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Australia Pacific LNG Project

Supplemental information to the EIS

Social Impact Management Plan

LNG Facility

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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 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 LNG Facility region, centred around the Gladstone Regional Council LGA.

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 Gladstone region, due to an influx of construction and operations workers. Measures include providing accommodation for the construction workforce in temporary accommodation facilities and supporting the increased availability of affordable housing. Additionally, actions which assist those workers relocating to the region to integrate with the local community will be undertaken.

A **Community Investment action plan** has been developed to assist communities in the Gladstone 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 in the Gladstone region, 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.

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

Acronyms, abbreviations and terms	Definitions
APPEA	Australia Petroleum Production and Exploration Association
ATSI	Australian Training and Safety Institute
CG / CoG	Coordinator-General of the state of Queensland
CHAG	Clean and Healthy Air for Gladstone
CHMP	Cultural Heritage Management Plan
CQLGA	Central Queensland Local Government Authority
CQU	Central Queensland University
CSIRO	Commonwealth Scientific and Industrial Research Organisation
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
GAGAL	Gladstone Area Group Apprentices Limited
GAPDL	Gladstone Area Promotion and Development Limited
GAWB	Gladstone Area Water Board
GBRWHA	Great Barrier Reef World Heritage Area
GCCI	Gladstone Chamber of Commerce and Industry
GEA	Gladstone Engineering Alliance
GEIDB	Gladstone Economic and Industry Development Board

Acronyms, abbreviations and terms	Definitions
GILG	Gladstone Industry Leadership Group
GLNG	Gladstone LNG Project
GLNG PL	Gladstone LNG Pty Ltd
GPC	Gladstone Ports Corporation
GRC	Gladstone Regional Council
GRVP	Gladstone Regional Visioning Panel
GSDA	Gladstone State Development Area
HR	Human Resources
IES	Indigenous Engagement Strategy
ILUA	Indigenous Land Use Agreement
JV	Joint Venture
LGA	Local Government Area
NRM	Natural Resource Management
NT	Native Title
NTRB	Native Title Representative Bodies
OECD	Organisation for Economic Co-Operation and Development
OESR	Office of Economic and Statistical Research Queensland
PCCC	Port Curtis Coral Coast Peoples
QAL	Queensland Alumina Limited
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

**Acronyms,
abbreviations and
terms**

Definitions

SIGTTO	Society of International Gas Tanker and Terminal Operators
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SISP	Social Infrastructure Strategic Plan
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SLA	Statistical Local Area
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TAF	Temporary Accommodation Facility
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ULDA	Urban Land Development Authority
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1. Introduction

Australia Pacific LNG Limited, a 50:50 joint venture between Origin and ConocoPhillips, proposes to develop a world-scale, long-term coal seam gas (CSG) to liquefied natural gas (LNG) Project in Queensland.

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 Plan (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 Social Impact Management Plan 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 SIMP relates to the construction, operations and decommissioning of the LNG Facility.

The separation of SIMP's according to project component will allow the community to better understand the proposed actions which Australia Pacific LNG will undertake in their area, and also acknowledges the different existing environments and potential impacts in the various project areas.

This draft revised 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 draft Project SIMP outlines the potential impacts and opportunities associated with the Project¹ and presents action plans to illustrate how Australia Pacific LNG proposes 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.

¹ As assessed in the EIS in Volume 4, 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 EIS Social Impact Statement (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 is through 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 LNG 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
- Construction and operation of an LNG facility near Laird Point on Curtis Island near Gladstone for production and export of approximately 18Mtpa of LNG

This revised SIMP addresses social impacts specifically related to the construction and operation of the LNG facility. In the context of the LNG facility, the Projects' social and cultural area of interest includes the Gladstone Regional Council area and the statistical local areas (SLA) of Gladstone, Calliope Part A and Calliope Part B. Within this region, the key communities of interest include Gladstone, Calliope, Boyne Island, Tannum Sands and Mt Larcom. The existing socio-economic environment of these communities is summarised later in this Section.

2.1 Economic Benefits

Australia Pacific LNG's overall project investment over the next 20 years to 2020 is expected to generate economic benefits at the regional, state and national level including²:

- 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

² These figures are sourced from KPMG Econtech (2009) Economic Analysis for the Environmental Impact Statement of the Australia Pacific LNG Project, 12 November 2009.

- Contribution to the local economy via local government rates and taxes, local procurement and annual community investments

2.2 Contribution to Regional Development

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

- 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
- Increased local employment opportunities in the construction, retail trade, health and community services, and education sectors during the construction stage of the Project
- Increase local employment opportunities during the operational phase of the Project, particularly in mining (including LNG production), construction, retail trade, education, and health and community services
- Opportunities for industrial tourism

Australia Pacific LNG is committed to working with government and regional stakeholders to maximise the long-term benefits and contribution to sustainable development. Australia Pacific LNG's commitments to regional development are presented in Section 20.8 of the LNG facility SIA (Volume 4, Chapter 20).

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, though 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)
- 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)
- Gladstone Regional Council Corporate Plan 2009 to 2013 (Gladstone Regional Council)
- Gladstone Regional Vision 2028 (Gladstone Regional Council through the Rio Tinto Alcan Community Fund)
- Gladstone Regional Social Infrastructure Strategic Plan (Gladstone Regional Council, Department of Infrastructure and Planning, Gladstone Economic Industry Development board)

2.3 Workforce Profile

A summary of the workforce profile for the LNG facility is provided in this section, with a detailed overview in Volume 4, Chapter 20 of the EIS.

2.3.1 Construction

The construction workforce profile presented in this section applies to the construction of four LNG trains between 2011 and 2020. The peak construction period for the construction of Train 1 and Train 2 occurs in 2013, in which an estimated 3,300 construction workers will be required on the site on Curtis Island. The peak construction period for Train 3 and Train 4 occurs in 2018, where up to 3,300 construction workers will be required, although it is anticipated that construction numbers could be lower due to existing infrastructure associated with Trains 1 and 2.

Australia Pacific LNG is aiming to source at least 20% of its construction labour force for the LNG facility locally. The remaining workforce will be sourced on a fly-in/fly-out (FIFO) or drive-in/drive-out (DIDO) basis. At peak, an estimated 2,600 workers will be employed on a FIFO / DIDO basis, with the remaining 700 being sourced locally.

For the first 14 months of construction, the FIFO / DIDO workforce will be accommodated in mainland TAF's transitioning to the Curtis Island TAF upon the completion of its construction in month 15. The Australia Pacific LNG Housing and Accommodation Strategy will address any requirement to intervene in the local housing market in order to accommodate construction personnel

2.3.2 Operations

The operation of LNG trains 1 and 2 require a workforce of 175 persons in 2015. This will ramp up to 325 persons between 2018 and 2020 as operations of Train 3 and Train 4 commence. The extent of the locally sourced operations workforce for trains 1 and 2 will be determined by locally available skills and experience. The operational workforce will be split between two different rosters, either an eight hour day shift, or a twelve hour rotating shift.

Australia Pacific LNG anticipates that up to 100 skilled workers will relocate to Gladstone for the operation of Trains 1 and 2 and that these experienced operational workers will facilitate the up-skilling of the local workforce to operate Trains 3 and 4. The Australia Pacific LNG Housing and Accommodation Strategy will address any requirement to intervene in the local housing market in order to accommodate operations personnel.

As well as the core operational workforce, up to 300 – 500 personnel will be required to perform scheduled maintenance shutdowns every few years. Minor shutdowns may occur more frequently and will require an additional staff of approximately 50 to 100 personnel. These workers will be accommodated in existing mainland temporary accommodation and facilities on Curtis Island if available.

2.4 Existing Socio-economic Environment

Detailed profiles of communities within the LNG facility study area are presented in the social baseline assessment in Volume 5 Attachment 42 of the EIS. A summary of the key socio-economic characteristics outlined below.

Population

Gladstone is a major industrial and service centre located in Central Queensland. The estimated resident population of Gladstone Regional Council at 30 June 2009 was 59,644 people, an increase of 1,864 people or 3.2% over the year. This compares with an increase of 2.3% for the whole of Queensland during the same period. Within the local government area (LGA), approximately 56% of the population reside within the town of Gladstone, and a further 29% live within commuting distance.

The population is anticipated to increase at a rate of 2.2% between 2009 and 2026, reaching an estimated 70,900 people by 2016 and 88,300 by 2026.

Indigenous Australians

At the time of the 2006 census, there were 1,479 resident persons of Aboriginal and/or Torres Strait Islander heritage in the study area of which the majority (1,077 or 73%) resided in the Gladstone urban area. Consistent with national trends, the Indigenous community has a very young age profile, with 61% of persons aged younger than 25 years.

Although there is a considerably higher unemployment rate for Indigenous people in the Gladstone region (17.4%) when compared to Queensland (13.1%), the overall indigenous workforce participation rate within the study area is 62.4%. The main sectors of employment for Indigenous people in 2006 were construction and manufacturing with a considerably larger proportion of the Indigenous workforce in the study area employed by the private sector (82%) in comparison to the Queensland average (60%).

Data from the 2006 Census showed that there were 479 students of Aboriginal or Torres Strait Islands origin who were attending preschool, primary school or secondary school in the former Gladstone and Calliope LGA's³. The proportion of students attending secondary schools was much lower than for primary schools.

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

³ The former Gladstone and Calliope LGAs are now incorporated in the Gladstone LGA.

Income and affordability

Median weekly household incomes in the study area are higher (\$1,344 p/w) than for Queensland (\$1,202 p/w). A key concern raised in the Social Infrastructure Strategy Plan (DIP, Gladstone Regional Council, Gladstone Economic and Industry Development Board) is the unequal distribution of the region's industrial growth, with income and economic gains negatively impacting on low socio-economic groups through an increased polarisation between the 'haves' and 'have nots'.

Employment and business

The workforce participation rate in 2006 for the Gladstone region was approximately 62.6% which is marginally lower than the Queensland participation rate of 66.3%. The predominant sectors of employment in the Gladstone region were manufacturing (21%), followed by construction (11%) and retail trade (11%).

Unemployment in the Gladstone region rose from 3.3% in December 2007 to 4.3% in March 2009, reaching a peak of 4.5% in December 2008, compared to the Queensland average which remained constant at 3.7% over this period.

Education and training

Additional capacity in the senior and primary state schools within the study area equates to between 300 and 450 students. There is further additional capacity within private schools in the area.

A high proportion of the population (47%) within the study area have achieved certificate level qualifications compared to the Queensland average (35%). The majority of these qualifications were gained from vocational education providers. The proportion of people with a non-school qualification holding a bachelor degree or higher was the greatest in Gladstone (19.4%), followed by Calliope Pt A (18.3%) and Calliope Pt B (16.1%), however these were considerably lower than the national average of 29.6%

Central Queensland University has direct interest in the LNG facility study area, with a campus located at the Gladstone marina.

Housing and accommodation

At the time of the 2006 census there were approximately 16,700 dwellings within the study area. The majority of these were single detached dwellings with town houses and units being most prevalent in the urban localities, particularly Gladstone. The Gladstone region has experienced significant growth in median house and rental prices for the last 10 years with an annual average of 13% growth for the Gladstone, Boyne Island and Tannum Sands and an annual average growth of 18% for Calliope.

Housing affordability and the impact that major projects can have on housing has been raised as a major concern by all tiers of Government and the community. In 2008, one quarter of the private rental stock available in the Gladstone region was affordable for low income earners (i.e. it cost less than 30% of household income), which was similar to the Queensland average.

This compares unfavourably with the 2003 availability of affordable rental housing where more than half (52%) of overall rental housing stock in the study area was classified as affordable.

The Queensland Department of Communities reports there are 943 social housing dwellings in the Gladstone Regional Council area, representing 1.6% of Queensland's total social housing dwellings. The average allocation time for public housing in the Central Queensland housing district, of which Gladstone is part, is generally higher than the Queensland average.

Community health and safety

Community health and safety has been raised as a particularly important issue through consultation with the Gladstone community.

