

Byellee Battery Energy Storage System

Social Impact Assessment



July 2026

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Acronyms and Abbreviations

Acronym Meaning

ABS	Australian Bureau of Statistics
AEP	Annual Exceedance Probability
BESS	Battery Energy Storage System
CBA	Community Benefit Agreement
CBF	Community Benefit Fund
CEMP	Construction Environmental Management Plan
CQU	Central Queensland University
DA	Development Application
EPC	Engineering, Procurement and Construction
FNPP	First Nations Participation Plan
FIFO	Fly-in fly-out
FTE	Full-time equivalent
GRC	Gladstone Regional Council
HIMP	Hazard Incident Management Plan
KPI	Key Performance Indicator
LGA	Local Government Area
OSOM	Oversize Overmass
PCCC	Port Curtis Coral Coast Aboriginal Peoples
QFD	Queensland Fire Department
QGSO	Queensland Government Statistician's Office
SARA	State Assessment and Referral Agency
SDAP	State Development Assessment Provisions
SEIFA	Socio-Economic Indexes for Areas
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
TMP	Traffic Management Plan

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Executive Summary

Project overview

Atria Energy and Eku Energy are seeking development approval for the Byellee Battery Energy Storage System, a 300 megawatt, four-hour lithium-ion battery energy storage system located on land at Byellee Road, Byellee and Hanson Road, Callemondah.

The Project will connect to the existing Powerlink Calliope River Substation through combined overhead and underground cable infrastructure. It will support the electricity network by storing electricity during periods of surplus generation and supplying stored energy back to the grid during periods of peak demand.

The Project comprises:

Component	Description
BESS facility	Located on Lot 1 on RP614414 and Lot 2 on RP840072.
Transmission line infrastructure	Connecting the BESS to the Powerlink Calliope River Substation on Lot 113 on CTN799.

The BESS footprint is approximately 2.7 hectares. The Project is located approximately six kilometres west of Gladstone Central, within a bend of the Calliope River. The site is on rural land historically used for grazing and is located near existing high-voltage transmission infrastructure and the Powerlink Calliope River Substation. The nearest established low-density residential area is Clinton, approximately 1.5 kilometres southeast of the Project. Clinton is separated from the Project by the North Coast railway corridor and intervening land.

Requirement for the SIA

The Project is being progressed under Queensland's planning framework for battery storage facility developments. Battery storage facility developments with an output of 50 megawatts or more are subject to the community benefit system and require a Social Impact Assessment and Community Benefit Agreement before a development application can be made to SARA.

A written notice of intent was provided to Gladstone Regional Council on 28 January 2026 advising of the intent to undertake and commence the SIA. The notice included an offer for Council to participate in the scoping of the SIA study.

This SIA has been prepared to:

- identify and assess potential social impacts and benefits associated with the Project;

- support review by Gladstone Regional Council;
- inform the Social Impact Management Plan;
- inform, but not replace, the separate Community Benefit Agreement process; and
- support the Project's development application pathway.

SIA approach

The SIA has been prepared around the five Queensland SIA Guideline 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 wellbeing.

The assessment considers direct, indirect and cumulative social impacts during construction and operation. It also considers positive social benefits associated with local employment, local procurement, construction worker spending, training pathways and First Nations participation.

The SIA applies an impact pathway approach. This means each social impact is assessed by considering the steps outlined below.

The main body of this SIA presents a concise assessment of impacts and management responses. The detailed impact pathway table is provided in Appendix C.

Site and social context

The Project is located in a setting characterised by existing energy, rail, industrial and transport infrastructure. The site is bounded by the Calliope River to the north and west and by the North Coast railway line to the south.

An approved future residential development near Clinton, associated with DA/552/2012, is approximately 1.2 km from the project site, and has been considered as a relevant receptor for the SIA.

The Calliope River is used for recreational fishing and has relevant local recreational and environmental values. The river context is relevant to visual amenity, water management, stormwater, flood, ecology, coastal processes and environmental confidence.

Workforce and accommodation

Construction is expected to occur over approximately 18 months and is expected to commence in 2027. The peak construction workforce is expected to be up to 120 workers for approximately six months, largely coinciding with equipment installation and cabling.

The Project will seek to maximise the use of locally based workers where suitably qualified and available, supported by local recruitment, supplier engagement and training pathway initiatives. The final local, regional and non-local workforce composition will be finalised during EPC workforce planning prior to construction.

For the purposes of this SIA, a conservative approach has been adopted which recognises that specialist construction, commissioning and grid connection roles may need to be sourced from outside the Gladstone Region during peak construction. Non-local workers may require temporary accommodation in Gladstone or surrounding areas.

The residual housing and accommodation assessment is expected to be low, assuming that non-local workforce accommodation demand can be managed without materially affecting local housing availability, short-term accommodation capacity or vulnerable housing groups.

Engagement summary

Engagement undertaken to date has included government and agency briefings, meetings with Council, engagement with local business, service, accommodation, recruitment and education stakeholders, nearby resident engagement, community information sessions, pop-up stalls, website information, and media releases.

Engagement activities will continue as the project moves through assessment phase, and if approved, to pre-construction, construction and operational phases. These activities include maintaining project information channels with up to date information, direct engagement in nearby residential areas, and providing opportunities for engagement more broadly. The next scheduled engagement events (at the time of writing) are in early August 2026.

The Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda peoples, represented by the Port Curtis Coral Coast Aboriginal Peoples (PCCC), are the Traditional Owners and Custodians of the land on which the Project will store energy. A process of engagement in parallel with the SIA process has been undertaken with the PCCC.

Community engagement has identified the community's broad interest in, and the importance of clear and accessible information about, the following topics:

- fire safety and emergency response;

- battery technology and public understanding;
- water management;
- environmental performance;
- construction traffic and timing; and
- local employment and procurement opportunities.

Engagement and technical inputs have informed Project responses, including:

- micro-siting of transmission infrastructure to minimise potential biodiversity impacts;
- a shift in Project location and bulk earthworks planning within the site to remove flood hazard;
- changing the Project name from Calliope BESS to Byellee BESS to better reflect the Project location and avoid confusion; and
- a commitment to vegetation screening planting to address potential visual impact to railway users and Calliope River recreational users.

Summary of social impacts and benefits

The assessment identifies the following residual impacts and benefits.

Table 1: Residual project social impacts and benefits

Impact / benefit	Residual rating	Summary conclusion
Project information, trust and engagement	Low	Acceptable with ongoing engagement, clear information and complaint management.
Workforce demand and local employment	Moderate / Positive	Labour competition remains a manageable residual moderate impact. Local employment is a positive opportunity.
Housing and workforce accommodation	Low	Acceptable with accommodation planning, provider engagement and monitoring of non-local worker accommodation.
Local business and procurement	Positive	Positive benefit to be enhanced through local procurement planning and business engagement.
Traffic, access and construction disruption	Low	Acceptable with TMP, permits, OSOM management and targeted notifications.
Amenity and visual change	Low / negligible	Acceptable with construction controls, complaint management and landscape screening.
Fire safety and emergency response confidence	Low	Acceptable with technical controls, emergency planning, QFD interface and plain English safety information.

Impact / benefit	Residual rating	Summary conclusion
Environmental and waterway confidence	Low	Acceptable with technical controls and accessible information on stormwater, flood, ecology and coastal matters.
Land use, Clinton interface and future receptors	Low	Acceptable based on technical reports, and ongoing engagement.
First Nations participation and procurement	Positive	Positive opportunity subject to ongoing PCCC engagement and confirmed participation/procurement pathways.

1. Introduction

1.1 Purpose of this Social Impact Assessment

This Social Impact Assessment has been prepared for the proposed Byellee Battery Energy Storage System.

The purpose of the SIA is to identify, assess and manage potential social impacts and benefits associated with the Project during construction and operation.

The SIA considers how the Project may affect:

- communities and stakeholders;
- local services and infrastructure;
- workforce conditions;
- housing and accommodation;
- local business participation;
- community values;
- health, safety and wellbeing;
- local amenity;
- access and traffic; and
- confidence in Project design and management.

The SIA identifies mitigation and management measures to avoid, reduce or manage adverse social impacts. It also identifies benefit enhancement measures to strengthen positive outcomes where practicable.

This SIA has been prepared to support review by Gladstone Regional Council and to inform development of the Community Benefit Agreement prior to submission of Project documentation to SARA.

1.2 Project background

Development approval is being sought for a Battery Energy Storage System and transmission line on land at Byellee Road, Byellee and Hanson Road, Callemondah.

The Project was previously impact assessable under the Gladstone Regional Council Planning Scheme. The development application was lodged with Gladstone Regional Council in September 2025, when Council was the assessment manager.

Following commencement of the Planning (Battery Storage Facilities) and Other Legislation Amendment Regulation 2025 on 12 December 2025, the assessment pathway for battery storage facility developments changed.

Battery storage facility developments with an output of 50 megawatts or more are now subject to the community benefit system and require an SIA and CBA before a development application can be made to SARA.

A written notice of intent was provided to Gladstone Regional Council on 28 January 2026 advising of the intent to undertake and commence the SIA. The notice included an offer for Council to participate in the scoping of the SIA study.

1.3 Project proponent

The Byellee BESS is a partnership between Atria Energy and Eku Energy. Atria Energy is leading the development approvals phase. Construction and ongoing ownership and management will rest with Eku Energy.

1.3.1 Atria Energy

Atria Energy has 20 years of experience delivering renewable energy projects from early development to construction. Its project experience includes BESS and solar farm projects across Australia.

Atria Energy has experience in regulatory compliance and guiding projects through permitting processes to ensure projects meet industry standards and legal requirements.

Atria Energy prioritises environmental sustainability and community engagement. Its approach includes assessment of environmental impacts and active engagement with local communities to support transparent and collaborative relationships.

Atria Energy also works with technical consultants to support grid connection studies and modelling and to ensure renewable energy projects are integrated into the electricity network.

1.3.2 Eku Energy

Eku Energy is a specialist energy storage business with an exclusive focus on battery storage and its applications. Eku Energy is committed to accelerating the global energy transition by providing safe, reliable and cost-effective energy storage solutions for current and future generations.

Eku Energy is a long-term asset holder with more than seven projects in construction or operation, more than 50 projects in development, and a presence in five markets globally.

In Australia, Eku Energy has two operating BESS assets in Victoria, at Hazlewood and Rangbank. It is also constructing a third Australian BESS site in the ACT in partnership with the ACT Government.

Eku Energy's priority is creating a safe working environment to achieve zero harm to people, assets and the communities in which it operates.

Eku Energy owns and operates battery energy storage systems through the life of each project, meaning Eku Energy is a long-term contributor and member of the communities where it operates.

1.4 SIA requirement and scope

The Project is subject to Queensland's planning framework for battery storage facility developments.

Battery storage facility developments with an output of 50 megawatts or more are subject to the community benefit system and require an SIA and CBA prior to lodgement with SARA.

This SIA has been prepared in accordance with the Queensland Social Impact Assessment Guideline and supplementary material for assessing and managing social impacts.

The SIA addresses the five Guideline 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 wellbeing.

The SIA considers the construction and operational phases of the Project.

Decommissioning is not assessed in detail because decommissioning arrangements are not sufficiently defined at this stage and the immediate approval focus is construction and operation. Decommissioning-related social impacts will be reviewed closer to the relevant phase if the Project is not repowered or otherwise extended.

1.5 SIA limitations

This SIA has been prepared using Project information, technical assessments, baseline data, stakeholder engagement outcomes and publicly available information relevant to the Gladstone Region.

The SIA is based on the Project description presented in Section 2. Changes to the Project description, construction methodology, workforce requirements, transport routes, operational arrangements or surrounding land use context may alter the predicted social impacts and should trigger a review of the relevant assessment findings and management measures.

The SIA relies on currently available baseline and engagement information.

2. Project Description

2.1 Project overview

The Project comprises a standalone 300-megawatt, four-hour lithium-ion BESS and associated transmission line infrastructure on land at Byellee Road, Byellee and Hanson Road, Callemondah.

The Project will connect to the existing Powerlink Calliope River Substation. It will support the electricity network by storing electricity during periods of surplus generation and supplying stored electricity back into the grid during periods of peak demand.

The Project comprises:

- BESS units;
- power conversion units and associated electrical infrastructure;
- on-site substation and grid connection infrastructure;
- overhead and underground transmission line infrastructure;
- site access and internal roads;
- water storage for firefighting;
- operations and maintenance infrastructure;
- fencing, CCTV and security lighting;
- landscaping and vegetation screening; and
- temporary construction compounds and laydown areas.

The BESS footprint is approximately 2.7 hectares.

2.2 Site location

The BESS is located approximately six kilometres west of Gladstone Central, within a bend of the Calliope River.

The Project involves land on lots outlined below.

Table 2: Project component lot details

Project component	Lot details
BESS facility	Lot 1 on RP614414 and Lot 2 on RP840072
Grid connection / substation interface	Lot 113 on CTN799

The site is bounded by the Calliope River to the north and west and the North Coast railway line to the south. Existing high-voltage transmission infrastructure is located on and near the site. The Powerlink Calliope River Substation is located north of the Calliope River, as shown in Figure 1.

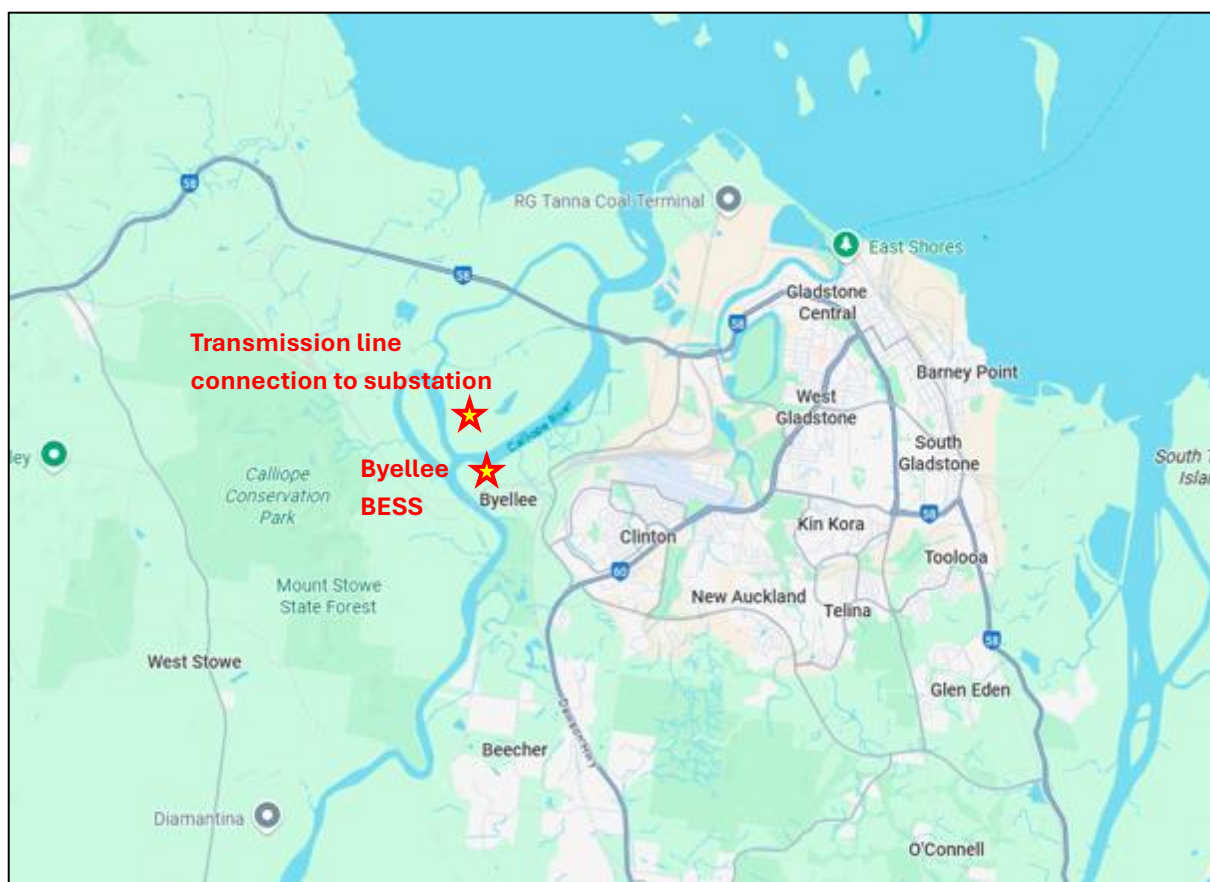


Figure 1: Location of Byellee BESS project

The nearest established low-density residential area is Clinton, approximately 1.5 kilometres southeast of the Project. Clinton is separated from the Project by the North Coast railway corridor and intervening land.

A residential development is proposed on vegetated land to the west of existing housing in Clinton. This area has been considered as a relevant receptor for the SIA. The location of the proposed new residential development is shown in Figure 2. The nearest boundary of the proposed development is approximately 1.2 km from the project.



Figure 2: Location of proposed residential development near Clinton — DA/552/2012

2.3 Site characteristics

The BESS site largely comprises grazing land historically cleared for agricultural purposes. The site includes:

- scattered trees;
- access tracks;
- a small farm dam;
- a dwelling and associated outbuildings;
- existing transmission towers in the northeast corner; and
- high-voltage transmission lines crossing the eastern edge of the site.

Lot 113 on CTN799 contains the existing Powerlink Calliope River Substation and associated infrastructure, including transmission towers and lines.

The broader site includes areas of native vegetation, flood-prone land near the Calliope River and vegetated areas on steeper slopes. Flood-prone areas adjacent to the river remain mostly densely vegetated with mangroves.

The BESS site largely comprises Category X area for the purposes of the Vegetation Management Act 1999. Category A or B least concern and essential habitat vegetation,

Category C vegetation, and Category A or B endangered vegetation occur in the broader site context, including along the tidal banks of the Calliope River.

The BESS site has access to telecommunications and electrical infrastructure. It does not have access to reticulated sewer or water supply.

2.4 Surrounding land use

The Project is located in an area with a mix of rural, infrastructure, industrial, transport, energy and recreational land uses.

Surrounding land uses within approximately three kilometres include energy generation and transmission infrastructure, rail and transport infrastructure, industrial uses, rural and agricultural land, residential areas, community services, open space, nature reserves and recreational areas associated with the Calliope River.

The Calliope River is used for recreational fishing. Popular fishing locations occur where Hanson Road crosses the Calliope River and Calliope River Anabranh. A camping spot is located on the east bank of the Calliope River.

The broader setting includes significant energy and industrial infrastructure. Gladstone Power Station and Gladstone Airport are located to the northeast and east of the BESS site. Rio Tinto, Orica and Alpha HPA operate facilities to the north near Hanson Road.

This existing infrastructure context is relevant to the SIA because it supports the Project's location rationale and reduces the extent to which the BESS would introduce an unfamiliar land use into the immediate area.

2.5 Project components

2.5.1 Battery units

The BESS will include 228 Fluence Gridstack Pro 5000 lithium-ion battery units. The battery units are typically housed in shipping container style enclosures.

Indicative battery unit dimensions are presented below.

Table 3: Indicative battery dimensions

Item	Indicative dimension
Length	6.1 metres
Width	2.4 metres
Height	2.9 metres

2.5.2 Power conversion units and electrical infrastructure

The BESS will include 114 power electronic inverters, with one inverter per pair of battery units.

The inverters will be supported by:

- transformers;
- switchgear;
- protection and control equipment;
- underground power cabling;
- underground communications cabling; and
- associated electrical infrastructure.

The inverters and RMUs with transformers will be less than three metres high.

The main transformer and hardstand area will be located toward the northern side of the Project. The main transformer footprint is approximately 10 metres by 14 metres. The associated hardstand area is approximately 30 metres by 35 metres. The tallest parts of the transformer are estimated to be up to 8.9 metres high.

2.5.3 On-site substation and grid connection infrastructure

The Project will include an on-site 33kV/132kV substation to connect the BESS to the electricity grid.

The on-site substation infrastructure will include:

- main power transformer;
- switchgear;
- switch room;
- control room;
- protection and control equipment;
- reactive power equipment;
- harmonic filtering equipment; and
- auxiliary transformers.

The HV switch room and operations building will have heights of up to four metres and six metres respectively.

The harmonic filters and associated hardstand area will be approximately 20 metres by 20 metres. The harmonic filters will be up to four metres high.

2.5.4 Transmission line infrastructure

Connection between the BESS and Powerlink Calliope River Substation will be provided by a 275kV tower immediately adjoining the BESS. From this tower, a 132kV overhead transmission line will cross the Calliope River.

The overhead cable will connect to a single tower on the northern side of the river. The transmission line will then be brought underground. Connection from the base of the tower to the substation will be underground to preserve vegetation.

Two new 275kV double circuit lattice steel transmission towers are proposed. These towers will be approximately 59 metres high and located within a 60 metre wide easement.

One tower will be located on the BESS site. The second tower will be located on the opposite side of the Calliope River on Lot 113. These towers will suspend the transmission line over the Calliope River.

2.5.5 Ancillary infrastructure

Ancillary infrastructure will include:

- switch room;
- control room;
- harmonic filters;
- operations and maintenance building;
- water tanks;
- internal access roads;
- car parking;
- security fencing;
- CCTV;
- security lighting;
- landscaping; and
- temporary construction facilities.

The Project will include water storage tank(s) with total capacity of 10,000 litres for fire fighting purposes (exceeding design requirements).

A chainmesh fence up to three metres high will be installed around the Project to deter theft or vandalism and prevent unauthorised access to equipment.

A motion sensor CCTV camera will be erected on a pole approximately 4.5 metres high. The camera will be directed into the Project area, avoiding impinging on the privacy of nearby properties, and will use infrared technology so that no lighting is required.

2.6 Site access and construction traffic

Access to the site is proposed via Meegan Road.

The route from Gladstone Port to the Project site lies on a haul route shown on Gladstone Regional Council Planning Scheme Schedule 2 Mapping: Strategic Framework Theme: Connecting our Places.

The preferred northern route from the Port of Gladstone to the site is approximately 9.6 kilometres and comprises:

Port of Gladstone → Port Central Way → John Bates Drive → Gladstone Port Access Road → Glenlyon Street → Hanson Road → Port Curtis Way → Red Rover Road → Digger Drive → Meegan Road.

Port Curtis Way and Red Rover Road form part of the Performance Based Standards Level 2B network, which permits vehicles up to 26 metres in length.

Diggers Road and Meegan Road are not approved heavy routes. Vehicles over prescribed length limits are expected to require permits to travel to and from the site. OSOM vehicles would likely require a pilot or escort to the site.

Car parking for light vehicles during construction can be accommodated on site, with temporary parking areas included in the site plan. Car parking for ten vehicles during operation is also provided for in the Project plans.

2.7 Construction phase

Construction is expected to occur over approximately 18 months and is expected to commence in 2027.

Construction activities will include:

- site mobilisation;
- installation of perimeter fencing;
- earthworks to level the site and create bench surfaces for BESS equipment;
- creation of a flood storage cut area to the west;
- civil works to prepare internal access roads;

- construction of equipment foundations;
- trenching for electrical and communications cabling;
- equipment delivery;
- installation of BESS equipment;
- electrical cabling and connection;
- structural works;
- installation of site office, control building and maintenance shed;
- commissioning; and
- energisation.

Standard working hours are expected to be as shown in the table below.

Table 4: Standard working hours

Day	Hours
Monday to Friday	6.00 am to 6.00 pm
Saturday	6.00 am to 6.00 pm
Sundays and public holidays	No work

Temporary construction site buildings, parking areas and laydown areas will be provided during construction and rehabilitated following construction.

2.8 Construction workforce

Construction will involve a maximum of 120 staff on site at peak. The peak construction workforce is expected to occur for approximately six months, largely coinciding with equipment installation and cabling.

Most of the workforce is expected to be locally based and supplemented by specialist staff as required.

Worker accommodation would be sourced locally for external workforce requirements. Workers are expected to travel to site in light vehicles.

The final construction workforce profile, including monthly workforce numbers, likely local/regional/non-local proportions, roster arrangements and specialist worker requirements, will be finalised before construction. If non-local workforce numbers are higher than forecast, accommodation planning will be reviewed and updated to avoid unnecessary reliance on private rental housing where practicable.

2.9 Operational phase

Operational activities will include:

- monitoring operation and performance of the BESS;
- routine preventive infrastructure and equipment maintenance;
- reactive maintenance;
- emergency repair response;
- site security;
- vegetation management;
- inspections;
- testing; and
- general site management.

The operational phase is expected to require a minimal workforce of up to ten workers visiting the site as required.

Given the small operational workforce, long-term population change, long-term housing demand and ongoing pressure on social infrastructure are not expected to be significant.

2.10 Project design responses

The Project has incorporated design and management responses informed by technical studies and stakeholder feedback, as outlined in the table below.

Table 5: Project design and management responses to stakeholder feedback

Issue / input	Project response	Relevant social impact matter
Potential biodiversity impacts associated with transmission infrastructure	Micro-siting of transmission infrastructure to minimise biodiversity impacts	Environmental and waterway confidence
Flood hazard within the Project site	Shift in Project location and bulk earthworks planning within the site to remove flood hazard	Safety, flood confidence and community wellbeing
Potential confusion regarding Project location	Project name changed from Calliope BESS to Byellee BESS to better reflect Project location and avoid confusion	Project information and community understanding

Potential visual impact to railway users and Calliope River recreational users	Commitment to vegetation screening planting	Visual amenity and community perception
Public interest in fire safety, emergency response, battery manufacturing, water management and environmental performance	Ongoing need for clear and accessible community information	Engagement, health and wellbeing

2.11 Location rationale

The subject site was chosen based on proximity to the existing Powerlink Calliope River Substation and existing transmission infrastructure.

The location is considered appropriate for this development, supported by the following factors:

- the Project is co-located with existing electricity infrastructure;
- the Project is near the existing Powerlink Calliope River Substation;
- high-voltage transmission infrastructure already traverses the eastern portion of the site;
- the BESS footprint is approximately 2.7 hectares;
- the site is historically cleared grazing land;
- the Project is separated from established and proposed new residential areas by the railway corridor and intervening land;
- the broader area includes rail, industrial, energy and transport infrastructure;
- the Project can use existing road infrastructure and haul routes;
- the transmission crossing has been designed to reduce disturbance to the Calliope River and associated vegetation;
- no clearing of mangrove communities, wet tidal flats or riparian channel banks is required; and
- technical studies indicate that potential noise, traffic, flood, bushfire, visual, coastal, stormwater and hazard risks can be managed through design and mitigation measures.

