plan defines PALU as, "...a land use included in class 3.3, 3.4, 3.5, 4 or 5.1 under the Australian Land Use and Management Classification Version 7, May 2010 published by the Department of Agriculture, Fisheries and Forestry ABARES, Australian Government." (DSDIP, 2013, p.49)

A summary of how the Project and/or SIA have considered these two regional outcomes, and their associated policies, is provided in **Table 4-5**.

TABLE 4-5 CENTRAL QUEENSLAND REGIONAL PLAN 2013 – REGIONAL OUTCOMES AND POLICIES

Regional Outcome	Regional Policy	Relevance to SIA
Agriculture and resources industries within the Central Queensland region continue to grow with certainty and investor confidence.	Protect PALU within Priority Agricultural Areas ⁴ .	The Project Area is situated on land currently used for cattle grazing. The land has been independently assessed through an Agricultural Land Assessment conducted by Pinnacle Pocket Consulting (2025) as, "...not suited to cropping." (p.5) as it was determined to contain Agricultural Land Class C2, which is the poorest grade of agricultural land. Additionally, the Project Area was further assessed neither as Agricultural Land Class A or B, Good Quality Agricultural Land, or Strategic Cropping Land.
	Maximise opportunities for co-existence of resource and agricultural land uses within Priority Agricultural Areas.	While the Project is not a resource land use, the Agricultural Land Assessment (Pinnacle Pocket Consulting, 2025) has identified that cattle will be displaced from approximately 1,800 ha of land as a result of the Project. Despite this displacement, there remains the potential for the Host Landowner to use the parts of the Project Area not used for Project related infrastructure for collaborative land uses, such as sheep grazing. The Proponent has committed to working with the Host Landowners to determine prospective opportunities for coexistence.
The growth potential of towns within the Central Queensland region is enabled through the establishment of Priority Living Areas ⁵ . Compatible resource activities within these areas which are in the communities' interest can be supported by local governments.	Safeguard the areas required for the growth of towns through the establishment of Priority Living Areas.	The Project Area is not located within the Priority Living Areas nominated in Schedule 1 of the Regional Plan. As identified in Section 4.2 , the SIA has identified a Social Study Area which considered the potential impacts on stakeholders and receptors located within the towns of Calliope and Gladstone (Primary Study Area) and Biloela (Secondary Study Area).
	Provide for resource activities to locate within a Priority Living Area where it meets the communities' expectations as determined by the relevant local government.	While the Project is not a resource activity, the Proponent has engaged with a range of stakeholders relevant to the Project, including Gladstone Regional Council and Banana Shire Council, in order to determine potential issues, concerns, or opportunities relevant to the local communities within the Social Study Area (refer to Section 6).

⁴ As identified within Map 1 of the Regional Plan (DSDIP, 2013, p.16)

⁵ As identified in Schedule 1 of the Regional Plan (DSDIP, 2013, p.34-47). Of relevance to the Social Study Area are the town and areas surrounding Biloela, Gladstone, and Calliope.

In addition to the regional outcomes, the Regional Plan also identifies electricity as a key consideration within the region. Specifically, 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 450 MW, and up to 8 hours of battery storage. This electricity output will contribute to Central Queensland's power supply and supply up to 235,000 houses with electricity.

4.5.5 GLADSTONE REGIONAL COUNCIL PLANNING SCHEME 2017

The Gladstone Regional Council Planning Scheme 2017 (Planning Scheme) provides the means by which 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 identifies six strategic framework themes. An overview of the relevant social aspects of these strategic framework themes is provided in **Table 4-6**.

TABLE 4-6 GLADSTONE REGIONAL COUNCIL PLANNING SCHEME – STRATEGIC FRAMEWORK THEMES

Theme and Strategic Outcome	Relevance to SIA
Gateway to the World	<ul style="list-style-type: none"> • (12) Agricultural and rural land uses are a valuable economic and social resource and are conserved and sustained. Fragmentation of this resource is not supported. • (13) Agricultural land classification (A and B); intensive rural activities; stock routes; and intensive recreational activities in the Awoonga Dam catchment and bore areas are protected from incompatible land uses. • (14) Tourism occurs in mixed use centres and the Gladstone CBD through short term accommodation and in integrated tourist resort complexes and associated facilities on the islands of Heron, Quoin and Lady Elliot. Other smaller scale tourist uses in rural and coastal townships (such as Agnes Water and Seventeen Seventy) and rural places are appropriate where associated with rural and coastal attractions.
Community Living	<ul style="list-style-type: none"> • (9) Major short term accommodation is concentrated in the Gladstone CBD, urban revitalisation areas and mixed use centres. Smaller scale short term accommodation within rural and coastal townships supports tourism associated with rural and coastal attractions. • (10) Non-resident worker accommodation generally occurs in locations where they are part of the urban fabric. They are designed to create a sense of place and identity, be adaptable to other housing needs and leave a legacy of infrastructure for communities. Non-resident worker accommodation outside urban areas must be self-sufficient in all forms of servicing and infrastructure needs.

Theme and Strategic Outcome	Relevance to SIA
Connecting our Places	<ul style="list-style-type: none"> • (2) Development achieves the efficient use of existing transport and community infrastructure and the timely and equitable delivery of new infrastructure. • (7) The road network ensures the safe and efficient movement of people to employment nodes (including specific use and industrial places) and mixed use centres. • (9) Major freight and haulage routes avoid sensitive areas and surrounding development does not compromise their important function in servicing specific use and industrial places throughout the region.
Building it Better: Our Urban Areas	<ul style="list-style-type: none"> • (8) Infrastructure planning and investment is organised to support development in an efficient and timely manner.
Our Environment and Heritage	<ul style="list-style-type: none"> • (2) Natural places including areas with national and state environmental significance are protected through appropriate planning and development practices. • (4) The region's identified scenic amenity values are protected from inappropriate development. • (9) Development avoids areas affected by natural hazards where these risks can't be mitigated to an acceptable or tolerable level through development design and location measures. Sensitive uses are located in areas free from natural hazards or where the risks from natural hazards are acceptable. • (10) Places of cultural heritage are conserved so that the unique cultural and historical identity and diversity of the Gladstone region can be appreciated and interpreted.
Our Rural and Coastal Townships and Places	<ul style="list-style-type: none"> • (1) The individual character and unique identity of rural and coastal communities is retained and their roles clearly defined. • (4) Fragmentation of rural lands in the Rural zone does not occur. • (6) Non-residential development in rural and coastal townships supports local level service needs with the exception of small scale tourism activities. Development supporting urban scale needs is not supported.

4.5.6 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, the Gladstone Regional 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 4-7**. 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 4-7 MONETARY CONTRIBUTION THRESHOLDS

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

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 the Gladstone Regional Council will not enter into a CBA unless it is satisfied that the agreement delivers a public benefit. A public benefit is taken 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 4-8**.

TABLE 4-8 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.

Category	Criteria
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

4.5.7 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 the Gladstone Regional Council that are relevant to the Project are summarised in **Table 4-9**.

TABLE 4-9 ECONOMIC TRANSITION ROADMAP THEMES AND STAKEHOLDER ASPIRATIONS

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
Energy Security, Reliability and Affordability	<ul style="list-style-type: none"> 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 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. 	<ul style="list-style-type: none"> 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 development assessment avoids competing interests and generates stakeholder support by consulting, mitigating and compensating for infrastructure impacts
Diversifying the Regional Economy	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
		<p>Industry Precinct concept proposed by Beyond Zero Emissions</p> <ul style="list-style-type: none"> Engaging people currently marginalised from the workforce and attracting workers to live in the region long-term
Workforce Development	<ul style="list-style-type: none"> 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” 	<ul style="list-style-type: none"> 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 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	<ul style="list-style-type: none"> 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 livability. 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 	<ul style="list-style-type: none"> 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.

Theme	Stakeholder Aspiration	Gladstone Regional Council Actions
	employment and procurement opportunities, as well as participating in new models such as community owned energy projects	For example, through social infrastructure planning and industry-based community benefit funds

Source: Gladstone Regional Council, 2022

4.5.8 SOCIAL INFRASTRUCTURE INVESTMENT PRIORITIES

The Social Infrastructure Investment Priorities (Gladstone Regional Council, n.d.) enables the prioritisation of the Gladstone region's needs and social investment opportunities. The key focus areas and associated priorities are summarised in **Table 4-10**. The identified social infrastructure investment priorities will be used to inform the CBA for the Project (refer to **Section 9**).

TABLE 4-10 SOCIAL INFRASTRUCTURE INVESTMENT PRIORITIES

Key Focus Areas	Priorities	Example Actions
Health and wellbeing	Healthcare accessibility	<ul style="list-style-type: none"> Expanding healthcare facilities Recruiting and retaining additional medical professionals and specialists
	Mental health support	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Developing parks and sports facilities Recreational programs
	Environmental health measures	<ul style="list-style-type: none"> Monitoring air and water quality Promoting sustainable practices Addressing potential adverse impacts on health arising from construction and operation
Education, employment and training	Inclusion	<ul style="list-style-type: none"> Sustainable education and employment opportunities for First Nations students and workers
	Education and skills development	<ul style="list-style-type: none"> Exploring alternative routes of connecting with the future workforce, specifically disengaged or disadvantaged youth
	Technical and vocational education and training programs	<ul style="list-style-type: none"> Expanding technical and vocational education and training programs that cater to the specific skills needed in the renewable energy industry
	Higher education partnerships	<ul style="list-style-type: none"> Creating research centres focused on renewable energy innovation and offering scholarships or incentives to students pursuing studies in related fields
	Community outreach and education	<ul style="list-style-type: none"> Organising workshops, seminars and educational campaigns targeting students and broader community to foster understanding and support for the new industry

Key Focus Areas	Priorities	Example Actions
	Job placement and transition support services	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Collaborative effort with local healthcare providers and community organisations to ensure comprehensive support for families with young children
	Early intervention and support services	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Safety education campaigns to mitigate antisocial behaviours that may come with an influx of transient workforce engaging in the general community
	Community resilience planning	<ul style="list-style-type: none"> • Developing community resilience plans that address potential risks and vulnerabilities associated with the transition process
Ageing in place	Community centres and senior facilities	<ul style="list-style-type: none"> • Establishing community centres and senior facilities that offer a range of services and activities tailored to seniors' needs
	Affordable housing and home modification programs	<ul style="list-style-type: none"> • Ensuring suitable supply of appropriate and affordable housing options • Implementing home modification programs
	Transportation services and mobility support	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Implementing green building practices • Promoting energy-efficient housing designs • Incorporating renewable energy technologies (e.g. solar panels, energy-efficient appliances, etc.)

Key Focus Areas	Priorities	Example Actions
Community facilities and services	Education and training centres	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Establish or enhance healthcare facilities, mental health services and recreational spaces
	Infrastructure for sustainable living	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Building or expanding schools, healthcare centres, youth centres, recreational facilities and transport infrastructure
Enabling infrastructure	Gladstone heavy vehicle and oversize overmass lad transport corridor	<ul style="list-style-type: none"> Road infrastructure and asset integrity
	Public transport expansion	<ul style="list-style-type: none"> 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)
	Investment in alternative transportation	<ul style="list-style-type: none"> 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.

4.5.9 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. Upon passage of the Bill (expected in December 2025), the renewable energy targets established under the aforementioned Acts will be repealed.

Regardless, the Project will contribute to the previously defined emissions reduction and generation targets outlined in both Acts through increasing the supply and production of renewable energy within Queensland – specifically by providing up to 450 MW of solar PV energy and creating up to 400 jobs during the Construction Phase and up to 10 jobs during the Operation Phase. The development of greater renewable energy capacity will also assist non-renewable sectors in their transition into a renewable economy, through Power Purchase Agreements or verified carbon offsetting of greenhouse gas emissions.

4.5.10 QUEENSLAND ENERGY ROADMAP

On 10 October 2025, the Queensland Government released the Queensland Energy Roadmap 2025 (Energy Roadmap) to provide a strategic framework for delivering affordable, reliable and sustainable energy across Queensland. It reinforces the Queensland Government's commitment to expanding renewable energy assets, with key initiatives including the establishment of Regional Energy Hubs to replace the previously identified Renewable Energy Zones, and the introduction of a new Code of Conduct. A core component of the Energy Roadmap focuses on private sector investment into new energy generation, including renewables developments.

Regional Energy Hubs will facilitate cost-efficient, shared transmission connections for new energy generation projects. Additionally, the Eastern Link of CopperString will be delivered with major construction commencing in 2028. Meanwhile, the Code of Conduct will help streamline approvals processes by outlining best industry practice and set expectations for renewables developments.

Although renewable energy targets are no longer an inclusion in the Queensland Government's energy planning, there is recognition that up to 6.8 GW of new wind and large-scale solar capacity will be required by 2030, with the potential capacity of wind energy up to around 7.8 GW by 2035. It is important to note, coal powered generation will remain as a key contributor of the State's energy needs. Despite this, the Project contributes to the implementation of solar energy, aligning with sustainable energy initiatives across Queensland.

5. SOCIAL BASELINE

This section provides an overview of the social baseline for the Project's Social Study Area (refer to **Section 4.2**). 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 7**.

While the social baseline has been principally informed by publicly available information (as described in **Section 3.2**) the outcomes of the community and stakeholder engagement undertaken (refer to **Section 6**) has helped to validate the information contained therein, and inform the development of the following sections of this report.

5.1 LAND USE CONTEXT

The Project Area is approximately 4,426 ha in size and covers nine freehold land parcels, owned by three Host Landowners - two of which own the land in the Project Area proper, and one that owns the land associated with the access road and overhead transmission line for the Project.

The topography of the Project Area reflects a gently undulating flat landscape that rises to low hills ranging between 50 m and 120 m Australian Height Datum (AHD). The south-western boundary of the Project Area bestrides the foothills of the nearby Calliope Range (Umwelt (Australia) Pty Limited. 2025).

The land uses within the Project Area are generally homogenous with those in the surrounding area, comprising rural and agricultural related uses. Under the Planning Scheme, the Project Area is zoned 'Rural', which is consistent with the neighbouring allotments, with the exception of the land located to the north of the Project Area which is zoned 'Special Purpose', catering for the Moura System Railway line.

The Project Area has historically undergone large-scale land clearing activities in order to enable cattle grazing activities to occur. As such, the Project Area includes several unsealed access tracks, dams, troughs, cattle fences, and a stockyard. The Agricultural Land Assessment (Pinnacle Pocket Consulting, 2025) states that the long-term carrying capacity of the land, with respect to cattle grazing, is 853 Adult Equivalents (AE)⁶.

Outside of the areas previously cleared to accommodate grazing activities, such as the south-western portion of the Project Area, there are sections of mature regrowth vegetation dominated by Eucalyptus and Melaleuca species. Additionally, there are pockets of remnant vegetation located throughout the Project Area; however, these are fragmented and occur predominantly along the riparian corridors that traverse the landscape (Umwelt (Australia) Pty Limited. 2025).

5.2 DEMOGRAPHIC PROFILE

Table 5-1 draws on the ABS datasets listed in **Table 3-1** (refer to **Section 3**) to provide a current demographic overview of the Social Study Area.

Analysis of the data presented in **Table 5-1** identifies:

- The Calliope SAL had the lowest median age in the Primary Social Study Area in both 2016 (31) and 2021 (32). The main driver of the lower median age is the larger proportion of

⁶ AE is a standard measure of grazing loads used for cattle grazing within Australia.

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%).

- The communities within the Primary Social Study Area with the highest percentage of the population over the age of 65 are the Mount Alma SAL (18.6%), the River Ranch SAL (18.4%), and the Beecher SAL (17%), each of which are either consistent with, or exceed the percentages for the Gladstone LGA (13.9%) and Queensland (17%).
- The Mount Alma and West Stowe SAL's both experienced a population growth between 2016 and 2021, being an increase of 25.5% and 25.7%, respectively. Both of these SAL's also had a large population sex difference in 2021, with a population difference between of 19.2% favouring females in the Mount Alma SAL, and 26% in favour of males in the West Stowe SAL. This was in contrast to 2016, wherein Mount Alma had a 20% difference favouring men.
- The River Ranch SAL experienced a substantial population decrease of 24.6% between 2016 and 2021. The median age of the population within the SAL also increased from 42 to 44 which is a higher than both the Gladstone LGA and Queensland. A slight population decrease was experienced within the Secondary Social Study Area with the Biloela SAL reducing in population by 1.1% between 2016 and 2021.
- The Aboriginal and/or Torres Strait Islander populations are relatively consistent throughout SALs in 2021 (3.2% to 3.7%) with the exception of the Burua SAL with 5.5%, the Gladstone SUA with 6.7%, and the Calliope SAL with a population of 6.8%. Both the Gladstone SUA and the Calliope SAL exceeded both Gladstone LGA (6.7%) and Queensland (4.6%) population percentages. The Mount Alma SAL, on the other hand, recorded no Aboriginal and/or Torres Strait Islanders in 2016 and 2021.
- Households where a non-English language is used experienced a percentage increase between 2016 and 2021, with the exception of the Burua SAL, wherein the number of households decreased by 3.9%. The average percentage of households where a non-English language is used across the SALs is lower than the Gladstone LGA and State percentages.

TABLE 5-1 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										
Mount Alma SAL	2021	59	25.5	40	40.4	59.6	0	18.6	25.4	0
	2016	47		44	60	40	0	31.9	17	0
Wooderson SAL	2021	217	15.4	38	50.5	49.5	3.2	12.8	24	4.3
	2016	188		42	50.5	49.5	2.1	12.1	15.3	0
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
River Ranch SAL	2021	269	-24.6	44	52.2	47.8	3.7	18.4	17.3	3.2
	2016	357		42	51.3	48.7	3	15.7	19.6	1.5
West Stowe SAL	2021	391	25.7	45	63	37	3.6	10.2	11.1	3.3
	2016	311		40	59	41	1	6.9	21.4	6.3
Burua SAL	2021	849	9.7	39	53.6	46.4	5.5	9.9	23.5	2.9
	2016	774		36	52.8	47.2	3.8	5.6	24	6.8
Beecher SAL	2021	876	1.5	44	52.1	47.9	3.2	17	20.6	1.8
	2016	863		41	52.7	47.3	1.4	12.9	22.5	3.9
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	9.1

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 (%)				
Secondary Social Study Area										
Biloela SAL	2021	5,692	-1.1	36	50.1	49.9	4.7	13.2	21.3	11.2
	2016	5,758		34	50.8	49.2	4.3	11	23.5	9.6
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
Queensland	2021	5,156,138	9.6	38	49.3	50.7	4.6	17	18.7	15.6
	2016	4,703,193		37	49.4	50.6	4	17.2	19.4	13.5

Source: Australian Bureau of Statistics [ABS], 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021i; ABS, 2016i; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k

Note: Further information relating to youth and the elderly, linguistical diversity, and First Nations is provided in **Section 5.9**.

Population projections relevant to the Gladstone LGA were investigated to understand how the population is expected to change over the coming years – an aspect of particular importance given that the Construction Phase of the Project is not due to start until 2028. Populations typically increase and decrease based on a range of factors, including employment opportunities, income, housing availability, and accessibility to services. **Table 5-2** denotes the population projections of the Gladstone LGA in 2026, 2036, and 2046, based on three potential scenarios.

Taking the 'medium' projection in **Table 5-2**, the percentage change in the decades between the years is predicted to be as follows:

- 2021 and 2026: 5.9% increase;
- 2026 and 2036: 8.6% increase; and
- 2036 and 2046: 7.2% increase.

TABLE 5-2 GLADSTONE LGA POPULATION PROJECTIONS

Projection Scenario	2026	2036	2046
Low	67,063	71,226	74,122
Medium	67,236	73,021	78,285
High	67,386	74,758	82,459

Source: Queensland Government Statistician's Office, 2023.

5.3 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 5.3.1**), income (refer to **Section 5.3.2**), and local business characteristics (refer to **Section 5.3.3**).

5.3.1 LABOUR FORCE

In 2021, the total labour force within the Social Study Area was approximately 29,263 workers, an increase of 363 workers from 2016. **Table 5-3** provides an overview of the employment status of residents within the Social Study Area, with the following identified:

- Outside of the Gladstone SUA, the Biloela SAL and the Calliope SAL had the largest number of persons employed within the labour force in 2021, with 2,801 and 2,444 people employed, respectively.
- The percentage of those unemployed within the Social Study Area varies between the various local communities (SALs), with the highest percentage of unemployment in 2021 observed in the River Ranch SAL (7.7%) and the lowest percentage in the Mount Alma SAL and the Wooderson SAL, which both reported no unemployment.
- Compared to 2016, SALs within the Social Study Area reduced unemployment, with only the Calliope SAL, the River Ranch SAL, and the Gladstone SUA exceeding the 2021 unemployment rate in Queensland.

TABLE 5-3 LABOUR FORCE STATUS

ABS Statistical Area	Census Year	Total Labour Force (#)	Unemployed (#)	Unemployed (%)
Primary Social Study Area				
Mount Alma SAL	2021	28	0	0.0
	2016	18	0	0.0
Wooderson SAL	2021	98	0	0.0
	2016	93	12	12.9
Calliope SAL	2021	2,444	165	6.8
	2016	2,386	234	9.8
River Ranch SAL	2021	130	10	7.7
	2016	157	20	12.7
West Stowe SAL	2021	197	9	4.6
	2016	134	12	9.0
Burua SAL	2021	445	17	3.8
	2016	409	34	8.3
Beecher SAL	2021	448	14	3.1
	2016	453	33	7.3
Gladstone SUA	2021	22,672	1,722	7.6
	2016	22,278	2,544	11.4
Secondary Social Study Area				
Biloela SAL	2021	2,801	83	3.0
	2016	2,972	120	4.0
Social Context				
Gladstone LGA	2021	30,840	2,274	7.4
	2016	30,451	3,368	11.1
Queensland	2021	2,582,802	138,714	5.4
	2016	2,312,118	175,665	7.6

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021i; ABS, 2016i; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

Table 5-4 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 5-3**, 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).

Of the communities and towns identified in the Social Study Area, as potential sources of local labour for the Project, the following was identified:

- The Calliope SAL increased its total workforce by 2.4% between 2016 and 2021. In 2021, 48% of the Calliope SAL labour force had occupations in Technicians and Trades Workers (526), Machinery Operators and Drivers (359) and Labourers (287).
- The Mount Alma SAL and the Wooderson SAL have the smallest available workforce relevant to the Project. In 2021, their combined workforce was 126, of which 56% (71 workers) were employed in these three occupations. Whilst they have small labour forces, both SALs they have experienced a slight increase in workforce numbers between 2016 and 2021.
- The River Ranch SAL was the only SAL in the Primary Social Study Area to experience a decrease in the total labour force, with a 17.1% (27 workers) decline between 2016 and 2021. This decline was felt most prominently by the Technicians and Trades Workers, with the workforce reducing from 23 to 17 workers.
- In the Secondary Social Study Area, the Biloela SAL experienced a decline in their labour force between 2016 and 2021 by 5.8%. This decline was experienced primarily by Technicians and Trades Workers and Labourers with a combined loss of 70 workers. Despite this decline however, in 2021 49.1% of the Biloela SAL labour force remains employed as Technicians and Trade Workers (520), Machinery Operators and Drivers (401), and Labourers (454).

