



APPENDIX Y - SOCIAL IMPACT ASSESSMENT

Isaac Downs Extension Project

Social Impact Assessment

Prepared for Stanmore Resources

July 2026

Isaac Downs Extension Project

Social Impact Assessment

Stanmore Resources

E250466 RP1

July 2026

Version	Date	Prepared by	Reviewed by	Comments
Draft 0.1	23/12/25	Chris Alder, Malcolm McDowell Associate Social Scientists	Myf Jagger, Associate Director Social Assessment and Performance	Draft for internal review Draft pending integration of EIS findings
Draft 0.2	16/02/26	Malcolm McDowell Associate Social Scientists	Myf Jagger, Associate Director Social Assessment and Performance	Draft addressing client comments Draft pending integration of EIS findings
Draft 0.3	04/03/26	Malcolm McDowell Associate Social Scientists	Myf Jagger, Associate Director Social Assessment and Performance	Draft addressing client comments and EIS inputs received 18 February 2026
Draft 0.4	14/04/26	Malcolm McDowell Associate Social Scientists	Myf Jagger, Associate Director Social Assessment and Performance	Final draft addressing client comments and EIS inputs received 5-19 March and 8 April 2026
Draft 0.5	28/04/26	Malcolm McDowell Associate Social Scientists	Myf Jagger, Associate Director Social Assessment and Performance	Final draft addressing comments before submission
Draft 0.6	05/05/26	Malcolm McDowell Associate Social Scientist	Melanie Rippon Associate Senior Associate Social Scientist	Stanmore final revision for final draft
Final 1	22/07/26	Malcolm McDowell Associate Social Scientist	Melanie Rippon Associate Senior Associate Social Scientist	Final

Approved by

Melanie Rippon

Melanie Rippon

Senior Associate Social Scientist

22 July 2026

Level 2 95 North Quay Brisbane QLD 4000

ABN: 28 141 736 558

This report has been prepared in accordance with the brief provided by Stanmore Resources and, in its preparation, EMM has relied upon the information collected at the times and under the conditions specified in this report. All findings, conclusions or recommendations contained in this report are based on those aforementioned circumstances. The contents of this report are private and confidential. This report is only for Stanmore Resources's use in accordance with its agreement with EMM and is not to be relied on by or made available to any other party without EMM's prior written consent. Except as permitted by the Copyright Act 1968 (Cth) and only to the extent incapable of exclusion, any other use (including use or reproduction of this report for resale or other commercial purposes) is prohibited without EMM's prior written consent. Except where expressly agreed to by EMM in writing, and to the extent permitted by law, EMM will have no liability (and assumes no duty of care) to any person in relation to this document, other than to Stanmore Resources (and subject to the terms of EMM's agreement with Stanmore Resources).

© EMM Consulting Pty Ltd, Level 10, 201 Pacific Highway, St Leonards NSW 2065. 2026.
ABN: 28 141 736 558

Executive summary

ES1 Overview

Stanmore ID Extension Pty Ltd (ID Extension), a wholly owned subsidiary of Stanmore Resources Ltd (Stanmore) proposes to extend operations at the Isaac Downs Mine (IDM) through the Isaac Downs Extension (IDE) Project (the Project), located approximately 15 kilometres south-east of Moranbah in Queensland's Bowen Basin. The Project seeks to continue majority metallurgical coal production for an additional 15 years, leveraging existing infrastructure at the Isaac Plains Complex (IPC) comprising IDM and Isaac Plains Mine (IPM)) and transitioning the current workforce from IDM to the Project's new mining lease (ML) areas.

Based on Project workforce modelling forecasts at the time of the social impact assessment (SIA), including IPC baseline workforce assumptions, the Project is expected to generally sustain the IPC baseline operational workforce levels, with a moderate, incremental reduction over time. The reduction in IPC workforce numbers at IPC may be subject to change throughout 2026 and 2027 based on market and operational forces; however, these changes would be consistent with the SIA methodologies and findings, with the Project still providing the basis for long-term employment continuity at IPC.

The Project's workforce accommodation arrangements will continue to primarily rely upon existing local workforce accommodation villages (WAVs) in Moranbah and Coppabella, with a focus on enhancing the proportion of workers living locally for the extended operational period.

EMM has been commissioned to prepare a SIA for the Project, in accordance with the Project's Terms of Reference for Environmental Impact Statement (EIS) and addressing requirements under the *Strong and Sustainable Resource Communities Act 2017*, and Queensland Government Guideline and Supplementary Material for Social Impact Assessment (2025) ('Queensland SIA Guideline and Supplementary Material').

ES2 Purpose

The purpose of this SIA is to identify, assess and manage the potential social impacts and benefits of the Project across its lifecycle, having regard to community values, cumulative regional change and the capacity of local communities to adapt to project-related change. The assessment is informed by:

- targeted and iterative stakeholder engagement
- a robust baseline analysis drawing on primary and secondary data
- an impact assessment structured around the five key matters of the Queensland SIA Guideline (DSDIP 2025), including community and stakeholder engagement, workforce management, housing and accommodation, local business and industry procurement, and health and community well-being.

The SIA recognises that social impacts are experienced differently across stakeholder groups and over time, and applies a risk-based, proportionate approach consistent with the scale and nature of the Project. The evaluation of social impact significance applies criteria from the Queensland SIA Guideline and Supplementary Material (DSDIP 2025). It evaluates the magnitude of identified social impacts, and the vulnerability of receptors most likely to experience each social impact. This approach aligns with requirements of the EIS Terms of Reference, and a requested focus on community and stakeholder vulnerability factors by State agencies during submissions on the draft Terms of Reference.

ES3 SIA study areas

Applicable study areas were defined with consideration of:

- the EIS Terms of Reference, SSRC Act (2017) and Queensland SIA Guideline and Supplementary Material (DSDIP 2025)
- project description and associated geographic and temporal extent of potential social impacts (SIA scoping phase)
- analysis of existing IPC workforce and supply chain, with anticipated continuation for the Project
- baseline community profiles, character and values and potential impacts and/or opportunities associated with the Project
- workforce health and well-being, including commute arrangements, fatigue management, and mental health
- early and iterative engagement with local stakeholders in Moranbah, Coppabella and Dysart, together with ongoing engagement with Isaac Regional Council (IRC), Barada Barna Aboriginal Corporation (BBAC), and the Office of the Coordinator General (OCG) with respect to SIA scoping and methodology.

The **primary local study area** for the purpose of the SIA is Moranbah, defined as the populated area in closest proximity to the Project site and thereby likely to experience the most significant impacts, both negative and positive. **Secondary local study areas** include Coppabella and Dysart townships, with Coppabella located within 1-hour safe commute to the Project's primary access point, and with Dysart located within 1 hour of the southern extent of the Project footprint but more than 1-hour safe commute from the Project's primary access point and 1-hour and 10 minutes from the Project's crib area and offices.

The Project's ML application areas are within the Isaac region, with Moranbah forming the centre of governance for the Isaac Regional Council. The Project region is defined as the Mackay-Isaac-Whitsunday region, based on workforce and supply chain analysis derived from the existing IPC, together with a capacity analysis undertaken in accordance with the SSRC Act for nearby regional communities within 125 kilometres (km) of the Project's primary access point.

ES4 Community and stakeholder engagement

The Project's SIA engagement program has been tailored and iterative, drawing on input from 30+ local and regional stakeholders. Early scoping and iterative SIA engagement commenced in March 2025. SIA engagement was tailored in October 2025 following release of the draft EIS Terms of Reference, and with consideration of focal areas highlighted in the submissions process. Further targeted engagement occurred in February 2026 regarding the Project's SIA findings, proposed management measures and key partnerships to be reflected in the Project's Social Impact Management Plan.

ES5 Existing social environment

Social baseline characteristics indicate communities that are experienced with resource sector activity but increasingly focused on cumulative social sustainability. Common themes from consultation focused on housing affordability, cost of living, workforce and community mental health, local youth retention, local service capacity and essential workforce retention.

ES5.1 Social and cultural values

Key characteristics of the baseline social environment informing SIA include the following:

- Communities demonstrate high awareness of existing mining operations and expect early, transparent and Project communication and visibility of proponent contributions to local communities and way of life.
- Cultural values associated with the Isaac River and Country are deeply significant to Barada Barna People, who have communicated expectations for culturally appropriate engagement and raising cultural awareness of associated values.
- Consultation fatigue is evident across the Isaac region due to the cumulative volume of mining and renewable energy proposals, with stakeholders encouraging use of existing forums and engagement mechanisms.

ES5.2 Labour force

Labour market conditions are tight and increasingly characterised by shortages in essential community-based occupations, influencing service capacity and access, retention of service staff, and youth and family retention.

Unemployment remains significantly below the state average, with mining the dominant employment sector, limiting labour availability for other critical industries.

- Persistent workforce shortages are reported across education, early childhood education and care, health, hospitality and community services, constraining service availability for families.
- Early educator and childcare workforce shortages have been a strong local focus, improving with targeted strategies employed by the Childcare Leadership Alliance (CLA), limiting local childcare capacity and affecting workforce participation of parents, especially women.
- Workforce mobility remains high, with above-average residential turnover and reliance on Fly-in-fly-out/Drive-in-drive-out (FIFO/DIDO) labour, reducing community stability and contributing to weaker social cohesion and service continuity
- Employment at Stanmore's Isaac Plains Complex (including Isaac Downs Mine operation) contributes to baseline employment and economic conditions, but greater visibility and local contribution is encouraged.

ES5.3 Housing and accommodation

Housing affordability remains a key determinant of liveability and essential workforce attraction and retention, with affordability pressures persisting despite recent increases in the availability of rental and purchase stock:

- Moranbah's rental vacancy rate has increased; however, at the time of this assessment, increased availability of purchase and rental stock had not fully translated to improvements in affordability, remaining prohibitive for lower-income households, essential workers, and for crisis accommodation needs.
- Affordability of short-term accommodation options was also consistently described in SIA consultation as affecting the ability of local organisations to secure visiting trades, health professionals and educators, and other visiting specialists.
- Demand for established WAVs remains strong and these large-scale facilities continue to play a role in mitigating high cumulative demand for local accommodation.

ES5.4 Local business and industry

The local and regional economy is resource-driven, which continues to experience cyclical effects:

- Business growth is evident in construction, maintenance and professional services; however, capacity remains sensitive to select labour shortages and housing affordability constraints.
- The Isaac Business Chamber supports cross-sector collaboration to strengthen local capacity and resilience.
- Existing procurement pathways with Isaac Plains Complex contribute to the local economy, including engagement of Indigenous businesses providing specialised services.

ES5.5 Community health and well-being

Community wellbeing is closely linked to housing affordability and stability, community-based service capacity, and the ability of families and young people to establish long-term roots in the region:

- Liveability is centred on supporting families and retaining young professionals, with nearly two-fifths of Moranbah's population aged under 25 years, creating strong demand for education, childcare and youth services.
- Cost-of-living pressures, housing affordability and workforce mobility challenges reduce the sustainability of local community groups, recreation participation and volunteer networks.
- Access to primary and allied health services remains constrained, with recent reductions in general practitioner (GP) availability and reliance on visiting specialists, despite Moranbah's role as a regional health hub.
- Regional survey results identify poor access to mental health services, with local providers and emergency services reporting increasing mental health-related incidents, particularly among isolated new residents and non-resident workers.
- Emergency services experience ongoing pressure associated with workforce retention, with varied levels of capacity in communities surrounding Moranbah.

ES6 Social impacts and benefits

The SIA identifies a combination of positive and negative social impacts across the Project lifecycle. Assessment findings for social impacts associated with the Project are outline in Table ES1. The SIA concludes the Project will not result in any high or major social impacts after social impact management plan (SIMP) measures are implemented. Moderate residual social impacts¹ have been identified as:

- psychosocial risks associated with non-resident workforce arrangements
- Workforce decline at Project closure.

¹ A moderate impact occurs when Project induced effects would degrade a social value (despite its intrinsic resilience) due to the scale of the impact or alter the susceptibility of a value to further change.

Key positive impacts associated with this Project include:

- enhanced long-term employment security
- generation of new/replacement employment opportunities
- enhanced and ongoing Project contributions in community
- increased opportunities for training and skills development for locals
- increase in supply and procurement opportunities
- ongoing economic benefits for local and regional businesses
- enhanced access to affordable accommodation options, in community and for visiting trades and services
- increase in supply and procurement opportunities
- ongoing economic benefits for local and regional businesses, as well as existing WAV providers
- population retention influencing community vitality, cohesion and social capital
- participation opportunities in post-mining land use and land rehabilitation planning.

Table ES1 **Summary of social impacts**

Social impact	Stakeholders affected	Project phase*	Impact type	Residual significance
Community and stakeholder engagement				
Need to strengthen key stakeholder relationships with increased visibility of Stanmore in community, including more regular engagement with stakeholders, thereby improving perceptions of the Project and/or Stanmore	Local and regional communities Isaac Regional Council BBAC SIMP partners	C, O, R&C	Negative	Low
Enhanced and ongoing Project workforce and contributions in community	Project workforce IRC CLA Country Universities Centre (CUC) Oasis Life SelectAbility Isaac Affordable Housing Trust (IAHT) BBAC Grant recipients	C, O, R&C	Positive	

Social impact	Stakeholders affected	Project phase*	Impact type	Residual significance
Workforce management				
Enhanced long-term employment security	IPC workforce Residential workforce, Moranbah	O	Positive	
Generation of new, ongoing and replacement employment opportunities	Isaac Regional Council Nearby Regional Communities/MIW region Barada Barna Aboriginal Corporation Local and regional employment and training providers Prospective new workers including people with no previous mining experience and identified under-represented groups in the labour force (i.e. women, youth, First Nations people)	C, O	Positive	
Workforce transition from IPC to the Project	Existing IDM/IPC workforce Local and regional employment and training providers Nearby regional communities/MIW region	O	Negative	Low
Workforce decline at Project closure	Existing IDM/IPC workforce Local and regional employment and training providers Nearby regional communities/MIW region	C, O	Negative	Moderate
Increased demand and competition for construction labour	Unemployed people and job seekers Isaac Business Chamber (IBC) and local business network Local and regional employment and training providers Construction Contractors Isaac Regional Council	C	Negative	Low
Opportunities for training and skills development	Local and regional residents, including First Nations, Youth and Women Potential SIMP partners, including: - Barada Barna Aboriginal Corporation - Isaac Region - Country Universities Centre - Winchester Foundation Local employment and training providers	C, O R&C	Positive	
Risk to workforce health, safety and wellbeing	Stanmore employees and contractors On-site medical team	C, O	Negative	Low
Psychosocial risks associated with non-resident work arrangements	Queensland Police Service (QPS), Queensland Ambulance Service (QAS) and Queensland Fire and Emergency Services (QFES) Moranbah Hospital Moranbah Interagency and social infrastructure providers including MDSS SelectAbility Civeo	C, O	Negative	Moderate

Social impact	Stakeholders affected	Project phase*	Impact type	Residual significance
Housing and accommodation				
Local and non-resident workforce accommodation	Stanmore employees and contractors (local and visiting)	C, O	Negative	Low
Enhanced access to affordable accommodation options for visiting trades and services	Isaac Affordable Housing Trust Visiting trades and services on request of SIMP partners including CLA, (Moranbah and District Support Services (MDSS), SelectAbility, Isaac Business Chamber (IBC)	C, O	Positive	
Ongoing economic benefits for WAV providers	WAV operators in Moranbah and Coppabella (Civeo)	C, O	Positive	
Local business and industry procurement				
Increase in supply and procurement opportunities	Isaac Business Chamber and local business network GW3 Tier 1 and Tier 2 Contractors Barada Barna Aboriginal Corporation and updated list of suppliers Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism	C, O, R&C	Positive	
Ongoing economic benefits for local and regional businesses	Isaac Business Chamber and local business network Barada Barna Aboriginal Corporation and updated list of suppliers Isaac Regional Council Shop Local Program Administrators	C, O, R&C	Positive	
Health and community wellbeing				
Change in demand for social infrastructure (i.e. health and medical, early childhood and education, and emergency services)	Moranbah interagency and social infrastructure providers including schools, health, childcare, mental health services QPS, QAS and QFES Isaac Regional Council Civeo	C, O	Negative	Low
Changes to living environment (e.g. access noise, dust, vibration)	Winchester Downs Property occupants Winchester Foundation	C, O	Negative	Low
Loss of tangible/intangible cultural heritage values due to disturbances of sites and/or landscapes changes	Barada Barna Aboriginal Corporation Isaac Regional Council (non-Indigenous heritage values)	C, O	Negative	Low

Social impact	Stakeholders affected	Project phase*	Impact type	Residual significance
Effect of Project-related traffic on community travel and safety along the Peak Downs Highway and local roads	Local and regional communities – road users Stanmore employees and contractors QPS, QAS and QFES Moranbah interagency and social infrastructure providers including schools, health, childcare, mental health services Isaac and Mackay Regional Council Department of Transport and Main Roads (DTMR)	C, O	Negative	Low
Population retention influencing community vitality and cohesion	Local communities and grant recipients (Moranbah, Coppabella, Dysart, Isaac Local Government Area (LGA)) IRC	O	Positive	
Post-mining land use and land rehabilitation opportunities	Department of Environment, Tourism, Science and Innovation IRC Winchester Downs Property occupants Winchester Foundation Barada Barna Aboriginal Corporation	R&C	Positive	

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure)

While these impacts are addressed through targeted, proportionate management measures embedded within the SIMP, each impact will also be subject to monitoring and adaptive management processes.

ES7 Social impact management

A Social Impact Management Plan (SIMP) has been developed as a standalone, adaptive tool informed directly by the findings of the SIA (see Project SIMP, (EMM 2026). It consolidates management measures designed to minimise negative impacts and enhance Project benefits identified through the SIA process. The SIMP has been prepared in alignment with the Queensland SIA Guideline and Supplementary Material (DSDIP 2025) and reflects consultation with communities, stakeholders and Stanmore. The SIMP comprises five sub-plans that address the key matters that form the structure of the SIA Guideline including:

- Community and Stakeholder Engagement
- Workforce Management
- Housing and Accommodation
- Local Business and Industry Participation
- Health and Community Well-being.