The rural and agricultural land use context is relevant because community perception of renewable energy and storage projects can be influenced by whether a project is considered appropriately located. The Project's proximity to existing electricity

infrastructure and its relatively small footprint are key considerations in assessing land use compatibility.

3. Methodology and Scoping

3.1 Purpose of this section

This section outlines the methodology and scoping approach used for the SIA, including the SIA process, study area, regulatory context, stakeholder and receptor identification, scoping outcomes, cumulative context, technical inputs, impact assessment criteria, data gaps and the approach to mitigation and enhancement.

3.2 SIA process

The SIA process for the Project comprised five main steps.

Table 6: Steps in the SIA process

Step	Description	Report section
Step 1 - Scoping	Identify the social study area, potentially affected communities, receptors, stakeholders, relevant legislation, surrounding projects and potential social impact themes.	Section 3
Step 2 - Baseline analysis	Establish existing social, demographic, economic, housing, infrastructure, health, community and vulnerability conditions.	Section 4
Step 3 - Engagement	Identify stakeholder interests, community sentiment, information needs, concerns and opportunities.	Section 5
Step 4 - Impact assessment	Assess potential positive and negative social impacts, including direct, indirect and cumulative impacts.	Section 6
Step 5 - Management and monitoring	Identify mitigation, enhancement, residual impacts, monitoring and implementation measures through the SIMP.	Section 7

The assessment is proportionate to the Project's scale, location and social setting. The Project is a 300 MW BESS with a temporary construction workforce, limited operational workforce and a relatively small BESS footprint. These are factors which reduce the potential social impacts of the project. Nonetheless, the SIA recognises the need for a robust assessment because of:

- proximity to Clinton, including the approved future residential development near Clinton;
- proximity to the Calliope River;

- community's growing interest in BESS fire safety and emergency response;
- temporary construction traffic and OSOM deliveries;
- rural land use and project location perception;
- potential cumulative workforce and accommodation pressure in the Gladstone Region; and
- Council's community benefit policy expectations.

3.3 SIA principles

The SIA has been prepared having regard to the following principles.

Table 7: SIA principles

Principle	Application to the Project
Lifecycle focused	The SIA considers construction and operation, including monitoring and adaptive management.
Reasonable	The assessment is scaled to the nature of a standalone BESS, its construction workforce, limited operational workforce and local social context.
Participatory	Engagement has been undertaken with nearby residents, Council, agencies, local businesses, service providers, accommodation providers, education stakeholders and PCCC.
Rigorous	The assessment uses Project data, technical assessments, baseline data, engagement findings and regional cumulative context.
Effective management	The assessment identifies mitigation and enhancement measures and links them to SIMP actions.
Adaptive	Monitoring, review, corrective action triggers and update mechanisms are included in the SIMP.

3.4 Regulatory and policy context

The Project is subject to Queensland's planning framework for battery storage facility developments.

Battery storage facility developments with an output of 50 megawatts or more are subject to the community benefit system and require a Social Impact Assessment and Community Benefit Agreement before a development application can be made to SARA.

The key regulatory and policy documents relevant to this SIA are summarised below.

Table 8: Regulatory and policy document summary

Document / framework	Relevance to the SIA
Planning Act 2016	Establishes Queensland's planning framework and the community benefit system relevant to prescribed developments.
Planning Regulation 2017	Supports the Planning Act and identifies assessment requirements for particular types of development.
Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025	Introduces the community benefit system and the requirement for an SIA and CBA for relevant developments.
Planning (Battery Storage Facilities) and Other Legislation Amendment Regulation 2025	Applies the community benefit system to battery storage facility developments with an output of 50 MW or more and makes SARA the assessment manager for assessable standalone BESS developments.
Queensland Social Impact Assessment Guideline	Provides the framework for identifying, assessing, managing and monitoring social impacts.
Supplementary material for assessing and managing social impacts	Provides further guidance on the five SIA key matters and First Nations considerations.
State Code 27: Battery Storage Facility Development	Provides assessment benchmarks for standalone battery storage facility development.
Gladstone Regional Council Planning Scheme 2017	Provides local land use, settlement, infrastructure, environmental and community context.
Gladstone Renewable Energy Community Benefits Sharing Policy	Establishes Council's expectations for community benefit sharing and the Community Benefit Fund.
Gladstone Region Economic Transition Roadmap 2022–2032	Provides regional context for energy transition, workforce development, local procurement and community benefit.
Gladstone Local Housing Action Plan	Provides context for housing availability, rental pressure, housing vulnerability and workforce accommodation considerations.

3.5 Queensland SIA Guideline key matters

The assessment addresses the five key matters identified in the Queensland SIA Guideline.

Table 9: Key Matters for the SIA

Key matter	Relevance to the Project
Community and stakeholder engagement	Relevant to project information, community sentiment, trust, complaints, future residential interface near Clinton, Calliope River users and community confidence.
Workforce management	Relevant to construction employment, local labour availability, specialist workers, labour competition and training pathways.
Housing and accommodation	Relevant to non-local specialist worker accommodation, short-term accommodation, workforce accommodation and cumulative housing pressure.
Local business and industry procurement	Relevant to local supplier participation, worker spending, local content, First Nations business opportunities and contractor procurement.
Health and community wellbeing	Relevant to fire safety, emergency response, construction traffic, amenity, visual impact, environmental confidence, land use perception and Calliope River values.

3.6 Social study area

The social study area has been defined to capture the communities, receptors and stakeholders most likely to experience potential social impacts or benefits from the Project.

A local and regional approach has been adopted because some impacts are localised, while others are regional or cumulative.

3.6.1 Local social study area

The local study area is relevant to localised impacts including amenity, traffic, visual change, fire safety perception, environmental confidence, land use compatibility and complaints.

The local study area for the SIA encompasses Gladstone City inclusive of the Port, through to the west of the project site bounded by the Calliope River; and southeast of the project including the suburb of Clinton; and north to the Calliope River anabranch beyond the existing substation.

For baseline analysis, the SIA uses five ABS Statistical Area Level 2 areas as the local study area, as outlined in Section 4.

3.6.2 Regional study area

The regional study area is relevant to broader and cumulative matters including workforce availability, accommodation pressure, local procurement, training, First Nations participation, engagement fatigue and community benefit

The Gladstone Regional Council local government area is used as the regional comparison area.

3.7 Potentially affected communities and receptors

Stakeholders were identified based on their proximity to the Project, potential exposure to social impacts or benefits, interest in Project-related matters, regulatory role, service delivery role, or ability to inform mitigation and monitoring measures.

Relevant stakeholder groups include nearby residents and landholders, Clinton residents, future residential receptors, Calliope River users, local road users, local businesses, accommodation providers, education and training providers, PCCC, emergency services, government agencies and the broader Gladstone community.

These stakeholder groups are addressed further in Section 5 - Community and Stakeholder Engagement, including engagement undertaken to date, feedback received and how engagement has informed the SIA.

3.8 Scoping outcomes

Scoping identified the following social impact themes for assessment.

Table 10: Scoping outcomes / themes

Theme	Relevance
Project information, trust and engagement	Clear information is needed to support community confidence and respond to questions about safety, water, traffic, construction timing and opportunities.
Workforce demand and local employment	The Project may create employment opportunities but may also contribute to labour competition.
Housing and workforce accommodation	Non-local specialist workers may require accommodation, and cumulative accommodation pressure is a regional issue.
Local business and procurement	The Project may create procurement opportunities and local worker spending benefits.
Traffic, access and construction disruption	Construction traffic and OSOM deliveries may temporarily affect road users.
Amenity and visual change	Construction noise, dust, traffic and visual exposure may affect nearby receptors, railway users and Calliope River users.
Fire safety and emergency response confidence	BESS infrastructure may generate community interest and concern regarding fire safety and emergency response.

Theme	Relevance
Environmental and waterway confidence	Proximity to the Calliope River makes water management, stormwater, flood, ecology and coastal matters socially relevant.
Land use, Clinton interface and future receptors	The Project's rural land context, proximity to Clinton and future residential development require assessment.
First Nations participation and procurement	PCCC engagement and the FNPP may support workforce, procurement and participation outcomes.
Community benefit and value sharing	The SIA must inform, but remain separate from, the CBA process.

These themes are assessed in Section 6.

3.9 Issues scoped out as standalone impacts

Some issues are not expected to result in material standalone social impacts based on available Project information. They remain relevant where connected to broader impact pathways.

Table 11: Social impact issues not scoped for detailed assessment

Issue	Reason
Long-term population change	Operation requires up to ten workers visiting the site as required.
Long-term permanent housing demand	No material operational workforce relocation is expected.
Long-term demand on education services	The Project is not expected to generate material population growth.
Long-term demand on health services	The construction workforce is temporary and the operational workforce is small.
Loss of access to community facilities	The Project does not involve closure or relocation of community facilities.
Major disruption to regional transport networks	Technical assessment indicates traffic impacts can be managed through traffic management measures.
Material change to community cohesion	The Project is not expected to materially alter community structure, population composition or access to community networks.

3.10 Surrounding projects and cumulative context

There are no other proposed renewable energy projects within the local study area. However, several renewable energy projects are operating, approved or proposed within the Gladstone Regional Council region.

Known regional renewable energy and storage projects include:

- one operating solar farm;
- two approved solar farms;
- one proposed solar farm;
- four proposed solar and battery projects;
- one Liquid Air Energy Storage (LAES) project;
- one approved BESS project; and
- five proposed BESS projects.

Up-to-date information regarding proposed renewable energy projects in the Gladstone Region is available on the Gladstone Regional Council website.¹

The presence of multiple projects is relevant because cumulative social impacts may arise even where the direct impact of an individual project is limited.

Cumulative issues considered in this SIA include:

- competition for construction labour;
- demand for specialist workers;
- demand for short-term and workforce accommodation;
- pressure on local businesses and service providers;
- engagement fatigue;
- community perception of renewable energy and BESS projects;
- concerns about land use change; and
- expectations for community benefit sharing.

Cumulative workforce and accommodation matters are assessed in Section 6 and managed through the SIMP in Section 7.

¹ <https://www.gladstone.qld.gov.au/Build-and-Develop/Renewable-Energy>.

3.11 Technical inputs considered during scoping

Technical assessments have been considered where their findings are relevant to social impact, community wellbeing, public safety, amenity or community confidence.

Table 12: Technical inputs and SIA relevance

Technical input	Social relevance
Ecological Assessment Report	Environmental confidence, biodiversity values, Calliope River interface and community perception.
Rehabilitation Management Plan	Construction close-out, disturbed area management and environmental confidence.
Bushfire Management Plan	Public safety, emergency access, fire risk and emergency response confidence.
Traffic Impact Assessment	Construction traffic, OSOM deliveries, road user disruption and access.
Civil Engineering and Services Assessment	Bulk earthworks, stormwater, erosion and sediment control, flood immunity and site servicing.
Preliminary Geotechnical Assessment	Site design confidence and infrastructure suitability.
Flood Impact Assessment	Flood hazard, flood immunity, rail corridor interface and community safety confidence.
Hazard Incident Management Plan	BESS fire risk, thermal runaway, emergency response and public safety perception.
Visual Impact Assessment	Visual impact for railway users, Calliope River recreational users and residential receptors.
Noise Impact Assessment	Construction and operational amenity.
Coastal Impact Assessment	Coastal processes, erosion risk, Calliope River interface and environmental confidence.
Landscape Concept Plan	Visual screening, amenity and presentation of the Project.

A summary of technical reports is provided in Section 6.2.

3.12 Impact assessment methodology

The SIA uses an impact pathway approach to assess potential social impacts and benefits.

Each impact is assessed by considering:

- the Project activity or source of change;
- the social change pathway;

- affected stakeholders or receptors;
- whether the impact is direct, indirect or cumulative;
- construction and/or operation phase;
- likelihood;
- magnitude;
- receptor sensitivity or vulnerability;
- pre-mitigation significance;
- mitigation or enhancement measures;
- residual significance; and
- SIMP actions.

The detailed impact pathway table is provided in Appendix C. Section 6 presents a summary of impact findings.

3.13 Likelihood criteria

Likelihood refers to the chance that a social impact will occur.

Table 13: Likelihood levels description

Likelihood	Description
Low	The impact is unlikely but may occur during normal construction or operation.
Medium	The impact is possible or likely to occur during normal construction or operation.
High	The impact will occur or is almost certain to occur during normal construction or operation.

Likelihood has been considered in the rating justification for each impact.

3.14 Magnitude criteria

Magnitude refers to the scale, duration, intensity and extent of the potential change.

Table 14: Magnitude levels description

Magnitude	Description
Negligible	Change remains within the range commonly experienced by receptors.
Low	A perceptible but localised or temporary change that can be managed through standard or simple controls.
Moderate	An evident change affecting sensitive receptors, a broader area or requiring active management and monitoring.

Magnitude	Description
High	A substantial, persistent or widespread change requiring significant mitigation or redesign.
Positive	A beneficial change or opportunity.

3.15 Sensitivity and vulnerability criteria

Sensitivity and vulnerability refer to the capacity of affected stakeholders or communities to adapt to change.

Table 15: Sensitivity / vulnerability levels description

Sensitivity / vulnerability	Description
Low	Receptors generally have capacity to adapt to change.
Medium	Receptors may adapt but require targeted management, communication or support.
High	Receptors have limited capacity to adapt or may be affected by multiple vulnerabilities.

The assessment considers vulnerability by reference to:

- housing stress;
- rental market conditions;
- socio-economic disadvantage;
- First Nations indicators;
- culturally and linguistically diverse communities;
- access to services;
- proximity to the Project;
- reliance on affected roads or resources;
- exposure to cumulative pressures; and
- capacity to participate in engagement or access Project opportunities.

3.16 Impact significance

Impact significance is determined by considering likelihood, magnitude and receptor sensitivity or vulnerability.

Table 16: Impact significance description

Significance	Description
Major	A major impact may cause widespread, long-term or substantial change and would require significant mitigation or redesign.
Moderate	A moderate impact may affect sensitive receptors or require active management and monitoring.
Minor / Low	A low impact is localised, temporary or manageable through standard or project-specific controls.
Negligible	A negligible impact is not expected to result in noticeable change to the social baseline.
Positive	A positive impact creates a social benefit or opportunity.

The assessment applies a precautionary approach where uncertainty remains.

3.17 Pre-mitigation and residual ratings

Each adverse impact is assessed using:

- **pre-mitigation rating** — the significance of the impact before applying specific mitigation or management measures; and
- **residual rating** — the significance of the impact after mitigation or management measures are applied.

Positive impacts are assessed as benefits and are supported through enhancement measures where practicable.

Residual ratings are important because they identify which impacts remain after mitigation and whether further monitoring or adaptive management is required.

3.18 Residual impact acceptability

Residual impacts are considered acceptable where:

- the impact is low or negligible after mitigation;
- practical management measures are identified;
- responsibility for implementation is clear;
- monitoring is included in the SIMP;
- complaint or feedback pathways are available where relevant; and
- no further material mitigation is required.

Moderate residual impacts may be acceptable where they are temporary, manageable and subject to active monitoring and adaptive management.

High or major residual adverse impacts would require further mitigation, redesign or additional management measures.

Based on available information, no high or major residual adverse social impacts have been identified for the Project.

3.19 Approach to mitigation and enhancement

Mitigation measures are actions to avoid, reduce or manage adverse social impacts.

Enhancement measures are actions to strengthen positive outcomes where practicable.

The approach to mitigation and enhancement is summarised below.

Table 17: Approach to mitigation and enhancement

Step	Application
Avoid	Avoid impacts through design, siting, routing, scheduling or stakeholder engagement where practicable.
Reduce	Reduce impacts through project controls, management plans and mitigation measures.
Manage	Manage residual impacts through the SIMP, responsibilities, monitoring and complaints processes.
Monitor	Track performance indicators and identify emerging issues.
Adapt	Update measures where monitoring identifies a need for corrective action.
Enhance	Strengthen positive benefits such as local employment, procurement, training and First Nations participation where feasible.

4 Social Baseline

4.1 Purpose of this section

This section summarises the social baseline for the Project, including existing demographic, economic, housing, infrastructure, community and vulnerability conditions relevant to the SIA. The baseline provides context for assessing potential social impacts and benefits

4.2 Baseline study area

The baseline study area comprises the following ABS Statistical Area Level 2 areas:

- Clinton – New Auckland;
- Callemondah;

- West Gladstone;
- Gladstone; and
- Kin Kora – Sun Valley.

The geographical extent of these areas is shown in the Figure below.

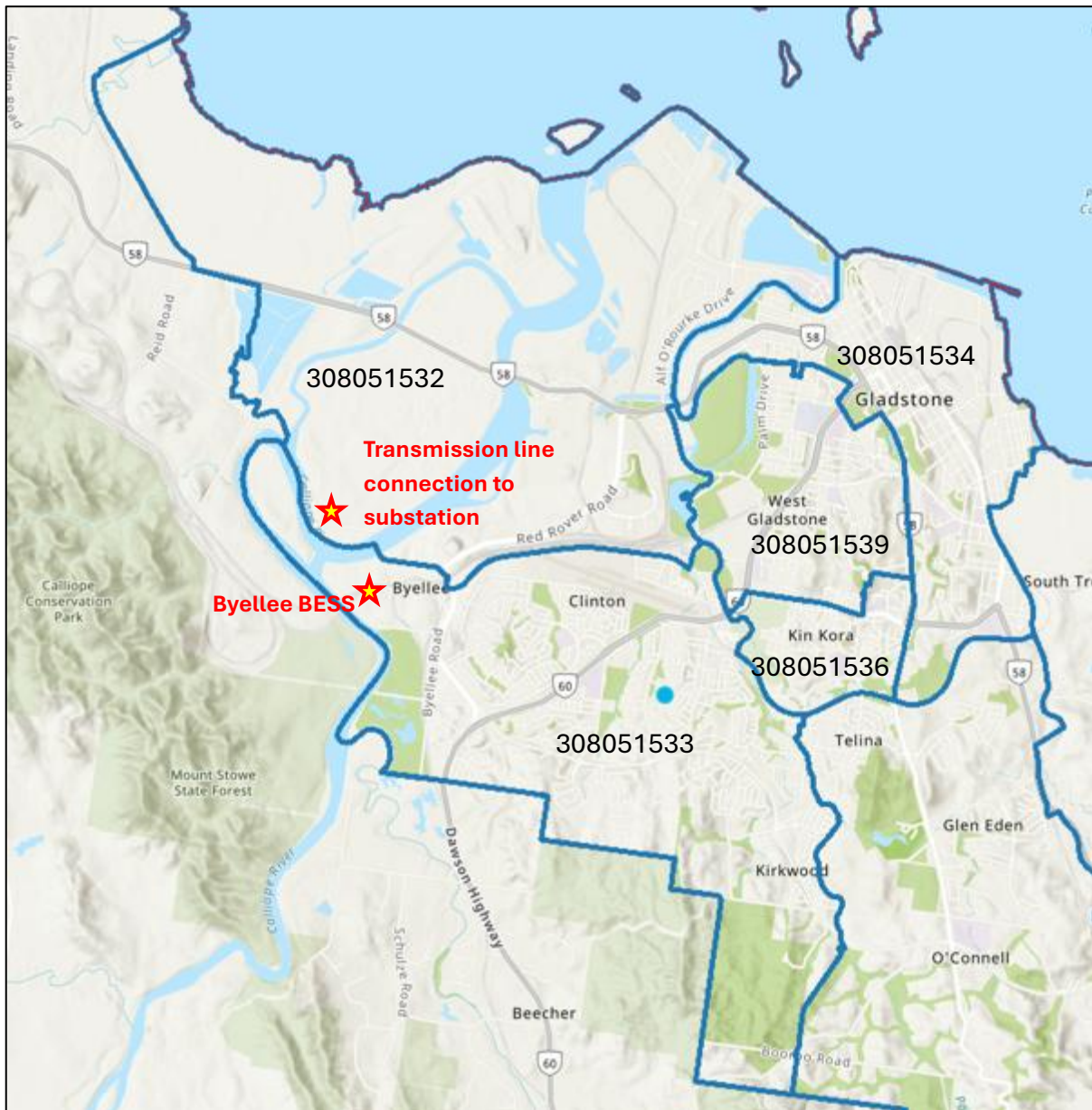


Figure 3: Social study area shown as five SA2 areas

The Gladstone Regional Council local government area is used as the regional comparison area.

The baseline study area captures communities and services near the Project, while the broader Gladstone Region provides context for workforce, accommodation, procurement, community benefit and cumulative impact considerations.

4.3 Data sources

The baseline has been informed by:

- Queensland Government Statistician's Office regional profiles;
- Australian Bureau of Statistics Census data;
- REMPLAN data;
- Gladstone Regional Council planning and policy documents;
- Gladstone Local Housing Action Plan;
- Gladstone Region Economic Transition Roadmap;
- Project technical assessments;
- Engagement records and stakeholder feedback;
- Information about other renewable energy and BESS projects in the region; and
- Project-specific workforce, construction and design information.

Some baseline data for Callemondah is limited due to its small population. Where relevant, broader study area and Gladstone Regional Council data has been used to support interpretation.

4.3.1 REMPLAN data mapped to ABS SA2 geographic units

The data collated from REMPLAN integrates ABS datasets and can be useful for generating economic insights and integrated datasets. In this SIA report, where REMPLAN data is used (and noted), the geographical units map to the ABS SA2 areas as follows:

Table 18: ABS SA2 units mapped to REMPLAN units in SIA study area

ABS SA2 areas in SIA study area	Corresponding REMPLAN localities
Clinton – New Auckland (308051533) Callemondah (308051532) West Gladstone (308051539) Gladstone (308051534) Kin Kora (308051536)	Callemondah – Kirkwood (grc2023pa_6) Gladstone (grc2023pa_8) New Auckland (grc2023pa_12)

4.4 Policy and strategic context

4.4.1 Central Queensland Regional Plan 2013

The Regional Plan is relevant to the SIA because it recognises the importance of energy generation, transmission and distribution systems to regional growth. The Project

supports this context by providing storage and grid support within an established energy and industrial region.

4.4.2 Gladstone Regional Council Planning Scheme

The Gladstone Regional Council Planning Scheme 2017 (Planning Scheme) sets out how development can be managed to advance the Planning Act and meet the needs of the local communities within the Gladstone Region.

Strategic Framework

The strategic framework of the Gladstone Regional Council Planning Scheme establishes the policy direction for development within the Gladstone Local Government Area. It is structured around six key themes. The relevance of each theme to the Byellee BESS is outlined below:

- Gateway to the World – applicable.
- Community Living – applicable. While the Project does not involve residential or accommodation land uses, consideration of construction workforce accommodation forms part of Project planning.
- Connecting Our Places – not directly applicable. The Project does not involve the establishment of new transport routes or significant upgrades to the broader transport network and will make use of existing public road access.
- Building It Better: Our Urban Areas – not applicable. The Project does not involve residential or mixed-use development requiring urban design, public realm or urban infrastructure outcomes.
- Our Environment and Heritage – applicable.
- Our Rural and Coastal Townships and Places – not applicable. The Project site is not located within an urban centre or township identified on the Strategic Framework Map for Theme 6.

The table below identifies the relevant strategic outcomes and elements from the applicable themes and explains how the Project responds to and satisfies those provisions.

Table 19: Response to GRC Strategic Framework

Theme – Outcomes and Elements	Response
3.3 Gateway to the World	
<i>Strategic Outcomes</i>	
(6) Major electricity, bulk water infrastructure and pipeline corridors including into the Gladstone State Development Area, Gladstone Power Station and Gladstone Port are protected from encroachment by development that would compromise their integrity and function.	The proposal is for a BESS that is co-located with the established Powerlink Calliope River substation. The site is zoned for Rural purposes however is adjoined by Industrial zoning, and physically isolated by Calliope River and the railway. As such, the site is well suited for energy

Theme – Outcomes and Elements	Response
	infrastructure and is not at risk of incompatible uses encroaching in close proximity.
(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.	The BESS site is not mapped as significant agricultural land. The site has been historically cleared for grazing however does not adjoin a greater catchment of farm landholdings and thus is not considered fundamentally essential land for existing agricultural uses.
<i>Elements</i>	
The Gladstone region has a diverse and growing economy underpinned by commerce, business and retail functions in a range of centres. It provides development and business opportunities in education and training, particularly leveraging off the presence of Central Queensland University and the mining and energy sector.	The proposal is for a BESS which will support the economy and intended growth of renewable and energy industries in the Gladstone region.
In turn, these regional resources and their transport routes are protected from the encroachment of new sensitive land uses to ensure they can operate efficiently and safely.	The renewable energy sector is an emerging regional resource. The site is relatively separated from established townships of Clinton, Kin Kora, and Gladstone to the south and east by both the railway line and adjacent industrial land. There are no sensitive land uses currently within more than 1 km of the site, nor are there likely to be any in the future. A proposed future residential development near Clinton has been considered as a relevant future receptor. Due to the area's historical and transitioning industrial zoning as well as fixed physical constraints from the railway and the Calliope River.
3.4 Community Living	
<i>Strategic Outcomes</i>	
(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.	The construction labour force, of up to 120 workers in the peak construction phase, is expected to be predominantly locally sourced. Non-resident workers are expected to be housed in existing short term accommodation facilities in the Gladstone urban area and surrounding suburbs.
3.7 Our Environment and Heritage	
<i>Strategic Outcomes</i>	
(5) The environmental values and quality of the region's waters and waterways are protected.	The proposal involves an overhead transmission line connection over Calliope River. The waterway is protected as part of the proposal.
(9) Development avoids areas affected by natural hazards where these risks can't be mitigated to an acceptable or tolerable level through	The proposal is not for a sensitive use. The proposal has been sited and designed to achieve flood immunity via a fit-for-purpose appropriate

Theme – Outcomes and Elements	Response
development design and location measures. Sensitive uses are located in areas free from natural hazards or where the risks from natural hazards are acceptable.	earthworks strategy, sufficient bushfire and stormwater management, and risk measures managed via an operational plan. All risks are mitigated to an acceptable level as required by the planning scheme or other relevant standards. There are no natural hazards that cause the project to be incompatible or unfeasible in this location.
<i>Elements</i>	
Development minimises and mitigates impacts on ecological, hydrological and water quality values and the natural processes within coastal foreshores, waterways and rivers; particularly in the largest catchments and tributaries of the Boyne River, Calliope River and Baffle Creek and other waterways such as, the Kolan River, Police Creek, Auckland Creek, Raglan Creek, and Diglum Creek. This is achieved through incorporating water sensitive urban design measures.	The proposal incorporates measures for stormwater quality and quantity management, and for erosion and sediment control to provide protection for the water quality values and the natural processes within coastal foreshores, waterways and rivers.
Safety and resilience to natural hazards including flooding, bushfire, landslide and coastal hazards is a focus for the future of the region. Development must avoid or be designed to mitigate the risks of natural hazards for the safety and resilience of the population in flood, bushfire, coastal hazard or steep land areas.	The BESS has been sited to achieve flood immunity and minimise earthworks within areas of coastal and erosion hazard. The BESS and transmission infrastructure also achieve the necessary asset protection zone setbacks to hazardous vegetation. All risks are mitigated to an acceptable level as required by the planning scheme or other relevant standards. The existing state of landform on the BESS site does not comprise steeply sloping land.

