



Social Impact Assessment

Smoky Creek and Guthrie's Gap Solar Power
Station

PREPARED FOR



DATE

28 November 2025

REFERENCE

0791502



DOCUMENT DETAILS

DOCUMENT TITLE	Social Impact Assessment
DOCUMENT SUBTITLE	Smoky Creek and Guthrie's Gap Solar Power Station
PROJECT NUMBER	0791502
DATE	28 November 2025
VERSION	Final
AUTHOR	Mimi Bohlken, Louis Penny
CLIENT NAME	Edify Energy Pty Ltd

DOCUMENT HISTORY

				ERM APPROVAL TO ISSUE		
VERSION	REVISION	AUTHOR	REVIEWED BY	NAME	DATE	COMMENTS
Draft	01	M. Bohlken L. Penny	L. Penny	S. Genter	10 Oct 2025	Draft for Client Review
Final	02	L. Penny	L. Penny	S. Genter	28 Nov 2025	Final

Social Impact Assessment

Smoky Creek and Guthrie's Gap Solar Power Station
0791502



Louis Penny
Principal Consultant / Project Manager



Sabrina Genter
Partner

Environmental Resources Management
Australia Pty Limited
Level 14, 207 Kent Street
Sydney NSW 2000
T +61 2 8584 8888

© Copyright 2025 by The ERM International Group Limited and/or its affiliates ("ERM"). All Rights Reserved.
No part of this work may be reproduced or transmitted in any form or by any means, without prior written permission of ERM.

CONTENTS

EXECUTIVE SUMMARY	1
METHODOLOGY	1
SOCIAL STUDY AREA	2
IMPACT ASSESSMENT AND MANAGEMENT	2
PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN	4
COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS	4
1. INTRODUCTION	5
1.1 PROJECT PROPONENT	5
1.2 PURPOSE AND OBJECTIVE	5
1.3 STRUCTURE OF THE REPORT	6
1.4 LIMITATIONS	6
2. PROJECT DESCRIPTION	7
2.1 PROJECT OVERVIEW	8
2.1.1 Construction Phase	9
2.1.2 Operation Phase	10
3. LEGISLATIVE REQUIREMENTS	11
3.1 PLANNING ACT 2016	11
3.2 PLANNING (SOCIAL IMPACT AND COMMUNITY BENEFIT) AND OTHER LEGISLATION AMENDMENT ACT 2025	11
3.3 QUEENSLAND SIA GUIDELINE	12
4. METHODOLOGY	13
4.1 TASK #1: SCOPING	13
4.2 TASK #2: BASELINE ANALYSIS	14
4.3 TASK #3: IMPACT ASSESSMENT	15
4.4 TASK #4: MANAGEMENT MEASURES	18
4.5 TASK #5: MONITORING FRAMEWORK	18
5. SCOPING	20
5.1 APPROACH TO IDENTIFYING THE SOCIAL STUDY AREA	20
5.2 DESCRIPTION OF THE SOCIAL STUDY AREA	21
5.2.1 Primary Social Study Area	21
5.2.2 Secondary Social Study Area	22
5.2.3 Exclusions from the Social Study Area	23
5.3 STAKEHOLDER IDENTIFICATION	26
5.4 VULNERABILITY	29
6. SOCIAL BASELINE	30
6.1 ABS DATASETS	30
6.2 POLICY AND STRATEGIC CONTEXT	31
6.2.1 Queensland's 2035 Clean Economy Pathway	31
6.2.2 Queensland Energy Roadmap	32
6.2.3 Central Queensland Regional Plan 2013	32
6.2.4 Banana Shire Planning Scheme 2021	34
6.2.5 Banana Shire Council Callide REZ Procurement Strategy	35

6.2.6	Banana Shire Council Workforce Accommodation Policy	36
6.3	DEMOGRAPHIC PROFILE	37
6.3.1	Population Dynamics	37
6.3.2	Economic Profile	42
6.3.3	Vulnerable Groups	53
6.4	COMMUNITY CHARACTERISTICS AND VALUES	58
6.5	LAND USE AND CHARACTER	61
6.6	SOCIAL INFRASTRUCTURE	61
6.6.1	Community and Recreational Services	62
6.6.2	Health and Emergency Services	64
6.6.3	Educational Services	68
6.7	HOUSING PROFILE	71
6.7.1	Key Housing Indicators	71
6.7.2	Housing and Accommodation Trends	75
6.7.3	Short-Term Accommodation	80
6.8	TRAVEL AND ACCESS PROFILE	81
6.8.1	Road Network	81
6.8.2	Airports and Aerodromes	82
6.8.3	Public Transport	82
6.8.4	Vehicle Ownership and Travel to Work	83
6.9	CULTURAL HERITAGE	87
6.9.1	Aboriginal Cultural Heritage	87
6.9.2	Historic Heritage	88
6.10	SURROUNDING PROJECTS	88
6.11	BASELINE SUMMARY	92
7.	COMMUNITY AND STAKEHOLDER ENGAGEMENT	98
7.1	STAKEHOLDER ENGAGEMENT APPROACH	98
7.2	OVERVIEW OF STAKEHOLDER ENGAGEMENT ACTIVITIES	99
7.2.1	Tenacious 10 Engagement	103
7.3	STAKEHOLDER ENGAGEMENT OUTCOMES	104
8.	IMPACT ASSESSMENT	107
8.1	COMMUNITY AND STAKEHOLDER ENGAGEMENT	108
8.1.1	Social Impact #1: Potential for Reduced Community Cohesion	108
8.1.2	Social Impact #2: Potential for Reduced Trust and Confidence in Community Engagement	111
8.2	WORKFORCE MANAGEMENT	113
8.2.1	Social Impact #3: Creation of Direct Employment Opportunities	113
8.2.2	Social Impact #4: Behaviour of Non-Local Workforce	117
8.3	LOCAL BUSINESS AND INDUSTRY PROCUREMENT	119
8.3.1	Social Impact #5: Creation of Local Business Opportunities	119
8.3.2	Social Impact #6: Potential to Create Labour and Skills Shortages	122
8.3.3	Social Impact #7: Benefits for First Nations Economies	125
8.4	HOUSING AND ACCOMMODATION	127
8.4.1	Social Impact #8: Increase in Demand for Accommodation	127
8.4.2	Social Impact #9: Increase in Demand for Social Infrastructure	132
8.5	HEALTH AND COMMUNITY WELL-BEING	135
8.5.1	Social Impact #10: Potential Road Safety Concerns	135
8.5.2	Social Impact #11: Potential Impacts Due to increased Traffic Congestion	139
8.5.3	Social Impact #12: Perceived Land Use Incompatibility and Impacts on Land Values	142

8.5.4	Social Impact #13: Potential Impacts on Social Amenity and Community Health	145
8.5.5	Social Impact #14: Potential Impact on Cultural Heritage	149
8.6	SOCIAL IMPACT SUMMARY	151
9.	PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN	155
10.	COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS	163
11.	REFERENCES	166

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

APPENDIX B EDUCATIONAL FACILITIES IN THE PRIMARY SOCIAL STUDY AREA

LIST OF TABLES

TABLE A-1	SUMMARY OF POTENTIAL SOCIAL IMPACTS	2
TABLE 2-1	PROJECT AREA DETAILS	7
TABLE 3-1	STATE CODE 26 – PERFORMANCE OUTCOMES	11
TABLE 4-1	MAGNITUDE CRITERIA	16
TABLE 4-2	VULNERABILITY CRITERIA	16
TABLE 4-3	IMPACT SIGNIFICANCE MATRIX	17
TABLE 4-4	DESCRIPTION OF IMPACT SIGNIFICANCE RATINGS	17
TABLE 5-1	APPROXIMATE TRAVEL DISTANCES	22
TABLE 5-2	KEY STAKEHOLDERS	26
TABLE 6-1	SUMMARY OF RELEVANT ABS DATASETS	30
TABLE 6-2	REGIONAL PLAN – REGIONAL OUTCOMES AND POLICIES	33
TABLE 6-3	PLANNING SCHEME – STRATEGIC FRAMEWORK THEMES	34
TABLE 6-4	KEY DEMOGRAPHIC INDICATORS	39
TABLE 6-5	BANANA LGA POPULATION PROJECTIONS	42
TABLE 6-6	LABOUR FORCE STATUS	43
TABLE 6-7	RELEVANT OCCUPATIONS IN THE SOCIAL STUDY AREA	45
TABLE 6-8	RELEVANT INDUSTRIES IN THE SOCIAL STUDY AREA	47
TABLE 6-9	INCOME INDICATORS	51
TABLE 6-10	LOCAL BUSINESS CHARACTERISTICS IN THE BANANA LGA	53
TABLE 6-11	ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATISTICS	56
TABLE 6-12	SEIFA INDICATORS	57
TABLE 6-13	SIGNIFICANT FESTIVALS AND EVENTS	59
TABLE 6-14	COMMUNITY AND RECREATIONAL SERVICES	62
TABLE 6-15	COMMUNITY AND RECREATIONAL SERVICE NEEDS AND/OR FUTURE DIRECTIONS	63
TABLE 6-16	EXISTING LONG-TERM HEALTH CONDITIONS	65
TABLE 6-17	HEALTH AND EMERGENCY SERVICES	66
TABLE 6-18	HOSPITAL PERFORMANCE INDICATORS FOR 2023/24	67
TABLE 6-19	HEALTH AND EMERGENCY SERVICE NEEDS AND/OR FUTURE DIRECTIONS	68
TABLE 6-20	EDUCATIONAL FACILITIES	69
TABLE 6-21	KEY EDUCATION INDICATORS	70
TABLE 6-22	EDUCATIONAL SERVICE NEEDS AND/OR FUTURE DIRECTIONS	71
TABLE 6-23	KEY HOUSING AND ACCOMMODATION INDICATORS	73
TABLE 6-24	HOUSING MARKET INSIGHTS – HOUSING	76
TABLE 6-25	HOUSING MARKET INSIGHTS – UNITS AND APARTMENTS	76
TABLE 6-26	RENTAL MARKET INSIGHTS – HOUSING	77

TABLE 6-27 RENTAL MARKET INSIGHTS - UNITS AND APARTMENTS	77
TABLE 6-28 RESIDENTIAL VACANCY RATES	78
TABLE 6-29 COMMERCIAL ACCOMMODATION OPTIONS	80
TABLE 6-30 NUMBER OF MOTOR VEHICLES PER PRIVATE DWELLING	83
TABLE 6-31 METHOD OF TRAVEL TO WORK	85
TABLE 6-32 SUMMARY OF KEY SURROUNDING PROJECTS	90
TABLE 6-33 BASELINE SUMMARY AND IDENTIFICATION OF COMMUNITY NEEDS, CHALLENGES, AND/OR OPPORTUNITIES	93
TABLE 7-1 CHRONOLOGY OF COMMUNITY ENGAGEMENT	99
TABLE 7-2 TENACIOUS 10 ENGAGEMENT CHRONOLOGY	103
TABLE 7-3 STAKEHOLDER ENGAGEMENT OUTCOMES	105
TABLE 8-1 IMPACT SIGNIFICANCE – POTENTIAL FOR REDUCED COMMUNITY COHESION	110
TABLE 8-2 IMPACT SIGNIFICANCE – POTENTIAL FOR REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT	113
TABLE 8-3 IMPACT SIGNIFICANCE – CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES	116
TABLE 8-4 IMPACT SIGNIFICANCE – BEHAVIOUR OF THE NON-LOCAL WORKFORCE	119
TABLE 8-5 IMPACT SIGNIFICANCE – CREATION OF LOCAL BUSINESS OPPORTUNITIES	122
TABLE 8-6 IMPACT SIGNIFICANCE – POTENTIAL TO CREATE LABOUR/SKILLS SHORTAGES	125
TABLE 8-7 IMPACT SIGNIFICANCE – BENEFITS FOR FIRST NATIONS ECONOMIES	126
TABLE 8-8 IMPACT SIGNIFICANCE – INCREASE IN DEMAND FOR ACCOMMODATION	131
TABLE 8-9 IMPACT SIGNIFICANCE – INCREASE IN DEMAND FOR SOCIAL INFRASTRUCTURE	135
TABLE 8-10 IMPACT SIGNIFICANCE – POTENTIAL ROAD SAFETY CONCERNS	139
TABLE 8-11 IMPACT SIGNIFICANCE – POTENTIAL IMPACTS DUE TO INCREASED TRAFFIC CONGESTION	141
TABLE 8-12 IMPACT SIGNIFICANCE – PERCEIVED LAND USE INCOMPATIBILITY AND IMPACTS ON LAND VALUES	144
TABLE 8-13 IMPACT SIGNIFICANCE – POTENTIAL IMPACTS ON SOCIAL AMENITY AND COMMUNITY HEALTH	148
TABLE 8-14 IMPACT SIGNIFICANCE – POTENTIAL IMPACT ON CULTURAL HERITAGE	151
TABLE 8-15 SOCIAL IMPACT SUMMARY	152
TABLE 9-1 PRELIMINARY SIMP	156
TABLE 10-1 COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS	164

LIST OF FIGURES

FIGURE 2-1 PROJECT LOCATION AND CONTEXT	7
FIGURE 2-2 PROJECT CONCEPT LAYOUT	9
FIGURE 4-1 SIA PROCESS	13
FIGURE 4-2 IMPACT ASSESSMENT PROCESS	15
FIGURE 5-1 SOCIAL STUDY AREA	24
FIGURE 5-2 PRIMARY SOCIAL STUDY AREA	25
FIGURE 6-1 RENTAL AFFORDABILITY INDEX AND SEVERITY OF RENTAL UNAFFORDABILITY	79

ACRONYMS AND ABBREVIATIONS

Acronym	Description
ABS	Australian Bureau of Statistics
AC	Alternating Current
AIHW	Australian Institute of Health and Welfare
ALC	Agricultural Land Class
Banana LGA	Banana Shire Council Local Government Area
BESS	Battery Energy Storage System
CALD	Cultural and Linguistical Diversity
CBA	Community Benefit Agreement
CCMP	Community Consultation and Engagement Plan
CEMP	Construction Environmental Management Plan
CHIMA	Cultural Heritage Investigation and Management Agreement
CHMS	Cultural Heritage Management Strategy
CQ	Central Queensland
Cr	Counsellor
CWA	Country Women's Association
Cwth	Commonwealth
DC	Direct Current
DIDO	Drive-in-Drive-Out
DSDIP	Department of State Development, Infrastructure and Planning
Edify	Edify Energy Pty Ltd
EPC	Engineering, Procurement, and Construction
ERM	Environmental Resources Management Australia Pty Limited
FIFO	Fly-In-Fly-Out
FTE	Full-Time Equivalent
GNP	Gaangalu Nation People
GST	Goods and Services Tax
GW	gigawatt
ha	hectares
IAP2	International Association for Public Participation
ICHA	Initial Cultural Heritage Assessment
IRSAD	Index of Relative Socio-economic Advantage and Disadvantage
km	kilometres
kV	kilovolt
LEP	Local Employment Plan

Acronym	Description
LGA	Local Government Area
LVIA	Landscape and Visual Impact Assessment
m	metres
MNES	Matters of National Environmental Significance
MW	megawatt
MWh	megawatt hours
NRAS	National Rental Affordability Scheme
OEMP	Operational Environmental Management Plan
OSOM	Oversize and/or Overmass
PALU	Priority Agricultural Land Uses
PCYC	Police Citizens Youth Club
Planning Act	<i>Planning Act 2016</i>
Planning Scheme	Banana Shire Planning Scheme 2021
PSICBOLA Act	<i>Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025</i>
PV	Photovoltaic
QFES	Queensland Fire and Emergency Services
Queensland RRR Women	Queensland Rural, Regional and Remote Women
RAI	Rental Affordability Index
Regional Plan	Central Queensland Regional Plan 2013
REZ	Renewable Energy Zone
SA1	Statistical Area 1
SAL	Suburbs and Localities
SEIFA	Socio-Economic Indexes for Areas
SES	State Emergency Service
SIA	Social Impact Assessment
SIA Guideline	Social Impact Assessment Guideline Version 2.0, July 2025
SIMP	Social Impact Management Plan
SDAP	State Development Assessment Provisions
SPS	Solar Power Station
SUA	Significant Urban Area
Supplementary Material	Social Impact Assessment Supplementary Material for Assessing and Managing the Social Impacts of Projects under the Social Impact Assessment Guideline (July 2025), Version 2.0, July 2025
TAFE	Technical and Further Education

Acronym	Description
Tenacious 10	A local community group with approximately 10 members that has continually expressed opposition towards the Project
'the Project'	Smoky Creek and Guthrie's Gap Solar Power Station
TLPI	Temporary Local Planning Instrument
TMP	Traffic Management Plan
UCL	Urban Centres and Localities
WAMP	Workforce Accommodation Management Plan

EXECUTIVE SUMMARY

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by Edify Energy Pty Ltd (Edify) to undertake a Social Impact Assessment (SIA) for the proposed Smoky Creek and Guthrie's Gap Solar Power Station (SPS) Project ('the Project').

The Project is located approximately 42 kilometres (km) north of Biloela, within the Banana Shire Council Local Government Area (LGA) (Banana LGA). The Project is a 600 megawatt (MW) solar and battery hybrid project, that will involve the construction, operation, and maintenance of solar photovoltaic panels, battery energy storage systems (BESS), and associated infrastructure.

In accordance with the *Planning Act 2016* (Planning Act), it is intended that this SIA identify, predict, evaluate and develop responses to the potential social impacts of the Project. A key outcome of the SIA is the development of management measures to enhance potential positive impacts and mitigate potential negative impacts, along with ongoing monitoring and reporting recommendations.

METHODOLOGY

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

To this end, the SIA methodology comprised:

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

SOCIAL STUDY AREA

The Social Study Area for the Project is divided into a Primary and Secondary Social Study Area. The Primary Social Study Area includes the locations in which the most substantive potential social impacts are likely to occur. This includes the Project Area, transport routes where amenity impacts may be experienced, and the communities and/or larger population centres in the vicinity of the Project Area that may provide workers, goods and services, or accommodation opportunities for the Project.

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

1. The **Project Area and immediate surrounding areas**, inclusive of the non-host properties and dwellings located within 10 km of the Project Area.
2. The likely **transportation and haulage routes**, comprising potential routes between the Project Area and Biloela; and alternative routes from Dawson Highway to/from the Project Area.
3. The **surrounding rural towns/townships**, which may provide goods and services or host workers, to support the construction phase of the Project. These rural towns/townships include Jambin, Goovigen, Dululu, Wowan, Biloela, and Thangool.

The Secondary Social Study Area includes the town and localities of Banana, Mount Morgan, Bouldercombe, Moura, Calliope, and Woorabinda, as well as the cities of Rockhampton and Gladstone, which are located between 52 minutes and 107 minutes from the Project Area. These towns are not expected to experience direct impacts however their established infrastructure and service capacity may support aspects of the Project's delivery, particularly during peak construction periods.

IMPACT ASSESSMENT AND MANAGEMENT

A total of 14 social impacts were identified through a consideration of the characteristics of the Project, issues raised by stakeholders during the engagement process, and outcomes from technical studies undertaken by the Project. The significance of each impact was assessed based on the magnitude of the social impact (degree of change expected), and the vulnerability of the impacted receptors (defined as Medium as per the Supplementary Material).

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

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

TABLE A-1 SUMMARY OF POTENTIAL SOCIAL IMPACTS

Key Matter	Social Impact Descriptor	Project Phase	Residual Impact Significance
Community and Stakeholder Engagement	#1: Potential for Reduced Community Cohesion	Construction	Moderate
		Operation	Moderate

Key Matter	Social Impact Descriptor	Project Phase	Residual Impact Significance
	#2: Potential for Reduced Trust and Confidence in Community Engagement	Construction	Moderate
		Operation	Moderate
Workforce Management	#3: Creation of Direct Employment Opportunities	Construction	Positive
		Operation	Positive
	#4: Behaviour of Non-Local Workforce	Construction	Moderate
Local Business and Industry Procurement	#5: Creation of Local Business Opportunities	Construction	Positive
		Operation	Positive
	#6: Potential to Create Labour / Skill Shortages	Construction	Moderate
		Operation	Low
	#7: Benefits for First Nations Economies	Construction	Positive
		Operation	Positive
Housing and Accommodation	#8: Increased Demand for Accommodation	Construction	High
		Operation	Low
	#9: Increased Demand for Social Infrastructure and Services	Construction	High
		Operation	Low
Health and Community Well-being	#10: Potential Road Safety Concerns	Construction	High
		Operation	Moderate
	#11: Potential Impacts Due to Increased Traffic Congestion	Construction	Moderate
		Operation	Low
	#12: Perceived Land Use Incompatibility and Impacts on Land Values	Construction	Moderate
		Operation	Moderate
	#13: Potential Impacts on Social Amenity and Community Health	Construction	High
		Operation	Moderate
	#14: Potential Impact on Cultural Heritage	Construction	Moderate
		Operation	Moderate

PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

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

The Preliminary SIMP outlines the social management measures to be implemented by Edify and the EPC Contractor (and subcontractors) to mitigate potential negative impacts and to enhance potential positive impacts. This also includes a monitoring protocol to be implemented in order to ensure the ongoing effectiveness of the management measures.

COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS

As part of the tender submission for the Australian Government's Capacity Investment Scheme Tender 4 – National Electricity Market Generation, Edify identified 10 Community Benefit (Social Licence) Commitments – four commitments relating to First Nations Peoples and six commitments to the local community relevant to the Project. Each of the commitments has been designed with the intent to meet the needs of the local community, and address strategic considerations and/or priorities identified by Banana Shire Council.

With confirmation of the successful Capacity Investment Scheme Tender 4 submission, the Community Benefit (Social Licence) Commitments made by Edify have now transitioned to become formal contractual obligations, requiring regular reporting to the Federal Department of Climate Change, Energy, the Environment and Water.

1. INTRODUCTION

Environmental Resources Management Australia Pty Limited (ERM) has been appointed by Edify Energy Pty Ltd (Edify) to undertake a Social Impact Assessment (SIA) for the proposed Smoky Creek and Guthrie's Gap Solar Power Station (SPS) Project ('the Project'), located approximately 42 kilometres (km) north of Biloela, within the Banana Shire Council Local Government Area (LGA) (Banana LGA).

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

1.1 PROJECT PROPONENT

Edify is an Australian renewable energy and storage company, a leader in the deployment and operation of new energy generation, storage and grid infrastructure, designed to support Australia's energy transition.

The Edify business model supports the full lifecycle of renewable energy and storage project development and operation, including greenfield development, construction management and a full operational asset management offering.

Edify has successfully developed and financed over 1 gigawatt (GW) of utility-scale solar farms and battery energy storage systems and is managing the operation of six solar farms and four battery energy storage systems that it has developed, financed and constructed.

The relevant Proponent details are:

- Edify Energy Pty Ltd ABN 85 606 684 995
- Address: Level 4, 22 Darley Road, Manly NSW 2095

1.2 PURPOSE AND OBJECTIVE

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

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

Specifically, this SIA:

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

1.3 STRUCTURE OF THE REPORT

This SIA is structured as follows:

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

1.4 LIMITATIONS

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

ERM relied on information provided by Edify to inform components of the social baseline and impact assessment, including the:

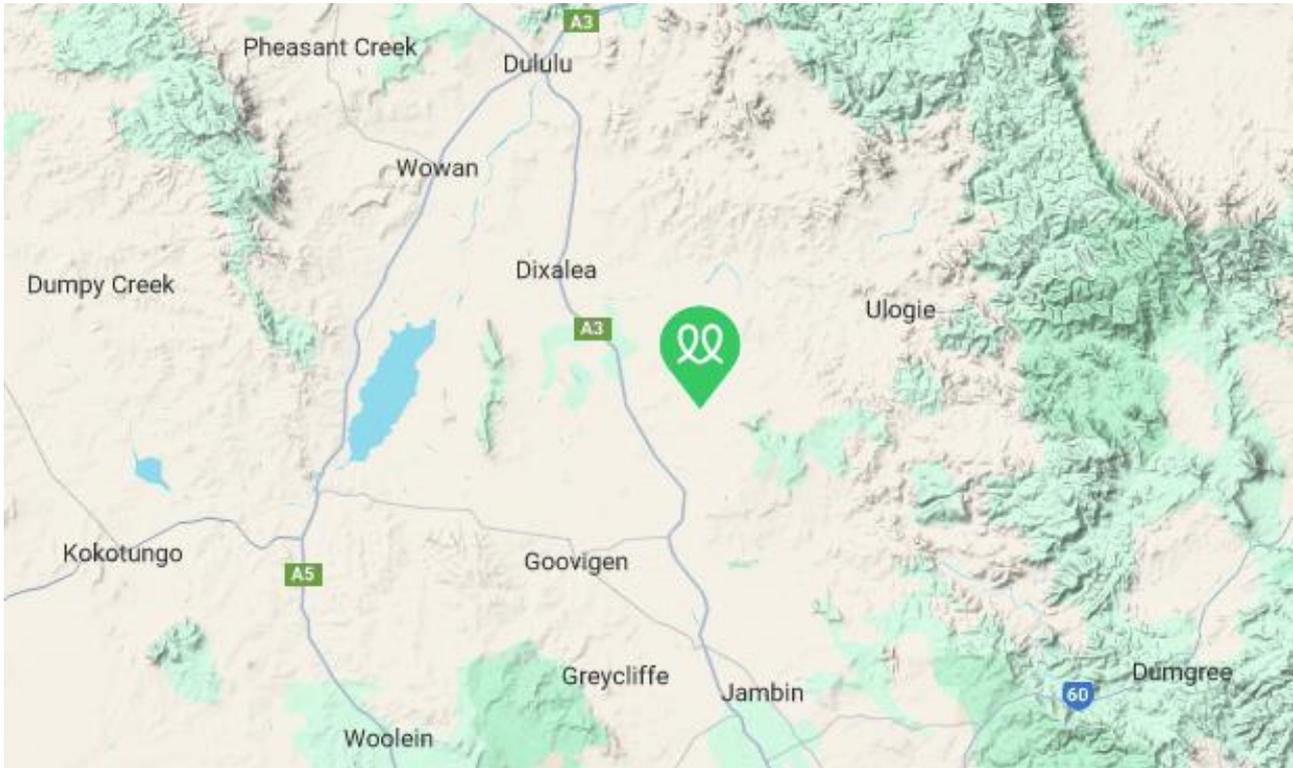
- Traffic Assessment Report (Version B, dated 11 January 2019);
- Qualitative Agricultural Land Assessment (Version 1, dated 16 May 2019);
- Land Condition Assessment (Version 1, dated 27 September 2019);
- Cultural Heritage Investigation and Management Agreement (CHIMA) (dated 2021);
- Bushfire Management Plan (Version 2.0, dated 25 November 2022);
- Concept Construction Environmental Management Plan (CEMP) (Version 2.0, dated 25 November 2022);
- Concept Erosion and Sediment Control Plan (Version 2.0, dated 25 November 2022);
- Concept Operational Environmental Management Plan (OEMP) (Version 2.0, dated 25 November 2022);
- First Nations Engagement Communication Guide (dated 2024);
- Community and First Nations Benefits Sharing Guide (dated 2024); and
- Community Consultation and Engagement Plan (CCEP) (dated February 2025).

In the event that these assessments or information changes (e.g. revised Traffic Assessment Report) the impact assessment should be reviewed and updated accordingly.

Furthermore, ERM did not undertake SIA-specific stakeholder engagement for the Project but has relied upon the information and documentation relating to community and stakeholder engagement provided by Edify. Edify has undertaken engagement and consultation with the stakeholders for the Project. These engagements were conducted between 2019 and 2025, with the outcomes relevant to this SIA captured in **Section 7** of this SIA.

2. PROJECT DESCRIPTION

The Project is located in Central Queensland, approximately 75 km south of Rockhampton and 42 km north of Biloela, as depicted in **Figure 2-1**. The Project is wholly located within the Banana LGA and situated on the traditional lands of the Gaangalu Nation People (GNP).



Source: Edify Energy, 2025a

FIGURE 2-1 PROJECT LOCATION AND CONTEXT

The Project Area comprises land located across seven allotments, summarised in **Table 2-1**, which cover a total of approximately 3,602 hectares (ha), of which approximately 2,021 ha is developable. There are three Host Landowners within the Project Area, all of which have entered into agreements with Edify to develop the Project.

TABLE 2-1 PROJECT AREA DETAILS

Host Landowner	Property	Lot on Plan	Approx Area (ha)	Land Tenure
Host Landowner #1	Dodsons Road, Goovigen Qld 4702	Lot 39 on RN395	513 ha (405 ha developable)	Freehold
	860 Fiveways Mount Eugene Road, Jambin Qld 4702	Lot 37 on RN1147	1,564 ha (561 ha developable)	Freehold
Host Landowner #2	460 Dodsons Road, Goovigen Qld 4702	Lot 33 on RN210	654 ha (654 ha developable)	Freehold
		Lot 32 on RN194		Freehold
		Lot 29 on RN210		Freehold

Host Landowner	Property	Lot on Plan	Approx Area (ha)	Land Tenure
Host Landowner #3	20 Kellys Road, Dixalea Qld 4702	Lot 28 on RN211	871 ha (401 ha developable)	Freehold
		Lot 18 on RN271		Freehold

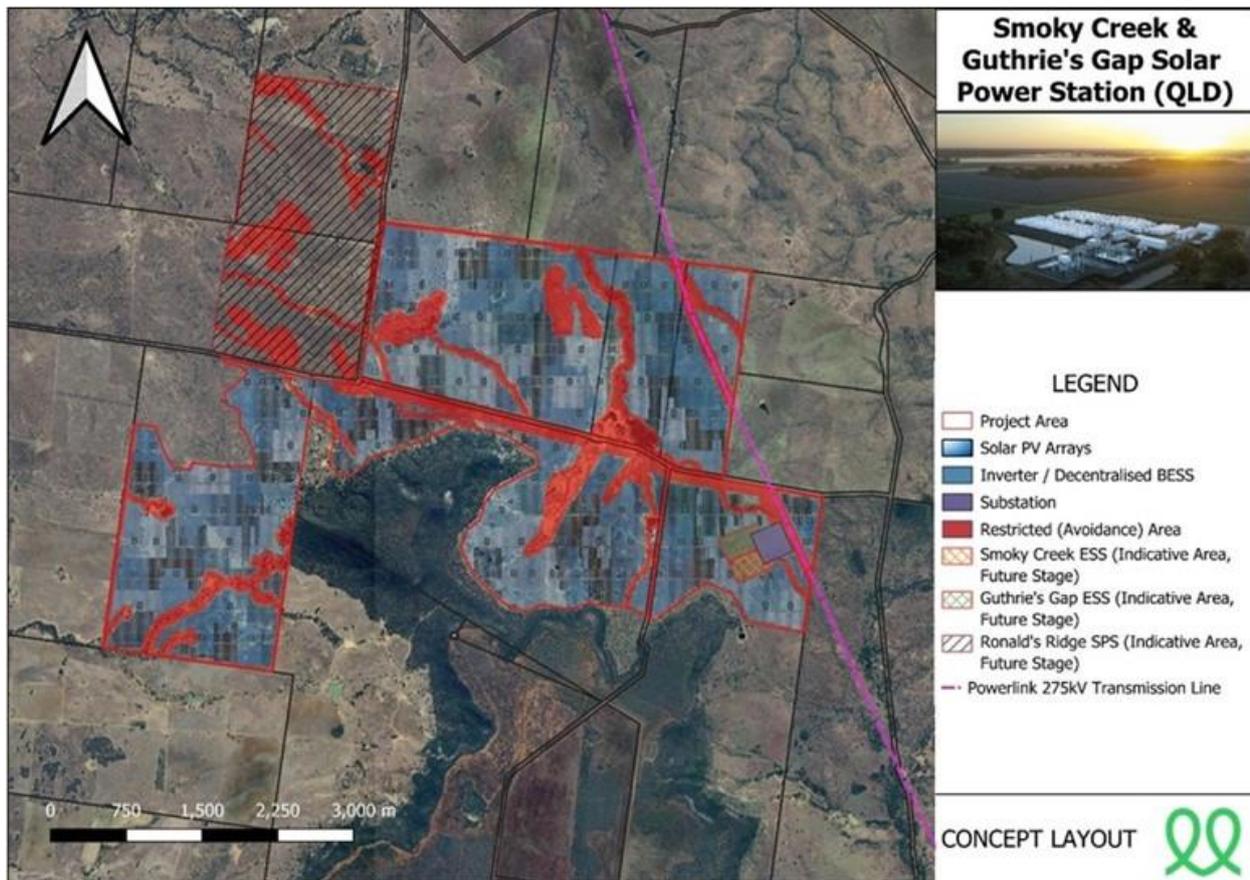
2.1 PROJECT OVERVIEW

The Project is a 600 megawatt (MW_{ac}) solar and battery hybrid project, that will involve the construction, operation, and maintenance of solar photovoltaic (PV) panels, battery energy storage systems (BESS), and associated infrastructure.

The Project will consist of two independent adjacent 300 MW generating units - Smoky Creek Solar Power Station (SPS) and Guthrie's Gap SPS, both will connect to Powerlink's 275 kilovolt (kV) Calvale–Stanwell Transmission Line. The Project concept layout is depicted in **Figure 2-2**.

The Smoky Creek SPS and Guthrie's Gap SPS will share equipment, with key Project infrastructure including:

- PV arrays, with panels ranging in height from 0.5 to 4.5 metres (m) above ground, depending on the sun's position. The solar PV capacity for each is to be $360 MW_{dc}$;
- BESS (each with up to four hours of battery storage – 1,200 megawatt hours (MWh));
- Electrical infrastructure, including:
 - Underground cables to connect to the Powerlink transmission line;
 - Inverters (converting direct current (DC) to alternating current (AC) power);
 - Transformers to step up voltage to 33kV;
 - Two substations, each containing a 275/33/33 kV main transformer; and
 - A new terminal station to enable connection into the 275 kV transmission line;
- Site access and internal gravel access tracks for maintenance and fire protection;
- Ancillary infrastructure, including construction laydown areas; and
- 2.4 m security fence for public safety.



Source: Edify Energy, 2025a

FIGURE 2-2 PROJECT CONCEPT LAYOUT

2.1.1 CONSTRUCTION PHASE

Construction of the Project is anticipated to commence in early 2026, with construction work taking in the order of 24 months to complete. The timeframe for peak construction is anticipated to be between eight and nine months.

The estimated workforce requirements for the Project are yet to be confirmed. Based on similar Edify developments, such as the Darlington Point Solar and Battery Project, approximately 800 full-time equivalent (FTE) workers are expected to be employed during the Construction Phase.

While workers may be employed from the nearby towns/cities and their surrounds, Edify is currently in discussions with relevant stakeholders regarding accommodation options for the non-local Construction Phase workforce. Options include the use of existing short-term accommodation facilities in Biloela (and the surrounds) and the potential for a new temporary accommodation camp to be developed by Banana Shire Council near Biloela.

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

- **Site mobilisation and preparation** – includes undertaking initial earthworks, clearing vegetation for the purpose of establishing access tracks, and the erection of temporary site facilities.
- **Civil works** – establishment of hardstand areas, installation of driven piles for mounting structures, creation of stormwater management systems, and trenching to support underground cabling.

- **Mounting system installation** – construction of supporting structures for the solar panel arrays, and the associated electrical and communications cabling and equipment.
- **Solar panel installation** – arrival of solar components to the Project Area and subsequent installation of the panels to the mounting system.
- **Testing and commissioning** – conducting various tests to verify installation, including hold point testing.
- **Rehabilitation** – removal of temporary site facilities, and rehabilitation of areas disturbed during construction.

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

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

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

2.1.2 OPERATION PHASE

The target commercial operation date for the Project is expected to be in late 2028. The operational life of the Project is 30 to 35 years, following which the Project may be decommissioned or re-powered to operate to approximately 50 years, dependent upon agreement with Host Landowners and approval condition requirements.

During operations, the Project will be operated and monitored remotely on a 24/7 basis. A permanent workforce will be required to undertake routine maintenance and administrative services throughout the lifespan of the Project, including ground and vegetation maintenance, fencing, building upkeep, 24-hour monitoring via a Control Centre, project management, calibration, and cleaning services. It is therefore expected that up to 10 FTE jobs will be created during the Operation Phase.

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

3. LEGISLATIVE REQUIREMENTS

This section describes the legislative and/or statutory documentation relevant to the preparation of the SIA for the Project.

3.1 PLANNING ACT 2016

The Planning Act provides the overarching statutory framework for planning and development assessment in Queensland. Schedule 10, Part 21, Division 2 of the Planning Regulation 2017 specifies that the assessment benchmark for solar farms is the State Development Assessment Provisions (SDAP). SDAP Version 3.3 includes State Code 26: Solar Farm Development (DSDIP, 2025c), and the supporting Planning Guideline for State Code 26: Solar Farm Development (DSDIP, 2025d), which have been prepared to ensure risks to individuals, communities and the environment from solar farm projects are adequately identified, assessed, and where appropriate, mitigated and/or managed.

The relevant Performance Outcomes of State Code 26: Solar Farm Development are outlined in **Table 3-1**.

TABLE 3-1 STATE CODE 26 – PERFORMANCE OUTCOMES

Performance Outcome	Relevance to SIA
<p>PO15 Development demonstrates that either:</p> <ul style="list-style-type: none"> a community benefit agreement has been entered into; or where a community benefit agreement has not been entered into, social impacts of the development, including workforce accommodation, local business and industry impacts, community health and well-being, are identified, managed, mitigated, counterbalanced and monitored 	<p>This SIA has been prepared for the Project in order to support Edify in identifying the potential social impacts of the Project (relevant to the key matters specified in the SIA Guideline).</p>

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

On 30 June 2025, the *Planning (Social Impact and Community Benefit) and Other Legislation Amendment Act 2025* (PSICBOLA Act) was assented by State Parliament. The PSICBOLA Act amended the Planning Act and other components of Queensland’s planning framework in order to make solar farms ‘impact assessable’ and establish a new Community Benefit System, to occur prior to the Development Assessment process.

The Community Benefit System requires that a solar farm development be subject to a Community Benefit Agreement (CBA). This CBA must be informed by a SIA, with both documents submitted to enable the lodgement of a “properly made” Development Application.

As the Project was approved by Banana Shire Council on 17 December 2019, prior to the ascension of the PSICBOLA Act, the amendments to the Planning Act arising from the PSICBOLA Act are not applicable (including the preparation and execution of a CBA), unless a ‘Change Application’ is required for the Project, with the exception of the amendments made to the SIA Guideline (refer to **Section 3.3**).

3.3 QUEENSLAND SIA GUIDELINE

In Queensland, the preparation of a SIA is a requirement for all projects subject to an Environmental Impact Statement process under the *State Development and Public Works Organisation Act 1971* and the *Environmental Protection Act 1994*, with the SIA Guideline (DSDIP, 2025a) acting as a key guidance document for the preparation of EIS, specifically the accompanying SIA.

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

The SIA Guideline details the information that is to be included in a SIA, and provides guidance as to the identification, assessment, management, and monitoring of potential social impacts in Queensland. The SIA Guideline requires assessments of the Project against five key matters:

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

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

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

4. METHODOLOGY

This SIA has been prepared in line with the relevant legislative requirements, as outlined in **Section 3**, with a view to minimise negative social impacts and enhance social benefits in-line with good international industry practice.

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

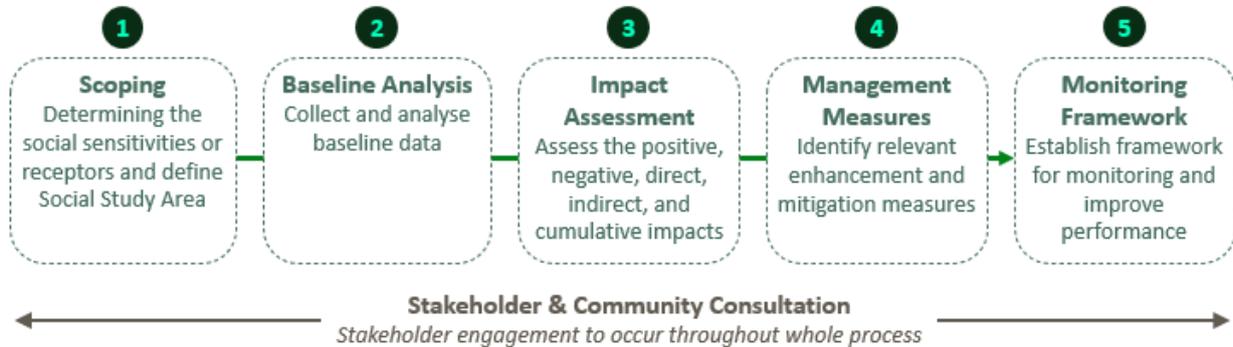


FIGURE 4-1 SIA PROCESS

4.1 TASK #1: SCOPING

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

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

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

- The nature and scale of the proposed Project, including associated infrastructure;
- The scope of the potential social impacts (throughout the Project lifecycle);
- The location and characteristics of potentially affected communities (refer to **Box 3-1**) and receptors (refer to **Box 3-2**) – including urban/rural centres and land use patterns;
- Key built and natural features, such as infrastructure;
- Native Title rights and other interests held by Aboriginal and Torres Strait Islanders; and
- The location of other projects in the region which may contribute to cumulative social impacts over time.

BOX 3-1 POTENTIALLY AFFECTED COMMUNITY DEFINITION

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

BOX 3-2 RECEPTOR AND STAKEHOLDER DEFINITIONS

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

4.2 TASK #2: BASELINE ANALYSIS

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

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

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

The data used in the baseline analysis is drawn from a range of reports and assessments commissioned by Edify. In addition to the data provided by Edify, data collected and presented in this SIA is based on a review of available data from a range of primary and secondary sources.

This includes, but is not limited to:

- The Australian Bureau of Statistics (ABS);
- Queensland Government Department data;
- Stakeholder engagement outcomes – community insights, including issues and concerns, gathered through the stakeholder consultation process;
- Local and State government planning, policy, and strategy documentation; and
- Plans, policies and other documents provided by Edify.

4.3 TASK #3: IMPACT ASSESSMENT

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

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

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

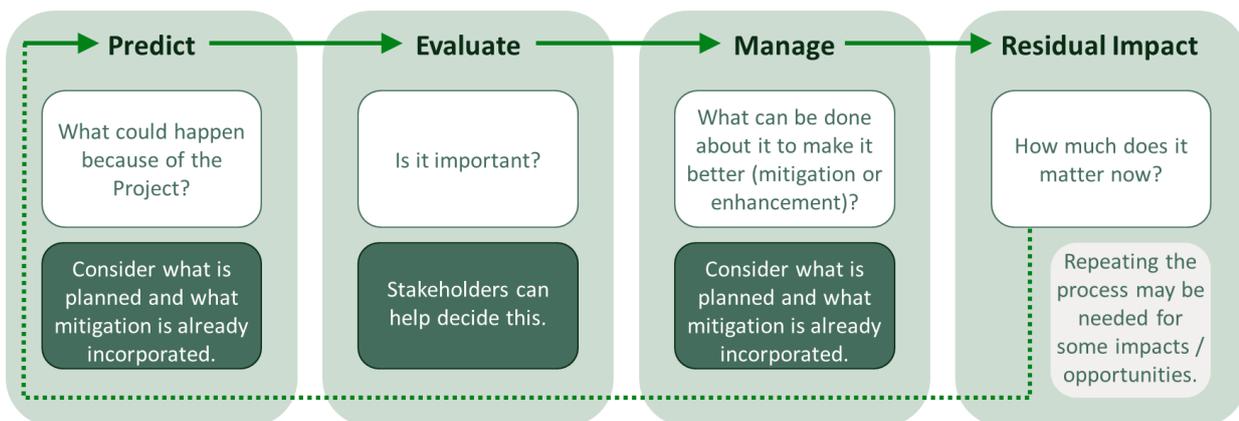


FIGURE 4-2 IMPACT ASSESSMENT PROCESS

The predicted social impacts were assessed to determine their significance, based on the magnitude of the social impact, and the vulnerability of the receptor. Magnitude reflects the change from baseline conditions and can be a function of the following factors:

- **Probability:** Relates to the likelihood of the impact occurrence.
- **Scale:** Refers to the geographic and/or population of the impact.
- **Duration:** Relates to the timing of the impact, such as temporary, short-term, long-term or permanent.
- **Intensity:** Relates to the strength of the impact.

After applying these magnitude factors, magnitude can be designated in accordance with **Table 4-1**.

TABLE 4-1 MAGNITUDE CRITERIA

Magnitude Designation	Meaning
Negligible	Change remains within the range commonly experienced within the household or community.
Low	A low magnitude impact is a localised impact that is temporary, short-term, and affects a small proportion of stakeholders. There may be an observable difference from social baseline conditions and impact may be effectively mitigated through simple control measures.
Moderate	A moderate magnitude impact is an impact that may extend beyond the SIA study area or affect a large number of people. Frequency may be occasional and of medium duration.
High	A high magnitude impact is an impact that is widespread, long lasting and results in substantial and possibly irreversible change to the social baseline.
Positive	A positive impact is a temporary or long-term benefit for the largest number.

Source: DSDIP, 2025b

Vulnerability is the pre-existing status of the receptor, independent to the Project. Vulnerability reflects the ability of the receptor to adapt to changes brought about by the Project. The Project could exacerbate these vulnerabilities if existing sensitivities and coping mechanisms of stakeholders and receptors are not adequately understood or considered. Vulnerability criteria is described in **Table 4-2**.

TABLE 4-2 VULNERABILITY CRITERIA

Vulnerability Level	Description
Negligible	No meaningful areas of vulnerabilities. Maximum capability to adapt to changes brought by the Project.
Low	Minimal areas of vulnerabilities, consequently with a high ability to adapt to changes brought by the Project.
Medium	Some but few areas of vulnerability; but still retaining an ability to at least in part adapt to change brought by the Project.
High	Profound or multiple areas of vulnerability that undermine the ability to adapt to changes brought by the Project.

Source: DSDIP, 2025b

The magnitude of the social impact, along with receptors' vulnerability level were combined to yield a rating of its significance, as described in **Table 4-3**.

