

**Australia Pacific LNG Project**  
**Supplemental information to the EIS**  
**Social Impact Management Plan**  
**Gas Fields and Pipeline**

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## **Executive Summary**

Australia Pacific LNG proposes to develop a world-scale, long-term coal seam gas (CSG) to liquefied natural gas (LNG) project in Queensland. The Project is anticipated to spend approximately A\$35 billion through to 2020. The project consists of:

- Further development of Australia Pacific LNG's existing coal seam gas fields in the Surat and Bowen basins
- Construction of a gas transmission pipeline approximately 450 kilometres long from the coal seam gas fields to an LNG plant at Gladstone
- Development of the LNG plant which will have a processing capacity of up to 18 million tonnes per annum (Mtpa)

As part of the project's Environmental Impact Statement (EIS) a Social Impact Assessment (SIA) was conducted. The SIA identified social impacts and benefits associated with the construction and operation of the project, within the following impact categories:

- Population impacts
- Demographic profile
- Indigenous Australians
- Income and affordability
- Employment, training and business
- Primary and secondary education
- Housing and accommodation
- Community health and safety
- Community facilities and services
- Community values and lifestyle

This Social Impact Management Plan (SIMP) identifies actions Australia Pacific LNG will undertake alone or in cooperation with its contractors and other stakeholders to mitigate the social impacts arising from the project on the communities in which it operates. In particular, it addresses social impacts in the gas fields and gas pipeline areas, centred around the Local Government Areas of Maranoa Regional Council, Western Downs Regional Council, Banana Shire Council and Toowoomba Regional Council.

During the development of the SIA and the SIMP, Australia Pacific LNG consulted extensively with stakeholders, including all affected local government authorities, key state government agencies and departments and communities. Ongoing consultation with stakeholders and partners is a crucial component in the implementation of the SIMP and this is outlined in the community and stakeholder engagement plan (section 5).

Australia Pacific LNG will continue the current consultation with and involvement of key stakeholders in the development and refinement of the action plans, monitoring program and engagement framework outlined in this document

The SIMP identifies six **action plans** which aim at mitigating social impacts, a framework for a **monitoring program** which will seek to monitor and measure the effectiveness of the SIMP and a **community engagement strategy** which will promote the ongoing role of the communities in which Australia Pacific LNG operates throughout all stages of the SIMP.

The **Housing and Accommodation action plan** identifies measures to mitigate the potential impacts of rising housing costs in the gas fields and pipeline region, due to an influx of construction and operations workers. Measures include providing accommodation for the construction workforce in temporary accommodation facilities and providing accommodation for commuting operational workforce in permanent camps. Additionally, actions which assist those workers relocating to the region to integrate with the local community will be undertaken. Australia Pacific LNG will, if required by market conditions, invest in worker housing and affordable housing in the region to reduce project induced housing cost growth.

A **Community Investment action plan** has been developed to assist communities in the gas fields and pipeline region mitigate social impacts and leverage off project induced benefits. Australia Pacific LNG's community investment will be centred around four themes; skills development, natural resource stewardship, safe and healthy communities, and sustainable management of population. It will be delivered through four main delivery mechanisms:

- Investment in social infrastructure
- Partnerships between Australia Pacific LNG and community organisations
- Sponsorships and donations to local organisations' projects or events
- Australia Pacific LNG employee giving and volunteering

Australia Pacific LNG has also developed an **Indigenous Engagement action plan**. Key components in the action plan are targeted measures to mitigate social impacts to the Indigenous population and traditional owners. These include providing training and education and employment opportunities, assisting Indigenous businesses with business development and fostering respect for Indigenous cultures and values within Australia Pacific LNG.

A **Community Health and Safety action plan** has been developed in response to concerns about the health and safety impacts to the region. Key actions are to undertake emergency response planning to address impacts to traffic, transport and emergency services, to develop or support community health and safety initiatives, and to provide strong workforce health and safety rules and protocols, including codes of conduct and wellbeing programs for workers.

The project's **Workforce and Training action plan** establishes cooperative strategies to provide training for existing and potential project employees. The strategies aim at providing relevant training to residents of the gas fields and pipeline communities, as well as to underrepresented and disadvantaged groups. Australia Pacific LNG will work closely with organisations such as Energy Skills Queensland (ESQ), Queensland Minerals and Energy Academy (QMEA) and the Department of Education and Training (DET) to implement the action plan.

The **Local Content action plan** includes implementing a local content policy aligned with the Australian Government's Australian Industry Participation Plan, to encourage local business participation in the Australia Pacific LNG project. Australia Pacific LNG is working with Department of Employment, Economic Development and Innovation (DEEDI) and the Industry Capability Network Queensland (ICN) to assist local businesses to understand tendering requirements.

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Australia Pacific LNG has also developed the framework for a **Monitoring, Review and Reporting Program**. The purpose of the monitoring program is to measure the effectiveness of the action plans, to increase Australia Pacific LNG's understanding of the communities in which it operates, and to foster continuous learning. The monitoring program will build on the performance indicators identified in each of the action plans and will be further developed in consultation with key stakeholders.

A **community engagement plan and grievance and dispute resolution policy** has also been developed for the SIMP. Australia Pacific LNG will establish Regional Community Consultative Committees (RCCC) as a key mechanism to foster dialogue with communities and stakeholders, to engage communities in the delivery of the action plans and to ensure participation in social impact monitoring. Australia Pacific LNG has a preference for establishing RCCC's with other LNG proponents where possible. In addition to the RCCC's, Australia Pacific LNG will continue to consult the communities in which it operates through a range of techniques.

## Abbreviations

<b>Acronyms, abbreviations and terms</b>	<b>Definitions</b>
APPEA	Australia Petroleum Production and Exploration Association
BSC	Banana Shire Council
CG / CoG	Coordinator-General of the state of Queensland
CHMP	Cultural Heritage Management Plan
CQLGA	Central Queensland Local Government Authority
CQU	Central Queensland University
DEEDI	Department of Employment, Economic Development and Innovation (Qld)
DEEWR	Department of Education, Employment and Workplace Relations
DERM	Department of Environment and Resource Management (Qld)
DET	Department of Education and Training (Qld)
DEWHA	Department of the Environment, Water, Heritage and the Arts (Cth)
DIP	Department of Infrastructure and Planning
DRET	Department of Resources, Energy and Tourism (Cth)
DTMR	Department of Transport and Main Roads (Qld)
EIS	Environmental Impact Statement
ESQ	Energy Skills Queensland
FBA	Fitzroy Basin Association
HR	Human Resources
IES	Indigenous Engagement Strategy
ILUA	Indigenous Land Use Agreement
JV	Joint Venture
LGA	Local Government Area
MRC	Maranoa Regional Council

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<b>Acronyms, abbreviations and terms</b>	<b>Definitions</b>
NRM	Natural Resource Management
NT	Native Title
NTRB	Native Title Representative Bodies
OECD	Organisation for Economic Co-Operation and Development
QCLNG	Queensland Curtis LNG Project
QFRS	Queensland Fire and Rescue Service
QGC	Queensland Gas Company
QICN	Queensland Industry Capability Network
QLD	Queensland
QMEA	Queensland Mineral and Energy Academy
RCCC	Regional Community Consultative Committee
SIA	Social Impact Assessment
SISP	Social Infrastructure Strategic Plan
SLA	Statistical Local Area
TAF	Temporary Accommodation Facility
ULDA	Urban Land Development Authority
WDRC	Western Downs Regional Council

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# Contents

- 1. Introduction ..... 1
  - 1.1 Purpose of the SIMP ..... 1
  - 1.2 Structure of the draft SIMP..... 1
  - 1.3 Australia Pacific LNG Sustainability Principles ..... 2
- 2. Project Summary..... 3
  - 2.1 Economic Benefits ..... 3
  - 2.2 Contribution to regional development ..... 4
  - 2.3 Workforce Profile..... 5
    - 2.3.1 Gas fields ..... 5
    - 2.3.2 Pipeline..... 5
  - 2.4 Existing socio-economic environment..... 6
    - 2.4.1 Gas fields ..... 6
    - 2.4.2 Pipeline..... 10
  - 2.5 EIS Community Engagement Outcomes ..... 15
- 3. Impact Summary and Mitigation Action Plans ..... 17
  - 3.1 Summary of Project Impacts and Benefits..... 17
  - 3.2 Action Plans ..... 25
    - 3.2.1 Partnerships ..... 25
    - 3.2.2 Housing and Accommodation ..... 27
    - 3.2.3 Community Investment..... 33
    - 3.2.4 Indigenous Engagement ..... 39
    - 3.2.5 Community Health and Safety ..... 45
    - 3.2.6 Workforce and Training Strategy ..... 50
    - 3.2.7 Local Content ..... 58
- 4. Monitoring, Reporting and Review Program..... 63
  - 4.1 Monitoring and Reporting Framework..... 63
  - 4.2 Review of the SIMP..... 66
    - 4.2.1 Internal review process ..... 66
- 5. Community and Stakeholder Engagement Plan..... 68
  - 5.1 Consultation undertaken since lodgement of the EIS..... 68

5.2 Approach to development of a Regional Community Consultative Committee (RCCC) . 76  
6. Grievance and Dispute Resolution Policy ..... 77

**Figures**

Figure 4-1 Structure of proposed monitoring framework.....64  
Figure 5-1 Proposed RCCC Framework .....76  
Appendix 2 – Figure 3-1 Components for delivery of community investment.....105

**Tables**

Table 2-1 Summary of key characteristics of affected communities .....10  
Table 2-2 Summary of key characteristics of affected communities .....14  
Table 3-1 Summary of Project Impacts and Benefits .....18  
Table 4-1 Example of proposed Monitoring Framework .....65  
Table 5-1 SIMP specific engagement undertaken .....69  
Table 6-1 Impact Analysis .....82

**Appendices**

- Appendix 1 - Impact Analysis
- Appendix 2 - Community Investment Framework
- Appendix 3 - ESQ Letter of Support

## 1. Introduction

Australia Pacific LNG proposes to develop a world-scale, long-term coal seam gas (CSG) to liquefied natural gas (LNG) project in Queensland. The Project is anticipated to spend approximately A\$35 billion through to 2020.

### 1.1 Purpose of the SIMP

The Queensland State Government's Sustainable Resource Communities Policy (2008) states that all proponents undertaking significant resource projects in Queensland will be required to develop a Social Impact Management Plans (SIMP). As outlined in the draft DIP Social Impact Management Plan Guidelines, the purpose of a SIMP is to establish the roles and responsibilities of proponents, government, stakeholders and communities throughout the life of a project in the mitigation and management of social impacts and development of opportunities associated with the construction, operation and decommissioning of major resource development projects.

A draft SIMP has been developed for each of the downstream (LNG facility) and upstream (gas fields and pipeline) components of the Australia Pacific LNG Project to establish and define Australia Pacific LNG's management of social performance throughout the life of the Project. This draft SIMP relates to the construction, operations and decommissioning of the gas fields and gas pipeline infrastructure. The separation of SIMPs according to these two components will enable the community to better understand the proposed actions which Australia Pacific LNG will undertake in the area which affects them, and also acknowledges the different existing environments and potential impacts across the various Project areas.

This revised draft SIMP is a work in progress and will continue to be developed in consultation with the government, community and other stakeholders over the life of the Project. The Project SIMP outlines the potential impacts and opportunities associated with the Project<sup>1</sup> and presents action plans to illustrate how Australia Pacific LNG proposed to respond to these.

### 1.2 Structure of the draft SIMP

The revised draft Social Impact Management Plan is structured around the following five components:

**Section 1:** Describes the purpose and structure of the draft SIMP and provides an introduction to the Project.

**Section 2:** Establishes the baseline for the mitigation strategies through a description of the Project, the existing socio-economic environment present in the study area and an overview of the community engagement undertaken to date.

**Section 3:** Provides an overview of the potential social and economic impacts and benefits to be addressed through the SIMP and mitigation action plans associated with the key impact areas.

**Section 4:** Presents a framework for the proposed Monitoring, Reporting and Review Program.

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<sup>1</sup> As assessed in the EIS in Volume 2, Chapters 20 and 21

**Section 5:** Outlines the proposed Community Engagement Strategy for the Project including processes to engage with the community regarding the ongoing development and implementation of the SIMP.

**Section 6:** Details the Australia Pacific LNG Grievance and Dispute Resolution policy.

### **1.3 Australia Pacific LNG Sustainability Principles**

The Australia Pacific LNG Project aspires to be at the forefront of sustainable practices, contributing to a positive future for customers, communities, investors and employees. The Australia Pacific LNG sustainability principles were drawn from to guide the completion of the SIA and this draft SIMP, ensuring that the proposed strategies are consistent with the Project's overall approach and that contribution to sustainable development is maximised. Specifically, the Australia Pacific LNG sustainability principles relevant to the social environment are:

- Fostering the health and wellbeing of Australia Pacific LNG's workforce
- Respecting the rights, interests and diverse cultures of the communities in which Australia Pacific LNG operates
- Engaging regularly, openly and transparently with people and communities affected by Australia Pacific LNG's activities, considering their views in its decision-making and striving for positive social outcomes
- Working cooperatively with communities, governments and other stakeholders to achieve positive social and environmental outcomes, seeking partnership approaches where appropriate
- Upholding exemplary ethical behaviour in all aspects of Australia Pacific LNG's business
- Identifying, assessing, managing, monitoring and reviewing risks to Australia Pacific LNG's workforce, its property, the environment and the communities affected by its activities
- Ensuring that all employees and contractors work consistently with its sustainability principles, commitments, values and systems

The sustainability principles have been used as a key reference point for:

- Identifying and analysing potential impacts of the Project on the natural and socio-economic environment
- Identification and assessment of risks associated with impact; to assist with decision making about project planning and development options
- Consideration of opportunities
- Aiding in the formulation of project commitments and mitigation strategies

The process for integrating sustainability analysis and commitments into the Project's lifecycle will be adherence to the 'Plan, Do, Check, Act' continuous improvement cycle. Guided by these principles, Australia Pacific LNG aims to deliver sustainable long-term benefits to the communities within which it operates, in collaboration with government, industry and communities.

## **2. Project Summary**

Australia Pacific LNG proposes a project which will contribute to the creation of a world scale, long-term industry in Queensland, utilising Australia Pacific LNG's substantial coal seam gas (CSG) resources. This will generate jobs and further investment in Queensland. The 30 year Project has the following objectives:

- Development of the Walloons gas fields in the Surat Basin in south central Queensland with up to 10,000 CSG wells
- Construction and operation of a 450km main gas pipeline to connect the Walloons gas fields with the LNG facility near Laird Point on Curtis Island near Gladstone
- Construction and operation of an LNG facility near Laird Point for production and export of up to approximately 18Mtpa of LNG

This draft SIMP applies specifically with the construction and operation of the gas fields' and pipeline (upstream) components of the project. The gas fields are located in the Bowen Basin and Surat Basin in south-east Queensland, covering an area of approximately 572,000 hectares extending from north of Wallumbilla to Millmerran within the Darling Downs.

The gas fields' component of the Project is located within the Western Downs, Maranoa and Toowoomba Regional Council areas and incorporates a range of large and medium sized towns and small rural communities. The major towns in the gas fields study area include Roma, Miles, Chinchilla and Dalby.

The gas pipeline is approximately 450km in length, stretching from the northern Walloons area near Miles and tracking north towards the liquefied natural gas (LNG) facility to be located on Curtis Island, near Gladstone.

The gas pipeline component of the Project is located within the Banana Shire Council, Western Downs Regional Council and Gladstone Regional Council areas and incorporates a range of large and medium sized towns and small rural communities. The major towns in the pipeline study area include Miles, Wandoan, Taroom, Theodore, Biloela and Gladstone.

### **2.1 Economic Benefits**

Australia Pacific LNG's investment of some A\$35 billion through to 2020 is expected to generate benefits at the regional, state and national level including:

- Contribution to the national economy (Gross Domestic Product) of approximately \$A1.3 billion annually, on average
- Contribution to the Queensland economy (Gross State Product) of an expected A\$2.0 billion annually
- Contribution to increased national and state employment during the construction stage of the Project through the creation of approximately 9,900 jobs (directly and indirectly), with approximately 7,600 of those jobs sourced in Queensland.

- Contribution to increased employment in Queensland during the operations phase of the project by the creation of an estimated 9,000 jobs (directly and indirectly), with approximately 5,000 of those jobs in the mining and gas industry
- Diversification of the regional economy via the creation of a new, long-term gas processing and export industry
- Opportunities to increase local employment via apprenticeships, scholarships and vocational training programs
- Contribution to the local economy via local government rates and taxes, local procurement and community investments

## **2.2 Contribution to regional development**

The Australia Pacific LNG project will make a significant contribution to regional development in the gas field area, including, though not limited to:

- Creation of a new, long-term gas processing and export industry
- Growth in local businesses supplying goods and services to the Australia Pacific LNG contractors, staff and families
- Opportunities to increase local skills capacity via apprenticeships, scholarships and vocational training
- Opportunity to support work readiness programs and pre-trade training concepts
- During the construction phase, the workforce will average around 1,200 staff over the next two decades (given that there will be a number of different locations at which the wells will be situated), with the workforce peaking at up to 2,100 in 2013
- The operation of the gas fields will be a major development in the region, requiring an operational workforce of around 500 people in 2016 (increasing to over 700 people by 2027)
- The largest increases employment opportunities during the construction phase of the Project is expected to be in the construction, cultural and recreational services, finance and insurance, retail trade, wholesale trade, health and community services, and accommodation, cafés and restaurants sectors

Australia Pacific LNG is committed to working with government and regional stakeholders to maximise the long-term benefits of the Project and potential for contribution to the sustainable development of the region. A key strategy of Australia Pacific LNG to maximise long-term benefits and contribution to sustainable growth is to work with government and key stakeholders to ensure the Project is aligned with regional strategies and plans, including, but not limited to:

- Toward Q2: Tomorrow's Queensland (Department of Premier and Cabinet)
- Blueprint for Queensland's LNG Industry (DEEDI)
- Sustainable Resource Communities Policy: Social Impact Assessment in the Mining and Petroleum Industries (DEEDI)
- Surat Basin Future Directions Statement 2010
- Queensland Health Strategic Plan 2007-2012 (Queensland Health)

- Department of Emergency Services Strategic Plan 2008 to 2012 (Department of Emergency Services)
- Queensland Skills Plan 2008 (DET)
- Maranoa–Balonne Regional Plan
- Toowoomba Regional Council Corporate Plan 2009 to 2014
- Maranoa Regional Council Corporate Plan 2009 to 2013
- Western Downs Regional Council Corporate Plan 2009 to 2013

## **2.3 Workforce Profile**

A summary of the workforce profile for the gas fields and pipeline is provided in this section, with a detailed overview in Volume 2 and 3, Chapter 20 of the EIS.

### **2.3.1 Gas fields**

#### **Construction**

Construction of the gas fields will be undertaken via a rolling process, and is expected to begin in 2011 and be largely completed by 2027. Between 2012 and 2017, an average workforce of approximately 1,800 will be required per year. This will peak in 2013 with an estimated 2,100 construction workers in the gas fields throughout this year. The construction workforce hours of work and rotational rosters vary between each of the segments of the workforce and will be developed by the construction contractors.

#### **Operations**

The operational workforce requirements for the gas fields will commence in 2011, with an average of 30 workers required within the first year. Operational workforce requirements will steadily increase between 2011 and 2027, with a peak of 700 workers. Between 2011 and 2027 an average of 500 workers will be required per year. Workforce numbers beyond 2027 are anticipated to remain comparable to the 2027 level. In addition to the gas fields' operational workforce, there will be requirements for a small number of workers in the logistics hubs in Brisbane, Miles and Roma. A variety of rosters will be utilised to accommodate the local and non-local operational workforce.

### **2.3.2 Pipeline**

#### **Construction**

Construction of the gas pipeline is expected to take approximately 20 months, commencing in 2012 and concluding in 2013. Construction of the gas pipeline will require an estimated peak workforce of 1,000 employees, split into four groups being the Main Crew, and three specialist crews of workers called "Fly Groups". The construction of the gas pipeline will commence in the vicinity of Miles, working towards the north for completion in Gladstone. The majority of the pipeline construction workforce is anticipated to work on a 28 days on, 9 day off roster and reside in temporary construction camps.

## Operations

During the operational phase of the Project it is expected a workforce of 20 field employees and 50 office and control employees (Brisbane based) will be required to undertake operational and maintenance activities for the gas pipeline. The operational workforce will have varied rosters based upon roles and responsibilities to ensure adequate requirements are met.

## 2.4 Existing socio-economic environment

Detailed profiles of communities within the gas fields study area are presented in the social baseline assessment in Volume 5 Attachment 42 of the EIS, with a summary of key social characteristics outlined in the below section.

### 2.4.1 Gas fields

#### Population

At the time of the 2006 Census, the total resident population of the gas fields study area was 22,890. In the ten-year period from 1996 to 2006, the gas fields' population grew modestly from 21,650 to 22,890. The preliminary estimated resident population of Western Downs Regional Council (which comprises much of the study area) as of the 30<sup>th</sup> of June 2009 was 31,469 people, an increase of 496 people or 1.6 per cent over the year. This compares with an increase of 548 people or 1.8 per cent in the year to June 2008.

Projections<sup>2</sup> released in 2008 indicate that by 2016 the expected population of Western Downs Regional Council will be between 31,470 and 35,020 people. By 2031 this is expected to change to between 32,640 and 42,570 people (low and high series).

#### Indigenous Australians

In 2006, there were 1,314 persons of Aboriginal and/or Torres Strait Islander heritage in the gas fields study area of which the majority (45%), resided in Dalby Statistical Local Area (SLA), followed by Chinchilla SLA (13%). Consistent with national trends, the Indigenous community was very young with 60% aged younger than 25 years.