4.4.3 Renewable Energy Community Benefits Sharing Policy

In October 2025, GRC adopted the Renewable Energy Community Benefits Sharing Policy (CBS Policy). The purpose of this policy is to establish a framework for large-scale renewable energy generation and storage developments to share benefits with the Gladstone Region, consistent with Council’s strategic objectives and principles.

The objectives of this policy are to promote benefit sharing strategies associated with a development that:

- Create real social, economic and environmental benefits for the community, guided by Social Impact Assessment and aligned with Council’s policies and priorities for delivering sustainable infrastructure, programs and services.
- Ensure the Gladstone Region’s competitive advantage in the economic transition continues to attract investment across all industry sectors.

As part of the CBS Policy, Council requires developers of large-scale renewable energy generation and storage development to make a monetary contribution into a Council-managed Community Benefit Fund (CBF). Discussion is underway between the proponents of the Byellee BESS and GRC representatives regarding the establishment of a Community Benefit Agreement (CBA) which includes a monetary contribution into a CBF.

4.4.4 Gladstone Region Economic Transition Roadmap 2022 - 2032

The Gladstone Region Economic Transition Roadmap is an initiative of Gladstone Regional Council, delivered in partnership with The Next Economy. Published in October 2022, the roadmap presents results of engagement with community and industry stakeholders to document the work that needs to be undertaken across six key themes:

1. Energy Security, Reliability and Affordability
2. Building the Hydrogen Industry.
3. Diversifying the Regional Economy.
4. Workforce Development.
5. Capturing Community Benefits.
6. Protecting and Regenerating the Environment.

The Byellee BESS project supports the implementation of this roadmap across the themes, in particular regarding the following actions identified in the roadmap:

Theme 1: Energy Security, Reliability and Affordability

Building enough renewable energy, firming, storage, transmission and distribution to reliably and affordably meet current and future needs.

Theme 4: Workforce Development

Developing 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.

Theme 5: Capturing Community Benefits

Capturing financial benefits for the region in a strategic, transparent, and equitable ways, such as through social infrastructure planning and the development of community benefit funds.

Theme 6: Protecting and Regenerating the Environment

Protecting water quality and supply in an already dry part of Australia, and Protecting the Great Barrier Reef and marine ecosystems.

4.5 Land use and settlement context

4.5.1 Surrounding land uses

The surrounding area includes a mix of rural, infrastructure, industrial, transport, energy and recreational land uses.

Land uses within approximately three kilometres include:

- energy generation;
- electricity transmission and substation infrastructure;
- rail infrastructure;
- transport infrastructure;
- residential areas;
- community services;
- nature reserves;
- open green space;
- agriculture;
- mining; and
- industrial uses.

The broader setting includes significant industrial and energy infrastructure. Gladstone Power Station and Gladstone Airport are located to the northeast and east of the BESS site. Rio Tinto, Orica and Alpha HPA operate facilities to the north near Hanson Road.

4.5.2 Clinton residential context

Clinton is the nearest established low-density residential community to the Project. It is located approximately 1.5 kilometres southeast of the Project and is separated from the site by the North Coast railway corridor and intervening land.

Clinton includes local amenities such as a school, parks and shopping centres. The 2021 Census recorded a population of 6,170 people in Clinton.

Clinton is relevant to the SIA because of its proximity to the Project and potential interest in:

- Project information;
- Construction amenity;
- Traffic and access;

- Public safety and emergency response;
- Visual impact;
- Environmental performance; and
- Land use compatibility

The future residential development near Clinton has been considered as a relevant receptor for the SIA, for example with noise impact assessment including a reference location within the proposed development area.

4.5.3 Calliope River context

The Calliope River is a local natural feature and is used for recreational fishing. Fishing locations occur where Hanson Road crosses the Calliope River and Calliope River Anabranh. A camping spot is located on the east bank of the Calliope River.

The Project's proximity to the Calliope River is relevant to:

- recreational values;
- visual amenity;
- environmental performance;
- water management;
- stormwater and flood confidence;
- ecology and coastal values; and
- community perception.

4.6 Demographic profile

The estimated resident population of the SIA study area is just over 30,000 people. This compares to approximately 68,000 people in the broader Gladstone Regional Council area.

The population of the social study area is forecast to increase from 29,132 in 2021 to 33,159 in 2046.

Key demographic indicators are outlined below.

Table 20: Key demographic indicators of social study area

Description	Census year	ABS Statistical area					Total for Social Study Area
		Gladstone	West Gladstone	Callem-ondah	Clinton – New Auckland	Kin Kora – Sun Valley	
Estimated resident population	2024	6,709	5,133	33	15,175	3,578	30,626
Working age population, aged 15–64 years (%)	2024	66.7	65.3	36.4	65.2	63.6	—
Estimated resident Aboriginal and Torres Strait Islander population	2021	534	430	4	1,159	203	2,330
Aboriginal and Torres Strait Islander people who reported speaking an Aboriginal or Torres Strait Islander language (%)	2021	0.9	1.6	0	1.3	0	—
Persons born overseas	2021	1,067	760	11	2,131	423	4,392
Children enrolled in a preschool or preschool program	2023	88	45	No data available	252	38	423
Median price of established house transfers (\$)	2024	\$348,000	\$373,055.50	No data available	\$450,000	\$400,000	—
Median total income, excluding government pensions and allowances (\$)	2022	\$55,071	\$56,248	\$49,500	\$62,883	\$62,172	—
Total number of businesses	2024	739	189	47	503	141	1,619
Number of jobs	2022	5,595	3,961	11	12,361	3,186	25,114
Median weekly household rental payment (\$)	2021	\$230	\$230	\$200	\$295	\$273	—
Median monthly household mortgage payment (\$)	2021	\$1,394	\$1,300	\$260	\$1,607	\$1,517	—
Land area (ha)	2021	1,023.1	707.4	3,272.6	2,278.2	268.8	7,550.1

Time series data indicates:

- between 2001 and 2024, the share of persons aged 65 years and over in the SIA study area increased from 7.9% to 13.7%;
- between 2001 and 2024, the median age in the SIA study area increased by 4.5 years; and
- between 2011 and 2021, the share of persons born overseas in the SIA study area increased from 12.8% to 15.3%.

The demographic profile indicates that the Project is unlikely to cause material long-term demographic change because the operational workforce is expected to be limited to up to ten workers visiting the site as required.

4.7 Economic and employment profile

4.7.1 Regional economic context

Economic output for the social study area contributes approximately \$10.9 billion, representing 50.61% of the \$21.4 billion output for the Gladstone Regional Council region.

The largest industry sector for economic output in the social study area is manufacturing, accounting for \$3.5 billion or 32.06% of total output for the study area.

This indicates that the local economy has a strong industrial and manufacturing base. The Project is located in a region with established energy, industrial, technical and construction capability.

4.7.2 Labour force status

The following labour force data has been extracted from REMPLAN² for the three localities which cover the same geographical area as the five ABC SA2 statistical areas (which constitute the SIA Local Study Area).

The table below combines data from the three localities to provide overall numbers of people with varying employment status in the social study area, and for comparison, the broader Gladstone Region.

² Source <https://app.remplan.com.au/gladstone/community/work/labour-force-status?locality=gladstone>

Table 21: Employment status in Social study area compared to Gladstone Region

Cohort	Number of persons	
	Social study area	Gladstone Region
Employed, worked full-time	8280	17,931
Employed, worked part-time	3931	8,618
Employed, away from work	868	2,010
Unemployed, looking for full-time work	730	1,389
Unemployed, looking for part-time work	478	879
Not in the labour force	6782	15,347
Not stated	1507	3,691
Total	22576	49,865

Data from the three localities are presented below, together with data from the Gladstone Region, to compare labour force participation and unemployment rate in the social study area with the broader Gladstone Region.

Table 22: Labour participation rate & unemployment rate in Social study area and Gladstone Region

Cohort	Social study area (REMPLAN Localities)			Gladstone Region
	Callemonda h-Kirkwood	New Auckland	Gladstone	
% people aged 15 years and over who are employed	63.4	61.4	53.7	57.3
% people not in the labour force	26.8	28.7	32.2	30.8
Unemployed	4.5	4.8	6.0	4.5
Participation rate	67.9	66.2	59.7	61.8
Unemployment rate (%)	6.7	7.2	10	7.4

The region has a substantial labour base. However, cumulative demand from multiple projects may create competition for workers, particularly where projects require similar skills at the same time.

4.7.3 Employment by occupation and industry

Technicians and trades workers represented 19.8% of employed persons in the SIA study area in 2021. In the Gladstone local government area, technicians and trades workers represented 20.6% of employed persons.

Manufacturing is the largest industry employment cohort in both the SIA study area and the Gladstone Region.

Table 23: Industry cohorts in the Social study area and Gladstone Region³

Industry Cohort	Social study area (REMPAN Localities)			Gladstone Region
	Callemonda h-Kirkwood	New Auckland	Gladstone	
Manufacturing	628	355	772	3,906
Health Care and Social Assistance	442	263	731	2,811
Retail Trade	448	286	609	2,575
Construction	438	231	642	3,117
Education and Training	354	184	505	2,324
Transport, Postal and Warehousing	336	202	564	2,227
Accommodation and Food Services	282	132	538	2,059
Public Administration and Safety	198	112	309	1,341
Other Services	189	90	244	1,091
Administrative and Support Services	139	74	243	986
Mining	128	82	170	1,072
Professional, Scientific and Technical Services	123	88	233	983
Inadequately described	123	79	241	1,005
Electricity, Gas, Water and Waste Services	118	92	200	849
Rental, Hiring and Real Estate Services	75	22	100	403
Wholesale Trade	68	61	84	464
Not stated	59	28	84	399
Financial and Insurance Services	32	31	31	209
Arts and Recreation Services	32	4	45	167
Information Media and Telecommunications	18	17	16	84
Agriculture, Forestry and Fishing	4	14	23	486
Total	4,234	2,447	6,384	28,558

Other significant sectors include:

- health care and social assistance;
- retail trade;

³ Source: <https://app.rempnan.com.au/gladstone/community/work/industries?locality=gladstone>

- construction;
- education and training;
- transport, postal and warehousing; and
- other industrial and service sectors.

The construction industry accounted for 14.4% of businesses in the SIA study area as at 30 June 2025. In the Gladstone local government area, construction accounted for 17.6% of businesses.

This indicates a local business and labour base that may be able to support construction and service opportunities, subject to skills, capacity, procurement requirements and timing.

4.8 Education, skills and training profile

The SIA study area includes a strong vocational training profile, reflecting the industrial nature of the Gladstone economy.

Certificate-level qualifications are the most common qualification category across the study area.

A notable feature of the education profile is the number of people with non-school qualifications in Engineering and Related Technologies. In the SIA study area, 3,375 persons, or 25.7% of persons with a non-school qualification, studied in Engineering and Related Technologies. In the Gladstone local government area, 7,652 persons, or 26.0%, studied in this field.

Central Queensland University Gladstone is a key regional campus with strong industry ties, offering TAFE and university programs. It includes facilities for engineering, simulation and science at both the Marina and Callemondah sites.

Engagement with CQU has identified positive interest and an offer of support and continuing discussion. This is relevant to potential training, skills and youth pathway opportunities, subject to Project timing, workforce needs and contractor requirements.

4.9 Housing and accommodation profile

4.9.1 Private dwellings

Of the 65,289 people counted in the Gladstone Region in 2021, 96.7% lived in occupied private dwellings.

Within the SIA study area, the percentage of people living in occupied private dwellings for relevant statistical localities⁴ was:

⁴ Source: <https://app.remplan.com.au/gladstone/community/housing/dwelling-type?locality=gladstone>

Table 24: Occupied private dwelling population by locality

Locality	People living in occupied private dwellings
Callemondah–Kirkwood	99.9%
New Auckland	96.5%
Gladstone	95.0%

Within the Gladstone Region, 27.3% of occupied private dwellings were fully owned. Within the SIA study area, 22% of occupied private dwellings were fully owned.

4.9.2 Private buying market

On 1 April 2010, a Priority Development Area was declared in Clinton with the aim of reducing housing pressure created with the growing mining industry in the Gladstone area. 26 hectares (64 acres) of government land bounded by the Dawson Highway, Harvey Road and Keppel Avenue were released for residential land development.

In the 2022/23 Financial Year there were 1,828 detached dwelling sales in the Gladstone Region and 441 attached dwelling sales. Detached dwellings include standalone houses, while attached dwellings include apartments, units and duplexes. The median sale price was \$407,500 for detached dwellings and \$259,000 for attached dwellings⁵.

4.9.2 Housing affordability and stress

The tables below, drawn from 2021 Census data, provide a measure of rental and mortgage stress, by showing rental and mortgage repayments as a proportion of household income.

Table 25 below shows median weekly rental payments as a proportion of renter household income, for occupied private dwellings (excluding visitor only and other non-classifiable households) being rented.

Table 26 below shows median monthly mortgage repayments as a proportion of owner household income, for occupied private dwellings (excluding visitor only and other non-classifiable households) owned with a mortgage or purchased under a shared equity scheme. The data shows that all the localities in the Social Study Area show rental stress and mortgage stress levels (where rental payments / mortgage repayments are > 30% of household income) below the Queensland averages:

Rental stress %:	Local study area: 26.1 – 29.4%	Queensland: 32.3%
Mortgage stress %	Local study area: 7.9% - 10.4%	Queensland: 11.9%

⁵ Local Housing Action Plan – Gladstone Regional Council

Table 25: Rental stress in Social Study Area

Description	Social Study Area (ABS statistical SA2s)								Gladstone Region	%	
	Gladstone	%	West Gladstone	%	Callemondah	Clinton – New Auckland	%	Kin Kora – Sun Valley			%
Median rent (weekly)	230	NA	230	NA	No Data Available due to small population for this area	295	NA	273	NA	275	NA
Renter households where rent payments are less than or equal to 30% of household income	891	63.0	582	64.6		1263	63.2	225	61.5	4914	63.6
Renter households with rent payments greater than 30% of household income	416	29.4	241	26.7		521	26.1	100	27.3	2047	26.5
Unable to determine	107	7.6	82	9.1		217	10.9	41	11.2	777	10.1

Table 26: Mortgage stress in Social Study Area

Description	Social Study Area (ABS statistical SA2s)								Gladstone Region %		
	Gladstone %	West Gladstone %	Callemondah	Clinton – New Auckland %	Kin Kora – Sun Valley %						
Median mortgage repayments	1394	NA	1300	NA	No Data Available due to small population for this area	1607	NA	1517	NA	1600	NA
Owner with mortgage households where mortgage repayments are less than or equal to 30% of household income	450	76.7	423	74.3		1508	77.7	424	79.0	6338	75.0
Owner with mortgage households with mortgage repayments greater than 30% of household income	61	10.4	58	10.2		153	7.9	47	8.8	808	9.6
Unable to determine	73	12.4	86	15.1		281	14.5	69	12.8	1314	15.5

Although these indicators are below Queensland averages, the private rental market in Gladstone is tight. The rental vacancy rate for the Gladstone Region was 1.6% as at September 2023⁶. Rent prices have significantly increased, with median rent rising by 80% in Gladstone over five years, following a very low base after the LNG boom.

This baseline is relevant because temporary demand from non-local workers could contribute to accommodation pressure if not managed, particularly in combination with other projects.

4.9.3 Workforce and short-term accommodation

Gladstone is the primary hub for short-term stays and workforce accommodation in the region.

The Project proponents have met with HomeGround Village, a purpose-built workforce accommodation provider in the Gladstone region. HomeGround Village is an example of an accommodation option should there be a need to consider out-of-region employment to support pre-construction and construction phases.

Use of workforce accommodation providers may assist in minimising use of hotels, motels and rental homes and avoiding additional strain on rental housing and tourism accommodation markets.

A recent review of commercial short-term accommodation options in the City of Gladstone, included in another BESS SIA for a project near Bororen, identified:

Table 27: Short-term accommodation capacity identified

Accommodation type	Capacity identified
Rooms	639
Apartments	297
Units	26
Cabins	30

Workforce accommodation is a consideration for the SIA because cumulative housing and workforce accommodation pressure is an important regional issue.

4.9.4 Housing vulnerability

Groups potentially more vulnerable to housing pressure include:

- low-income renters;

⁶ Local Housing Action Plan – Gladstone Regional Council

- people on social housing waitlists;
- First Nations households;
- temporary workers requiring short-term accommodation;
- tourism and short-stay visitors if accommodation supply is constrained; and
- local workers relocating for employment.

The Gladstone Local Housing Action Plan notes that 132 First Nations people are on the social housing waitlist in the Gladstone Region, accounting for just over 40% of the total waitlist.

This indicates that housing vulnerability is particularly relevant for First Nations communities and reinforces the need for the Project to avoid unnecessary pressure on private rental housing.

4.9.5 Social infrastructure and services

Social infrastructure includes schools, health services, emergency services, community services and other facilities that support community wellbeing.

Within the SIA study area, there are:

- 12 schools;
- one police station;
- one ambulance station;
- no fire stations; and
- one hospital.

The broader Gladstone Region contains:

- 35 schools;
- eight police stations;
- seven ambulance stations;
- five fire stations; and
- one hospital.

Clinton State School is a government primary school located on Harvey Road. It includes a special education program.

Gladstone Hospital provides hospital and healthcare services for the Gladstone Region, including a 24-hour emergency department, specialist outpatient department and orthopaedic clinic.

Gladstone Medical Centre in Clinton is the oldest running family medical practice in the area and has an active patient base of more than 9,000.

Based on the Project's temporary construction workforce and limited operational workforce, the Project is not expected to materially increase demand for social infrastructure or services. Emergency response capability and public confidence in emergency management remain important because of community interest in battery safety.

4.9.6 Emergency Services

The table below presents data for Police stations, Ambulance stations, Fire stations, Schools and Hospitals for the SIA study area and Gladstone Region.

Table 28: Social Infrastructure in the SIA study area and Gladstone Region⁷

Custom region / SA2 / LGA	Police stations	Ambulance stations	Fire stations	Schools	Hospitals
	— number —				
Byellee Social Study Area region	1	1	1	12	1
Callemondah	0	0	0	0	0
Clinton - New Auckland	0	0	0	2	0
Gladstone	1	1	0	4	0
Kin Kora - Sun Valley	0	0	0	2	0
West Gladstone	0	0	1	4	1
Gladstone (R) LGA	8	7	5	35	1

There are no protected areas (parks, forests and reserves) in the SIA study area as at April 2024.

4.9.7 Health

The Gladstone hospital provides hospital and healthcare services for the Gladstone region, including a 24-hour emergency department, specialist outpatient department and orthopaedic clinic.

The Gladstone Medical Centre in Clinton is the oldest running family medical practice in the area, and currently has five General Practitioners. Started in 1978, it currently boasts of an active patient base of 9000 plus⁸.

⁷ Source: Queensland Regional Profiles: Resident Profile: Byellee Social Study Area region (ASGS 2021)

⁸ source: <https://primemedicals.com.au/gladstone/>

4.10 Access, connectivity and transport

4.10.1 Road network

The BESS is located at 100 Meegan Road, Byellee.

Meegan Road is a Gladstone Regional Council-controlled road. It is unsealed and connects to Diggers Road, which is sealed and also under Council jurisdiction.

Heavy vehicles, including OSOM vehicles, are expected to travel to the site from the Port of Gladstone.

The preferred northern route from the Port of Gladstone to the site is approximately 9.6 kilometres and follows:

Port of Gladstone → Port Central Way → John Bates Drive → Gladstone Port Access Road → Glenlyon Street → Hanson Road → Port Curtis Way → Red Rover Road → Digger Drive → Meegan Road.

Port Curtis Way and Red Rover Road form part of the Performance Based Standards Level 2B network, permitting vehicles up to 26 metres in length.

Diggers Road and Meegan Road are not approved heavy routes. Vehicles over prescribed length limits are expected to require permits and OSOM vehicles would likely require a pilot or escort.

Traffic and transport are relevant to the SIA because construction and OSOM deliveries may temporarily affect local road users.

4.10.2 Travel to work

Based on 2021 Census and transport data, Gladstone has a high reliance on private vehicle travel, with approximately 90% of work trips made by car, one of the highest rates for surveyed regions in Queensland. The publication *Household travel in Gladstone and Biloela - A summary of results from the 2010 Gladstone Household Travel Survey* found a high density of jobs in the urban center and heavy industrial sites, a significant early morning peak before 7 am, and many daily commutes under 5 km.

The percentage of workers with only one method of travel who travelled by car was 78.7% in the SIA study area. The average vehicle occupancy amongst work travellers was 1.07 people per car⁹.

The number of motor vehicles per occupied private dwelling in the SIA study area, and Gladstone Region, is shown in the table below.

⁹ source: ABS 2021 Census and GRC Method of Travel to Work data

Table 29: Number of motor Vehicles per occupied private dwelling

Custom region / SA2 / LGA	No motor vehicles		1 motor vehicle		2 motor vehicles		3 or more motor vehicles		Total dwellings ^(c)
	number	%	number	%	number	%	number	%	number
Byellee Social Study Area region	694	6.3	4,140	37.7	4,040	36.7	1,953	17.8	10,994
Callemondah	3	14.3	12	57.1	0	0.0	0	0.0	21
Clinton - New Auckland	168	3.4	1,629	32.8	2,103	42.4	1,020	20.5	4,965
Gladstone	300	11.3	1,215	45.8	731	27.6	342	12.9	2,653
Kin Kora - Sun Valley	44	3.4	408	31.2	545	41.6	294	22.5	1,309
West Gladstone	179	8.7	876	42.8	661	32.3	297	14.5	2,046
Gladstone (R) LGA	966	4.2	7,545	32.5	9,092	39.2	5,186	22.4	23,181

The Queensland Government Statistician's Office report Workforce Profile for the SIA study area presents data for Journey to work. The data shown in 29 below has been derived from unpublished 2021 Census of Population and Housing data and records the usual residence of a person and where they worked.

The data shows that 95.8% of workers in the SIA Study Area lived in the Gladstone region.

Table 30: Top 5 usual resident SA2s for people working in the SIA study area (2021)

Top five usual resident SA2s	Byellee Social Study Area region	
	number	%
Clinton - New Auckland	4,912	28.8
Gladstone Hinterland	2,434	14.3
Telina - Toolooa	2,024	11.9
Gladstone	1,990	11.7
Boyne Island - Tannum Sands	1,980	11.6
Other ^(a)	3,459	20.3
Total	17,048	100.0

Of these Top 5 areas, two of them, Clinton-New Auckland, and Gladstone, occur within the SIA study area. These two areas between them make up around 40% of the residential areas for workers in the SIA study area.

4.10.3 Gladstone Airport

Gladstone Airport is located in Clinton, within the SIA study area.

It is a key part of Queensland's transport infrastructure and a gateway for workers employed in industries including LNG production, mining and aluminium smelting. It is

also a departure point for tourists exploring the Great Barrier Reef and nearby attractions.

The airport reinforces the role of Gladstone as a regional industrial and workforce hub.

4.11 Community health, safety and wellbeing

Community health, safety and wellbeing are relevant to the SIA because the Project may influence perceptions of safety, environmental quality, amenity and local confidence.

Potential wellbeing matters relevant to the Project include:

- perceived fire safety and emergency response risks associated with BESS infrastructure;
- perceived environmental or waterway risks due to proximity to the Calliope River;
- construction traffic and temporary disruption;
- visual impact for railway users and Calliope River recreational users;
- construction amenity, including noise and dust;
- confidence in Project information and complaint response;
- community perception of renewable energy infrastructure near residential areas; and
- land use and rural/agricultural land perception.

Technical assessments indicate that potential physical impacts can be managed through design and mitigation measures. Perceived risk remains relevant to community wellbeing and should be addressed through clear, accessible and ongoing engagement.

4.12 Vulnerable groups

Vulnerable groups are populations that may have lower capacity to adapt to change or may require targeted communication, support or access to opportunities.

Groups considered in this SIA include:

- culturally and linguistically diverse communities;
- First Nations peoples;
- households experiencing rental or mortgage stress;
- people on social housing waitlists;
- unemployed persons;
- young people seeking training and employment pathways;

- local small businesses with limited capacity to access procurement processes; and
- residents close to the Project.

4.12.1 Culturally and linguistically diverse communities

Below presents ABS data for the SIA study area which looks at ancestry, country of birth, and languages used at home. Corresponding data for the Gladstone region, and the state of Queensland, is presented as a reference and comparison.