The primary hospital servicing the Gladstone region is the Gladstone Hospital however a considerable number of patients travel to Rockhampton for health care services unavailable in Gladstone. Co-located with the Gladstone hospital is the Mater Misericordiae Private Hospital (the Mater), providing approximately 30 beds.

The Clean and Healthy Air for Gladstone (CHAG) community health survey found that 75.7% of respondents expressed some level of concern about potential impacts of industry on health, with the main concern (68.7%) being air pollution and dust.

Facilities and services

The Gladstone area has a diverse array of cultural, community and recreation facilities with more than 50 sporting clubs and recreational associations identified. In addition there are approximately 100 special interest groups, arts and crafts groups and musical groups in the Gladstone Region .

The Gladstone Social Infrastructure Strategic Planning study has identified a number of key infrastructure and service requirements for the Gladstone region being:

- Additional youth services, activities and facilities
- Youth homelessness resources/programs
- Access to disability support, including independent lifestyle support, education and training opportunities, employment and enterprise options and identification of children at risk of coming into care
- General and specialist counselling services for people of all ages
- An Early Years Centre for integrated early childhood and family services
- Additional child care services and those suited to a range of working hours
- Early intervention and prevention services for children aged 0-15 years and families

Community values, attitudes and liveability

With respect to further industrial development, 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. For example, the SISP Stage 1 Background Report (2009) showed that the community is generally supportive of industrial growth within the region, however not at the cost of lifestyle opportunities.

Summary of key baseline statistics

Table 2.1 below outlines a comparison of key baseline statistics between the LNG Facility SLA's and Queensland averages. Statistics are the most recent accurate information available at the time of compilation from the Australian Bureau of Statistics, the Office of Economic and Statistical Research and other government sources.

Table 2.1 Summary of key characteristics of affected communities

Characteristics	Gladstone	Calliope	Boyne Island	Tannum Sands	Queensland
Population, 2006	30,734	1,505	3,719	4,308	4,091,546
Average age, 2006	33.7	33	34	35	37.2
Population AAGR ^a , 1996 to 2006	1.5%	2.4%	0.5%	1.6%	2.1%
Indigenous population, 2006	3.8%	2.1%	2.7%	2.2%	3.3%
Unemployment rate, March quarter 2009	4.3%	4.3%	4.3%	4.3%	4.0%
Median weekly household Income, 2006 (A\$)	\$1,344	\$1,192	\$1,283	\$1,334	\$1,202
Completed up to grade 12, 2006	35.2%	26%	34.8%	36.5%	41.3%
Median dwelling price, June 2009 (A\$)	\$360,000	\$385,000	\$395,000	\$430,000	\$414,000
Average weekly rent, October 2009 (A\$)	\$350	\$360	\$330	\$340	\$450 ^b

^a AAGR – Aggregated annual growth rate

^b Brisbane City

Source: ABS (2006), RP Data (2010), YIP (2010) and OESR (2009a)

2.5 EIS Community Engagement Outcomes

In applying the 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 region of the LNG facility, for the purpose of the Project, began in early 2009 using a range of 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 LNG facility included:

- Department of Communities
- Department of Education and Training
- Department of Employment, Economic Development and Innovation
- Department of Environment and Resource Management
- Queensland Department of Infrastructure and Planning - Planning Information Forecasting Unit
- DIP Social Impact Unit
- Gladstone Economic Industry and Development Board
- Gladstone Regional Council
- Queensland Health
- Members of the Gladstone 2028 Visioning Committee

A summary of the key themes identified by stakeholders during consultation is presented in Volume 4, Chapter 20, LNG Facility SIA. As an overview the main recurring themes included:

- Employment and training opportunities
- Regional supply contracts
- Use of, and access to, the Gladstone Harbour
- Local infrastructure and services
- Transport and accommodation strategy for construction workers
- Housing and accommodation market
- Air quality

3. Impact Summary and Mitigation Action Plans

This Section summarises the potential impacts upon and benefits to communities in the Gladstone region which may arise as a result of the construction and operation of the LNG Facility, 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 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. These 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 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 LNG facility. 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 are also included. Further management/ mitigation strategies are presented in Appendix A.

Table 3.1 Summary of Project Impacts and Benefits

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
Population impact	Cons	Increase in population of Gladstone	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 accommodation 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. The Workforce and Training Strategy will provide training and employment opportunities through the Project and in other industries. The Strategy will focus on underrepresented groups such as the unemployed which will limit population growth through higher utilisation of existing residents.
Demographic profile	Cons	Increase in the proportion of young males due to construction workforce demographics	Community Health and Safety Housing and Accommodation	A Community Health and Safety Strategy, Project Rules and a Code of Conduct will be implemented to alleviate community concerns regarding a high influx of young males. The Housing and Accommodation Strategy will encourage workers' families to reside in Gladstone, where appropriate, and accommodate the majority of single employees within the Temporary Accommodation Facility.
Indigenous Australians	Cons	Reduced ability to access to affordable housing	Housing and Accommodation Community Investment Indigenous Engagement	All of the Australia Pacific LNG strategies have a focus to support 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

⁴ Phase of the project: Cons = construction / Ops = operations

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
			Workforce and Training	<p>on Indigenous people, all of the Project's key strategies will be cognisant of the unique issues faced by the Indigenous community. The Indigenous Engagement Strategy and Local Content Strategy will 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 include the development of cultural awareness training for all employees so that they understand the importance of Indigenous culture and appropriate processes.</p>
	Cons / Ops	Difficulty in securing and retaining employment on the Project	Indigenous Engagement Workforce and Training	
	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 and housing through facilitating development of additional affordable housing. This will assist in responding to any increased housing and rental costs associated with investor speculation and increased demand as early as possible. The Strategy will include partnerships with organisations such as the Urban Land Development Authority (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 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>
	Cons	Social divide resulting from increased wage gap (that is, the 'haves' and 'have nots')	Community Investment Workforce and Training	

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
				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. The Strategy will establish partnerships which deliver programs to respond to income and affordability impacts.
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 up-skill 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 broader than just the requirements for the LNG industry through the development of initiatives such as the existing 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 to 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 the potential impact of local industry losing employees to the LNG industry through supporting programs which fund local residents to undertake training in areas outside of the CSG-LNG industry (such as the Community Skills Scholarship). This will improve the availability of qualified labour for local and regional businesses to draw from.

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
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	<p>The Housing and Accommodation Strategy will mitigate a reduction in housing affordability through facilitating development of additional affordable and social housing. This is in response 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 providing assistance to people in housing distress which will increase the programs' ability to reach a greater number of households and individuals.</p> <p>Temporary Accommodation Facilities located on the mainland and Curtis Island will be secured for 80% of the construction workforce, which is the anticipated fly-in/fly-out workforce component. This will minimise demand for housing in the Gladstone community due to the Project, thus reducing the potential for price inflation.</p>
	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/tourism sector to provide information regarding anticipated demand for short term accommodation. This will ensure the Project is not contributing to a lack of access to commercial accommodation for other users such as tourists and business travellers.
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 Strategy 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. Emergency response plans will also be
	Cons	Potential for socially unacceptable behaviour due to the increase in population		

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
	Cons	and changed demographics Increased road traffic reducing road safety and causing traffic congestion		developed in close collaboration with emergency service providers, local councils and other industry. The TAF Code of Conduct and Project Rules will further be strictly enforced. 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 Strategy will ensure that 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.
Facilities and services	Cons	Increased demand on medical and health services	Community Investment Community Health and Safety	Australia Pacific LNG will provide first response medical services at Curtis Island and has made design considerations to minimise the potential of an emergency event on site. The Project will engage with emergency service and QLD health department to ensure that workforce data are provided in a timely manner to assist with demand planning. The Community Health and Safety Strategy will assist in identifying opportunities through local communities and emergency service providers to alleviate any potential increased demand to medical and health services. The Community Health and Safety Strategy and the Community Investment Strategy will aim to increase the capacity of the community support services to meet regional growth requirements and will aid in mitigating any potential adverse impacts.
	Cons / Ops	Increased demand for community support services and facilities (for example child care, public transport,	Community Investment	The Community Investment Strategy will outline how Australia Pacific LNG 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

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
		airport, family services).		<p>Origin Community Skills Scholarship program that assists in meeting demand in the broader workforce not related to the 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 in mitigating other impact areas such as housing distress and income and affordability. Investment will be guided by the findings of a regional needs assessment which has been completed.</p>
Community values and lifestyle	Cons	The region's growth will impact local community values and residents' lifestyle patterns	<p>Community Investment</p> <p>Workforce and Training</p> <p>Community Health and Safety</p> <p>Housing and Accommodation</p>	<p>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 Gladstone Social Infrastructure Strategic Plan, Gladstone 2028 Visioning Project, Gladstone Regional 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 Gladstone region.</p> <p>The non-local construction workforce will be housed in a temporary accommodation facility at Curtis Island that 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 employee behaviour is appropriately managed.</p> <p>The Workforce Employment and Training Strategy will implement programs to assist local employees in gaining meaningful long-term employment as a priority. By prioritising local employment, where possible, Australia Pacific LNG will be ensuring that workforce</p>

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
				participation is maximised.
	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 employees relocating to Gladstone 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 Investment Community Health and Safety	Programs that focus on “fit for work” and alcohol and drug education will be implemented as part of the Workforce Strategy to minimise potential negative impacts related to increased disposable income. Community Investment Strategy will focus on enhancing community connectedness and improving social wellbeing within the community (for example: by supporting popular local festivals).
	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 to the community due to light, dust or noise impacts and provide feedback to the community regarding actions taken to rectify any incidents. In addition to this, Australia Pacific LNG has considered a number of design factors including the use of ground flares rather than stack flares to minimise potential impacts. A 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	All strategies	The implementation of Australia Pacific LNG’s reporting, monitoring and evaluation program will ensure that all programs implemented will

Impact category	Phase ⁴	Impact and benefits	SIMP Key Mitigation Strategies	Notes
		environmental, social or economic issues		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 EIS (see Appendix 1). The Plans are designed to provide greater clarity to stakeholders, community members and potential partner organisations about the tasks and engagement activities which Australia Pacific LNG proposes 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 mitigation 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 (primary and secondary impacts)
- 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)
- Existing inherent social infrastructure deficits

In addition to identifying potential partnerships, Australia Pacific LNG has been proactively developing partnerships prior to finalisation of the Project SIMP's. 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
- DET/DEEDI/ESQ – Negotiations have been initiated with these partners to develop and fund programs targeting the employment of under-represented groups such as women, the disabled and Indigenous Australians (see Appendix 3 -)
- CSG-LNG Proponents – Negotiations have commenced regarding the development of a Job Referral Portal and the potential for a joint employment facility in Gladstone.
- Indigenous businesses – Established an 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 partnering opportunities

3.2.2 Housing and Accommodation

Rationale

There is a high probability that the Project will impact housing supply and affordability through an increase in demand for accommodation by construction and operational workforces. Through consultation, this has emerged as a key issue of concern for both the community and local and state government agencies.