TABLE 4-3 IMPACT SIGNIFICANCE MATRIX

		Vulnerability Criteria			
		Negligible	Low	Medium	High
Magnitude Criteria	Negligible	Insignificant	Low	Moderate	Moderate
	Low	Low	Low	Moderate	High
	Moderate	Moderate	Moderate	High	Major
	High	Moderate	High	Major	Major
	Positive	Positive			

Source: DSDIP, 2025b

TABLE 4-4 DESCRIPTION OF IMPACT SIGNIFICANCE RATINGS

Impact Significance	Description
Positive	The impact will result in a positive change to the receptors.
Insignificant	The impact will not result in any noticeable change in the social baseline.
Low	A low impact occurs where a social value is of local importance and/or temporary and transient changes will not adversely affect its viability provided adequate control measures are implemented.
Moderate	A moderate impact occurs when project induced effects would degrade a social value (despite its intrinsic resilience) due to the scale of the impact or alter the susceptibility of a value to further change. Appropriate mitigation and management of the change is required.
High	A high impact occurs when the project effect or change will potentially affect the intrinsic characteristics and structural elements of a social value. Avoidance through appropriate design responses or extensive mitigation and management is required.
Major	A major impact occurs when the project effect or change will potentially cause irreversible or widespread harm to a social baseline or characteristic of the community. Avoidance through appropriate design responses is generally the only effective mitigation.

Source: DSDIP, 2025b

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

4.4 TASK #4: MANAGEMENT MEASURES

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

The following factors were considered in developing the management measures:

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

Social impact significance, as outlined in Table 4-3 is used to determine the level of management required with a proportional focus on impacts with a higher impact significance (i.e. moderate and major). The impact assessment and impact significance ratings derived in the assessment are revised after the application of management and mitigation strategies have been applied to provide a residual impact significance rating for each impact.

These management and mitigation strategies are arranged according to Project phase (e.g. construction and operation) and into the key matters contemplated by the SIA Guideline: Community and Stakeholder Engagement; Workforce Management; Housing and Accommodation; Local Business and Industry Procurement; and Health and Community Well-being.

Management and mitigation measures are to be effective, adaptive, and actionable, and include consideration of the likelihood of their implementation and sustainability from the community's perspective.

4.5 TASK #5: MONITORING FRAMEWORK

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

- Desired outcomes in social terms;
- Indicator(s) that will be used to monitor change;
- Targets against which performance will be assessed;
- Methods that will be used to monitor the social impact;

- Frequency of monitoring;
- Roles and responsibilities involved in the monitoring framework; and
- The process for responding to monitoring results, including the process, and roles and responsibilities for identifying and implementing adaptive management strategies as required.

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

5. SCOPING

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

5.1 APPROACH TO IDENTIFYING THE SOCIAL STUDY AREA

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

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

- The Project layout, including the solar panels and ancillary infrastructure such as the internal access tracks, the electrical infrastructure, construction laydown areas, and the BESS. It is noted that the current layout for the Project has been informed by existing site and land use constraints, so as to minimise the potential impact.
- The location of Project components within the Project Area relative to surrounding sensitive land uses. This includes consideration of the tenure; proximity to neighbouring dwellings; the nature and character of towns/townships and communities; environmental values; and key topographical features.
- Construction, Operation and Decommissioning Phase activities, such as:
 - Land clearing
 - Maintenance of Project Area access tracks;
 - Workforce requirements, including skills required and associated accommodation arrangements;
 - Goods and services required by the Project; and
 - Haulage and light vehicle routes that will be utilised by the Project.
- The outcomes of relevant technical studies and management plans undertaken by the Project, including:
 - Traffic Assessment Report (Northern Consulting Engineers, Version B, dated 11 January 2019);
 - Qualitative Agricultural Land Assessment (Range Environmental Consultants, Version 1, dated 16 May 2019);
 - Land Condition Assessment (Range Environmental Consultants, Version 1, dated 27 September 2019);
 - CHIMA (dated 2021);
 - Bushfire Management Plan (Terra Solutions, Version 2.0, dated 25 November 2022);
 - Concept CEMP (Terra Solutions, Version 2.0, dated 25 November 2022);
 - Concept Erosion and Sediment Control Plan (Terra Solutions, Version 2.0, dated 25 November 2022);
 - Concept OEMP (Terra Solutions, Version 2.0, dated 25 November 2022)
 - First Nations Engagement Communication Guide (dated 2024);
 - Community Consultation and Engagement Plan (dated February 2025).

- Feedback & Complaint Handling Policy (dated 30 September 2025); and
- Community and First Nations Benefits Sharing Guide (dated 2025);

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

The Secondary Social Study Area comprises the towns and/or cities of Banana, Moura, Mount Morgan, Bouldercombe, Rockhampton, Calliope, Gladstone, and Woorabinda, which are unlikely to experience substantive negative impact, but may provide workers and/or goods and services for the Project. A description of the Social Study Area is provided in **Section 5.2**.

5.2 DESCRIPTION OF THE SOCIAL STUDY AREA

The Social Study Area for the Project comprises a Primary Social Study Area (refer to **Section 5.2.1**) and a Secondary Social Study Area (refer to **Section 5.2.2**), depicted in **Figure 5-1**. Aspects that have been excluded from the Social Study Area are outlined in **Section 5.2.3**.

5.2.1 PRIMARY SOCIAL STUDY AREA

The Project is located in Central Queensland, approximately 75 km south of Rockhampton and 42 km north of Biloela. The Project Area is entirely contained within the Banana LGA on land that is primarily used for cattle grazing.

The Project Area extends across approximately 3,602 ha, with the extent of the developable area estimated to be approximately 2,021 ha. There are seven freehold land parcels, and three Host Landowners within the Project Area. The area immediately surrounding the Project Area is primarily used for cattle grazing. There are several rural residences and agricultural operations located nearby.

Particular consideration is given to the properties and dwellings located within a 10 km radius of the Project Area, as these receptors have the highest potential to experience impacts during the Construction and Operation Phases of the Project. There are 35 non-host dwellings identified within this radius, most of which are located to the south/south-east and the north/north-east of the Project Area.

It is anticipated that goods and services to support the Construction Phase of the Project will be sourced, in first instance from Biloela, and then from higher-order centres located outside of the Primary Social Study Area (i.e. Gladstone and Rockhampton). As such, the likely transportation and haulage routes that will be used to access the Project Area will include the potential routes between the Project Area and Biloela (i.e. Burnett Highway, Tomlins Road, and Dodsons Road), as well as alternative routes connecting to/from the Dawson and Burnett Highways. These routes are expected to experience increased traffic volumes during the Construction Phase, particularly from the movement of equipment, materials, and workforce vehicles.

While the strategy for accommodation of the construction workforce has not be finalised, Edify is considering options within and surrounding Biloela. Local workers are expected to reside primarily within the Primary Social Study Area – e.g. within the existing communities of Jambin, Goovigen, Dululu, Wowan, Biloela, and Thangool. Approximate travel distances and times to/from the Project Area from these locations are provided in **Table 5-1**.

TABLE 5-1 APPROXIMATE TRAVEL DISTANCES

Location	Travel Distance	Travel Time
Jambin	21 km	18 minutes
Goovigen	22 km	19 minutes
Dululu	36 km	30 minutes
Wowan	35 km	32 minutes
Biloela	52 km	39 minutes
Thangool	63 km	47 minutes

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

- The **Project Area and immediate surrounding areas**, inclusive of the non-host properties and dwellings located within 10 km of the Project Area.
- The likely **transportation and haulage routes**, comprising potential routes between the Project Area and Biloela; and alternative routes from Dawson Highway to/from the Project Area.
- The **surrounding rural towns/townships**, which may provide goods and services or host workers, to support the construction phase of the Project. These rural towns/townships include Jambin, Goovigen, Dululu, Wowan, Biloela, and Thangool.

5.2.2 SECONDARY SOCIAL STUDY AREA

The Secondary Social Study Area comprises the rural towns and regional centres that may contribute to the Project through the supply of goods, services, or Drive-In-Drive-Out (DIDO) workforce arrangements but are not expected to be directly affected by the Project's activities.

These include the towns of Banana (52 minutes), Mount Morgan (54 minutes), Bouldercombe (64 minutes), Moura (68 minutes), Calliope (85 minutes), and Woorabinda (87 minutes), as well as the cities of Rockhampton (84 minutes) and Gladstone (107 minutes). While these locations are more distant from the Project Area, their established infrastructure and service capacity may support aspects of the Project's delivery, particularly during peak construction periods.

These locations have not been included in the Primary Social Study Area for the following reasons:

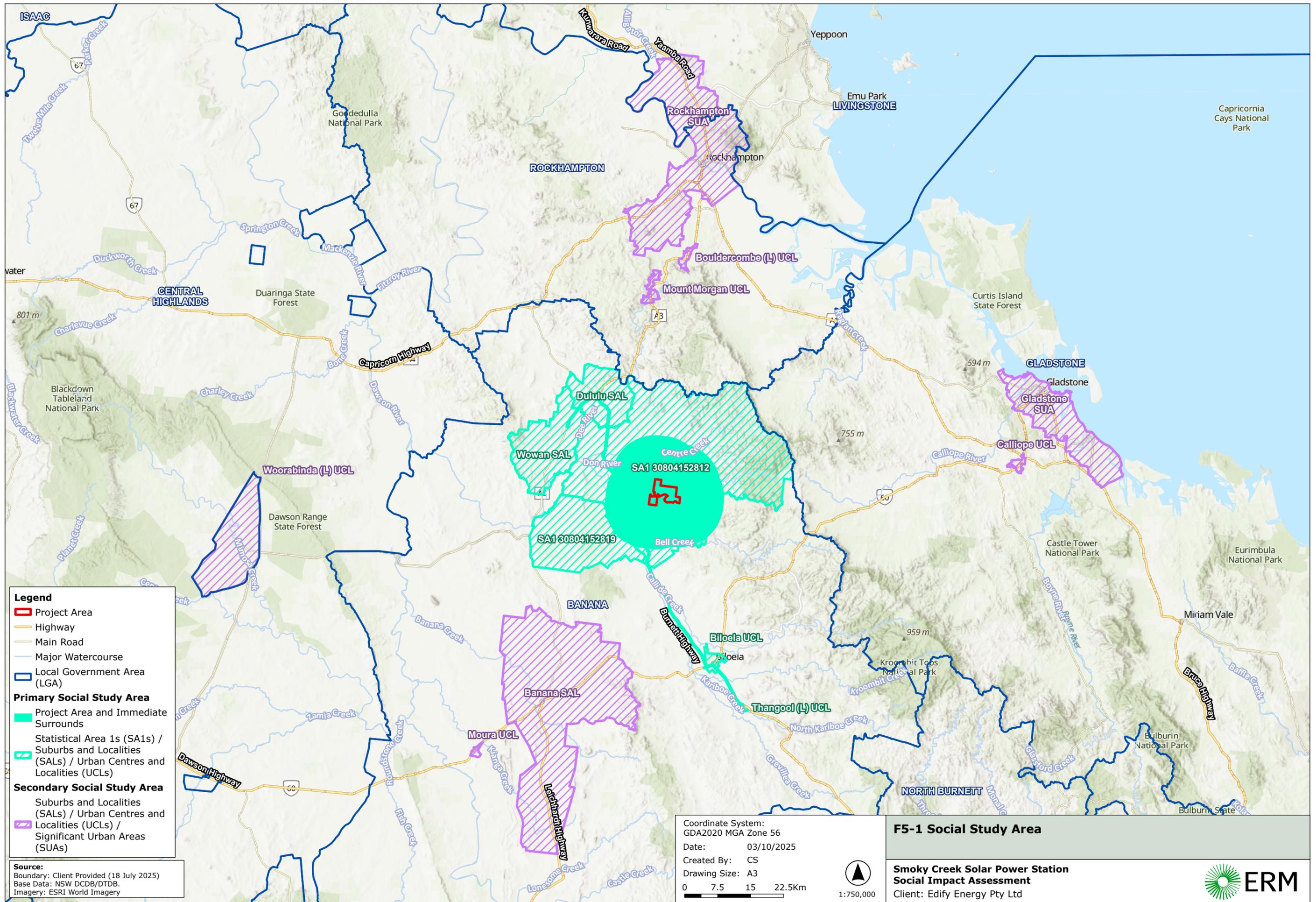
- Based on the outcomes of the various technical assessments, management plans, and conditions of approval, it is unlikely that the residents of these towns/cities will experience direct substantive adverse impacts associated with the Project.

- Edify is not proposing to accommodate workers within the towns and/or use the social infrastructure from these towns for the Project. Rather, Edify is considering accommodation options in and around the town of Biloela.

5.2.3 EXCLUSIONS FROM THE SOCIAL STUDY AREA

The Social Study Area does not include the following:

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



Legend

- Project Area
- Highway
- Main Road
- Major Watercourse
- Local Government Area (LGA)
- Primary Social Study Area**
- Project Area and Immediate Surrounds
- Statistical Area 1s (SA1s) / Suburbs and Localities (SALs) / Urban Centres and Localities (UCLs)
- Secondary Social Study Area**
- Suburbs and Localities (SALs) / Urban Centres and Localities (UCLs) / Significant Urban Areas (SUAs)

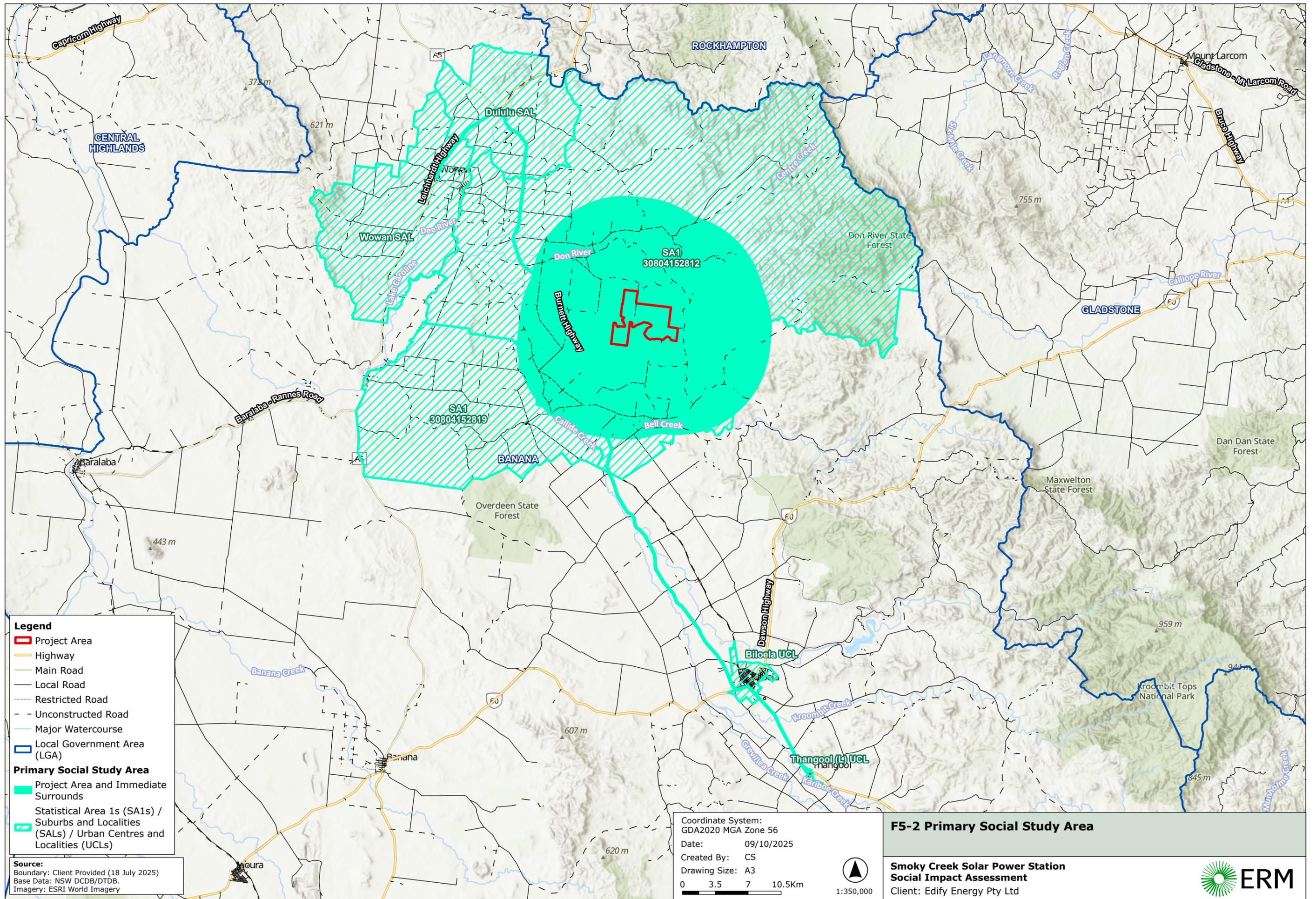
Source:
 Boundary: Client Provided (18 July 2025)
 Base Data: NSW DCDB/DTDB.
 Imagery: ESRI World Imagery

Coordinate System:
 GDA2020 MGA Zone 56
 Date: 03/10/2025
 Created By: CS
 Drawing Size: A3
 0 7.5 15 22.5km
 1:750,000

F5-1 Social Study Area

**Smoky Creek Solar Power Station
 Social Impact Assessment**

Client: Edify Energy Pty Ltd



- Legend**
- Project Area
 - Highway
 - Main Road
 - Local Road
 - Restricted Road
 - Unconstructed Road
 - Major Watercourse
 - Local Government Area (LGA)
- Primary Social Study Area**
- Project Area and Immediate Surrounds
 - Statistical Area 1s (SA1s) / Suburbs and Localities (SALs) / Urban Centres and Localities (UCLs)

Source:
 Boundary: Client Provided (18 July 2025)
 Base Data: NSW DCDB/DTDB.
 Imagery: ESRI World Imagery

Coordinate System:
 GDA2020 MGA Zone 56
 Date: 09/10/2025
 Created By: CS
 Drawing Size: A3
 0 3.5 7 10.5km
 1:350,000

F5-2 Primary Social Study Area

**Smoky Creek Solar Power Station
 Social Impact Assessment**

Client: Edify Energy Pty Ltd



5.3 STAKEHOLDER IDENTIFICATION

Based on the Project's Social Study Area (refer to **Section 5.2**), the key stakeholder groups identified as potentially affected by and/or interested in the Project are outlined in **Table 5-2**. Those stakeholders who are likely to be affected by the Project are identified as receptors. Specific vulnerable groups within these key stakeholder groups have been identified in the social baseline (refer to **Section 5.4**).

TABLE 5-2 KEY STAKEHOLDERS

Stakeholder Group	Stakeholder	Receptor (Y/N)
Host Landowners	Landowners with the potential to host infrastructure, have already engaged in discussion or have already agreed to host infrastructure: <ul style="list-style-type: none"> The Project has three Host Landowners. Each Host Landowner has already been engaged and agreed to host infrastructure. 	Yes
Immediate Neighbours	Properties or dwellings located up to 10 km from the Project Area: <ul style="list-style-type: none"> Neighbouring landowners / dwellings which include 35 non-associated dwellings. This includes members of the self-identified, "Tenacious Ten of Smoky Creek". 	Yes
Surrounding Community Members	Community members who live within localities surrounding the Project: <ul style="list-style-type: none"> Members of the Jambin, Goovigen, Dululu, Wowan, Biloela, and Thangool communities. 	Yes
First Nations / Aboriginal Groups	The GNP are the First Nations Group relevant to the Project.	Yes
Local Community Groups	Community groups located within the Primary Social Study Area, including but not limited to: <ul style="list-style-type: none"> Banana Shire Support Centre (Biloela) Biloela & Area Handicraft Cultural Group Biloela Bowls Club Biloela Golf Club Biloela Little Athletics Centre Biloela Netball Association Biloela Panthers Rugby League Football Club Biloela Rifle Club Biloela Rugby Union Club Biloela Valleys Football Club Inc. Callide Valley Men's Shed (Biloela) Callide Valley Pony Club (Biloela) Callide Valley Tennis Association (Biloela) Callide Valley Touch Football (Biloela) Country Women's Association (CWA) – Jambin CWA – Thangool Goovigen Pony Club Inc. Healthy Soils Inc Callide Valley (Landcare) Jambin Community Playgroup Jambin Hall Committee Police Citizens Youth Club (PCYC) Biloela Queensland Rural, Regional and Remote (RRR) Women Rotary Club of Biloela Sporting Shooters Association of Australia Queensland (Biloela) 	Yes

Stakeholder Group	Stakeholder	Receptor (Y/N)
	<ul style="list-style-type: none"> • Thangool Race Club Inc. • Wowan Bowls Club • Wowan/Dululu Community Volunteer Group Inc. 	
Business and Industry Groups	<p>Local and regional business and industry groups located within the Social Study Area, including but not limited to:</p> <ul style="list-style-type: none"> • Callide Dawson Chamber of Commerce • Callide Mine (Batchfire) • Capricornia Chamber of Commerce • CS Energy • Enterprise Biloela Association Inc • First Nations Chamber of Commerce and Industry • Gladstone Chamber of Commerce and Industry • Gladstone Engineering Alliance Inc • Goovigen Progress Association • Jambin Hotel Motel • Powerlink • Qld Farmers Federation • Sunwater 	Yes
Emergency Services	<p>Local branches of emergency services located within the Social Study Area, including but not limited to:</p> <ul style="list-style-type: none"> • ACE Medical Centre (Biloela) • Biloela Ambulance Station • Biloela Fire Station • Biloela Hospital • Biloela Medical Centre • Biloela Police Station • Dululu Rural Fire Service • Gladstone Hospital • Goovigen Police Station • Griffith Oxley Clinic (Biloela) • Queensland Fire and Emergency Services (QFES) Central Region • Rockhampton Hospital • Rural Fire Service Queensland • State Emergency Service (SES) – Biloela Group • Thangool Fire & Rescue Station • Thangool Rural Fire Brigade • Wowan Dululu SES • Wowan Outreach Clinic • Wowan Police Station • Wowan/Dululu Multi-Purpose Centre 	Yes
Educational Organisations	<p>Educational Organisations, including but not limited to:</p> <ul style="list-style-type: none"> • Biloela State High School • Biloela State School • Central Queensland University (Rockhampton and Gladstone) • Goovigen State School • Jambin State School • Redeemer Lutheran College (Biloela) • St Joseph’s Catholic Primary School (Biloela) • Tafe Queensland (Biloela Campus) • Thangool State School • Wowan State School 	No

Stakeholder Group	Stakeholder	Receptor (Y/N)
Local Council	Banana Shire Council representatives and executives, including but not limited to: <ul style="list-style-type: none"> • Counsellor (Cr) Neville Ferrier, Mayor • Chris Welch, Director Council Services • Cr Adam Burling • Cr Ashley Jensen • Cr Kerrith Bailey • Cr Phillip Casey • Tom Upton, Chief Executive Officer • Venkat Peteti, Director Corporate and Community Services 	No
State / Federal Government	Federal/State Departments, including but not limited to: <ul style="list-style-type: none"> • Department of Climate Change, Energy, the Environment and Water (Cwth) • Department of Environment, Tourism, Science and Innovation • Department of State Development, Infrastructure and Planning • Department of Trade, Employment and Training • Department of Transport and Main Roads • Queensland Health Members of Parliament: <ul style="list-style-type: none"> • Bryson Head, State Member for Callide • Colin Boyce, Federal Member for Flynn 	No
Local, State and National Media	Various media entities distributed within the Social Study Area, including but not limited to: <ul style="list-style-type: none"> • 4CC • 4RO • 4US Community radio • ABC Capricornia • ABC TV and radio • Breeze FM • Commercial TV 7/9/10 • Courier Mail • CQ News • CQ Today • Gladstone Observer • Hit CQ • Renew Economy • Resource Industry Media • Rockhampton Morning Bulletin • Triple M CQ 	No

5.4 VULNERABILITY

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

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

- Communities that display diverse languages, ethnic backgrounds, nationalities, traditions, societies structures, and/or religions – known as cultural and linguistical diversity (CALD) communities;
- Youth and elderly populations;
- First Nations communities (including Traditional Owners and Aboriginal Groups), including those located in Woorabinda; and
- Community members who experience socio-economic disadvantages.

The vulnerabilities of these stakeholders are explored further in **Section 6.3.3**.

6. SOCIAL BASELINE

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

6.1 ABS DATASETS

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

To this end, the Statistical Area 1 (SA1) data covering the Project Area, Jambin and Goovigen has been used, along with the Suburbs and Localities (SAL) data for Dululu, Wowan and Banana, the Urban Centres and Localities (UCL) data for Thangool, Biloela, Mount Morgan, Bouldercombe, Calliope, and Moura, as well as the Significant Urban Area (SUA) data for Gladstone, and Rockhampton. Additionally, Banana LGA and State level data for Queensland are used to provide an understanding of the broader and comparative social context within which the Project is located.

Table 6-1 outlines the primary ABS datasets used to provide key demographic and social baseline data across the Social Study Area.

TABLE 6-1 SUMMARY OF RELEVANT ABS DATASETS

Location	Area (sq kms)	ABS Data Reference
Primary Social Study Area		
SA1 30804152812 (includes the Project Area and Jambin)	1,316.8	SA1 30804152812 (2021)
		SA1 30804152812 (2016)
SA1 30804152819 (includes Goovigen)	292.3	SA1 30804152819 (2021)
		SA1 30804152819 (2016)
Dululu SAL	146.5	SAL30890 (2021)
		SSC30897 (2016)
Wowan SAL	222.6	SAL33167 (2021)
		SSC33196 (2016)
Thangool UCL	1.2	UCL322118 (2021)
		UCL322120 (2016)
Biloela UCL	14.8	UCL314005 (2021)
		UCL314006 (2016)
Secondary Social Study Area		
Banana SAL	939.7	SAL30141 (2021)
		SSC30141 (2016)
Mount Morgan UCL	13.2	UCL315069 (2021)
		UCL315067 (2016)

Location	Area (sq kms)	ABS Data Reference
Bouldercombe UCL	7.6	UCL321021 (2021)
		UCL321023 (2016)
Calliope UCL	222.6	UCL315012 (2021)
		UCL315010 (2016)
Moura UCL	4	UCL315070 (2021)
		UCL315068 (2016)
Gladstone SUA	10,484.3	SUA3006 (2021)
		SUA 3006 (2016)
Rockhampton SUA	579.6	SUA3014 (2021)
		SUA3013 (2016)
Woorabinda UCL	219.5	UCL321112 (2021)
		UCL321117 (2016)
Social Context		
Banana LGA	28,550.2	LGA30370 (2021)
		LGA30370 (2016)
Queensland	1,730,172.1	3 (2021)
		3 (2016)

6.2 POLICY AND STRATEGIC CONTEXT

The strategic policy context for the Social Study Area is identified through State Government legislation and policy; regional and local planning outcomes; and Local Government policies and/or plans. An overview of the key documentation is provided in the following section.

6.2.1 QUEENSLAND'S 2035 CLEAN ECONOMY PATHWAY

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

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

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

On 16 October 2025, the Queensland Government introduced the Energy Roadmap Amendment Bill 2025. The intent of the Bill is to amend Queensland's energy legislation to reflect a change in policy direction under the Crisafulli Government. Upon passage of the Bill (expected in December 2025), the renewable energy targets established under the aforementioned Acts will be repealed.

Regardless, the Project contributes to the emissions reduction and generation targets outlined in both Acts through increasing the supply and production of renewable energy within Queensland – specifically by providing up to 600 MW of solar PV energy and creating up to 800 FTE jobs during the Construction Phase. The development of greater renewable energy capacity will also assist non-renewable sectors in their transition into a renewable economy, through Power Purchase Agreements or verified carbon offsetting of greenhouse gas emissions.

6.2.2 QUEENSLAND ENERGY ROADMAP

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

The aim of the Regional Energy Hubs is to facilitate cost-efficient, shared transmission connections for new energy generation projects. Additionally, the Eastern Link of CopperString is intended to be delivered, with major construction commencing in 2028. Meanwhile, the Code of Conduct is designed to help streamline approvals processes by outlining best industry practice, with a view to setting expectations for renewables developments.

Although renewable energy targets are no longer an inclusion in the Queensland Government's energy planning, there is recognition that up to 6.8 GW of new wind and large-scale solar capacity will be required by 2030, with the potential capacity of wind energy up to around 7.8 GW by 2035. The Project contributes to the implementation of solar energy, aligning with sustainable energy initiatives across Queensland.

6.2.3 CENTRAL QUEENSLAND REGIONAL PLAN 2013

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

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

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

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

A summary of how the Project and/or SIA have considered these two regional outcomes, and their associated policies, is provided in **Table 6-2**.

TABLE 6-2 REGIONAL PLAN – REGIONAL OUTCOMES AND POLICIES

Regional Outcome	Regional Policy	Relevance to SIA
Agriculture and resources industries within the Central Queensland region continue to grow with certainty and investor confidence.	Protect PALU within Priority Agricultural Areas ² .	The Project Area is situated on land currently used for cattle grazing. The land has been independently assessed through a Qualitative Agricultural Land Assessment, prepared by Range Environmental Consultants (2019a), which determined that the Project Area contains 70% Agricultural Land Class (ALC) C1, 3% ALC C2, and 25% ALC A, however, the Class A land, "...is incorrectly classified. It should be reclassified as pasture land (ALC C)." (p.13)
	Maximise opportunities for co-existence of resource and agricultural land uses within Priority Agricultural Areas.	While the Project is not a resource land use, the Qualitative Agricultural Land Assessment (Range Environmental Consultants, 2019a) has identified that there will be a reduction in the head of cattle per year on each property once the Project is operational. Despite this reduction, there remains the potential for each Host Landowner to use the parts of the Project Area not used for Project related infrastructure for cattle grazing. In addition, the Proponent has committed to working with the Host Landowners to determine prospective opportunities for the coexistence of sheep grazing within the operational solar farm, to maintain the agricultural productivity of the Project Area.
The growth potential of towns within the Central Queensland region is enabled through the establishment of Priority Living Areas ³ . Compatible resource activities within these areas which are in the communities' interest can be supported by local governments.	Safeguard the areas required for the growth of towns through the establishment of Priority Living Areas.	The Project Area is not located within the Priority Living Areas nominated in Schedule 1 of the Regional Plan. As identified in Section 5.2 , the SIA has identified a Social Study Area which considered the potential impacts on stakeholders and receptors.
	Provide for resource activities to locate within a Priority Living Area where it meets the communities' expectations as determined by the relevant local government.	While the Project is not a resource activity, the Proponent has engaged with a range of stakeholders relevant to the Project, including Banana Shire Council, in order to determine potential issues, concerns, or opportunities relevant to the local communities within the Social Study Area (refer to Section 7).

¹ The Regional Plan defines PALU as, "...a land use included in class 3.3, 3.4, 3.5, 4 or 5.1 under the Australian Land Use and Management Classification Version 7, May 2010 published by the Department of Agriculture, Fisheries and Forestry ABARES, Australian Government." (DSDIP, 2013, p.49)

² As identified within Map 1 of the Regional Plan (DSDIP, 2013, p.16)

³ As identified in Schedule 1 of the Regional Plan (DSDIP, 2013, p.34-47). Of relevance to the Social Study Area are the town and areas surrounding Biloela, Gladstone, and Calliope.

In addition to the regional outcomes, the Regional Plan also identifies electricity as a key consideration within the region. Specifically, the Regional Plan identifies that the priority outcome for electricity infrastructure is for the region to, "...grow its energy generation capabilities through public and private sector investment." (DSDIP, 2013, p.22). The Project will help to achieve this priority outcome by enhancing the energy generation output of the region by approximately 600 MW, and up to four hours of battery storage.

6.2.4 BANANA SHIRE PLANNING SCHEME 2021

The Banana Shire Planning Scheme 2021 (Planning Scheme) provides the means by which development can be managed to advance the Planning Act and meet the needs of the local communities within the Banana LGA.

The Planning Scheme sets out the policy direction for land use and development within the Shire and is structured to guide growth, protect environmental and cultural assets, and support economic development. It replaces the Banana Shire Planning Scheme 2005 and the Taroom Shire Planning Scheme 2005, and came into effect on 1 July 2021.

The Strategic Framework within the Planning Scheme outlines the long-term planning vision for the Shire and is divided into the following key themes:

1. Strategic Intent
2. Settlement Pattern
3. Rural Areas
4. Strong Communities
5. Natural Systems and Hazards
6. Strong Economy
7. Infrastructure and Servicing

Each theme includes strategic outcomes that guide development to ensure it aligns with the community's values and aspirations. These outcomes address matters such as housing diversity, rural land protection, community wellbeing, hazard mitigation, economic resilience, and infrastructure efficiency. An overview of the relevant social aspects of these strategic framework themes is provided in **Table 6-3**.

TABLE 6-3 PLANNING SCHEME – STRATEGIC FRAMEWORK THEMES

Key Themes	Strategic Outcome Summary
Strategic Intent	<ul style="list-style-type: none"> • Fair, orderly, and sustainable development • Preservation of rural economic and environmental values • Strong community identity linked to individuality and diversity of the communities within the Shire • Environmental protection and hazard mitigation, including natural areas and features of significance (e.g. national parks, conservation parks, water sources, wetlands, etc.) • Diverse economy, with opportunities for new industries provided • Adequate infrastructure standards to meet the needs of individual communities, with community infrastructure, support services and facilities open space and recreational infrastructure provided to meet individual community needs

Key Themes	Strategic Outcome Summary
Settlement Pattern	<ul style="list-style-type: none"> Urban growth to be focused on Biloela, with other townships providing 'country town lifestyle' options Enhances public access to natural areas and community facilities The amenity of existing communities and productive capacity of agricultural land is protected Non-resident workforce accommodation and other activities that create off-site impacts are located to protect the amenity of existing communities and maintain the integrity of social and physical infrastructure
Rural Areas	<ul style="list-style-type: none"> Protection of productive rural land, landscapes, and stock routes Support rural enterprises and lifestyle Manage rural residential development sustainably Maintain rural character and community values, including the Shire's scenic assets and biosecurity
Strong Communities	<ul style="list-style-type: none"> Provide accessible community services and facilities Encourage social cohesion and cultural identity Support health, education, and recreational needs Promote inclusive and safe public spaces
Natural Systems and Hazards	<ul style="list-style-type: none"> Protection and management of the natural environment, its biological diversity, ecological integrity, and natural assets is paramount in preserving both the natural and economic benefits. Effective management protects against the impacts of land degradation and pest invasion and provide long term benefits for Shire's current and future populations.
Strong Economy	<ul style="list-style-type: none"> Diversify and strengthen the local economy Support agriculture, mining, tourism, and renewable energy Encourage innovation and employment opportunities
Infrastructure and Servicing	<ul style="list-style-type: none"> Deliver efficient and sustainable infrastructure networks Coordinate land use with transport, water, and energy systems Support digital connectivity and essential services

6.2.5 BANANA SHIRE COUNCIL CALLIDE REZ PROCUREMENT STRATEGY

The Banana Shire Council's Callide Renewable Energy Zone (REZ) Procurement Strategy outlines a targeted approach to maximise local supplier participation in the Banana region's growing renewable energy sector. With over \$40 billion in wind, solar, and battery projects planned, the strategy aims to position local businesses to meet procurement requirements across the full project lifecycle.

The strategy envisions,

"Banana Shire as a proactive regional Australian leader in renewable energy project procurement, underpinned by a visible, capable, and coordinated local supply chain. The strategy and associated initiatives aim to address the capacity of local businesses to engage in renewable energy value chains, to maximise local economic value retention, create skilled jobs, and enhance regional resilience." (Acclimate Partners. 2025, p.4).

Key initiatives include:

- building local business capability through training and certification;
- improving access to procurement opportunities via digital platforms and engagement events; and

- and fostering collaboration between developers, Tier 1 contractors, and regional suppliers.

The strategy identifies immediate and longer-term opportunities in areas such as civil construction, solar frame fabrication, battery module pre-assembly, and modular substation assembly. By aligning local strengths with developer needs, the strategy seeks to retain economic value within the region, create skilled jobs, and support a resilient, diversified local economy.

The strategy denotes that the Banana LGA demonstrates strong capabilities in civil construction, transport, and machinery servicing, and has a workforce experienced in large-scale power generation. However, the LGA faces challenges such as gaps in workforce skills, limited infrastructure, and difficulties meeting the compliance standards required by major renewable energy developers. To address these weaknesses, the region is investing in workforce development through initiatives like the Callide Futures Hub and Technical and Further Education (TAFE) Clean Energy Centres, while also working to strengthen local supply chains and improve business readiness for REZ procurement opportunities.

The strategy acknowledges the importance of Indigenous participation in the renewable energy transition and outlines steps to ensure First Nations communities are meaningfully included. It highlights the need to:

- Engage early and respectfully with Traditional Owners and Indigenous businesses.
- Support Indigenous workforce development through training and employment pathways aligned with REZ projects.
- Promote Indigenous-owned enterprises as part of the local supply chain, particularly in areas like land management, cultural heritage services, and environmental monitoring.

The strategy also encourages developers to embed Indigenous engagement and procurement targets into their project planning and reporting, aligning with broader state and national commitments to reconciliation and economic inclusion.

6.2.6 BANANA SHIRE COUNCIL WORKFORCE ACCOMMODATION POLICY

In April 2024, Banana Shire Council adopted the Workforce Accommodation Policy (Banana Shire Council, 2024a) to guide the location, design, and development of accommodation for workers involved in major projects—particularly in the renewable energy sector. The policy states its objective is to,

"...provide guidance on the appropriate location, development standards and built form of workforce accommodation that will achieve high quality outcomes which support the needs of major renewable energy infrastructure projects while maintaining the character of the existing communities and supporting the local businesses within the Banana Shire." (Banana Shire Council, 2024a, p.1)

The policy applies across the local government area and is designed to work alongside the Temporary Local Planning Instrument No. 1 of 2024 (TLPI). It emphasises that workforce accommodation should be located close to townships, allowing workers to access existing infrastructure and services, and to support local economies. It also encourages the reuse or repurposing of accommodation facilities after project completion, especially where operational employment is minimal.

Banana Shire Council supports well-designed and well-located workforce accommodation when the following outcomes are met:

- The proposal is located within a Workforce Accommodation Overlay as identified in the TLPI.
- The scale of the development is compatible with existing or planned development in the area.
- The land is physically suitable for development and addresses any physical constraints.
- Environmental impacts on significant natural features are mitigated both on and off-site.
- Community and cultural values of the site are protected and, where possible, enhanced.
- There is access to necessary infrastructure and community services, either on-site or nearby, without compromising broader community needs.
- The development is compatible with nearby land uses and major infrastructure, achieved through appropriate design.

The policy also supports the expansion of existing hotels and short-term accommodation within townships, provided amenity and character are preserved. Council may impose conditions requiring the removal and/or repurposing of temporary facilities to ensure long-term community benefit.

6.3 DEMOGRAPHIC PROFILE

This section provides an analysis of the population dynamics (refer to **Section 6.3.1**), key economic indicators and trends (refer to **Section 6.3.2**), and vulnerable groups (refer to **Section 6.3.3**) within the Social Study Area.

6.3.1 POPULATION DYNAMICS

Table 6-4 draws upon the ABS datasets listed in **Table 6-1** (refer to **Section 6.1**) to provide a current demographic overview of the Social Study Area.

Analysis of the data presented in **Table 6-4** identifies:

- Overall, the Primary Social Study Area experienced a decline in population between 2016 and 2021 across most locations with available data. The largest population decrease was observed in the Biloela UCL, which declined by 60 people (from 5,667 to 5,727). The Thangool UCL also saw a population decrease of 10 people, while the Dululu and Wowan SALs experienced more notable reductions of 29 and 46 people, respectively.
- The average median age across the Primary Social Study Area is 47 years. Between 2016 and 2021 a mixed trend was observed. The highest increase occurred in the Wowan SAL, where the median age increased by four years (from 56 to 60 years). The Dululu SAL was an outlier, showing a decrease in median age by three years (from 58 to 55 years), despite a declining population, potentially indicating younger residents moving in or older residents moving out.
- Population trends in the Secondary Social Study Area were more varied, with several locations showing growth. Of note, the Calliope UCL, Gladstone SUA, and Moura UCL showed a substantive increase, while the Banana SAL had the largest decrease, reducing by 2.25% between 2016 and 2021.

- The average median age for the Secondary Social Study Area is 37 years. The median age increased most notably in the Mount Morgan UCL between 2016 and 2021, rising by four years (from 49 to 53 years), suggesting an ageing population. The Moura UCL showed a slight decrease in median age, from 34 to 33 years, which may reflect younger families or workers moving into the area.
- Between 2016 and 2021, Queensland experienced strong population growth, increasing by approximately 9.6% (from 4.7 million to over 5.15 million), alongside a modest rise in median age from 37 to 38 years, reflecting both natural growth and interstate migration. In contrast, the Banana LGA saw a smaller population increase of just 1.35% (from 14,319 to 14,513), with a similar one-year rise in median age from 37 to 38, indicating a relatively stable but ageing population. Overall, while the Secondary Social Study Area aligns more closely with Queensland's growth and demographic trends, the Primary Social Study Area reflects a pattern of rural population decline and ageing, which is less consistent with broader state-level dynamics.
- The percentage of persons who identify as Aboriginal and/or Torres Strait Islander within the Social Study Area has increased between 2016 and 2021. The largest percentage point increases were experienced in the Thangool UCL (5.1 percentage points), the Bouldercombe UCL (5.5 percentage points), and the Rockhampton SUA (4.1 percentage points). Conversely, the percentage of the population identifying as Aboriginal and/or Torres Strait Islander declined in the Mount Morgan UCL (0.3 percentage points) and the Woorabinda UCL (3.1 percentage points). Despite the percentage reduction in the Woorabinda UCL, it remained the community with the largest percentage of Aboriginal and/or Torres Strait Islander persons (91.6%), which is expected given its history and status as an Aboriginal Community.
- Households where a non-English language is used remained generally consistent with the Primary Social Study Area, with the exception of the Biloela UCL, which experienced a 1.6 percentage point increase between 2016 and 2021. Overall, however the percentage of households where a non-English language in 2021 was higher in the Biloela UCL (11.2%) than the wider Banana LGA (6%) but is lower than the State percentage.

TABLE 6-4 KEY DEMOGRAPHIC INDICATORS

ABS Statistical Area	Census Year	Population	Population Change (%) ¹	Median Age	Population Sex		Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is spoken (%)
					Male (%)	Female (%)				
Primary Social Study Area										
SA1 30804152812 (includes the Project Area and Jambin) ²	2021	331	-	39	52	48	1.2	15.1	22.6	2.8
	2016	-		-	-	-	-	-	-	-
SA1 30804152819 (includes Goovigen) ²	2021	203	-	50	55.5	44.5	2	24.1	21.6	0
	2016	-		-	-	-	-	-	-	-
Dululu SAL	2021	97	↓ -23	55	49	51	5.1	21.6	14.4	0
	2016	126		58	52.3	47.7	5	31.2	33.2	0
Wowan SAL	2021	170	↓ -21.3	60	49.7	50.3	10.6	48.8	14.3	0
	2016	216		56	49.1	50.9	9.2	31.6	17.5	0
Thangool UCL	2021	254	↓ -3.8	41	53	47	6.7	45.2	16.8	0
	2016	264		38	53.8	46.2	1.6	15.1	24.6	0
Biloela UCL	2021	5667	↓ -1	36	25.7	72.4	4.8	14	21.3	11.2
	2016	5727		34	50.8	49.2	4.3	11	23.5	9.6
Secondary Social Study Area										
Banana SAL	2021	348	↓ -2.2	40	51.6	48.4	7.8	15.2	20.9	3.5
	2016	356		38	51.5	48.5	7.1	12.8	21.7	0

ABS Statistical Area	Census Year	Population	Population Change (%) ¹	Median Age	Population Sex		Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is spoken (%)
					Male (%)	Female (%)				
Mount Morgan UCL	2021	2487	↑ 3.1	53	51.2	48.8	14.2	29.6	13.6	3.2
	2016	2412		49	51.4	48.6	14.5	26.1	15.3	2.9
Bouldercombe UCL	2021	758	↑ 3.7	46	49.3	50.7	12.7	20.8	18.1	1.5
	2016	731		44	49	51	7.2	16.3	20.9	1.1
Calliope UCL	2021	4396	↑ 27.9	30	50.4	49.6	7.2	9.3	30.8	5.1
	2016	3438		30	49.5	50.5	4.9	7.3	19.9	3.5
Moura UCL	2021	1843	↑ 20.1	33	53.7	46.3	8	10.2	24.8	3.4
	2016	1535		34	54.7	45.3	6.5	10.3	23.8	3.6
Woorabinda UCL	2021	1019	↑ 5.9	23	46.6	53.4	91.6	4.7	35.4	7
	2016	962		23	48.9	51.1	94.7	4.1	33.3	12
Gladstone SUA	2021	45,185	↑ 3.0	36	50.1	49.9	6.7	12.5	21.9	8.8
	2016	43,871		34	50.7	49.3	4.3	9.2	23	9.1
Rockhampton SUA	2021	79,293	↑ 3.0	36	49.8	50.2	8.7	15.7	20.5	8.3
	2016	76,985		35	50.9	49.1	4.6	9.2	22.6	10
Social Context										
Banana LGA	2021	14513	↑ 1.4	38	51.4	48.6	5.1	16.2	20.9	6
	2016	14319		37	51.6	48.4	4	13.9	22.1	5.2

ABS Statistical Area	Census Year	Population	Population Change (%) ¹	Median Age	Population Sex		Aboriginal and/or Torres Strait Islander Pop. (%)	Pop. Over 65 Years of Age (%)	Pop. Under 14 Years of Age (%)	Households where a non-English language is spoken (%)
					Male (%)	Female (%)				
Queensland	2021	5,156,138	↑ 9.6	38	49.3	50.7	4.6	17	18.7	15.6
	2016	4,703,193		37	49.4	50.6	4	17.2	19.4	13.5

Note1:

↓ Population decrease ↑ Population increase

Note2: To protect confidentiality in small populations, some data values may be adjusted or suppressed, and totals may not match.

Note3: Further information relating to youth and the elderly, linguistic diversity, and First Nations is provided in **Section 6.3.3**.

