



Powering Australian Renewables Fund

Coopers Gap Wind Farm Social Impact Management Report

July 2018

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Document revision history

Date	Version	Author	Approved
22 May 2018	Working Draft SIMR for Internal Review	Myf Jagger	Dee Elliott
11 July 2018	Revised Draft for Internal Review	Myf Jagger	Dee Elliott
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1. Introduction

1.1 Purpose

This Social Impact Management Report (SIMR) describes CGWF's social impact mitigation and management strategies, which are being undertaken by AGL and GE/CATCON on behalf of Powering Australian Renewables Fund (PARF), and the results of strategy implementation to date.

1.2 Background

The Coopers Gap Wind Farm Project (CGWF) is located at Cooranga North, approximately 50 kilometres (km) west of Kingaroy and approximately 250 km north west of Brisbane, in the South Burnett and Western Downs Regional Local Government Areas (LGAs).

The Wind Farm will have 123 wind turbines with a total installed capacity of 453 megawatts (MW) and will connect to the Western Downs to Halys 275 kV transmission line owned and operated by Powerlink.

Coopers Gap Wind Farm Pty Ltd, a subsidiary of AGL Energy Limited (AGL) completed submission of Environmental Impact Statement documents for the Coopers Gap Wind Farm project during December 2016.

On 1 March 2017, the Project was recommended for approval by the Coordinator-General, subject to conditions, under the provisions of the *State Development and Public Works Organisation Act (1971)* (SDPWO Act).

On 24 May 2017 the Department of Infrastructure, Local Government and Planning (DILGP) issued a Development Permit for a Material Change of Use (MCU) for a Wind Farm of up to 115 turbines. A permit for an additional 8 turbines was granted by DILGP on 12 June 2017, bringing the total number of approved turbines to 123. The permit for Stage 1 (115 turbines) was re-issued by DILGP on the 8th August 2017.

On 17 August 2017 AGL Energy Limited (AGL) announced it had reached financial close on the sale of the Coopers Gap Wind Farm to the Powering Australian Renewables Fund (PARF).

AGL, as agent for PARF, will manage CGWF's construction, which will be delivered by a joint venture comprising General Electric and Civil & Allied Technical Construction (GE/CATCON). Site preparation commenced in September 2017, construction commenced in January 2018, and full operation is targeted by mid-2019.

The Project has an estimated capital expenditure of \$850 million including interest during construction and finance costs, and on completion will be the largest wind farm in Australia. The number of construction jobs is expected to peak at 180-200 personnel over the 22 month construction phase, and up to 20 operations jobs are expected to be available.

1.3 Approval Conditions

CGWF will be developed in accordance with its MCU Development Approval, with requirements including compliance with the Coordinator General's Imposed Conditions.

The Coordinator-General's Imposed Condition 1 **Social Impact Management Reports** required AGL to submit an annual Social Impact Management Report (SIMR) to '*ensure the delivery of social and*

economic benefits and demonstrate how the proponent had addressed any community and stakeholder issues'. The Coordinator-General's Evaluation Report noted that the proponent had committed to developing the following social impact action plans:

- workforce management action plan;
- housing and accommodation action plan;
- social infrastructure, community health and well-being action plan; and
- stakeholder and community consultation action plan.

This Social Impact Management Report (SIMR) has been prepared to meet the requirements of Imposed Condition 1, which states:

(a) The proponent must provide an annual Social Impact Management Report (SIMR) for approval by the Coordinator General for a period of five years on each anniversary of the commencement of construction.

(b) The SIMR must describe the strategies and actions implemented and the outcomes achieved:

(i) to inform, engage, consult, collaborate and negotiate with stakeholders and the community and to demonstrate that stakeholder and community concerns have been considered in making decisions to avoid, mitigate and manage social impacts

(ii) to provide, local and regional employment, training and development opportunities and to mitigate and manage any project related impacts on the local labour markets

(iii) to mitigate and manage project related impacts on the local and regional housing markets

(iv) to mitigate and manage project related impacts on community health, safety and wellbeing.

The proponent must make the reports publically available on its website promptly following approval by the Coordinator General¹.

1.4 Report Structure

From Section 1, the SIMR is structured as follows:

- **Section 2 Community and Stakeholder Engagement:** reporting on the Project's engagement activities and how concerns have been considered in Project planning and decision-making;
- **Section 3 Local and Regional Employment, Training and Development:** reporting on the Project's employment and training strategies, including how Project benefits are enhanced;
- **Section 4 Local and Regional Housing Market:** reporting on mitigation and management strategies which address housing availability and affordability; and
- **Section 5 Community Health, Safety and Wellbeing:** reporting on the progress of Project commitments and management strategies which address safety and wellbeing.

¹ CG Evaluation Report, Condition 1

2. Community and Stakeholder Engagement

This section summarises the actions undertaken to inform engage, consult, collaborate and negotiate with stakeholders and the community, and to demonstrate that the Project team has considered stakeholder concerns in its decision-making processes.