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 on short-term accommodation

Objectives

- To 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 Project workforce
- To support the 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 Project workforce is able to be accommodated in reasonable proximity to work sites

Social impact categories addressed

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

Key Stakeholders and Potential Partner Agencies⁵

Department of Infrastructure and Planning	Local communities
Department of Communities (Housing and Homelessness Services)	Community service providers
Department of Employment, Economic Development and Innovation	OESR
Federal Department of Families, Housing, Community Services and Indigenous Affairs	Industry Leadership Group
Gladstone Regional Council	Traditional Owner representatives
Urban Land Development Authority	Local Indigenous community
Housing and temporary accommodation construction industry	Vulnerable and disadvantaged groups
Australia Pacific LNG workforce	Community housing providers
	LNG Industry proponents and other proposed and current industry
	Tourism and commercial sector

⁵ These are not listed in order of priority

Australia Pacific LNG contractors

Tourism representative bodies (eg: GAPDL)

Regional Community Consultative Committees

Actions	Timing	Consultation
Permanent Housing		
Continue to assess demand for permanent accommodation from construction and operational workforce relocating to Gladstone	2010-2016	Australia Pacific LNG Project team, GRC
Identification of housing delivery options and required schedule for Project workforce	Q3/4 2010	Australia Pacific LNG Project team, Dept Communities, GRC, ULDA
In collaboration with key stakeholders identify opportunities to link or leverage the implementation of the housing and accommodation strategy into existing programs or regional plans	Q3/4 2010	Australia Pacific LNG Project team, Dept Communities, GRC, ULDA
Select preferred housing solutions for Project workforce	Q4 2010	Australia Pacific LNG Project team
Assess the potential for economic and social impacts of new housing construction, such as a housing glut	Q4 2010	Dept Communities, Housing construction industry, GRC
Model anticipated demand for housing post Project construction phases	Q4 2010	Australia Pacific LNG Project team, OESR
Implement housing strategy to respond to housing market demand	Q3/4 2010 - ongoing	AUSTRALIA PACIFIC LNG Project team
Continue to collaborate with Government and regional planning processes to identify housing market issues, forecasts and possible responses	Ongoing	GRC, DIP, Dept Communities, RCCC, Industry Leadership Group
Monitor impacts on housing affordability and availability through the Monitoring, Reporting and Review Program	Ongoing	GRC, DIP, OESR, Dept Communities, RCCC

Temporary Accommodation		
Secure accommodation for non-local construction staff and contractors in temporary accommodation facilities for duration of construction	Q4 2010 – Q1 2011	Temporary accommodation construction industry, Australia Pacific LNG contractors
Secure proposed / existing mainland temporary accommodation facility for early works requirements prior to Curtis Island temporary accommodation construction in 2012	by December 2010	Temporary accommodation construction industry, Australia Pacific LNG Contractors
Document social and environmental assessments required to gain approval for construction of Curtis Island temporary accommodation facility	Q4 2010 – Q1 2011	DIP
Construct Curtis Island temporary accommodation facility using best practice standards which allow for sufficient social and recreational opportunities	Q3 2010	Australia Pacific LNG Project Team, Construction contractor, Temporary accommodation construction industry, DIP
Affordable Housing		
Engage Department of Communities and community housing providers to identify demand for affordable and social housing in Gladstone	Q 3 2010 and ongoing	Department of Communities, OESR, Community housing providers (eg: Roseberry Community Services, Anglicare, Gladstone Aboriginal Housing Co-op), GRC
In collaboration with key stakeholders, identify most effective approach to minimise housing impact to disadvantaged and vulnerable groups	2010-2011	As above
Identify opportunities for collaborating with agencies, other proponents and government to facilitate solutions	2010-2011	As above
Short-term Accommodation		
Collaborate with the commercial accommodation / tourism sector to provide information regarding anticipated demand for short term accommodation	Ongoing	DEEDI, GRC, GAPDL, Commercial accommodation and Tourism industry
Where necessary, due to excess demand from Australia Pacific LNG, accommodate	Ongoing	Commercial accommodation and tourism

visiting employees and contractors in the Project TAF

industry

Key Performance Indicators

- Percentage of construction workforce sourced from the local area and percentage of construction workforce accommodated at the temporary accommodation facilities
- Rental vacancy rates and housing sale prices in the local region
- Availability of social and community housing in the region
- Timely communication of Project and workforce demands to relevant stakeholders and feedback received from engagement
- Worker accommodation completed ahead of Project demand
- Community attitudes towards consultation and management of housing and accommodation issues
- Workforce attitudes towards the physical and operational standards of the temporary accommodation facility and the conduct of workers
- Satisfaction of partner agencies with engagement and delivery process

Review Mechanism

This Action Plan will be reviewed internally once the Housing and Accommodation Strategy has been finalised and six (6) months after that or as necessary to close and/or update tasks, timing and consultation.

3.2.3 Community Investment

Rationale

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.

According to the Gladstone Social Infrastructure Strategic Plan (SISP), a number of key areas under stress in relation to social infrastructure provision, including:

- demand to affordable housing
- demand to medical and health facilities (particularly relating to primary health care services)
- decreased rates of volunteering in the local region
- child care provision
- public transport links

It is envisaged that the SISP will develop a comprehensive needs assessment for the Gladstone region that will be used by Australia Pacific LNG to guide investment into social infrastructure in order to mitigate project related impacts in collaboration with industry, government and community.

Objectives

- Support community capacity building through contributing to local education and training opportunities
- Target 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 and investment which respond to Project related population growth in a responsible and sustainable manner
- Support programs which improve the capacity of key social infrastructure services and facilities impacted by the Project
- Seek avenues to partner with government, industry and community to deliver mitigation measures which result in long-term lasting benefits to the Gladstone region
- Support community events / activities that promote and enhance community connectedness

Social impact categories addressed

- Reduced ability to access affordable housing
- Increased cost of living due to inflationary pressure from higher average weekly incomes
- Social divide resulting from increased wage gap between “have” and “have nots”
- Opportunity to support work readiness programs and pre-trade training concepts
- 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 medical and health services
- Increased demand for community support services and facilities (for example child care, public transport, airport, family services)

Key Stakeholders and Potential Partner Agencies	Australia Pacific LNG workforce and contractors	State Government Departments
	Local communities	<ul style="list-style-type: none"> • Community Safety • Communities • Education and Training • Employment, Economic Development and Innovation • Environment and Resource Management • Health • Infrastructure and Planning • Premier and Cabinet
	Community and not-for-profit organisations	Traditional Owner representatives
	Gladstone Regional Council	Indigenous community representatives
	Federal Government agencies:	Industrial proponents and current industry
	<ul style="list-style-type: none"> • Education Employment and Workplace Relations • Environment, Water, Heritage and the Arts • Families, Housing, Community Services and Indigenous Affairs • Health and Aging • Human Services • Infrastructure, Transport, Regional Development and Local Government • Resources, Energy and Tourism 	Local businesses
		Regional Community Consultative Committees
		Registered training organisations and education providers

Actions	Timing	Consultation
Develop a framework to guide development of the Australia Pacific LNG Community Investment Strategy	Complete	Consideration of consultation undertaken to date by Australia Pacific LNG as well as

		local, regional and state plans, GEIDB SISP and Gladstone 2028 Visioning project.
Engage in or establish an Industry Leadership group to identify any opportunities for collaboration or leverage in addressing cumulative impacts and opportunities to enhance community connectivity and networks	Ongoing	State and Federal Government agencies, GRC, LNG Industry, Industry proponents, Community and not-for-profit organisations and RCCC's
Establish a process for the Regional Community Consultative Committee to provide guidance for funding allocations based on key community needs and to assess effectiveness of programs throughout the Project life cycle	Q4 2010	RCCC, LNG Industry proponents, DIP
Through the MRRP, incorporate a review process for the Community Investment strategy including evaluation of programs delivered	Q4 2011 - ongoing	Community and not-for-profit organisations, GRC, State Government agencies, RCCC
Social Infrastructure Investment		
Identify most effective and appropriate way to invest in social infrastructure in response to actual project impacts at various stages of the Project. For example this may be through the Gladstone Social Infrastructure Strategic Plan and other regional planning processes	Q 4 2010 and ongoing review	GRC, DIP, other State Government Agencies, Australia Pacific LNG Project Team, Community and not-for-profit organisations
Ensure alignment of project related social infrastructure mitigation projects with community needs through community input into decision making	2010-2015	Community groups, RCCC, GRC, DIP
Partnerships		
Identify an appropriate research body with which to partner in a study of actual project impacts and opportunities across the Project area.	Q2 2010 – Q4 2013	Australia Pacific LNG Project team, Local, State and Federal Government agencies
Identify partnership opportunities that build community capacity especially in the areas of: <ul style="list-style-type: none"> Social infrastructure (networks, services and facilities) 	Q2 2011 - ongoing	Australia Pacific LNG Project team , Community and not-for-profit organisations, State and Federal Government agencies,

- Skills development and education
- Environmental protection and enhancement
- Safe and healthy communities
- Sustainable population growth management

Registered training organisations and education providers, LNG proponents and current industry

Employee Giving and Volunteering Framework

Establish volunteering framework for construction employees and contractors through the appointment of a lifestyle coordinator for the temporary accommodation facility at Curtis Island

Q2 2011-2015

Australia Pacific LNG Project team
Community and not-for-profit organisations,
Regional volunteering organisations,
Australia Pacific LNG contractors

Implement ConocoPhillips corporate volunteering framework for permanent employees in the Gladstone region

Q4 2011 – ongoing

Australia Pacific LNG Project team
Community and not-for-profit organisations,
Regional volunteering organisations,
Australia Pacific LNG workforce

Sponsorships and Donations

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, RCCC,
GRC, community and community organisations

Communicate sponsorships and donations criteria and other relevant information to interested parties

Ongoing

Community groups, RCCC, GRC

Key Performance Indicators

- Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG community investment planning documents and related communications
- Community attitudes towards consultation and management of social impact and community investment programs

-
- Achievement of Community Investment program goals and objectives
 - Number of employees and contactors participating in community organisations, events and activities
 - Percentage of community survey respondents satisfied with Australia Pacific LNG and its contractors' performances with respect to management and communication of environmental, social and economic impacts

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.

3.2.4 Indigenous Engagement

Rationale

Indigenous Australians within the overall Project area are generally younger than the non-Indigenous workforce with over half aged between 15 and 34 years.

It is likely that Indigenous Australians will be disproportionately affected by the Project due to a combination of the 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

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.

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.

Objectives

- Maintain excellence in cultural heritage management
- Enable a positive contribution to Indigenous economic and social development
- Proactively continue to engage with Indigenous communities

Social impact categories addressed

- Reduced ability to access affordable housing
 - Social divide resulting from increased wage gap
 - Opportunity to support work readiness programs and pre-trade training concepts
 - Increased demand for community support services and facilities (for example child care, public transport, airport, family services)
 - Difficulty in securing and retaining employment on the Project for Indigenous Australians
-

- Lack of business development opportunities realised for Indigenous businesses
- Lack of respect for Indigenous cultural heritage by workforce

Key Stakeholders and Potential Partner Agencies

Local Indigenous community
 Traditional Owner representatives
 Indigenous businesses and joint ventures
 Community and not-for-profit organisations
 Local, State and Federal Government agencies
 Registered training organisations and education providers
 Industry Capability Network and Business Representative bodies
 Gladstone Regional Council
 Federal Government Agencies

- Environment, Water, Heritage and the Arts
- Families, Housing, Community Services and Indigenous Affairs
- Health and Ageing
- Human Services

State Government Departments

- Communities
- Education and Training
- Employment, Economic Development and Innovation
- Environment and Resource Management
- Health
- Infrastructure and Planning

Australia Pacific LNG contractors

Industrial Proponents and current industry

NRM Organisations

Actions

Timing

Consultation

<p>Develop a framework to guide development of the Australia Pacific LNG Indigenous Engagement Strategy, focusing on the areas of:</p> <ul style="list-style-type: none"> • Education and Training • Employment • Health and Wellbeing • Business Development and Support • Cultural Heritage 	<p>Complete</p>	<p>Consideration of Australia Pacific LNG consultation completed to date with the Indigenous community as well as local, regional and state plans and Australia Pacific LNG Sustainability Principles</p>
<p>Instigate programs through Australia Pacific LNG's Community Investment Strategy to facilitate Indigenous economic and social development</p>	<p>Q3/4 2010 and ongoing</p>	<p>DEEDI, Dept Communities (ATSI Services), Indigenous communities, Community and not-for-profit organisations</p>
<p>Education and Training</p>		
<p>Further develop existing relationships with local schools</p>	<p>Q3/4 2010 and ongoing</p>	<p>DET, Local schools, Traditional owner representatives, Indigenous community representatives</p>
<p>Through the primary contractor, employ an Indigenous Training Mentor to provide support to trainees and apprentices working on construction of the LNG Facility</p>	<p>Q1 2011</p>	<p>Indigenous community representatives, Australia Pacific LNG contractor</p>
<p>Evaluate current industry pilot Indigenous School Based Traineeship Programs supported by Origin in the Surat Basin for suitability in Gladstone</p>	<p>2010</p>	<p>DET, LNG Industry proponents, Local schools, Education and training providers</p>
<p>Establish community and school engagement forums to maintain regular contact and communication with the Indigenous population in study areas</p>	<p>Q3/4 2010</p>	<p>Indigenous communities, local schools, DET, Indigenous community organisations, Traditional Owners, GRC</p>