TABLE 5-4 RELEVANT OCCUPATIONS

ABS Statistical Area	Census Year	Technicians and Trades Workers (#)	Machinery Operators and Drivers (#)	Labourers (#)
Primary Social Study Area				
Mount Alma SAL	2021	5	5	4
	2016	0	0	5
Wooderson SAL	2021	23	19	15
	2016	18	17	10
Calliope SAL	2021	526	359	287
	2016	515	333	292

ABS Statistical Area	Census Year	Technicians and Trades Workers (#)	Machinery Operators and Drivers (#)	Labourers (#)
River Ranch SAL	2021	17	33	17
	2016	23	32	20
West Stowe SAL	2021	56	23	28
	2016	15	25	16
Burua SAL	2021	113	63	38
	2016	96	57	23
Beecher SAL	2021	107	40	38
	2016	94	50	34
Gladstone SUA	2021	4,265	2,445	2,528
	2016	4,257	2,354	2,396
Secondary Social Study Area				
Biloela SAL	2021	520	401	454
	2016	590	363	525
Social Context				
Gladstone LGA	2021	5,876	3,472	3,528
	2016	5,789	3,366	3,498
Queensland	2021	333,915	166,739	246,394
	2016	305,441	147,636	225,268

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021i; ABS, 2016i; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

Table 5-5 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 5-5**, the following was identified as relevant to the industries of employment within the Social Study Area:

- Within the Gladstone LGA, the top industry of employment in both 2016 and 2021 was manufacturing, employing 3,724 and 3,933 workers, respectively.
- In 2021, all the SAL's and the Gladstone SUA averaged approximately 3,868 of employment in the manufacturing industry.
- The second highest average across the SALs and the Gladstone SUA was Health Care and Social Assistance, averaging approximately 2,787 in 2021.

TABLE 5-5 RELEVANT INDUSTRIES

ABS Statistical Area	Year	Manufacturing (#)	Construction (#)	Health Care and Social Assistance (#)	Transport, Postal and Warehouse (#)	Retail Trade (#)
Primary Social Study Area						
Mount Alma SAL	2021	0	0	0	0	0
	2016	0	0	0	0	0
Wooderson SAL	2021	8	22	8	5	6
	2016	7	15	3	7	4
Calliope SAL	2021	293	277	207	202	210
	2016	293	252	156	206	211
River Ranch SAL	2021	22	10	7	16	3
	2016	21	16	10	18	3
West Stowe SAL	2021	14	34	11	13	7
	2016	16	12	7	7	4
Burua SAL	2021	60	55	29	58	26
	2016	55	39	29	44	19
Beecher SAL	2021	59	47	36	38	35
	2016	49	64	26	42	39
Gladstone SUA	2021	3,072	2,162	2,233	1,675	1,979
	2016	2,866	2,108	1,635	1,647	1,986
Secondary Social Study Area						
Biloela SAL	2021	340	124	256	49	231
	2016	371	153	205	47	276
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	2021	139,736	221,409	374,629	114,978	225,421
	2016	128,666	189,766	277,396	107,676	211,506

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021i; ABS, 2016i; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.3.2 INCOME

Table 5-6 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:

- The Gladstone LGA witnessed a small increase in median weekly household income (3.3%) between 2016 and 2021, however the LGA is still less than that of Queensland. In 2021, all locations within the Social Study Area had higher median weekly household incomes than the Gladstone LGA and State.
- The median weekly household income has increased across the Social Study Area between 2016 and 2021, with the largest increase seen in the Mount Alma SAL (150.1%). The smallest change is observed in the Gladstone SUA (0.1%).
- In 2021, the River Ranch SAL had the lowest median total personal income of \$720, however experienced an increase of 40% from 2016. The West Stowe SAL had the highest median personal income of \$1,105, which was an increase of 45% from 2016.
- Between 2016 and 2021, the Mount Alma SAL and the West Stowe SAL experienced substantive increases in the percentage of low-income families. The Mount Alma SAL had an increase of 243.7% and the West Stowe SAL had an increase of 141.5%. Whilst both SAL's experienced an increase in household incomes, it may not have been enough to match the rate of cost of living.
- Outside of the Mount Alma SAL and the West Stowe SAL, there was a decrease in the percentage of low-income families in SALs within the Primary Social Study Area, particularly in the Wooderson SAL which saw a 52% decrease between 2016 and 2021.

TABLE 5-6 INCOME INDICATORS

ABS Statistical Area	Census Year	Median Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%)	Low Income Families (%) ¹
Primary Social Study Area					
Mount Alma SAL ²	2021	-	2,083	150.1	22
	2016	-	833		6.4
Wooderson SAL	2021	777	1,781	6.9	14.3
	2016	541	1,666		29.8
Calliope SAL	2021	800	1,884	4.5	15.7
	2016	736	1,803		14.4
River Ranch SAL	2021	720	2,333	48.1	15.7
	2016	512	1,575		18.4
West Stowe SAL	2021	1,105	2,279	12.7	9.9
	2016	762	2,023		4.1

ABS Statistical Area	Census Year	Median Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%)	Low Income Families (%) ¹
Burua SAL	2021	1,093	2,430	8.7	11.2
	2016	878	2,236		12.9
Beecher SAL	2021	884	2,383	2.4	9.4
	2016	794	2,327		10.7
Gladstone SUA	2021	794	1,691	0.1	17.9
	2016	722	1,690		18.7
Secondary Social Study Area					
Biloela SAL	2021	889	1,884	3.5	16.6
	2016	763	1,820		15.2
Social Context					
Gladstone LGA	2021	758	1,639	3.3	18.8
	2016	678	1,586		19.8
Queensland	2021	787	1,675	19.5	16.4
	2016	660	1,402		19.5

Note1 Defined by the ABS as a weekly household income of less than \$650 gross.

Note2 Some data unavailable for SAL.

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021i; ABS, 2016i; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.3.3 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 SAL or SUA level, it is available for the Gladstone LGA and is presented in **Table 5-7**.

Table 5-7 identifies the following business characteristics:

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

It should also be noted that 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 (GST) role only.

TABLE 5-7 LOCAL BUSINESS CHARACTERISTICS 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, 2024

5.4 HOUSING AND ACCOMMODATION

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

Section 5.4.1 provides an overview of the key housing indicators, with trends across the property market within the Primary Social Study Area outlined in **Section 5.4.2**. An understanding of the extent of short-term accommodation is available within the Primary Social Study Area is provided in **Section 5.4.3**.

5.4.1 KEY HOUSING INDICATORS

Key housing and accommodation indicators across the Project's Primary Social Study Area are summarised in **Table 5-8**, with the data indicating:

- In 2021, approximately 197 dwellings were unoccupied across the seven SALs in the Primary Social Study Area, with an additional 2,425 dwellings unoccupied in the Gladstone SUA.
- The Gladstone LGA had a total of 4,081 unoccupied dwellings in 2021, representing 15% of its housing stock. This percentage was 5.7 percentage points higher than the State (9.3%).
- 27.3% of private dwellings in the Gladstone LGA are owned outright, compared to 24.4% of dwellings in the SALs. Dwellings owned with a mortgage made up 36.5% in the Gladstone LGA, and 43% in the SALs. 31.7% of dwellings in Gladstone LGA were rented, while that proportion decreased to 21.5% for the SALs. This difference in home ownership and tenure may reflect the population characteristics in the town of Calliope, with a lower median age and higher rates of younger families moving into the area to purchase dwellings.
- Household composition within the Primary Social Study Area consists of families, with the percentage in each of the SALs exceeding that of the Gladstone LGA (71.3%). This trend is particularly evident within the Beecher (88.3%) and West Stowe SALs (87%).
- The percentage of single households in the SALs is substantially lower than the Queensland percentage in 2021 (24.7%), except for the Wooderson SAL which sits at a similar percentage to the State (24.2%).

- The percentage of rent/mortgage monthly repayments exceeding 30% of household income – a key indicator of housing stress – has typically increased within the Primary Social Study Area, however, there remains variability across the various SALs. In 2021, West Stowe SAL had higher rental stress than the State at 33.3%, however had zero mortgage stress. In 2016, Beecher SAL experienced zero rental stress but higher mortgage stress than Queensland as a whole (18.1%). These differences may indicate the potential for various socioeconomic differences between the local communities and towns within the Primary Social Study Area, such as pockets of affluence and/or poverty, unaffordable rental options, shifts in housing market dynamics, or demographic splits.
- The trend of increased housing stress is not limited to the communities, towns, and/or cities within the Primary Social Study Area, with the data for Queensland indicating that 32.3% of households at a State level were experiencing weekly rental repayments >30% of the household income, and 11.9% of its households experiencing monthly mortgage repayments >30% of the household income.

TABLE 5-8 KEY HOUSING AND ACCOMMODATION INDICATORS

ABS Statistical Area	Census Year	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					
Mount Alma SAL ¹	2021	-	-	-	-
	2016	-	-	-	-
Wooderson SAL	2021	87.5 / 10 (70 / 8)	34.3 / 42.9 / 17.1 (24 / 30 / 12)	0 / 13.3 (0 / 4)	75.8 / 24.2 / 0 (50 / 16 / 0)
	2016	83.6 / 16.4 (61 / 12)	46.4 / 41.1 / 5.4 (26 / 23 / 3)	0 / 9.3 (- / -)	78.5 / 21.5 / 0 (51 / 14 / 0)
Calliope SAL	2021	92.4 / 7.8 (1,706 / 144)	22.8 / 43.6 / 29.2 (389 / 744 / 499)	24.5 / 8.5 (123 / 63)	81.1 / 16.6 / 2.3 (1,387 / 284 / 40)
	2016	90.2 / 9.8 (1,589 / 172)	18.9 / 45.9 / 32.7 (302 / 733 / 523)	6.6 / 9.7 (- / -)	78.9 / 15.6 / 5.5 (86 / 17 / 6)
River Ranch SAL	2021	90.5 / 9.5 (95 / 10)	32.6 / 47.4 / 11.6 (31 / 45 / 11)	0 / 11.1 (- / 5)	84.4 / 15.6 / 0.0 (76 / 14 / 0)
	2016	92.9 / 7.1 (105 / 8)	31.6 / 49.1 / 16.7 (36 / 56 / 19)	4.7 / 11.1 (- / -)	78.9 / 15.6 / 5.5 (86 / 17 / 6)
West Stowe SAL	2021	96.8 / 5.3 (92 / 5)	38.0 / 42.4 / 9.8 (35 / 39 / 9)	33.3 / 0.0 (3 / -)	87.0 / 13.0 / 0.0 (80 / 12 / 0)
	2016	85.1 / 14.9 (86 / 15)	34.8 / 48.3 / 13.5 (31 / 43 / 12)	0.0 / 6.5 (- / -)	82.0 / 13.5 / 4.5 (73 / 12 / 4)
Burua SAL	2021	94.2 / 5.4 (277 / 16)	25.6 / 58.8 / 12.6 (71 / 163 / 35)	14.3 / 9.8 (5 / 16)	83.7 / 14.5 / 1.8 (237 / 41 / 5)
	2016	93.1 / 6.9 (243 / 18)	21.1 / 62 / 14 (51 / 150 / 24)	3.8 / 13.4 (- / -)	83.8 / 14.2 / 2.1 (201 / 34 / 5)

ABS Statistical Area	Census Year	Dwelling Count Occupied / Unoccupied # (%)	Housing Tenure Owned Outright / Mortgage / Rented % (#)	Monthly Repayments >30% Household Income Weekly Rent / Mortgage % (#)	Household Composition Families / Single / Group % (#)
Beecher SAL	2021	93.6 / 4.7 (279 / 14)	40.5 / 52.7 / 6.5 (113 / 147 / 18)	0 / 6.8 (0 / 10)	88.3 / 11.7 / 0 (248 / 33 / 0)
	2016	89.1 / 10.9 (270 / 33)	33.1 / 55 / 8.3 (92 / 153 / 23)	0 / 18.1 (- / -)	89.8 / 9.1 / 1.1 (247 / 25 / 3)
Gladstone SUA	2021	87.4 / 12.6 (16,869 / 2,425)	23.3 / 35.5 / 39.2 (3,924 / 5,988 / 6,613)	26.3 / 8.8 (1,740 / 529)	69.5 / 27.1 / 3.3 (11,725 / 4,579 / 559)
	2016	81.5 / 18.5 (15,414 / 3,493)	20.7 / 36.6 / 40.5 (3,188 / 5,629 / 6,230)	9.8 / 6.9 (- / -)	73.4 / 23.2 / 3.4 (11,307 / 3,577 / 517)
Social Context					
Gladstone LGA	2021	85.0 / 15.0 (23,181 / 4,081)	27.3 / 36.5 / 33.4 (6,330 / 8,455 / 7,731)	26.5 / 9.6 (2,047 / 808)	71.3 / 25.6 / 3.1 (16,535 / 5,923 / 723)
	2016	80.8 / 19.2 (21,369 / 5,087)	24.2 / 38.1 / 35.1 (5,180 / 8,137 / 7,497)	8.7 / 7.9 (- / -)	74.3 / 22.6 / 3.1 (15,882 / 4,836 / 662)
Queensland	2021	90.7 / 9.3 (1,869,462 / 192,393)	29.1 / 34.4 / 33.1 (543,285 / 643,459 / 618,442)	32.3 / 11.9 (199,511 / 76,615)	71.0 / 24.7 / 4.3 (1,327,873 / 461,009 / 80,576)
	2016	89.4 / 10.6 (1,656,828 / 195,570)	28.5 / 33.7 / 34.2 (471,407 / 558,439 / 566,478)	12.8 / 6.4 (- / -)	71.8 / 23.5 / 4.7 (1,189,859 / 389,076 / 77,898)

Note1 Data unavailable for SAL.

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.4.2 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.

5.4.2.1 HOUSING MARKET

Table 5-9 and **Table 5-10** provide an overview of the housing market and the unit and apartment market in the Primary Social Study Area.

The data shows that Gladstone (comprising the three areas of Gladstone Central, Gladstone Harbour, and West Gladstone) has the greatest market share and availability of housing within the Primary Social Study Area, whilst Burua and Beecher have a relatively small market share and lower buyer demand. Calliope has experienced the highest turnover within the Primary Social Study Area with 164 houses sold within the last 12 months, closely followed by West Gladstone with 161 sold. Gladstone Central has experienced the uplift in housing prices, with 45.7% growth experienced in the past 12 months.

Similarly, the collective Gladstone areas had the largest market share of units and apartments within the Primary Social Study Area. Calliope had very few unit or apartment sales in the past year, whilst the Gladstone areas have experienced high turnover of units or apartments, with 103 sold in Gladstone Central and 69 in West Gladstone.

TABLE 5-9 HOUSING MARKET INSIGHTS – HOUSING

Location	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 (%)
Mount Alma ¹	-	-	0	0	-	-
Wooderson ¹	-	-	2	2	61	4.6
Calliope	555,000	30.6	39	164	13	5.3
River Ranch ¹	-	-	2	6	43	4.7

Location	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 (%)
West Stowe ¹	-	-	2	0	-	4.6
Burua	940,000	12.7	3	10	55	4.4
Beecher	856,000	2.7	5	10	22	4.9
Gladstone Central	470,000	45.7	7	31	52	5.4
Gladstone Harbour ¹	-	-	2	0	-	5.3
West Gladstone	470,000	23.7	38	161	31	5.6

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

TABLE 5-10 HOUSING MARKET INSIGHTS – UNITS AND APARTMENTS

Location	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 (%)
Mount Alma ¹	-	-	0	-	-	-
Wooderson ¹	-	-	0	0	-	-
Calliope ¹	-	-	1	7	34	5.7
River Ranch ¹	-	-	0	0	-	-
West Stowe ¹	-	-	0	-	-	-
Burua ¹	-	-	0	1	-	4.6
Beecher ¹	-	-	0	0	-	-
Gladstone Central	325,000	14	38	103	55	6.3
Gladstone Harbour ¹	-	-	0	0	-	5
West Gladstone	313,000	27.89	19	69	41	6.7

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

5.4.2.2 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 5-11 and **Table 5-12** provide an overview of the housing market and the unit and apartment market in the Primary Social Study Area. The data shows a high number of leases within Calliope with 162 houses leased in the past 12 months, and a relatively low duration of time on the market comparatively (16 days). Within the collective Gladstone areas (Gladstone Central, Gladstone Harbour, and West Gladstone), there appears to be a high level of renter interest and a subsequent high number of leases within the past 12 months (195) and relatively low rental housing availability (37).

Similar trends are reflected within the rental data for units and apartments, presented in **Table 5-12**. In particular, within Gladstone Central and West Gladstone, a combined total of 381 units and apartments have been leased in the past 12 months. Both locations have also experienced a strong renter interest (combined total of 521).

TABLE 5-11 RENTAL MARKET INSIGHTS – HOUSING

Location	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 (#)
Mount Alma ¹	-	-	0	0	-	0
Wooderson ¹	-	-	0	2	10	0
Calliope	495	-6.6	21	161	16	194
River Ranch ¹	-	-	1	3	8	62
West Stowe ¹	-	-	0	0	31	0
Burua ¹	-	-	0	3	-	0
Beecher ¹	-	-	0	3	50	0
Gladstone Central	425	13.3	11	51	24	140
Gladstone Harbour ¹	-	-	0	0	-	0
West Gladstone	480	6.7	37	195	28	409

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

TABLE 5-12 RENTAL MARKET INSIGHTS - UNITS AND APARTMENTS

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 (#)
Mount Alma ¹	-	-	0	-	-	0
Wooderson ¹	-	-	0	0	-	0
Calliope	360	-5.3	2	27	15	24
River Ranch ¹	-	-	0	0	-	0
West Stowe ¹	-	-	0	-	-	0
Burua ¹	-	-	1	2	29	24
Beecher ¹	-	-	0	0	-	0
Gladstone Central	390	2.5	30	206	21	254
Gladstone Harbour ¹	-	-	0	0	-	0
West Gladstone	350	9.4	25	175	22	267

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

provides insights into historical and current vacancy data across the Primary Social Study Area using the SQM Residential Vacancy Rates (SQM Research, 2025). The SQM Residential Vacancy Rate draws on a combination of ABS data (refer to **Table 5-8**) and online data from monitoring major property listing sites to provide a time-series analysis on a monthly and postcode scale.

As indicated in **Table 5-13**, between January 2005 and July 2025, the vacancy rate across the Primary Social Study Area has declined. All suburbs and localities within Postcode 4680 saw their highest vacancy rates within 2016-2017 at 12%, falling to 2.1% in July 2025. These reductions suggest increased housing demand or reduced availability, potentially linked to population stability or limited new housing supply.

TABLE 5-13 RESIDENTIAL VACANCY RATES

Location / Post Code	Highest Number of Vacancies (no.)	Highest Vacancy Rate (%)	Current Number of Vacancies (no.)	Current Vacancy Rate (%)
4680 Mount Alma Wooderson Calliope River Ranch West Stowe Burua Beecher Gladstone	1,050 (June 2016 and June 2017)	12% (August 2016)	152 (July 2025)	2.1% (July 2025)

Source: SQM Research, 2025

Rental Affordability

Rental affordability is a critical aspect of the housing market that is particularly sensitive to worker influx associated with major projects. It also plays an essential role in sustaining both community economic vitality and individual wellbeing (Lawrie, M., Tonts, M., and Plummer, P., 2011).

The extent of households experiencing rental stress in the Primary Social Study Area has previously been considered in **Section 5.4.1**.

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 income⁷, with the results identified through the affordability categories shown in

Figure 5-1.

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 5-1 RENTAL AFFORDABILITY INDEX AND SEVERITY OF RENTAL UNAFFORDABILITY

The findings identify that in Quarter 2, 2024 the postcode for the Primary Social Study Area (4680) was scored as follows:

- Average rental household income: RAI Score of 130 – Acceptable Rents
- Dual income couple with children: RAI Score of 271 – Very Affordable Rents
- Minimum wage couple: RAI Score of 150 – Acceptable Rents
- Single pensioner: RAI Score of 85 – Unaffordable Rents
- Pensioner couple: RAI Score of 108 – Moderately Unaffordable Rents
- Single income couple with children: RAI Score of 135 – Acceptable Rents
- Single working parent: RAI Score of 175 – Affordable Rents
- Single person on benefits: RAI Score of 53 – Severely Unaffordable Rents
- Student sharehouse: RAI Score of 129 – Acceptable Rents

These findings align with the ABS data as presented in **Table 5-8** to provide further nuance to the rental stress numbers as presented in **Section 5.4.1**.

⁷ Qualifying income refers to the income required to pay rent, where rent is 30 per cent of income.

5.4.3 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, N., Zhang, Y., Shrestha, P., and Gilbert, C., 2018). A review of the commercial and private short-term accommodation located within the local communities, towns and cities within the Primary Social Study Area was undertaken in order to provide an understanding of the accommodation currently offered, and the potential opportunities available to the Project.

The communities within the Primary Social Study Area are all located within a maximum driveable distance of 60 minutes based on access to/from the Project Area via the Dawson Highway.

As per **Table 5-14**, outside of the Calliope SAL and Gladstone SUA, the communities within the Primary Social Study Area have limited supply and mix of accommodation, noting the low number of motels, hotels, guest houses, caravan parks (including cabins). As such, the Gladstone SUA and Calliope SAL provide the largest number of accommodation options within reasonable proximity to the Project Area.

Based on the review undertaken the following commercial accommodation options were identified in the Primary Social Study Area:

- 43 hotels, motels, inns, lodges, and retreat centres; and
- 5 cabins, caravan/holiday parks, and accommodation villages.

Additional detail as to the accommodation options within the Primary Social Study Area is provided in [Appendix A](#).

TABLE 5-14 COMMERCIAL ACCOMMODATION OPTIONS

ABS Statistical Area	Establishments		Total Capacity (#)
	Hotels, Motels, Inns, Lodges, and Retreat Centres (#)	Cabins, Caravan/Holiday Parks, and Accommodation Villages (#)	
Mount Alma SAL	0	0	0
Wooderson SAL	0	0	0
Calliope SAL	3	2	1,882
River Ranch SAL	0	0	0
West Stowe SAL	0	0	0
Burua SAL	1	1	190
Beecher SAL	0	0	0
Gladstone SUA	39	2	2,465
Total	43	5	4,537

As identified in **Section 2.1.1**, WSD is actively exploring accommodation options, including the use of the existing Homeground Village in Calliope, for the purposes of hosting workers during the Construction Phase of the Project. The Homeground Village 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.

5.5 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 5.5.1**), health and emergency services (refer to **Section 5.5.2**), and education services (refer to **Section 5.5.3**).

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 town of Calliope and the city of Gladstone. This is due to their size, proximity, and ease of connectivity to the Project and Project workforce.

Whilst WSD is not proposing to accommodate workers and/or use social infrastructure within the Secondary Social Study Area, there is the potential that health and/or emergency services from Biloela may be required in the event of an emergency on-site and/or where local workers and/or local goods and services suppliers are engaged. Accordingly, the Biloela SAL is considered in **Section 5.5.2**.

The Gladstone Regional Council regularly undertakes a Community Satisfaction Survey to understand community sentiment with respect to assets, services, and programs. Based on the data provided for the latest survey conducted, the overall satisfaction of Calliope residents was 61.0% with satisfaction in the Gladstone Region identified as 56.0% (Gladstone Regional Council, 2025b; Gladstone Regional Council, 2025c).

Gladstone Regional Council has also identified several social infrastructure investment priorities (Gladstone Regional Council, 2024a). These priorities represent the key focus areas for Council with respect to future social investment and have been based on identified and acknowledged shortfalls and potential future impacts on service provision. The social infrastructure investment priorities identified comprise:

- **Health and Well-being** – improving healthcare accessibility, mental health support, community recreation facilities, and environmental health measures;
- **Education, Employment and Training** – focusing on inclusion, education and skills development, technical and vocational education and training programs, higher education partnerships, community outreach and education, and job placement and transition support services;

- **Early Childhood** – providing accessible and quality early childhood education and care, healthcare services and family support programs, and early intervention and support services;
- **Safety and Security** – implementing community safe programs and developing community resilience planning;
- **Ageing in Place** – establishing community centres and senior facilities; and providing affordable housing and home modification programs, along with transportation services and mobility support;
- **Housing** – ensuring affordable housing development and integrating environmental sustainability initiatives;
- **Community Facilities and Services** – investing in education and training centres, community health and wellbeing services, sustainable infrastructure, community infrastructure for recreation and social interaction, and community facilities and services; and
- **Enabling Infrastructure** – focusing on road infrastructure and asset integrity, expanding public transport, and investing in alternative transportation modes.