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021g; ABS, 2016e; ABS, 2021h; ABS, 2016f; ABS, 2021i; ABS, 2016g; ABS, 2021j; ABS, 2016h; ABS, 2021k; ABS, 2016i; ABS, 2021l; ABS, 2016j; ABS, 2021m; ABS, 2016k; ABS, 2021n; ABS, 2016l; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

Population projections relevant to the Banana LGA were investigated in order to understand how the population is expected to change over the coming years – an aspect of particular importance given that the Construction Phase will likely commence in late 2025 and conclude in 2027. Populations typically increase and decrease based on a range of factors, including employment opportunities, income, housing availability, and accessibility to services.

Table 6-5 denotes the population projections of the Banana LGA in 2026, 2036, and 2046, based on three potential scenarios. Taking the 'medium' projection, the percentage change in the decades between the years is predicted to be as follows:

- 2021 and 2026: 0.12% increase;
- 2026 and 2036: -1.37% decrease; and
- 2036 and 2046: -1.62% decrease.

TABLE 6-5 BANANA LGA POPULATION PROJECTIONS

Projection Scenario	2026	2036	2046
Low	14,663	14,144	13,748
Medium	14,530	14,331	14,150
High	14,549	14,511	14,552

Source: Queensland Government Statistician's Office, 2023.

6.3.2 ECONOMIC PROFILE

The key economic indicators as within the Social Study Area are outlined within the economic overview. These include data relevant to the labour force (refer to **Section 6.3.2.1**), income (refer to **Section 6.3.2.2**), and local business characteristics (refer to **Section 6.3.2.3**).

6.3.2.1 LABOUR FORCE

In 2021, the labour force within the Social Study Area was approximately 68,601 workers, comprising 3,301 workers in the Primary Social Study Area and approximately 65,300 workers in the Secondary Social Study Area.

Table 6-6 provides an overview of the employment status of residents with the Social Study Area, with the following identified:

- Labour force sizes varied throughout the Social Study Area, with the smallest recorded in the Dululu SAL (52 people) and the largest in the Rockhampton SUA (38,394 people). The median labour force size was 321, indicating that most locations within the Social Study Area are small townships and/or communities, while the average was 5,057 persons, skewed upward by larger urban centres.
- The highest number of unemployed individuals was found in the Rockhampton SUA (2,114 people), followed by the Gladstone SUA (1,722), the Banana LGA (201), the Calliope UCL (147), and the Mount Morgan UCL (105).
- The highest unemployment rate in the Social Study Area was observed in the Woorabinda UCL, where the rate reached 20.9% in 2021. While several areas, including SA1 30804152812 (includes the Project Area), SA1 30804152819 (includes Goovigen), and the Dululu SAL, recorded a rate of 0.0% in 2021. Notably, six areas had

unemployment rates above the Queensland state average of 5.4%, indicating pockets of higher joblessness.

- Several areas experienced a noticeable decline in unemployment rates between 2016 and 2021, this includes the Dululu SAL (4.6% to 0.0%), the Thangool UCL (7.4% to 5.2%), the Banana SAL (6.0% to 2.8%), the Mount Morgan UCL (20.5% to 14.9%), the Calliope UCL (10.6% to 7.4%), the Gladstone SUA (11.6% to 7.6%) and the Rockhampton SUA (from 8.9% to 5.5%).

TABLE 6-6 LABOUR FORCE STATUS

ABS Statistical Area	Census Year	Total Labour Force (#)	Unemployment (#)	Unemployment (%)
Primary Social Study Area				
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	185	0	0.0
	2016	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	91	0	0.0
	2016	-	-	-
Dululu SAL	2021	52	0	0.0
	2016	65	3	4.6
Wowan SAL	2021	53	10	18.9
	2016	73	3	4.1
Thangool UCL	2021	136	7	5.2
	2016	135	10	7.4
Biloela UCL	2021	2,784	77	2.8
	2016	2,946	120	4.1
Secondary Social Study Area				
Banana SAL	2021	181	5	2.8
	2016	201	12	6
Mount Morgan UCL	2021	703	105	14.9
	2016	738	151	20.5
Bouldercombe UCL	2021	321	8	2.5
	2016	341	24	7
Calliope UCL	2021	1,991	147	7.4
	2016	1,594	169	10.6
Moura UCL	2021	784	32	4.1
	2016	739	42	5.7
Woorabinda UCL	2021	254	53	20.9
	2016	237	43	18.1

ABS Statistical Area	Census Year	Total Labour Force (#)	Unemployment (#)	Unemployment (%)
Gladstone SUA	2021	22,672	1722	7.6
	2016	17,008	1,974	11.6
Rockhampton SUA	2021	38,394	2,114	5.5
	2016	36,823	3,267	8.9
Social Context				
Banana LGA	2021	7,249	201	2.8
	2016	7,490	298	4
Queensland	2021	2,582,802	138,714	5.4
	2016	2,312,118	175,665	7.6

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021g; ABS, 2016e; ABS, 2021h; ABS, 2016f; ABS, 2021i; ABS, 2016g; ABS, 2021j; ABS, 2016h; ABS, 2021k; ABS, 2016i; ABS, 2021l; ABS, 2016j; ABS, 2021m; ABS, 2016k; ABS, 2021n; ABS, 2016l; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

Table 6-7 characterises the economic profile of the Social Study Area through the key occupations of employment. The three top occupations that represent the Social Study Area and are likely to have transferable skills to work on the Project are Technicians and Trades, Machinery Operators and Drivers, and Labourers.

As identified in **Table 6-7**, in 2021 the Banana LGA had an approximate workforce of 7,249 workers. Of these workers 3,136 had relevant occupations and skillsets to the Project. This translates to 43.3% of the labour force with relevant occupations, comprising Technicians and Trades (1,096 workers), Machinery Operators and Drivers (1,031 workers), and Labourers (1,009 workers).

Of the communities and towns identified in the Social Study Area, the following was identified:

- The Primary Social Study Area saw an overall decrease in the number of Technicians and Trades Workers (45 workers) and Labourers (51 workers) between 2016 and 2021, and an increase in the number of Machinery Operators and Drivers (66 workers) during the same period. These changes were primarily driven by workforce changes within the Biloela UCL. Despite the decrease in two of the three key areas of occupation, however, the combined number for workers in each occupation accounted for approximately 47% of the total workforce in 2021. This suggests that the Primary Social Study Area has a workforce profile that has a robust proportion of skilled trades and manual labour.
- In contrast, the Secondary Social Study Area saw the number of workers employed in each of the three occupations increase between 2016 and 2021. Technicians and Trades Workers increased by 1,205 workers, Machinery Operators and Drivers by 1,087 workers, and Labourers by 997 workers. Most of this increase has been driven by changes in the Gladstone and Rockhampton SUAs. Contrasting to the Primary Social Study Area, only 37.5% of the labour force is employed across these three occupations, which reflects the diversity of employment in the Secondary Social Study Area, which includes larger urban centres and a wider range of industries.

TABLE 6-7 RELEVANT OCCUPATIONS IN THE SOCIAL STUDY AREA

ABS Statistical Area	Census Year	Technicians and Trades Workers (#)	Machinery Operators and Drivers (#)	Labourers (#)
Primary Social Study Area				
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	21	12	14
	2016	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	6	18	11
	2016	-	-	-
Dululu SAL	2021	11	4	4
	2016	8	7	3
Wowan SAL ¹	2021	3	9	4
	2016	-	11	6
Thangool UCL	2021	17	23	28
	2016	24	20	30
Biloela UCL	2021	515	401	450
	2016	586	363	523
Secondary Social Study Area				
Banana SAL	2021	15	39	17
	2016	23	35	17
Mount Morgan UCL	2021	80	81	109
	2016	86	81	119
Bouldercombe UCL	2021	64	56	25
	2016	52	54	44
Calliope UCL	2021	420	301	253
	2016	350	244	189
Moura UCL	2021	140	185	87
	2016	145	176	79
Woorabinda UCL	2021	13	14	33
	2016	15	9	35
Gladstone SUA	2021	4,265	2,445	2,582
	2016	3,234	1,772	1,886
Rockhampton SUA	2021	5,731	3,231	4,320
	2016	5,618	2,894	4,060
Social Context				
Banana LGA	2021	1,096	1,031	1,009
	2016	1,150	1,016	1,107

ABS Statistical Area	Census Year	Technicians and Trades Workers (#)	Machinery Operators and Drivers (#)	Labourers (#)
Queensland	2021	333,915	166,739	246,394
	2016	305,441	147,636	225,268

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

Source: Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021g; ABS, 2016e; ABS, 2021h; ABS, 2016f; ABS, 2021i; ABS, 2016g; ABS, 2021j; ABS, 2016h; ABS, 2021k; ABS, 2016i; ABS,2021l; ABS, 2016j; ABS,2021m; ABS, 2016k; ABS,2021n; ABS, 2016l; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

Table 6-8 provides a categorisation of the top five industries of employment within the Social Study Area. Based on the data provided in Table 6-8, the following was identified:

- Within the Banana LGA, the top industries of employment were Coal Mining and Beef Cattle Farming (Specialised), with the former employing the most number of workers in 2016 (969) and the latter employing the most workers in 2021 (898).
- Within The Primary Social Study Area, the main industries of employment are substantially influenced by the prominence of Biloela as the largest centre within the Banana LGA. As such, the five largest industries of employment comprise Coal Mining (425), Meat Processing (220), Fossil Fuel Electricity Generation (183), Local Government Administration (129), and Supermarket and Grocery Stores (124).
- When excluding Biloela from consideration, the main industries within the Primary Social Study Area skew toward more agricultural and educational industries, however coal mining is still prevalent. To this end, in 2021, Beef Cattle Farming (Specialised) was the largest employer with 91 workers, followed by Coal Mining (51), Primary Education (35), Other Grain Growing (17), and Grain-Sheep or Grain-Beef Cattle Farming (13).
- In the Secondary Social Study Area, Coal Mining remains dominant across most communities, with other industries (e.g. Aluminum Smelting/Production and Construction) present amongst more urbanised industries of employment (e.g. Primary Education, Supermarket and Grocery Stores, Hospitals, etc.).
- Comparing the Social Study Area to the broader Queensland context, wherein the top industries include health care (hospitals), retail, and education sectors, it is apparent that the Social Study Area boasts a rural-industrial focus compared to the more urban-service orientation of the State.
- Overall, between 2016 and 2021, there appears to be an increase in industry diversification. Sectors such as healthcare, education, and social assistance have gained more prominence, indicating a gradual shift toward community services and infrastructure alongside traditional industries like agriculture and mining.

TABLE 6-8 RELEVANT INDUSTRIES IN THE SOCIAL STUDY AREA

ABS Statistical Area	Census Year	Industry of Employment, Top Responses (%/#)
Primary Social Study Area		
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	<ul style="list-style-type: none"> • Beef Cattle Farming (Specialised) (25%/45) • Coal Mining (10%/18) • Grain-Sheep or Grain-Beef Cattle Farming (7.2%/13) • Other Grain Growing (6.7%/12) • Aged Care Residential Services (4.4%/8)
	2016	-
SA1 30804152819 (includes Goovigen) ¹	2021	<ul style="list-style-type: none"> • Beef Cattle Farming (Specialised) (31.9%/29) • Coal Mining (7.7%/7) • Other Grain Growing (5.5%/5) • Primary Education (5.5%/5) • Hospitals (except Psychiatric Hospitals) (5.5%/5)
	2016	-
Dululu SAL	2021	<ul style="list-style-type: none"> • Education And Training (23.1%/12) • Agriculture, Forestry and Fishing (17.3%/9) • Health Care and Social Assistance (15.4%/8) • Mining (13.5%/7) • Construction (7.7%/4)
	2016	<ul style="list-style-type: none"> • Beef Cattle Farming (Specialised) (35%/14) • Coal Mining (12.5%/5) • Primary Education (12%/5) • Citrus Fruit Growing (10%/4) • Other Agriculture and Fishing Support Services (7.5%/3)
Wowan SAL ¹	2021	<ul style="list-style-type: none"> • Primary Education (28.2%/11) • Beef Cattle Farming (Specialised) (20.5%/8) • Fuel Retailing (17.9%/7) • Other Social Assistance Services (12.8%/5) • Coal Mining (10.3%/4)
	2016	<ul style="list-style-type: none"> • Beef Cattle Farming (Specialised) (52.2%/24) • Primary Education (8.7%/4) • Grain-Sheep or Grain-Beef Cattle Farming(6.5%/3) • Accommodation (6.5%/3) • Postal Services (6.5%/3)
Thangool UCL	2021	<ul style="list-style-type: none"> • Local Government Administration (7.1%/9) • Coal Mining (6.3%/8) • Meat Processing (6.3%/8) • Other Hardware Goods Wholesaling (5.6%/7) • Primary Education (5.6%/7)
	2016	<ul style="list-style-type: none"> • Coal Mining (14.1%/11) • Local Government Administration (12.8%/10) • Vegetable Growing (Outdoors) (3.8%/3) • Bakery Product Manufacturing (Non-factory based) (3.8%/3) • Other Basic Non-Ferrous Metal Manufacturing (3.8%/3)
Biloela UCL	2021	<ul style="list-style-type: none"> • Coal Mining (14.1%/381) • Meat Processing (8.1%/220) • Fossil Fuel Electricity Generation (5.8%/156) • Local Government Administration (4.4%/120) • Supermarket and Grocery Stores (3.6%/96)

ABS Statistical Area	Census Year	Industry of Employment, Top Responses (%/#)
	2016	<ul style="list-style-type: none"> Coal Mining (14.8%/404) Meat Processing (9%/247) Fossil Fuel Electricity Generation (6.7%/183) Supermarket and Grocery Stores (4.5%/124) Local Government Administration (4.5%/122)
Secondary Social Study Area		
Banana SAL	2021	<ul style="list-style-type: none"> Beef Cattle Farming (Specialised) (16.4%/28) Coal Mining (12.9%/22) Grain-Sheep or Grain-Beef Cattle Farming (9.4%/16) Child Care Services (5.3%/9) Other Fruit and Tree Nut Growing (4.1%/7)
	2016	<ul style="list-style-type: none"> Beef Cattle Farming (Specialised) (24.8%/39) Coal Mining (15.3%/24) Road Freight Transport (8.3%/13) Grain-Sheep or Grain-Beef Cattle Farming (4.5%/7) Agricultural Machinery and Equipment Manufacturing (3.8%/6)
Mount Morgan UCL	2021	<ul style="list-style-type: none"> Aged Care Residential Services (6.0%/36) Coal Mining (5.7%/34) Other Social Assistance Services (5.0%/30) Hospitals (except Psychiatric Hospitals) (4.5%/27) Supermarket and Grocery Stores (3.8%/23)
	2016	<ul style="list-style-type: none"> Hospitals (except Psychiatric Hospitals) (8.6%/46) Supermarket and Grocery Stores (7.5% /40) Local Government Administration (4.7%/25) Aged Care Residential Services (4.7%/25) Coal Mining (4.3%/23)
Bouldercombe UCL	2021	<ul style="list-style-type: none"> Coal Mining (8.2%/25) Hospitals (except Psychiatric Hospitals) (5.6%/17) Primary Education (3.6%/11) Combined Primary and Secondary Education (3.3%/10) Other Social Assistance Services (3.3%/10)
	2016	<ul style="list-style-type: none"> Coal Mining (8.4%/23) Hospitals (except Psychiatric Hospitals) (5.1%/14) Primary Education (4.4%/12) Site Preparation Services (4.0%/11) Accounting Services (3.6%/10)
Calliope UCL	2021	<ul style="list-style-type: none"> Aluminium Smelting (5.6%/103) Other Heavy and Civil Engineering Construction (3.7%/68) Supermarket and Grocery Stores (3.4%/62) Alumina Production (2.9%/53) Takeaway Food Services (2.5%/46)
	2016	<ul style="list-style-type: none"> Alumina Production (7.1%/94) Other Heavy and Civil Engineering Construction (3.7%/49) Engineering Design and Engineering Consulting Services (3.6%/48) Supermarket and Grocery Stores (3.6%/47) Aluminium Smelting (3.5%/46)
Moura UCL	2021	<ul style="list-style-type: none"> Coal Mining (26.6%/200) Supermarket and Grocery Stores (4.1%/31) Primary Education (4.0%/30) Secondary Education (4.0%/30)

ABS Statistical Area	Census Year	Industry of Employment, Top Responses (%/#)
		<ul style="list-style-type: none"> Other Heavy and Civil Engineering Construction (3.5%/26)
	2016	<ul style="list-style-type: none"> Coal Mining (33.2%/230) Secondary Education (4.2%/29) Building and Other Industrial Cleaning Services (3.9%/27) Primary Education (3.9%/27) Supermarket and Grocery Stores (3.6%/25)
Woorabinda UCL	2021	<ul style="list-style-type: none"> Local Government Administration (16.5%/32) Primary Education (16.5%/32) Hospitals (except Psychiatric Hospitals) (12.9%/25) Police Services (6.7%/13) Secondary Education (4.1%/8)
	2016	<ul style="list-style-type: none"> Local Government Administration (19.8%/35) Hospitals (except Psychiatric Hospitals) (11.3%/20) Primary Education (10.7%/19) Secondary Education (7.3%/13) Child Care Services (5.6%/10)
Gladstone SUA	2021	<ul style="list-style-type: none"> Aluminium Smelting (6.1%/1,284) Alumina Production (4.1%/867) Other Heavy and Civil Engineering Construction (3.2%/679) Primary Education (3.1%/653) Supermarket and Grocery Stores (3.0%/626)
	2016	<ul style="list-style-type: none"> Alumina Production (6.6%/987) Supermarket and Grocery Stores (3.2%/484) Engineering Design and Engineering Consulting Services (3.2%/473) Other Heavy and Civil Engineering Construction (2.7%/400) Primary Education (2.6%/392)
Rockhampton SUA	2021	<ul style="list-style-type: none"> Hospitals (except Psychiatric Hospitals) (6.5%/2,362) Other Social Assistance Services (3.8%/1,363) Coal Mining (3.7%/1,355) Takeaway Food Services (2.8%/1,013) Supermarket and Grocery Stores (2.7%/967)
	2016	<ul style="list-style-type: none"> Hospitals (except Psychiatric Hospitals) (5.6%/1,860) Coal Mining (3.8%/1,266) Primary Education (2.8%/928) Takeaway Food Services (2.7%/913) Supermarket and Grocery Stores (2.7%/895)
Social Context		
Banana LGA	2021	<ul style="list-style-type: none"> Beef Cattle Farming (Specialised) (12.7%/898) Coal Mining (12.2%/862) Meat Processing (3.6%/255) Local Government Administration (3.5%/246) Fossil Fuel Electricity Generation (2.9%/207)
	2016	<ul style="list-style-type: none"> Coal Mining (13.7%/969) Beef Cattle Farming (Specialised) (13.6%/965) Meat Processing (4.0%/284) Local Government Administration (3.3%/237) Fossil Fuel Electricity Generation (3.3%/235)

ABS Statistical Area	Census Year	Industry of Employment, Top Responses (%/#)
Queensland	2021	<ul style="list-style-type: none"> Hospitals (except Psychiatric Hospitals) (5.0%/122,121) Supermarket and Grocery Stores (2.5%/61,444) Primary Education (2.5%/59,930) Other Social Assistance Services (2.4%/58,762) Takeaway Food Services (2.3%/55,193)
	2016	<ul style="list-style-type: none"> Hospitals (except Psychiatric Hospitals) (4.3%/91,756) Primary Education (2.5%/54,394) Supermarket and Grocery Stores (2.4%/52,291) Cafes and Restaurants (2.3%/49,488) Takeaway Food Services (2.0%/41,958)

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021g; ABS, 2016e; ABS, 2021h; ABS, 2016f; ABS, 2021i; ABS, 2016g; ABS, 2021j; ABS, 2016h; ABS, 2021k; ABS, 2016i; ABS, 2021l; ABS, 2016j; ABS, 2021m; ABS, 2016k; ABS, 2021n; ABS, 2016l; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

6.3.2.2 INCOME

Table 6-9 provides an overview of the key income and housing indicators within the Social Study Area. Based on the data presented, the following was identified as relevant to characterising the Social Study Area:

- The 2021 average weekly personal income and average weekly household income in the Social Study Area were approximately \$693 and \$1,450, respectively, below the 2021 Queensland averages of \$787 and \$1,675. This equates to an annual average personal income of approximately \$36,043 and household income of around \$75,404 in the Social Study Area.
- Across the Social Study Area, median personal and household incomes vary substantively. The Biloela UCL, Banana SAL, Calliope UCL, and SA1 30804152812 (includes the Project Area) report some of the highest household incomes with the weekly average being in excess of \$1,800. In contrast, the Woorabinda UCL, Wowan SAL, and Mount Morgan UCL average under \$1,000 for median weekly household income, with the Woorabinda UCL having the lowest household and personal weekly incomes at \$684 and \$361, respectively.
- The Primary Social Study Area showed mixed income trends, with some locations like the Dululu SAL experiencing substantial growth, while others such as Wowan SAL seeing declines. Household income in the Primary Social Study Area ranged from \$752 in the Wowan SAL to \$1,883 in the Biloela UCL. The Dululu SAL was a strong positive outlier, with household income rising by 94.4% (from \$664 to \$1,291) and personal income by 39.1% (from \$458 to \$637). In contrast, the Wowan SAL saw household income fall by 7% (from \$812 to \$752) and unemployment increasing by 14.8 percentage points. SA1 areas reported high household income in 2021 (\$1,828 and \$1,406), but lack of 2016 data limits trend analysis.
- Income levels in the Secondary Social Study Area were more consistent, with most locations showing moderate growth in both weekly median personal and household income. The Rockhampton SUA however was a positive outlier with the median weekly

household income rising by 18% between 2016 and 2021, while the Woorabinda UCL saw an 8% decline, making it a negative outlier.

- Within the Social Study Area, the highest proportions of low income families in 2021 were reported in the Woorabinda UCL (48.1%), the Wowan SAL (45.9%), and the Mount Morgan UCL (38.9%). It is noted however, that the 2021 data for the Dululu SAL was unavailable, however in 2016 the percentage of low income families in the SAL was 47.6%.

TABLE 6-9 INCOME INDICATORS

ABS Statistical Area	Census Year	Median Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%) ¹	Low Income Families (%) ²
Primary Social Study Area					
SA1 30804152812 (includes the Project Area and Jambin) ³	2021	842	1,828	-	16.9
	2016	-	-		-
SA1 30804152819 (includes Goovigen) ³	2021	575	1,406	-	22.6
	2016	-	-		-
Dululu SAL	2021	637	1,291	↑ 94	-
	2016	458	664		47.6
Wowan SAL	2021	450	752	↓ -7	45.9
	2016	418	812		34.3
Thangool UCL	2021	732	1,513	↑ 24	20.7
	2016	571	1,221		27.6
Biloela UCL	2021	890	1,883	↑ 4	16.5
	2016	761	1,818		15.3
Secondary Social Study Area					
Banana SAL	2021	809	1,859	↑ 9	21
	2016	676	1,708		21.3
Mount Morgan UCL	2021	461	780	↑ 6	38.9
	2016	436	737		40.3
Bouldercombe UCL	2021	698	1,442	↑ 4	16.7
	2016	646	1,380		18
Calliope UCL	2021	809	1,840	↑ 3	16.2
	2016	753	1,794		15.5

ABS Statistical Area	Census Year	Median Total Personal Income (\$)	Median Weekly Household Income (\$)	Change in Median Weekly Household Income 2016-2021 (%) ¹	Low Income Families (%) ²
Moura UCL	2021	863	1,787	↓ -1	17.4
	2016	780	1,809		16.5
Woorabinda UCL	2021	361	684	↓ -8	48.1
	2016	319	740		40.5
Gladstone SUA	2021	794	1,691	↑ 5	17.9
	2016	714	1,608		18.7
Rockhampton SUA	2021	783	1,545	↑ 18	18.5
	2016	643	1,310		21.9
Social Context					
Banana LGA	2021	856	1,766	↑ 12	17.7
	2016	714	1,575		18.8
Queensland	2021	787	1,675	↑ 19	16.4
	2016	660	1,402		19.5

Note1:

↓ Percentage decrease ↑ Percentage increase

Note2: Defined by the ABS as a weekly household income of less than \$650 gross.

Note3: To protect confidentiality in small populations, some data values may be adjusted or suppressed, and totals may not match.

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021g; ABS, 2016e; ABS, 2021h; ABS, 2016f; ABS, 2021i; ABS, 2016g; ABS, 2021j; ABS, 2016h; ABS, 2021k; ABS, 2016i; ABS, 2021l; ABS, 2016j; ABS, 2021m; ABS, 2016k; ABS, 2021n; ABS, 2016l; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

6.3.2.3 LOCAL BUSINESS CHARACTERISTICS

Data relating to the 'Counts of Australian Businesses' was used to provide insight in the characteristics of local businesses within the Social Study Area for the period between June 2020 and June 2024. While this data is not available at SAL or SUA level, it is available for the Banana LGA, and is presented in Table 6-10.

Table 6-10 identifies that the Banana LGA hosts a total of 2,514 businesses, with the largest share in the Agriculture, Forestry and Fishing industry (61.83%), followed at a distance by the Construction industry (7.26%). Most businesses within the Banana LGA have greater than 19 employees (i.e. are not considered 'small businesses'), however a considerable portion are 'Non-employing' business (i.e. sole traders or partnerships).

It should also be noted that counts are heavily influenced by entry and exits within Australia's small business sector, and the scope of business counts is limited to businesses actively remitting in a Goods and Services Tax (GST) role only.

TABLE 6-10 LOCAL BUSINESS CHARACTERISTICS IN THE BANANA LGA

Total Businesses	Total with <19 Employees	Industry #	Total / Non-Employing / <19 Employees	Industry #2	Total / Non-Employing / <19 Employees
2,514	38	Agriculture, Forestry and Fishing	1,567/1,322/245	Construction	184/122/56

Source: ABS, 2024.

6.3.3 VULNERABLE GROUPS

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

This section considers four groups across the Primary Social Study Area with potential social vulnerabilities related to CALD (refer to **Section 6.3.3.1**), age (refer to **Section 6.3.3.2**), First Nations communities (refer to **Section 6.3.3.3**), and socio-economic disadvantage (refer to **Section 6.3.3.4**).

6.3.3.1 CULTURAL AND LINGUISTICAL DIVERSITY

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

In 2021, the majority of residents across the Primary Social Study Area were born in Australia. The Biloela UCL recorded 73.1% Australian-born residents, followed by smaller proportions from China (2.4%), the Philippines (1.7%), New Zealand (1.5%), and England (1.2%). The Thangool UCL had an even higher proportion at 87.0%, while the Wowan and Dululu SALs also reflected strong Australian-born populations. These figures are consistent with the broader Banana LGA, where 78.8% of residents were Australian-born, which is higher than the Queensland average of 71.4%.

Ancestry data shows a strong identification with Australian and English heritage across the Primary Social Study Area in 2021. In the Biloela UCL, 38.3% of residents reported Australian ancestry and 34.0% English. The Wowan SAL showed similar trends, with 32.9% identifying as Australian and 40.6% as English. This pattern is echoed across the wider Banana LGA, where 42.9% reported Australian ancestry and 36.1% English – higher than the Queensland averages of 33.4% and 38.0%, respectively.

2021 Census data identifies that English is the dominant language spoken at home within the Primary Social Study Area. In the Biloela UCL and Wowan SAL, 81.2% of residents spoke only

English at home, with the Wowan SAL reporting no households using a non-English language. This contrasts with the Queensland average, where 15.6% of residents spoke a language other than English at home. The Banana LGA reported higher English-only use at 91.6%, indicating lower linguistic diversity compared to the State average of 80.5%.

Religious affiliation across the Primary Social Study Area in 2021 was principally Christian. In the Biloela UCL, 60.8% of residents identified with a Christian denomination, while 29.7% reported no religion. The Wowan SAL showed similar figures, with 62.2% identifying as Christian and 32.4% reporting no religion. At the Banana LGA level, 64.2% of residents identified as Christian, compared to 45.7% across Queensland. Meanwhile, 28.7% of persons in the Banana LGA reported no religion, lower than the State average of 41.2%.

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

6.3.3.2 YOUTH AND ELDERLY

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

As per **Table 6-4** (refer to **Section 6.3.1**), the Primary Social Study Area presents a varied age profile across its constituent localities. Between 2016 and 2021, the proportion of persons aged under 14 years declined in most areas. The Dululu SAL saw a reduction from 33.2% in 2016 to 14.4% in 2021, while the Thangool UCL experienced a decrease of 7.8 percentage points, from 24.6% to 16.8%. The Wowan SAL also recorded a decline of 3.2 percentage points. In contrast, the Biloela UCL maintained a relatively stable youth population, with only a minor decrease from 23.5% to 21.3%, and SA1 30804152812 (includes the Project Area) and SA1 30804152819 (includes Goovigen) reported youth populations of 22.6% and 21.6%, respectively, though no comparative 2016 data is available for these locations.

Regarding populations over 65 years of age, **Table 6-4** (refer to **Section 6.3.1**) indicates a clear ageing trend across the Primary Social Study Area. The Wowan SAL experienced the most substantial increase, rising from 31.6% in 2016 to 48.8% in 2021, an increase of 17.2 percentage points. The Thangool UCL also saw a notable rise of 30.1 percentage points, from 15.1% to 45.2%. The Biloela UCL showed a moderate increase in the percentage of the population over 65 years of age, from 11% to 14%. Conversely, the Dululu SAL recorded a decrease in elderly population from 31.2% to 21.6%, which contrasts with the broader regional trend. In 2021, SA1 30804152812 (includes the Project Area) and SA1 30804152819 (includes Goovigen) reported elderly populations of 15.1% and 24.1%, respectively.

Compared to Queensland's overall age profile in 2021, where 18.7% of the population was aged under 14 and 17.0% was aged over 66, the Primary Social Study Area presents a more pronounced ageing trend. The average proportion of residents aged 65 and over across the Primary Social Study Area was 28.1%, higher than the state average, with localities such as the Wowan SAL and Thangool UCL exceeding 45%. Conversely, the proportion of residents aged under 14 averaged 18.5%, closely aligning with the State figure, though some areas like the Dululu and Wowan SALs, were less than the State average.

Based on the data presented, the Primary Social Study Area reflects a mixed age profile, combining ageing communities with pockets of family-oriented growth. The sharp increases in elderly populations in the Wowan SAL and Thangool UCL suggest a need for enhanced aged care services and infrastructure, while the decline in youth populations in the Dululu SAL and Thangool UCL may indicate outward migration or lower birth rates. Conversely, the Biloela UCL's relatively stable youth demographic suggests continued appeal for young families. Accordingly, the Project will need to consider the needs of both younger and older residents, particularly in areas where demographic shifts may influence vulnerability to environmental or social impacts.

6.3.3.3 FIRST NATIONS COMMUNITIES

First Nations populations and communities are culturally vulnerable to the Project impacts particularly given past practices and government policies that may have created detachment from traditional lands. **Table 6-11** provides ABS data on Aboriginal and/or Torres Strait Islander population statistics, additional to **Table 6-4** (refer to **Section 6.3.1**), and identifies the following:

- In 2021, 5.1% of the population in the Banana LGA identified as Aboriginal and/or Torres Strait Islander, which is above the Queensland state average of 4.6%, which suggests that the Banana LGA maintains a higher First Nations presence compared to the broader State context.
- Across the Primary Social Study Area, the percentage of the population who identify as Aboriginal and/or Torres Strait Islander ranges from 1.2% (in SA1 30804152812 (includes the Project Area)) to 10.6% in the Wowan SAL. The average across the area is 5.1%, which is slightly above the Queensland average of 4.6% and consistent with the Banana LGA. This suggests that the region overall maintains a level of Aboriginal and/or Torres Strait Islander representation comparable to the broader LGA, while still reflecting internal variation.
- The median age of Aboriginal and/or Torres Strait Islander populations across the Primary Social Study Area varies considerably. The average median age is approximately 25.8 years, with the youngest median age located within the Thangool UCL (14 years), and the oldest in SA1 30804152819 (includes Goovigen) (39 years). Compared to the Banana LGA and Queensland, both of which report a median age of 23 years, the Primary Social Study Area displays a broader age distribution, indicating a mix of younger and older Aboriginal and/or Torres Strait Islander populations.
- Median weekly household income among Indigenous populations in the Primary Social Study Area also shows variation. The average income is approximately \$1,611, with the lowest reported in SA1 30804152812 (includes the Project Area) at \$949, and the highest in the Thangool UCL at \$2,250. Compared to the Banana LGA (\$1,445) and Queensland (\$1,517), some areas such as the Thangool UCL exceed the state average, while others fall below, highlighting potential disparities in economic wellbeing and the need for targeted support in lower-income First Nations communities.

TABLE 6-11 ABORIGINAL AND/OR TORRES STRAIT ISLANDER STATISTICS

ABS Statistical Area	Census Year	Percentage of the Total Population (%)	Median Age (#)	Median Weekly Household Income (\$)	Unemployment Rate (%)
Primary Social Study Area					
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	1.2	27	949	-
	2016	-	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	2	39		-
	2016	-	-	-	-
Dululu SAL	2021	5.1	-	-	-
	2016	5	25	0	-
Wowan SAL	2021	10.6	28	1,937	-
	2016	9.2	26	1,024	-
Thangool UCL	2021	6.7	14	2,250	-
	2016	1.6	26	228	-
Biloela UCL	2021	4.8	21	1,307	-
	2016	4.3	25	1,140	-
Social Context					
Banana LGA	2021	5.1	23	1,445	10.1
	2016	4	25	1,259	-
Queensland	2021	4.6	23	1,517	13.3
	2016	4	22	1,222	20.1

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

6.3.3.4 SOCIO-ECONOMIC DISADVANTAGE

Socio-Economic Indexes for Areas (SEIFA) is a product developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indexes are based on information from the Census, with SEIFA 2021 based on Census 2021 data, and SEIFA 2016 based on Census 2016 data (ABS, 2023; ABS, 2018a).

The concept of relative socio-economic advantage and disadvantage used in the SEIFA 2016 and 2021 is the same as that used for the previous two censuses (2006 and 2011). The ABS broadly defines relative socio-economic advantage in terms of people's access to material and social resources, and their ability to participate in society. This is broadly defined in recognition of the many concepts that have emerged in the literature to describe advantage and disadvantage (ABS, 2018b).

The latest SEIFA indicators for 2016 and 2021 across the Primary Social Study Area⁴ are reported in **Table 6-12**. Each ABS Statistical Area receives a SEIFA score, referred to as the Index of Relative Socio-economic Advantage and Disadvantage (IRSAD) score, indicating how relatively advantaged or disadvantaged that area is compared with other areas. A lower score indicates that an area is relatively disadvantaged compared to an area with a higher score. Additionally, all areas are given an IRSAD Percentile number, with the lowest 1% receiving a percentile number of 1, up to the highest 1% of areas which are given a percentile number of 100. An IRSAD Percentile of 1 is the most disadvantaged relative to the other percentiles.

The SEIFA scores and percentiles in **Table 6-12** indicate a notable disparity in socio-economic conditions across the Primary Social Study Area. SA1 30804152812 (includes the Project Area) scored in the 65th percentile, indicating a relatively high level of socio-economic advantage. In contrast, the adjacent SA1 (SA1 30804152819 (includes Goovigen)) scoring in the 30th percentile, suggesting some socio-economic disadvantage. This is similar for the Dululu SAL which sits in the mid-range scoring in the 51st percentile for SALs. These contrast with the Wowan SAL, however, which only scored in the 3rd percentile, placing it among the most disadvantaged SALs in Queensland.

TABLE 6-12 SEIFA INDICATORS

ABS Statistical Area	Census Year	IRSAD Score	IRSAD Percentile
Primary Social Study Area			
SA1 30804152812 (includes the Project Area and Jambin)	2021	1,043	65
	2016	1,026	58
SA1 30804152819 (includes Goovigen)	2021	949	30
	2016	965	34
Dululu SAL	2021	988	51
	2016	984	45
Wowan SAL	2021	830	3
	2016	897	11
Social Context			
Banana LGA	2021	954	51
	2016	973	60

Source: ABS, 2023; ABS, 2018a

⁴ SEIFA is not provided for UCL, SUA and STE Statistical Areas.

6.4 COMMUNITY CHARACTERISTICS AND VALUES

The Banana Shire Council has dubbed itself, the “Council of Opportunity,” and has actively sought establish itself as an area which caters for a diverse mix of urban and rural communities across Central Queensland. While there are differences in lifestyle between these communities, the region is characterised by shared community values. According to the Banana Shire Council, these values reflect a commitment to understanding and acknowledging the region’s identity within local, national, and international contexts. The Council describes the community of the Banana LGA as one that, *“respects one another, our different cultures, heritage and traditions, and values all people of many different backgrounds”* (Banana Shire Council, 2017a, p.12).

The towns and communities within the Primary Social Study Area, each contribute distinct characteristics to the region’s overall identity. Biloela, as the administrative centre of the Banana LGA, plays a central role in service delivery and regional coordination. It supports a range of industries and is positioned as a community of choice for newcomers, with opportunities for housing and employment. Despite its role as the regional and administrative centre, the Biloela and District 2017/2027 Place Based Plan (Banana Shire Council, 2017b) describes Biloela as a family friendly and close-knit community that provides its residents with a safe, secure, and easy-going rural lifestyle. Community values within the town are placed on people and familial connections, as well as acceptance of others and the provision of community support.

The township of Jambin was originally established as a supply depot for the railways, and now, *“...boasts a small, tight knit community and is the centre for a variety of agriculture business and industry.”* (Banana Shire Council, 2017c, p.5). The Jambin and District 2017/2027 Place Based Plan (Banana Shire Council, 2017c) states that the community places value of friendships and neighbourliness, being a caring and community minded township. Residents describe themselves as desiring a secure, peaceful, and quiet lifestyle. Further, the Place Based Plan notes that the school, cemetery, hall, recreation grounds are of great import to the residents of Jambin (Banana Shire Council, 2017c).

Similar to Jambin, the township of Goovigen was originally established as a supply depot for the railways and is now considered to form part of the Banana LGAs rich agricultural framework. The Goovigen and District 2017/2027 Place Based Plan (Banana Shire Council, 2017d) describes the township as an, *“...affordable and safe place to live, while providing services to the surrounding rural industries”* with the community achievements identified as being a family friendly, personal, and caring community which has a good community spirit, and values its rural lifestyle and heritage (Banana Shire Council, 2017d).

Dululu is a small rural township with a diverse farming base and a strong sense of community. It shares many services with nearby Wowan and sees its future as a “rural village of choice”, with potential for tourism and recreational development. According to the Dululu and District 2017/2027 Place Based Plan (Banana Shire Council, 2017e) the residents of Dululu view their community as a peaceful and progressive location that values friendship, helpfulness, and the surrounding wildlife.

The township of Wowan is known for its historical ties to the Dawson Valley Railway and maintains a focus on sustaining health and education services while attracting a balanced demographic mix, including younger families and retirees. The Wowan and District 2017/2027 Place Based Plan (Banana Shire Council, 2017f) states that, *“Wowan offers visitors the*

opportunity to experience the friendly rural lifestyle that residents enjoy.” (Banana Shire Council, 2017f, p.5). Residents of Wowan describe their community as a peaceful and united, valuing friendship, helpfulness and a collective attitude, and with “lots to do”. (Banana Shire Council, 2017f).

Thangool, situated to the south of Biloela, is home to the Shire’s main racecourse and regional airport. It supports a mix of small businesses and agricultural production, including dryland and irrigated cropping and herb exports. The Thangool and District 2017/2027 Place Based Plan (Banana Shire Council, 2017g), states that the town was originally surveyed in 1925 and acts as the gateway to the Callide Valley. Similar to other communities within the Banana LGA, residents have described themselves as friendly, honest, accepting, and caring; with their community considered to be small, personal, and peaceful.

The Primary Social Study Area hosts a diverse range of events, with Biloela offering the most frequent and varied community activities. These festivals and events are identified in **Table 6-13**, and are generally reflective of the core community values, with events such as rodeos, local arts and craft shows, livestock exhibitions occurring within the rural localities, and live music and entertainment dominating the more urbanised areas. In 2023, Biloela celebrated its centenary with Biloela100, a multi-day festival featuring markets, parades, art exhibitions, and a black-tie ball, showcasing the town’s strong community spirit.

In addition to the formalised festivals and events outlined in **Table 6-13**, the Primary Social Study Area also hosts several informal and one-off events throughout the year. These typically involve local markets, workshops and cultural activities organised by local community groups and/or Banana Shire Council.

TABLE 6-13 SIGNIFICANT FESTIVALS AND EVENTS

Location	Event/Festival	Description	Indicative Date
Jambin	Champagne Campdraft	Campdrafting competition that celebrates Australian country culture and the skills of stockmen and stockwomen.	September
	Pub in the Paddock – Men's Night	Live music, food/drinks, and an auction to raise funds for the Jambin State School and various health-related causes. Event is targeted at supporting men’s health and well-being in rural areas and includes guest speakers.	October
	Melbourne Cup Calcutta Night	Melbourne Cup celebration including children’s entertainment and stalls.	November
	King & Queen of CQ Big Boar Competition	A feral pig hunting competition that occurs over a period of three days.	TBC (last held in 2023)
	Bullarama	Bull riding, market stalls, food stalls, music and entertainment. Run by the Jambin State School P&C.	TBC (last held in 2020)
Goovigen	Goovigen P&C Community Auction	Bi-Annual community auction event, which includes food/drink, entertainment, an auction, and raffles to raise money for Goovigen State School.	April

Location	Event/Festival	Description	Indicative Date
Dululu	Baree Markets (near Dululu)	Small community market featuring local crafts, food stalls, and social gatherings. Often held before major holidays like Easter.	Recurring – Seasonal and holiday-themed
Wowan	Wowan Show	Community event featuring livestock exhibitions, equestrian events, market stalls, food, and entertainment. It's a full-day celebration of rural life and local talent.	August
Thangool	Festival of Small Halls – Thangool Edition	Touring music festival that brings folk and acoustic artists to regional communities. Thangool hosts one of the stops, offering an intimate evening of live music and storytelling.	Annually in Spring (typically October)
Biloela	Biloela Markets in the Park	Local produce, handmade goods, and community stalls in a relaxed outdoor setting.	Monthly
	Grunge Night	Themed music night celebrating grunge culture with live performances.	August
	Going Country	Country-themed community gathering with music, food, and dancing.	August
	Biloela Spring Markets	Seasonal market with handmade crafts, food stalls, and local vendors.	September
	Biloela Father's Day Pop-Up Shop	Temporary market offering gifts and goods for Father's Day.	August
	Callide Valley Agricultural Show	Traditional country show with livestock, rides, exhibitions, and local produce.	May
	Old Wheels in Motion Rally	A vintage machinery and transport rally celebrating agricultural heritage.	August
	Biloela Auto Fest	A motorsport and car enthusiast event with show-and-shine, burnout comps, and live entertainment.	Spring
	Winterfest Biloela	Weekend outdoor music festival featuring original Australian artists, food trucks, and family-friendly entertainment.	Winter
	Rotary Annual Market Day	Annual Market Day showcasing a myriad of local talent with stallholders also travelling near and far to bring this fantastic event for our community.	October

6.5 LAND USE AND CHARACTER

The Project Area is approximately 3,602 ha in size and covers seven freehold land parcels, owned by three Host Landowners. The Project Area is situated within the 'Rural Zone' under the Planning Scheme, and is primarily used for agricultural purposes. The land has been previously cleared and is currently used for low-intensity pastoral activities, including grazing on native and improved pastures. Surrounding properties reflect similar land use patterns, with extensive grazing operations and some dryland cropping (Range Environmental Consultants, 2019a).

The broader land use pattern across the Banana LGA is predominantly rural, with agriculture—particularly beef cattle grazing, being the dominant industry. The region also supports other land uses, including mining, gas, manufacturing industries, as well as emerging sectors such as renewable energy and other niche businesses.

The desired settlement pattern for the LGA, specified within the strategic outcomes of the Planning Scheme, is to promote the existing hierarchy of the towns within the Banana LGA. As such, Biloela is promoted to accommodate the majority of new urban growth and be supported with the highest level of commercial, industrial, community and services. Other townships within the Primary Social Study Area, such as Jambin, Goovigen, Dululu, Wowan, and Thangool, are to continue to provide for a 'country town lifestyle' while contributing to the region's agricultural and service economy at a local level (Banana Shire Council, 2025a).

6.6 SOCIAL INFRASTRUCTURE

This section provides an overview of the social infrastructure present in the Social Study Area, which contributes to the well-being of the local community. Social infrastructure includes community and recreational services (refer to **Section 6.6.1**), health and emergency services (refer to **Section 6.6.2**), and education services (refer to **Section 6.6.3**).

Banana Shire Council outlines its commitment to enhancing social infrastructure across the extent of the Banana LGA, in its Community Plan 2017–2027 (Banana Shire Council, 2017a) and 2025–2026 Operational Plan (Banana Shire Council, 2025b). In these two plans, Council outlines its vision is for the Banana LGA to be a "Shire of Opportunity" and outlines efforts to improve the quality of life for residents through the delivery of efficient, effective, and sustainable services and facilities. Social infrastructure priorities have been incorporated into broader strategic themes, including amenity, social well-being, and infrastructure. Recent investments in the Banana LGA include the development of the Moura Museum and Library and the Splash Park at Biloela Lions Park, which aim to foster inclusive, family-friendly spaces.

The Banana Shire Council recognises the importance of planning for future needs, particularly in response to population growth and workforce demands driven by major renewable energy projects. Through its planning frameworks, Council is aiming to promote, "*A shared community journey, where our past is revered, our present is strengthened, and our future is forged through living creatively together in a bountiful and vital location.*" (Banana Shire Council, 2017a, p.12).

The local/regional centres that are likely to provide social infrastructure for the Project, and/or be impacted by the Project, are those within the Primary Social Study Area. Whilst the social infrastructure within all townships and towns within the Primary Social Study Area have been considered, it is anticipated that the towns of Biloela and Thangool will be more acutely relied

upon due to their size, proximity, existing infrastructure, and ease of connectivity to the Project and Project workforce.

