



# Isaac Downs Mine Social Impact Management Report 2024



# Document control

## Revision history

Version no.	Date	Approved by	Details
1	14.03.2025	Belinda Parfitt, Environmental Principal, Isaac Plains Complex Dave Adams, Senior Operations Manager, Isaac Plains Complex	Draft
2	19.03.2025	Belinda Parfitt, Environmental Principal, Isaac Plains Complex Dave Adams, Senior Operations Manager, Isaac Plains Complex	Final

## Document approval

Approved by:



**Dave Adams**

Senior Operations Manager, Isaac Plains Complex, Stanmore Resources

19 March 2025

This document has been prepared to meet the Queensland Coordinator-General’s Conditions under section 11(2) of the *Strong and Sustainable Resource Communities Act 2017* (SRRC Act) for the Isaac Downs Mine.



# Contents

2

1. Introduction

6

2. Assessment of  
social impacts

10

3. Community and  
stakeholder  
engagement

22

4. Workforce  
management

36

5. Housing and  
accommodation

44

6. Local business  
and industry  
procurement

50

7. Health and  
community  
wellbeing

58

8. Conclusion

59

Glossary



# 1. Introduction

## This report has been prepared in accordance with the Coordinator-General's evaluation report on the Social Impact Assessment for the Isaac Downs Mine.

Stanmore IP South Pty Ltd, the Proponent for the Isaac Downs Mine (the Operation<sup>1</sup>, formally known as the Isaac Downs Project) is required to meet **Appendix 1, Condition 7: Reporting on the implementation and effectiveness of social impact management measures.**

### Condition 7 requires:

- a. The Proponent must prepare an annual Social Impact Management Report (SIMR) for each year of construction and for the first five (5) years of operation.
- b. The annual SIMR must be submitted to the Coordinator-General for approval within twenty (20) business days after the end of the relevant twelve (12) month period from the commencement of construction of the Project\*.
- c. Using the monitoring protocol described in the Social Impact Management Plan (SIMP), the SIMR must detail:
  - i. an assessment of the social impacts of the Project against the potential social impacts identified in the Social Impact Assessment (SIA), including consideration of impacts of other proposed developments in the local communities
  - ii. the progress and effectiveness of the social impact management measures identified in the SIMP
  - iii. how social impact management measures have been modified, where monitoring indicates measures have not been effective or in response to changed circumstances or greater knowledge of potential impacts
  - iv. the actions taken to implement commitments made by the proponent listed in Appendix 2.

- d. The SIMR must present the workforce profile of the Project including:
  - i. total number of workers employed
  - ii. proportion of local workers, new local workers, Aboriginal and Torres Strait Islander workers and FIFO workers.
- e. Each SIMR must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the relevant SIMR.
- f. The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

\*Note: The Project is in operation.

This SIMR covers the period of **July 2023 to June 2024** and is the third SIMR to be prepared for the Operation. It provides an updated assessment on the Operation's social impact management strategies, actions and outcomes during the third year of operation, as well as an updated workforce profile. Mention has also been made of some related activities that have occurred since June 2024 that are relevant to this report.

As per Condition 7e (above), this report will be published on the Stanmore Resources website within 30 business days of the Coordinator-General's approval of the SIMR.

## 1.1 The Operation

Stanmore Resources Ltd (Stanmore) is an Australian company with mining operations and exploration projects in the Bowen and Surat Basins. As one of Australia's largest suppliers of metallurgical coals to global markets, Stanmore has (during the reporting period) four major coal-producing assets, including:

- Isaac Plains Complex
- Poitrel (including Red Mountain Infrastructure CHPP)
- South Walker Creek
- Millennium Complex.

Note: The Isaac Plains Complex (IPC) comprising the Isaac Plains Mine and processing facilities, the adjoining Isaac Plains East and Isaac Downs mining areas, and the Isaac Plains Underground development project.

The Millennium Complex is made up of and Mavis Downs Mine (underground) and Millennium Mine (previously open cut). It was acquired on 22 December 2023 and placed into care and maintenance in September 2024.

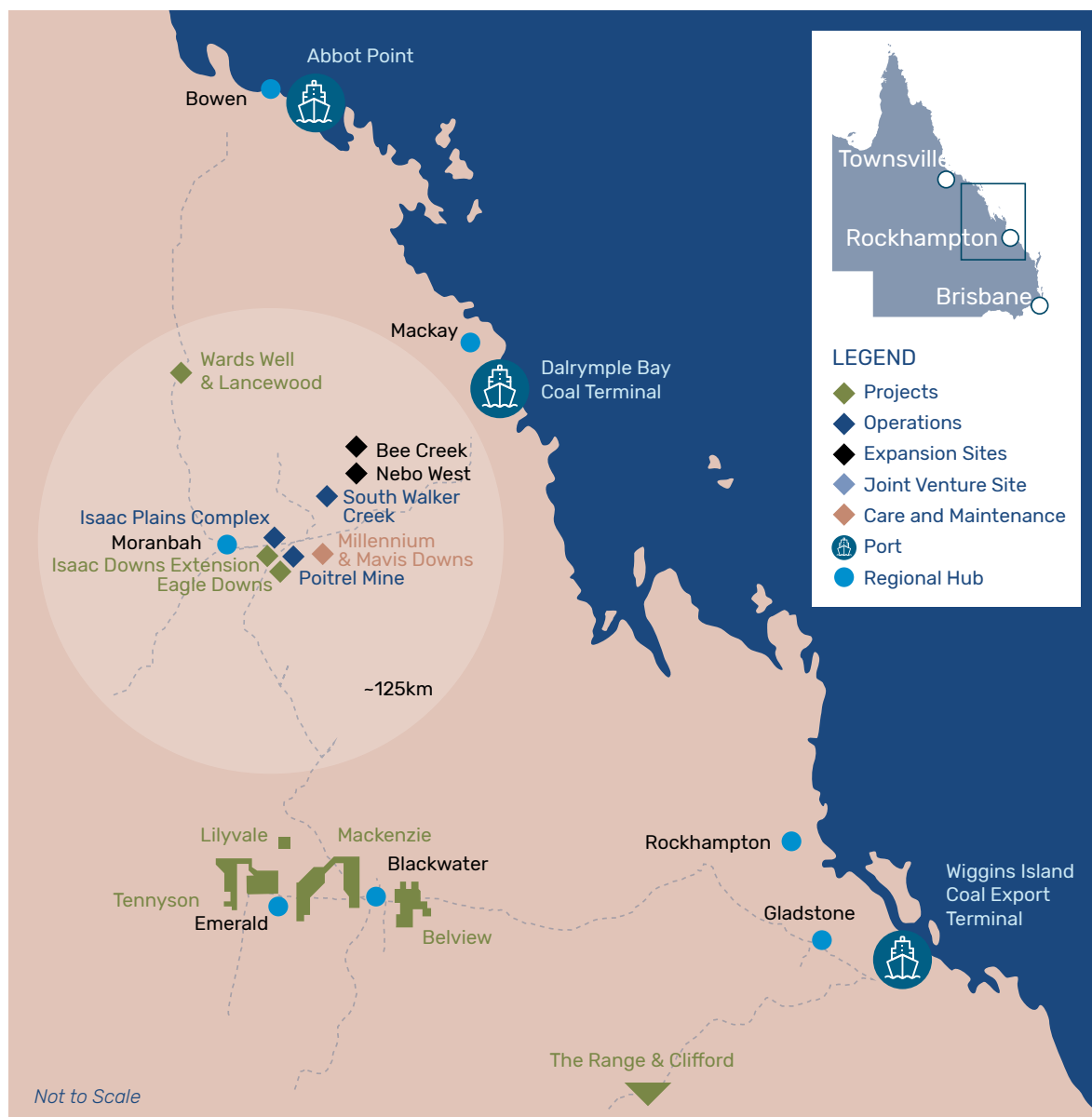
<sup>1</sup> Previously referred to as 'the Project' in the first reporting period.



Stanmore IP South Pty Ltd, a wholly owned subsidiary of Stanmore, is the Proponent for the Operation – an open-cut metallurgical (steel making) coal mine with associated infrastructure located approximately 145 kilometres south-west of Mackay and 10 kilometres south-east of Moranbah in Queensland’s Bowen Basin. It is located within the Isaac Regional Council area on Barada Barna country, as shown in **Figure 1**.

The A\$47 million operation was approved for construction and operation by the Queensland and Commonwealth Governments in July 2021, supporting the continuation of operations at the Isaac Plains Complex. Construction commenced in August 2021 and involved essential infrastructure works to enable dragline operations to commence, including the construction of an underpass bridge for the Peak Downs Highway to establish a coal transport route for the Operation, to ensure it did not require the use of the highway. Operations subsequently commenced in September 2021.

**Figure 1.** Isaac Downs Mine location





# 1. Introduction

The operation extracted approximately four million tonnes per annum of ROM coal over the first two years of operation, 3.5 mtpa in the third year of operation (this reporting period), and is forecast to extract 9.35 mtpa over the next three years as the strip ratio holds around 9.7:1.

While operations have ceased at the original Isaac Plains Mine, the Isaac Plains East mining leases are still active, with mining at Pit 5 using truck and shovel operations of an from Q2 2023 which will supply approximately 1.2 mtpa for ROM coal. Coal mined through the Operation is washed at the Isaac Plains CHPP – approximately 330,000 tonnes per month.

EPSA Pacific has remained as the Principal Contractor at the Isaac Plains Complex since April 2022. During this reporting period, EPSA employees represented 44.86% of the total hours worked. EPSA is committed to Stanmore under a three-year contractual arrangement with options to extend.

We continue to realise synergies across our expanded portfolio following the completion of the acquisition in mid-2022 of BHP's 80% interest and Mitsui's 20% interest in the BHP Mitsui Coal Pty Ltd (BMC) joint venture, which included the world-class South Walker Creek and Poitrel coal mines, now held in the name of Stanmore SMC Coal Pty Ltd (SMC).

## Eagle Downs acquisition

Following the reporting period, in August 2024, Stanmore completed its acquisition of the Eagle Downs Metallurgical Coal Joint Venture project (Eagle Downs), securing full ownership and control. This followed the finalisation of agreements with South32 and Aquila for their respective shares in the project, including the acquisition of South32's 50% interest in Eagle Downs and Aquila's 50% stake, along with a 100% interest in the Eagle Downs South tenements.

Throughout the reporting period, we have undertaken periodic communication in relation to the Operation with local communities, Isaac Regional Council and the Coordinator-General's department regarding the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act), as well as the Department of Environment, Tourism, Science and Innovation (DETSI) (Queensland) and Department of Climate Change, Energy, the Environment and Water (Commonwealth) to maximise social and community benefits.

## 1.2 Future Operations – Isaac Downs Extension

In September 2024, Stanmore announced an agreement that provides Stanmore with the rights to explore, study and then apply for a future mining lease over land adjacent to Isaac Downs.

Initial concept designs indicate the project will require low capital investments given it will be a brownfield expansion of the current mining operations at Isaac Downs, requiring only haul road connections and typical mine infrastructure, such as water management and pit development. The project is strategically located immediately adjacent to Isaac Downs and is nearby the existing infrastructure of both the Isaac Plains Complex and Poitrel CHPP and train loadouts.

Early conversations with government and local stakeholders have commenced regarding the Isaac Downs Extension project and expected approval pathway.

## 1.3 Social Impact Management Plan

During the planning phase of the Operation in 2020, (then) DES confirmed the Operation would require the preparation of an Environmental Impact Statement (EIS). The *SSRC Act* also applies to the Operation, a key requirement of which is the preparation of a SIA. The SIA was required to describe the potential social impacts of the Operation, and identify relevant and effective impact mitigation and benefit enhancement measures in relation to the following five key matters:

- community and stakeholder engagement
- workforce management
- housing and accommodation
- local business and industry procurement
- health and community wellbeing.

A SIMP for the Operation was completed to address the impacts and benefits identified during the SIA, including sub-plans addressing the five key matters. The SIMP was approved by the Coordinator-General in July 2021.

The first SIMR was submitted to the Coordinator-General in September 2022 and approved in March 2023, and the second SIMR was submitted in November 2023 and subsequently approved in May 2024. The purpose of this SIMR is to provide the Coordinator-General with an update on progress following the third annual social impact reporting period (July 2023 to June 2024).





Existing Rehabilitation at Isaac Plains Complex.



## 2. Assessment of social impacts

Table 1 below provides an assessment summary of potential social impacts identified in the SIA against the social impacts of the Operation.