Table 31: Ancestry, Country of birth, Languages used at home in SIA study area

Description	SIA study area (ABS SA2s)					Gladstone Region	Queensland
	Gladstone	West Gladstone	Callemondah	Clinton – New Auckland	Kin Kora – Sun Valley		
Ancestry (top responses) % of people							
English	38.5	38.7	No data available due to small population	37.9	42.0	39.9	38
Australian	34.8	38.4		41.5	41.6	41.3	33.4
Irish	9.5	11.0		8.9	11.2	9.8	11.0
Scottish	8.9	9.6		9.6	10.1	10.1	10.2
Australian Aboriginal	6.6	7.1		7.0			4.0
German					7.2	6.8	6.0
Country of birth (top responses) % of people							
Australia	72.3	78.4	No data available due to small population	80.1	83.2	79.6	71.4
New Zealand	3.2	3.0		2.9	2.9	3.1	4.0
Philippines	2.9	2.0		2.4	1.5	1.4	1.0
England	2.5	2.2		1.8	1.9	2.3	3.7
India	1.4	1.1		1.5	0.6	0.6	1.4
South Africa	0.6			1.7	0.7	1.2	1.0
Germany		0.6					0.4
Language used at home % of people							
English only	80.1	85.8	No data available due to small population	86.6	89.8	87.4	80.5
Tagalog	1.4	0.8		1.1	0.3	0.6	0.4
Filipino	1.1	0.7		1.1	0.5	0.5	0.3
Punjabi	0.6	0.5					0.6
Mandarin		0.6			0.4	0.2	1.6
Afrikaans	0.3			1.0	0.3	0.7	0.3
Telugu	0.3						0.1
Arabic		0.5					0.3
Tamil				0.5			0.1
Hindi				0.5	0.3		0.4
Spanish					0.2	0.6	
Households where Non-English language used %	11.8	10.0		10.2	6.8	7.5	15.6

Table 32: First Nations population, household and labour force indicators

Description	SIA study area (ABS SA2s)					Gladstone Region	Queensland
	Gladstone	West Gladstone	Callemondah	Clinton – New Auckland	Kin Kora – Sun Valley		
Indigenous status % of people							
Aboriginal and Torres Strait Islander	7.2	7.9	No data available due to small population	7.3	5.3	6.2	4.6
Non Indigenous	82.9	86.6		88.2	90.0	87.2	89.9
Not Stated	9.9	5.5		4.5	4.6	6.6	5.5
Average number of people per household	2.5	2.9		3.3	3.2	3.2	3.2
Median weekly household income (\$)	1,131	1,068		1,532	1,416	1,448	1,517
Median monthly mortgage repayments (\$)	1,400	1,430		1,467	1,509	1,625	1,670
Median weekly rent (\$)	200	228		285	253	270	305
Participation in the labour force							
In the labour force (% of people aged 15yrs and over)	55.5	56.6	No data available	62.8	63.0	60.5	56.6
Not in the labour force (%)	41.7	39.8		34.9	37.0	37.7	40.8
Not stated (%)	2.5	4.4		2.1	3.7	2.3	2.6

4.12.2 First Nations peoples

The estimated Aboriginal and Torres Strait Islander population within the SIA study area is 2,330 people.

The percentage of Aboriginal and Torres Strait Islander people is outlined above.

First Nations household indicators show differences in income, housing and labour force participation.

The Gladstone Local Housing Action Plan notes that 132 First Nations people are on the social housing waitlist in the Gladstone Region, accounting for just over 40% of the total waitlist.

It also notes that 42% of Indigenous households owned their home outright or with a mortgage, compared with 68% of non-Indigenous households.

These indicators show that First Nations people may experience greater housing vulnerability and may require culturally appropriate approaches to participation, procurement and employment opportunities.

Engagement with PCCC is occurring in parallel with the SIA process. Relevant outcomes from this engagement should be reflected in the SIMP where they relate to workforce, procurement, training, participation or community benefit measures.

4.12.3 Socio-economic disadvantage

Socio-Economic Indexes for Areas (SEIFA) is a summary measure of the social and economic conditions of geographic areas across Australia. SEIFA, which comprises a number of indexes, is generated by ABS from the Census of Population and Housing. In 2021 an Index of Relative Socio-Economic Disadvantage was produced, ranking geographical areas in terms of their relative socio-economic disadvantage. The index focuses on low-income earners, relatively lower education attainment, high unemployment and dwellings without motor vehicles. Low index values represent areas of most disadvantage and high values represent areas of least disadvantage. This is based on persons by place of usual residence.

The table below presents information from the Index of Relative Socioeconomic Disadvantage (IRSD), a general socioeconomic index that summarises a range of information about the economic and social conditions of people and households within an area. This index includes only measures of relative disadvantage.

The table below presents 2021 Socio-Economic Indexes for Areas (SEIFA) relative disadvantage data for the three localities comprising the SIA study area and the Gladstone Region.¹⁰

Across Australia's local government areas, SEIFA scores range from 143 (most disadvantaged) to 1207 (least disadvantaged).

Table 33: SEIFA scores in social study area

Locality	SEIFA score
Gladstone LGA Region	954
SIA Study Area (REMPAN localities)	
New Auckland	958
Gladstone	899

¹⁰ REMPLAN, "SEIFA Relative Disadvantage", Gladstone Community Profile, accessed [insert access date], <https://app.rempplan.com.au/gladstone/community/wellbeing/seifa-relative-disadvantage?locality=gladstone>

Locality	SEIFA score
Callemondah – Kirkwood	964

This data shows that part of the SIA study area (the New Auckland and Callemondah – Kirkwood localities) have a relative lower social disadvantage than the general population within the Gladstone Region. However the score for Gladstone city indicates that the population in that locality experiences more social disadvantage compared to the other localities in the SIA study area, and the Gladstone Region.

This baseline is relevant to workforce, procurement and engagement because additional support may be needed to ensure opportunities are accessible to people and businesses with lower capacity to participate.

4.13 Capacity to participate in engagement

The capacity of communities and stakeholders to participate in engagement is generally supported by:

- proximity of the study area to Gladstone City;
- availability of local media and digital communication channels;
- use of Project flyers, mailouts and website information;
- direct nearby resident engagement;
- community information sessions and pop-up stalls;
- engagement with local business and industry organisations;
- engagement with accommodation providers and service providers;
- engagement with CQU and training stakeholders; and
- ongoing PCCC engagement.

Potential barriers to participation are outlined below.

Table 34: Potential barriers to engagement

Potential barrier	SIA relevance
Limited interest in Project information	Engagement should remain targeted, accessible and proportionate.
Engagement fatigue	Multiple projects in the region may reduce willingness to participate.
Digital access or preference	Non-digital methods should remain available, including mailouts, flyers, phone contact and in-person engagement.

Potential barrier	SIA relevance
Language barriers	CALD communities are present but English-only households are the majority; plain English materials remain appropriate.
Housing or socio-economic vulnerability	Vulnerable groups may have lower capacity to participate without accessible and direct engagement.
Small business time constraints	Procurement engagement should use industry groups and clear opportunity pathways.
First Nations engagement needs	Engagement with PCCC should continue through appropriate representative and culturally respectful processes.

4.14 Community values and local identity

Gladstone's local identity is strongly shaped by:

- its role as a major industrial port city;
- resource and manufacturing industries;
- energy generation and transmission infrastructure;
- access to the Southern Great Barrier Reef;
- coastal and river environments;
- family and community activities;
- First Nations culture;
- employment and industry;
- local services and regional connectivity; and
- transition toward new energy and industrial opportunities.

Community values relevant to the SIA include:

- support for local employment and economic opportunity;
- interest in energy transition and regional diversification;
- value placed on environmental protection, including rivers, estuaries, coastal ecosystems and the Great Barrier Reef;
- concern about housing and accommodation pressures;
- support for local business and procurement opportunities;
- interest in training and youth pathways;
- recognition of First Nations culture and participation;

- value placed on family, community wellbeing and social connection;
- interest in safety and emergency response; and
- sensitivity to land use change and Project location.

A review of events listed on the Gladstone Regional Council website for suburbs and localities within the Social Study Area identified 39 events ¹¹ scheduled between April 2026 and April 2027. These comprised recurring weekly, monthly and annual activities, as well as one-off community and entertainment events.

The events identified included:

- major community and family events, including Luminous, EcoFest, the Bike and Car Show, the Great Yarwun Valley Rally, the Gladstone Multicultural Festival and the Australia Day Family Fun Day;
- community markets, including the Gladstone Curtis Community Market and monthly flea markets;
- animal welfare events, including dog adoption days;
- health, wellbeing and social activities, including Mindfulness Mondays, counselling services, Orange Sky laundry services, Salvation Army meals and social gatherings, yoga, multicultural children’s playgroups, Probus Club activities, card and board game groups, the QAL Retirees Group, Tondoon Tiny Tots, bereavement support groups, and meetings held by service clubs and charities;
- interest-based groups, including the Philatelic Society and the Orchid and Foliage Society;
- First Nations events, including Dorrie Day, which celebrates First Nations culture and promotes employment and education opportunities;
- commemorative events, including ANZAC Day dawn services and parades; and
- entertainment events, including comedy shows and live music performances.

Overall, the range and frequency of events indicate an active community calendar and are generally reflective of local values relating to family participation, wellbeing, social connection, multiculturalism, First Nations culture, local history and community spirit.

¹¹ Gladstone Regional Council, “Events”, accessed 22 July 2026, <https://www.gladstone.qld.gov.au/Things-To-Do/Events>

4.15 Baseline implications for the impact assessment

The baseline identifies the following implications for the impact assessment.

Table 35: Baseline findings and implications for SIA

Baseline finding	Implication for SIA
The Project has a temporary construction workforce and small operational workforce	Long-term population and social infrastructure impacts are unlikely to be significant.
The region has an industrial and technical workforce base	Local employment and procurement benefits may be available.
Multiple projects are proposed in the region	Cumulative labour and accommodation pressure must be considered.
Rental vacancy is tight and rents have increased	Workforce accommodation must be managed to avoid pressure on private rental housing.
Clinton is the nearest established residential community	Residential interface, amenity, safety perception and engagement must be addressed.
Proposed residential development at western boundary of Clinton	Future receptor considerations must be considered.
The Project is located on rural land historically used for grazing	Perceived land use conflict must be considered but is not controversial.
The Project is near the Calliope River	Recreational values, environmental performance and water management perceptions must be addressed.
Technical studies indicate physical impacts can be managed	Residual social impacts are likely to relate strongly to perception, confidence and cumulative issues.
First Nations people may experience housing and employment vulnerability	First Nations participation, procurement and culturally appropriate engagement should be reflected in management measures.
Local businesses and industry groups are interested in collaboration	Local procurement and business participation benefits should be enhanced.
Community participation may be affected by engagement fatigue or limited interest	Engagement should remain targeted, accessible and proportionate.

5. Community and Stakeholder Engagement

5.1 Purpose of this section

This section summarises engagement undertaken for the Project, key stakeholder feedback, and how engagement findings have informed the SIA, mitigation measures and SIMP.

Engagement has been used to understand stakeholder interests, identify perceived impacts and benefits, inform the assessment of social impacts, and identify management measures for ongoing engagement, complaints, workforce, accommodation, procurement, First Nations participation and community wellbeing.

5.2 Engagement objectives

The objectives of engagement for the Project are to:

- provide clear and accessible information about the Project;
- identify stakeholder interests, concerns, expectations and opportunities;
- support engagement on key matters including safety, traffic, water management, employment, procurement, accommodation and First Nations participation;
- provide pathways for enquiries, feedback and complaints; and
- demonstrate how engagement has informed the SIA, mitigation measures and SIMP.

5.3 Engagement approach

The engagement approach has been based on the following principles.

Table 36: Engagement principles

Principle	Application
Clear	Use plain English and provide practical information about the Project.
Targeted	Focus on stakeholders most likely to be affected or interested.
Accessible	Use a mix of direct engagement, printed materials, website information, media and meetings.
Responsive	Record feedback and link it to assessment and management measures.
Proportionate	Scale engagement to the Project's likely impacts and community interest.
Ongoing	Continue engagement through pre-construction, construction and operation where relevant.

5.4 Stakeholder groups

The following stakeholder groups have been identified as relevant to the SIA.

Table 37: Stakeholder groups

Stakeholder group	Relevance to the SIA
Nearby residents and landholders	Construction amenity, traffic, visual impact, fire safety, environmental performance, water management, Project information and complaints. Includes residents closest to the Project site and those contacted through doorknocking and mailouts.
Clinton residents	Residential interface, Project information, safety perception, amenity, visual impact, land use compatibility, smoke direction, emergency response confidence and ongoing engagement.
Future residential receptors near Clinton	Future amenity, safety, visual, traffic, emergency response and engagement considerations, particularly where future development may increase sensitivity to Project-related impacts.
Calliope River recreational users including fishers, crabbers and informal boat ramp users	Visual amenity, river access, water management, environmental performance, stormwater quality, recreational fishing values, informal boat ramp access and confidence that Project activities will not affect river use.
Environmental groups and conservation interests	Ecology, biodiversity, Calliope River values, coastal processes, mangroves, stormwater, erosion and sediment control, water quality, flood management, decommissioning and environmental performance.
Railway users and workers	Potential visual exposure from the North Coast railway line and interface considerations associated with nearby rail infrastructure.
Local businesses and suppliers	Procurement opportunities, worker spending, local content, supply chain participation and opportunities to connect with Project contractors.
Service providers and recruitment organisations	Workforce services, construction support, recruitment pathways, local worker participation and connection with blue-collar and white-collar labour markets.
Accommodation providers, including HomeGround Village	Non-local worker accommodation, avoidance of pressure on private rentals, hotels and motels, and planning for FIFO/DIDO construction workforce requirements.
Industry and business organisations	Supplier engagement, procurement pathways, local capability, regional industry networks, workforce planning and benefit-sharing partnerships.
Education and training providers	Training, skills development, youth pathways, First Nations career pathways and future workforce development

Stakeholder group	Relevance to the SIA
	opportunities connected to BESS and renewable energy projects.
Gladstone Regional Council	SIA review, local community interests, CBA process, community benefit policy, flood and stormwater matters, recreational river values, workforce accommodation, fire safety, traffic/access, local procurement and ongoing community confidence.
State and federal agencies	Regulatory, technical and Project information interests, including assessment requirements, approvals, environmental matters and broader policy alignment.
Queensland Fire Department / QFES and emergency services	Fire safety, emergency response, site access, water supply, hazard management, smoke behaviour, emergency planning and community confidence in BESS safety.
Gladstone Airport Corporation	Referral and operational interface interests, including any safety, emergency response, smoke direction or aviation-related considerations.
Gladstone Ports Corporation	Transport and logistics interface, BESS component movement, temporary storage/warehousing, port operations, transport safety and workforce accommodation considerations.
PCCC/ Traditional Owners / First Nations stakeholders	Traditional Owner engagement, cultural heritage interface, First Nations participation, procurement, employment, training, career pathways, benefit sharing and long-term relationship building.
First Nations community members and career event participants	Awareness of BESS and renewable energy jobs, training pathways, youth participation, workforce opportunities and future First Nations procurement or employment initiatives.
Local community and not-for-profit organisations	Community wellbeing, benefit-sharing opportunities, local partnerships, grants, volunteering, social investment priorities and community-led initiatives.
Community benefit recipients / community development organisations	Development of a locally relevant benefit-sharing framework, including potential support for not-for-profits, education providers, active transport, local facilities and community resilience initiatives.
Media	Project information, broader community awareness, public notification of engagement activities, transparency and management of misinformation or emerging sentiment.
Broader Gladstone community	Renewable energy transition, local benefit, cumulative impacts, community benefit sharing, environmental confidence, employment opportunities and general Project awareness.
Road users and transport stakeholders	Construction traffic, OSOM movements, road safety, access road treatment, notifications, road condition management

Stakeholder group	Relevance to the SIA
	and potential interaction with local businesses and residents.
Boat ramp and river access users	Continuity of access to nearby informal river access points, recreational amenity, construction access interface and communication about any temporary access changes, if required.
Project workforce and contractors	Worker behaviour, accommodation, local spending, transport, safety, local employment, procurement commitments and community interface during construction.

5.5 Engagement activities undertaken

Engagement undertaken to date has included:

- pre-lodgement discussions with local, state and federal authorities;
- meetings with Gladstone Regional Council representatives;
- meetings with local business and industry organisations;
- meetings with service providers;
- meetings with workforce accommodation providers;
- meetings with recruitment agencies;
- nearby resident engagement including doorknocking in Clinton;
- community information sessions;
- pop-up information stalls;
- project website information;
- radio and print media;
- project flyers;
- neighbour mailouts;
- door-knocking calling cards;
- print advertisements;
- posters for community drop-in sessions;
- artist impressions;
- engagement with education and training stakeholders;
- First Nations engagement through PCCC-related processes; and

- participation associated with First Nations career events.

Engagement collateral prepared for the Project includes:

- neighbour mailouts;
- print advertisements;
- door-knocking calling cards;
- project flyers;
- posters for community drop-in sessions; and
- artist impressions.

Copies of engagement collateral are included in Appendix A.

5.6 Engagement outcomes by stakeholder group

The table below provides a timeline of engagement activities with various stakeholder groups and organisations, together with a record of sentiments expressed and feedback recorded. Where relevant, numbers of stakeholders per engagement activity are provided.

5.6.1 Stakeholder sentiment

Where stakeholder sentiment is described in the following sections, the following definitions are applied:

Positive: Stakeholder expresses support for, confidence in, or perceived benefit from the project, and expresses strong belief that the project will contribute positively to their interests.

Neutral: Stakeholder neither supports nor opposes the project, does not currently hold a strong view, feels the project is of limited relevance to them, or expresses disinterest in learning more about the project at this time.

Negative: Stakeholder expresses objection to, distrust in, or perceived negative impacts from the project, and expresses strong belief that the project will adversely affect their interests.

Table 38: Engagement outcomes by stakeholder group

Date	Stakeholder / organisation	Engagement undertaken	Feedback / sentiment recorded	SIA relevance
14 March 2025	Department of Transport and Main Roads (DTMR)	Pre-lodgement engagement with DTMR regarding the Project's interface with the railway corridor, including requirements for development in a railway environment, rail corridor safety, stormwater/flooding, earthworks and potential impacts to railway level crossings from heavy vehicle or OSOM movements.	The feedback is considered neutral, with no in-principle objections raised provided the application addresses rail corridor safety, stormwater/flooding, earthworks and level-crossing matters	Visual impact, landscape screening and rail interface.
7 May 2025	Nearby residents within approximately 2 km, including in Clinton.	Doorknocking and calling card drop. 50 properties doorknocked and 10 conversations held. The purpose of the engagement was to introduce the Project, raise awareness, provide an opportunity for residents to ask questions, and gather early feedback to inform future engagement planning.	Most residents who engaged were either generally supportive of renewable energy or not particularly interested in the Project.	Amenity, traffic, visual impact, fire safety, Project information and complaints.
7 May 2025	Gladstone Industry Leadership Group	Brief key regional stakeholders on the Project, understand local priorities, and identify potential pathways for local procurement, workforce participation, accommodation planning and community benefit sharing.	Emphasised the importance of a strong local presence, clear communication, transparent benefit-sharing structures and proactive responses to community concerns	Local procurement, employment, workforce planning, accommodation and benefit sharing.
7 May 2025	Gladstone Engineering Alliance	Brief key regional stakeholders on the Project, understand local priorities, and identify potential pathways for local procurement,	Identified its business-to-business supplier platform as a potential pathway for local procurement and supplier participation	Local procurement, employment, workforce planning,

Date	Stakeholder / organisation	Engagement undertaken	Feedback / sentiment recorded	SIA relevance
		workforce participation, accommodation planning and community benefit sharing.		accommodation and benefit sharing.
8 May 2025	Nearby residents in neighbouring suburb	Community pop-up outside New Auckland IGA for 3 hours . Project collateral displayed at the pop-up included a Project map, artist impression, Project newsletter and a QR code link to the project website.	Most residents were either generally supportive of renewable energy or not particularly interested in the Project. 12 residents engaged in discussions and requested information. Key matters raised included confusion about the Project location due to the former “Calliope” name, interest in environmental studies, questions about what batteries are made of and where they are manufactured, potential toxic emissions in the event of a major battery fire, and the expected role of local fire services.	Project information, safety confidence, environmental performance and location rationale.
8 May 2025	Gladstone Regional Council	Stakeholder meeting with Gladstone Regional Council	Identified that the former “Calliope” Project name could be misleading because the site is located at Byellee. This feedback informed the later renaming of the Project to Byellee BESS. Council also identified the need for the development application to address flood management, fire and hazard management, and cumulative impacts associated with other major projects in the region.	Council interface, local procurement, workforce, benefit sharing, flood management and fire safety.
8 May 2025	Not For Profit (NFP) House	Discussed Opportunities for community benefit sharing and local partnerships were discussed.	identified opportunities for community benefit sharing and local partnerships. The organisation has engaged with 250 of the approximately 500 not-for-profit organisations in the region over the past five years and was identified as a potential partner to help inform locally relevant benefit-sharing initiatives.	Community benefit sharing, local partnerships and social investment.
8 May 2025	Gladstone Chamber of	Stakeholder meeting with Gladstone Chamber of Commerce and Industry.	Encouraged to build relationships with the GCCI. This will facilitate the project participating in industry events and forging connections with local businesses in the region.	Project naming, local business engagement, procurement, training

Date	Stakeholder / organisation	Engagement undertaken	Feedback / sentiment recorded	SIA relevance
	Commerce and Industry.			pathways and community understanding.
3 July 2025	PCCC / Traditional Owners / First Nations stakeholders	Meeting to discuss a Cultural Heritage Management Agreement and a Share Benefit Agreement	Project briefing to PCCC board, consultation on Project design, environmental assessments and cultural heritage. Collaboration on prosperity agreement.	First Nations participation, community benefit and long-term engagement.
18 July 2025	Wider community	ABC Capricornia 7:30am New Radio Story The story advised that Eku Energy had proposed a battery storage system near Gladstone and was hosting community information sessions in Gladstone in early August.	Media sentiment was generally positive to neutral, with coverage providing factual information about the Project, its location, environmental considerations, community benefits and upcoming engagement activities.	Broader awareness, transparency and community information.
24 July 2025	Wider community	Gladstone Today print article. The article referred to the proposed 300 MW Byellee BESS, the Project name change following community feedback, the proposed community benefit-sharing fund, local supply chain opportunities, and construction employment expected to peak at 100–150 workers.	Neutral to positive coverage, including Project location, name change, benefits and upcoming engagement.	Project awareness, transparency, benefit sharing and community confidence.
31 July 2025	Wider community	Career expo stall at Dorrie Day in Gladstone. 100+ people engaged and 85 conversations held.	Discussion topics included the types of jobs that may be available through BESS and renewable energy projects, relevant courses and training pathways, what a BESS is, who is developing the Project, Project timing, the number of jobs that may be available, benefit sharing, ways to get involved and potential workforce providers.	First Nations participation, employment, training, procurement pathways and benefit sharing.

Date	Stakeholder / organisation	Engagement undertaken	Feedback / sentiment recorded	SIA relevance
31 July 2025	Gladstone Ports Corporation.	Stakeholder meeting with Gladstone Ports Corporation.	Matters raised included port logistics, BESS transport and storage safety, temporary warehousing, truck movements and worker accommodation.	Transport, logistics, safety controls, port interface and accommodation planning.
31 July 2025	Wider community	ABC Capricornia 7:30 News radio story.	Media sentiment was generally positive to neutral, with coverage providing factual information about the Project, its location, environmental considerations, community benefits and upcoming engagement activities.	Broader awareness, transparency, local employment and community confidence.
1 August 2025	Connecting Industries	Meetings with Connecting Industries	Matters raised included recruitment pathways, local workforce opportunities, FIFO/DIDO workforce needs and accommodation options.	Workforce planning, local employment, recruitment pathways and accommodation management.
1 August 2025	HomeGround Village	Brief key regional stakeholders on the Project, understand local priorities, and identify potential pathways for local procurement, workforce participation, accommodation planning and community benefit sharing.	Discussions around Homeground Village being a potential workforce accommodation option. The discussion identified that the Gladstone workforce includes both local workers and FIFO/DIDO workers, particularly for temporary construction roles.	Workforce accommodation planning and avoidance of pressure on private rental housing.
2 August 2025	Wider community	Information session was held at the Gladstone Entertainment Convention Centre between 10am and 2pm	Discussion included environmental and biodiversity interests, including a request for the Project team to connect with the Queensland Conservation Council as the Project progresses. Sentiment toward the Project was positive.	Environmental confidence, biodiversity, waterway values and ongoing engagement.
3 August 2025	Wider community	Gladstone Curtis Markets community pop-up from 7am to 12pm. 18 conversations held.	Sentiment was neutral.	Fire safety, decommissioning,

Date	Stakeholder / organisation	Engagement undertaken	Feedback / sentiment recorded	SIA relevance
			Key topics raised included recycling and decommissioning of renewable energy assets, environmental impacts associated with concrete pads, fire risk, potential chemicals released during a battery fire, manufacturing costs, where battery materials are produced, and whether there are alternatives to coal and renewable energy sources that could support Australia's energy transition.	environmental confidence and benefit sharing.
20 August 2025	MP briefing with Glenn Butcher.	Project briefing provided to support government stakeholder awareness.	Project briefing provided to support government stakeholder awareness.	Government stakeholder engagement, regional awareness and Project information.
20 August 2025	Gladstone Port Corporation.	A meeting with Gladstone Ports Corporation identified matters relevant to the movement, storage and handling of BESS components	The discussion included port operations, temporary warehousing, BESS transport and storage safety, truck movements and worker accommodation.	Transport, logistics, port interface and construction planning.
5 December 2025	Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Development Corporation	Online meeting regarding First Nations procurement opportunities.	Discussion focused on First Nations procurement and potential participation opportunities.	First Nations procurement, employment, works packages and participation planning.
2025–2026 and ongoing	Local businesses, service providers and education/training stakeholders	Ongoing meetings, briefings and relationship building.	Generally open to collaboration and future Project opportunities.	Local procurement, employment, training, accommodation and workforce planning.

5.6.2 Website visits and engagement

A summary of Google analytics statistics for Project website visits is provided in the table below. In addition to this data, there were 18 form submissions between March 2025 and May 2026. The submissions were made by a range of stakeholders, including businesses looking for procurement opportunities, renewable energy companies, local residents, members of sporting clubs interested in the community benefit arrangements, and some unclassified submissions.

Table 39: Web page analytics

Item	2025	2026
Web page views total	928	620
Unique users total	536	390
Event count	2880	1849

5.7 Key engagement findings

The engagement program used a combination of targeted and broad-reaching methods to provide reasonable opportunities for affected and interested stakeholders to participate. This included letters, phone calls, emails, doorknocking, calling card drops, stakeholder meetings, community pop-ups, media coverage, Project collateral, market engagement and community information sessions.

Community consultation reached the key stakeholder groups identified for the SIA, including nearby residents, First Nations stakeholders, Council, elected representatives, local businesses, industry organisations, not-for-profit organisations, workforce and recruitment stakeholders, accommodation providers, port/logistics stakeholders, environmental interests and the broader Gladstone community.

Engagement undertaken to date indicates that overall sentiment toward the Project has been neutral to positive, with stakeholders generally seeking information, clarification and opportunities for involvement rather than expressing opposition. No formal complaints have been identified through the engagement material reviewed to date. Key matters raised relate to Project location, fire safety, emergency response, battery materials, environmental management, flooding and water management, local employment, procurement, workforce accommodation, First Nations participation and community benefit sharing.