While Edify is not proposing to accommodate workers and/or use social infrastructure within the towns in the Secondary Social Study Area, there is the potential that emergency services from Rockhampton or Gladstone may be required in the event of an emergency on-site or where local workers and/or local goods and services suppliers are engaged. Accordingly, consideration has been given to some social infrastructure and/or services within the Secondary Social Study Area, where considered relevant.

6.6.1 COMMUNITY AND RECREATIONAL SERVICES

Table 6-14 identifies the community and recreational services available to residents of the Primary Social Study Area, including the various sporting, religious, cultural, and hospitality related services, as well as general amenities like parks, cafes and community halls. These services play a crucial role in supporting the well-being of residents and accommodating workforce needs during the Construction and Operation Phases of the Project. The green colours represent the number of services, with darker shades indicating a higher concentration.

Based on the data provided in **Table 6-14**, it can be observed that the areas in the immediate vicinity of the Project Area (i.e. Jambin and Goovigen) are limited in their provision of services. The Biloela UCL on the other hand provides more services, including fitness centres, cafés, restaurants, and churches.

TABLE 6-14 COMMUNITY AND RECREATIONAL SERVICES

Service	ABS Statistical Area					
	SA1 30804152812 (includes the Project Area and Jambin)	SA1 30804152819 (includes Goovigen)	Dululu SAL	Wowan SAL	Thangool UCL	Biloela UCL
Parks	1	1	2	3	2	24
Sports Fields	1	1	0	2	1	2
Tennis Clubs	0	1	0	0	0	1
Swimming Pools	0	0	0	0	0	1
Fitness Centres	0	0	0	0	0	3
Golf Courses	0	0	0	1	0	1
Shopping Centers	0	0	0	0	0	1
Libraries	0	1	0	0	0	1
Community Halls	1	1	1	1	1	3

Service	ABS Statistical Area					
	SA1 30804152812 (includes the Project Area and Jambin)	SA1 30804152819 (includes Goovigen)	Dululu SAL	Wowan SAL	Thangool UCL	Biloela UCL
Cafes & Pubs/ Restaurants	1	2	0	1	1	18
Churches	1	2	0	1	1	9
Cemeteries	1	1	0	1	0	2
Rotary Club	0	0	0	0	0	1
Lions Club	0	1	0	0	0	0
Chamber of Commerce	0	0	0	0	0	1
Art Gallery	0	0	0	0	0	1
Museum	0	1	0	1	0	3
Total	6	12	3	11	6	72

The various Place Based Plans prepared by Banana Shire Council for the townships/towns within the Banana LGA provide an insight into the community and recreational service needs and future direction of each location within the Primary Social Study Area. These needs and/or future directions are outlined in **Table 6-15**.

TABLE 6-15 COMMUNITY AND RECREATIONAL SERVICE NEEDS AND/OR FUTURE DIRECTIONS

Location	Needs and/or Future Directions
Jambin	<ul style="list-style-type: none"> Upgrades to existing facilities (e.g. community hall, recreation reserve, cemetery) Enhancement of tourist facilities (e.g. improved signage)
Goovigen	<ul style="list-style-type: none"> Construction of new facilities to attract and/or retain young people (e.g. playground, skate park, and multipurpose areas) Improvements to the community hall Enhancement of tourist facilities (e.g. new amenities blocks, improved signage, dump point)
Dululu	<ul style="list-style-type: none"> Maintaining the presence of the mobile library Enhancement of tourist facilities (e.g. upgrading the recreational reserve, maintaining the public toilets, and signage upgrades) Improved mobile and internet coverage to assist connectivity
Wowan	<ul style="list-style-type: none"> Improvements to the water supply (e.g. installation or subsidisation of rainwater tanks) Enhancement of tourist facilities (e.g. signage, promotion) Better provision of services such as aged care and youth facilities

Location	Needs and/or Future Directions
Thangool	<ul style="list-style-type: none"> • Improvements to existing facilities and development of new infrastructure and amenities (e.g. Memorial Park, development of walkways, upgrades to footpaths) • Development of new facilities for ageing population • Upgrades and maintenance of existing parks and gardens, including the Thangool Recreation Reserve • Enhancement of tourist facilities (e.g. signage, promotion) • Improved mobile and internet coverage to assist connectivity
Biloela	<ul style="list-style-type: none"> • Existing facility upgrades (e.g. Civic Centre, PCYC, Sporting Complex, Art Gallery, Skate Park) • Ongoing support for the Men's Shed • Investigation into a cost-effective method for promoting fitness within the community • Continued development of walking and cycling tracks • Street lighting improvements to help with safety • Establishment of an 'Aquatic Centre' • Upgrades and maintenance of the existing parks and/or gardens, including the planting of a "Celebration Tree" • Use of recycled water for parks to assist with water conservation, and investment in greater water storage and management • Possible addition of tourist attractions (e.g. Botanical Garden)

Source: Banana Shire Council, 2017b; Banana Shire Council, 2017c; Banana Shire Council, 2017d; Banana Shire Council, 2017e; Banana Shire Council, 2017f; Banana Shire Council, 2017g

6.6.2 HEALTH AND EMERGENCY SERVICES

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

Existing long-term health conditions across the Primary Social Study Area in 2021 are reported in **Table 6-16**. This data is useful in establishing an understanding of the sensitivity of the communities within the Primary Social Study area to Project-induced changes. The data in **Table 6-16** denotes the following:

- The state average for neurocognitive conditions is 10.3% (534,342). All locations within the Primary Social Study Area, with the exception of the Wowan SAL (10.6%) are lower than the State average. The lowest percentage is in SA1 30804152819 (includes Goovigen) and the Dululu SAL, both at 3.9%, which is 6.4 percentage points lower than the State average.
- The State average for respiratory conditions is 10.6% (545,172). Three locations have higher percentages than Queensland, with the Wowan SAL the highest at 20.0%, 9.4 percentage points higher than the State average. The lowest percentage is in the Dululu SAL, which reported 0.0%.

TABLE 6-16 EXISTING LONG-TERM HEALTH CONDITIONS

ABS Statistical Area	Neurocognitive ¹ (%)	Respiratory Conditions ² (%)
Primary Social Study Area		
SA1 30804152812 (includes the Project Area and Jambin)	↓ 1.8	↓ 8.8
SA1 30804152819 (includes Goovigen)	↓ 3.9	↑ 12.9
Dululu SAL	↓ 3.9	↓ 0.0
Wowan SAL	↑ 10.6	↑ 20.0
Thangool UCL	↓ 7.1	↑ 14.2
Biloela UCL	↓ 7.3	↓ 9.7
Social Context		
Banana LGA	↓ 7.0	↓ 8.2
Queensland	10.3	10.6

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

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

Note3:

↓ Lower percentage change than the State

↑ Higher percentage change than the State

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2021d; ABS, 2021e; ABS, 2021f; ABS, 2021o; ABS, 2021p

The relevant health and emergency services located within the Primary Social Study Area are outlined in **Table 6-17**. The green colours represent the number of services, with darker shades indicating a higher concentration.

As indicated by **Table 6-17**, the Social Study Area provides essential health and emergency services, including medical centres, mental health services, and a hospital which includes an emergency department. The majority of these services are located within the Biloela UCL, with the local communities outside of the Biloela UCL hosting only a limited number of services.

In the event of a medical emergency on-site, it is likely that Project workers may initially be treated at Biloela Hospital, however dependent upon the severity of the incident would likely be transferred to either the Gladstone Hospital or Rockhampton Hospital (located in the Secondary Social Study Area) as they are the two largest hospitals in Central Queensland and offer services beyond the capabilities of Biloela Hospital to provide.

Gladstone Hospital provides 79 beds for low to moderate risk inpatients and is rated for Level 3 Services⁵ under the Clinical Services Capability Framework (Gladstone Regional Council, n.d.). Rockhampton Hospital provides 305 beds, can support moderate risk inpatients, and is rated for Level 4 Services⁶. Rockhampton Hospital has the only Level 4 maternity services in the Central Queensland Hospital and Health Service Area (Office of the Health Ombudsman, n.d.).

TABLE 6-17 HEALTH AND EMERGENCY SERVICES

Service	ABS Statistical Area					
	SA1 30804152812 (includes the Project Area and Jambin)	SA1 30804152819 (includes Goovigen)	Dululu SAL	Wowan SAL	Thangool UCL	Biloela UCL
Police	0	1	0	1	0	1
Ambulance	0	0	0	1	0	1
State Emergency Service	0	0	0	0	0	1
Fire and Rescue	0	0	0	0	1	1
Rural Fire Service	0	0	1	0	1	0
24-hour Emergency Room	0	0	0	0	0	1
General Medical	0	0	0	0	0	3
Palliative Care	0	0	0	0	0	1
Mental Health	0	0	0	0	0	3
Maternity	0	0	0	0	0	1
Aged Care	0	0	0	1	0	1
Pathology	0	0	0	0	0	3
Dental	0	0	0	0	0	2
Disability Support	0	0	0	0	0	6
Total	0	1	1	3	2	25

⁵ The Clinical Service Capability Framework for Public and Licensed Private Health Facilities outlines the minimum requirements required in both public and private health facilities to ensure safe and appropriately supported clinical services. A Level 3 Service provides low to moderate-risk inpatient and ambulatory care clinical services; manages emergency care and transfers to higher levels if required; does not have an intensive care unit but may have access to a monitored area; and has services predominantly delivered by General Practitioners and Registered Nurses (Queensland Health, 2024).

⁶ A Level 4 Service provides moderate-risk inpatient and ambulatory care clinical services; has medical staff on-site 24/7 and an intensive care unit with related support services; transfers to a higher level if required; has some specialist diagnostic services available; and has a university affiliation including an education, teaching and research commitment (Queensland Health, 2024).

Key hospital performance indicators within the Social Study Area for 2023/24 are presented in **Table 6-18**. The data indicates that both Gladstone Hospital and Rockhampton Hospital are generally out performing their peers in relation to emergency department waiting times and is generally on par with emergency department departure periods (from arrival to departure). Emergency department data was unavailable for Biloela Hospital to provide a comparative analysis.

TABLE 6-18 HOSPITAL PERFORMANCE INDICATORS FOR 2023/24

Performance Indicator		Biloela Hospital	Gladstone Hospital	Rockhampton Hospital
Percentage of patients who commenced treatment within the recommended time, emergency department waiting times (%)	Emergency	-	72	84
	Urgent	-	83	58
	Semi-urgent	-	94	69
	Non-urgent	-	95	89
Percentage of patients who depart the emergency department within four hours of arrival (%)	Emergency	-	51	36
	Urgent	-	57	46
	Semi-urgent	-	76	67
	Non-urgent	-	92	83
Number of patients presenting to the emergency department (#)	Emergency	-	4,493	8,824
	Urgent	-	13,580	23,507
	Semi-urgent	-	17,683	14,123
	Non-urgent	-	2,195	1,515
Number of admissions to hospital (#)	Childbirth	<5	568	1,271
	Emergency	754	6,099	12,000
	Non-Emergency	148	6,325	19,597
	Mental Health	11	0	684
	Palliative	16	99	180
	Rehabilitation	17	109	284
	Surgical (Emergency)	0	453	1,671
	Surgical (Non-Emergency)	0	1,247	3,682
Total	982	17,402	42,735	

Source: Australian Institute of Health and Welfare [AIHW], 2025a; AIHW, 2025b; AIHW, 2025c

Banana Shire Council has outlined its commitment to health and emergency services through the priorities included in its 2025–2026 Operational Plan and via Council health and well-being initiatives. For instance, Council’s Environmental Health Services team is responsible for monitoring food establishments, personal appearance services, caravan parks, and shared accommodation facilities, as well as managing public health risks such as mosquito control, vermin, and environmental nuisances including noise, air, and water pollution (Banana Shire Council, 2025c).

In terms of emergency preparedness, Banana Shire Council has developed a comprehensive Emergency Action Guide and Local Disaster Management Plan, which provide residents with practical guidance for responding to severe storms, floods, bushfires, and other hazards (Banana Shire Council, 2025d). These initiatives reflect Banana Shire Council’s proactive approach to safeguarding public health and building community resilience in the face of environmental and emergency challenges.

The various Place Based Plans prepared by Banana Shire Council for the townships/towns within the Banana LGA provide an insight into the health and emergency service needs and future direction of each location within the Primary Social Study Area. These needs and/or future directions are outlined in **Table 6-19**.

TABLE 6-19 HEALTH AND EMERGENCY SERVICE NEEDS AND/OR FUTURE DIRECTIONS

Location	Needs and/or Future Directions
Jambin	<ul style="list-style-type: none"> Flood mitigation (related to Callide Dam)
Goovigen	<ul style="list-style-type: none"> Maintenance and development of amenities including health support
Dululu	<ul style="list-style-type: none"> Drainage improvements to reduce stagnant water concerns
Wowan	<ul style="list-style-type: none"> Retention of emergency services within the township
Thangool	<ul style="list-style-type: none"> None identified
Biloela	<ul style="list-style-type: none"> Availability of adequate numbers of General Practitioners and Allied Health personnel to cater for the needs of the community Ensuring availability of youth-related medical services (e.g. child psychologist and therapists) Support for the Community Resource Centre to deliver resources and services to the community Improvement in drug and alcohol abuse education and prevention, and suicide prevention services Continued development/upgrades to the Biloela Hospital to support community needs Introduction of 24-hour policing and increasing police interaction with the local community

Source: Banana Shire Council, 2017b; Banana Shire Council, 2017c; Banana Shire Council, 2017d; Banana Shire Council, 2017e; Banana Shire Council, 2017f; Banana Shire Council, 2017g

6.6.3 EDUCATIONAL SERVICES

Educational facilities located within the Primary Social Study Area have the potential to service the needs of the Construction and Operation Phase workforces are outlined in **Table 6-20**, with additional detail as to these facilities provided in [Appendix B](#).

As observed in **Table 6-20**, the Primary Social Study Area, while most smaller townships have some educational facilities (with the exception of the Dululu SAL), the most comprehensive

range of facilities is provided within the Biloela UCL. These include pre-primary centres, primary and secondary schools, as well as limited tertiary education options.

Biloela is also home to the Central Queensland (CQ) University Biloela Study Centre, which provides access to university-level programs and support for online students, and the TAFE Queensland Biloela Campus, offering vocational and technical training across various disciplines. Higher order educational offerings are not provided within the Primary Social Study Area however, with the closest universities located in the Gladstone and Rockhampton SUAs (Secondary Social Study Area).

TABLE 6-20 EDUCATIONAL FACILITIES

Education Type	ABS Statistical Area					
	SA1 30804152812 (includes the Project Area and Jambin)	SA1 30804152819 (includes Goovigen)	Dululu SAL	Wowan SAL	Thangool UCL	Biloela UCL
Pre-Primary	1	0	0	1	0	3
Primary	1	1	0	1	1	2
Secondary	0	0	0	0	0	1
Combined	0	0	0	0	0	1
TAFE	0	0	0	0	0	1
University	0	0	0	0	0	1
Other	0	0	0	0	0	0
Total	2	1	0	2	1	9

Table 6-21 provides an overview of the education indicators for the Primary Social Study Area. The educational profile of the Primary Social Study Area indicates a potential capacity to support the families of the workforce and/or suggest opportunities to source workers locally with a strong base in vocational training.

Overall, however, educational attainment across the Primary Social Study Area, particularly in Year 12 completion, vocational training, and university education, is consistently below the Queensland state average, highlighting a gap in higher education access and outcomes.

Table 6-21 highlights educational trends in the Primary Social Study Area including:

- The highest percentage of Year 12 or equivalent attainment is observed in the Dululu SAL at 27.71%, which is substantially above the Queensland state average of 15.5%. In contrast, the lowest attainment is in the Wowan SAL, with only 9.4%, which is 6.1 percentage points below the State average.
- For vocational training, the Biloela UCL is the most predominant with 28.3%, slightly below the Queensland average of 28.4%, indicating a strong presence of trade and technical qualifications. In contrast, the Wowan SAL reports only 8.7%, which may reflect limited access to vocational pathways or differences in local industry demands.

- Regarding university attainment, SA1 30804152812 (includes the Project Area and Jambin) ranks highest within the Primary Social Study Area at 12.1%, though still 9.8 percentage points below the Queensland average of 21.9%. The lowest university attainment is found in the Thangool UCL at 5.2%, highlighting a gap in higher education access and/or participation.

TABLE 6-21 KEY EDUCATION INDICATORS

ABS Statistical Area	Census Year	Educational Attainment Year 12 or Equiv. (%)	Educational Attainment, Vocational Training (%)	Educational Attainment, University (%)
Primary Social Study Area				
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	12.5	25.6	12.1
	2016	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	15	18.6	7.8
	2016	-	-	-
Dululu SAL ¹	2021	27.71	-	-
	2016	9	27.9	8.1
Wowan SAL	2021	9.4	8.7	5.4
	2016	11.4	14.3	7.4
Thangool UCL	2021	17	25.5	5.2
	2016	13.7	29.3	6.8
Biloela UCL	2021	14.8	28.3	10.7
	2016	15.2	26.9	11.4
Social Context				
Banana LGA	2021	14.4	26	10
	2016	15.1	24.6	9.6
Queensland	2021	15.5	28.4	21.9
	2016	16.5	27	18.3

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n

The various Place Based Plans prepared by Banana Shire Council for the townships/towns within the Banana LGA provide an insight into the educational service needs and future direction of each location within the Primary Social Study Area. These needs and/or future directions are outlined in **Table 6-19**.

TABLE 6-22 EDUCATIONAL SERVICE NEEDS AND/OR FUTURE DIRECTIONS

Location	Needs and/or Future Directions
Jambin	<ul style="list-style-type: none"> None identified
Goovigen	<ul style="list-style-type: none"> Development of partnerships with the Goovigen State School to make use of educational facilities for IT access and training
Dululu	<ul style="list-style-type: none"> None identified
Wowan	<ul style="list-style-type: none"> None identified
Thangool	<ul style="list-style-type: none"> Improvements in local road crossings (barrier fencing and signage) and better flood mitigation at the school
Biloela	<ul style="list-style-type: none"> Improvements to educational services and support, including adult literacy programs, mature age learning opportunities, defensive driver training, suicide prevention programs, drug and alcohol abuse education and prevention program, and migrant services to assist with language and cultural integration Improvements in course variety at the CQ University campus Promotion of available training courses and services

Source: Banana Shire Council, 2017b; Banana Shire Council, 2017c; Banana Shire Council, 2017d; Banana Shire Council, 2017e; Banana Shire Council, 2017f; Banana Shire Council, 2017g

6.7 HOUSING PROFILE

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

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

6.7.1 KEY HOUSING INDICATORS

Key housing and accommodation indicators across the Project's Primary Social Study Area are summarised in **Table 6-23**, with the data indicating:

- In 2021, approximately 439 dwellings were unoccupied across the Primary Social Study Area, with an additional 687 dwellings unoccupied elsewhere within the Banana LGA.
- Dwelling occupancy was generally high across the Primary Social Study Area, with most locations reporting over 75% occupied dwellings, suggesting stable housing demand.
- The percentage of rent/mortgage monthly repayments exceeding 30% of household income, a key indicator of housing stress, has increased within the Primary Social Study Area. Between 2016 and 2021, the Biloela UCL saw rental stress increasing from 6.5% to 15.2%, and mortgage stress from 2.7% to 8.0%; however the Thangool UCL experienced the highest mortgage stress, rising from 5.0% to 17.9%, alongside rental stress increasing from 8.7% to 13.2%. In contrast to the other locations, the Wowan SAL and both SA1s reported 0% rental stress in 2021.
- The trend of increased housing stress is not limited to the Primary Social Study Area, with the data for the Banana LGA, indicating that rental stress rose from 4.9% to 14.7% and mortgage stress from 3.1% to 9.5%. Further, in 2021, 32.3% of households in Queensland

were experiencing weekly rental repayments >30% of the household income, and 11.9% of its households experiencing monthly mortgage repayments >30% of the household income.

- The composition of households across the region reveals a shift toward smaller and more diverse household types, with several areas, such as the Dululu and Wowan SALs, showing a decline in families with children, suggesting aging populations or changing family structures. However, some pockets of the Primary Social Study Area, such as SA1 30804152812 (includes the Project Area and Jambin), still maintain larger family units and high home ownership, indicating more stable, family-oriented communities.
- The Biloela UCL and wider Banana LGA also recorded modest declines in family households and average household size, reflecting a broader downward trend across the State.
- In 20201, the dwelling tenure in SA1 30804152812 (includes the Project Area and Jambin) was predominantly fully owned (83.5%), indicating a strong ownership trend that diverges from the State's more balanced dwelling tenure distribution. The adjacent SA1 30804152819 (includes Goovigen) also showed a high percentage of dwellings owned outright (80.2%), reinforcing the tendency within the Primary Social Study Area toward home ownership.
- The Biloela UCL, the largest local centre, showed stable household and dwelling counts. Dwelling tenure remained balanced, with rented dwellings comprising around 38%, relatively consistent with Queensland averages.

TABLE 6-23 KEY HOUSING AND ACCOMMODATION INDICATORS

ABS Statistical Area	Census Year	Dwelling Count Occupied / Unoccupied % (#)	Housing Tenure Owned Outright / Mortgage / Rented % (#)	Monthly Repayments >30% Household Income Weekly Rent / Mortgage % (#)	Household Composition Families / Single / Group % (#)
Primary Social Study Area					
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	83.5/18.1 (106/23)	83.5/18.1 (106/23)	0.0/16.7 (0/5)	76.1/23.9/0.0 (51/11/4)
	2016	-	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	80.2/19.8 (69/17)	80.2/19.8 (69/17)	0.0/0.0 (0/0)	83.8/16.2/0.0 (88/17/0)
	2016	-	-	-	-
Dululu SAL	2021	78.72/25.53 (37/12)	45.9/35.1/0.0 (17/ 18/ 0)	-	67.57/32.43/0.0 (25/10/0)
	2016	89.8/6 (53/6)	55.1/22.4/6.1 (27/11/3)	0/6.7 (-/-)	54.4/45.6/0.0 (31/26/0)
Wowan SAL	2021	65.6/31.2 (61/29)	57.4/14.8/19.7 (35/9/12)	0.0/0.0 (0/0)	58.3/41.7/0.0 (35/25/0)
	2016	60.2/39.8 (80/53)	51.9/24.7/16 (42/20/13)	0.0/5.2 (-/-)	63.3/30/6.7 (57/27/6)
Thangool UCL	2021	91.2/8.8 (103/ 10)	34/27.2/36.9 (35/28/38)	13.2/17.9 (5/5)	63.9/33/3.1 (62/32/3)
	2016	91.1/8.9 (102/10)	28.2/37.9/31.1 (29/39/32)	8.7/5 (-/-)	60.4/34.2/5.4 (67/38/6)
Biloela UCL	2021	85.2/14.8 (1,967/342)	25/32.5/38.5 (491/640/758)	15.2/8 (115/51)	69/27/4.1 (1,362/533/80)
	2016	86.7/13.3 (1,962/300)	24.9/32.6/38.2 (486/637/746)	6.5/2.7 (-/-)	72/23.9/4.1 (1,405/466/81)

ABS Statistical Area	Census Year	Dwelling Count Occupied / Unoccupied % (#)	Housing Tenure Owned Outright / Mortgage / Rented % (#)	Monthly Repayments >30% Household Income Weekly Rent / Mortgage % (#)	Household Composition Families / Single / Group % (#)
Social Context					
Banana LGA	2021	81.6/18.4 (4,995/1,126)	33.1/27.6/30 (1,653/1,379/1,499)	14.7/9.5 (220/131)	70.5/26.8/2.7 (35,828/1,342/133)
	2016	80.4/19.6 (4,970/1,209)	34.1/28.1/32.9 (1692/1,395/1,634)	4.9/3.1 (-/-)	72.4/24.8/2.9 (3,596/1,231/143)
Queensland	2021	90.7/9.3 (1,869,462/ 192393)	29.1/34.4/33.3 (543,285/643,459/ 618,442)	32.3/11.9 (199,511/76,615)	71/24.7/4.3 (1,327,873/461,009/ 80,576)
	2016	89.4/10.6 (1,656,828/ 195,570)	28.5/33.7/34.2 (471,407/558,439/ 566,478)	12.8/6.4 (-/-)	71.8/23.5/4.7 (1,120,829/353,509/ 72,966)

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n.

6.7.2 HOUSING AND ACCOMMODATION TRENDS

The housing market is complex and changes in property values are due to many factors and considerations.

The market in the Banana LGA is shaped by a range of complex and interrelated factors. According to the Banana Shire Local Housing Action Plan (Banana Shire Council, 2024b), the region is experiencing growing challenges related to housing availability, affordability, and accessibility. These include:

- A lack of access to temporary, emergency, or crisis accommodation;
- Limited diversity in housing types and supply;
- A shortage of affordable housing options for low- to moderate-income households; and
- Increasing cost-of-living pressures impacting housing security.

To address these issues, Banana Shire Council has committed to 25 short, medium, or long-term actions specified in the Local Housing Action Plan (Banana Shire Council, 2024b). These actions are proposed across eight categories:

1. **Land and Development** – includes seeking state funding to review potential Council-owned land holdings that could be developed for social, affordable or community housing.
2. **Planning** – includes advocating for State support across various initiatives, including needs assessments and planning document reviews.
3. **Optimisation** – includes advocating for planning reform to expedite planning scheme reviews for amendments involving temporary workers accommodation.
4. **Master Planning** – includes monitoring of population growth and seeking of funding for strategic planning and planning scheme updates.
5. **Supports** – includes investigating the use of unoccupied dwellings to address limited rental stock and advocating for investment in social/affordable housing.
6. **People in Need** – includes liaising with the State in relation to potential application of inclusionary zoning.
7. **Construction** – includes advocating for State incentives associated with housing stock and addressing low vacancy rates within the Banana LGA, as well as opportunities to promote education/training that includes accommodation subsidies or transitional housing and explore avenues to support local construction and varied types of housing.
8. **Capital Solutions** – advocating for innovative development options, support for employer-funded housing construction assistance, and potential implementation of the 'Major Projects Housing Demand & Levy Policy'.

6.7.2.1 HOUSING MARKET

Table 6-24 and **Table 6-25** provide an overview of the housing market and the unit and apartment market in the Primary Social Study Area.

The data shows that Biloela dominates the housing market within the Primary Social Study Area, with 110 houses sold in the past 12 months, a median price of \$353,500, and a price growth of 9.8%. The town also has the shortest median time on market at 36 days, indicating strong buyer demand. Other locations such as Dululu, Wowan, and Thangool show minimal sales activity, with only two houses sold in each location. Rental yields are highest in Wowan (8.9%) and Thangool (8.7%), suggesting potential for investment in these smaller markets.

Several areas, including Goovigen, had no reported sales or price data, reflecting either very low market activity and/or gaps in available reporting.

The unit and apartment market in the Primary Social Study Area is largely inactive, with no reported sales in most locations over the past year. Biloela was the only area with a recorded sale, though no median price data was available. The median time on market for that sale was 48 days, and the rental yield was 5.5%. Other areas such as Thangool, reported modest rental yields between 5.5% and 6.3% but lacked transactional data to indicate market movement. The absence of unit and apartment sales across most towns highlights a limited supply and demand for this housing type and/or the possibly underreporting in regional data sources.

TABLE 6-24 HOUSING MARKET INSIGHTS – HOUSING

Location	Median Housing Price (\$)	Median Housing Price Growth in Past 12 Months (%)	House Availability Previous Month (#)	Housing Sales in Past 12 Months (#)	Median Time on Market (days)	Rental Yield (%)
Goovigen ¹	-	-	0	1	-	8.5%
Dululu ¹	-	-	1	2	172	7.43%
Wowan ¹	-	-	0	2	68	8.9%
Thangool ¹	-	-	2	2	39	8.7%
Biloela	353,500	9.8%	6	110	36	7.1%

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

TABLE 6-25 HOUSING MARKET INSIGHTS – UNITS AND APARTMENTS

Location	Median Unit and Apartment Price (\$)	Median Unit and Apartment Price Growth in Past 12 Months (%)	Unit and Apartment Availability Previous Month (#)	Unit and Apartment Sales in Past 12 Months (#)	Median Time on Market (days)	Rental Yield (%)
Goovigen ¹	-	-	0	-	-	-
Dululu ¹	-	-	0	0	-	-
Wowan ¹	-	-	0	0	-	-
Thangool ¹	-	-	0	0	-	6.3%
Biloela ¹	-	-	0	1	48	5.5%

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

6.7.2.2 RENTAL MARKET

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

Rental Availability

Table 6-26 and **Table 6-27** provide an overview of the housing market and the unit and apartment market in the Primary Social Study Area. Rental housing activity across the Primary Social Study Area is generally low, with limited data available for most locations. Biloela is the only area with substantial leasing activity, recording 48 houses leased in the past 12 months at a median weekly rent of \$340, despite a notable price decline of 17.1%. It also had the shortest time on market at 13 days, indicating strong turnover. Thangool recorded only one lease with a time on market period of 98 days respectively. No renter interest was reported across any location, suggesting either low demand and/or limited data capture.

Similar trends are reflected within the rental data for units and apartments, presented in **Table 6-27**. The rental market for units and apartments is even more constrained, with Biloela again being the only location with measurable activity. It recorded 18 leases over the past year at a median weekly rent of \$325, with a modest price growth of 1.6% and a median time on market of 9 days. Renter interest was also highest in Biloela, with three recorded inquiries. All other towns reported no leases, no availability, and no renter interest, highlighting a lack of supply and/or demand for this housing type in the broader region.

TABLE 6-26 RENTAL MARKET INSIGHTS – HOUSING

Location	Median Rental Price per week (\$)	Median Rental Price Growth in Past 12 Months (%)	House Availability Previous Month (#)	Houses Leased in Past 12 Months (#)	Median Time on Market (days)	Renter Interest (#)
Goovingen ¹	-	-	0	0	-	0
Dululu ¹	-	-	0	0	-	0
Wowan ¹	-	-	0	0	32	0
Thangool ¹	-	-	0	1	98	0
Biloela	340	-17.1%	0	48	13	0

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

TABLE 6-27 RENTAL MARKET INSIGHTS - UNITS AND APARTMENTS

Location	Median Rental Price per week (\$)	Median Rental Price Growth in Past 12 Months (%)	Rental Availability Previous Month (#)	Rentals Leased in Past 12 Months (#)	Median Time on Market (days)	Renter Interest (#)
Goovingen ¹	-	-	0	0	-	0
Dululu ¹	-	-	0	0	-	0

Location	Median Rental Price per week (\$)	Median Rental Price Growth in Past 12 Months (%)	Rental Availability Previous Month (#)	Rentals Leased in Past 12 Months (#)	Median Time on Market (days)	Renter Interest (#)
Wowan ¹	-	-	0	0	-	0
Thangool ¹	-	-	0	0	-	0
Biloela	325	1.6%	1	18	9	3

Note1 Some data unavailable for location.

Source: REA Group Ltd, 2025.

Table 6-28 provides insights into historical and current vacancy data across the Primary Social Study Area using the SQM Residential Vacancy Rates (SQM Research, 2025). The SQM Residential Vacancy Rate draws on a combination of ABS data (refer to **Table 6-23**) and online data from monitoring major property listing sites to provide a time-series analysis on a monthly and postcode scale.

As indicated in **Table 6-28**, between 2008 and 2025, vacancies across the social study area have declined. The Banana LGA recorded a peak vacancy rate of 11% in November 2008, which has since dropped to just 0.7% by July 2025. Similarly, Thangool (4716) and Biloela (4715) saw their highest vacancy rates in 2016 and 2017 respectively, both falling to near-zero levels in 2025. These reductions suggest increased housing demand or reduced availability, potentially linked to population stability or limited new housing supply.

TABLE 6-28 RESIDENTIAL VACANCY RATES

Postcode / Location	Highest Number of Vacancies (no.)	Highest Vacancy Rate (%)	Current Number of Vacancies (no.)	Current Vacancy Rate (%)
4702 Project Area Goovigen Wowan Dululu	270 (November 2008)	11% (November 2008)	17 (July 2025)	0.7% (July 2025)
4716 Thangool	8 (April 2016)	8.5% (April 2016)	1 (July 2025)	0.0% (July 2025)
4715 Biloela	85 (January 2026 and January 2017)	7.5% (January 2026 and January 2017)	1	0.1% (July 2025)

Source: SQM Research, 2025

Rental Affordability

Rental affordability is a key portion of the housing market that is likely to respond to worker influx prompted by large projects and is a key component for sustaining the economic vitality of communities and the well-being of individuals (Lawrie, M., Tonts, M., and Plummer, P., 2011).

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

SGS Economics & Planning in partnership with National Shelter, Beyond Bank, and Brotherhood of St Laurence have published the Rental Affordability Index (RAI) since 2015 (SGS Economics & Planning, 2024). The RAI index is calculated via considering a household's income against its qualifying income⁷, with the results identified through the affordability categories shown in **Figure 6-1**.

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

Source: SGS Economics & Planning, 2024

FIGURE 6-1 RENTAL AFFORDABILITY INDEX AND SEVERITY OF RENTAL UNAFFORDABILITY

The findings identify that in Quarter 2, the 4702 (Project Area, Goovigen, Wowan, and Dululu) postcode was scored as follows:

- Average rental household income: RAI Score of 118 – Moderately unaffordable
- Dual income couple with children: RAI Score of 261 – Very affordable
- Minimum wage couple: N/A
- Single pensioner: N/A
- Pensioner couple: N/A
- Single income couple with children: RAI Score of 132 – Acceptable
- Single working parent: N/A
- Single person on benefits: N/A
- Student sharehouse: RAI Score of 132 – Acceptable

RAI scores for the other postcodes within the Primary Social Study Area – 4716 (Thangool) and 4715 (Biloela) – were not available at the time of reporting.

These findings align with the ABS data as presented in **Table 6-23** to provide further nuance to the rental stress numbers as presented in **Section 6.7.1**.

Additionally, Banana Shire Council in the Local Housing Action Plan (Banana Shire Council, 2024b) highlights that in 2021, the rate of homelessness in the Banana LGA was 21.2 per 10,000 persons, with a total of 34 individuals recorded as homeless. However, this figure likely underrepresents the true extent of housing insecurity, as it does not account for those who may have transitional arrangements or living in overcrowded or unsuitable housing conditions.

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

6.7.3 SHORT-TERM ACCOMMODATION

Short-term accommodation such as hotels, motels, cabins and caravan parks are important in regional areas to provide accommodation for visitors and to support regional tourism and economic activity (Gurran, N., Zhang, Y., Shrestha, P., and Gilbert, C., 2018). A review of the commercial and private short-term accommodation located within the local communities, towns and townships within the Primary Social Study Area was undertaken in order to provide an understanding of the accommodation currently offered, and the potential opportunities available to the Project.

As per **Table 6-29**, the communities within the Primary Social Study Area have a limited supply and mix of accommodation, with a low number of motels, hotels, guest houses, and caravan parks (including cabins), comprising:

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

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

TABLE 6-29 COMMERCIAL ACCOMMODATION OPTIONS

ABS Statistical Area	Establishments		Total Capacity (#)
	Hotels, Motels, Inns, Lodges, and Retreat Centres (#)	Cabins, Caravan/Holiday Parks, and Accommodation Villages (#)	
SA1 30804152812 (includes the Project Area and Jambin)	1	0	13
SA1 30804152819 (includes Goovigen)	0	0	0
Dululu SAL	1	0	9
Wowan SAL	1	0	2
Thangool UCL	1	0	7
Biloela UCL	8	2	194 ¹
Total	12	2	225

Note1 Two locations in the Biloela UCL have unknown capacities and therefore the total capacity is likely to be higher than stated.

The Local Housing Action Plan (Banana Shire Council, 2024b) identifies that there are existing worker accommodation facilities that have the potential for renewable energy proponents to use within the Banana LGA:

- **Banana Accommodation Village**, located at Lot 45 Barfield Road, Banana. It currently has 52 rooms but has an approval that could increase this number to 240. The village is privately managed facility offers full catering, recreation amenities, and worksite support services. It is centrally located between Moura, Biloela, Baralaba, and Theodore (Banana Accommodation Village, 2025).

- **Moura Accommodation Village**, located at 95 Dawson Highway, Moura. This facility includes 176 rooms and 32 caravan sites, but it limited that a maximum of 77% of spaces are occupied by workers. The village also provides a full meal services and long-stay options (Moura Village, 2025).
- **Dawson Village**, located along the Dawson Highway, Moura. This village provides up to 500 rooms for remote workers, with standard amenities and Fly-In-Fly-Out (FIFO)/DIDO access, however is currently operated by Ventia exclusively for Anglo American (Dawson Village, 2025).
- **Baralaba Camp/Caravan Park**, located on Wooroonah Road, Baralaba. The camp is approved for up to 208 rooms, with 156 currently operational, this facility supports coal mining operations in the area.

Despite the existence of these worker accommodation facilities, Banana Shire Council (2024b) acknowledges that they are unlikely to meet the growing pressures on housing and accommodation availability, particularly in light of major infrastructure developments and the numerous renewable energy projects proposed across the Banana LGA (refer to **Section 6.10**).

It is understood from Edify's discussions with Banana Shire Council that that there is the potential for a new accommodation camp to be developed by the Council near Biloela to support the renewable energy industry. The accommodation camp is proposed to be built on Council-owned land and is intended to be in operation in February or March 2026 with an initial 100 beds, however this will eventually rise to 900 beds. Based on discussions between Edify and Council, it is understood that each of the hoteliers and accommodation providers in Biloela will be responsible for 50 rooms each to help address concerns associated with inequity.

6.8 TRAVEL AND ACCESS PROFILE

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

6.8.1 ROAD NETWORK

During both the Construction and Operation Phases, primary access and haulage routes to the Project Area are expected to rely on the existing road network. This includes major regional corridors such as the Dawson Highway, which connects to the Burnett Highway, and continues through to Tomlins Road and subsequently Dodsons Road. The Project Area is to be accessed via crossover from Dodsons Road.

The Dawson Highway and Burnett Highway are intended to be used by the Project for the purposes of material haulage and/or component delivery movements. Large parts of both highways, inclusive of that to be used by the Project, have been designed and constructed to accommodate large-scale industrial vehicles, such as 25 m B-Doubles.

With respect to the two local roads to be used by the Project, the Traffic Assessment Report (Northern Consulting Engineers, 2019) identifies that Tomlins Road is a 5.5 m wide sealed road that will be satisfactory to accommodate the predicted Construction and Operation Phase traffic volumes and composition. Dodsons Road is a 5 m to 5.5 m wide two way/one-one and

half lane road that may require upgrading to meet the requirements for an unsealed gravel roadway.

Review of available crash information has identified no crashes on the relevant sections of Tomlins Road and Dodsons Road, however crashes have occurred over recent years along both the Dawson and Burnett Highways.

6.8.2 AIRPORTS AND AERODROMES

There is one formal aerodrome facility within the Primary Social Study Area, the Thangool Aerodrome, located approximately 45 minutes from the Project Area. Thangool Aerodrome is a public aerodrome operated by Banana Shire Council, and used for commercial and charter flights supporting surrounding resource industries.

The Secondary Social Study Area is serviced by multiple formal aerodromes and/or airports, including:

- **Moura Aerodrome**, which is located approximately 69 minutes from the Project Area and is owned and operated by Banana Shire Council.
- **Woorabinda Airstrip**, which is located approximately 84 minutes from the Project Area and is owned and operated by Woorabinda Aboriginal Council.
- **Rockhampton Airport**, which is located approximately 85 minutes from the Project Area and is owned and operated by Rockhampton Regional Council.
- **Gladstone Airport**, which is located approximately 97 minutes from the Project Area and is owned and operated by Gladstone Regional Council.

There is also the potential for smaller airstrips to be located on properties throughout the Social Study Area which would be used for agricultural aviation services.

6.8.3 PUBLIC TRANSPORT

The Primary Social Study Area demonstrates a high reliance on private vehicles and limited use of public transport, as highlighted in **Table 6-30** and **Table 6-31** (refer to **Section 6.8.4**) of the Social Impact Assessment. This pattern reflects the rural and dispersed nature of the wider Banana LGA, where formal public transport services are minimal and community infrastructure is often tailored to car-based mobility.

Public transport options across the Primary Social Study Area are limited. In Biloela, community transport services operate on weekdays, primarily supporting residents accessing medical appointments, shopping, and essential services (Biloela Community Transport, 2025). Smaller townships such as Wowan and Dululu lack formal public transport networks and typically rely on private vehicles or informal community transport arrangements, however a Greyhound Bus (Service GX462) does operate three times a week (Monday, Wednesday, and Friday) between Dululu and Biloela, and passes through Jambin (Lewis, D. 2025). The absence of a regular bus network underscores the region's dependence on road-based travel and highlights challenges for residents without access to private transport.

Despite limited general public transport, school bus services are available, ensuring students can access educational facilities. In Biloela, multiple school bus routes connect surrounding rural areas to primary and secondary schools. Thangool, Wowan, and Dululu are also serviced by school transport, linking students to schools in Biloela or nearby townships.

The Biloela Taxi Service operates within Biloela and surrounds, including Thangool and Jambin. There are no passenger rail services within the Primary Social Study Area.

6.8.4 VEHICLE OWNERSHIP AND TRAVEL TO WORK

Table 6-30 summarises the number of motor vehicles per occupied private dwelling, and **Table 6-31** identifies the method of travel to work across the Primary Social Study Area.

Motor vehicle ownership across the Primary Social Study Area generally exceeds the Queensland average of 1.9 vehicles per dwelling, reflecting the Banana LGAs rural nature and limited access to public transport (refer to **Section 6.8.3**). Within the Primary Social Study Area, the SA1s stand out with average vehicle ownership of 3 and 2.9 vehicles per dwelling, substantively above the state average. This elevated ownership is likely driven by the need for multiple vehicles per household to access employment, services, and amenities spread across large distances.

When considering the method of travel to work across the Primary Social Study Area, it can be seen that the majority of residents commute by car as a driver, which is broadly consistent with the Queensland average of 59.5%. Areas such as Thangool UCL (73%) and SA1 30804152819 (includes Goovigen) (51.6%) show particularly high reliance on private vehicles. Public transport usage across the study area is minimal, with bus travel only recorded in the Biloela UCL (1%), below the state average of 1.7%, further reinforcing the area's dependence on private transport.

TABLE 6-30 NUMBER OF MOTOR VEHICLES PER PRIVATE DWELLING

ABS Statistical Area	Census Year	Average number of motor vehicle per dwelling #	No motor vehicles # (%)	1 motor vehicle # (%)	2 motor vehicles # (%)	3 or more motor vehicles # (%)
Primary Social Study Area						
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	3	0	17 (16.2)	33 (3.4)	55 (52.4)
	2016	-	-	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	2.9	0	12 (17.9)	25 (37.3)	27 (40.3)
	2016	-	-	-	-	-
Dululu SAL	2021	2.3	0	6 (16.2)	15 (40.5)	11 (29.7)
	2016	2.2	0	16 (30.8)	15 (28.8)	18 (34.6)
Wowan SAL	2021	1.8	0	19 (30.6)	25 (40.3)	14 (22.6)
	2016	2	8 (7.0)	24 (26.1)	24 (26.1)	24 (26.1)

ABS Statistical Area	Census Year	Average number of motor vehicle per dwelling #	No motor vehicles # (%)	1 motor vehicle # (%)	2 motor vehicles # (%)	3 or more motor vehicles # (%)
Thangool UCL	2021	1.9	3 (3.0)	36 (36)	38 (38)	23 (23)
	2016	2	4 (3.9)	36 (35)	38 (36.9)	22 (21.1)
Biloela UCL	2021	1.9	133 (6.8)	615 (6.8)	773 (39.4)	405 (20.6)
	2016	1.9	107 (5.5)	570 (29.2)	762 (39.1)	413 (21.2)
Social Context						
Banana LGA	2021	2.2	224 (4.5)	1,331 (26.6)	1,854 (37.0)	1,462 (29.2)
	2016	2.2	199 (4.0)	1,258 (25.4)	1,790 (36.1)	1,481 (29.8)
Queensland	2021	1.9	106,309 (5.7)	658,705 (35.2)	701,752 (37.5)	373,952 (20.0)
	2016	1.8	99,133 (6.0)	566,233 (34.2)	620,096 (37.4)	207,335 (19.0)

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n.

TABLE 6-31 METHOD OF TRAVEL TO WORK

ABS Statistical Area	Census Year	Bus # (%)	Train # (%)	Car (driver) # (%)	Car (passenger) # (%)	Truck # (%)	Motorbike # (%)	Bicycle # (%)	Walked # (%)	Total #
Primary Social Study Area										
SA1 30804152812 (includes the Project Area and Jambin) ¹	2021	0 (0.0)	0 (0.0)	64 (35.6)	3 (1.7)	5 (2.8)	4 (2.2)	0 (0.0)	9 (5)	85
	2016	-	-	-	-	-	-	-	-	-
SA1 30804152819 (includes Goovigen) ¹	2021	0 (0.0)	0 (0.0)	47 (51.6)	4 (4.4)	4 (4.4)	0 (0.0)	0 (0.0)	6 (6.6)	61
	2016	-	-	-	-	-	-	-	-	-
Dululu SAL	2021	0 (0.0)	0 (0.0)	28 (-)	0	0 (0.0)	0 (0.0)	0 (0.0)	3	31
	2016	0 (0.0)	0 (0.0)	22 (36.7)	25 (37.3)	0 (0.0)	0 (0.0)	0 (0.0)	3 (6.7)	50
Wowan SAL	2021	0 (0.0)	0 (0.0)	18 (46.2)	4 (10.3)	0 (0.0)	0 (0.0)	0 (0.0)	10 (25.6)	32
	2016	0 (0.0)	0 (0.0)	32 (47.8)	4 (6.0)	0 (0.0)	0 (0.0)	0 (0.0)	6 (9.0)	42
Thangool UCL	2021	0 (0.0)	0 (0.0)	92 (73)	4 (3.2)	0 (0.0)	0 (0.0)	0 (0.0)	5 (4.0)	101
	2016	0 (0.0)	0 (0.0)	92 (75.4)	8 (6.6)	0 (0.0)	3 (2.5)	0 (0.0)	5 (4.1)	16
Biloela UCL	2021	26 (1.0)	0 (0.0)	1,836 (68)	224 (8.3)	0 (0.0)	0 (0.0)	24 (0.9)	123 (4.6)	2,333
	2016	63 (2.2)	0 (0.0)	1,864 (65.9)	242 (8.6)	0 (0.0)	0 (0.0)	45 (1.6)	122 (4)	2,308

ABS Statistical Area	Census Year	Bus # (%)	Train # (%)	Car (driver) # (%)	Car (passenger) # (%)	Truck # (%)	Motorbike # (%)	Bicycle # (%)	Walked # (%)	Total #
Social Context										
Banana LGA	2021	52 (0.7)	0 (0.0)	4,138 (58.7)	411 (5.8)	59 (0.8)	0 (0.0)	0 (0.0)	405 (5.7)	4,654
	2016	105 (1.5)	0 (0.0)	4,105 (57.2)	413 (5.8)	0 (0.0)	0 (0.0)	0 (0.0)	436 (5.8)	5,059
Queensland	2021	41,281 (1.7)	27,327 (1.1)	1,455,104 (59.5)	110,004 (4.5)	18,693 (0.8)	15,951 (0.7)	17,121 (0.7)	63,580 (2.6)	1,644,337
	2016	63,829 (3.0)	42,306 (2.0)	1,368,965 (64.1)	112,508 (5.3)	19,948 (0.9)	19,630 (0.9)	21,679 (1.0)	70,471 (3.3)	1,743,364

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

Source: ABS, 2021a; ABS, 2021b; ABS, 2021c; ABS, 2016a; ABS, 2021d; ABS, 2016b; ABS, 2021e; ABS, 2016c; ABS, 2021f; ABS, 2016d; ABS, 2021o; ABS, 2016m; ABS, 2021p; ABS, 2016n.