Assess training providers to identify preferred partners to deliver work readiness and skills development training programs for Indigenous employees and community members	Q4 2010	DEEDI, Local regional training organisations and education providers, Dept Communities (ATSI Services)
Provide support for community based traineeships/apprenticeships <ul style="list-style-type: none"> • Community apprenticeship • Primary contractor traineeships/apprenticeships • School based traineeships 	Ongoing	Indigenous communities, Australia Pacific LNG contractors, Education and training providers
Investigate options to implement Indigenous Secondary and Tertiary Scholarships	Q4 2010	DET, Local Schools, Local universities
Employment		
Identify available positions for workplace traineeships / apprenticeships	Q3/4 2010 then ongoing	Australia Pacific LNG Project Team
Undertake review of existing HR policies and current application processes	Q3 2010	Australia Pacific LNG Project Team,, Indigenous communities
Identify the trade / discipline skill levels required for employment with the Project to ensure training is linked to available jobs, rather than facilitating training for 'trainings sake'.	Q3/4 2010 then ongoing	Australia Pacific LNG Project Team, local RTO's, DEEDI, Indigenous communities
Undertake an Indigenous skills and capacity audit in conjunction with local Indigenous employment and training services providers to establish a baseline of existing skills and gaps	Q4 2010/Q2011	Australia Pacific LNG Project Team, local RTO's and employment service providers, Indigenous communities
Business Development and Support		
Enable interface between Native Title parties and successful Indigenous businesses for future JV partnerships, mentoring support	Q2 2010 and ongoing	Native Title 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	Native Title claimants, Indigenous businesses, DEEDI
Provide guidelines for the development of Indigenous Affairs Management Plans for contractors to ensure alignment with Australia Pacific LNG's sustainability principles and Indigenous Engagement strategy objectives	Ongoing	Australia Pacific LNG Project Team, Australia Pacific LNG Contractors
Encourage engagement of Indigenous businesses and Indigenous business joint ventures	Ongoing	Indigenous businesses, Native Title claimants, , DEEDI, Greening Australia,
Identify work packs which can be split from principal contracts to allow Indigenous businesses to supply smaller contracts where appropriate	Ongoing	Australia Pacific LNG Project Team, 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
Health and wellbeing		
Finalise protocol for acknowledgement of country	Q3 2010	Traditional Owners, internal
Develop and implement cultural awareness training for all employees and contractors	Ongoing	Traditional Owners, Australia Pacific LNG staff and contractors, DERM
Develop criteria for assessing and approving sponsorships and donations for Indigenous event and services based upon the Australia Pacific LNG Indigenous Engagement Strategy and Community Investment Strategy	Q3/4 2010	Indigenous communities, Indigenous community organisations, Department of Communities
Continue to celebrate Indigenous cultural values internally	Ongoing	Australia Pacific LNG Project team and contractors
Cultural Heritage		
Finalise Cultural Heritage Management Plans with all Traditional Owner groups and	Q3 2010 and	Traditional Owners, DERM, Australia Pacific

implement management plan to ensure compliance to agreement	ongoing	LNG Project Team and contractors
In consultation with Traditional Owners, develop a cultural awareness training package for inductions and new employees	Q3/4 2010	Traditional Owners, Australia Pacific LNG staff and contractors, DERM
Provide employees with training regarding requirements of legislation and specific agreements such as Cultural Heritage Management	Ongoing	Traditional Owners, Australia Pacific LNG staff and contractors, DERM
Key Performance Indicators	<ul style="list-style-type: none"> • Number of Indigenous apprenticeships, traineeships, scholarships and work experience programs supported by Australia Pacific LNG in non-LNG industries. • Number of Indigenous persons employed in construction and operational workforces by occupation and position / seniority. • Indigenous employee retention rates for construction and operational workforces. • Number and nature of joint initiatives undertaken by Australia Pacific LNG and Indigenous organisations/businesses. • Evidence of cultural heritage management training provided to all Australia Pacific LNG and contractor staff • Number and percentage of Australia Pacific LNG employees completing cultural awareness training. • Number of Indigenous people participating in cultural heritage management initiatives directly related to the Australia Pacific LNG project (see also Cultural Heritage Management Plan). • Community attitudes towards Australia Pacific LNG's position, processes and performance in relation to Indigenous development and Indigenous engagement. • Evidence of engagement with indigenous stakeholders. 	
Review Mechanism	Review internally on a 6 monthly basis for the initial 2 years and then annually to close off or update tasks as necessary	

3.2.5 Community Health and Safety

<p>Rationale</p>	<p>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 the LNG and gas processing facilities and logistics for emergency response at Curtis Island and in-field.</p> <p>The consultation outcomes 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:</p> <ul style="list-style-type: none"> • Potential for the Project to increase demand for local emergency services, including Police, Fire and Rescue, and Ambulance • Additional pressure to 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 fly-in/fly-out workers and gender imbalance • Potential impact to road safety resulting from increased traffic associated with transport of workers and materials and equipment <p>Australia Pacific LNG recognises the importance of concerns expressed by stakeholders and the community regarding potential added pressure to community facilities and services and to existing community amenity and lifestyle due to the Project. The Project has committed to implement strategies to minimise project related adverse health and safety impacts and develop opportunities for collaboration with local communities, emergency service providers and community service providers.</p>
<p>Objectives</p>	<ul style="list-style-type: none"> • To 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 of road, air and shipping movements as a direct result of transporting Project personnel, materials and equipment • To provide a safe environment for Australia Pacific LNG employees and community members

<p>Social impact categories addressed</p>	<ul style="list-style-type: none"> • Concerns that workers accommodation facilities will foster anti-social behaviour and impact host communities • Community concern regarding 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 	
<p>Key Stakeholders and Potential Partner Agencies</p>	<p>Federal Government Agencies:</p> <ul style="list-style-type: none"> • Health and Ageing • Infrastructure, Transport, Regional Development and Local Government • Education, Employment and Workplace Relations <p>State Government Departments:</p> <ul style="list-style-type: none"> • Infrastructure and Planning • Community Safety • Health • Queensland Police • Transport and Main Roads • Rural Fire Brigade / Queensland Fire Service <p>District Disaster Management Group</p>	<p>Industrial proponents and current industry</p> <p>Gladstone Regional Council Australia Pacific LNG Contractors</p> <p>Temporary Accommodation Construction Industry</p> <p>State and Federal Government agencies</p> <p>Local Communities (including Gladstone Harbour users)</p> <p>Australia Pacific LNG Contractors</p>

Volunteer Marine Rescue

Actions	Timing	Consultation
Emergency Response Planning		
Provision of workforce numbers and traffic movements to local, State and Federal Government to assist with infrastructure planning and discussion regarding Australia Pacific LNG's commitment to traffic management and health and safety initiatives	Q4 2009 – ongoing	GRC, TMR, DERM, Queensland Health, other LNG Proponents, 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	Dept Community Safety, Queensland Police, Rural Fire Brigade / Queensland Fire Service, Queensland Ambulance Service, District Disaster Management Group, Volunteer Marine Rescue, Australia Pacific LNG Contractors, LNG proponents and current industry
Provide first emergency response resources to site at Curtis Island	Q1 2011	Australia Pacific LNG Contractors, LNG industry
In collaboration with other LNG proponents, consider extending emergency medical evacuation services to Curtis Island residents.	Q1 2011	LNG Industry, Australia Pacific LNG Contractors, Queensland Health, South End Residents, emergency services providers.
Community Health and Safety		
Expand Community Safety Awareness program in conjunction with industry partners,	Q4 2010	GRC, DIP, LNG proponents and current

government and community groups to develop responses to community safety concerns in the region.		industry, Emergency service providers, Australia Pacific LNG contractors
Develop community complaint and grievance mechanism	Complete	DIP, Australia Pacific LNG
Implement community complaint and grievance mechanism with incident reporting procedure	Q4 2010	GRC, ,DIP, LNG proponents and current industry, Emergency service providers, Australia Pacific LNG contractors
Implement health and safety monitoring for construction and operations and disseminate results through community engagement activities	Q4 2010	Australia Pacific LNG Contractors, GRC,,DIP, Queensland Health and Department of Health and Ageing, DERM, Dept Community Safety, local communities, RCCC
Workforce health and safety		
Establish and implement Project rules and TAF Code of Conduct and integrate into recruitment and Project induction processes	Complete	Australia Pacific LNG Employees and Contractors, GRC
Develop and implement safety induction for all employees and contractors to understand responsibility towards safe methods of work	Q2 2010 and ongoing	Australia Pacific LNG staff and contractors, community service providers, emergency service providers
Develop and implement 'Fit for Work' and 'Drug and Alcohol' policies for employees and contractors	Q4 2010	Australia Pacific LNG staff and contractors, community service providers, emergency service providers, Queensland Health
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 staff and contractors, community service providers, emergency service providers

<p>Key Performance Indicators</p>	<ul style="list-style-type: none"> • Number and type of lost workday cases related to illness • Number and type of health and safety incidents • Workforce participation rates for employee wellbeing program activities • Number of Project related visits to medical facilities outside of Australia Pacific LNG facilities • Participation in and active contribution to regional planning activities as evidenced through relevant planning outputs (reports, minutes, media communications) and subsequent commitments • Communication of estimated workforce demands to Local Government, State Government and community service providers • Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events • Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others • Complaints response time and resolution
<p>Review Mechanism</p>	<p>Review internally on a 6 monthly basis for the initial 2 years and then annually to close off or update tasks as necessary</p>

3.2.6 Workforce and Training Strategy

Rationale

Labour force requirements for construction of the LNG Facility are high with a peak workforce of approximately 3,300 workers required during the construction phases between 2011 and 2015. Australia Pacific LNG aims to source at least 20% of the construction workforce locally.

While Australia Pacific LNG is strongly committed to employing locals as much as possible, current labour conditions and cumulative Project workforce demands will challenge this objective. In its April 2009 listing of major projects, the Australian Bureau of Agricultural and Resource Economics⁶ stated 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 issue of overcoming current labour issues will be further exacerbated by the cumulative impacts of other projects proposed and planned for Gladstone and Queensland as a whole. 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 and Training Strategy will be to target sectors of the community that are not currently participating in the labour force. The strategy aims to build local workforce capacity to service the Gladstone region through training and development initiatives.