2.1 Desired Outcomes

PARF’s desired outcomes from community and stakeholder engagement over the life of CGWF include:

- building community trust and pride in the CGWF (demonstrated by initiatives reported in **Sections 2.2-2.5**);
- providing a range of engagement opportunities tailored to different stakeholder needs and preferences (**see Section 2.2 and Appendix A**);
- providing regular Project information (including notification of key activities, timeframes, potential impacts and benefits) to interested and affected stakeholders (**see Section 2.3 and Appendix A**);
- providing community consultation opportunities at different project stages and milestones (**see Sections 2.3 and 2.5**); and
- proactive identification and response to community issues and concerns, including effective and efficient response to complaints (**see Section 2.3 and 2.4**).

2.2 Communication and Engagement Activities

Since 1 July 2017, PARF have been involved in more than 659 stakeholder and community interactions (e.g. emails, phone calls, meetings, letters and local events), engaging with approximately 361 individual stakeholders.

Table 2-1 presents a breakdown of these interactions by key stakeholder groups. Particular interest areas and issues raised in consultation are reported in Section 2.3

Table 2-1: Community and Stakeholder Engagement Activities 1 July 2017-YTD

Stakeholder Groups	Interactions	Stakeholders
<i>Community Group (Member)</i>	207	61
<i>Landowner - Asset Host</i>	182	19
<i>Landowner - Neighbour</i>	118	31
<i>CGWF CCC Member</i>	93	11
<i>Government - State</i>	72	23
<i>Local community</i>	67	8
<i>Business EOI registrations</i>	61	133
<i>Local business owner/ operator</i>	59	9
<i>Government - Local</i>	38	13
<i>Government - Federal</i>	15	8

Stakeholder Groups	Interactions	Stakeholders
<i>Other</i>	177	92
<i>No Stakeholder Group Identified</i>	16	72
Total	659	361

2.3 Interests and issues management

Figure 2-1 provides an overview of the top ten issues raised by project stakeholders in the reporting period.

The most frequent topic addressed in consultation during the reporting period has necessarily been CGWF’s construction program. Interactions have also had a strong focus on community sponsorship opportunities and the CGWF Community Fund, and access to general project updates.

A small number of interactions also addressed safety, lifestyle amenity, site access, lighting, and property access.

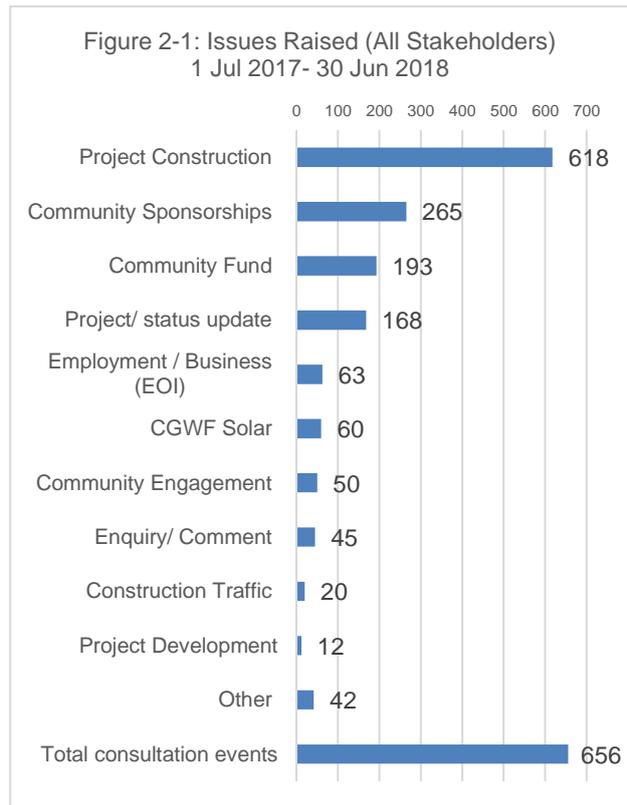
Among landowners (asset hosts and neighbouring property owners), key interest areas during this reporting period included:

- project timing;
- project employment;
- business supply opportunities;
- workforce accommodation plans;
- noise management; and
- construction traffic management.

These interests are addressed on a one-on-one basis with landowners, as part of tailored Landholder Access Management Plans, direct landholder meetings and general communication methods. This engagement is supported by a regular program of dinner forums and morning teas convened for participating landowners to share information on common interest areas. GE/CATCON also emails participating landowners with a weekly status update on the Project’s construction program including a forward plan for the following week.

Construction updates and quarterly Project Newsletters are also shared with the Project’s registered local stakeholder network and published online (see Appendix A for detail), while the CGWF Community Consultative Committee provides a forum for responding to specific points of interest and/or concern (discussed below).

AGL also continues to engage with neighbouring landowners as part of the roll-out of the Coopers Gap Solar Program, which has been offered to non-participating landowners within a 2km radius of a participating landowner’s property. This has been a very successful program and well received by



landowners with approximately 42 systems installed and connected to the grid within the reporting period, and another 3-4 systems to be installed, which will bring the initiative to a close.

Community Engagement

Four CCC meetings have been held in the reporting period, providing an overview of key project components, including a presentation on how wind turbines work and the transition of energy to the electricity grid. Specific areas of community and stakeholder interest have included:

- management of flight path interference and low visibility hazards;
- workforce accommodation plans;
- project supply opportunities and arrangements;
- project communication methods;
- road impact management strategies;
- rollout of below ground infrastructure;
- reviewing Community Fund applications and funding support for local projects;
- progress on Coopers Gap Solar program; and
- progress of project team investigations to facilitate improved mobile phone coverage in the local area.