6.9 CULTURAL HERITAGE

Aboriginal and historic heritage considerations for the Social Study Area are provided in **Section 6.9.1** and **Section 6.9.2**.

6.9.1 ABORIGINAL CULTURAL HERITAGE

Aboriginal communities have long-standing connections to the land, and their cultural traditions continue to be part of the Central Queensland region's identity. The Primary Social Study Area is rich in both Aboriginal and European cultural heritage. The traditional custodians of the Banana LGA are the GNP, Iman People, Wulli Wulli People, Wadja People, Auburn-Hawkwood People and Darumbal People.

While there are no Native Title Determinations over the Project Area, the GNP remains the relevant Aboriginal Party for cultural heritage purposes under the *Aboriginal Cultural Heritage Act 2003*. Edify has been proactive in undertaking early and ongoing engagement with the GNP to ensure there is a suitable amount of time provided to consider the proposed action, determine their requirements and develop plans for the appropriate management of cultural heritage.

In 2021, Edify and the GNP signed a CHIMA which established the provisions for providing effective recognition, protection and conservation of GNP cultural heritage. In accordance with the terms of the CHIMA, an Initial Cultural Heritage Assessment (ICHA) was undertaken over a period of nine days in October 2022, and included representatives from the GNP and Edify. The results of the assessment presented in a draft report issued in August 2024 (Gaangalu Nation People, 2024), and include:

- 56 sites containing GNP cultural heritage artefacts were identified and recorded, the majority of which comprise stone artefacts:
 - 29 sites were found in areas associated with the creek systems within the Project Area, all but one located in the south-eastern portion of the Project Area.
 - 21 sites were found in the northern "main farm" portion of the Project Area which is dominated by extensive gilgai system and brigalow regrowth.
 - Six sites were found between the northern creek system and the southern creek system.
- No Scarred Trees were identified within the Project Area.
- The GNP has determined that the Project Area is one of significance to them, and they have requested on-going GNP involvement in all states of decision-making and management measure implementation regarding the Aboriginal cultural heritage sites.

At time of writing, the GNP and Edify are in the process of signing a Cultural Heritage Management Strategy (CHMS) that will cover management of Aboriginal cultural heritage for the Project. The CHMS is to be prepared in order to ensure that harm to Aboriginal Cultural Heritage is avoided, or if avoidance is not possible, minimised, and support the maintenance and development of a genuine, enduring and mutually beneficial relationship between all parties.

Of importance to Aboriginal cultural heritage within the Secondary Social Study Area is the Aboriginal township of Woorabinda. Woorabinda was established between 1926 and 1927, replacing the previous Taroom Aboriginal Reserve. Over time additional services and facilities were constructed, including churches, a school, and a hospital in 1932. The population of Woorabinda grew substantially as a result of Queensland Government directives to relocate Aboriginal persons to the settlement, with 47 different tribal groups recorded in 1938. By 1956 all houses received electricity and water filtration systems were installed, however diseases and poor sanitary conditions would still be present. In 1985 the Woorabinda Aboriginal Council was established under the *Community Services (Aborigines) Act 1984*, and on 1 January 2025, the Woorabinda Aboriginal Shire Council was formed under the *Local Government (Community Government Areas) Act 2004* (Woorabinda Aboriginal Shire Council, 2025).

6.9.2 HISTORIC HERITAGE

European settlement within the region began in the mid-1800s, with figures such as Dr Ludwig Leichhardt contributing to early exploration (Banana Shire Council, 2025e). The development of pastoral activities, followed by gold and coal mining, and railway activities, supported the growth of various towns including Jambin, Goovigen, Wowan, and Biloela. These industries remain significant to the region's economy and historical narrative.

The Banana LGA also maintains a collection of artistic and cultural assets. The Banana Shire Regional Art Gallery in Biloela features works by local and nationally recognised artists such as Ruby Campbell, Lionel and Norman Lindsay, and Ron McBurnie. Several museums and heritage sites throughout the Banana LGA also contribute to the preservation of local history. These include the Queensland Heritage Park, Greycliffe Homestead, Moura Museum, Taroom Museum, and Cracow Mining Heritage Centre. These museums and heritage sites document the region's agricultural, mining, and Aboriginal heritage and provide opportunities for public engagement with historical materials.

6.10 SURROUNDING PROJECTS

There are number of projects within the Social Study Area that have the potential to cause cumulative impacts for stakeholders/receptors, primarily related to the Construction Phase of the Project. A summary of the available information of relevance to the consideration of potential cumulative impacts (refer to **Section 8**) is provided in **Table 6-32**.

At least nine other developments have construction periods which are potentially overlapping with the Construction Phase of the Project. These include:

1. Mount Rainbow Wind Farm
2. Mount Hopeful Wind Farm
3. Banana Range Wind Farm
4. Callide Wind Farm
5. South Queensland Renewable Generation Hub (Bungaban Wind Energy Project)
6. Boulder Creek Windfarm
7. Specimen Hill Wind Farm
8. Callide Solar Power Station Project
9. Moura Solar Farm

Based on publicly available data, there is the potential that these projects will require up to 2,780 FTE (refer to **Table 6-32**). It should be noted however, that construction workforce sizes are not always provided and might eventually be different from announced and/or expected workforce sizes. Some of the anticipated construction periods may not be available or a subject to change.

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

TABLE 6-32 SUMMARY OF KEY SURROUNDING PROJECTS

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Potential Construction Phase Overlap ⁸	Link
Upper Calliope Solar Farm	European Energy	1,300 MW	Unknown	Assessment	Unknown	Unknown	Unknown	[1]
Mount Rainbow Wind Farm	Central Queensland Power	4 GW	~25 km	Development	Start construction: Q1 2028 Operation: 2031	Construction: 400 FTE Operation: 14 FTE	Yes	[2]
Mount Hopeful Wind Farm	Neoen	350 MW	~40km	Development	Start Construction: Q2 2025 Operation: TBC	Construction: 220 FTE Operation: 8-12 FTE	Yes	[3]
Banana Range Wind Farm	EDF Renewables Australia	450 MW	~60 km	Development	Start Construction: 2026 Operation: TBC	Construction: 150-200 FTE Operation: 10-15 FTE	Yes	[4]
Callide Wind Farm	DP Energy	430 MW	~30 km	Development	Start Construction: Q3 2025 Operation: TBC	Construction: 280 FTE Operation: 30 FTE	Yes	[5]
Mount Sugarloaf Wind Farm	Central Queensland Power	252 MW	~45km	Development	Unknown	Construction: 400 FTE Operation: 15 FTE	Unknown	[6]

⁸ The Project is proposed to commence construction in late 2025, with operation anticipated from Q3 2028.

Project	Developer	Scale	Proximity	Status	Timeframe	Workforce	Potential Construction Phase Overlap ⁸	Link
South Queensland Renewable Generation Hub (Bungaban Wind Energy Project)	Windlab	1.4 GW	>50 km	Development	Start Construction: Q4 2025 Operation: TBC	Construction: 600 FTE Operation: 10-15 FTE	Yes	[7]
Boulder Creek Windfarm	Aula Energy/CS Energy	228 MW	>65km	Development	Start Construction: 2025	Construction: 250-300 FTE Operation: 10-20 FTE	Yes	[8]
Specimen Hill Wind Farm	Ark Energy	335 MW	>60km	Development	Start Construction: Q1 2025	Construction: 250-300 FTE Operation: 15-30 FTE	Yes	[9]
Callide Solar Power Station Project	Edify Energy	240 MW	~35 km	Development	Start Construction: 2027/2028	Construction: 230 FTE Operation: 7 FTE	Yes	[10]
Moura Solar Farm	Metlen Energy & Metals	110MW	~65km	Operational		Construction: 250 FTE Operation: 4-6 FTE	No	[11]

Source: EE Australia Pty Ltd, 2025; Mount Rainbow Wind Farm Project Co Pty Ltd, 2025; Mount Hopeful Wind Farm & Battery, 2025; EDF Renewables Australia, 2025; Callide Wind Farm, 2025; Mount Sugarloaf Wind Farm Project Co Pty Ltd, 2025; Windlab Pty Ltd, 2025; Boulder Creek Windfarm, 2025; Ark Energy, 2025; Edify Energy Pty Ltd, 2025b; Metlen Energy & Metals, 2025.

6.11 BASELINE SUMMARY

Table 6-33 provides an overview of the key implications and insights from the social baseline as outlined in **Section 6.2** to **Section 6.10** and the challenges and opportunities identified through the baseline analysis.

TABLE 6-33 BASELINE SUMMARY AND IDENTIFICATION OF COMMUNITY NEEDS, CHALLENGES, AND/OR OPPORTUNITIES

Baseline Section		Community Needs, Challenges, and/or Opportunities
Policy and Strategic Context		<ul style="list-style-type: none"> The Project contributes to the emissions reduction and generation targets outlined in the <i>Clean Economy Jobs Act 2024</i> and the <i>Energy (Renewable Transformation and Jobs) Act 2024</i>, through increasing the supply and production of renewable energy within Queensland. The Project supports the outcomes and policies contained within the Regional Plan and the Planning Scheme. Opportunities within the Banana LGA can be explored in order to support the outcomes and requirements of the REZ Procurement Strategy and the Workforce Accommodation Policy.
Demographic Profile	Population Dynamics	<ul style="list-style-type: none"> All locations within the Primary Social Study Area experienced a decline in population between 2016 to 2021. The average median age (47) within the Primary Social Study Area is higher than that of the Queensland average, which may create challenges for the Project in relation to reskilling people into renewable energy workforce participation.
	Economic Profile	<ul style="list-style-type: none"> The total labour force within the Banana LGA in 2021 was 7,249 people. All locations of the Primary Social Study Area, however, except for the Thangool UCL, experienced a decrease in the labour force between 2016 and 2021, which may harden the opportunity to draw from the immediate surrounding workforce for the Project. Of the workforce within the Banana LGA, 3,136 workers had relevant occupations and skillsets to the Project. This translates to 43.3% of the labour force with relevant occupations, comprising Technicians and Trades (1,096 workers), Machinery Operators and Drivers (1,031 workers), and Labourers (1,009 workers). This data points towards potential for the sourcing of local construction workers from within the Banana LGA during the Project’s Construction Phase. Across the Primary and Secondary Study Areas, median personal and household incomes vary substantially, with some of the highest household incomes at \$1,883 indicating economic strength. In contrast, the Woorabinda UCL and the Wowan SAL show much lower figures, with the Woorabinda UCL having the lowest personal income at \$361 and household income at \$684. The Banana LGA hosts 2,514 businesses, with agriculture, forestry and fishing; and construction, being the dominant sectors. The majority of businesses are non-employing (i.e. sole traders or partnerships), suggesting the potential for local procurement. Opportunity to support regional economic development through targeted employment with local suppliers.
	Vulnerable Groups	<ul style="list-style-type: none"> The majority of residents across the Primary Social Study Area were born in Australia, with English is the dominant language spoken at home. Accordingly, the likelihood of CALD groups being excluded from engagement activities for the Project due to language barriers is deemed to be low. The Primary Social Study Area reflects a mixed age profile, combining ageing communities with pockets of family-oriented growth. The sharp increases in elderly populations in the Wowan SAL and

Baseline Section	Community Needs, Challenges, and/or Opportunities
	<p>Thangool UCL suggest a need for enhanced aged care services and infrastructure, while the decline in youth populations in the Dululu SAL and Thangool UCL may indicate outward migration or lower birth rates.</p> <ul style="list-style-type: none"> • The Project will need to consider the needs of both younger and older residents, particularly in areas where demographic shifts may influence vulnerability to environmental or social impacts. • The percentage of the population in the Banana LGA who identify as Aboriginal and/or Torres Strait Islander (5.1%) is above the Queensland average of 4.6%. This suggests that the Banana LGA maintains a relatively strong First Nations presence compared to the broader state context. • Young median ages and lower income levels suggest potential First Nations vulnerability to social and economic disruption. • The Project can support First Nations inclusion through employment, training, cultural heritage protection, and co-designed benefit-enhancement initiatives. • SEIFA data reveals socio-economic disparities across the Primary Social Study Area. This disparity highlights the need for the project to consider equity-focused engagement, particularly in disadvantaged communities, to ensure inclusive benefits and support local resilience.
Community Characteristics and Values	<ul style="list-style-type: none"> • The Primary Social Study Area is made up of diverse but closely connected communities, each contributing to a shared regional identity. Biloela acts as the central hub, while smaller towns like Wowan and Dululu offer a distinctive local character and strong community spirit. These values support positive community engagement and collaboration, which are important for building trust and local support throughout the project. • The Primary Social Study Area hosts a diverse range of events, with Biloela offering the most frequent and varied community activities. These festivals and events are generally reflective of the core community values, with events such as rodeos, local arts and craft shows, livestock exhibitions occurring within the rural localities, and live music and entertainment dominating the more urbanised areas. • Project involvement or support for these events could help build trust and strengthen relationships with the community. • Opportunity to support local values through targeted benefit-sharing programs and community engagement strategies.
Land Use and Character	<ul style="list-style-type: none"> • The Project Area is situated within the 'Rural Zone' under the Planning Scheme and is primarily used for low-intensity pastoral activities, including grazing on native and improved pastures. • Surrounding properties reflect similar land use patterns, with extensive grazing operations and some dryland cropping. • The broader land use pattern across the Banana LGA is predominantly rural, with agriculture being the dominant industry. The region also supports other land uses, including mining, gas, manufacturing industries, as well as emerging sectors such as renewable energy and other niche businesses.

Baseline Section		Community Needs, Challenges, and/or Opportunities
Social Infrastructure	Community and Recreational Services	<ul style="list-style-type: none"> • Areas in the immediate vicinity of the Project Area (i.e. Jambin and Goovigen) are limited in their provision of services, with the Biloela UCL providing more service options. • Community groups, sporting clubs, and cultural organisations are active within the Social Study Area. • Each community within the Primary Social Study Area has identified community and recreational service needs and/or future directions, including upgrades/improvements to existing facilities, new facility requirements, or opportunities for ongoing support.
	Health and Emergency Services	<ul style="list-style-type: none"> • Health services are concentrated in the Biloela UCL, with limited coverage provided in the smaller townships. • While the Biloela UCL has a hospital with a 24-hour emergency room, the Gladstone or Rockhampton Hospitals should be used by the Project workforce in the event of an emergency. • While neurocognitive and respiratory conditions are lower than the state average across the Banana LGA, some locations, such as the Wowan SAL had a higher percentage than the State. • Need for coordination with health services to manage workforce health and emergency response capacity.
	Education Services	<ul style="list-style-type: none"> • While most smaller townships within the Primary Social Study Area have some educational facilities (with the exception of the Dululu SAL), the most comprehensive range of facilities is provided within the Biloela UCL. These include pre-primary centres, primary and secondary schools, as well as limited tertiary education options. • The educational profile of the Primary Social Study Area indicates a potential capacity to support the families of the workforce and/or suggest opportunities to source workers locally with a strong base in vocational training. • Opportunity to partner with local schools and training providers to enhance skills development.
Housing Profile	Key Housing Indicators	<ul style="list-style-type: none"> • Dwelling occupancy was generally high across the Primary Social Study Areas, with most locations reporting over 75% occupied dwellings, suggesting stable housing demand. • Rental and mortgage stress has increased within the Primary Social Study Area. Rental stress can occur or increase if rental prices rise faster than household income, compounded by the variability of rental payments which can adjust with market rates. This trend suggests that housing affordability has become a growing concern, even when the community saw its income increasing, and may imply that the benefits may not be uniformly felt across the communities of the Primary Social Study Area. • The composition of households across the Primary Social Study Area varies. In several locations there is a noticeable shift toward smaller and more diverse household types, with the data showing a decline in families with children, suggesting aging populations or changing family structures. Some pockets of the Primary Social Study Area, however, still maintain larger family units and high home ownership, indicating more stable, family-oriented communities.

Baseline Section		Community Needs, Challenges, and/or Opportunities
	Housing and Accommodation Trends	<ul style="list-style-type: none"> The housing market in the Primary Social Study Area is heavily centred on Biloela, which shows strong demand and growth, while smaller towns like Wowan and Thangool offer high rental yields but limited sales activity, suggesting investment potential rather than population growth. Rental activity across the Primary Social Study Area is low. Between 2008 and 2025, vacancies across the Primary Social Study Area have declined significantly. These reductions suggest increased housing demand or reduced availability, potentially linked to population stability or limited new housing supply. In Quarter 2 of 2024, housing affordability in Postcode 4702 varied substantially by household type. Dual-income families with children experienced very affordable rental conditions, while single-income households and student share houses faced acceptable but tighter affordability. The average rental household scored as moderately unaffordable, suggesting growing pressure on general renters and potential social impacts such as housing stress for lower-income or single-income households. Opportunity to support housing resilience through workforce accommodation planning and partnerships.
	Short-Term Accommodation	<ul style="list-style-type: none"> The Primary Social Study Area offers limited short-term accommodation options (14 providers with a total capacity of 225), most of which are located within the Biloela UCL. The proposed Banana Shire Council new temporary accommodation camp to be developed near Biloela may be a good option for Edify to consider for the Project so as to alleviate pressure on the local community and existing short-term accommodation providers – particularly as each has a stake in the facility. Opportunity for local STA providers to benefit economically, but risk of displacement for existing industry (e.g. Callide Power Station) and community users.
	Travel and Access Profile	<ul style="list-style-type: none"> Public transport is limited, with most residents relying on private vehicles, which may affect workforce mobility and access to services. High vehicle ownership across the Primary Social Study Area supports DIDO workforce models but may increase traffic and road safety concerns. Opportunity to invest in road infrastructure and transport planning to mitigate congestion and improve safety.
	Cultural Heritage	<ul style="list-style-type: none"> Engagement with GAP presents opportunities for cultural inclusion and heritage preservation, with the Project potentially contributing to cultural preservation and education through development of an effective partnership. European (historical) heritage in the region, including historical grazing, mining, and the railway is a source of community pride. Need for ongoing consultation to manage risks to tangible and intangible heritage values, especially during construction.

Baseline Section	Community Needs, Challenges, and/or Opportunities
Surrounding Projects	<ul style="list-style-type: none"> • At least nine other developments have construction periods which are potentially overlapping with the Construction Phase of the Project • Overlapping construction periods of other developments may increase challenges for the Project as they may compete for workers, however, dependent upon actualised timeframes for development, there may be opportunities for skilled workforce transition between projects.

7. COMMUNITY AND STAKEHOLDER ENGAGEMENT

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

A variety of historical and current consultation activities have been utilised to inform the SIA. Regular and ongoing stakeholder engagement activities have provided feedback and sentiment from Project stakeholders/receptors.

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

7.1 STAKEHOLDER ENGAGEMENT APPROACH

A Project specific CCEP has been developed to guide stakeholder participation through the life of the Project. The CCEP is a living document and a key tool for ensuring that engagement remains inclusive, targeted, and responsive as the Project progresses.

The development of the CCEP was informed by the International Association for Public Participation (IAP2) spectrum for public participation. For the current Pre-Construction Phase of the Project, the level of public participation is set at the 'Involve' level on the IAP2 Engagement Spectrum. This reflects both the potential public impact of the Project and the opportunity for meaningful community input. By engaging stakeholders and the community at the 'Involve' level, Edify is seeking to collaborate with stakeholders to gather feedback on analysis, alternatives, and decisions at key stages of project development.

A variety of consultation and communication tools have been used to inform and receive input from stakeholders and the community. These tools are proposed to evolve as the Project transitions into the Construction and Operation Phases. As such, engagement with stakeholders is to be undertaken in accordance with the five methods outlined in the CCEP:

1. Continued direct contact with neighbours;
2. Continued monitoring of an online portal via the Project website;
3. Regular meetings to be scheduled at various Project milestones;
4. Newsletters to coincide with meetings; and
5. Open days with the public and school groups once operations have commenced.

As a general principal, Edify has committed in the CCEP to ensuring all outward communications will include a description of how to access the latest information on the Project so stakeholders/receptors can maintain an up-to-date understanding of progress and activities.

7.2 OVERVIEW OF STAKEHOLDER ENGAGEMENT ACTIVITIES

A chronology of Edify's community engagement for the Project is presented in **Table 7-1**. Since commencement of engagement in 2018, Edify has consulted various stakeholders and receptors to help inform the Project.

TABLE 7-1 CHRONOLOGY OF COMMUNITY ENGAGEMENT

Date	Engagement Type	Description
July 2018	Meeting	<ul style="list-style-type: none"> Meeting with previous owner of the property located north of the Project Area
Mid-July 2018	Meeting	<ul style="list-style-type: none"> Pre-Lodgement Meeting with Banana Shire Council
August 2018	Meeting	<ul style="list-style-type: none"> Meeting with previous owner of the property located to the north of the Project Area to introduce the Project
August 2018	Meeting	<ul style="list-style-type: none"> Presentation and workshop with Banana Shire Council
August 2018	Fact Sheet	<ul style="list-style-type: none"> Issued Fact Sheet for the Project
February 2019	Media	<ul style="list-style-type: none"> News article in The Morning Bulletin introducing the Project
June 2019	Public Notification	<ul style="list-style-type: none"> Public Notification period for the Development Application for the Project, including signs located along the boundaries of the Project Area and a notice included in local newspapers
September-October 2020	General Correspondence	<ul style="list-style-type: none"> Correspondence between Immediate Neighbours and Edify regarding the Project
10 October 2020	Meeting	<ul style="list-style-type: none"> Meeting with Immediate Neighbours to discuss concerns and suggestions regarding site selection
10 October 2020	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to provide a Project update
10 November 2020	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss the landscape and visual aspects of the Project, including landscaping conditions
February 2021	General Correspondence	<ul style="list-style-type: none"> Commenced engagement with Immediate Neighbours to request dates regarding future site visit activities by landscape/visual consultant
1 March 2021	Site Visit	<ul style="list-style-type: none"> Project Site Visit with State and Federal MPs and Senators (at the time of the Site Visit), including the Federal Member for Capricornia (Michelle Landry MP), Federal Member for Flynn (Ken O'Dowd MP), Senator for Queensland (Matt Canavan), State Member for Callide (Colin Boyce MP), Mayor of Banana Shire Council (Cr Neville Ferrier), Immediate Neighbours, and Edify representatives
03 March 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours in response to questions following MPs visit
9 March 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence from Federal Member for Capricornia advising no further interest in the Project.

Date	Engagement Type	Description
March 2021	General Correspondence	<ul style="list-style-type: none"> Continued correspondence with Immediate Neighbours in relation to the landscape/visual consultant and additional query responses
31 March 2021	General Correspondence	<ul style="list-style-type: none"> Response to media inquiry regarding the Project (WIN News)
1 April 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours, Senator Matt Canavan, and Banana Shire Council regarding landscape/visual consultant and local employment opportunities. Consultant site visit confirmation regarding landscape/visual viewpoint recording (16 April 2021)
19 May 2021	General Correspondence	<ul style="list-style-type: none"> Response to follow up media inquiry regarding the Project (WIN News)
21 May 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours, Banana Shire Council, WIN News regarding sheep grazing within the Project Area
26 May 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with the Office of the Australian Energy Infrastructure Commissioner regarding the Project
22 June 2021	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss the Project
2 July 2021	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss feedback on landscape and visual aspects and a general Project update
15 July 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with the Office of the Australian Energy Infrastructure Commissioner regarding the Project
26 July 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours to offer a meeting to discuss the landscape and visual aspects
17 August 2021	Meeting	<ul style="list-style-type: none"> Banana Shire Council workshop to discuss landscape and visual findings and recommendations
19 August 2021	Meeting	<ul style="list-style-type: none"> Meeting with Immediate Neighbours to discuss the landscape and visual findings and recommendations
24 August 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with the Office of the Australian Energy Infrastructure Commissioner regarding the Project
1 September 2021	Meeting	<ul style="list-style-type: none"> Meeting with the Manager in the Department of Energy and Public Works
3 September 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours regarding the landscape and visual aspects
10 September 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours regarding the landscape and visual aspects
September 2021	First Nations Engagement	<ul style="list-style-type: none"> Commenced engagement with the GNP in relation to the Project
27 September 2021	General Correspondence	<ul style="list-style-type: none"> Enquiry from The Morning Bulletin regarding the Project

Date	Engagement Type	Description
11 October 2021	General Correspondence	<ul style="list-style-type: none"> Response to the enquiry from The Morning Bulletin regarding the Project
12 October 2021	Meeting	<ul style="list-style-type: none"> Coordinating Committee Meeting with GNP to discuss the Project
18 November 2021	General Correspondence	<ul style="list-style-type: none"> Enquiry from ABC Capricornia regarding the Project
8 December 2021	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss the Project Included a Project briefing with Banana Shire Council's Economic Development Officer
21 December 2021	General Correspondence	<ul style="list-style-type: none"> Correspondence from Banana Shire Council in relation to the Landscape and Visual Impact Assessment (LVIA)
6 January 2022	General Correspondence	<ul style="list-style-type: none"> Enquiry from The Australian regarding the Project
20 January 2022	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss feedback on landscape and visual aspects, and next steps
2 February 2022	General Correspondence	<ul style="list-style-type: none"> Responding to Banana Shire Council regarding landscape and visual aspects
8 February 2022	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss feedback and finalising landscape and visual aspects
1 March 2022	General Correspondence	<ul style="list-style-type: none"> Correspondence from Banana Shire Council in relation to the LVIA
5 April 2022	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council to discuss the Project and economic opportunities for the Banan LGA and wider Central Queensland region
6 June 2022	Meeting	<ul style="list-style-type: none"> Meeting with CS Energy regarding the Project
22 July 2022	Formal Correspondence	<ul style="list-style-type: none"> Approval of the LVIA by Banana Shire Council
6 August 2022	Event Attendance	<ul style="list-style-type: none"> Attendance at the 'Renewable Energy Industry Supply Chain Industry Event' in Biloela
7 August 2023	Event Attendance	<ul style="list-style-type: none"> Attendance at Banana Shire Council's 'Worker Accommodation Working Group 5th Meeting'
14 March 2024	Event Attendance	<ul style="list-style-type: none"> Attendance at Banana Shire Council's 'Worker Accommodation Working Group 6th Meeting'
28 August 2024	Meeting	<ul style="list-style-type: none"> Meeting with the Callide Valley Men's Shed President and Treasurer to discuss potential community benefit initiatives and potential in-kind contributions (e.g. electrical cable wastage for recycled copper revenue)
28 August 2024	Meeting	<ul style="list-style-type: none"> Meeting with the Goovigen Progress Association President to discuss potential community benefit initiatives and to provide project updates to the local community group
05 October 2024	Event Attendance	<ul style="list-style-type: none"> Attendance at 'Biloela100 Gala Dinner', part of Biloela's centennial celebrations

Date	Engagement Type	Description
06 October 2024	Event Attendance	<ul style="list-style-type: none"> Attendance at 'Biloela100 Family Fun Day', part of Biloela's centennial celebrations.
1 May 2025	Event Attendance	<ul style="list-style-type: none"> Attendance at Banana Shire Council's 'Business, Projects and Suppliers Event' in Biloela
01 May 2025	Meeting	<ul style="list-style-type: none"> Meetings with key community groups to discuss funding opportunities, including the Jambin Hall Committee, Biloela Bowls Club, Jambin State School, and Queensland RRR Women
22 May 2025	Meeting	<ul style="list-style-type: none"> Meeting with Goovigen State School P&C to partner with the School's Centenary event in 2026
2 July 2025	Meeting	<ul style="list-style-type: none"> Meeting with Maurice & Margaret Barlow to introduce the Edify Energy team and discuss the Project.
24 September 2025	Meeting	<ul style="list-style-type: none"> Meeting with Banana Shire Council Mayor, CEO and Councilors to provide a project update
24 September 2025	Meeting	<ul style="list-style-type: none"> Meeting with Callide Dawson Chamber of Commerce to discuss local procurement opportunities
29 October 2025	Event Attendance	<ul style="list-style-type: none"> Attendance at the Biloela Jobs Expo hosted by the Australian Government Department of Employment and Workplace Relations

Since 2021, Edify has been supporting the community within the Primary Social Study Area, delivering sponsorship contributions and supporting Local Community Groups. Sponsorships undertaken by Edify have included:

- Sponsorship of the 2023 Jambin Post Office redevelopment (\$20,000), as requested by the Jambin Community Hall Committee;
- Sponsorship of the 2023 Wowan Show, supporting the Entertainment budget and Prizes for Children Pavillion Entries;
- Sponsorship of the 2024 Wowan Show, supporting the Entertainment budget and Prizes for Children Pavillion Entries;
- Sponsorship of the 2024 'Biloela100 Gala Dinner', part of Biloela's centennial celebrations;
- Sponsorship of the 2024 at 'Biloela100 Family Fun Day', part of Biloela's centennial celebrations, and included the provision of a marquee to Banana Shire Council for community use;
- Sponsorship of the 2025 Callide Valley Show, Blue Gun TV Entertainment;
- Sponsorship of the 2025 Jambin State School in providing a new storage shed; and
- Sponsorship of the 2025 Jambin Community Hall in providing new tables and chairs for hire and use, supporting an ongoing revenue stream for the Jambin Community Hall Committee.

7.2.1 TENACIOUS 10 ENGAGEMENT

It is understood that a group of Immediate Neighbours, who have dubbed themselves the 'Tenacious 10 of Smoky Creek' (Tenacious 10) have been in constant communication with Edify in relation to the Project. This group has declared their opposition to the Project and have made numerous overtures to Federal, State and Local Government representatives to this end. While their views are not necessarily representative of all stakeholders and/or receptors for the Project, given their proximity to the Project Area and the extent to which they have engaged with Edify to-date, a chronology of Edify's engagement with the Tenacious 10 is provided in **Table 7-2**.

TABLE 7-2 TENACIOUS 10 ENGAGEMENT CHRONOLOGY

Date	Description
5 June 2019	<ul style="list-style-type: none"> Edify representative contacted two of the families associated with the Tenacious 10 asking to meet in-person to discuss the Project. One family declined to meet, and the other did not contact Edify until after Proponent representatives had left Biloela.
6 June 2019	<ul style="list-style-type: none"> Letters from RPS Group, on behalf of Edify, notifying each adjoining landowner of the Development Application lodgement were provided. Members of the Tenacious 10 received these letters.
7 – 28 June 2019	<ul style="list-style-type: none"> The Public Notification period for the Development Application, included signs on multiple fences/gates, road intersections and within local newspapers.
26 June 2019	<ul style="list-style-type: none"> Submission made by two families from the Tenacious 10 to Banana Shire Council (on behalf of the wider group), objecting to the Development Application.
June – July 2020	<ul style="list-style-type: none"> Letter (dated 30 June 2020) received from five families within the Tenacious 10 expressing concerns and requesting clarification from both Banana Shire Council and Edify on development activities. Edify responded by email on 10 July 2020.
9 September 2020	<ul style="list-style-type: none"> Edify attended an in-person meeting with five families from the Tenacious 10 to discuss Project concerns.
22 September 2020	<ul style="list-style-type: none"> Letter received from one member of the Tenacious 10 (countersigned by the remaining members) noting their intention to make, "<i>a concerted, ongoing and united effort to find every possible obstacle to use as a means of delaying the solar farm, and ultimately making it so costly that it becomes unviable</i>".
18 December 2020	<ul style="list-style-type: none"> Letter sent from Banana Shire Council to the Tenacious 10 confirming that the Development Application is a legal use of the land and stating that the Tenacious 10 did not lodge an appeal against the development approval within the appeal period.
1 March 2021	<ul style="list-style-type: none"> Project Site Visit with State and Federal MPs and Senators (at the time of the Site Visit), including the Federal Member for Capricornia (Michelle Landry MP), Federal Member for Flynn (Ken O'Dowd MP), Senator for Queensland (Matt Canavan), State Member for Callide (Colin Boyce MP), Mayor of Banana Shire Council (Cr Neville Ferrier), Immediate Neighbours (including members of the Tenacious 10), and Edify representatives.
February 2021	<ul style="list-style-type: none"> Correspondence and continued engagement and consultation with Immediate Neighbours (including members of the Tenacious 10) in response to questions following the Site Visit.

Date	Description
1 April 2021	<ul style="list-style-type: none"> Correspondence with Immediate Neighbours (including members of the Tenacious 10), Senator Matt Canavan, and Banana Shire Council regarding landscape/visual consultant and local employment opportunities.
18 June 2021	<ul style="list-style-type: none"> Letters received by Edify from the Office of the Australian Energy Infrastructure Commissioner in respect of complaints submitted by four families associated with the Tenacious 10.
15 July 2021	<ul style="list-style-type: none"> Letters sent from Edify in response to the complaints received from four families associated with the Tenacious 10.
July – August 2021	<ul style="list-style-type: none"> Correspondence between Immediate Neighbours (including members of the Tenacious 10) and Edify.
19 August 2021	<ul style="list-style-type: none"> In-person meetings with Immediate Neighbours (including members of the Tenacious 10) to discuss the landscape and visual findings and recommendations.
3 September 2021	<ul style="list-style-type: none"> Correspondence from Immediate Neighbours (including members of the Tenacious 10) providing further feedback on the draft LVIA
10 September 2021	<ul style="list-style-type: none"> Edify provided a response to Immediate Neighbour (including members of the Tenacious 10) feedback and questions on the draft LVIA
1 October 2021	<ul style="list-style-type: none"> Letter received from two families associated with the Tenacious 10 noting the group's continued objections to the Development Application.
16 November 2021	<ul style="list-style-type: none"> Letter sent from Edify to two families associated with the Tenacious 10 in response to the letter received.
Early 2023	<ul style="list-style-type: none"> Submissions on Edify's EPBC Act Referral made by three families associated with the Tenacious 10.
2 June 2023	<ul style="list-style-type: none"> Edify provided a response to the EPBC Act Referral Submissions.
September 2023	<ul style="list-style-type: none"> Email correspondence between Edify and the Tenacious 10 group members in relation to the cultural heritage surveys conducted for the Project.
March 2025	<ul style="list-style-type: none"> Email from Tenacious 10 to the Project Offtaker, objecting to the Project and providing a draft press release regarding challenging the Project approvals.

7.3 STAKEHOLDER ENGAGEMENT OUTCOMES

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

Accordingly, **Table 7-3** provides a summary of the key outcomes from the stakeholder engagement conducted by Edify organised into topics/themes. It is noted that the outcomes included are summarised from a selection of Submission documents provided by Edify for the purposes of this SIA (including one made by the Tenacious 10), as well as discussion with Edify representatives on 4 September 2025, and therefore does not constitute a complete summary of all stakeholder engagement undertaken for the Project.

TABLE 7-3 STAKEHOLDER ENGAGEMENT OUTCOMES

Topic/Theme	Outcomes / Comments / Concerns
Agricultural Land Use	<ul style="list-style-type: none"> • Misclassification of land quality as part of assessments conducted. • High-value food-producing land being repurposed for the purposes of renewable energy. • No viable Agri-Solar plan despite claims made by Edify. • Potential long-term degradation of soil and productivity as a result of the Project.
General Environmental Impacts	<ul style="list-style-type: none"> • Potential erosion and sediment runoff into the Great Barrier Reef catchment. • Limited baseline water quality testing and monitoring undertaken for the Project. • Inadequate consideration of drainage and runoff impacts within Project documentation. • Use of outdated or irrelevant environmental data in assessments. • Risk of contamination from solar panel materials and herbicides, including runoff during extreme weather events.
Biodiversity and Habitat	<ul style="list-style-type: none"> • Short survey durations and limited area coverage may mean that inadequate surveys were conducted, particularly for fauna (e.g. Squatter Pigeon, Herbert Rock Wallaby). • The potential for Project fencing to fragment habitat and restrict animal movement. • The impacts to flora and fauna have not been appropriately assessed and/or mitigated.
Fire Risk and Management	<ul style="list-style-type: none"> • The Concept Bushfire Management Plan is insufficient (i.e. lacks local relevance and detail). • The risk that lithium-ion battery fires may occur as a result of the BESS. • Potential inability for the Rural Fire Brigade to respond appropriately given limited equipment or training. • No clear emergency response plan or coordination with local services.
Community Engagement	<ul style="list-style-type: none"> • Concern around extent of meaningful consultation with local residents for the Project. • No public meetings have been held in the community, despite prior intention from Edify to hold these meetings. • A general feeling that previous letters and/or concerns raised by community members have been ignored. • Feeling that there is an inadequate compensation or mitigation plans for affected Immediate Neighbours. • Concerns associated with conflicting project size and scope details (450MW vs 600MW). • Lack of clarity on inclusion of battery storage in original Development Application. • Use of vague language in documentation submitted (e.g. "where practicable"). • Identified there is consultation fatigue / a feeling of being overwhelmed by the number of projects currently on the table within the Banana LGA.
Roads and Traffic	<ul style="list-style-type: none"> • Increase in traffic on narrow, rural roads may cause an issue for surrounding residents. • Safety risks for school buses and local drivers as a result of Project-related traffic. • Road upgrades promised but not clearly committed to within documentation. • Discrepancies in construction timelines and traffic estimates in information provided.

Topic/Theme	Outcomes / Comments / Concerns
Accommodation	<ul style="list-style-type: none"> • Vacancy rates in Biloela vary widely which impacts on businesses – i.e. 80% occupancy Monday to Friday, but none on weekends • Difficulty for local companies to find housing for workers as most has been rented by various companies for the purposes of renewable energy projects and/or other projects in the region
Economic and Social Impact	<ul style="list-style-type: none"> • Concerns associated with a potential decrease in property values for those located in proximity to the Project. • No assessment of social or economic costs to community included with the Development Application. • Lack of clarity around local job creation/opportunities for businesses.
Regulatory Oversight	<ul style="list-style-type: none"> • Renewable projects are not subject to same environmental laws as other industries, which is a concern for the local community. • Concerned there is no accountability for rehabilitation or decommissioning within Project documentation. • Responsibility during the Construction and Operation Phases will be shifted to contractors rather than Edify.
Beneficial Aspects	<ul style="list-style-type: none"> • Potential contribution to renewable energy targets. • Opportunity for infrastructure investment within the wider region if properly managed. • Opportunity for new jobs, new industries and expanded business opportunities within the Banana LGA.

8. IMPACT ASSESSMENT

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

- Community and Stakeholder Engagement (refer to **Section 8.1**);
- Workforce Management (refer to **Section 8.2**);
- Local Business and Industry Procurement (refer to **Section 8.3**);
- Housing and Accommodation (refer to **Section 8.4**); and
- Health and Community Well-being (refer to **Section 8.5**).

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

In assessing the potential impacts, ERM has considered the:

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

Decommissioning Phase: The operational life of the Project is anticipated to be 30 to 35 years, after which time the Project may be decommissioned or re-powered, dependent upon agreement with Host Landowners and Development Permit condition requirements. Given the extensive timeframe involved, the Decommissioning Phase has not been specifically addressed in this SIA, however it is anticipated that the potential social impacts will be similar to those of the Construction Phase. It is therefore recommended that the impacts of decommissioning be assessed closer to the anticipated time of decommissioning, to ensure that the potential impacts (and management measures) are accurate and relevant.

Cumulative Impacts: Cumulative impacts have the potential to occur, in large part due to overlaps in construction and/or operational timeframes with surrounding projects. Given the static nature of the Project during the Operation Phase, and the size of workforce, the cumulative impact assessment primarily focused on the nine surrounding projects that have overlapping construction phases (refer to **Section 6.10**). It should be noted that even those projects that have been included as part of cumulative impact considerations may not receive approval from the Assessment Manager, gain access to the grid, or may not come to fruition due to other circumstances.

8.1 COMMUNITY AND STAKEHOLDER ENGAGEMENT

The Community and Stakeholder Engagement key matter relates to the potential social impacts arising from engagement with potentially impacted communities and stakeholders. The objective is to ensure transparent and inclusive community and stakeholder engagement to inform the Project, and the ongoing management and monitoring of potential social impacts during the Construction and Operation Phases of the Project.

Accordingly, the following potential social impacts are identified:

- Potential for Reduced Community Cohesion (refer to **Section 8.1.1**); and
- Potential for Reduced Trust and Confidence in Community Engagement (refer to **Section 8.1.2**).

8.1.1 SOCIAL IMPACT #1: POTENTIAL FOR REDUCED COMMUNITY COHESION

8.1.1.1 DESCRIPTION

Increased social tensions due to divergent opinions related to the desirability of the Project and/or the Proponent (Edify), as well as population influx and local disruptions caused by the Project during the Construction Phase (that are not appropriately managed and/or mitigated), can result in increased negative sentiment amongst members of the local community, and subsequently lead to a reduced sense of community cohesion amongst residents in the Social Study Area. This reduced community cohesion within previously close-knit rural communities, has the potential to impact the social fabric and lead to negative mental health and well-being impacts for stakeholders.

Engagement Outcomes: Stakeholder engagement conducted within the Social Study Area revealed that the proposed construction and operation of the Project has the potential to impact on community cohesion. It is understood that whilst Edify characterises community opinion as either 'Cautiously Positive' or 'Outright Positive' (Edify Energy Pty Ltd, personal communication, 4 September 2025) there is also recognition that there are those within the community who are adamantly opposed to the Project – such as the members of the Tenacious 10. Due to the Tenacious 10's ongoing engagement with Federal, State and Local government representatives, in addition to members of the local community, there is recognition that clear and proactive community updates are important to dispel misinformation and support broader social cohesion, where possible.

Adding to this existing Project related tension, is the general sentiment of some portions of the community, which have indicated that they are anti-renewables energy and/or the impact of Net Zero emissions targets (given the link between decarbonisation and the rollout of renewable energy developments). This sentiment is championed locally by the Federal Member for Flynn, Colin Boyce who recently organised the "The Real Cost of Net Zero" community forum in Biloela on 8 September 2025 for residents to share their experiences dealing with renewable projects and impact of Net Zero policies on rural and regional Australia (Boyce, C., 2025).

Disruptions and Changes: Research indicates that disruptions to an individual's environment, such as the development of new projects (and their associated construction and operation), can lead to a loss of place attachment and identity (Jozwik, R., 2024; Manzo, L., Williams, D., Di Masso, A, Raymond, C., and Gulsrud, N. 2023). The changes and disruptions

brought about by the Project, particularly during its Construction Phase, can alter the sense of place for individuals within the Social Study Area. Each person may experience these disruptions differently, depending on their personal attachment to the locality, and their resilience to change.

The influx of workers into the Social Study Area during the Project's Construction Phase can also affect community cohesion, as the introduction of a large non-local workforce often brings diverse backgrounds, which can strain existing social norms and interactions (Owen, D., Wagner, J., Dowse, S., Jones, M., Orenstein, M., 2018). These differences may lead to misunderstandings and conflicts, disrupting the established social fabric. As these tensions rise, the community may experience a fragmentation of its bonds. Long-standing relationships and social networks can be weakened as residents struggle to adapt to the new social dynamics. This fragmentation can erode the sense of identity and belonging that the local population previously enjoyed, leading to feelings of alienation and disconnection. This may be of particular concern within the smaller communities of the Primary Social Study Area wherein they have described themselves as personal and close-knit communities.

Cumulative Impact: The potential for stakeholders within the Social Study Area to experience heightened social tensions and community divisions, not solely attributable to this Project, but also to the broader increase in renewable energy developments across the Banana LGA (refer to **Section 6.10**), is an aspect already apparent within the local community. Whilst community members in some parts of the Social Study Area (e.g. Biloela) have identified that they are positive about the arrival of a new industry within the region, others, are more concerned with the impacts and are feeling 'overwhelmed' by the number of new renewable energy projects (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Accordingly, the cumulative nature of the potential impact within the Social Study Area, coupled with the timing of the change (i.e. occurring within a relatively short timeframe), has raised concerns among some community members, particularly where rapid change appears to conflict with their long-standing values. This dynamic has the potential to intensify existing mental health and well-being challenges experienced by affected stakeholders.

Summarising, there appears to be existing tensions within the local community with respect to the Project and/or renewable energy more broadly, and literature shows that changes brought about by developments (such as the Project), particularly during construction, can have a substantive negative impact on the sense of place for individuals within the affected area. Furthermore, this negative impact may be further intensified by the cumulative nature of renewable energy developments within the Primary Social Study Area.

8.1.1.2 MANAGEMENT AND MITIGATION MEASURES

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

- **Community Consultation and Engagement Plan:** Continued implementation of the CCEP during the Construction and Operational Phases of the Project will be important to help address the potential for reduced community cohesion. Specifically, Edify is to continue to implement varied and/or alternative engagement methods to enable ongoing engagement with stakeholders throughout the life of the Project and address

concerns/issues amongst receptors as they arise. It will also be important that Edify continues to be transparent about decision-making processes and provides regular updates on Project developments to build trust with the community. Recognising the impacts of temporary disruptions caused by construction activities, a concerted effort is needed prior to construction commencement to address lingering concerns and strengthen or rebuild community cohesion.