TABLE OF CONTENTS

Executive summary	ES.1
Terms and abbreviations	iv
1 Introduction	1
1.1 The Project	1
1.2 Purpose of SIA	7
2 Methodology	8
2.1 SIA principles	9
2.2 Scoping	9
2.3 Baseline analysis	10
2.4 Community and stakeholder engagement	10
2.5 Impact assessment	10
2.6 Impact significance evaluation	11
2.7 Social impact management plan (SIMP)	14
2.8 Data sources and limitations	14
3 Scope of SIA	17
3.1 Statutory framework and regulatory context	17
3.2 SIA study area determination	26
3.3 Assumptions	27
3.4 Preliminary identification of key changes to the social environment	29
4 Community and stakeholder engagement	37
4.1 Principles and objectives of engagement	37
4.2 Overview of SIA engagement program	37
4.3 Key stakeholder inputs	41
5 Existing social environment	52
5.1 Community profiles	52
5.2 Key social trends and characteristics	54
5.3 Cumulative context	84
5.4 Summary of existing social environment	89
6 Impact assessment	92
6.1 Community and Stakeholder Engagement	92
6.2 Workforce management	94
6.3 Housing and accommodation	104

6.4	Local business and industry procurement	108
6.5	Health and community wellbeing	112
6.6	Cumulative effects	124
6.7	Impacts associated with Project not proceeding	128
7	Conclusion	129
	References	131

Appendices

Appendix A	Detailed baseline data	A.1
Appendix B	Capacity assessment of nearby regional communities	B.1

Tables

Figure 1.2	Project Regional Location	4
Figure 1.3	Project Location, Isaac Plains Complex	5
Figure 1.4	Project layout	6
Table 2.1	SIA principles	9
Table 2.2	Impact magnitude criteria	11
Table 2.3	Vulnerability criteria	11
Table 2.4	Impact significance matrix	12
Table 2.5	Example description of impact significance ratings	12
Table 3.1	Terms of Reference	17
Table 3.2	Summary of SIA/SIMP related TOR submissions	20
Table 3.3	Applicable nearby regional communities	22
Table 3.4	Study areas for the SIA	27
Table 3.5	Assumptions underpinning assessment	27
Table 3.6	Project activities	29
Table 3.7	Preliminary identification of potential change to social environment	31
Table 3.8	Overview of SIA stakeholder profile	35
Table 4.1	SIA stakeholders consulted	38
Table 4.2	Consultation themes relevant to SIA Guideline key matters	40
Table 5.1	Population trends, 2014 to 2024	55
Table 5.2	Population projections, 2021 to 2046	56
Table 5.3	Average number of people per household, 2021	57
Table 5.4	FTE population estimates, June 2024	57
Table 5.5	Age and socio-cultural indicators, 2021	58
Table 5.6	Personal and household incomes, 2016 and 2021	59
Table 5.7	Occupancy of private dwellings, 2021	60

Table 5.8	Dwelling tenure, 2021	61
Table 5.9	Houses available for purchase or rent	64
Table 5.10	Housing affordability in regional study area, 2021	64
Table 5.11	Workforce Accommodation Villages across key communities	65
Table 5.12	Labour force characteristics, 2021	67
Table 5.13	Changes in employment numbers within construction and mining industry, 2016 and 2021	68
Table 5.14	Change in business count by employment size across regional study area, June 2022 to June 2024	70
Table 5.15	Health outcome indicators, 2022/2023	75
Table 5.16	Indicators of potentially vulnerable groups, 2021	77
Table 5.17	Education facilities in the nearby communities	81
Table 5.18	Social services and community facilities in key communities	83
Table 5.19	Summary of Projects considered or precluded for cumulative impact assessment for SIA	85
Table 5.20	Summary of existing social environment	89
Table 6.1	Impact significance evaluation, community and stakeholder engagement	93
Table 6.2	Impact significance evaluation, workforce management	102
Table 6.3	Impact significance evaluation, housing and accommodation	107
Table 6.4	Impact significance evaluation, local business and industry procurement	111
Table 6.5	Impact significance evaluation, Health and community well-being	122
Table 6.6	Projects assessed for cumulative impact assessment	127
Table B.1	Overview of nearby regional communities	B.2
Table B.2	Population and labour force characteristics of NRCs	B.3
Table B.3	Skills characteristics of NRCs, 2021	B.4
Table B.4	Construction and mining industry profiles of NRCs	B.5

Figures

Figure 1.1	Project workforce histogram	3
Figure 2.1	SIA and SIMP process	8
Figure 3.1	Nearby regional communities within 125 km radius of Project's main access	23
Figure 3.2	SIA process illustrated in supplementary material for SIA	25
Figure 5.1	Population mobility, 2021	56
Figure 5.2	Indigenous and non-Indigenous median incomes in Project and regional area, 2021	60
Figure 5.3	Rental vacancy rates across nearby communities, October 2015 to October 2025	62
Figure 5.4	Asking rent across nearby communities, November 2015 to November 2025	63
Figure 5.5	Unemployment rate, December 2014 to June 2025 quarter	68

Terms and abbreviations

Term	Description
ABS	Australian Bureau of Statistics
AIHW	Australian Institute of Health and Welfare
BBAC	Barada Barna Aboriginal Corporation
BMA	BHP Mitsubishi Alliance
CHPP	Coal handling and preparation plant
CHMPs	Cultural Heritage Management Plans
CLA	Childcare Leadership Alliance
CUC	Country Universities Centre
DCSG	Dysart Community Support Group
DETSI	Department of Environment, Tourism, Science and Innovation
DNRMMRRD	Department of Natural Resources, Mines, Manufacturing, Regional and Rural Development
DIDO	Drive-in, drive-out
DTMR	Department of Transport and Main Roads
EA	Environmental authority
EIS	Environmental impact statement
ELAM	Emergency and Long-Term Accommodation
EMM	EMM Consulting Pty Ltd
EP Act	<i>Environmental Protection Act 1994</i>
EPC	Exploration permit for coal
FIFO	Fly-in, fly-out
FPIC	Free, Prior and Informed Consent
FTE	Full time equivalent
GW3	Greater Whitsunday Alliance
HCC	Hinterland Community Care
HHS	Hospital and Health Service
IAHT	Isaac Affordable Housing Trust
ID Extension/the Proponent	Stanmore ID Extension Pty Ltd (a wholly owned subsidiary of Stanmore Resources Ltd)
IDE	Isaac Downs Extension (the Project)
IDM	Isaac Downs Mine
IPC	Isaac Plains Complex
IPM	Isaac Plains Mine
IRC	Isaac Regional Council

Term	Description
IRSD	Index of Relative Socio-economic Disadvantage
LGA	Local government area
MDL	Mineral development licence
MDSS	Moranbah and District Support Services
MIA	Mine infrastructure area
MIW	Mackay-Isaac-Whitsunday
MLs	Mining leases
MSHS	Moranbah State High School
Mtpa	Million tonnes per annum
OCG	Office of the Coordinator-General
PRCP	Progressive rehabilitation and closure plan
QAS	Queensland Ambulance Service
QFD	Queensland Fire Department
QFES	Queensland Fire and Emergency Services
QPS	Queensland Police Service
QGSO	Queensland Government Statistician's Office
QOL	Quality of Life (Isaac Regional Council 2024 Quality of Life Survey)
RCOE	Resources Centre of Excellence
ROM	Run of mine
SIA	Social Impact Assessment
SIMP	Social Impact Management Plan
SIMR	Social Impact Management Report
SMEs	Small and Medium-sized enterprises
STEM	Science, Technology, Engineering and Mathematics
SSRC Act	<i>Strong and Sustainable Resource Communities Act 2017</i>
SDPWO Act	<i>State Development and Public Works Organisation Act 1971</i>
Stanmore	Stanmore Resources Ltd
The Project	Isaac Downs Extension Project
TOR	Terms of Reference
WAV	Workforce accommodation villages

1 Introduction

Stanmore ID Extension Pty Ltd (ID Extension/the Proponent), a wholly owned subsidiary of Stanmore Resources Ltd (Stanmore), proposes to develop the Isaac Downs Extension (IDE) Project (the Project) located approximately 15 km south-east of Moranbah within the Isaac Regional Council local government area (LGA).

The Project would extend the life of mining activities at the Isaac Plains Complex (IPC), comprising Isaac Downs Mine (IDM) and Isaac Plains Mine (IPM), through the development of a primarily open cut metallurgical coal mine to the south of IDM with associated connection infrastructure to allow for continued use of existing infrastructure at IPC.

Current mining at the IDM is expected to ramp down from 2026 to 2028 with Project construction anticipated to commence in late 2027 or early 2028. First coal extraction from the Project is expected in 2029, extending operations for the IPC for another 15 years.

The Proponent is seeking State approvals under the *Environmental Protection Act 1994* (EP Act) and will prepare a voluntary environmental impact statement (EIS) to support the approvals for the Project. As an EIS Project, the provisions of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) apply, including the requirement for a social impact assessment (SIA). The proponent has applied for four mining leases (MLs) for the Project, ML 700081, ML 700082, ML 700083 and ML 700084, which comprise the 'Project area'.

EMM Consulting Pty Ltd (EMM) has been engaged by Stanmore to undertake the SIA. The SIA process commenced with early scoping of impact and benefit pathways, informed by early stakeholder engagement in March and April 2025. The SIA engagement program has been iterative in line with the Queensland SIA Guideline and Supplementary Material 2025. Relevant submissions on the draft EIS Terms of Reference through October have also informed the SIA engagement program, enabling finalisation of the Project's SIA and Social Impact Management Plan (SIMP) in early 2026.

1.1 The Project

Stanmore owns and operates a number of metallurgical coal mines and coal mining Projects in Queensland's Bowen Basin, including IPC, comprising IPM and IDM. The Project represents an extension of mining activities at the existing IDM and will be integrated with IPC to maximise use of existing infrastructure for the Project (Figure 1.3) and allow for workforce transition as IDM ramps down.

1.1.1 Key Project components

Key components of the Project include:

- open-cut mining (primarily metallurgical, steel-making coal) of approximately 46 million tonnes (Mt) of run of mine (ROM) coal over 15 years at approximately 2 to 4.5 million tonnes per annum (Mtpa)
- development of Project supporting infrastructure including:
 - ROM pad with in-pit haul roads to coal seams
 - access road and coal haulage road connecting with IDM, including a bridge across the Isaac River
 - satellite go-line and crib area (primary Mining Infrastructure Area (MIA) for the Project located at IDM)
 - levee along the Isaac River and Cherwell Creek
 - diversion of Conrock Gully

- mine affected water dams, sediment water dams and clean water dams
- temporary dragline walk route to move dragline from IDM to the Project
- a secondary access road connecting to Eagle Downs project MLs, with a crossing of Cherwell Creek
- linear infrastructure connections with IDM such as water pipelines and power lines.

1.1.2 Integration and continuation of the IPC

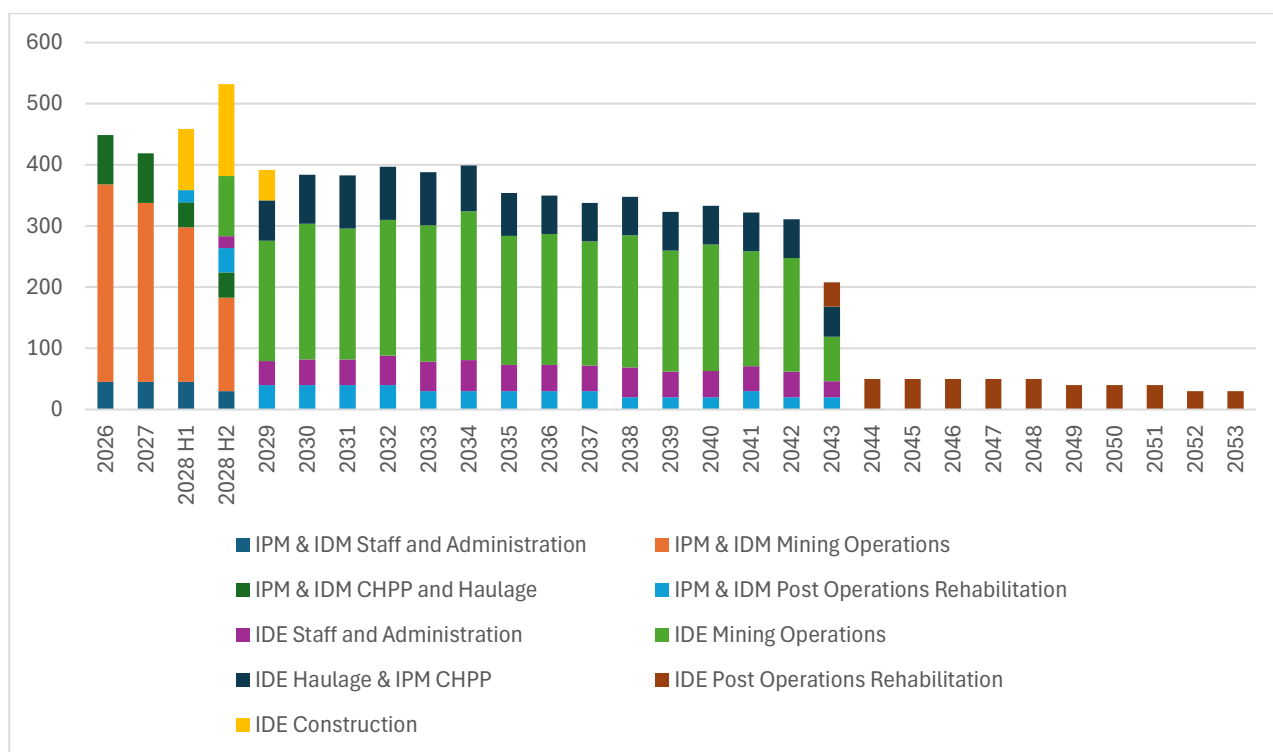
Key aspects of Project integration with IPC include:

- continued employment of the workforce at IDM and IPM coal handling and preparation plant (CHPP)
- use of existing of mining equipment and infrastructure at IPC including the CHPP, mine infrastructure area (MIA), dragline, excavators, and haul trucks
- transport of ROM coal from the Project to the IPM CHPP for washing via existing as well as new haul roads
- railing of product coal from the IPM CHPP using the Goonyella rail line to transport product coal to Dalrymple Bay Coal Terminal
- access to Project site from the Peak Downs Highway for light and heavy vehicles will be via new and existing roads on IDM to the point of connection with the Project's proposed bridge crossing of the Isaac River.

1.1.3 Workforce and accommodation

The Project's workforce and accommodation profile across each stage is expected to involve the following:

- Construction workforce of around 100–150 people over 12–18 months, accommodated primarily in existing Workforce Accommodation Villages (WAVs), together with opportunities for local residents within a safe commute to the Project's primary access point.
- Operational workforce expected to offer continuation of employment initially for up to 400 workers, primarily transitioning from IDM operations, and gradually declining to 300–350 workers as production declines in later years. This compares with the current IPC (including IDM operations) workforce of approximately 450 personnel, meaning a small decrease in overall numbers but continued employment security for the majority of IPC workers.
- The workforce rostering arrangement will continue to mirror arrangements for IPC, predominantly involving 7 days on/7 days off (12.5-hour shifts), and with some staff on 5/2 rosters.
- The Project's accommodation strategy will largely mirror existing arrangements for IPC, with approximately 10% of the workforce residing in Moranbah and nearby towns, with incentives to increase the local workforce percentage over time. The Project does not propose 100% fly in/fly out (FIFO), though the balance of the workforce currently drive-in/drive-out or travel via regional airports.
- The Project's decommissioning and rehabilitation workforce of up to 50 personnel is expected to be required as the Project ramps down, mirroring rehabilitation and closure workforce requirements for previously mined areas of the IPC.



Source: (Stanmore 2025)

Figure 1.1 Project workforce histogram

The workforce histogram (Figure 1.1) developed by the proponent informed the Project's SIA.

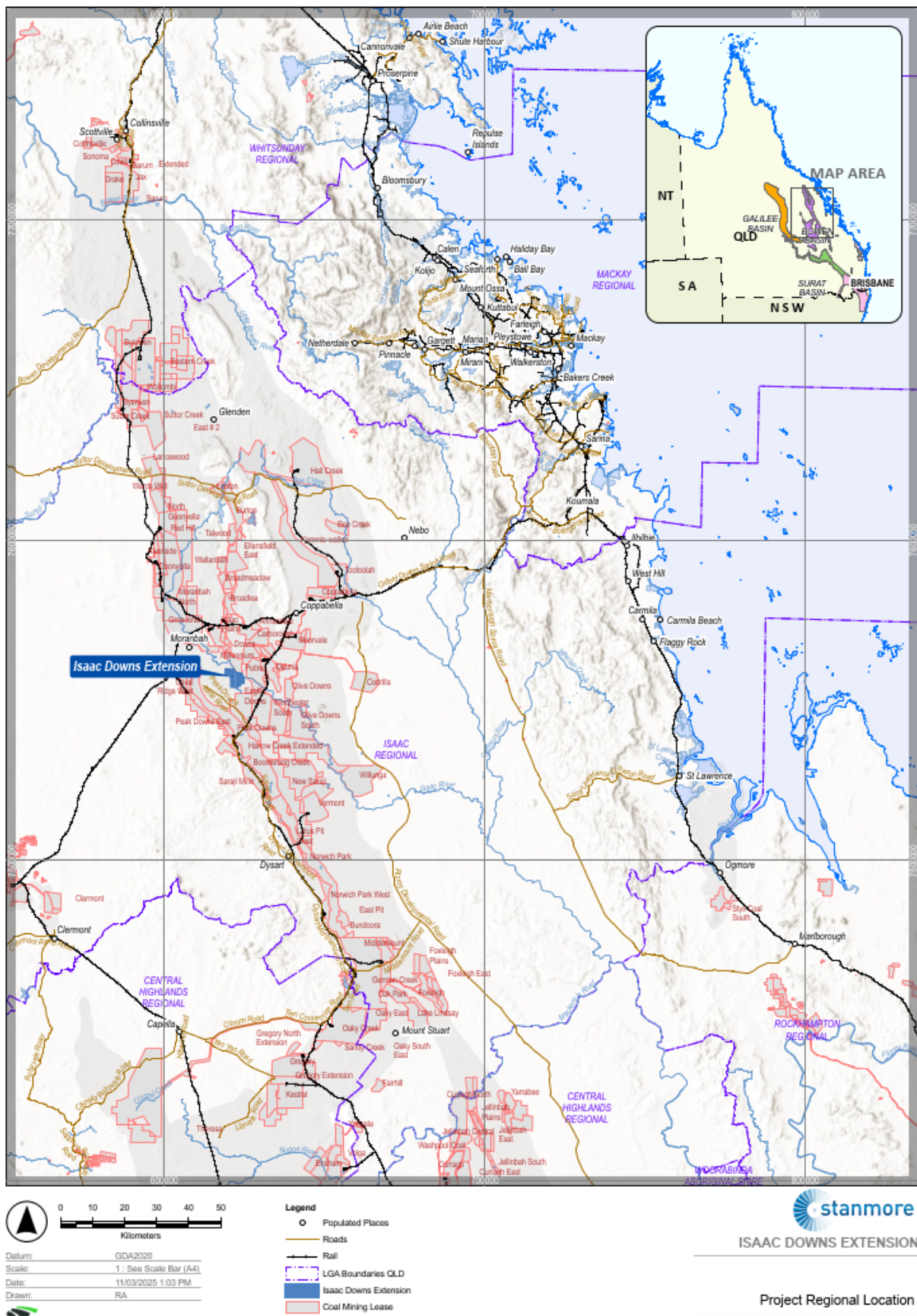
Mine planning and investment decisions for IPC remain subject to market conditions and operational reviews, which may result in adjustments to the predicted workforce at IPC in 2026 and 2027, prior to the Project's operations phase commencing. Any changes would be consistent with the SIA methodologies and findings, with the Project still providing the basis for long-term employment continuity at IPC.

As part of the Project's SIMP, Stanmore will work with the Principal Contractor to develop a workforce transition and communication plan to assist workers currently at IPC to manage the transition to the Project (see Section 6.2). This will strengthen forward communications associated with the Project's approval and will commence roll out 12 months prior to the commencement of Project operations.

1.1.4 Tenure and land use

Key tenure and land use characteristics of the Project area include the following:

- The Project's ML application boundaries are shown in Figure 1.2 and Figure 1.3.
- The Barada Barna Aboriginal Corporation (BBAC) is the registered native title holder for that land. Native title exists over areas of the Isaac River, Cherwell Creek and within a stock reserve located in the south-west of the Project area. A native title agreement will be required with the BBAC prior to the grant of MLs.
- The Project area is largely located on Winchester Downs station, a pastoral operation primarily using the land for grazing, but also overlaps with a State Reserve, the Isaac River and Cherwell Creek. The Winchester Downs homestead is the only sensitive receptor located within approximately 5 km of the Project's proposed mining activities. Consultation is ongoing with the landholders for Winchester Downs, noting that property ownership is expected to transfer to the Winchester Foundation, represented by a Board of Trustees (including current landholders). Results of this consultation are reported in Section 4.3.4.



