

**E** | Social Impact  
Assessment Update





# Report

## Alpha Coal Project SEIS Social And Community Appendix E

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Prepared for  
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## Abbreviations

| Abbreviation  | Description   |
|---------------|---|
| BRC           | Barcaldine Regional Council                                   |
| CHMP          | Cultural Heritage Management Plan                             |
| CHRC          | Central Highlands Regional Council                            |
| CSIA          | Cumulative social impact assessment                           |
| DEEDI         | Department of Employment, Economic Development and Innovation |
| DIP           | Department of Infrastructure and Planning                     |
| EIS           | Environmental Impact Statement                                |
| EMA           | Employment Migration Agreement (Commonwealth)                 |
| EM Plan       | Environmental Management Plan                                 |
| HCC           | Hancock Consultative Committee                                |
| HPPL          | Hancock Prospecting Pty Ltd                                   |
| HCIPL         | Hancock Coal Infrastructure Pty Ltd                           |
| HCPL          | Hancock Coal Pty Ltd  |
| HGPL          | Hancock Galilee Pty Ltd                                       |
| ILUA          | Indigenous Land Use Agreement                                 |
| IRC           | Isaac Regional Council  |
| SEIS          | Supplementary Environmental Impact Statement                  |
| SIA           | Social Impact Assessment                                      |
| SIA CAR Group | Social Impact Assessment Cross Agency Reference Group         |
| SIAU          | Social Impact Assessment Unit                                 |
| SIMP          | Social Impact Management Plan                                 |
| TOR           | Terms of Reference  |
| WRC           | Whitsundays Regional Council                                  |



## Summary of EIS Comments

There were a number of issues raised by several stakeholders during the public consultation for the Alpha Coal Project Environmental Impact Statement (EIS). Table 1-1 provides a summary of the main issues raised and the Proponent's standard response.

**Table 1-1 Summary of social issues raised for the Alpha Coal Project (Mine and Rail) Environmental Impact Statement (EIS) public comment period**

| Issue Raised |  | Response  |
|--------------|--|---|
| 1            | Workforce related issues such as source location and accommodation.          | Refer to updated workforce profile in Supplementary Environmental Impact Statement (SEIS) Volume 2, Appendix C.   |
| 2            | SIA based on preliminary design  | Noted. The Social Impact Assessment (SIA) was based on a preliminary design, allowing for input from landholders to influence Project location, which occurred throughout the EIS process and after the draft EIS was submitted to the Coordinator-General.<br>Hancock Prospecting Pty Ltd (HPPL) has continued to consult with landholders, regional councils, and other stakeholders post the submission of the EIS. Consultations associated with the SIA will continue as part of the Social Impact Management Plan (SIMP) development. For more information about the methodology and development framework see Section 4.   |
| 3            | Level and type of community engagement throughout the EIS                    | EIS consultations (including SIA consultations) were considered appropriate for the stage of the Project (i.e. preliminary design) in order for landholders and other stakeholders to influence the Project design. The EIS process was inclusive of all stakeholders and offered several opportunities for stakeholders to acquire information on the Project and offer feedback. In addition, consultation events and activities allowed stakeholders to self identify if they wanted a more active role in consultation.<br>Based on consultations to date (including landholder negotiations, cultural heritage consultations, and feedback from EIS and SIA consultations), HPPL has considered potential impacts and relevant management strategies during the continuing Project design development. HPPL has maintained regular contact with relevant Regional Councils and other stakeholders throughout the Project and has responded to issues and opportunities as matters arise.<br>HPPL will continue to consult with relevant stakeholders to develop the SIMP (see Section 4.4) and will provide Project updates as part of the broader Project communication strategy. |
| 4            | Participation of landholders in the Project                                  | HPPL is committed to addressing all landowners' submissions made during the EIS consultation period. Confidential negotiations with landholders are currently underway to confirm access protocols and identify specific impacts or areas of concern to be addressed in the landholder compensation packages. Improving access to Project information and engagement with impacted landholders will be managed within the SIMP process. HPPL will develop a management plan to address impacts specific to landholders. For more information on the methodology and development framework refer to Section 4.4.   |
| 5            | Development of management and monitoring programs, and stakeholder inclusion | Several comments received on the EIS were with regard to the process for the SIMP, and whether stakeholders would have a role in the SIMP development. HPPL has committed to consult with relevant stakeholders throughout the development of the SIMP. The SIMP process is explained below, and details of the implementation of the three-stage approach are outlined in Section 4.4.   |
| 6            | Details contained in the SIA to be reproduced in the SIMP                    | Details contained in the SIA will be reproduced in the SIMP as appropriate. It is important to note that the SIA is the foundation of the SIMP. The SIMP should not be considered in isolation from the SIA.  |