Overall, engagement findings indicate that the Project is not currently facing community opposition, but stakeholders require clear, practical and ongoing information. Future engagement during the pre-construction, construction and operation phases should remain targeted, accessible and proportionate, with a focus on fire safety, environmental and waterway management, traffic and OSOM notifications, workforce

accommodation, local procurement, First Nations participation, community benefit sharing and continued engagement with Council, emergency services and the local community.

5.8 First Nations participation and procurement

Engagement with PCCC is occurring in parallel with the SIA process.

The proponent has developed a First Nations Participation Plan to support lasting relationships with Traditional Owners and Custodians. This includes opportunities for First Nations participation, procurement, employment and community outcomes.

PCCC engagement has included meetings, sponsorship and stall hosting for First Nations career events. Feedback indicates a positive commitment to working together on a framework for workforce and procurement opportunities.

Table 40: Consultation with PCCC

Date	Entity	Topic of consultation engagement	Next Steps
March 2025	Port Curtis Coral Coast Trust	Letter of introduction and offer of briefing	Arrange project briefing, continue to progress engagement
April 2025	Port Curtis Coral Coast Trust	Follow up phone calls x2 re introduction and offer of briefing	Arrange project briefing, continue to progress engagement
May 2025	Port Curtis Coral Coast Trust	Follow up email re introduction and offer of briefing	Continue to seek engagement
July 2025 - ongoing	First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda Peoples Aboriginal Corporation RNTBC (PCB)	Project briefing to PCCC board, consultation on Project design, environmental assessments and cultural heritage. Collaboration on prosperity agreement.	Keep PCCC informed as the project progresses
August 2025	Port Curtis Coral Coast Trust	Dorrie Day 2025 Gladstone, sponsor and stall exhibitor	Collate local First Nations contacts for local procurement/ workforce opportunities. Continue to engage with First Nations community.
December 2025	First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Development Corporation	Procurement and opportunity briefing with the First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People Aboriginal Development Corporation	Provide a summary of works packages to align First Nations procurement/ workforce opportunities

Table 41: First Nations engagement feedback and project responses

Feedback / opportunity	Project response	SIA relevance
Opportunity to support First Nations career events and strengthen local relationships	The proponent sponsored the 2025 Gladstone and Bundaberg Dorrie Day events and exhibited at the Gladstone Dorrie Day careers expo. The Gladstone event engaged more than 100 community members and included 85 conversations about jobs, training, BESS technology, Project timing, benefit sharing and ways to get involved.	Supports First Nations relationship building, employment pathways, training awareness, youth engagement and early visibility of Project opportunities.
Interest in longer-term participation, benefit-sharing and collaboration	The proponent is continuing discussions with the First Nations Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda Peoples Aboriginal Corporation RNTBC regarding potential long-term participation, benefit-sharing and collaboration opportunities, including negotiation of a Shared Prosperity Agreement.	Supports ongoing First Nations engagement, long-term relationship building, benefit sharing, workforce participation and procurement opportunities.
Interest in procurement and accessible works packages	The proponent is engaging with shortlisted contractors and First Nations representatives to identify potential work packages that may provide accessible opportunities for First Nations businesses and participants, where feasible and aligned with Project scope.	Supports First Nations procurement, employment, supplier participation and practical pathways for Project involvement.
Interest in employment, training and career pathways	Engagement through Dorrie Day and related First Nations engagement identified interest in BESS and renewable energy jobs, relevant courses, workforce providers and future participation opportunities.	Supports First Nations employment, skills development, training pathways and participation in renewable energy opportunities.
Need for culturally appropriate and ongoing engagement	First Nations engagement is continuing through PCCC-related processes, Dorrie Day participation, Shared Prosperity Agreement discussions and procurement opportunity discussions.	Supports culturally appropriate engagement, trust building and ongoing involvement through pre-construction, construction and operation.

5.9 How engagement has informed the SIA

Engagement findings have informed the impact assessment, mitigation measures and SIMP. Key themes, comments and responses are summarised below.

Table 42: SIA response to engagement findings and themes

Feedback theme	Frequently asked questions / comments	Examples of positive feedback / opportunities	Examples of concerns raised	SIA response / relevance
Project location and naming	Stakeholders queried the former “Calliope” Project name and whether it accurately reflected the Project location.	Feedback helped clarify the Project identity.	The former name was considered potentially misleading because the site is located at Byellee.	The Project was renamed Byellee BESS to better reflect its location and improve community understanding. SIMP references: SIMP-01, SIMP-13.
Fire safety and emergency response	Community members asked about fire risk, toxic emissions in the event of a battery fire and the role of local fire services.	Stakeholders were interested in understanding how BESS safety would be managed.	Concern about fire risk, emergency response and potential smoke or emissions.	Fire safety and emergency response confidence are assessed in the SIA and addressed through SIMP actions and ongoing engagement. SIMP references: SIMP-01, SIMP-08, SIMP-18.
Battery technology and materials	Questions were raised about what batteries are made of, where materials are manufactured and how a BESS works.	Interest in learning more about BESS technology and renewable energy infrastructure.	Uncertainty about battery materials, supply chain and safety.	Future engagement should continue to provide plain English information about BESS technology, materials, safety controls and Project design. SIMP references: SIMP-01, SIMP-08.
Environmental and waterway management	Stakeholders asked about environmental studies, biodiversity, stormwater, flooding, contamination risk and proximity to the Calliope River.	Interest in ensuring environmental impacts are properly assessed and managed.	Concerns about water management, flood risk, biodiversity and potential impacts to the Calliope River.	Environmental and waterway confidence is assessed in the SIA, with links to flood, stormwater, erosion, ecology and coastal management measures. SIMP references: SIMP-01, SIMP-12.
Recycling and decommissioning	Market attendees asked what happens to renewable energy assets at the end of life.	Interest in responsible long-term management of renewable energy infrastructure.	Concerns about battery recycling, decommissioning and environmental impacts from concrete pads.	Decommissioning, recycling and end-of-life management should be included in future Project information and relevant management measures. SIMP references: SIMP-01, SIMP-12, SIMP-20.

Feedback theme	Frequently asked questions / comments	Examples of positive feedback / opportunities	Examples of concerns raised	SIA response / relevance
Local employment and training	Community members and Dorrie Day attendees asked about jobs, training, Project timing and ways to get involved.	Strong interest in employment, training and youth pathways.	Questions about how many jobs would be available and when opportunities would commence.	Local employment, training and workforce participation are assessed as SIA opportunities and linked to SIMP actions. SIMP references: SIMP-03, SIMP-04, SIMP-15.
Local procurement and business participation	Industry groups asked how local businesses and suppliers could participate.	GEA, GCCI and Connecting Industries showed interest in connecting the Project with local suppliers and workers.	Need for clear pathways to procurement and supplier opportunities.	Local procurement and business participation are addressed through ongoing industry engagement and procurement-related SIMP actions. SIMP references: SIMP-06, SIMP-07, SIMP-16.
Workforce accommodation	Stakeholders discussed the need to accommodate construction workers without adding pressure to the local housing market.	HomeGround Village was identified as a potential workforce accommodation option.	Potential pressure on rentals, hotels, motels and short-term accommodation.	Workforce accommodation planning is assessed in the SIA and linked to accommodation provider engagement. SIMP references: SIMP-05, SIMP-17, SIMP-19.
First Nations participation	First Nations engagement identified interest in jobs, training, procurement and longer-term participation.	Dorrie Day engagement reached 100+ community members and involved 85 conversations.	Need for meaningful and ongoing engagement with Traditional Owner and First Nations stakeholders.	First Nations participation, procurement, employment and benefit-sharing opportunities are addressed in the SIA and ongoing engagement commitments. SIMP references: SIMP-04, SIMP-07, SIMP-15, SIMP-16.
Recreational river use and access	Council raised recreational fishing, crabbing and informal boat ramp access near the Calliope River.	Opportunity to clarify that recreational access and river values have been considered.	Concern about potential impacts to river access and recreational values.	Recreational river use, access and waterway values are considered in the SIA and ongoing engagement. SIMP references: SIMP-01, SIMP-10, SIMP-12.
General Project sentiment	Stakeholders generally asked questions rather than expressing opposition.	Overall sentiment was generally neutral to positive, with openness to collaboration and information sharing.	Some stakeholders noted pockets of anti-renewable sentiment in the broader region.	Ongoing engagement to monitor sentiment, provide clear information and respond proactively to emerging concerns. SIMP references: SIMP-01, SIMP-02, SIMP-18, SIMP-20.

5.10 Ongoing engagement commitments

Ongoing engagement will continue through pre-construction, construction and operation.

Activities planned in early August 2026 include:

- Doorknocking in Clinton low density residential areas;
- Radio interviews with project team;
- Notice in local newspapers inviting engagement with project team;
- Sponsorship and presence at Dorrie Day (6th August 2026).

The range of ongoing engagement measures, their purpose, target stakeholders, and broad timing are presented in the table below.

Table 43: Ongoing engagement activities

Engagement measure	Purpose	Target stakeholders	Timing
Maintain Project information channels	Provide accessible information about Project status, timing, impacts and opportunities	Nearby residents, Clinton residents, broader community, businesses, Council	Pre-construction, construction and operation
Provide construction updates	Inform stakeholders about construction timing and activities that may affect them	Nearby residents, road users, Council, businesses	Prior to relevant construction activities
Provide traffic and OSOM notifications where relevant	Reduce temporary disruption and improve road user awareness	Road users, nearby residents, businesses and emergency services where relevant	Prior to OSOM or disruptive traffic activities
Provide fire safety and emergency response information	Support community confidence in BESS safety	Nearby residents, Clinton residents, future receptors, Council, emergency services and broader community	Pre-construction, construction and operation
Provide environmental and waterway information	Explain stormwater, flood, erosion, ecology and coastal controls	Calliope River users, environmental groups, community and Council	Pre-construction and construction

Engagement measure	Purpose	Target stakeholders	Timing
Continue business and industry engagement	Support local procurement and service provider participation	Local businesses, industry organisations and service providers	Pre-construction and construction
Continue accommodation provider engagement	Support workforce accommodation planning and reduce housing pressure	Accommodation providers and housing stakeholders	Pre-construction and construction
Continue education and training engagement	Identify feasible training and youth pathway opportunities	CQU, training providers and youth pathway organisations	Pre-construction and construction
Continue PCCC engagement	Support First Nations participation and procurement opportunities	PCCC and First Nations participants	Pre-construction, construction and operation
Maintain complaints management process	Provide a clear pathway for concerns and issue resolution	All stakeholders	Pre-construction, construction and operation

5.11 Complaints management

A complaints management process will be established before construction and maintained through construction and operation.

The process should include:

1. clear contact pathways for enquiries and complaints;
2. recording of complaint details, issue, date, location and relevant Project activity;
3. acknowledgement of the complaint;
4. investigation of the issue;
5. identification of corrective action where required;
6. response to the complainant;
7. close-out of the complaint;
8. review of complaint trends; and

9. escalation where complaints remain unresolved.

Complaint categories may include:

- construction noise;
- dust;
- traffic and OSOM deliveries;
- worker behaviour;
- accommodation;
- fire safety;
- emergency response;
- environmental or waterway concerns;
- visual impact;
- land use concerns;
- property interface concerns; and
- other community issues.

Complaints will be acknowledged within five business days and closed out within ten business days where practicable. Where a complaint cannot be closed within this timeframe, the complainant will be provided with an update and expected resolution timeframe.

Complaint management is linked to SIMP-18.

The table below itemises categories of potential complaints. No formal complaints have been received to date, however where questions, concerns, or opportunities have been raised, these have been included below.

Table 44: Complaints and concerns received to date

Category	Number received	Response / status
Formal complaints	Nil recorded	No formal complaints are recorded in the engagement material reviewed to date. A complaints management process will be maintained through pre-construction, construction and operation.
Traffic and access	Nil formal complaints; questions/comments raised	Traffic, access and OSOM matters will be managed through traffic management measures, relevant permits, notifications and ongoing communication with affected stakeholders where required.

Category	Number received	Response / status
Fire safety and emergency response	Nil formal complaints; questions/comments raised	Fire safety, emergency response, potential smoke/emissions and local fire service interface have been identified as key information needs. Fire safety information and emergency response measures are included in the SIA/SIMP.
Environmental and waterway matters	Nil formal complaints; questions/comments raised	Environmental studies, stormwater, flooding, contamination risk, biodiversity and Calliope River values are addressed through technical assessments, Project design and environmental management measures.
Flooding and king tides	Nil formal complaints; Council questions raised	Flood assessment assumptions and design responses are being addressed through the flood assessment and relevant management measures.
Visual impact and landscape screening	Nil formal complaints; questions/comments raised	Visual impact has been assessed and landscape/vegetation screening measures are included where relevant.
Employment, training and procurement	Nil complaints; opportunities raised	Local employment, training, First Nations participation and procurement opportunities have been identified as potential Project benefits and are linked to ongoing engagement and SIMP actions.
Workforce accommodation	Nil formal complaints; planning issue raised	Accommodation planning has been included in the SIA, including engagement with HomeGround Village to reduce potential pressure on local rentals, hotels and motels.
Community benefit sharing	Nil complaints; ideas and expectations raised	Ideas raised through engagement will be considered through the community benefit-sharing process and do not represent confirmed Project commitments.
Recreational river use and informal boat ramp access	Nil formal complaints; Council questions raised	Recreational river values and access considerations have been included in the SIA. The Project team has advised that informal boat ramp access would not be impacted.
Recycling and decommissioning	Nil formal complaints; questions/comments raised	Recycling, decommissioning and end-of-life management will be addressed through future Project information and relevant management measures.

5.12 Alignment with Queensland SIA engagement expectations

Engagement for the Project has been designed to be inclusive, accessible, proportionate, responsive, early and ongoing. The table below summarises how the engagement approach aligns with Queensland SIA engagement expectations.

Table 45: Alignment with SIA engagement expectations

Engagement expectation	How the Project engagement has addressed this
Inclusive	Engagement included nearby residents, Clinton residents, First Nations stakeholders, Council, elected representatives, local businesses, industry groups, not-for-profit organisations, accommodation providers, workforce and recruitment

Engagement expectation	How the Project engagement has addressed this
	stakeholders, port/logistics stakeholders, environmental interests and the broader Gladstone community.
Accessible	Engagement used a mix of methods including letters, phone calls, emails, doorknocking, calling card drops, community pop-ups, market engagement, media coverage, website information, Project collateral, stakeholder meetings and community information sessions.
Proportionate	Engagement was targeted to stakeholders most likely to be affected or interested, including residents within approximately 2 km of the Project site, Council, First Nations stakeholders, local industry groups, emergency/service providers and community organisations. Broader engagement was also undertaken through media, markets and public information.
Responsive	Feedback has informed Project communication, the Project name change to Byellee BESS, fire safety information, flood and water management focus areas, local procurement engagement, workforce accommodation planning, benefit-sharing discussions and ongoing engagement commitments.
Early	Engagement commenced early in the Project development phase, including PCCC correspondence in March 2025, stakeholder letters in April 2025, near-neighbour doorknocking and stakeholder meetings in May 2025, and further community and stakeholder engagement in July/August 2025.
Ongoing	Engagement will continue through pre-construction, construction and operation, including Project updates, complaints management, traffic and OSOM notifications, fire safety information, environmental information, First Nations engagement, local procurement engagement and community benefit-sharing discussions.

6. Impact Assessment

6.1 Purpose of this section

This section assesses the potential social impacts and benefits associated with the Project. It draws on:

- the Project description;
- social baseline conditions;
- engagement outcomes;
- technical assessment findings;
- cumulative regional context;
- Council feedback themes; and
- the SIA methodology described in Section 3.

The assessment is structured around consolidated impact categories to keep the report readable while maintaining clear links to mitigation and the SIMP. The detailed impact pathway table is provided in Appendix C.

6.2 Summary of technical findings relevant to social impact

Technical assessments prepared for the Project indicate that potential physical impacts can be managed through design, construction controls and operational management. The SIA considers these technical findings where they are relevant to social values, community wellbeing, safety, amenity, access or community confidence.

Table 46: Summary of technical report findings relevant to SIA

Technical matter	Summary of finding relevant to SIA	Social relevance
Ecology	The Project is not expected to result in significant impacts on matters of local or state environmental significance. Direct impacts are limited to approximately 0.273 ha of RE 12.3.3 for temporary construction activities. No clearing of mangroves, wet tidal flats or riparian channel banks is required. Directional drilling and helicopter stringing will be used to avoid disturbance to sensitive wetland and riverbank areas.	Environmental confidence, Calliope River values, vegetation disturbance and downstream waterway protection.
Bushfire	The BESS site on the southern side of the river is not bushfire prone. Bushfire measures include asset protection zones, landscaping and	Fire safety confidence, emergency access

Technical matter	Summary of finding relevant to SIA	Social relevance
	vegetation management, emergency access and egress, QFD interface, firefighting access and water storage.	and community wellbeing.
Traffic	Construction and operational traffic are not expected to significantly affect the surrounding road network or state-controlled road safety. Meegan Road is narrow, unsealed and generally 5.5 m wide, so a TMP is required to manage heavy vehicle movements and avoid unsafe two-way passing. The OSOM items for delivery will use a northern route that avoids residential areas in Clinton, including the proposed new residential subdivision.	Road user safety, construction disruption, OSOM deliveries and local access.
Bulk earthworks and flood	The BESS footprint has been located on the higher part of the site and set back from Powerlink's easement. A balanced cut-and-fill strategy and flood storage cut area will support flood immunity and avoid worsening off-site flood conditions. The cut area will drain north toward the Calliope River and avoid discharge to the railway.	Flood safety, rail interface, neighbouring land, site stability and community confidence.
Stormwater, erosion and sediment control	Stormwater will be directed through swales, overland flow paths and a detention basin before following the existing flow path toward the Calliope River. The design includes detention for the 0.5% AEP event and 50 kL spill/contaminated water capture. Post-development discharges are predicted to be below pre-development flows for modelled events.	Water quality, spill containment, Calliope River protection and environmental confidence.
Transmission construction	The overhead transmission line component does not require earthworks or vegetation clearing. The underground component will use horizontal directional drilling where practicable, reducing surface disturbance to three discrete locations selected to avoid high environmental value areas.	Vegetation protection, construction footprint, Calliope River interface and environmental confidence.
Hazard and risk	The HIMP addresses battery fault, thermal runaway, electrical equipment failure, transformer internal arcing, spills, ignition and external fire. It has been informed by QFD discussions and includes battery safety systems, emergency stop functions, BMS monitoring, fault isolation and EMS alarms.	BESS safety, emergency response confidence and public risk perception.
Visual impact	Landscape and visual impacts are assessed as low to moderate. The Project is unlikely to significantly change the overall landscape character due to existing industrial/infrastructure	Visual amenity, railway users, Calliope River users and landscape screening.

Technical matter	Summary of finding relevant to SIA	Social relevance
	context and natural screening, although it may be visible from the railway and parts of the Calliope River.	
Noise	Construction noise is predicted to remain below the daytime criterion of 42 dB at assessed receivers. Operational noise is predicted to comply with relevant criteria for all periods, including 42 dB day/evening and 37 dB night, measured at residential receptors in Clinton and the proposed residential subdivision location.	Construction amenity, operational amenity, Clinton and future residential receptors.
Coastal impact	The design avoids, mitigates and minimises adverse impacts to coastal processes, landforms and vegetation. The formed pad elevates infrastructure between 6 and 7 m AHD and the Project is not expected to increase coastal erosion severity.	Coastal process confidence, erosion risk, infrastructure resilience and Calliope River interface.

6.3 Impact 1 - Project information, trust and engagement

Key matter: Community and stakeholder engagement.

The key social risk is reduced community confidence if Project information is unclear, too technical or not kept up to date. This is relevant because the Project involves BESS technology, fire safety, OSOM deliveries, water management, environmental controls and proximity to Clinton and the Calliope River.

Engagement to date indicates generally neutral to positive sentiment, with no significant concerns raised about the project. However, stakeholders have asked questions about fire safety, emergency response, battery technology, environmental performance, construction timing, traffic, employment, procurement and accommodation.

The residual impact is assessed as low, as no significant concerns have been raised to date and practical engagement, notification and complaints management measures are available.

Key stakeholders: nearby residents, Clinton residents, future residential receptors, Calliope River users, Council, emergency services, local businesses, PCCC and the broader Gladstone community.

Pre-mitigation rating: Low / moderate. This reflects the Project's proximity to Clinton and the Calliope River, community interest in BESS safety and environmental performance, and the potential for reduced confidence if information is unclear or not kept up to date.

Management response: Maintain clear Project information channels, provide construction and traffic updates, communicate safety and environmental controls in plain English, continue targeted engagement and maintain complaints/enquiries pathways.

SIMP reference: SIMP-01, SIMP-02 and SIMP-18.

6.4 Impact 2 - Workforce demand and local employment

Key matter: Workforce management.

Construction is expected to occur over approximately 18 months, with up to 120 workers at peak for approximately six months. Most workers are expected to be locally based, with specialist workers added where required.

The Project may create local employment opportunities, supported by the region's industrial and technical workforce base. Technicians and trades workers represent approximately 19.8% of employed persons in the SIA study area and 20.6% in the Gladstone LGA.

The main adverse risk is cumulative labour competition if other BESS, renewable energy, industrial or infrastructure projects require similar workers at the same time. The residual adverse impact is assessed as moderate, while the local employment opportunity is assessed as positive.

Pre-mitigation rating: Moderate / positive. This reflects the potential for local employment benefits, while also recognising the risk of cumulative labour competition if other projects require similar construction, technical or specialist workers at the same time.

Key stakeholders: local workers, jobseekers, contractors, recruitment agencies, training providers, local businesses, First Nations participants and the regional workforce.

Management response: Confirm workforce numbers and skills by phase, prioritise local employment where suitable, consider recruitment and training providers, include local employment opportunities in contractor documentation and monitor workforce outcomes.

SIMP reference: SIMP-03, SIMP-04, SIMP-15 and SIMP-19.

6.5 Impact 3 - Housing and workforce accommodation

Key matter: Housing and accommodation.

The Project is not expected to create significant long-term housing demand because the operational workforce is limited to up to 10 workers visiting the site as required. The main issue is short-term accommodation demand for specialist non-local workers during construction.

This requires monitoring because the Gladstone rental market is tight, with a 1.6% vacancy rate as at September 2023, and rents have increased significantly over the previous five years. Housing vulnerability is relevant for low-income renters, people on social housing waitlists and First Nations households.

Pre-mitigation rating: Moderate. This reflects the tight Gladstone rental market, increased rents, housing vulnerability and potential cumulative demand for short-term or workforce accommodation during construction.

The residual impact is assessed as low, provided workforce accommodation planning is implemented and non-local worker accommodation is monitored during peak construction.

Key stakeholders: non-local workers, accommodation providers, renters, low-income households, First Nations households, tourism/short-stay visitors, Council and housing stakeholders.

Management response: Use workforce accommodation providers where suitable, avoid unnecessary reliance on private rental housing, monitor accommodation arrangements and review measures if pressure is identified.

SIMP reference: SIMP-05, SIMP-17 and SIMP-19.

6.6 Impact 4 - Local business and procurement

Key matter: Local business and industry procurement.

The Project may generate positive local economic outcomes through worker spending and procurement of goods and services, including construction support, transport, logistics, accommodation, food and beverage, fuel, equipment hire, maintenance, labour hire, civil, environmental and professional services.

Engagement indicates local business interest in collaboration and supplier opportunities. However, benefits are not automatic and will depend on procurement packaging, contractor requirements, local supplier capability and timing.

Pre-mitigation rating: Positive. This reflects the potential for local procurement, worker spending and supplier participation, subject to contractor packaging, timing and local business capability.

The residual impact is assessed as positive, subject to local procurement and supplier engagement measures.

Key stakeholders: local businesses, suppliers, service providers, industry groups, First Nations businesses, contractors and the broader Gladstone economy.

Management response: Identify local procurement opportunities, engage business and industry groups, provide procurement information where practicable, include local

procurement opportunities in contractor documentation and monitor outcomes where practicable.

SIMP reference: SIMP-06, SIMP-07 and SIMP-16.

6.7 Impact 5 - Traffic, access and construction disruption

Key matter: Health and community wellbeing.

The main traffic impact is temporary construction disruption and perceived safety risk from heavy vehicles and OSOM deliveries. Heavy vehicles are expected to use the nominated route from the Port of Gladstone to the site, including Port Curtis Way, Red Rover Road, Digger Drive and Meegan Road. This route avoids the receptors in the approved new residential subdivision near Clinton.

The Traffic Impact Assessment indicates construction and operational traffic are not expected to significantly affect the road network or worsen safety on the state-controlled road network. Meegan Road is a localised constraint because it is approximately 700 m long, unsealed and generally 5.5 m wide, which is insufficient for safe two-way heavy vehicle passing.

Pre-mitigation rating: Moderate. This reflects the temporary increase in construction traffic and OSOM movements, including use of Meegan Road, which is narrow, unsealed and not suitable for uncontrolled two-way heavy vehicle passing.

The residual impact is assessed as low, as the issue is temporary and can be managed through a Traffic Management Plan, permits, escorts and targeted notifications.

Key stakeholders: local road users, nearby residents and landholders, businesses, emergency services, Council, freight users and port-related stakeholders.

Management response: Implement a Traffic Management Plan, obtain OSOM/over-length permits, use pilots/escorts where required, manage heavy vehicle movements on Meegan Road and notify affected stakeholders where required.

SIMP reference: SIMP-09, SIMP-01 and SIMP-18.

6.8 Impact 6 - Amenity and visual change

Key matter: Health and community wellbeing.

The amenity impact pathway relates to temporary construction noise, dust and disturbance, operational noise and visual change. These matters are relevant to Clinton residents, future residential receptors, railway users and Calliope River recreational users.

Construction noise is predicted to remain below the daytime criterion of 42 dB at assessed receiver locations. The assessed receiver locations included Receptor 05 to the east of Don Young Drive, in the area where the future residential development is proposed. Operational noise is predicted to comply with criteria for all periods, measured at the relevant receptors, including receptors in Clinton and the proposed residential development on the western edge of Clinton.

Visual impacts are assessed as low to moderate. The Project is unlikely to significantly change the overall landscape character due to the existing industrial/infrastructure setting and natural screening, although it may be visible from the railway and parts of the Calliope River.

Pre-mitigation rating: Low / moderate. This reflects temporary construction amenity effects, potential visibility from the railway and Calliope River..

The residual impact is assessed as low / negligible, given predicted noise compliance, temporary construction impacts, the existing infrastructure setting and proposed landscape screening.