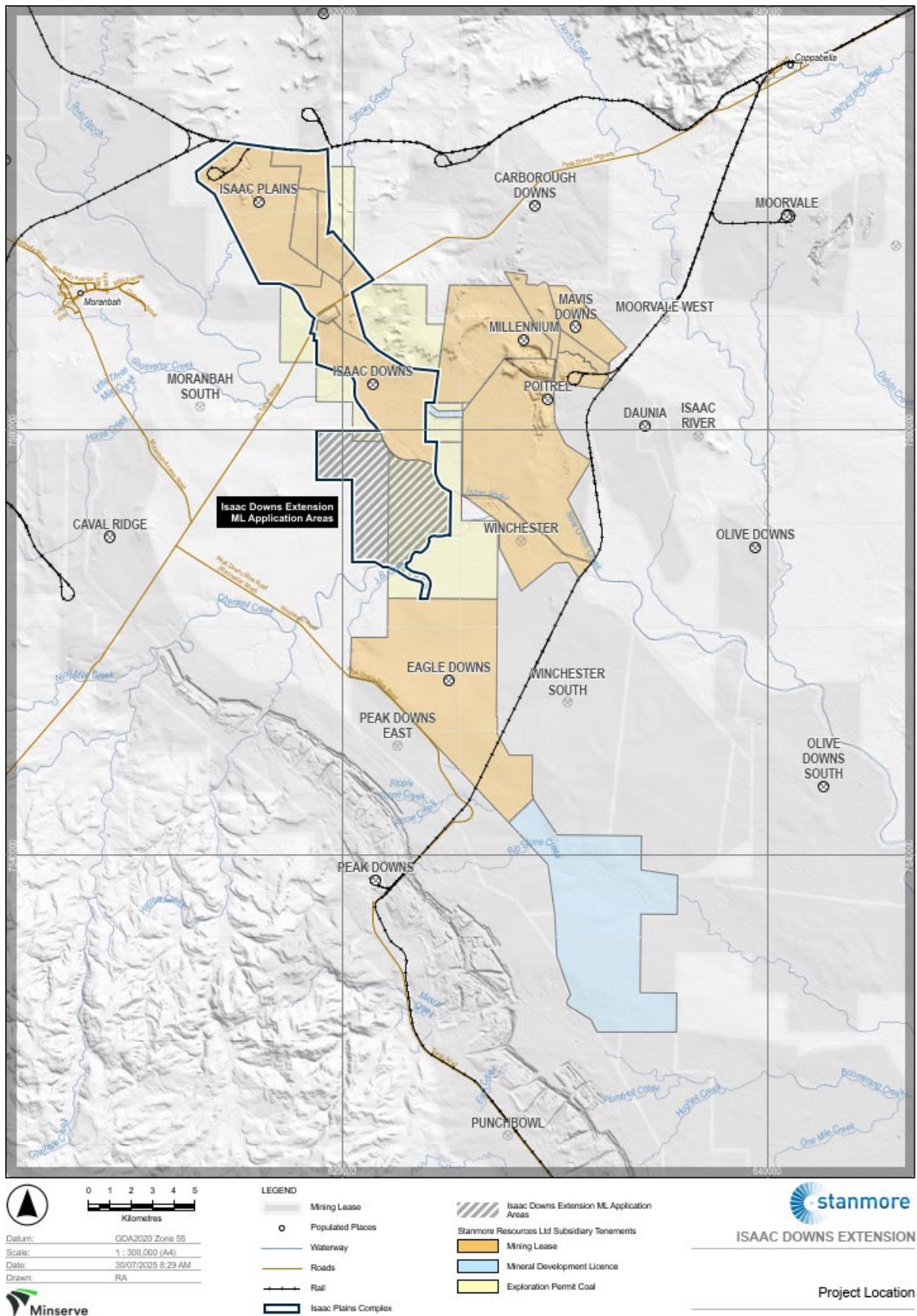


Figure 1.3 Project Location, Isaac Plains Complex

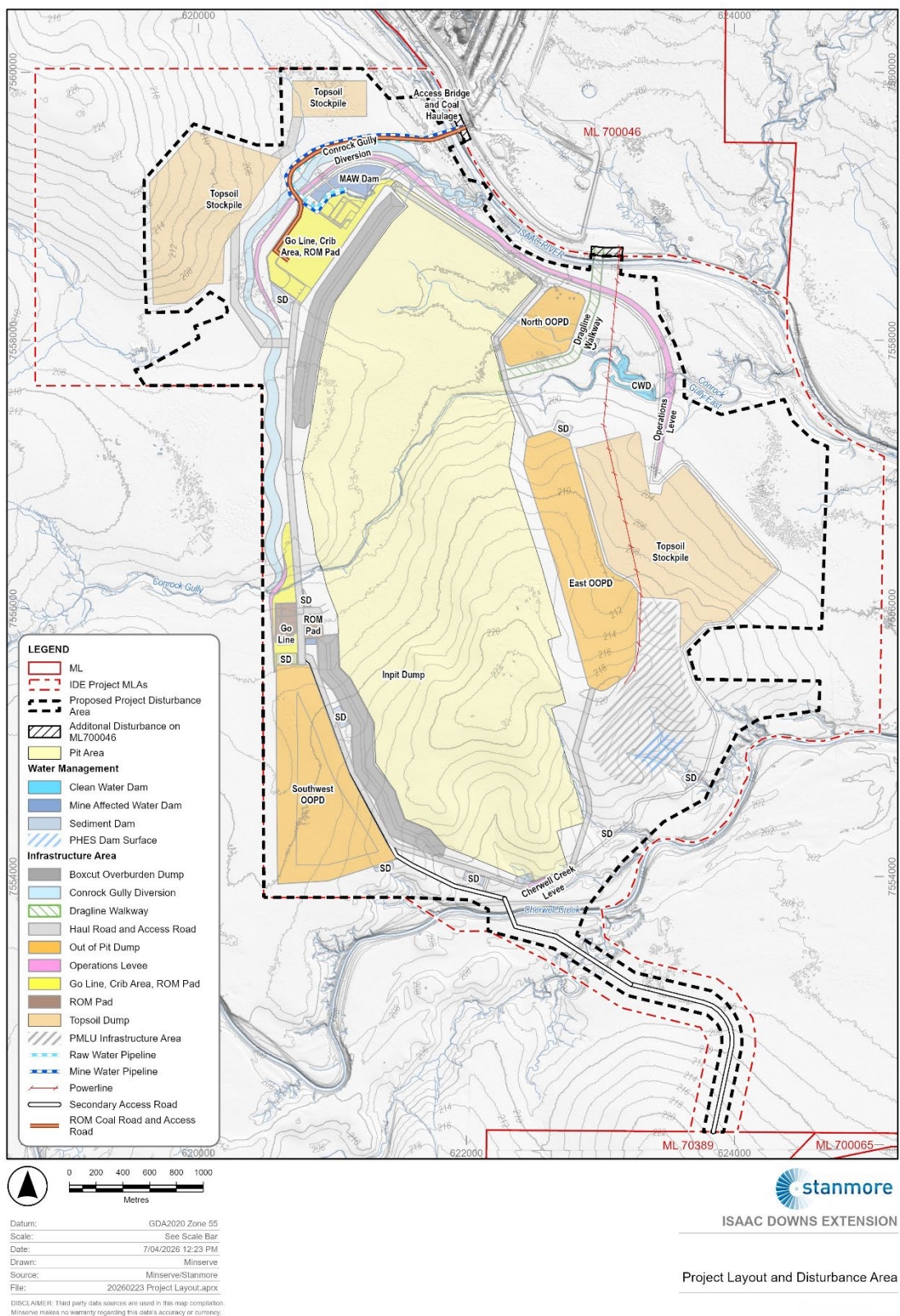


Figure 1.4 Project layout

1.2 Purpose of SIA

The purpose of the SIA is to identify and assess the social impacts and benefits which may occur in local and regional communities as a result of the Project, and to outline how such impacts will be avoided, mitigated, appropriately enhanced and/or monitored.

The SIA involves analysing, managing and monitoring the social consequences of the Project across its lifecycle, consistent with statutory framework and requirements set out in Section 3.1, and with regard for international principles for SIA (Vanclay 2003).

SIA is the process of “*analysing, monitoring and managing the intended and unintended social consequences, both positive and negative, or planned interventions and any social change processes invoked by those interventions*” (Vanclay 2003).

The objectives of the SIA are to:

- define the communities potentially affected by the Project (Section 3.2)
- provide opportunities for stakeholders to inform the scope, assessment and management of the Project’s social impacts and benefits (Section 4)
- establish a robust baseline of the existing social environment against which the potential changes may be assessed (Section 5)
- assess potential positive and negative impacts for each Project stage (Section 6)
- identify appropriate management measures to avoid or reduce negative social impacts and strengthen Project benefits (see Isaac Downs Extension Project Social Impact Management Plan (EMM 2026))
- provide a monitoring and reporting strategy to support adaptive management (see (EMM 2026) Isaac Downs Extension Project Social Impact Management Plan).

2 Methodology

This SIA has been prepared in accordance with the Project's Terms of Reference (TOR), the Queensland SIA Guideline and Supplementary Material (DSDIP 2025). The SIA methodology has been tailored to reflect the scale and context of the Project, and the sensitivity of potentially affected communities.

Key steps in the SIA process include:

- Scoping: identification of social impact and benefit pathways associated with key Project activities, including potentially affected and interested stakeholders
- Baseline analysis: profiling the existing social environment to provide a benchmark for impact assessment
- Impact assessment: identification and evaluation of potential positive and negative social impacts
- Management and monitoring: development of measures to mitigate adverse social impacts, enhance benefits, and provide a framework for monitoring and reporting.
- This SIA also informs the preparation of SIMP, which represents an implementable action plan for management measures identified through the SIA process and details processes for monitoring and reporting. Figure 2.1 illustrates the adopted SIA and SIMP process.

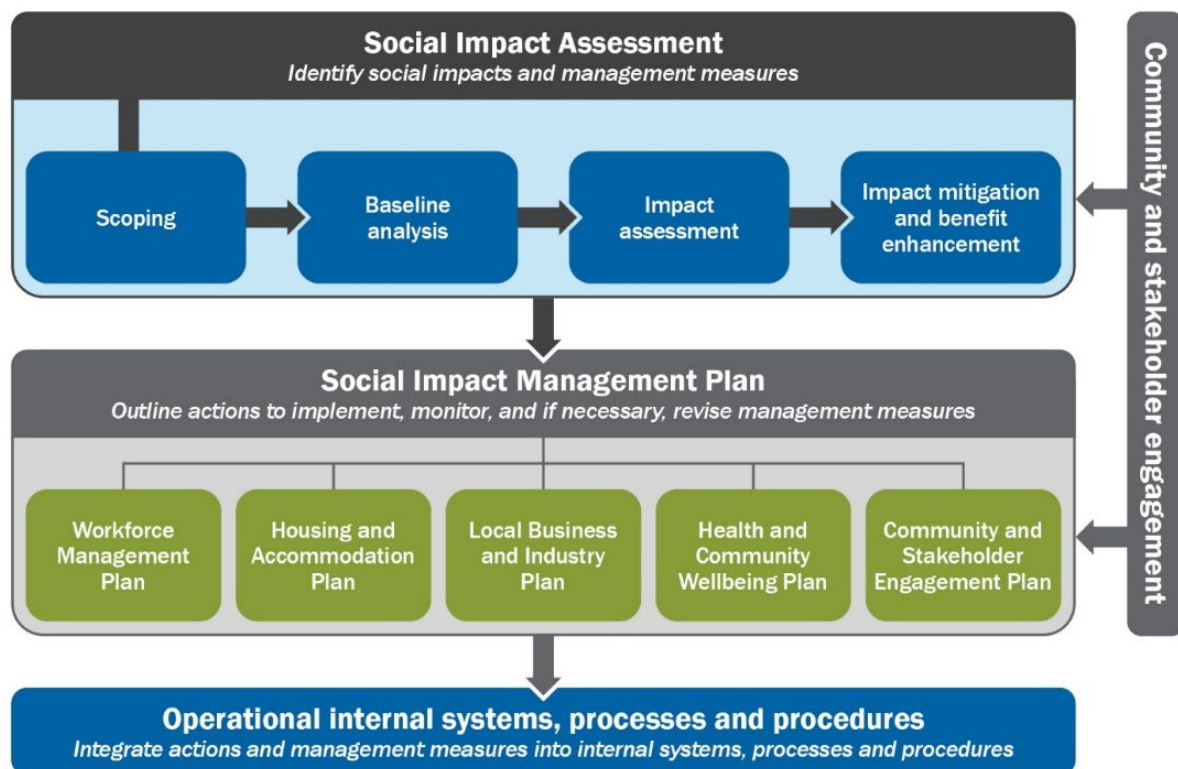


Figure 2.1 SIA and SIMP process

The key steps in the SIA process, including community and stakeholder engagement and SIA principles, are described in the following sections.

2.1 SIA principles

Underpinning the development of the SIA were the principles outlined in Section 2.2 of the Queensland SIA Guideline and Supplementary Material (DSDIP 2025). Table 2.1 describes how the principles are applied in this SIA.

Table 2.1 SIA principles

SIA principle	Application to this SIA
Lifecycle focused	This SIA assesses the full life cycle of the Project, including construction, operations and decommissioning and rehabilitation works (Section 6), acknowledging the cyclical nature of the Bowen Basin resources sector and associated boom-bust effects on community. This assessment also considers the social impacts associated with the Project not proceeding (Section 6.7)
Reasonable	The applied methodology for this SIA is proportionate to the Project's scale, with management measures commensurate to identified social impacts and benefits and incorporating community and stakeholder input in an iterative manner.
Participatory	The SIA stakeholder identification and engagement program has been inclusive, tailored to local preferences and underpinned by long-established principles for engagement as set by the Engagement Institute (formerly IAP2 Australasia). The consultation program has been designed to be responsive, and with sensitivity to consultation fatigue in the Isaac region.
Rigorous	The SIA applies robust social research methods, using both primary and secondary data interpreted by independent social scientists. A clear line of sight links baseline evidence to impacts, evaluation of significance and proposed management measures.
Effective management	The SIA identifies practical management measures, developed with stakeholder input, to enhance benefits and mitigate significant social impacts. Stakeholders have also been engaged to provide input and refine proposed management measures.
Adaptive	The SIA recognises the fluid social context of the Bowen Basin and Isaac Region. Management measures set out in the Project's SIMP are supported by monitoring and reporting requirements to ensure ongoing relevance and effectiveness.

2.2 Scoping

The objective of the scoping for this SIA was to ensure that proportionate depth and scope given to potentially significant impacts associated with the Project. The following tasks were undertaken to achieve this:

- Describing and understanding the activities involved in each Project phase (consistent with the Project's Initial Advice Statement).
- Determining the regulatory context relevant to this SIA.
- Identifying potentially affected stakeholders and their key interests in the Project.
- Targeted early engagement with key stakeholders, including local government, the Office of the Coordinator-General (OCG), private landowner and Traditional Owners of country affected by the Project.
- Conducting a preliminary review of potential key social changes likely to occur as a result of the Project.

The outcomes of scoping activities informed the definition of the study areas for this SIA, the information to be gathered for the social baseline and the assessment of potential impacts.

Outcomes of scoping activities is presented in Section 3.

2.3 Baseline analysis

Section 5 presents the Project's social baseline, describing existing social conditions and trends within the defined SIA study areas, and establishing a benchmark evidence base on which the Project's social impacts and benefits can be assessed. The baseline is targeted to relevant indicators identified during the SIA scoping phase and draws on multiple data sources to ensure rigour and validity. Data sources, including limitations in the baseline and SIA, are reported at Section 2.5.

2.4 Community and stakeholder engagement

Iterative, inclusive and meaningful engagement with affected stakeholders and community members has been central to understanding the social context and shaping this assessment. The SIA engagement program was delivered in multiple iterative phases:

- SIA scoping and early engagement (February to July 2025)
- SIA preliminary findings and scoping of management measures (October-November 2025)
- SIA findings and proposed management measures (February 2026).

The primary engagement methods were semi-structured interviews and meetings with key stakeholders to:

- define contemporary community values and characteristics
- share information on Project components, timeframes and workforce arrangements
- identify potential impacts, benefits and management measures.

Engagement was undertaken in accordance with ethical practice underpinned by informed consent and confidentiality provisions agreed at the time of interview. All stakeholders acknowledged consultation outcomes would be shared with Stanmore to inform Project planning; however, identifying details or comments have been omitted from reporting in accordance with agreements made with participating stakeholders. Outcomes of SIA engagement are reported in Section 4. The results of stakeholder engagement have also been incorporated throughout the SIA as referenced.

2.5 Impact assessment

The definition of social impact adopted in this assessment is consistent with the Queensland SIA Guideline and Supplementary Material (DSDIP 2025), which describes social impacts as the positive or negative changes experienced by people and communities resulting from a Project. The SIA has applied a structured, four-phase approach consistent with the guideline:

- **Impact identification:** predicting the nature, scale and likelihood of social changes associated with the Project, based on triangulation of primary and secondary data sources. Primary data included community and stakeholder engagement outcomes (Section 4.3); secondary data included demographic, housing, and economic datasets (ABS 2021, QGSO, LGA sources), relevant strategic policies and plans, and supporting technical assessments (e.g. noise, traffic, and economic studies).
- **Impact evaluation:** determining significance by considering the sensitivity of affected people or groups, the magnitude of change, and the duration, frequency and likelihood of impacts.

- **Mitigation and enhancement:** identifying practicable and proportional measures to minimise adverse impacts and enhance benefits, consistent with the principles of equity, inclusion and shared value.
- **Residual evaluation:** assessing the expected level of significance assuming effective implementation of mitigation and enhancement measures.

The SIA recognises that social impacts are experienced and perceived differently across groups, and significance may vary over time as social, economic or political contexts evolve.

2.6 Impact significance evaluation

The methodology used for evaluating impact significance is based on the Queensland Government SIA Guideline and Supplementary Material (DSDIP 2025). This assessment determines the significance of the social impacts by combining the magnitude of the impact (change from the baseline conditions) with the vulnerability of the affected stakeholder or community (their capacity to adapt to change). The three steps involved in the process are outlined below with reference to the criteria tables provided within the Queensland Government SIA Guideline and Supplementary Material (DSDIP 2025).

2.6.1 Step one: Assigning impact magnitude

Using the criteria in Table 2.2, the magnitude describes the change based on probability, scale, duration and intensity of the impact.

Table 2.2 Impact magnitude criteria

Designation of magnitude	Description
Positive	A positive impact is a temporary or long-term benefit for the largest number of people in a community
Negligible	Change remains within the range commonly experienced within the household or community
Low	A low magnitude impact is a localised impact that is temporary, short-term, and affects a small proportion of stakeholders. There may be an observable difference from social baseline conditions and impact may be effectively mitigated through simple control measures
Moderate	A moderate magnitude impact is an impact that may extend beyond the SIA study area or affect many people. Frequency may be occasional and of medium duration
High	A high magnitude impact is an impact that is widespread, long lasting and results in substantial and possibly irreversible change to the social baseline

Source: (Queensland Government 2025a)

2.6.2 Step two: Assign receptor vulnerability

Using the criteria outlined in Table 2.3, the vulnerability reflects the pre-existing status of the stakeholder or community member and their ability to adapt to change.

Table 2.3 Vulnerability criteria

Level	Description
Negligible	No meaningful areas of vulnerabilities. Maximum capability to adapt to changes brought by the Project.
Low	Minimal areas of vulnerabilities, consequently with a high ability to adapt to changes brought by the Project

Level	Description
Medium	Some but few areas of vulnerability, but still retaining an ability to at least in part adapt to change brought by the Project
High	Profound or multiple areas of vulnerability that undermine the ability to adapt to changes brought by the Project

Source: (Queensland Government 2025a)

2.6.3 Step three: Determining significance rating

Using the criteria outlined in Table 2.4, the significance of the impact is derived by cross referencing the magnitude and vulnerability matrix.

Table 2.4 Impact significance matrix

Impact magnitude criteria	Vulnerability criteria			
	Negligible	Low	Medium	High
	Negligible	Insignificant	Low	Moderate
	Low	Low	Moderate	High
	Moderate	Moderate	High	Major
	High	Moderate	High	Major
Positive	Positive			

Source: (Queensland Government 2025a)

Impact significance is then categorised on a scale as major, high, moderate, low or insignificant, referencing a descriptive table for clarity (See Table 2.5). This ranking system is used to assess the significance of impacts and benefits both before and after the implementation of mitigation measures.