Each issue is addressed and documented in CCC minutes, which are published online at:

<https://www.agl.com.au/about-agl/how-we-source-energy/coopers-gap-wind-farm>

Construction updates and quarterly Project Newsletters are also shared with the Project's registered local stakeholder network and published online (see Appendix A for detail).

In addition, the CGWF project team attend and support a range of locally-organised community events, provide opportunities to celebrate project milestones with the local community, and work closely with the CCC to provide funding support for local projects via the Community Fund.

Indigenous Stakeholder Engagement

PARF/AGL has developed an Aboriginal Cultural Heritage Management Plan in consultation with each of relevant Aboriginal Parties for the area, the Wulli Wulli People #2, the Barunggam People and Western Wakka Wakka People (Team McLeod and Team Beattie). Local Traditional Owner representatives continue to be engaged in site preparatory works and Aboriginal Cultural Heritage surveys.

Cultural awareness workshops are being implemented on site with the assistance of each of the Aboriginal Parties. These workshops give site personnel an appreciation and understanding of the Aboriginal history of the local area and an understanding of the contractor's obligations under Queensland's Aboriginal Cultural Heritage Act.

State Government Engagement

The CGWF project team maintains regular communication with the Office of the Coordinator General and Department of State Development, Manufacturing, Infrastructure and Planning. Email updates are sent to key individuals from these departments every two weeks.

The CGWF project team also holds regular interface meetings with local and regional health and emergency service stakeholders. These activities are described in the Project's Community Health and Wellbeing Plan (reported in Section 5).

Local Government Engagement

Consultation with the South Burnett and Western Downs Regional Councils over the reporting period has included:

- formal briefings to the Mayor and Councillors regarding the project's status and timing of activities;
- quarterly representation and input at the CGWF CCC;
- issue-specific consultation to inform the development of project management strategies (e.g. Housing and Accommodation, Community Health and Wellbeing); and
- a dedicated CGWF / Council liaison role to maintain regular communication and strengthen relationships.

Areas of ongoing interest for Council relate to the project's engagement and relationships with local landowners, management of road impacts, local employment and accommodation management, and opportunities to enhance economic benefits.

Unsolicited feedback from South Burnett Regional Council (SBRC) in June 2018 described observations of a positive shift in community acceptance of the Project. Feedback from both Western Downs Regional Council (WDRC) and SBRC in June demonstrated strong interest in articulating the employment and economic benefits of the Project to both LGA communities.

Business and Industry Engagement

Meet the Constructor – Coopers Gap Wind Farm Project events were held in October 2017 in Kingaroy, Jandowae and Dalby, with strong interest and participation ranging from 80 to 120 attendees at each session. These events brought together local businesses, job seekers and senior project representatives from AGL, GE and CATCON, and discussed the range of materials, goods and services that will need to be procured during CGWF's construction phase.

GE/CATCON continues to welcome expressions of interest and capability statements to coopersGapWF@catcon.com.au. In the reporting period, the Project has received Expressions of Interest from approximately 190 business and supplier stakeholders. Opportunities for work on the project can also be found on the ICN Gateway.

AGL is a platinum sponsor of the Toowoomba and Surat Basin Enterprise (TSBE), assisting to raise the profile of PARF/AGL in the region and facilitate project engagement with local industry and employment suppliers.

Aviation Stakeholder Engagement

Prior to the commencement of construction, GE/CATCON undertook consultation with the Department of Defence, the Royal Australian Air Force (RAAF), CASA, the Gliding Federation of Australia (GFA), Aviation Safety Advisors (ASA), Australian Airports Association (AAA), and the Hang Gliding Federation of Australia, to identify and mitigate any potential safety impacts to aviation activities.

ASA, CASA and the RAAF were also notified on the commencement of construction activities on site, and GE/CATCON been providing regular updates (Vertical Obstacle information) to ASA as meteorological masts (and wind turbines in future) are erected. ASA will use the information provided to update the Aeronautical Information Service Database.

2.4 Complaints management

PARF is committed to maximising community and stakeholder satisfaction through effective and efficient response to complaints. AGL, as PARF's agent, actively promotes CGWF's complaints process and Project feedback mechanisms, and publishes the Project's Complaints Management Policy on the AGL website.

Since 1 July 2017 PARF has received three complaints (two verbal and one written) in relation to the Project regarding:

- property access;
- local road conditions (Jarail and Niagara Roads); and
- Project infrastructure planning and frequency of neighbour engagement.

In accordance with the Project's Community Engagement Plan, verbal complaints were responded to within 24 hours with a resolution. The Project also provided a written response to the third complaint within one week of its receipt. This matter is being proactively addressed as part of a Council permit for maintenance works to be completed on Niagara and Jarail Roads, including a significant upgrade of a 14km section of Niagara Road.

2.5 Forward Strategies

Priority actions to be implemented by GE/CATCON and AGL over the next reporting period include:

- implement the CGWF Community Engagement Plan, including meetings and regular dinner forums with local landowners and ongoing engagement with neighbours;
- address emerging issues and information requests as part of the CGWF CCC and continue to publish detailed minutes online;
- prepare for and promote opportunities for community attendance and participation at project milestone events (e.g. first tower installation and Operations Open Day);
- continued engagement with SBRC and WDRC at agreed regular intervals;
- continued involvement of Traditional Owner representatives in on site preparation and Aboriginal Cultural Heritage survey activities, and exploration of additional strategies to increase Indigenous participation in employment and business opportunities; and
- maintain the CGWF Community Investment Fund, including ongoing engagement of the CCC, SBRC, WDRC on community investment priorities.