5.5.1 COMMUNITY AND RECREATIONAL SERVICES

Table 5-15 identifies the community and recreational services available to residents of the Primary 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.

Based on the data provided in **Table 5-15**, it can be observed that the area in the immediate vicinity of the Project Area (i.e. the Mount Alma SAL and the Wooderson SAL) are limited in their provision of services, with only a single sporting club located across both SALs. Conversely, the Gladstone SUA provides the greatest range of community and recreational services, which is to be expected given that it is the one of the two major cities within the Central Queensland region.

Outside of the Gladstone SUA, the Calliope SAL offers the larger number of community and recreational services, providing 18 services including parks, sporting fields, community halls, cafes, and sporting clubs.

TABLE 5-15 COMMUNITY AND RECREATIONAL SERVICES

Service	ABS Statistical Area							
	Mount Alma SAL	Wooderson SAL	Calliope SAL	River Ranch SAL	West Stowe SAL	Burua SAL	Beecher SAL	Gladstone SUA
Parks	0	0	2	1	1	2	0	98
Sporting Fields	0	0	2	0	0	0	0	42
Swimming Pools	0	0	1	0	0	0	1	3

Service	ABS Statistical Area							
	Mount Alma SAL	Wooderson SAL	Calliope SAL	River Ranch SAL	West Stowe SAL	Burua SAL	Beecher SAL	Gladstone SUA
Fitness Centres	0	0	1	0	0	0	0	10
Golf Courses	0	0	1	0	0	0	0	2
Shopping Centres	0	0	1	0	0	1	0	3
Libraries	0	0	1	0	0	0	0	6
Community Halls	0	0	2	1	0	0	0	7
Cafes / Pubs / Restaurants	0	0	2	0	0	0	0	37
Religious Buildings or Groups	0	0	1	0	0	2	0	7
Community Groups (e.g. Lions, Rotary, CWA, Men's Shed, etc.)	0	0	2	0	0	0	1	17
Youth Organisations (e.g. Scouts, PCYC, etc.)	0	0	1	0	0	0	0	1
Sporting Clubs	0	1	2	0	1	0	0	>200
Chamber of Commerce (or similar)	0	0	1	0	0	0	1	1
Cultural Clubs or Groups	0	0	0	0	0	1	0	10
Total	0	1	19	2	1	4	3	444

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

- **Libraries** – 74.6% satisfaction in Calliope and 79.7% in the Gladstone Region;
- **Halls and Community Centres** – 63.4% satisfaction in Calliope, 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 69.1% in the Gladstone Region;
- **Swimming Pools and Aquatic Centres** – 52.5% satisfaction in Calliope, and 62.0% in the Gladstone Region;
- **Community Services** – 55.5% satisfaction in Calliope, 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.

5.5.2 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 Primary 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 Primary Social Study Area in 2021 are reported in **Table 5-16**. This data is useful in establishing an understanding of the sensitivity of the communities within the Primary Social Study area to Project-induced changes. The data in **Table 5-16** denotes that all localities within the Primary Social Study Area, with the exception of the Wooderson SAL and the Gladstone SUA, have less prevalence of neurocognitive or respiratory conditions, when compared to Queensland. Respiratory conditions within the Wooderson SAL are equally as prevalent as in Queensland as a whole, whilst the Gladstone SUA slightly exceeds the Queensland percentage for neurocognitive conditions by 0.2 percentage points.

TABLE 5-16 EXISTING LONG-TERM HEALTH CONDITIONS

ABS Statistical Area	Neurocognitive ¹ (%)	Respiratory Conditions ² (%)
Primary Social Study Area		
Mount Alma SAL ³	-	-
Wooderson SAL	6.5	10.6
Calliope SAL	8.8	10
River Ranch SAL	9.3	9.6
West Stowe SAL	4.3	6.7
Burua SAL	9	10.4
Beecher SAL	6.3	8.4
Gladstone SUA	10.5	10.3
Social Context		
Gladstone LGA	10	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'.

Note3 Data unavailable for SAL.

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

The relevant health and emergency services located within the Social Study Area are outlined in **Table 5-17**. As indicated by **Table 5-17**, 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. The majority of these health services are located within the Gladstone SUA, with the local communities outside of the Gladstone SUA 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, however the Biloela SAL also provides a hospital with a 24-hour emergency room (Biloela Hospital), and therefore could provide medical assistance, if required. 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 Services⁸ under the Clinical Services Capability Framework (Gladstone Regional Council, n.d.b).

Outside of the Gladstone SUA, emergency services, such as police, ambulance, SES, and fire and rescue services, are located within the Calliope SAL and Biloela SAL. In addition, the Burua SAL also hosts a Rural Fire Service (Mount Maurice Rural Fire Brigade).

TABLE 5-17 HEALTH AND EMERGENCY SERVICES

Service	ABS Statistical Area								
	Mount Alma SAL	Wooderson SAL	Calliope SAL	River Ranch SAL	West Stowe SAL	Burua SAL	Beecher SAL	Gladstone SUA	Biloela SAL
Police	0	0	1	0	0	0	0	3	1
Ambulance	0	0	1	0	0	0	0	2	1
State Emergency Service	0	0	1	0	0	0	0	2	1
Fire and Rescue	0	0	1	0	0	0	0	2	1
Rural Fire Service	0	0	1	0	0	1	0	0	0
24-hour Emergency Room	0	0	0	0	0	0	0	1	1
General Medical	0	0	2	0	0	0	0	50	3
Palliative Care	0	0	0	0	0	0	0	1	1
Mental Health	0	0	1	0	0	0	0	18	3
Maternity	0	0	0	0	0	1	0	1	1
Aged Care	0	0	0	0	0	0	0	14	1

⁸ 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).

Service	ABS Statistical Area								
	Mount Alma SAL	Wooderson SAL	Calliope SAL	River Ranch SAL	West Stowe SAL	Burua SAL	Beecher SAL	Gladstone SUA	Biloela SAL
Pathology	0	0	0	0	0	0	0	11	3
Dental	0	0	0	0	0	0	0	15	2
Disability Support	0	0	0	0	0	0	0	17	6
Total	0	0	8	0	0	2	0	137	25

Key hospital performance indicators within the Social Study Area for 2023/24 are presented in **Table 5-18**. The data 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). Emergency department data was unavailable for Biloela Hospital to provide a comparative analysis.

TABLE 5-18 HOSPITAL PERFORMANCE INDICATORS FOR 2023/24

Performance Indicator		Gladstone Hospital	Biloela Hospital
Percentage of patients who commenced treatment within the recommended time, emergency department waiting times (%)	Emergency	72	-
	Urgent	83	-
	Semi-urgent	94	-
	Non-urgent	95	-
Percentage of patients who depart the emergency department within four hours of arrival (%)	Emergency	51	-
	Urgent	57	-
	Semi-urgent	76	-
	Non-urgent	92	-
Number of patients presenting to the emergency department (#)	Emergency	4,493	-
	Urgent	13,580	-
	Semi-urgent	17,683	-
	Non-urgent	2,195	-
Number of admissions to hospital (#)	Childbirth	568	<5
	Emergency	6,099	754
	Non-Emergency	6,325	148
	Mental Health	0	11
	Palliative	99	16
	Rehabilitation	109	17

Performance Indicator		Gladstone Hospital	Biloela Hospital
	Surgical (Emergency)	453	0
	Surgical (Non-Emergency)	1,247	0
	Total	17,402	982

Source: AIHW, 2025b; AIHW, 2025c

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

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

5.5.3 EDUCATIONAL SERVICES

Educational facilities located within the Primary Social Study Area have the potential to service the needs of the Construction and Operation Phase workforces are outlined in **Table 5-19**, with additional detail as to these facilities provided in [Appendix B](#).

As observed in **Table 5-19**, while the Calliope and Burua UCLs contain pre-primary, primary and secondary education facilities, the Gladstone SUA provides a greater range and levels of facilities, such as a TAFE and university (CQ University).

TABLE 5-19 EDUCATIONAL FACILITIES

Education Type	ABS Statistical Area							
	Mount Alma SAL	Wooderson SAL	Calliope SAL	River Ranch SAL	West Stowe SAL	Burua SAL	Beecher SAL	Gladstone SUA
Pre-Primary	0	0	4	0	0	1	0	20
Primary	0	0	1	0	0	1	0	11
Secondary	0	0	1	0	0	1	0	5
TAFE	0	0	0	0	0	0	0	1
University	0	0	0	0	0	0	0	1
Other	0	0	0	0	0	0	0	1
Total	0	0	6	0	0	1¹	0	39

Note1 The institution within the Burua SAL consists of Faith Baptist Christian School, which services Prep to Year 12.

Table 5-20 provides an overview of the education indicators for the Primary Social Study Area, with the following identified:

- The Wooderson SAL saw the most substantive increase in vocational training within the Primary Social Study Area, increasing 15 percentage points between 2016 and 2021. In contrast, the Mount Alma SAL experienced a sharp decline, dropping from 31.9% to just 13.5% (18.4 percentage points). Which stands out as a significant outlier. These changes could signify a change in SAL demographics, employment market changes, and/or governmental changes to education policy or programs.
- All locations within the Primary Social Study Area, except for the Mount Alma (13.5%) and the River Ranch (23.2%) SALs, score above Queensland (33.5%) for vocational training, but lower for university related educational attainment. This indicates that the vocational training pathway remains the dominant educational pathway in the Primary Social Study Area.
- While still lower than vocational training, university related educational attainment, on the whole, is showing a gradual increasing across most locations in the Primary Social Study Area, aligning with state-level trends.
- The Mount Alama (30.5%) and the Wooderson (31.1%) SALs are substantially higher than the Gladstone LGA (13.8%) and Queensland (15.5%) with respect to Year 12 (or equivalent) educational attainment.
- The educational profile of the Primary Social Study Area indicates a capacity to support the families of the workforce and/or suggest opportunities to source workers locally given the strong base in vocational training.

TABLE 5-20 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				
Mount Alma SAL	2021	30.5	13.5	11.9
	2016	24	31.9	0
Wooderson SAL	2021	31.1	45	5.6
	2016	18	30	7.8
Calliope SAL	2021	15	36.1	8.2
	2016	13.9	33.7	7.5
River Ranch SAL	2021	16.4	23.2	8.2
	2016	11.2	27.4	5.8
West Stowe SAL	2021	11.6	31.7	8.4
	2016	9.1	30.5	8.3
Burua SAL	2021	10.3	41.8	12.3
	2016	13.4	37.9	10.3
Beecher SAL	2021	13.6	39.5	12.5
	2016	14	39.1	9
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
	2016	14.5	32	11.2
Queensland	2021	15.5	28.4	21.9
	2016	16.5	27	18.3

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.6 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.

5.6.1 ROAD NETWORK

The access to the Project will be via a new access intersection from the Dawson Highway, connecting to an internal access track. The Dawson Highway is a State-Controlled Road that connects Gladstone to Biloela and runs along the northern boundary of the Project Area. The highway varies in configuration along its length, with sections of two and four lane arterial roads signposted at a lower speed (i.e. 60 kilometres per hour (km/hr)) when traversing towns along the route (i.e. Gladstone, Calliope, and Biloela), with the majority provided a high speed (100 km/hr) rural two-way, two-lane highway (Access Traffic Consulting, 2025).

The Dawson Highway is intended to be used by the Project for the purposes of material haulage and/or component delivery movements (the section from Gladstone to the Project Area) and worker vehicles. Large parts of the Dawson Highway, inclusive of that to be used by the Project, have been designed and constructed to accommodate large-scale industrial vehicles, such as 25 m B-Doubles (Access Traffic Consulting, 2025).

Outside of the Dawson Highway the Project will make use of two other roads including:

- **Gladstone Port Access Road** – an approved B-Double route of approximately 850 m in length connecting the Port of Gladstone to the State-Controlled road network via Hanson Road. The road operates as a two-way, two-lane carriageway with a speed limit of 60 km/hr.
- **Gladstone-Mount Larcom Road** – an approved B-Double route that is proposed to be used for 175 m to link the Gladstone Port Access Road to the Dawson Highway. The road is configured as a two-way, four-lane, median divided urban arterial road, with a speed limit of 60 km/hr.

Access Traffic Consulting (2025) has considered the road crash history for a 12 km section of the Dawson Highway directly adjacent to the Project Area, and identified 14 recorded crashes between 2001 and 2023, with only one accident occurring in the last five years (2022).

5.6.2 AERODROMES

As noted by Moir Landscape Architecture Pty Ltd (2025) in the Glint and Glare Assessment for the Project, there are no landing strips or aerodromes located within 5 km of the proposed Disturbance Footprint (i.e. area of the PV modules).

The Social Study Area is serviced by the Gladstone Airport, which is located approximately 45 minutes from the Project Area, and is owned and operated by Gladstone Regional Council.

Located outside of the Secondary Social Study Area, approximately 11 minutes to the south of Biloela, is the Thangool Aerodrome, which is a public aerodrome operated by Banana Shire Council, which is used for commercial and charter flights supporting surrounding resource industries.

5.6.3 PUBLIC TRANSPORT

The Primary Social Study Area is serviced by school bus routes 542, 544, 545, 546, 547, and 548 operated by CDC Queensland (CDC Queensland, 2025). This service typically runs once in the morning and once in the afternoon on school days and transports students to/from Calliope State School and Calliope State High School (except 548).

Outside of school buses, public transport options in the areas outside of Gladstone are limited. There are no regular public bus routes that service the Project Area directly. Within Gladstone, there is a public transport system operated by CDC Gladstone, which provides urban and school bus services.

5.6.4 VEHICLE OWNERSHIP AND TRAVEL TO WORK

Table 5-21 summarises the number of motor vehicles per occupied private dwelling, and **Table 5-22** identifies the method of travel to work across the Primary Social Study Area.

Based on the data, it can be observed that there is a high dependency on private vehicle use, with most people within the Primary Social Study Area having two motor vehicles per private dwelling. Private motor vehicle ownership appears to correlate with the manner in which people within the Primary Social Study Area travel to work – via private motor vehicle. As per **Table 5-22**, most people travel to work via car (driver), followed by car (passenger), truck, or motorbike. The higher number of private vehicles is likely due to the rural/regional nature of the communities, and the limited public transport options (refer to **Section 5.6.3**).

TABLE 5-21 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					
Mount Alma SAL	2021	0	4	3	8
	2016	0	8	7	0
Wooderson SAL	2021	0	15	30	12
	2016	0	7	20	17
Calliope SAL	2021	28	404	753	318
	2016	21	363	742	270
River Ranch SAL	2021	0	16	28	25
	2016	4	19	26	32
West Stowe SAL	2021	0	13	31	21
	2016	0	12	40	23
Burua SAL	2021	3	44	117	63
	2016	4	52	96	51
Beecher SAL	2021	0	41	104	66
	2016	0	32	126	68

ABS Statistical Area	Census Year	No motor vehicles	1 motor vehicle	2 motor vehicles	3 or more motor vehicles
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	2021	106,309	658,705	701,752	239,394
	2016	99,133	566,233	620,096	207,335

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

TABLE 5-22 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											
Mount Alma SAL	2021	0	0	10	0	0	0	0	0	3	13
	2016	0	0	10	0	0	0	0	0	3	13
Wooderson SAL	2021	0	0	64	0	0	0	0	0	0	64
	2016	0	0	54	3	0	5	0	0	0	62
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
River Ranch SAL	2021	0	0	81	10	6	0	0	0	4	101
	2016	0	0	87	9	0	4	0	0	0	100
West Stowe SAL	2021	12	0	98	4	5	0	0	3	0	122
	2016	0	0	72	7	5	0	0	0	5	87
Burua SAL	2021	0	0	296	17	3	3	0	0	4	323
	2016	4	0	260	10	3	10	0	0	6	293
Beecher SAL	2021	0	0	309	12	5	4	0	3	0	333
	2016	7	0	287	20	3	7	0	0	9	333
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

ABS Statistical Area	Census Year	Bus	Taxi/ Share Service	Car (driver)	Car (passenger)	Truck	Motorbike	Bicycle	Other	Walked	Total
Queensland	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, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.7 CULTURAL HERITAGE

The Primary Social Study Area is rich in both Aboriginal and European cultural heritage. The traditional custodians of the Gladstone region are the FNBBGGTB Peoples.

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.

5.8 COMMUNITY 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 Gladstone Regional Council as reflecting, "...a great sense of community, with a 'can-do' attitude" (Gladstone Regional Council, 2024a, p.4).

Outside of the urban areas, the smaller rural communities of the Primary Social Study Area (i.e. Mount Alma, Wooderson, Calliope, West Stowe, River Ranch, Burua and Beecher) share a strong rural or agrarian identity, a preference for low-density living, and a commitment to preserve areas of natural and/or scenic beauty. Each of these communities, whilst valuing self-reliance and resilience, are characterised by neighbourly attitudes, brought about through the necessity of shared infrastructure and services to support their daily lives.

It was expressed by some stakeholders however, that previous population growth in these rural communities, experienced as a result of the Liquefied Natural Gas boom in the region, led to the partial loss of previously well-defined community identities and values. The combination of new housing developments and the presence of workers' camps disrupted established social structures and brought outside influences and values into these communities. Whilst work has been done since by local community groups to rediscover their previous identities, it was remarked by some stakeholders that places such as Calliope had changed from what they were prior to the population influx.

Regardless, each local community within the Primary Social Study Area retain a unique character. Calliope, for example, is known for its historical homesteads, horse riding trails, and vibrant community events such as the Calliope Rodeo and Historical Village Markets. West Stowe and surrounding areas, such as River Ranch and Burua, are characterised more by grazing lands, conservation parks, and scenic peaks like Mount Sugarloaf and Mount Stowe.

There are a number of significant festivals and events occurring within the Primary Social Study Area. These festivals and events are identified in **Table 5-23**, 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 5-23**, the Primary 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).

TABLE 5-23 SIGNIFICANT FESTIVALS AND EVENTS

Location	Event/Festival	Description	Indicative Date
Calliope	Calliope Rodeo and Specialty Events	Rodeo events, live music, food and drinks, and camping.	January (Australia Day Long Weekend) September (Subject to Change)
	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.	Bi-Monthly (March to December)
	Rotary Club Christmas Carols	Christmas carols, food and drinks, community stalls.	December (happens once as an evening event)
West Stowe	Community Markets and Family Days	Local crafts and produce.	Seasonal
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)
	Mt Larcom Show (Regional 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
	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

Location	Event/Festival	Description	Indicative Date
	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

5.9 VULNERABLE GROUPS

Vulnerability refers to an individual or groups 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 Primary Social Study Area with potential social vulnerabilities related to cultural and linguistical diversity (CALD) (refer to **Section 5.9.1**), age (refer to **Section 5.9.2**), First Nations communities (refer to **Section 5.9.3**), and socio-economic disadvantage (refer to **Section 5.9.4**).

5.9.1 CULTURAL AND LINGUISTICAL DIVERSITY

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 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 Primary Social Study Area 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 was 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 5-1** in **Section 5.2**) in the Gladstone LGA is 7.5%. Overall, the Primary Social Study Area shows significantly lower percentages than those in the State, with the Queensland percentage at 15.6%.

Christianity is the dominant religion in both the Gladstone LGA and the Primary Social Study Area 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 Primary Social Study Area, the likelihood of CALD groups being excluded from engagement activities for the Project due to language barriers is deemed to be low.

5.9.2 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 5-1** (refer to **Section 5.2**), 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%). This decline is reflected within four of the SALs (River Ranch, West Stowe, Burua, and Beecher), with a slight decline experienced the River Ranch, Burua, and Beecher SALs, and a substantive decline in the West Stowe SAL, which saw a drop of 10.3 percentage points between 2016 and 2021. Conversely however, the remaining three SALs (Mount Alma, Wooderson, and Calliope) experienced increased in the population under the age of 14 between the same period. The Calliope SAL experienced a moderate increase (2.5%), while the Mount Alma SAL and Wooderson SAL saw increases of 8.4% and 8.7%, respectively.

Regarding populations over 65 years of age, **Table 5-1** (refer to **Section 5.2**) indicates that all of the SALs, with the exception of the Mount Alma SAL (decrease of 13.3%) 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).

Based on the data presented, the Primary Social Study Area appears to a mixed aged profile, providing a blend of aging communities and family-oriented growth. Several SALs, including Calliope and Mount Alma, depict a growing proportion of children under the age of 14 years, which suggests an influx of young families or higher birth rates in these localities. Conversely,

SALs such as Beecher, River Ranch, and West Stowe are experiencing aging trends, with an increase in the number of residents over the age of 65 years. Accordingly, the Project will need to ensure that it supports/protects the well-being of youth and the aging population who may be more susceptible to environmental hazards.

5.9.3 FIRST NATIONS COMMUNITIES

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 5-24** provides ABS data on Aboriginal and/or Torres Strait Islander population statistics, additional to **Table 5-1** (refer to **Section 5.2**), 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%.
- The percentage of Aboriginal and/or Torres Strait Islanders across all locations within the Primary Social Study Area in 2021 ranges from 2.3% in the West Stowe SAL to 6.8% in the Calliope SAL, the latter which has a higher percentage than the Gladstone LGA and Queensland as a whole.
- The median age of the Aboriginal and/or Torres Strait Islander communities across the Primary Social Study Area skews relatively young (averaging to 22 years), with the exception of the Wooderson SAL which has an average age of 41. The median age of persons within the Burua (11 years), Beecher (14 years), and Calliope (15 years) SALs is lower than the Gladstone LGA (20 years) and the State (23 years).
- The median weekly income for Indigenous households in the Gladstone LGA is lower than Queensland as a whole. Within the Primary Social Study Area, the West Stowe and Burua SALs have the highest median weekly household income of \$2,624 and \$2,583, respectively – both which exceed both the Gladstone LGA and Queensland. The lowest median weekly household income was identified in the Gladstone SUA (\$1,409), which is \$108 below Queensland as a whole.

TABLE 5-24 ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATISTICS

ABS Statistical Area	Census Year	Percentage of the Total Population (%)	Median Age (#)	Median Weekly Household Income (\$)	Unemployment Rate (%)
Primary Social Study Area					
Mount Alma SAL	2021	-	-	-	-
	2016	-	-	-	-
Wooderson SAL	2021	3.2	41	1,437	-
	2016	-	-	-	-
Calliope SAL	2021	6.8	15	1,724	-
	2016	-	-	-	-

ABS Statistical Area	Census Year	Percentage of the Total Population (%)	Median Age (#)	Median Weekly Household Income (\$)	Unemployment Rate (%)
River Ranch SAL	2021	2.6	23	1,624	-
	2016	-	-	-	-
West Stowe SAL	2021	2.3	28	2,624	-
	2016	-	-	-	-
Burua SAL	2021	5.7	11	2,583	-
	2016	-	-	-	-
Beecher SAL	2021	2.4	14	1,437	-
	2016	-	-	-	-
Gladstone SUA	2021	6.7	20	1,409	-
	2016	-	-	-	-
Social Context					
Gladstone LGA	2021	6.2	20	1,448	18.7
	2016	4.1	20	1,331	24.9
Queensland	2021	4.6	23	1,517	13.3
	2016	4	22	1,222	20.1

Source: ABS, 2021a; ABS, 2016a; ABS, 2021b; ABS, 2016b; ABS, 2021c; ABS, 2016c; ABS, 2021d; ABS, 2016d; ABS, 2021e; ABS, 2016e; ABS, 2021f; ABS, 2016f; ABS, 2021g; ABS, 2016g; ABS, 2021h; ABS, 2016h; ABS, 2021j; ABS, 2016j; ABS, 2021k; ABS, 2016k.