Indigenous households recorded considerably lower incomes in comparison to the overall population (A\$769 compared with A\$966 per week) with considerable variation within the gas field communities, ranging from A\$575 per week for Indigenous households in Tara, compared with \$971 per week for Indigenous households in Wambo.

Within the gas fields region there was a low Indigenous workforce participation rate, particularly in Tara SLA at 31.8%. The Indigenous workforce in the gas fields study area was predominately employed by the private sector (85%), which is high in comparison to the Queensland average (60%).

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<sup>2</sup> Office of Economic and Statistical Research (2008) *Western Downs Regional Council Snapshot*

In 2006 there were 411 students of Aboriginal or Torres Strait origin attending preschool, primary school or secondary school. The proportion of Indigenous students in the region enrolled in vocational education and training, and working full-time was higher than the Queensland average.

In general across the gas fields SLA's, the Indigenous population experiences greater levels of social-economic disadvantage than the non-Indigenous community, with considerably higher levels of unemployment, lower levels of employment participation and education attainment and associated lower household income levels.

### **Income and affordability**

Income levels in the gas fields study area have increased from 2001 to 2006 between 11.1% in Millmerran SLA (from A\$880 per week) to 51.3% in Chinchilla SLA (from A\$719 per week). As at 2006, the median weekly household income in gas fields SLAs ranged from A\$802 per week in Tara SLA to A\$1,088 per week in Chinchilla SLA, all of which were lower than the Queensland average. Miles had the lowest median household income of \$789 per week which is significantly lower than the national median of A\$1,225 per week.

In 2007, 49.4% to 64.8% of residents in communities located within the gas fields' area were receiving some form of government allowance; compared to 18% for Queensland.

### **Employment and business**

The workforce participation rate for the gas fields' area was 67.6% in 2006. This was marginally higher than the Queensland participation rate of 66.3%.

In 2006, the Agriculture, Forestry and Fishing sector was the largest employer in all gas fields' SLAs, with the exception of Chinchilla, where the Construction sector (19.5%) accounted for the majority of employment. The proportion of people employed in the Agriculture, Forestry and Fishing sector as a percentage of all employment did however decline across all SLAs, with the greatest decline in Millmerran SLA (decline of 14.9%).

The unemployment rate in the gas fields decreased in all SLAs between March 2001 and March 2009, with the largest decrease recorded in Tara SLA (9.4% to 3.4%). As at March 2009, the unemployment rate in all gas fields SLAs was significantly lower than Queensland (4.0%) and national (4.6%) rates.

### **Education and training**

From 2001 (23.8%) to 2006 (26.4%), there was an increase in the proportion of people within the gas fields study who indicated year 12 or equivalent as their highest year of schooling achieved. In the urban localities within in the gas field study area, the towns with the lowest proportion of individuals attaining year 12 or equivalent education were Chinchilla (26.9%), Miles (27.7%) and Dalby (29.3%). The remaining centres had proportions exceeding 30%.

A high proportion of the population (55%) within the gas fields study area have achieved certificate level qualifications compared to the Queensland average (35%). The majority of these qualifications within the study area were gained from vocational education providers. These statistics reflect the agriculture and manufacturing characteristics in the region where vocational qualifications are commonly required within these sectors.

Southern Queensland institute of TAFE(based in Toowoomba) has campuses in Chinchilla, Dalby and Roma.

There are no tertiary institutions located directly within the gas fields' study area. The closest tertiary institutions are the University of Southern Queensland (Toowoomba campus) and the University of Queensland (Gatton campus).

### **Housing and accommodation**

At the time of the 2006 Census, there were approximately 8,376 dwellings located in the gas fields' study area. The majority of these were single detached dwellings, with town houses and units being most prevalent in the urban localities.

The median price of houses in the gas fields' urban centres has grown significantly during the last five years, with Miles recording the greatest growth (from \$96,600 to \$193,200 between 2005 and 2007). Tara recorded the lowest median house price for all centres in the gas fields (2008), however has experienced significant growth during the last 12 months. A range of factors are believed to have contributed to the significant increase to house prices, including increased demand associated with the growth of the mining and construction sectors.

All centres in the region are experiencing high rental price growth, especially Chinchilla and Roma where rents have increased by 55% and 95% respectively since the 2006 Census.

Queensland's Department of Communities (2008) reports there are 479 social housing dwellings in the gas fields' study area. The majority of these are provided through the State housing department, although a high proportion of dwellings are also rented through not-for-profit social housing providers. Public housing waiting periods are lower in the gas fields' study area than Queensland more broadly. The exception is one bedroom dwellings, which have an average waiting period of almost three years.

A study undertaken by the Department of Planning and Infrastructure found the non-resident workers accounted for 12-90% of total hotel and motel occupation rates in 2008 which compared to an average of 28% across the Surat Basin. High demand and low supply of commercial accommodation was particularly evident in Wandoan and Chinchilla with 90% and 53% respectively of all available beds being booked for non-resident workers.

### **Community health and safety**

Public hospitals located within, or in close proximity to the gas fields' study area include:

- Chinchilla Health Services
- Dalby Health Services
- Miles Health Services
- Roma Hospital

Roma is home to the Queensland Health, South West Health Service District head office and is the largest provider of medical and health services in the gas fields' study area. Queensland Government health indicators suggest that the population of the study area has poorer health outcomes than the Queensland average, particularly with regard to obesity and physical activity.

Aged care services within the gas fields' study area include aged care facilities, respite and palliative care accommodation, home and community care (HACC) such as Meals on Wheels services, assisted living and allied health services. A new A\$10.5M 40-bed aged care facility in Roma was completed in 2006.

The Queensland Police Service is the primary law enforcement agency for the State of Queensland. The gas fields' study area falls within the Dalby and Roma Police districts, in the Southern Region. There are police stations located in each of the urban localities within the study area.

### **Facilities and services**

The array of services and sporting and recreational options is diverse throughout all urban localities with a reasonable variety of options available in Roma, Dalby, and Chinchilla. During stakeholder meeting in the gas fields' region, Roma-based community organisations stated that the community has a broader need for improved youth and cultural-awareness programs.

A review of Regional Council and relevant websites was undertaken to establish the number and type of community events for each of the urban localities in the gas fields' study area. The findings indicate active communities, with a diverse range of events throughout the year.

### **Community values, attitudes and liveability**

Community engagement undertaken by the Regional Councils in preparing respective corporate plans provides an increased understanding of community values and attitudes within the gas fields area. Through the community consultation process for the Western Downs Regional Council Corporate Plan 2009-2013 community members highlighted that they valued their quality of lifestyle, community identity, clean environment, long-term water solutions and harmony between the energy sector and traditional industries.

Information from the Maranoa Regional Council Corporate Plan 2009 to 2013 and the Maranoa–Balonne Regional Plan 2009 identified a number of key themes pertaining to community values and attitudes in the region, including:

- Fostering community cohesion while celebrating diverse cultural backgrounds
- Maintaining a relaxed and safe rural lifestyle for residents
- A strong connection to the area's heritage and traditional values
- A strong vision for healthy, liveable and prosperous places
- A desire to create a wealth of opportunities for future generations
- A progressive and resourceful outlook with a desire to broaden the economic base
- Strong ties to agricultural industries and sustainable production

During focus group discussions with Surat Basin communities (Roma, Dalby, Chinchilla and Toowoomba) the Surat Basin Scoping Study 2008 reported community perceptions around the areas current liveability and rural lifestyle. Participants nominated high levels of social capital, particularly in the smaller communities, as an asset. The region's communities were regarded as possessing a strong sense of identity and being cooperative, collaborative and welcoming places. The low commuting times, more relaxed lifestyle, safety and family friendliness, rural setting, open space and recreation options were all viewed as valued elements of the surveyed communities.

Additional social research conducted in the gas fields found that that local businesses are supportive of development in the coal seam gas industry, however identified some issues of concern relating to day-to-day capacity of their towns (for example, retention of employees for small businesses, reduction in the availability of services).

### Summary of key baseline statistics

Table 2-1 below outlines a comparison between the gas fields SLA's and Queensland averages based on the most recent accurate information available at the time of compilation.

**Table 2-1 Summary of key characteristics of affected communities**

Characteristic	Chinchilla	Dalby	Miles	Roma	Gas field	Qld
Population, 2008	4,067	10,546	1,296	6,438	22,889	4,091,546
Average age, 2006	40.5	36.1	41.5	34.4	38.5	37.2
Population AAGR, 1996 to 2008	2.2%	1.0%	1.5%	0.6%	2.6%	2.1%
Estimated population AAGR, 2009 – 2031	1.5%	0.9%	0.4%	0.2%	0.7%	1.7%
Indigenous population, 2006	3.5%	6.1%	7.3%	8.9%	3.5%	3.3%
Unemployment rate, Sept Quarter 2008	1.3% <sup>a</sup>	3.1% <sup>c</sup>	1.1% <sup>d</sup>	2.1%	1.5%	4.1%
Average weekly household income, 2006	\$1,094	\$1,070	\$789	\$1,155	\$966	\$1,202
Education completed up to Grade 12, 2006	26.90%	29.30%	27.70%	33.70%	26.4%	41.3%
Median dwelling price, 2009	\$235,000	\$260,000	\$175,000	\$235,000	NA	\$414,000 <sup>b</sup>
Average weekly rent, 2006	\$180	\$165	\$119	\$143	\$108	\$213

<sup>a</sup> based upon Chinchilla SLA estimate as data at the town level were not available for Chinchilla; <sup>b</sup> Brisbane only

<sup>c</sup> based upon Wambo SLA estimate as data at the town level were not available for Dalby; <sup>d</sup> based upon Murilla SLA estimate as data at the town level were not available for Miles

AAGR – Aggregated Annual Growth Rate

## 2.4.2 Pipeline

### Population

The total population of the gas pipeline SLAs was 19,638 in 2006, which represents a fall in population size from the 2001 ABS Census. In 2006, Banana SLA accounted for nearly three quarters of the gas pipeline population which is also consistent with previous years' Census. A DIP survey conducted in 2008 found that Wandoan and Miles had the highest proportion of non-resident workers at 15.0% (n = 52) and 11.3% respectively.

## **Indigenous Australians**

In 2006, there were 1,617 residents persons of Aboriginal and/or Torres Strait Islander heritage in the gas pipeline study area. Of this population, the majority, 552 or 67% resided in Gladstone followed by Banana SLA (27%). There were very low numbers of Indigenous persons in the Taroom and Calliope Pt B SLAs. In line with population trends for Indigenous persons in Queensland and throughout Australia, the age distribution of the population was very young, with 61% aged younger than 25 years.

A considerably larger proportion of the Indigenous workforce in the study area was employed by the private sector (80%) in comparison to the Queensland average (60%) in 2006. Within the study area, the predominant fields of employment for Indigenous people in 2006 were manufacturing, construction and retail trade.

Data from the 2006 Census showed that there were 519 students of Aboriginal or Torres Strait origin who were attending preschool, primary school or secondary school in the gas pipeline study area. There was approximately half the number of secondary school students than primary school students attending school.

The Indigenous population experience greater levels of social-economic disadvantage than the non-Indigenous community, with considerably higher levels of unemployment, lower levels of education attainment and associated lower household income levels.

## **Income and affordability**

Between 2001 and 2006, the average weekly household income increased by 22.6%, 36.9% and 38.5% in Taroom, Banana and Calliope Pt B SLAs respectively. In 2006, the highest weekly household income was recorded in Banana SLA (A\$1,370 per week), followed by Calliope Pt B (A\$1,122 per week) and then Taroom (A\$987 per week).

In 2007, 26.0% to 35.2% of residents in the gas pipeline corridor SLAs were receiving some form of government allowance with the aged pension being the main type of allowance received.

## **Employment and business**

As at 2006, the workforce participation rate for the pipeline study area was 89.9% which was significantly higher than for Queensland as a whole (66.3%). Employment in the pipeline SLAs is characterised by the dominance of the agricultural, mining and manufacturing sectors.

Taroom had a low unemployment rate (at just 0.4%) which is one of the lowest rates in Queensland. As at the March quarter 2009, Calliope Pt B (5.5%) was the only SLA to record an unemployment rate higher than the Queensland average of 4.5%.

## **Education and training**

In 2006, Banana SLA (71.8%) recorded the highest proportion of people completing school to year 10 or above in the gas pipeline study area, followed by Taroom (71.1%) and Calliope Pt B (69.4%). These are slightly below the State and national averages of 76.4% and 75.1% respectively.

As at the time of the 2006 Census there were 3,646 school-aged children in the gas pipeline area, accounting for 18.6% of the total population.

There are 17 public schools and 8 private schools in the studied gas pipeline urban localities. There are 11 TAFE institutes in Queensland and two statutory TAFE institutes. Central Queensland University (CQU) has a campus in Gladstone and the University of Queensland (UQ) has a teaching hospital in Moura and Theodore.

## **Housing and accommodation**

At the time of the 2006 Census, there were approximately 7,075 dwellings in the gas pipeline SLAs with the majority of these being single detached dwellings. Between 2001 and 2006, two of the four gas pipeline urban localities recorded increases in the proportion of owner-occupied homes – Biloela (4%) and Miles (3%).

For the period 2004 to 2008 the greatest increase in median house price was in Miles, increasing from A\$81,340 to A\$222,200, representing an AAGR of 28.6%. The median price for units in Biloela increased by 307.1% in the same period due to high demand from the mining industry and low supply of housing recording a median price of A\$403,000 in 2008. In August 2009, the highest median weekly advertised rent was in Gladstone (\$345 pw), followed by Biloela (\$290 pw) and Miles (\$220 pw).

The Queensland Department of Communities reports there are 943 social housing dwellings in the Gladstone Regional Council area. There are an additional 211 social housing dwellings in Biloela, 21 in Theodore and 8 in Thangool. Overall, public housing waiting periods are lower in the gas pipeline area than Queensland more broadly. The exception is the provision of seniors' dwellings and dwellings with more than four bedrooms within the study area, which have an average waiting period of almost three years.

## **Community health and safety**

The primary hospitals providing the most diverse range of services for the gas pipeline areas are Gladstone and Biloela hospitals. Other hospitals located within, or in close proximity to, the gas pipeline area include Theodore Hospital, Taroom Health Services, Wandoan Outpatients Clinic and the co-located Mater Misericordiae Private Hospital (the Mater) in Gladstone,

## **Facilities and services**

Within the gas pipeline study area, Miles and Theodore recorded the highest number of child care facilities, with 3.4 and 3.0 facilities per 100 children aged 0 to 4 respectively. The Gladstone region is serviced by seven kindergartens and 13 child care centres and family day care schemes. Waiting lists of 12 months are common for child care centres in Gladstone.

The array of cultural, community, sporting and recreation options are diverse throughout all urban localities, with a particularly large number of options available in Gladstone and Biloela.

## **Community values, attitudes and liveability**

The Banana Shire Council community survey conducted in 2008 addressed residents' perceptions of the community, community wellbeing, amenity and liveability. The survey found that the respondents rated Banana Shire as a good place to bring up kids (93%), and is a stable (83%), relaxed (85%) and a safe rural place to live (92%). The survey respondents also rated their connections with other community members ("good mix of people" (87%) and "the people are friendly" (92%) as an important contributor to their community spirit and positive sentiment to living in Banana Shire.

Survey respondents reported that they value that their community has an availability of social services and infrastructure, and also maintains its rural country lifestyle and identity.

The survey respondents raised issues regarding the need for improved local roads and youth and medical services and facilities. The respondents also raised environmental concerns related to, water access, weed management, coal mine pollution and fauna management.

Stakeholder consultation conducted as part of the EIS supported the view that Gladstone residents appear to embrace new industries, however are well aware of the challenges associated with social change caused by increased development and the need to manage these challenges closely.

## **Summary of key baseline statistics**

Table 2-2 below outlines a comparison between the gas pipeline SLA's and Queensland averages based on the most recent accurate information available at the time of compilation.

**Table 2-2 Summary of key characteristics of affected communities**

Characteristic	Biloela	Theodore	Cracow	Taroom	Wandoan	Miles	Gladstone	Gas pipeline	Qld
Population, 2006	5,716	473	122	630	385	1,296 <sup>d</sup>	30,734	19,638	4,091,546
Median age, 2006	34.4	39.7	31	42	40	41.5	33.7	36.6	37.2
Population AAGR <sup>a</sup> , 1996 to 2006	0.03%	-0.6%	NA	NA	NA	1.5% <sup>e</sup>	1.5%	0.1%	2.1%
Estimated population AAGR, 2009 – 2031	0.02%	-0.8%	NA	NA	NA	0.4%	1.9%	0.5%	1.7%
Indigenous population, 2006	3.0%	11.2%	13.1%	3.17%	1.03%	7.3%	3.8%	3.0%	3.3%
Unemployment rate, March quarter 2009	3.2% <sup>b</sup>	3.2% <sup>b</sup>	3.2% <sup>a</sup>	0.4%	0.4% <sup>a</sup>	1.1% <sup>c</sup>	4.3%	2.3%	4.0%
Median weekly household income, 2006 (A\$)	\$1,375	\$1,093	\$900	\$795	\$623	\$789	\$1,344	\$1,323	\$1,202
Completed up to Grade 12, 2006	34.40%	30.00%	31.5%	21.8%	26%	27.70%	35.20%	30.0%	41.3%
Median dwelling price, 2009 (A\$)	\$307,500	\$172,500	NA	\$180,000	\$190,000	\$175,000	\$360,000	NA	\$414,000 <sup>c</sup>
Average weekly rent, 2006 (A\$)	\$161	\$108	NA	\$80	\$85	\$119	\$180	\$118	\$213

a Average Annual Growth Rate; b based upon Banana SLA estimate as data at the town level was not available for Biloela/Theodore/Cracow; c Brisbane only; d 2008 population estimate; e based upon Murilla SLA estimate as data at the town level were not available for Miles

## 2.5 EIS Community Engagement Outcomes

In applying Australia Pacific LNG's sustainability principles of respecting the rights, interest and cultures of communities, engaging openly and transparently, and working cooperatively to achieve positive outcomes, extensive work has been undertaken to gain an understanding of stakeholder views of the Project and how it may affect people in the communities spanning the gas fields, gas pipeline corridor and downstream facilities.

Stakeholder engagement in the gas fields and pipeline regions, for the purpose of the Australia Pacific LNG Project, began in late 2008 using a range tools and methods, including:

- Focus groups
- Community information sessions
- One-to-one meetings
- Newsletters, information sheets, print advertisements and posters
- Project-dedicated website, email address and toll-free project hotline

Key stakeholders involved in the EIS study included the broader community, local, state and federal elected representatives and officers from regulatory bodies; local councils and peak industry; Indigenous Australians; and environmental, business and community groups. Feedback received from these stakeholders was used to inform various project decision-makers, including those involved in matters relating to the SIA.

Stakeholder engagement specific to the SIA was undertaken in the form of one-to-one meetings with key stakeholders to assist in identifying and assessing social impacts and to discuss the appropriateness and effectiveness of proposed mitigation strategies. Stakeholders engaged specifically as a part of the SIA process for the gas fields and gas pipeline areas included:

- Department of Communities
- Department of Education and Training (DET)
- Department of Employment, Economic Development and Innovation (DEEDI)
- Department of Environment and Resource Management (DERM)
- Department of Infrastructure and Planning (DIP) - Social Impact Unit
- Department of Infrastructure and Planning - Planning Information and Forecasting Unit (PIFU)
- Queensland Health
- Queensland Police Service
- Western Downs Regional Council
- Maranoa Regional Council
- Banana Shire Council
- Enterprise Biloela Association Inc
- Taroom and District Development Association

- Taroom Health Services
- Community Non-Government Organisations

Key themes identified as areas of concern for communities and stakeholders in the gas fields and pipeline regions were:

- Infrastructure and services
- Impact on community values
- Monitoring of social impacts
- Impact on agriculture and local businesses
- Opportunities for local employment
- Impact on housing availability and cost
- Landholder engagement
- Location of temporary accommodation facilities

### 3. Impact Summary and Mitigation Action Plans

This Section summarises the potential impacts upon and benefits to communities in the gas fields and pipelines regions which may arise as a result of Project development either in isolation or cumulatively with other projects.

The most significant impacts and benefits can be summarised within six key themes:

- Housing and Accommodation
- Community Investment
- Indigenous Engagement
- Workforce and Training
- Local Content
- Community Health and Safety

Australia Pacific LNG has committed to developing Strategies for each of the key six themes outlined above which will provide a roadmap for Australia Pacific LNG and its stakeholders in responding to Project related social and economic impacts and benefits.

The strategies will clearly link actions to impacts and outline how impacts and associated mitigation measures will be assessed and reviewed over the life of the project, which will then be fed into the Monitoring, Review and Reporting Framework. The strategies will also form the basis for ongoing partnership and collaboration between Australia Pacific LNG, State government agencies, non-government organisations and the community.

The strategies are being developed through extensive research, data collection, and consultation to ensure that they align with the aims and objectives of existing local and regional strategies and policies.

Each strategy is currently at a different point in development, with some, such as Local Content in the finalisation and implementation phase, while others, such as Housing and Accommodation are in the research and consultation phase. This reflects the complex nature of the Project and alternate timing of various aspects of the Project. It is anticipated that all of the strategies will be developed by the time the Project has achieved a Financial Investment Decision (FID).

As further detailed in Section 3.2, action plans to support the implementation of each strategy are being (or have been) developed for each key theme.

#### 3.1 Summary of Project Impacts and Benefits

Table 3-1 provides a summary of the social impacts and benefits for the Australia Pacific LNG project for the construction and operational phases of the gas fields and pipeline. The summary includes impacts and benefits where the probability **and** consequence was rated as either high or medium. Links to corresponding key mitigation strategies and notes on how these will mitigate impacts is also included. Further management/ mitigation strategies are presented in Table 6-1, Appendix A.