Table 2.5 Example description of impact significance ratings

Impact significance	Description
Major	A major impact occurs when the Project effect or change will potentially cause irreversible or widespread harm to a social baseline or characteristic of the community. Avoidance through appropriate design responses is generally the only effective mitigation
High	A high impact occurs when the Project effect or change will potentially affect the intrinsic characteristics and structural elements of a social value. Avoidance through appropriate design responses or extensive mitigation and management is required
Moderate	A moderate impact occurs when Project induced effects would degrade a social value (despite its intrinsic resilience) due to the scale of the impact or alter the susceptibility of a value to further change. Appropriate mitigation and management of the change is required
Low	A low impact occurs where a social value is of local importance and temporary and transient changes will not adversely affect its viability provided adequate control measures are implemented
Insignificant	Where impact will not result in any noticeable change in the social baseline

2.6.4 Impact mitigation and benefit enhancement

The social impact management measures outlined in this SIA are designed to enhance Project benefits and mitigate negative impacts for affected stakeholders and communities. These measures draw on relevant technical studies within the EIS (e.g. air quality, noise, transport, cultural heritage, and economic assessments) where relevant to social impact management to ensure social impact management is integrated, and consistent with findings of interrelated technical studies and associated management plans (refer Section 6).

Consistent with the Queensland SIA Guideline and Supplementary Material (DSDIP 2025), management measures were developed using adaptive management principles, recognising that social impacts may evolve over time and that ongoing monitoring is essential to support responsive management. Impacts assessed as high or major significance require targeted mitigation or management actions. EMM's assessment has identified a range of mitigation measures that reduce the significance of impacts, even where the pre-management significance is low or moderate.

A hierarchy of mitigation principles was applied to ensure residual impacts are minimised and benefits maximised:

- developed collaboratively with relevant communities and stakeholders
- scaled appropriately to the type and significance of each impact
- applied across all Project phases and designed to be adaptive to change
- aligned with existing local, regional and state government strategies to enhance post-development legacy outcomes
- linked, where relevant, to the Proponent's corporate policies and initiatives

In addition to mitigation, enhancement measures were identified to:

- create new or additional positive impacts
- broaden the reach or duration of benefits
- improve the equitable distribution of benefits among stakeholders.

All mitigation, enhancement and monitoring measures have been integrated into the SIMP to ensure impacts are managed to acceptable levels and positive outcomes are sustained.

2.6.5 Cumulative impact evaluation

A community may experience cumulative impacts when multiple projects occur or undergo significant operational changes (i.e. expansion or extension of mine life) in a similar timeframe. Simultaneous advancement or changes of multiple projects exacerbates social and economic impacts and benefits. The potential cumulative impacts of proposed projects (including resources and renewables), which have completed or are undergoing project approvals, were identified and considered.

Projects identified as being relevant to cumulative impacts were those which would likely contribute to changed social conditions in local communities (Moranbah, Coppabella and Dysart). These communities have historically been affected by boom-and-bust mining cycles. Projects which are located further afield within Isaac Regional LGA have not been considered as they would have a negligible effect upon social conditions experienced in the communities which comprise the local study area.

Projects were identified on the basis that there would be a potential scheduled overlap with the construction/development phase (assumed from 2028) or the commencement of mining operations associated with the Project. This includes the following projects:

- Eagle Downs Mine: Underground coal mining (Stanmore subsidiary)
- Winchester South Mine: open cut coal mine (Whitehaven Coal)
- Olive Downs Complex (Pembroke Resources)
- Peak Downs Continuation project (BHP and partners)
- Bowen Gas project (Arrow Energy)
- Moranbah Solar and BESS project (Grupa Cobra).

2.7 Social impact management plan (SIMP)

The SIMP has been developed as a standalone, adaptive tool informed directly by the findings of the SIA (see Project SIMP, EMM 2026b). It consolidates management measures designed to minimise negative impacts and enhance Project benefits identified through the SIA process. The SIMP has been prepared in alignment with the Queensland SIA Guideline and Supplementary Material (DSDIP 2025) and reflects consultation with communities, stakeholders and Stanmore.

The SIMP comprises five sub-plans that address the key matters that form the structure of the SIA Guideline including:

- Community and Stakeholder Engagement
- Workforce Management
- Housing and Accommodation
- Local Business and Industry Participation
- Health and Community Well-being.

2.8 Data sources and limitations

This SIA has been informed by a mix of primary and secondary data sources. Where possible, data are triangulated across multiple lines of evidence to strengthen reliability and validity.

2.8.1 Primary data

Primary data sources included:

- semi-structured interviews and meetings with 25-30 local and regional stakeholders (Section 4)
- field observations undertaken in Moranbah and surrounding Isaac Region communities to verify SIA considerations including access, road use, connectivity, housing and social infrastructure capacity and residential quality of life.

2.8.2 Secondary data

Secondary data sources included:

- **Demographic and socio-economic data:** ABS 2021 Census, Queensland Government Statisticians Office (QGSO) population projections, non-resident population estimates
- **Labour force and skills:** Jobs and Skills Australia data on labour force and unemployment, occupational shortages and skills projections
- **Health and well-being:** Isaac Region Quality of Life Survey Report 2025 (Taverner Research Group 2025), Life in Australia and Regions 2025 (.id Population Exports 2025)
- **Housing and affordability:** SQM Research market data including vacancy rates, rental affordability, and housing supply trends
- **Service capacity data:** desktop research, verified by input and primary data secured during the SIA consultation process.
- **Policy and literature:** government publications, peer-reviewed journal articles, inquiries and media relating to workforce practices, and publications relevant to regional energy transitions.
- **Mapping and spatial data:** online and company-issued mapping to identify Project characteristics relative to the surrounding social environment.

2.8.3 Assessment limitations

This assessment has been prepared based on all latest and available evidence, with the following limitations noted:

- **ABS 2021 Census:** While the primary demographic source underpinning the Project baseline, the Census results may not fully reflect conditions in 2025, nor fully account for post-COVID socio-economic conditions.
- **Stakeholder participation and consultation fatigue:**
 - SIA scoping identified key stakeholders for consultation and input to this assessment. While all stakeholders have been approached at different stages of this SIA's development, some were unable to provide direct input or early engagement input was delayed. Consultation with Isaac Regional Council in April 2025 identified the risk of consultation fatigue affecting participation in social assessments, noting multiple active mine operations and potential renewable projects proposed and seeking input from similar key stakeholder groups.
 - Direct engagement undertaken by the Project's SIA team has been supplemented where necessary with review and reporting of engagement records provided by Stanmore, and by insights derived from multiple social research and assessment projects undertaken by EMM's SIA team in the Isaac region (most recently between 2024 and 2025). Secondary engagement inputs and insights are noted within the consultation reporting in Section 4.

- **Rapid socio-economic change context:** The SIA was prepared in a period of cumulative social change for the Isaac region. During the SIA process, some mining operators announced changes to commercial arrangements, workforce rosters, operational capacities, and community investment models. These changes have been observed together with major job cuts announced for multiple major companies operating in the region in 2025. These developments may have implications for reported baseline conditions, potentially influencing labour availability, housing and accommodation, and community service capacity between preparation of this SIA and the Project's commencement. It is recommended that future reporting on the outcomes of the Project's SIMP also report on material changes to key social indicators for the reporting period.
- **Integration of SIA with EIS:** This SIA has been undertaken in an integrated manner with Stanmore's overall coordination of the Project's EIS process, consistent with the process illustrated in the Queensland SIA Guideline (DSDIP 2025). Findings from EIS technical studies have been considered where possible. These studies include Project-specific assessments of economics, traffic, air quality, noise and vibration, and cultural heritage.

3 Scope of SIA

To understand the nature and scale of the Project, various activities were undertaken during scoping including:

- outlining the statutory framework and regulatory context relevant to the SIA (Section 3.1)
- understanding and describing the anticipated activities throughout the Project's lifecycle (Section 1 and Section 3.4)
- determination of the SIA study areas (Section 3.2)
- preliminary identification and analysis of key social changes likely to be raised by Project activities, including the relevant baseline indicators required to be collated and the geographic extent of potential social change (Section 3.4)
- identification of relevant stakeholders and the level of engagement (Section 3.4.3)
- understanding Project labour and housing requirements and assumptions (Section 3.3).

The following sub-sections detail the outcomes of the scoping activities.

3.1 Statutory framework and regulatory context

3.1.1 *Environmental Protection Act 1994*

The Project is being assessed under the environmental impact statement (EIS) process in chapter 3 of the *Environmental Protection Act 1994* (EP Act). The EP Act's objective is to 'protect Queensland's environment while allowing for development that improves the total quality of life, both now and in the future, in a way that maintains ecological processes (ecologically sustainable development)'.

The Terms of Reference for the Project's EIS sets out scope and content requirements for associated technical studies and management plans, including requirements for the SIA, SIMP and stakeholder engagement, in accordance with the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) and the *Coordinator-General's Social Impact Assessment Guideline* (DSDIP 2025).

Table 3.1 Terms of Reference

ToR section	Requirement	Compliance reference with SIA
Environmental objective and outcomes	The construction, operation and closure of the Project must ensure that: • adverse social impacts arising from the Project are avoided or mitigated • benefits for local and regional communities are enhanced.	Project SIA (EMM 2026a) and SIMP (EMM 2026b)
9.138	Prepare a social impact assessment (SIA) for the Project that is consistent with the requirements of the SSRC Act and the Coordinator - General's SIA guideline, other than SIA guideline requirements relevant to renewable Projects. In developing the SIA, consider the Supplementary material for assessing and managing the social impacts of Projects under the Social Impact Assessment Guideline.	SIA Sections 1.1 and 2 – 5
9.139	Develop the SIA in consultation with the Office of the Coordinator-General, Department of State Development, Infrastructure, Local Government and Planning.	SIA Section 2.4 and Section 4

ToR section	Requirement	Compliance reference with SIA
9.140	Include in the SIA detailed assessment of the following five key matters in accordance with the SIA guideline (DSDIP 2025): a) community and stakeholder engagement b) workforce management c) housing and accommodation d) local business and industry procurement e) health and community well-being.	SIA Sections 3 – 6
Key SIA outcomes		
9.141	Describe in the SIA: a) the existing social environment of communities that are potentially impacted by the Project b) the potential social impacts (both positive and negative) of the Project, as well as how they will be managed and monitored c) how the Project will contribute to enhancing the sustainability of these communities.	SIA Sections 3 – 6
Consultation for the SIA		
9.142	The SIA is to be informed by an inclusive and collaborative community and stakeholder engagement process, consistent with the SIA guideline. Community and stakeholder engagement is to be iterative throughout preparation of the SIA. Engagement with local government must commence at an early stage.	SIA Section 3.4 SIA Section 4 SIMP Section 2
9.143	Demonstrate evidence in the SIA of consultation outcomes from key stakeholder groups (refer to Appendix 1 in the SIA guideline). The SIA must be informed by the results of community and stakeholder engagement.	SIA Section 4
Workforce arrangements		
9.144	Include in the SIA a workforce profile summary for the construction and operational phases of the Project, including the estimated proportion of local and fly-in, fly-out workers. This is to be informed by an analysis of the capacity of towns within 125 km radius of the Project to: a) provide workers for the construction and operational phases of the Project, and b) receive workers and their families who move to the towns c) address barriers that may impact choice for workers to live local.	SIA Section 3.3 SIA Section 6.1
9.145	The SIA will need to include a target for obtaining a local workforce and set the maximum proportion of FIFO workers for the Project. This is to be supported by a rationale to ensure local benefit.	SIA Section 3.3 SIA Section 6.1 Project SIMP (EMM 2026) Section 3 Workforce Management Plan
9.146	Identify in the SIA measures for prioritising the recruitment of workers from local and regional communities. This includes describing how the recruitment hierarchy for workers in section 9(3A) of the SSRC Act will be implemented.	Project SIMP (EMM 2026) Section 3 Workforce Management Plan
9.147	Detail the target for number and percentage of workers who identify as Aboriginal peoples and Torres Strait Islander people to be employed for the Project for each Project phase. Identify management measures, including recruitment strategies and training programs, to achieve the target.	Project SIMP (EMM 2026) Section 3 Workforce Management Plan
9.148	Detail the target for procurement from Aboriginal and Torres Strait Islander owned businesses, and the proposed strategies to achieve the target.	Project SIMP (EMM 2026) Section 5 Local Business and Industry Procurement Plan

ToR section	Requirement	Compliance reference with SIA
9.149	The SIA is to consider the impact of new technologies on the operation of the Project including possible impacts on the proposed workforce composition, potential new labour requirements and opportunities for local training and development (where relevant).	SIA Section 6.1 Project SIMP (EMM 2026) Section 3 Workforce Management Plan
9.150	Where a FIFO workforce is proposed, identify measures for managing this workforce in accordance with the SIA guideline (DSDI 2023), and the Supplementary Material for Assessing and managing the Social Impacts of Projects under the Social Impact Assessment Guideline (July 2025), as well as sections 6 and 8 of the SSRC Act and the relevant provisions in the <i>Anti-Discrimination Act 1991</i> .	SIA Section 3 SIA Section 6.1 Project SIMP (EMM 2026) Section 3 Workforce Management Plan
9.151	The information provided in the EIS (including the SIA) will inform the Coordinator-General's decision under section 12 of the SSRC Act on whether personnel employed during the construction phase of the Project should be protected by the SSRC Act's anti-discrimination and 100 per cent FIFO prohibition provisions.	SIA Section 3 SIA Section 6.1 Project SIMP (EMM 2026) Section 3 Workforce Management Plan
Social impact management plan		
9.152	Include in the SIA a social impact management plan (SIMP) with management measures to mitigate the impacts and enhance the potential benefits identified in the assessment of the five key matters. The SIMP must describe a practical basis for the implementation of management measures.	Project SIMP (EMM 2026) Sections 2 - 6
9.153	The SIMP may be based on the Isaac Complex as a consolidated SIMP that would incorporate the social impact management measures with the existing Isaac Downs Mine but explicitly stating additional measures specific to the Isaac Downs Extension.	Project SIMP (EMM 2026) Section 1.3.2
9.154	The SIMP is to include timeframes for implementation of management measures, key performance indicators, roles and responsibilities, stakeholders and potential partnerships. Potential partnerships include opportunities for linkages with other Projects planned or operating in the area and possible alignment with existing strategies or proposed new initiatives that would benefit the management of any cumulative social impacts.	Project SIMP (EMM 2026) Sections 2 - 6
9.155	The SIMP must include a process of review throughout the Project lifecycle to ensure management measures continue to be effective and, where the stated outcomes are not achieved, are amended to appropriately mitigate impacts.	Project SIMP (EMM 2026) Section 1.3

The draft TOR was issued for stakeholder comment. Responses (submissions) were provided by a number of organisations, seven of which commented on matters directly relevant to the SIA/SIMP. These organisations included state government and emergency services. Consistent feedback through this submissions process emphasised the need to ensure:

- the SIA follows QLD's SIA regulations and guidelines
- specific targets are contained within the SIMP
- engagement is comprehensive, relevant and informs the SIA and SIMP
- there will be meaningful consideration and strong management of impacts and benefits to Aboriginal and Torres Strait Islander communities.

A small number of comments within the draft TOR submissions requested items beyond typical considerations and expectations of an SIA for a project such as IDE. Including requests to:

- explicitly compare community sentiment for mining land use with other land uses (raised by DNRMMRRD, considered as part of SIA Section 5.2.7 baseline community values).
- assess for the overall diversity of skills that contribute to the resilience of the local and regional community to economic downturns and workforce adaptation (raised by DNRMMRRD, considered as part of SIA Section 5.2 key social trends and characteristics).

Key TOR submissions re the SIA/SIMP are summarised in Table 3.2. Relevant issues from the submissions process have been factored into the SIA as appropriate.

Table 3.2 Summary of SIA/SIMP related TOR submissions

Stakeholder	Summary of SIA/SIMP related feedback	How SIA has addressed feedback
Queensland Police Service (QPS)	• Early QPS engagement and involvement in the SIA and management planning process. • Ensure consideration of community safety and policing impacts – for example regarding emergency planning and traffic management.	• SIA team approached QPS during SIA engagement in May 2025, although an interview was declined at this time. Further engagement occurred in February 2026 to inform the SIA and SIMP.
Queensland Ambulance Service (QAS)	• Ongoing engagement with QAS, including provisions of detailed Safety Management and Emergency Response Plans, and helicopter landing zone coordinates.	• SIA team engaged with QAS in May 2025, and re-tested engagement inputs with new OIC in February 2026. • SIMP engagement includes follow up with QAS on management plans and working protocols once a permanent OIC is appointed in March 2026.
Mackay Hospital and Health Service	• Engagement requested in SIA • SIA should clearly map healthcare pathways and access, as well as the emergency response for the workforce of the Project	• SIA team approached Moranbah and Dysart Hospitals between May and September 2025. Moranbah Hospital escalated engagement requests to Mackay HHS, who were engaged in October 2025. • Section 5 describes health capacity, and Section 6 addresses potential impacts on social infrastructure including hospital, health and emergency services.
Department of Natural Resources, Mines, Manufacturing, Regional and Rural Development (DNRMMRRD)	• Provide comprehensive social baseline including community values, cohesion, wellbeing, housing, labour market, service capacity. • Validate desktop data through representative community engagement. and detail the capacity of those potentially affected to participate in the engagement process • Consider equity/vulnerability and assess cumulative impacts.	• Section 5 presents a comprehensive analysis of key social trends and characteristics for the SIA study area • Section 4 presents the results of iterative community and stakeholder engagement undertaken. Participation limitations are noted in Section 2.7, including consideration of consultation fatigue. • Section 2 methodology outlines a risk-based approach to impact significance evaluation, utilising vulnerability criteria. Sections 5.3 and Sections 6.6 address the Project's cumulative development context and potential social impacts.
Office of the Coordinator-General (OCG)	• Align SIA strictly with 2025 SIA Guideline and SSRC Act including all five key SIA matters (community and stakeholder engagement, workforce management, housing and accommodation, local business and industry procurement, health and community well-being) • Include FIFO management measures and Indigenous employment and procurement targets. • SIMP can be based upon IPC (as opposed to a separate one for IDE)	• Section 2 methodology demonstrates alignment with 2025 SIA Guideline. Section 6 impact assessment is structured according to all five key SIA matters. • The Project's SIMP sets out workforce management measures, including consideration of FIFO management measures, employment and procurement. • The Project's SIMP considers Indigenous employment and procurement targets. • While the Project's SIMP has been developed as a Project-specific, standalone management plan, it has considered the existing IDM SIMP and recent review report (SLR 2025) as informing resources to ensure consistencies in format, approach and relevant established, ongoing management measures for the Project.

Stakeholder	Summary of SIA/SIMP related feedback	How SIA has addressed feedback
Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (DWATSIPM)	- Strong consideration of Indigenous procurement including set expenditure and reporting requirements. - Include Indigenous employment targets (and monitoring framework) across project phases. - Include capacity-building, culturally safe workplaces	- The Project's SIMP refers to employment and procurement targets agreed with Stanmore. These are designed to be Project-specific, with consideration of targets previously set for IDM. - The SIMP maintains workforce capacity building initiatives formalised for IDM, and in agreement with BBAC. - The SIMP includes measures for the Project's provision for culturally appropriate meeting spaces, and promotion of cultural values and awareness.
Isaac Regional Council (IRC)	- Engage with a full cross-section of local stakeholders. - Ensure follow SIA Guideline - SIMP must be developed with communities and include local workforce targets, housing/affordability measures, and barriers to local participation.	- This SIA is informed by consultation with 25–30 individual stakeholders/groups, and early advice sought from Isaac Regional Council (April 2025) on key stakeholder identification. - Section 2 methodology demonstrates alignment with 2025 SIA Guideline. Section 6 impact assessment is structured according to all five key SIA matters. - SIMP has been developed with key stakeholders regarding workforce participation and management (section 3), housing affordability (section 4), and barriers to local participation (section 5) (see Project SIMP, (EMM 2026))

3.1.2 Strong and Sustainable Resource Communities Act 2017

Informing the scope the SIA is the *Strong and Sustainable Resource Communities Act 2017* and the *Coordinator-General's SIA Guideline* (DSDIP 2025).