**Table 1.** Assessment of social impacts

Impact description	Operation phase	Impact nature	Residual risk	Project assessment
<b>Community and stakeholder engagement</b>				
Deterioration of community and stakeholder relationships, resulting in reputational impacts negatively regarded by local communities which affect employee satisfaction and project progress.	Construction Operation	Negative	Negligible	Refer to <b>Table 3</b>
<b>Workforce management</b>				
Increased employment opportunities for residents of local and regional communities. This includes opportunities for traditionally underrepresented groups such as women, and Aboriginal and Torres Strait Islander persons.	Construction Operation	Positive	Medium	Refer to <b>Table 5</b>
Enhanced skills and capacity in local communities due to targeted training and development initiatives.	Construction Operation	Positive	Medium	Refer to <b>Table 5</b>
Economic benefits to local businesses due to incidental expenditure by operational workforce (e.g. clothing, food, entertainment).	Construction Operation	Positive	Medium	Refer to <b>Table 5</b>
Labour/skills shortages for other local employers due to excess demand contributed to by the Operation.	Construction Operation	Negative	Negligible	Refer to <b>Table 5</b>
The wellbeing of members of the workforce affected through employment conditions, shift scheduling, accommodation and work stress.	Construction Operation	Negative	Low	Refer to <b>Table 5</b>
Loss of employment opportunities and associated redundancies following the conclusion of the Operation.	Operation	Negative	Low	Refer to <b>Table 5</b>



**Table 1.** Assessment of social impacts (continued)

Impact description	Operation phase	Impact nature	Residual risk	Project assessment
<b>Housing and accommodation</b>				
Increased business opportunities for housing and accommodation providers such as Workforce Accommodation Villages (WAVs) and rental houses.	Construction Operation	Positive	Low	Refer to <b>Table 6</b>
Without appropriate planning and development, existing services, infrastructure and utilities may be insufficient to meet the needs of the operational workforce, resulting in reduced availability for existing residents.	Construction Operation	Negative	Negligible	Refer to <b>Table 6</b>
Increased housing and accommodation demand due to the influx of construction workforce.	Construction	Negative	Negligible	Refer to <b>Table 6</b>
Longer-term rental and open-market housing shortages and price inflation due to increased demand generated by an influx of operational workforce.	Operation	Negative	Low	Refer to <b>Table 6</b>
Economic hardship for lower-income rental market tenants who have less capacity to cope with increased housing expenses. This may result in increased demand on social welfare and out-migration to lower-cost communities.	Construction Operation	Negative	Low	Refer to <b>Table 6</b>
<b>Local business and industry procurement</b>				
Economic benefits for local businesses due to opportunities to provide goods and services to the Operation. This will include targeted opportunities for Indigenous-owned businesses.	Construction	Positive	Medium	Refer to <b>Table 7</b>
The potential to monopolise goods and services if the Operation's demand exceeds the capacity of the local supply chain. This may impact residents of local communities by increasing costs and reducing availability of necessary goods and services.	Operation	Negative	Negligible	Refer to <b>Table 7</b>



## 2. Assessment of social impacts

**Table 1.** Assessment of social impacts (continued)

Impact description	Operation phase	Impact nature	Residual risk	Project assessment
<b>Health and community wellbeing</b>				
Enhanced community cohesion and resilience due to an influx of long-term residents.	Operation	Positive	Medium	Refer to <b>Table 8</b>
Increased economic wellbeing in local communities through contributing to community development.	Construction Operation	Positive	Medium	Refer to <b>Table 8</b>
Increased demand for hospital and health services by the operational workforce, resulting in increased burden for service providers and reduced level of service for existing residents.	Construction Operation	Negative	Negligible	Refer to <b>Table 8</b>
Community tension and negative sentiment towards the Operation due to negative interactions with operational workforce.	Construction Operation	Negative	Negligible	Refer to <b>Table 8</b>
Amenity and health impacts for surrounding landholders due to increased noise and vibration from activities such as earthmoving and blasting.	Construction Operation	Negative	Negligible	Refer to <b>Table 8</b>
Increased Operation-related traffic, particularly on the Peak Downs Highway, resulting in increased congestion and road surface impacts.	Construction Operation	Negative	Negligible	Refer to <b>Table 8</b>
Increased demand for early childhood education and care services by the operational workforce, resulting in increased burden for service providers and reduced level of service for existing residents.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
Increased demand for emergency services by the operational workforce, resulting in increased burden for service providers and reduced level of service for existing residents.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
Amenity and health impacts for surrounding landholders and nearby communities due to fugitive dust emissions.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
Impacts on mental health for community members.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
Temporary traffic disruption on Peak Downs Highway due to diversions for construction of proposed underpass.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
The public safety affected by increased exposure to anti-social or illegal behaviours by members of the operational workforce.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>
Increased likelihood of vehicle collisions (and associated injuries) due to an increased volume of heavy vehicles and driver fatigue.	Construction Operation	Negative	Low	Refer to <b>Table 8</b>



In preparation for the assessment of social impacts, we reviewed EISs and SIAs of surrounding projects, including Olive Downs (Pembroke Resources), Eagle Downs metallurgical coal project (South32) and Caval Ridge (BHP). In reviewing our SIA in comparison to that of surrounding projects, we can contextualise the wider impact of projects in the area and understand how the Operation is further contributing to or impacting communities.

In line with previous reporting periods, we acknowledge the same cumulative social impacts remain relevant for the region. A summary of these impacts finds that:

- Housing is a notable impact for the community across all surrounding projects. The requirement for accommodation for construction and operational personnel can lead to a shortage of rental housing and/or increase the rental costs in surrounding areas. This would potentially impact low-income households more significantly and could be exacerbated as more projects are established.
- Potential impacts on the safety of road users are a common issue among surrounding projects and are amplified as the number of projects in the region increase.
- The availability of community infrastructure and services impacts the local community due to an increased population.
- The presence of a number of projects in the surrounding area can increase demand for local childcares, primary/high school and tertiary education facilities.

These cumulative impacts will be reassessed following the IDE assessments (when available).

In addition to the Operation, our SMC assets are located within the study area. The resulting footprint includes a mix of operating models (contract/owner-operator) and presents a unique opportunity to leverage teams and equipment across the sites.

Our consolidated Community Stakeholder and Engagement Plan includes landmark agreements with the Traditional Owners at South Walker Creek, providing initiatives that support employment, education and economic development.

During 2024, we enhanced our Social Performance Framework (SPF), and formalised key standards and procedures that guide our investment and engagement with local communities, stakeholders and First Nation peoples. The SPF and relevant governance system are designed to enhance decision making through clear, intentional and targeted actions. They provide structured guidance for community engagement and consultation processes, while also serving as a protocol for economic contributions, ensuring that our investments and initiatives generate meaningful benefits for the communities in which we operate.

A Progressive Rehabilitation and Closure Plan (PRCP) was approved for Isaac Downs on 24 September 2024 by DETSI, and we are currently awaiting a final decision on the Isaac Plains PRCP. We have commenced our governance and assurance programs and are currently implementing processes with our operational teams to ensure the obligations from these new approvals are met.

Our investment in these key areas confirms our commitment to the region, and provides confidence for sustaining operations and a future beyond the term of the Operation for employees, suppliers, key stakeholders and the community.



# 3. Community and stakeholder engagement

**We recognise the importance of the local communities in which we operate and are committed to being a responsible corporate citizen by engaging and consulting with communities regarding mining operations and development projects.**

We undertook routine community and stakeholder engagement activities during the reporting period to provide further project updates and allow stakeholders to raise any potential issues. These engagement activities involved:

- federal, state and local government agencies
- mining regulators and local mining projects
- business and industry groups
- community and special interest groups
- Traditional Owners and Indigenous groups
- local landholders
- social and public service providers
- local council
- housing and accommodation providers
- workforce and workforce providers
- media.

A range of communication channels were used to provide local community members with information, seek their feedback and enable them to voice any concerns, including scheduled meetings with key stakeholders, email correspondence and a Community Contact hotline.

## 3.1 Barada Barna Engagement

We acknowledge and pay our respects to the Traditional Owners of the land on which we operate. Working to ensure the land is cared for and returned to its original state post-mining is key to the valuable relationship we share with the Barada Barna people who hold native title over the Operation's footprint.

Creating ongoing and feasible prospects for First Nations communities means the relationship shared between Stanmore and Traditional Owners of the land is strengthened over time, and that all parties benefit from the longer-term outcomes achieved through the process.

Throughout the reporting period, Stanmore consistently engaged with representatives from the Barada Barna Aboriginal Corporation (BBAC) for cultural heritage assessments, liaison and integration of cultural awareness opportunities and training for our front line leaders, and consultation as we refine plans for the introduction of some indigenous trainees here are Isaac Plains Complex. These interactions affirmed the significance and priority of employment opportunities for the families of Barada Barna and Widi Common Law Holders.

In acknowledgement of our ongoing partnership with the Barada Barna people, and as a talking point for advancing cultural awareness, we proudly display and maintain three scar trees at our offices where they are often topics of conversation. We have also incorporated Barada Barna artwork throughout the Head Office and site foyers and across merchandise, including backpacks, hats and water bottles.

## 3.2 Reconciliation Action Plan

In August 2023, our first Reflect Reconciliation Action Plan (RAP) was endorsed by Reconciliation Australia, representing a significant milestone on our journey of formal reconciliation with further steps to come.

The RAP included actions and initiatives we have undertaken and plan to implement, to advance reconciliation with First Nations peoples. It is based on the RAP framework developed by Reconciliation Australia, which consists of four RAP types: Reflect, Innovate, Stretch and Elevate. With the Stanmore RAP at the Reflect stage, we are preparing for reconciliation by building relationships, respect and trust with First Nations stakeholders and communities.



Key activities and achievements for 2023–2024 include:

- establishing a RAP Working Group to oversee the development, implementation and reporting of the RAP, with the working group including representation from all of Stanmore's operational sites and corporate team
- conducting cultural awareness training across Stanmore
- developing a cultural heritage training strategy for employees and contractors
- leveraging traineeships and employment commitments within our project's Indigenous Land Use Agreements (ILUA) as part of the development and implementation of a First Nations employment and retention strategy
- progressing development and implementation of a First Nations supplier diversity strategy
- engaging with local First Nations communities and organisations to build respectful relationships and partnerships, such as the 'back to school' program and supporting the Mackay Employment Expo
- celebrating and participating in National Reconciliation Week and NAIDOC Week events, including gold sponsorship of NAIDOC celebrations in Moranbah and Coppabella.



**The journey we are taking** as part of our Reconciliation Action Plan aims to grow our relationship with First Nations and create opportunities in education, employment and business that are mutually beneficial to all participants involved along the way.



'Welcome to Country' at Isaac Plains Complex for the NAIDOC Celebration in July 2024

# 3. Community and stakeholder engagement

## 3.3 Community feedback

Stakeholders and members of the community were encouraged to access two publicly available channels to seek information and provide feedback about the Operation, including via the Community Contact hotline and the Stanmore website.

**Table 2** provides a summary of the enquiries and complaints received during the reporting period.

A total of 10 enquiries were received from the community. Four of these were neutral and six were positive. Most were related to land and water management, housing and Traditional Owner interactions.

During the reporting period, one complaint was received via the anonymous Community Contact hotline in relation to inappropriate behaviour of a person wearing a Stanmore work uniform. The complaint was recorded and responded to in a timely and consistent manner, in line with our complaints handling procedure.

**Table 2.** Community feedback (July 2023 to June 2024)

Enquiries			
Date	Stakeholder type	Interaction type	Summary of interaction
September 2023	Local Government	In-person	Update to Isaac Regional Council on progress toward SIMP housing and accommodation commitments and Stanmore business generally.
September 2023	Community organisation	In-person	Attendance at the Greater Whitsunday Housing Summit to contribute to discussions on workforce accommodation in the Isaac Regional Council area.
November 2023	Traditional Owners	Email	Confirming Traditional Owner permission to use images in a published report.
January 2024	Local landholder	In-person	Confirming Stanmore support to address some minor land management tasks.
February 2024	Traditional Owners	Email	Confirming Traditional Owner permission to use images in a published report.
March 2024	Local landholder	Email	Discussions on notification to landholder about planned outages to water supplied by Stanmore.
March 2024	Local landholder	Phone call	Enquiry from local landholder about locating infrastructure on leased land within the mining lease.
March 2024	Local landholder	Phone call	Enquiry regarding temporary interruption to water supplied from Stanmore.
March 2024	Local landholder	In-person	Discussions with local landholder about locating Stanmore infrastructure on leased land within the mining lease.
Complaints			
Date	Stakeholder type	Interaction type	Summary of interaction
May 2024	Community member	Community Contact hotline	Inappropriate behaviour of a person wearing a Stanmore work uniform.