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

8.1.1.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-1**.

TABLE 8-1 IMPACT SIGNIFICANCE – POTENTIAL FOR REDUCED COMMUNITY COHESION

Social Impact #1: Potential for Reduced Community Cohesion			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations /Aboriginal Groups • Surrounding Community Members • Local Community Groups • Business and Industry Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate

8.1.2 SOCIAL IMPACT #2: POTENTIAL FOR REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT

8.1.2.1 DESCRIPTION

Meaningful engagement is key to managing social impacts well and building genuine and long-term relationships with stakeholders. If engagement for the Project is considered ineffective or insufficient by stakeholders and/or receptors, it can leave stakeholder groups feeling as though they have not been heard and/or able to influence Project decision-making, and as a result the community may experience a negative impact on their mental and physical health and well-being.

Ineffective and/or insufficient stakeholder engagement may arise due to several reasons, including poor communication, lack of information provision, misaligned expectations, inadequate conflict management, a lack of trust and/or transparency, limited accountability and follow-up, and/or cultural and contextual insensitivity.

Engagement Outcomes: Concerns have been raised by some Immediate Neighbours (members of the Tenacious 10) in relation to the approach and level of engagement undertaken by Edify to-date regarding the Project. This includes the frustration that previous letters and/or concerns raised by stakeholders have been ignored, and subsequently, not incorporated into Project planning and/or development. This sentiment is exemplified in comments included in correspondence, such as, "No ongoing community/stakeholder engagement."

These concerns reflect broader concerns relating to transparency and accountability of renewable energy proponents, which are critical to maintaining community cohesion and trust throughout the project lifecycle. Discussions with Edify representatives noted that regardless of the information and/or mitigations proposed, the Tenacious 10 remain unsatisfied, with many of their concerns considered to be unfounded (Edify Energy Pty Ltd, personal communication, 4 September 2025).

It is noted however that the issues raised by the Tenacious 10 may not necessarily be the view of all Immediate Neighbours or Surrounding Community Members. Furthermore, and in contrast to the views of the Tenacious 10, it is understood that one community member remarked to Edify that while other renewable energy Proponents are coming to town, they see no results or outcomes arising from engagement, however they are positive about Edify's engagement to-date, remarking that the Project and Edify is "doing the work" and the Project is "actually happening" (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Community Values and Vulnerable Groups: Given the close knit nature of the local communities and stakeholders within the Social Study Area, and the vulnerable groups contained therein (refer to **Section 6.3.3**), there is the potential that some parts of the community may be less informed about the Project, and/or involved in the decision-making processes. It appears from the community engagement chronology that Edify has sought to engage various members of the local communities within the Primary Social Study Area (refer to **Section 7**). It is noted that the use of varied engagement methods, which is planned for during the Construction and Operation Phases of the Project, with help ensure that all stakeholders are afforded the opportunity to influence Project decision-making, including decisions relating to ongoing management of potential impacts.

Connection to Community Cohesion: There remains the potential, as in all projects, for misinformation to spread and/or negative sentiment to arise amongst stakeholders, particularly in instances where community cohesion is already impacted (refer to **Section 8.1.1**). Accordingly, there is also a need for ongoing direct engagement with Project stakeholders to continue to deepen the sense of trust between Edify and the local communities within the Social Study Area. If the trust between the Proponent and stakeholders is eroded, there is the potential that concerns will not be raised or addressed in a timely manner, which in turn, can lead to further impacts on community cohesion. Trust can continue to be developed through the implementation of suitable measures to remove, mitigate, or manage Project impacts in concert with Project stakeholders, and by ensuring that stakeholders continue to influence the decisions that affect their lives.

Summarising, community sentiment in relation to the Project appears to be mixed with some Immediate Neighbours (the Tenacious 10) feeling that their issues and/or concerns have not been appropriately addressed. It is important to note however that the concerns raised by the Tenacious 10 are not necessarily reflective of the views held by other community members. Regardless, given the interdependent nature of the local communities within the Social Study Area, and the strong community values held by local community members, it will be important to ensure ongoing direct engagement with stakeholders throughout the life of the Project in order to maintain a sense of trust and confidence in the engagement process and reduce potential impacts on mental and physical health and well-being.

8.1.2.2 MANAGEMENT AND MITIGATION MEASURES

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

- **Community Consultation and Engagement Plan:** Continued implementation of the CCEP during the Construction and Operational Phases of the Project will be important to ensure that transparent and inclusive engagement is continued. Specifically, Edify is to continue to implement varied and/or alternative engagement methods (refer to **Section 7.1**) to enable ongoing engagement of stakeholders throughout the life of the Project. It will also be important that Edify continues to provide regular updates on Project developments across a variety of platforms (e.g. electronic and hard-copy communication materials), address any outstanding issues/concerns amongst stakeholders and receptors, and look for ways to ensure that the community is involved in decision-making, where possible and practicable.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise during day-to-day construction and operational activities and to provide clear channels for community feedback and ensuring timely responses to concerns and/or suggestions.

8.1.2.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-2**.

TABLE 8-2 IMPACT SIGNIFICANCE – POTENTIAL FOR REDUCED TRUST AND CONFIDENCE IN COMMUNITY ENGAGEMENT

Social Impact #2: Potential for Reduced Trust and Confidence in Community Engagement			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations /Aboriginal Groups • Surrounding Community Members • Local Community Groups • Business and Industry Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate

8.2 WORKFORCE MANAGEMENT

The workforce management key matter relates to the assessment and management of potential social impacts associated with the Project workforce, with the objective being to prioritise local recruitment, reduce FIFO/DIDO workers, and support workforce health and well-being. The Project workforce includes employees of the Project, as well as personnel engaged by the Engineering, Procurement, and Construction (EPC) Contractor and subcontractors.

Accordingly, the following potential social impacts are identified:

- Creation of Direct Employment Opportunities (refer to **Section 8.2.1**); and
- Behaviour of the Non-Local Workforce (refer to **Section 8.2.2**).

8.2.1 SOCIAL IMPACT #3: CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES

8.2.1.1 DESCRIPTION

An increased demand for labour (particularly during the Construction Phase of the Project) creates direct employment opportunities for local community members within the Social Study Area. In addition, the potential for upskilling and training opportunities for local community members, coupled with indirect employment opportunities created through positive spillover effects from the Project (such as construction of an accommodation facility) can generate positive social outcomes. These positive social outcomes include the diversification of the economy, reduced socio-economic disadvantage, and enhanced community well-being through increased income stability.

Engagement Outcomes: Stakeholder engagement activities conducted for the Project identified a general positive community perception of the Project's potential to stimulate local employment and skills development within the Banana LGA, particularly during the Construction Phase (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Project Workforce: The construction of the Project is anticipated to commence in late 2025 and take approximately 24 months to complete, generating work for approximately 800 FTEs over that period.

While Edify has not set a specific target for the proportion of the local workforce to be employed at the Project, it is expected that the EPC Contractor will be tasked with prioritising the employment of residents from the Social Study Area in the first instance. Edify has publicly stated its commitment to supporting local employment and procurement opportunities, aiming to ensure that the local community benefits from the project's development and Construction Phase (Edify Energy Pty Ltd, n.d.). During the Operation Phase, a small workforce of up to 10 FTE will be required, along with specialist contractors who will be tasked with conducting on-site activities such as civil works maintenance, weed and pest control, and other general environmental activities expected of a rural landowner.

Economic Profile: The extent to which direct employment will be realised within the Social Study Area will be reliant upon the availability of labour, employee mobility⁹, and the compatibility of skillsets as relative to those required by the Project.

In 2021, the total labour force within the Primary Social Study Area was approximately 7,249 workers. The three top occupations that represent those employed in the Primary Social Study Area who are likely to have transferable skills to work on the Project, being Technicians and Trades; Machinery Operators and Drivers; and Labourers. In 2021, 43.3% of the Banana LGA's workforce were employed within these occupations, comprising Technicians and Trades (1,096 workers); Machinery Operators and Drivers (1,031 workers); and Labourers (1,009 workers).

The ability for the Project to connect to these skillsets of stakeholders within the Primary Social Study Area or Secondary Social Study Area, however, is influenced by the extent of workforce participation and the degree of unemployment. As identified in **Section 6.3.2**, the Wowan SAL and Thangool UCL had the highest unemployment rates within the Primary Social Study Area, with 18.9% and 5.2% respectively. Within the Secondary Social Study Area, five areas had unemployment rates above the Queensland state average of 5.4%, indicating pockets of higher joblessness – comprising the Woorabinda UCL (20.9%), the Mount Morgan UCL (14.9%), the Gladstone SUA (7.6%), the Calliope UCL (7.4%), and the Rockhampton SUA (5.5%). Based on the higher unemployment rates, there is potential for workers within the Social Study Area to be employed by the Project.

Aging Population: The potential for members of the local community to be sourced from the Social Study Area is also dependent upon the age structure of residents. Compared to Queensland, some areas within the Social Study Area have a higher median age and a higher number of people over 65 years of age. Based on 2021 Census data, the median age in the Primary Social Study Area was 47 years, and 37 years in the Secondary Social Study Area. Overall, the Secondary Social Study Area aligned more closely with Queensland's growth and demographic trends, while the Primary Social Study Area reflects a pattern of rural population

⁹ Employee mobility refers to the movement of individual workers between different jobs and companies.

decline and ageing, which is less consistent with broader state-level dynamics. This data suggests that there may be challenges to sourcing local workers within some locations of the Social Study Area.

Educational Attainment: The educational profile of the Social Study Area indicates a capacity to support the families of the workforce and/or suggests opportunities to source workers locally with a strong base in vocational training.

Vulnerable Groups: When considering the potential direct employment opportunities afforded to the communities within the Social Study Area as a result of the Project, it is important to ensure that vulnerable groups are suitably considered. Accordingly, the Project should look to consider opportunities for Edify and/or the EPC Contractor to work with local organisations to involve First Nations / Aboriginal Groups in construction related activities.

Cumulative Impacts: The demand generated by the Project, as well as the other surrounding projects, for a suitably qualified construction workforce, is expected to result in a cumulative positive economic impact within the Social Study Area. Based on publicly available data, the seven surrounding projects with overlapping construction phases would require up to 2,780 FTE, noting that this number is derived from publicly available information only (refer to **Section 6.10**). The labour demand required from each of these surrounding projects is anticipated to be met from a combination of the unemployment pool, an increase in workforce participation, and workers transitioning from other industries. It is unlikely, however, that all cumulative labour demand will be met by the existing residents of the Social Study Area only. As such, it is anticipated that the remaining demand will need to be met by DIDO/FIFO workers and/or workers who move into the region for the period/s of construction or operation.

Summarising, the Project will require approximately 800 FTEs during the Construction Phase, and up to 10 FTE during the Operation Phase, with the intent to source these jobs locally (where possible) from within the Social Study Area. It is noted however, that despite these opportunities it is unlikely that all those employed on the Project will be from the Social Study Area, particularly if appropriately trained/skilled workers are not available. When considered cumulatively, the number of workers required to meet the demands of the surrounding projects with overlapping construction periods, may make future local employment targets difficult to achieve.

8.2.1.2 MANAGEMENT AND BENEFIT ENHANCEMENT MEASURES

To help enhance the potential to create direct employment opportunities, the Project will adopt a suite of management measures comprising:

- **Local Employment Plan:** Develop and implement a Local Employment Plan (LEP) for the Project. The LEP is to be prepared by Edify and the EPC Contractor, and is to include the following measures:
 - Establish aspirational targets for local employment;
 - Engage with the local/regional employment agencies to identify access pathways for local workers. Assess the candidate pool to determine suitable labour, trade or other employment on the Project;
 - Engage media including local radio, newspaper and social media to advertise expressions of interest for employment;

- Encourage subcontractors to employ local workers wherever practicable and reasonable;
 - Use local presence and content as a criterion when awarding contracts to subcontractors (refer to **Section 8.3**); and
 - Identify positions where training would allow additional local workers and encourage local workers to undertake training to provide for specialist works.
- **Create Community Awareness:** Investigate the potential for partnerships with Banana Shire Council, Gladstone Regional Council, and Rockhampton Regional Council, and Business and Industry Groups (e.g. Callide Dawson Chamber of Commerce, Capricornia Chamber of Commerce, Gladstone Chamber of Commerce and Industry, Gladstone Engineering Alliance Inc, etc.), to foster better understanding of the ways prospective workers may be able to take part in the Project. This awareness can make use of the Project website and the existing communication channels within each of the Local Governments.
 - **Workforce Upskilling/Training Opportunities:** Work with the Banana Shire Council (and Gladstone Regional Council and Rockhampton Regional Council) and the State Government to identify opportunities to support and/or contribute to TAFE and/or University courses (or similar) in order to promote the development of complementary skillsets for renewable energy projects within the Social Study Area (and wider Central Queensland region).
 - **First Nations Partnerships and Shared Benefits:** Continued engagement with First Nations / Aboriginal Communities and Groups connected to the Project, through arrangements that enable participation in project benefits such as local employment and contracting opportunities.

8.2.1.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-3**.

TABLE 8-3 IMPACT SIGNIFICANCE – CREATION OF DIRECT EMPLOYMENT OPPORTUNITIES

Social Impact #3: Creation of Direct Employment Opportunities			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations /Aboriginal Groups • Surrounding Community Members • Local Community Groups • Business and Industry Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive

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

8.2.2 SOCIAL IMPACT #4: BEHAVIOUR OF NON-LOCAL WORKFORCE

8.2.2.1 DESCRIPTION

The conduct and behaviour of the non-local workforce has the potential to impact on the amenity value of the Social Study Area, alter the existing sense of place and sense of community, and contribute to local community concerns regarding personal and household safety (e.g. perceived increase in violence, crime, and alcoholism). This impact is most likely to be experienced by Surrounding Community Members who will live in towns and localities closest to the accommodation provided for the non-local Construction Phase workforce, however may also be experienced by those located in areas that may be frequented by the construction workforce during lunchbreaks or for pre/post-work activities.

Workforce Accommodation: As considered previously, while Edify is intending on employing workers from the Social Study Area during the Construction Phase of the Project, it is unlikely that all workers will be locals. Accordingly, Edify is currently in discussions with the relevant stakeholders regarding accommodation options for the non-local Construction Phase workforce within Biloela and the surrounds.

It is understood from Edify's discussions with Banana Shire Council that there is the potential for a new accommodation camp to be developed by Banana Shire Council near Biloela to support the renewable energy industry. The accommodation camp is proposed to be built on Council-owned land and is intended to be in operation by February or March 2026 with an initial 100 beds, however this will eventually rise to 900 beds. Where this new proposed accommodation camp is unable to meet the needs of the Project, the other worker accommodation camps within the Banana LGA will be explored by Edify, along with other short-term accommodation options.

Community Values: The Banana LGA is characterised by distinct community values, shaped by a strong sense of local identity, heritage, and connection to place. Biloela, as the administrative and service centre of the LGA, plays a central role in maintaining this identity and supporting community cohesion. The Banana Shire Council recognises the importance of respecting cultural diversity and describes its community as one that, "*respects one another, our different cultures, heritage and traditions, and values all people of many different backgrounds*" (Banana Shire Council, 2017a, p.12).

The integration of a non-local workforce, however, particularly in the context of multiple large-scale renewable energy projects, presents the potential for social disruption if community values and expectations are not well understood or respected. The Council has acknowledged these challenges and, through planning instruments such as its Workforce Accommodation Policy (refer to **Section 6.2.6**), seeks to ensure that new workforce accommodation is located

near urban centres, and designed in a manner to promote community interaction and local business opportunities through the use social and physical infrastructure.

Cumulative Impact: Dependent upon the workforce composition of surrounding developments, and the location of their construction workforce accommodation, there is the potential that the communities within the Social Study Area, such as Biloela, may experience a substantive influx of temporary non-local residents over an extended period which has the potential to impact on community cohesion. For instance, it is understood that the Banana Shire Council is constructing an accommodation camp within Biloela, and with the Project potentially looking to jointly use that camp, the extent of the non-local population will increase for a longer period than if it was a single project. Furthermore, subjecting the local community to an extended period of temporary, predominantly male, FIFO/DIDO workers, may cause increased stress and/or anxiety amongst residents who may be worried about a potential uptick in crime and violence within these communities.

Summarising, the Project will require the use and/or development of a worker accommodation camp for the purposes of the non-local Construction Phase workforce. Where these are unable to accommodate the construction workforce, other short-term accommodation options within the Social Study Area are to be explored by Edify. The influx of a non-local workforce within smaller towns has the potential to cause stress and anxiety for residents, namely in relation to safety (i.e. perceived increase in violence or crime), and may negatively impact social cohesion and/or long-held community values if integration is not done in an appropriate manner.

8.2.2.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts arising from the behaviour of the non-local workforce, the Project will adopt a suite of management measures comprising:

- **Worker Code of Conduct:** Development and implementation of a Worker Code of Conduct which establishes clear behavioural standards for non-local workers to help maintain community cohesion and sense of belonging within the local community. The Worker Code of Conduct is to set the minimum standards for behaviour and health and safety, and contain anti-harassment, bullying and discrimination provisions.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with the behaviour of the non-local workforce, and to provide clear channels for community feedback and ensuring timely responses to concerns and/or suggestions.
- **Project Inductions:** All workers will be required to undertake the relevant inductions for the Project that will include information on the local community in order to promote understanding and respect for local community values and to foster mutual understanding between the local community and non-local workers.

8.2.2.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-4**.

TABLE 8-4 IMPACT SIGNIFICANCE – BEHAVIOUR OF THE NON-LOCAL WORKFORCE

Social Impact #4: Behaviour of the Non-Local Workforce			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • First Nations /Aboriginal Groups • Surrounding Community Members • Local Community Groups • Business and Industry Groups • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate

8.3 LOCAL BUSINESS AND INDUSTRY PROCUREMENT

The local business and industry procurement key matter relates to assessment and management of potential social impacts associated with the procurement of goods and services for the Project. The objective of this key matter is to maximise opportunities for competitive and capable local businesses to supply the Project, as well as reduce barriers to entry for local businesses, where feasible.

Accordingly, the following potential social impacts are identified:

- Creation of Local Business Opportunities (refer to **Section 8.3.1**);
- Potential to Create Skills and/or Goods and Service Shortages (refer to **Section 8.3.2**);
- Benefits for First Nations Economies (refer to **Section 8.3.3**).

8.3.1 SOCIAL IMPACT #5: CREATION OF LOCAL BUSINESS OPPORTUNITIES

8.3.1.1 DESCRIPTION

The Project has the potential to provide opportunities for local procurement of goods and services, such as employment opportunities for local contractors and other increased business opportunities as flow-on effects in nearby townships. This can benefit local and regional businesses.

Engagement Outcomes: Some stakeholders have identified concerns with regard to the lack of clarity provided by Edify in relation to local job creation and/or supplier opportunities for local businesses to-date. Conversely however, others have been positive about the Project, identifying opportunities for new industries and businesses within the region (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Procurement Need: The Construction Phase of the Project will increase the demand for goods and/or services, accommodation, warehousing/storage, transport/logistics, and administrative support within the Social Study Area. Where possible, Edify intends to meet these demands through local/regional Businesses and Industry Groups within the Social Study Area. To this end, it is understood that Edify is in the process of planning a forum with the EPC Contractor to

talk to local businesses regarding tendering opportunities in order to help maximise the potential for sourcing goods and services from local community businesses and industry groups, where deemed suitable and economically viable (Edify Energy Pty Ltd, personal communication, 4 September 2025).

The Operation Phase will also require the employment of specialist contractors to conduct on-site activities such as civil works maintenance, weed and pest control, and general environmental activities. Dependent upon business availability and suitability, suppliers from within the Social Study Area are preferred.

Given the above, in order to support the Project, strategic direction on local procurement, both direct and indirect, is required from Edify and the EPC Contractor engaged for the Construction Phase.

Economic Profile: Key considerations for the procurement of local and/or regional businesses and industry groups for the Project will be dependent upon the availability of relevant industries, the nature of local businesses and their readiness to be involved; and the population dynamics of the Social Study Area.

- **Relevant Industries:** The three top occupations that represent the Social Study Area and are likely to have transferable skills to work on the Project are Technicians and Trades; Machinery Operators and Drivers; and Labourers. In 2021, 43.3% of the Banana LGA's workforce were employed within these occupations, indicating a potential for businesses and industries to be available within the Primary Social Study Area that may be in a position to supply goods and/or services relevant to the Project.
- **Local Businesses / Business Readiness:** The Banana LGA hosts 2,514 businesses, primarily in Agriculture, Forestry and Fishing (61.83%), followed by Construction (7.26%). Most businesses within the Banana LGA have greater than 19 employees (i.e. are not considered 'small businesses'), however a considerable portion are 'Non-employing' business (i.e. sole traders or partnerships). This suggests a local workforce with transferable skills relevant to the Project, particularly in trades, machinery operation, and manual labour. The Project may be able to source services and labour locally, supporting regional economic participation, however may also result in challenges for the Project, such as ensuring a competitive bidding process, and the administration of small businesses and contracts.
- **Population Dynamics:** Compared to Queensland, some areas within the Social Study Area have a higher median age and a higher number of people over 65 years of age. Older populations often mean fewer working-age individuals, which can lead to labour shortages. Retiring workers may take niche skills with them, especially in trades or manufacturing, leaving a gap that younger generations have not filled.

Cumulative Impact: The surrounding projects, each requiring similar types of goods and/or services, will also contribute to the extent of local business opportunities available for local businesses and industry groups. Furthermore, the continued stream of renewable energy developments is likely to provide opportunities for local/regional manufacturing and construction businesses to adapt to increasing demand for project components in the long-term, which in turn, will provide greater value returns for local residents of the Social Study Area. It is noted, however, that in the short term there is the potential that local businesses and industry groups may feel stretched and/or unable to meet the demands placed on them by multiple projects.

Summarising, the Project will provide direct and indirect business and procurement opportunities in the Social Study Area (i.e. goods and/or services, accommodation, warehousing/storage, transport/logistics, and administrative support), primarily during the Construction Phase. Challenges to enhance this positive impact may occur due to the smaller size of construction businesses within the Primary Social Study Area, an ageing population in some areas of the wider Social Study Area, and short-term stressors arising from cumulative impacts.

8.3.1.2 MANAGEMENT AND BENEFIT ENHANCEMENT MEASURES

To help enhance the potential to create local business opportunities, the Project will adopt a suite of management measures comprising:

- **Local Content Initiatives:** Develop and implement local content initiatives that include measures to encourage local procurement by the EPC Contractor. These initiatives are to be tracked and reported on throughout the life of the Project in order to demonstrate the extent to which local content is being accessed. Initiatives should include:
 - Defining and communicating 'local' in the context of the Project;
 - Establishment of aspirational targets for local procurement;
 - Engage with the Business and Industry Groups to identify access pathways for local businesses;
 - Identify and communicate procurement lead times so that there is sufficient opportunity for local Business and Industry Groups to plan for future tenders;
 - Engage media including local radio, newspaper and social media to advertise expressions of interest for supply/services contracts; and
 - Use local presence and content as a criterion when awarding contracts to contractors.
- **Create Community Awareness:** Investigate the potential for partnerships with Banana Shire Council, Gladstone Regional Council, and Rockhampton Regional Council, and Business and Industry Groups (e.g. Callide Dawson Chamber of Commerce, Capricornia Chamber of Commerce, Gladstone Chamber of Commerce and Industry, Gladstone Engineering Alliance Inc, etc.), to foster better understanding of the ways Surrounding Community Members and Business and Industry Groups may be able to take part in the Project. This awareness can make use of the Project website and the existing communication channels within each of the Local Governments.
- **"Job Readiness" Assistance:** Edify and the EPC Contractor are to assist local Business and Industry Groups to become "job ready" by:
 - Ensuring the EPC Contractor (and subcontractor/s) is encouraged to hire locally where business/industries are able to demonstrate the required skills and experience;
 - Participating in Business and Industry Groups meetings and events in the Social Study Area community in order to increase transparency in relation to upcoming opportunities; and
 - Encouraging lead contractors to purchase local non-labour inputs to production, where local producers can be cost and quality competitive, to support local industries.

8.3.1.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-5**.

TABLE 8-5 IMPACT SIGNIFICANCE – CREATION OF LOCAL BUSINESS OPPORTUNITIES

Social Impact #5: Creation of Local Business Opportunities			
Receptors	<ul style="list-style-type: none"> Surrounding Community Members Business and Industry Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive

8.3.2 SOCIAL IMPACT #6: POTENTIAL TO CREATE LABOUR AND SKILLS SHORTAGES

8.3.2.1 DESCRIPTION

The Project has the potential to negatively impact the availability of skilled workers within the Social Study Area. This impact is typically recognised when a considerable proportion of skilled workers available in a region are employed on a single Project (or multiple projects), meaning that local businesses and/or industries are unable to draw from the same pool of skilled workers to fulfil their job requirements.

Economic Profile: Key considerations relevant to understanding the potential for the local communities within the Social Study Area to experience skill and labour shortages include consideration of the existing population trends and the potential for the existing workforce to transition to the Project.

- Population Stagnation:** Population stagnation or decline in rural and/or regional centres can intensify socio-economic challenges, such as labour shortages, as these areas often have fewer alternative sources of economic activity to buffer against such impacts. The Primary Social Study Area experienced a decline in population between 2016 and 2021 across most locations with available data. Population trends in the Secondary Social Study Area were more varied, with several locations showing growth.

- **Workforce Mobility:** As noted previously, the workforce in the Primary Social Study Area has the relevant occupations and skills required for the Construction Phase of the Project (i.e. Technicians and Trades; Machinery Operators and Drivers; and Labourers). This crossover of relevant skillsets presents the possibility that workers may decide to leave their current employer and accept an opportunity with the Project for the duration of the Construction Phase. Where this occurs, Host Landholders, Immediate Neighbours, Surrounding Community Members, and Business and Industry Groups, may be negatively impacted as they are unable to hire and/or retain suitable staff, and in turn their economic output is diminished as they cannot fulfil contracts and business commitments.

Nationally, Technicians and Trades Workers; Labourers; and Machinery Operators and Drivers have the largest proportion of independent contractors (15%, 10% and 10%, respectively). The tendency for workers within these industries of employment to operate as independent contractors is an indicator for existing employee mobility within the workforce, with the potential for these independent contractors to align themselves with an EPC Contractor rather than being already employed long-term by local businesses and/or industry groups (ABS, 2024).

Business/Industry Competition: The Project has the potential to generate competition for local employees within the Social Study Area, particularly those of direct relevance to the Construction Phase. This competition may reduce the ability of local businesses and/or industry groups to work on smaller-scale projects within the Social Study Area, and by consequence neglect local community members by accepting larger a larger contract with the Project.

Vulnerable Groups: The SEIFA indicators show notable disparity in socio-economic conditions across the Primary Social Study Area. Additionally, an increase in housing stress, lower incomes, and limited access to services in some areas of the Social Study Area indicate an underlying element of vulnerability within the local populations. In the event that the Project leads to a lessened ability of local business and/or industry groups to be attentive to local projects or local business needs, there is the potential that this lessened accessibility may result in goods and/or services either not being available and/or becoming more expensive, and thus, out of reach of vulnerable members of the community, such as the elderly or those of limited financial means.

Cumulative Impact: The cumulative demand for workers associated with surrounding projects within the Social Study Area can potentially, at least in the short term, lead to a potential increase in wages, attraction of workers from other relevant sectors of the local/regional economy leading to labour shortages in these other areas of the economy (and associated shortages of goods and/or services), and rising prices as companies pass wage costs onto consumers. As such, the likelihood for reduced accessibility to goods and/or services within the local community, resulting from skills and labour shortages, may increase, impacting further on vulnerable members within the community. The extent of these impacts within the Social Study Area will depend on the balance of labour supply inside the Social Study Area and outside the Social Study Area (i.e. DIDO/FIFO), as well as adjustment of the overall labour market to respond to increased demand.

Summarising, the increased demand for labour driven by the Project may contribute to labour and/or skills shortages in a Social Study Area, in which some locations already face the issue of population stagnation. Local workers may decide to leave current employers to accept an opportunity with the Project. It is also likely that some workers will shift industries, and individuals outside of the labour force may re-join. Competition may also be increased due to the presence of other surrounding projects with overlapping construction phases in the Social Study Area. Despite this however, the Australian construction workforce typically displays a higher degree of mobility, meaning that it is likely that many workers are independent contractors, rather than employed on a long-term basis by local businesses and/or industry groups, which may lessen the potential impact to receptors within the Social Study Area.

8.3.2.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential creation of labour / skill shortages within the Social Study Area, the Project will adopt a suite of management measures comprising:

- **Local Employment Plan:** Development and implementation of a LEP for the Project, including the proposed mitigation and management measures contained therein.
- **Monitoring Measures:** Edify and/or the EPC Contractor are to develop and implement suitable monitoring measures to identify skills shortages within the Primary Social Study Area, and to take this into consideration with EPC Contractor local recruitment objectives.
- **Workforce Upskilling/Training Opportunities:** Work with the Banana Shire Council, and the State Government to identify opportunities to support and/or contribute to TAFE and/or University courses (or similar) in order to promote the development of complementary skillsets for renewable energy projects within the Primary Social Study Area (and wider Central Queensland region), and to reduce the impact on the existing workforce.
- **Community Consultation and Engagement Plan:** Continued implementation of the CCEP during the Construction and Operational Phases of the Project will be important to ensure that transparent and inclusive engagement is continued. It will also be important that Edify continues to provide regular updates on Project developments across a variety of platforms (e.g. electronic and hard-copy communication materials), address any outstanding issues/concerns amongst stakeholders and receptors.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with labour/skills shortages, and to provide clear channels for community feedback and ensuring timely responses to concerns and/or suggestions.

8.3.2.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-6**.

TABLE 8-6 IMPACT SIGNIFICANCE – POTENTIAL TO CREATE LABOUR/SKILLS SHORTAGES

Social Impact #6: Potential to Create Labour/Skills Shortages			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • Local Community Groups • Business and Industry Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Low	Low	Low
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low

8.3.3 SOCIAL IMPACT #7: BENEFITS FOR FIRST NATIONS ECONOMIES

8.3.3.1 DESCRIPTION

The Project presents opportunities to increase the economic participation of First Nations / Aboriginal Groups, including direct financial benefits through employment, training, and procurement, as well as indirect benefits such as workforce upskilling and increased local spending. These outcomes can contribute to long-term economic resilience and social inclusion for First Nations communities, particularly in regions with existing socio-economic disparities.

Engagement Outcomes: Engagement with First Nations / Aboriginal Groups has identified a clear interest from the GNP in securing meaningful employment and training opportunities for the Project, with the intent to enable the development of skilled and reliable local workers/ business that can contribute to/ tender for future renewable energy development opportunities. Engagement with the Woorabinda Aboriginal Shire Council, however, has not advanced, with only limited engagement having occurred to-date despite initial outreach being positive (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Aboriginal and/or Torres Strait Islander Population: As of the 2021 Census, 5.1% of the Banana LGA population identified as Aboriginal and/or Torres Strait Islander, slightly above the Queensland average. Furthermore, the percentage of persons who identify as Aboriginal and/or Torres Strait Islander within the Social Study Area increased between 2016 and 2021, with the largest percentage point increases experienced in the Thangool UCL, the Bouldercombe UCL, and the Rockhampton SUA. The Woorabinda UCL stands out with 91.6% Indigenous representation. The Primary Social Study Area displays a broad age distribution for the Aboriginal and/or Torres Strait Islander population, with a mix of younger and older populations amongst the various communities. In addition, household incomes appear to vary

widely across communities, suggesting that targeted support and inclusive benefit-sharing will be essential to ensure equitable outcomes.

8.3.3.2 MANAGEMENT AND BENEFIT ENHANCEMENT MEASURES

To help enhance the potential to create potential benefits for First Nations economies, the Project will adopt a suite of management measures comprising:

- **First Nations Engagement and Communications Guide:** Continued implementation of the First Nations Engagement and Communications Guide during the Construction and Operational Phases of the Project. Implementation will be important to ensure First Nations / Aboriginal Group voices are heard throughout the life of the Project and reaffirm Edify’s commitment to respectful, inclusive, and long-term partnerships.
- **First Nations Partnerships and Shared Benefits:** Continued engagement with First Nations / Aboriginal Groups connected to the Social Study Area (i.e. GNP), through arrangements that enable participation in project benefits such as local employment and contracting opportunities. It is noted that Edify is finalising its First Nations and Community Benefit Funding approach, with plans to introduce more formal and substantial proposals during the Construction Phase of the Project. This approach should look to prioritise procurement, training, and employment opportunities for First Nations / Aboriginal Groups, and promote equitable and sustainable benefit sharing.

8.3.3.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-7**.

TABLE 8-7 IMPACT SIGNIFICANCE – BENEFITS FOR FIRST NATIONS ECONOMIES

Social Impact #7: Benefits for First Nations Economies			
Receptors	• First Nations / Aboriginal Groups		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive
Post-Mitigation	Magnitude	Vulnerability	Significance
	N/A	N/A	Positive

8.4 HOUSING AND ACCOMMODATION

The housing and accommodation key matter relates to the potential social impacts linked to the housing and accommodation arrangements utilised by the Project workforce, with the objectives to not contribute to significant affordability and availability impacts on housing and accommodation in local and regional communities, as well as to ensure that Project housing and accommodation arrangements are well planned, enhance worker well-being, and do not place an excessive burden on existing infrastructure, facilities and services used by local and regional communities.

Accordingly, the following potential social impacts are identified:

- Increased Demand for Accommodation (refer to **Section 8.4.1**); and
- Increased Demand for Social Infrastructure and Services (refer to **Section 8.4.2**)

8.4.1 SOCIAL IMPACT #8: INCREASE IN DEMAND FOR ACCOMMODATION

8.4.1.1 DESCRIPTION

The Project has the potential to increase the demand for both short-term and long-term accommodation within the Social Study Area as the various rural towns and/or localities will need to host part of the Project's non-local Construction Phase workforce.

Pressure on long-term accommodation has the potential to contribute to tight rental markets if substantive construction workforces are brought into an area without an appropriate means to manage the worker influx. A sudden increase in the population can exacerbate existing accommodation shortages and cost of living pressures through increased rents in areas with low vacancy rates. Increased pressure on the long-term rental and homeownership markets and changing demographic in the community may also result in out-migration.

The reduction in short-term accommodation has the potential to impact upon tourism operations within the Social Study Area as the number of accommodation options available to support festivals and events will be reduced. A reduction in tourist accommodation availabilities can lead to a loss of revenue for Business and Industry Groups that depend on the tourism sector to support their businesses. This loss of revenue may also result in those businesses struggling to cover operational costs, subsequently reducing their contribution to the local economy. Tourist ventures typically rely on a steady stream of visitors, and a decrease in accommodation options for travelers may also threaten the viability and long-term sustainability of these businesses.

Engagement Outcomes: Representative of the wider trend within Australia, stakeholder engagement identified community concerns regarding the availability and affordability of accommodation in the region, particularly in Biloela, where existing housing stock is already under pressure from other construction activities. Local businesses, such as a crane hire company, have reported difficulties securing housing for workers due to competition from larger projects that have pre-booked or rented homes. It was noted by Edify representatives however, that vacancy rates within Biloela are high during weekdays but drop substantially over weekends (Edify Energy Pty Ltd, personal communication, 4 September 2025).

Housing Market: The Banana LGA is experiencing growing challenges related to housing availability, affordability, and accessibility. These include a lack of access to temporary, emergency, or crisis accommodation; limited diversity in housing types and supply; a shortage of affordable housing options for low- to moderate-income households; and the increasing cost-of-living pressures which is impacting housing security.

Housing Stock Availability: In 2021, there were approximately 439 dwellings were unoccupied across the Primary Social Study Area, with an additional 687 dwellings unoccupied elsewhere within the Banana LGA. Occupancy rates were generally high, above 75% in most locations, indicating steady housing demand, while in the Secondary Study Area, the Woorabinda UCL stood out with 100% rental tenure and no owned dwellings, reflecting a distinct housing profile. The housing stock availability suggests that while some housing availability exists, the number of unoccupied dwellings may point to outdated or unsuitable housing stock requiring renovation. The stability in dwelling counts supports the view of consistent demand but also highlights the need to ensure that project-related accommodation needs do not exacerbate existing housing challenges or overlook vulnerable rental-dependent communities.

House Ownership: Outright home ownership across the Social Study Area showed variable increases and decreases between 2016 and 2021. The SA1 areas closest to the Project Area recorded the highest rates of outright ownership, exceeding 80%, while other areas within the Primary Social Study Area, such as the Biloela UCL were much lower (25%) as they share a more varied housing tenure (i.e. comparative percentages between housing owned outright, owned with a mortgage, or rented). This pattern suggests that parts of the local community are well-established and resilient, while others may be more vulnerable to housing stress or change. High ownership rates reflect a population that is committed to the region and invested in its future, while the presence of unoccupied dwellings may point to older or underutilised housing stock that could benefit from renovation to meet future accommodation needs.

Long-term Rental Options: Between 2008 and 2025, vacancy rates across the Social Study Area declined, with the Banana LGA dropping from a peak of 11% in November 2008 to 0.7% by July 2025. Similar trends were observed in Thangool and Biloela, where vacancy rates fell to near-zero levels. This indicates a tightening housing market, likely driven by stable population levels, the nature of the local economy, and limited new housing supply. Low vacancy rates suggest increased housing demand and reduced availability, which may lead to affordability pressures and limit options for incoming workers or vulnerable groups unless additional housing or upgrades to existing stock are introduced.

Housing Stress: Housing stress has intensified across the Primary Social Study Area, with notable increases in both rental and mortgage stress between 2016 and 2021. Noticeable increases between 2016 and 2021, include the Biloela UCL which saw rental stress increasing from 6.5% to 15.2%, and mortgage stress from 2.7% to 8.0%; and the Thangool UCL experienced the highest mortgage stress, rising from 5.0% to 17.9%, alongside rental stress increasing from 8.7% to 13.2%. The trend of increased housing stress is not limited to the Primary Social Study Area, with the data for the Banana LGA, indicating that rental stress is also increasing within the LGA. As a means to address housing pressures, Banana Shire Council has committed to advocating for stronger government support through its Community Plan 2017–2027 (Banana Shire Council, 2017a). This includes calls to reinstate or replace the National Rental Affordability Scheme (NRAS), unlock underutilised properties, improve rental subsidy access, and provide incentives for critical workers to live and stay in the region.

Rental Affordability: According to the Quarter 2, 2024 RAI, postcode 4702 (includes the Project Area, Goovigen, Wowan, and Dululu) was classified as 'Moderately Unaffordable' for households on average rental incomes. Where rental affordability is low there is the potential for the economic vitality of community and the well-being of individuals to be negatively impacted as people are unable to afford to live within their communities. This aspect as the potential to be exacerbated in the event of a large worker influx, as this may lead to a further increase in rental costs, further driving down rental affordability.

Short-term Accommodation: Short-term accommodation within the Primary Social Study Area is limited, with only 12 hotels, motels, inns, lodges and/or retreat centres; and two cabins, caravan/holiday parks, and accommodation villages. The Biloela UCL provides the largest number of accommodation options within the Primary Social Study Area. The total capacity of these 10 establishments is 195 (refer to [Appendix A](#) for further detail). This constrained supply presents challenges in meeting the temporary housing needs of visiting workers and tourists. The limited number of short-term accommodation options may pose challenges during peak construction periods, potentially placing pressure on existing facilities and affecting availability for local residents and tourists. The restricted accommodation stock highlights the need for proactive planning to avoid displacement, overcrowding, or reduced access to short-term housing for the broader community.

Non-Local Accommodation Location Options: While workers may be employed from within the Social Study Area, it is considered likely that a non-local workforce will also be required for the Project. Existing worker accommodation facilities within the Banana LGA include:

- Banana Accommodation Village, located at Lot 45 Barfield Road, Banana.
- Moura Accommodation Village, located at 95 Dawson Highway, Moura.
- Dawson Village, located along the Dawson Highway, Moura.
- Baralaba Camp/Caravan Park, located on Wooroonah Road, Baralaba.

It is understood from Edify's discussions with Banana Shire Council that there is the potential for a new accommodation camp to be developed by the Council near Biloela to support the renewable energy industry. This new accommodation camp has the potential to host a large contingent of the Project construction workforce.

Community / Tourist Events: Consideration will need to be given by the Project to the timing of various festivals and events occurring within the Banana Shire region to ensure that tourism opportunities are not hindered by the take-up of local short-term accommodation, which could have financial and cultural impacts on the community. While large-scale tourism influxes are generally unlikely in the region, they cannot be entirely ruled out, particularly during special or well-attended local events. For example, although most festivities are modest and community-focused, certain events – such as agricultural shows or regional celebrations – may attract higher visitor numbers and place temporary pressure on accommodation availability.

Vulnerable Groups: The loss of short- and long-term accommodation options has the potential to more likely impact vulnerable groups, such as the elderly, those facing financial hardship, or those with less disposable income, within the Social Study Area. If there is a lack of available short-term housing, this may also impact on the ability for family and friends to stay close by to elderly familial relations during extended periods of visitation, which may result in reduced visitation and contribute to social isolation. Similarly, if there is a lack of

affordable accommodation options to support short-term rentals this may reduce the accessibility for those more transient lifestyles from residing within the local area.

Cumulative Impact: Where non-local workers are employed by the surrounding projects they will need to be accommodated within the towns and/or localities within the Social Study Area or in project-specific on-site accommodation camps, dependent upon the accommodation strategies employed by each project. This cumulative worker influx, coupled with other industry-related occurrences (i.e. shutdown periods for the Callide Power Station) has the potential to place additional pressure on the short and long-term accommodation markets, principally within the Primary Social Study Area. This accommodation pressure will have varying degrees of impact on the way of life for residents of these towns and localities, including the intensification of accommodation shortages, cost of living pressures, and disruptions to potential tourist accommodation options, which in turn may have subsequent implications for festivals and events. This cumulative impact would be more disproportionately experienced by vulnerable groups within the Social Study Area.

Summarising, there are substantial housing pressures across the Primary Social Study Area, including limited housing stock availability, lack of long-term rental options, and a rise in mortgage/rental stress experienced by the local communities. Edify has been in discussions with Banana Shire Council to use part of a new accommodation facility to be developed near Biloela for a substantial contingent of their Construction Phase workforce, however other accommodation facilities and/or short-term accommodation options will likely be required for some workers. The use of appropriately located temporary accommodation camps/facilities can be an effective strategy to manage adverse impacts to existing communities caused via an influx in population, such as an increase in rental prices and the cost of living, out-migration, and lost revenue from tourism as a result of short-term accommodation unavailability.

8.4.1.2 MANAGEMENT AND MITIGATION MEASURES

Accommodating large construction workforces in regional areas is a multifaceted challenge that simultaneously requires mitigating socio-economic impacts and enhancing socio-economic benefits to various stakeholders. Achieving a socially equitable outcome for all stakeholder groups requires careful planning and communication between Local Council; Surrounding Community Members; Business and Industry Groups; and Emergency Services.

To address the potential increased demand for short and long-term accommodation associated with worker influx during the Construction Phase, the Project will adopt a suite of management measures comprising:

- **Local Employment Plan:** Development and implementation of a LEP for the Project, including the proposed mitigation and management measures contained therein.
- **Community Consultation and Engagement Plan:** Continued implementation of the CCEP during the Construction and Operational Phases of the Project. It will be important that Edify continues to engage with the Banana Shire Council; Surrounding Community Members; Business and Industry Groups; and Emergency Services, to address any outstanding issues/concerns amongst stakeholders and receptors with respect to accommodation pressures, key festivals/events, and/or cumulative impact concerns from surrounding projects.

- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with accommodation pressures, and to provide clear channels for community feedback and ensuring timely responses to concerns and/or suggestions.
- **Proponent Coordination:** Edify is to engage with the Proponents of the surrounding projects to ascertain a more detailed understanding as to their construction periods and potential options to manage population influx and pressures on short and long-term housing and accommodation within the Primary Social Study Area.
- **Workforce Accommodation Management Plan:** Develop and implement a Workforce Accommodation Management Plan (WAMP) for the Project that will:
 - Monitor the available accommodation options in the Primary Social Study Area, with particular focus on industry-related occurrences (e.g. Callide Power Station shutdown events) and major events/festivals;
 - Consult with Banana Shire Council and proponents of surrounding projects regarding potential sites and options to share accommodation facilities;
 - Prioritise local accommodation options, where available and practical;
 - Investigate local and regional community media options to disseminate information to local accommodation operators and rental property owners, such as construction timing, workforce estimates and accommodation requirements;
 - Provide a register of local accommodation options and contact details to subcontractors; and
 - Include a requirement to review workforce predictions during construction to ensure that accommodation requirements are met.

8.4.1.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-8**.

TABLE 8-8 IMPACT SIGNIFICANCE – INCREASE IN DEMAND FOR ACCOMMODATION

Social Impact #8: Increase in Demand for Accommodation			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • First Nations / Aboriginal Groups • Local Community Groups • Business and Industry Groups • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	High	Medium	Major
Post-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High

Social Impact #8: Increase in Demand for Accommodation			
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low

8.4.2 SOCIAL IMPACT #9: INCREASE IN DEMAND FOR SOCIAL INFRASTRUCTURE

8.4.2.1 DESCRIPTION

Worker influx may create pressure on social infrastructure, including community and recreational services; health and emergency services; and educational services, as the increased demand can strain resources and restrict access for Surrounding Community Members. This demand may lead to overcrowding, extended wait times, and impact on their quality and functionality, which may lead to a sense of frustration and dissatisfaction among the community. This can impact the health and well-being of residents.

Engagement Outcomes: Some stakeholders have identified the potential for the Project to stimulate investment into the Banana LGA, with particular emphasis on infrastructure, which will be viewed as a positive for the wider region.

Project Parameters: The towns and communities likely to provide social infrastructure for the Project, and/or be impacted by the Project, are primarily those within the Primary Social Study Area, including Biloela and the surrounding rural towns of Thangool, Dululu, Jambin, Goovigen, and Wowan. Larger centres such as Gladstone and Rockhampton, located in the Secondary Social Study Area, and within approximately a 60-minute drive, are also expected to play a key role in providing broader infrastructure and services. Given their proximity, all these communities are expected to experience varying levels of economic and social interaction with the Project, particularly through increased demand for accommodation, hospitality, and retail services.