The SSRC Act sets out consistent mandatory requirements for an SIA whether prepared under the *EP Act* or the *State Development and Public Works Organisation Act 1971* (SDPWO Act). The Act commenced 30 March 2018 and is administered by the Queensland Coordinator-General.

The object of the *SSRC Act* is to ensure that residents of communities in the vicinity of large resource projects benefit from the construction and operation of those projects. This is supported by the following key elements:

- prohibition of 100 per cent FIFO workforce arrangements on operational large resource projects
- prevention of discrimination against locals in the future recruitment of workers
- the requirement for an SIA during the EIS assessment process in accordance with the Queensland SIA Guideline and Supplementary Material (DSDIP 2025) as published on the Coordinator-General's website
- monitoring and compliance.

The *SSRC Act* applies to a large resource project that has a 'nearby regional community'. A 'large resource Project' is defined as one for which an EIS is required or that holds a site-specific environmental authority under *the EP Act* and has a workforce of 100 or more workers, which the Project satisfies.

A 'nearby regional community' is defined as a town that:

- is located within a 125 km radius of the main access to the Project or a greater or lesser radius decided by the Coordinator-General
- has a population of more than 200 people or a smaller population as decided by the Coordinator-General.

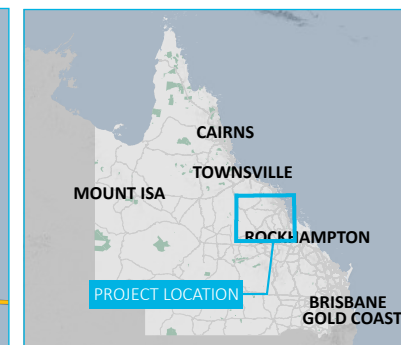
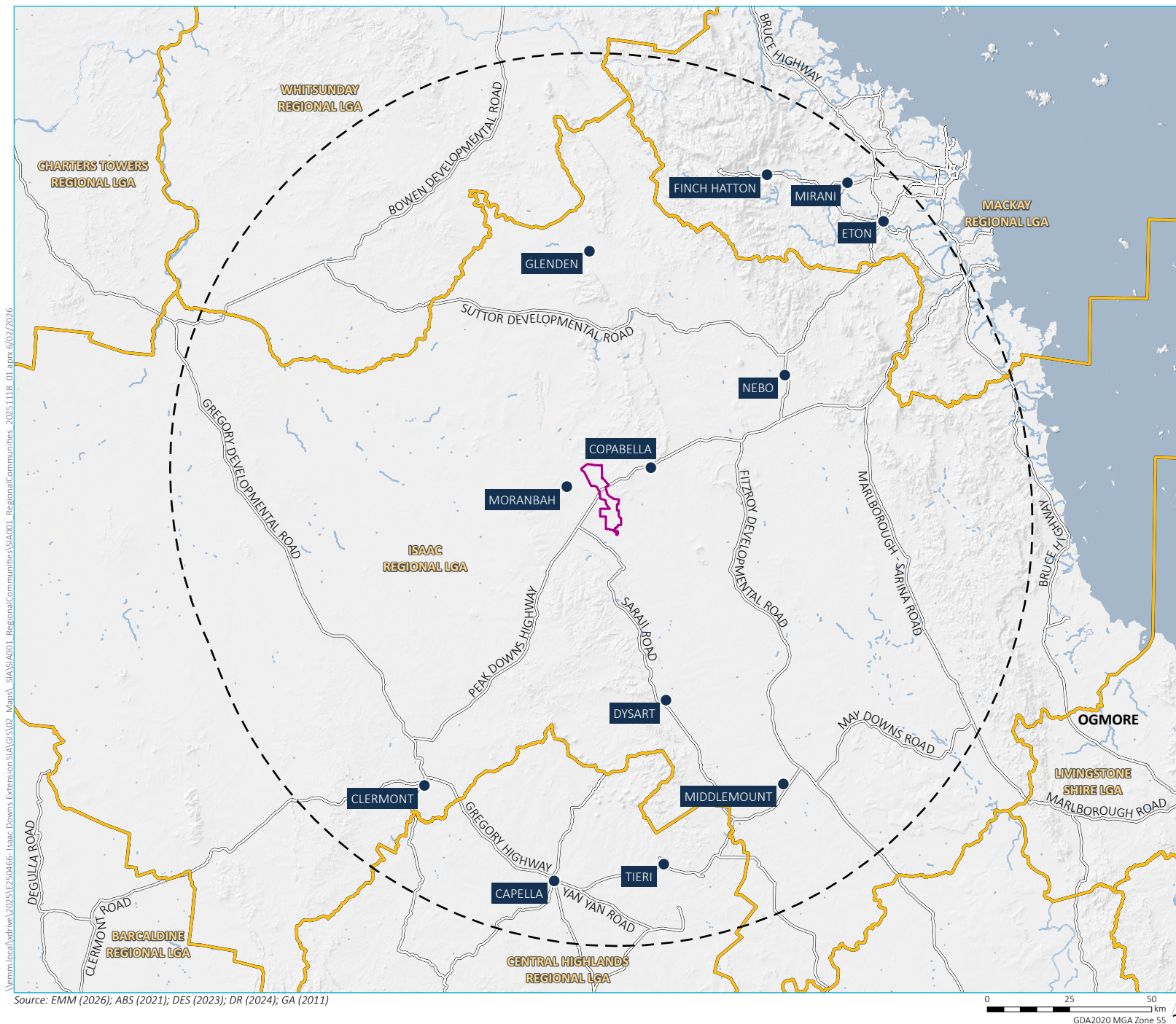
The SIA team has engaged with representatives of the Office of the Coordinator-General with respect to this Project and the definition of nearby regional communities, set out in Table 3.3 and illustrated in Figure 3.1. This profile is consistent with nearby regional communities identified for Isaac Downs Mine. While an extension to the existing IDM, the Project requires a new site-specific environmental authority and will be preparing an EIS as part of the state environmental approval process. Accordingly, the Project meets the criteria of a large resource Project stipulated under the SSRC Act (Schedule 1).

The proposed main access for the Project will be via the current IDM main access off the Peak Downs Highway.

The distance between the proposed main access and the proposed Project layout (Figure 1.2) is approximately an additional straight-line distance of 5 km, driving distance of 10 km and driving time of 10 minutes. Driving times and distances in Table 3.3 include the additional 10 km and 10 minutes, as this is part of the commute to access the Project area, including crib area and offices.

Table 3.3 **Applicable nearby regional communities**

Local Government Area	Nearby regional community	Approximate straight-line distance	Approximate driving time and distance
Isaac Regional Council	Moranbah	15 km	30 minutes (35 km)
	Coppabella	29 km	33 minutes (41 km)
	Dysart	69 km	1 hour 10 minutes (95 km)
	Nebo	70 km	1 hour 5 minutes (92 km)
	Glenden	78 km	1 hour 58 minutes (176 km)
	Clermont	108 km	1 hour 28 minutes (131 km)
	Middlemount	107 km	1 hour 47 minutes (160 km)
Mackay Regional Council	Eton	123 km	1 hour 44 minutes (154 km)
	Finch Hatton	114 km	2 hours 21 minutes (205 km)
	Mirani	124 km	2 hour 5 minutes (178 km)
Central Highlands Regional Council	Capella	123 km	2 hours (182 km)
	Tieri	118 km	1 hour 56 minutes (171 km)



KEY

Isaac plains complex

Radius (125 km)

Existing environment

Major road

Nearby regional community

Local government area

INSET KEY

Major road

National park/nature reserve

State forest

Nearby regional communities within
125 km radius of project boundary

Isaac Downs Mine Extension Project
Social Impact Assessment
Figure 3.1



3.1.3 Human Rights Act Qld 2019

The *Human Rights Act 2019* (Qld) establishes a framework for recognising, protecting and promoting human rights in Queensland decision-making and service delivery. It sets out 23 human rights, including the rights to recognition and equality before the law, freedom of expression, privacy, protection of families and children, cultural rights (including those of Aboriginal and Torres Strait Islander peoples), and the right to health services, education and a safe environment.

Under the *Human Rights Act 2019*, public entities, including state government agencies and local governments, must act and make decisions in a way that is compatible with human rights. For project proponents preparing an SIA under the SSRC Act, the 2025 Queensland SIA Guideline requires explicit consideration of how project activities and impact management measures may affect these rights.

In the context of the Project, the *Human Rights Act 2019*, is relevant to the social assessment and management process in several ways:

- Ensuring community engagement processes are inclusive, respectful, and provide equal opportunity for participation.
- Considering the potential effects of Project activities on human rights, such as the right to health services, and education, property rights, privacy and reputation, freedom from forced work, cultural rights and particularly how these rights may be exercised by vulnerable or marginalised groups affected by the Project.
- Informing the design of mitigation and enhancement measures within the SIMP to ensure that social risks are managed in a manner that upholds human dignity and avoids unjustifiable limitations on rights.
- Supporting transparent, accountable decision-making by ensuring that impact assessment and consultation findings demonstrate proper consideration of human rights in accordance with the Act.

3.1.4 Social Impact Assessment Guideline

i Social Impact Assessment Guideline (2025)

The SSRC Act requires that large resource projects prepare an SIA in accordance with Social Impact Assessment Guideline (DSDIP 2025), published by the Coordinator-General. The 2025 Guideline supersedes the previous 2018 version and provides an updated framework for assessing, managing and monitoring social impacts. The SIA Guideline outlines requirements to be addressed by the SIA according to each of the following key matters:

- Community and stakeholder engagement
- Workforce management
- Housing and accommodation
- Local business and industry procurement
- Health and community wellbeing.

In addition to these key matters, the 2025 Guideline places greater emphasis on considerations under the *Human Rights Act 2019 (Qld)*, community benefit and legacy particularly in relation to renewable energy project assessments, and integration for First Nations engagement and benefit-sharing principles.

Guidance material specific to the recent Queensland planning reforms for large-scale renewable projects, including development application processes and community benefit agreements are excluded from the scope of assessment for this Project.

The Guideline requires the preparation of a Social Impact Management Plan (SIMP), comprising management sub-plans corresponding to each key matter. The SIMP must outline strategies to mitigate negative impacts, enhance benefits, and establish monitoring and reporting processes to evaluate the effectiveness of management measures over time.

ii Supplementary Guidance to the Social Impact Assessment Guideline (2025)

The Supplementary Guidance to the Social Impact Assessment Guideline (DSDIP 2025) provides additional direction to support implementation of the Guideline. It elaborates on the six phases and five key matters of the SIA process and places stronger emphasis on human rights integration, cumulative impact assessment, and legacy outcomes (Figure 3.2).

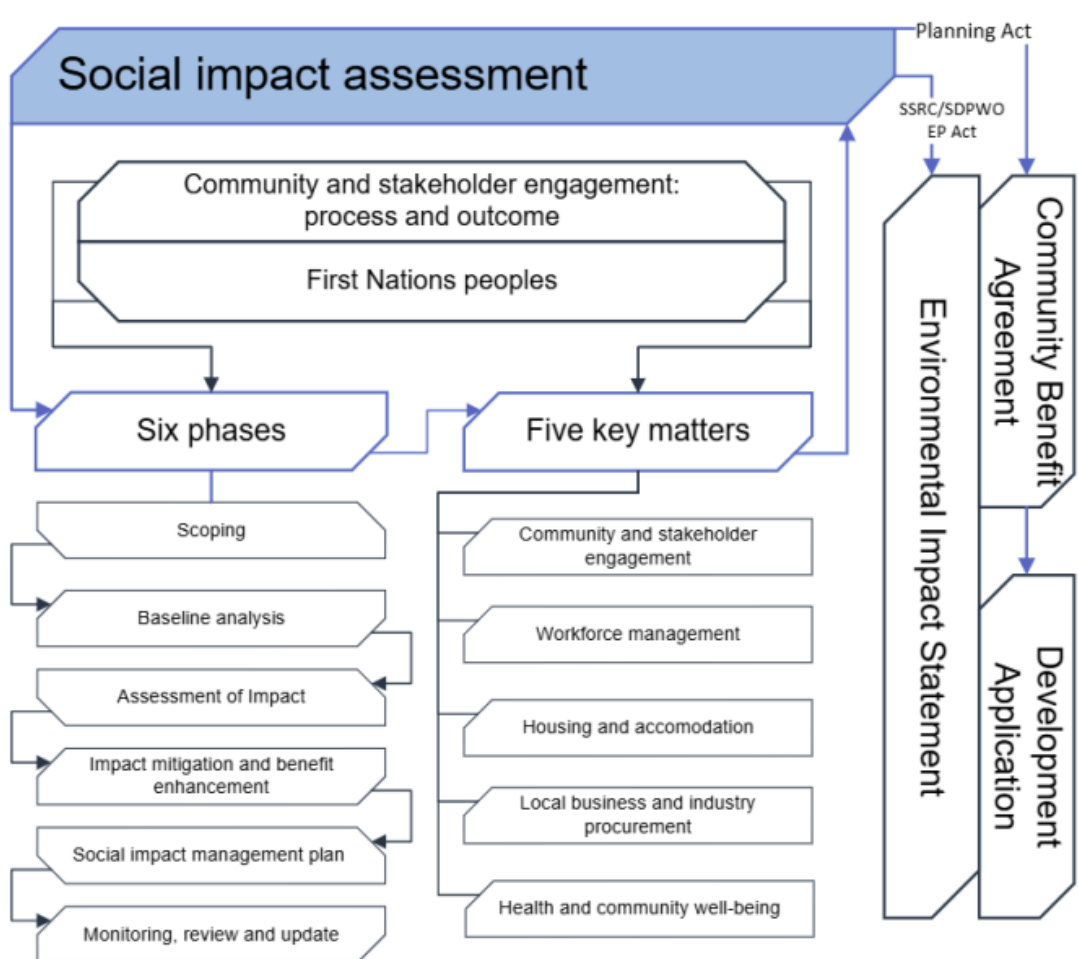


Figure 3.2 SIA process illustrated in supplementary material for SIA

This supplementary material reinforces that SIA activities involving Aboriginal and Torres Strait Islander peoples must be guided by the principles of self-determination, free, prior and informed consent (FPIC), and co-design. These activities should align with both the *AIATSIS Code of Ethics for Aboriginal and Torres Strait Islander Research (2020)* and Queensland's *Human Rights Act 2019*, ensuring that engagement processes are ethical, transparent and culturally safe.

The supplementary material highlights that meaningful SIA and SIMP engagement should recognise the rights and aspirations of Aboriginal and Torres Strait Islander peoples, and contribute to long-term, equitable social and economic outcomes. EMM's early engagement with representatives of the Barada Barna Aboriginal Corporation and with representative organisations for First Nations community development, employment and training is summarised in Section 4.

3.2 SIA study area determination

The study areas for the SIA are based on those communities that have the potential to experience changes to their social environment due to the location of the Project or associated infrastructure, or changes to current or predicted population characteristics. In addition, the following factors were considered:

- workforce fatigue management requirements and proponent policies
- preliminary capacity assessment of nearby regional communities and their capacities to be a source of labour to the Project
- outcomes of community and stakeholder engagement.

Roster arrangements at IPC are subject to a fatigue risk assessment against the Department of Natural Resources, Mines and Energy's Guidance Note (QGN 16) for Fatigue Risk Management (DNRME 2013). The Guidance Note stipulates that a commute time of over one hour within a 12-hour shift length can overtly influence the opportunity for sleep and other essential daily activities while off-shift. A maximum safe daily commute time of one-hour is in place for the current IPC operations and was accordingly also adopted for the Project. A broader range of social impacts and benefits may be experienced in towns where residents are able to commute on a daily basis to the Project, compared to more distant towns.

As discussed in Section 3.1, there are 12 nearby regional communities applicable to the Project under the SSRC Act; however, they encompass varying levels of relevance to the SIA.

A preliminary assessment was undertaken to understand the capacity of each community (i.e. ability to supply workers to the Project and host workers and their families that relocate) by considering factors of commute distance from the Project, current population size, current labour availability (including skillsets and occupations), and proximity to other large resource projects (detail to be provided during in this SIA and SIMP development). Outcomes of this assessment informed the determination of applicable SIA study areas.

Of the 12 nearby regional communities, Moranbah and Coppabella are the only communities within the one-hour safe daily commute distance from the Project's proposed main access. Both communities have established relationships with IPC and host non-resident accommodation facilities in use by the IPC workforce. These relationships and arrangements would be further strengthened with the extended Project life (i.e. ongoing employment) with Moranbah demonstrating the highest existing capacity to supply the Project. Dysart remains outside of the safe commute distance; however, the community itself retains strong interest in this Project's development and access to Stanmore's community grants program. Based on proximity to the southern extent of the Project's footprint, Dysart has been included as a secondary local study area for the SIA.

With the exception of Moranbah and Coppabella, the remaining 10 nearby regional communities are determined by this assessment to have low levels of capacity to supply workers to the Project. This evaluation is based on residential distance to the Project's main access, small population and labour force in these communities, and their closer proximity to other large resource projects.

The workforce profile for IPC, including IDM, indicates that the majority of local workers (approximately 45 residents or 10–11% of the existing workforce) are based in Moranbah. Approximately 75–76% of the existing IPC workforce are also drive in/drive out (DIDO) from Mackay, utilising WAV accommodation in either Moranbah or Coppabella.

The remaining 14% of the existing workforce are reported as FIFO from elsewhere in Queensland and/or Australia, also utilising WAV accommodation in either Moranbah or Coppabella.

For the Project, it is determined that Moranbah represents a primary local study area, and Coppabella and Dysart represent a secondary local study area. Based on the above, the following study areas have been determined for the SIA (Table 3.4).

Table 3.4 Study areas for the SIA

Study area	Statistical geography	Description
Proposed Project layout	Mesh blocks 30563991900; 30020140000	The two mesh blocks encompass the proposed Project layout (indicative ML application areas containing the proposed disturbance area) and the Winchester Downs homestead (nearest sensitive receptor). Mesh blocks are the smallest geography used by the ABS to collect population data. The proposed Project layout area focused on in the SIA represents only approximately 1.6% of the total mesh block area.
Local study area (primary)	Moranbah Urban Centres and Localities (UCL)	Moranbah is the closest town to the Project, located approximately 30 minutes north-west by road, and the key service centre for the Isaac LGA and northern Bowen Basin region. Moranbah is the preferred residential base of the existing IPC resident workforce living locally, and the majority of the IPC non-resident workforce is also accommodated in a commercial WAV in town. Stanmore owns 11 houses in Moranbah for provision to its workforce.
Local study area (secondary)	Coppabella Suburbs and Localities (SAL)	Coppabella is the second closest township to the Project, located approximately 33 minutes north-east by road. A proportion of the current IPC non-resident workforce is also accommodated in the commercial WAV at Coppabella; however, Moranbah is likely to experience greater occupancy as the Project develops.
	Dysart UCL	Dysart is a rural township located approximately 1 hour and 15 minutes south by road from the Project and is a service centre for surrounding coal mines as well as cattle and grazing properties.
Project Area	Isaac LGA	The Project is located in the Isaac LGA and Isaac Regional Council is a key stakeholder and collaborator for this SIA.
Regional Area	Mackay-Isaac-Whitsunday (MIW) SA4	The MIW region is likely to be a source of DIDO/FIFO workers, including the construction workforce, and has established links supplying mining support services to existing operations in the Bowen Basin.

3.3 Assumptions

This SIA has been prepared based on latest available information and is subject to the following assumptions and limitations.