5.9.4 SOCIO-ECONOMIC DISADVANTAGE

Socio-Economic Indexes for Areas (SEIFA) is a product 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 the SEIFA 2021 is the same as that used for the previous censuses (2006, 2011, and 2016). 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, 2018b).

The latest SEIFA indicators for 2021 across the Primary Social Study Area⁹ are reported in **Table 5-25**. 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.

⁹ SEIFA is not provided for SUA and STE Statistical Areas.

The SEIFA scores in **Table 5-25** indicate that in 2021 the Calliope SAL is considered to be the most relatively disadvantaged compared to the other areas, followed by the neighbouring SALs of River Ranch, Wooderson, and Mount Alma. The Beecher and Burua SALs are more relatively advantaged compared to the other SALs within the Social Study Area. All of the SALs within the Social Study Area are considered to be more relatively advantaged than that of the Gladstone LGA, with the exception of the Calliope SAL.

TABLE 5-25 2021 SEIFA INDICATORS

ABS Statistical Area	IRSAD Score
Primary Social Study Area	
Mount Alma SAL	946
Wooderson SAL	946
Calliope SAL	924
River Ranch SAL	934
West Stowe SAL	965
Burua SAL	1,014
Beecher SAL	1,019
Social Context	
Gladstone LGA	926

Source: ABS, 2023

5.10 BASELINE SUMMARY

Table 5-26 provides an overview of the key implications and insights from the social baseline as outlined in **Section 5.1** to **Section 5.9** and the challenges and opportunities identified through the baseline analysis.

TABLE 5-26 BASELINE SUMMARY AND IDENTIFICATION OF CHALLENGES AND OPPORTUNITIES

Baseline Section		Challenges and/or Opportunities
Land Use Context		<ul style="list-style-type: none"> • The Project Area is zoned 'Rural' and has historically supported cattle grazing, which aligns with the surrounding land uses. • The land is not classified as high-value agricultural land, presenting an opportunity to repurpose it for renewable energy without displacing strategic cropping areas. • Potential exists for co-use of land (e.g. sheep grazing) alongside solar infrastructure, supporting agricultural continuity and landowner income diversification.
Demographic Profile		<ul style="list-style-type: none"> • The Primary Social Study Area exhibits a mixed demographic profile, with some areas experiencing youth population growth and others showing aging trends, requiring tailored community engagement and service planning. • High proportions of Aboriginal and/or Torres Strait Islander residents in some SALs (e.g. Calliope) highlight the importance of culturally appropriate engagement and benefit-sharing opportunities. • Population growth in areas such as the Mount Alma and West Stowe SALs may support local workforce participation in the Project.
Economic Profile	Labour Force	<ul style="list-style-type: none"> • A substantial portion of the local workforce is employed in occupations relevant to the Project (e.g. trades, machinery operation, labouring), offering strong potential for local employment and skills utilisation. • Unemployment rates have generally declined across the region, indicating improving economic conditions and a potentially more stable labour market. • Some areas, such as the River Ranch SAL, have experienced a decline in labour force participation, suggesting the need for targeted economic inclusion strategies.
	Income	<ul style="list-style-type: none"> • While household incomes have increased across most SALs, some areas (e.g. Mount Alma, West Stowe) have seen a rise in low-income families, indicating that income growth may not be keeping pace with living costs. • The disparity in income levels across the region suggests the need for equitable benefit distribution and support for vulnerable households. • The Project presents an opportunity to enhance local economic resilience through job creation and procurement strategies that prioritise disadvantaged communities.
	Local Business Characteristics	<ul style="list-style-type: none"> • The dominance of small businesses in construction and agriculture aligns well with the Project's procurement needs, offering opportunities for local supplier engagement. • The high number of non-employing businesses suggests a need for capacity-building initiatives to enable participation in larger contracts. • Business turnover and GST registration volatility may affect the stability of the local supply chain, requiring adaptive procurement planning.

Baseline Section		Challenges and/or Opportunities
Housing and Accommodation	Key Housing Indicators	<ul style="list-style-type: none"> • High home ownership rates and family-oriented household structures suggest stable communities but also highlight potential resistance to rapid population influx. • Rental and mortgage stress is evident in some areas (e.g. the West Stowe SAL), indicating housing affordability challenges that may be exacerbated by workforce demand. • The Project can support housing affordability through proactive workforce planning and potential opportunities for partnerships with local accommodation providers.
	Housing and Accommodation Trends	<ul style="list-style-type: none"> • Gladstone Regional Council has identified critical housing challenges, including limited affordable options and rising cost-of-living pressures, which may impact workforce attraction. • Gladstone Regional Council advocacy for unlocking vacant properties and reinstating rental subsidies presents opportunities for collaboration to address housing needs. • The Project may contribute to housing market pressures if not managed carefully, particularly in smaller local communities with limited housing stock.
	Short-Term Accommodation	<ul style="list-style-type: none"> • Outside of the Calliope SAL and Gladstone SUA, the region has limited short-term accommodation capacity, which may constrain options for non-local workers. • The Homeground Village in Calliope offers a solution with existing infrastructure, reducing the need for new accommodation facilities and/or infrastructure. • Increased demand for accommodation during construction may stimulate local tourism and hospitality sectors, creating secondary economic benefits.
Social Infrastructure	Community and Recreational Services	<ul style="list-style-type: none"> • Rural SALs such as Mount Alma and Wooderson have minimal community infrastructure, which may limit workforce amenity and integration. • The Calliope SAL and Gladstone SUA offer a broader range of services, suitable for supporting workforce needs and community engagement. • The Project provides an opportunity to invest in or support local community infrastructure as part of the CBA.
	Health and Emergency Services	<ul style="list-style-type: none"> • Health services are concentrated in the Gladstone SUA and the Calliope and Biloela SALs, with limited coverage in other localities, potentially affecting emergency response times. • Workforce shortages and long wait times in the region’s health sector may be exacerbated by increased demand during construction. • The Project can support regional health resilience through partnerships, funding contributions, or service coordination with local providers.
	Education Services	<ul style="list-style-type: none"> • The presence of TAFE and CQ University in the Gladstone SUA supports workforce training and upskilling, aligning with the Project’s employment goals. • The Calliope and Burua SALs offer primary and secondary education, supporting family-friendly workforce policies. • Opportunities exist to collaborate with education providers on training pathways and apprenticeships, that could be actualised through the CBA.

Baseline Section		Challenges and/or Opportunities
Access and Connectivity		<ul style="list-style-type: none"> The Dawson Highway provides strong logistical connectivity, supporting efficient transport of materials and personnel to the Project Area. High private vehicle ownership and limited public transport options in the Social Study Area highlight the need for transport planning to avoid congestion and safety issues. The Project can enhance regional connectivity through required road upgrades, traffic management, and potential support for alternative transport modes.
Cultural Heritage		<ul style="list-style-type: none"> The Project is located on the traditional lands of the FNBGGTB Peoples, requiring meaningful engagement and cultural heritage management. European heritage in the region, including historical grazing and mining, is a source of community pride. The Project can contribute to cultural preservation and education through partnerships with First Nations groups and local historical societies.
Community Values		<ul style="list-style-type: none"> The local rural communities within the Primary Social Study Area value low-density living, scenic landscapes, and self-reliance, which may influence perceptions of large-scale infrastructure developments, such as the Project. Community events and festivals reflect strong social cohesion and provide platforms for engagement and benefit-sharing. Aligning project benefits and/or opportunities with local values (e.g. supporting rodeos, markets, or conservation) can provide opportunities to enhance community support and ingratiate the Project into the local community.
Vulnerable Groups	Cultural and Linguistical Diversity	<ul style="list-style-type: none"> The Primary Social Study Area has low levels of non-English speaking households, reducing language barriers but still requiring inclusive engagement practices. Cultural diversity is limited but growing, suggesting a need for proactive inclusion strategies in workforce and community engagement.
	Youth and Elderly	<ul style="list-style-type: none"> The region includes both aging populations and growing youth cohorts, each with distinct needs for safety, mobility, and services. Elderly residents may be more sensitive to environmental and health impacts, requiring tailored mitigation measures. The Project can support intergenerational wellbeing through community programs and infrastructure upgrades via the CBA.
	First Nations Communities	<ul style="list-style-type: none"> Higher proportions of First Nations residents in the Calliope SAL and Gladstone SUA highlight the importance of culturally appropriate engagement and benefit-sharing. Young median ages and lower income levels suggest potential First Nations vulnerability to social and economic disruption. The Project can support First Nations inclusion through employment, training, cultural heritage protection, and co-designed benefit-enhancement initiatives.

Baseline Section		Challenges and/or Opportunities
	Socio-Economic Disadvantage	<ul style="list-style-type: none"> • SEIFA scores indicate relative disadvantage in several SALs near the Project Area, particularly in Calliope and Wooderson. • Socio-economic disparities may influence how impacts are experienced and how benefits are accessed. • The Project can target benefits to disadvantaged communities through local hiring, procurement, and community investment strategies.

6. 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 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 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 7**.

6.1 STAKEHOLDER ENGAGEMENT APPROACH

A Community and Stakeholder Engagement Plan (CSEP) has been prepared to support stakeholder engagement across the life of the Project. The CSEP is a living document and a key tool to ensure engagement remains inclusive, targeted, and responsive as the Project progresses.

The CSEP has been developed based on the principles of authenticity, inclusivity, transparency, responsiveness, respect, accountability, and agility. WSD's approach to stakeholder engagement aims to foster genuine, long-term, trust-based relationships with all stakeholders – including Traditional Custodians, neighbours, the local community, and other key groups – to enable constructive dialogue and achieve mutually beneficial outcomes.

The CSEP is also aligned with legislative requirements and best practice frameworks, including the IAP2 Spectrum, which guides the level of public participation from informing and consulting to involving, collaborating, and empowering stakeholders. Most engagement falls within the "inform", "consult", and "involve" categories, with opportunities for genuine "collaboration", especially through benefit-sharing programs.

A variety of consultation and communication tools have been used by WSD to inform and receive input from stakeholders and the community. These tools are proposed to evolve as the Project transitions into the Construction and Operation Phases. To date, engagement with stakeholders has been undertaken in accordance with the following methods outlined in the CSEP:

- Letters, project updates, media releases, emails, newsletters, and a project website;
- Fact sheets, advertisements, social media, project briefings, personal meetings/interviews, community information sessions, community survey, and business survey; and
- Tailored approaches for different stakeholder groups, such as targeted engagement with the FNBGGGTB Peoples.

The CSEP is dynamic and will be reviewed and updated throughout the Project lifecycle to reflect stakeholder feedback, changes in the construction programme, and evolving community needs.

6.2 OVERVIEW OF STAKEHOLDER ENGAGEMENT ACTIVITIES

Since early 2024, a number of engagement activities have been undertaken by WSD to inform the development of the Project. The engagement process has been designed to ensure that stakeholders and the broader community are kept informed, have opportunities to provide feedback, and can influence aspects of the Project where appropriate.

WSD has engaged with over 200 individuals and organisations about the Project to date.

This ongoing engagement has played a key role in shaping the Project's direction, identifying local priorities, and building positive relationships with key stakeholders. An overview of the Project's community engagement undertaken to date is presented in **Table 6-1**.

TABLE 6-1 COMMUNITY ENGAGEMENT UNDERTAKEN TO DATE

Date	Stakeholder Group (receptors)	Engagement Method	Description
March 2024	FNBGGGTB Peoples (Traditional Custodians)	In-person meeting	<ul style="list-style-type: none"> Project introduction
September 2024	Local Government (Gladstone Regional Council)	In-person meeting	<ul style="list-style-type: none"> Project Introduction
November 2024	Receptors within 10km of project boundary	Community Newsletter #1	<ul style="list-style-type: none"> Project introduction
November 2024	General Public	Project Website and Email Launch	<ul style="list-style-type: none"> Establish and launch Project website and email address
December 2024	Overall Community Members - Host Landowners, Immediate Neighbours, Community Members, Local Community Groups, Business and Industry	Community Information Session #1	<ul style="list-style-type: none"> Provide opportunity for engagement and feedback In-person drop-in sessions (x2), factsheets, storyboards, FAQs, advertising (local newspapers, mailout, LinkedIn)
January 2025	Overall Community Members	Media Engagement	<ul style="list-style-type: none"> Media release – information session outcomes
February 2025	Local Government (Gladstone Regional Council)	In-person meeting	<ul style="list-style-type: none"> Provide project updates
February and May 2025	Community Groups	In-person meeting	<ul style="list-style-type: none"> Discuss sponsorship and community needs
March 2025	FNBGGGTB Peoples (Traditional Custodians)	In-person meeting	<ul style="list-style-type: none"> Discuss partnership agreement
June 2025	Receptors within 10km of project boundary	Community newsletter #2	<ul style="list-style-type: none"> Project updates
June 2025	Overall Community Members - Host Landowners, Immediate Neighbours, Community Members, Local Community Groups, Business and Industry	Community Information Session #1	<ul style="list-style-type: none"> Introduce the BESS, provide engagement opportunity In-person drop-in sessions (x2), factsheets, storyboards, advertising (local newspapers, mailout, LinkedIn, website, community database)
July 2025	FNBGGGTB Peoples (Traditional Custodians)	In-person meeting	<ul style="list-style-type: none"> Ongoing partnership discussions

Date	Stakeholder Group (receptors)	Engagement Method	Description
September 2025	Community and business addresses in the Primary Social Study Area	Community newsletter #3	<ul style="list-style-type: none"> Project updates, promotion of the SIA online surveys
September – October 2025	Community and business addresses in the Primary Social Study Area	Online surveys x2	<ul style="list-style-type: none"> Data for inclusion in SIA

6.2.1 FIRST NATIONS ENGAGEMENT

From an early stage, WSD has engaged with the Traditional Owners for the Project, being the FNBGGGTB Peoples. This engagement has included the provision of a Project overview, discussions about Aboriginal cultural heritage issues, and an exploration of a range of partnership opportunities through a Cultural Heritage Management Agreement and Benefits Sharing Agreement. WSD and the FNBGGGTB Peoples have also undertaken a joint visit to the Project Area in order to identify cultural values during soil testing for the Agricultural Land Assessment (ALA) (refer to **Section 7.1.1**).

WSD has committed to ongoing engagement with the FNBGGGTB Peoples throughout the life of the Project, identifying that the continued partnership with the FNBGGGTB Peoples is central to the Project's success.

6.2.2 SIA-SPECIFIC STAKEHOLDER ENGAGEMENT

To complement, and validate, the outcomes of previous stakeholder engagement conducted by WSD, ERM partnered with WSD on targeted SIA-specific engagement in September and October 2025.

Engagement involved online meetings with 11 stakeholders or groups of stakeholders, which represented:

- Host Landowners;
- Surrounding Community Members;
- Local Community Groups;
- Business and Industry;
- Infrastructure Owners / Operators; and
- Local Government.

In selecting those to engage, the aim was to ensure a mix of stakeholders from each stakeholder group, with a view to capturing a range of sentiments towards the Project (i.e. positive, neutral, and negative). WSD invited 20 stakeholders to participate in an interview. Six stakeholders didn't respond after multiple invitations were issued and three stakeholders declined the invitation.

Each interview ran for approximately 1 hour. A semi-structured questionnaire was used to guide the conversation, enabling space for interviews to drill into the topics of interest and/or concern to the individual and/or group.

Interview questions covered topics including stakeholder connection to the rural towns and locations within the Social Study Area, short and long-term community needs, issues/concerns

and general feedback on the Project, as well as their view on potential Project benefits and future engagement opportunities.

An overview of SIA-specific engagement activities conducted is provided in **Table 6-2**.

TABLE 6-2 SIA-SPECIFIC ENGAGEMENT

Date	Stakeholder Group	Representatives
15 September 2025	Business and Industry	Gladstone Chamber of Commerce and Industry
15 September 2025	Infrastructure Owners / Operators	Jemena Pty Ltd
16 September 2025	Business and Industry	Homeground Gladstone (Calliope)
26 September 2025	Local Government	Banana Shire Council
7 October 2025	Business and Industry	Gladstone Engineering Alliance (GEA)
23 October 2025	Local Government	Gladstone Regional Council
24 October 2025	Local Community Groups	Sporting Shooters Association of Australia Gladstone Branch
3 November 2025	Host Landowners	Host Landowner #1
7 November 2025	Surrounding Community Members	Community Advocate
10 November 2025	First Nations / Aboriginal Groups	FNBGGGTB Peoples
19 November 2025	Business and Industry / Surrounding Community Members	Calliope Community Member / Advocate

The outcomes of the stakeholder engagement have been incorporated into **Table 6-3** (refer to **Section 6.3**).

6.2.3 COMMUNITY SURVEY

As stated in **Section 6.1**, an online Community Survey and an online Business Survey were made available to Project stakeholders (via the Project website).

The Community Survey sought feedback from Project stakeholders and/or receptors on matters such as local values, Project perceptions, and community priorities. The Business Survey targeted representatives from local businesses and industries and sought to understand the nature of business/services available within the Social Study Area, including staffing, business challenges, and opportunities for involvement in the Project.

The online surveys were open for a period of four weeks during September and October 2025 and were promoted via an unaddressed mailout to the Primary Social Study Area, email list, website and targeted stakeholder emails.

As of 22 October 2025, a total of one response was received to the Business Survey and 22 responses were received to the Community Survey. Based on the responses received to the Community Survey, the following was identified:

- **Relationship to the Project:** 11 respondents identified themselves as a Nearby Resident (within 20 km of the Project site); 11 as a Community Resident (more than 20 km from the Project site); and three as Landowners.
- **Age Group Distribution:** One respondent was aged between 20 and 29 years; five between 30 and 39 years; six between 40 and 49 years, two between 50 and 59 years, three between 60 and 69 years, four between 70 and 79 years; and one preferred not to say.
- **Gender:** 11 respondents were female, nine respondents were male, and two preferred not to say.
- **Cultural Identification:** Two respondents identified that they were Aboriginal; and 20 preferred not to say.
- **Sentiment toward the Project:** 10 respondents expressed support for the Project; two were neutral; and 10 expressed a negative sentiment toward the Project.

The outcomes from the Community Survey and Business Survey have been incorporated in **Table 6-3** (refer to **Section 6.3**).

6.3 STAKEHOLDER 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 6-3** provides a summary of the key outcomes from the stakeholder engagement conducted by WSD and ERM organised into topics.

TABLE 6-3 STAKEHOLDER ENGAGEMENT OUTCOMES

Topic	Outcomes / Comments / Concerns
General	
Requests for Project Information	<ul style="list-style-type: none"> • Stakeholders require detailed engineering and construction information well in advance to assess impacts and requirements. • Keep the community informed about Project timelines, workforce numbers, and local opportunities. • Effective engagement channels include information sessions, newsletters, social media and events run by local groups (e.g. GEA, Connecting Industries). • Early and clear communication about Project phases and opportunities is valued.
Community Values and attitudes to industry	<ul style="list-style-type: none"> • The local community around the Project Area is described as tight-knit, agricultural, and reputation-focused. Most residents are farmers or work in related industries, and there is a strong emphasis on mutual respect, compliance, and transparency. • Agriculture (cattle, crops, weed and seed management) is central to the local community’s identity and economy. • There has been a shift over the past 10–15 years: previously, working with mining or gas companies was seen as taboo, but now there is greater willingness to collaborate, largely due to the additional income such projects bring. • Gladstone and Calliope are described as working-class, skilled, and self-sufficient communities, with a history of adapting to large projects.

Topic	Outcomes / Comments / Concerns
	<ul style="list-style-type: none"> • The local community is generally supportive of new projects, especially solar, but may be more resistant to wind projects. • The region has experienced significant boom-and-bust cycles, particularly after the LNG construction period, with lessons learned about the need for better planning and communication. • The lack of shovel-ready projects after major construction led to local unemployment and community challenges. • Today, the community is more educated and prepared for general project cycles, with better understanding of workforce accommodation and its impacts. • Calliope is described as a smaller, tight-knit, country-style community compared to Gladstone, with a mix of elderly residents and families seeking affordability and a quieter lifestyle. • The area values its country lifestyle, sports (e.g. football, rodeos, etc.), and has growing educational facilities (primary and high schools). • Recent years have seen an increase in youth crime, particularly in rental-heavy estates, attributed to unsupervised and bored children, possibly linked to cost-of-living pressures and parents working longer hours. • Development is ongoing but slower than a decade ago, with new houses and shops, and stronger community support services emerging.
Ongoing Engagement	<ul style="list-style-type: none"> • Community events and direct engagement (e.g. stands at shopping centres) are more effective than passive advertising for gathering feedback and building trust. Continue direct, face-to-face engagement with the community at places where people naturally congregate. Maintain transparency and regular communication. • Town hall meetings are useful but may not attract large numbers unless there are pressing concerns. • Engage with well-connected local business owners (e.g. Opal Holdings) for broader reach. • Engagement through local business alliances (e.g. GEA) is highly effective for connecting with skilled local suppliers and sub-contractors. • Clear communication about Project timelines, workforce needs, and local benefits is essential for community acceptance.
Community Needs	
Local Business Support / Opportunities	<ul style="list-style-type: none"> • Apprenticeships and traineeships, and to invest in training for heavy equipment operators and trades.
Community Concerns	
Workforce and Accommodation	<ul style="list-style-type: none"> • Skilled labour shortages. • There is low unemployment in Gladstone, so large projects will require some external workforce. • The community understands the trade-offs: increased demand for accommodation can drive up rents and fill hotels but also brings economic benefits. • Work with accommodation providers to avoid negative effects on local businesses and residents. • Local accommodation, particularly workforce accommodation facilities, is heavily utilised by existing industries, creating potential conflicts and requiring careful planning to avoid over-reliance. • Experiences from the LNG boom highlighted that delayed housing investments failed to meet peak workforce demands, stressing the importance of early planning and action for new accommodation.