**Table 3-1 Summary of Project Impacts and Benefits**

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
Population impact	Cons	Increase in population of gas fields and pipeline region	Housing and Accommodation Workforce and Training Community Investment	These strategies will seek to ensure that Australia Pacific LNG contributes to sustainable population increase which does not place undue stress on existing infrastructure and services. The Housing and Accommodation Strategy will facilitate the provision of additional housing for Project employees relocating to the region, and support increased availability of affordable and social housing to ensure vulnerable groups and key workers continue to be able to live affordably in the region. Local residents will have opportunities to be provided with training and access employment through the Project and in other industries, including a focus on underrepresented groups such as the unemployed which will limit population growth through higher utilisation of existing residents.
Demographic profile	Cons/Ops	Increase in the proportion of young males due to construction workforce demographics	Community Health and Safety Housing and Accommodation	The community health and safety strategy, Project Rules and a Code of Conduct will be strongly implemented to alleviate community concerns regarding a high influx of young males. The Housing and Accommodation strategy will encourage operational workers and their families to reside in the gas fields region, where appropriate, and accommodate the majority of single employees within the Temporary Accommodation Facilities.
Indigenous Australians	Cons	Reduced ability to access to affordable housing	Housing and Accommodation Community Investment Indigenous Engagement Workforce and Training	All of the strategies have a focus of supporting the most vulnerable members of the community such as Indigenous persons who may be the greatest affected by the potential project impacts. While the Indigenous Engagement Strategy (IES) has a specific focus on Indigenous people, all of the Project's key strategies will be cognisant of the unique issues faced by the Indigenous Community.
	Cons / Ops	Difficulty in securing and	Indigenous Engagement	The Indigenous Engagement Strategy and Local Content Strategy will

<sup>3</sup> Phase of the project: Cons = construction / Ops = operations

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
		retaining employment on the Project	Workforce and Training	focus on identifying specific opportunities for Indigenous local businesses to engage with the project as well as working with Native Title claimants to establish businesses to support the ongoing sustainable development of their community. This will include facilitating joint venture arrangements with successful existing Indigenous businesses to provide mentoring and other corporate support. The Workforce and Training Strategy will provide specific opportunities for Indigenous community members to undertake job-specific training with opportunities for employment, while the IES will lead to the development of cultural awareness training for all employees so that they understand the importance of Indigenous culture and appropriate processes.
	Cons / Ops	Lack of business development opportunities realised	Indigenous Engagement Local Content	
	Cons / Ops	Lack of respect for Indigenous Australian culture	Indigenous Engagement	
Income and affordability	Cons / Ops	Increased cost of living	Housing and Accommodation Community Health and Safety	<p>The Housing and Accommodation Strategy will mitigate potential increased cost of living through facilitating development of additional affordable and social housing. This will assist in responding to increased housing and rental costs associated with investor speculation and increased demand as early as possible. This will aim to include partnerships with organisations such as the ULDA, Department of Communities and Local Housing Providers.</p> <p>The Workforce and Training Strategy will focus on assisting unemployed or underemployed persons access training and employment in the CSG-LNG and other industries, thus increasing the ability to achieve greater wage parity. The strategy will also consider ways that Australia Pacific LNG can provide housing for re-locating employees to moderate demand on the market.</p> <p>The Community Investment Strategy will identify opportunities for Australia Pacific LNG to provide financial and in-kind support to community support services and social infrastructure providers and establish partnerships which deliver programs to respond to income and affordability impacts.</p>
	Cons	Social divide resulting from increased wage gap (that is, the 'haves' and 'have nots')	Community Investment Workforce and Training	

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
Employment, training and business	Cons / Ops	Opportunity to increase labour-force participation and increase local skills capacity	Workforce and Training	Opportunities for employment will be enhanced through developing and supporting training programs to upskill local residents for the Projects construction and operation phases. The Workforce and Training Strategy will identify and support training programs that focus on under represented groups such as the unemployed, women and mature aged persons and provide successful trainees with employment opportunities or further training and skill development. Programs will also be wider than just the requirements for the CSG-LNG industry through the development of initiatives such as the Origin Community Skills Scholarship Program
	Cons / Ops	Opportunities for local and regional businesses to supply goods and services to the Project.	Local Content	The Local Content Strategy will include the development and implementation of programs aimed at assisting local businesses supply goods and services to the Project. Programs and support will be provided through collaboration with the Industry Capability Network, State Government and local business groups such as chambers of commerce.
	Cons	Impact to local and regional businesses losing employees to the Project.	Workforce and Training Local Content	Australia Pacific LNG's strategies will limit this impact through supporting programs (such as the Origin Community Skills Scholarship) which fund local residents to undertake training in areas outside the CSG-LNG industry thus improving the availability of qualified labour for local and regional businesses to draw from.
Housing and accommodation	Cons / Ops	Increase in housing and/or rental prices caused by increased demand and limited supply resulting in poor levels of housing affordability and an over-inflated market	Housing and Accommodation Community Investment	The Housing and Accommodation strategy will mitigate a reduction in housing affordability through facilitating development of additional affordable and social housing. This is in respond to potential increased housing and rental costs associated with investor speculation and increased demand from cumulative projects. This will include partnerships with organisations such as the ULDA, Department of Communities and Local Housing Providers.  The Community Investment Strategy will identify programs to support which focus on providing assistance to people in housing distress. This is designed to increase the supported programs' ability to reach a

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
				greater number of households and individuals. Temporary Accommodation Facilities (TAFs) will be secured for the construction workforce to minimise demand for housing in the gas fields and pipelines communities due to the project, thus reducing the potential for price inflation.
	Cons	Increased demand for hotel/motel accommodation presents challenges for competing local industry and businesses	Housing and Accommodation	The Housing and Accommodation Strategy will outline measures to collaborate with the commercial accommodation/tourism sector to provide information on anticipated demand for short term accommodation to ensure the project is not leading to a lack of access to commercial accommodation for other users such as tourists and business travellers. This will be a particular focus in Biloela during the construction of the pipeline.
Community health and safety	Cons / Ops	Community concern about health and safety impacts resulting from the Project	Community Health and Safety	The Community Health and Safety action plan will mitigate adverse health and safety impacts and develop opportunities in collaboration with local communities and emergency service providers. Strategies will include implementing health and safety monitoring for construction and operations and establishing methods to communicate the results regularly with the community, developing emergency response plans in close collaboration with emergency service providers, local councils and other industry and strictly enforcing the TAF Code of Conduct and Project Rules. The Code of Conduct and Project Rules extend to cover inappropriate behaviour in the community which can be directly attributed to Australia Pacific LNG employees and contractors. Inappropriate or unlawful behaviour will be investigated internally and disciplinary action undertaken if required. The community health and safety action plan will also focus on ensuring the traffic management plans are communicated with the community and relevant stakeholders to increase awareness about traffic and transport movements and illustrate the safety management practices being put in place.
	Cons	Potential for socially unacceptable behaviour due to the increase in population and changed demographics		
	Cons	Increased road traffic reducing road safety and causing traffic congestion		

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
Facilities and services	Cons	Increased demand on medical and health services	Community Investment Community Health and Safety	<p>Australia Pacific LNG will provide first response medical services on site and has made design considerations to minimise the potential of an emergency event on site. The project will engage with emergency services and the Queensland health department to ensure that workforce numbers are provided in a timely manner to assist with demand planning.</p> <p>The Community Health and Safety action plan will assist in identifying opportunities with local communities and emergency service providers to alleviate any potential increased demand on medical and health services. This, together with identifying programs under the community investment strategy that develop capacity within the local community to meet regional growth requirements, will aid in mitigating any potential adverse impacts.</p>
	Cons / Ops	Increased demand for community support services and facilities (for example child care, public transport, airport, family services).	Community Investment	<p>The community investment strategy will collaborate with community support service providers and the community to develop programs that assist in building capacity within support services. These programs may include an expansion of the Origin Community Skills Scholarship program that assists in meeting demand in the broader workforce not related to the CSG-LNG industry.</p> <p>Social Infrastructure investment has been identified as a priority area for the Community Investment Strategy. Investment will align with demand specifically associated with the Project, as well as infrastructure which assists mitigating other impact areas such as housing distress and income and affordability. Investment will be guided by the finding of regional needs assessments which have been undertaken by local councils and state agencies such as the proposed Surat Social Infrastructure Strategic Plan and the Western Downs and Maranoa Community Plans.</p>
Community values and lifestyle	Cons	The region's growth will impact local community values and residents' lifestyle	Community Investment Workforce and Training	To ensure investment programs are aligned with community values and lifestyle the Community Investment Strategy will align with community needs and relevant regional and local plans such as the

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
		patterns	Community Health and Safety Housing and Accommodation	<p>Western Downs Community Plan, Maranoa Community Plan, Local Council plans and relevant state policies and strategies. This together with a commitment to involve the community in decision making will assist in ensuring that community investment programs are aligned with the community's values and to assist in meeting the future needs of the Surat and pipeline regions.</p> <p>The non-local construction workforce will be housed in TAFs which will assist in ensuring that Community demographics are not distorted due to an influx of construction workers. Construction employees housed at the TAF will be managed through the Project Rules and Code of Conduct to ensure that behaviour is consistent with community expectations.</p> <p>The Workforce and Training strategy will implement programs to assist local employees in gaining meaningful long-term employment as priority. By prioritising local employment, where possible, Australia Pacific LNG will be ensuring that workforce participation is maximised.</p>
	Cons / Ops	Shift work employment decreases the time spent with their families and participation in community activities (including volunteering)	Workforce and Training Community Investment	Australia Pacific LNG will implement a number of programs to assist in integrating locally based employees into the community. These programs include a corporate volunteering framework and sponsorships and donations program that will encourage participation in community events and activities. The local workforce roster for construction and operations has included considerations that recognise need for work life balance that assists in allowing time with families.
	Cons	Relationship between increased disposable income and how people spend it (for example, increased spend on gambling, alcohol or drugs) impacting on community values	Community Health and Safety Workforce and Training	Programs that focus on "fit for work" and alcohol and drug education will be implemented as part of the Workforce and Training Strategy to minimise potential negative impacts from increased disposable income. This, together with programs implemented through the Community Investment strategy that focus on enhancing community connectedness, will assist in maintaining and improving social wellbeing within the community.

Impact category	Phase <sup>3</sup>	Impact and benefits	SIMP Key Mitigation Strategies	Notes
	Cons	Impact of lighting, dust and noise to community amenity and lifestyle	Community Health and Safety	A community grievance mechanism will be implemented and advertised throughout construction and operations to monitor any potential impact on the community due to light, dust or noise impacts and provide feedback to the community on action taken to rectify any incidents. This process of continual evaluation and monitoring will be employed throughout the project life cycle from design to construction to operations to assist in minimising impact to community amenity and lifestyle.
	Cons	Community concerns about the management of environmental, social or economic issues	All	The implementation of Australia Pacific LNG's reporting, monitoring and evaluation program will ensure that all programs implemented will be assessed against intended objectives and outcomes. This assessment and commitment to continual improvement will ensure that community concerns are addressed and considered in future development of all strategies and programs.

## **3.2 Action Plans**

The action plans for each key strategy are broadly based on the mitigation measures as outlined in the Australia Pacific LNG EIS (see Appendix 1). The Plans are designed to provide greater clarity to stakeholders, community members and potential partner organisations on the tasks and engagement activities which Australia Pacific LNG propose to undertake in the further development and implementation of mitigation measures. The plans detail how the mitigation measures directly respond to identified impacts and benefits and how they will be achieved.

Each action plan includes:

- Rationale
- Objectives
- Social impacts addressed
- Key Stakeholders
- Potential Partner Agencies
- Actions, Timing and Consultation
- Key Performance Indicators

The action plans will be updated once the key strategies have been finalised to incorporate additional tasks, information, timing and engagement activities. The action plans and associated strategies will provide the basis for development of the Monitoring, Reporting and Review Program.

### **3.2.1 Partnerships**

Australia Pacific LNG recognises that it has certain responsibilities in relation to the management and mitigation of project related impacts across the LNG facility, pipeline and gas fields components. However, the complexity and nature of many of the impacts will require the participation and collaboration of a range of stakeholders in order to effectively mitigate.

In addition to Australia Pacific LNG's responsibilities, government has a significant role in the planning and delivery of core services such as health, education, emergency services, transport and infrastructure, and employment and training initiatives. Where relevant, these action plans identify potential partners for delivery and / or monitoring of a particular strategy or program.

The complex factors which contribute to the need for a shared approach to management and mitigation include:

- The scope of CSG to LNG activities
- The staging of activities (planning, construction, operations and decommissioning)
- The breadth of the current and future CSG to LNG industry and broader resource sector participants (and therefore extent of risk for cumulative impacts)
- The diverse local, regional and broader governance contexts in which the Project components exist (gas fields, pipeline and LNG facility)

In addition to identifying potential partnerships, Australia Pacific LNG has been proactively developing partnerships prior to finalisation of the Project SIMP. Key partnerships have been developed or initiated with the following agencies:

- DEEDI – Development of a regional capability-building program to support local business in understanding the generic contracting supply chain framework. Whilst supporting local business to build its capability to respond to any tendering opportunities, it will also assist qualified local and regional businesses to access opportunities to tender for provision of goods and services for the Project. This is a joint funded program
- DET/DEEDI/ESQ – Negotiations are under way with these partners to develop and fund programs that target the employment of under-represented groups such as women, the disabled and Indigenous Australians, as evidenced by letter of support from ESQ (see Appendix 3).
- CSG-LNG Proponents – Negotiations have commenced regarding the development of a Job Referral Centre in the Surat Basin.
- Local Governments – Initial steps have been taken to establish Regional Community Consultative Committees in consultation with Western Downs Regional Council, Maranoa Regional Council and Banana Shire Council
- Indigenous businesses – Established a MOU with a successful Indigenous business to provide ongoing mentoring and support to Indigenous Native Title Claimants who wish to establish businesses
- Department of Communities – Engagement has been initiated with the Housing and Homelessness Section regarding potential delivery mechanisms for affordable housing

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### 3.2.2 Housing and Accommodation

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**Rationale and summary** There is a high probability that the Project will impact on housing supply and affordability through an increase in demand for accommodation from workforces directly and indirectly associated with the construction and operational phases of the Australia Pacific LNG project. Through consultation, this has emerged as a key issue of concern for both the community and local and state government agencies.

In response, an integrated housing and accommodation strategy will be developed and implemented for the Australia Pacific LNG project to ensure housing and accommodation impacts associated with the project are minimised and sustainable opportunities for community and social housing are supported in collaboration with partner agencies. The housing and accommodation strategy will outline commitments and processes to:

- Facilitate the creation of new permanent housing accommodation
- Manage worker housing
- Facilitate investment in affordable housing
- Increase the capacity of community housing providers
- Minimise impact of greater demand by industry for short-term accommodation i.e. motels

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**Objectives**

- To take project decisions that avoid or reduce upward pressure on housing prices, rental costs and demand that may result from Project activities
- To provide accommodation solutions for the non-local workforce
- To support that maintenance or improvement of access to affordable housing for the local community
- To avoid displacement of short-term accommodation users (tourists, business visitors, families and friends etc)
- To ensure that the Project workforce is able to be accommodated in reasonable proximity to work sites to ensure compliance with Project HSE requirements

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**Social impacts**

- Reduced ability to access affordable housing for lower income and other disadvantaged groups

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**addressed**

- Increased cost of living due to inflationary pressure
- Increase in housing and/or rental prices caused by increased demand and limited supply resulting in poor levels of housing affordability and an over-inflated market
- Community concerns about the management of environmental, social or economic issues
- Potential for socially unacceptable behaviour due to the increase in population and changed demographics
- Increased demand for hotel/motel accommodation presents challenges for competing local industry and businesses.
- Increased demand on social support services, such as management of social/community housing

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**Key Stakeholders**

Local communities	Local Indigenous community
Local governments	Vulnerable and disadvantaged groups
Community service and housing providers	LNG Industry proponents and current industry
State and Federal government agencies	Research organisations

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	Traditional Owner representatives	
<b>Potential Partner Agencies<sup>4</sup></b>	Department of Communities (Housing and Homelessness Services)	Maranoa Regional Council
	Urban Land Development Authority	Toowoomba Regional Council
	Local welfare and housing organisations e.g. Toowoomba Community Housing Service Inc (servicing Dalby), Banana Shire Emergency Support Service, Maranoa Housing	Office of Economic and Statistical Research
	Western Downs Regional Council	Australia Pacific LNG and its contractors
		LNG industry proponents and current industry

<b>Actions</b>	<b>Timing</b>	<b>Consultation</b>
<b>Permanent Housing</b>		
Australia Pacific LNG will develop an integrated housing strategy containing: <ul style="list-style-type: none"> <li>• Workforce projections and anticipated project induced housing demand</li> <li>• Options to provide additional housing stock for part of re-locating operational workforce</li> <li>• Options to increase supply of affordable housing</li> <li>• Relocation and integration package for relocating workers and families</li> </ul>	Q4 2010	Australia Pacific LNG, DoC, ULDA, WDRC, MRC, BSC, TRC
In collaboration with key stakeholders Australia Pacific LNG will identify opportunities to link or leverage the implementation of the housing and accommodation strategy into existing	Q4 2010	Australia Pacific LNG, WDRC, MRC, TRC, BSC, DIP

<sup>4</sup> Note that the list of potential partner agencies will be further refined as the project progresses.

programs, regional plans and responses by other LNG industry proponents.

Implement housing strategy to respond to housing market demand.	2011 and ongoing	Australia Pacific LNG, DoC, ULDA, WDRC, MRC, BSC, TRC
Continue to assess demand for permanent accommodation from operational workforce relocating to Western Downs and Maranoa Regional Council.	2011 and ongoing	Australia Pacific LNG, WDRC, MRC, BSC, TRC
Continue to communicate workforce projections proactively to the RCCC and to interested and affected parties as requested, with a particular focus on changes in projections for any relocating operations workforce.	2011 and ongoing	Australia Pacific LNG, WDRC, MRC, TRC, BSC, DIP
Develop research partnerships to research and assess housing issues affecting the gas fields and pipeline areas, such as: <ul style="list-style-type: none"> <li>Economic and social impacts of housing delivery models for resource developments</li> <li>Impacts to low income households of resource developments</li> </ul>	Q4 2010	Australia Pacific LNG, Research partners , DoC, WDRC, MRC, BSC, TRC, OESR
Continue to collaborate with Government and regional planning processes to identify housing market issues, forecasts and possible responses (i.e. committees established under the Sustainable Resources Communities Policy).	Ongoing	Australia Pacific LNG, Surat Basin Local Leadership Group, Surat Basin Future Directions Statement (SBFDS) Steering Committee, WDRC, MRC, DIP, OESR, DoC
Monitor project induced impacts on housing affordability and availability through the Monitoring, Reporting and Review Program developed by Australia Pacific LNG	2011 and ongoing	Australia Pacific LNG, DoC, OESR, RCCC, WDRC, MRC

**Temporary Accommodation**

Finalise social and environmental risk assessment matrix.	Q3 2010	Australia Pacific LNG Project Team
Identify appropriate locations for TAFs and provide information to local councils.	Q4 2010 - Q1 2011	Australia Pacific LNG, contractors, WDRC, MRC, BSC
Provide accommodation for non-local construction staff and contractors in temporary	2011 and	Australia Pacific LNG, contractors

accommodation facilities for duration of construction.	ongoing	
Secure permanent camp accommodation for operational staff residing greater than 50km from site.	2011 and ongoing	Australia Pacific LNG, contractors
Construct temporary accommodation facilities which allow for sufficient social and recreational opportunities as appropriate.	2011 and ongoing	Australia Pacific LNG, contractors
<b>Affordable Housing</b>		
Identify opportunities to partner with local community housing providers, DoC and other agencies to address affordable housing issues.	2010-2011	Australia Pacific LNG, DoC, WDRC, MRC, TRC, BSC, community housing providers
Work with DoC and Community Housing Providers to identify demand for affordable housing in Project areas.	Q3 2010 and ongoing	Australia Pacific LNG, DoC, community housing providers, WDRC, MRC, BSC, TRC, OESR
In collaboration with key stakeholders, identify most effective approach to minimise housing impact on disadvantaged and vulnerable groups.	2010-2011	As above
<b>Short-term Accommodation</b>		
Collaborate with the commercial/tourism sector to provide information on anticipated demand for short term accommodation on a needs basis	Ongoing	Australia Pacific LNG , DEEDI, WDRC, MRC, BSC, Tourism industry
Continually identify and implement an appropriate mix of short term accommodation solutions for visiting employees and contractors.	Ongoing	Australia Pacific LNG , Tourism industry
<b>Key Performance Indicators</b>	<ul style="list-style-type: none"> <li>• Percentage of workforce sourced from the local area.</li> <li>• Percentage of workforce accommodated at the temporary accommodation facilities and permanent camps</li> <li>• Rental vacancy rates and housing sale prices in the local region</li> <li>• Availability of social and community housing in the region</li> </ul>	

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- Community attitudes towards consultation and management of housing and accommodation issues
  - Satisfaction of partner agencies with engagement and delivery process
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**Review mechanism** This Action Plan will be reviewed internally once the Housing and Accommodation Strategy has been finalised and annually after that or as necessary to close and/or update tasks, timing and consultation.

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### 3.2.3 Community Investment

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**Rationale and summary** Social infrastructure in the Western Downs and broader region may be affected due to demand from Australia Pacific LNG project staff. In particular, Australia Pacific LNG has identified the following potential impacts on and benefits to social infrastructure:

- Increased demand on affordable housing
- Increased demand on child care, family support and youth support services
- Incremental increased demand on community and cultural facilities such as libraries, parks, community centres and sporting grounds
- An increased membership pool for community, cultural and sporting associations
- An increased demand for education - local school enrolments

Australia Pacific LNG believes that through investment in social infrastructure, community capacity building and support for strengthening existing and new programs and services as required, potential project related social impacts can be effectively mitigated. The action plan presented below outlines the steps to be undertaken in the development and implementation of the Community Investment Strategy.