Key stakeholders: nearby residents, Clinton residents, future residential receptors, railway users/workers, Calliope River users and local road users.

Management response: Implement construction environmental controls, manage noise and dust, provide notifications on website and as required by construction plans, maintain complaints pathways, undertake operational noise monitoring, implement landscape screening and replace failed plantings where required.

SIMP reference: SIMP-10, SIMP-11, SIMP-14 and SIMP-18.

6.9 Impact 7 - Fire safety and emergency response confidence

Key matter: Health and community wellbeing.

The main social issue is community confidence in BESS safety and emergency response. The HIMP assesses hazards including battery fault, thermal runaway, electrical equipment failure, transformer internal arcing, oil or diesel spill and ignition, and external fire.

The HIMP has been informed by Queensland Fire Department discussions and considers fire service response time. Battery safety features include emergency stop functions, pressure relief, thermal interrupt mechanisms, Battery Management Systems, fault detection, cell isolation and alarms to the site Emergency Management System.

The Bushfire Management Plan confirms the BESS site on the southern side of the river is not bushfire prone and identifies measures for asset protection, vegetation management, access, egress, QFD interface, firefighting access and water storage.

Pre-mitigation rating: Moderate. This reflects the potential for community concern about BESS fire safety, thermal runaway and emergency response, even where technical risk can be managed.

The residual impact is assessed as low, provided technical controls, emergency response planning and clear safety communication are implemented.

Key stakeholders: nearby residents, Clinton residents, future residential receptors, emergency services, Council, site workers and the broader community.

Management response: Implement HIMP controls, maintain emergency access and firefighting water supply, continue QFD interface, provide plain English safety information and respond to safety-related enquiries or complaints.

SIMP reference: SIMP-08, SIMP-01, SIMP-14 and SIMP-18.

6.10 Impact 8 - Environmental and waterway confidence

Key matter: Health and community wellbeing.

The key social issue is confidence that the Project can be delivered near the Calliope River without affecting river values, water quality, flood behaviour, coastal processes or neighbouring infrastructure.

Technical assessments indicate potential impacts can be managed through design and construction controls. Direct ecological impacts are limited to approximately 0.273 ha of RE 12.3.3 for temporary construction activities. No clearing of mangrove communities, wet tidal flats or riparian channel banks is required. Sensitive wetland crossings will use directional drilling, and the river span will be helicopter-strung to avoid bank and vegetation disturbance.

Stormwater will be directed through swales, overland flow paths and a detention basin before following the existing flow path toward the Calliope River. The strategy includes detention for the 0.5% AEP event and an additional 50 kL capacity for spill or contaminated water capture. Post-development discharges are predicted to be reduced below pre-development flows for modelled events.

The BESS footprint has been located on the higher part of the site and set back from Powerlink's easement. A balanced cut-and-fill approach and flood storage cut area are proposed to achieve flood immunity and avoid worsening off-site flood conditions. The cut area will drain north toward the Calliope River, avoiding discharge to the railway. The Flood Impact Assessment indicates the Project can be delivered without increasing flood hazard or adversely affecting neighbouring land or rail infrastructure.

Pre-mitigation rating: Moderate. This reflects the Project's proximity to the Calliope River and the importance of community confidence in stormwater, spill containment, flood, ecology and coastal management.

The residual impact is assessed as low, as the remaining issue is community confidence and communication rather than an unmanaged technical impact.

Key stakeholders: Calliope River users, environmental groups, nearby residents and landholders, Clinton residents, Council, regulatory agencies, First Nations stakeholders and the broader Gladstone community.

Management response: Implement stormwater, erosion, sediment and spill controls, use directional drilling and helicopter stringing as proposed, avoid sensitive riverbank disturbance, implement flood and erosion protection measures, communicate key environmental controls and monitor enquiries/complaints.

SIMP reference: SIMP-12, SIMP-01 and SIMP-18.

6.11 Impact 9 - Land use, Clinton interface and future receptors

Key matter: Health and community wellbeing; Community and stakeholder engagement.

The Project is located on rural land historically used for grazing. Community perception may be influenced by whether the Project is seen as suitable for the location.

The location is supported by proximity to the existing Powerlink Calliope River Substation and high-voltage transmission infrastructure. The BESS footprint is approximately 2.7 ha, and the surrounding setting includes rail, industrial, energy and transport infrastructure. The site is not identified as significant agricultural land and is already influenced by major infrastructure.

The nearest established low-density residential area is Clinton, approximately 1.2 to 1.5 km southeast of the Project and separated by the railway corridor and intervening land.

The approved residential subdivision associated with DA/552/2012 has been treated as a future sensitive receptor in this assessment. This includes consideration of potential amenity, visual, traffic, safety, emergency response and engagement impacts. Technical assessments indicate predicted amenity impacts, including construction dust, noise and visual impacts, are expected to remain low/negligible and within relevant criteria for existing Clinton residents and future residential receptors.

Pre-mitigation rating: Moderate. This reflects potential community concern about rural land use change, proximity to Clinton, and the approved future residential development associated with DA/552/2012.

The residual impact is assessed as low, given the existing infrastructure context, small footprint, separation from established residential areas, consideration of future receptors and proposed engagement measures.

Key stakeholders: Clinton residents, future residential receptors, nearby residents and landholders, rural landholders, Council and broader community members interested in land use compatibility.

Management response: Communicate the location rationale, explain co-location with electricity infrastructure, include future receptors in relevant amenity/safety/traffic/engagement considerations, maintain Council engagement and monitor location-related enquiries.

SIMP reference: SIMP-13, SIMP-14, SIMP-01 and SIMP-18.

6.12 Impact 10 - First Nations participation and procurement

Key matter: Workforce management; Local business and industry procurement; Health and community wellbeing.

The Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda peoples, represented by the Port Curtis Coral Coast Aboriginal Peoples, are the Traditional Owners and Custodians of the land on which the Project will store energy.

Engagement with PCCC is occurring in parallel with the SIA process. The proponent has developed a First Nations Participation Plan and PCCC engagement has included meetings, sponsorship and stall hosting for First Nations career events. Feedback indicates a positive commitment to working together on workforce and procurement opportunities.

Pre-mitigation rating: Positive. This reflects the opportunity for First Nations participation, procurement and employment outcomes through ongoing PCCC engagement and the First Nations Participation Plan.

The residual impact is assessed as positive, subject to ongoing engagement and confirmed opportunities. Cultural heritage matters are addressed through separate processes.

Key stakeholders: PCCC, Traditional Owners and Custodians, First Nations jobseekers, First Nations businesses, contractors and training providers.

Management response: Continue PCCC engagement, prioritise First Nations engagement, identify accessible work packages where feasible, align workforce/procurement opportunities with PCCC engagement and maintain cultural heritage processes separately.

SIMP reference: SIMP-16, SIMP-04, SIMP-07 and SIMP-15.

6.13 Impact 11 - Community benefit and value sharing

Key matter: Community and stakeholder engagement; Local business and industry procurement; Health and community wellbeing.

The Project is subject to the community benefit system and requires a Community Benefit Agreement. Community benefit is separate from mitigation and should not be used as a substitute for required impact management.

SIA findings may inform CBA discussions, including local employment, training and youth pathways, local procurement, First Nations participation, cumulative workforce and accommodation pressures, environmental confidence and community wellbeing.

Pre-mitigation rating: Positive / managed. This reflects the potential for community benefit outcomes, while recognising that CBA matters must remain separate from required mitigation and subject to agreement with Council.

The residual outcome is assessed as positive / managed, provided the CBA process remains separate from the SIMP and potential CBA themes remain subject to feasibility, governance, timing and agreement with Council.

Key stakeholders: Council, nearby communities, Clinton residents, local businesses, First Nations stakeholders, housing stakeholders, education/training providers and the broader Gladstone community.

Management response: Maintain a clear distinction between mitigation and community benefit, use SIA findings to inform CBA discussions, avoid overcommitting before agreement and align CBA discussions with Council's community benefit policy framework.

SIMP reference: CBA process; related SIMP-03, SIMP-04, SIMP-07, SIMP-15, SIMP-16 and SIMP-17.

6.14 Summary of impact ratings

Table 47: Summary of impact ratings

Impact category	Pre-mitigation rating	Key management response	Residual rating
Project information, trust and engagement	Low / moderate	Engagement plan, clear information, complaints process	Low
Workforce demand and local employment	Moderate / Positive	Workforce Management Plan, local employment measures, training engagement	Moderate / Positive
Housing and workforce accommodation	Moderate	Workforce Housing and Accommodation Plan, accommodation provider engagement, monitoring	Low
Local business and procurement	Positive	Local Business and Industry Procurement Plan, supplier engagement	Positive
Traffic, access and construction disruption	Moderate	TMP, permits, OSOM notifications, complaints process	Low
Amenity and visual change	Low / moderate	CEMP, good construction practice, landscape screening, complaint management	Low / negligible
Fire safety and emergency response confidence	Moderate	HIMP, emergency planning, QFD interface, safety information	Low
Environmental and waterway confidence	Moderate	Stormwater, flood, ecology and coastal controls, communication	Low
Land use, Clinton interface and future receptors	Moderate	Location rationale, future receptor confirmation, engagement, screening	Low
First Nations participation and procurement	Positive	PCCC engagement, FNPP, participation/procurement opportunities	Positive
Community benefit and value sharing	Positive / managed	CBA process informed by SIA, separate from mitigation	Positive / managed

6.15 Residual impact acceptability

Residual impacts are considered acceptable where they can be effectively managed through identified measures, have clear implementation responsibility and are monitored through the SIMP.

Most adverse residual social impacts for the Byellee BESS project are assessed as low or negligible after mitigation.

The residual moderate impact is workforce demand and labour competition. This impact is considered manageable because:

- the workforce demand is temporary;
- peak workforce is expected for approximately six months;
- most workers are expected to be locally based;
- specialist workers will be supplemented as required;
- workforce planning can identify skills and timing requirements;
- recruitment outcomes can be monitored;
- unfilled roles can be tracked; and
- adaptive management can be applied if labour shortages are identified.

No high or major residual adverse social impacts have been identified based on available information.

6.16 Cumulative impacts

Cumulative social impacts may arise where the Project interacts with other projects or existing regional pressures.

The main cumulative issues are outlined below.

Table 48: Cumulative issues

Cumulative issue	Assessment outcome
Workforce demand	Residual moderate impact due to potential competition for construction labour if multiple projects proceed concurrently.
Accommodation pressure	Residual low impact with workforce accommodation planning. Long term operational workforce expected to be locally sourced, and small in number, thus unlikely to contribute to rental pressure.
Engagement fatigue	Residual low / negligible impact with targeted engagement, but should be monitored because multiple projects may engage similar stakeholders.

Cumulative issue	Assessment outcome
Community perception of renewable energy projects	Managed through clear project information, location rationale, CBA process and ongoing engagement.
Local business and service capacity	Positive opportunities are expected, but supplier capacity should be considered through procurement planning.

Cumulative issues are managed through the SIMP, particularly SIMP-03, SIMP-05, SIMP-17 and SIMP-19.

7. Preliminary Social Impact Management Plan

7.1 Purpose of the SIMP

The Preliminary Social Impact Management Plan identifies how the Project will manage adverse social impacts and enhance positive social outcomes.

A SIMP action plan register is included in Appendix D.

The SIMP provides an implementation framework for the measures identified in the impact assessment. It is intended to be practical, auditable and capable of being updated as Project details are confirmed.

The SIMP identifies:

- the impact or opportunity being managed;
- the relevant management measure;
- responsibility for implementation;
- timing;
- performance indicators;
- monitoring methods;
- reporting mechanisms; and
- corrective action triggers.

7.2 SIMP implementation approach

The SIMP applies across the following Project phases.

Table 49: SIMP focus across project phases

Project phase	SIMP focus
Pre-construction	Finalise management plans, confirm responsibilities, continue engagement, finalise workforce and accommodation requirements.
Construction	Implement engagement, workforce, accommodation, traffic, amenity, procurement, safety and complaint management measures.
Operation	Maintain relevant engagement, emergency response communication, landscape screening maintenance, operational complaint management and procurement measures where relevant.

The SIMP will remain adaptive. If monitoring identifies recurring complaints, workforce shortages, accommodation pressure, traffic disruption, unresolved safety concerns,

landscape screening failure or new receptors, management measures should be reviewed and updated.

7.3 Roles and responsibilities

The roles and responsibilities for SIMP implementation are summarised in the table below.

Table 50: SIMP roles and responsibilities

Role	Responsibility
Proponent	Overall responsibility for SIMP implementation, stakeholder engagement, Council interface, monitoring, review and corrective action.
EPC contractor	Implementation of construction-phase measures within its scope, including workforce, accommodation, traffic, construction amenity, procurement and reporting actions.
Operator	Implementation of operational-phase measures, including safety, emergency response, site maintenance, landscape maintenance, operational engagement and complaints.
Council and stakeholders	Not responsible for implementing the SIMP, but may provide input through engagement, CBA discussions, housing stakeholder engagement and future residential proposal status.

7.4 SIMP reference summary

The following SIMP reference system is used consistently across the SIA.

Table 51: SIMP reference system

SIMP reference	Topic
SIMP-01	Project information and community engagement
SIMP-02	Engagement fatigue
SIMP-03	Workforce management and labour competition
SIMP-04	Local employment
SIMP-05	Workforce accommodation
SIMP-06	Local worker spending
SIMP-07	Local procurement
SIMP-08	Fire safety and emergency response
SIMP-09	Traffic and OSOM deliveries
SIMP-10	Visual impact and landscape screening

SIMP reference	Topic
SIMP-11	Construction amenity
SIMP-12	Environmental and waterway confidence
SIMP-13	Land use and Project location perception
SIMP-14	Future residential interface
SIMP-15	Youth pathways and training
SIMP-16	First Nations participation and procurement
SIMP-17	Housing stakeholder engagement / housing roundtable
SIMP-18	Complaint management
SIMP-19	Cumulative impact monitoring
SIMP-20	SIMP review and adaptive management

A summary of the the preliminary SIMP actions is presented below. A more detailed action register is included in Appendix D.

Table 52: Summary of preliminary SIMP actions

SIMP area	Summary management approach
Project information and engagement	Maintain clear, accessible Project information and provide updates on timing, construction activities, traffic, safety, environmental management and opportunities.
Engagement fatigue	Keep engagement targeted, relevant and Project-specific, and coordinate with Council where practical.
Workforce management and local employment	Confirm workforce numbers, skills and timing; engage local recruitment, industry and training stakeholders; and seek to maximise local employment where suitable labour is available.
Workforce accommodation	Confirm non-local worker numbers, use suitable workforce or short-term accommodation where practicable, and avoid unnecessary pressure on private rental housing.
Local worker spending and procurement	Support local worker spending, identify local supplier opportunities and engage with local business and industry organisations.
Fire safety and emergency response	Provide clear public information on fire safety, emergency response, battery safety features and the Queensland Fire Department interface.
Traffic and OSOM deliveries	Prepare and implement traffic management measures, obtain required permits, use escorts where required and notify stakeholders of relevant disruptions.

SIMP area	Summary management approach
Amenity and visual management	Implement construction amenity controls, landscape screening, plant survival monitoring and operational noise checks where required.
Environmental and waterway confidence	Provide accessible information on stormwater, flood, erosion, sediment, ecology and coastal controls, and implement relevant environmental management measures.
Land use and future residential interface	Communicate the Project location rationale and consider future receptors in relevant amenity, safety, traffic and engagement measures.
Youth pathways and training	Continue engagement with CQU and relevant training providers and consider feasible pathway opportunities aligned with Project timing and workforce needs.
First Nations participation and procurement	Continue PCCC engagement, implement the FNPP and identify feasible participation, procurement and work package opportunities.
Housing stakeholder engagement	Engage housing stakeholders or a housing roundtable where confirmed and monitor accommodation demand during peak construction.
Complaint management	Maintain a complaints process covering receipt, recording, investigation, response, close-out and trend review.
Cumulative impact monitoring	Monitor cumulative workforce, accommodation and engagement issues through engagement with Council, local industry and accommodation stakeholders.
SIMP review and adaptive management	Review SIMP performance and update measures where monitoring identifies new impacts, repeated complaints, unmet indicators or material Project changes.

7.5 Complaint management

A complaint management process will be established before construction commences and maintained through construction and operation. The process will include clear contact pathways, complaint recording, acknowledgement, investigation, corrective action where required, response, close-out, trend review and escalation where complaints remain unresolved.

Complaint categories may include construction amenity, traffic and OSOM deliveries, worker behaviour, accommodation, fire safety, emergency response, environmental or waterway concerns, visual impact, land use concerns, property interface matters and other community issues.

Complaints will be acknowledged within five business days and closed out within ten business days where practicable. Unresolved complaints will be escalated to Project leadership and tracked until closed.

7.6 Performance indicators

The following performance indicators are proposed for SIMP monitoring.

Table 53: SIMP performance indicators

SIMP area	Performance indicators
Engagement	Engagement activities; enquiries; management of complaints; complaint close-out rate; recurring feedback themes.
Workforce	Total workforce by phase; local workforce percentage where practicable; unfilled roles; contractor workforce issues.
Accommodation	Number of workers requiring accommodation; management of accommodation-related complaints; accommodation provider engagement.
Local procurement	Local businesses engaged; local suppliers identified; local contracts and spend where practicable.
First Nations participation	PCCC engagement; First Nations opportunities identified; participation or procurement outcomes where agreed.
Training and pathways	Engagement with CQU or training providers; feasible pathway opportunities identified.
Traffic	TMP prepared; permits obtained; OSOM notifications; traffic complaints.
Amenity	Noise, dust or construction complaints; operational noise verification completed.
Safety	Fire safety and emergency response enquiries; safety-related complaints.
Environment / waterway	Environmental enquiries or complaints; controls implemented; environmental incidents if any.
Visual	Landscape planting completed; plant survival rate; screening effectiveness.
Future residential interface	Assessment updated if required; engagement records where relevant.
Adaptive management	Corrective actions raised; corrective actions closed; SIMP updates completed.

7.7 Monitoring and reporting

Monitoring will be undertaken through:

- engagement records;
- enquiry and complaint register;

- contractor workforce reports;
- contractor procurement reports;
- accommodation records;
- traffic management records;
- OSOM delivery records;
- site inspection records;
- stakeholder meeting records;
- Council correspondence;
- SIMP review meetings; and
- corrective action register.

Reporting mechanisms should include those outlined below.

Table 54: Reporting mechanisms

Reporting mechanism	Purpose	Indicative frequency
Internal SIMP implementation report	Track SIMP implementation and emerging issues.	Monthly for first three months, then quarterly
Contractor reporting	Provide workforce, accommodation, traffic, procurement and complaint information.	Monthly for first three months, then quarterly
Complaint register review	Review complaints, close-out and recurring themes.	Monthly for first three months during construction, then quarterly; as required during operation
Council update	Provide updates on material social impact issues where required.	As agreed with Council
CBA interface reporting	Report matters relevant to agreed community benefit commitments.	As required under CBA
Operational SIMP review	Review ongoing operational commitments.	Annually or as required

7.8 Review and adaptive management

The SIMP should be reviewed quarterly, or at the request of Council.

Adaptive management may include:

- additional engagement;

- revised construction notifications;
- review of traffic management controls;
- review of workforce accommodation approach;
- additional engagement with accommodation providers or housing stakeholders;
- additional communications;
- replacement of failed landscaping;
- additional monitoring; or
- escalation to Project leadership.

7.9 Corrective action triggers

Corrective action should be considered in the circumstances below.

Table 55: Corrective action triggers

Trigger	Potential corrective action
Repeated complaints about the same issue	Investigate root cause, update mitigation and provide targeted communication.
Complaint not closed within 10 business days	Complaint escalated to Project leadership and tracked until closed.
Local workforce expectations not met where suitable local labour exists	Review recruitment opportunities, explore local recruitment and contractor requirements.
Roles remain persistently unfilled	Review workforce strategy, training pathways or specialist worker requirements.
Non-local workforce exceeds expected numbers	Review accommodation strategy and housing stakeholder engagement.
Accommodation complaints received	Investigate accommodation arrangements and adjust approach where required.
Traffic complaints or unplanned disruption occurs	Review TMP, delivery timing and notification process.
Safety concerns arise	Provide fire safety or emergency response information.
Environmental concerns arise	Provide further information on technical controls and inspect relevant management measures.
Landscape screening fails to establish	Replace plantings and review maintenance approach.
Residential receptors are confirmed more sensitive than assumed	Review relevant visual, amenity, safety and engagement measures.

8. Community Benefit System / CBA Interface

8.1 Purpose of this section

This section explains the relationship between the SIA, the SIMP and the Community Benefit Agreement.

The purpose is to clearly distinguish between:

- **mitigation measures**, which are required to avoid, reduce or manage Project-related social impacts;
- **benefit enhancement measures**, which strengthen positive outcomes associated with the Project; and
- **community benefit / value-sharing measures**, which are negotiated through the CBA process.

This distinction is important because community benefit should not be used as a substitute for impact mitigation.

8.2 Community benefit context

The Project is subject to Queensland's community benefit system because it is a battery storage facility development with an output greater than 50 megawatts.

A CBA is required before the development application can be lodged with SARA.

Gladstone Regional Council's Renewable Energy Community Benefits Sharing Policy establishes Council's expectations for large-scale renewable energy generation and storage developments to share benefits with the Gladstone Region.

The policy seeks benefit sharing strategies that create social, economic and environmental benefits for the community and align with Council's policies and priorities.

Council requires developers of large-scale renewable energy generation and storage developments to make a monetary contribution into a Council-managed Community Benefit Fund.

Discussions are underway between the Project proponents and Council representatives regarding establishment of a CBA, including a monetary contribution into a Community Benefit Fund.

8.3 Relationship between SIA, SIMP and CBA

The SIA, SIMP and CBA perform different roles.

Table 56: Roles of SIA, SIMP, CBA

Item	Primary role	Relationship to Project impacts
SIA	Identifies and assesses social impacts and benefits	Establishes what impacts and benefits may occur.
SIMP	Implements mitigation, management, monitoring and enhancement measures	Manages Project-related impacts and tracks outcomes.
CBA	Provides broader community benefit and value sharing	Informed by the SIA, but does not replace mitigation.

The SIA informs the CBA by identifying:

- the local social context;
- affected communities and stakeholders;
- key community values;
- potential adverse impacts;
- residual impacts after mitigation;
- positive social benefit opportunities;
- cumulative workforce and accommodation issues;
- local procurement and training opportunities;
- First Nations participation and procurement opportunities; and
- matters that may support broader community benefit discussions.

The SIMP remains the primary mechanism for implementing mitigation and monitoring measures.

8.4 Difference between mitigation and community benefit

Mitigation and community benefit should be clearly separated.

Table 57: Comparing mitigation and community benefit

Item	Mitigation	Benefit enhancement	Community benefit / CBA
Purpose	Avoid, reduce or manage adverse social impacts	Strengthen positive Project outcomes	Provide broader community value sharing
Trigger	Project-related impact	Project-related opportunity	Community benefit framework and CBA negotiation

Item	Mitigation	Benefit enhancement	Community benefit / CBA
Implementation	SIMP and management plans	SIMP, contractor requirements and engagement	CBA
Example	Traffic Management Plan for OSOM deliveries	Local procurement engagement	Community Benefit Fund contribution
Example	Workforce Housing and Accommodation Plan	Training and youth pathway opportunities	Support for community initiatives where agreed
Example	Fire safety information and emergency response communication	First Nations procurement pathways	Broader community benefit programs
Can it replace mitigation?	Not applicable	No	No

Community benefit commitments should not be relied upon to make an otherwise unmanaged impact acceptable.

8.5 Residual impacts relevant to CBA discussion

Residual impacts and opportunities identified in the SIA may inform the CBA process.

Table 58: Residual impacts relevant to CBA

SIA finding	Relevance to CBA
Labour competition remains a residual moderate impact	May inform workforce development, training and local capability initiatives.
Workforce accommodation pressure is low after mitigation but may be cumulatively sensitive	May inform housing-related community benefit discussions, provided mitigation remains separate.
Local employment opportunities are positive	May support local workforce participation or skills development themes.
Local procurement opportunities are positive	May support local content and supplier development themes.
CQU engagement is positive	May support education, training or youth pathway themes.
PCCC engagement is ongoing	May support First Nations participation and procurement themes.
Community interest in safety and environmental performance exists	May support communication, education or community confidence initiatives.
Land use perception and future residential interface require considered management	May inform broader community trust and engagement priorities.

The residual moderate labour competition impact is the key residual adverse impact that may be relevant to broader workforce-related CBA discussions.

8.6 Potential CBA themes for further discussion

The following themes may be relevant to CBA discussion, subject to negotiation between the Project proponents and Council.

These are not presented as confirmed commitments unless separately agreed through the CBA process.

8.6.1 Local employment and training

Potential CBA discussion themes include:

- local workforce participation;
- workforce development;
- industry pathway information;
- skills and training partnerships;
- engagement with CQU;
- youth pathways;
- employment readiness initiatives; and
- energy transition workforce capability.

8.6.2 Youth pathways

Youth pathway opportunities may be considered where they align with Project timing, workforce requirements and partner capacity.

Potential themes include:

- youth exposure to renewable energy and battery storage careers;
- training provider partnerships;
- school, TAFE or university engagement;
- industry information sessions;
- work experience or pathway initiatives where feasible;
- programs such as COGSY, subject to confirmation; and
- links to broader regional workforce development priorities.

8.6.3 Local procurement and supplier participation

Potential CBA discussion themes include:

- local supplier participation;
- local procurement reporting;
- supplier capability development;
- engagement with business and industry organisations;
- accessible procurement information;
- feedback pathways for local suppliers; and
- First Nations business participation.

8.6.4 Housing-related opportunities

Council has identified cumulative housing and workforce accommodation pressure as a growing regional concern.

Workforce accommodation mitigation is addressed through the SIMP and should not be replaced by CBA measures. However, broader housing-related community benefit opportunities may be considered through the CBA process if feasible and agreed.

Potential themes include:

- workforce accommodation approaches that avoid private rental pressure;
- engagement with housing stakeholders;
- temporary accommodation solutions that may provide longer-term community benefit;
- support for grassroots social or affordable housing initiatives where appropriate;
- the Shelter Collective ARC Project, subject to confirmation of suitability and governance; and
- alignment with Council housing priorities.