## Post EIS Consultation

HPPL has considered potential impacts and relevant management strategies during the continuing Project design development based on consultations post-EIS submission (including landholder negotiations, cultural heritage consultations, and feedback from EIS and SIA consultations). Some of the impacts and relevant management strategies include, but are not limited to:

- Limit impact on current and future property management plans, including the need for occupational crossings or under-rail all-weather access where appropriate (addressed through landholder negotiations);
- Minimise impact on property infrastructure (addressed through landholder negotiations);
- Respect for sensitive areas (addressed through landholder negotiations and cultural heritage management plan);
- Limit noise and vibration impacts on sensitive receptors (Project design);
- Reduce the spread of coal dust (improved operational procedures and rolling stock design);
- Address potential natural hazards, including fire risks and slope stability (Project design);
- Manage construction and operational demands to minimise stress on local and regional supply capacities (addressed in the draft SIMP);
- Explore opportunities for relationships with local businesses through procurement policies and initiatives; and
- Provide social support systems and set behavioural expectations for Project staff to complement local community services and facilities such as the workforce Code of Conduct and Camp Management Plan (addressed in the draft SIMP).

HPPL has maintained regular contact with relevant regional councils and other stakeholders throughout the Project and has responded to issues as these arose. A specific meeting on 4 April 2011 was arranged with Barcaldine Regional Council (BRC) to discuss their comments and other Project issues, as well as to clarify the SIMP schedules, and roles and responsibilities. HPPL has also maintained fortnightly meetings with the Office of the Coordinator-General to assist in the evolution of the Project.

HPPL will continue to consult with stakeholders as part of the detailed design, construction, operation, and decommissioning phases of the Project, including through the development of the SIMP (as outlined in Section 4). It is impossible to develop the Project without regular contact and engagement with these decision-makers.

Consultation with the general public will continue through Project updates (newsletters and bulletins) and may also include community events for key Project milestones and future developments. Feedback from the general public is encouraged through the Project contacts including the website ( <http://hancockcoal.com.au> ) and 1300 number (1300 279 766).



## Proponent Overview

Hancock Prospecting Pty Ltd (HPPL) is the parent company of three related subsidiary companies with interests in coal developments in the Galilee Basin. These subsidiary companies are:

- Hancock Coal Pty Ltd (HCPL);
- Hancock Coal Infrastructure Pty Ltd (HCIPL); and
- Hancock Galilee Pty Ltd (HGPL).

In terms of the Alpha Coal Project, HPPL has allocated its stake in this Project to both HCPL and HCIPL, based on the spatial distribution of the Project. As such, HCPL is the Proponent of the Alpha Coal (Mine) component of the Project, and HCIPL is now the Proponent of the Alpha Coal (Rail) component of the Project. These two Proponents are herein collectively referred to as 'the Proponent'.

In addition to the Alpha Coal Project, HGPL has proposed the development of the Kevin's Corner Coal Project. The Kevin's Corner Project will use the Alpha Coal Project Rail and Port facilities. An Environmental Impact Statement (EIS), including a Social Impact Assessment (SIA), has recently been submitted to the Co-ordinator General for the Kevin's Corner Coal Project as a separate submission to the Alpha EIS. The following details provide an update for how each of these projects will be assessed in relation to social impacts.

### 3.1 Hancock Approach to Social Impact Management for Galilee Basin Projects

The Proponents are co-ordinating their responsibilities for the management of the social impacts of the mine, and rail components of the Project. This will be achieved through the development of an aligned SIMP that are spatially organised around the Proponents' proposed assets. The SIMP will thus consist of two parts:

Part A - Alpha Coal Mines Social Impact Management Plan; and

Part B - Alpha Coal Infrastructure: Rail Social Impact Management Plan.

This report describes the SIMP development strategies for both these components. The development of Part A of the SIMP will be designed so that, if it eventuates, the Kevin's Corner Coal Project can be treated as a cumulative social impact and the Kevin's Corner Project SIMP can be built upon the foundation that will be developed for the Alpha Coal SIMP.