## CASE STUDY

# Protecting the Water Mouse: Advancing Conservation Efforts in Mackay's Endangered Ecosystems

The Pioneer Catchment & Landcare Group was awarded a \$2,500 grant to support the vital study of the vulnerable Water Mouse (*Xeromys myoides*), also known as the Mangrove Mouse, in the Mackay region. This mouse, threatened by invasive species, inhabits the ecologically important Sandringham Bay Conservation Park, south of Mackay. The park plays a critical role in preserving nine regional ecosystems, including five classified as endangered and three as of concern.

The grant provided by Stanmore allowed for in-depth research into the Water Mouse population and their habitat, providing crucial data to the Queensland Parks and Wildlife Service on pest management and ecosystem health. This research has spurred additional scientific efforts, including a follow-up salt marsh study conducted by Mangrove Watch, which involved a student expedition to the area.

Beyond the research, the grant also enabled The Pioneer Catchment & Landcare Group to raise awareness and provide community training about the conservation challenges facing the Water Mouse and the broader ecosystem. Stanmore's funding strengthened local engagement in environmental preservation efforts and has built a foundation for future conservation initiatives.



# 3. Community and stakeholder engagement

## 3.4 Commitment implementation outcomes for community and stakeholder engagement

**Table 3** details the outcomes/results following the implementation of the community and stakeholder engagement commitments made by Stanmore in the SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report.

**Table 3.** Community and stakeholder engagement commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
The Proponent will seek to involve the community during the planning, construction, operation and decommissioning of the Operation. In particular, the Proponent will seek to understand and address community concerns about the environmental and social impacts of the Operation's activities. The Proponent will also seek to actively and effectively deal with community expectations around employment, and economic and community development opportunities, whilst engaging with nearby regional communities to manage any amenity and access issues.	<ul style="list-style-type: none"> <li>Number of recorded engagements with local and surrounding landholders.</li> </ul>
An engagement program is outlined in Table 18-9 which summarises key engagement activities during the construction and operation phases following the Operation's approval. The engagement program will be adapted in response to ongoing engagement. Responsibility for engagement and monitoring of the engagement process rests with the Proponent. Monitoring will be undertaken on a bi-annual basis during construction and operation, with annual reporting.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
To facilitate open communication and active complaint resolution, stakeholders will be able to raise issues and complaints. The Proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison.	<ul style="list-style-type: none"> <li>Number of community complaints and enquiries received.</li> </ul>
The Operation will be supported by an officer who will provide a contact point for the community and stakeholders and be available to receive and respond to complaints. This officer will ensure that all issues are conveyed to the appropriate management levels. Anyone will be able to submit a complaint to the Operation. They may also submit comments and suggestions.	<ul style="list-style-type: none"> <li>N/A</li> </ul>



	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Landholders were engaged according to their respective access agreements.</li> <li>Working relationships are ongoing.</li> <li>The purchase of Poitrel and South Walker Creek and associated land and agreements resulted in an extensive program of engagement with landholders in the area.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> <li>We are engaging early with landholders and communities regarding the Isaac Downs Extension project and expected approval pathways.</li> </ul>
	<ul style="list-style-type: none"> <li>Routine engagement was undertaken with regulatory staff and key stakeholders to deliver project to design.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>The range of community and stakeholder engagement activities detailed in Section 3 of this SIMR continue to deliver on the requirements of the community engagement program. Development of Stanmore's Social Performance Framework during the reporting period will further enhance our community and stakeholder engagement processes.</li> </ul>
	<ul style="list-style-type: none"> <li>Two concerns received and promptly addressed by site staff.</li> <li>Added to incident register.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period and promptly addressed by senior site staff and recorded in Consultation Manager.</li> <li>During the period, 10 enquiries were received from the community.</li> </ul>
	<ul style="list-style-type: none"> <li>Project Manager and Principal Environment shared the role of receiving and actioning improvements.</li> <li>Principal External Engagement appointed with recent expansion.</li> </ul>	<ul style="list-style-type: none"> <li>The Principal Environment IPC is the key contact at the Operation for the management of complaints. The Principal Land Management is the key contact for external stakeholder enquiries.</li> <li>The site General Manager maintains existing relationships with neighbouring landholders.</li> <li>All concerns and issues received during the reporting period were responded to in a timely and consistent manner.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>

# 3. Community and stakeholder engagement

**Table 3.** Community and stakeholder engagement commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies. An Operation community contact phone number for the purpose of receiving complaints and enquiries from stakeholders will be provided. Stanmore's website provides the community with up-to-date information on the Operation and its activities.	<ul style="list-style-type: none"> <li>Number of community complaints and enquiries received.</li> </ul>
The SIMP includes a monitoring framework which details the KPIs to be used to measure the Operation's success in meeting the actions sought for each key impact and/or benefit area over the life of the Operation.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Stakeholder feedback will be incorporated into the ongoing implementation and monitoring of SIMP actions.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
The SIMP would also be reviewed regularly to assess the effectiveness and relevancy of the overall SIMP. Stanmore will review, and if necessary revise, the SIMP every three years throughout the Operation life. The SIMP may be reviewed and revised within a shorter period of time should Stanmore consider the amendment of the SIMP necessary.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Future stakeholder engagement and consultation activities will be undertaken by the Proponent with the stakeholders identified in Chapter 3, and any other stakeholders who may be identified. This will include statutory consultation and other consultation methods as described in Chapter 3.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
The Proponent will develop information on the types of skills required for construction and operation, and the means by which people can obtain those skills. The Proponent will continue to consult with identified stakeholders.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Details of all engagement and consultation activities undertaken and feedback provided will be recorded in a stakeholder management system.	<ul style="list-style-type: none"> <li>N/A</li> </ul>



	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Complaints process and incident register recorded two complaints for the reporting period.</li> <li>A Community Contact hotline is made available to stakeholders and the community via the Stanmore website and enquiries are submitted via a dedicated email address. Community and stakeholders are regularly kept informed of Project activities via the Stanmore website.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period and promptly addressed by senior site staff and recorded in Consultation Manager.</li> <li>During the period, 10 enquiries were received by the community.</li> <li>Complaints and enquiries were provided by the hotline phone number and the enquiry form available on the website.</li> </ul>
	<ul style="list-style-type: none"> <li>Risk assessment and table of reporting accountabilities was published with the SIMP and informs this report.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> <li>We have received no stakeholder feedback to amend SIMP.</li> </ul>
	<ul style="list-style-type: none"> <li>The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum.</li> </ul>	<ul style="list-style-type: none"> <li>The three-year review of the SIMP is due in 2024.</li> </ul>	<ul style="list-style-type: none"> <li>SIMP Review is in draft and awaiting finalisation.</li> <li>Isaac Downs Extension project is expected to include a significant community impact assessment, with updates to the plan.</li> </ul>
	<ul style="list-style-type: none"> <li>The recent acquisition of Poitrel and South Walker Creek has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and regular.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore has expanded operations and the additional sites include operating models for both contract and owner-operated mining. Synergies are already identified and are being applied to support development of skilled personnel.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore has drafted an updated Community Stakeholder and Engagement Plan which supports all sites, and includes tools for recording and reporting community consultation.</li> </ul>	<ul style="list-style-type: none"> <li>We established a Consultation Manager system during the reporting period to record all engagement and consultation activities.</li> </ul>	<ul style="list-style-type: none"> <li>Details of all ongoing engagement and consultation activities have been recorded in Consultation Manager.</li> </ul>

# 3. Community and stakeholder engagement

**Table 3.** Community and stakeholder engagement commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
All data collated will be used to generate reports according to a range of fields. The generation of these reports will assist the Operation team to track work performance, the types of issues affecting the community and key areas of impact.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
A report will be prepared prior to Operation commencement to detail stakeholder engagement and consultation undertaken during the Operation planning phase.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
The ongoing analysis of all data recorded in the stakeholder management system will be used to identify and track emerging issues and changes in stakeholder perceptions.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
All issues, or potential issues, relating to key stakeholders or community members will be reported to the Proponent's senior management immediately, who will then work with key Operation staff to assess the issue, determine the potential implications and assign appropriate responses.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
The Proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison. The Operation will be supported by an officer who will provide a contact point for the community and stakeholders, and be available to receive and respond to complaints.	<ul style="list-style-type: none"> <li>N/A</li> </ul>
Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies.	<ul style="list-style-type: none"> <li>Number of community complaints and enquiries received.</li> </ul>
An Operation community contact phone number, for the purpose of receiving complaints and enquiries from stakeholders, will be provided.	<ul style="list-style-type: none"> <li>Number of community complaints and enquiries received.</li> </ul>



	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Stakeholder reporting continues to inform the project team of progress against the plan. A data transfer is progressing to update project and site reporting capabilities.</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder reporting through Consultation Manager continues to inform the site team regarding progress against the plan, in addition to the types of issues affecting the community and key areas of impact.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>The Project Community Stakeholder and Engagement Plan is one of the key inputs to this report and is available on the company website.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>The recent acquisition has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and regular.</li> </ul>	<ul style="list-style-type: none"> <li>Data recorded in Consultation Manager throughout the reporting period was analysed to identify and track emerging issues and changes in stakeholder perceptions.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>The two concerns identified were managed by senior staff, and continue to be monitored by the Site SSE and Project Manager.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> <li>All complaints and enquiries were reported to senior site staff and senior company staff.</li> </ul>
	<ul style="list-style-type: none"> <li>The recent acquisition of Poitrel and South Walker Creek has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and regular, and fall under the oversight of the General Manager Growth and Sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> <li>The Principal Environment and Community IPC is the key contact at the Operation for the management of complaints.</li> <li>The Principal Land Management is the key contact for external stakeholder enquiries.</li> <li>The site General Manager maintains existing relationships with neighbouring landholders.</li> </ul>
	<ul style="list-style-type: none"> <li>Project Manager and Principal Environment shared the role of receiving and actioning improvements.</li> <li>Principal External Engagement appointed with recent expansion.</li> </ul>	<ul style="list-style-type: none"> <li>The Principal Environment and Community IPC is the key contact at the Operation for the management of complaints. The Principal Land Management is the key contact for external stakeholder enquiries.</li> <li>The site General Manager, Mining Manager and Environmental team maintains existing relationships with neighbouring landholders.</li> <li>All concerns and issues received during the reporting period were responded to in a timely and consistent manner.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>The Community Stakeholder Engagement Plan publishes the Community Contact hotline and procedure for the Project and Stanmore operational sites.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>

# 3. Community and stakeholder engagement

## CASE STUDY

### Educators Gaining Real-World Insight: Moranbah Teachers Tour Stanmore Resources' Mining Operations

**For several years, Stanmore Resources has hosted an exclusive mine tour for Moranbah teachers, school staff, and their partners as part of its Community Engagement Program. The initiative provides local educators with firsthand insight into the mining industry, fostering a deeper understanding of the sector that shapes their community and the lives of many students' families.**

Located just 20 minutes from Moranbah, Isaac Plains and Isaac Downs served as the backdrop for this immersive experience, offering teachers a rare opportunity to explore a real-life open-cut coal mine and witness Stanmore's extensive rehabilitation efforts. Participants are guided through key areas, including the Coal Handling and Preparation Plant (CHPP), rehabilitated areas, the dragline and the active mining area at Isaac Downs, allowing them to see the full lifecycle of mining operations.

Beyond the tour, teachers also played a hands-on role in mine site rehabilitation, growing seedlings to support the regeneration of former mining areas. This practical experience highlighted the environmental responsibility embedded within modern mining practices.

The tour has proven to be an invaluable educational tool, enabling teachers to build stronger connections with their students by gaining a better understanding of the industry that sustains many local families.

Through initiatives like this, Stanmore Resources continues to strengthen ties with the community, promote industry awareness, and demonstrate its commitment to environmental stewardship and education.





## CASE STUDY

# Growing a Greener Future: Moranbah Students Support Mine Rehabilitation

Following Stanmore Resources' teacher mine tour, students from Moranbah East State School (Class 2B) and Moranbah State School took part in a hands-on environmental initiative, growing seedlings for the mine's rehabilitation program.