3. Employment, Training and Development

This section summarises the actions undertaken to provide local and regional employment, training and development opportunities, and to mitigate and manage any project related impacts on the local labour markets.

PARF estimates that the project's construction will require a peak of approximately 180 to 200 personnel between Q1 2018 and Q1 2019, which represents a substantial opportunity for employment and upskilling for local personnel.

3.1 Desired Outcomes

PARF's desired outcomes for employment, training and development over the life of CGWF include:

- at least half of the CGWF workforce are local hires (see Section 3.3);
- project employment and supply opportunities are well promoted locally and through local stakeholders (see **Section 2.3** for Local Business and Industry engagement; and **Section 3.3**);
- increased opportunities for local Indigenous stakeholders to participate in the project and local business enterprise (see **Section 2.5**, **Section 3.3** and **Section 3.4**);
- demonstrable benefits to local community members from increased access to up-skilling and training opportunities (See **Section 3.3** and **Section 3.4**); and
- Australian entities have full, fair and reasonable opportunity to bid for the supply of key goods or services for the project and, if applicable, initial operation of the facility.

3.2 Management Mechanisms

The Project has established the following mechanisms to maximise local employment opportunities and enhance benefits to the local community:

- an updated Community Engagement Plan, including strategies for the promotion of local employment opportunities and engagement with key business and industry stakeholders;
- early engagement with TSBE and the community to increase awareness of employment opportunities for CGWF's construction and operation;
- a Housing and Accommodation Action Plan (HAAP), including workforce management components, developed and implemented by GE/CATCON;
- an Australian Industry Participation Plan to ensure Australian entities have full, fair and reasonable opportunity to access Project supply opportunities; and
- incorporation of draft agreement terms for use of a local quarry in the Project's EPC Contract.

3.3 Implementation Status

At June 2018, GE/CATCON has a workforce of 120 people employed in CGWF's construction (up from 50 personnel in April and 100 personnel in May 2018). The majority of CGWF's construction contract workers include machinery operators, labourers and trades.

The SIA anticipated that many of the construction workers could be employed from the local area given that 30% of the local workforce was already employed in these occupations (Socio-Economic Assessment, AECOM, September 2016).

In April 2018, 62% of the Project's workforce were local hires from within the Western Downs and South Burnett regions (or 30 personnel). Throughout May and June 2018, the percentage of local hires was approximately 41% (representing 49 personnel at June 2018).

A breakdown of workforce accommodation arrangements provided in June 2018 indicate the majority of employees (comprising local and non-local hires) are currently based at Jandowae (58% of the workforce), followed by Dalby (20%), Kingaroy (14%), Kumbia (3%), Bell (3%) and Cooranga North (1%).

These figures will remain fluid as the Project workforce continues to ramp up in 2018. Updated project employment figures will be made available to the Coordinator-General, WDRC and SBRC as the Project reaches its maximum workforce in 2018/2019. Information on workforce accommodation is provided in Section 4.

Strategies to maximise the recruitment of local personnel have included:

- holding a series of 'Meeting the Constructor' sessions in Kingaroy, Dalby and Jandowae (see also Section 2.3);
- attendance at local meetings held by TSBE, SBRC and WDRC to present the project and supplier opportunities;
- engagement of local employment service providers to achieve local and regional workforce participation; and
- engagement of ICN and TSBE to drill into specific skill-set sourcing opportunities.

The Project has also engaged an employment service provider to facilitate Indigenous community employment in site preparation and survey activities.

All Project employment and supply opportunities are published on the ICN Gateway. During the reporting period, GE/CATCON has promoted ten project contract opportunities on the ICN Gateway, including Small Plant Hire Services; Skilled Labour Hire Services; Sediment Control; Stormwater Drainage; General truck hire; General Steel Fabrication and Welding and Assembly; Charter Bus Hire; Building Contractor (Operations and Maintenance Building); Private Building Certifier; and Mechanical and Electrical Fitout of Turbine Towers.

As part of commitments made in the CGWF Australian Industry Participation Plan (AIPP), GE/CATCON will utilise ICN and TSBE to facilitate feedback workshops for suppliers who have not been successful.

Successful local and regional contractors that have supplied the Project during this reporting period include ONF Surveyors (Kingaroy), Western Downs Traffic Control (Dalby), Elite Cutting (Dalby), WR Cranes (Dalby), South Queensland Soils (Chinchilla), Boodles Quarries (Chinchilla), Advance Wakonda (Dalby), Frenches Grader Hire (Dalby), Newlands Civil (Toowoomba), HIG Engineers (Toowoomba), Wagners (Toowoomba), and a number of local haulage contractors.

The CGWF AIPP ensures all Australian entities have full, fair and reasonable opportunity to access project supply opportunities. It also details how GE/CATCON with PARF will encourage capability development among these entities, which includes:

- identifying closely located training agencies to deliver and/or support training associated with the development and operation of the CGWF;
- engaging regional educational institutes regarding capacity to support annual / biennial project training requirements; and
- an apprenticeship program delivered through GE/CATCON to build a skilled regional workforce in the areas of Renewable Energy / Wind Power maintenance over the next 25 years of its operation.