## Social Impact Management Plan Development

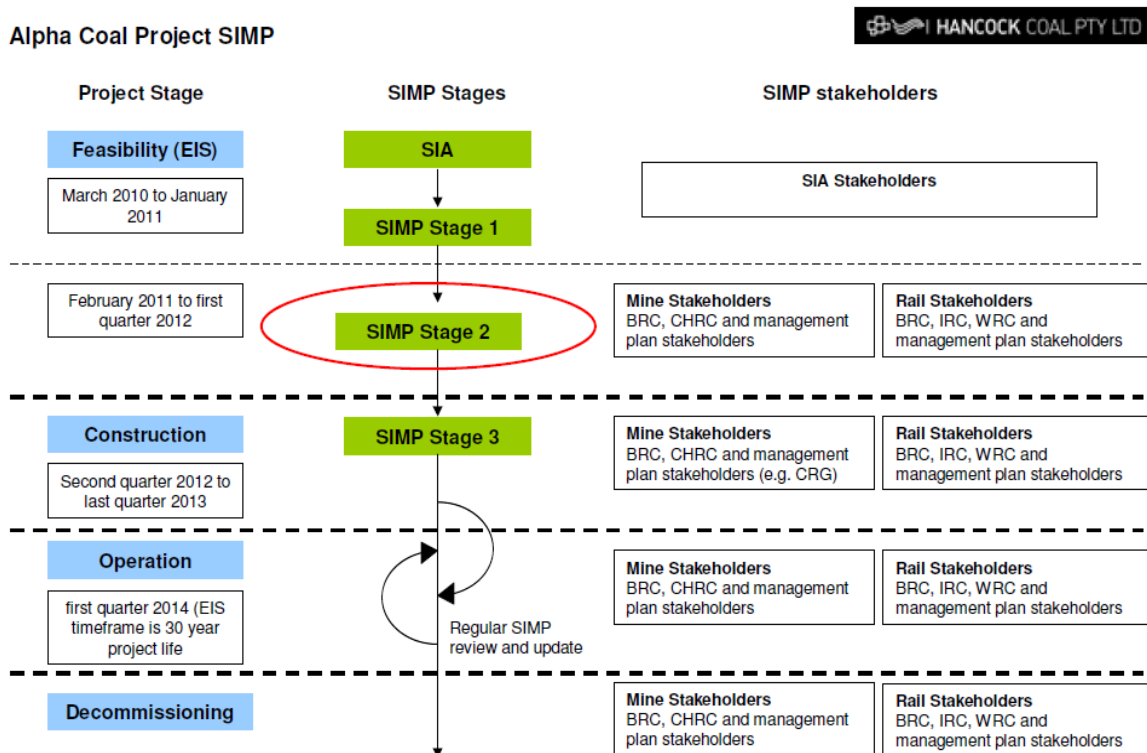
### 4.1 Overview of SIMP Methodology

A draft SIMP was stipulated in the TOR as a requirement for the SIA. Findings from the mine and rail SIAs, and discussions with key stakeholders and the Social Impact Assessment Unit (SIAU) determined that it was more appropriate to develop two separate SIMPs: one mine and one rail. The SIMPs are modelled on the Department of Employment, Economic Development and Innovation (DEEDI) (formerly within the Department of Infrastructure [DIP]) SIAU Social impact assessment: guideline to preparing a social impact management plan (DIP 2010) [SIMP] and discussions with the SIAU. Subsequent to these discussions, modifications have been made to the SIMP format to better align with the current SIA. The SIAU has been consulted regarding the layout and contents of the SIMP, as well as the rationale behind developing two independent SIMP for the mine and rail components of the Project. The SIAU, as the regulator within the Office of the Coordinator-General and as a key source of advice on SIA matters, will continue to be engaged in the development and implementation of the SIMP.

The SIMP is based on a three-stage approach (timeline shown on Figure 4-1):

- **Stage 1 SIMP Foundation:** Develop the draft SIMP based on the SIA analysis and conclusions;
- **Stage 2 SIMP Details:** Consult key stakeholders on the details of the SIMPs, roles and responsibilities, benchmarks, reporting, monitoring and program evaluation; and
- **Stage 3 SIMP Implementation:** Initiate SIMP including mitigation, monitoring, management, and reporting. Review and adapt the SIMP as the Project and community evolve.

Figure 4-1 Social Impact Management Plan Timing



## 4 Social Impact Management Plan Development

This approach was previously described to the regional councils in the August and November 2010 consultation meetings as the preferred process for developing the SIMP for the Project, and outlined within the EIS. Additional informal discussions with council staff and a formal meeting with Barcaldine Regional Council (BRC) were conducted in 2011. Councils were informed that the staged approach for the SIMP would result in a foundation being developed for inclusion in the EIS SIA as Stage 1, the goal being to develop a template for Stage 2 rather than a complete SIMP. Stage 2 would occur between EIS submission to the government and construction commencement, and would detail the benchmarks, roles and responsibilities for the SIMP. Stage 3 would occur prior to construction, as the implementation and on-going management of the SIMP. The implementation of this staged process was also used on the Alpha Coal Project.