Objectives

To ensure an adequate and timely supply of labour to the Australia Pacific LNG Project by:

- Maximising employment opportunities for locals to meet Project needs
 - Developing and increasing the available pool of skilled labour in the region
 - Attracting and retaining workers while minimising impacts to local businesses
 - Increasing employment, retention, and career development for local Indigenous people
-

⁶ Refer http://www.abare.gov.au/publications_html/energy/energy_09/ME09_Apr.pdf

- Social impact categories addressed**
- Opportunity to increase labour-force participation and increase local skills capacity
 - Opportunities for local and regional businesses to supply goods and services to the Project
 - Inflationary pressure to commercial real estate costs and impacts to 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 and Potential Partner Agencies

Gladstone Regional Council	Gladstone high schools
Federal Government Department of Education, Employment and Workplace Relations	Registered Training Organisations and Education Providers
Department of Employment, Economic Development and Innovation	Industrial proponents and current industry
Department of Education and Training	Australia Pacific LNG Contractors
CSG/LNG Steering Committee	Regional Community Consultative Committees
QMEA	Local communities
Central Queensland TAFE	Industrial proponents and current industry
Central Queensland University	Local, State and Federal Government agencies
	Local businesses

ESQ	Indigenous Community Representatives	
EQIP	Community and not-for-profit organisations	
CSG/LNG Skills Taskforce	APPEA	
Actions	Timing	Consultation
Provide workforce estimates and workforce profiles to relevant stakeholders in a timely manner to assist with planning and program development	Q4 2009 – ongoing	CQU, TAFE, ESQ, QMEA, DET, Registered training organisations, Education providers
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"> • supporting school visits to sites and Gladstone community centre • supporting school based industry specific projects • providing career and skills information • facilitating industry specific vocational teaching programs • participating in education seminars and workshops • providing industry familiarisation to teachers and QMEA personnel • developing scholarships and awards to students 	Q4 2010 – 2015	CQU, TAFE, ESQ, QMEA, DET, Registered Training Organisations, Education Providers Universities, local schools
Build collaborative partnerships with government and community organisations to enhance	Q4 2010 – 2015	Registered training organisations and

the capacity of employers to provide jobs and the capacity of locals to develop skills and secure jobs.		Education providers, DEEDI, DEEWR, ESQ, GILG, GEA, Local businesses
Conduct an ongoing analysis of labour availability and corresponding review of community demographics and skill sets to ensure training strategies are well-targeted to local requirements.	Ongoing	Australia Pacific LNG Project Team and contractors
Maintain engagement with key stakeholders to identify any opportunities to link or leverage training and development programs into existing pathways	Q4 2009 – ongoing	Registered training organisations, Education providers, DEEWR, DEEDI, DET, Australia Pacific LNG contractors, LNG proponents, ESQ, GILG, GEA, EQIP, CQ TAFE, CQU, QMEA,
Develop a training strategy to evaluate opportunities for the following education and training options: <ul style="list-style-type: none"> professional development programs ConocoPhillips SPIRIT Scholarships A graduate program traineeship programs Indigenous training programs apprenticeship programs 		CSQ, TAFE, ESQ, QMEA, DET, Registered training organisations, Education providers Universities, local schools, GILG, GEA, EQIP, CQ TAFE
Develop construction workforce programs including establishment of Gladstone Construction Employment Facility and development of training and recruitment pathways to encourage local employment and participation of under-represented groups: The strategy will consider: <ul style="list-style-type: none"> in-house training programs including potential opportunities for on-site training at 	Q4 2010 – 2015	Australia Pacific LNG contractors, Registered training organisations and education providers, DEEDI, DEEWR, ESQ, GILG, GEA

ConocoPhillips' existing Darwin LNG facility

- analysis of ongoing labour requirements and development of strategies to meet labour shortage areas
- 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
- Opportunities to engage local Indigenous employees and businesses

Develop pathways to transition suitably skilled construction employees into LNG facility operations	Q1 2012 – Q4 2015	Australia Pacific LNG contractors, DET, DEEDI, Registered training organisations and education providers
Implement operations training and employment programs to encourage local and Indigenous participation as well as under-represented and disadvantaged groups	Q1 2012 - ongoing	Australia Pacific LNG Contractors, Registered training organisations and education providers, DEEWR, DEEDI, DET, ESQ

Key Performance Indicators

- Percentage of construction workforce sourced from the local area.
- Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position / seniority
- Communication of workforce demand estimates to the State Government.

-
- Evidence of joint industry outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts
 - Number of local area residents participating in skills development programs offered by Australia Pacific LNG
 - Number of apprenticeships and scholarships offered by the Australia Pacific LNG project.
 - Number and percentage of apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG by occupation / operational area
 - Number of students given work experience and/or financial support by the Project
 - Awareness levels of the CSG/LNG industry in Project areas

Review Mechanism	Review internally on a 6 monthly basis for the initial 2 years and then annually to close off or update tasks as necessary
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3.2.7 Local Content

Rationale

The Australia Pacific LNG Project is expected to have significant positive impacts 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 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.

The Project Workforce and Training Strategy and Community Investment Strategy action plans will consider potential project related impacts and methods to assist building local participation and skills capacity to meet the needs of the region. 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.

Objectives

- Maximise opportunities for local businesses and business development with the Australia Pacific LNG Project
- Provide opportunities for Indigenous business participation with the Australia Pacific LNG Project
- Ensure business opportunities align with Australia Pacific LNG's Sustainability Principles

Social impact categories addressed

- Opportunities for local and regional businesses to supply goods and services to the Project
 - Inflationary pressure to commercial real estate costs
 - 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 and Potential Partner Agencies		
Gladstone Engineering Alliance		Industrial proponents and current industry
Regional Chamber of Commerce bodies		Australia Pacific LNG contractors
Industry Capability Networks		Department of Employment, Economic Development and Innovation
Gladstone Regional Council		Department of Infrastructure, Transport, Regional Development and Local Government
State and Federal Government agencies		AUSTRALIA PACIFIC LNG contractors
Employment, Education and Training Providers		Local communities

Actions	Timing	Consultation
Develop collaborative relationship with Industry Capability Network to promote opportunities for local business involvement in projects	Ongoing	ICN, Contractors, business suppliers, DEEDI
Host procurement road-shows for potential suppliers providing advice regarding pre-qualification and involvement in the Australia Pacific LNG Project	Complete	ICN, Australia Pacific LNG contractors, GEA, Gladstone Chamber of Commerce, DEEDI
Develop Australian Industry Participation Plan and Industry Capability Network website portal	Complete	Industry Capability Networks Australia Pacific LNG contractors
Develop relationships with key business representative bodies and undertake consultation with members regarding opportunities for supply and capacity of local businesses	Q2 2010 – ongoing	GEA, GEIDB, ICN, Australia Pacific LNG Contractors, DEEDI, GRC, Department of

		Infrastructure, Regional Development
Develop processes to ensure local business opportunities are considered in Project procurement practises	Q3 2010 – ongoing	Australia Pacific LNG contractors, ICN, GEA, GEIDB, DEEDI, GRC
Continue communication and promotion of project procurement requirements to ensure local businesses are aware of tender opportunities. Provide regular project updates, overview of goods and services packages, supply chain education to local suppliers	Q4 2010 – ongoing	Australia Pacific LNG contractors, ICN, GEA, GEIDB, DEEDI, GRC, local businesses
Work with businesses to highlight and engage existing available government workforce programs to attract workers. Identify opportunities to support local and regional apprenticeship programs through avenues such as the Community Skills Scholarship Program which will improve the availability of qualified labour for local and regional businesses to draw from	Q4 2010 – ongoing	Local businesses, Australia Pacific LNG contractors, Registered training organisations and education providers, DEEDI, DEEWR, GILG, GEA
Key Performance Indicators	<ul style="list-style-type: none"> • Percentage and dollar value of supplier contracts (Australia Pacific LNG and its contractors) awarded to businesses based in the Gladstone area • Community attitudes towards the availability of supplier information and the Local Content Strategy, including existing suppliers and non-suppliers • Functional working relationships with government planning bodies and development industry stakeholders • Functional working relationships with community organisations and evidence of partnership projects 	
Review Mechanism	Review internally on a 6 monthly basis for the initial 2 years and then annually to close off or update tasks as necessary	

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 indicators 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.

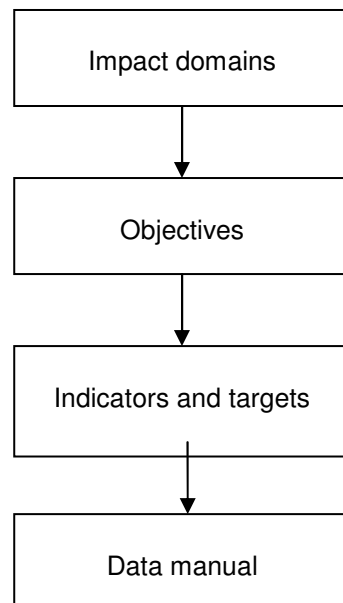
4.1 Monitoring Framework

Whilst the Monitoring and Reporting Program will be finalised once all the strategies have been finalised and further consultation undertaken, a framework has been developed to provide initial guidance to communities and stakeholders. The framework will be responsive rather than static, to enable mitigation measures to be reviewed and updated as required.

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 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 ‘five capital’ 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 the impact 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 in Section 3 above, however these will need to be refined in line with the final 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 and what metrics should be employed (in the case of quantitative targets). 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 strategy will evaluate the capacity of the RCCC to be involved in participatory monitoring.

The table below presents a visual representation of a potential monitoring framework incorporating the elements outlined above,

Table 4.1 Proposed Monitoring Framework

Impact Domain: Human Capital					
Goals	Indicator	Methodology	Target/Outcome	Responsible Party	Frequency of Reporting
Workforce and Training					
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 6 months

This monitoring framework will be further developed and finalised once the key strategies have been completed and will be communicated to our communities and stakeholders for their input and agreement. Measuring and reporting on the indicators and targets will be dependent on the frequency identified in the framework, however 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 six 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:

- Community Relations Manager
- Site Manager
- Training Supervisor (Primary Contractor)
- External Relations Manager
- Environmental Team Lead – HSSE

This working group will report the findings of the review to the Australia Pacific LNG Board for review.

Findings of the internal reviews which result in amendments to the actions outlined in the SIMP will be 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 (this document) targeted consultation with key stakeholders and potential partner agencies has been undertaken. Expanding consultation will be integral to further facilitate the development and implementation of the action plans and in identifying potential partnerships.

To date the following entities have been consulted regarding the revised SIMP and action plans:

- Department of Infrastructure and Planning
- Department of Employment Economic Development and Innovation
- Department of Education and Training
- Department of Communities
- Gladstone Regional Council
- Energy Skills Queensland
- Industry Capability Network

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"> • address Australia Pacific LNG’s existing workforce e.g. EBPPP funding partnerships for cross skilling existing workers • address future workforce training needs e.g. shortages for E/I technicians • link opportunities for employment to targeted training programs for underrepresented groups e.g. indigenous, women, mature aged • participate on the Workforce Skills and Housing Strategy Headline Initiative Working Groups, a part of the Surat Basin Future Directions Strategy group

Stakeholder	Relevant SIMP elements	Outcome	Way forward
Gladstone Regional Council	All SIMPS	<p>Australia Pacific LNG presented the core elements of the SIMP action plans.</p> <p>Priority areas identified by GRC were:</p> <ul style="list-style-type: none"> • Housing affordability • Living legacy (education and training opportunities for young people to enable them to stay in the community and have transferable skills) • Skilled volunteering • Social infrastructure investment • Opportunities for local businesses <p>GRC noted that the revised format of the SIMP appeared more user friendly and that additional information, particularly regarding the Community Investment Strategy was appreciated</p>	<p>Australia Pacific LNG and GRC agreed to continue discussion about the SIMP action plans and opportunities for collaboration. Further engagement will be undertaken when the SIMP has been finalised and provided to Council</p>
Department of Employment, Economic Development and Innovation	<p>Workforce and Training action plan</p> <p>Local Content Action plan</p>	<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</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"> • support Australia Pacific LNG’s local content policy • partner with the department, the

Stakeholder	Relevant SIMP elements	Outcome	Way forward
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 (see Letter of Support from ESQ)</p>	<p>Industry Capability Network and local councils to build regional capability for local contractors</p> <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> <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"> • the development of training units and resources for Operator and trade related occupations • participation in programs to recruit train and employ members from underrepresented groups • participation in further EBPPP funded training partnerships • participation in the development of a joint Job Referral Centre for the industry

Stakeholder	Relevant SIMP elements	Outcome	Way forward
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>
Queensland Police Service	Community Health and Safety action plan		<p>Contact has been initiated; initial meeting between QPS and Australia Pacific LNG is currently being scheduled. Consultation with regional officers was undertaken during the EIS public consultation period and ongoing</p>
Department of Community Safety	Community Health and Safety action plan		<p>Australia Pacific LNG is investigating the opportunity to meet with Department of Community Safety in conjunction with the QPS consultation</p>
Department of Communities, regional planners	All action plans		<p>Contact has been initiated, initial meetings between DoC regional planners for the central region and Australia Pacific LNG have been scheduled. Consultation with regional officers was undertaken during the EIS public consultation period</p>

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 a RCCC if possible and appropriate. The RCCC, 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 gas pipeline area, primarily Banana Shire Council area
- One RCCC for the LNG facility, 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.