A Surat Basin Region Social Infrastructure Strategic Plan (SISP) is currently in development as a part of the Surat Basin Future Directions program. Australia Pacific LNG's community investment plan for social infrastructure will be guided by the comprehensive needs assessment incorporated into the Surat Basin Region SISP. This plan will be developed in collaboration with industry, government and community.

The Australia Pacific LNG community investment strategy will consist of the following components; social infrastructure, partnerships, sponsorships and donations, and employee giving and volunteering. The strategy will focus on addressing skills development and education, natural resource stewardship, safe and healthy communities and sustainable management of population influx. A key component in delivery of the community investment strategy will be to ensure participation of key stakeholders in any investment consideration.

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**Objectives**

- Support community capacity building through local skills development and contributing to local education opportunities
- Support programs that protect and enhance the productivity of our natural resources, including land, water and biodiversity
- Support the continued development of safer and healthier communities (including efforts by ambulance, healthcare, police and emergency services and public welfare activities)
- Support and deliver programs that assist to manage population influx in a responsible and sustainable manner
- Support the capacity development of key social infrastructure services and facilities, in accordance with priorities identified by relevant stakeholders
- Provide avenues to partner with government, industry and community that deliver long-term lasting benefits to the Project areas

**Social impact categories addressed**

- Social divide resulting from increased wage gap
- Increased cost of living due to inflationary pressure from higher average weekly incomes
- Community concerns about the management of environmental, social or economic issues
- Potential for socially unacceptable behaviour due to the increase in population and changed demographics.
- Increased demand on medical and health services
- Reduced ability to access affordable housing
- Increase in housing and/or rental prices caused by increased demand and limited supply resulting in poor levels of housing affordability and an over-inflated market.
- Increased demand for community support services and facilities (for example child care, public transport, airport, family services)

**Key Stakeholders**

Local communities

Traditional Owner representatives

Community and not-for-profit organisations

LNG industry proponents and current industry operating in the

	Local Government	region
	State and Federal Government agencies	Local businesses
	Indigenous community representatives	Regional Community Consultative Committees
<b>Potential Partner Agencies<sup>5</sup></b>	Community and not-for-profit organisations	Banana Shire Council
	Department of Communities	Department of Employment and Training
	Western Downs Regional Council	Registered training organisations and education providers
	Toowoomba Regional Council	LNG industry proponents and current industry
	Maranoa Regional Council	

<b>Actions</b>	<b>Timing</b>	<b>Consultation</b>
Develop a framework to guide development of the Australia Pacific LNG Community Investment Strategy (See Appendix 2)	Complete	Consideration of consultation undertaken to date by Australia Pacific LNG as well as local, regional and state plans and Australia Pacific LNG Sustainability Principles
Establish governance structures for the Community Investment Strategy to ensure community input into decision making and linkages with existing programs and regional plans are reflected, e.g. through the RCCC's	Q3/4 2010	Australia Pacific LNG Project Team, RCCC, WDRC, MRC, BSC, DIP
Finalise and publicise the Community Investment Strategy	Q1 2011	Australia Pacific LNG
Engage in or establish a Industry Leadership Group to identify any opportunities for collaboration or leverage to address cumulative impacts or opportunities to enhance community connectivity and networks	Ongoing	LNG Industry

<sup>5</sup> Note that the list of potential partner agencies will be further refined as the project progresses.

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Through the Monitoring, Reporting and Review Program, incorporate a review process for the Community Investment strategy including evaluation of programs delivered	Q4 2011 - ongoing	Community and not-for-profit organisations, WDRC, MRC, BSC , State Government agencies
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**Social Infrastructure Investment**

Identify most effective and appropriate way to invest in social infrastructure (networks, services and facilities) in response to Project impacts at various stages of the Project. For example this may be through the proposed Surat Social Infrastructure Strategic Plan and other regional planning processes.	Q1 2011 and ongoing review	WDRC, MRC, BSC, TRC, DIP, other State Government Agencies, Community and not-for-profit organisations
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Ensure alignment of Project related social infrastructure mitigation projects with community needs through community input into decision making	Ongoing	Community groups, RCCC, WDRC, MRC, BSC, DIP
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**Partnerships, sponsorships and donations**

Identify an appropriate research body with which to partner in a study of actual project impacts and opportunities across the Project area.	Q4 2010	Local, State and Federal Government agencies, research organisations
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Evaluate resources available to community members to deliver on needs (Needs and Resources Analysis) and use results of this analysis to determine partnership opportunities	Q1 2011 and ongoing	Community and not-for-profit organisations, State and Federal Government agencies, LNG proponents and current industry
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Identify partnership opportunities that build community capacity focusing on the areas of: <ul style="list-style-type: none"> <li>• Skills development and education</li> <li>• Natural resource stewardship</li> <li>• Safe and Healthy Communities, and</li> </ul>	Q2 2011 - ongoing	Community and not-for-profit organisations, State and Federal Government agencies, Registered training organisations and education providers, LNG proponents and current industry
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- Sustainable population influx management

Develop capacity building program for leaders of community groups and not-for-profit organisations to enable the development of partnerships and delivery of successful programs	Q2 2011 - ongoing	Community and not-for-profit organisations, State and Federal Government agencies, Registered training organisations and education providers, LNG proponents and current industry
Develop criteria for assessing and approving sponsorships and donations based upon the Australia Pacific LNG Community Relations framework	Q4 2010	Australia Pacific LNG Project Team, WDRC, MRC, BSC, community and NFP organisations
Communicate criteria and other relevant information to interested parties	Ongoing	Community groups, RCC, WDRC, MRC, BSC

**Employee Giving and Volunteering Framework**

Implement the Origin corporate volunteering framework and matched giving opportunities for permanent Australia Pacific employees in the gas fields' region	Q1 2011 – ongoing	Australia Pacific LNG, community and not-for-profit organisations, Regional Volunteering organisations
Embed volunteering opportunities for Australia Pacific LNG, Origin and ConocoPhillips staff in partnership agreements with community and not-for-profit organisations	Q1 2011 – ongoing	Australia Pacific LNG, Community and not-for-profit organisations, Regional Volunteering organisations

**Key Performance Indicators**

- Community satisfaction with Australia Pacific LNG and its contractors' performances with respect to community investments as a tool to manage environmental, social and economic impacts
- Partner organisation and sponsorship recipients satisfaction with Australia Pacific LNG's contribution
- Number, value (financial and social return on investment) and nature of social infrastructure investments
- Number, value and nature of sponsorships and donations

- Number, value (financial and social return on investment) and nature of partnerships
  - Value and nature of employee giving to local charity, community and not-for-profit organisations through the employee giving and volunteering framework
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**Review Mechanism**

This Action Plan will be reviewed internally following finalisation of the Community Investment Strategy and annually after that, or as necessary to close and/or update tasks, timing and consultation.

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### 3.2.4 Indigenous Engagement

<p><b>Rationale and summary</b></p>	<p>It is possible that Indigenous Australians will be disproportionately affected by the Project due to a combination of lower income levels, lower educational and training levels and higher levels of unemployment in Indigenous communities. Potential areas of impact include Indigenous values, social harmony, access to employment and services, equality, health and well-being and employment opportunities.</p> <p>A further potential impact of the Project could be an increase in the Indigenous population across local communities if Indigenous Australians move to the area to pursue direct or indirect employment and business opportunities.</p> <p>Australia Pacific LNG recognises that successful Indigenous engagement is underpinned by building long-term relationships and as such has committed extensive resources to develop and implement an Indigenous Engagement Strategy to mitigate potential negative impacts and develop opportunities for social and economic development for Indigenous Australians.</p> <p>Key elements of the strategy are to contribute to training and education, provide employment opportunities, assist Indigenous businesses with business development and foster respect and understanding within Australia Pacific LNG. A crucial component in delivering the strategy is continuous engagement with Indigenous communities, organisations and representatives to ensure ownership of strategies and actions.</p>
<p><b>Objectives</b></p>	<ul style="list-style-type: none"> <li>• Maintain excellence in cultural heritage management</li> <li>• Enable a positive contribution to Indigenous economic and social development</li> <li>• Proactively continue to engage with Indigenous communities</li> </ul>
<p><b>Social impact categories addressed</b></p>	<ul style="list-style-type: none"> <li>• Reduced ability to access to affordable housing</li> <li>• Social divide resulting from increased wage gap</li> <li>• Opportunity to support work readiness programs and pre-trade training concepts</li> <li>• Increased demand for community support services and facilities (for example child care, public transport, airport, family services)</li> <li>• Reduced ability to access affordable housing</li> </ul>

	<ul style="list-style-type: none"> <li>• Difficulty in securing and retaining employment on the Project for Indigenous Australians</li> <li>• Lack of business development opportunities realised for Indigenous businesses</li> <li>• Lack of respect for Indigenous cultural heritage by workforce</li> </ul>	
<p><b>Key Stakeholders</b></p>	<p>Local Indigenous community</p> <p>Traditional Owner representatives</p> <p>Indigenous businesses and joint ventures</p> <p>Indigenous community representatives</p> <p>Community and Not-for-profit Organisations</p> <p>Local, State and Federal Government agencies</p> <p>Australia Pacific LNG and its contractors</p>	
<p><b>Potential Partner Agencies<sup>6</sup></b></p>	<p>Indigenous businesses and joint-ventures</p> <p>Traditional Owner representatives</p> <p>Registered Training Organisations and Education Providers</p> <p>Industry Capability Network and Business Representative bodies</p> <p>Local Government</p> <p>Community and not-for-profit organisations</p>	<p>Department of Communities</p> <p>Department of Education and Training</p> <p>Department of Employment, Economic Development and Innovation</p> <p>Department of Health</p> <p>Industrial Proponents and current industry</p>

<sup>6</sup> Note that the list of potential partner agencies will be further refined as the project progresses.

<b>Actions</b>	<b>Timing</b>	<b>Consultation</b>
Develop a framework to guide development of the Australia Pacific LNG Indigenous Engagement Strategy, focusing on the areas of: <ul style="list-style-type: none"> <li>• Education &amp; Training</li> <li>• Employment</li> <li>• Health &amp; Wellbeing</li> <li>• Business Development &amp; Support</li> <li>• Cultural Heritage</li> </ul>	Complete	Consideration of consultation undertaken to date with the Indigenous community by Australia Pacific LNG as well as local, regional and state plans and Australia Pacific LNG Sustainability Principles
Instigate programs through Australia Pacific LNG's community investment strategy to assist in Indigenous economic and social development	Q4 2010 and ongoing	Australia Pacific LNG, DEEDI, DoC (ATSI Services), Indigenous communities,
<b>Education and Training</b>		
Further develop existing relationships with local Schools	Q3/4 2010 and ongoing	Australia Pacific LNG, DET, local principals
Evaluation of current Industry pilot Indigenous School Based Traineeship Programme which Australia Pacific LNG is currently involved in	2010	Australia Pacific LNG, DET, LNG Industry proponents, Local schools
Establish community and school engagement forums to maintain regular contact and communication with the Indigenous population in study areas	Q1 2011	Australia Pacific LNG, Indigenous communities, local schools, DET, Indigenous community organisations, Traditional Owners, WDRC, MRC, BSC
Assess training providers to identify preferred partners to deliver work readiness and skills development training programs for Indigenous employees and community members	Q4 2010	Australia Pacific LNG, DEEDI, Local RTO's and education providers, DoC (ATSI Services)

<p>Provide support for community based traineeships/apprenticeships</p> <ul style="list-style-type: none"> <li>• Community apprenticeship</li> <li>• Origin traineeships/apprenticeships</li> <li>• School based traineeships</li> </ul>	Ongoing	Australia Pacific LNG, Indigenous communities
Investigate options to implement Indigenous Secondary and Tertiary Scholarships	Q3/4 2010	Australia Pacific LNG, DET, Local Schools, Universities
<b>Employment</b>		
Undertake review of existing Origin Energy HR policies and current application processes	Q3 2010	Origin Energy
Undertake gap analysis of required skills for personnel seeking employment to ensure training is linked to available jobs, rather than facilitating training for 'trainings sake'.	Q3/4 2010 then ongoing	Origin Energy, local RTO's, DEEDI, Indigenous communities
Identify available positions for workplace traineeships/apprenticeships	Q3/4 2010 then ongoing	Australia Pacific LNG Project Team
<p>Assist indigenous businesses in the gas fields and pipeline areas to establish relationship with existing Indigenous Businesses to facilitate Joint Venturing opportunities:</p> <ul style="list-style-type: none"> <li>• Facilitate introduction between NT parties and established Indigenous Companies</li> <li>• Investigation of other employment options for Indigenous communities, including NT claimants .e.g. partnering with Greening Australia</li> </ul>	Q2 2010 - 2011	Australia Pacific LNG , Indigenous businesses, NT claimants, DEEDI, Greening Australia, NRM organisations
<b>Business Development &amp; Support</b>		
Enable interface between Native Title parties and successful Indigenous businesses for potential future JV partnerships	Q2 2010 and ongoing	Australia Pacific LNG, NT claimants, Indigenous businesses, DEEDI

Assist Native Title parties with development of business plans and corporate governance to enable the establishment of sustainable businesses	Q2 2010 and ongoing	Australia Pacific LNG, NT claimants, Indigenous businesses, DEEDI
Identify work packs which can be split from principal contracts to allow Indigenous and other businesses to supply smaller contracts where appropriate	Ongoing	Australia Pacific LNG, Contractors
Australia Pacific LNG will provide targeted and appropriate information to Traditional Owners and other indigenous groups and businesses to support their understanding of contracting requirements.	Q4 2010 and ongoing as required	Australia Pacific LNG, major contractors, DEEDI, DoC
<b>Health and wellbeing</b>		
Finalise protocol for acknowledgement of country	Q3 2010	Australia Pacific LNG, Traditional Owners
Develop and implement cultural heritage management training for all employees and contractors and incorporate into induction process	Ongoing	Australia Pacific LNG, contractors, Traditional Owners, DERM
Develop and implement cultural awareness training for permanent Australia Pacific LNG employees	Ongoing	Australia Pacific LNG, Traditional owners
Continue to celebrate Indigenous cultural values internally	Ongoing	Australia Pacific LNG
Ensure all Australia Pacific LNG contractors align with and implement Australia Pacific LNG sustainability principles related to indigenous engagement	Ongoing	Australia Pacific LNG, contractors
<b>Cultural Heritage</b>		
Finalise cultural heritage management plans with all Traditional Owner groups and implement management plan to ensure compliance to agreement	Q3 2010 and ongoing	Traditional Owners, DERM, Australia Pacific LNG Project Team and contractors
Provide employees with training on requirements of legislation and specific agreements such as Cultural Heritage Management	Ongoing	Traditional Owners, Australia Pacific LNG staff and contractors, DERM
<b>Performance Measures</b>	<ul style="list-style-type: none"> <li>Number and percentage of self identified Indigenous apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG and its contractors</li> </ul>	

	<ul style="list-style-type: none"> <li>• Number of Indigenous apprenticeships, traineeships and scholarships, work experience programs supported by Australia Pacific LNG in non-LNG industries</li> <li>• Number of self identified Indigenous persons employed in construction and operational workforces by occupation and position / seniority</li> <li>• Indigenous employee retention rates for construction and operational workforces</li> <li>• Number and nature of joint initiatives undertaken by Australia Pacific LNG and Indigenous organisations/businesses</li> <li>• Evidence of cultural heritage management training provided to all Australia Pacific LNG and contractor staff</li> <li>• Number and percentage of Australia Pacific LNG employees completing cultural awareness training</li> <li>• Number of Indigenous people participating in cultural heritage management initiatives directly related to the Australia Pacific LNG project (see also Cultural Heritage Management Plan)</li> <li>• Community attitudes towards Australia Pacific LNG's position, processes and performance in relation to Indigenous development and Indigenous engagement</li> <li>• Evidence of engagement with indigenous stakeholders</li> </ul>
<b>Review Mechanism</b>	Review internally annually to close off or update tasks as necessary

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### 3.2.5 Community Health and Safety

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**Rationale and summary** During community consultation key stakeholders and the broader community discussed potential impacts to community health and safety. These centred on industrial impacts upon air quality, safety processes for gas processing facilities and logistics for emergency response.

The consultation coupled with findings from the Social Impact Assessment have informed the potential impacts listed below in relation to community health and safety during project construction and operations:

- potential for the project to increase demand for local emergency services, including Fire and Rescue
- additional pressure is expected on health and medical services provided by general practitioners and community health centres
- potential change in the perception of community safety and security due to large influx of non-resident workers and gender imbalance
- potential impact on road safety resulting from increased traffic associated with transport of workers and materials and equipment

Australia Pacific LNG recognises the concerns expressed by stakeholders due to potential added pressure on community facilities and services and on existing community amenity and lifestyle due to the project requirements. The project has committed to implement strategies to minimise adverse project related health and safety impacts and develop opportunities in collaboration with local communities and emergency service providers.

The community health and safety strategy consists of three main components

- Emergency response planning to address impacts to traffic, transport and emergency services
  - Community health and safety initiatives to minimise health impacts to the community and build safety awareness
  - Workforce health and safety initiatives
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**Objectives**

- Continue the development of strong working relationships with emergency service providers
- To minimise demand on health and emergency services as a result of Project activities
- To mitigate impacts on road, air and shipping movements as a direct result of transporting personnel, materials and equipment
- To provide a safe environment for our employees and community members

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**Social impact categories addressed**

- Concerns that workers accommodation facilities will foster anti-social behaviour and impact host communities
- Community concern about health and safety impacts resulting from the Project
- Potential for socially unacceptable behaviour due to the increase in population and changed demographics
- Increase in road, air and shipping movements impacting road and maritime safety, and congestion
- Impact of lighting, dust, noise and traffic to community amenity and lifestyle
- Community concerns about the management of environmental, social or economic issues

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**Key Stakeholders**

Local communities

Local, State and Federal government agencies

LNG Industry proponents and current industry operating in the region

Local Government

Australia Pacific LNG contractors

<b>Potential Partner Agencies<sup>7</sup></b>	Western Downs Regional Council (WDRC)	Department of Health
	Maranoa Regional Council (MRC)	Queensland Police
	Banana Shire Council (BSC)	Department of Transport and Main Roads
	Toowoomba Regional Council (TRC)	Rural Fire Service and Queensland Fire and Rescue Service
	Department of Community Safety	

<b>Actions</b>	<b>Timing</b>	<b>Consultation</b>
<b>Emergency Response Planning</b>		
Provision of workforce numbers and traffic movements to local and state government to assist with infrastructure planning and discussion regarding Australia Pacific LNG's commitment to traffic management and health and safety initiatives	Q4 2010 – ongoing	Australia Pacific LNG, WDRC, MRC, BSC, TMR, Dept Community Safety, QPS, Queensland Fire Service / Rural Fire Brigade
Undertake Emergency Response Planning for construction and operations in collaboration with emergency service providers and neighbours	Q4 2010	Australia Pacific LNG, Contractors, Dept Community Safety, Queensland Police, Rural Fire Brigade / Queensland Fire Service, LNG proponents and current industry
Provide first emergency response resources on site	Q1 2011 and ongoing	Australia Pacific LNG, Contractors, LNG industry
<b>Community Health and Safety</b>		
Expand Community Safety Awareness program in conjunction with industry partners,	Q4 2010	Australia Pacific LNG, RCCC, WDRC,

<sup>7</sup> Note that the list of potential partner agencies will be further refined as the project progresses.

government and community groups to develop responses to community safety concerns in the region.		MRC, BSC, DIP, LNG proponents and current industry, Emergency Service Providers
Develop community complaint and grievance mechanism and communicate.	Interim process to be updated by Q1 2011	Australia Pacific LNG, contractors, DIP,
Implement health and safety monitoring for construction and operations and disseminate results through community engagement activities.	Q1 2011 and ongoing	Australia Pacific LNG, Contractors, WDRC, MRC, BSC, Queensland Health, DERM, Dept Community Safety, local communities, RCCC
Through the development of the Community Investment strategy, identify opportunities to address community health issues.	Q1-Q2 2011	Australia Pacific LNG, RCCC, WDRC, MRC, BSC, community and not for profit organisations
<b>Workforce health and safety</b>		
Integrate project rules and TAF code of conduct into recruitment and project induction processes	Q1 2011 and ongoing	Australia Pacific LNG, Contractors
Develop and implement safety induction for all employees and contractors to understand responsibility towards safe methods of work	Q1 2011 and ongoing	Australia Pacific LNG, contractors, community service providers, emergency service providers
Develop wellbeing program for employees and contractors, incorporating 'Fit for Work' and 'Drug and Alcohol' policies	Q4 2010	Australia Pacific LNG, contractors, community service providers, emergency service providers, Queensland Health
Develop workforce induction program to provide orientation to employees moving to the region	Q4 2010	Australia Pacific LNG, contractors, WDRC, MRC, BSC, community service providers, emergency service providers

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Provide orientation to employees moving to the region through the workforce induction program to assist in alleviating pressure on existing support services.	2012	Australia Pacific LNG, contractors, community service providers, emergency service providers
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- Performance Measures**
- Number, type and percentage of work related health and safety incidents
  - Australia Pacific LNG and contractors workforce participation rates for employee wellbeing program activities
  - Number of Project related visits to medical facilities outside of Australia Pacific LNG and contractors facilities
  - Participation in and active contribution to regional planning activities as evidenced through relevant planning outputs (reports, minutes, media communications) and subsequent commitments
  - Evidence of communication of estimated workforce demands and traffic movements to Local Government, State Government and community service providers
  - Number of Australia Pacific LNG, Origin and ConocoPhillips staff and contractors participating in community organisations, activities and events
  - Number and nature of behavioural incidents involving Australia Pacific LNG staff and contractors, and corrective action taken
  - Number of community health and safety complaints and close outs.
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**Review Mechanism**      Review internally annually to close off or update tasks as necessary

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### 3.2.6 Workforce and Training Strategy

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**Rationale and summary** Labour force requirements for gas fields' development, construction of the pipeline and LNG Facility are high. While Australia Pacific LNG is strongly committed to employing locals as much as possible, current labour conditions and cumulative demands will make this difficult. In its April 2009 listing of major projects, the Australian Bureau of Agricultural and Resource Economics<sup>8</sup> states that 74 projects with a total projected expenditure of A\$80 billion were at an advanced stage of development across Australia.