The Proponent recognises that local council roles and inputs into the EIS and SIA process are currently limited and as such designed the three-stage process for the Project SIMP. This process will increase the involvement of local council and other relevant stakeholders in the development of key SIMP criteria (Stage 2) and implementation through on-going monitoring, review and adaptation (Stage 3). The Proponent envisions a co-ordinated SIMP finalisation approach with BRC, Isaac Regional Council (IRC), Whitsundays Regional Council (WRC) and Central Highlands Regional Council (CHRC), as well as other relevant stakeholders (where appropriate) in order to align the SIMP with council plans and programs. The objective is to leverage off the systems already available. This process is outlined in Section 4.4.

Three main tasks need to be undertaken to finalise the SIMP:

- Amend to reflect minor changes (see Section 4.2);
- Undertake cumulative social impact assessment (CSIA) in further consultation with the SIAU (see Section 4.3); and
- Develop sub-management plans (management plans) within the SIMP and undertake consultations to finalise the draft SIMP (consultations) (further discussed in Section 4.4 and Section 4.5).

Two distinct sections (Part A: mine and Part B: rail) will remain within the SIMP for the Project because:

- The impacts and opportunities for the different Project components are expected to be different and involve different stakeholders (recognising the overlap with Barcaldine Regional Council); and
- It is likely there will be separate contractors undertaking the construction, operation and potentially decommissioning of the various Project components.

### 4.2 Draft SIMP Changes

Changes to the SIMP will be made and updated draft SIMP provided to the SIAU in Q3 2011, prior to the drafting of the Coordinator-General's report as discussed with the SIAU. These changes will be made prior to the initial meeting with key stakeholders that is planned for Q3 2011. Additional changes may also occur throughout Stage 2 of the SIMP from April to December 2011.

### 4.3 Cumulative Social Impact Assessment

Further discussion about the cumulative social impact assessment (CSIA) is required with the SIAU. The SIAU has indicated in their responses to the SIA and draft SIMP that they are willing to discuss this with the Proponents.

## 4 Social Impact Management Plan Development

Topics for discussion with the SIAU include:

- Definition of cumulative, is it:
  - More information on the cumulative social impacts and opportunities between the mine and the rail; or
  - Cumulative social impacts and opportunities of the Project (mine and rail) with other projects in the region. If so, the specific Projects to be included in the CSIA need to be agreed upon prior to undertaking the work, and information will need to be provided by the SIAU.
- Progress on DEEDI funded project to develop a Cumulative Social Impact Assessment methodology.

The Proponents will develop a methodology (including time frames) to undertake this work in consultation with the SIAU.

### 4.4 Draft SIMP Consultations

Consultations with relevant stakeholders are critical throughout the SIMP development process. Figure 4-2 defines the consultation process to finalise the SIMP. Timings are indicative only and are subject to:

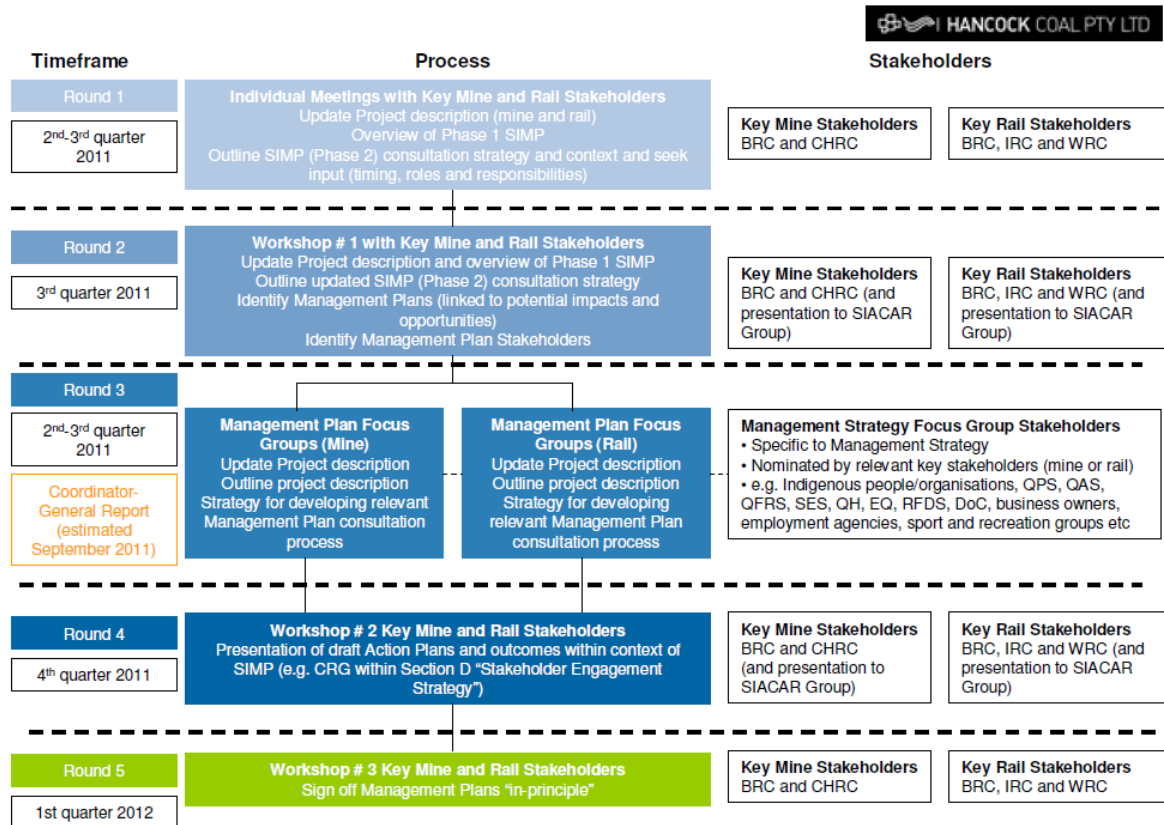
- Availability of key identified stakeholders and their input into the consultation strategy; and
- A collaborative approach between the SIAU and the Proponent regarding the methodology for the CSIA.