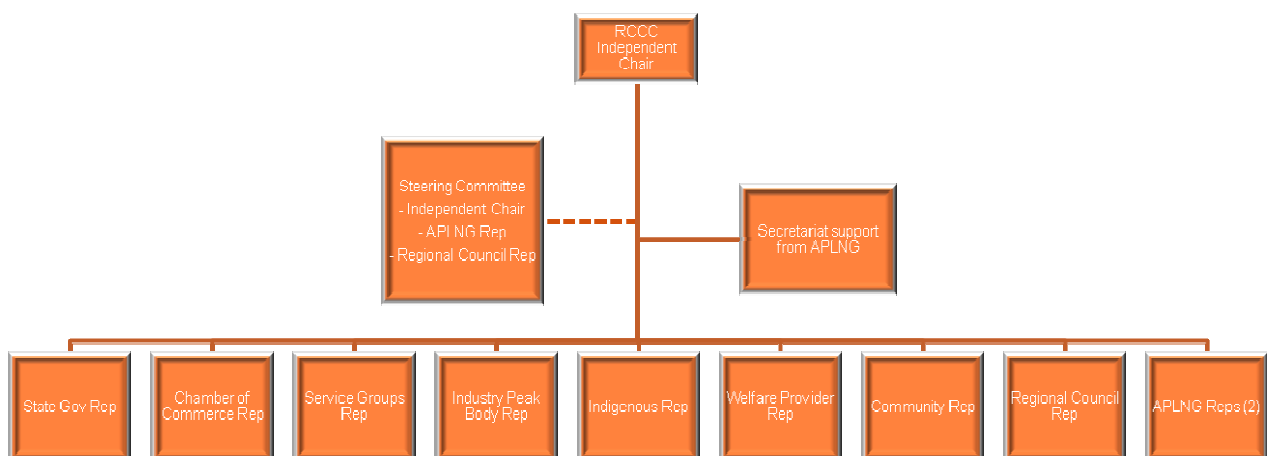


Figure 5.1 Proposed RCCC Framework

6. Grievance and Dispute Resolution

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 LNG facility have recourse to ConocoPhillips (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 product, 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: 1300 776 205
- project website: www.aplng.com.au
- project email address: contact@aplng.com.au
- Gladstone Community Centre: 84 Goondoon Street, Gladstone

T: (07) 4972 0250

The detailed policy is available for community members and stakeholders as requested and will be further refined through consultation with the Gladstone RCCC once established.

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 (Oil and Gas)
- 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
- Positive (+)

Table 6.1 Impact Analysis

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
Population								
Increase in population of Gladstone	Cons	H	M	<p>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</p> <p>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</p> <p>Australia Pacific LNG will continue to participate in Local Government and regional planning processes and provide information about the Project to inform discussion and decision making in a timely manner</p> <p>Australia Pacific LNG will continue to use and or develop methods to attract people local to the region to the workforce</p> <p>Australia Pacific LNG will continue to use and/or develop methods to attract under-represented groups to the workforce</p>	L	Australia Pacific LNG	PC	<p>Percentage of construction workforce sourced from the Gladstone area</p> <p>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position / seniority</p> <p>Functional working relationships are established with government, the community and other industries</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p> <p>Track and analyse community attitudes towards consultation processes and management of construction workforce issues</p>
	Ops	H	L		L	Shared responsibility	C	
Demographic profile								
Change in community demographics due to construction workforce profile	Cons	H	M	<p>Australia Pacific LNG will continue to use and develop methods to attract people local to the region to the workforce</p> <p>Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce</p> <p>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its code of conduct for all staff and contractors</p> <p>Refer to community health and safety mitigation measures</p>	L	Australia Pacific LNG	PC	<p>Percentage of construction workforce sourced from the Gladstone Area community</p> <p>Percentage of construction workers accommodated at the temporary accommodation facilities</p> <p>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position / seniority</p> <p>Track and analyse breaches of the code of conduct by incident type</p> <p>Track and analyse community attitudes towards Australia Pacific LNG's position and processes in relation to</p>
	Ops	L	L		L	Shared responsibility	C	

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
							recruitment and workforce management Also refer to community health and safety performance measures	
Income and affordability								
Increase in cost of living due to inflationary pressure from higher average weekly incomes	Cons	M	M	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 Australia Pacific LNG will work through committees established under the Sustainable Resource Communities Policy to identify housing market issues, forecasts and possible responses To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG community programs will include working with Government and agencies that provide housing to people in financial distress	L	Australia Pacific LNG	PC	Percentage of construction workers accommodated at the temporary accommodation facilities Functional working relationships established with local councils, state government, relevant agencies and committees
	Ops	L	M		L	Shared responsibility Government: <ul style="list-style-type: none">Department of Communities (Housing and Homelessness Services)Department of Infrastructure and Planning	O LP	
Social divide resulting from increased wage gap (for example, the haves and have nots)	Cons	M	M	Australia Pacific LNG will continue to use and develop methods to attract people local to the region to the workforce 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 Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce 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 Australia Pacific LNG's community investment programs will support sustainable community development To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG community programs will include working with Government and agencies that provide housing to people in housing distress	L	Australia Pacific LNG	PC	Percentage of workforce sourced from the Gladstone region Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position / seniority Functional working relationships established with government and community organisations and evidence of partnership projects Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives See also local content strategy and employment and training indicators under employment, training and business impacts
	Ops	L	M		L	Shared responsibility Government: <ul style="list-style-type: none">Department of Education and TrainingDepartment of Employment, Economic Development and InnovationDepartment of Communities (Housing and Homelessness Services)	O LP	

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
Employment training and business								
Opportunity to increase labour-force participation and increase local skills capacity	Cons Ops	M M	+ +	<p>Australia Pacific LNG workforce strategy will address:</p> <ul style="list-style-type: none"> In-house training programs including potential opportunities for on site training on an existing LNG facility Analysis of ongoing labour requirements Training strategies targeted to local labour Targeted employment and training programs Methods to attract people local to the region to the workforce Methods to attract under-represented groups to the workforce <p>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</p> <p>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:</p> <ul style="list-style-type: none"> Raising awareness of the CSG/LNG industry in the local community Supporting vocational training Facilitating career advice and work readiness programs for new entrants and mature entrants from related industries <p>Australia Pacific LNG will 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.</p> <p>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</p> <p>Establish a construction employment facility within Gladstone to raise awareness on job prospects and for prospective employees to source</p>	+ +	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Education and Training <p>Industry</p>	PC O LP	<p>Employment</p> <p>Number of persons employed via the government sponsored employment programs by length of time unemployed.</p> <p>Number and percentage of persons employed by Australia Pacific LNG by social equity target group, occupation and position / seniority</p> <p>Functional working relationships are established with other industries</p> <p>Evidence of joint industry outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts</p> <p>Training</p> <p>Number of Gladstone area residents participating in skills development programs offered by Australia Pacific LNG</p> <p>Number of Gladstone Area residents participating in skills development programs offered by Australia Pacific LNG by social equity target group and occupation</p> <p>Number and percentage of apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG by occupation / operational area</p> <p>Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives</p> <p>Number of students given work experience and/or receiving scholarship or financial support</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
				information and lodge job applications			
Opportunities for local and regional businesses to supply goods and services to the Project	Cons Ops	H M	+ +	<p>Australia Pacific LNG will implement a local content strategy whereby it participates in or establishes programs which assist qualified local and regional businesses with the opportunity to tender for provision of goods and services for the Project</p> <p>The local content strategy will include provision such as regular Project updates, overview of goods and services packages, supply chain education</p> <p>Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's 12 sustainability principles</p>	+ +	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Employment, Economic Development and Innovation 	<p>PC</p> <p>O</p> <p>LP</p> <p>Percentage and dollar value of supplier contracts (Australia Pacific LNG and its contractors) awarded to businesses based in the Gladstone area</p> <p>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</p>
Inflationary pressure on commercial real estate costs impacts on local businesses	Cons	L	L	Australia Pacific LNG will continue to participate in local government and regional planning processes by providing information regarding demand for commercial real estate	L	<p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning 	<p>PC</p> <p>O</p> <p>LP</p> <p>Functional working relationships are established with government planning bodies and development industry stakeholders</p>
Impact to local and regional businesses losing employees to the Project	Cons Ops	M L	M L	<p>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</p> <p>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</p> <p>Australia Pacific LNG will continue to provide input into Gladstone Engineering Alliance/ State Government Skills Formation Strategy as well as other planning processes</p>	L L	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Education and Training 	<p>PC</p> <p>O</p> <p>LP</p> <p>See employment and training and local content indicators above</p> <p>Functional working relationships established with government and community organisations and evidence of partnership projects</p> <p>Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives</p>
Opportunities for industrial tourism	Ops	L	+	Continue to support opportunities for industrial tourism through entities such as Gladstone Economic and Industry Development Board, Gladstone Engineering Alliance and Gladstone Area Promotion and Development Limited	+	Australia Pacific LNG	<p>LT</p> <p>Potential industrial tourism opportunities identified and either developed in-house or tendered out</p>
Opportunities for apprenticeships,	Ops	H	+	Australia Pacific LNG will continue to collaborate on programs with government and training and education groups that build the local skills base	+	Australia Pacific LNG	See employment and training indicators above

Identification	Assessment			Management	Residual risk rating (H, M, L, +)**	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies				
scholarships and vocational training	Cons	M	+	<p>both to meet the specific needs of the industry and other impacted sectors. This will include further development of apprenticeship, traineeship, scholarship, higher education programs and potentially including those that recognise prior learning</p> <p>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</p> <p>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</p>	+	<p>Shared Responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Education and Training Department of Infrastructure and Planning 	<p>O</p> <p>LP</p>	<p>Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives</p> <p>Expenditure on training programs</p> <p>Number of apprenticeships and scholarships offered by the Australia Pacific LNG Project</p>
Opportunity to support work readiness programs and pre-trade training concepts	Ops Cons	H M	+	<p>Australia Pacific LNG will continue to utilise existing or develop local partnerships to assist students to transition from school to work or higher education</p> <p>Australia Pacific LNG will partner with local training providers to develop industry and employment skills</p> <p>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</p> <ul style="list-style-type: none"> Raising awareness of the CSG/LNG industry in the local community Supporting vocational training Facilitating career advice and work readiness programs for new entrants and mature entrants from related industries <p>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</p> <p>Australia Pacific LNG will expand competency based training and skills development programs for Production and Process Plant Operators</p>	+	<p>Australia Pacific LNG</p> <p>Industry</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Education and Training 	<p>PC</p> <p>O</p> <p>LP</p>	<p>Functional working relationships established with training providers and industry groups</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p> <p>Track and analyse awareness levels of the CSG/LNG industry in Project areas</p> <p>Level of growth in competency based training and skills development programs for Production and Process Plant Operators</p>

Primary and secondary education

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
Inability of primary and secondary education facilities to meet demand	Cons	L	M	Australia Pacific LNG will assist primary and secondary education institutions in forecasting future demand by providing accurate workforce data to relevant state government departments 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	L	Australia Pacific LNG	PC	Communication of workforce demand estimates to the state government, tertiary institutions and training providers Functional working relationships are established with government, the community and other industries Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts Relevant cumulative impact strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications
	Ops	L	M		L	Shared Responsibility Government: <ul style="list-style-type: none"> Department of Education and Training Department of Infrastructure and Planning 	O LP	
Housing and accommodation								
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	Cons	H	M	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 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 Australia Pacific LNG's community investment programs will support sustainable community development 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 The Australia Pacific LNG operations workforce will live within the local community in the general housing pool during the operational phase of the Project Australia Pacific LNG will work through committees established under the Sustainable Resource Communities Policy to identify housing market issues, forecasts and possible responses To mitigate potential impacts on housing affordability and availability, Australia Pacific LNG community programs will include working with government and	L	Australia Pacific LNG	PC	Percentage of non-local workers accommodated at temporary accommodation facilities Worker accommodation completed ahead of Project demand Functional working relationships are established with government, the community and other industries Evidence of joint stakeholder outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications
	Ops	M	M		L	Shared Responsibility Government: <ul style="list-style-type: none"> Department of Infrastructure and Planning Department of Communities (Housing and Homelessness Services) 	O LP	