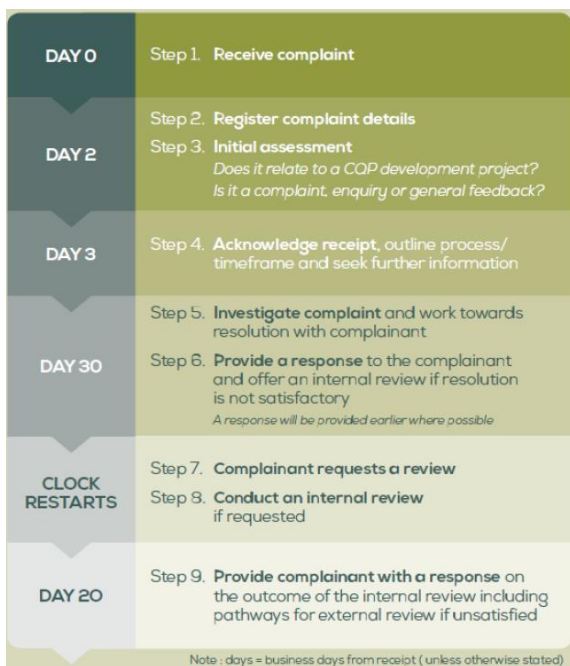
Topic	Outcomes / Comments / Concerns
Risks and Safety	<ul style="list-style-type: none"> Concern was raised with the proximity of the solar farm to the existing gas pipeline, especially after a recent pipeline explosion. Including risks of potential for catastrophic incidents if a battery or pipeline were to explode and fire risk and the potential for incidents to affect nearby grazing activities and, in extreme cases, the wider community. Community worries include the safety and impact of Project-related transport (e.g. buses).
Land Access / Accessibility	<ul style="list-style-type: none"> Ensure all staff are familiar with land access codes and have a good reputation locally. Consult engineering teams early and provide comprehensive information (e.g. engineering plans, geographical information system (GIS) data, vehicle types, etc.) to relevant stakeholders.
Pressure on Social Infrastructure and Services	<ul style="list-style-type: none"> During peak periods, sourcing locally can strain community resources (e.g. butchers), so the supply chain is widened to avoid negative impacts on local businesses. There is a strong awareness of the impacts of large-scale construction, especially regarding accommodation, employment, and local business pressures. Work with accommodation providers to avoid negative effects on local businesses and residents. Gaps exist in local health services, including limited access to doctors, pathology, and allied health; improving accessibility in regional towns like Calliope is a priority. Housing, daycare, and competition for skilled workers are ongoing challenges in the region. Regional police resources are limited, with officers volunteering for project escorts during their days off, leading to fatigue and competition for resources among concurrent regional projects. Concerns raised regarding emergency response capacity, including rural fire brigade capability and battery fire risks, with emphasis on the need for coordination with emergency services and implementation of appropriate fire mitigation measures.
Visual Amenity	<ul style="list-style-type: none"> Concerns that the Project's visibility from the Dawson Highway may impact local amenity, particularly the appearance of large-scale infrastructure in rural landscapes.
Impacts on Roads and Traffic Increase	<ul style="list-style-type: none"> Ongoing challenges exist in moving oversized components due to bridge height restrictions and council/state road limitations; coordination is being managed through stakeholder meetings led by the Department of Transport and Main Roads for state-significant projects. Project-related vehicle movements are restricted near schools during school hours; school bus routes along the Dawson Highway were noted, with a commitment to review bus route maps for improved safety planning.
Land Use / Farm Operations	<ul style="list-style-type: none"> Concerns related to the adherence to land access codes, biosecurity measures, and use of property notification protocols. While recent planning amendments reduce the classification of some parcels as good quality agricultural land, community concerns remain regarding the loss of rural and agricultural land to renewable projects. Concerns regarding the loss of agricultural land and native vegetation. Concerns about end-of-life waste from solar panels and suggestions for a transparent end-of-life management for solar panels.

Topic	Outcomes / Comments / Concerns
Community Cohesion and Livelihood	<ul style="list-style-type: none"> Perceived lack of long-term benefits and negative impact on local communities. Perceived potential increased rates and cost of living.
Communication	<ul style="list-style-type: none"> Reputation and word-of-mouth are highly influential; negative experiences or unfulfilled promises quickly become widely known. Landowners are generally open to working with industry, provided there is respect for their land, compliance with regulations, and clear communication. Concerns were raised about receptors having a negative experience that could damage trust. Community worries include the need for clear communication to build trust and avoid unrest, as seen in other projects. Importance of closing the feedback loop with the community, ensuring stakeholder input is acknowledged and outcomes are communicated to both Councils and residents. There is a need to address and clarify common misconceptions about Project responsibilities (e.g. decommissioning obligations).
Project Benefits	
Jobs and Local Supply Opportunities	<ul style="list-style-type: none"> There is a strong preference for hiring local contractors and workforce rather than relying on fly-in-fly-out arrangements, to maximise local economic benefits. Build relationships with local alliances and community groups to tap into local expertise and supply chains. There is strong interest in ensuring local businesses have opportunities to participate in the Project, especially through appropriately sized work packages, joint ventures, and upskilling initiatives. Work packages should be accessible to local businesses, possibly through joint ventures or supply chain partnerships with Tier 1 contractors. Importance of creating local employment pathways, including apprenticeships and traineeships, to build regional capacity and retain talent within the community.
Local / Regional Investment	<ul style="list-style-type: none"> There are significant financial benefits to local landowners and the broader community, especially during the Construction Phase of the Project. The Project can create apprenticeships, traineeships, and community investment, especially if partnerships are formed with local schools and organisations. The focus areas the community would benefit from the most are sustainability, education and training/employment, housing, environment and health.
Renewable Energy	<ul style="list-style-type: none"> The Project is perceived as a contributor to cleaner energy and improved environmental outcomes.
Community Benefit and Sponsorship	<ul style="list-style-type: none"> Opportunities exist to invest in education (i.e. scholarships, training), community infrastructure (e.g. playgrounds, community halls, PCYC, etc.), and social events, all of which can enhance community wellbeing and reputation. Scholarships for disadvantaged youth, funding for community infrastructure, and support for local organisations (e.g. PCYC, Men's Shed, Women's Shed, etc.) are cited as successful initiatives. The community benefit fund should be flexible, proactive, and responsive to local needs, with input from both council and community groups. CBAs are now required by regulation, but most locals are unfamiliar with them—suggesting a need for education and transparency about how CBAs work and how community feedback will be incorporated.

Topic	Outcomes / Comments / Concerns
	<ul style="list-style-type: none"> • Examples of successful community programmes include grants, careers days, and initiatives supporting youth and Indigenous groups. • The high school’s partnership with Rotary and hands-on learning programmes are highlighted as positive models. • Invest in educational programmes to help local businesses become “tender ready” and job fit, including safety systems and capability statements. • Preference to prioritise long-term, infrastructure-based community benefits over short-term sponsorships or promotional contributions, based on lessons from previous LNG projects. • Improved healthcare and housing are needed. • Ensure benefits are shared and visible.
Housing	<ul style="list-style-type: none"> • Homeground has additional land (14 hectares) with development approval, allowing for rapid expansion if required by new projects. • This flexibility is seen as an “insurance policy” for both Homeground and the region, ensuring capacity for future workforce accommodation needs. • Long-term workforce accommodation agreements with major developers have helped stabilise operations and community relations. • Underutilised housing in rural areas could provide additional accommodation, with consideration given to the ageing population and declining residency in these regions.

6.4 COMPLAINTS MANAGEMENT SYSTEM

WSD employs a Complaints Management System to manage complaints made by external stakeholders. The Complaints Management System provides the procedure for handling complaints and details the steps to be taken and the timeframe for handling a complaint (including receipt of anonymous complaints). The procedure for handling complaints is depicted in **Figure 6-1**.



Source: CQP, 2024

FIGURE 6-1 COMPLAINTS HANDLING PROCEDURE

Internal and external review avenues are also outlined within the Complaints Handling Procedure, providing a means by which complainants who are not satisfied with the original handling of their complaint to seek satisfaction.

Records of complaints are to be kept in WSD's Customer Relationship Management System. This includes details of any responses or resolution. Complaints information is handled according to relevant Australian laws and regulations.

Additionally, the roles and responsibilities for implementing the Complaints Management System are also detailed within the Customer Relationship Management System, together with training requirements for the relevant personnel.

7. IMPACT ASSESSMENT

As outlined in **Section 3**, 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 30 to 35 years, after which time the Project may be decommissioned or re-powered, dependent upon agreement with the Host Landowners and 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 eleven surrounding projects that have overlapping construction phases (refer to **Section 4.4**). However, it is noted that the identified eleven projects may not receive approval from the Assessment Manager, gain access to the grid, or may not come to fruition due to other circumstances.

7.1 SUMMARY OF TECHNICAL IMPACT 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.

7.1.1 AGRICULTURAL LAND ASSESSMENT

The Agricultural Land Assessment (ALA) (Pinnacle Pocket Consulting, 2025) found that the Project Area is currently used for cattle grazing and is classified as Agricultural Land Class C2, which means it is only suitable for grazing and not for cropping due to significant soil limitations such as hard-setting surfaces, sodicity, low fertility, and poor drainage.

The Project will occupy a Disturbance Footprint of about 1,800 ha, resulting in a minor reduction in cattle carrying capacity (about 317 Adult Equivalents), which represents only 0.012% of the region's cattle production and is considered negligible.

The Operational Phase of the Project is not expected to substantially alter the land condition, as the grassy understory will be managed through slashing or possibly sheep grazing. After the Project's operational life, all infrastructure will be removed and the land will be rehabilitated to its original grazing use, with no anticipated lasting impacts on agricultural productivity.

Mitigation measures include retaining good ground cover on slopes and drainage lines to manage the high erosion hazard of the soils, managing vegetation through controlled grazing or slashing, and designing the Disturbance Footprint to avoid better soils associated with watercourses. The Project does not fragment, alienate, or diminish the productivity of any high-value agricultural land, as none exists within the Project Area. The Project is considered a temporary and reversible land use, consistent with planning requirements, and will have a negligible impact on the grazing productivity of the land. Any potential land use conflicts will be managed through multidisciplinary reviews and relevant management plans.

7.1.2 GLINT & GLARE ASSESSMENT

The Glint & Glare Assessment (Moir Studio, 2025) found that there will be no significant glare impacts on nearby residences, and no predicted nuisance or safety risks. For the Dawson Highway and Moura System Railway, some potential for temporary glare was identified, but this can be eliminated by adjusting the solar panel tracking angles at specific times. In addition, no aviation impacts are expected.

From a social impact perspective, this means the Project is unlikely to cause visual discomfort, distraction, or safety concerns for local residents, road users, or rail operators. The recommended operational mitigation measures make sure that the Project will not negatively affect community amenity, public safety, or the daily experience of people living near or travelling past the Project Area.

7.1.3 ECOLOGICAL ASSESSMENT REPORT

The Ecological Assessment Report (EAR) (ERM, 2025) found that the Project will mainly affect already cleared agricultural land, with only minor clearing of remnant and regrowth vegetation required. Only one threatened animal species (the squatter pigeon, southern) was recorded, and several others (such as koala and southern greater glider) may be present. No threatened plants were found.

The main ecological risks are during the Construction Phase of the Project, and are linked to land clearing as it has the potential to lead to habitat loss and/or disturbance. These risks will be minimised by careful site selection, avoidance of high-value areas, and use of buffers to protect sensitive habitats. Additional mitigation measures include staged clearing, use of fauna spotter-catchers, weed and pest controls, dust suppression strategies, and species-specific protocols. These measures will help to protect local biodiversity and landscape values that are important to the community. Overall, with these controls in place, the Project is expected to have minimal long-term negative impact on biodiversity.

7.1.4 SURFACE WATER IMPACT ASSESSMENT

The Surface Water Impact Assessment (SWIA) (WRM, 2025) identified that the Project Area is situated within the Calliope River Catchment and contains several “unmapped” drainage features that are tributaries of the Calliope River. The Project Area is described as an undeveloped and rural environment with light to moderate timbering and a combination of flat and undulating terrain.

There are no water storage areas within the Project Area, and vegetation is sparse throughout, however, riparian vegetation can be found along the drainage corridors. The soils within the Project Area are mainly Chromosols with Galloway and Calliope entity coding.

Design of the Project has maximised the retention of vegetation and minimised erosion potential. Flood modelling indicates that Project infrastructure is sited above the defined flood level or will be designed to withstand inundation.

The SWIA indicates that impacts to surface water quality can be adequately managed via the development and implementation of a Stormwater Quality Management Plan and an Erosion and Sediment Control Plan, which will be prepared as part of the detailed design phase.

The SWIA concludes that the Project will have minimal impact on water resources, as it involves limited ground disturbance, does not store or handle large volumes of pollutants, and will not increase stormwater runoff once constructed.

7.1.5 TRAFFIC IMPACT ASSESSMENT

A Traffic Impact Assessment (TIA) (Access Traffic Consulting, 2025) was prepared for the Project, which assessed the impact of the volume of traffic generated by the Project on the road network. The TIA also provides a preliminary desktop pavement impact assessment for the Construction Phase of the Project.

The majority of traffic impacts will occur during the Construction Phase, associated with the delivery of Project components and movement of the construction workforce. Project components are anticipated to be trucked from the Port of Gladstone, involving the Gladstone Port Access Road, Gladstone-Mount Larcom Road, and the Dawson Highway, including through Calliope. The TIA found that the Project will have minimal impact on the majority of the identified sections of the State-controlled road network, including those in-and-around Calliope. It is not anticipated that the additional traffic generated by the Project will create a noticeable impact on the operation of the road network. Upgrade works and treatments to the Dawson Highway/Site Access intersection were identified in the TIA, which will be required to maximise the safety and operational performance of the road network.

The preliminary desktop pavement impact assessment found that heavy vehicle movements associated with the Project are expected to lead to negligible increases in pavement loading, therefore pavement mitigation works or contributions are not required.

Operation Phase traffic is expected to be associated with the workforce, comprising up to 10 FTE who will reside locally. This volume of traffic can be accommodated by the road network, according to the TIA. Heavy vehicle movements during the Operation Phase are likely to be low (e.g. one vehicle per week) and is considered to have a negligible impact.

7.1.6 LANDSCAPE AND VISUAL IMPACT ASSESSMENT

The Landscape and Visual Impact Assessment (LVIA) (LatStudios, 2025) identified five Landscape Character Types (LCT) within the LVIA Study Area, of which two are directly impacted by the Proposed Project infrastructure, as outlined below:

- **LCT A:** Forest Ranges and Mountains, which is only expected to experience indirect impacts;
- **LCT B:** Undulating and Grazed Uplands, which is only expected to experience indirect impacts;
- **LCT C:** Lowland Rural Plains, which occupies the majority of the Project Area and is directly impacted by proposed Project infrastructure;
- **LCT D:** Forested Lowlands, which is directly impacted by proposed Project infrastructure; and
- **LCT E:** Vegetated major watercourses, which is only expected to experience indirect impacts.

Overall, the assessment of visual amenity impacts found minor to moderate potential landscape effects that will be Not Significant on LCT C and LCT D.

A visual impact assessment was also undertaken at six viewpoints within 20 km of the Project Area. The visual impact assessment found the impact of the Project to have potential visual effects ranging from negligible to moderate, but are considered to be not significant. Additionally, no nationally, regionally, or locally important scenic viewpoints or lookouts are located within the LVIA study area.

The LVIA concluded that there is a likelihood of sequential cumulative impacts to receptors travelling along the Dawson Highway. This is due to receptors being able to view the nearby projects – specifically, Callide Wind Farm, Specimen Hill Wind Farm, and the Calvale to Calliope River Transmission Line Reinforcement Project and Upper Calliope Solar Farm. The LVIA identified that the anticipated significance of the cumulative impact will be moderate to high for a short section of the Dawson Highway where the projects are at a close distance, with cumulative impacts to be low to moderate elsewhere along the Dawson Highway.

7.1.7 BUSHFIRE MANAGEMENT PLAN & PRELIMINARY BUSHFIRE ADVICE

A Bushfire Management Plan (LEC, 2025a & 2025b) was initially prepared to support the development of the solar farm aspect of the Project. Subsequently, the Preliminary Bushfire Advice relating to the BESS confirmed the Bushfire Management Plan is also relevant to the BESS component of the Project. Key management strategies captured in the Bushfire Management Plan include:

- The provision of perimeter fire breaks and asset protection zones;
- The provision of separation between the solar panel modules to facilitate effective movement for fire-fighters around the Project Area as part of fire-fighting operations; and
- Measures to reduce the risk of bushfire or grassfire within the Project Area.

7.2 SOCIAL IMPACT #1: REDUCED COMMUNITY COHESION

7.2.1 KEY MATTERS

- Community and Stakeholder Engagement
- Workforce Management
- Health and Community Well-being

7.2.2 DESCRIPTION

Potential social tensions may arise for a variety of reasons, including divergent opinions about the desirability of the Project, population influx linked to workers moving into the area, and/or local disruptions caused during the Construction Phase, particularly if these are not appropriately managed or mitigated. Such factors can increase negative sentiment within the local community and reduce the sense of cohesion among residents in the Primary Social Study Area, particularly in Calliope due to the close proximity to the Project. 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.

"It's a tight knit community, so they all talk with each other. I think reputation as well... everything we do needs to be by the books and recorded."

"The Mount Larcom is the regional show, and you get the whole community together."

"Going to an event like the Kelly Dawson Beef Carcass Festival in Biloela really opened my eyes to see that everyone knows everyone. They might not talk to each other, but everyone knows everyone's business, and they all talk."

Community engagement undertaken to inform the SIA highlighted that the community surrounding the Project is characterised by strong agricultural roots, with farming central to both its identity and local economy.

The nearby communities of Gladstone and Calliope are skilled and self-sufficient, with experience adapting to large-scale developments. Lessons from past boom-and-bust cycles have improved community awareness and planning around workforce-related impacts. Calliope, in particular, has sought to retain (through targeted actions of its community groups) its valued country-town character and sense of community spirit, despite ongoing challenges such as youth crime, cost-of-living pressures, and steady, albeit slower, growth.

"Efforts to rebuild community engagement through organisations like the Rotary Club and local sporting clubs, which have helped restore some sense of community and provided support for disadvantaged groups."

Community feedback revealed a mix of views held by stakeholders. Several stakeholders expressed support for the Project, highlighting the potential for renewable energy generation, local job creation, and broader environmental benefits. Conversely, others did not support the

Project, citing concerns about changes to land use, potential environmental impacts, and uncertainty regarding the Project's long-term viability. Some community members also highlighted concerns that the Project may offer limited lasting benefits to local communities and could contribute to higher rates and an increased cost of living in the area.

Research indicates that disruptions to an individual's environment, such as those caused by new development projects, can lead to a loss of place attachment and identity (Jozwik, R., 2024; Manzo, L., Williams, D., Di Masso, A., Raymond, C., & Gulrud, N., 2023). The changes introduced by the Project, particularly during construction, may alter how individuals perceive and experience their locality. 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, D., Wagner, J., Dowse, S., Jones, M., & Orenstein, M., 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, such disruptions can fragment long-standing relationships and weaken social networks, leading to feelings of alienation and loss of identity.

"Calliope experienced significant growth during the liquefied natural gas construction phase, which led to a loss of community identity as new housing developments and workers' camps disrupted established social structures."

Furthermore, potential for reduced social cohesion within the Social Study Area is not limited to this Project alone. The broader increase in renewable energy developments across the Gladstone and Banana LGAs has the potential to exacerbate the issue.

The cumulative and time-compressed nature of these changes can heighten local concern. 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.

Summarising, the Project may influence community cohesion among residents in the Primary Social Study Area, most notably in Calliope due to the close proximity to the Project, particularly during construction, as differing views about its desirability, local disruptions, and an influx of non-local workers can heighten social tensions. In close-knit rural areas, such changes may affect the sense of community and place attachment, particularly amid broader regional transitions driven by multiple renewable energy developments. While some residents support the Project for its renewable energy and economic benefits, others expressed concern about land use changes, the extent of long-term benefits, and potential increases in living costs.

7.2.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential for reduced community cohesion, the Project will adopt a suite of management measures comprising:

- **Community and Stakeholder Engagement Plan:** Continued implementation of the CSEP during the Construction and Operational Phases of the Project will be important to help address the potential for reduced community cohesion. Specifically, WSD is to

continue to implement varied and/or alternative engagement methods to enable ongoing engagement of stakeholders throughout the life of the Project and address concerns/issues amongst stakeholders as they arise. It will also be important that WSD continues to provide regular updates on Project developments and make transparent decisions to build trust with the community. Recognising the impacts of temporary disruptions caused by construction activities, a concerted effort is needed prior to commencement of construction to address lingering concerns and strengthen or rebuild community cohesion.

- **Complaints Management System:** The Complaints Management System will be implemented throughout the life of the Project to manage concerns that may arise during day-to-day Construction and Operation Phase activities. It will provide a clear channel for community feedback and ensure timely responses to concerns and/or suggestions.
- **Worker Code of Conduct:** WSD will develop and implement a Worker Code of Conduct that establishes clear behavioural standards for non-local workers to help support community cohesion and sense of belonging within the local community. The Worker Code of Conduct is to set the minimum standards for behaviour and health and safety practices, and contain anti-harassment, bullying and discrimination provisions.
- **Project Inductions:** All workers will be required to undertake the relevant inductions for the Project that will include information on the local community to promote understanding and respect for local community values and foster mutual understanding between the local community and non-local workers.

7.2.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-1**.

TABLE 7-1 IMPACT SIGNIFICANCE – REDUCED COMMUNITY COHESION

Social Impact #1: Reduced Community Cohesion			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations Groups • Surrounding Community Members • Local Community Groups • Business and Industry 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Large	Medium	Major
Post-Mitigation	Magnitude	Likelihood	Significance
	Medium	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Medium	Medium	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor

7.3 SOCIAL IMPACT #2: REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT

7.3.1 KEY MATTERS

- Community and Stakeholder Engagement
- Health and Community Well-being

7.3.2 DESCRIPTION

Meaningful engagement is critical for managing social impacts and building long-term, genuine relationships with stakeholders. 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. 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.

Stakeholder feedback highlights that direct, face-to-face engagement through community events and local gatherings is considered the most effective approach for building trust and obtaining feedback, far surpassing passive advertising. While stakeholder fatigue has been noted, there remains a strong preference among Calliope residents for in-person engagement at familiar venues. To address concerns and maintain transparent communication, regular information sessions should be held in community spaces such as schools and shops, supported by open feedback channels. Although town hall-style meetings are regarded as useful, they tend to attract fewer participants.

“Stakeholder fatigue is noted, but Calliope residents value face-to-face engagement, especially at local venues.”

“Project teams should not wait for the community to approach them but should actively participate in local events, engage with all groups (including critics), and demonstrate genuine interest in local concerns.”

Engagement through local business alliances, such as the GEA, was highlighted as an effective method to connect with skilled local suppliers and subcontractors. It was noted by numerous stakeholders that maintaining clear, transparent, and consistent communication regarding project timelines, workforce requirements, and local benefits is essential for fostering community understanding, support, and trust.

Reputation and word-of-mouth were consistently identified as powerful influences on community attitudes by stakeholders. It was noted that negative experiences or unmet commitments can quickly spread, which can undermine trust. Lessons from previous projects reinforce the need to maintain clear feedback loops and acknowledge community input.

There is an inherent risk of misinformation or negative sentiment developing, particularly in communities where cohesion may already be affected. Ongoing direct engagement is essential to strengthen trust between the Project proponent and local communities. If trust is eroded, concerns may not be raised or addressed in a timely manner, potentially leading to further impacts on community cohesion. Trust can be reinforced by implementing measures to mitigate or manage Project impacts in collaboration with stakeholders and by ensuring stakeholders continue to influence decisions that affect their lives.

Summarising, meaningful, direct, and transparent engagement – focused on building trust, responding to stakeholder concerns, and maintaining clear communication, particularly amongst stakeholders within the Primary Social Study Area, who would be the most impacted by the Project – is essential to managing social impacts and fostering community support. Stakeholders noted that they prefer direct, face-to-face engagement at community events and through local business networks, as this approach builds trust, ensures their input can influence Project decisions, and helps prevent impacts to social cohesion and community well-being.

7.3.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential for reduced trust and confidence in community engagement, the Project will adopt a suite of management measures comprising:

- **Community and Stakeholder Engagement Plan:** Continued implementation of the CSEP during the Construction and Operation Phases of the Project will be important to help address the potential for reduced community cohesion. Specifically, WSD is to continue to implement varied and/or alternative engagement methods to enable ongoing engagement with stakeholders throughout the life of the Project and address concerns/issues amongst receptors as they arise. It will also be important that WSD continues to be transparent in its decision-making processes and provides regular updates on Project developments to build trust with the community. Recognising the impacts of temporary disruptions caused by construction activities, a concerted effort is needed prior to construction commences to address lingering concerns and strengthen or rebuild community cohesion.
- **Complaints Management System:** The Complaints Management System will be implemented throughout the life of the Project to manage concerns that may arise during day-to-day construction and operational activities and to provide clear channels for community feedback and ensuring timely responses to concerns and/or suggestions.