Table 3.5 Assumptions underpinning assessment

Assumption	Description
Project design	SIA is based on Project description and design documented within the Project's Initial Advice Statement, and additional detailed Project information, including workforce and transport modelling, issued by Stanmore in 2025. Elements of the Project's design, including final land use, may be subject to further refinement during the approvals process.
Construction workforce	100–150 workers required over a 12–18 month period commencing 2028, with a peak of 150 workers in H2 2028.
Operational workforce	Operational workforce assumed at 400 workers during early to mid-life of the Project, declining to approximately 300 workers in later years (consistent with expected production decline).

Assumption	Description
Workforce transition	Majority of operational workforce will transition from existing IDM operations, with ongoing utilisation of workforce at IPC infrastructure, sustaining employment continuity and retention. The workforce histogram (Figure 1.1) developed by the proponent informed the Project's SIA Mine planning and investment decisions for IPC remain subject to market conditions and operational reviews, which may result in adjustments to the predicted workforce at IPC in 2026 and 2027, prior to the Project's operations phase commencing. Any changes would be consistent with the SIA methodologies and findings, with the Project still providing the basis for long-term employment continuity at IPC. As part of the Project's SIMP, Stanmore will work with the Principal Contractor to develop a workforce transition and communication strategy to assist workers currently at IPC manage the transition to the Project (see Section 6.2). This will strengthen forward communications associated with the Project's approval and will commence roll out 6 months prior to construction.
Pre-Project workforce origin and distribution	Approximately 450 workers in total including • approximately 45–50 residential workers based in Moranbah (10–11%) • approximately 336–341 DIDO workers from Mackay (75–76%) • approximately 63 FIFO workers from rest of QLD/Australia (14%).
Project-specific operational workforce origin and distribution	Approximately 350 workers in total including: • approximately 50–55 residential workers based in Moranbah (14–15%) • approximately 245–250 DIDO workers from Mackay (70–71%) • approximately 50 FIFO workers from rest of QLD/Australia (15%).
Project-specific residential workforce	Approximately 50–55 people (10–11% of the proposed Project workforce) will continue to live in Moranbah and within a safe commute to the Project. It is expected that with incentives to live locally, the proportion of workers living locally will increase to around 14–15% over the Project life. These overall numbers of the workforce living locally are expected to marginally increase as total workforce numbers decline compared to existing operations, but the proportion of workers living locally increases.
Workforce accommodation	The majority of non-resident workers (approximately 85% of the total workforce, or up to 350 workers) will continue to be accommodated in Moranbah and Coppabella WAVs retaining the current indicative split of 70% accommodated at Moranbah WAV and 30% at Coppabella WAV.
Existing Stanmore housing contributions	Stanmore's existing housing arrangements in Moranbah include direct ownership of 11 properties, lease of 9 rental properties, and commercial agreements for use of CIVEO WAVs in Moranbah and Coppabella. Stanmore continues to progress delivery of commitments made for the management of social impacts associated with IDM, including: • development progressing for construction of a triplex accommodation unit on land purchased in 2024/25 • negotiations underway for purchase of a second vacant block in Moranbah to support further housing development of 3 units of housing.
Live Local program	Stanmore's continues to promote its "Live Local" program to encourage a longer-term, local workforce. This includes incentives to encourage workers to consider living locally through Stanmore's current-owned and rental housing stock and supplemented by Stanmore's new developments as available.

Assumption	Description
Workforce participation	Workforce assumptions underpinning this SIA are derived from modelling and base data extracted for existing IPC operations, Stanmore's IDM SIMP and SLR's 2025 Review of IDM SIMP. Pre-Project workforce origin assumptions, and Project-specific operational assumptions have been applied to determine a 14–15% local residential workforce target for the Project. Stanmore's existing recruitment processes are aligned with the SSRC Act recruitment hierarchy and fatigue management principles. With lower reported rates of Indigenous participation in the IDM workforce, Barada Barna has expressed preference to see supply chain participation increase where longer-term and sustainable Indigenous workforce participation outcomes can be achieved. The Project's Indigenous workforce participation target has been proposed to align with Stanmore's Reconciliation Action Plan Innovate, plus Project-specific targets are proposed for employment, traineeship or apprenticeship, Indigenous business contracting, and educational bursaries, as a part of the Native Title agreement with the Barada Barna Aboriginal Corporation (the terms of the Native Title agreement are confidential).
Procurement	Procurement data provided by Stanmore reports on overall spend of \$239 m with local suppliers, with \$5.2 m with Traditional Owners and First Nations businesses in 2024. For IPC, reported spend occurred with 128 local suppliers and 3 Indigenous businesses. IDE-specific procurement opportunities and targets are reported within the IDM SIMP, For the Project, Stanmore has proposed targets for Indigenous business contracting as a part of the Native Title agreement with the Barada Barna Aboriginal Corporation (the terms of the Native Title agreement are confidential).
Community and stakeholder engagement	The SIA has been informed by stakeholder consultation undertaken in 2025 during scoping for the Project, assessments and technical studies. Further detailed consultation took place from Q3 2025 to Q1 2026 following release of the Project's draft Terms of Reference and further development of the SIA and SIMP.

3.4 Preliminary identification of key changes to the social environment

3.4.1 Project activities across the Project life cycle

The SIA considers the full lifecycle of the Project, through construction to operations, and decommissioning and rehabilitation. Informing the scope and scale of the SIA is an understanding of Project related activities across respective Project phases, as outlined in Table 3.6.

Table 3.6 Project activities

Project phase	Anticipated timeframe	Anticipated activities relevant to social environment
Construction	2028 – 2029	- Infrastructure construction including bridge across Isaac River, ROM coal pad, ROM coal haul road and site access road, levees, diversion, dams, and other supporting infrastructure - Engagement of 100 to 150 construction workers during the 12 to 18 months construction period, with non-resident workers accommodated in an existing local mining accommodation village. - Commencement of some mining activities such as topsoil stripping and pre-strip of overburden.

Project phase	Anticipated timeframe	Anticipated activities relevant to social environment
Operations	2029 – 2043	• Mining operations in a new open-cut pit, ROM coal extraction, and utilisation of existing key infrastructure. • Maintain an operational workforce of around 300 to 400 workers (similar to current IDM workforce level but with a small and progressive decrease as production declines). • Maintain current IPC workforce accommodation strategy, with workforce residing in local towns (i.e. home ownership or rental accommodation) and existing local mining village accommodation. Stanmore will continue to provide incentives for workforce to live locally.
Decommissioning and rehabilitation	2043 – post 2053	• Progressive rehabilitation of overburden dump areas and other mining and infrastructure areas • Decommissioning of buildings and infrastructure

3.4.2 Preliminary identification of key social changes

The preliminary identification of potential social impacts informed the selection of social indicators which constitute the SIA baseline. Scoping also informed the identification of stakeholders and subsequently the community and stakeholder engagement strategy supporting the SIA.

Table 3.7 outlines social impacts potentially generated by or contributed to by the Project along with applicable stakeholders and baseline indicators. Note that impacts are based on the Project proceeding compared against the scenario of the Project not proceeding.

Table 3.7 Preliminary identification of potential change to social environment

Key SIA matter	Key Project activity	Potential social impact or opportunity	Stakeholders affected	Baseline social indicator
Community and stakeholder engagement	Project construction and operations	Community perception of increased Project workforce and contributions in community	- Local and regional communities - Local Government	Community perception, values and attitudes
	Project construction and operations	Community perception towards mining and the future of the industry and region	- Local and regional communities - Local Government	Community perception, values and attitudes
Workforce management	Generation of employment opportunities during construction	Increase in employment opportunities and demand for labour (skilled and unskilled)	- Local and regional communities - Traditional Owners and First Nations groups - Local and regional employment and training providers - Local government	- Labour force characteristics (Non-indigenous and Indigenous) - Unemployment rate (Non-indigenous and Indigenous) - Labour availability - Key industry and occupation of employment
	Maintenance of similar employment levels to current at IPC during operations	Enhanced long-term employment security for the existing operational workforce	- Existing IPC workforce - Unemployed people and job seekers	- Skills shortage - Non-resident population - Capacity of social infrastructure and services.
		Loss of employment from small decrease in operational workforce transitioning from IDM to Project	Prospective new workers including people with no previous mining experience and identified under-represented groups in the labour force (i.e. women, youth, First Nations people)	
		Generation of new/replacement employment opportunities from workforce turnover		
	Maintenance of existing training opportunities	Ongoing provision and potential expansion of training and skills development opportunities	- Existing IPC workforce - Local and regional employment and training providers	
	Opportunities for local workers to commute to and from work where safe and practical			
	Demand for labour during Project construction	Ongoing contribution to competition for skilled labour in Isaac LGA	- Businesses in Isaac LGA - Other nearby mining Projects	

Key SIA matter	Key Project activity	Potential social impact or opportunity	Stakeholders affected	Baseline social indicator
	Roster and shift arrangements influencing workforce physical and mental health and wellbeing	Increase in risk to workforce health, safety, and wellbeing (i.e. fatigue, mental health, stress, physical health)	- Project workforce and their families - Social infrastructure and service providers	
Housing and accommodation	Ongoing accommodation requirements by Project's resident and non-resident workforce	Limited change to local housing demand from existing DIDO/FIFO workforce due to continuation of existing employment and accommodation arrangements, with small declines in total workforce offset by increased proportion of workers living locally	- Local housing and accommodation providers - Local communities - Existing workforce and their families - Local and State government - Social infrastructure and service providers	- Dwelling occupancy and tenure - Housing availability (rental vacancy and properties for sale) - Housing affordability (rent and property price) - Social housing demand - Estimated homelessness and overcrowding - Short-term accommodation availability (incl. WAVs) - Employer owned housing - Workforce accommodation arrangements of surrounding Projects
		Contribute to ongoing stability of local housing market due to resident workforce retention		
		Ongoing contribution to cumulative demand for housing		
	Ongoing demand for WAV and short-term accommodation in key communities	Ongoing economic benefits for WAV providers Potential increase in short-term accommodation access constraints due to periodic mine maintenance shutdown periods	- WAV operators in Moranbah and Coppabella - Tourists and visitors to Moranbah	
Local business and industry participation	Generation of new supply and procurement opportunities during construction	Increase in supply and procurement opportunities	- Local and regional businesses - First Nations owned/managed businesses - Local and regional economic and industry groups - Local and regional economic and industry groups	- Number and industry type of registered businesses - Employment size of registered businesses - Existing supply arrangements IPC - Number and type of First Nations owned/managed businesses - Skills shortage - Gross Regional Product (GRP) and industry value add (particularly mining) - Individual and household incomes
	Continuation of existing supply and procurement arrangements	Ongoing economic benefits for local and regional businesses	- Local and regional businesses currently supplying IPC - New local and regional suppliers for the Project - First Nations owned/managed businesses	

Key SIA matter	Key Project activity	Potential social impact or opportunity	Stakeholders affected	Baseline social indicator
Health and community wellbeing	Incidental spending in key communities by Project workforce	Ongoing contribution towards enhancing the local and regional economy	- State and Local government - Local and regional economic and industry groups	
		Ongoing viability of local businesses due to continued patronage and revenue attributed to the Project workforce	Businesses in Moranbah and Coppabella	
	Ongoing employment for the existing IPC workforce	Population retention or growth influencing community vitality, cohesion, and social capital	- Local government - Local communities - Emergency services (police, ambulance, fires and rescue)	- Population projections and trends - Community perception, values and attitudes - Socio-economic status - Demographic profile - Socio-Economic Indexes for Areas (SEIFA) – Index of Relative Socio-economic Advantage and Disadvantage (IRSAD)
		Emergence or increase in community concerns around perceived decline in community cohesion, safety and security associated with non-resident workers		
		Ongoing demand for social infrastructure (i.e. health and medical, early childhood and education, and emergency services) contributing to existing capacity and access constraints	- Emergency services (police, ambulance, fires and rescue) - Schools and childcare providers - Hospital and health services - Residents of key communities	- Population projections and trends - Availability and capacity of social infrastructure
	Project construction and operations	Increase in amenity impacts and changes to living environment (noise, dust, vibration)	Nearby landowners and lessees	- Property and land use characteristics - Amenity and environmental values - Health risk factors
		Decrease or loss of tangible/intangible cultural heritage values due to disturbances of sites and changes to landscapes of significance	Traditional Owners and First Nations groups	- Cultural values - Amenity value

Key SIA matter	Key Project activity	Potential social impact or opportunity	Stakeholders affected	Baseline social indicator
	Generation of ongoing light and heavy vehicle traffic during Project construction	Continued risk of road incidents (as well as associated health and safety implications) along the Peak Downs Highway and Peak Downs Mine Road Ongoing effects on access and connectivity along local and regional road networks	- Local and regional communities – road users - Local Government	- Transport networks - Traffic counts (including heavy vehicles) - Recorded type and frequency of traffic incidents
	Continuation of community benefits and investment opportunities	Ongoing and potential increase in community benefit generation, enhancing socio-economic wellbeing within key communities	- Local and regional communities - Community groups - Social infrastructure and service providers - Traditional Owners and First Nations groups	- Community perception, values and attitudes - Availability and capacity of social infrastructure - Community engagement feedback
	Project closure and rehabilitation	Increase in population outflow which can have positive or negative implications around local service demand Post-mining land use and land rehabilitation opportunities	- Social infrastructure and service providers - Local communities - Project workforce and their families - Traditional Owners and First Nations groups - State Government - Local Government - Nearby landowners and lessees	- Population Projections and trends - Availability and capacity of social infrastructure and services - Post mining land use rehabilitation milestones in PRCP - Available land use and tenure reports for IPC and Project - Available information on Stanmore's positions on post-mining land use and/or other examples in the study area

3.4.3 Stakeholder profile and analysis

A stakeholder profile and analysis undertaken as part of SIA scoping process identified a broad scope of stakeholders and community groups likely to have interest and/or be affected by the Project. This scoping process enabled early identification of likely stakeholder interests and concerns.

A stakeholder profile and analysis help to identify the full extent, including potential variations across stakeholder views and interests. Not all stakeholders will necessarily share the same concerns or have unified opinions or priorities. To determine the level of engagement required with each stakeholder group, a two-pronged approach was applied to consider:

- the likely extent of impact on the stakeholder group
- the likely ability of the stakeholder group to influence the outcome of the Project.

Table 3.8 provides an overview of the stakeholder analysis based on the determined level of engagement, in addition to outlining the objectives of each engagement level. This analysis considers core engagement principles outlined in the Queensland Government's Social Impact Assessment Guideline, and with regard for the IAP2's Public Participation Spectrum (IAP2 2018).

Table 3.8 Overview of SIA stakeholder profile

Level of engagement	Stakeholder	Engagement objective	Relevance to SIA
Collaborate (via Stanmore/SIA team)	• OCG • Isaac Regional Council • Barada Barna Aboriginal Corporation • Affected landowner	To engage in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	Ensure stakeholder input has shaped the SIA, and collaborative partnership arrangements.
Involve	• Isaac Affordable Housing Trust (IAHT) • Childcare Leadership Alliance (CLA) • Country Universities Centre (CUC) • SelectAbility • Moranbah and District Support Services (MDSS) • Emergency and Long-Term Accommodation Moranbah (ELAM) • WAV provider in Moranbah and Coppabella (CIVEO) • General Practitioners (GPs) in Moranbah • Isaac Business Chamber (IBC) • Moranbah Hospital/Mackay Hospital and Health Service (MHHS) • Queensland Police Service (QPS) – Moranbah Station • Queensland Ambulance Service (QAS) – Moranbah Station • Queensland Fire Department (QFD) – Moranbah Fire Station /Queensland Fire and Emergency Service (QFES)	To work directly throughout the process to ensure that concerns and aspirations are consistently understood and considered.	Involve stakeholders in the identification of social trends and issues, and of social impacts and management measures.

Level of engagement	Stakeholder	Engagement objective	Relevance to SIA
Consult	- Queensland Department of Trade, Employment and Training (DTET) - Queensland Department of Housing and Public Works (DHPW) - Queensland Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism (DWATSIPM) - Mackay Regional Council - Residents of Moranbah and Dysart - Real estate agents in Moranbah, Dysart - Local businesses in Moranbah - Employment and training providers in Moranbah - Schools in Moranbah and Dysart - First Nations businesses and training providers	To obtain feedback on scope of assessment and/or decisions.	Address feedback received through agency submissions to ensure scope of assessment and evidence base meets expectations, and to validate identified impacts and management measures.
Inform	- General community, Isaac region - Queensland Treasury - Unions - Regional industry groups and businesses	To provide the public with balanced and objective information to assist them in understanding the Project, impacts, opportunities and/or solutions.	Ensure Project information has been distributed as part of EIS communication and engagement program.

Outcomes of the SIA community and engagement program is presented in Section 4.

4 Community and stakeholder engagement

The Project's community and stakeholder engagement program has been designed to meet requirements of the TOR for undertaking an EIS process, as well as the inclusive engagement and participation requirements underpinning SIA.

Information gained through the direct engagement with Project stakeholders has been used to inform key elements of the SIA including baseline conditions and social trends occurring in different communities, identification and assessment of potential social impacts and benefits, and how these may most effectively be mitigated and managed.

4.1 Principles and objectives of engagement

As stipulated in the SIA Guideline (DSDIP 2025), community and stakeholder engagement undertaken for the SIA to be participatory, transparent and inclusive. The objectives of the SIA engagement are to:

- provide local stakeholders with the opportunity to define local values and the characteristics of potentially affected communities
- ensure stakeholders understand the Project details, timing and workforce arrangements so that discussion about impacts and benefits were meaningful
- provide stakeholders with the opportunity to identify and assess potential social impacts and applicable management measures
- ensure the SIA considers the interests and perspectives of stakeholders who may be affected by Project-related impacts
- integrate the broader EIS and Project engagement activities to provide a range of opportunities for community members and key stakeholders to provide feedback.

4.2 Overview of SIA engagement program

The engagement program for the Project's SIA gathered diverse insights across key stakeholder groups potentially affected by the Project and Stanmore's long-term presence in the Isaac region.

The SIA engagement program was inclusive, seeking input from a diverse range of participants through a mixed-method approach, comprising face-to-face interviews, virtual and telephone consultations.

The engagement approach was tailored to discuss the scope of the proposed Project, associated timeframes, workforce and accommodation arrangements. Inputs were sought particularly on local values, social and economic conditions, together with early identification of key impact pathways and suggestions for managing Project-related change.

Feedback was sought from government agencies, education and training providers, health and social service organisations, local businesses, Traditional Owners, and housing and workforce accommodation providers (see Table 4.1).