Requirements for additional labour in an already stretched labour market will contribute to the current skills shortage and pose challenges for recruitment and retention.

The availability of labour in the project areas is restricted with some areas experiencing extremely low levels of unemployment (1.5% for the gas fields overall) and a high rate of participation. These issues will be further exacerbated by the cumulative impacts of other projects proposed and planned for the gas fields and Gladstone.

Despite this, the Project will provide an opportunity to increase labour force participation. Recognising the constraints of the local labour market and the potential for drain of labour from local business in the region, a key focus of the Australia Pacific LNG workforce strategy will be to work with government to target sectors of the community that are not currently participating in the labour force and to build local workforce capacity through training and development strategies to service the gas fields, gas pipeline area and the Gladstone region.

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- Objectives**
- To minimise negative impacts to local businesses where there is an increased demand for labour arising from the Project
  - To increase the local community skills capacity for employment
  - To increase industry wide labour capacity
  - To maximise employment opportunities for local residents and underrepresented groups
- 

- Social impact categories**
- Opportunity to increase labour-force participation and increase local skills capacity
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<sup>8</sup> Refer [http://www.abare.gov.au/publications\\_html/energy/energy\\_09/ME09\\_Apr.pdf](http://www.abare.gov.au/publications_html/energy/energy_09/ME09_Apr.pdf)

**addressed**

- Opportunities for local and regional businesses to supply goods and services to the Project
- Inflationary pressure on commercial real estate costs impacts on local businesses
- Impact to local and regional businesses losing employees to the Project
- Opportunities for industrial tourism
- Opportunities for apprenticeships, scholarships and vocational training
- Increased cost of living due to inflationary pressure from higher average weekly incomes
- Social divide resulting from increased wage gap (that is, the 'haves' and 'have nots')
- Opportunity to support work readiness programs and pre-trade training concepts

**Key Stakeholders**

Local communities	Local, State and Federal Government agencies
Employment, Education and Training Providers (VET and Higher Education)	Local businesses Indigenous Community Representatives
Peak industry associations (e.g. Energy Skills Qld, Construction Skills Qld, APPEA)	Community and not-for-profit organisations
Industrial proponents and current industry	

**Potential Partner Agencies<sup>9</sup>**

Local Government	Registered Training Organisations and Education Providers
Federal Government Department of Education, Employment and Workplace Relations	Industrial proponents and current industry Australia Pacific LNG Contractors
Department of Employment, Economic Development and Innovation	Regional Community Consultative Committees

<sup>9</sup> Note that the list of potential partner agencies will be further refined as the project progresses.

Department of Education and Training  
CSG/LNG Steering Committee  
QMEA  
SQIT

Peak industry associations (e.g. Energy Skills Qld,  
Construction Skills Qld, APPEA)

Actions	Timing	Consultation
<b>Local Labour Supply</b>		
<p>Provide workforce estimates and workforce profiles to relevant stakeholders in a timely manner to assist with planning and program development</p> <ul style="list-style-type: none"> <li>• Australia Pacific LNG will work with Energy Skills Qld (ESQ) to conduct an assessment of existing community skills and offer targeted skills training to fill identified gaps</li> <li>• With the aid of this assessment, Australia Pacific LNG will also work with government to target the employment of under-represented groups such as women, the disabled and Indigenous Australians</li> <li>• Through this process, ongoing analysis of labour availability and a corresponding review of community demographics and skill sets will be maintained to ensure training strategies are well-targeted to local labour</li> </ul>	<p>Initial report completed Sept 2009</p> <p>Q3 2010 – discussions commenced with DET/DEEDI</p> <p>Construction phase report completed and being circulated for feedback prior to official release in Oct-Nov 2010</p>	<p>LNG Proponents, DEEWR, DEEDI, DET, Registered Training Organisations and Education Providers, ESQ, Construction Skills Queensland (CSQ)</p>
<p>Implement Operations training and employment programs to encourage local, Indigenous and under-represented participation</p>	<p>Commenced and Ongoing</p>	<p>DEEDI, DET, Registered Training Organisations and Education Providers, ESQ, Australia Pacific LNG Contractors,</p>

<ul style="list-style-type: none"> <li>• Where possible and appropriate, the operational workforce will be recruited locally</li> <li>• Advertise positions through both local and mainstream recruitment channels (for example local, State and national print media, on-line) and develop regular employment opportunities bulletins (for example at Centrelink, community noticeboards)</li> <li>• To assist job seekers, readily accessible information and advice will be provided through the Australia Pacific LNG / Origin shopfronts, open days , workshops and an online recruitment portal developed jointly through ESQ with all proponents, to establish a centralised Job Referral Centre</li> <li>• Develop and implement strategies to encourage mature-aged workers back into the workforce</li> <li>• Participate in career fairs and expos within local communities to promote employment opportunities</li> <li>• Engage with training organisations to increase the local skills capacity for employment during the construction phase of the Project and in transition from construction to operations</li> <li>• Where local labour is exhausted or not available, the workforce will be sourced according to skills requirements</li> </ul>	<p>Job Referral Centre negotiations in progress between CSG/LNG proponents and ESQ</p>	<p>Local Business, Apprentices/Trainees</p>
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**Training and Development**

<p>Develop a Workforce Plan which includes::</p> <ul style="list-style-type: none"> <li>• In-house training programs including potential opportunities for onsite training on an existing LNG facility and/or at the Peat Training Facility</li> <li>• Analysis of ongoing labour requirements and development of strategies to meet labour shortage areas</li> </ul>	<p>Completed Q2 2010 with projections to 2025</p>	<p>DEEDI, DET, Registered Training Organisations and Education Providers, Energy Skills Queensland (ESQ), Australia Pacific LNG Contractors, Local Business, Apprentices/Trainees</p>
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- Development of training strategies targeted to attracting local labour
- Targeted employment and training programs relevant to industry requirements and wider community needs
- Methods to increase the local employment participation rate by attracting people local to the region to the workforce
- Methods to attract under-represented groups to the workforce
- Methods to attract school leavers to the CSG industry

The Workforce Plan will include the following training and development programs:

- Professional Development programs
- a Graduate program
- Traineeship programs
- Indigenous training programs
- Apprenticeship programs
- School's based programs

Maintain engagement with key stakeholders and training organisations to identify any opportunities to link or leverage training and development programs into existing pathways

- Build collaborative partnerships with government and community organisations to enhance the capacity of its contractors to provide jobs and the capacity of locals to develop skills and secure jobs
- Collaborate on programs with government; training and education groups that build the local skills base both to meet the specific needs of the industry and other

Commenced and ongoing

ESQ, Australia Pacific LNG Contractors, Gladstone Area Group Training, DEEDI, DET, DEEWR, Registered Training Organisations and Education Providers, University of Queensland (UQ)

impacted sectors. This will include further development of apprenticeship, traineeship, scholarship and higher education programs

- Outline the resourcing requirements for the construction and operational phases of the Project and communicate demand to TAFE, universities industry networks and training organisations to provide early and accurate information about the number and types of skills required. This will assist in mitigating against the long lead time required to supply additional skills through apprenticeships, traineeships and tertiary education

Participate in CSG/LNG gateway programs with high schools in the Project region to implement programs that promote career opportunities and facilitate employment in the CSG/LNG industry. Australia Pacific LNG will do this by continuing to work with the Queensland Minerals and Energy Academy (QMEA) on the expansion of QMEA's school information and guidance programs on career pathways into the upstream CSG industry in general and the Surat and Bowen basin areas in particular. Australia PacificLNG's participation will include:

- supporting school visits to sites
- supporting school based industry specific projects
- providing career advice
- facilitating industry specific vocational teaching programs
- participating in seminars and workshops
- providing industry familiarisation to teachers and QMEA personnel
- developing scholarships and awards to students

Q4 2010 – 2015

CSQ, TAFE, ESQ, QMEA, DET, Registered Training Organisations, Education Providers Universities, local schools

Participate in an industry advisory committee with the other proponents to develop a PMA-

Q2 2009 –

CSG/LNG proponents

08 Process Plant Operations certificate II level training course through the Southern Queensland Institute of TAFE (SQIT).	ongoing	
Develop pathways to transition some construction employees into CSG/LNG operations	2012 - ongoing	Australia Pacific LNG Contractors, DET, DEEDI, Registered Training Organisations and Education Providers

**Industry Development**

Continue engagement with the CSG/LNG industry through the CSG/LNG Skills Taskforce to develop awareness and training pathways for the industry	Q4 2009 – ongoing	ESQ, DEEWR, DEEDI, LNG Proponents, DET
Continue to work with the Queensland Minerals and Energy Academy (QMEA) regarding the expansion of QMEA’s school information and guidance programs around career pathways into the CSG Industry to Gladstone. Australia Pacific LNG’s participation will include: <ul style="list-style-type: none"> <li>• supporting school visits to sites</li> <li>• supporting school based industry specific projects</li> <li>• providing career advice</li> <li>• facilitating industry specific vocational teaching programs</li> <li>• participating in seminars and workshops</li> <li>• providing industry familiarisation to teachers and QMEA personnel</li> <li>• developing scholarships and awards to students</li> </ul>	Q3 2009 – 2015	CSQ, TAFE, ESQ, QMEA, DET, Registered Training Organisations, Education Providers Universities, local schools

**Key Performance**                      • Number and percentage of Australia Pacific LNG and contractor workforce sourced from the local area, as available

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**Indicators**

- Number and percentage of self identified persons employed by Australia Pacific LNG and contractors by social equity target group, occupation and position, as available
- Number of local area residents and underrepresented groups participating in skills development programs offered by Australia Pacific LNG
- Number of and type of training programs delivered across project – delivered by which provider and to whom
- Participation rates in competency based training and skills development programs
- Evidence of communication of workforce demand estimates to the State Government (DET/DEEDI)
- Number of apprenticeships and scholarships offered by the Australia Pacific LNG project by occupation / operational area
- Number of students given work experience and/or receiving scholarship or financial support
- Number of functional working relationships established with government, the community, training providers, other industries and industry groups

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**Review Mechanism**

Review internally annually to close off or update tasks as necessary

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### 3.2.7 Local Content

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**Rationale and summary** The Australia Pacific LNG Project is expected to significantly contribute to the local, regional, state and national economies. At a regional level, the Project will contribute to gross regional product and employment growth during both construction and operational phases.

There is a potential benefit for local and regional businesses from the Australia Pacific LNG Project through increased activity in supplying goods and services to the Project. During stakeholder consultation for the EIS “contracting opportunities” was one of the primary interest areas expressed.

Local businesses who are already experiencing the labour drain of staff leaving to seek employment with the resource projects may experience increased recruitment, retention and training costs which will impact business profitability. Depending on the supply and demand of certain skills , some businesses may experience difficulty in attracting staff which will impact the ability to service the local market

These potential impacts have been taken into consideration along with methods to assist in building local participation and skills capacity to meet the needs of the region in the workforce strategy and community investment strategy action plans.

Australia Pacific LNG, through adherence to its Sustainability Principles is committed, to the extent that it is reasonably practicable, to source goods and services locally and elsewhere in the Australian economy for the construction of the Project.

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#### Objectives

- Maximise the opportunity for local business to build their capability
  - Maximise the opportunity for local business to participate in the Project
  - Support local business to meet its own workforce needs
  - Support training and development initiatives that focus on local communities and local businesses
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#### Social impact categories addressed

- Opportunities for local and regional businesses to supply goods and services to the Project
  - Impact to local and regional businesses losing employees to the Project
  - Opportunities for industrial tourism
-

- Opportunities for apprenticeships, scholarships and vocational training
- Opportunity to support work readiness programs and pre-trade training concepts

<b>Key Stakeholders</b>	Local communities
	Local Business
	Local Government
	State and Federal Government agencies
	Employment, Education and Training Providers
	Industrial proponents and current industry

<b>Potential Partner Agencies</b>	Local Government
	Industry Capability Network
	Department of Employment, Economic Development and Innovation

<b>Actions</b>	<b>Timing</b>	<b>Consultation</b>
<b>Local Business Participation</b>		
Australia Pacific LNG will develop a local content policy aligned to the Australian government's Australian Industry Participation Plan. To engage local businesses Australia Pacific LNG will partner with relevant networking and support organisations such as: the Industry Capability Network, local government and the regional offices of the Department of Employment, Economic Development and Innovation (DEEDI).	Local Content Policy completed Q2 2010	Local Business, WDRC, MRC,BSC, DEEDI, Industry Capability Network Queensland, Registered Training Organisations and Education Providers, Australia Pacific LNG Contractors
Australia Pacific LNG will include local industry participation conditions in Contracts &		

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Procurement Procedures to action the Local Content Policy.

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Australia Pacific LNG will conduct a series of Supplier Workshops to ensure contractors, suppliers and sub-contractors are aligned with Australia Pacific LNG's sustainability principles and objectives and understand the requirements for tendering.

Workshops conducted in Roma, Dalby, Toowoomba, Gladstone and capital cities in May 2010.

Over 1000 suppliers attended

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Australia Pacific LNG will also work with the Industry Capability Network to create a website portal for suppliers to register their expression of interest to work with the Project and receive regular updates about procurement and tendering opportunities.

ICN website portal established and operating

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Partner with local government, the Department of Employment, Economic Development and Innovation (DEEDI) and the Industry Capability Network to introduce a regional capability-building program to support local business in understanding the generic contracting supply chain framework. Whilst supporting local business to build its capability to respond to any tendering opportunities, it will also assist qualified local and regional businesses to access opportunities to tender for provision of goods and services for the Project. Companies with existing capability will be supported to participate in the state government's Major Projects Supplier Program.

Building Regional Capability Program developed for release Q4 2010

Local Businesses, WDRC, MRC, BSC, DEEDI, Industry Capability Network Queensland

Accredited Training and Education Providers, Australia Pacific LNG Contractors

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Address challenges facing businesses through participatory measures (for example, workshops, training programs and one-on-one engagement). Up skilling for businesses in key areas such as OH&S, Environmental Management, Capability, Financial

Ongoing

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Stability and Quality will be supported by Australia Pacific LNG.

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Project shopfronts (in Roma, Chinchilla, Miles and Gladstone) will play a pivotal role in providing information and assistance to local and regional businesses.	Established
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Wherever feasible Australia Pacific LNG will support a “buy local” program. That is, we will use existing local programs to promote local and regional businesses to Project employees and contractors and will buy locally where possible to support the sustainability of local businesses.	Q4 2010 ongoing
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**Local Business Workforce**

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Australia Pacific LNG will work with local businesses to highlight and engage existing available government workforce programs to attract workers.	Q3 2010 – ongoing	Local Businesses, WDRC, MRC, BSC, DEEDI, DET, DEEWR, Registered Training Organisations and Education Providers, Energy Skills Qld (ESQ)
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To assist local job seekers an online recruitment portal is being developed jointly through ESQ with all proponents, to establish a centralised Job Referral Centre.	Q3 2010 – ongoing
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Local businesses will have access to the online recruitment portal managed through ESQ to link with potential workers.	Q3 2010 – ongoing
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Support a local and regional apprenticeship programs such as the Community Skills Scholarship Program to assist to improve the availability of qualified labour for local and regional businesses to draw from.	Q3 2010 – ongoing
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**Key Performance Indicators**

- Local Content Policy adopted
  - Local industry participation conditions included in Contracts & Procurement Procedures
  - ICN / Australia Pacific LNG website portal operational
  - Capability building program developed and rolled out
  - Number of participatory measures delivered
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- Number of “buy local” programs promoted
  - Number and dollar value of supplier contracts (Australia Pacific LNG and its contractors) awarded to local businesses
  - Evidence of working relationships established with government planning bodies and development industry stakeholders.
  - Evidence of collaborative government/community partnership programs.
  - Number of local businesses accessing and using the Job Referral Centre.
  - Online recruitment portal operational
  - Number of local and regional apprenticeships and traineeships completed via Australia Pacific LNG supported programs

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<b>Review Mechanism</b>	Review internally annually to close off or update tasks as necessary
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## 4. Monitoring, Reporting and Review Program

Australia Pacific LNG believes that effective monitoring of its activities is essential so that impacts can be accurately measured, mitigation measures assessed and meaningful reports provided to stakeholders. To this end Australia Pacific LNG has commenced the development of a monitoring, reporting and review program with the following objectives:

- Track performance towards mitigation action plan objectives
- Build a sound understanding of the environmental, social and economic systems in which Australia Pacific LNG operates
- Share this knowledge with our communities of interest to assist in developing community capacity
- Assist in decision-making with respect to project design, delivery and investments throughout the project lifecycle
- Assist Australia Pacific LNG to contribute to local and regional planning activities
- Assist Australia Pacific LNG to report on its overall performance against the company's sustainability framework

As detailed in section 3.2 – Action Plans, Australia Pacific LNG has identified a range of indicators of the relative performance of individual mitigation strategies. These indicators will be further defined to include metrics, standards and qualitative criteria as appropriate and form the basis of the monitoring program. In defining the indicators, consideration will be given to the following aspects

- relevance of the indicator
- measurability
- reliability of data sources and ease of data collection
- current availability of data or the resources and capacity to collect new data
- Implications for community sustainability (see 'five capitals' approach in section 4.1).

Critically, the success of the Australia Pacific LNG's performance against many of the measures outlined in the SIMP depends on government, particularly State Government, delivery on measures of its' own departmental policies and plans. These include *Toward Q2: Tomorrow's Queensland*, which describes five ambitions for the State, covering the economy, environment and lifestyle, education and skills, health and community, *Blueprint for the Bush* and the *Blueprint for Queensland's LNG Industry* which provides an outline of how the State Government will facilitate the development of the LNG industry in Queensland and work with local communities to ensure that any development of LNG resources is beneficial.

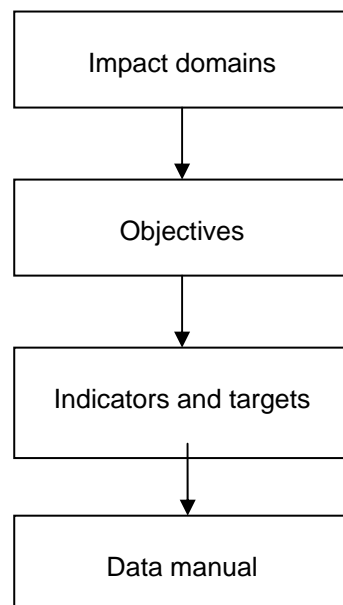
### 4.1 Monitoring and Reporting Framework

Whilst the Monitoring and Reporting Program will be finalised once all the strategies have been fully developed and further consultation undertaken, a framework has been developed to provide guidance. The framework will also be developed and improved over the life of the project.

The approach taken in the development of the monitoring framework is to use a ‘five capitals’ model of community development. These five capitals are:

- Human Capital
- Social capital
- Built capital
- Natural capital
- Economic/ Financial capital

Thus, the indicators developed for monitoring the present and likely future impacts of the Project on the local communities will focus particularly on the implications for community sustainability. Using this as an overarching guide, the proposed framework is structured according to the hierarchy shown in Figure 4-1 below:



*Adapted from CSRM (2007)*

#### **Figure 4-1 Structure of proposed monitoring framework**

At the top of the framework are ‘impact domains’. These are the key areas where the Project – now or in the future - has the potential to have a positive or negative impact within the local communities and surrounding region. Each mitigation action plan has implications for one or more of the impact domains.

A set of objectives are then defined for each impact domain. These objectives articulate, in general terms, what outcomes Australia Pacific LNG are aiming to achieve over the life of the Project in relation to these domains. The objectives, in turn, are underpinned by performance indicators, which can be used to assess whether the project is contributing to, or detracting from, achievement of these goals. Key performance indicators for each action plan are provided above, however these will need to be refined in line with the finalised strategies and further consultation with partner organisations.

In association with these performance indicators, the plan will include appropriate targets against which to measure and report the performance of the SIMP over time. Development of targets will include a broad and balanced approach, taking into consideration those elements which Australia Pacific LNG has the ability to influence.

Finally, underpinning the framework is a 'data manual' spelling out what information is required to support each indicator, where this can be sourced, how frequently it should be reported, what definitions should be used, the reliability and adequacy of the indicator, and what metrics should be employed (in the case of quantitative indicators). The development of this manual will take into particular consideration data currently collected by agencies, local governments and other organisations. For example, the manual will have, for each indicator:

- Description of the indicator
- Data sources required
- How often it can be measured
- Benchmarks the indicator can be compared to
- Scale of measurement
- Key questions answered
- Limitations of the indicator
- Methods used to measure the indicator

The monitoring framework will also consider opportunities for participatory monitoring, including the potential establishment of formal structures and institutions to regularly monitor impacts throughout the life of the Project. Such a participatory approach can have a number of benefits to the Project and to project affected communities; including better anticipation and mitigation of negative impacts, improved planning and decision-making, maintaining open lines of communication with community members, and providing important feed-back to improve processes throughout Project operations. The table below presents a visual representation of a potential monitoring framework incorporating the elements outlined above.