The activity, which aligns with the students' Living Things science curriculum, saw them planting seeds of native species such as Butterfly Pea, Sabi Grass, and River She-Oaks. Stanmore Resources provided the seeds, potting mix, and equipment, reinforcing its commitment to leaving a positive legacy in the regions where it operates.

By engaging young minds in environmental restoration, Stanmore Resources continues to foster community involvement in sustainable mining practices and nurture the next generation of environmental stewards.





## 4. Workforce management

The recruitment strategy for the Operation aims to maximise local employment through the consideration of applicants based on their residential location or potential location as follows:

- the 'local' towns of Moranbah, Dysart, Nebo and Coppabella
- nearby regional communities within a 125km radius from the Operation entrance
- the Isaac region as per the Isaac Regional Council Local Government Area (LGA)
- the Mackay-Whitsunday region
- the state of Queensland.

It also aims to support meaningful employment pathways, including opportunities for young people and First Nations workers.



Inspections of the Hydropanel System at Isaac Plains Complex



Mental Health First Aid Training for Isaac Plains Complex team.



## 4.1 Local employment and job creation

Throughout the reporting period, four new Stanmore jobs were created as a result of the Operation, bringing the total number of Stanmore employees to 45, with more than 20% of these local workers. The four new roles created by the Operation in this period included:

- Operations Technology Supervisor
- Senior Mining Engineer
- Senior Processing Engineer
- Warehouse Operator.

The operation also supported a Geology Vacation Student in June 2024, providing camp accommodation, transport and flights to support this role within our Geology team.

**Table 4** outlines the workforce profile of the Operation during the reporting period, including portion of local workers, portion of new local workers, portion of Fly In Fly Out (FIFO) workers and portion of Drive In Drive Out (DIDO)/Bus In Bus Out (BIBO) workers.

## 4.2 Commitment implementation outcomes for workforce management

The key potential impacts associated with workforce management as identified in the SIMP include:

- labour/skills shortages for other local employers due to excess demand contributed to by the Operation
- loss of employment opportunities and associated redundancies following the conclusion of operations
- the wellbeing of members of the workforce affected through employment conditions, shift scheduling, accommodation and work stress.

**Table 5** details the outcomes/results following the implementation of the workforce management commitments made by Stanmore in the SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.

**Table 4.** Workforce profile (July 2023 to June 2024)

Workforce	Total workforce			Portion of local workers	Portion of new local workers	Portion of FIFO workers	Portion of DIDO/BIBO workers
	Employees	Contractors	Total				
Stanmore workforce	45	NA	45	20%	6.7%	24.4%	55.6 %
Stanmore workforce – First Nations	0	NA	0	0%	0%	0%	0%
Supplier workforce	415	39	454	9.2%	0.9%	12.3%	78.5%
Supplier workforce – First Nations	18	1	19	21.1%	0%	31.6%	47.4%

# 4. Workforce management

**Table 5.** Workforce management commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
<b>Prioritise and maximise local employment</b>	
<p>The recruitment hierarchy is:</p> <ul style="list-style-type: none"> <li>the 'local' towns of Moranbah, Dysart, Nebo and Coppabella</li> <li>nearby regional communities within 125km radius from the Operation entrance</li> <li>the Isaac region as per the Isaac Regional Council LGA</li> <li>the Mackay-Whitsunday region</li> <li>the state of Queensland.</li> </ul> <p>The scheduling of recruitment will be staggered in accordance with the recruitment hierarchy – administrative costs associated with this approach will be met by the Proponent.</p> <p>Employment opportunities are dispersed to local community groups through online sources and in physical locations to allow local access.</p> <p>Job positions are advertised through online media such as community Facebook pages and company website etc.</p>	<p>Number of employees residing in:</p> <ul style="list-style-type: none"> <li>local towns</li> <li>nearby regional communities</li> <li>Isaac region</li> <li>Mackay-Whitsunday region</li> <li>state of Queensland.</li> </ul>
<p>Financial contribution of up to \$55,000 per year for the life of the Operation to improve availability of childcare services in partnership with Isaac Regional Council and/or other relevant parties.</p>	<ul style="list-style-type: none"> <li>Record of financial contribution.</li> </ul>



	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Recruitment has been undertaken in accordance with Stanmore's recruitment hierarchy process to ensure local job opportunities are prioritised.</li> </ul>	<ul style="list-style-type: none"> <li>Recruitment during the period aimed to source as many candidates as possible from the local region. Of the 36 new hires, 14% were from the Moranbah area, 14% from the Isaac region, 60% from Mackay and 14% from Brisbane.</li> <li>Job opportunities for the Operation were regularly advertised via Seek, the Stanmore website, current employee referrals and labour hire in the local area.</li> </ul>	<ul style="list-style-type: none"> <li>Recruitment for our four new positions during the period was aimed at existing contractors and seeking candidates from the local region.</li> </ul>
	<ul style="list-style-type: none"> <li>Recruitment has been undertaken in accordance with Stanmore's recruitment hierarchy process to ensure local job opportunities are prioritised.</li> </ul>		
	<ul style="list-style-type: none"> <li>Complete</li> </ul>		<ul style="list-style-type: none"> <li>Job opportunities for the Operation were regularly advertised via Seek, the Stanmore website, current employee referrals and labour hire agencies in the local area.</li> </ul>
	<ul style="list-style-type: none"> <li>Job opportunities for the Project are regularly advertised via Seek and Stanmore's LinkedIn page.</li> </ul>		
	<ul style="list-style-type: none"> <li>Expressions of Interest have been distributed with payments to be made to childcare services in this calendar year.</li> </ul>	<ul style="list-style-type: none"> <li>Following the Expressions of Interest process, we continued engagement with existing local childcare providers and potential childcare developers in Moranbah regarding effective support options.</li> <li>We are currently considering various support options, including agreements to commit to 5-10 years of support.</li> </ul>	<ul style="list-style-type: none"> <li>Discussions remain positive with a local childcare employment provider, and we look forward to formalising our support in the near future.</li> </ul>

## 4. Workforce management

**Table 5.** Workforce management commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
Execution of a Mining Lease Consent Agreement, inclusive of a (non-binding) employment target of 5% of the operational workforce and two Barada Barna People invited to participate in a mine induction training programme for each year of construction and operation.	<ul style="list-style-type: none"><li>• Number of First Nations people directly employed by the Operation.</li><li>• The target for First Nations employment is 5%, which is based on the percentage of employees at the sister mine site (Isaac Plains Mine), who had nominated as Aboriginal and Torres Strait Islander during the employment process.</li><li>• This target is also based on research around the number of First Nations people residing in the local project area, available via ABS 2016 Census data.</li><li>• This target will be reviewed and redefined (as appropriate) as part of the SIMR, and through ongoing collaboration and consultation with the Barada Barna Aboriginal Corporation.</li><li>• Amount (\$) spent on cultural heritage surveys.</li></ul>
The Proponent funds Indigenous cultural heritage surveys by the Barada Barna for the Operation in accordance with the executed Cultural Heritage Management Plan (CHMP).	
Development of a RAP which outlines Stanmore’s ongoing commitment to the creation of employment and other opportunities for First Nations people.	
Maintain a stable and skilled long-term workforce	
The Proponent will maintain as many of the existing core operations workforce of 220 employees (160 Isaac Plains operations and 60 Isaac Plains Mine Infrastructure) through to completion.	<ul style="list-style-type: none"><li>• Number of contract workforce who are permanent employees.</li></ul>
Invest in the ‘Live Local’ Program to encourage members of the workforce to live locally. The commitment currently equates to subsidising housing costs up to \$12,480 per worker annually. There will be no cap applied to the number of employees able to access the ‘Live Local’ Program.	<ul style="list-style-type: none"><li>• Number of employees who transition to local residency.</li></ul>
The Proponent will work with the Principal Contractor to maximise the proportion of the operations workforce who are in salary-supported positions rather than on casual contracts.	<ul style="list-style-type: none"><li>• Annual employee retention rate.</li></ul>
The Proponent is committed to working with the Principal Contractor to provide ongoing training and skills development for the workforce.	

	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>A total of 15 First Nations peoples are directly employed on the Project.</li> <li>Stanmore has engaged the Principal Contractor to establish mine operations traineeships. Two Barada Barna traineeships have been executed during the reporting period to develop participants' skills and experience in various operational areas.</li> </ul>	<ul style="list-style-type: none"> <li>Nine First Nations peoples were directly employed by the Operation during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>During the reporting period, there were 19 First Nations peoples directly employed across our employee and contractor workforce.</li> </ul>
	<ul style="list-style-type: none"> <li>Updates are underway for data collection. Tracking to include persons identifying as having Barada Barna heritage.</li> </ul>	<ul style="list-style-type: none"> <li>No areas of the operational footprint required cultural heritage surveys during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>Engagement with Barada Barna includes employment, education and economic development.</li> <li>Traineeship and employment opportunities extended to Stanmore roles on 'owner operated' sites.</li> <li>Stanmore's RAP process has commenced in partnership with the Barada Barna and is anticipated to be registered in February 2023 following amendments due to the acquisition of Poitrel, South Walker Creek and the Wards Well project.</li> </ul>	<ul style="list-style-type: none"> <li>Our RAP was formally endorsed on 17 August 2023 and published on the Reconciliation Australia website.</li> </ul>	<ul style="list-style-type: none"> <li>The RAP Working Group continues to operate across our three Stanmore operations. Four cultural awareness sessions were run with frontline supervisors and staff at Isaac Plains Complex, and we were a Gold Sponsor for the NAIDOC celebrations in Moranbah and Coppabella along with all sites hosting events.</li> </ul>
	<ul style="list-style-type: none"> <li>Principal Contractor to provide a people and diversity policy.</li> </ul>	<ul style="list-style-type: none"> <li>Of the 669 contract workers, more than 70% were permanent employees during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>Of the contracting companies surveyed, over 97% of employees were reported as permanent.</li> </ul>
	<ul style="list-style-type: none"> <li>Incentives in place for living local. The drivers for residency include opportunities for family members (childcare, education, sports and health facilities).</li> </ul>	<ul style="list-style-type: none"> <li>We continued to work with the new Principal Contractor to deliver the 'Live Local' Program to the contract workforce.</li> </ul>	<ul style="list-style-type: none"> <li>We now have 18 Principal Contractor employees accessing our 'Live Local' program for subsidised rent.</li> </ul>
	<ul style="list-style-type: none"> <li>90% retention rate indicated for existing contract. Stanmore is incentivising employee retention with the Principal Contractor.</li> <li>Onboarding new Principal Contractor and training initiatives were adopted immediately.</li> </ul>	<ul style="list-style-type: none"> <li>The retention rate for the contractor workforce ranged from 62% to 100% with a median retention rate of 94%.</li> </ul>	<ul style="list-style-type: none"> <li>The retention rate for the contractor workforce surveyed ranged from 82% to 100% with an average retention rate of 94.89%.</li> <li>The proponent has continued to work with the Principal Contractor and other contractors to identify opportunities to improve recruitment and retention within the workforce.</li> </ul>



# 4. Workforce management

Table 5. Workforce management commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
Access to equal employment opportunities for members of local and regional communities	
The Proponent is committed to developing an Equal Employment Opportunity (EEO) Policy which will apply to all employment aspects of the Operation and will be based on Stanmore’s existing EEO Policy.	<ul style="list-style-type: none"><li>• Number of complaints received regarding lack of equal employment opportunities.</li></ul>
The Proponent is committed to applying the EEO Policy in accordance with applicable regulations.	<ul style="list-style-type: none"><li>• Number of complaints received regarding equal employment opportunities.</li></ul>
No job opportunities will be advertised as a FIFO-only position.	