Table 4.1 SIA stakeholders consulted

Stakeholder group	Stakeholder	Method and timeframe
Queensland Government	- Department of Environment, Tourism, Science and Innovation - Office of the Coordinator General	- Project briefings led by Stanmore, January–February 2025 (ongoing engagement via Stanmore) - OCG correspondence with EMM SIA team, 5 February 2025 - OCG SIA update addressing draft Terms of Reference, 29 October 2025 - SIA and SIMP update briefing 11 March 2026.
Local Government	- Isaac Regional Council - Mackay Regional Council	- Project briefing led by Stanmore, February 2025 - In-person SIA scoping interview, 20 March 2025 - Stanmore briefing to Mayor and Councillors, August 2025 - IPC Site tour, 19 September Cr Rachel Anderson/Scott Jarvis - Portfolio engagement with Cr Melissa Westcott, Country Universities Centre (CUC), Isaac Affordable Housing Trust (IAHT), CLA 17 October and 9 February - MRC engagement, Economic Development team, 22 October
Traditional Owners	BBAC	- Review of Barada Barna submission on previous IDM Project - Virtual SIA scoping interview, 20 May 2025 - Ongoing phone liaison to June to August 2025 to discuss options for on-country engagement with Board/Elders pending
Affected landowners	Winchester Downs Trust/Winchester Foundation	- Inputs via Project briefing and consultations led by Stanmore, 6 May, 19 August, 15 November 2025 - Inputs via Stanmore's ongoing relationship management with Winchester Property Operations and Property Manager
Health and Emergency Services	- Moranbah Hospital and Community Health Centre (escalated to Mackay HHS but consultation not confirmed) - Oaktree Medical - Queensland Ambulance Service, Moranbah - Queensland Police Service, Moranbah - Queensland Fire Department, Moranbah	- SIA consultation invitations issued from 10 March 2025 and follow up calls with Moranbah and Dysart Hospitals, and Mackay HHS. - Mackay HHS interview, 27 October 2025. - Attempted consultation with Oaktree Medical, 18 March and 16 October 2025 - QAS engagement 25 March 2025, and 2 February 2025 - QPS Project introduction/attempted consultation 25 March 2025, and follow up 2 February 2026 - QFES and Moranbah Station, attempted consultation 20 March and 1 October. SIA including Emergency Response and Bushfire Management consultation 13 February 2026.
Education Stakeholders	- Moranbah State High School, Industry Liaison (Multiple attempts) - Country University Centre - Moranbah East State School - Dysart State School	- SIA consultation invitations from 10 March 2025 (phone and email correspondence). - In-person engagement with IRC and CUC, 17 October 2025, 9 February 2026. - Moranbah East State School, 16 October 2025 - In-person and phone SIA scoping interview, Dysart State School 28 March 2025 - Stanmore engagement with MSS in March 2026

Stakeholder group	Stakeholder	Method and timeframe
Community and Social Services	- Childcare Leadership Alliance (CLA) - Moranbah and District Support Services (MDSS) - Coppabella Community Centre - SelectAbility Moranbah - Moranbah Workers Club - Dysart Community Support Group - Hinterland Community Care	- CLA consultation, 17 October 2025, 9 February 2026 - In-person SIA scoping interview, MDSS 27 March 2025, follow up calls with MDSS November 2025 - Phone interview Coppabella Community Centre 4 April 2025 - SIA consultation with SelectAbility 4 April 2025, 18 September 2025, 13 February 2026 - In-person interview with Moranbah Workers Club, 17 October 2025 - In-person scoping interview, DCSG and HCC, 28 March 2025
Housing and Accommodation Providers	- AH Realty - Moranbah Real Estate - Emergency Long Term Accommodation Moranbah (ELAM) - Isaac Affordable Housing Trust	- Phone interview AH Realty and Moranbah Real Estate 25 March 2025 - In-person SIA scoping interview, ELAM 27 March 2025 - Engagement with Isaac Regional Council and Isaac Affordable Housing Trust, 17 October 2025, 9 February 2026
Employment and Training Providers	- All Aussie Training - Mumpara/Pandanus Recruitment - BBAC/BB3 Contracting Partnership	- Phone interview All Aussie Training 26 March 2025 - Phone interview Mumpara/Pandanus Recruitment 27 March 2025 - Virtual SIA scoping interview, Stanmore Indigenous Coordinators of BB3 Contracting Partnership, 17 April 2025 - Virtual SIA scoping interview, BBAC, 20 May 2025
Business and Industry Stakeholders	- Resources Centre of Excellence (RCOE) - Isaac Business Chamber - Local Businesses	- Phone interview, RCOE 28 March 2025 - Virtual SIA interview, Isaac Business Chamber 30 May 2025 - SIMP follow up communication, 16 February 2026

The consultation revealed clear themes across five key matters of the SIA: community and stakeholder engagement including relationship management, workforce development and management, business and industry participation, housing and accommodation, and health and wellbeing, as summarised in Table 4.2.

Table 4.2 Consultation themes relevant to SIA Guideline key matters

SIA key matter	Summary of consultation themes and inputs
Community and stakeholder engagement	Community and stakeholder sentiment reflects growing expectations for resource proponents to be visible, collaborative contributors to local and regional way of life. While Stanmore was generally described as a known operator, stakeholders consistently commented on limited awareness of its existing community contributions (e.g. Stanmore’s community grants program) or contributions associated with its residential workforce. These views were echoed by Isaac Regional Council during direct engagement with Stanmore in September 2025. Stakeholders consulted for the SIA viewed the Project as an opportunity to strengthen Stanmore’s profile and Project contributions through: • More visible and celebrated contributions of residential workers to local communities. • Increased involvement in interagency collaborations and public forums (e.g. Chamber-led industry forums, multi-agency networks). • Ongoing and responsive communication channels between Project representatives and community stakeholders. • Sustained support for local volunteer networks and community committees, which are reportedly under strain. Concerns raised about the potential closure of Isaac Downs Mine in 2029 were tempered by awareness of the proposed extension Project, with stakeholders generally supportive of the extension Project contingent on early engagement and transparent planning. The SIA consultation process also identified opportunities to strengthen Traditional Owner engagement practice and relationships, linked to on-Country meeting places, and on-site cultural design and language features. Cultural values associated with the Isaac River and Country are deeply significant to Barada Barna People.
Workforce development and management	Workforce-related issues were a central theme across most stakeholder engagements. Commonly raised concerns included: • Workforce mental health, with suggestions to deploy guidance or wellbeing officers at accommodation facilities, while acknowledging that this approach is dependent on agreement with the WAV operator CIVEO. • Barriers to local employment among underrepresented groups, with training providers calling for more flexible and culturally inclusive hiring and mentoring models. • High cost of living and housing stress, particularly for non-mining, service sector workers. • Retention challenges being prioritised for rural education, health, and emergency service capacity. Retention challenges were often attributed to cost of living or housing affordability constraints. • Opportunities for vertical integration of school leavers into skilled roles, with suggestions to strengthen the integration of high school programs with local CUC programs, CQ TAFE Moranbah Campus and RCOE offerings, and local employment pathways. • Stakeholders highlighted initiatives including cadetships, apprenticeships in community sectors (e.g. allied health, education), and place-based training solutions delivered in partnership with local providers.
Business and industry participation	Consultation with local business and industry stakeholders affirmed the importance of leveraging existing local and regional initiatives rather than duplicating individual efforts per proponent. Opportunities identified included membership and regular presentations to Isaac Business Chamber member forums, and aligning Project investments with established regional training infrastructure and innovation hubs (e.g. CUC, RCOE). Businesses have expressed interest in clearer access pathways to Project procurement opportunities, with consideration for the Project to support Isaac Business Chamber’s regional procurement portal. There is strong support for: • Continued and expanded local procurement, especially through Tier 1 and Tier 2 contractors and opportunities for procurement packages to be broken down for smaller providers where possible. • Stanmore joining collective industry collaboration platforms, such as the Isaac Business Chamber forums. • Exploration of RCOE as a strategic partner in workforce development, circular economy outcomes, and supply chain innovation.

SIA key matter	Summary of consultation themes and inputs
Housing and accommodation management	Stakeholders consistently reported housing affordability issues across Moranbah and Coppabella. Emergency accommodation waitlists extend over 12 months in some cases. Service providers noted staff losses due to inability to secure housing. Stakeholders also acknowledged local residents were resorting to informal accommodation arrangements and experiencing overcrowding. While stakeholders did not anticipate the extension Project would generate substantial new demand for housing, there was consistent feedback as follows: • The continuation of a predominantly non-residential workforce model limits contributions to community sustainability. • Residential workforce targets should be gradually increased, accompanied by incentives and investment to local housing affordability. • Stanmore should actively promote its Live Local campaign, consider contributions to housing stock revitalisation and affordability, and explore contributions to a regional housing strategy should that be pursued by Council. • A contribution to the Isaac Affordable Housing Trust (IAHT) was a common recommendation during SIA consultation to increase local access to affordable housing options, in addition to encouragement for Stanmore to explore availability of ad hoc or interim accommodation solutions via its existing WAV accommodation contract to support visiting services with affordable accommodation options.
Community health and wellbeing	The closure of one of Moranbah's two GP clinics in January 2025 increased pressure on the remaining provider and raised concerns about local health service capacity. However, this strain has been moderately tempered by the introduction of a second private general practitioner in July 2025. While the Project is not expected to significantly increase demand for local health or emergency services, stakeholders recommend: • Maintaining on-site paramedic arrangements and improving site access protocols to avoid reliance on Peak Downs Highway crossings. • Ensuring helipad and medical facilities meet Project emergency requirements. • Supporting programs such as SelectAbility's Mental Health programs in community or ELAM's Fork and Talk and Fly to Health, which enhance local access to mental health and allied services. • Supporting Barada Barna Aboriginal Corporation (BBAC)'s cultural accommodation strategy and facilities in Moranbah, subject to ongoing negotiations between Stanmore and BBAC. • Addressing community mental health and isolation risks, associated with non-resident occupation of local WAVs particularly in Coppabella, by exploring options such as co-located wellbeing services or rotating mental health professionals at workforce accommodations.

4.3 Key stakeholder inputs

The following section provides a summary of key SIA engagement activities and outcomes with each identified stakeholder group. A full record of engagement is provided in Appendix A.

4.3.1 Queensland government

In February 2025, Stanmore initiated engagement including detailed Project briefings with the Queensland Department of Environment Tourism Science and Innovation, and the Office of the Coordinator General. These engagement events focused on confirmation that the proposed Project would be assessed under the EP Act (EIS and EA/PRCP) managed by Department of Environment, Tourism, Science and Innovation (DETSI), with the OCG maintaining oversight of the SIA (under the SSRC Act) as part of the Project's EIS.

Subsequent correspondence between the OCG and SIA team focused on proposed methodology for SIA, with advice to consider the existing Isaac Downs SIMP, recognising this management plan represents a framework of prior social commitments with ongoing relevance to the proposed extension Project.

In October 2025, the SIA team briefed the OCG on the Project's SIA study area and received early advice on the OCG's submission on the Project's EIS draft Terms of Reference. There was general support for the Project to integrate the monitoring and reporting requirements associated with the Project's SIMP, with the existing framework and commitments made for existing SIMP for IDM operations.

Further engagement was conducted with the OCG in March of 2026 by the SIA team and Stanmore. The SIA team updated the OCG on the SIA and SIMP, local and regional stakeholder engagement participation, summary of residual social impacts and proposed SIMP and sub-plans. The SIA team informed the OCG that the SIA and SIMP are being progressed as standalone documents, with early and ongoing stakeholder engagement, and no project-induced housing supply or affordability impacts identified.

The meeting confirmed the EIS process is progressing, with Terms of Reference finalised in December. The project was described as critical to the continuation of the IPC, with construction expected to commence pending approval, and designed to utilise existing infrastructure and retain the current workforce.

Nevertheless, Stanmore has proposed an affordable housing contribution, with further consideration required regarding the applicability of an industry funding framework. Key social themes include workforce transition, community visibility, mental health, affordable housing, youth retention and childcare, with health and emergency services not expecting increased demand. Draft SIA and SIMP materials are to be provided to support adequacy review, with reporting and adaptive management aligned to the annual monitoring framework.

4.3.2 Local government

i Isaac Regional Council

Five meetings were held with Isaac Regional Council (IRC) as part of the SIA engagement program, including a site tour hosted by Stanmore, engagement with Council officers, elected representatives, and key stakeholders associated with Council portfolio initiatives (IAHT, CLA, CUC). Additional Project briefings to Council were also led by Stanmore with insights informing the development of this SIA.

Early engagements (February to April 2025) were welcomed by Council. IRC noted the scale of current and anticipated development activity in the region, including 33 active coal mines and 26 renewable energy projects under assessment, and advised that the Isaac Region hosts approximately 15,000 FIFO/DIDO workers.

Council articulated a firm position that *new* FIFO or non-residential accommodation solutions would not be supported unless partnered with strong commitments to a residential workforce and housing investment in town. This position was framed in the context of Council's current community priority areas, including affordable housing, childcare services, health and emergency services, education and training, youth development and retention, parks and recreation, connectivity, and telecommunications.

In relation to the Project, Council identified specific expectations regarding increasing residential workforce participation and affordable housing investment, management of road infrastructure impacts over the Project's extended operational life, cascading local workforce and procurement targets through Tier 1 and Tier 2 contracts, improved pathways for school leavers into training and employment, and aligning with regional initiatives including the CUC and RCOE. Council also emphasised the importance of initiatives that contribute to longer-term economic diversification in the region.

Subsequent consultation included a dedicated session between Stanmore and Council executives, which provided targeted feedback on opportunities to strengthen local visibility and relationships. A follow-up site visit was also undertaken with select Councillors and Council managers to provide overview of the IPC complex, progressive rehabilitation outcomes, and to discuss scope of the proposed extension and early SIA insights. This discussion included consideration of recent increases in rental vacancy rates, noting that these changes had not translated into improved rental affordability. In November 2025 and February 2026, two targeted sessions were convened to discuss SIMP partnership and investment opportunities with the IAHT, CUC, and CLA. The SIA team also reengaged with Council officers in February 2026 to share findings of the SIA process, and the scope of the SIMP.

Engagement with Mackay Regional Council confirmed Council's interest in the Project and the importance of ongoing engagement to inform assessment of potential social impacts. The scope and approach of the SIA were outlined, and appropriate Council contacts were established to provide input as required. Council provided local context on regional workforce patterns, noting the prevalence of FIFO and DIDO arrangements and associated implications for worker wellbeing, family cohesion and broader social outcomes. Workforce assumptions based on the existing IPC workforce profile were discussed and considered appropriate for assessment purposes. Road safety considerations associated with DIDO travel on the Peak Downs Highway were also noted as part of the consultation and have been considered within the SIA.

4.3.3 Traditional owners

In May 2025, representatives of BBAC provided input to early SIA scoping, and the design of future consultations with Elders and BBAC Directors on country to inform the SIA. Early scoping engagement highlighted the cultural significance of Isaac River and Cherwell Creek to Barada Barna, which remains a key focus in terms of the Project's potential to impact social and cultural values attached to these waterways and surrounding cultural landscape. Representatives welcomed greater involvement in Project planning, employment and supply chain opportunities, as well as joint opportunities to deliver training, education and cultural programs. These opportunities extended to suggestions for increasing cultural awareness of Barada Barna's history and connection to country, through the naming of meeting venues on site, and the establishment of a dedicated cultural office.

Further engagement for SIA was pursued to align with Board and Elder availability on country during July and again in August. While these meeting plans did not proceed, representatives for Barada Barna have expressed willingness to re-engage, pending progress of concurrent Native Title agreement negotiations between Barada Barna and Stanmore.

4.3.4 Affected landowner

The Project directly affects one private landholding, Winchester Downs. Stanmore met with the landholders, who are also represented on the Board of Trustees for the Winchester Foundation in May, August and November of 2025. Key consultation points relevant to SIA include the below:

- The property subject to the ML applications will ultimately be transferred to the Winchester Foundation in accordance with the requirements of the estate of the previous owner.
- The property subject to the ML applications will not be sold as it will be a core asset of the Winchester Foundation used to raise funds to support the Foundation.
- Previous ML applications, in a similar location to the Project's ML applications, (under Vale) included commitments to mitigating potential amenity impacts (e.g. dust). Stanmore has sought this historic agreement for review and consideration in the context of the compensation agreement required for the Project MLs, inclusive of mitigations for potential amenity impacts.
- Landholding and paddock maps were shared with Stanmore, with Stanmore committing to overlay the mining footprint with current land uses to support further consultation regarding Project impacts and land use mitigation strategies.
- Early consultation has focused on property access considerations, potential operational disruptions and land use impacts at the property, particularly regarding property gate access and security, road use and cattle movement and paddock access.

Consultation with Isaac Regional Council (also described at Section 4.3.2) confirmed their endorsement of Winchester Foundation as a potential local partner for proponents seeking to deliver legacy and social investment initiatives for Isaac region. The Foundation's purpose is to assist rural and remote children via Winchester Scholarships, providing funding towards educational expenses which can burden families living in regional areas. The Foundation is recognised for its role helping young people access education and training pathways, which aligns with Council's broader priorities for youth engagement, skill development and long-term regional benefit.

4.3.5 Social infrastructure and service providers

i Health and emergency services

Findings from this SIA engagement program has highlighted constraints in the capacity of primary health services in Moranbah with the closure of Sonic Health in January 2025, one of two general practices operating in Moranbah. While the remaining practice, the Oaktree Family Medical Centre in Moranbah, was unavailable for SIA consultation, the practice reported in January 2025, a surge in appointments because of the second clinic (Sonic Health) closure affecting capacity of staffing and leading to longer wait times. In July 2025, an individual private practitioner (formerly with Sonic Health) re-opened, providing choice across local services. The Northern Queensland Primary Health Network (NQPHN) is currently doing a study in Isaac region on the availability of GPs and capacity, allied health and potential solutions; however, results from this assessment were not available at the time of this SIA.

Moranbah hospital has experienced a major upgrade, largely completed in 2024, and replacing existing facility with a modular, 12-bed hospital, with improved emergency, outpatient, and allied health services, featuring a new CT scanner and a dedicated helipad. Consultation with a representative of Mackay HHS in October 2025 identified capacity constraints remained for specialist medical professions and emergency service resourcing.

Consultation inputs from local emergency and community service stakeholders highlighted access to affordable accommodation as a particular constraint affecting visiting health services and the retention of health and community service staff. Queensland Ambulance Service, operating from Moranbah and supporting a broader district inclusive of Coppabella, expressed support for Stanmore's existing arrangements including on-site paramedic. QAS did not expect the Project to significantly affect existing levels of demand for health and emergency services, as the Project workforce does not represent a substantive change to the existing IDM operational profile. QAS acknowledges an existing working protocol with Stanmore would continue to apply to the Project, ensuring escort procedures are in place to support timely access of QAS teams to site as needed.

Suggestions was made for the Project to consider relocating its paramedics station and establish a helipad site on the new Project ML areas to reduce the need to cross Peak Downs Highway between IPM and IDM. Stanmore has confirmed emergency service access would continue using the existing underpass of the Peak Downs Highway, avoiding interaction with public road users.

Coppabella was reported to have limited access to health and emergency services, contributing a high rate of call outs for Moranbah emergency services to Coppabella, including Coppabella WAV operated by Civeo.

Workforce and community mental health was identified as a contributing factor to increased call out rates, with suggestions from QAS (as well as MDSS, ELAM, and Barada Barna representatives) to increase provision of mental health and/or cultural guidance officers on worksites and in accommodation to support the needs of workers and reduce demand on local services.

The QFES service for Moranbah and District is reported as an auxiliary service that remains on-call but not employed on a permanent basis. This service is supported by 20 volunteer resources, two trucks (not offroad vehicles) with increased access to 4WD vehicles during fire season. Consultation with QFES noted services were primarily delivered to support local townships and surrounds, while mining operators maintained individual on-site emergency response procedures. With acknowledgement that the Project's general extension of existing workforce arrangements, including emergency and incident management provisions inclusive of on-site fire trucks, water infrastructure and on-site medical and helipad access, the Project is not expected to unduly increase demand for QFES services. However, a working action plan or protocol is recommended to ensure any call outs specify the geographic conditions for the call out location, and key contact points to facilitate and support site access. Consultation with QPS representatives in Moranbah was sought at different stages of SIA development but direct input to this SIA was not received within the SIA consultation period.

ii Community and social services

Consultation with local community and social support services – including SelectAbility, MDSS, ELAM, Coppabella Community Centre, Dysart Community Support Group (DCSG), and Hinterland Community Care (HCC) has revealed consistent themes of affordable housing constraints, service access limitations, and the importance of proponent visibility in communities and community contributions. These stakeholders, particularly MDSS, ELAM and DCSG, reported growing demand for affordable housing and emergency accommodation particularly among families fleeing domestic violence or adhering to parenting orders requiring them to remain in community, and/or single-income households. As part of consultation DCSG enquired whether the Stanmore's Community Grants Program would be available to Dysart, as this would represent a good supplementary opportunity for funding of community-led initiatives. Stanmore has confirmed community benefit available to Dysart community groups through the grants program, with increased weighting toward evaluation of applications as the Project and Eagle Downs projects become active.