**Table 4-1 Example of proposed Monitoring Framework**

<b>Impact Domain: Human Capital</b>					
<b>Goals</b>	<b>Indicator</b>	<b>Methodology</b>	<b>Target/Outcome</b>	<b>Responsible Party</b>	<b>Frequency of Reporting</b>
<b>Workforce and Training</b>					
Developing and increasing the available pool of skilled labour in the region	# local residents participating in skills development programs offered by Australia Pacific LNG	Maintain database of individuals undertaking training with age, sex, ATSI association		Australia Pacific LNG Training Manager	Every 12 months

This monitoring framework will be further developed and finalised once the key strategies have been completed and will be communicated to communities and stakeholders for their input and agreement. Reporting on the indicators and targets will be dependent on the frequency identified in the framework, but will be not greater than annually.

## **4.2 Review of the SIMP**

Due to the dynamic nature of the SIMP, it is important that there are regular review mechanisms, both internally and externally. For the first five years of the Project, the SIMP will be reviewed as follows:

- An internal review undertaken annually or as required
- Annually in consultation with the Regional Community Consultative Committee (RCCC), DIP, DEEDI, Department of Communities, partners and the community with a report being provided to DIP

External audit and review of the SIMP will be undertaken by an independent third party in consultation with relevant stakeholders including governments, service providers and community groups every three (3) years.

Following internal and external reviews, the SIMP will be revised as necessary to respond to changing issues in the community and to ensure that the strategies are achieving the desired outcome in an effective manner.

### **4.2.1 Internal review process**

For the first five years of the Project, the SIMP will undergo an internal review every twelve months. This review will monitor progress on the implementation of the SIMP Action Plans and well as movement towards the desired outcomes set for each of the mitigation activities identified. The findings of the review will inform any amendments to mitigation strategies, where required, to ensure the strategies continue to address the identified social impacts of the project. This process will also provide the foundation for updates to the Action Plan

This review will be undertaken by the Social Impact Management Working Group. Membership of the working group will include:

- Project Manager, Social
- Project Manager Training & Skills Development
- Manager, Land Strategy and Stakeholder Relations
- Queensland Government Relations Manager
- Indigenous Communities Manager
- Environmental Team Lead – HSSE

The outcomes of each internal review will be reviewed by the Project Sustainability sub-committee, with membership including:

- Australia Pacific LNG Project Director
- Australia Pacific LNG Shareholder Representatives
- Australia Pacific LNG Operator representatives

This committee will then report the findings of the review to the Australia Pacific LNG Board for review.

The findings of these internal reviews which result in amendments to the actions outlines in the SIMP will be made publicly available through the RCCC.

## 5. Community and Stakeholder Engagement Plan

Australia Pacific LNG's approach to stakeholder engagement in development of the Social Impact Management Plan (SIMP) for the project is based on an iterative consultation process. This has enabled Australia Pacific LNG to understand the actions and commitments that are required to address the concerns or interests identified in, or raised subsequently to the Project EIS. Ongoing dialogue has occurred with a number of key stakeholders which is informing the strategic direction of the SIMP. Key aspects of the engagement strategy, such as the establishment of a Regional Community Consultative Committee will play a significant role in the final SIMP, although it is the view of Australia Pacific LNG that to varying degrees, the SIMP will be necessarily modified and refined in the early stages of its implementation.

Australia Pacific LNG has developed a Community and Stakeholder Engagement Plan to guide the implementation of the SIMP. This document will be made available in full to the relevant Regional Community Consultative Committees and other stakeholders as required. This section provides an outline of consultation undertaken by Australia Pacific LNG since lodgement of the EIS and our preferred approach to the establishment of operations of RCCC's.

### 5.1 Consultation undertaken since lodgement of the EIS

Following lodgement of the EIS with DIP and during the development of the SIMP targeted consultation with key stakeholders and potential partner agencies has been undertaken. Expanding on this consultation will be key in further developing and implementing action plans and identifying potential for partnerships.

To date the following entities have been consulted specifically on the SIMP:

- Department of Infrastructure and Planning
- Department of Communities, Housing and homelessness services
- Department of Employment Economic Development and Innovation
- Department of Education and Training
- Industry Capability Network
- Western Downs Regional Council
- Maranoa Regional Council
- Banana Shire Council
- Toowoomba Regional Council

Australia Pacific LNG will in the near future consult with, in particular, potential partner agencies and key EIS submitters, regarding the development of the SIMP, including:

- Queensland Police Service
- Department of Community Safety
- Urban Land Development Authority
- Indigenous community organisations

Table 5-1 identifies outcomes of these consultations and describes plans for further developing the action plans in consultation with these and other stakeholders.

**Table 5-1 SIMP specific engagement undertaken**

Stakeholder	Relevant SIMP elements	Outcome	Way forward
Department of Infrastructure and Planning	All	Australia Pacific LNG is engaging with DIP to discuss all aspects of the SIMP prior to assessment.	DIP will provide comments and assess the SIMP through the EIS process.
Department of Education and Training	Workforce and Training action plan	<p>Australia Pacific LNG has been working with the Skills Queensland unit of the department both independently and jointly with the other proponents through Energy Skills Queensland.</p> <p>At the recent EIS presentations, the department advised it was pleased with the level of engagement between Australia Pacific LNG and the department.</p>	<p>Australia Pacific LNG will continue to work with the department to develop and implement strategies to:</p> <ul style="list-style-type: none"> <li>• address Australia Pacific LNG's existing workforce e.g. EBPPP funding partnerships for cross skilling existing workers</li> <li>• address future workforce training needs e.g. shortages for E/I technicians</li> <li>• link opportunities for employment to targeted training programs for underrepresented groups e.g. indigenous, women, mature aged</li> <li>• participate on the Workforce Skills and Housing Strategy Headline Initiative Working Groups, a part of the Surat Basin Future Directions Strategy group</li> </ul>

Stakeholder	Relevant SIMP elements	Outcome	Way forward
Department of Employment, Economic Development and Innovation	Workforce and Training action plan Local Content Action plan	<p>Australia Pacific LNG has been working with the Office of Advanced Manufacturing within DEEDI as well as the LNG Workforce Coordination Unit.</p> <p>At the recent EIS presentations, the department advised it was pleased with the level of engagement between Australia Pacific LNG and the department</p>	<p>Australia Pacific LNG will continue to work with the OAM unit of the department to develop and implement strategies to:</p> <ul style="list-style-type: none"> <li>• support Australia Pacific LNG’s local content policy</li> <li>• partner with the department, the Industry Capability Network and local councils to build regional capability for local contractors</li> </ul> <p>Australia Pacific LNG will continue to work with the LNG Workforce Coordination unit of the department to develop a generic approach to skills development across the industry.</p>
Energy Skills Queensland	Workforce and Training Action Plan	<p>Australia Pacific LNG is an active partner of the Energy Skills Qld CSG/LNG Skills Taskforce and the supporting “Training” working group</p> <p>ESQ have acknowledge the role undertaken by Australia Pacific LNG in this capacity (Appendix 3 Letter of Support from ESQ).</p>	<p>Australia Pacific LNG will continue to work closely with ESQ to develop and implement strategies to address the skills needs of the workforce both for Australia Pacific LNG and the wider industry. These will include:</p> <ul style="list-style-type: none"> <li>• the development of training units and resources for Operator and trade related occupations</li> <li>• participation in programs to recruit train and employ members from underrepresented groups</li> </ul>

Stakeholder	Relevant SIMP elements	Outcome	Way forward
			<ul style="list-style-type: none"> <li>• participation in further EBPPP funded training partnerships</li> <li>• participation in the development of a joint Job Referral Centre for the industry</li> </ul>
Department of Communities, Housing and homelessness services	Housing action plan	<p>Australia Pacific LNG presented the core elements of its housing action plans. DoC described potential vehicles for delivering the affordable housing component of the integrated housing strategy.</p> <p>DoC expressed acceptance of Australia Pacific LNG's wish to continue consultation as the integrated housing strategy is being developed and implemented</p>	<p>Australia Pacific LNG will develop an integrated housing strategy during 2010. Australia Pacific LNG will continue to involve DoC in this process</p>
Maranoa Regional Council	All action plans	<p>Australia Pacific LNG presented the core elements of the SIMP action plans.</p> <p>MRC expressed its view that:</p> <ul style="list-style-type: none"> <li>• Australia Pacific LNG should ensure opportunities for local businesses to bid for contracts.</li> <li>• Australia Pacific LNG should seek to attract people from the whole of the south-west to its workforce</li> <li>• Australia Pacific LNG should focus its contribution to the Maranoa region on</li> </ul>	<p>Australia Pacific LNG and MRC agreed to continue discussion about the SIMP action plans and opportunities for collaboration when a draft community plan is available to guide the process. This is expected to occur during September or October 2010.</p> <p>Australia Pacific LNG will continue to consult with MRC about the establishment of an RCCC.</p>

Stakeholder	Relevant SIMP elements	Outcome	Way forward
		<p>upgrading the airport, and support the development of a community hub in the new ULDA area.</p> <ul style="list-style-type: none"> <li>• Australia Pacific LNG should consider employment of indigenous people from the Mitchell and Surat areas.</li> </ul> <p>Economic Development issues identified by MRC included:</p> <ul style="list-style-type: none"> <li>• Transport infrastructure</li> <li>• Affordable housing</li> <li>• Workforce issues, including increased competition for labour</li> <li>• Business support</li> </ul> <p>MRC informed Australia Pacific LNG it is currently undertaking a community planning process, and would like to align the SIMP implementation with this plan.</p>	
Western Downs Regional Council	All action plans	<p>Australia Pacific LNG presented a summary of the action plans in the SIMP and sought WDRC comments on these. Australia Pacific LNG also sought WDRC's input into the process for establishing a RCCC.</p> <p>WDRC presented the following issues:</p>	<p>Australia Pacific LNG agreed to submit a copy of the SIMP to WDRC for further discussion and identification of priorities for collaboration.</p> <p>Australia Pacific LNG will also formally seek council's input into the establishment of an RCCC.</p>

Stakeholder	Relevant SIMP elements	Outcome	Way forward
		<ul style="list-style-type: none"> <li>• WDRC would like to see incentives for the workforce to relocate, as well as measures to reduce impacts on affordability to households on low and fixed incomes</li> <li>• WDRC would like to see Australia Pacific LNG as well as state government contribute to a council managed fund for affordable or community housing</li> <li>• WDRC would like to see investment in key social infrastructure, primarily kindergartens, childcare and aged care facilities</li> </ul>	
Toowoomba Regional Council	All action plans	<p>Australia Pacific LNG presented a summary of the action plans in the SIMP and sought TRC comments on these.</p> <p>TRC believed the main social impacts experienced in the region would initially be of an indirect nature, e.g. as pressure housing costs would increase in the gas fields region, low income households may migrate to Toowoomba to access affordable housing.</p>	<p>Australia Pacific LNG agreed to forward details of the SIMP to TRC for further discussion</p> <p>Australia Pacific LNG and TRC agreed to continue the discussion about the SIMP and to continue to monitor impacts to the TRC area.</p> <p>Australia Pacific LNG will consult with TRC regarding the establishment of an RCCC closer to the proposed development of the Gilbert Gully area.</p>
Banana Shire Council	All action plans	Australia Pacific LNG presented a summary of the action plans in the SIMP and sought	APLNG will continue the discussion with BSC to identify and agree on priorities for social

Stakeholder	Relevant SIMP elements	Outcome	Way forward
Queensland Police Service	Community Health and Safety action plan	<p>BSC comments on these.</p> <p>BSC identified a number of priority areas for impact mitigation and investment, including;</p> <ul style="list-style-type: none"> <li>- programs to support workforce wellbeing</li> <li>- ways to address temporary workforce housing in Biloela</li> <li>- opportunities to address indigenous disadvantage and housing affordability issues.</li> </ul> <p>APLNG and BSC discussed potential for aligning the action plans with the shire's ongoing community planning project.</p> <p>APLNG sought BSC's comments on appropriate ways to establish a consultative committee in the area</p>	<p>impact mitigation and community investment, and alignment with the community plan</p> <p>Australia Pacific LNG will work with BSC and local chambers of commerce to further implement the local content and workforce and training action plans</p> <p>APLNG will continue to consult with BSC regarding the establishment of an RCCC</p>
Department of Community Safety			<p>Contact has been initiated, initial meeting between QPS and Australia Pacific LNG is currently being scheduled</p>
			<p>Australia Pacific LNG is investigating the opportunity to meet with Department of Community Safety in conjunction with the QPS consultation</p>

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Stakeholder	Relevant SIMP elements	Outcome	Way forward
Department of Communities, regional planners	All action plans		Contact has been initiated, initial meetings between DoC regional planners for the central and south western regions and Australia Pacific LNG are currently being scheduled

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## 5.2 Approach to development of a Regional Community Consultative Committee (RCCC)

Australia Pacific LNG has a preference for a joint approach with other LNG proponents to the establishment of RCCC's if possible and appropriate. The RCCC's, whether developed specific to the Australia Pacific LNG Project, or jointly with another proponent, must be able to provide the required mechanism for community feedback and input to effectively implement the SIMP. Australia Pacific LNG has held preliminary discussions with the GLNG project (Santos) in this regard. It is intended to have the RCCC established pre-FID or immediately thereafter. Currently, Australia Pacific LNG anticipates establishing four RCCC's, including:

- Two RCCC's covering the gas fields area, including one in the Maranoa Region and one in the Western Downs region
- One RCCC covering the main gas transmission pipeline area, primarily Banana Shire Council area
- One RCCC for the LNG facility and final section of the gas transmission pipeline, including the Gladstone Regional Council area

Australia Pacific LNG has undertaken research on various community consultative committee models with particular focus on those that maintain the levels of integrity, objectivity, transparency, and Project resourcing levels (financial and in-kind) required to meet the scrutiny of stakeholders groups and members of the community who may express an interest in representing community organisations. A key consideration for Australia Pacific LNG is the proper representation of disadvantaged and under-represented groups.

Development and research work around the most effective approach to establishing a RCCC is ongoing, and until such time as there is a clear position or agreement with other proponents to work to structure a possible joint RCCC, Australia Pacific LNG will focus on the following broad structure and function of a RCCC.

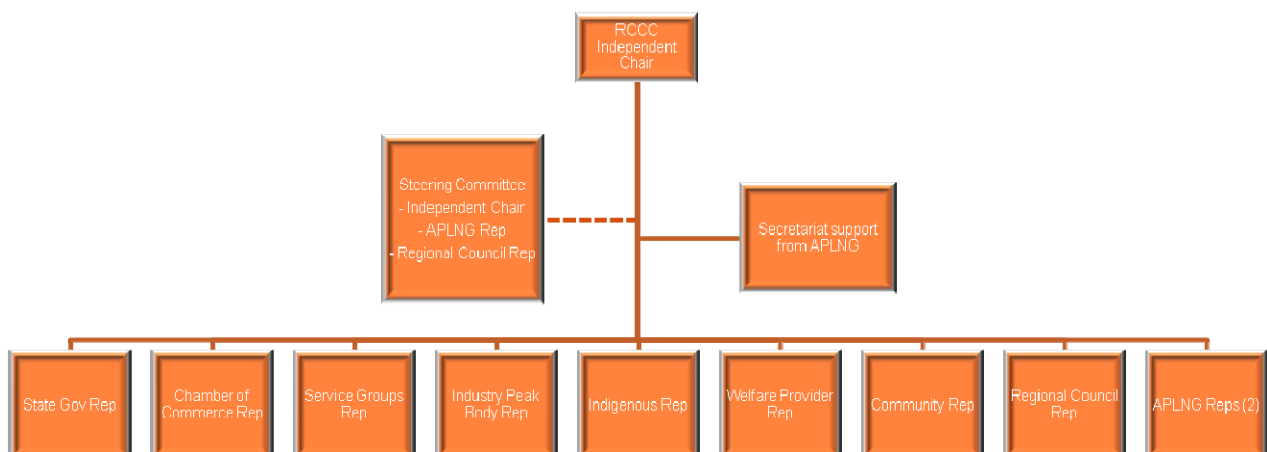


Figure 5-1 Proposed RCCC Framework

## 6. Grievance and Dispute Resolution Policy

Australia Pacific LNG has developed a Grievance and Disputes Resolution Policy which sets out the objectives and process for establishing an effective means by which all primary and secondary stakeholders associated with the upstream project (gas fields and pipeline) have recourse to Origin Energy (on behalf of the Australia Pacific LNG project) for the resolution of a dispute, grievance or complaint. Such dispute, grievance or complaint may be associated with the Project, facility and adjacent infrastructure, conduct of business with third party suppliers/contractors, or with other stakeholder interests such as the provision of social infrastructure and community engagement mechanisms.

A community complaint, generally, is categorised as a concern received from a stakeholder that directly relates to the Australia Pacific LNG project, and which cannot be resolved through existing question and answer documents or through distribution of available public information, including but not limited to project fact sheets and access to the project website.

Australia Pacific LNG is committed to ensuring that any dispute, grievance or complaint is dealt with in a fair and objective manner. Australia Pacific LNG also aims to provide a range of contact avenues that will allow all stakeholder groups to have direct access to project personnel. The avenues currently available to contact the project are:

- dedicated project telephone hotline: 1800 526 369
- project website: [www.aplng.com.au](http://www.aplng.com.au) or [www.origintogether.com.au](http://www.origintogether.com.au)
- Project email address: [contact@aplng.com.au](mailto:contact@aplng.com.au) (origin email address?)
- Community Information offices:
  - Roma: 93 Arthur Street, Phone (07) 4620 1503
  - Chinchilla: 1 Warrego Highway, Phone (07) 4672 6600
  - Miles: 105 Murilla Street
  - Gladstone: 84 Goondoon Street, Phone 1300 776 205
  - Brisbane: Level 3, 135 Coronation Drive, Milton, Phone (07) 3858 0600

## **Appendix 1 - Impact Analysis**

The table in this appendix provides an overview of the impact analysis which has informed development of the key strategies and action plans as described in Section 3 of this SIMP.

This impact analysis used a four stage process in accordance with the draft guidelines for Social Impact Management Plans received from the Queensland Department of Infrastructure and Planning in November 2009. It should be noted that this methodology was adopted to ensure consistency with the draft guidelines, is consistent across the gas fields, LNG facility and main gas transmission pipeline Social Impact Assessments, and that it differs to that adopted elsewhere in the EIS. The key stages in assessing potential impacts are summarised below.

Stage one explains each of the potential impacts, describing why these are regarded as an impact and demonstrating clearly whether the impact is positive or negative, direct or indirect, long-term or short-term, local or widespread and if it is reversible or irreversible.

Stages two and three qualify each impact based upon two assessment characteristics. These characteristics include an assessment of the probability of the impact occurring and an assessment of the actual result and scale of effect of an impact if it were to happen (that is, potential consequences). These are explained below.

#### ***Probability of Occurrence***

The probability of occurrence for each impact is rated between 'low' and 'high,' as follows:

- High (81-100%)
- Medium (31-80%)
- Low (0-30%)

#### ***Consequence***

The potential consequences may vary between 'low', 'medium' and 'high' and positive as follows:

- Low
  - isolated issues or complaint that can be resolved via routine site procedures
  - insignificant to minor social harm
  - no threat to social licence to operate
- Medium
  - repeated incidents or community complaints that require significant adjustment to overall site level and business level procedures
  - moderate social harm
  - medium threat to social license to operate
- High
  - significant, widespread and enduring community issue or dissent
  - major to severe or irreversible social harm
  - direct threat to social license to operate

- Positive (+)

## **Timing**

The draft SIMP designates the anticipated commencement timing for the implementation of mitigation strategies under the following categories:

- Pre-construction (PC)
- Construction (C)
- Operations (O)

Mitigation strategies that continue throughout the Project lifecycle (including construction, operation and decommissioning) are further designated as Life of Project (LP).

## **Responsibilities**

Australia Pacific LNG recognises that it has a significant role to play in the management and mitigation of impacts. However, effective impact mitigation requires the participation and collaboration of a range of stakeholders due to the complexity of many of the issues involved.

In particular, government has a significant role in the planning and delivery of core services such as health, education, emergency services, transport and infrastructure, and employment and training initiatives. Where relevant, this draft SIMP nominates the appropriate State or Federal Government department which has a shared responsibility for the implementation and / or monitoring of a particular mitigation strategy.