Progress on the development of GE/CATCON's apprenticeship program and engagement with regional education and training providers includes:

- Established agreements with All States Training and FAIS to support workforce development; and
- Two trainees appointed at the Project site (one Dozer Operator and one Roller Operator) that are local to Bell and Jandowae.

3.4 Forward Strategies

Priority actions to be implemented by GE/CATCON and AGL over the next reporting period include:

- at peak construction, PARF will report via the CCC and South Burnett and Western Downs Regional Councils on the current breakdown of the number of local hires based from the South Burnett and Western Downs Regional Local Government Areas, and the number of non-local hires based in each LGA;
- continued implementation of the CGWF AIPP including:
 - engagement with education and training stakeholders regarding annual and biennial training needs;
 - planning for smaller 'Meet the Operator' sessions with suppliers in the project footprint; and
 - delivery of the GE/CATCON apprenticeship program and annual reporting of outcomes;
- continued involvement of Traditional Owner representatives and local Indigenous stakeholders in development of strategies to increase Indigenous participation in employment and business opportunities.

4. Housing and Accommodation

This section summarises the actions undertaken to mitigate and manage project-related impacts on the local and regional housing markets.

4.1 Desired Outcomes

PARF's desired outcome for the CGWF is for there to be no significant impact on local housing and accommodation availability during its construction and operation.

4.2 Management Mechanisms

The Project has established the following mechanisms to mitigate and manage project-related impacts on local and regional housing markets:

- a Housing and Accommodation Action Plan (HAAP) developed in consultation with the relevant Local Government Authorities (see Section 4.3 and 4.4); and
- monitoring of the local and regional housing market for three years from the commencement of CGWF construction, including regular consultation with Councils.

4.3 Implementation Status

A CGWF HAAP was finalised on behalf of PARF in January 2018, informed by consultation with SBRC and WDRC. The HAAP applies to both the construction and operation of the CGWF and considers:

- project labour force and skill requirements, local workforce capacity and availability;
- estimated average and peak workforce numbers for construction and operation of the CGWF;
- estimated percentage of CGWF workforce to be sourced locally;
- availability and capacity of local accommodation options; and
- potential for other major construction projects to contribute to cumulative demand for housing and accommodation.

Key actions delivered in accordance with the HAAP over this reporting period include:

- contact details of a dedicated GE/CATCON representative have been provided to the Coordinator-General and local Councils to discuss issues relating to housing and accommodation as required;
- GE/CATCON maintains a register of contractor primary business addresses and short term residential addresses of contract workers; and
- workforce and housing monitoring data will be reviewed every six months and made available on request to the Coordinator-General and/or local Councils.

4.4 HAAP and Housing Availability

Consultation with SBRC during development of the CGWF HAAP (November 2017 to January 2018) indicated the project workforce was not expected to place significant pressure on existing housing and accommodation in the local areas of Kingaroy, Nanango and Kumbia.

Consultation with WDRC during this period also identified adequate accommodation availability for the project, given the number of workforce accommodation facilities in and around Dalby. However, Council noted a number of other construction projects underway in the region, including the Warrego Highway upgrade and the Darling Downs Solar Farm, which would contribute to a cumulative demand for accommodation in Dalby. Consultation with WDRC in June 2018 identified an existing partnership between Council and TSBE to develop local town welcome packs to promote long-term workforce integration, which would be available to the Project in advance of the operations phase.

The HAAP estimated the project's peak development period would require approximately 180 personnel between Q1 2018 and Q1 2019, with workers living in the surrounding local areas of Kingaroy (estimated 40% of the workforce), Dalby (40%), Jandowae (10%), and Bell and Kumbia (workforce balance). The Plan anticipated local hires would make up at least 50% of the total workforce (with 41% achieved to date), with a need to accommodate non-local workers in the townships of Dalby and Kingaroy, and the balance in smaller townships.

Recruitment for the CGWF construction workforce commenced in August 2017, reaching 120 employees at June 2018. The Project's workforce is to be largely based at the Jandowae Caravan Park (approximately 50-70 workers on rotation), with the balance dispersed in temporary (rental/short-term) or their own accommodation in Kingaroy (17), Dalby (24), Bell (4), Jandowae (2 houses), Kumbia (4).