	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>• Nil complaints. EEO Policy under review due to Poitrel and South Walker Creek acquisitions and range of operating models</li> <li>• Variation to contract taking place to ensure Principal Contractor can deliver Live Local.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to lack of equal employment opportunities.</li> <li>• EEO Compliance Training was rolled out to all employees by December 2023.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to lack of equal employment opportunities.</li> <li>• EEO Compliance Training completed with Stanmore Employees in December 2023.</li> </ul>
	<ul style="list-style-type: none"> <li>• Nil complaints.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to lack of equal employment opportunities.</li> <li>• As outlined in the Stanmore Code of Conduct, we are an equal opportunity employer and are committed to ensuring that all candidates for employment are not unlawfully discriminated against in line with the applicable employment law throughout the advertising, interview and selection processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to lack of equal employment opportunities.</li> <li>• As outlined in the Stanmore Code of Conduct, we are an equal opportunity employer and are committed to ensuring that all candidates for employment are not unlawfully discriminated against in line with the applicable employment law throughout the advertising, interview and selection processes.</li> </ul>
	<ul style="list-style-type: none"> <li>• Local roles prioritised and flexible conditions applied according to role.</li> </ul>	<ul style="list-style-type: none"> <li>• Positions were advertised as 'residential' or 'DIDO'. Roles were only advertised as 'FIFO' if they were specialised and we were unable to recruit local candidates.</li> </ul>	<ul style="list-style-type: none"> <li>• As per Year 2.</li> </ul>

## 4. Workforce management

**Table 5.** Workforce management commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
<b>Minimise economic hardships for affected employees and their households due to loss of employment opportunities and associated redundancies following the conclusion of operations</b>	
Preparation and implementation of a PRCP.	<ul style="list-style-type: none"> <li>Establishment of the PRCP.</li> <li>Number of employee complaints received regarding mine closure management.</li> <li>Number of employees redeployed to other Proponent-operated projects.</li> </ul>
Assist with transition from the Operation to Isaac Plains Mine.	
The Proponent is committed to providing workers with advanced notice as to the conclusion of operations.	
The Proponent is committed to engaging with employees regarding potential impacts and identify strategies to avoid economic impact for those affected.	
The Proponent will attempt to redeploy workers to other proponent-operated projects.	
<b>Improve skills and capacity of local and regional communities and existing workforce through providing training and development initiatives</b>	
The Proponent will work with the Principal Contractor to maximise the proportion of the operations workforce who are in salary-supported positions rather than on casual contracts.	<ul style="list-style-type: none"> <li>Annual employee retention rate.</li> </ul>
The Proponent is committed to working with the Principal Contractor to provide ongoing training and skills development for the workforce.	



Outcomes/results – Year 1 (Reporting period August 2021–June 2022)		Outcomes/results – Year 2 (Reporting period July 2022–June 2023)		Outcomes/results – Year 3 (Reporting period July 2023–June 2024)	
	<ul style="list-style-type: none"> <li>Planning has commenced.</li> </ul>		<ul style="list-style-type: none"> <li>The PRCP for the Operation was submitted during the reporting period and the application is currently with DETSI for a decision.</li> </ul>		<ul style="list-style-type: none"> <li>The PRCP for Isaac Downs was approved on 24 September 2024 and is now in operation.</li> </ul>
	<ul style="list-style-type: none"> <li>Nil.</li> </ul>		<ul style="list-style-type: none"> <li>Nil complaints were received regarding mine closure management during the reporting period.</li> </ul>		<ul style="list-style-type: none"> <li>No employee complaints were received regarding mine closure management.</li> </ul>
	<ul style="list-style-type: none"> <li>A range of opportunities are available due to additional operations and projects acquired.</li> </ul>		<ul style="list-style-type: none"> <li>Nil employees were redeployed to other Stanmore operations during the reporting period.</li> </ul>		
	<ul style="list-style-type: none"> <li>A range of opportunities are available due to additional operations and projects acquired.</li> </ul>				
	<ul style="list-style-type: none"> <li>As the Project involves the transition of the workforce from Isaac Plains Mine and Isaac Plains East to the Project, Stanmore expects a small net increase in the number of workers required during the life of the operation.</li> <li>The end of the construction phase has coincided with the Poitrel and South Walker Creek acquisitions, and Stanmore is updating its workforce plan to identify synergies from the operating models at each site.</li> </ul>				
	<ul style="list-style-type: none"> <li>Permanent workforce for key contractors is prioritised.</li> </ul>		<ul style="list-style-type: none"> <li>The retention rate for the contractor workforce ranged from 62% to 100% with a median retention rate of 94%.</li> </ul>		<ul style="list-style-type: none"> <li>The retention rate for the contractor workforce surveyed ranged from 82% to 100%, with an average retention rate of 94.89%.</li> <li>The proponent has continued to work with the Principal Contractor and other contractors to identify opportunities to improve recruitment and retention within the workforce.</li> </ul>
	<ul style="list-style-type: none"> <li>Onboarding new Principal Contractor and training initiatives were adopted immediately.</li> </ul>				<ul style="list-style-type: none"> <li>Cooperation continues between Stanmore and the Principal Contractor across all safety and health training requirements.</li> </ul>

## 4. Workforce management

**Table 5.** Workforce management commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
The Proponent is committed to providing an annual financial contribution of \$10,000/year to fund local youth development programs through the Moranbah Youth and Community Centre (MYCC).	<ul style="list-style-type: none"> <li>Record of annual financial contribution</li> <li>Number of youth intervention initiatives supported by Stanmore.</li> </ul>
The Proponent will undertake ongoing consultation with local educational institutions, training groups and government agencies to identify potential concerns and employment opportunities.	<ul style="list-style-type: none"> <li>Number of engagement activities held with educational institutions, training groups and government agencies.</li> </ul>
<b>Support the health and wellbeing of the workforce and their families</b>	
The Proponent is committed to implementing the swipe-on/swipe-off system and continuing to improve fatigue management training for workers.	<ul style="list-style-type: none"> <li>Number and type of fatigue-related workplace health and safety incidents.</li> </ul>
The Proponent will implement mandatory drug and alcohol testing, and improve the testing systems.	<ul style="list-style-type: none"> <li>Number of random drug and alcohol tests undertaken.</li> </ul>
The Proponent is committed to providing on-site medical and first-aid facilities for workers.	<ul style="list-style-type: none"> <li>Availability of on-site medical and first-aid facilities.</li> </ul>
The Proponent is committed to engaging with camp accommodation providers to provide high-quality workforce accommodation.	<ul style="list-style-type: none"> <li>Number and type of workforce health programs provided to WAV-based employees.</li> </ul>

	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Stanmore has engaged local providers and requested for nominated projects to allow an equitable distribution of the nominated funds. MYCC is fully tasked and has requested Stanmore identify initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement efforts to date have not yielded any suitable youth development program funding opportunities.</li> <li>We are considering applying a similar approach to youth development program funding as is successfully used for the Stanmore Resources Community Grants Program.</li> <li>We are also considering amalgamating the financial contribution commitment for several years, should a suitable youth program be identified.</li> </ul>	<ul style="list-style-type: none"> <li>A partnership has been established with the Oasis Life Youth Program in Moranbah to assist with running costs and program enhancements for the weekly youth program for Years 7–12.</li> </ul>
	<ul style="list-style-type: none"> <li>Routine engagement with Council.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with Isaac Regional Council was ongoing throughout the reporting period on topics including housing, childcare, mine rehabilitation and sustainability opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>No fatigue-related workplace health and safety incidents recorded.</li> </ul>	<ul style="list-style-type: none"> <li>No fatigue-related workplace health and safety incidents were recorded during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>On average, 394 drug tests were completed per month. Stanmore's swipe-on/off-system allows for all employees to be breath tested every morning. The monthly average during the reporting period was 6,650.</li> </ul>	<ul style="list-style-type: none"> <li>Our site access system enabled all coal mine workers to be breath tested every shift, averaging more than 7,000 tests per month.</li> <li>Random drug tests were also conducted, averaging 290 tests per month.</li> </ul>	<ul style="list-style-type: none"> <li>The Site Access System ensures 100% mandatory breath tests each time a coal mine worker swipes onto site. This system recorded on average 7,955 tests per month. In the reporting period, there were 5,791 drug tests performed, representing about 6% of persons entering the site.</li> </ul>
	<ul style="list-style-type: none"> <li>Complete.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>Accommodation providers engaged to ensure standards are delivered.</li> <li>COVID-19 protocols work priorities messaging and gym programs promoted, and Stanmore engaged with WAV service providers on a regular basis to ensure standards were achieved.</li> </ul>	<ul style="list-style-type: none"> <li>All WAV-based employees were provided access to on-site gym facilities, healthy eating programs, and health and lifestyle coordinators.</li> <li>IPC employees and contractors not living in WAV accommodation were also provided access to gym memberships.</li> <li>Free access to Isaac Regional Council's Moranbah swimming pool was provided to Stanmore employees at other operational sites in the area, as part of a dual gym and pool membership program.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>



## 4. Workforce management

**Table 5.** Workforce management commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
The Proponent is committed to providing an annual financial contribution of \$10,000/year to support employees and families through mental health and suicide prevention programs.	
The Proponent is committed to ongoing consultation and collaboration with police, camp accommodation providers and other stakeholders to identify and address any antisocial or disruptive workforce behaviour in local communities.	<ul style="list-style-type: none"> <li>• Number of complaints received regarding workforce behaviour.</li> </ul>
The Proponent will comply with all relevant health and safety legislation.	<ul style="list-style-type: none"> <li>• Number and type of safety training initiatives delivered.</li> <li>• Number and type of workplace health and safety incidents.</li> </ul>
The Proponent is committed to the rollout of the safety training program already in place at Isaac Plains Mine.	
The Proponent is committed to the provision of on-site first aid and medical facilities, as established at Isaac Plains Mine.	
The Proponent (or its Principal Contractor) will provide a dedicated Site Senior Executive (SSE), responsible for safety on site.	
The Proponent is committed to exploring flexible work arrangements, such as job sharing, to enable improved work/family balance for local employees.	<ul style="list-style-type: none"> <li>• Number of employees in flexible work arrangements.</li> </ul>

	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Expressions of Interest have been distributed with payments to be made in this calendar year to local mental health and suicide prevention programs.</li> </ul>	<ul style="list-style-type: none"> <li>During the reporting period, we invested \$32,000 in mental health first aid training programs, with 95 employees and contractors having completed the training.</li> </ul>	<ul style="list-style-type: none"> <li>In 2023–24, Stanmore invested \$74,376 in our quarterly Mental Health First Aid Training for 61 coal mine workers.</li> </ul>
	<ul style="list-style-type: none"> <li>Nil.</li> </ul>	<ul style="list-style-type: none"> <li>Nil complaints were received during the reporting period in relation to workforce behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>One complaint was received during the reporting period in relation to workforce behaviour.</li> </ul>
	<ul style="list-style-type: none"> <li>43 training initiatives were delivered, comprising Mining Inductions, Standard 11 and Emergency Response Team (ERT).</li> <li>142 events were reported including First Aid Injury (FAI), Procedural Breach, Environmental Impact, Equipment Damage, Near Hit, Report Only, High Potential Injury (HPI), Lost Time Injury (LTI) and Restricted Work Injury (RWI).</li> </ul>	<ul style="list-style-type: none"> <li>A total of 149 incidents were recorded during the reporting period, including FAI, Procedural Breach, Environmental Impact, Equipment Damage, Near Hit, Report Only, HPI and Medical Treatment Injury (MTI).</li> </ul>	<ul style="list-style-type: none"> <li>A total of 225 incidents were recorded during the reporting period. This included First Aid Injury (FAI), Procedural Breach, Environmental Impact, Equipment Damage, Near Miss, Report Only, HPI MTI.</li> </ul>
	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>Complete</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore appointed SSE</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 2.</li> </ul>
	<ul style="list-style-type: none"> <li>Less than 10% of workers in flexible work arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>We continued to offer flexible work arrangements where possible throughout the reporting period, with one permanent team member on a part-time/flexible work arrangement.</li> </ul>	<ul style="list-style-type: none"> <li>In January 2024, all site-based Monday–Friday Stanmore Employees at IPC were offered the option of a nine-day fortnight.</li> <li>Currently no permanent employees are part time, and, of the contracting companies surveyed, there are six employees who had formal flexible work arrangements. Also, it is pertinent to note that all employees (where operationally possible) have access to flexible work arrangements to cater for family and health requirements.</li> </ul>

# 5. Housing and accommodation

During the previous reporting period, no additional housing was purchased. During the current reporting period, three properties (two duplexes and one triplex located in Moranbah) were purchased by Stanmore as part of the Eagle Downs acquisition.

At the time of reporting, Stanmore owns a total of 11 properties, comprised of seven houses, one unit, two duplexes and one triplex. We also rent six units and four houses for employee accommodation.

Importantly, we offer employees and contractors choice of housing, including housing allowance and rental subsidies ('Live Local' Program) across a range of housing arrangements. We acknowledge housing and accommodation is a continually evolving aspect of mine operations, and we remain responsive and receptive to individual needs.

During the reporting period, we provided employees access to nine Moranbah rental properties through various local real estate agencies, totalling approximately \$667,000 in rental payments. Accommodation village rooms were also provided to workers – approximately 50 at Moranbah and 350 at Coppabella.