7.3.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-2**.

TABLE 7-2 IMPACT SIGNIFICANCE – REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT

Social Impact #2: Reduced Trust and Confidence in Community Engagement			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations Groups • Surrounding Community Members • Local Community Groups • Business and Industry 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Large	Medium	Major
Post-Mitigation	Magnitude	Likelihood	Significance
	Medium	Low	Minor

Social Impact #2: Reduced Trust and Confidence in Community Engagement			
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Medium	Medium	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Low	Negligible

7.4 SOCIAL IMPACT #3: CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES

7.4.1 KEY MATTERS

- Workforce Management
- Local Business and Industry Procurement

7.4.2 DESCRIPTION

An increase in labour demand, particularly during the Construction Phase of the Project, is expected to create direct employment opportunities for community members within the Social Study Area. In addition, opportunities for upskilling and training, coupled with indirect employment generated through positive spillover effects (such as the construction of an accommodation facility), are anticipated to deliver broader social benefits. These include diversification of the local economy, a reduction in socio-economic disadvantage, and enhanced community well-being through increased income stability.

Feedback from stakeholders during the engagement process revealed a strong preference for prioritising local employment and procurement opportunities, over fly-in-fly-out (FIFO) arrangements to maximise regional economic benefits. However, some stakeholders highlighted skilled labour shortages that could limit the ability to fully realise local employment opportunities linked to the Project. To address this issue, suggestions were made to establish clear employment pathways, including apprenticeships and traineeships, to build regional capacity and retain local talent.

Construction of the Project is anticipated to commence in early 2028 and take approximately 37 months to complete, generating work for around 680 FTE over that period. While WSD has not set a specific target for local employment, WSD will require the Construction Contractor/s to prioritise the recruitment of residents from nearby towns.

During the Operational Phase, a smaller workforce of around 10 FTE will be required, in addition to specialist contractors responsible for civil works maintenance, weed and pest control, and other environmental management tasks (i.e. those typically associated with rural landownership).

The extent to which direct employment opportunities can be realised locally will depend on labour availability, workforce mobility¹⁰, and the compatibility of existing skillsets with those required by the Project. In 2021, the total labour force within the Social Study Area comprised approximately 29,263 workers. Between 2016 and 2021, the Primary Social Study Area experienced a decline in its total labour force, particularly among Technicians and Trades

¹⁰ Employee mobility refers to the movement of individual workers between different jobs and companies.

Workers (from 23 to 17 workers). The Secondary Social Study Area also recorded a decline, with a combined loss of 70 workers, mainly Technicians, Trades Workers, and Labourers (refer to **Section 5.3**). Despite these decreases, a significant proportion of the labour force in 2021 remained employed in technical, trade, machinery operation, and labour roles, indicating some alignment between existing skillsets and Project requirements.

Unemployment rates varied across local communities in 2021, with the highest observed in River Ranch SAL (7.7%) and the lowest in the Mount Alma SAL and the Wooderson SAL (both reporting zero unemployment). Compared with 2016, most SALs recorded reductions in unemployment, with only the Calliope SAL, River Ranch SAL, and Gladstone SUA exceeding the Queensland average. Areas with higher unemployment, such as River Ranch and Calliope, may offer opportunities to source local labour - particularly for roles with lower entry barriers or targeted training requirements - ultimately supporting both Project objectives and regional employment outcomes.

The potential to source local workers will also be influenced by the age profile of residents. The Primary Social Study Area demonstrates a diverse age structure, with the Calliope SAL recording the lowest median age in 2021 (32 years), reflecting a larger proportion of young residents. In contrast, the Mount Alma, River Ranch, and Beecher SALs each have a higher proportion of residents aged over 65 years, consistent with or exceeding regional averages. This demographic variation suggests that younger cohorts in Calliope may provide a pipeline of early-career workers, while older populations elsewhere may present challenges for local workforce sourcing. Understanding these demographic dynamics will be important within the context of workforce planning.

When considering employment opportunities, the Project should also ensure that vulnerable groups are appropriately considered. In particular, WSD and/or the Construction Contractor/s should explore partnerships with local organisations to facilitate participation of First Nations Peoples in construction-related activities.

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 Primary and Secondary Social Study Area. Based on publicly available data, surrounding projects with overlapping construction phases may collectively require up to 1,830 FTEs. 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, however, that all labour requirements can be filled solely by local residents. Consequently, some positions are expected to be met through DIDO or FIFO workers and individuals relocating temporarily to the region for construction or operational roles.

Summarising, the Project is expected to generate significant local employment and economic benefits, with approximately 680 FTEs required during the 37-month Construction Phase and around 10 FTEs during the Operations Phase, supplemented by specialist contractors. These opportunities, together with potential upskilling, training, and local procurement initiatives, present meaningful prospects for enhancing community well-being, diversifying the regional economy, and strengthening local supply chains. The realisation of these benefits will depend on the availability and suitability of the local labour force and businesses, as well as effective engagement and planning to ensure participation from diverse community groups, including First Nations Peoples. Overall, the Project has the potential to deliver positive and lasting socio-economic outcomes within the Social Study Area if managed proactively and inclusively.

7.4.3 ENHANCEMENT MEASURES

To address the creation of employment opportunities, the Project will adopt a suite of enhancement measures comprising:

- **Local Employment Plan:** Develop and implement a Local Employment Plan (LEP) for the Project. The LEP is to be prepared by WSD and the Construction Contractor/s, and is to include the following measures:
 - Aspirational targets for local employment;
 - Engagement with the local/regional employment agencies to identify access pathways for local workers. Assess the candidate pool to determine suitable labour, trade or other employment on the Project;
 - Engagement with media including local radio, newspaper and social media to advertise expressions of interest for employment;
 - Encouragement for subcontractors to employ local workers wherever practicable and reasonable;
 - Use of local presence and content as a criterion when awarding contracts to subcontractors; and
 - Identification of positions where training would allow additional local workers and encourage local workers to undertake training to support specialist works.
- **Create Community Awareness:** Investigate the potential for partnerships with Gladstone Regional Council, Banana Shire Council and Business and Industry (e.g. Gladstone Chamber of Commerce and Industry, GEA, etc.), to foster better an understanding of the ways prospective workers may be able to take part in the Project. This awareness can make use of the Project website and the existing communication channels within each of the LGAs.
- **Workforce Upskilling/Training Opportunities:** Work with the Gladstone Regional Council and the State Government to identify opportunities to support and/or contribute to TAFE and/or University courses (or similar) to promote the development of complementary skillsets for renewable energy projects within the Social Study Area (and wider Central Queensland region).
- **First Nations Partnerships and Shared Benefits:** Continue engagement with the FNBGGGTB Peoples, through arrangements that enable participation in Project benefits such as local employment and contracting opportunities.

7.4.4 IMPACT SIGNIFICANCE

The pre-enhancement and post-enhancement impact significance across all relevant project phases is assessed in **Table 7-3**.

TABLE 7-3 IMPACT SIGNIFICANCE – CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES

Social Impact #3: Creation of Direct Employment Opportunities	
Receptors	<ul style="list-style-type: none"> • Immediate Neighbours • First Nations Groups • Surrounding Community Members • Local Community Groups

Social Impact #3: Creation of Direct Employment Opportunities			
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive

7.5 SOCIAL IMPACT #4: INCREASED ECONOMIC BENEFITS

7.5.1 KEY MATTERS

- Local Business and Industry Procurement

7.5.2 DESCRIPTION

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 townships. This can benefit local and regional businesses.

Feedback from engagement activities highlighted strong community interest in maximising the Project's contribution to the regional economy through local participation, with a clear preference for hiring local contractors and retaining economic benefits within the region. Stakeholders emphasised leveraging local expertise and supply chains, ensuring businesses can meaningfully participate in the Project, and expressed a desire for opportunities such as apprenticeships and traineeships. To address the risk of missed opportunities if work packages are not accessible to local businesses or industries, stakeholders recommended that WSD look to design work packages that enable local enterprises to participate (e.g. partnerships with Tier 1 contractors) while also engaging local businesses through platforms like the GEA. Collectively, these insights underscore the Project's potential to generate wide-ranging and lasting economic benefits across the region.

"The community is interested in how local small businesses can benefit from the project, seeking opportunities for procurement and service provision."

"It is important to create local employment pathways, including apprenticeships and traineeships, to build regional capacity and retain talent within the community."

"The creation of a local supplier platform by GEA, funded by Advanced Queensland, to connect local suppliers with buyers and facilitate participation in project work packages."

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, WSD intends to meet these needs through local and regional businesses and industry groups. The Operation Phase will also require specialist contractors to undertake on-site activities such as civil works maintenance, weed and pest control, and general environmental management. Subject to business availability and suitability, suppliers from within the Social Study Area will be prioritised.

To support this approach, clear direction on both direct and indirect local procurement will be required from WSD (and the Construction Contractor/s engaged for the Construction Phase). Key considerations for engaging local and regional businesses will depend on the availability of relevant industries, the capacity and readiness of local businesses to participate, and the demographic and economic characteristics of the Social Study Area.

As outlined in **Section 7.4**, despite a decrease in labour force participation across technical, trade, machinery operation, and labour roles, a substantial portion of the workforce in 2021 remained employed in these areas, indicating some alignment between local skillsets and Project requirements. This suggests that businesses and industries within the Social Study Area may be positioned to supply goods and services relevant to the Project.

In addition, the Gladstone LGA hosts a total of 4,132 businesses, reflecting a diverse and established economic base. The construction industry is the largest employer, engaging approximately 728 workers, followed closely by agriculture, which employs around 623 workers. Given this profile, the Project may be able to source a range of services and labour locally, strengthening regional economic participation. However, this may also present challenges, including maintaining a competitive procurement process and managing contracts with smaller enterprises that may have 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. Over time, 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 combined demand generated by multiple projects.

Summarising, the Project presents opportunities to enhance regional economic participation through local procurement, employment, and business engagement. By prioritising local contractors and suppliers where feasible, the Project can help strengthen local supply chains, create workforce pathways, and generate flow-on benefits for nearby communities. The regional business landscape, particularly in construction, provides a foundation for meeting some of the Project's needs, though local capacity and competition from other projects may pose short-term challenges. With clear procurement strategies and collaboration between WSD, the Construction Contractor/s, and local industry groups, the Project has the potential to deliver lasting economic benefits and support long-term regional growth.

7.5.3 ENHANCEMENT MEASURES

To address the increased economic benefits, the Project will adopt a suite of enhancement measures comprising:

- **Local Content Initiatives:** Develop and implement local content initiatives that encourage local procurement by the Construction Contractor/s. These initiatives are to be tracked and reported on throughout the life of the Project to demonstrate the extent to which local content is being accessed. Initiatives should include:
 - Applying and communicating the Project’s defined ‘local area’, comprising a tiered approach with preference given to the Primary Social Study Area (i.e. the communities of Mount Alma, Wooderson, Calliope, River Ranch, West Stowe, Burua, and Beecher), followed by the Secondary Social Study Area, the Central Queensland region, and then Australia;
 - Establishment of aspirational targets for local procurement;
 - Engage with the Business and Industry to identify access pathways for local businesses;
 - Identify and communicate procurement lead times so that there is sufficient opportunity for local Business and Industry to plan for future tenders;
 - Engage media including local radio, newspaper and social media to advertise expressions of interest for supply/services contracts; and
 - Use local presence and content as a criterion when awarding contracts to contractors.
- **Create Community Awareness:** Investigate the potential for partnerships with Gladstone Regional Council, Banana Shire Council and Business and Industry (e.g. Gladstone Chamber of Commerce and Industry, GEA, etc.), to foster better understanding of the ways prospective businesses may be able to take part in the Project. This awareness can make use of the Project website and the existing communication channels within each of the Local Governments.
- **“Job Readiness” Assistance:** WSD and the Construction Contractor/s are to assist local Business and Industry to become “job ready” by:
 - Ensuring the Construction Contractor/s (and subcontractor/s) is encouraged to hire locally where business/industries can demonstrate the required skills and experience;
 - Participating in Business and Industry meetings and events in the Social Study Area community to increase transparency in relation to upcoming opportunities; and
 - Encouraging lead contractors to purchase local non-labour inputs to production, where local producers can be cost and quality competitive, to support local industries.

7.5.4 IMPACT SIGNIFICANCE

The pre-enhancement and post-enhancement impact significance across all relevant project phases is assessed in **Table 7-4**.

TABLE 7-4 IMPACT SIGNIFICANCE – INCREASED ECONOMIC BENEFITS

Social Impact #4: Increased Economic Benefits	
Receptors	<ul style="list-style-type: none"> • Surrounding Community Members • Business and Industry

Social Impact #4: Increased Economic Benefits			
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Likelihood	Significance
	N/A	N/A	Positive

7.6 SOCIAL IMPACT #5: INFRASTRUCTURE AND SERVICES

7.6.1 KEY MATTERS

- Workforce Management
- Local Business and Industry Procurement
- Housing and Accommodation
- Health and Community Well-being

7.6.2 DESCRIPTION

The Project has the potential to increase demand on infrastructure and services within the Social Study Area. Specifically, this may be associated with:

- The accommodation of the non-local workforce.
- Increased demand for goods and services.
- Increased demand for social infrastructure.

Accommodation of the Non-Local Workforce

In general, major projects typically source some of their workforce from outside the region, in part given current unemployment rates. While there may be positive economic impacts through higher local spending and business activity from both the provision of workers accommodation and associated spending (e.g. meals, recreation, etc.) (refer to **Section 7.5**), increased demand for accommodation can raise rents and strain housing availability.

A sudden increase in the population can exacerbate existing accommodation shortages and cost of living pressures through increased rents in areas with low vacancy rates. Additionally, the reduction in short-term accommodation has the potential to impact upon tourism operations within the Primary Social Study Area as the number of accommodation options available to support festivals and events will be reduced. A reduction in tourist accommodation availabilities has the potential to lead to a loss of revenue for associated businesses in the tourism sector that may rely on a steady stream of visitors to support the long-term viability and sustainability of their business.

A review of the housing indicators and trends (refer to **Section 5.4**) notes that there are housing availability, affordability, accessibility challenges within the Gladstone LGA as evidenced by a tight rental market.

The vulnerable population are particularly at risk if this impact occurs, given that they may not have the socio-economic resources to secure long-term accommodation options, therefore are at risk of being 'priced out' of the community. If there is a lack of available short-term housing, this may also impact the ability for family and friends to stay close by to elderly familial relations during extended periods of visitation, which may result in reduced visitation and contribute to social isolation. Similarly, if there is a lack of affordable accommodation options to support short-term rentals this may reduce the accessibility for those more transient lifestyles from residing within the local area.

There is the potential for cumulative impacts to occur, given the number of surrounding projects (refer to **Table 4-3**) that have a potentially overlapping construction phases with the Project. Cumulative impact in this instance may exacerbate housing and short-term accommodation availability and increase associated cost as demand rises.

To lessen the take-up of short- and long-term accommodation within the Social Study Area, WSD is currently in discussions with relevant stakeholders regarding accommodation options for the non-local Construction workforce. Options include the potential for a new temporary accommodation camp to be developed on privately owned nearby land and/or the use of existing accommodation facilities (i.e. Homeground Village in Calliope, augmented by other short-term accommodation providers).

Nonetheless, the increase in the demand for local accommodation poses the risk of over-utilising existing short-term accommodation (such as Homeground Village) and displacing residents through reduced rental affordability – both of which were identified during stakeholder engagement as a concern arising from past industry booms within the region.

"Homeground accommodation is already heavily utilised by other industries, leading to potential conflicts and the need for careful planning to avoid over-reliance on this resource."

"Council would ideally like to see proponents invest in new housing developments or partner with developers to increase capacity, while being mindful of not displacing existing residents or exacerbating housing affordability issues."

Increased Demand for Goods and Services

An influx of workers has the potential to increase the demand for goods and services (e.g. groceries, tradespersons, etc.). Similar to the potential impacts on accommodation, while there will be economic benefits for local businesses (refer to **Section 7.5**), the increased demand may result in limited supply for local communities if not properly managed. 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.

This aspect has the potential to contribute to cumulative impacts, as an influx in workers from multiple projects may exacerbate accessibility and affordability of goods and services.

Increased Demand for Social Infrastructure

Worker influx may create pressure on social infrastructure, including community and recreational services; health and emergency services; and educational services, as the increased demand can strain 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. For instance, there are limited sporting facilities in the immediate vicinity of the Project Area (refer to **Section 5.5**). The demand can impact the health and well-being of residents.

There is also the potential for health and emergency services to be constrained due to an increase in demand from the Project. This has the potential to impact on accessibility for both workers and the existing community. This is of particular importance given that there is an ageing population in several areas within the Primary Social Study Area, who require ready access to these sources.

“Housing and healthcare as the most pressing issues, noting the closure of the private hospital and the strain on public health services, which require residents to travel for specialist care.”

“There are gaps in local health services, such as limited access to doctors, pathology, and allied health, and the importance of making these services more accessible in regional townships like Calliope.”

If that pressure on medical facilities increases, there is potential for broader impacts on vulnerable groups reliant on consistent access to care, including the elderly, youth, and First Nations communities to occur.

There is the potential for cumulative impacts to occur, given the number of surrounding projects (refer to **Table 4-3**) that have potentially overlapping construction phases with the Project. The cumulative impact in this instance may exacerbate shortages and/or delays in accessing social infrastructure, which may ultimately impact on the health and well-being of local community members.

Summarising, the Project has the potential to increase demand on local infrastructure, goods, services, and social facilities within the Social Study Area, particularly during construction when workforce numbers peak. While economic benefits are anticipated through local spending and business activity, the influx of non-local workers may place pressure on an already tight housing market, increasing rents and reducing availability for residents and tourists. Similarly, higher demand for goods, services, and social infrastructure – such as health, emergency, and recreational facilities – may lead to reduced accessibility, and community dissatisfaction, particularly affecting vulnerable populations. These pressures may be compounded by cumulative effects from other nearby projects with overlapping construction phases, further straining the capacity and affordability of housing, services, and essential community infrastructure.

7.6.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential impact on infrastructure and services, the Project will adopt a suite of management measures comprising:

- **Local Employment Plan:** Develop and implement a LEP that seeks to maximise local employment in the first instance, which will reduce the need for non-local workers and associated accommodation.
- **Community and Stakeholder Engagement Plan:** Continued implementation of the CSEP during the Construction and Operation Phases of the Project will be important, to address any outstanding issues/concerns amongst stakeholders and receptors with respect to accommodation pressures, key festivals/events, infrastructure and service pressures, and/or cumulative impact concerns from surrounding projects.
- **Collaboration with Accommodation Providers:** Engagement and collaboration with accommodation providers is important to minimise potential negative impacts on local businesses and residents. Establishing long-term workforce accommodation agreements with major developers has proven effective in maintaining operational stability and positive community relations.
- **Proponent Coordination:** Collaborate, where possible, with developers of surrounding projects (refer to **Table 4-3**) to understand construction phase overlap and associated workforce accommodation needs. There is an opportunity to work with developers of surrounding projects to minimise cumulative impacts, such as by sharing accommodation where appropriate or by staging accommodation use to help manage population influx and reduce pressures on infrastructure and services.
- **Workforce Accommodation Management Plan:** Development and implementation of a Workforce Accommodation Management Plan (WAMP) for that Project that will:
 - Monitor the available accommodation options in the Social Study Area, with particular focus on major events/festivals;
 - Consult with the Gladstone Regional Council and proponents of surrounding projects regarding potential sites and options to share accommodation facilities;
 - Prioritise local accommodation options, where available and practical;
 - Investigate local and regional community media options to disseminate information to local accommodation operators and rental property owners, such as construction timing, workforce estimates and accommodation requirements;
 - Provide a register of local accommodation options and contact details to subcontractors; and
 - Include a requirement to review workforce predictions during construction to ensure that accommodation requirements are met.
- **Complaints Management System:** Continue to implement the Complaints Management System to manage concerns that may arise, provide clear channels for community feedback, and ensure timely responses to concerns, complaints and/or suggestions.

7.6.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-5**.

TABLE 7-5 IMPACT SIGNIFICANCE – INFRASTRUCTURE AND SERVICES

Social Impact #5: Infrastructure and Services			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • First Nations Groups • Local Community Groups • Business and Industry • Emergency Services • Local Council 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	High	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Low	Negligible

7.7 SOCIAL IMPACT #6: PERCEIVED LAND USE INCOMPATIBILITY AND IMPACT TO LAND VALUES

7.7.1 KEY MATTER

- Health and Community Well-being

7.7.2 DESCRIPTION

The Project may be perceived by stakeholders to be incompatible with the existing rural and agricultural land use and/or prevent the ongoing farming practices occurring within the Project Area and/or on neighbouring properties (within the context of the Project, there are no dwellings located within approximately 6 km of the closest solar modules). 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.

“While some parcels are no longer classified as good quality agricultural land, there remains community concern about the loss of rural and agricultural land to renewable projects.”

Review of 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.

As outlined in **Section 5.1**, the Project Area and surrounds comprise rural and agricultural land uses. Specifically, the Project Area has historically undergone large-scale clearing activities to enable cattle grazing activities to occur. The EAR (**Section 7.1.3**) notes that there are some areas of high ecological value, however these have been avoided as part of the Project siting, with buffers applied to protect sensitive habitats.

The ALA (refer to **Section 7.1.1**) reinforces the suitability of the Project Area for grazing only, and identifies that the Project Area is unsuitable for cropping due to significant soil limitations. The Project is located on poor quality agricultural land (Agricultural Land Class C2). The Proponent has committed to working with the Host Landowners to determine prospective opportunities for coexistence during the Operation Phase of the Project. Importantly the ALA notes that there are no anticipated lasting impacts on agricultural productivity as a result of the Project.

While there may be potential environmental impacts resulting from Project activities (e.g. noise, glint and glare, landscape and visual), these have been independently assessed (refer to **Section 7.1**) and can be appropriately managed or mitigated, and therefore are unlikely to directly influence property prices.

On this basis, the Project Area may continue to be used for rural/agricultural land uses which is in keeping with the surrounding land use character. Accordingly, the effect of the Project on land values is expected to be limited. Despite this, it is acknowledged that there remains a perception that the Project is incompatible with rural land uses and may reduce surrounding land values, which should be the focus for management and mitigation measures.

Summarising, while some stakeholders perceive the Project as incompatible with existing rural and agricultural land uses and potentially detrimental to surrounding property values, available studies suggest these effects are likely to be limited. Literature on renewable energy developments shows mixed findings, with property value impacts influenced by factors such as land use type, landscape change, and agricultural productivity. Given that the Project Area is primarily suited to grazing and not cropping, and there may be opportunities for coexistence, the Project remains broadly amicable with surrounding land uses. Although some amenity changes (e.g. visual, noise, glint and glare) may occur, these can be effectively managed. Therefore, the Project is not expected to materially affect land values, though stakeholder perceptions of incompatibility and potential devaluation warrant ongoing engagement and mitigation attention.

7.7.3 MANAGEMENT AND MITIGATION MEASURES

To address the perceived land use incompatibility potential impact to land values, the Project will adopt a suite of management measures comprising:

- **Technical Mitigation/Management Measures:** Implement the various mitigation/management measures proposed within the each technical assessment referenced in **Section 7.1**, which will be included in the Development Application for the Project.
- **Construction Environmental Management Plan:** Develop and implement a Construction Environmental Management Plan (CEMP) that will include specific mitigations for construction related impacts, including dust emissions, noise emissions, bushfire risk management, and biosecurity risk management.
- **Operational Environmental Management Plan:** Develop and implement an Operational Environmental Management Plan (OEMP) that will include specific mitigations for operation related impacts.
- **Community and Stakeholder Engagement Plan:** Continue implementation of the CSEP during the Construction and Operational Phases of the Project. It is important that WSD continues to engage with receptors in order to provide frequent updates associated with construction and operational activities.
- **Complaints Management System:** Continue to implement the Complaints Management System to manage concerns that may arise, provide clear channels for community feedback, and ensure timely responses to concerns, complaints and/or suggestions.