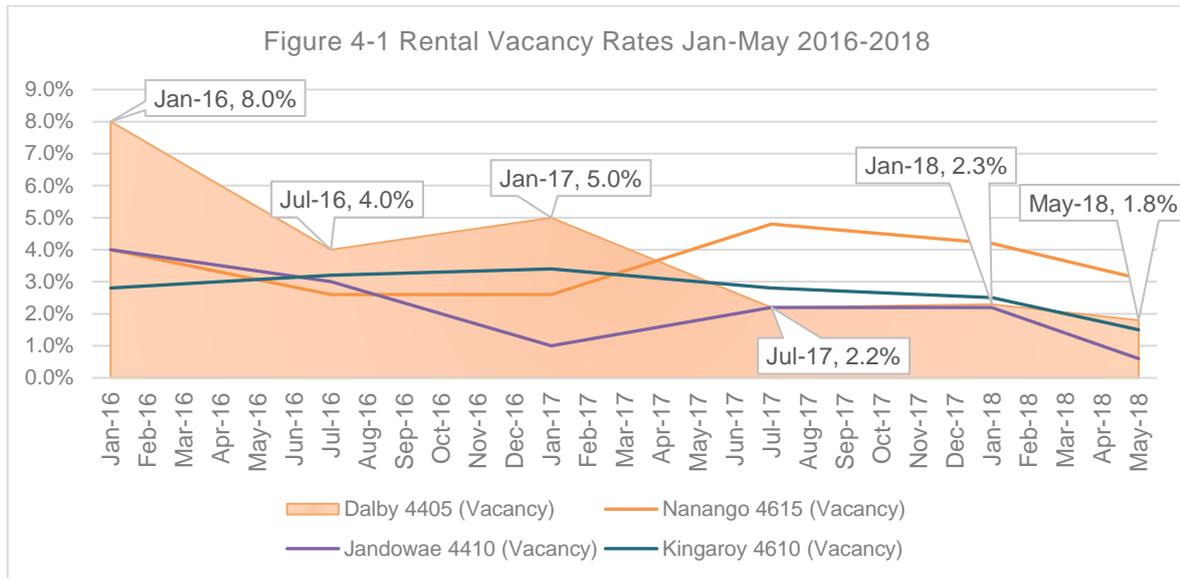
In June 2018, the Project confirmed its workforce was well dispersed across localities including Cooranga North, Kingaroy, Dalby, Bell, Jandowae and Kumbia, with a large percentage of non-local employees based at the Jandowae Caravan Park.

Consultation with the Jandowae Caravan Park's Manager in June 2018 estimated between 50 and 70 non-local Project personnel occupied the facility on a rotational basis, which represented approximately 50% of the site's overall capacity, allowing it to continue servicing other industry and tourism interests. Consultation indicated that the additional demand generated by the Project had stimulated the creation three new jobs at the Caravan Park, plus training and development opportunities to assist with administration and catering.

As shown in Figure 4-1, rental vacancy rates in Kingaroy, Jandowae and Nanango postcode areas were low but remained relatively steady between January 2016 to January 2018, noting some fluctuation in Jandowae and Nanango due to the smaller pool of rentals. However vacancies within all postcode areas decreased between January and May 2018, likely due to the cumulative impacts noted by WDRC. In particular, trend data from January 2016 to January 2018 indicate a declining vacancy rate in Dalby from 8% in January 2016 to 5% in January 2017 and 2.3% in January 2018. Rental availability for the Bell postcode was not reported due to insufficient data.

At May 2018, rental vacancy rates were below 3% across the local postcode areas including:

- Nanango (with 28 rentals at 3.1% vacancy);
- Dalby (48 rentals at 1.8% vacancy);
- Jandowae (1 rentals at 1.2% vacancy); and
- Kingaroy (35 rentals at 1.5% vacancy).



Source: SQM Research Residential Vacancy Rates postcodes 4615, 4610, 4410 and 4405, viewed at 10 July 2018

4.5 Forward Strategies

On behalf of the PARF, GE/CATCON and AGL will undertake the following actions in the next twelve months in relation to local housing and accommodation management:

- communicate postcode vacancy rates as part of onboarding non-local employees to inform their accommodation decisions; and
- consult SBRC and WDRC on a six-monthly basis regarding forward workforce and accommodation estimates.

5. Community Health, Safety and Wellbeing

This section summarises the actions undertaken to address concerns about community health, wellbeing and safety, including integration or relevant environmental management plans.

5.1 Desired Outcomes

The desired outcomes of the CGWF's Community Health and Wellbeing Plan are:

- no reduction in community health or safety characteristics as a result of CGWF (see **Section 5.2**);
- responsive engagement with health, community and emergency service providers to address potential service delivery issues (see **Section 2.3** and **Section 5.3**);
- responsive engagement with local residents to address potential nuisance impacts associated with the Project (see **Section 2.3**); and
- contributions to enhancements in quality of life for local residents (see **Section 5.3** and **Section 5.4**).

5.2 Management Mechanisms

Management mechanisms to achieve the desired outcomes include:

- management of community amenity and nuisance activities, including associated controls measures for air quality, noise and electromagnetic interference, underpinned by timely and responsive engagement;
- mitigation of risks to community health, safety and wellbeing, including associated procedures for workforce management, weed and pest management, traffic management and emergency management;
- a range of communication and engagement mechanisms and commitments to support responsive and adaptive management; and
- a range of community investment and partnership initiatives to enhance quality of life for local residents.

5.3 Implementation Status

The Project's Community Health and Wellbeing Plan was finalised in June 2018 in consultation with community, health and emergency service stakeholders to reflect local priorities and manage potential impacts on related local services.

Delivery of the Community Health and Wellbeing Plan is supported by the implementation of the Project's Community Engagement Plan and Construction Environmental Management Plan (CEMP) including the following sub-plans:

- Pest and Weed Management Plan (which includes provisions for mosquito management).

- Noise Management Plan (which includes provisions for vibration monitoring and management);
- Emergency Response Plan;
- Bushfire Risk Management Plan; and
- Traffic Management Plan.