The factors which contribute to the need for a shared approach to management and mitigation include:

- The scope of CSG to LNG activities
- The staging of activities (planning, construction, operations and decommissioning)
- The breadth of current and future LNG industry and broader resource sector participants (and therefore extent of risk for cumulative impacts)
- The diverse local, regional and broader governance contexts in which the Project components exist (gas fields, pipeline and LNG facility)

Accordingly, the draft SIMP sets out the areas of responsibility for implementation of identified mitigation strategies under the following broad stakeholder categories:

- Australian Pacific LNG (this includes joint-venture partners and contractors)
- Government (local, State and Federal) – primary departments
- Industry (CSG to LNG proponents)
- Shared Responsibility could include other parties in addition to those listed above such as:
  - Other government agencies where relevant
  - Private sector
  - Community

The relevant Government Departments include but are not limited to:

- Federal Government:
  - Department of Education, Employment and Workplace Relations
  - Department of Infrastructure, Transport, Regional Development and Local Government
  - Department of Families, Housing, Community Services and Indigenous Affairs
  - Department of Health and Ageing
  - Department of Human Services
- Queensland Government:
  - Department of Premier and Cabinet
  - Department of Communities
  - Department of Infrastructure and Planning
  - Department of Education and Training
  - Department of Employment, Economic Development and Innovation
  - Department of Environment & Resource Management
  - Queensland Police
  - Department of Community Safety
  - Department of Transport and Main Roads
  - Queensland Health

Table 6-1 Impact Analysis

IDENTIFICATION		ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L		
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>							
<b>Population</b>							
Increase in regional population.	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will provide housing for non-local construction staff and contractors in temporary accommodation facilities and will consult with stakeholders including the local councils as part of the site selection process.</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will continue to use or develop methods to attract people local to the region to the workforce.</li> <li>Australia Pacific LNG will continue to use or develop methods to attract under-represented groups to the workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Communities (Housing and Homelessness Services)</li> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC  C	<ul style="list-style-type: none"> <li>Percentage of construction workforce sourced from the local area.</li> <li>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position/seniority.</li> <li>Functional working relationships are established with government, the community and other industries.</li> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> <li>Track and analyse community attitudes towards Project consultation processes and management of construction workforce issues.</li> </ul>
	Ops	H	M				
<b>Demographic Profile</b>							
Change in community demographics due to construction workforce profile.	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to use or develop methods to attract people local to the region to the workforce.</li> <li>Australia Pacific LNG will continue to use or develop methods to attract under-represented groups to the workforce.</li> <li>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its Code</li> </ul>	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC  C	<ul style="list-style-type: none"> <li>Percentage of construction workforce sourced from the local area.</li> <li>Percentage of construction workers accommodated at the temporary accommodation facilities.</li> <li>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and</li> </ul>
	Ops	L	L				

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES	
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L		
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>							
				of Conduct for all employees and contractors. <i>Refer to 'community health and safety' mitigation measures</i>		position/seniority. <ul style="list-style-type: none"> <li>Track and analyse breaches of the Code of Conduct by incident type.</li> <li>Track and analyse community attitudes towards Australia Pacific LNG's position and processes in relation to recruitment and workforce management.</li> </ul> <i>Also refer to 'community health and safety' performance measures.</i>	
Increase in the number of overseas workers in the community.	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to use and develop methods to attract people local to the region to the workforce.</li> <li>Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce.</li> </ul> <i>Refer to 'facilities and services' mitigation measures.</i>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC C <ul style="list-style-type: none"> <li>Percentage of construction workforce sourced from overseas.</li> </ul> <i>Also refer to 'facilities and services' performance measures.</i>
<b>Income And Affordability</b>							
Increased cost of living due to inflationary pressure from higher average weekly incomes.	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will provide housing for non-local construction staff and contractors in temporary accommodation facilities and will consult with stakeholders including the local council as part of the site selection process for these facilities.</li> <li>Australia Pacific LNG will work through committees established under the Sustainable Resource Communities Policy to identify housing market issues, forecasts and possible responses.</li> <li>To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG's community programs will include working with Government and agencies that provide housing to people in housing distress.</li> </ul> Refer to comm.. invest	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Communities (Housing and Homelessness Services)</li> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC O LP <ul style="list-style-type: none"> <li>Percentage of construction workers accommodated at the temporary accommodation facility.</li> <li>Functional working relationships established with local councils, State Government, relevant agencies and committees.</li> </ul>
	Ops	L	M				
Social divide resulting from increased wage gap (that is,	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to use or develop</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC <ul style="list-style-type: none"> <li>Percentage of workforce sourced from the</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
the 'haves' and 'have nots').	Ops	L	M	<p>methods to attract people local to the region to the workforce.</p> <ul style="list-style-type: none"> <li>Australia Pacific LNG will implement a local content strategy whereby we participate in or establish programs which assist qualified local and regional businesses with the opportunity to tender for provision of goods and services for the Project.</li> <li>Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce.</li> <li>Australia Pacific LNG will aim to build collaborative partnerships with government and community organisations to enhance the capacity of employers to provide jobs and the capacity of locals to develop skills and secure jobs. For example through the Community Skills Scholarship program.</li> <li>Australia Pacific LNG's community investment programs will support sustainable community development.</li> <li>To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG's community programs will include working with government and agencies that provide housing to people in housing distress.</li> </ul>	L	<ul style="list-style-type: none"> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> <li>Department of Employment, Economic Development and Innovation</li> <li>Department of Communities (Housing and Homelessness Services)</li> </ul> </li> </ul>	<p>O</p> <p>LP</p> <ul style="list-style-type: none"> <li>local area.</li> <li>Number and percentage of persons employed by Australia Pacific LNG by age, gender, social equity target group, occupation and position /seniority.</li> <li>Functional working relationships established with government and community organisations and evidence of partnership projects.</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives.</li> </ul> <p><i>See also local content strategy and Employment and Training indicators under Employment, Training and Business impacts (below).</i></p>	
<b>Employment Training And Business</b>								
Opportunity to increase labour-force participation and increase local skills capacity.	Cons	M	+	<ul style="list-style-type: none"> <li>Australia Pacific LNG workforce strategy will address:                             <ul style="list-style-type: none"> <li>In-house training programs.</li> <li>Analysis of ongoing labour requirements.</li> <li>Training strategies targeted to local labour.</li> <li>Targeted employment and training programs.</li> <li>Methods to attract people local to the region to the workforce.</li> <li>Methods to attract under-represented groups to the workforce.</li> </ul> </li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential</li> </ul>	+	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> </ul> </li> <li>Industry</li> </ul>	<p>PC</p> <p>O</p> <p>LP</p>	<p><b>Employment</b></p> <ul style="list-style-type: none"> <li>Number of persons employed via government sponsored employment programs by length of time unemployed.</li> <li>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position/seniority.</li> <li>Functional working relationships are established with other industries.</li> <li>Evidence of joint industry outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				<p>cumulative impacts and share information relating to potential impacts and mitigation measures.</p> <ul style="list-style-type: none"> <li>Australia Pacific LNG will work together with the CSG/LNG industry through the CSG/LNG Skills Taskforce of Energy Skills Queensland to help address skill shortages by: <ul style="list-style-type: none"> <li>Raising awareness of the CSG/LNG industry in local communities.</li> <li>Supporting vocational training.</li> <li>Facilitating career advice and work readiness programs for new entrants and mature entrants from related industries.</li> </ul> </li> <li>Australia Pacific LNG will participate in CSG/LNG gateway programs with secondary schools in the Project region in partnership with providers such as the Queensland Minerals and Energy Academy to implement programs that promote career opportunities and facilitate employment in the CSG/LNG industry.</li> <li>Australia Pacific LNG will continue to collaborate on programs with government, training and education groups that build the local skills base both to meet the specific needs of the industry and other impacted sectors. This will include further development of apprenticeship, traineeship, scholarship and higher education programs.</li> </ul>		<p>cumulative impacts.</p> <p><b>Training</b></p> <ul style="list-style-type: none"> <li>Number of local area residents participating in skills development programs offered by Australia Pacific LNG.</li> <li>Number of local area residents participating in skills development programs offered by Australia Pacific LNG by social equity target group and occupation.</li> <li>Number and percentage of apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG by occupation / operational area.</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives</li> <li>Number of students given work experience and/or receiving scholarship or financial support.</li> </ul>		
Opportunities for local and regional businesses to supply goods and services to the Project.	Cons Op	H M	+ +	<ul style="list-style-type: none"> <li>Australia Pacific LNG will implement a local content strategy whereby it participates in or establishes programs which assist qualified local and regional businesses to access opportunities to tender for provision of goods and services for the Project.</li> <li>The local content strategy will include provision such as regular project updates, overview of goods and services packages, supply chain education.</li> <li>Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's sustainability principles and objectives.</li> </ul>	+ +  –	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government <ul style="list-style-type: none"> <li>Department of Employment, Economic Development and Innovation</li> </ul> </li> </ul>	PC O LP	<ul style="list-style-type: none"> <li>Percentage and dollar value of supplier contracts (Australia Pacific LNG and its contractors) awarded to businesses based in the local and regional area.</li> <li>Track and analyse local business community attitudes towards the availability of supplier information and engagement with procurement of the local content strategy, including existing suppliers and non-suppliers.</li> </ul>

IDENTIFICATION		ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L		
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>							
Inflationary pressure on commercial real estate costs impacts on local businesses.	Cons	L	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information regarding demand for commercial real estate to allow for evaluation of future growth and due consideration for additional land release.</li> </ul>	M	<ul style="list-style-type: none"> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Functional working relationships are established with government planning bodies and development industry stakeholders.</li> </ul>
	Ops	L	M		M		
Impact to local and regional businesses losing employees to the Project.	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will aim to build collaborative partnerships with government and community organisations to enhance the capacity of employers to provide jobs and the capacity of locals to develop skills and secure jobs. For example through the Community Skills Scholarship program.</li> <li>Australia Pacific LNG will continue to collaborate on programs with government and training and education groups that build the local skills base both to meet the specific needs of the industry and other impacted sectors. This will include further development of apprenticeship, traineeship, scholarship and higher education programs.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>See employment and training and local content indicators above.</li> <li>Functional working relationships established with government and community organisations and evidence of partnership projects.</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives.</li> </ul>
	Ops	L	M		L		
Impact to operation of agricultural businesses	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will integrate and manage Project activities in consultation with landowners</li> <li>Australia Pacific LNG will continue working with the Government's Land Access Group to inform the development of an industry wide code of conduct for working with landowners.</li> <li>Vehicle inspection and cleaning facilities will be used by Australia Pacific LNG at appropriate locations to mitigate against the spread of weeds.</li> <li>Australia Pacific LNG will bury pipeline infrastructure to ensure continuity of farming activities.</li> <li>Australia Pacific LNG will 'make good' a decline in the water supply to an impacted water bore in accordance with requirements of the Petroleum and Gas (Production and Safety) Act 2004.</li> <li>Australia Pacific LNG's community investment programs will support sustainable community development.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Industry</li> </ul>	<ul style="list-style-type: none"> <li>Track and analyse adherence to weed management procedures</li> <li>Track and analyse landowner satisfaction with consultation procedures</li> <li>Ability for agricultural activities to continue after pipeline construction and remediation.</li> <li>Evaluate range of community investment programs supporting local agricultural values.</li> </ul>
	Ops	H	M		L		

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
<i>Refer to Community and Stakeholder Engagement Chapter, Volume 2, Chapter 2,</i>								
<i>Refer to landuse chapter</i>								
Opportunities for apprenticeships, scholarships and vocational training.	Ops Cons	H M	+ +	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to collaborate on programs with government and training and education groups that build the local skills base both to meet the specific needs of the industry and other impacted sectors. This will include further development of apprenticeship, traineeship, scholarship and higher education programs.</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will work closely with education providers to develop or utilise existing programs suitable for the industry including programs that recognise prior learning, reducing impact to local educational institutions.</li> </ul>	+ +	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared Responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC O LP	<p><i>See employment and training indicators above.</i></p> <ul style="list-style-type: none"> <li>Evaluate community investment programs to assess the achievement of program goals and objectives</li> <li>Expenditure on training programs.</li> <li>Number of apprenticeships and scholarships offered by the Australia Pacific LNG project.</li> </ul>
Opportunity to support work readiness programs and pre-trade training concepts.	Ops Cons	H M	+ +	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to develop or utilise existing local partnerships to assist students to transition from school to work or higher education.</li> <li>Australia Pacific LNG will partner with local training providers to develop industry and employment skills.</li> <li>Australia Pacific LNG will work together with the CSG/LNG industry through the CSG/LNG Skills Taskforce of Energy Skills Queensland to help address skill shortages by:                             <ul style="list-style-type: none"> <li>Raising awareness of the CSG/LNG industry in local communities.</li> <li>Supporting vocational training.</li> <li>Facilitating career advice and work readiness programs</li> </ul> </li> </ul>	+ +	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Industry</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> </ul> </li> </ul>	PC O LP	<ul style="list-style-type: none"> <li>Functional working relationships established with training providers and industry groups.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> <li>Track and analyse awareness levels of the CSG/LNG industry in Project areas</li> <li>Level of growth in competency based training and skills development programs for Production and Process Plant Operators.</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				for new entrants and mature entrants from related industries.				
				<ul style="list-style-type: none"> <li>Australia Pacific LNG will participate in CSG/LNG gateway programs with secondary schools in the Project region in partnership with providers such as the Queensland Minerals and Energy Academy to implement programs that promote career opportunities and facilitate employment in the CSG/LNG industry.</li> <li>Australia Pacific LNG will expand competency based training and skills development programs for Production and Process Plant Operators.</li> </ul>				
<b>Primary and Secondary Education</b>								
Inability of primary and secondary education facilities to meet demand.	Cons	L	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will assist primary and secondary education institutions in forecasting future demand by providing relevant workforce data to relevant State Government departments</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared Responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>Communication of workforce demand estimates to the State Government.</li> <li>Functional working relationships are established with government, the community and other industries.</li> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> </ul>
	Ops	L	M		L		LP	
<b>Housing and Accommodation</b>								
Increase in housing and/or rental prices caused by increased demand and limited supply results in poor levels of housing affordability and an over-inflated market.	Cons	H	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will provide housing for non-local construction staff and contractors in temporary accommodation facilities and will consult with stakeholders including the local council as part of the site selection process for these facilities.</li> <li>Australia Pacific LNG will provide temporary accommodation for personnel wishing to relocate until such time as housing</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared Responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Communities (Housing and</li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>Percentage of non-local workers accommodated in temporary accommodation facilities.</li> <li>Worker accommodation completed ahead of project demand.</li> <li>Functional working relationships are established with government, the</li> </ul>
	Ops	M	H		M		LP	

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				stock becomes available.		community and other industries.		
				<ul style="list-style-type: none"> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will work through committees established under the Sustainable Resource Communities Policy to identify housing market issues, forecasts and possible responses.</li> <li>To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG's community programs will include working with Government and agencies that provide housing to people in housing distress.</li> </ul>	<p><i>Homelessness Services)</i></p> <p>– <i>Department of Infrastructure and Planning</i></p>	<ul style="list-style-type: none"> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> </ul>		
Concerns that temporary accommodation facilities will foster anti-social behaviour and impact to host community.	Cons	M	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> <li>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its Code of Conduct for all employees and contractors.</li> <li>Australia Pacific LNG will design and construct a high quality temporary accommodation facility with sufficient social and recreational facilities.</li> <li>Australia Pacific LNG will continue to implement a community complaints procedure for communities and stakeholders to raise concerns, and in turn have them addressed in a timely manner.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC C	<ul style="list-style-type: none"> <li>Track and analyse breaches of the Code of Conduct by incident type.</li> <li>Number and type of community complaints made to Australia Pacific LNG, its contractors, local councils and others.</li> <li>Track and analyse complaint response time and resolution.</li> <li>Track and analyse workforce attitudes towards the physical and operational standards of the accommodation facilities</li> </ul>
Increased demand for hotel/motel accommodation presents challenges for competing local industry and businesses.	Cons	M	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> </ul>	PC C	<ul style="list-style-type: none"> <li>Timely communication of project and workforce demands.</li> <li>Functional working relationships are</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES	
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L		
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>							
			<p>potential impacts and mitigation measures.</p> <ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will provide housing for non-local construction staff and contractors in temporary accommodation facilities.</li> </ul>	<ul style="list-style-type: none"> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>		<p>established with government, the community and other industries.</p> <ul style="list-style-type: none"> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> </ul>	
<b>Community Health and Safety</b>							
Community concern about health and safety impacts resulting from the Project.	Cons	M	H	<p>Community health and safety practices and results of monitoring communicated through a range of channels including Australia Pacific LNG's shop-front, consultation sessions, media and meetings.</p> <ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to implement a community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner.</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> </ul>	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>Number and type of health, safety and environment (HSE) related complaints pertaining to Australia Pacific LNG and its contractors made to Australia Pacific LNG, its contractors, local council and others.</li> <li>Track and analyse community attitudes towards Australia Pacific LNG and its contractors environmental, health and safety performance.</li> <li>Number and percentage of HSE incidents by incident type.</li> <li>Level of compliance with environmental legislative reporting requirements.</li> <li>Functional working relationships are established with government, the community and other industries.</li> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning</li> </ul>
	Ops	M	H			O	

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
						documents and related communications.		
						<ul style="list-style-type: none"> <li>Functional working relationships are established with environment related community groups.</li> </ul>		
Potential for socially unacceptable behaviour due to the increase in population and changed demographics.	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> <li>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its Code of Conduct for all employees and contractors.</li> <li>Australia Pacific LNG will uphold a high standard of behaviour.</li> <li>Australia Pacific LNG will continue to implement a community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner.</li> <li>Health promotion programs relating to the 'Fit for Work' and 'Drug and Alcohol' policies will be implemented</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC	<ul style="list-style-type: none"> <li>Track and analyse participation of Australia Pacific LNG employees and contractors in health promotion programs and safety training initiatives.</li> <li>Track and analyse results of employees and contractors alcohol and drug tests at Australia Pacific LNG.</li> <li>Track and analyse breaches of the Code of Conduct by incident type.</li> <li>Number and type of behaviour related complaints relating to Australia Pacific LNG workers and contractors made to Australia Pacific LNG, its contractors, local council and others.</li> <li>Track and analyse community attitudes towards the conduct of Australia Pacific LNG workers.</li> </ul>
	Ops	L	M		L		O LP	
Increase in road, air and shipping movements impacting on road and maritime safety, and congestion.	Cons	H	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will work with the Federal, State and local government and industry in regard to potential upgrades required to meet the increase demands on regional infrastructure.</li> <li>Australia Pacific LNG will develop a logistics management plan to efficiently move people and materials and to reduce the impact of traffic and transport on communities by: <ul style="list-style-type: none"> <li>consolidation of material prior to transport to reduce truck movements</li> <li>siting logistic hubs (warehouses and lay down facilities) that divert traffic flows around local towns</li> <li>the use of buses for personnel site access during</li> </ul> </li> </ul>	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government <ul style="list-style-type: none"> <li>Department of Infrastructure, Transport, Regional Development and Local Government</li> <li>Department of Main Roads</li> <li>Department of Infrastructure and</li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>Number of employee, contractor and community participants completing road safety programs</li> <li>Number and type of traffic related incidents relating to Australia Pacific LNG workers and contractors.</li> <li>Track and analyse community attitudes towards the project</li> </ul>
	Ops	M	H		M			

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				construction and operations		<i>Planning</i>		
				<ul style="list-style-type: none"> <li>• appropriate travel restrictions</li> <li>• development and implementation of safe transportation management practices to reduce the impact to the local environment.</li> <li>• avoid travel along school routes during set down pick up times</li> <li>• night time travel managed where routes pass sensitive sites, e.g. residential and schools</li> <li>• speed restrictions especially next to sensitive sites – residential, schools or along unsealed roads to reduce dust creation</li> <li>• vehicles lights and warning lights illuminated as appropriate</li> <li>• implementation of driver training program</li> <li>• Safe transportation management practices with minimal impact to the local environment developed and implemented by Australia Pacific LNG.</li> <li>• Australia Pacific LNG will expand the Community Safety Awareness program in conjunction with industry partners, government and community groups to develop responses to community safety issues in the region.</li> </ul>				
				<i>Refer to mitigation measures in traffic and transport section of EIS, Volume 2, Chapter 17.</i>				
<b>Facilities and Services</b>								
Increased demand on medical and health services.	Cons	H	H	<ul style="list-style-type: none"> <li>• Australia Pacific LNG will collaborate with government, industry and other providers to mitigate the impact to health services in local communities including providing the appropriate level of medical facilities for its temporary accommodation facilities and operating facilities.</li> <li>• Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide</li> </ul>	L	<ul style="list-style-type: none"> <li>• Australia Pacific LNG</li> <li>• Shared responsibility</li> <li>• <i>Government</i> <ul style="list-style-type: none"> <li>– <i>Department of Infrastructure and Planning</i></li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>• Timely communication of workforce demand estimates to Queensland Health and local councils within the region.</li> <li>• Number and type of lost workday cases related to illness.</li> <li>• Workforce participation rates for employee wellbeing program activities.</li> </ul>
	Ops	M	H		L		O	