Figure 4-2 presents a proposed consultation strategy, which is subject to feedback from key stakeholders during initial meetings which are planned to be held in Q3 2011. Indicative time frames are included in Figure 4-2 that may be subject to change. This is the time frame the Proponents will be aiming to achieve, which is subject to third party commitments.

Throughout the development of Phase 2 of the SIMP, the focus of the structured engagement with state government agencies is within Round 3 (see Section 3.4.3). However alongside this process, it is likely that in order to address any specific emerging issues, a more flexible approach will be applied.

## 4 Social Impact Management Plan Development

Figure 4-2 Proposed SIMP Stage 2 consultation strategy



### 4.4.1 Step 1 – Round 1 Consultations

The first round of consultations will involve the setting up of the Stage 2 SIMP consultations. This will involve individual meetings with the relevant key stakeholders to find out how they would like to participate and any issues with participation.

Key stakeholders in the SIMP consultations have been identified as:

- Barcaldine Regional Council (BRC) – primary mine and rail;
- Central Highlands Regional Council (CHRC) – secondary mine;
- Blackall – Tambo Regional Council (BTRC) – secondary mine;
- Isaac Regional Council (IRC) – primary rail; and
- Whitsunday Regional Council (WRC) – primary rail.

For the mine SIMP BRC will be a principal stakeholder and will therefore form part of a core group within the Hancock Consultative Committee (HCC) identified in the EIS. The rail SIMP will explore alternative arrangements based on the specifics of the stakeholder regions.

The SIMP Stage 2 will be developed through a series of rounds. The purpose of the Round 1 meetings is to:

- Update Project Description (mine and rail);
- Outline Project Description (what is in and out); and
- Present strategy for developing SIMP (consultation process).

## 4 Social Impact Management Plan Development

The state and local government representatives participating in the key stakeholder workshops may choose to perform a co-ordination role with their relevant departments. At a meeting with the SIAU on 7 March 2011, the SIAU advised that they welcomed the invitation to participate in the key stakeholder workshops, and would do so subject to time and resourcing constraints. The SIAU agreed to participate in regular fortnightly meetings with the SIMP teams to progress the Stage 2 SIMP developments (this will be outside the key stakeholder workshops and management plan focus groups).

The SIAU also invited the Stage 2 SIMP teams to present at the SIACAR Group (Social Impact Assessment Cross Agency Reference Group) meetings. The SIAU indicated the following departments, among others, are invited to the meetings:

- Department of Employment, Economic Development and Innovation (DEEDI);
- Queensland Police;
- Queensland Treasury (OESR);
- Department of Local Government and Planning;
- Department of Education and Training;
- Department of Community Safety;
- Department of Communities;
- Department of Main Roads;
- Queensland Health; and
- Department of Environment and Resource Management.

The SIAU recommended that the Stage 2 SIMP teams present the draft SIMP to the SIACAR Group in mid 2011 as an additional consultation means to the ongoing consultation for the EMP and SIMP process. For more details refer to Section 5.

### 4.4.2 Step 2 – Round 2 Consultations

The details of Step 2 will be developed in Step 1, with final decision with the Proponents. An outline of what Step 2 might entail is presented here.