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
				agencies that provide housing to people in housing distress			
Concerns that the temporary accommodation facilities will foster anti-social behaviour and impact the host community	Cons	M	H	<p>Australia Pacific LNG will locate the temporary accommodation facility on Curtis Island to reduce the potential impact from an influx of construction workers to Gladstone</p> <p>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</p> <p>Australia Pacific LNG will communicate and strictly enforce its project rules and accommodation code of behaviour upon all employees and contractors</p> <p>Australia Pacific LNG will design and construct a high quality temporary accommodation facility with sufficient social and recreational facilities</p> <p>Australia Pacific LNG will continue to implement a community complaints procedure for stakeholders to raise concerns, and in turn have them addressed in a timely manner</p>	L	Australia Pacific LNG	<p>PC</p> <p>C</p> <p>Track and analyse breaches of the code of conduct and accommodation facility rules by incident type</p> <p>Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others</p> <p>Track and analyse complaints response time and resolution.</p> <p>Track and analyse workforce attitudes towards the physical and operational standards of the temporary accommodation facility and the conduct of workers</p>
Increased demand for hotel/motel accommodation presents challenges for competing local industry and businesses	Cons	M	H	<p>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</p> <p>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</p> <p>Australia Pacific LNG will provide housing for non-local construction staff and contractors in temporary accommodation facilities</p>	L	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning 	<p>PC</p> <p>C</p> <p>Timely communication of Project and workforce demands</p> <p>Functional working relationships are established with government, the community and other industries</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p>
Community health and safety							
Community concern about health and safety impacts resulting from the Project	Cons	M	H	<p>Project health and safety practices and results of relevant monitoring will be communicated through a range of channels such as Australia Pacific LNG's community centre, consultation sessions, media and meetings</p> <p>Emergency response planning to include consultation with neighbours and collaboration with relevant stakeholders, as practical</p> <p>Australia Pacific LNG will implement community complaints procedure for</p>	L	Australia Pacific LNG	<p>PC</p> <p>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</p> <p>Track and analyse community attitudes towards Australia Pacific LNG and its contractors environmental, health and safety performance</p>
	Ops	M	H		M	<p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning 	

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
				<p>stakeholders to raise concerns, and in turn have them addressed in a timely manner</p> <p>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</p> <p>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</p> <p>Australia Pacific LNG will engage with community groups, such as the Clean and Healthy Air group, in two-way dialogue on health and safety matters</p>			<p>Number and percentage of HSE incidents by incident type</p> <p>Level of compliance with environmental legislative reporting requirements</p> <p>Functional working relationships are established with government, the community, other industries and environment related community groups</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p>
Potential for socially unacceptable behaviour due to the increase in population and changed demographics	Cons Ops	M L	M M	<p>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</p> <p>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its project rules and accommodation code of behaviour for all employees and contractor.</p> <p>Australia Pacific LNG will design and construct a high quality temporary accommodation facility with sufficient social and recreational facilities</p> <p>Australia Pacific LNG will implement a community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner</p> <p>Health promotion programs relating to the 'Fit for Work' and 'Drug and Alcohol' policies will be implemented by Australia Pacific LNG</p>	L L	Australia Pacific LNG	<p>PC</p> <p>O</p> <p>LP</p> <p>Track and analyse participation of Australia Pacific LNG employees and contractors participating in health promotion programs and safety training initiatives</p> <p>Track and analyse results of employees and contractors testing positive for alcohol and drug tests at Australia Pacific LNG</p> <p>Track and analyse breaches of the code of conduct and accommodation facility rules by incident type</p> <p>Number and type of behavioural related complaints relating to Australia Pacific LNG workers and contractors made to Australia Pacific LNG, its contractors, local council and others</p> <p>Track and analyse community attitudes towards the conduct of Australia Pacific LNG workers</p>
Increased road, air and shipping movements impacting on road and maritime safety congestion	Cons Ops	H H	H H	<p>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.</p> <p>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</p>	M L	Australia Pacific LNG Shared responsibility Government: • Department of Infrastructure, Transport,	<p>PC</p> <p>Number of employee, contractor and community participants completing road safety programs and dollar value of program</p> <p>Number and type of traffic related incidents relating to Australia Pacific LNG workers and contractors</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
				<p>communities by:</p> <ul style="list-style-type: none"> Consolidation of material prior to transport to reduce truck movements Siting logistic hubs (warehouses and lay down facilities) that divert traffic flows around local towns The use of buses for personnel site access during construction and operations Appropriate travel restrictions Development and implementation of safe transportation management practices to reduce the impact to the local environment. Avoid travel along school routes during set down pick up times Night time travel managed where routes pass sensitive sites, e.g. Residential and schools Speed restrictions especially next to sensitive sites – residential, schools or along unsealed roads to reduce dust creation Vehicles lights and warning lights illuminated as appropriate Implementation of driver training program <p>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 concerns in the region.</p> <p>Refer to mitigation measures in Volume 4 Chapter 17</p>	<p>Regional Development and Local Government</p> <ul style="list-style-type: none"> Department of Main Roads Department of Infrastructure and Planning 		Track and analyse community attitudes towards the Project	
Facilities and services								
Increased demand on medical and health services	Cons Ops	M M	H L	<p>Provision of first response medical capabilities on site at Curtis Island</p> <p>In collaboration with other LNG proponents, consider extending emergency medical evacuation services to Curtis Island residents</p> <p>Australia Pacific LNG will collaborate with government, industry and other providers to mitigate cumulative impacts on health services in local communities including providing the appropriate level of medical facilities for its temporary accommodation facilities and operating facilities</p> <p>Australia Pacific LNG will continue to participate in local government and</p>	L L	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning Qld Health 	PC	<p>Communication of workforce demand estimates to Queensland Health and local councils within the region</p> <p>Number and type of lost workday cases related to illness</p> <p>Workforce participation rates for employee wellbeing program activities</p> <p>Number of workforce related visits to medical facilities outside of Australia Pacific LNG facilities</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
				regional planning processes and provide information about its Project to inform discussion and decision making in a timely manner				
				Health promotion programs relating to the 'Fit for Work' and 'Drug and Alcohol' policies will be implemented by Australia Pacific LNG				
Increased demand on emergency services	Cons Ops	L L	M L	<p>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</p> <p>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</p> <p>In collaboration with other LNG proponents, extend emergency medical evacuation services to Curtis Island residents</p> <p>See Volume 4 Chapter 22 for mitigation measures for hazard and risk as they relate to emergency services</p>	L L	Australia Pacific LNG Shared responsibility Government: <ul style="list-style-type: none"> Department of Infrastructure and Planning Qld Health 	PC C	<p>Australia Pacific LNG participation in and active contribution to regional planning activities as evidenced through relevant planning outputs (reports, minutes, media communications) and subsequent commitments</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning, documents and related communications</p> <p>Track and analyse emergency response requirements</p>
Increased demand for community support services and facilities (for example, public transport, family services)	Cons Ops	M M	M M	<p>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 the communities in which it operates</p> <p>Australia Pacific LNG's community investment programs will support sustainable community development</p> <p>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</p> <p>Provide orientation to employees moving to the region through the workforce induction program to assist in alleviating pressure on existing support services</p> <p>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</p> <p>Develop a social program to encourage employees to become active members of the community during the operational phase of the Project</p>	L L	Australia Pacific LNG Shared responsibility Government: <ul style="list-style-type: none"> Department of Infrastructure and Planning Department of Communities 	PC O LP	<p>Communication of estimated workforce demands to local government, state government and community service providers.</p> <p>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications)</p> <p>Functional working relationships are established with government, the community and other industries to plan for cumulative impacts</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p> <p>Evaluation of Australia Pacific LNG community investment</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
				See Volume 4 Chapter 17 for mitigation measures for impacts on traffic and transport services and infrastructure			programs to assess the achievement of program goals and objectives Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events
Increased pressure on utility services	Cons Ops	L L	L L	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 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	L L	Shared responsibility Government: • Department of Infrastructure and Planning	PC Communication of workforce demand estimates to the state government
Reduced access to waterways, water bodies and other recreational areas	Cons Ops	M M	M M	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 and will communicate the extent and timing of any impacts to affected stakeholders and schedule works around minimal disturbance Australia Pacific LNG will implement a community complaints procedure for community members and stakeholders to raise concerns, and in turn have them addressed in a timely manner Australia Pacific LNG will work with government and stakeholders to address loss of fishing access Refer to Volume 4 Chapter 10 for mitigation measures relating to offsets for loss of fishing access	M L	Australia Pacific LNG Shared responsibility Government: • Primary Industries and Fisheries	PC O LP Communication of Project works activities to affected stakeholders Track and analyse community attitudes towards the Project Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others Number and type of community complaints made to Australia Pacific LNG, its contractors, local Council and others Track and analyse complaints response time and resolution Evaluation of Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives, particularly those that offset the loss of projected marine habitat
Community values and lifestyle							
The region's growth will impact local community values and residents' lifestyle patterns	Cons Ops	M M	M M	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 Australia Pacific LNG's community investment programs will support sustainable community development	L L	Australia Pacific LNG Shared responsibility Government: • Department of Infrastructure	PC O LP Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications) Evaluate Australia Pacific LNG community investment

Identification	Assessment			Management	Residual risk rating (H, M, L, +)**	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies				
				<p>Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's 12 sustainability principles</p> <p>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</p> <p>Australia Pacific LNG will communicate and strictly enforce its project rules and accommodation code of behaviour for all employees and contractors</p> <p>Australia Pacific LNG will uphold a high standard of behaviour</p> <p>Partner with volunteer and community organisations to adapt the corporate volunteering framework for the Gladstone region</p> <p>Consider an incentive program for the workforce to enhance participation in community activities</p>		<p>and Planning</p> <ul style="list-style-type: none"> Department of Communities 		<p>programs to assess the achievement of program goals and objectives</p> <p>Track and analyse community attitudes towards consultation processes and management of Project impacts during construction and operational phases</p> <p>Track and analyse breaches of the code of conduct and accommodation facility rules by incident type</p> <p>Number and type of community complaints made to Australia Pacific LNG, its contractors, local council and others</p> <p>Track and analyse community attitudes towards the conduct of staff and contractors</p> <p>Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events</p> <p>Track and analyse community attitudes over time, for example, social attitudes and experiences of community life, cultural diversity and social interactions</p>
Shift work employment decreases the time workers spend with their families and participating in community activities (including volunteering)	Cons Ops	M M	M M	<p>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</p> <p>Australia Pacific LNG will allow flexible work policies, where appropriate</p> <p>Australia Pacific LNG will consider structured opportunities for the non-local construction workforce to participate in community activities (including volunteering) during rostered days off</p> <p>Australia Pacific LNG will employ a lifestyle coordinator to implement and monitor strategy for employee participation in the community during the construction phase of the Project</p>	L L	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning Department of Communities 	PC O LP	<p>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications).</p> <p>Number of Australia Pacific LNG staff and contractors participating in community organisations, activities and events</p>
Relationship between increased disposable income and how people	Cons Ops	L L	H H	<p>Australia Pacific LNG will uphold a high standard of behaviour and will communicate and strictly enforce its project rules and accommodation code of behaviour upon all employees and contractors</p>	L L	<p>Australia Pacific LNG</p> <p>Shared responsibility</p> <p>Government:</p>	PC C	<p>Track and analyse breaches of the code of conduct and accommodation facility rules by incident type</p> <p>Number and type of community complaints made to</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
spend it (e.g. increased spend on gambling, alcohol or drugs) impacting on community values				<p>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</p> <p>Australia Pacific LNG's community investment programs will support sustainable community development</p> <p>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</p> <p>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</p> <p>As part of the employee well-being program conduct regular education campaigns such as 'Fit for Work', 'Drug and Alcohol' and 'Financial Management'</p>	<ul style="list-style-type: none"> Department of Infrastructure and Planning Department of Communities <p>Industry</p>		<p>Australia Pacific LNG, its contractors, local Council and others</p> <p>Track and analyse community attitudes towards the conduct of staff and contractors</p> <p>Track and analyse community attitudes towards consultation processes and management of Project impacts during construction and operational phases</p> <p>Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p> <p>Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications)</p> <p>Participation rates for employee well-being program activities</p>
Impact of lighting, dust, noise and traffic to community amenity and lifestyle	Cons Ops	M L	H M	<p>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</p> <p>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</p> <p>Implement community complaints procedure for stakeholders to raise concerns, and in turn have them addressed in a timely manner</p> <p>Australia Pacific LNG will continue to participate in local government and regional planning processes and provide information about its Project to inform</p>	<p>L Australia Pacific LNG</p> <p>L Shared responsibility</p> <p>Government:</p> <ul style="list-style-type: none"> Department of Infrastructure and Planning 	<p>PC</p> <p>O</p> <p>LP</p>	<p>Functional working relationships are established with government, the community and other industries to plan for cumulative impacts</p> <p>Evidence of joint stakeholder outputs (planning forums, communications, action plans, etc.) to identify and mitigate potential cumulative impacts</p> <p>Relevant cumulative impact and regional planning strategies are acknowledged and reflected in Australia Pacific LNG planning documents and related communications</p> <p>Number of community information sessions relating to</p>