7.7.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-6**.

TABLE 7-6 IMPACT SIGNIFICANCE – PERCEIVED LAND USE INCOMPATIBILITY AND IMPACT TO LAND VALUES

Social Impact #6: Perceived Land Use Incompatibility and Impact to Land Values			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	High	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Negligible	High	Negligible
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	High	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Negligible	High	Negligible

7.8 SOCIAL IMPACT #7: SOCIAL AMENITY

7.8.1 KEY MATTER

- Health and Community Well-being

7.8.2 DESCRIPTION

Social amenity refers to the tangible and intangible aspects of the surrounds within which receptors live and undertake daily activities. The Project has the potential to impact on social amenity via construction and operational activities, including activities that generate noise and air emissions (e.g. dust), impact visual amenity, contribute to adverse circumstances (e.g. bushfires), or that impact the surrounding environment and/or ecological conditions. Changes in social amenity have the potential to impact on mental health and well-being, particularly if receptors' rest (e.g. sleep) is disrupted by the Project, or if stakeholders place an inherent value on the surrounding environment (including flora/fauna).

A stakeholder during engagement expressed concerns that the Project's visibility from the Dawson Highway could affect local amenity, particularly due to the visual presence of large-scale infrastructure within the rural landscape. The introduction of built structures in an otherwise open and scenic setting was seen as potentially altering the area's rural character and visual appeal for both residents and travellers.

"Project's visibility from the Dawson Highway could affect local amenity, with concerns about the appearance of large-scale infrastructure in rural landscapes."

As outlined in **Section 7.1.6** the LVIA concluded that potential landscape impacts would not be significant. A visual impact assessment at six viewpoints within 20 km of the Project Area found effects also deemed not significant, with no important scenic viewpoints in the study area. However, the cumulative impact assessment identified a likely sequential cumulative effect along the Dawson Highway due to visibility of nearby projects, with anticipated significance rated Moderate to High for a short section and Low to Moderate on another section.

The Glint & Glare Assessment (refer to **Section 7.1.2**) found no significant glare impacts on nearby residences, with only one dwelling within 3 km and no predicted safety or nuisance risk. While temporary glare potential was identified for the Dawson Highway and the Moura System Railway, this can be fully mitigated by adjusting solar panel tracking angles at specific times, and no aviation impacts are expected. From a social impact perspective, the Project is unlikely to cause visual discomfort or safety concerns for residents, road users, or rail operators, and recommended operational measures ensure community amenity and public safety are maintained, reflecting best practice and proactive design.

The SWIA (refer to **Section 7.1.4**) found the Project Area lies within the Calliope River catchment and contains several unmapped drainage features, with riparian vegetation along corridors and soils mainly classified as Chromosols. Project design prioritises vegetation retention and erosion minimisation, and flood modelling confirms infrastructure will be above flood levels or designed to withstand inundation. Impacts on surface water quality will be managed through a Stormwater Quality Management Plan and an Erosion and Sediment Control Plan during detailed design. Overall, the Project is expected to have minimal impact on water resources, as it involves limited ground disturbance, no pollutant storage, and does not increase stormwater runoff post-construction.

In addition, air quality, dust generation, noise, and vibration are commonly cited as sources of community concern and can contribute to potential social impacts during the Construction Phase. These factors often influence perceptions of reduced social amenity, particularly for residents near the Project. Without effective management, poor air quality and excessive dust can lead to respiratory issues, diminish outdoor amenity, and negatively affect the health and comfort of nearby communities. Similarly, unmanaged noise and vibration can impact mental health, sleep quality, and overall wellbeing, especially for those living near the Project Area.

Although detailed technical assessments of these issues are not available at this stage, it is important to acknowledge their relevance as they can shape community sentiment and trust. It is also important to note the lack of nearby residential receivers and public community spaces, as the Project is located on grazing land near the Dawson Highway. The closest non-associated dwelling is approximately 6 km from the nearest solar modules, making it unlikely that there will be substantial impacts. Nonetheless, proactive communication and mitigation planning around these aspects will help reduce uncertainty and manage expectations.

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.

Summarising, the Project is expected to have limited impact on social amenity, with visual effects assessed as not significant overall, though short sections of the Dawson Highway may experience moderate cumulative impacts due to nearby projects. Glint and glare risks are negligible and can be fully mitigated, while water resource impacts will be minimal through design measures such as vegetation retention and erosion control. Air quality, dust, noise, and vibration emissions have the potential to affect health, comfort, and perceptions of amenity; however, the Project's location and absence of nearby non-associated dwellings will lessen the potential for receptors to experience impacts. Nonetheless, proactive communication and mitigation planning will be essential to manage these risks and maintain community confidence. Overall, the Project is unlikely to cause significant visual discomfort or safety issues, and recommended operational measures aim to maintain community amenity and public safety in line with industry good practice.

7.8.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts on social amenity, the Project will adopt a suite of management measures comprising:

- **Technical Mitigation and/or Management Measures:** The implementation of various mitigation/management measures proposed within the individual technical assessments referenced in **Section 7.1**, including the LVIA, SWIA and Glint & Glare Assessment.
- **Construction Environmental Management Plan:** Develop and implement a CEMP that will include specific mitigations for construction related impacts, including dust emissions, noise emissions, bushfire risk management, and biosecurity risk management.
- **Operational Environmental Management Plan:** Develop and implement an OEMP that will include specific mitigations for operation-related impacts.
- **Community and Stakeholder Engagement Plan:** Continue to implement the CSEP during the Construction and Operational Phases of the Project. It is important that WSD

continues to engage with Host Landowners and Neighbours to provide frequent updates associated with construction and operational related activities.

- **Complaints Management System:** The Complaints Management System will be implemented throughout the life of the Project to manage concerns that may arise, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.

7.8.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-7**.

TABLE 7-7 IMPACT SIGNIFICANCE – SOCIAL AMENITY

Social Impact #7: Social Amenity			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	High	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor
Post-Mitigation	Magnitude	Likelihood	Significance
	Negligible	Low	Negligible

7.9 SOCIAL IMPACT #8: COMMUNITY HEALTH AND SAFETY

7.9.1 KEY MATTER

- Health and Community Well-being

7.9.2 DESCRIPTION

Community health and safety have the potential to be impacted as a result of both construction and operational activities. Specifically, this may be associated with:

- Construction and operational activities.
- Increased traffic movements.
- Project components causing or contributing to a fire.

Construction and Operational Activities

Construction activities have the potential to cause community health and safety impacts if hazards are not appropriately managed. This can be linked to the use of heavy machinery

and/or poor site management practices. There is the potential for injuries or, in the worst-case scenario, death to occur as a result of hazards.

During the Operational Phase, Project components may cause a community health and safety impact if the facility is not appropriately managed. For instance, interaction or tampering with the infrastructure at site can result in injury. Such risks would only arise in the unlikely event that community members unlawfully enter the Project Area.

A comprehensive suite of management measures will be implemented during construction and operation to minimise potential impacts on community members. Health and safety requirements are governed by relevant Commonwealth and State legislation. In addition, security fencing will be installed to prevent unauthorised access to the Project Area, thereby reducing the potential for health and safety impacts to occur.

Increased Traffic Movements

Project-related traffic is expected to increase vehicle volumes across the local road network. The transport of construction materials and components will also require frequent heavy vehicle movements to and from the Project Area. During engagement activities, stakeholders raised concerns about road safety, including a preference to avoid heavy vehicle movements during school zone hours. Engagement with Gladstone Regional Council identified that there is already a restriction on heavy vehicle movements near schools during school hours and highlighted the presence of the Calliope State School and associated school bus routes along the Dawson Highway.

Increased traffic has the potential to:

- Cause or contribute to congestion or delays/interruptions to other road users (such as buses, delivery vehicles, residents), which may cause frustration to receptors and/ or contribute to stress and reduced wellbeing.
- Accelerate the damage to roads, causing unsafe driving conditions that may increase the likelihood of accidents occurring, which can lead to injuries or, in the worst-case scenario, a fatality.

Construction activities are proposed to occur during standard daytime construction hours. While these hours avoid the most sensitive early-morning and evening periods, they will still place additional pressure on the local road network, particularly as workers travel to and from the Project Area at the beginning and end of each shift.

In addition, the TIA (refer to **Section 7.1.5**) states that traffic impacts are largely associated with the Construction Phase of the Project, with the assessment finding that Project related traffic movements can be accommodated by the existing road network, and will lead to negligible increases in pavement loading. In addition, upgrade works and treatments to the Dawson Highway/Site Access intersection were identified in the TIA, which will help maximise the safety and operational performance of the road network.

Project Components Causing or Contributing to a Fire

There are also a range of community health and safety impacts that may arise from incidents associated with the BESS, such as the potential for combustion of battery units. There is also a possibility for hazardous chemicals to be released into the environment (e.g. airborne or into the ground) from such an incident.

The Project's potential to contribute to a fire is a source of concern for stakeholders. For instance, some stakeholders were concerned that the Project may heighten the bushfire risk for surrounding locations if the Project Area is not appropriately maintained (e.g. vegetation maintenance, etc.). Additionally, there appeared to be a heightened level of concern amongst some stakeholders given the proximity of the Project to existing gas pipelines. For instance, one stakeholder expressed concern that a fire arising from the BESS or another component of the Project may be a catalyst for a wider fire fuelled by the gas running through the nearby pipelines or cause a gas pipeline explosion. The Proponent is working closely with gas pipeline operators to manage the interface of the Project with their assets.

Additionally, concern has been raised by some stakeholders in relation to the capacity and capability of the Rural Fire Service to suitably maintain the landscape in-and-around the Project Area and to mitigate fire risk, and to handle battery fires associated with the Project. As outlined in **Section 7.1.7**, the Bushfire Management Plan provides a number of measures to prevent the spread of bushfire, including fire breaks between infrastructure and around the perimeter of the solar modules.

With respect to a fire originating from the Project, the BESS units to be used in the Project are designed to contain fire internally, allowing it to burn itself out, which is the currently strategy recommended by fire authorities such as the Country Fire Authority in Victoria and BESS technology providers (Hoey, I., 2025). It is noted that some stakeholders were concerned about the specific toxicity of smoke arising from fires originating in the BESS units, however it is noted that studies have indicated that emissions from BESS fires are chemically similar to household fires, given the increasing prevalence of household plastics that often release similar compounds (Hoey, I. 2025).

Summarising, community health and safety may be affected during both the Construction and Operation Phases, primarily due to Project activities, increased traffic movements, and potential fire risks associated with Project components. Construction activities involving heavy machinery present hazards that, if not managed effectively, could result in injury or, in extreme cases, fatalities; however, these risks are mitigated through strict compliance with health and safety legislation, site management procedures, and restricted access measures. Increased traffic during construction may contribute to congestion, road damage, and elevated accident risk, although the TIA found the existing road network can accommodate Project-related movements with minimal impact. Fire risk, in particular linked to the BESS component, presents an additional safety concern for stakeholders/receptors. It is anticipated however, that these concerns can be addressed through the adoption of the appropriate BESS unit design, as well as the development and implementation of a Bushfire Management Plan designed to prevent, contain, and mitigate fire occurrence and spread. Overall, with the implementation of these controls, community health and safety impacts are expected to be managed and minimised.

7.9.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts on community health and safety, the Project will adopt a suite of management measures comprising:

- **Construction Environmental Management Plan:** Develop and implement a CEMP that will include specific mitigations for construction related impacts, including dust emissions, noise emissions, and bushfire risk management.
- **Operational Environmental Management Plan:** Develop and implement an OEMP that will include specific mitigations for operation related impacts, including bushfire risk management.
- **Community and Stakeholder Engagement Plan:** Continue implementation of the CSEP during the Construction and Operational Phases of the Project. It is important that WSD continues to engage with receptors to provide frequent updates associated with construction and operational activities.
- **Complaints Management System:** Continue to implement the Complaints Management System to manage concerns that may arise, provide clear channels for community feedback, and ensure timely responses to concerns, complaints and/or suggestions.
- **Traffic Management Plan:** Develop and implement a Traffic Management Plan that considers peak traffic hours as relevant for the local community, so as to avoid transporting large equipment and/ or infrastructure during these periods.
- **Bushfire Management Plan:** Implement the Bushfire Management Plan including associated mitigation/management measures.

7.9.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-8**.

TABLE 7-8 IMPACT SIGNIFICANCE – COMMUNITY HEALTH AND SAFETY

Social Impact #8: Community Health and Safety			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • First Nations/Aboriginal Groups • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Medium	Medium	Moderate
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Medium	Minor
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Large	Medium	Major
Post-Mitigation	Magnitude	Likelihood	Significance
	Medium	Medium	Moderate

7.10 SOCIAL IMPACT #9: CULTURAL HERITAGE

7.10.1 KEY MATTER

- Health and Community Well-being

7.10.2 DESCRIPTION

Altered landscapes can significantly 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.

Although stakeholder engagement did not identify community concerns relating to potential impacts on cultural heritage, there remains the potential for this impact to occur. Ongoing community and stakeholder engagement should occur to minimise the potential for impact on cultural heritage.

7.10.3 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts on cultural heritage, the Project will adopt a suite of management measures comprising:

- **Cultural Heritage Management Plan:** Continue the development of, and subsequently implement, the CHMP being prepared with the FNBGGGTB Peoples. The CHMP will record and describe the processes and procedures required to be implemented regarding Aboriginal cultural heritage prior and during the Construction and Operation Phases of the Project. The CHMP will include (but not be limited to):
 - Measures to manage archaeological material that needs to be relocated away from development activities;
 - Measures to be installed during and possibly post the Construction Phase to protect and conserve archaeological material that will not be impacted by development activities (including, but not limited to, fencing or signage);
 - The requirements regarding heritage training and inductions for Construction Contractor/s working on site;
 - Any requirements regarding monitoring of ground disturbance activities by the FNBGGGTB Peoples;
 - The development and provision of cultural awareness training by the FNBGGGTB Peoples; and
 - A Chance Finds Procedure that includes mechanisms for managing the expected finds of additional Aboriginal cultural material being found during construction activities.
- **Construction Environmental Management Plan:** Develop and implement a CEMP, include a historic heritage chance finds procedure in the plan.
- **Community and Stakeholder Engagement Plan:** Continued implementation of the CSEP during the Construction and Operational Phases of the Project. It is important that WSD continues to engage with receptors to provide frequent updates associated with construction and operational activities. Engagement with the FNBGGGTB Peoples should also continue, to ensure First Nations / Aboriginal cultural heritage is appropriately managed.

- **Complaints Management System:** Continue to implement the Complaints Management System to manage concerns that may arise, provide clear channels for community feedback, and ensure timely responses to concerns, complaints and/or suggestions.

7.10.4 IMPACT SIGNIFICANCE

The pre-mitigation and post-mitigation impact significance across all relevant Project phases is assessed in **Table 7-9**.

TABLE 7-9 IMPACT SIGNIFICANCE – CULTURAL HERITAGE

Social Impact #9: Cultural Heritage			
Receptors	<ul style="list-style-type: none"> • Surrounding Community Members • First Nations / Aboriginal Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Large	Medium	Major
Post-Mitigation	Magnitude	Likelihood	Significance
	Large	Low	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Likelihood	Significance
	Small	Low	Negligible
Post-Mitigation	Magnitude	Likelihood	Significance
	Small	Low	Negligible

7.11 SUMMARY OF POTENTIAL SOCIAL IMPACTS

The impact assessment identified a total of four social impacts with a pre-mitigation rating of major significance, seven rated as moderate, two rated as minor, one assessed as negligible, and two identified as positive impacts.

Following the application of management and/or mitigation measures, no negative impact has a residual significance of major. Instead, three negative social impacts were reduced to moderate, five to minor, and six to negligible. This demonstrates that the proposed mitigation and management measures are expected to reduce the significance of social impacts associated with the Project.

The summary of potential social impacts relevant to the Project are provided in **Table 7-10**. The relevant key matters are identified alongside the potential social impacts.

TABLE 7-10 SUMMARY OF POTENTIAL SOCIAL IMPACTS

Potential Impact	Key Matter	Receptor	Phase	Pre-Mitigation Impact Significance	Post-Mitigation Impact Significance
#1: Reduced Community Cohesion	<ul style="list-style-type: none"> Community and Stakeholder Engagement Workforce Management Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations Groups Surrounding Community Members Local Community Groups Business and Industry 	Construction	Major	Moderate
			Operation	Moderate	Minor
#2: Reduced Trust and Confidence in Community Engagement	<ul style="list-style-type: none"> Community and Stakeholder Engagement Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations Groups Surrounding Community Members Local Community Groups Business and Industry 	Construction	Major	Minor
			Operation	Moderate	Negligible
#3: Creation of Direct Employment Opportunities	<ul style="list-style-type: none"> Workforce Management Local Business and Industry Procurement 	<ul style="list-style-type: none"> Immediate Neighbours First Nations Groups Surrounding Community Members Local Community Groups 	Construction	Positive	Positive
			Operation	Positive	Positive
#4: Increased Economic Benefits	<ul style="list-style-type: none"> Local Business and Industry Procurement 	<ul style="list-style-type: none"> Surrounding Community Members Business and Industry 	Construction	Positive	Positive
			Operation	Positive	Positive
#5: Infrastructure and Services	<ul style="list-style-type: none"> Workforce Management Local Business and Industry Procurement Housing and Accommodation Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members First Nations Groups Local Community Groups Business and Industry Emergency Services Local Council 	Construction	Moderate	Minor
			Operation	Minor	Negligible

Potential Impact	Key Matter	Receptor	Phase	Pre-Mitigation Impact Significance	Post-Mitigation Impact Significance
#6: Perceived Land Use Incompatibility and Impacts to Land Values	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours 	Construction	Moderate	Negligible
			Operation	Moderate	Negligible
#7: Social Amenity	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members 	Construction	Moderate	Minor
			Operation	Minor	Negligible
#8: Community Health and Safety	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members First Nations/Aboriginal Groups Emergency Services 	Construction	Moderate	Minor
			Operation	Major	Moderate
#9: Cultural Heritage	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Surrounding Community Members First Nations / Aboriginal Groups 	Construction	Major	Moderate
			Operation	Negligible	Negligible

8. 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 7**, the social impact mitigations and benefit enhancement measures will need to be monitored in accordance with the framework plan outlined in **Table 8-1**, 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 8-1** identifies the following:

- **Social Impact:** The social impact identified and assessed in **Section 7**.
- **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 7**.
- **Responsibility:** Assigns the relevant person and/or entity to take charge of the proposed management in order 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 8-1 PRELIMINARY

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	<ul style="list-style-type: none"> Community and Stakeholder Engagement Workforce Management Health and Community Well-being 	Minimise community complaints	CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing
			Worker Code of Conduct	<ul style="list-style-type: none"> Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record acknowledgement of Worker Code of Conduct Record number of breaches of Worker Code of Conduct 	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of workers who have completed Project inductions 	<ul style="list-style-type: none"> Percentage of workers who have completed Project inductions 	Monthly for the first three months, then quarterly
#2: Reduced Trust and Confidence in Community Engagement	<ul style="list-style-type: none"> Community and Stakeholder Engagement Health and Community Well-being 	Maximise community engagement	CESP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing
#3: Creation of Direct Employment Opportunities	<ul style="list-style-type: none"> Workforce Management Local Business and Industry Procurement 	Maximise local employment	LEP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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
			Create Community Awareness	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record engagement activities with stakeholders about employment opportunities 	<ul style="list-style-type: none"> Number of engagement activities about the Project's employment opportunities 	Monthly during construction, then as required
			Workforce Upskilling / Training Opportunities	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with stakeholders about workforce upskilling/training opportunities 	<ul style="list-style-type: none"> Number of engagements about workforce upskilling/training opportunities 	Quarterly
			First Nations Partnerships and Shared Benefits	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record employment of First Nations peoples Record First Nations retention rate 	<ul style="list-style-type: none"> 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
						<ul style="list-style-type: none"> Record number of apprenticeships held by First Nations peoples Ensure Construction Contractor/s (and subcontractors) report of First Nations employment Record the number of training programs undertaken with First Nations peoples 	<ul style="list-style-type: none"> Number of training programs delivered to First nations peoples Number of apprenticeships offered to First Nations people 	
#4: Increased Economic Benefits	<ul style="list-style-type: none"> Local Business and Industry Procurement 	Maximise local procurement	Local Content Initiatives	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record number and value of contracts with local and regional businesses 	<ul style="list-style-type: none"> Percentage of local and regional businesses involved in the Project Percentage of total value of relevant Project expenditure awarded to local and regional businesses 	Monthly during construction, then as required
			Create Community Awareness	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record engagement activities with stakeholders about the Project's procurement opportunities 	<ul style="list-style-type: none"> Number of engagements about the Project's procurement opportunities 	Monthly during construction, then as required
			"Job Readiness" Assistance	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Ensure Construction Contractor/s report on local employment Record engagement activities with stakeholders about the Project's procurement opportunities 	<ul style="list-style-type: none"> Number of engagements about the Project's procurement opportunities 	Monthly during construction, then as required
#5: Infrastructure and Services	<ul style="list-style-type: none"> Workforce Management Local Business and Industry Procurement Housing and Accommodation Health and Community Well-being 	Maximise local employment and minimise potential impacts on accommodation availability, community access to goods, services and social infrastructure	LEP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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
			CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Collaboration with Accommodation Providers	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with accommodation providers about the availability of accommodation 	<ul style="list-style-type: none"> Number of engagements about the accommodation availability 	Monthly during construction
			Proponent Coordination	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Workforce Accommodation Management Plan	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of breaches of the Workforce Accommodation Management Plan Record number of Workforce Accommodation Management Plan specific engagement activities undertaken 	<ul style="list-style-type: none"> Number of non-compliances with the Workforce Accommodation Management Plan Number of Workforce Accommodation Management Plan specific engagements 	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
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing
#6: Perceived Land Use Incompatibility and Impacts to Land Values	<ul style="list-style-type: none"> Health and Community Well-being 	Minimise impacts to amenity and rural character	Technical Mitigation / Management measures	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Construction Operation 	<ul style="list-style-type: none"> Record number of non-compliances of mitigation and/or management measures in the Development Permit Record number of non-compliance remediation activities undertaken 	<ul style="list-style-type: none"> 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
			CEMP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
			OEMP	<ul style="list-style-type: none"> WSD O&M Contractor/s 	<ul style="list-style-type: none"> Operation 	<ul style="list-style-type: none"> Record number of breaches of the OEMP 	<ul style="list-style-type: none"> Number of non-compliances with OEMP 	Ongoing
			CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing
#7: Social Amenity	<ul style="list-style-type: none"> Health and Community Well-being 	Minimise potential environmental and amenity impacts (i.e. noise, vibration, dust) on receptors	Technical Mitigation / Management measures	<ul style="list-style-type: none"> WSD Construction Contractors 	<ul style="list-style-type: none"> Construction Operation 	<ul style="list-style-type: none"> Record number of non-compliances of mitigation and/or management measures in the Development Permit Record number of non-compliance remediation activities undertaken 	<ul style="list-style-type: none"> 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
			CEMP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
			OEMP	<ul style="list-style-type: none"> WSD O&M Contractor/s 	<ul style="list-style-type: none"> Operation 	<ul style="list-style-type: none"> Record number of breaches of the OEMP 	<ul style="list-style-type: none"> Number of non-compliances with OEMP 	Ongoing
			CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	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
#8: Community Health and Safety	<ul style="list-style-type: none"> Health and Community Well-being 	Minimise community health and safety incidents	CEMP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
			OEMP	<ul style="list-style-type: none"> WSD O&M Contractor 	<ul style="list-style-type: none"> Operation 	<ul style="list-style-type: none"> Record number of breaches of the OEMP 	<ul style="list-style-type: none"> Number of non-compliances with OEMP 	Ongoing
			CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing
			Traffic Management Plan	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of breaches of the Traffic Management Plan 	<ul style="list-style-type: none"> Number of non-compliances with the Traffic Management Plan 	Monthly during construction, and quarterly during operation
			Bushfire Management Plan	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of breaches of the Bushfire Management Plan 	<ul style="list-style-type: none"> Number of non-compliances with the Bushfire Management Plan 	Monthly during construction, and quarterly during operation
#9: Cultural Heritage	<ul style="list-style-type: none"> Health and Community Well-being 	Minimise the chance to damage, disturb or interfere with Historic or Aboriginal cultural heritage and local culture	CHMP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of breaches of the CHMPs 	<ul style="list-style-type: none"> Number of non-compliances with CHMPs 	Ongoing
			CEMP	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
			CSEP	<ul style="list-style-type: none"> WSD 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
			Complaints Management System	<ul style="list-style-type: none"> WSD Construction Contractor/s 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved in accordance with the Complaints Management System 	Ongoing

9. COMMUNITY BENEFIT INITIATIVES

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 7** and in the Preliminary SIMP (refer to **Table 8-1**).