While the current strategy for accommodation of the construction workforce has not been finalised, Edify is considering potential options within the Primary Social Study Area and/or within the Banana LGA, including use of a new accommodation facility being built by the Banana Shire Council near Biloela.

Community and Recreational Services: While most areas within the Primary Social Study Area are limited in their provision of services, the Biloela UCL, as the regional hub, offers a more diverse and well-established range of services and facilities. Regardless, the extent of these services is still limited compared to larger regional centres and/or the cities within the Secondary Social Study Area. As such, the various townships and towns within the Primary Social Study Area are more vulnerable to pressure if there is a significant temporary population increase, particularly during the Project's Construction Phase, potentially impacting the quality and accessibility of local services.

Future community directions identified by each of the areas within the Primary Social Study Area indicate that existing community and recreational services and/or facilities are inadequate and in need of improvements or upgrades.

Health and Emergency Services: Health services within the Primary Social Study Area are expected to play a critical role in supporting the Project during the Construction Phase. The majority of these services are located within the Biloela UCL, including the Biloela Hospital, which provides a 24-hour emergency department. Regardless, however, the number of services within Biloela remains limited, with a larger number, and more specialised health and emergency services, located within the Secondary Social Study Area (i.e. the Rockhampton and Gladstone SUAs).

In the event of a medical emergency on-site, it is likely that Project workers may initially be treated at Biloela Hospital, however dependent upon the severity of the incident would likely be transferred to either the Gladstone Hospital or Rockhampton Hospital as they are the two largest hospitals in Central Queensland and offer services beyond what the Biloela Hospital can provide.

Given the limited capacity of the health and emergency services within the Primary Social Study Area a sizeable influx of workers during the Construction Phase of the Project may place additional strain on local health and emergency services, potentially impacting accessibility for both workers and the existing community. This is of particular importance given that there is an ageing population in several areas within the Primary Social Study Area. This demand has been recognised by the community of Biloela in the Biloela & District 2017/2027 Place Based Plan (Banana Shire Council, 2017b), who has identified additional support to ensure the ongoing availability of health related services as important community needs and/or future directions.

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

Educational Services: Educational services within the Primary Social Study Area are primarily located in the Biloela UCL, Thangool UCL, and Wowan SAL, with Biloela offering the most comprehensive range of facilities, including early childhood, primary, secondary, and tertiary education. Biloela hosts both the CQ University Biloela Study Centre and the TAFE Queensland Biloela Campus, providing access to university-level programs and vocational training.

While the Project may result in a temporary increase in population during the Construction Phase, the relatively short duration of approximately 18 to 24 months means it is less likely that non-local workers will relocate to the area with their families. As a result, significant pressure on local education services is not anticipated. Despite this however, the presence of vocational and tertiary institutions in Biloela presents a valuable opportunity for the Project to partner with local providers to support workforce development, as mentioned previously. Collaborations with TAFE Queensland, CQ University and/or other registered training organisations could facilitate upskilling and training for local residents, helping to build capacity, strengthen the local labour market, and ensure that the benefits of the Project are shared more broadly across the community.

Cumulative Impacts: The community, recreation, health, and emergency services within the Social Study Area will be used by Project workers during the Construction Phase, when required. As such there is the possibility that the surrounding projects may place additional strain on these services through a potential overlap of construction periods. If this was to eventuate, reduced accessibility for community members (including vulnerable groups) would likely result. These negative experiences can ultimately impact on the health and well-being of local residents.

Summarising, the Primary Social Study Area appears to contain a range of social infrastructure and related services, particularly in Biloela, which can be used to support the Project Construction Phase workforce. Despite this, the services are already under considerable strain (including health and emergency services) due to a lack of resources, increased demand, and/or are in need of improvements/upgrades. Furthermore, it is anticipated that an aging population within some locations of the Primary Social Study Area, and parts of the community displaying below average health conditions, will only further increase the demand for these types of services. In addition, the cumulative extent of worker influx will also increase demand on community, recreation, and health facilities within the Social Study Area, and reduce accessibility for vulnerable members of the community.

8.4.2.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential increased demand for social infrastructure and services associated with an influx in workers during the Construction Phase, the Project will adopt a suite of management measures comprising:

- **Local Employment Plan:** Develop and implement a LEP for the Project, including the proposed mitigation and management measures contained therein.
- **Community Consultation and Engagement Plan:** Continue implementation of the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with the Banana Shire Council; Surrounding Community Members; Business and Industry Groups; and Emergency Services, to address any outstanding issues/concerns amongst stakeholders and receptors with respect to social infrastructure and service pressures, and/or cumulative impact concerns from surrounding projects.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with social infrastructure pressures, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.
- **Proponent Coordination:** Edify is to engage with the Proponents of the surrounding projects to ascertain a more detailed understanding as to their construction periods and potential options to manage population influx and pressures on social infrastructure within the Social Study Area.

8.4.2.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-9**.

TABLE 8-9 IMPACT SIGNIFICANCE – INCREASE IN DEMAND FOR SOCIAL INFRASTRUCTURE

Social Impact #9: Increase in Demand for Social Infrastructure			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • First Nations / Aboriginal Groups • Local Community Groups • Business and Industry Groups • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	High	Medium	Major
Post-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low

8.5 HEALTH AND COMMUNITY WELL-BEING

The key matter relates to the health and well-being of potentially impacted communities during the Construction Phase of the Project, and includes physical and mental health, as well as social, cultural, and economic well-being.

The objective of the key matter is to ensure avoidance or mitigation of negative social impacts whilst capitalising on opportunities to improve the health and well-being of local and regional communities. As such, the Project should ensure that it does not adversely impact on the level of service to local and regional communities from existing social services, facilities and infrastructure.

Accordingly, the following potential social impacts are identified:

- Potential Road Safety Concerns (refer to **Section 8.5.1**);
- Potential Impacts Due to increased Traffic Congestion (refer to **Section 8.5.2**);
- Perceived Land Use Incompatibility and Impacts on Land Values (refer to **Section 8.5.3**);
- Potential Impact on Social Amenity and Community Health (refer to **Section 8.5.4**);
- Potential Impact on Cultural Heritage (refer to **Section 8.5.5**).

8.5.1 SOCIAL IMPACT #10: POTENTIAL ROAD SAFETY CONCERNS

8.5.1.1 DESCRIPTION

Transportation of materials, equipment, and workers to the Project Area has the potential to contribute to the deterioration of road surface conditions and community safety impacts, specifically for road users along the haulage routes and on local roads. The risk of injury, or in

the worst case a fatality, may result from increased vehicle movements during the Construction and Operation Phases of the Project, the outcome of which has the potential to cause emotional anguish and/or trauma within tight-knit communities.

Engagement Outcomes: Stakeholder engagement identified community concerns regarding traffic and road safety in relation to the Project. Stakeholders expressed apprehension about the expected increase in traffic volumes and the associated risks to community safety, particularly for Immediate Neighbours living near key access roads.

A recurring theme was skepticism about whether Edify would follow through with promised road upgrades, especially on routes like Tomlin Road, where conflicting information was noted, with some documents stating the road is adequate, while others suggest consultation with Banana Shire Council and subsequent upgrades may be required. Community members described existing road conditions as poor, with signage indicating "Changed Road Conditions" actually referring to large potholes that pose safety risks unless navigated slowly and without oncoming traffic.

Concerns were also raised by stakeholders about cumulative traffic impacts from other renewable projects in the Banana LGA. Stakeholders mentioned that local bus operators have had past experiences from gas pipeline installations in Central Queensland, noting near-daily risks of serious accidents and measurable impacts on school bus safety, including increased danger for students waiting at roadside stops. This sentiment is evident in the following statement from one stakeholder:

"These are local country roads with a school bus service travelling in the region. The addition of heavy machinery transporting materials to site needs to be addressed before construction starts."

In addition, some stakeholders challenged the conclusions of traffic and safety assessments, questioning the adequacy of proposed mitigation strategies. These concerns highlight the need for transparent communication, ongoing monitoring, and responsive infrastructure planning to ensure community expectations around safety are met.

Traffic Impact: The proposed construction activities are expected to generate increased traffic volumes, which may lead to a higher risk of collisions occurring. Given the majority of people in the Primary Social Study Area rely on private vehicles as their primary mode of transport to commute to work. This dependence on local roads exposes them to potential safety hazards, especially during peak construction periods.

The Traffic Assessment Report (Northern Consulting Engineers, 2019) identifies the maximum daily movements (haulage and worker movements) during the Construction Phase, along with the anticipated peak movements per hour. During the Operation Phase, movements are anticipated to decrease substantially. Based on these calculations the Traffic Assessment Report concludes that the existing State-Controlled Road networks are suitable to accommodate the anticipated increase in traffic. The assessment also notes however, that elevated traffic volumes are expected during the Construction Phase, and that Dodsons Road may require upgrades to meet recommended standards (Northern Consulting Engineers, 2019).

Northern Consulting Engineers (2019) also conducted a safety audit of the proposed access intersections, including the Burnett Highway/Tomlins Road intersection and the Tomlins Road/Dodsons Road intersection. The outcomes of the audit identified that the existing intersection at Burnett Highway/Tomlins Road is considered to be safe for existing and proposed traffic loads; whilst the proposed upgrade to the Tomlins Road/Dodsons Road intersection will render that intersection both suitable and safe for Project traffic. Additionally, the Traffic Assessment Report identified that the access route proposed for the Construction Phase traffic is orientated so as not to incur adverse impacts from the dawn/dusk sun, which could have impaired visual acuity and negatively impact community safety.

Community Safety: An increased volume of daily traffic may result in compromised emergency response times, a higher potential for unsafe driving (i.e. speeding, distracted driving etc.) to occur, resulting in an accident, and a heightened exposure to air pollution from exhaust emissions – all of which can impact upon community health and wellbeing. Review of available crash information has identified no crashes on the relevant sections of Tomlins Road and Dodsons Road, however crashes have occurred over recent years along both the Dawson and Burnett Highways.

Public Transport Services: Public transport services in the Primary Social Study Area are limited. Residents and visitors in close proximity to the Project Area rely on private vehicles for transportation. The school bus route has the potential to use roads being frequented by Construction Phase traffic, depending on its route, which is designed based on the location of its students.

Road Surface Conditions: The use of larger vehicles and the higher volume of traffic has the potential to cause a deterioration of road pavement conditions, which in turn, increases the risk of a traffic accident occurring. Where the Project will impact upon unsealed or partially sealed roads it will be imperative that the relevant upgrades occur prior to construction commencement.

Cumulative Impact: Given that the anticipated increase in traffic volume during the Construction Period of the Project can be accommodated within the existing road networks (with upgrades), it is considered that it is unlikely that cumulative traffic impact will be experienced.

Summarising, the traffic generated by the Project during the Construction Phase is anticipated to be accommodated by the existing State-Controlled Road network, including the Dawson and Burnett Highways. In addition, the key intersections of the Burnett Highway/Tomlins Road and Tomlins Road/Dodsons Road are expected to be suitable and safe for Project traffic, the latter after the proposed upgrade is completed. As such, minimal traffic impact is expected to be experienced by receptors. Where the Project intends to make use of local roads (i.e. Tomlins and Dodsons Roads), the relevant upgrades will be required prior to commencement of construction to reduce the potential that the Project will impact on the safety of surrounding community members.

8.5.1.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential road safety concerns associated with the Project, the following management measures will be adopted:

- **Traffic Management Plan:** Develop and implement a Traffic Management Plan (TMP) for the Project. The TMP should include the following measures to mitigate the social dimension of the impact:
 - Heavy vehicles should avoid travelling along school bus routes (if/where possible) and at peak school bus times, to limit the interaction of larger vehicles and vulnerable road users;
 - Oversize and/or Overmass (OSOM) vehicle trips to be timed so they do not coincide with other OSOM vehicles within the surrounding area to limit the impact to the road network;
 - Erection of advanced warning signs indicating that frequent truck turning movements are expected (installed along the route from the Burnett Highway to the Project Area) – as per the recommendation of the Traffic Assessment Report (Northern Consulting Engineers, 2019);
 - On-site speed restrictions;
 - Appropriate dust suppression measures along local roads;
 - Maintenance program for local roads to ensure safe movements;
 - Loading and unloading is proposed to occur within the Project Area. No surrounding roads are to be used for material storage at any time; and
 - Sufficient car parking is to be provided on-site to ensure that vehicles are not parked on the surrounding road network.
- **Local Employment Plan:** Develop and implement a LEP for the Project, including the proposed mitigation and management measures contained therein, including the requirement for a shuttle bus service (where practicable) to enable ease of commute between non-local workforce accommodation camp and the Project Area. Additionally, the proposed shuttle bus service could be expanded to include local workers within the Social Study Area (on an as-needs basis).
- **Local Road Maintenance:** Repair damaged Council roads and/or upgrade roads as required in accordance with Banana Shire Council engineering standards.
- **Community Consultation and Engagement Plan:** Continue to implement the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with the Banana Shire Council, Host Landowners, and Immediate Neighbours, provide frequent updates around local traffic-related considerations (e.g. large-scale material/equipment deliveries, OSOM movements, etc.) and address any issues/concerns with respect to traffic and/or road safety (e.g. school bus route changes, etc.).
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with traffic and/or road safety concerns, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.

- **Proponent Coordination:** Edify is to engage with the Proponents of the surrounding projects to ascertain a more detailed understanding as to their construction periods and periods of intense road use by OSOM vehicles (or similar). It is recommended that OSOM vehicle trips are timed, where possible, to avoid substantive overlap with other OSOM vehicles within the Primary Social Study Area.

8.5.1.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-10**.

TABLE 8-10 IMPACT SIGNIFICANCE – POTENTIAL ROAD SAFETY CONCERNS

Social Impact #10: Potential Road Safety Concerns			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	High	Medium	Major
Post-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Medium	Moderate

8.5.2 SOCIAL IMPACT #11: POTENTIAL IMPACTS DUE TO INCREASED TRAFFIC CONGESTION

8.5.2.1 DESCRIPTION

During the Construction Phase of the Project, increased traffic volumes and road upgrades may lead to congestion and/or disruptions in daily life for local residents. This may include delays or interruptions to school bus services, mail deliveries, and access to utilities. If construction activities coincide with peak travel times, congestion may increase, causing frustration among road users. These disruptions can affect community routines, reduce access to essential services, and contribute to stress and reduced wellbeing, particularly for those living closest to the Project Area.

Engagement Outcomes: Stakeholders raised concerns about the anticipated increase in traffic volumes during construction. Specific concerns included the increase in traffic on narrow, rural roads which may cause an issue for surrounding residents who need to use those roads to access services and/or transport goods.

Traffic Impact: The proposed construction activities are expected to generate increased traffic volumes, with the Traffic Assessment Report (Northern Consulting Engineers, 2019) identifying the maximum daily movements (haulage and worker movements) during the Construction Phase, as well as the peak movements per hour. During the Operation Phase, movements are anticipated to decrease substantially.

Working Hours: Construction activities involving the use of machinery will be limited to the hours of 7:00am to 5:00pm, Monday to Saturday, with no work permitted on Sundays or Public Holidays unless approved. Accordingly, potential disruptions due to Project-related traffic are likely to occur in the hours prior to 7am and after 6pm – the latter coinciding with typical work day traffic.

Vehicle Ownership, and Travel Patterns: The Primary Social Study Area is characterised by a high reliance on private vehicles due to limited public transport options. Motor vehicle ownership across the Primary Social Study Area generally exceeds the Queensland average of 1.9 vehicles per dwelling, reflecting the Banana LGAs rural nature and limited access to public transport. In addition, the majority of residents commute by car as a driver. Areas such as Thangool UCL (73%) and SA1 30804152819 (includes Goovigen) (51.6%) show particularly high reliance on private vehicles. Public transport usage across the study area is minimal, with bus travel only recorded in the Biloela UCL, further reinforcing the area's dependence on private transport.

Given this reliance on private vehicles, any influx of construction-related traffic could impact daily commutes and/or increase travel times near the Project Area or in-and-around Biloela, and reduce amenity for residents, particularly in some communities where alternative transport options are unavailable or limited.

Public Transport Services: Public transport services in the Primary Social Study Area are limited. The school bus route has the potential to use roads being frequented by Construction Phase traffic, depending on its route, which is designed based on the location of its students.

Cumulative Impact: Given that the anticipated increase in traffic volume during the Construction Period of the Project can be accommodated within the existing road networks (with upgrades), it is considered that it is unlikely that cumulative traffic impact will be experienced.

Summarising, the traffic generated by the Project during the Construction Phase is anticipated to be accommodated by the existing State-Controlled Road network, including the Dawson and Burnett Highways. Accordingly, some negative impacts related to traffic are expected to be experienced by receptors, with localised issues with congestion, particularly in-and-around the Project Area or Biloela during periods where workers are travelling to/from the Project Area during the Construction Phase.

8.5.2.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts due to increased traffic congestion associated with the Project, the following management measures will be adopted:

- **Traffic Management Plan:** Develop and implement a TMP for the Project, which includes measures to mitigate the social dimension of the impact.

- **Local Employment Plan:** Develop and implement a LEP for the Project, including the proposed mitigation and management measures contained therein, including the requirement for a shuttle bus service (where practicable) to enable ease of commute between non-local workforce accommodation camp and the Project Area. Additionally, the shuttle bus service could be expanded to include local workers within the Social Study Area (on an as-needs basis).
- **Community Consultation and Engagement Plan:** Continue to implement the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with the Banana Shire Council, Host Landowners, and Immediate Neighbours, provide frequent updates around local traffic-related considerations (e.g. large-scale material/equipment deliveries, OSOM movements, etc.) and address any issues/concerns with respect to traffic congestion.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with traffic congestion concerns, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.
- **Proponent Coordination:** Edify are to engage with the Proponents of the surrounding projects to ascertain a more detailed understanding as to their construction periods and periods of intense road use by OSOM vehicles (or similar). It is recommended that OSOM vehicle trips are timed, where possible, to avoid substantive overlap with other OSOM vehicles within the Primary Social Study Area.

8.5.2.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-11**.

TABLE 8-11 IMPACT SIGNIFICANCE – POTENTIAL IMPACTS DUE TO INCREASED TRAFFIC CONGESTION

Social Impact #11: Potential Impacts Due to Increased Traffic Congestion			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members • Emergency Services 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Low	Low

8.5.3 SOCIAL IMPACT #12: PERCEIVED LAND USE INCOMPATIBILITY AND IMPACTS ON LAND VALUES

8.5.3.1 DESCRIPTION

The Project may be perceived by stakeholders to be incompatible with the existing rural and agricultural land use and/or prevent the ongoing farming practices occurring within the Project Area and/or on neighbouring properties. This perception, as well as the alteration to the rural landscape as a consequence of the Project, also gives rise to the perception that renewable energy developments will negatively impact on the value of land and/or make the selling of rural properties more difficult for landowners.

Engagement Outcomes: In a submission against the Project from the Tenacious 10, concerns about the compatibility of the Project with the existing agricultural land use and the potential impact on land values were raised.

Once concern raised related to the perspective that the ALC determined in the technical assessments was mischaracterised, with better quality agricultural land present across the Project Area than stated within Project documentation. As such, it is contended that Edify is seeking to avoid, "...public and media criticism about misuse of food producing land." Concerns were also expressed about proposed erosion and sediment control measures, with particular focus on the delegation of responsibilities to contractors, and whether environmental risks (such as runoff, soil degradation, and potential contamination) had been sufficiently addressed in relation to surrounding agricultural properties.

Additionally, the Tenacious 10 expressed that reclassifying productive agricultural land for 'industrial use' could reduce land values and affect the long-term viability of farming in the area. Concerns were also raised about fencing, habitat disruption, and limited rehabilitation commitments, which may impact local livelihoods, land management practices, and the broader agricultural character of the community.

It should be noted that these sentiments may not be reflective of the wider Surrounding Community Members and/or other Immediate Neighbours.

Land Use Context: The Project Area is situated within the 'Rural Zone' under the Planning Scheme and is primarily used for agricultural purposes. The land has been previously cleared and is currently used for low-intensity pastoral activities, including grazing on native and improved pastures. Surrounding properties reflect similar land use patterns, with extensive grazing operations and some dryland cropping.

Agricultural Impact: The Project Area has been independently assessed through a Qualitative Agricultural Land Assessment (Range Environmental Consultants, 2019a), which determined that the Project Area contains 70% ALC C1, 3% ALC C2, and 25% ALC A, however, the Class A land, "...is incorrectly classified. It should be reclassified as pasture land (ALC C)." (p.13) Additionally, the assessment identified that there will be a reduction in the head of cattle per year on each property once the Project is operational. Despite this reduction, there remains the potential for each Host Landowner to use the parts of the Project Area (i.e. those areas not used for Project related infrastructure) for cattle grazing. In addition, the Proponent has committed to working with the Host Landowners to determine prospective opportunities for coexistence.

Noise and Vibration: Project infrastructure such as inverters, transformers, the substation, and the BESS, have the potential to generate noise, especially during high temperatures when fan speeds increase (Edify Energy Pty Ltd, n.d.). The Project's design has incorporated suitable flexibility to position noise-emitting equipment away from neighbouring properties, allowing sound levels to dissipate and remain consistent with the rural character of the area.

Scenic Quality and Landscape Character: Edify has acknowledged that the Project has the potential to affect the visual amenity of the immediate surroundings to the Project Area and has committed to working with Immediate Neighbours to minimise impacts. In addition, the Conditions of Development Permit COM002-18/19 included a requirement to submit a Landscaping Plan showing vegetative buffers on relevant boundaries where the Project is, "...visible from a residence on an adjoining site". Additionally, a LVIA was undertaken by Edify which included consultation with consenting neighbouring landholders and Banana Shire Council. The intent of the LVIA was to understand and mitigate the potential visual impacts associated with the Project. The LVIA was approved by Banana Shire Council on 22 July 2022.

With respect to glare arising from the Project, it is understood that all tier 1 solar panels used in the Project are coated with advanced anti-reflective materials, which has reduced reflectivity to less than 1%. These coatings are standard in solar installations at major airports across Australia, where glare is a critical safety concern.

Existing Literature: Review of current literature analysing the effect of renewable energy developments on property values provides three key findings (Brinkley, C., & Leach, A. 2019; Abashidze, N., & Taylor, L. 2022):

- **Mixed outcomes:** The effect of renewable energy developments on property values suggests mixed outcomes (either positive/increased value or negative/decreased value) for properties based on their underlying land use.
- **Landscape change:** There is a mixed view as to whether landscape changes outweigh the positive effects of increased economic activity and benefit sharing that result from renewable energy developments.
- **Agricultural productivity:** Land values for agricultural properties are closely linked to productivity rather than aesthetics, with higher productivity enhancing land valuation due to increased economic returns.

Cumulative Impact: There are no projects in the immediate vicinity of the Project that may collectively influence the perceived incompatibility of the land use and/or the land valuation. As such, it is considered that there are no cumulative impacts associated with this impact.

Summarising, the predominant land use within the Project Area and immediate surrounds is agriculture, specifically cattle grazing. Whilst the Project is not a 'rural' land use, it is anticipated that existing land use and management practices will be largely unaffected by the Project, as other parts of the host properties will continue to be used for grazing and agricultural activities throughout the life of the Project. Additionally, the effect of the Project on property values is expected to be limited based on the limited noise impacts, the vegetation screening forming part of the LVIA and Landscaping Plan, and review of pertinent literature. Despite this however, engagement with stakeholders found that there is a perception within the local community that the Project will result in a potential reduction in the value of their properties.

8.5.3.2 MANAGEMENT AND MITIGATION MEASURES

To address the perceived incompatibility with existing land use and impacts to land values, the Project will adopt the following management measures:

- **Technical Mitigation and/or Management Measures:** Implement the various management measures prescribed within Development Permit COM002-18/19 and the LVIA (approved 22 July 2022).
- **Construction Environmental Management Plan:** Develop and implement a CEMP (based on the Concept CEMP) that will include specific mitigations for construction related impacts, including dust emissions, noise emissions, bushfire risk management, and biosecurity risk management.
- **Operational Environmental Management Plan:** Develop and implement an OEMP (based on the Concept OEMP) that will include specific mitigations for operation related impacts.
- **Community Consultation and Engagement Plan:** Continued implementation of the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with Host Landowners and Immediate Neighbours in order to provide frequent updates associated with construction and operational related activities.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.

8.5.3.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-12**.

TABLE 8-12 IMPACT SIGNIFICANCE – PERCEIVED LAND USE INCOMPATIBILITY AND IMPACTS ON LAND VALUES

Social Impact #12: Perceived Land Use Incompatibility and Impacts on Land Values			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate

8.5.4 SOCIAL IMPACT #13: POTENTIAL IMPACTS ON SOCIAL AMENITY AND COMMUNITY HEALTH

8.5.4.1 DESCRIPTION

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

Additionally, there is the potential that the Project's use of water may contribute to pressure on local water resources, particularly in periods of drought. This has the potential to impact on community well-being via impacts to community health if the quantity required to be used results in inability for other users to meet their daily needs.

Engagement Outcomes: Concerns raised through stakeholder engagement have included issues relevant to amenity, including the potential for visual impacts and potential disruptions during the Construction Phase, and ongoing risks through the Operation Phase. Ongoing risks tended to relate to the risk of bushfires as well as the risk of fire arising from the use of lithium-ion batteries in the BESS.

Further, stakeholders have raised concerns about the Project's location at the head of a watershed that flows into the Fitzroy River and the Great Barrier Reef World Heritage Conservation Area. To this end, stakeholders noted issues with runoff management, the adequacy of proposed drainage controls, the use of herbicides to manage ground cover during operation, and the potential for intensification of erosion and water flow intensity due to an increase in impervious surfaces. These concerns reflect potential implications for agricultural activities, water access, and land condition, which may affect the social amenity and livelihoods of stakeholders.

Scenic Quality and Landscape Character: As previously stated, Edify has acknowledged that the Project has the potential to affect the visual amenity of the immediate surroundings to the Project Area and has committed to working with Immediate Neighbours to minimise impacts. To this end, a Landscaping Plan requiring vegetative buffers on relevant boundaries is to be submitted for approval by Banana Shire Council as part of the Conditions of Development Permit COM002-18/19, and a LVIA was undertaken by Edify (and approved by Banana Shire Council) which included consultation with consenting neighbouring landholders and Banana Shire Council to appropriately manage visual impacts. With respect to glare, it is understood that all tier 1 solar panels used in the Project are coated with advanced anti-reflective materials, which has reduced reflectivity to less than 1%. If not properly managed, changes to landscape character and visual amenity can affect community identity, sense of place, and overall well-being – particularly in rural settings where open views and natural landscapes are highly valued.

Noise and Vibration: As stated previously, Project infrastructure such as inverters, transformers, the substation, and the BESS, have the potential to generate noise, especially during high temperatures when fan speeds increase (Edify Energy Pty Ltd, n.d.). If not properly managed, excessive noise and vibration can negatively affect mental health, sleep quality, and overall wellbeing, particularly for residents in close proximity to the Project Area.

The Project's design has incorporated suitable flexibility to position noise-emitting equipment away from neighbouring properties, allowing sound levels to dissipate and remain consistent with the rural character of the area.

Construction activities involving the use of machinery will be limited to the hours of 7:00am to 5:00pm, Monday to Saturday, with no work permitted on Sundays or Public Holidays unless approved. These restrictions are intended to reduce noise-related disruptions during early mornings, evenings, and weekends, helping to protect the community from disturbances that could affect daily routines, sleep quality, and overall well-being.

The Concept CEMP (Terra Solutions Pty Ltd, 2022b) outlines clear objectives to minimise noise and vibration, including ensuring no environmental nuisance occurs at noise-sensitive locations and maintaining the aesthetics and amenity of the local environment. Success criteria in the Concept CEMP include compliance with acoustic quality objectives under Schedule 1 of the Environmental Protection (Noise) Policy 2019 (Terra Solutions Pty Ltd, 2022b).

Air Quality and Dust Generation: Given the nature of the Project, it is anticipated that air quality and dust generation impacts are likely to be limited to the Construction Phase. The Concept CEMP (Terra Solutions Pty Ltd, 2022b) outlines a range of mitigation measures aimed at ensuring no environmental nuisance is caused by airborne contaminants such as smoke, fumes, or fugitive dust emissions. These measures are designed to protect the aesthetics of the local environment, the health of surrounding ecosystems, and the wellbeing of nearby residents. Success criteria include receiving no air quality complaints from sensitive locations or statutory authorities.

In addition, Edify has committed to monitoring dust levels throughout construction. Activities that generate dust will be paused during windy conditions if adequate control cannot be achieved, and daily inspections and pre-start checks will ensure machinery is well-maintained and fitted with proper emission controls. Water trucks will be used during the Construction Phase, likely on a daily basis, to suppress dust from vehicle movements and deliveries (Edify Energy Pty Ltd, n.d.).

Without effective management, poor air quality and excessive dust can contribute to respiratory issues, reduce outdoor amenity, and negatively affect the health and comfort of nearby communities.

Bushfire Risk: The Project Area is considered Bushfire Prone Land (Terra Solutions Pty Ltd, 2022a), with vegetation types posing medium to high fire threats. A Bushfire Management Plan (Terra Solutions Pty Ltd, 2022a), inclusive of a Bushfire Hazard Assessment, was prepared to comply with the relevant State Government and Planning Scheme requirements. The assessment provided a series of recommendations and mitigation measures including the development and implementation of a Bushfire Emergency Management and Operations Plan.

The Bushfire Management Plan also recommends that the Project infrastructure include a 10,000-litre static water supply located near the development, accessible to firefighting vehicles and fitted with appropriate connections. Inclusion of this water supply will provide

adequate water availability for the protection of structures during and after the passage of a bushfire, support emergency response efforts, and enhance site safety throughout the Construction Phase (Terra Solutions Pty Ltd, 2022a).

Water Security and Use: The Project Area and surrounding region experiences periods of limited rainfall and drought, with an extensive period of drought experienced in the seven years prior to 2019. Water restrictions within the Banana LGA continue to be enforced with the Water Restriction Level as of 7 January 2025, at Level 2 within the Primary Social Study Area locations of Biloela, Goovigen, Thangool, and Wowan (Banana Shire Council, 2025f). A Level 2 Water Restriction Level limits the use of sprinklers during certain times of the year.

Water demand for the Project is anticipated to be highest during the Construction Phase, with demands arising from bulk earthworks, dust suppression, material conditioning, and provision of drinking and ablution facilities for personnel. The Concept CEMP (Terra Solutions Pty Ltd, 2022b) outlines measures to minimise stormwater impacts, including maintaining pre-construction runoff volumes, preventing ponding on adjacent properties, and ensuring discharged water meets the Capricorn Municipal Development Guidelines and Queensland Water Quality Guidelines 2009.

Whilst water use for the Project is sought to be minimised, it may be perceived as a concern for Surrounding Community Members and contribute to broader regional concerns around water resource pressures and/or limitations, especially in the event that the region experiences another period of drought.

Biodiversity and Natural Environment: The Land Condition Assessment (Range Environmental Consultants, 2019b) identified various land degradation features, including gully erosion, sheet erosion, erosion of banks and watercourses, prior vegetation clearing, and exposed topsoil across the properties comprising the Project Area. As such, the Project Area was deemed to be consistent with other agricultural / grazing landscapes.

The EPBC Act Referral submitted by Edify identified that while there is the potential for the Project Area to host threatened Matters of National Environmental Significance (MNES) such as the ornamental snake, *Solanum dissectum*, and *Solanum johnsonianum*, it does not contain sufficient habitat to support a viable population of threatened flora or fauna, or migratory species, with the typical impacts associated with cattle grazing, vegetation clearing, weed proliferation and pasture improvement present. Furthermore, the past agricultural practices, coupled with the insufficient quality and connectivity of remaining habitats, and lack of habitat structure at ground level, have meant that the potential for the Project Area to sufficiently support viable populations of threatened species is unlikely. It was noted however that there are elements of Brigalow and Semi-Evergreen Vine Thicket Threatened Ecological Communities present within one part of the Project Area, however this area is not proposed to include Project infrastructure.

The Concept CEMP (Terra Solutions Pty Ltd, 2022b) outlines specific flora and fauna management actions, including measures to protect MNES, in order to avoid and/or minimise adverse impacts of the Project and ensure that legislative requirements are met.

Cumulative impact: Cumulative impacts relevant to social amenity and health are not anticipated to occur given that there are no other projects in the immediate vicinity, with the exception of water security and use as this is a region-wide issue, however this will be dependent upon climatic conditions during the life of the Project.

Summarising, impacts to social amenity and health are more likely to be experienced by receptors during the Construction Phase, and be associated with construction works, but some may be experienced during life of the Project. Through the implementation of mitigation and management measures, the extent and/or magnitude of the impact experienced by receptors will be reduced. Notwithstanding, it is recognised that receptors and stakeholders may still hold fears and/or concerns about amenity impacts that may affect their mental health and well-being, however this is likely to occur within a subset of the population

8.5.4.2 MANAGEMENT AND MITIGATION MEASURES

To address the potential impacts to social amenity and health, the Project will adopt the following management measures:

- **Technical Mitigation and/or Management Measures:** Implement the various management measures prescribed within Development Permit COM002-18/19, the LVIA (approved 22 July 2022), and the Bushfire Management Plan (inclusive of the development and implementation of a Bushfire Emergency Management and Operations Plan).
- **Construction Environmental Management Plan:** Develop and implement a CEMP (based on the Concept CEMP) that will include specific mitigations for construction related impacts, including dust emissions, noise emissions, bushfire risk management, and biosecurity risk management.
- **Operational Environmental Management Plan:** Develop and implement an OEMP (based on the Concept OEMP) that will include specific mitigations for operation related impacts.
- **Community Consultation and Engagement Plan:** Continue to implement the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with Host Landowners and Immediate Neighbours in order to provide frequent updates associated with construction and operational related activities.
- **Complaint Management System:** The complaint management system will be implemented throughout the life of the Project to manage concerns that may arise, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.

8.5.4.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-13**.

TABLE 8-13 IMPACT SIGNIFICANCE – POTENTIAL IMPACTS ON SOCIAL AMENITY AND COMMUNITY HEALTH

Social Impact #13: Potential Impacts on Social Amenity and Community Health			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Immediate Neighbours • Surrounding Community Members 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	High	Medium	Major

Social Impact #13: Potential Impacts on Social Amenity and Community Health			
Post-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	Medium	High
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate

8.5.5 SOCIAL IMPACT #14: POTENTIAL IMPACT ON CULTURAL HERITAGE

8.5.5.1 DESCRIPTION

Altered landscapes can significantly impact both tangible and intangible Aboriginal cultural heritage, as well as other historical heritage. Physical changes can impact sacred and archaeological sites, while disrupting traditional practices and cultural connections. Impacts have the potential to cause emotional stress and anguish to First Nations / Aboriginal Groups, as well as result in a mutual shared loss of values and/or artefacts of importance across the wider community.

Engagement Outcomes: Edify has been proactive in undertaking early and ongoing engagement with the GNP to ensure there is a suitable amount of time provided to consider the proposed action, determine their requirements and develop plans for the appropriate management of cultural heritage.

Aboriginal Cultural Heritage: In 2021, Edify and the GNP signed a CHIMA which established the provisions for providing effective recognition, protection and conservation of GNP cultural heritage. An ICHA was undertaken under the provisions of the CHIMA and identified 56 sites containing GNP cultural heritage artefacts, the majority of which were stone artefacts. As a result of the ICHA, the GNP determined that the Project Area is one of significance to them, and they have requested on-going GNP involvement in all states of decision-making and management measure implementation regarding the Aboriginal cultural heritage sites.

At time of writing, the GNP and Edify are in the process of signing a CHMS that will cover management of Aboriginal cultural heritage for the Project. The CHMS is to be prepared in order to ensure that harm to Aboriginal Cultural Heritage is avoided, or if avoidance is not possible, minimised, and support the maintenance and development of a genuine, enduring and mutually beneficial relationship between all parties.

Historic Heritage: The Banana LGA also maintains a collection of artistic and cultural assets, including various museums, heritage sites, and an art gallery located in Biloela. These museums and heritage sites document the region's agricultural, mining, and Aboriginal heritage and provide opportunities for public engagement with historical materials.

Summarising, historic and Aboriginal cultural heritage assessments were conducted, and while the Project Area does not contain any known historic heritage, Aboriginal cultural heritage is present and therefore may be impacted by the Project. Edify is working closely with the GNP to develop a CHMS for the Project to ensure that harm to Aboriginal Cultural Heritage is avoided, or if avoidance is not possible, minimised.

8.5.5.2 MANAGEMENT AND MITIGATION MEASURES

To minimise impacts on cultural heritage by the Project, the following measures are to be adopted:

- **Cultural Heritage Management Strategy:** Continue the development of, and subsequently implement, the CHMS being prepared with the GNP. The CHMS will record and describe the processes and procedures required to be implemented regarding Aboriginal cultural heritage prior and during the Construction and Operation Phases of the Project. The CHMPs will include (but not be limited to):
 - Measures to manage archaeological material that needs to be relocated away from development activities;
 - Measures such as fencing, or signage be installed during and possibly post the Construction Phase to protect and conserve archaeological material that will not be impacted by development activities;
 - The requirements regarding heritage training and inductions for all persons entering the Project Area, including Edify and EPC Contractor employees (and/or subcontractor employees);
 - Any requirements regarding monitoring of ground disturbance activities by the GNP;
 - The development and provision of cultural awareness training by the Traditional Owners; and
 - A Chance Finds Procedure that includes mechanisms for managing the expected finds of additional Aboriginal cultural material being found during construction activities.
- **Chance Finds Procedure (Historic Heritage):** A Chance Finds Procedure for historic heritage should also be established to manage potential unexpected finds of historic heritage and/or remains during the course of the Project. The Chance Finds Procedure should form part of site-based inductions to ensure that Construction Phase workers are familiar with the relevant processes prior to commencement of works.
- **Community Consultation and Engagement Plan:** Continue to implement the CCEP during the Construction and Operational Phases of the Project. It is important that Edify continues to engage with Host Landowners, Surrounding Community Members, First Nations / Aboriginal Groups, and Local Community Groups around cultural heritage, and to address any issues/concerns that may arise.
- **First Nations Engagement and Communications Guide:** Continue to implement the First Nations Engagement and Communications Guide during the Construction and Operational Phases of the Project. Implementation will be important to ensure First Nations / Aboriginal Group voices are heard throughout the life of the Project and reaffirm Edify's commitment to respectful, inclusive, and long-term partnerships.

- **Complaints Management System:** A complaint management system will be implemented throughout the life of the Project to manage concerns that may arise associated with cultural heritage matters, and to provide clear channels for community feedback and ensure timely responses to concerns and/or suggestions.

8.5.5.3 IMPACT SIGNIFICANCE

A summary of pre-mitigation and post-mitigation impact significance across all relevant Project phases is provided in **Table 8-14**.

TABLE 8-14 IMPACT SIGNIFICANCE – POTENTIAL IMPACT ON CULTURAL HERITAGE

Social Impact #14: Potential Impact on Cultural Heritage			
Receptors	<ul style="list-style-type: none"> • Host Landowners • Surrounding Community Members • First Nations / Aboriginal Groups • Local Community Groups 		
Construction Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Moderate	High	Major
Post-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Operation Phase			
Pre-Mitigation	Magnitude	Vulnerability	Significance
	Low	Medium	Moderate
Post-Mitigation	Magnitude	Vulnerability	Significance
	Negligible	Medium	Moderate

8.6 SOCIAL IMPACT SUMMARY

Table 8-15 provides an overview of the rating of all social impacts discussed in the section. The overview presents social impact ratings pre- and post-mitigation measures to highlight how the implementation of management measures can influence the residual significance of each impact, and for further prioritisation of measurements.