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				information about its Project to inform discussion and decision making in a timely manner.	– Qld Health	• Number of work related visits to medical facilities outside of Australia Pacific LNG facilities.		
				<ul style="list-style-type: none"> <li>Health promotion programs relating to the ‘Fit for Work’ and ‘Drug and Alcohol’ policies will be implemented</li> </ul>				
Increased demand on emergency services	Cons	L	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will collaborate with government, industry and other providers to mitigate the impact to health services in local communities including providing the appropriate level of medical facilities for its temporary accommodation facilities and facilities.</li> </ul> <p><i>See Volume 2, Chapter 22 for mitigation measures for hazard and risk as they relate to emergency services in the gas fields’ area.</i></p>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC	<ul style="list-style-type: none"> <li>Participation in and active contribution to regional planning activities as evidenced through relevant planning outputs (reports, minutes, media communications) and subsequent commitments</li> </ul>
	Ops	L	M		L	<ul style="list-style-type: none"> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Qld Health</li> </ul> </li> </ul>	C	<ul style="list-style-type: none"> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> </ul>
Increased demand for community support services and facilities (for example, child care, public transport, family services)	Cons	L	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will collaborate with government industry and community partners regarding research programs to understand the social impacts and opportunities created by development in communities in which it operates.</li> <li>Australia Pacific LNG’s community investment programs will support sustainable community development by identifying and supporting programs that target community support services.</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will provide orientation to employees moving to the region through the workforce induction program to alleviate pressure on existing support services.</li> <li>Australia Pacific LNG will continue to participate in Local</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of Communities</li> </ul> </li> </ul>	PC O LP	<ul style="list-style-type: none"> <li>Communication of estimated workforce demands to Local and State Government and community service providers.</li> <li>Australia Pacific LNG’s participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications).</li> <li>Functional working relationships are established with government, the community and other industries to plan for cumulative impacts.</li> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.		<ul style="list-style-type: none"> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives</li> <li>Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events.</li> </ul>		
Increased pressure on utility services.	Cons Ops	L M	L M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> </ul>	L L	<ul style="list-style-type: none"> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	PC O	<ul style="list-style-type: none"> <li>Communication of workforce demand estimates to the Local and State Government.</li> </ul>
Reduced access to recreational areas.	Cons Ops	L L	M M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue consultation and engagement programs with stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> <li>Australia Pacific LNG will continue to communicate the extent and timing of any impacts to affected stakeholders and schedule works around minimal disturbance.</li> <li>Australia Pacific LNG will continue to implement community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner.</li> </ul>	L L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC O LP	<ul style="list-style-type: none"> <li>Communication of project works activities to affected stakeholders.</li> <li>Track and analyse community attitudes towards the Project.</li> <li>Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others.</li> <li>Track and analyse complaint response time and resolution.</li> </ul>
<b>COMMUNITY VALUES AND LIFESTYLE</b>								
The region's growth will impact local community values and residents' lifestyle patterns.	Cons Ops	H M	M M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will collaborate with government, industry and community partners regarding research programs to understand the social impacts and opportunities</li> </ul>	L L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> </ul>	PC O	<ul style="list-style-type: none"> <li>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
			<p>created by development in communities in which it operates.</p> <ul style="list-style-type: none"> <li>Australia Pacific LNG's community investment programs will support sustainable community development.</li> <li>Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's sustainability principles and objectives.</li> <li>Australia Pacific LNG will continue consultation and engagement programs with stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> <li>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its Code of Conduct for all employees and contractors.</li> </ul>	<ul style="list-style-type: none"> <li>Government <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of Communities</li> </ul> </li> </ul>	LP	<p>relevant planning outputs (reports, minutes, media communications).</p> <ul style="list-style-type: none"> <li>Evaluate community investment programs to assess the achievement of program goals and objectives.</li> <li>Track and analyse community attitudes towards consultation processes and management of project impacts during construction and operational phases.</li> <li>Track and analyse breaches of the Code of Conduct by incident type.</li> <li>Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others.</li> <li>Track and analyse community attitudes towards the conduct of staff and contractors.</li> <li>Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events.</li> <li>Track and analyse changes in community attitudes over time. For example, for example, social attitudes and experiences of community life, cultural diversity and social interactions.</li> </ul>		
Shift work employment decreases the time workers spend with their families and participating in community activities (including volunteering).	Cons Ops	M M	M M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will collaborate with government industry and community partners regarding research programs to understand the social impacts and opportunities created by development in communities in which it operates.</li> <li>Australia Pacific LNG will design flexible rosters.</li> </ul>	M L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of</li> </ul> </li> </ul>	PC O LP	<ul style="list-style-type: none"> <li>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications).</li> <li>Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events.</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
<i>Communities</i>								
Relationship between increased disposable income and how people spend it (for example, increased spend on gambling, alcohol or drugs) impacting on community values.	Cons	L	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its Code of Conduct for all employees and contractors.</li> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> <li>Australia Pacific LNG's community investment programs will support sustainable community development.</li> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>Australia Pacific LNG will collaborate with government industry and community partners on research programs to understand the social impacts and opportunities created by development in communities in which it operates.</li> <li>As part of the employee well-being program, Australia Pacific LNG will conduct regular education campaigns such as 'Fit for Work' and 'Drug and Alcohol' polices.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of Communities</li> </ul> </li> <li>Industry</li> </ul>	PC	<ul style="list-style-type: none"> <li>Track and analyse breaches of the Code of Conduct by incident type.</li> <li>Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others.</li> <li>Track and analyse community attitudes towards the conduct of staff and contractors.</li> <li>Track and analyse community attitudes towards consultation processes and management of project impacts during construction and operational phases.</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives.</li> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> <li>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications).</li> <li>Participation rates for employee well-being program activities.</li> </ul>
	Ops	L	H					
Impact of lighting, dust, noise and traffic to community amenity and lifestyle.	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> </ul>	PC	<ul style="list-style-type: none"> <li>Functional working relationships are established with government, the community and other industries to plan for</li> </ul>
	Ops	M	M					

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				throughout the life of the Project.		cumulative impacts.		
				<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner.</li> <li>Australia Pacific LNG will continue to implement a community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner.</li> </ul>	<ul style="list-style-type: none"> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts.</li> <li>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications.</li> <li>Number of community information sessions relating to environmental impacts.</li> <li>Number of community information sessions and number of participants in community information sessions.</li> <li>Track and analyse community attitudes towards consultation processes and management of project impacts during construction and operational phases.</li> <li>Also refer to performance measures for the Environmental Management Plan.</li> </ul>		
				<i>See Volume 2, Chapter 7 for mitigation measures for potential visual amenity impacts.</i>				
				<i>See Volume 2, Chapter 7 for mitigation measures for potential lighting related impacts.</i>				
				<i>See Volume 2, Chapter 5 and 13 for mitigation measures for potential dust related impacts.</i>				
				<i>See Volume 2, Chapter 17 for mitigation measures for potential traffic related impacts.</i>				
				<i>See Volume 2, Chapter 15 for mitigation measures for potential noise related impacts.</i>				
Community concerns about the management of environmental, social or economic issues.	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue consultation and engagement programs with communities and stakeholders to ensure their views are understood and considered throughout the life of the Project.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> </ul>	PC	<ul style="list-style-type: none"> <li>Track and analyse community attitudes towards Australia Pacific LNG and its contractors' management and communication of environmental, social and economic impacts.</li> </ul>
	Ops	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will collaborate with government industry and community partners regarding research programs to understand the social impacts and opportunities created by development in communities in which it operates.</li> <li>Australia Pacific LNG's community investment programs will support sustainable community development.</li> </ul>	L	<ul style="list-style-type: none"> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of Communities</li> </ul> </li> </ul>	O LP	<ul style="list-style-type: none"> <li>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications).</li> <li>Evaluate community investment programs to assess the achievement of program goals and objectives.</li> <li>Functional working relationships are</li> </ul>

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
established with environment related community groups.								
<b>INDIGENOUS PEOPLES</b>								
Reduced ability to access to affordable housing for Indigenous Australians.	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will work with government, the community and other industries to plan for potential cumulative impacts and share information relating to potential impacts and mitigation measures.</li> <li>To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG's community programs will include working with Government and agencies that provide housing to people in distress.</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Infrastructure and Planning</li> <li>Department of Communities</li> <li>Department of Communities (Housing and Homelessness Services)</li> </ul> </li> </ul>	PC	<p><i>NB: *Information regarding Indigenous heritage will be provided on a voluntary basis.</i></p> <ul style="list-style-type: none"> <li>Number of Indigenous persons employed in construction and operational workforces by occupation and position/seniority.</li> <li>Number of indigenous businesses or joint ventures engaged through Australia Pacific LNG project.</li> <li>Indigenous employee retention rates for construction and operational workforces.</li> <li>Number of Indigenous residents participating in skills development programs supported by Australia Pacific LNG.</li> </ul>
	Ops	M	M		M		O	
Difficulty in securing and retaining employment on the Project for Indigenous Australians	Cons	H	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to use and develop methods to attract people local to the region to the workforce.</li> <li>Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce.</li> <li>Australia Pacific LNG will aim to build collaborative partnerships with government and community organisations to enhance the capacity of employers to provide jobs and the capacity of locals to develop skills and secure jobs. For example through the Community Skills Scholarship program.</li> <li>Australia Pacific LNG will develop an Indigenous engagement strategy to address recruitment and retention strategies specific to Indigenous Australians</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Shared responsibility</li> <li>Government                             <ul style="list-style-type: none"> <li>Department of Education and Training</li> <li>Department of Communities – Aboriginal and Torres Strait Islander Partnerships</li> </ul> </li> </ul>	PC	<ul style="list-style-type: none"> <li>Number and percentage of Indigenous apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG by occupation / operational area.</li> <li>Number of Indigenous apprenticeships, traineeships, work experience programs and scholarships supported by Australia Pacific LNG in non-LNG industries.</li> <li>Functional working relationships established with local and regional Indigenous organisations.</li> <li>Communication of estimated workforce demands to Local Government, State Government and Indigenous housing and other service providers.</li> </ul>
	Ops	H	M		M		O	
Lack of business development opportunities realised for Indigenous businesses.	Cons	M	M	<ul style="list-style-type: none"> <li>Australia Pacific LNG will implement a local content strategy whereby we participate in or establish programs which assist</li> </ul>	L	<ul style="list-style-type: none"> <li>Australia Pacific LNG</li> <li>Government</li> </ul>	PC	
	Ops	M	M		L		O	

IDENTIFICATION	ASSESSMENT		MANAGEMENT	RESPONSIBILITY	TIMING	PERFORMANCE MEASURES		
Impact	Phase	Probability H, M, L	Consequence H, M, L	Management/mitigation strategies	Residual H, M, L			
<i>Cons = Construction phase Ops = Operational phase + = positive impact</i>								
				<ul style="list-style-type: none"> <li>qualified local and regional businesses with the opportunity to tender for provision of goods and services for the Project.</li> <li>Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's sustainability principles.</li> <li>Australia Pacific LNG will develop an Indigenous engagement strategy to identify business opportunities and programs for development.</li> </ul>	<ul style="list-style-type: none"> <li>Department of Employment, Economic Development and Innovation</li> <li>Department of Communities – Aboriginal and Torres Strait Islander Partnerships</li> </ul>	LP	<ul style="list-style-type: none"> <li>Number of joint initiatives supported by Australia Pacific LNG and Indigenous organisations.</li> <li>Number and percentage of Australia Pacific LNG employees and contractors completing cultural awareness training.</li> <li>Number of Indigenous people participating in cultural heritage management and natural resource management initiatives directly related to the Australia Pacific LNG project. (<i>See also Cultural Heritage Management Plan</i>).</li> </ul>	
Lack of respect for Indigenous Australians	Cons	L	H	<ul style="list-style-type: none"> <li>Australia Pacific LNG will continue to implement cultural awareness program.</li> <li>Australia Pacific LNG will support Indigenous stakeholders to participate in Caring for Country initiatives.</li> <li>Australia Pacific LNG will engage with Indigenous Australians in a respectful and culturally appropriate way.</li> </ul>	L	• Australia Pacific LNG	PC	<ul style="list-style-type: none"> <li>Track and analyse Indigenous community attitudes towards Australia Pacific LNG's position, processes and performance in relation to Indigenous development and Indigenous engagement.</li> </ul>
	Ops	L	H				O	

\* Con = construction, Ops = operations

\*\* H = high, M = medium, L = low, + = positive

\*\*\* PC = pre construction, C = construction, O = operation, LP = life of project

## **Appendix 2 - Community Investment Framework**

## 1. Introduction

Australia Pacific LNG believes that potential social impacts associated with the Project can be effectively mitigated through investment in community capacity building, social infrastructure, and supporting the further strengthening of existing programs and new programs and services as required.

The strategy will focus on addressing skills development and education, natural resource stewardship, safe and healthy communities and sustainable management of population influx, and will be delivered through social infrastructure investment, partnerships, sponsorships and employee giving and volunteering. A key component in delivery of the community investment strategy will be to ensure participation of key stakeholders in any investment consideration.

This Framework presents an overview of how Australia Pacific LNG will progress the development of its Community Investment Strategy in collaboration with communities and stakeholders.

Origin Energy, as the upstream operator of Australia Pacific LNG, has already developed a framework for community investment. Australia Pacific LNG's community investment activities undertaken in the region will build on and expand this framework.

### 1.1 Australia Pacific LNG Community Investment objectives

- Support community capacity building through local skills development and contributing to local education opportunities
- Support programs that protect and enhance the productivity of our natural resources, including land, water and biodiversity
- Support the continued development of safer and healthier communities (including efforts by ambulance, healthcare, police and emergency services and public welfare activities)
- Support and deliver programs that assist to manage population influx in a responsible and sustainable manner
- Support the capacity development of key social infrastructure services and facilities, in accordance with priorities identified by relevant stakeholders
- Provide avenues to partner with government, industry and community that deliver long-term lasting benefits to the Project areas

### 1.2 Current Origin Community Investment activities

Community investment undertaken by Origin is underpinned by the company's Commitments, Principles and Values, in particular Principle 3, which says:

*The value we create will be distributed to stakeholders, recognising the need to ensure the sustainability of our business and its impact on the environment and the communities in which we operate*

Origin's community investment activities are determined following consultation with the community in response to community needs and wants. The two current community investment programs operated in the Surat Basin are the Community Skills Scholarship Program and the Young Driver Training Program.

The Community Skills Scholarship Program is a partnership between Origin and local business that enables young apprentices and trainees in any industry to receive a scholarship to kick-start their careers. The program was designed to address local skills shortages. The program is open to all apprentices and trainees living and working locally. There are over 50 apprentices currently holding Community Skills Scholarship across the region, with the 2010 program open to trainees as well as apprentices.

In response to community concerns for the safety of young people on country roads, Origin partners with an experienced service provider to deliver subsidised driver training to eligible local high school students in Years 11 and 12. In 2010, the program will be expanded to include community members and will be delivered in partnership with the RACQ.

To complement these larger initiatives, Origin also provides donations and sponsorships to a number of local community groups.

## 2. Australia Pacific LNG Community Investment philosophy

Australia Pacific LNG has developed a set of 12 sustainability principles to guide the Project's development. These principles have been, and will be, applied to ensure thorough assessment, adequate identification of potential impacts and development of mitigations to reduce impacts where possible. Australia Pacific LNG will contribute to sustainable development by:

- Adhering to an overriding duty to safety, ensuring operations are carried out in a safe manner and empowering employees and contractors to place safety considerations above all other priorities
- Fostering the health and wellbeing of its workforce
- Creating and maintaining a rewarding workplace for employees and contractors by encouraging personal development, recognising good performance, valuing teamwork and fostering equality of opportunity and inclusivity
- Minimising adverse environmental impacts and enhancing environmental benefits associated with its activities, products or services; conserving, protecting, and enhancing where the opportunity exists, the biodiversity values and water resources in its operational areas
- Reducing greenhouse gas intensity through the development of an energy source less carbon intensive than the world average for the majority of fuel providers for power generation; and implementing a greenhouse gas mitigation strategy for its operations that continuously seeks opportunities to further reduce greenhouse gas emissions
- Using resources efficiently, reducing the intensity of materials used and implementing programs for the reduction and reuse of waste
- Respecting the rights, interests and diverse cultures of the communities in which it operates
- Engaging regularly, openly and transparently with people and communities affected by its activities, considering their views in its decision-making and striving for positive social outcomes
- Working cooperatively with communities, governments and other stakeholders to achieve positive social and environmental outcomes, seeking partnership approaches where appropriate
- Upholding exemplary ethical behaviour in all aspects of its business
- Identifying, assessing, managing, monitoring and reviewing risks to its workforce, its property, the environment and the communities affected by its activities
- Ensuring that all employees and contractors work consistently with its sustainability principles, commitments, values and systems

In addition to the APLNG Sustainability Principles, it is also important to ensure alignment of the Community Investment Strategy with Australia Pacific LNG's shareholders' (Origin Energy and ConocoPhillips) corporate strategic approach to Community Investment and corporate guidelines.

Australia Pacific LNG's Community Investment approach is a natural extension of community engagement and will be consultative, locally relevant and aligned with our corporate principles and values. When considering Community Investment activities, Australia Pacific LNG is committed to

listen before acting. Our Community Investment activities cannot create dependencies nor replicate the core work of governments. Instead, Australia Pacific LNG works in partnership with different sectors, including government, helping people help themselves. We strive to support community initiatives that deliver lasting benefits to broad sections of the community and always considers those with additional barriers to access.

This strategic approach will be aligned with our social commitments in the EIS and will be delivered through proactive engagement with the local community to deliver solutions in partnership that build capacity and develop Australia Pacific LNG's social license to operate within the gas fields and pipeline region of the Project.

Community Investment is one tool which can be used to mitigate or offset identified project impacts. Through a process of impact assessment, risk assessment (community needs analysis) and stakeholder consultation (community wants analysis), the theme areas below have been identified.



There is the potential as the project matures and community priorities and needs change there will be a changed focus for the key themes.

### 3. Investment Approach

In order to manage expectations and achieve optimal outcomes for the community with regards to Community Investment, it is vital that Australia Pacific LNG, Origin and ConocoPhillips adopt a consistent approach to Community Investment. This section outlines the proposed approach to community investment, focusing on community input and tiered investment.

#### 3.1 Community input in to decision making

Community input into decision making to ensure ownership and success of the programs supported by the community investment activities is essential. While the risk of over-consultation remains, mechanisms to ensure alignment with community needs will need to be assessed and developed.

There are a number of options that can be integrated into Australia Pacific LNG's Community Engagement process to assist in ensuring community projects match the needs of the community including the establishment of Regional Community Consultative Committees and undertaking an ongoing process of one-on-one consultation with key stakeholders.

#### 3.2 Delivery Mechanisms

The Australia Pacific LNG project has adopted a tiered approach to Community Investment which will maximise the opportunity for engagement across sectors of the community by meeting community expectation and their capacity to deliver. Figure 3-1 below shows the four components through which Australia Pacific LNG will deliver its community investment program.



#### Appendix 2 – Figure 3-1 Components for delivery of community investment

Each of the components delivers Community Investment via a specific channel. For example,

- Social infrastructure investment focuses on investment in local facilities and services, primarily informed by impact assessment outcomes, community needs and resources analysis and regional Social Infrastructure Strategic Plans
- Partnership funding focuses on sustainable community development through longer-term, large scale partnerships which facilitate capacity development for large non-government organisations (NGOs), Government bodies and community groups

- Sponsorships and donations provide assistance to support grass-roots projects of smaller community organisations, sporting associations and community events
- Support for Employee volunteering and giving facilitates employee participation in and donations towards community activities and volunteering events

### **3.2.1 Social Infrastructure Investment**

In more established resource communities such as Gladstone, local government and community groups have come together to assess the community's needs and wants with regards to Social Infrastructure. In Gladstone, this has been done through the development of a Social Infrastructure Strategic Plan (SISP).

A comprehensive assessment of existing social infrastructure in the Surat Basin is required prior to any investment by Australia Pacific LNG. This would be completed in the form of the SISP currently being prepared for the Surat Basin, and would draw on existing Regional and Community Plans that identify social infrastructure needs. The SISP will include an assessment of the current level of social infrastructure across the region and the results of community consultation, undertaken to better understand what the community believe is needed in the region. The report will also benchmark the Surat Basin against other similar regions and provide recommendations to keep social infrastructure in line with population growth.

Following the completion of the SISP, community endorsement of the plan will be sought prior to any infrastructure spending. Investment in social infrastructure will be made in partnership with Government bodies and ideally through a proactive approach to investment that will be identified with Australia Pacific through alignment with company objectives.

### **3.3 Partnerships Program**

The majority of the Projects ongoing commitment to the community is anticipated through the Partnerships Program which aligns with community needs. A focus on sustainable community development through longer-term large scale partnerships allows capacity development for non-government organisations (NGOs), Government bodies and amongst industry partners.

The objective of a Partnerships Program is to empower community partners to own the solution to a community issue and develop agreements with funding partners to deliver recordable outcomes that have a sustainable outcome. The Partnerships Program will operate under a Terms of Reference to guide decision making which aligns with this philosophy.

Through this model, partners can be requested to leverage Australia Pacific LNG funding for additional Government or grant funding which can reduce ongoing reliance on funding from Australia Pacific LNG or Origin, as well spreading risk to community partners while building business acumen among small businesses and community groups.

Agreements are generally legally binding and longer than one year with transparent shared win for both parties along with a clear understanding of deliverables, limitations and exit strategies of all parties. The exit strategy allows Australia Pacific LNG to understand the potential for sustainability of a project and answers the question "How will this project survive after the initial funding from Australia Pacific LNG?" Managing dependency on Australia Pacific LNG will be pivotal in measuring success of each program.

### **3.3.1 Sponsorships and Donations**

A sponsorships and donations program assists in providing assistance to support grass roots projects of smaller community organisations, sporting associations and community events. Australia Pacific LNG and Origin currently undertake a range of sponsorships and donations in the Surat Basin to support community groups and events.

Decision making is the responsibility of a committee made up of representatives from the Stakeholder team. This committee currently meets on a monthly basis to assess applications and make recommendations based on the sponsorships and donations guidelines. The Community Relations team is responsible for working with community organisations to complete application forms and running the application process.

### **3.3.2 Employee Volunteering**

A strong focus for Australia Pacific LNG is encouraging employees to participate in community activities and volunteering events that aid the development of community spirit in the communities in which we operate.

All Origin employees, including employees on contract, are eligible for Endorsed Volunteer Leave (EVL), though approval to do so is always at managements' discretion.

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## **4. Monitoring and Review**

To ensure continual relevance to the community needs and our social impacts it is recommended an annual review be undertaken during the construction phase of the project due to the potential for an increased impact reducing to biennial reviews during operations.

The Community Investment review will be part of the overall SIMP Monitoring, Reporting and Review in the Surat Basin region and will evaluate the success of projects, the relevance of key themes, ability for community and government organisations to meet partnership requirements and return on investment for Australia Pacific LNG.



**Appendix 3 - ESQ Letter of Support**

Monday 9<sup>th</sup> August, 2010

Origin Energy  
Ground Level  
North Tower  
John Oxley Centre  
339 Coronation Drive Milton, QLD, 4064

To Whom It May Concern,

**RE: Letter of Support**

Energy Skills QLD is a Centre of Excellence for Workforce Planning and Workforce Development within the energy industry.

Energy Skills QLD would like to support that APLNG has been a proactive member of the CSG/LNG Skills Taskforce, often taking a lead role with the other proponents, for example, driving the insurance exemption proposal for students to have access to work experience on site at oil and gas fields in Queensland.

APLNG's commitment to enhancing vocational training (sharing resources with TAFE and other proponents to promote skills development with process plant operations training at Cert II level) and has been a willing partner with both DET and DEEDI to support the joint strategies being proposed by Energy Skills QLD that include the electrotechnology program and work readiness training/vocational training for underrepresented groups

We support the approach being taken by APLNG to build local skills in the regions which include the Community Skills Scholarships Program .

APLNG is a strong advocate of Energy Skills QLD's proposal to establish a Careers Advisory Centre/Job Referral Centre and has given its commitment to work closely on the development and implementation of this facility to successfully create a communication system to encourage workforce opportunities within QLD for Queenslanders.

Kind Regards,



Glenn Porter  
Chief Executive Officer  
Energy Skills QLD