Workshop 1 in Round 2 will include discussions on both the mine and the rail. All key stakeholders will be invited subject to guidance from the Proponents and the SIAU. Key stakeholders participating in the workshops are outlined in Table 4-1.

**Table 4-1 Key stakeholders for mine and rail**

| Mine   | Rail                        |
|--|-----------------------------|
| Barcaldine Regional Council                    | Barcaldine Regional Council |
| Central Highlands Regional Council (secondary) | Isaac Regional Council      |
| Blackall - Tambo Regional Council (secondary)  | Whitsunday Regional Council |

The purpose of the workshop is to:

- Formalise the Round 1 findings described above;
- Finalise the number and scope of management plans (link to potential impacts and opportunities); and
- Identify management strategy stakeholders.



## 4 Social Impact Management Plan Development

The location, date, timing and agenda for the workshop will need to be determined.

Based on the impacts and opportunities identified in the SIA and feedback received during the EIS public consultation, the proposed management strategies include, but not limited to:

- Stakeholder Engagement Strategy, encompassing:
  - Hancock Consultative Committees (includes a focus on cumulative impact considerations);
  - Landholder Management Plan; and
  - Community Liaison Role.
- Local Economic Development Strategy, encompassing:
  - Indigenous Participation Plan;
  - Local Employment Plan;
  - Local Industry Participation Plan (LIPP);
  - Local and Regional Supply Chain Involvement Plan; and
  - Workforce Management Plan.
- Housing and Accommodation Management Plan, encompassing:
  - Camp Management Plan;
  - Camp Resident Code of Conduct;
  - Local Housing Strategy; and
  - Cumulative Impact considerations.
- Alpha Community Development Fund, with potential for:
  - Community Support and other Social Infrastructure contributions (including potential to address cumulative impacts).
- Components of the Environmental Management Plan that will address key social impacts:
  - Traffic Management Plan;
  - Community Safety and Health Plan; and
  - Air Quality Management Plan.

### 4.4.3 Step 3 – Round 3 Consultations

Based on the recommendations of the key stakeholders, sub-committees or focus groups will be established to develop specific management plans. Management strategy focus group stakeholders may include, but are not limited to, the relevant representatives from the following groups' regional and/or State offices:

- Indigenous people and their representative organisations;
- Central Highlands Regional Council;
- Department of Employment, Economic Development and Innovation;
- Department of Communities;
- Queensland Police Service;
- Queensland Fire and Rescue Service;
- Queensland Ambulance;
- Queensland Health and other health service providers;
- Education Queensland;

## 4 Social Impact Management Plan Development

- Department of Transport and Main Roads;
- State Emergency Service;
- Royal Flying Doctor Service;
- Commonwealth Department of Education, Employment and Workplace Relations;
- Department of Housing and other housing service providers;
- Chambers of Commerce and business owners;
- TAFE, registered training providers and recruitment companies; and
- Recreational organisations.

There is a potential that different representatives may be required for different management strategies.

### *Management Strategies Consultations*

Based on the outcomes of Workshop 2 (see Figure 4-2), a consultation strategy for each of the management strategies will need to be developed. This will need to include the logistical details of the management strategy consultations. The following provides a potential guide for the focus groups:

- Formalise the Round 1 findings;
- Begin development of context of the specific Management Plan and relevant potential impacts and opportunities;
- Conduct initial discussion of potential indicators and thresholds.
- Confirm indicators and thresholds;
- Develop management strategies (scale for level of impact and opportunity).
- Confirm management strategies if impact or opportunity occurs.

The Proponents have set a goal of end Q2 2011 to undertake all the consultations for the draft management strategies prior to finalisation of the SIMP (Stage 2) and implementation (Stage 3).

#### **4.4.4 Step 4 – Round 4 Consultations**

If required, Workshop 2 will also be held with the combined key stakeholders (mine and rail). The purpose of the workshop will be to present the draft management strategies for the key stakeholders to consider and provide feedback on (see Figure 4-2).

Key stakeholders will be informed of a time frame to provide any feedback on the draft management strategies.

The location, date, timing and agenda for these potential workshops will be determined based on the outcomes of the previous steps.

#### **4.4.5 Step 5 – Round 5 Consultations**

Once feedback has been received on the draft management strategies, the final workshop will be held to seek “in principle” sign-off for the management strategies at Workshop 3 (see Figure 4-2) if required.

Once “in principle” sign-off has been received the management strategies will be incorporated into the draft SIMP.

The location, date, timing and agenda for these potential workshops will be determined based on the outcomes of the previous steps.