8.6.5 Community wellbeing and environmental confidence

Potential themes include:

- community wellbeing initiatives;
- environmental education or stewardship;
- community resilience;
- local events and community participation;
- energy transition education;
- safety or emergency response information initiatives; and

- programs aligned with Council’s community benefit framework.

8.7 Matters not to be treated as substitutes for mitigation

The following matters should not be used as substitutes for mitigation.

Table 59: Matters which do not replace mitigation

Community benefit matter	Why it cannot replace mitigation
Monetary contribution to a Community Benefit Fund	Does not directly manage traffic, safety, amenity, accommodation or environmental confidence impacts.
Local donations or sponsorships	Do not replace the need for engagement, complaint response or impact management.
Training or employment initiatives	Do not replace workforce planning and monitoring of labour competition.
Housing-related community initiatives	Do not replace the Workforce Housing and Accommodation Plan.
First Nations participation measures	Do not replace cultural heritage, engagement, procurement or workforce commitments where required.
Environmental community initiatives	Do not replace stormwater, erosion, flood, ecology or coastal management controls.

9. Conclusion

9.1 Overview

This SIA has assessed the potential social impacts and benefits associated with the Byellee BESS during construction and operation.

The Project is a 300 MW, four-hour lithium-ion battery energy storage system located on rural land at Byellee Road, Byellee and Hanson Road, Callemondah. It will connect to the existing Powerlink Calliope River Substation through combined overhead and underground cable infrastructure.

The Project is located approximately six kilometres west of Gladstone Central. The site is within a broader setting characterised by existing energy, rail, industrial and transport infrastructure. The BESS footprint is approximately 2.7 hectares.

9.2 Key findings

The SIA has found that the Project has potential to generate both adverse and positive social impacts.

Potential adverse impacts are primarily associated with:

- Project information and community confidence;
- workforce demand and labour competition;
- temporary workforce accommodation demand;
- construction traffic and OSOM deliveries;
- construction amenity;
- visual change for railway users;
- fire safety and emergency response perception;
- environmental and waterway confidence;
- land use and Project location perception; and
- the future residential interface near Clinton.

Potential positive impacts are associated with:

- local employment opportunities;
- local worker spending;
- local business and procurement opportunities;
- training and youth pathways;

- First Nations participation and procurement; and
- broader community benefit and value sharing through the CBA process.

9.3 Residual impact summary

The residual impact assessment is summarised below.

Table 60: Residual impact summary

Impact category	Residual rating	Conclusion
Project information, trust and engagement	Low	Acceptable with clear information, targeted engagement and complaint management.
Workforce demand and local employment	Moderate / Positive	Labour competition is manageable with workforce planning and monitoring. Local employment is a positive opportunity.
Housing and workforce accommodation	Low	Acceptable with accommodation planning, provider engagement and monitoring.
Local business and procurement	Positive	Positive benefit to be enhanced through procurement planning and business engagement.
Traffic, access and construction disruption	Low	Acceptable with TMP, permits, OSOM management and notifications.
Amenity and visual change	Low / negligible	Acceptable with construction controls, complaint management and landscape screening.
Fire safety and emergency response confidence	Low	Acceptable with technical controls, emergency planning, QFD interface and safety communication.
Environmental and waterway confidence	Low	Acceptable with technical controls and accessible information.
Land use, Clinton interface and future receptors	Low	Acceptable subject to ongoing engagement.
First Nations participation and procurement	Positive	Positive opportunity subject to ongoing PCCC engagement and confirmed participation/procurement pathways.
Community benefit and value sharing	Positive / managed	Managed through the CBA process, separate from impact mitigation.

No high or major residual adverse social impacts have been identified based on available information.

The only residual moderate adverse impact is workforce demand and labour competition. This impact is considered manageable because it is temporary, the peak

workforce period is approximately six months, most workers are expected to be locally based, and workforce outcomes can be monitored and adaptively managed.

9.4 Final statement

The Byellee BESS is located in a setting that is generally suitable for energy infrastructure because of its proximity to the existing Powerlink Calliope River Substation, existing high-voltage transmission infrastructure and surrounding industrial, rail and transport land uses.

The Project has potential to generate positive social benefits through local employment, local procurement, construction worker spending, training pathways and First Nations participation opportunities.

Potential adverse social impacts are generally manageable through standard and Project-specific mitigation measures. The primary residual social impact requiring active management is cumulative labour competition during construction.

Implementation of the SIMP, together with ongoing engagement, complaint management, workforce planning, accommodation planning, local procurement measures and clear separation between mitigation and community benefit, will support a Council-facing and community-responsive approach to social impact management.

Appendix A: Engagement Collateral

A1. Purpose of this appendix

This appendix is intended to provide copies of engagement materials prepared and used for the Project.

Engagement collateral supports the SIA by demonstrating how Project information was communicated to stakeholders and the broader community.

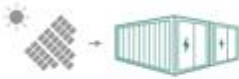
A2. Engagement collateral register

Engagement collateral	Purpose	Target audience
Neighbour mailout	Provide nearby residents and landholders with Project information and contact details.	Nearby residents and landholders
Project flyer	Provide a clear summary of the Project, location, timing and contact details.	Broader community, local businesses, stakeholders
Door-knocking calling card	Provide contact details and Project information where residents were not home during doorknocking.	Nearby residents and landholders
Print advertisement	Notify the community of Project information sessions or engagement opportunities.	Broader Gladstone community
Community drop-in session poster	Promote community information sessions and encourage participation.	Broader community and local stakeholders
Artist impression	Show the expected visual appearance of the Project and support understanding of Project infrastructure.	Nearby residents, Council, community and stakeholders
Project website screenshots	Demonstrate online availability of Project information.	Broader community and stakeholders
Media / radio information	Support broader community awareness of the Project.	Broader Gladstone community

A3. Engagement collateral

Neighbour Mailout, April 2025

Benefits of Calliope BESS



Providing energy storage to support renewable energy generation and system reliability for Gladstone and Central Queensland



Contracting with local suppliers during construction and operation to support local jobs, workforce development and procure local content



Benefit sharing framework to support the local community and social initiatives

About Eku Energy

Eku Energy is a global energy storage business with offices in Sydney and Melbourne, as well as London and Tokyo. We are fully invested in our mission of accelerating the energy transition by delivering safe, secure and reliable energy storage solutions that provide cost-effective clean energy.

Operating across the entire project lifecycle - from origination and development through to construction and ongoing management - we are a trusted leader and long-term partner in the energy sector with two large-scale projects in operations and one in construction in Australia, and another 5 projects in either construction or operations in the UK and Japan.



Aerial artists impression of the proposed Calliope BESS

Calliope BESS Proposal

Dear Resident,

We are writing to local residents to provide information on a proposal to develop the Calliope BESS - a 300MW / 12 GWh battery energy storage system (BESS). The project will store and generate electricity into the Central Queensland Region and will have a proposed operational life of 20 years. We look forward to sharing more information with you about this exciting project.

Best Regards,

Your team at Eku Energy

Contact us

Should you have any questions or concerns about the Calliope BESS, please do not hesitate to contact us:

calliope@ekuenergy.com

1800 989 687

For more information and to sign up for latest updates and news on Calliope, please visit:

ekuenergy.com/calliope



Securing Tomorrow's Energy Today.

What is a BESS?



A BESS - battery energy storage system - is technology that stores electricity in batteries for later use. It helps balance energy supply and demand, supports grid stability, provides energy security and stores and releases electricity from a variety of energy sources, including renewable sources.

About the project

The proposed Calliope BESS is located within the Gladstone Regional Council area, just over a kilometre to the south-west of the Calliope River substation. As part of the Development Application (DA), Eku Energy is currently working with technical specialists to complete a number of environmental studies to assess the potential impacts of Calliope BESS on matters such as flooding, fire risk and biodiversity. These assessments will be lodged along with the DA to Gladstone Council. If approved, Calliope BESS is anticipated to be operational in 2028.

Community benefits sharing

Eku Energy are committed to transparent, open and proactive consultation with First Nations, local stakeholders and the broader community. This includes seeking feedback on the design of Calliope BESS and listening to any concerns you may have. We strive to create opportunities for local training and employment during construction and learning more about how we can co-create a benefit sharing program that enhances the region for years to come.



Map of Calliope BESS

Meet us in Gladstone

Meet us at a pop-up just outside the KIA Gladstone. Our project team seeks to speak to and hear from all interested neighbours, residents and other groups to share information about the Calliope BESS.

Come by to learn more about the proposal and ask questions.

No RSVP required - stop by anytime. Light refreshments provided. We look forward to meeting you.

Thursday, May 8

7-9am

**Pop-up in front of KIA Gladstone
8/3 Shaw Street New Auckland
in Gladstone**



Securing Tomorrow's Energy Today.

Calliope BESS Proposal

Community Pop-up Stall

Meet us outside the IGA Gladstone to learn more about Eku Energy's proposal for a 300MW/1200MWh battery energy storage (BESS).



Artist's impression of the proposed Calliope BESS (for illustrative purposes only)

Meet the Team
Learn more about the proposed Calliope Battery Energy Storage System (BESS), ask questions about the Project, and share your thoughts on how it could benefit your community.

Thursday, 8 May 2025

Pop-up outside the IGA Gladstone
(3 Shaw Street, New Auckland)

Drop by at any time between 7am and 10am

No RSVP required. Light refreshments provided. We look forward to meeting you.

Alternatively, please reach out if you have any questions or feedback:

✉ calliope@ekuenergy.com

☎ 1800 989 687

Scan the QR code to sign up to our quarterly newsletter -



ekuenergy.com/calliope



Eku
Securing Tomorrow's Energy. Today.



Sorry, we missed you

We are in the area today conducting a door knock for the Calliope Battery Energy Storage System (BESS) to introduce and discuss the early design and planning for this proposal.

To find out more, please contact us or stop by our **pop-up stall outside the Gladstone IGA supermarket (3 Shaw Street, New Auckland) on Thursday 8 May, anytime between 7am and 10am.**

Kind Regards,

Your team from Eku Energy

Please do not hesitate to reach out.

✉ calliope@ekuenergy.com

☎ 1800 989 687

For more information and to sign up for latest updates and news on Calliope, please visit:
ekuenergy.com/calliope





Artist's impression of the Calliope BESS

Calliope BESS

Project Overview

April 2025



Securing Tomorrow's Energy. Today.

About the Project

Eku Energy seeks to develop Calliope BESS, a proposed utility-scale lithium-ion battery energy storage system with an indicative capacity of 300MW / 1.2GWh. Calliope BESS is located adjacent to the Calliope River, near Gladstone in Central Queensland with a direct connection to the Calliope Substation. The project is anticipated to be in operations in 2028.

Battery storage is critical to deliver energy security. It is designed to store and release electricity and provide support to stabilise the grid in Central Queensland.

Community engagement

Eku Energy is committed to engaging openly and transparently with the local community throughout the development process. We understand the importance of providing clear information, listening to local feedback and ensuring community members have the opportunity to ask questions and share their views.

In addition to the formal public notification required as part of the Development Application - which includes notifying nearby landowners, placing site signage and publishing a newspaper notice - Eku Energy will also undertake proactive engagement activities, including:

- Door knocking nearby landholders
- Hosting local community drop-in information sessions
- Offering face-to-face meetings with interested community members and stakeholders.

Details about upcoming community engagement sessions will be advertised in the local newspaper and published on the Eku Energy website.

Proposal overview

The proposed Calliope BESS site is adjacent to Gladstone City in the Gladstone Regional Council Area in Central Queensland, just over 1 kilometre south-west of the Calliope River Substation. The project will generate electricity into the National Electricity Market (NEM) Queensland Region with a proposed operational life of 20+ years.

In addition to soaking up excess energy when demand is low and dispatching it when demand is high, the Calliope BESS will provide essential grid services to support energy security and stable operations of the electricity network.

The BESS site will house battery containers, medium voltage transformers, ring main unit, switching and control buildings, substation and high-voltage transformer.

The next phase of design will be informed by proposed technology selection, detailed project footprint and planning requirements, alongside ongoing engagement with the local community and stakeholders.

About Eku Energy

Eku Energy is deeply committed to our mission of accelerating the global energy transition by delivering safe, secure and reliable energy storage solutions that provide cost effective clean energy. With offices in Sydney, Melbourne as well as London and Tokyo, we have global expertise paired with deep local knowledge. Find out more on ekuenergy.com.



Safety

Ekus Energy's absolute priority is creating a safe work environment. During construction and operations, we will have measures in place, including traffic management, environmental controls and continuous health and safety checks to minimise risks.

Community benefits sharing

Ekus Energy aims to be a proactive member of the local community and seeks to engage with community members to create positive, lasting impacts. We are committed to ensuring our benefit sharing approach is collaborative, tailored, transparent and aligned to local needs and aspirations. We are engaging with Gladstone Regional Council, local residents and First Nations groups to discuss opportunities for benefit sharing that are best suited to regional communities.

Contact us

If you would like to stay informed or have questions or feedback about the proposed development, we welcome you to contact us via the details below at any time.

✉ calliope@ekusenergy.com

☎ 1800 989 687



ekusenergy.com/calliope

Benefits



Storing energy generated from renewable sources like solar and wind to deliver cleaner, more reliable electricity for Queensland homes and businesses.



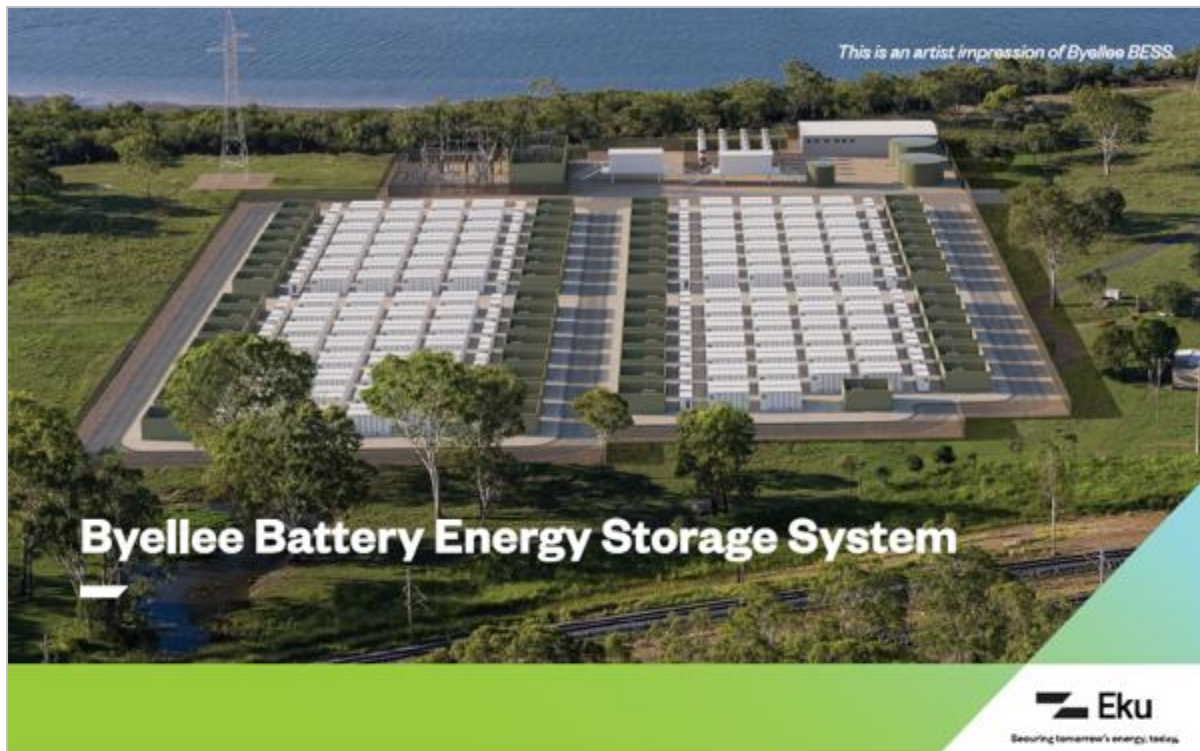
Contracting with local suppliers during construction and operation



Benefit sharing framework to support the local community



Securing Tomorrow's Energy, Today.



Meet the team

Find out more about Byellee BESS
on August 1 or 2

We would like to share updates with you about our proposed project Byellee BESS (formerly called Calliope BESS) a **300MW/1200MWh battery energy storage system (BESS)** just south of the Calliope River Substation.

Drop by anytime.

We look forward to meeting you.

Contact us

✉ byellee@ekuenergy.com

☎ 1800 989 687



Scan QR code for more information on Byellee BESS and to sign up to our quarterly newsletter or visit ekuenergy.com/byellee

Saturday 2 August 2025
10am - 2pm

**Gladstone Entertainment
Convention Centre**
Conference room
56 Goondoon Street in Gladstone

Sunday 3 August 2025
7am - 12pm

Gladstone Curtis Markets
75 Dawson Highway,
Gladstone Central

Community Drop-in Information Posters, August 2025

Byellee BESS

About Eku

Eku Energy is a global battery storage business on a mission.

We are dedicated to building the energy resilience and security of our communities by providing clean energy storage and power generation services.

Key Facts

- Long-term partner
- Renowned technology expertise
- Multiple business units

8 years of experience
50+ projects completed
5 business units

Our approach is to provide energy storage solutions that are designed to meet the needs of our communities. We are committed to building the energy resilience and security of our communities by providing clean energy storage and power generation services.

We have a proven track record of delivering high-quality, reliable energy storage solutions to our customers.

Our Approach

Our approach is to provide energy storage solutions that are designed to meet the needs of our communities. We are committed to building the energy resilience and security of our communities by providing clean energy storage and power generation services.

We have a proven track record of delivering high-quality, reliable energy storage solutions to our customers.



Byellee BESS

Project overview

Eku Energy seeks to develop Byellee BESS together with our co-development partner Atria Energy who have extensive experience in developing large-scale BESS and solar farms across Australia.

We are proposing a 300 MW / 1200 MWh utility-scale lithium-ion battery energy storage system.

Byellee BESS is located near Glaxton in Central Queensland with a direct connection to the Calliope River Substation. The project is anticipated to be in operation in 2026.

300 MW / 1200 MWh of storage capacity

Up to 150 connections jobs

About 6 operational jobs

Battery storage is critical to deliver energy security. It is designed to store and release electricity and provide support to stabilize the grid in remote Queensland.

Location

The site is located near Glaxton in Central Queensland, close to the Calliope River Substation. The site is surrounded by agricultural land and is accessible via a gravel road.

Benefits

- Keeping the lights on: When out of the grid, batteries instantly step in to deliver critical electricity to the grid.
- Emergency backup and grid restorer: In Queensland, batteries power essential systems and help maintain the grid.
- Ready for tomorrow: As energy use grows, batteries keep the grid stable and reliable.
- Benefit sharing program: Byellee BESS will have a benefit sharing program to support the local community.

Design considerations

As part of the design and project development process, we are currently working on several assessments to ensure the design and build will deliver the best results for the local community. The assessments include:

- **Fire Detection and Protection Systems:** Advanced systems will be installed to detect and respond to any fire incidents promptly.
- **Defensive Firefighting Water Supplies:** On-site water resources will be available to support firefighting efforts in case of a bush fire.

We have actively engaged with the Queensland Fire Department (QFD) and will continue to collaborate with both the QFD and the Rural Fire Service (RFS) throughout the development and operational phases of the project.

Visual amenity

A detailed Landscape and Visual Impact Assessment is being undertaken for the Byellee BESS, including an assessment of any potential adverse visual impacts.

The project location benefits from existing natural vegetation, providing natural screening. Additional water planting will be proposed if the existing screening is found to be lacking.

Byellee BESS

Managing Risk

Eku Energy's absolute priority is developing battery energy storage systems that are safe, secure and reliable. We proactively manage our operations to achieve zero harm to people, assets and the communities in which we operate.

Fire mitigation and response

Byellee BESS will be specifically designed to manage and mitigate fire risk and will include comprehensive safety features within both the hardware and software systems. Byellee BESS will use 4th Gen battery cells which are the safest technology in grid-scale BESS technology. In a highly unlikely event of a thermal runaway battery cell, thermal runaway may occur which is an overheating of the cell. To mitigate this potential fire risk, Byellee BESS will be equipped with battery testing safety systems that continuously monitor the project for hot cells, faults and alert the operators to any potential scenarios.

As part of our commitment to safety and environmental responsibility, a comprehensive **Battery Hazard Assessment and Management Plan** is being undertaken for the Byellee BESS project. In addition, a detailed **Fire Safety Study** has been commissioned to guide the design and construction of the site.

The Byellee BESS site is being designed with a strong focus on fire risk mitigation. Key features include:

- **Asset Protection Zones:** Strategically placed assets to reduce fire intensity and prevent critical infrastructure.
- **Fire Detection and Protection Systems:** Advanced systems will be installed to detect and respond to fire incidents promptly.
- **Defensive Firefighting Water Supplies:** On-site water resources will be available to support firefighting efforts in case of a bush fire.

We have actively engaged with the Queensland Fire Department (QFD) and will continue to collaborate with both the QFD and the Rural Fire Service (RFS) throughout the development and operational phases of the project.

Water environment

A comprehensive review of available hydrological information, including climate and rainfall conditions, topography and drainage patterns, and natural characteristics, surface water and groundwater, land use and vegetation coverage is being undertaken.

An external **Flood Impact Assessment** is being conducted to inform the design of the Byellee BESS. It is anticipated that the **Flood Hazard Overlay Code** will be used to guide the design and construction of the project. These studies ensure that the proposed development will not adversely affect other properties or the hydrological efficiency of waterways or floodplains.

During a stormwater event, the Byellee BESS site is designed to discharge stormwater at the pre-development rate to ensure the retention of on-site stormwater. The site is designed to ensure that stormwater is not discharged at the pre-development flow rate. The Byellee BESS design will incorporate stormwater management that only discharges stormwater at the pre-development rate.

Noise mitigation

During construction, anticipated noise will be assessed with acoustic walls, earth berms, and noise barriers or enclosures. All construction activities will occur during designated hours and will be in line with the approved Construction Environmental Management Plan.

Detailed noise assessments and studies of noise during operations are currently being undertaken by a specialist noise consultant and Byellee BESS will comply with the requirements and guidelines of the Environmental Protection Authority.

We are committed to the delivery of safe, secure and reliable clean energy.

Byellee BESS

Benefit Sharing

Eku Energy aims to be a proactive partner of the local community and seeks to engage with community members to create positive, lasting impacts.

Our commitment

We take community engagement and benefit sharing seriously. We are committed to ensuring our approach is collaborative, valued, transparent and aligned with local needs and aspirations. Eku Energy is engaging with Glaxton Regional Council and local residents as well as Fire Resilience groups. Eku Energy also considers understanding local values, and discussing opportunities and initiatives for benefit sharing.

Potential funding opportunities

We welcome your input on the design of a benefit sharing program.

- **Employment and Education:** Initiatives that support educational and employment outcomes.
- **Social Connectedness:** Initiatives that support community wellbeing and livability.
- **Environmental:** Initiatives that drive sustainability outcomes.

TAILORED

Eku Energy's benefit sharing programs are tailored to the needs and aspirations of local communities.

ALIGNED

Eku Energy ensures that community investment is aligned with local strategies, and works in harmony with existing initiatives and individuals.

LASTING

Eku Energy is a long-term owner, operator and neighbour. We strive to deliver lasting and meaningful benefits within local communities.

COLLABORATIVE

Eku Energy seeks to develop collaborative and long-term relationships with community members.

Byellee BESS

What is BESS?

A Battery Energy Storage System (BESS) is a large-scale energy storage facility that stores and releases energy to the electricity grid.

A BESS comprises a number of battery units that resemble shipping containers, inverters, transformers and other electrical equipment. The site will also include access roads, water tanks, wind turbines, and other infrastructure.

Energy storage is essential in supporting the safe, secure and reliable operation of Australia's National Electricity Market. A BESS provides fast responding, dispatchable energy to the grid to ensure that electricity supply remains reliable and stable.

An excess of power supply in the grid, such as during the middle of a sunny day, the BESS will store by converting electricity from the grid. During times of lower supply and higher demand, such as the early morning, the BESS will discharge, releasing electricity into the grid and stabilising the grid. The project helps to balance the grid and support reliable energy services, including household electricity. A BESS also provides a range of essential system services, such as frequency and voltage support and ensures the grid operates reliably.

What kind of batteries do we use?

Eku Energy uses Lithium Iron Phosphate (LFP) cells in our battery energy storage system. LFP cells have a lower thermal runaway risk and release less energy during thermal runaway than other battery technologies. This means they have a lower risk of overheating or catching fire due to their unique safety features.

BESS Benefits

- Provides additional dispatchable storage capacity for the National Electricity Market.
- Increases energy reliability to support the energy transition.
- Provides essential system services to ensure the grid remains secure.

Battery units

The enclosure houses multiple racks of modules and contains monitoring and communications equipment, a cooling system, and a fire detection and suppression system.

Battery Module: A single unit of the battery system.

Battery Rack: A collection of battery modules.

Byellee BESS

Community Benefit Sharing Brainstorm

What types of initiatives and infrastructure would you like to see us contribute to the Glaxton community?

We want to hear your thoughts!

Artists Impression

Byellev BESS

Artist Impression

This image is an artist impression only.
It is not a representation of the final design or construction.
The use of this image is for illustrative purposes only. A detailed design and visual impact assessment and mitigation will be prepared for the planning application.



Appendix B: Engagement-to-Impact Traceability Matrix

B1. Purpose of this appendix

This appendix provides a traceability matrix linking engagement findings to the relevant impact category, management response and SIMP action.

It demonstrates how engagement has informed the SIA and how stakeholder feedback is carried through to implementation.