Implementation of the Plan has also involved:

- baseline data collected for CEMP sub-plans and also to support monitoring of potential electromagnetic interference associated with the Project;
- established water licensing agreements with two neighbouring landowners (non-asset hosts) to supply the Project;
- regular interface meetings with local police and emergency service representatives, involving representatives from Kumbia, Bell, Jandowae, Kingaroy, Dalby and Toowoomba;
- an established and agreed protocol for working with the local police services;
- an Emergency Response Procedure developed in consultation with emergency service stakeholders, with the next revision scheduled for October 2018;
- ongoing engagement with QFES, with four Project employees identified as active local RFB members (representing 50% of local brigade membership);
- RFS-trained Project personnel involved in the incident response process for a local grass fire incident in December 2017;
- program support for Burnett Inland Economic Development Organisation (BIEDO), which focuses on strengthening community resilience across the Burnett region;
- ongoing consultation as part of the road use management plans with the Department of Transport and Main Roads, SBRC and WDRC; and
- proactive engagement with aviation stakeholders as identified in Section 2.3.

Consultation on the Project's Community Health and Wellbeing Plan identified a number of strategic partnership opportunities to address local community health and safety priorities which will be explored by the Project over the next six months.

Consultation also identified a strong interest among local health and emergency service stakeholders in the Project's workforce management strategies, including with respect to the project's Workforce Code of Conduct, drug and alcohol policy and workforce transport arrangements. These existing measures will be detailed in future revisions of the Project's HAAP and are referenced in the Community Health and Wellbeing Plan.

5.4 Forward Strategies

Key actions to be implemented by GE/CATCON and AGL over the next reporting period include:

- continued implementation of the CGWF Community Engagement Plan, including meetings with local land owners and neighbours, regular focused engagement in Kumbia, and six monthly participation in the Jandowae Community Advisory Group and Dalby and Kingaroy Interagency Network;

- update the CGWF HAAP to a proposed Housing and Workforce Management Plan (HWMP) to articulate additional workforce management measures;
- revise the ERP and Bushfire Risk Management Plan to include Local Government Disaster Management Groups;
- continue a regular engagement program with local and regional emergency service representatives;
- consider strategic partnership and investment opportunities identified during development of the Plan;
- update the Plan in consultation with service providers for CGWF commissioning and operations;
- maintain the CGWF Community Fund, including ongoing engagement with the CCC, SBRC and WDRC on funding priorities; and
- prior to the commencement of operations, and at three year intervals, seek broader community input on local community priority areas (e.g. via community survey, or consultation with established reference groups).

6. Summary of monitoring indicators

Table 2-1 provides a summary of how PARF is achieving the desired outcomes of each social impact management strategy reported in this SIMR, by reporting against a series of key indicators.

Table 2-1: CGWF Social Impact Monitoring Summary

Desired Outcome	Indicator	Frequency	Data Source	Status
CGWF Community and Stakeholder Engagement (SIMR Section 2)				
Building community trust and pride in the CGWF	Landowner, CCC and Council feedback regarding CGWF engagement	Quarterly monitoring	Consultation records and issue reports	On track. See Section 2.3 and Section 2.4.
	Community attendance and participation in project milestone events	As events are held	Project event statistics	On track. See Section 2.2 and Section 2.3.
Regular project information to interested and affected stakeholders	Timely and clear information ((including notification of key activities, timeframes, potential impacts and benefits) provided in Project communications	Quarterly monitoring	Community Engagement Plan Communication Plan for Wind turbine components CCC feedback	On track. See Section 2.2 and Appendix A.
Providing community consultation opportunities at different project stages and milestones	Consultation opportunities are scheduled for each Project stage and at relevant milestones. Opportunities are well promoted to interested and affected stakeholders	Quarterly monitoring	Community and Stakeholder Engagement Plan Communications collateral	On track. See Section 2.5 and Appendix A.
Proactive identification and response to community issues and concerns, including effective and efficient response to complaints.	Regular monitoring of Project consultation activities to anticipate and address community issues and concerns	Quarterly monitoring Reported annually in SIMR	Consultation records and issue reports	On track. See Section 2.3 and Section 2.4.

Desired Outcome	Indicator	Frequency	Data Source	Status
CGWF Employment Training and Economic Development (SIMR Section 3)				
At least half of the CGWF workforce are local hires	Project employment and contractor profiles (e.g. % employees by postcode / by LGA)	Annual	Project employment and contractual records	Progressing (currently approximately 41% local). See Section 3.3.
Project employment and supply opportunities are well promoted locally and through local stakeholders	Implementation of the AIPP communication strategy	Annual	Procurement communications and engagement records	On track. See Section 2.3 and Section 3.3.
	Early engagement with TSBE to facilitate promotion of opportunities among local supplier networks	Quarterly Annual SIMR	Consultation records	
Demonstrable benefits to local community members from increased access to up-skilling and training opportunities	Local community members access upskilling and training opportunities associated with CGWF	Annual	Project training records Consultation records	On track. See Section 3.3 and 4.3.
Australian entities have full, fair and reasonable opportunity to bid for the supply of key goods or services for the project and, if applicable, initial operation of the facility.	Implementation of AIP commitments to equitable promotion of Project supply opportunities	Annual	Procurement communications and engagement records AIP implementation records ICN gateway records	On track. See Section 2.3 and Section 3.3.
AGL will actively encourage and support capability development for Australian entities	Implementation of the AIP capability development commitments	Annual	AIP implementation records	On track. See Section 3.3.