## 4 Social Impact Management Plan Development

### 4.4.6 Timing of Consultations

The time frames outlined on Figure 4-2 have taken into consideration the following advice from the SIAU provided on 7 March 2011:

- Regular versions of the draft SIMP to be provided (in accordance with Table 5-1);
- Version of the draft SIMP to be presented to the SIACAR (provided to the SIAU prior to the meeting for distribution);
- Version of the updated draft SIMP provided to the SIAU for the Coordinator-General's Report, this version is due in early July 2011; and
- Recognition of the need to undertake proactive and considered consultations in order to develop a working relationship with stakeholders and to gain their support for the SIMP processes and outcomes.

The SIAU recognised that longer timeframes are required to allow for SIMP consultations, including stakeholder feedback on the mitigation and management of social impacts identified by the Proponent for the project. The draft SIMP is required to align with the Queensland Government – Social impact assessment: guideline to preparing a social impact management plan (DIP, 2010). The assessment carried out in the EIS process will inform the preparation of the Coordinator-General's report in relation to the draft SIMP and any further work required by the Proponent to finalise the SIMP for the project.

The Proponent will provide regular updated versions of the draft SIMP throughout the consultation process (refer to Section 5).

## 4.5 Social Impact Management Plans (SIMP) – Management Strategies

The SIAU has requested that management strategies (action plans in the SIMP Guidelines) be developed to address potential social impacts and opportunities. The Proponents will develop these strategies as outlined above, through the Stage 2 SIMP process.

### 4.5.1 Context of Social Impact Management Plans (SIMP) Management Plans

The context of the management strategies (i.e. within the SIMP document) is set out below and is based on the Social Impact Assessment: Guideline to preparing a social impact management plan (DIP, 2010):

- Section A – Summary;
- Section B – Impact Mitigation and Management (management strategies will be included here);
- Section C – Monitoring, reporting and review (Project monitoring will be built on the management plans);
- Section D – Stakeholder Engagement Strategy (Project stakeholder engagement will be built on the management plans); and
- Section E – Social impact management dispute resolution.

## 4 Social Impact Management Plan Development

### 4.5.2 Potential Management Plans

Based on the impacts and opportunities identified in the SIA and feedback received during the EIS public consultation, the proposed management plans are set out in Table 4-2. The SIMP consultations will inform the finalisation of this list.

**Table 4-2 Preliminary and updated Social Impact Management Plan (SIMP) Management Strategies**

| Management Strategies (draft SIMPs)          | Updated List of Proposed Management Strategies  |
|--|---|
| Good Neighbour Policy                        | Stakeholder Engagement Strategy encompassing: <ul style="list-style-type: none"> <li>• Hancock Consultative Committees (includes a focus on cumulative impact considerations)</li> <li>• Landholder Management Plan</li> <li>• Community Liaison Role</li> </ul>                                |
| Individual Landholder Compensation Package   | Alpha Community Development Fund, <i>with potential for</i> : <ul style="list-style-type: none"> <li>• Community Support and other Social Infrastructure contributions (including potential to address cumulative impacts)</li> </ul>   |
| Regional Stakeholder Engagement Program      | Local Economic Development Strategy, encompassing: <ul style="list-style-type: none"> <li>• Indigenous Participation Plan</li> <li>• Local Industry Participation Plan (LIPPs) incorporating a Local and Regional Supply Chain Involvement Plan</li> <li>• Workforce Management Plan</li> </ul> |
| Hancock Consultative Committee (mine)        | Housing and Accommodation Management Plan, encompassing: <ul style="list-style-type: none"> <li>• Camp Management Plan</li> <li>• Camp Resident Code of Conduct</li> <li>• Local Housing Strategy</li> <li>• Cumulative Impact considerations</li> </ul>  |
| Mine Project Community Liaison role          | Components of the Environmental Management Plan that will address key social impacts: <ul style="list-style-type: none"> <li>• Traffic Management Plan</li> <li>• Community Safety and Health Plan</li> <li>• Dust Management Plan</li> </ul>   |
| Cumulative Social Impacts Management Plan    |   |
| HPPL Community Development Fund              |   |
| Employment and Economic Development Strategy |   |

Hancock will continue to develop its workforce needs assessment, with consideration of the likely requirements for its workforce and that of its contractors. The assessment will include consideration of cultural sensitivities and other special needs. These matters will be addressed within the workforce management plan, and as applicable, the local economic development strategy. Should it be considered necessary to formally assess requirements for uses of foreign workers, Hancock will at the appropriate time explore the development of an enterprise migration agreement (EMA), including a full assessment of related social impact matters and mitigation strategies.