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**		
				discussion and decision making in a timely manner See Volume 4 Chapter 7 for mitigation measures for potential visual amenity related impacts See Volume 4 Chapter 7 for mitigation measures for potential lighting related impacts See Volume 4 Chapter 11 for mitigation measures for potential dust related impacts See Volume4, Chapter 15 for mitigation measures for potential noise related impacts			environmental impacts Number of community information sessions and participants Track and analyse community attitudes towards consultation processes and management of Project impacts during construction and operational phases Also refer to performance measures for the Australia Pacific LNG environmental management plan
Community concerns about the management of environmental, social or economic issues	Cons Ops	H M	M M	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 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 Australia Pacific LNG's community investment programs will support sustainable community development	L L	Australia Pacific LNG Shared responsibility Government: • Department of Infrastructure and Planning • Department of Communities	PC O LP Percentage of community survey respondents satisfied with Australia Pacific LNG and its contractors' performances with respect to management and communication of environmental, social and economic impacts Australia Pacific LNG participation in and active contribution to social impact research programs as evidenced through relevant planning outputs (reports, minutes, media communications) Evaluate Australia Pacific LNG community investment programs to assess the achievement of program goals and objectives Functional working relationships are established with environmental community groups
Indigenous peoples							
Reduced ability to access affordable housing	Cons Ops	H M	H M	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 To mitigate potential impacts to housing affordability and availability, Australia Pacific LNG community programs will include working with Government and agencies that provide housing to people experiencing housing distress	L L	Australia Pacific LNG Shared responsibility Government: • Department of Infrastructure and Planning • Department of Communities • Department of Communities (Housing and Homelessness	PC O LP NB Information regarding Indigenous heritage will be provided on a voluntary basis Number of Indigenous persons employed in construction and operational workforces by occupation and position / seniority Number of Indigenous businesses or joint ventures engaged through the Project.

Identification	Assessment			Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures	
Impact	Project phase (Cons, Ops)*	Probability (H, M, L, +)**	Consequence (H, M, L, +)**	Management/mitigation strategies	Residual risk rating (H, M, L, +)**			
							Indigenous employee retention rates for construction and operational workforces	
Difficulty in securing and retaining employment on the Project for Indigenous Australians	Cons	H	M	Australia Pacific LNG will continue to use and develop methods to attract people local to the region to the workforce	M	Australia Pacific LNG	PC	Number of Gladstone area Indigenous residents participating in skills development programs supported by Australia Pacific LNG
	Ops	H	M	Australia Pacific LNG will continue to use and develop methods to attract under-represented groups to the workforce	M	Shared responsibility	O	Number and percentage of Indigenous apprentices and trainees starting, graduating and finding continuous employment with Australia Pacific LNG by occupation / operational area
				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 Indigenous engagement strategy to address recruitment and retention strategies specific to Indigenous Australians		Government: • Department of Education and Training	LP	Number of Indigenous apprenticeships, traineeships and scholarships, work experience programs supported by Australia Pacific LNG in non-LNG industries Functional working relationships established with local and regional Indigenous organisations
Lack of business development opportunities realised for Indigenous Australians	Cons	H	M	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.	M	Australia Pacific LNG	PC	Communication of estimated workforce demands to state government and Indigenous housing and other service providers
	Ops	H	M	Australia Pacific LNG will ensure contracts with suppliers and sub-contractors are aligned with Australia Pacific LNG's 12 sustainability principles	M	Government: • Department of Employment, Economic Development and Innovation	O	Number and value of joint initiatives undertaken by Australia Pacific LNG and Indigenous organisations
				Indigenous engagement strategy to identify business opportunities and programs for development Australia Pacific LNG will provide input into Gladstone Engineering Alliance/ State Government Skills Formation Strategy as well as other planning processes		• Department of Communities – Aboriginal and Torres Strait Islander Partnerships	LP	Number and percentage of Australia Pacific LNG employees and contractors completing cultural awareness training Number of Indigenous people participating in cultural heritage management and natural resource management initiatives directly related to the Project (see also cultural heritage management plan).
Lack of respect for Indigenous Australians	Cons	L	H	Australia Pacific LNG will implement a cultural awareness program	L	Australia Pacific LNG	PC	Track and analyse Indigenous community attitudes towards Australia Pacific LNG's position, processes and performance in relation to Indigenous development and Indigenous engagement
	Ops	L	H	Australia Pacific LNG will support Indigenous stakeholders to participate in Caring for Country initiatives	L		O	
				Support programs that contribute to the health and well-being of Indigenous employees Engage with Indigenous Australians in a respectful and culturally appropriate			LP	

Identification	Assessment	Management	Responsibility	Timing (PC, C, O, LP)***	Performance measures
Impact	Project phase (Cons, Ops)* Probability (H, M, L, +)** Consequence (H, M, L, +)**	Management/mitigation strategies			
way					

* 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 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 decision.

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.

1.1 Australia Pacific LNG Community Investment objectives

- Support community capacity building through local skills development and contributing to local education opportunities
- Develop projects that protect and enhance the productivity of our natural resources, including agriculture, 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)
- Deliver projects that assist to manage population influx in a responsible and sustainable manner
- Develop partnerships with government, industry and community that deliver long-term lasting benefits to the Project regions
- Improve the capacity of key social infrastructure services and facilities

1.2 Scope

The Downstream Community Investment strategy is focused on the Gladstone Regional Council area due to the expected majority of impact from the Downstream project being felt in Gladstone. Projects aligned with business objectives will also be considered for Brisbane and Queensland to aid in developing Australia Pacific LNG and ConocoPhillips corporate awareness and alignment between Origin and ConocoPhillips.

The Downstream Indigenous Engagement Strategy will cover community investment activities for Upstream Indigenous communities, and aligns with the overarching project community investment objectives. This Community Investment Strategy does not include native title activities.

While Community Investment activities may include employment and training programs, the Community Investment Strategy does not include workforce strategy requirements.

2. Australia Pacific LNG Community Investment philosophy

Australia Pacific LNG have 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 Australia Pacific LNG Sustainability Principles, it is also important to ensure alignment of the Community Investment Strategy with ConocoPhillips' corporate strategic approach to Community Investment and corporate guidelines.

As ConocoPhillips Guidelines for Corporate Contributions recognizes the importance of being a good corporate citizen and seeking community projects that align with the company's business strategy that will lead to ConocoPhillips becoming a neighbour of choice in key operating areas. The philosophy behind corporate contributions states:

"We will invest in programs that provide sustainable community development, benefit our stakeholders, are aligned with our strategic business objectives and are consistent with our core values."

Overall Australia Pacific LNG's Sustainable Development principles combined with ConocoPhillips established Guidelines to Corporate Contributions outline a need for a long-term strategic approach to community investment that is aligned with community needs to deliver sustainable outcomes in the community in which we operate.

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 and ConocoPhillips social license to operate within the Gladstone region.

Community Investment is one tool which can be used to mitigate or offset our 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 developed, focusing on community input and tiered investment.

3.1 Community input in to decision making

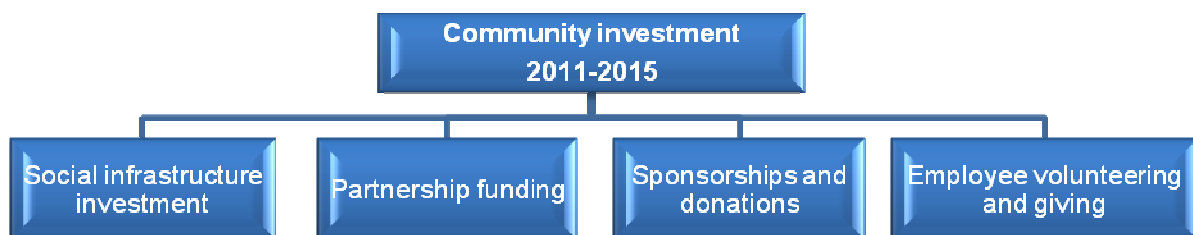
As outlined in the Industry Practise research, community input into decision making to ensure ownership and success of the programs is essential. While the risk of over-consultation remains, mechanisms to ensure alignment with community needs will need to be assessed and developed.

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 a Community Reference Group and undertaking an ongoing process of one-on-one consultation with key stakeholders.

3.2 Tiered Delivery

It is proposed that Australia Pacific LNG project adopt 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.

Through analysis of common community investment practise, the four streams of investment proposed are:



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). The outcome of this planning document and other regional plans would be used to inform areas of investment focus.

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 LNG and ConocoPhillips 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 (as outlined above in 5.1). A focus on sustainable community development through longer-term large scale partnerships allows capacity development for large 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.

The Community Relations team will be responsible for working with potential partners to develop submissions / applications which will address key areas including:

- Organisation overview
- Benefits to both parties
- Objectives
- Deliverables / roles of both parties
- Key Milestones

- Implementation Plan and timeline
- Reporting requirements
- Exit strategy
- Budget breakdown

Applications will be assessed against the terms of reference document and reviewed on an annual basis.

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, which primarily aid in building company awareness and visibility in the community.

Origin currently undertakes a range of sponsorships and donations in the Surat Basin to support community groups and events. This differs from marketing activities which are undertaken with the primary objective of gaining land access.

Sponsorships and donations are required to be responsive to potential short-time frames and to encourage employee participation in events. Sponsorships and donations are primarily provided to generate goodwill in the community towards the Project.

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.

A strong focus for both Origin and ConocoPhillips 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.

Employee volunteering will align with corporate objectives and focus on events such as Movember, Shave for a Cure, Clean Up Australia Day and Relay for Life. During construction the majority of events will be focused on engaging Bechtel’s construction workforce and will be coordinated through the Bechtel Lifestyle Coordinator and will transition to a focus on the permanent workforce as the construction nears completion and operations commence.

Allowing employees to be involved in national and local charity events and activities maximises the opportunity to leverage in kind support and reputational benefit through community involvement. There is potential for this monitoring project to be carried out as a cumulative research project by all industry operating in the region, however this is yet to be explored further.

Appendix 3 - ESQ Letter of Support

Monday 9th 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