As outlined in **Section 4.5.6**, the Gladstone Regional Council will utilise contributions made into the CBF for Council identified priorities and outcomes of a SIA. The criteria set out in **Table 4-8** will be used to inform whether a CBA will deliver public benefits.

The community benefit initiatives and/or measures that warrant further investigation by WSD and the Gladstone Regional Council for the purpose of meeting community needs and alignment with the Gladstone Regional Council's social infrastructure investment priorities (refer to **Section 4.5.8**), are outlined in **Table 9-1**.

TABLE 9-1 COMMUNITY BENEFIT INITIATIVES AND/OR MEASURES IDENTIFIED

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category ¹	Social Infrastructure Investment Priorities ²	Community Need ³	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
<p>Support for Alternative Educational Pathways</p> <p>Partnership and funding opportunities could be established to support educational and vocational programs, including scholarships, within the Primary Social Study Area. These initiatives could be offered to students graduating from Year 10 or Year 12 and delivered in collaboration with tertiary education providers such as TAFE or CQ University.</p> <p>There is also potential to develop research partnerships with these institutions on topics relevant to the Project - for example, opportunities for agricultural co-existence. In addition, partnerships could be explored with Calliope State High School, particularly for students specialising in agriculture, science, or technology.</p> <p>Partnership with established, well-governed local not-for-profits (e.g. Apprentice Training Queensland, Roseberry Qld, Anglicare) to deliver community benefits and build capacity, rather than relying on for-profit entities with less community focus.</p>	Workforce Management	Economic	<ul style="list-style-type: none"> Inclusion (within education, employment and training) Education and skills development Technical and vocational education and training programs 	<ul style="list-style-type: none"> Diversifying the regional economy Workforce development Support for apprenticeships and traineeships 	<ul style="list-style-type: none"> Immediate Neighbours Surrounding Community Members First Nations / Aboriginal Groups Business and Industry 	<ul style="list-style-type: none"> State Government Business and Industry Educational Organisations 	Prior to and during construction, and ongoing for the life of the project
<p>Support for Upskilling/Worker Transition</p> <p>Joint and/or partial funding to support the retraining and/or upskilling of workers within the Primary Social Study Area to transition to occupations likely to be required by future renewable energy developments in the region.</p> <p>This could include contributions to TAFE and/or CQ University courses, or alternatively, support provided through other mechanisms open to residents within the Primary Social Study Area.</p>	Workforce Management	Economic	<ul style="list-style-type: none"> Inclusion (within education, employment and training) Education and skills development Technical and vocational education and training programs Job placement and transition support services 	<ul style="list-style-type: none"> Diversifying the regional economy Workforce development Increase employment opportunities for local community members 	<ul style="list-style-type: none"> Immediate Neighbours Surrounding Community Members First Nations / Aboriginal Groups Business and Industry 	<ul style="list-style-type: none"> State Government Business and Industry Educational Organisations 	Prior to and during construction, and ongoing for the life of the project
<p>Support for Small Businesses</p> <p>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.</p> <p>This may be orchestrated through partnerships with key Business and Industry groups relevant to the Primary Social Study Area (e.g. GEA). Importance should be placed on capacity building, business development support, and supply chain development.</p>	Local Business and Industry Procurement	Economic	<ul style="list-style-type: none"> Community outreach and education 	<ul style="list-style-type: none"> Diversifying the regional economy Workforce development Providing an economic stimulus for local businesses Educational programmes to help local businesses become "tender ready". 	<ul style="list-style-type: none"> Immediate Neighbours First Nations / Aboriginal Groups Business and Industry 	<ul style="list-style-type: none"> Business and Industry 	Prior to and during construction
<p>Support for Health Services</p> <p>Joint and/or partial funding to support health services within the Primary Social Study Area.</p> <p>This support may be achieved through lobbying the State Government and/or partial funding to support the attraction of nurses/doctors to work in the Primary Social Study Area, provision of additional nurse-led clinics, mental health services, or emergency support staff, to enable better access to medical services.</p>	Housing and Accommodation Health and Community Well-being	Social	<ul style="list-style-type: none"> Healthcare accessibility Affordable housing development Community health and wellbeing services 	<ul style="list-style-type: none"> Capturing community benefits Improved healthcare for community members. 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community 	<ul style="list-style-type: none"> Local Council State Government 	Prior to and during construction

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category ¹	Social Infrastructure Investment Priorities ²	Community Need ³	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
<p>Stakeholders identified that the lack of housing is one of the issues preventing the attraction of nurses/doctors. Accordingly, the potential to fund new accommodation in Calliope to be used by nurses/doctors should also be investigated.</p>							
<p>Support for Emergency Services</p> <p>Joint and/or partial funding could be provided to strengthen emergency services in Calliope and the surrounding communities.</p> <p>This support may be achieved through lobbying the State Government and/or partial funding to support the attraction of those employed in emergency services.</p> <p>Additionally, there is the potential to partner with emergency services within the Primary Social Study Area, such as the Mount Alma Rural Fire Service, to strengthen fire prevention and management.</p>	<p>Housing and Accommodation Health and Community Well-being</p>	<p>Social</p>	<ul style="list-style-type: none"> Community resilience planning Affordable housing development Community health and wellbeing services 	<ul style="list-style-type: none"> Capturing community benefits Limited staff for essential / emergency services 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community 	<ul style="list-style-type: none"> Local Council State Government Emergency Services 	<p>Prior to and during construction</p>
<p>Support for Upgrades and/or New Developments</p> <p>Provision of grants / funding to support upgrades and/or new developments to encourage ageing populations to remain within the Primary Social Study Area (e.g. aged care facilities).</p> <p>This may occur through opportunities to support investment in new housing and/or the establishment partnerships with developers, and could target underutilised housing areas.</p>	<p>Housing and Accommodation</p>	<p>Social</p>	<ul style="list-style-type: none"> Affordable housing and home modification programs 	<ul style="list-style-type: none"> Capturing community benefits Expand capacity of housing by investing in new developments and/or partner with other developers. Partnership with Homeground. 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community 	<ul style="list-style-type: none"> Local Council Local Community Groups Business and Industry 	<p>Ongoing for the life of the project</p>
<p>Support for Community Facility Upgrades and/or New Developments</p> <p>Provision of grants / funding to support upgrades to community halls, sports grounds, and recreational spaces (as needs present themselves) within the Primary Social Study Area. For example, the Calliope Rodeo Association is seeking support to upgrade existing rodeo infrastructure, which would enhance facilities used by multiple community groups and events in Calliope.</p> <p>It will be important to ensure that focus is placed on facilities that can be used by a range of age groups (e.g. multi-generation parks and exercise parks), as well as community halls and sporting clubhouses.</p>	<p>Health and Community Well-being</p>	<p>Social</p>	<ul style="list-style-type: none"> Community infrastructure for recreation and social interaction Community facilities and services 	<ul style="list-style-type: none"> Capturing community benefits Scholarships for disadvantaged youth, funding for community infrastructure, and support for local organisations. 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community 	<ul style="list-style-type: none"> Local Council Local Community Groups Business and Industry 	<p>Ongoing for the life of the project</p>

Initiative and/or Measure Description	SIA Guideline Key Matter	Public Benefit Criteria Category ¹	Social Infrastructure Investment Priorities ²	Community Need ³	Benefiting Stakeholders	Potential Partners	Timeframe for Implementation
<p>Community Grants/Sponsorships</p> <p>Continued 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. For example, WSD could look to provide funding to the Calliope State School Breakfast Club in order to help provide meals for students.</p> <p>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.</p> <p>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 by WSD.</p>	<p>Health and Community Well-being</p>	<p>Social</p>	<ul style="list-style-type: none"> Community infrastructure for recreation and social interaction Community facilities and services 	<ul style="list-style-type: none"> Capturing community benefits Grants, careers days, and initiatives supporting youth and Indigenous groups. High school partnerships. 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community 	<ul style="list-style-type: none"> Local Council Local Community Groups Business and Industry 	<p>Ongoing for the life of the project</p>

Note1: Refer to **Table 4-8**

Note2: Refer to **Table 4-10**

Note3: As identified from stakeholder aspirations (refer to **Table 4-9**) and community and stakeholder engagement (refer to **Section 6**)

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APPENDIX A

SHORT-TERM ACCOMMODATION
PROVIDERS IN THE SOCIAL STUDY AREA

TABLE A-10-1 SHORT-TERM ACCOMMODATION IN THE SOCIAL STUDY AREA

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
Gladstone SUA	1	Provider: Apartments G60 Gladstone Accommodation Type: Hotel	Capacity: 60 Address: 23 Goondoon St, Gladstone Central QLD 4680, Australia
	2	Provider: Harbour Sails Accommodation Type: Hotel	Capacity: 60 Address: 23 Goondoon St, Gladstone Central QLD 4680, Australia
	3	Provider: Gladstone Reef Hotel Accommodation Type: Hotel	Capacity: 100 Address: 52 Oaka Lane, Gladstone Central QLD 4680, Australia
	4	Provider: Gladstone Central Plaza Accommodation Type: Hotel	Capacity: 50 Address: 30 Goondoon St, Gladstone Central QLD 4680, Australia
	5	Provider: Mid City Motor Inn Accommodation Type: Hotel	Capacity: 50 Address: 26 Goondoon St, Gladstone Central QLD 4680, Australia
	6	Provider: Harbour Lodge Motel Accommodation Type: Motel	Capacity: 50 Address: 16 Roseberry St, Gladstone Central QLD 4680
	7	Provider: Oaks Gladstone Grand Hotel Accommodation Type: Hotel	Capacity: 50 Address: 30 Goondoon St, Gladstone Central QLD 4680, Australia
	8	Provider: Harbour Sails Accommodation Type: Hotel	Capacity: 60 Address: 23 Goondoon St, Gladstone Central QLD 4680, Australia
	9	Provider: Gladstone Reef Hotel Accommodation Type: Hotel	Capacity: 100 Address: 38 Goondoon St, Gladstone Central QLD 4680, Australia
	10	Provider: Curtis Central Apartments Accommodation Type: Hotel	Capacity: 50 Address: 30 Goondoon St, Gladstone Central QLD 4680, Australia
	11	Provider: Park View Motel Gladstone Accommodation Type: Motel	Capacity: 50 Address: 42 Roseberry St, Gladstone Central QLD 4680, Australia
	12	Provider: Highpoint International Hotel Accommodation Type: Hotel	Capacity: ~100 Address: 22-24 Roseberry St, Gladstone Central QLD 4680, Australia
	13	Provider: CQ Motel Gladstone Accommodation Type: Motel	Capacity: 80 Address: 22-24 William St, Gladstone Central QLD 4680, Australia

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
	14	Provider: The Queens Hotel Gladstone Accommodation Type: Hotel	Capacity: Unknown Address: 125 Goonoon St, Gladstone Central QLD 4680, Australia
	15	Provider: Gladstone Heights Harbour View Executive Apartments Accommodation Type: Hotel	Capacity: 30 Address: 92/96 Central Ln, Gladstone Central QLD 4680, Australia
	16	Provider: Gladstone CBD Motel Accommodation Type: Motel	Capacity: 60 Address: 167 Goonoon St, Gladstone Central QLD 4680, Australia
	17	Provider: Aaron Motel Accommodation Type: Motel	Capacity: 50 Address: 6 Scenery St, Gladstone Central QLD 4680, Australia
	18	Provider: Como Apartments Gladstone QLD Accommodation Type: Hotel	Capacity: 25 Address: 2 Railway St, Gladstone Central QLD 4680, Australia
	19	Provider: Gladstone Downtown Central Accommodation Type: Hotel	Capacity: 180 Address: 39-43 Bramston St, Gladstone Central QLD 4680, Australia
	20	Provider: Glenlyon Lodge - Gladstone Accommodation Type: Lodge	Capacity: 15 Address: 104 Glenlyon St, Gladstone Central QLD 4680, Australia
	21	Provider: Central Studio Accommodation Gladstone Accommodation Type: Hotel	Capacity: 20 Address: Central Studio Accommodation, 166 Auckland St, Gladstone Central QLD 4680, Australia
	22	Provider: The Club Hotel Gladstone Accommodation Type: Hotel	Capacity: 25 Address: 1 Tank St, Gladstone Central QLD 4680, Australia
	23	Provider: South Gladstone Motel Accommodation Type: Motel	Capacity: 60 Address: 83 Toolooa St, South Gladstone QLD 4680, Australia
	24	Provider: Gladstone Accommodation Centre Accommodation Type: Hotel	Capacity: 20 Address: 7 Sutton St, Barney Point QLD 4680, Australia
	25	Provider: Barney Beach Accommodation Accommodation Type: Hotel	Capacity: 150 Address: 10 Friend St, Gladstone Central QLD 4680, Australia
	26	Provider: Mantra Gladstone Accommodation Type: Hotel	Capacity: 130 Address: Cnr Bell And, O'Connel St, Gladstone Central QLD 4680, Australia

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
	27	Provider: Peppers Gladstone Accommodation Type: Hotel	Capacity: 100 Address: Cnr Bell And, O'Connel St, Gladstone Central QLD 4680, Australia
	28	Provider: Camelot Motel Australia Accommodation Type: Motel	Capacity: 55 Address: 19 Agnes St, South Gladstone QLD 4680, Australia
	29	Provider: Gladstone City Caravan Park Accommodation Type: Caravan Park	Capacity: 80 Address: 183-185 Toolooa St, South Gladstone QLD 4680, Australia
	30	Provider: Kin Kora Village Caravan and Residential Park Accommodation Type: Caravan Park	Capacity: 100 Address: 3 Olsen Ave, Kin Kora QLD 4680, Australia
	31	Provider: Rocky Glen Hotel Accommodation Type: Hotel	Capacity: 60 Address: 7 Dawson Hwy, West Gladstone QLD 4680, Australia
	32	Provider: Gladstone Palms Motor Inn Accommodation Type: Inn	Capacity: 40 Address: 30 Far Street Corner Far St & Dawson H'way, Gladstone Central QLD 4680, Australia
	33	Provider: Suncourt Motor Inn Accommodation Type: Inn	Capacity: 20 Address: Dwelling, Corner Far St and Moore Ln, 18 Far St, West Gladstone QLD 4680, Australia
	34	Provider: Affordable Accommodation Accommodation Type: Hotel	Capacity: 20 Address: 84 Toolooa St, South Gladstone QLD 4680, Australia
	35	Provider: Suncourt Motor Inn Accommodation Type: Inn	Capacity: 20 Address: Dwelling, Corner Far St and Moore Ln, 18 Far St, West Gladstone QLD 4680, Australia
	36	Provider: Gladstone Motel Accommodation Type: Motel	Capacity: 30 Address: Motel, 88 Toolooa St, South Gladstone QLD 4680, Australia
	37	Provider: Boyne Island Motel and Villas Accommodation Type: Motel	Capacity: 20 Address: 3 Orana Ave, Boyne Island QLD 4680
	38	Provider: Reef Adventureland Motel Accommodation Type: Motel	Capacity: 115 Address: 64 Hampton Dr, Tannum Sands QLD 4680
	39	Provider: Tannum on the Beach Motel Accommodation Type: Motel	Capacity: 40 Address: 22 Ocean St, Tannum Sands QLD 4680

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
	40	Provider: Tannum Sands Hotel Accommodation Type: Hotel	Capacity: 70 Address: 34 Pacific Ave, Tannum Sands QLD 4680
	41	Provider: Discovery Parks – Tannum Sands Accommodation Type: Hotel	Capacity: 100 Address: Millenium Esplanade, Tannum Sands QLD 4680
Sub-total Locations	41	Sub-total Capacity	2,465
Burua SAL	1	Provider: Bouganvilla Caravan Park Accommodation Type: Caravan Park	Capacity: 40 Address: 399 Brendonna Rd, Burua QLD 4680, Australia
	2	Provider: El Shaddai Retreat Center Accommodation Type: Retreat	Capacity: 150 Address: 1315 Dawson Hwy, Burua QLD 4680, Australia
Sub-total Locations	2	Sub-total Capacity	190
Calliope SAL	1	Provider: Comfort Hotel Parklands Calliope Accommodation Type: Hotel	Capacity: 200 Address: 1906 Dawson Highway, Calliope QLD, 4680, Australia
	2	Provider: Calliope Caravan Park Accommodation Type: Caravan Park	Capacity: 230 Address: 65 Stowe Rd, Calliope QLD 4680
	3	Provider: The Mac Calliope Accommodation Type: Hotel	Capacity: 40 Address: 149 Stowe Rd, Calliope QLD 4680
	4	Provider: Railway Hotel Motel Accommodation Type: Hotel Motel	Capacity: 20 Address: 41 Stirrat St, Calliope QLD 4680
	5	Provider: Homeground Gladstone Accommodation Type: Workforce Accommodation	Capacity: 1,392 Address: 101 Calliope River Rd, Calliope QLD 4680
Sub-total Locations	5	Sub-total Capacity	1,882



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APPENDIX B

EDUCATIONAL FACILITIES IN THE
SOCIAL STUDY AREA

TABLE B-1 EDUCATIONAL FACILITIES IN THE SOCIAL STUDY AREA

Location	Educational Facility	Type	Address
Gladstone SUA	Chanel College	Secondary	11 Paterson St, West Gladstone QLD 4680
	Toolooa State High School	Secondary	2 Philip St, Gladstone Central QLD 4680
	Gladstone State High School	Secondary	30 Dawson Hwy, Gladstone Central QLD 4680
	Gladstone Central State School	Primary	74 Auckland St, Gladstone Central QLD 4680
	Gladstone South State School	Primary	153 Toolooa St, South Gladstone QLD 4680
	Gladstone West State School	Primary	Boles St, Gladstone W QLD 4680
	Rosella Park School Centre	Special	20 Park St, West Gladstone QLD 4680
	St John the Baptist Catholic Primary School	Primary	15 J Hickey Ave, Clinton QLD 4680
	Star of the Sea Catholic Primary School	Primary	181 Goondoon St, Gladstone Central QLD 4680
	Trinity College	Combined	4 Archer St, Sun Valley QLD 4680
	TAFE Queensland Gladstone	TAFE	Suite 3/72 Goondoon St, Gladstone Central QLD 4680
	CQUniversity Gladstone	University	43 Bryan Jordan Dr, Callemondah QLD 4680
	Kin Kora State School	Primary School	41-43 Hibiscus Ave, Gladstone Central QLD 4680
	Carinity Education Gladstone	College	803 Glenlyon Rd, Gladstone Central QLD 4680
	Boyne Island Primary School	Primary	151 Malpas St, Boyne Island QLD 4680
	Tannum Sands State School	Secondary	22 Waratah Cres, Tannum Sands QLD 4680
	Saint Francis	Catholic	1 Francis Way, Tannum Sands QLD 4680
	Clearview Christian College	Secondary	1 Francis Way, Tannum Sands QLD 4680
Goodstart Early Learning Gladstone - Beak Street	Pre-Primary	1 Beak St, New Auckland QLD 4680	

Location	Educational Facility	Type	Address
	Goodstart Early Learning Gladstone - Toolooa Street	Pre-Primary	123 Toolooa St, Gladstone Central QLD 4680
	Port City Kids	Pre-Primary	27 Garden St, West Gladstone QLD 4680
	Stepping Stones Child Care Centre	Pre-Primary	26 Bramston St, Gladstone Central QLD 4680
	Green Leaves Early Learning Forest Springs	Pre-Primary	3 Starling Drive, Kirkwood QLD 4680
	Rainbow Valley Early Learning	Pre-Primary	12 Uniting Pl, Telina QLD 4680
	C&K Gladstone Community Kindergarten	Pre-Primary	149 Auckland St, Gladstone Central QLD 4680
	Birralee Kindergarten & Community Preschool	Pre-Primary	25 Higgins St, West Gladstone QLD 4680
	C&K Clinton Community Childcare Centre	Pre-Primary	4 Harvey Rd, Clinton QLD 4680
	Community Kids Clinton Park Early Education Centre	Pre-Primary	18 Ballantine St, Gladstone Central QLD 4680
	Goodstart Early Learning Kin Kora	Pre-Primary	79 Sun Valley Rd, Kin Kora QLD 4680
	C&K Clinton Community Childcare Centre	Pre-Primary	4 Harvey Rd, Clinton QLD 4680
	Stevie's Day Care	Pre-Primary	5 Sunnyridge Rd, West Gladstone QLD 4680
	Koolyangarra Kindergarten	Pre-Primary	29 Boyne Cres, West Gladstone QLD 4680
	Kath Dickson Education and Care Centre - Gladstone Street	Pre-Primary	44 Gladstone St, Newtown QLD 4350
	St Stephens Lutheran Kindergarten	Pre-Primary	803 Glenlyon Rd, Gladstone Central QLD 4680
	Gladstone Central Preschool	Pre-Primary	99 Auckland St, Gladstone Central QLD 4680
	Milestones Early Learning Boyne Island	Pre-Primary	8 Beltana Dr, Boyne Island QLD 4680
	Goodstart Early Learning Tannum Sands	Pre-Primary	Child Care Centre, 2 Parkside St, Tannum Sands QLD 4680
	C&K Waratah Crescent Community Kindergarten	Pre-Primary	12 Waratah Cres, Tannum Sands QLD 4680

Location	Educational Facility	Type	Address
	Tannum Sands Kindergarten	Pre-Primary	Cnr Zephyr &, Neptune St, Tannum Sands QLD 4680
Burua SAL	Faith Baptist Christian School	Combined	Burua QLD 4680
Calliope SAL	Goodstart Early Learning Calliope	Pre-Primary	7 Don Cameron Dr, Calliope QLD 4680
	Cottage Academy Early Learning & Childcare Centre Calliope	Pre-Primary	2 Muirhead St, Calliope QLD 4680
	Calliope Kindy	Pre-Primary	Calliope QLD 4680
	Helping Hands Calliope	Pre-Primary	14 Stirrat St, Gladstone Central QLD 4680
	Calliope State School	Primary School	14 Stirrat St, Calliope QLD 4680
	Calliope State High School	Secondary School	55 Don Cameron Dr, Calliope QLD 4680



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