Desired Outcome	Indicator	Frequency	Data Source	Status
CGWF Housing and Accommodation (SIMR Section 4)				
No significant impact on local housing and accommodation as result of the Project.	Change in rental availability and affordability (median rent, stock and vacancy rate) - Nanango, Dalby, Jandowae, Kingaroy postcode areas	Six monthly intervals reported in Annual SIMR	SQM Research data and consultation with Council	On track / regular monitoring required. See Section 4.4 (forward strategies).
	Change in property sales (median and stock) - Nanango, Dalby, Jandowae, Kingaroy postcode areas	Six monthly intervals reported in Annual SIMR (Operations only)	SQM Research and consultation with Council	Monitor at CGWF Operation phase.
CGWF Community Health and Wellbeing (SIMR Section 5)				
No reduction in community health or safety characteristics as a result of CGWF.	Compliance with all regulatory Codes and noise criteria	As per environmental monitoring framework	Environmental monitoring reports	On track (baseline established and monitoring underway). See Section 5.2.
Responsive engagement with health, community and emergency service providers to address potential service delivery issues	Positive service provider feedback regarding effectiveness of joint working arrangements	As required, based on feedback from participating agencies	Face to face meetings Consultation records	On track. See Section 2.3 and Section 5.3.
Responsive engagement with local residents to address potential nuisance impacts and/or health and wellbeing concerns associated with the Project	Relative frequency of complaints about Project impacts	Monitored with CCC	Complaints register and CCC meeting notes	On track. See Section 2.4.
	Frequency of engagement on key issues	Monthly (internal) Annual (External)	Consultation records SIMR	On track. See Section 2.3.
Contribute to enhancements in Quality of Life for local residents	Community investment is guided by a framework of locally identified and agreed priorities	For discussion	Consultation records with CCC, WDRC, SBRC and local stakeholders	On track. See Section 5.2 and Section 5.4

Appendix A Communication and Engagement Mechanisms

Mechanism	Description	Frequency
General Communication		
Dedicated contact points	Community members can contact the project team directly by: Calling: 1800 039 600 Emailing: aglcommunity@agl.com.au Mailing to: PO box address Locked Bag 3013, Australia Square NSW 1215	Ongoing
Website	The dedicated project website provides a Project overview including key project milestones, documentation, environmental monitoring, consultation activities, feedback mechanisms and all print communications. https://www.agl.com.au/about-agl/how-we-source-energy/coopers-gap-wind-farm	Ongoing
Newsletter	Construction Newsletters posted on the project website and distributed to the community every quarter. Details include: Progress Update; Community Update; Transport Impacts; All contact details and offers to meet to discuss the work / project further.	Quarterly
Fact Sheets	A series of fact sheets and frequently asked questions (FAQs) to inform stakeholders about Project milestones and key elements, including design, construction or operational elements, and issues such as noise or amenity.	As required
Notices and advertisements	Advertisements are published in local newspapers, and this will continue, keeping the broader community informed about the project's status and milestones achieved	As required
Static Displays	Static displays are used to disseminate information and may take the form of, but are not limited to posters, community noticeboards and central venue displays, and collateral (fact sheets, newsletters) made available at these displays.	As required
Engagement		
Landowner liaison	Early and ongoing engagement (face-to-face meetings, phone calls, emails) with all potentially impacted landholders for the Life of the Project. Engagement is underpinned by AGL's Agreed Principles of Land Access (2014) and individual Landholder Access Management Plans (LAMPs)	Ongoing
Coopers Gap Solar Program	The Proponent will offer fully installed solar power systems for residences within 2 km of the Project.	Near completion
Community Consultative Committees	The purpose of the CCC is to build local community trust and address key issues as raised. The CCC is guided by Terms of Reference that are set by the committee. The CCC is voluntary and includes representatives from AGL, various agency groups, key stakeholders and community members who meet on a regular basis to discuss the Project and address community issues and concerns.	Quarterly / as agreed
Coopers Gap Community Fund	Coopers Gap Community Fund of \$60,000 per annum during the two years of construction phase, with the objective to broaden the environmental and community benefits of the wind farm within the local	Ongoing

Mechanism	Description	Frequency
	Western Downs and South Burnett communities (i.e. within 10 km of the Project). A Community Fund of \$30,000 per annum will be made available during the 25year operational phase. AGL has established a structure for the administration of the Community Fund in consultation with the local community, in-particular the, CCC and Council.	
One-to-one meetings	One-to-one meetings are being offered to stakeholders and community members on a regular basis, providing opportunity for concerns and matters of interest to be addressed and to provide project briefings	Ongoing
Briefings	Briefings are being provided to elected representatives, local Councils and key stakeholders throughout the project	As required
Meet the Constructor Forums	Forums held in local towns within three months of the commencement of construction	October 2017
Community events	The AGL project team proactively participates in local community events to raise the profile of the project and provide an opportunity for the community to meet the project team and ask questions.	Ongoing
Milestone events	A media release and CCC engagement will coincide with major project milestones to inform the community and to invite participation / attendance in celebratory events where appropriate.	As required
Site tours	Site tours will be offered to community members and key stakeholders during construction. When appropriate, tours may be offered to groups such as schools, universities and other stakeholders interested in wind power and renewable energy.	On request