B2. Engagement-to-impact traceability matrix

Engagement finding / issue raised	Stakeholder group	Impact category	SIA response	Management / mitigation response	SIMP reference
Clear information is required about the Project and potential impacts.	Nearby residents, broader community, Council, local stakeholders	Impact 1 — Project information, trust and engagement	Project information and engagement assessed as a key impact category.	Maintain accessible Project information channels, provide construction updates and maintain complaint process.	SIMP-01, SIMP-18
The Project should be clearly distinguished from other projects in the region.	Community, Council, broader stakeholders	Impact 1 — Project information, trust and engagement	Engagement fatigue and project confusion considered in cumulative context.	Keep engagement targeted, relevant and Project-specific. Coordinate with Council where practical.	SIMP-02
Fire safety and emergency response information is important.	Nearby residents, Council, emergency services, broader community	Impact 7 — Fire safety and emergency response confidence	Fire safety and emergency response confidence assessed as a health and wellbeing issue.	Provide plain English safety information, maintain emergency response interface and track safety-related enquiries.	SIMP-08, SIMP-18
Battery technology and battery manufacturing information should be clearly explained.	Community, Council, stakeholders	Impact 1 — Project information, trust and engagement; Impact 7 — Fire safety and emergency response confidence	Public understanding of BESS technology considered relevant to community confidence.	Provide accessible information about BESS technology, safety features and monitoring.	SIMP-01, SIMP-08
Water management and	Environmental groups, river	Impact 8 — Environmental	Environmental and waterway	Communicate stormwater,	SIMP-12

Engagement finding / issue raised	Stakeholder group	Impact category	SIA response	Management / mitigation response	SIMP reference
environmental performance are important due to the Calliope River context.	users, Council, community	and waterway confidence	confidence assessed as a key health and wellbeing impact.	flood, erosion, sediment, ecology and coastal management controls.	
Calliope River recreational values are important.	Recreational users, environmental groups, local community	Impact 6 — Amenity and visual change; Impact 8 — Environmental and waterway confidence	River users considered in visual and environmental confidence assessment.	Landscape screening, avoid sensitive riverbank disturbance and communicate environmental controls.	SIMP-10, SIMP-12
Construction traffic and OSOM deliveries require clear communication.	Nearby residents, road users, local businesses, Council	Impact 5 — Traffic, access and construction disruption	Traffic and OSOM deliveries assessed as a temporary construction impact.	Implement TMP, obtain permits, use escorts where required and provide targeted notifications.	SIMP-09, SIMP-01, SIMP-18
Local businesses are interested in collaboration and supplier opportunities.	Local businesses, industry organisations, service providers	Impact 4 — Local business and procurement	Local business and procurement assessed as a positive opportunity.	Prepare local procurement arrangements, engage with business groups and track opportunities where practicable.	SIMP-06, SIMP-07
Accommodation planning is important.	Accommodation providers, service providers, Council	Impact 3 — Housing and workforce accommodation	Workforce accommodation assessed in the context of cumulative pressure.	Prepare workforce accommodation arrangements and engage with accommodation providers.	SIMP-05, SIMP-17
Housing pressure is a cumulative regional issue.	Council, housing stakeholders, accommodation providers	Impact 3 — Housing and workforce accommodation	Cumulative accommodation pressure assessed and carried into SIMP monitoring.	Monitor non-local workforce accommodation and engage with housing stakeholders / housing roundtable where confirmed.	SIMP-05, SIMP-17, SIMP-19
CQU offered support and continuing discussion.	CQU / education providers	Impact 2 — Workforce demand and	Training and youth pathways included as a	Continue engagement with CQU and relevant training providers;	SIMP-15

Engagement finding / issue raised	Stakeholder group	Impact category	SIA response	Management / mitigation response	SIMP reference
		local employment	potential positive benefit.	consider feasible youth pathway opportunities.	
PCCC engagement is positive and ongoing.	PCCC / First Nations stakeholders	Impact 10 — First Nations participation and procurement	First Nations participation and procurement assessed as a positive opportunity.	Continue PCCC engagement and implement FNPP.	SIMP-16
PCCC committed to working together on a framework for workforce and procurement opportunities.	PCCC / First Nations stakeholders	Impact 10 — First Nations participation and procurement; Impact 4 — Local business and procurement	Workforce and procurement opportunities for First Nations participants included in assessment.	Identify accessible work packages where feasible and align opportunities with PCCC engagement.	SIMP-16, SIMP-07
The Project is considered by key stakeholders to be in the right location.	Local stakeholders, business groups, Council representatives	Impact 9 — Land use, Clinton interface and future receptors	Location rationale included in Project description and impact assessment.	Communicate co-location with existing electricity infrastructure, small footprint and surrounding infrastructure context.	SIMP-13
The future residential interface near Clinton requires consideration.	Council	Impact 9 — Land use, Clinton interface and future receptors	Future residential receptors included as relevant receptors.	Ensure visual, amenity, safety, traffic reports provide sufficient data.	SIMP-14
There is generally neutral to positive sentiment toward the Project.	Nearby residents, broader community, stakeholders	Impact 1 — Project information, trust and engagement	Existing sentiment considered in residual rating.	Continue proportionate engagement and monitor enquiries and complaints.	SIMP-01, SIMP-18
No significant concerns have been raised through engagement to date.	All engaged stakeholders	All relevant impacts	Residual ratings reflect available engagement findings and technical controls.	Maintain ongoing engagement and complaint management to identify emerging issues.	SIMP-01, SIMP-18, SIMP-20
Broader anti-renewable or project-location sentiment may influence perception.	Broader regional community	Impact 1 — Project information, trust and engagement; Impact 9 — Land use, Clinton interface and future receptors	Regional perception considered in cumulative and land use assessment.	Provide clear Project-specific information and location rationale.	SIMP-01, SIMP-02, SIMP-13

Appendix C: Detailed Social Impact Assessment Table

C1. Purpose of this appendix

This appendix provides the detailed social impact assessment table for the Project.

The table supports the summary assessment in Section 6 by showing the full impact pathway for each assessed impact, including:

- Project activity or source;
- social change pathway;
- affected stakeholders;
- impact type;
- pre-mitigation rating;
- rating justification;
- mitigation or enhancement measures;
- residual rating;
- residual acceptability; and
- SIMP reference

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
Project information, trust and engagement	Project planning, construction, operation, engagement and public information	If information is unclear or not maintained, stakeholders may have reduced confidence in Project management, particularly in relation to BESS safety, environmental performance, construction traffic and timing.	Nearby residents, Clinton residents, future residential receptors, Council, Calliope River users, local businesses, broader community	Indirect / cumulative	Low / moderate	Engagement to date is generally neutral to positive and no significant concerns have been raised. However, the Project is near Clinton and the Calliope River, and BESS technology may generate community interest.	Maintain accessible Project information channels; provide construction updates; provide plain English safety and environmental information; maintain complaints process; continue targeted engagement.	Low	Acceptable with ongoing engagement, clear information and complaints management.	SIMP-01, SIMP-02, SIMP-18
Engagement fatigue	Multiple projects in the Gladstone Region requiring community and stakeholder engagement	Stakeholders may experience confusion, reduced participation or reduced trust if engagement is repetitive, unclear or not project-specific.	Nearby residents, Council, local businesses, community groups, broader community	Cumulative	Low	Current engagement indicates limited broader community concern. However, multiple regional projects may create fatigue or confusion over time.	Keep engagement targeted, relevant and Project-specific; coordinate with Council where practical; clearly distinguish the Project from other projects.	Low / negligible	Acceptable with proportionate and targeted engagement.	SIMP-02, SIMP-01
Workforce demand and labour competition	Construction workforce of up to 120 workers at peak for approximately six months	Construction labour demand may contribute to competition for skilled workers if multiple projects require similar skills at the same time.	Local workforce, contractors, local businesses, other project proponents, recruitment agencies	Direct / cumulative	Moderate	The Project workforce is temporary and most workers are expected to be locally based. However, the Gladstone Region has multiple proposed renewable energy and BESS projects, and cumulative demand may affect labour availability.	Prepare construction workforce management arrangements; confirm workforce numbers, skills and timing; engage with local recruitment, industry and training stakeholders; monitor unfilled roles and workforce issues.	Moderate	Acceptable with active monitoring and adaptive management because the impact is temporary and manageable.	SIMP-03, SIMP-19

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
Local employment opportunities	Construction and operation workforce requirements	The Project may provide local employment opportunities where roles align with local skills, availability and contractor requirements.	Local workers, jobseekers, recruitment agencies, training providers, First Nations participants	Positive	Positive	The region has an industrial and technical workforce base. Construction workforce demand may provide employment opportunities, subject to skills, timing and contractor requirements.	Seek to maximise local employment where suitable labour is available; communicate opportunities through local recruitment and industry channels; include local employment expectations in contractor documentation where appropriate.	Positive	Positive benefit to be enhanced where practicable.	SIMP-04, SIMP-03, SIMP-15
Housing and workforce accommodation	Non-local specialist workers during construction	Non-local specialist workers may require short-term or workforce accommodation, which could contribute to accommodation pressure if unmanaged.	Non-local workers, accommodation providers, renters, vulnerable households, Council, housing stakeholders	Direct / cumulative	Moderate	Most workers are expected to be locally based, but specialist external workers may require accommodation. The Gladstone rental market is tight and cumulative accommodation pressure is a regional concern.	Prepare workforce accommodation arrangements; confirm non-local worker numbers; use suitable workforce or short-term accommodation; avoid unnecessary pressure on private rentals; engage with accommodation providers and relevant housing stakeholders.	Low	Acceptable with accommodation planning and monitoring.	SIMP-05, SIMP-17, SIMP-19
Local worker spending	Construction workforce present in the local area	Workers may spend money locally on food, fuel, retail, accommodation and services.	Local businesses, service providers, accommodation providers, broader local economy	Positive	Positive	Construction workforce spending may provide short-term benefits to local businesses, particularly where workers are locally based or accommodated in the region.	Provide workers with information on local services and businesses where practicable; engage with local business organisations.	Positive	Positive benefit to be enhanced where practicable.	SIMP-06

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
Local procurement	Construction and operational procurement requirements	Local businesses may have opportunities to supply goods and services to the Project, subject to procurement packaging, capability and contractor requirements.	Local businesses, suppliers, service providers, industry groups, First Nations businesses	Positive	Positive	Engagement indicates local businesses and service providers are interested in collaboration. The region has construction, industrial and service capability.	Prepare local procurement arrangements; identify supplier opportunities; engage with local business organisations; include local procurement expectations in contractor documentation where appropriate; monitor outcomes where practicable.	Positive	Positive benefit to be enhanced through procurement planning.	SIMP-07, SIMP-16
Traffic, access and construction disruption	Heavy vehicles, OSOM deliveries and construction traffic	Construction traffic may temporarily affect road users, particularly along the port-to-site route and on Meegan Road.	Local road users, nearby residents, road users along the haul route, Council, emergency services, local businesses	Direct	Moderate	Traffic assessment indicates significant network impacts are not expected. However, Meegan Road is narrow and unsealed, and OSOM deliveries may require permits, pilots or escorts.	Prepare and implement TMP; obtain permits; use pilots or escorts where required; manage heavy vehicle movements on Meegan Road; provide targeted notifications; monitor traffic complaints.	Low	Acceptable with TMP, permit compliance and notifications.	SIMP-09, SIMP-01, SIMP-18
Construction amenity	Earthworks, construction activities, vehicle movements and equipment installation	Construction may temporarily generate noise, dust, traffic and general disturbance.	Nearby residents and landholders, Clinton residents, local road users, future receptors if confirmed	Direct	Low / moderate	Construction is temporary. Noise assessment predicts construction noise levels below daytime criteria at assessed receivers. Amenity impacts can be managed through standard controls.	Implement CEMP; apply good construction practice; provide notifications where relevant; maintain complaint process.	Low / negligible	Acceptable with standard construction controls and complaint management.	SIMP-11, SIMP-18

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
Operational noise and amenity	Operation of BESS infrastructure and electrical equipment	Operational noise could affect amenity if not managed, particularly for sensitive receptors.	Nearby residents, Clinton residents, future residential receptors if confirmed	Direct	Low	Operational noise levels are predicted to comply with relevant criteria for all time periods. Operational workforce is limited.	Undertake one-off operational noise monitoring as recommended; maintain complaint process; review controls if noise issues are identified.	Negligible / low	Acceptable with verification monitoring and complaint response.	SIMP-11, SIMP-18, SIMP-14
Visual change	BESS infrastructure, transmission towers, security fencing and associated infrastructure	The Project may be visible from the railway and parts of the Calliope River, potentially affecting visual amenity.	Railway users and workers, Calliope River recreational users, nearby residents, future receptors if confirmed	Direct / indirect	Low / moderate	Visual impacts are assessed as low to moderate. Existing infrastructure and natural screening reduce visual sensitivity, but some visibility remains.	Implement landscape screening; monitor plant survival and screening effectiveness; replace failed plantings where required; consider future receptors once mapping is confirmed.	Low	Acceptable with screening and monitoring.	SIMP-10, SIMP-14
Fire safety and emergency response confidence	BESS technology, battery safety systems, hazard and risk management, emergency planning	Community members may have concerns about fire, thermal runaway, emergency response, access and firefighting water supply.	Nearby residents, Clinton residents, future receptors, Council, QFD, site workers, broader community	Indirect	Moderate	HIMP and bushfire assessments identify controls, but BESS technology may still generate perceived safety concern. The issue is relevant to public confidence and wellbeing.	Implement hazard and risk controls; maintain emergency access and firefighting water supply; maintain QFD interface where required; provide plain English safety information; track safety enquiries and complaints.	Low	Acceptable with technical controls, emergency planning and communication .	SIMP-08, SIMP-01, SIMP-18
Environmental and waterway confidence	Construction and operation near the Calliope River; stormwater, flood, ecology,	Community confidence may be affected if stakeholders are concerned about waterway, ecological, flood or coastal impacts.	Calliope River users, environmental groups, nearby residents, Clinton residents, Council, agencies, First	Indirect	Moderate	The Project is near the Calliope River, which has recreational and environmental value. Technical assessments indicate physical	Implement stormwater, erosion, sediment, spill, flood, ecology and coastal controls; use directional drilling and helicopter stringing as proposed; avoid sensitive riverbank	Low	Acceptable with technical controls and accessible communication .	SIMP-12, SIMP-01, SIMP-18

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
	coastal and spill controls		Nations stakeholders			impacts can be managed, but confidence depends on clear communication and controls.	disturbance; communicate controls where required.			
Land use and Project location perception	Siting of BESS on rural land historically used for grazing	Community perception may be affected if the Project is viewed as incompatible with rural land or future residential growth.	Clinton residents, future residential receptors, nearby landholders, Council, broader community	Indirect	Moderate	The Project is located on rural land and near Clinton. However, it is also co-located with electricity infrastructure, has a small footprint and sits within a broader rail, industrial and infrastructure context.	Communicate Project location rationale; explain co-location with Powerlink infrastructure and existing transmission lines; monitor land use enquiries; maintain engagement.	Low	Acceptable with clear location rationale and ongoing engagement.	SIMP-13, SIMP-01, SIMP-18
Future residential interface near Clinton	Approved future residential lots near Clinton.	Future receptors may have different amenity, visual, safety and engagement considerations compared with current receptors.	Future residential receptors, Clinton community, Council	Indirect / future receptor	Low	Technical studies indicate for visual, amenity (noise), indicate no impacts greater than those identified for existing residential receptors. Traffic for construction phase to utilise road network to the north of railway corridor.	Undertake one-off operational noise monitoring as recommended; maintain complaint process; review controls if noise issues are identified.	Low	Acceptable	SIMP-14
Training and youth pathways	Engagement with CQU and potential training pathway opportunities	The Project may support skills, training or youth pathways if opportunities align with timing, workforce needs and partner capacity.	CQU, training providers, young people, local jobseekers, contractors	Positive	Positive	Engagement with CQU has identified positive interest and an offer of support and continuing discussion.	Continue engagement with CQU and relevant training providers; consider youth pathway opportunities where feasible and	Positive	Positive opportunity, subject to feasibility and not a	SIMP-15

Impact category	Project activity / source	Social change pathway	Affected stakeholders	Type	Pre-mitigation rating	Rating justification	Mitigation / enhancement measures	Residual rating	Residual acceptability	SIMP reference
							aligned with Project needs.		guaranteed commitment.	
First Nations participation and procurement	PCCC engagement, FNPP, workforce and procurement opportunities	The Project may support First Nations participation, procurement and employment outcomes where opportunities are identified and agreed.	PCCC, Traditional Owners, First Nations jobseekers, First Nations businesses, contractors	Positive	Positive	PCCC engagement is ongoing and positive. The FNPP provides a framework for participation and procurement opportunities.	Continue PCCC engagement; implement FNPP; identify accessible work packages where feasible; align opportunities with PCCC engagement and contractor requirements.	Positive	Positive opportunity subject to ongoing engagement and confirmed opportunities.	SIMP-16, SIMP-04, SIMP-07
Community benefit and value sharing	CBA process required for the Project	The Project may provide broader community benefit through CBA value-sharing arrangements, separate from mitigation.	Council, broader Gladstone community, local businesses, First Nations stakeholders, education and housing stakeholders	Positive / managed	Positive / managed	The Project is subject to the community benefit system. CBA discussions may support broader community benefit, but should not replace mitigation.	Use SIA findings to inform CBA discussion; maintain clear distinction between mitigation, enhancement and community benefit; avoid presenting unconfirmed CBA themes as commitments.	Positive / managed	Acceptable where CBA remains separate from mitigation and is agreed through the appropriate process.	CBA process; related SIMP-03, SIMP-04, SIMP-07, SIMP-15, SIMP-16, SIMP-17
Cumulative impacts	Multiple regional projects and existing pressures	The Project may contribute to cumulative workforce, accommodation, engagement and community perception issues.	Regional workforce, accommodation providers, housing stakeholders, local businesses, Council, broader community	Cumulative	Moderate for workforce; moderate for accommodation before mitigation; low for engagement	Cumulative workforce and accommodation pressures are the key cumulative issues. Direct Project impacts are limited by temporary construction period and small operational workforce.	Monitor workforce, accommodation and engagement issues; engage with Council, industry, accommodation providers and housing stakeholders where relevant; adapt management if pressures emerge.	Moderate for workforce; low for accommodation and engagement	Workforce residual impact is acceptable with active monitoring. Other cumulative impacts are acceptable with monitoring.	SIMP-19, SIMP-03, SIMP-05, SIMP-17

Appendix D: Social Impact Management Plan Action Register

D1. Purpose of this appendix

This appendix provides the full Social Impact Management Plan action register.

The register supports Section 7 by setting out the implementation detail for each SIMP action, including:

- impact or opportunity;
- management measure;
- responsibility;
- timing;
- performance indicator;
- monitoring and reporting method;
- corrective action trigger; and
- status.

The SIMP should be reviewed and updated before construction once the EPC contractor, final construction schedule, final workforce profile, OSOM delivery program and future residential mapping are confirmed.

D2. SIMP action register

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
SIMP-01	Project information and community engagement	Maintain accessible Project information on Project timing, construction activities, traffic, safety, emergency response, water management,	Proponent; EPC contractor where delegated	Pre-construction, construction and operation	Project information available; number of enquiries;	Engagement records; enquiry and complaint register; Council	Repeated enquiries on the same issue; outdated information;	To be implemented

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
		environmental performance and opportunities.			complaint close-out rate	updates where required	unresolved complaints	
SIMP-02	Engagement fatigue	Keep engagement targeted, relevant and Project-specific. Coordinate with Council where practical and clearly distinguish the Project from other projects in the region.	Proponent	Pre-construction and construction	Engagement participation; feedback trends; stakeholder comments	Engagement register; stakeholder feedback review	Feedback indicates confusion, fatigue or declining participation	To be implemented
SIMP-03	Workforce management and labour competition	Prepare and implement construction workforce management arrangements, either as a standalone Workforce Management Plan or through the SIMP / contractor management documentation. Confirm workforce numbers, skills and timing by phase and engage with local industry, recruitment and training stakeholders.	Proponent; EPC contractor	Pre-construction and construction	Workforce profile confirmed; number of unfilled roles; workforce issues recorded	Contractor workforce reports; recruitment records; monthly construction reporting	Persistent unfilled roles; evidence of labour shortage; contractor workforce constraints	To be developed prior to construction
SIMP-04	Local employment	Prioritise local employment where suitable and communicate opportunities through local recruitment and industry channels. Include local employment expectations in contractor documentation where appropriate.	Proponent; EPC contractor	Pre-construction and construction	Percentage of workforce sourced locally where practicable; local applicants or hires where recorded	Workforce reporting; contractor records	Local employment outcomes materially below expectations where suitable local labour is available	To be implemented
SIMP-05	Workforce accommodation	Prepare and implement workforce accommodation arrangements, either as a standalone Workforce Housing	Proponent; EPC contractor	Pre-construction and construction	Number of non-local workers; accommodation type;	Accommodation records; contractor reporting;	Non-local workforce exceeds forecast; accommodation complaints;	To be developed prior to construction

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
		and Accommodation Plan or through the SIMP / contractor management documentation. Use suitable workforce or short-term accommodation where practicable and avoid unnecessary reliance on private rental housing.			accommodation-related complaints	stakeholder feedback	evidence of rental pressure	
SIMP-06	Local worker spending	Support local worker spending where practicable by providing workers with information on local services and businesses.	Proponent; EPC contractor	Construction	Worker information provided; local business feedback	Contractor reporting; business stakeholder feedback	Feedback from local businesses indicates missed practical opportunities	To be implemented
SIMP-07	Local procurement	Prepare and implement local procurement arrangements, either as a standalone Local Business and Industry Procurement Plan or through contractor procurement documentation. Identify local supplier opportunities and engage with local business organisations.	Proponent; EPC contractor	Pre-construction, construction and operation where relevant	Local businesses engaged; local suppliers identified; local contracts where practicable	Procurement records; contractor reporting; engagement records	Low local supplier participation where suitable local suppliers are available	To be developed prior to construction
SIMP-08	Fire safety and emergency response	Provide clear public information on fire safety, emergency response, battery safety features and emergency management. Maintain emergency response interface with Queensland Fire Department where required.	Proponent; EPC contractor during construction; operator during operation	Pre-construction, construction and operation	Safety information available; number of safety-related enquiries; safety complaint close-out rate	Enquiry and complaint register; engagement records	Repeated safety concerns; unresolved safety complaints; change in emergency arrangements	To be implemented

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
SIMP-09	Traffic and OSOM deliveries	Prepare and implement the Traffic Management Plan. Obtain required permits. Use pilots or escorts where required. Provide targeted notifications for temporary traffic disruption where relevant.	EPC contractor; proponent oversight	Construction	TMP prepared; permits obtained; traffic complaints; notification records	Traffic records; complaint register; OSOM delivery records	Traffic complaints; unplanned disruption; non-compliance with TMP or permit requirements	To be implemented
SIMP-10	Visual impact and landscape screening	Implement landscape screening planting. Monitor plant survival and screening effectiveness. Replace failed plantings where required.	Proponent; EPC contractor during establishment; operator during operation	Construction and operation	Planting completed; plant survival rate; screening effectiveness	Landscape inspection records; photo monitoring where practicable	Plant survival below acceptable level; screening not establishing as intended	To be implemented
SIMP-11	Construction amenity	Implement the CEMP. Apply good construction practice for dust, noise and disturbance. Provide notifications where required. Undertake one-off operational noise check as recommended.	EPC contractor; proponent oversight; operator for operational noise check	Construction and early operation	Amenity complaints; complaint close-out rate; operational noise check completed	Complaint register; site inspection records; noise verification record	Repeated amenity complaints; CEMP non-compliance; operational noise issue identified	To be implemented
SIMP-12	Environmental and waterway confidence	Provide accessible information on stormwater, flood, erosion, sediment, ecology and coastal controls. Implement relevant environmental management measures.	Proponent; EPC contractor; operator where relevant	Pre-construction, construction and operation	Environmental information available; environmental enquiries and complaints; controls implemented	Complaint register; engagement records; environmental inspection records	Repeated environmental concerns; environmental incident; change to environmental management approach	To be implemented

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
SIMP-13	Land use and Project location perception	Provide a clear Project location rationale, including co-location with Powerlink infrastructure, existing transmission lines, small footprint and existing rural / industrial / infrastructure context.	Proponent	Pre-construction and construction	Location rationale included in engagement materials; land use enquiries and complaints	Engagement material review; complaint register	Repeated land use concerns; new information about land use interface	To be implemented
SIMP-14	Future residential interface	Confirm status and timing for proposed future residential lots.	Proponent; Council	Pre-construction	Status confirmed; assessment updated if required	Council correspondence; assessment review	Predicted noise or amenity impacts exceed relevant criteria due to changes in the Project design	To be confirmed prior to construction
SIMP-15	Youth pathways and training	Continue engagement with CQU and relevant training providers. Consider youth pathway opportunities where feasible and aligned with Project timing and workforce needs.	Proponent; EPC contractor where relevant	Pre-construction and construction	Training provider engagement; feasible opportunities identified	Engagement records; workforce planning records	Training provider identifies feasible opportunity; Council requests further discussion	Subject to feasibility
SIMP-16	First Nations participation and procurement	Continue PCCC engagement. Implement the FNPP. Identify accessible work packages where feasible and reflect relevant outcomes in workforce and procurement reporting.	Proponent; EPC contractor where relevant	Pre-construction, construction and operation	PCCC engagement maintained; opportunities identified; outcomes where agreed	Engagement records; procurement records; FNPP review	PCCC feedback; work package opportunities identified; participation barriers identified	Ongoing
SIMP-17	Housing stakeholder engagement /	Engage with relevant housing stakeholders or housing roundtable where confirmed. Monitor accommodation	Proponent; EPC	Pre-construction and peak construction	Housing stakeholder engagement undertaken;	Engagement records;	Non-local workforce exceeds forecast; housing stakeholder	Subject to confirmation

SIMP ID	Impact / opportunity	Management measure	Responsibility	Timing	Performance indicator	Monitoring / reporting	Corrective action trigger	Status
	housing roundtable	demand during peak construction.	contractor where relevant		accommodation demand monitored	accommodation reporting	feedback identifies pressure	
SIMP-18	Complaint management	Establish and maintain a complaint process covering receipt, recording, investigation, response, close-out and trend review.	Proponent; EPC contractor where delegated; operator during operation	Pre-construction, construction and operation	Complaint register established; close-out timeframe; complaints closed	Complaint register; monthly trend review	Complaint not acknowledged within five business days; complaint not closed within ten business days where practicable; repeated complaints about the same issue; unresolved complaint requiring escalation	To be implemented
SIMP-19	Cumulative impact monitoring	Monitor cumulative workforce, accommodation and engagement issues through engagement with Council, local industry, accommodation providers and housing stakeholders where relevant.	Proponent	Pre-construction and construction	Cumulative issues discussed and recorded	Stakeholder engagement records; internal review	Other project timing overlaps materially with peak construction; cumulative pressure identified	To be implemented
SIMP-20	SIMP review and adaptive management	Review SIMP performance and update management measures where monitoring identifies a need for corrective action.	Proponent	Pre-construction, construction and operation	SIMP review completed; corrective actions recorded and closed	SIMP review records; action register	New impact identified; repeated complaints; KPI not met; material Project change	To be implemented