TABLE 8-15 SOCIAL IMPACT SUMMARY

Key Matter	Social Impact Descriptor	Receptors	Project Phase ¹⁰	Pre-Mitigation/ Enhancement			Recommended Mitigation / Enhancement Measures	Post-Mitigation/Enhancement		
				Magnitude	Vulnerability	Significance		Magnitude	Vulnerability	Residual Impact Significance
Community and Stakeholder Engagement	#1: Potential for Reduced Community Cohesion	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations / Aboriginal Groups Surrounding Community Members Local Community Groups Business and Industry Groups 	C	Moderate	Medium	High	<ul style="list-style-type: none"> CCEP Complaint Management System Worker Code of Conduct Project Inductions 	Low	Medium	Moderate
			O	Moderate	Medium	High		Low	Medium	Moderate
	#2: Potential for Reduced Trust and Confidence in Community Engagement	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations / Aboriginal Groups Surrounding Community Members Local Community Groups Business and Industry Groups 	C	Moderate	Medium	High	<ul style="list-style-type: none"> CCEP Complaint Management System 	Low	Medium	Moderate
			O	Moderate	Medium	High		Low	Medium	Moderate
Workforce Management	#3: Creation of Direct Employment Opportunities	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations / Aboriginal Groups Surrounding Community Members Local Community Groups Business and Industry Groups 	C	N/A	N/A	Positive	<ul style="list-style-type: none"> LEP Create Community Awareness Workforce Upskilling/Training Opportunities First Nations Partnerships and Shared Benefits 	N/A	N/A	Positive
			O	N/A	N/A	Positive		N/A	N/A	Positive
	#4: Behaviour of Non-Local Workforce	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours First Nations /Aboriginal Groups Surrounding Community Members Local Community Groups Business and Industry Groups Emergency Services 	C	Moderate	Medium	High	<ul style="list-style-type: none"> Worker Code of Conduct Complaint Management System Project Inductions 	Low	Medium	Moderate
Local Business and Industry Procurement	#5: Creation of Local Business Opportunities	<ul style="list-style-type: none"> Surrounding Community Members Business and Industry Groups 	C	N/A	N/A	Positive	<ul style="list-style-type: none"> Local Content Initiatives Create Community Awareness "Job Readiness" Assistance 	N/A	N/A	Positive
			O	N/A	N/A	Positive		N/A	N/A	Positive
	#6: Potential to Create Labour / Skill Shortages	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Local Community Groups Business and Industry Groups 	C	Moderate	Medium	High	<ul style="list-style-type: none"> LEP Monitoring Measures Workforce Upskilling/Training Opportunities CCEP Complaint Management System 	Low	Medium	Moderate
O			Low	Low	Low	Negligible		Low	Low	

¹⁰ C = Construction Phase, O = Operational Phase

Key Matter	Social Impact Descriptor	Receptors	Project Phase ¹⁰	Pre-Mitigation/ Enhancement			Recommended Mitigation / Enhancement Measures	Post-Mitigation/Enhancement		
				Magnitude	Vulnerability	Significance		Magnitude	Vulnerability	Residual Impact Significance
	#7: Benefits for First Nations Economies	<ul style="list-style-type: none"> First Nations / Aboriginal Groups 	C	N/A	N/A	Positive	<ul style="list-style-type: none"> First Nations Engagement and Communications Guide First Nations Partnerships and Shared Benefits 	N/A	N/A	Positive
			O	N/A	N/A	Positive		N/A	N/A	Positive
Housing and Accommodation	#8: Increased Demand for Accommodation	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members First Nations / Aboriginal Groups Local Community Groups Business and Industry Groups Emergency Services 	C	High	Medium	Major	<ul style="list-style-type: none"> LEP CCEP Complaint Management System Proponent Coordination WAMP 	Moderate	Medium	High
			O	Negligible	Low	Low		Negligible	Low	Low
	#9: Increased Demand for Social Infrastructure and Services	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members First Nations / Aboriginal Groups Local Community Groups Business and Industry Groups Emergency Services 	C	High	Medium	Major	<ul style="list-style-type: none"> LEP CCEP Complaint Management System Proponent Coordination 	Moderate	Medium	High
			O	Negligible	Low	Low		Negligible	Low	Low
Health and Community Well-being	#10: Potential Road Safety Concerns	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Emergency Services 	C	High	Medium	Major	<ul style="list-style-type: none"> TMP LEP Local Road Maintenance CCEP Complaint Management System Proponent Coordination 	Moderate	Medium	High
			O	Moderate	Medium	High		Negligible	Medium	Moderate
	#11: Potential Impacts Due to Increased Traffic Congestion	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Emergency Services 	C	Low	Medium	Moderate	<ul style="list-style-type: none"> TMP LEP CCEP Complaint Management System Proponent Coordination 	Negligible	Medium	Moderate
			O	Negligible	Low	Low		Negligible	Low	Low
	#12: Perceived Land Use Incompatibility and Impacts on Land Values	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours 	C	Low	Medium	Moderate	<ul style="list-style-type: none"> Technical Mitigation and/or Management Measures CEMP OEMP CCEP Complaint Management System 	Negligible	Medium	Moderate
			O	Moderate	Medium	High		Low	Medium	Moderate
#13: Potential Impacts on Social Amenity and Community Health	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members 	C	High	Medium	Major	<ul style="list-style-type: none"> Technical Mitigation and/or Management Measures CEMP OEMP CCEP Complaint Management System 	Moderate	Medium	High	
		O	Moderate	Medium	High		Low	Medium	Moderate	

Key Matter	Social Impact Descriptor	Receptors	Project Phase ¹⁰	Pre-Mitigation/ Enhancement			Recommended Mitigation / Enhancement Measures	Post-Mitigation/Enhancement		
				Magnitude	Vulnerability	Significance		Magnitude	Vulnerability	Residual Impact Significance
	#14: Potential Impact on Cultural Heritage	<ul style="list-style-type: none"> • Host Landowners • Surrounding Community Members • First Nations / Aboriginal Groups • Local Community Groups 	C	Moderate	High	Major	<ul style="list-style-type: none"> • CHMS • Chance Finds Procedure (Historic Heritage) • CCEP • First Nations Engagement and Communications Guide • Complaint Management System 	Low	Medium	Moderate
			O	Low	Medium	Moderate		Negligible	Medium	Moderate

9. PRELIMINARY SOCIAL IMPACT MANAGEMENT PLAN

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

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

The objectives of monitoring are to:

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

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

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

TABLE 9-1 PRELIMINARY SIMP

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
Community and Stakeholder Engagement							
#1: Potential for Reduced Community Cohesion	Minimise community complaints	Community Consultation and Engagement Plan (CCEP)	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved 	Ongoing
		Worker Code of Conduct	<ul style="list-style-type: none"> EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record acknowledgement of Worker Code of Conduct Record number of breaches of Worker Code of Conduct 	<ul style="list-style-type: none"> Percentage of workers who have read the Worker Code of Conduct Number of non-compliances with Worker Code of Conduct 	Monthly for the first three months, then quarterly
		Project Inductions	<ul style="list-style-type: none"> EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of workers who have completed Project inductions 	<ul style="list-style-type: none"> Percentage of workers who have completed Project inductions 	Monthly for the first three months, then quarterly
#2: Potential for Reduced Trust and Confidence in Community Engagement	Maximise community engagement	CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders 	<ul style="list-style-type: none"> Number of complaints Percentage of complaints satisfactorily resolved 	Ongoing
Workforce Management							
#3: Creation of Direct Employment Opportunities	Maximise local employment	Local Employment Plan (LEP)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the Region employed by the Project (including contractors) Number of training programs offered Number of apprenticeships offered 	Quarterly
		Create Community Awareness	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record engagement activities with Councils, and Business and Industry Groups, about the Project's employment opportunities 	<ul style="list-style-type: none"> Number of engagement activities about the Project's employment opportunities 	Quarterly
		Workforce Upskilling/Training Opportunities	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of engagements with Councils and the State Government regarding workforce upskilling/training opportunities 	<ul style="list-style-type: none"> Number of engagements about workforce upskilling/training opportunities 	Quarterly

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
		First Nations Partnerships and Shared Benefits	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record employment of GNP members Record GNP employee retention rate Record number of apprenticeships held by GNP employees Ensure EPC Contractor (and subcontractors) report on GNP employment Record the number of training programs undertaken with the GNP Record number of breaches of commitments made to the GNP 	<ul style="list-style-type: none"> Percentage of GNP members employed by the Project (including contractors) Number of training programs delivered to the GNP Number of apprenticeships offered to GNP members Number of non-compliances with commitments made to the GNP 	Monthly during construction, then ongoing
#4: Behaviour of the Non-Local Workforce	Minimise community complaints about workforce behaviour	Worker Code of Conduct	<ul style="list-style-type: none"> EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record acknowledgement of Worker Code of Conduct Record number of breaches of Worker Code of Conduct 	<ul style="list-style-type: none"> Percentage of workers who have read the Worker Code of Conduct Number of non-compliances with Worker Code of Conduct 	Monthly for the first three months, then quarterly
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about the behaviour of the non-local workforce 	<ul style="list-style-type: none"> Number of complaints about the behaviour of the non-local workforce Percentage of complaints satisfactorily resolved 	Ongoing
		Project Inductions	<ul style="list-style-type: none"> EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of workers who have completed Project inductions 	<ul style="list-style-type: none"> Percentage of workers who have completed Project inductions 	Monthly for the first three months, then quarterly
Local Business and Industry Procurement							
#5: Creation of Local Business Opportunities	Maximise local procurement	Local Content Initiatives	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Report on number, and value, of contracts with local and regional businesses 	<ul style="list-style-type: none"> Percentage of local and regional businesses involved in the Project Percentage of total value of relevant Project expenditure awarded to local and regional businesses 	Monthly during construction
		Create Community Awareness	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record engagement activities with Councils, and Business and Industry Groups, about the Project's procurement opportunities 	<ul style="list-style-type: none"> Number of engagement activities about the Project's procurement opportunities 	Monthly during construction
		"Job Readiness" Assistance	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Ensure major contractors report on local employment Record engagement activities with Councils, and Business and Industry Groups, about the Project's procurement opportunities 	<ul style="list-style-type: none"> Number of engagement activities about the Project's procurement opportunities 	Monthly during construction

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
#6: Potential to Create Labour / Skill Shortages	Minimise skills shortage for local businesses and/or industries	LEP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the region employed by the Project (including contractors) Number of training programs delivered Number of apprenticeships offered 	Monthly during construction
		Monitoring Measures	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction Operation 	<ul style="list-style-type: none"> Record number of engagements with Council, local recruitment organisations, local Business and Industry Groups, and education and training institutions about local skills shortages 	<ul style="list-style-type: none"> Number of engagements about skills shortage 	Quarterly
		Workforce Upskilling/Training Opportunities	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of engagements with Councils and the State Government regarding workforce upskilling/training opportunities 	<ul style="list-style-type: none"> Number of engagements about workforce upskilling/training opportunities 	Quarterly
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about skills/labour shortages 	<ul style="list-style-type: none"> Number of complaints about skills/labour shortages Percentage of complaints satisfactorily resolved 	Ongoing
#7: Benefits for First Nations Economies	Maximise employment and procurement opportunities for the GNP	First Nations Engagement and Communications Guide	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken with GNP and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities with GNP 	Ongoing
		First Nations Partnerships and Shared Benefits	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record employment of GNP members Record GNP employee retention rate Record number of apprenticeships held by GNP employees Ensure EPC Contractor (and subcontractors) report on GNP employment Record the number of training programs undertaken with the GNP Record number of breaches of commitments made to the GNP 	<ul style="list-style-type: none"> Percentage of GNP members employed by the Project (including contractors) Number of training programs delivered to the GNP Number of apprenticeships offered to GNP members Number of non-compliances with commitments made to the GNP 	Monthly during construction, then ongoing

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
Housing and Accommodation							
#8: Increased Demand for Accommodation	Maximise local employment and minimise potential impacts on accommodation availability, community and emergency services, and community well-being	LEP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the Region employed by the Project (including contractors) Number of training programs offered Number of apprenticeships offered 	Monthly during construction
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about accommodation matters 	<ul style="list-style-type: none"> Number of complaints about accommodation matters Percentage of complaints satisfactorily resolved 	Ongoing
		Proponent Coordination	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with other proponents about accommodation. 	<ul style="list-style-type: none"> Number of engagements about accommodation 	Ongoing
		Workforce Accommodation Management Plan (WAMP)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the WAMP Record number of WAMP-specific engagement activities undertaken 	<ul style="list-style-type: none"> Number of non-compliances with the WAMP Number of WAMP-specific engagements 	Ongoing
#9: Increased Demand for Social Infrastructure and Services	Minimise impacts of social infrastructure and services for local community members	LEP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the Region employed by the Project (including contractors) Number of training programs offered Number of apprenticeships offered 	Monthly during construction
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about social infrastructure and services 	<ul style="list-style-type: none"> Number of complaints about social infrastructure and services. Percentage of complaints satisfactorily resolved 	Ongoing

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
		Proponent Coordination	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with other proponents about social infrastructure and services 	<ul style="list-style-type: none"> Number of engagements about accommodation 	Ongoing
Health and Community Well-Being							
#10: Potential Road Safety Concerns	Minimise potential community safety concerns, and contributions to road deterioration	Traffic Management Plan (TMP)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record and investigate any traffic-related incidents or near misses 	<ul style="list-style-type: none"> Percentage of heavy vehicles using approved routes Percentage of traffic-related incidents or near misses 	Monthly during construction
		LEP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the Region employed by the Project (including contractors) Number of training programs delivered Number of apprenticeships offered 	Monthly during construction
		Local Road Maintenance	<ul style="list-style-type: none"> EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record road maintenance undertaken 	<ul style="list-style-type: none"> Number of road maintenance events Number of road upgrades undertaken 	Monthly during construction
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about road safety 	<ul style="list-style-type: none"> Number of complaints about traffic road safety Percentage of complaints satisfactorily resolved 	Ongoing
		Proponent Coordination	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with other proponents about road safety. 	<ul style="list-style-type: none"> Number of engagements about road safety 	Ongoing
#11: Potential Impacts Due to Increased Traffic Congestion	Minimise potential traffic congestion	TMP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record traffic movements to avoid clustering or bottlenecks 	<ul style="list-style-type: none"> Percentage of heavy vehicles using approved routes Reduction in traffic delays or complaints logged by community or local authorities 	Monthly during construction
		LEP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction Prior to commencement of operation 	<ul style="list-style-type: none"> Record local employment Record employee retention rate Record number of apprenticeships Ensure EPC Contractor (and subcontractors) report on local employment Record the number of training programs undertaken 	<ul style="list-style-type: none"> Percentage of people from the Region employed by the Project (including contractors) Number of training programs delivered Number of apprenticeships offered 	Monthly during construction

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about traffic 	<ul style="list-style-type: none"> Number of complaints about traffic Percentage of complaints satisfactorily resolved 	Ongoing
		Proponent Coordination	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities with other proponents about traffic 	<ul style="list-style-type: none"> Number of engagements about traffic 	Ongoing
#12: Perceived Land Use Incompatibility and Impacts on Land Values	Minimise impacts to visual amenity and rural character	Technical Mitigation and/or Management Measures	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction Operation 	<ul style="list-style-type: none"> Record number of non-compliances of mitigation and/or management measures within specified technical documentation 	<ul style="list-style-type: none"> Number of non-compliances with the mitigation and/or management measures specified within technical documentation 	Monthly during construction, and quarterly during operation
		Construction Environmental Management Plan (CEMP)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
		Operational Environmental Management Plan (OEMP)	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Operation 	<ul style="list-style-type: none"> Record number of breaches of the OEMP 	<ul style="list-style-type: none"> Number of non-compliances with OEMP 	Ongoing
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about land use incompatibility and/or land values 	<ul style="list-style-type: none"> Number of complaints about land use incompatibility and/or land values Percentage of complaints satisfactorily resolved 	Ongoing
#13: Potential Impacts on Social Amenity and Health	Minimise potential environmental and amenity impacts (i.e. noise, vibration, dust) on receptors	Technical Mitigation and/or Management Measures	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction Operation 	<ul style="list-style-type: none"> Record number of non-compliances of mitigation and/or management measures within specified technical documentation 	<ul style="list-style-type: none"> Number of non-compliances with the mitigation and/or management measures specified within technical documentation 	Monthly during construction, and quarterly during operation
		CEMP	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of breaches of the CEMP 	<ul style="list-style-type: none"> Number of non-compliances with CEMP 	Monthly during construction
		OEMP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Operation 	<ul style="list-style-type: none"> Record number of breaches of the OEMP 	<ul style="list-style-type: none"> Number of non-compliances with OEMP 	Ongoing
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about amenity and/or health matters 	<ul style="list-style-type: none"> Number of complaints about amenity and/or health matters Percentage of complaints satisfactorily resolved 	Ongoing

Social Impact Descriptor	Impact Mitigation and Benefit Enhancement				Monitoring Protocol		
	Objective	Management Measure	Responsibility	Timing for Implementation	Monitoring Activities	Performance Indicator(s)	Monitoring Frequency
#14: Potential Impact on Cultural Heritage	Minimise the chance to damage, disturb or interfere with Historic or Aboriginal cultural heritage and local culture	Cultural Heritage Management Strategy (CHMS)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record number of breaches of the CHMS 	<ul style="list-style-type: none"> Number of non-compliances with CHMS 	Ongoing
		Chance Finds Procedure (Historic Heritage)	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Construction 	<ul style="list-style-type: none"> Record number of times the Chance Finds Procedure (Historic Heritage) was used Record number of breaches of the Chance Finds Procedure (Historic Heritage) 	<ul style="list-style-type: none"> Number of times Chance Finds Procedure (Historic Heritage) was used Number of non-compliances with the Chance Finds Procedure (Historic Heritage) 	Ongoing
		CCEP	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities Number of stakeholders engaged 	Ongoing
		First Nations Engagement and Communications Guide	<ul style="list-style-type: none"> Edify 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record engagement activities undertaken with GNP and outcomes 	<ul style="list-style-type: none"> Number of stakeholder engagement activities with GNP 	Ongoing
		Complaint Management System	<ul style="list-style-type: none"> Edify EPC Contractor 	<ul style="list-style-type: none"> Prior to commencement of construction 	<ul style="list-style-type: none"> Record queries and complaints received from stakeholders about cultural heritage 	<ul style="list-style-type: none"> Number of complaints about cultural heritage Percentage of complaints satisfactorily resolved 	Ongoing

10. COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS

As part of the tender submission for the Australian Government's Capacity Investment Scheme Tender 4 – National Electricity Market Generation, Edify identified 10 Community Benefit (Social Licence) Commitments – four commitments relating to First Nations Peoples and six commitments to the local community relevant to the Project.

The commitments proposed by Edify include a financial obligation that will be appropriately disbursed during the Construction and Operation Phases of the Project:

- First Nations Shared Benefits Commitments - \$2,988,600.00
- Shared Community Benefits Commitments - \$5,304,900.00

On 9 October 2025, it was confirmed that the Project was successful with its Capacity Investment Scheme Tender 4 submission, and as such, the Community Benefit (Social Licence) Commitments made by Edify are now formal contractual obligations, requiring regular reporting to the Federal Department of Climate Change, Energy, the Environment and Water from 2026.

While the Community Benefit (Social Licence) Commitments are separate to the social impact mitigation and benefit enhancement measures identified in **Section 8** and outlined in the Preliminary SIMP (refer to **Table 9-1**), Edify has sought to meet the needs of the local community, and address Banana Shire Council strategic considerations and/or priorities. The commitments identified by Edify are outlined in **Table 10-1**.

TABLE 10-1 COMMUNITY BENEFIT (SOCIAL LICENCE) COMMITMENTS

Commitment	Community Need	Council Strategic Considerations and/or Priorities	SIA Guideline Key Matter	Benefiting Stakeholders	Timeframe
First Nations Shared Benefits Commitments					
<p>Commitment #1.1</p> <p>Support First Nations people to access, participate in, and complete education and training that builds skills, supports employment, and strengthens community capability both in the renewable energy sector and in general employment. The funding is intended to provide traineeships and First Nations women in construction training, scholarship opportunities with local universities, and provide work readiness programs with local providers.</p>	<ul style="list-style-type: none"> Gaps in workforce skills, limited infrastructure, and difficulties meeting the compliance standards required by major renewable energy developers Improvements to educational services and support Support for apprenticeships and traineeships 	<ul style="list-style-type: none"> Building local business capability through training and certification Indigenous participation in the renewable energy transition 	<ul style="list-style-type: none"> Workforce Management 	<ul style="list-style-type: none"> First Nations / Aboriginal Groups 	Construction and Operation
<p>Commitment #1.2</p> <p>A formal agreement established with First Nations People providing an opportunity to share in the revenue generated from the project. This agreement will provide direct economic benefits to the First Nations community, with an agreed annual amount to be received by the group.</p>	<ul style="list-style-type: none"> Investment in First Nations economies 	<ul style="list-style-type: none"> Indigenous participation in the renewable energy transition Diversify and strengthen the local economy 	<ul style="list-style-type: none"> Local Business and Industry Procurement 	<ul style="list-style-type: none"> First Nations / Aboriginal Groups 	Construction and Operation
<p>Commitment #1.3</p> <p>Assist young First Nations people through opportunities that support cultural identity, leadership, education, and wellbeing. The funding will invest in programs and initiatives that are led by or for First Nations youth, fostering pride, confidence, and connection to culture and Country.</p>	<ul style="list-style-type: none"> Capturing community benefits Ensuring First Nations cultural traditions continue to be part of the Central Queensland region's identity 	<ul style="list-style-type: none"> Encourage social cohesion and cultural identity Indigenous participation in the renewable energy transition 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> First Nations / Aboriginal Groups 	Construction and Operation
<p>Commitment #1.4</p> <p>Support the preservation, revitalisation, and celebration of First Nations culture, language, and identity. Led by and for First Nations people, the funding promotes cultural pride, intergenerational knowledge transfer, and community resilience. It may support wide range of initiatives including Indigenous art, language preservation, cultural events, storytelling, caring for country and land stewardship activities rooted in traditional practices.</p>	<ul style="list-style-type: none"> Capturing community benefits Ensuring First Nations cultural traditions continue to be part of the Central Queensland region's identity 	<ul style="list-style-type: none"> Encourage social cohesion and cultural identity Indigenous participation in the renewable energy transition 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> First Nations / Aboriginal Groups 	Construction and Operation
Shared Community Benefits Commitments					
<p>Commitment #2.1</p> <p>Local Community Funding is designed to support projects that create positive, lasting benefits across the region. Initiatives may include community gardens, cultural festivals, mental health programs, sustainable energy programs, local tourism and sporting activities, as well as renewable energy project site tours that engage, educates and connects the broader community</p>	<ul style="list-style-type: none"> Capturing community benefits Initiatives supporting the needs of youth, elderly, and Indigenous groups Improved healthcare/medical services for community members Upgrades to existing facilities and/or new facilities to attract or retain residents Enhancement or addition of tourist facilities 	<ul style="list-style-type: none"> Improving the quality of life for residents through the delivery of efficient, effective, and sustainable services and facilities 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Local Community Groups Business and Industry Groups 	Construction and Operation

Commitment	Community Need	Council Strategic Considerations and/or Priorities	SIA Guideline Key Matter	Benefiting Stakeholders	Timeframe
<p>Commitment #2.2</p> <p>Initiatives that build local regional capacity through STEM education, career pathways, and skills development. It will focus on supporting students and jobseekers for future opportunities in both the renewable energy sector and wider industries by investing in programs that strengthen learning, training, new skills and workforce readiness. The funding will look favourably at underrepresented groups and women in construction. The funding may support STEM programs in primary and secondary schools, career pathways for school leavers</p>	<ul style="list-style-type: none"> Gaps in workforce skills, limited infrastructure, and difficulties meeting the compliance standards required by major renewable energy developers Improvements to educational services and support Diversifying the regional economy Support for apprenticeships and traineeships 	<ul style="list-style-type: none"> Building local business capability through training and certification Encourage innovation and employment opportunities 	<ul style="list-style-type: none"> Workforce Management 	<ul style="list-style-type: none"> Immediate Neighbours Surrounding Community Members Business and Industry Educational Organisations 	<p>Construction and Operation</p>
<p>Commitment #2.3</p> <p>Initiatives that promote sustainable energy use, reduce environmental impact, and improve energy access for local community groups. The funding may support projects that deliver long-term community energy benefits such as solar installations, battery storage, and energy-saving upgrades. The funding will also provide direct funds for bill relief supporting eligible local not-for-profit organisations, helping reduce energy costs for groups that support the wider community.</p>	<ul style="list-style-type: none"> Capturing community benefits Initiatives supporting the needs of youth, elderly, and Indigenous groups 	<ul style="list-style-type: none"> Improving the quality of life for residents through the delivery of efficient, effective, and sustainable services and facilities 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Surrounding Community Members Local Community Groups 	<p>Construction and Operation</p>
<p>Commitment #2.4</p> <p>Initiatives that protect and enhance the region's natural environment and builds resilience for the environmental challenges brought about by climate change. The funding may focus on supporting projects such as habitat rehabilitation, rewilding, and tree planting, that aim to restore ecosystems, promote biodiversity, and reduce environmental vulnerabilities.</p>	<ul style="list-style-type: none"> Upgrades and maintenance of existing parks and gardens Use of recycled water for parks to assist with water conservation, and investment in greater water storage and management 	<ul style="list-style-type: none"> Environmental protection and hazard mitigation, including natural areas and features of significance Protection and management of the natural environment, its biological diversity, ecological integrity, and natural assets 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Immediate Neighbours Surrounding Community Members Local Community Groups 	<p>Construction and Operation</p>
<p>Commitment #2.5</p> <p>Upgrade of local roads for the benefit of the local community. The upgrades will achieve a higher grade rural road, suitable for increasing traffic and commuting speeds.</p>	<ul style="list-style-type: none"> Improvements to existing infrastructure 	<ul style="list-style-type: none"> Adequate infrastructure standards to meet the needs of individual communities 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Local Community Groups Business and Industry Groups Emergency Services 	<p>Construction and Operation</p>
<p>Commitment #2.6</p> <p>Maintenance of local roads for the benefit of the local community.</p>	<ul style="list-style-type: none"> Improvements to existing infrastructure 	<ul style="list-style-type: none"> Adequate infrastructure standards to meet the needs of individual communities 	<ul style="list-style-type: none"> Health and Community Well-being 	<ul style="list-style-type: none"> Host Landowners Immediate Neighbours Surrounding Community Members Local Community Groups Business and Industry Groups Emergency Services 	<p>Construction and Operation</p>

11. REFERENCES

- Abashidze, N., & Taylor, L. 2022, *Utility-scale solar farms and agricultural land values*, Land Economics.
- Australian Bureau of Statistics [ABS]. 2024. *Counts of Australian Businesses, including Entries and Exit*. Australian Government. Accessed 27 August 2025. Retrieved from: <https://www.abs.gov.au/statistics/economy/business-indicators/counts-australian-businesses-including-entries-and-exits/jul2020-jun2024>
- ABS. 2023. *Socio-Economic Indexes for Areas (SEIFA), Australia, 2021*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/statistics/people/people-and-communities/socio-economic-indexes-areas-seifa-australia/latest-release>
- ABS. 2022. *Housing*. Australian Government. Accessed 27 August 2025. Retrieved from: <https://www.abs.gov.au/statistics/detailed-methodology-information/concepts-sources-methods/survey-income-and-housing-user-guide-australia/2019-20/housing>
- ABS. 2021a. *2021 30804152812, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/30804152812>
- ABS. 2021b. *2021 30804152819, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/30804152819>
- ABS. 2021c. *2021 Dululu, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/SAL30890>
- ABS. 2021d. *2021 Wowan, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/SAL33167>
- ABS. 2021e. *2021 Thangool (L), Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL322118>
- ABS. 2021f. *2021 Biloela, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL314005>
- ABS. 2021g. *2021 Banana, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/SAL30141>
- ABS. 2021h. *2021 Mount Morgan, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL315069>
- ABS. 2021i. *2021 Bouldercombe (L), Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL321021>

- ABS. 2021j. *2021 Calliope, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL315012>
- ABS. 2021k. *2021 Moura, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL315070>
- ABS. 2021l. *2021 Gladstone, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/3006>
- ABS. 2021m. *2021 Rockhampton, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/3014>
- ABS. 2021n. *2021 Woorabinda, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/UCL321112>
- ABS. 2021o. *2021 Banana LGA, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2021/LGA30370>
- ABS. 2021p. *2021 Queensland, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/community-profiles/2021/3>
- ABS. 2018a. *Socio-Economic Indexes for Australia (SEIFA), Australia, 2016*. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/ausstats/abs@.nsf/mf/2033.0.55.001>
- ABS. 2018b. *Technical Paper: Socio-Economic Indexes for Areas (SEIFA)*. Accessed 28 August 2025. Retrieved from: [https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/756EE3DBEFA869EFCA258259000BA746/\\$File/SEIFA%202016%20Technical%20Paper.pdf](https://www.ausstats.abs.gov.au/ausstats/subscriber.nsf/0/756EE3DBEFA869EFCA258259000BA746/$File/SEIFA%202016%20Technical%20Paper.pdf).
- ABS. 2016a. *2016 Dululu, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/SSC30897>
- ABS. 2016b. *2016 Wowan, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/SSC33196>
- ABS. 2016c. *2016 Thangool (L), Census Community Profile*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL322120>
- ABS. 2016d. *2016 Biloela, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL314006>

- ABS. 2016e. *2016 Banana, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/SSC30141>
- ABS. 2016f. *2016 Mount Morgan, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL315067>
- ABS. 2016g. *2016 Bouldercombe, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL321023>
- ABS. 2016h. *2016 Calliope, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL315010>
- ABS. 2016i. *2016 Moura, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL315068>
- ABS. 2016j. *2016 Gladstone, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL312001>
- ABS. 2016k. *2016 Rockhampton, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/3013>
- ABS. 2016l. *2016 Woorabinda, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/UCL321117>
- ABS. 2016m. *2016 Banana (S), Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/quickstats/2016/LGA30370>
- ABS. 2016n. *2016 Queensland, Census Community Profiles*. Australian Government. Accessed 11 August 2025. Retrieved from: <https://www.abs.gov.au/census/find-census-data/community-profiles/2016/3>
- Acclimate Partners. 2025. *Banana Shire Council Callide REZ Procurement Strategy*. Banana Shire Council. Accessed 1 October 2025. Retrieved from: <https://www.banana.qld.gov.au/files/assets/public/v/1/business-industry/documents/banana-shire-council-callide-rez-procurement-strategy-aug-2025.pdf>
- Ark Energy. 2025. *Specimen Hill Wind Farm*. Accessed 26 August 2025. Retrieved from: <https://arkenergy.com.au/wind/specimen-hill-wind-farm/>
- Australian Institute of Health and Welfare [AIHW]. 2025a. *MyHospitals Hospital: Gladstone Hospital*. Australian Government. Accessed 27 August 2025. Retrieved from: <https://www.aihw.gov.au/hospitals/my-local-area-hospital/h0457>

- AIHW. 2025b. *MyHospitals Hospital: Biloela Hospital*. Australian Government. Accessed 27 August 2025. Retrieved from: <https://www.aihw.gov.au/hospitals/my-local-area-hospital/h0454>
- AIHW. 2025c. *MyHospitals Hospital: Rockhampton Hospital*. Australian Government. Accessed 3 October 2025. Retrieved from: <https://www.aihw.gov.au/hospitals/my-local-area-hospital/h0460>
- AIHW. 2025d. *Housing affordability*. Australian Government. Accessed 27 August 2025. Retrieved from: <https://www.aihw.gov.au/reports/australias-welfare/housing-affordability>
- Banana Accommodation Village. 2025. *Accommodation in Banana*. Accessed 5 September 2025. Retrieved from: <https://bananaaccommodation.com/>
- Banana Shire Council. 2025a. *Shire Information*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/banana-shire-information/shire-information/banana-shire-information>
- Banana Shire Council. 2025b. *Operational Plan 2025-2026*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/downloads/file/9291/2025-2026-operational-plan>
- Banana Shire Council. 2025c. *Health and Environment*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/council-services/health-environment>
- Banana Shire Council. 2025d. *Emergency Action Guide*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/downloads/file/250/banana-shire-emergency-action-guide>
- Banana Shire Council. 2025e. *Ludwig Leichardt and Banana Shire*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/banana-shire-information/tourism/the-leichhardt-trail>
- Banana Shire Council. 2025f. *Water Services*. Accessed 9 October 2025. Retrieved from: <https://www.banana.qld.gov.au/Council-Services/Environment-Water-and-Waste/Water-Services>
- Banana Shire Council. 2024a. *Workforce Accommodation Policy*. Policy Number: 124. Banana Shire Council. Accessed 1 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/about-council/documents/policies-procedures-protocols/Workforce_Accommodation_Policy.pdf
- Banana Shire Council. 2024b. *Local Housing Action Plan*. Accessed 2 September 2025. Retrieved from <https://www.banana.qld.gov.au/downloads/file/8867/banana-shire-local-housing-action-plan>
- Banana Shire Council. 2017a. *Community Plan 2017-2027*. Accessed 25 August 2025. Retrieved from: <https://www.banana.qld.gov.au/downloads/file/4619/banana-shire-community-plan-2017---2027pdf>
- Banana Shire Council. 2017b. *Biloela & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/biloela_and_district_place_based_plan_2017.pdf

- Banana Shire Council. 2017c. *Jambin & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/jambin_and_district_place_based_plan_2017.pdf
- Banana Shire Council. 2017d. *Goovigen & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/goovigen_and_district_place_based_plan_2017.pdf
- Banana Shire Council. 2017e. *Dululu & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/dululu_and_district_place_based_plan_2017.pdf
- Banana Shire Council. 2017f. *Wowan & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/wowan_and_district_place_based_plan_2017.pdf
- Banana Shire Council. 2017g. *Thangool & District 2017/2027 Place Based Plan*. Accessed 3 October 2025. Retrieved from: https://www.banana.qld.gov.au/files/assets/public/v/1/community-tourism/documents/thangool_and_district_place_based_plan_2017.pdf
- Biloela Community Transport. 2025. *Connecting our Community*. Accessed 25 August 2025. Retrieved from: <https://biloelacommunitytransport.com.au/>
- Boulder Creek Windfarm. 2025. *Boulder Creek Windfarm*. Accessed 26 August 2025. Retrieved from: <https://www.bouldercreekwindfarm.com/>
- Boyce, C. 2025. *The Real Cost of Net Zero to take Centre Stage in Biloela*. Accessed 8 October 2025. Retrieved from: <https://colinboyce.com.au/the-real-cost-of-net-zero-to-take-centre-stage-in-biloela/>
- Brinkley, C., & Leach, A. 2019, *Energy next door: A meta-analysis of energy infrastructure impact on housing value*, Energy Research & Social Science, 50, pp51-65.
- Callide Wind Farm. 2025. *Callide Wind Farm*. Accessed 26 August 2025. Retrieved from: <https://callidewindfarm.com.au/>
- Dawson Village. 2025. *Dawson Village (Ventia)*. Accessed 5 September 2025. Retrieved from: <https://australianminingcamps.com/properties/dawson-village-ventia/>
- Department of State Development, Infrastructure and Planning [DSDIP]. 2025a. *Social Impact Assessment Guideline, July 2025*. State of Queensland. Accessed 26 August 2025. Retrieved from: https://www.statedevelopment.qld.gov.au/data/assets/pdf_file/0017/17405/social-impact-assessment-guideline-july-2025.pdf

- DSDIP. 2025b. Social Impact Assessment Supplementary material for assessing and managing the social impacts of projects under the Social Impact Assessment Guideline (July 2025), July 2025. State of Queensland. Accessed 26 August 2025. Retrieved from: https://www.statedevelopment.qld.gov.au/_data/assets/pdf_file/0019/102367/social-impact-assessment-supplementary-material.pdf
- DSDIP. 2025c. *State Development Assessment Provisions Version 3.3, July 2025*. State of Queensland. Accessed 26 August 2025. Retrieved from: https://www.planning.qld.gov.au/_data/assets/pdf_file/0011/102215/complete-sdap-version-3.3.pdf
- DSDIP. 2025d. *Planning guideline State code 26: Solar Farm development, July 2025*. State of Queensland. Accessed 26 August 2025. Retrieved from: https://www.planning.qld.gov.au/_data/assets/pdf_file/0013/102271/planning-guideline-state-code-26-solar-farm-guideline.pdf
- DSDIP. 2013. *Central Queensland Regional Plan*. State of Queensland. Accessed 26 August 2025. Retrieved from: <https://dsdmipprd.blob.core.windows.net/general/central-queensland-regional-plan.pdf>
- EDF Renewables Australia. 2025. *Banana Range Wind Farm*. Accessed 26 August 2025. Retrieved from: <https://www.bananarangewindfarm.com.au/>
- Edify Energy Pty Ltd. 2025a. *Smoky Creek & Guthrie's Gap Solar Power Station*. Accessed 26 August 2025. Retrieved from: <https://edifyenergy.com/project/smoky-creek-guthries-gap/>
- Edify Energy Pty Ltd. 2025b. *Callide Solar Power Station*. Accessed 26 August 2025. Retrieved from: <https://edifyenergy.com/project/callide/>
- Edify Energy Pty Ltd. 2025c. *Smoky Creek and Guthrie's Gap Solar Power Station Community Consultation and Engagement Plan*. February.
- Edify Energy Pty Ltd. 2025d. *Feedback & Complaint Handling Policy*. 30 September.
- Edify Energy Pty Ltd. 2025e. *Community and First Nations Benefits Sharing Guide*. June.
- Edify Energy Pty Ltd. 2024. *First Nations Engagement and Communications Guide*.
- Edify Energy Pty Ltd. n.d. *Smoky Creek & Guthrie's Gap Solar Power Station Frequently Asked Questions*. Accessed 9 October 2025. Retrieved from: <https://edifyenergy.com/wp-content/uploads/2025/03/Smoky-Creek-FAQs-13032025.pdf>
- EE Australia Pty Ltd. 2025. *Upper Calliope Solar Farm 1GW + solar power for Gladstone*. Accessed 27 August 2025. Retrieved from: <https://au.europeanenergy.com/solar/upper-calliope-solar-farm/>
- Ethnic Communities Council of Victoria Inc. 2012. *An Investment Not an Expense Enhancing health literacy in culturally and linguistically diverse communities*. Accessed 27 August 2025. Retrieved from: <https://eccv.org.au/wp-content/uploads/2018/07/4-An-Investment-Not-an-Expense-ECCV-Health-Literacy-Paper-FINAL.pdf>
- Gaangalu Nation People. 2024. *DRAFT GNP CHIMA Results Report 08.2024*. August.

- Gladstone Regional Council. n.d. *Gladstone Region Investment Prospectus*. Accessed 28 August 2025. Retrieved from: <https://www.gladstone.qld.gov.au/downloads/file/3466/gladstone-region-investment-prospectus>
- Gurran, N., Zhang, Y., Shrestha, P., Gilbert, C. 2018. *Planning responses to online short term holiday rental platforms*. (pp. 1 - 76). Melbourne, Australia, Australia: Australian Coastal Councils Association Inc.
- Jozwick, R. 2024. "Architectural and Urban Changes in a Residential Environment – Implications for Design Science", *Sustainability*: 16(10), 3987. Accessed 3 October 2025. Retrieved from: <https://doi.org/10.3390/su16103987>
- Lawrie, M., Tonts, M., and Plummer, P. 2011. "Boomtowns, Resource Dependence and Socioeconomic Well-being", *Australian Geographer*: 42(2), 139-164.
- Lewis, D. 2025. *GetAbout Australia: Timetable information for Australian regional public transport*. Accessed 3 October 2025. Retrieved from: https://getaboutaustralia.com/show_times.php?servicedata=GRX0462
- Manzo, L., Williams, D., Di Masso, A, Raymond, C., and Gulsrud, N. 2023. "Using Sense of Place to Help Communities Navigate Place Disruption and Uncertainty", *Landscape Journal*: 42(1), 37-52. Accessed 3 October 2025. Retrieved from: <https://doi.org/10.3368/lj.42.1.37>
- Melten Energy & Metals. 2025. *Moura Solar Farm*. Accessed 26 August 2025. Retrieved from: <https://mourasolar.com.au/about-us/>
- Moura Village. 2025. *Moura Accommodation Village + Caravan Park*. Accessed 5 September 2025. Retrieved from: <https://mouraavcp.com.au>
- Mount Hopeful Wind Farm & Battery. 2025. *Mount Hopeful Wind Farm and Battery Project*. Accessed 26 August 2025. Retrieved from: <https://mounthopefulwindfarm.com.au/>
- Mount Rainbow Wind Farm Project Co Pty Ltd. 2025. *Mount Rainbow Wind Farm*. Accessed 26 August 2025. Retrieved from: <https://www.mountrainbowwind.com.au/>
- Mount Sugarloaf Wind Farm Project Co Pty Ltd. 2025. *Mount Sugarloaf Wind Farm*. Accessed 26 August 2025. Retrieved from: <https://mountsugarloafwindfarm.com.au/home>
- Northern Consulting Engineers. 2019. *Traffic Assessment Report Smoky Creek Solar Farm*, Accessed 25 August 2025. Retrieved from: https://edifyenergy.com/wp-content/uploads/2023/06/Part-5_Smoky-Creek-Preliminary-Documentation-Appendix-C-Development-Approval-Pt-B.pdf
- Office of the Health Ombudsman, n.d. *Rockhampton Hospital maternity service*. Accessed 3 October 2025. Retrieved from: <https://www.oho.qld.gov.au/assets/reports/Rockhampton-FINAL.pdf>
- Owen, D., Wagner, J., Dowse, S., Jones, M., Orenstein, M. 2018. *Managing Social Impacts of Labour Influx*. Accessed 3 October 2025. Retrieved from: <https://conferences.iaia.org/2018/final-papers/Owen,%20Daniel%20-%20Managing%20Social%20Impacts%20of%20Labour%20Influx.pdf>

- Queensland Government Statistician's Office. 2023. *Projected population, by local government area, Queensland, 2021 to 2046*. State of Queensland. Accessed 26 August 2025. Retrieved from: <https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.qgso.qld.gov.au%2Fissues%2F5281%2Fqld-population-projections-regions-tables-local-government-areas-qld-low-med-high-series-2021-2046.xlsx&wdOrigin=BROWSELINK>
- Queensland Health. 2024. *CSCF Fact sheet 2 – Explanation of service levels*. State of Queensland. Accessed 28 August 2025. Retrieved from: https://www.health.qld.gov.au/data/assets/pdf_file/0021/444423/cscf-fs-2-service-levels.pdf
- Range Environmental Consultants. 2019a. *Qualitative Agricultural Land Assessment Smoky Creek Solar Farm*. Accessed 11 August 2025. Retrieved from: <https://edifyenergy.com/wp-content/uploads/2021/08/1-Appendix-C-Agricultural-Land-Assesment-2.pdf>
- Range Environmental Consultants. 2019b. *Land Condition Assessment*. Accessed 11 August 2025. Retrieved from: <https://edifyenergy.com/wp-content/uploads/2021/08/1-Appendix-C-Agricultural-Land-Assesment-2.pdf>
- REA Group Ltd. 2025. *Explore QLD Suburbs*. Accessed 28 August 2025. Retrieved from: <https://www.realestate.com.au/qld/>
- SGS Economics & Planning. 2024. *Rental Affordability Index November 2024*. Accessed 28 August 2025. Retrieved from: <https://sgsep.com.au/projects/rental-affordability-index>
- SQM Research. 2025. *Residential Vacancy Rates*. Accessed 28 August 2025. Retrieved from: https://sqmresearch.com.au/graph_vacancy.php?t=1
- Terra Solutions Pty Ltd. 2022a. *Smoky Creek Solar Power Station Bushfire Management Plan*. Accessed 11 August 2025. Retrieved from: https://edifyenergy.com/wp-content/uploads/2023/06/202104_Smoky-Creek-BMP_25112022_Final.pdf
- Terra Solutions Pty Ltd. 2022b. *Smoky Creek Solar Power Station Concept Construction Environmental Management Plan*. Accessed 11 August 2025. Retrieved from: https://edifyenergy.com/wp-content/uploads/2023/06/202104_Edify-Energy_Smoky-Creek-Solar-Farm_CEMP_Final.pdf
- Terra Solutions Pty Ltd. 2022c. *Smoky Creek Solar Power Station Concept Erosion and Sediment Control Plan*. Accessed 11 August 2025. Retrieved from: https://edifyenergy.com/wp-content/uploads/2023/06/202104_Smoky-Creek_ESCP_Final.pdf
- Terra Solutions Pty Ltd. 2022d. *Smoky Creek Solar Power Station Concept Operation Environmental Management Plan*. Accessed 11 August 2025. Retrieved from: https://edifyenergy.com/wp-content/uploads/2023/06/202104_Edify-Energy_Smoky-Creek-Solar-Farm_OEMP_Final.pdf
- Windlab Pty Ltd. 2025. *South Queensland Renewable Generation Hub*. Accessed 26 August 2025. Retrieved from: <https://www.southqueenslandrenewablegenerationhub.com/>

Woorabinda Aboriginal Shire Council. 2025. *History*. Accessed 3 October 2025. Retrieved from:
<https://www.woorabinda.qld.gov.au/About-Woorabinda/History>



ERM

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

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

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
Jambin	1	Provider: Jambin Hotel Motel	Capacity: 13
		Accommodation Type: Motel	Address: 43371 Burnett Highway 1, 4702 Jambin
Dululu	2	Provider: Dululu Hotel	Capacity: 9
		Accommodation Type: Hotel	Address: 9-13 Main Street, Dululu QLD 4702
Wowan	3	Provider: Commercial Hotel Wowan	Capacity: 2
		Accommodation Type: Motel	Address: 870-886 Yaamba Rd, Parkhurst QLD 4702
Thangool	4	Provider: Hotel Thangool	Capacity: 7
		Accommodation Type: Hotel	Address: 55 Ramsay Rd, Thangool QLD 4716
Biloela	5	Provider: Biloela Apollo Motel	Capacity: 29
		Accommodation Type: Motel	Address: 36 Gladstone Rd, Biloela, QLD 4715
	6	Provider: Raintree Motel	Capacity: 22
		Accommodation Type: Motel	Address: 2-4 Clarke Drive, Biloela, QLD, 4715
	7	Provider: Biloela Centre Motel & Grevillea Steakhouse & Bar	Capacity: 15
		Accommodation Type: Motel	Address: 52 Grevillea Street, Biloela QLD 4715 Australia
	8	Provider: Sun Valley Motel	Capacity: 28
		Accommodation Type: Motel	Address: 57-59 Dawson Highway, Biloela Qld 4715, Australia
	9	Provider: Palms Motor Inn	Capacity: 25
		Accommodation Type: Motel	Address: Biloela Palms Motor Inn 69-71 Dawson Hwy, Biloela QLD 4715
	10	Provider: Biloela Countryman	Capacity: 30
Accommodation Type: Motel		Address: 75-83 Burnett Highway, Biloela, QLD, 4715, Australia	
11	Provider: Silo Motor Inn Biloela	Capacity: 25	

Location	#	Short-term Accommodation Provider	Description/Approximate Capacity
		Accommodation Type: Motel	Address: 75 Dawson Highway, Biloela, QLD 4715, Australia
	12	Provider: Biloela Hotel	Capacity: 20
		Accommodation Type: Hotel	Address: 60 Callide Street, Biloela, QLD, 4715, Australia
	13	Provider: The Haven Biloela	Capacity: TBC
		Accommodation Type: Vacation Apartment	Address: 64 Kroombit Street, Biloela. QLD 4715
	14	Provider: Discovery Parks - Biloela	Capacity: TBC
		Accommodation Type: Caravan Park and Workstay	Address: 1-31 Valentine Plains Rd, Biloela, Queensland 4715
Total	14	Capacity	~225



ERM

APPENDIX B EDUCATIONAL FACILITIES IN THE
PRIMARY SOCIAL STUDY AREA

TABLE B-1 EDUCATIONAL FACILITIES IN THE PRIMARY SOCIAL STUDY AREA

Location	Educational Facility	Type	Address
Jambin	Jambin State School	Secondary	25 Jambin Three Ways Rd, Jambin QLD 4702
Goovigen	Goovigen State School	Primary	7 Goovigen Rannes Rd, Goovigen QLD 4702
Wowan	Wowan State School Kindergarten	Pre-Primary	Dawson Street, Wowan QLD 4702
	Wowan State School	Primary	Don Street, Wowan QLD 4702
Thangool	Thangool State School	Primary	33 Aerodrome Road, Thangool QLD 4716
Biloela	C&K Biloela Community Childcare Centre	Pre-Primary	96–98 Grevillea Street, Biloela QLD 4715
	C&K Coo-Inda Kindergarten	Pre-Primary	28 Lawrence Street, Biloela QLD 4715
	Biloela Early Learning Centre	Pre-Primary	4 Heaton Street, Biloela QLD 4715
	Biloela State School	Primary	38 Rainbow Street, Biloela QLD 4715
	St Joseph's Catholic Primary School	Primary	94 Rainbow Street, Biloela QLD 4715
	Biloela State High School	Secondary	20–48 Gladstone Road, Biloela QLD 4715
	Redeemer Lutheran College	Combined	3 Valentine Plains Road, Biloela QLD 4715
	TAFE Queensland – Biloela Campus	TAFE	64 Valentine Plains Road, Biloela QLD 4715
Social Context			
Banana LGA	C&K Biloela Community Childcare Centre	Long Day Care (Childcare)	96–98 Grevillea Street, Biloela QLD 4715
	C&K Coo-inda Community Kindergarten	Kindergarten	28 Lawrence Street, Biloela QLD 4715
	Biloela Early Learning Centre	Long Day Care (Childcare)	4 Heaton Street, Biloela QLD 4715
	St Joseph's Catholic Kindergarten	Kindergarten	Corner Melton Street & Hospital Road, Biloela QLD 4715

Location	Educational Facility	Type	Address
	PCYC Biloela School Age Care	Outside School Hours Care (OSHC)	Valentine Plains Road, Biloela QLD 4715
	PCYC Redeemer OSHC	Outside School Hours Care (OSHC)	2 Collard Street, Biloela QLD 4715
	Wowan State School Kindergarten	Kindergarten	Dawson Street, Wowan QLD 4702
	Baralaba Early Childhood Centre	Kindergarten / Childcare	1 Power Street, Baralaba QLD 4702
	Banana Family Day Care (Mobile Service)	Family Day Care	Various locations in Banana QLD 4702
	Banana State School	Primary	32 Bramston Street, Banana QLD 4702
	Baralaba State School	Combined	1 Power Street, Baralaba QLD 4702
	Biloela State School	Primary	38 Rainbow Street, Biloela QLD 4715
	St Joseph's Catholic Primary School	Primary	94 Rainbow Street, Biloela QLD 4715
	Biloela State High School	Secondary	20-48 Gladstone Road, Biloela QLD 4715
	Redeemer Lutheran College	Combined	3 Valentine Plains Road, Biloela QLD 4715
	Goovigen State School	Primary	Rannes Road, Goovigen QLD 4702
	Jambin State School	Primary	Burnett Highway, Smoky Creek QLD 4702
	Mount Murchison State School	Primary	Dawson Highway, Mount Murchison QLD 4715
	Moura State School	Primary	1 Gillespie Street, Moura QLD 4718
	Moura State High School	Secondary	1 Nott Street, Moura QLD 4718
	Prospect Creek State School	Primary	Prospect Creek School Road, Prospect QLD 4715
	Wowan State School	Primary	Don Street, Wowan QLD 4702
	Thangool State School	Primary	33 Aerodrome Road, Thangool QLD 4716
	TAFE Queensland - Biloela Campus	TAFE / Vocational Education	64 Valentine Plains Road, Biloela QLD 4715



ERM

ERM HAS OVER 140 OFFICES ACROSS THE FOLLOWING
COUNTRIES AND TERRITORIES WORLDWIDE

Argentina	Mozambique
Australia	Netherlands
Belgium	New Zealand
Brazil	Panama
Canada	Peru
China	Poland
Colombia	Portugal
Denmark	Romania
France	Singapore
Germany	South Africa
Hong Kong	South Korea
India	Spain
Indonesia	Switzerland
Ireland	Taiwan
Italy	Thailand
Japan	UAE
Kazakhstan	UK
Kenya	US
Malaysia	Vietnam
Mexico	

ERM's Brisbane Office

Level 9
260 Queen Street
Brisbane Qld 4000

T +61 7 3839 8393

www.erm.com