Stanmore continued consultation with IRC regarding construction of additional housing in Moranbah during 2023–24. Currently, Stanmore is in the process of purchasing vacant land in Moranbah and is progressing a development application for construction of new accommodation.

## 5.1 Commitment implementation outcomes for housing and accommodation

The key potential impacts associated with housing and accommodation as identified in the SIMP include:

- potential insufficient existing services, infrastructure and utilities to meet the needs of the workforce without appropriate planning and development, resulting in reduced availability for existing residents
- increased housing and accommodation demand due to the influx of the construction workforce
- longer-term rental and open-market housing shortages and price inflation due to increased demand generated by an influx of operational workforce
- economic hardship for lower-income rental market tenants who have less capacity to cope with increased housing expenses, which may result in increased demand on social welfare and out-migration to lower-cost communities.

**Table 6** details the outcomes/results following the implementation of the housing and accommodation commitments made by Stanmore in the SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.



## CASE STUDY

# A Sign of Progress: Coppabella State School's Journey with Stanmore Resources

Coppabella State School is a cornerstone of its vibrant community, fostering education, connection and cultural enrichment. In 2023, with support from the Stanmore Resources Community Grant Program, the school undertook two transformative projects funded through Rounds 1 and 2, enhancing both its campus and community impact.

In Round 1, a \$3,000 grant contributed to the installation of a new school sign, improving visibility, communication and connection with families and visitors.

In Round 2, a \$5,000 grant supported the creation of a culturally inclusive mural and painted totem poles in the ANZAC Memorial Garden. These installations celebrate diversity, honour, service and sacrifice, and serve as lasting symbols of unity and pride.

Together, these projects have enriched the school environment and strengthened community ties. With Stanmore Resources' support, Coppabella State School has created meaningful spaces and resources that will inspire and connect for years to come – a testament to the power of community-driven investment.



# 5. Housing and accommodation

**Table 6.** Housing and accommodation commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
<b>Minimising affordability and availability impacts on housing and accommodation in local and regional communities</b>	
Increase availability of affordable housing by way of a contribution commensurate with the estimated impact of the Operation (approximately equates to provision of one additional unit of affordable accommodation in Moranbah).	<ul style="list-style-type: none"> <li>Record of financial contribution for the provision of additional unit of affordable housing.</li> </ul>
The Proponent will fund the development of up to six additional houses in Moranbah through a funding arrangement (e.g. guaranteed annual rental contribution) to one or more developers; with an estimated value of \$4,000,000 made up of the building cost and associated interest/finance costs, over the Operation life. Refer to Chapter 18 for details on the proposed timing of housing construction.	<ul style="list-style-type: none"> <li>Completion of tranche 1, tranche 2 and tranche 3 of housing construction.</li> </ul>

<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
<ul style="list-style-type: none"> <li>Engaged IAHT regarding contribution. A building provision is preferred and payment is planned for September 2022.</li> </ul>	<ul style="list-style-type: none"> <li>A payment of \$250,000 was contributed to the IAHT in December 2022.</li> </ul>	<ul style="list-style-type: none"> <li>Complete.</li> </ul>
<ul style="list-style-type: none"> <li>Stanmore purchased an additional eight houses in Moranbah for employees living locally. The real estate market has more than 130 houses listed for sale and no residential development is progressing due to supply chain issues impacting availability of building materials. Stanmore will continue to engage with developers and Isaac Regional Council to maintain a housing pool that ensures the locally based proportion of the Project workforce does not contribute to an elevated housing demand.</li> </ul>	<ul style="list-style-type: none"> <li>We provided employees access to 11 Moranbah rental properties through various local real estate agencies and totalling approximately \$400,000 in rental payments.</li> <li>Accommodation village rooms were also provided for workers – approximately 50 at Moranbah and 230 at Coppabella.</li> <li>Engagement with Isaac Regional Council regarding housing was ongoing throughout the reporting period. We continue to work on effective housing options, engaging a town planning consultant and holding pre-lodgement discussions with Isaac Regional Council.</li> <li>A model to progress preferred options to building design and approvals stage has been developed.</li> <li>We also attended the Mackay Whitsunday Isaac Housing Summit in August 2023, where the regional housing needs and the role of resource proponents in housing were discussed.</li> </ul>	<ul style="list-style-type: none"> <li>In 2023–24 Stanmore purchased an additional three properties (two duplexes and one triplex) as part of the Eagle Downs acquisition. The additional properties bring the total number of properties owned by Stanmore in Moranbah to 11, comprising seven houses, one unit, two duplexes and one triplex. Stanmore also rent six units and four houses in Moranbah for employee accommodation.</li> <li>Stanmore also provided housing support to employees through access to nine Moranbah rental properties rented through various local real estate agencies, totalling approximately \$667,000 in rental payments.</li> <li>Accommodation village rooms are also provided for IPC workers – approximately 50 rooms at Moranbah and 350 at Coppabella.</li> <li>Stanmore continued consultation with IRC regarding construction of additional housing in Moranbah during 2023–24. Currently, Stanmore is in the process of purchasing vacant land in Moranbah and is progressing a development application for construction of new accommodation.</li> </ul>

# 5. Housing and accommodation

**Table 6.** Housing and accommodation commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
<b>Minimise project effects on the local housing market</b>	
The Proponent is committed to maximising local employment through applying the recruitment hierarchy.	<ul style="list-style-type: none"> <li>Number of residents employed.</li> </ul>
Employment opportunities are disseminated to local communities through online and local media.	
The Proponent is committed to actively engaging and collaborating with the Isaac Regional Council and other stakeholders with respect to housing and accommodation impacts.	<ul style="list-style-type: none"> <li>Number of engagement activities with Isaac Regional Council and other housing-related stakeholders.</li> </ul>
The Proponent is committed to providing support to members of the workforce seeking to move to local communities through providing connections to the highest quality local advice and support networks.	<ul style="list-style-type: none"> <li>Number of employees who take up the 'Live Local' Program.</li> </ul>



	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Nine houses leased locally for Stanmore staff (Isaac Complex).</li> <li>20 employees of the Principal Contractor receive the 'Live Local' Initiative allowance.</li> </ul>	<ul style="list-style-type: none"> <li>The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers.</li> </ul>	<ul style="list-style-type: none"> <li>Nine houses were leased locally.</li> <li>Stanmore continues to work with the Principal Contractor and now has 18 Principal Contractor employees accessing the 'Live Local' Program. We have six other contractors also accessing this program (directly contracted through Stanmore).</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore uses Seek to standardise the advertisement of vacancies. Stanmore staff and hiring managers routinely use LinkedIn to promote roles locally.</li> <li>Traditional Owner groups have a central point of contact for responding to job advertisements.</li> </ul>	<ul style="list-style-type: none"> <li>Job opportunities for the Operation were regularly advertised via Seek, the Stanmore website, current employee referrals and labour hire in the local area.</li> </ul>	<ul style="list-style-type: none"> <li>We conducted extended advertising and recruitment campaigns for professional staff.</li> </ul>
	<ul style="list-style-type: none"> <li>Consultation with Isaac Regional Council in June 2022.</li> <li>Eight houses purchased in May 2022.</li> <li>Stanmore housing pool now includes an owner-operated workforce at Poitrel and South Walker Creek Mines.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with Isaac Regional Council was ongoing throughout the reporting period in relation to housing, childcare, mind rehabilitation and sustainability opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>The ongoing engagement with IRC included housing planning due diligence, local camp availability and workforce forecasting.</li> </ul>
	<ul style="list-style-type: none"> <li>20 (Isaac Complex).</li> <li>Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines.</li> </ul>	<ul style="list-style-type: none"> <li>The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers.</li> </ul>	<ul style="list-style-type: none"> <li>Stanmore continues to work with the Principal Contractor and now has 18 Principal Contractor employees accessing the 'Live Local' Program. We have six other contractors also accessing this program (directly contracted through Stanmore).</li> </ul>

# 5. Housing and accommodation

**Table 6.** Housing and accommodation commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
<b>Provide genuine housing and accommodation choice to the workforce</b>	
The Proponent is committed to implementing the 'Live Local' Program which offers employees real choice on where to base their families and provides subsidies for housing costs for members of the workforce who choose to live locally. Contributions of approximately \$12,500 per worker per annum, to each worker who chooses to live locally, are proposed, with estimated contributions of approximately \$8,000,000 over the life of the Operation.	<ul style="list-style-type: none"> <li>Number of employees who take up the 'Live Local' Program.</li> </ul>
The Proponent is committed to providing high-quality workforce accommodation to non-resident personnel.	<ul style="list-style-type: none"> <li>Number of employee complaints received about provided WAV accommodation.</li> </ul>
The Proponent is committed to providing high-quality workforce accommodation to non-local personnel.	<ul style="list-style-type: none"> <li>Number of employee complaints received regarding accommodation.</li> </ul>

	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>• 20 (Isaac Complex).</li> <li>• Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines.</li> </ul>	<ul style="list-style-type: none"> <li>• We continued to work with the new Principal Contractor to deliver the 'Live Local' Program to the contract workforce.</li> </ul>	<ul style="list-style-type: none"> <li>• Stanmore continues to work with the Principal Contractor and now has 18 Principal Contractor employees accessing the 'Live Local' Program. We have six other contractors also accessing this program (directly contracted through Stanmore).</li> </ul>
	<ul style="list-style-type: none"> <li>• No complaints received during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to WAV accommodation.</li> </ul>	<ul style="list-style-type: none"> <li>• One internal complaint was received from a contracting company regarding disorderly behaviour of some Stanmore contractors at some short-term hotel accommodation (camp accommodation shortage). The contractors were removed from the hotel accommodation, and the incident was reviewed in accordance with Stanmore's Code of Conduct. Employment was subsequently terminated.</li> </ul>
	<ul style="list-style-type: none"> <li>• Key concerns managed by accommodation provider. No details provided for concerns managed within the roster period.</li> </ul>	<ul style="list-style-type: none"> <li>• Nil complaints were received during the reporting period in relation to accommodation.</li> </ul>	<ul style="list-style-type: none"> <li>• Four complaints were received from employees regarding maintenance of housing in Moranbah – related to material availability (cistern, aircons) and trade availability (leaking roof, locks).</li> <li>• No external complaints were reported related to social issues in Moranbah.</li> <li>• One internal complaint regarding contractors' behaviour resulted in the contractors being terminated.</li> </ul>

# 6. Local business and industry procurement

**We have committed to finding practical ways to encourage local business participation to ensure the economic benefits of our activities are shared throughout the community.**

The creation of employment opportunities for contractors and sub-contractors within the local area was a key criterion for the assessment of tenders and other purchasing opportunities, in line with our Local Content Strategy, and Local Business and Industry Procurement Policy.

During the reporting period, our local spend resulted in:

- spending with 128 local suppliers and businesses, representing 36% of all vendors that we engaged with (an increase of 32 suppliers compared to the last reporting period).
- a total spend of more than \$76 million for the financial year, which is approximately 18% of our spend (excluding fuel).

We pride ourselves on using businesses in the local area that are close by and local to us in the communities in which we operate. The supplier market can have some challenges when multiple mines in the local area are seeking expertise across the industry, often at similar times. We also work with other mines nearby to schedule large projects (shutdowns and construction) to better utilise the local market and help ease accommodation requirements.

Our engagement with local suppliers and vendors is often highly regarded due to our location in Central Queensland. It enables close partnerships to be created that will continue for many years to come. This not only brings more people to our region on a more permanent basis, it also strengthens our ties to our local communities.

## **6.1 Commitment implementation outcomes for local business and industry procurement**

The key potential impact associated with local industry and business procurement as identified in the SIMP includes:

- the potential to monopolise goods and services if the Operation's demand exceeds the capacity of the local supply chain, which may impact residents of local communities by increasing costs and reducing availability of necessary goods and services.

**Table 7** details the outcomes/results following the implementation of the local industry and business procurement commitments made by Stanmore in the SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impact outlined above.



Safety and environment inspection at Isaac Plains fill point.



## CASE STUDY

# Lighting Up the Arena: Enhancing Blue Mountain Campdraft with Community Grant Support

**The iconic annual Blue Mountain Campdraft, held on the third weekend of August each year at Strathdale Station on Blue Mountain Road, received a \$3,249 grant to improve lighting at the event grounds.**

Thanks to the grant from Stanmore Resources, Blue Mountain Campdraft was able to install a weatherproof 48W 1200mm LED light and nine powerful 200W floodlights. This significant upgrade enhances the overall event experience by ensuring the arena is well-lit, regardless of weather conditions, while also extending operational hours into the evening if required.