## 4 Social Impact Management Plan Development

The management strategies will include the following elements:

- Potential impacts and opportunities, related indicators and thresholds for management strategies to be implemented;
- Management strategies for potential impacts and opportunities during construction, operation and decommissioning if thresholds have been triggered;
- Roles and responsibilities for relevant stakeholders;
- Planning, monitoring and reporting; and
- Stakeholder engagement.

The management strategies will feed into the broader SIMP sections as per the SIMP Guidelines of:

- Monitoring and Reporting; and
- SIMP Dispute Resolution.

The SIMP management strategies will be non-binding while being developed and will be subject to the Proponents' final sign-off as part of the internal Project approval process (during construction, operation and decommissioning) to allow for Project changes and amendments. Management strategies may be conditional on a range of commitments from the Queensland Government, regional councils and other stakeholders throughout Project construction, operation and decommissioning, dependant on agreement being reached about what and how responsibilities are shared.

### 4.5.3 Stage 2 Social Impact Management Plans (SIMP) Roles and Responsibilities

The Proponents have the long-term management and implementation responsibility of the SIMP throughout the Project's life cycle; however, it is acknowledged that the SIMP cannot be developed nor implemented without the support of government (at all levels), State agencies, non-government organisations and community members. During the Stage 2 development of the SIMP (in particular the development of management strategies), HPPL will work with relevant stakeholders to identify the appropriate roles and responsibilities.

## Social Impact Management Plan (SIMP) Consultation and Reporting Time Frame

Stage 2 SIMP consultations will be built on the consultations undertaken in the SIA as part of the EIS.

Throughout Stage 2 of the SIMP development, a number of versions will need to be supplied to the SIAU. Each version of the draft SIMP will include the updates from the work undertaken. A time frame for the SIMP versions to be provided to the SIAU is shown in Table 5-1.

**Table 5-1 SIMP reporting - Stage 2**

| Milestone  | Estimated Time Frame                                  |
|--|---|
| <b>Round 1:</b><br>Minor comments from SIAU and other agencies (through SEIS) already addressed, including finalised consultation process for the Stage 2 SIMP (key stakeholders only)   | Q2 2011   |
| <b>Round 2:</b><br>Initial feedback from key stakeholders during Stage 2 SIMP consultation set-up, including number of management plans to be developed and stakeholders to be invited in the development of the management plans.<br>This version of the SIMP will aim to be provided to the SIA CAR group for one of their Q3 2011 meetings. | Q3 2011   |
| <b>Round 3:</b><br>Initial outcomes from Management Plan Focus Groups<br><br>Draft Management Plans  | Q3 2011 (for Coordinator-General's Report)<br>Q4 2011 |
| <b>Round 4:</b><br>This version of the SIMP will aim to be provided to the SIACAR group for one of their Q4 2011 meetings.   | Q4 2011   |
| <b>Round 5:</b><br>In-principle support form Key Stakeholders  | Q1 2012   |
| <b>Final SIMP</b>  | Q1 2012   |

Note: This is indicative of the effort anticipated by the Proponents to finalise the SIMP. The number of milestones could change based on the progress of the SIMP after each milestone, and what actions are required to achieve the next.

A key deliverable will be the draft SIMP submitted in Q3 2011, after edits and initial stakeholder feedback. This version will be used by the SIAU for the Coordinator-General's Report.

At the end of the SIMP Stage 2 process, the final SIMP will be provided to the SIAU and the Coordinator-General for approval.

Stage 3 of the SIMP will begin to be implemented as soon as approval on the final SIMP has been provided by the Coordinator-General and the Project is ready to begin preliminary construction phases. This will continue through the Project life cycle (construction, operation and decommissioning).



## References

Department of Infrastructure and Planning (DIP), 2010. Social Impact Assessment: Guideline to preparing a social impact management plan (DIP 2010)

Hancock Prospecting Party Ltd (HPPL), 2010. Alpha Coal Project Environmental Impact Statement

## Limitations

URS Australia Pty Ltd (URS) and GHD have prepared this report in accordance with the usual care and thoroughness of the consulting profession for the use of Hancock Prospecting Pty Ltd and only those third parties who have been authorised in writing by URS to rely on the report. It is based on generally accepted practices and standards at the time it was prepared. No other warranty, expressed or implied, is made as to the professional advice included in this report. It is prepared in accordance with the scope of work and for the purpose outlined in the Alpha Coal Project SEIS.

The methodology adopted and sources of information used by URS are outlined in this report. URS has made no independent verification of this information beyond the agreed scope of works and URS assumes no responsibility for any inaccuracies or omissions. No indications were found during our investigations that information contained in this report as provided to URS was false.

This report was prepared from March to July 2011 and is based on the information available and discussions with SIAU at the time of preparation. URS disclaims responsibility for any changes that may have occurred after this time.

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