The newly installed lighting has greatly improved visibility across the grounds, contributing to the safety of riders and their horses, as well as the enjoyment of the local community who attend each year.

The lighting upgrade, made possible by the grant, ensures that the Blue Mountain Campdraft continues to be a well-loved and smoothly run event, drawing competitors and spectators from across the region for years to come.



## 6. Local business and industry procurement

**Table 7.** Local business and industry procurement commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
<b>Maximise opportunities for local businesses (especially small to medium enterprises (SMES)) to provide goods and services to the operation</b>	
<p>The Proponent is committed to developing a tailored Local Content Strategy which:</p> <ul style="list-style-type: none"> <li>• outlines the Proponent's approach for how it will communicate with and encourage local industry to participate within its supply chains</li> <li>• describes how the Proponent will encourage local industry to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities</li> <li>• identifies how the Proponent will resource, implement and report on its local content practices</li> <li>• outlines costs associated with the development and implementation of the Procurement Policy and Local Content Strategy which will be met by the Proponent.</li> </ul>	<ul style="list-style-type: none"> <li>• Establishment and implementation of the Procurement Policy and Local Content Strategy.</li> </ul>
As implemented through the Local Content Strategy, the Proponent is committed to maximising opportunities for local business to provide goods and services to the Operation.	<ul style="list-style-type: none"> <li>• Establishment and annual updating of local supplier listing.</li> </ul>
As implemented through the Local Content Strategy, the Proponent is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain.	<ul style="list-style-type: none"> <li>• Number of local and regional businesses engaged in the Operation's supply chain.</li> <li>• Establishment and annual updating of local and regional business register.</li> </ul>
<b>Facilitate indigenous business to access supply chain opportunities</b>	
The Proponent is committed to enabling Indigenous businesses to access supply chain opportunities.	<ul style="list-style-type: none"> <li>• Number of Indigenous businesses engaged in the supply chain.</li> <li>• The target for engagement of Indigenous businesses through the supply chain is 1% of all businesses engaged (excluding the primary mining contractor). This is based on the relatively small number of Indigenous businesses identified during the research phase of the SIA process undertaken by SMEC.</li> <li>• This target will be reviewed and potentially redefined (as appropriate) during the development of the SIMR required under the SSRC Act.</li> </ul>

	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Local program for Isaac Complex established and a step change associated with the purchase of the Poitrel and South Walker Creek sites.</li> <li>Local spend expanded with additional sites added to the Stanmore footprint.</li> </ul>	<ul style="list-style-type: none"> <li>Our Procurement Procedure and details of our commitment to socially responsible procurement was finalised during the reporting period, including specific consideration to local and Indigenous suppliers in the vendor evaluation process.</li> <li>Our vendor onboarding processes stabilised following the recent acquisitions and improvements in the procurement process can now be further investigated to better identify local and Indigenous suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>We have continued to offer local suppliers improved payment terms.</li> </ul>
	<ul style="list-style-type: none"> <li>120 suppliers added.</li> </ul>	<ul style="list-style-type: none"> <li>96 local and regional suppliers provided goods and services directly to the Operation during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>128 local suppliers provided goods and services directly to the Operation, representing 36% of all vendors.</li> </ul>
	<ul style="list-style-type: none"> <li>Register updated to include C-Res vendors for Poitrel and South Walker Creek sites.</li> </ul>	<ul style="list-style-type: none"> <li>96 local and regional suppliers provided goods and services directly to the Operation during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>128 local suppliers provided goods and services directly to the Operation, representing 36% of all vendors.</li> </ul>
	<ul style="list-style-type: none"> <li>First Nations contracts for cultural heritage work expanded and now include equipment hire and labour hire businesses.</li> <li>Synergies identified with Poitrel and South Walker Creek operations.</li> </ul>	<ul style="list-style-type: none"> <li>Two First Nations businesses provided goods and services directly to the Operation during the reporting period. This represents 1.09% of suppliers engaged by us at the Operation. A third Indigenous business provided goods to a key contractor at the Operation.</li> </ul>	<ul style="list-style-type: none"> <li>Stanmore Resources was a Gold Sponsor at the Mackay First Nations Trade and Talent Exhibition in October 2024.</li> <li>We supported our stakeholders with employment opportunities and start-up businesses.</li> <li>We achieved good engagement with training providers, giving us resources to share with our local Traditional Owner groups.</li> <li>IPC directly engaged one First Nations business during the reporting period to the value of \$29,000.</li> <li>Suppliers reported engagement with 14 First Nations subcontractors during the reporting period.</li> </ul>

# 6. Local business and industry procurement

**Table 7.** Local business and industry procurement commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
The Proponent is committed to facilitating and supporting the delivery of a tender readiness program for local businesses in collaboration with the Department of Education, Barada Barna Aboriginal Corporation and the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.	<ul style="list-style-type: none"> <li>Ongoing implementation of the tender readiness program for all local businesses, including Indigenous businesses.</li> </ul>
Reduce barriers to entry for local businesses	
As implemented through the Local Content Strategy, the Proponent is committed to providing an open and transparent procurement process.	<ul style="list-style-type: none"> <li>Number of local and regional businesses engaged in the supply chain.</li> </ul>



	<b>Outcomes/results – Year 1</b> (Reporting period August 2021–June 2022)	<b>Outcomes/results – Year 2</b> (Reporting period July 2022–June 2023)	<b>Outcomes/results – Year 3</b> (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>• Leverage project agreements for South Walker Creek to deliver cultural awareness and enablement for Indigenous-owned business.</li> <li>• Dedicated role at South Walker Creek and Stanmore relationship committees to deliver employment and contracting opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>• We have continued to leverage project agreements for South Walker Creek to deliver cultural awareness and enablement for First Nations-owned business.</li> <li>• On an ‘as requested’ basis, vendor engagements routinely resulted in more favourable payment terms for local and First Nations businesses.</li> <li>• Furthermore, we will extend project agreements in place with Barada Barna at South Walker Creek to other operational sites, including Isaac Downs.</li> </ul>	<ul style="list-style-type: none"> <li>• We developed a tender information program for any new tender applicants, targeting local and First Nations business operators.</li> <li>• We expanded the communication of business opportunities to all sites.</li> </ul>
	<ul style="list-style-type: none"> <li>• Leverage C-Res support network for local operators.</li> </ul>	<ul style="list-style-type: none"> <li>• C-Res was finalised and we engaged directly with local businesses during the reporting period. Payment terms were also improved for local and Indigenous-owned businesses.</li> <li>• 96 local and regional suppliers provided goods and services directly to the Operation during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>• We engaged with 128 local and regional suppliers to provide goods and services directly to Stanmore at the Operation during the reporting period.</li> <li>• We provided opportunities to split and divide project scopes to suit local businesses.</li> </ul>

# 7. Health and community wellbeing

**We are committed to ensuring the health, safety and wellbeing of our employees, contractors, stakeholders and the broader community throughout the life of the Operation.**

We actively work to minimise psychological risks in our workplace, foster a resilient culture, and empower our employees with effective coping mechanisms to maintain their health and wellbeing. One of the approaches that we are taking is through continuous education for our leaders and staff, highlighting the significance of mental wellness and promoting healthy lifestyle choices. During the year, our activities included:

- conducting Mental Health First Aid training
- conducting monthly health shares on topics such as, sleep health, heart health, dental health and protection of hearing
- hosting R U OK Day and Movember activities
- reminders about Stanmore policies on Sexual Harassment, Workplace Bullying, and Diversity and Inclusion.

Our Employee Assistance Program (EAP) continues to be provided to employees by industry-experienced provider Gryphon Psychology, with a similar service available for contractors. We offer this EAP program to all employees, their partners and any dependent children. The EAP counselling service is confidential and focuses on encouraging effective self-management strategies and practices.

Other preventative occupational health services include:

- 24/7 on site paramedic and rescue personnel
- quarterly hygiene monitoring
- periodic health assessment under the Coal Mine Workers' Health Scheme.

We are also in regular contact with our neighbouring properties of Wotonga, Broadlea and Winchester Stations. Our 'good neighbour' philosophy supports our interactions through the sharing of various tasks including weed control, cattle mustering, access to water, fence repairs and bush fire support, if required. By supporting our landholders to do their work effectively, we reduce our potential for negative impacts from our operations.

## 7.1 Community grants and partnerships

As part of our regional involvement, we support a range of local community organisations and activities throughout Central Queensland which benefit our workforce, our neighbours and the communities of Moranbah, Nebo, Mackay and nearby rural locations. The Stanmore Resources Community Grant Program provides grants of up to \$5,000 with two rounds of funding each year, open to community groups, schools, clubs and not-for-profit organisations to help fund initiatives that promote:

- Young people – opportunities for local young people (for example, recreational, educational, skills development, health and wellbeing)
- Community health and wellbeing – ongoing health and wellbeing of community members (for example mental health, emergency care, physical fitness, recreation, road safety)
- First Nations engagement – providing and supporting First Nations community initiatives (for example, youth programs, sporting involvement, skills development, health and wellbeing)
- Environment – community education, conservation and volunteer programs that contribute to local environmental values and sustainable development.

During the reporting period, we contributed \$127,480 to 50 local community organisations, including but not limited to:

- Autism Queensland Limited (Mackay)
- Bloomsbury State School P&C
- Blue Mountain Campdraft Committee
- Brothers Bulldogs Junior Rugby League (Mackay) Inc.
- Calen District State College P&C Association
- CareFlight Ltd.
- Central Highlands Association of Show Societies
- Clarke Creek Campdraft Association
- Clermont Artslink Inc
- Clermont Rodeo and Show Society Inc
- Coppabella State School
- CQ Campdraft Inc
- Dolphins Football Club Incorporated
- GH United
- Girl Guides Moranbah
- Gymnastics Moranbah Inc
- Hinterland Community Care Inc.
- Mackay & District Branch — The Australian Stock Horse Society Inc Inc.
- Mackay and District BMX Club Inc
- Mackay City Hawks Inc
- Mackay Special Children's Christmas Party
- Moranbah Arts Council
- Moranbah BMX Club Inc
- Moranbah Bowhunters and Field Archers
- Moranbah Bowls Club
- Moranbah Community Garden
- Moranbah Hawks Football Federation Incorporated
- Moranbah Highlanders Swimming Club Inc
- Moranbah Junior Golf
- Moranbah Playgroup
- Moranbah State High School
- Moranbah State School P&C Association
- Moranbah Touch Football Association Inc
- Nebo Bushman's Carnival Inc
- Nebo Community Sports and Recreation Club
- Nebo State School
- Nebo State School Parents and Citizens Association
- OasisLife Youth / OasisLife Church Moranbah
- Pindi Pindi State School
- Pioneer Catchment & Landcare Inc
- Pioneer Valley Agricultural Show Society Inc
- Pioneer Valley Sporting Association
- Rock FM Association Inc (4RFM Community Radio Station)
- selectability
- The John & Beryl Neilsen Winchester Foundation
- The Neighbourhood HUB
- Valkyrie State School P & C Association

# 7. Health and community wellbeing

## CASE STUDY

### Enhancing Autism Services: Stanmore Resources Grant for Autism Queensland Mackay

Autism Queensland Mackay was awarded a \$1,500 grant through the Stanmore Resources Community Benefit Program in 2023, enabling the purchase of three Apple iPads. These devices are integral to improving service delivery, streamlining client onboarding, completing documentation, and assisting staff with the use of assistive technologies such as interactive whiteboards

The iPads also support a range of communication and learning applications such as Proloquo2Go, Reading Eggs and Mathseeds, which help engage clients in therapy and education. This technology enhances the service experience for autistic individuals and their families in the Mackay-Whitsundays region, ensuring better access to personalised support and interventions.

Through this project, and with the support of Stanmore Resources and the community grant program, Autism Queensland continues to strengthen its commitment to providing quality services and improving outcomes for the autistic community.





## 7.2 Commitment implementation outcomes for health and community wellbeing

The key potential impacts associated with health and community wellbeing as identified in the SIMP include:

- increased demand for social infrastructure (including early childhood education and care services, hospital and health services, and emergency services) by the workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents
- community tension and negative sentiment towards the Operation due to negative interactions with the workforce
- amenity and health impacts for surrounding landholders and nearby communities due to fugitive dust emissions
- amenity and health impacts for surrounding landholders due to increased noise and vibration from activities such as earthmoving and blasting

- impacts on mental health for community members
- increased likelihood of vehicle collisions (and associated injuries) due to increased volume of heavy vehicles and driver fatigue
- increased operation-related traffic, particularly on the Peak Downs Highway, resulting in increased congestion and road surface impacts
- temporary traffic disruption on Peak Downs Highway due to diversions for construction of proposed underpass
- the public safety affected by increased exposure to anti-social or illegal behaviours by members of the workforce.

**Table 8** details the outcomes/results following the implementation of the health and community wellbeing commitments made by Stanmore in the SIMP, as outlined in Appendix 2 of the Coordinator-General's evaluation report, to address the key potential impacts outlined above.

### CASE STUDY

## Dolphin Football Club Kicking Goals with Stanmore Resources Community Grant

**Dolphin Football Club was awarded a \$2,500 grant through the Stanmore Resources Community Grant Program, enabling the club to purchase new portable goalposts for its Miniroos and junior teams. The much-needed equipment upgrade has enhanced training and matchday experiences, ensuring young players can develop their skills in a safe and supportive environment.**

The support provided to Dolphin Football Club not only highlights Stanmore's dedication to nurturing young talent in the region but also contributes to strengthening the broader community through sports, encouraging active and healthy lifestyles for the next generation.



# 7. Health and community wellbeing

**Table 8.** Health and community wellbeing commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
<b>Minimise adverse impacts on the level of service to local and regional communities from existing social services, facilities and infrastructure</b>	
Equivalent financial contribution of up to \$55,000 per year for the life of the Operation to improve availability of childcare services in partnership with Isaac Regional Council and/or other relevant parties.	<ul style="list-style-type: none"> <li>Number of people on the waitlist for childcare in Moranbah.</li> </ul>
The Proponent is committed to being an active participant in any forum created to better manage cumulative impacts associated with childcare.	
The Proponent is committed to the provision of on-site first aid and medical facilities along with upgrading existing facilities at Isaac Plains Mine as required.	<ul style="list-style-type: none"> <li>Availability of on-site medical facilities.</li> <li>Number of workplace health and safety incidents responded to by local health and emergency services.</li> </ul>
The Proponent is committed to monitoring the workforce demands on childcare and education services, and working with Isaac Regional Council to support solutions to cumulative demands on social services.	<ul style="list-style-type: none"> <li>Number of employees residing in Moranbah.</li> </ul>
<b>Mitigate potential health and wellbeing impacts on local communities</b>	
The Proponent is committed to providing an annual financial contribution of \$10,000/year for the life of the Operation to local mental health and suicide prevention programs. The Proponent will decide on the annual recipient of the funding based on advice received from key sector stakeholders.	<ul style="list-style-type: none"> <li>Record of financial contribution to local mental health and suicide prevention initiatives.</li> </ul>

	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Childcare services in the local area have been extended invitation letters to express interest to share in the funding available which can be used towards an initiative or program that provides recreational, education, skills development and/or health and wellbeing opportunities.</li> <li>Stanmore has been proactively participating in stakeholder engagement to follow up its social commitment. In April 2022, Stanmore met with Isaac Regional Council representatives and other subject matter experts to discuss childcare commitments.</li> </ul>	<ul style="list-style-type: none"> <li>Following the Expression of Interest process, we continued engagement with existing local childcare providers and potential childcare developers in Moranbah regarding effective support options.</li> <li>We are currently considering various support options, including agreements to commit to 5–10 years of support.</li> <li>We also attended locally held presentations with the Childcare Leadership Alliance during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>Discussions remain positive with a local childcare employment provider, and we look forward to formalising our support in the near future.</li> <li>Discussions remain positive with a local childcare employment provider, and we look forward to formalising our support in the near future.</li> </ul>
	<ul style="list-style-type: none"> <li>The coal Principal Contractor operates onsite emergency services.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>Stanmore provided \$800 million in coal royalties to the State Government, which contributed to the building of the new \$80 million Moranbah Hospital.</li> </ul>
	<ul style="list-style-type: none"> <li>Approximately 30 employees and contractors reside in Moranbah.</li> </ul>	<ul style="list-style-type: none"> <li>The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers.</li> </ul>	<ul style="list-style-type: none"> <li>We monitor local housing demand via our employees and contractor, who have observed limited impacts to the health and childcare services in Moranbah – likely due to our workforce makeup of younger singles and couples.</li> <li>Ongoing engagement with IRC included housing planning due diligence, local camp availability and workforce forecasting.</li> </ul>
	<ul style="list-style-type: none"> <li>In June 2022, Stanmore extended invitation letters to local mental health and suicide prevention service providers to share in the funding available which can be used towards an initiative or program that promotes wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>During the reporting period, we invested \$32,000 in mental health first aid training programs, with 95 employees and contractors having completed the training.</li> </ul>	<ul style="list-style-type: none"> <li>In 2023–24, Stanmore invested \$74,376 in our quarterly Mental Health First Aid Training for 61 coal mine workers.</li> </ul>

# 7. Health and community wellbeing

**Table 8.** Health and community wellbeing commitments and outcomes/results (continued)

Commitment	Key Performance Indicator (KPI)
The Proponent is committed to reducing the risk of Operation-related vehicle accidents through actively managing workforce fatigue and providing bus transportation for workforces residing in camp accommodation.	<ul style="list-style-type: none"> <li>Number and type of employee vehicle incidents to and from worksites.</li> </ul>
The Proponent is committed to protecting road safety through implementing the swipe-on/swipe-off fatigue management system, and mandatory random alcohol and drug testing.	
The Proponent is committed to monitoring and managing dust, noise and vibration issues associated with the Operation.	<ul style="list-style-type: none"> <li>Number of days undertaking active monitoring of dust, noise and vibration.</li> </ul>
The Proponent will participate in any community groups assessing and monitoring cumulative dust emissions, including potential contributions to additional dust monitoring stations.	
<b>Enhance community cohesion and contribute to the community through supporting local community activities</b>	
The Proponent is committed to developing and adopting a Code of Conduct.	<ul style="list-style-type: none"> <li>Establishment and adoption of Code of Conduct.</li> </ul>
The Proponent is committed to providing an annual financial contribution of \$30,000 per annum through the Community Grants Program for the life of the Operation. In determining grant allocations, consideration is given to supporting existing collaborative programs and the principles of adaptive management.	<ul style="list-style-type: none"> <li>Number of applications received through the Stanmore Resources Community Grants Program.</li> </ul>



	Outcomes/results – Year 1 (Reporting period August 2021–June 2022)	Outcomes/results – Year 2 (Reporting period July 2022–June 2023)	Outcomes/results – Year 3 (Reporting period July 2023–June 2024)
	<ul style="list-style-type: none"> <li>Bus services are operated as a proactive approach to manage fatigue and mitigate the risk of Project-related vehicle accidents.</li> <li>There has been no recorded employee vehicle incidents to and from worksites during the reporting period.</li> </ul>	<ul style="list-style-type: none"> <li>Five incidents were recorded by coal mine workers while travelling to/ from work, including three strikes with wildlife.</li> </ul>	<ul style="list-style-type: none"> <li>Two incidents were recorded by coal mine workers while travelling to/ from work, both involving strikes with wildlife.</li> </ul>
	<ul style="list-style-type: none"> <li>Swipe-on/off system is available and monitored for on-site time exceedance.</li> </ul>	<ul style="list-style-type: none"> <li>Our site access system enabled all coal mine workers to be breath tested every shift, averaging more than 7,000 tests per month.</li> <li>Random drug tests were also conducted, averaging 290 tests per month.</li> </ul>	<ul style="list-style-type: none"> <li>The Site Access System ensures 100% mandatory breath tests each time a coal mine worker swipes onto site. This system recorded on average 7,955 tests per month. In the reporting period, there were 5,791 drug tests performed, representing about 6% of persons entering the site.</li> </ul>
	<ul style="list-style-type: none"> <li>Dust and vibration are continuously monitored in sensitive areas around the project. This involves daily issue of dust risk to facilitate implementation of control measures.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>We provide 24/7 monitoring of dust, noise and vibration issues associated with the Operation.</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore makes available on its website weekly dust charts and engages with stakeholders to improve dust monitoring systems.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>	<ul style="list-style-type: none"> <li>As per Year 1.</li> </ul>
	<ul style="list-style-type: none"> <li>Stanmore has adopted a consolidated Code of Conduct through acquisition of South Walker Creek and Poirrel. To further enhance community cohesion and resilience, the Project proposes to implement the following enhancement measures during the operation phase: <ul style="list-style-type: none"> <li>develop and implement a Code of Conduct which describes positive behavioural outcomes and prohibits negative</li> <li>establish expected standards of behaviour with clear ramifications for non-conformance.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>The Stanmore Board and Management team approved the Code of Conduct in February 2023, which outlines our commitment to providing a workplace that fosters mutual respect, honesty and trusting working relationships, including the behaviours required of employees when dealing with each other, shareholders, stakeholders and the broader community.</li> <li>The Code of Conduct was published on our intranet and website.</li> </ul>	<ul style="list-style-type: none"> <li>Stanmore's Code of Conduct outlines how Stanmore is committed to providing a workplace which fosters mutual respect, honesty and trusting working relationships, including that everyone has a right to a fair and inclusive working environment of which they can be proud to be a part of.</li> <li>This code was re-rolled out in November 2023 with communication around 'Living our Values Day-to-Day' and how this is linked to our new Behaviours Framework.</li> </ul>
	<ul style="list-style-type: none"> <li>We contributed \$89,200 to 42 successful applicants through the program.</li> </ul>	<ul style="list-style-type: none"> <li>We contributed a total of \$104,000 to 25 successful applicants through the program.</li> </ul>	<ul style="list-style-type: none"> <li>We contributed a total of \$127,480 to 50 successful applicants through the program.</li> </ul>

## 8. Conclusion

This SIMR has described the engagement, communication and impact management strategies undertaken by Stanmore in relation to the Operation for the third year of operational activities between June 2023 and July 2024.

We are steadfast in our commitment to delivering the best outcomes for our employees, contractors, local service providers, vendors, and those working remotely to support our operations. Our local towns are the backbone of our success, playing a vital role in both our day-to-day operations and the broader economic prosperity of our state and Australia. Our impact extends far and wide across regional Queensland, and we take our responsibility seriously to drive meaningful and lasting benefits in the communities where we operate. From strengthening local businesses and procurement opportunities to fostering a resilient workforce and enhancing community wellbeing, we remain dedicated to making a positive difference where it matters most.

This SIMR achieves the requirements of the Coordinator-General's **Appendix 1, Condition 7: Reporting on the implementation and effectiveness of social impact management measures** and is the final in the series of three reports.

The next SIMR will be delivered in September 2025 for the period between June 2024 and July 2025.



# Glossary

Abbreviation	Description
BIBO	Bus In Bus Out
BMC	BHP Mitsui Coal Pty Ltd
CHMP	Cultural Heritage Management Plan
CHPP	Coal Handling and Processing Plant
CRC TIME	Cooperative Research Centre for Transformations in Mining Economies
DES	Department of Environment and Science
DETSI	Department of the Environment, Tourism, Science and Innovation
DIDO	Drive In Drive Out, using ground transport (car, bus) from usual place of residence to camp/work accommodation
EEO Policy	Equal Employment Opportunity Policy
EIS	Environmental Impact Statement
ERT	Emergency Response Team
FAI	First Aid Injury
FIFO	Fly In Fly Out, using air transport from usual place of residence to camp/work accommodation
HPI	High Potential Injury
IAHT	Isaac Affordable Housing Trust
ILUA	Indigenous Land Use Agreement
IP South	Stanmore IP South Pty Ltd
IPC	Isaac Plains Complex (Isaac Plains Coal Mine and Isaac Downs Coal Mine)
IRAS	Isaac Rental Affordability Scheme
LGA	Local Government Area
LTI	Lost Time Injury
MIA	Mine Infrastructure Area
MTI	Medical Treatment Injury
Mtpa	Million tonnes per annum
MYCC	Moranbah Youth and Community Centre
PRCP	Progressive Rehabilitation and Closure Plans
RAP	Reconciliation Action Plan
ROM	Run-of-mine (raw coal stockpile)
RWI	Restricted Work Injury
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report (this document)
SMC	Stanmore SMC Coal Pty Ltd
SME	Small to medium enterprise
SPF	Social Performance Framework
SSE	Site Senior Executive
SSRC Act	Strong and Sustainable Resource Communities Act 2017
Stanmore	Stanmore Resources Ltd
The Operation	Isaac Downs Mine
The Proponent	Stanmore IP South Pty Ltd
WAV	Workforce Accommodation Village