Constraints are also reported to affect essential service workers who fall between eligibility thresholds for social housing and private rental affordability. Service providers highlighted the strain on frontline health and wellbeing supports due to workforce shortages tied to accommodation constraints, high living costs, isolation experienced in what is described by stakeholders as a rural and regional setting, and the cumulative effect of workforce camps on mental health and wellbeing. Isaac Affordable Housing Trust is working closely with ELAM and MDSS regarding this gap. Some stakeholders (particularly in Dysart) acknowledged a lack of meaningful public transport options and poor connectivity between regional towns exacerbating service gaps and community exclusion.

Specific inputs provided regarding the Project's potential social impacts and benefits included:

- consideration that the Project's continued workforce profile was unlikely to contribute to increased demand or exacerbate demand for local services in most instances, with two focus areas of consultation being potential effects on housing and community/workforce mental health and wellbeing
- acknowledgement by ELAM of underlying anxiety within community that any "new project" announcements may be perceived by community for their potential to exacerbate pressure on housing affordability. The Project was viewed positively by stakeholders noting its extension to existing workforce and accommodation arrangements. It has been recommended that Stanmore clearly communicate this Project as an extension to allay community concern over increased local demand for housing and associated exacerbation cost of living and housing affordability pressures

- opportunity for Stanmore to increase local awareness of its existing residential workforce and associated community contributions, and encouragement for the Project to incrementally increase its residential workforce targets to contribute positively to the sustainability of local social networks, volunteer networks, and essential worker capacity (a secondary benefit identified from residential workers, added qualifications of their partners, and contribution of their families to community life)
- opportunity for this Project to contribute positively to workforce mental health and wellbeing to reduce current levels of related local service demand.

iii Childcare service stakeholders

Childcare services in the Isaac region continue to operate in a constrained and highly interdependent service environment, where educator availability, housing access and workforce retention are primary limiting factors on service capacity. The CLA has emerged as a critical coordination mechanism underpinning childcare service continuity, workforce planning and participation across the Isaac region. Consultation with the CLA described a historic and ongoing shortage of early childhood educators. Current waitlists indicate demand remains acute, with approximately 150 children under three awaiting placements while an oversupply of kindergarten programs reflects a misalignment between service offerings and demographic need. Dysart alone currently reports approximately 12 educator vacancies, highlighting persistent sub-regional pressures.

Through a three-pronged recruitment strategy applied by the CLA (involving domestic attraction campaigns, international recruitment via sponsored visas, and targeted housing support), the CLA has facilitated the recruitment of 39 educators to date (at November 2025). However, the effectiveness and scalability of these outcomes remain closely tied to access to suitable accommodation. Funding uncertainty, described as including the scheduled reduction in BHP Mitsubishi Alliance (BMA) contributions, represents new emerging risks to service stability. The CLA has expressed value in Stanmore's prior IDM funding commitments and welcomes continued or enhanced contribution as part of the Project.

iv Education stakeholders

Input to the SIA was sought from Moranbah State and Moranbah East State School, Dysart State School, and Moranbah State High School. Input was also sought from local and regional training providers. Consultation insights reported here are drawn from a combination of direct interviews results with Moranbah East State School and Dysart State School, and with consideration of prior engagements undertaken by EMM Consulting and Stanmore with Moranbah State High School. Outcomes of consultation with other education and training providers are reported in latter sub-sections.

Moranbah State School representatives advised that up to 50 students per day are provided with breakfast and/or lunch, including 10–15 students requiring daily meal support. Current enrolments are approximately 490 students, representing a decrease from the previous year due to local mine closures, with enrolments expected to increase next year driven by a large incoming Prep cohort. It is estimated that at least five vulnerable families are currently accessing emergency housing due to domestic violence relocation, typically limited to three-month stays before transitioning into longer-term accommodation.

The Moranbah social worker role, which serviced three schools, has remained vacant since the incumbent resigned last year. Since the start of the school year (Week 8), police assistance has been required on at least three occasions in response to safety or protection concerns. It was also reported that approximately 40%–50% of students from Prep to Year 3 are experiencing trauma-related, learning or emotional regulation challenges (with the Prep cohort particularly impacted). These issues are affecting students' ability to access the curriculum and increasing support demands on teaching staff.

Education stakeholders in Moranbah and Dysart described declining enrolments, staff retention challenges, and in the context of Dysart, challenges in sustaining student attendance and/or access to previously delivered education programming. One influencing factor to overall attendance levels has been described as associated with limited available specialist services locally. Anecdotal evidence described families at times withdrawing three children from school to attend one child's medical appointments in Mackay, due to time constraints in accessing appointments and still making school drop off or pick up times.

Both education stakeholders consulted for the Project's SIA viewed the extended Project life as a stabilising contribution to current local and regional dynamics. Opportunities through Stanmore's grants program were also viewed as positive opportunities to support under-resourced, locally-led initiatives.

During early engagement, IRC indicated that recent wet weather may have reduced community and educators focus on the impacts of open-cut mining on local air quality and the effect it has on student learning and residential living environments. Council anticipated that the effect of changed air quality would be a residual area of concern and future focus of engagement in relation to the Project's potential impact on community health and wellbeing.

Subsequent engagement occurred with Moranbah East State School as the most proximal to the Project area, and to explore the scope of potential air quality impacts. This consultation determined that the school actively monitors publicly available air quality results, noting average results report fair conditions for Moranbah.

Previous consultation undertaken by EMM with Moranbah State High School and Dysart State High School has identified challenges in the retention of qualified teachers, particularly for senior subjects. Holobox technology was introduced to from late 2023 enabling teachers from Brisbane to deliver live interactive lessons to students in Moranbah and Dysart. It is expected this pilot, previously supported by BMA, will conclude in 2025. Local stakeholders in Dysart have described limitations with the technology, and the challenges of teacher retention affecting local access to senior classes including metal work, which requires students to travel from Dysart to Moranbah State High School to complete.

Stanmore continues to progress a collaborative relationship with Moranbah State High School, focused on delivering youth development, education, and career readiness outcomes that align with community needs and the IDM Social Impact Management and Reporting (SIMR) commitments.

v **Employment and training providers**

Consultation for this SIA has drawn on input from the CUC, RCOE, All Aussie Training, Barada Barna (including discussion of BB3 contracting), and Pandanus Recruitment. Across consultation, stakeholders consistently identified the Project as an opportunity to strengthen local workforce participation, training pathways and long-term skills retention in the Isaac region, provided barriers to participation are actively addressed.

a **Education pathways and the CUC**

Consultation with the Moranbah CUC highlighted the growing role of tertiary education infrastructure in supporting student retention, family stability and long-term residential development. The CUC operates as a study hub providing facilities, connectivity and wraparound support for students enrolled with multiple universities. The Moranbah CUC offers extended access hours (6 am–12 am), highly connected digital infrastructure, exam supervision, and flexible study spaces that support both individual learning and peer networking.

The CUC noted strong demand from students across education, health, psychology and engineering disciplines, with 41 students enrolled across 20 institutions (October 2025). Early evidence suggests improved retention of young people and families in the region, with a forthcoming government report expected to demonstrate increased enrolments and positive skills outcomes.

The CUC identified opportunities for partnerships with industry, including Stanmore, to increase the engagement and outreach potential of the CUC model in Moranbah, and to support work placements aligned to engineering, electrical, mechanical, environmental and commercial pathways. There was also interest in exploring interfaces with newly established RCOE facilities, satellite study hubs for smaller communities, and potential integration of study support within WAVs, recognising that many workers undertake tertiary study while FIFO/DIDO. Further engagement undertaken by the SIA team with Civeo in February 2026 indicate potential for collaboration with CUC and Stanmore in this regard.

b Training and workforce development opportunities

Consultation with the RCOE highlighted strong alignment between Stanmore's operations and existing and planned training infrastructure in Moranbah and Mackay. The RCOE is progressing a \$42 million mining-focused training and innovation facility in Moranbah and has expressed interest in partnering with Stanmore to support local training pipelines, applied innovation, and circular economy outcomes, whether as part of this Project or at a portfolio-level. The RCOE emphasised the value of early engagement to align Stanmore's workforce and operational needs with local training delivery.

All Aussie Training reported increasing demand for high-risk work tickets and machinery qualifications, particularly among younger cohorts, and identified the Project as likely to generate sustained demand for training during both construction and operations. However, they noted that mental health pressures, camp culture, and rigid hiring criteria can act as barriers to workforce entry and retention, particularly for entry-level workers who often require pre-employment support, mentoring and flexibility.

c First Nations employment and procurement

Consultation with Pandanus Group/Mumpara Recruitment and BBAC emphasised the importance of transparent access to employment opportunities. They advocated for widespread advertising of roles across multiple platforms, engagement with multiple First Nations organisations (in addition to Traditional Owners), and culturally appropriate support mechanisms to improve retention and progression. Aboriginal Participation Plans can sometimes benefit a narrow cohort, leading to disengagement across broader communities.

BBAC identified the Project as an opportunity to improve Indigenous employment outcomes over the long term, noting that previous IDM targets delivered modest results. However, this feedback was balanced with an expressed preference to strengthen supply chain participation, where associated employment outcomes could be sustained beyond the Project's employment period. The extended Project timeframe was viewed as a strong basis to reset employment targets, re-establish training partnerships, and particularly to strengthen supply chain participation as a priority. BBAC identified procurement opportunities aligned to local strengths, including land management, site security, and cultural awareness services, as well as renewed discussion of BBAC contracting pathways.

vi Housing and accommodation providers

Consultation undertaken with real estate agents, accommodation providers, housing and social service organisations, and workforce and childcare stakeholders consistently highlighted ongoing housing affordability pressures in Moranbah and surrounding Isaac communities.

a Private rental market conditions

Consultation with Moranbah Real Estate and AH Realty in April 2025 described ongoing sustained pressure in the rental market, characterised by high demand, low availability, and limited turnover of family-sized dwellings. Both agencies reported frequent bidding scenarios and continued upward pressure on rents, driven largely by mining industry activity and contractor demand for accommodation. Real estate agents expressed concern that any additional Project-related demand could displace local renters, particularly households not supported by mining wages or subsidised accommodation arrangements. However, more recently published property data in February 2026 highlights these conditions have changed with 151 properties listed in Moranbah postcode area with two thirds of these listings on the market for more than 90 days. Rental vacancy listings and vacancy rates are also reported to be increasing, while asking prices remain largely unchanged.

Informal consultation with five local residents and local business staff in Moranbah, including individuals employed in transport and community services described a widening disparity between cost-of-living pressures experienced by long-term residents outside the resources sector and those benefitting from higher mining wages and employer-subsidised housing.

b Housing affordability, insecurity and effects on essential services

ELAM highlighted persistent housing insecurity in Moranbah, including 12-month waitlists for crisis and transitional housing, with acute impacts for women and families experiencing domestic violence or financial hardship. Limited access to affordable rentals was also identified as a key constraint on staff recruitment and retention across essential social services.

Similarly, consultation with the CLA and Astute (October, 2025) confirmed that accommodation availability is a critical barrier to addressing educator shortages in the Isaac region. While CLA has successfully recruited 39 new educators through domestic and international programs, the ability to settle additional workers is constrained by housing availability. More than 100 international educators remain in the pipeline, with at least 18 ready to migrate but unable to do so without secured accommodation. Stakeholders noted that furnished and affordable housing is the single most attractive element of workforce attraction programs.

c Role of non-residential accommodation in Isaac region

Consultation with Civeo, as operator of WAVs in Moranbah, Coppabella and Nebo used by Stanmore's existing workforce, indicated sufficient ongoing capacity to support Stanmore's workforce requirements under similar demand profiles to current operations. Consistent with this, stakeholders consulted as part of the SIA did not anticipate significant additional housing demand arising from the Project workforce, noting that the Project is expected to continue existing accommodation strategies aligned with current IPC (inclusive of IDM) operations. These strategies largely rely on non-residential workforce accommodation, together with Live Local incentives to encourage uptake of residential accommodation options.

All Civeo facilities were described as supporting worker health and wellbeing through access to recreational facilities and wellbeing programs.

While WAVs were acknowledged as relieving pressure on the residential housing market, local stakeholders consulted for the SIA made note that these facilities are not designed to meet the needs of families or long-term use by workers outside the mining industry, which redirects this demand to local accommodation options, which is viewed as a positive outcome for new locals, but hindered by persistent affordability pressures. Multiple local stakeholders have expressed interest in partnership opportunities with Stanmore to access interim accommodation solutions at an affordable rate for trades and visiting essential services on an ad-hoc basis.

d Affordable housing partnership opportunities

Consultation with IAHT highlighted the critical role of affordable housing in supporting low-income households and essential workers in Moranbah. IAHT currently manages 38 properties, with a further 11 under construction and eight shovel-ready units seeking funding, including five properties designated for NDIS accommodation. IAHT advised that while its affordability benchmark targets rents at approximately 70% of market value, current market conditions mean that even discounted rents remain high, with IAHT rents ranging from approximately \$320 to \$580 per week. No private market rentals below \$500 per week were reported to be available locally.

IAHT emphasised that apprentices, childcare educators, teachers, and other essential workers often remain unable to access even affordable housing without additional support. Stakeholders noted strong demand for IAHT to expand its housing stock, alongside constraints associated with land availability, construction costs (approximately \$500,000 per unit), and funding required to progress shovel-ready projects.

IAHT has developed an Industry Contribution Framework and a Renewables Industry Framework to guide proponent partnerships, ranging from minor contributions supporting 2–4 units through to larger, longer-term investments supporting broader housing supply growth.

e Supporting local settlement and integration

Stakeholders also identified the value of broader settlement and liveability initiatives. IRC, including representatives of IAHT and CLA, noted that funding for a local Settlement Officer had previously supported workforce integration, live-local outcomes, and cross-sector coordination, but that this role is no longer funded. As a representative for local childcare services, the CLA emphasised that workforce attraction and retention requires coordinated, place-based solutions involving proponents, councils, service providers, and peak bodies, rather than isolated housing responses. Several potential opportunities were identified for proponents, including contributions to IAHT's shovel-ready housing pipeline, interim accommodation solutions for essential workers through service or trade camp allocations, and renewed investment in settlement support roles to improve workforce integration and community liveability outcomes.

4.3.6 Local business and industry stakeholders

SIA engagement included interviews with Isaac Business Chamber, Civeo, RCOE, Barada Barna Aboriginal Corporation, and BB3 partnership advisors. Inputs received have highlighted strong interest in:

- increasing visibility and access to Stanmore's procurement processes
- strengthening participation of First Nations businesses in the supply chain (and diversifying supply beyond existing contracts in fencing and landscaping)
- utilising supply chain opportunities to contribute to the sustainability of local business workforces
- collaboration and leveraging of existing business and industry engagement and innovation programs, contributing to local sustainability of models and reducing duplication of processes across proponents and businesses.

Isaac Business Chamber is a relatively new organisation focused on strengthening supply chain participation in regional projects and coordinating communication across the business community. The Chamber is seeking to establish a regional procurement portal (similar to BHP's C-Res) that would be inclusive of all proponents and contractors in the region. They expressed strong interest in establishing a quarterly industry forum to improve collaboration, information flow, and visibility of opportunities for local suppliers. Stanmore is invited to engage in regular IBC forums to increase transparency, build relationships, and support local economic participation.

BBAC has identified availability of an updated register of local First Nations suppliers and have encouraged Stanmore to explore targets and strategies that increase First Nations business participation on the Project.

RCOE is seeking opportunities to collaborate on mining industry and circular economy innovations based in Moranbah, collaborating with proponents, and supporting social outcome reporting.

Civeo provides accommodation for Stanmore's contractors and workforce across Moranbah and Coppabella, and Nebo, with Moranbah and Coppabella operations identified as most likely to benefit from the Project.

5 Existing social environment

5.1 Community profiles

This section presents a community profile for the Project footprint and each nearby community relevant to the Project. A community profile is a rich, qualitative description of an area or community, including a discussion of key trends and issues (Vanclay et al. 2015).

Key social trends and characteristics of each nearby community are identified by comparing population, dwelling and labour force indicators to those recorded for the Project area and Queensland as a whole. Data supporting development of the community profiles is provided in Appendix B.

5.1.1 First Nations Peoples

i Barada Barna People (QCD2016/007 Barada Barna People)

BBAC is the registered native title holder and the relevant Aboriginal Party for managing Indigenous cultural heritage that may be affected by the Project. Key areas of interest for BBAC include:

- Protection of cultural heritage through the delivery of Cultural Heritage Management Plans (CHMPs) and surveys by Winnaa Pty Ltd (a subsidiary of BBAC), including the establishment of exclusion zones and Heritage Protection Areas.
- Active cultural revitalisation initiatives, including traditional dance and language workshops, supported by Project proponents such as Stanmore.
- Establishment of Barada Barna cultural displays and keeping places, building on existing arrangements at the South Walker Creek Mine (Bidgerley), operated by Stanmore.
- A strong focus on employment outcomes for Barada Barna people, including apprenticeships, traineeships, and both mine-based and professional roles.
- Delivery of rehabilitation, irrigation and hazard mitigation works through 3BB Contracting, a 100% BBAC-owned enterprise that has transitioned from a joint venture to operating independently across multiple mining sites.
- Expectations for proponents to support job-readiness programs, including assistance with accommodation, travel, and structured on-site work experience.
- Provision of community support through BBAC's socio policy and charitable trust, including bursaries, laptops and iPads, and school support payments.
- Ownership of significant property assets in Moranbah and Nebo acquired through past agreements, including land adjacent to Stanmore's operations. The Naumann Street property is being upgraded to accommodate cultural heritage workers, with Stage 2 developments intended to support Barada Barna families working locally and to generate sustainable income streams to fund ongoing social programs.

5.1.2 Proposed Project layout

As outlined in Section 3.2, mesh blocks are the smallest geography used by the ABS for collection of population data. The proposed Project area (i.e. the ML application areas) which contains the proposed disturbance area of the Project represents only approximately 1.6% of the corresponding ABS statistical geography which covers an area of over 1,700 square kilometres.

At the 2021 Census, there were 506 people and 29 dwellings recorded within the corresponding ABS statistical geography that includes the proposed Project area, with primary production the main land use (ABS 2022).

Winchester Downs station is a pastoral operations with grazing the primary land use. Winchester Downs homestead is the only sensitive receptor within approximately 5 km of proposed mining activities. Consultation with landholders is reported in Section 4.3.4 with an early focus given to access and continued property operations, management of land use change, potential amenity impacts, post mining land uses and avoidance of socially significant sites including the homestead.

5.1.3 Nearby communities

i Moranbah (primary local study area)

Located on the traditional lands of the Barada Barna People, Moranbah is an established mining town that functions as the key regional service and administrative centre in the Isaac LGA. Moranbah can be accessed via Moranbah Access Road off the Peak Downs Highway and is approximately 200 km by road from Mackay.

The purpose-built town was established in 1971 by the Utah Development Company to accommodate workers from its surrounding Goonyella Mine and Peaks Downs Mine (Centre for the Government of Queensland 2018). Prior to its establishment, the area was settled by European pastoralists in the 1850s.

Moranbah recorded a population of 8,899 people at the 2021 Census which was a 6.8% growth from a population of 8,333 people in 2016 (ABS 2022). As a mining town, Moranbah's population has historically been susceptible to changes within the resources sector, with population influxes during boom periods and subsequent population loss during periods of downturn. Relative to Queensland, the population of Moranbah is characterised by younger population (median age of 31 years) with a quarter of the population aged 14 year or younger, a higher proportion of couple families with children, a greater proportion that identify as Indigenous, high labour force participation and low unemployment, and notably high individual and household incomes (ABS 2021). Mining is the largest industry of employment for employed residents in Moranbah, followed by accommodation and food services and education and training.

As a regional service centre, a range of social infrastructure and services are available in Moranbah including a hospital, health/medical centres, primary and secondary schools, shopping centre, airport, several sporting and recreation facilities, and short-term and workforce accommodation facilities of varying scales.

ii Coppabella (secondary local study area)

Coppabella is a small rural town owned and operated by Queensland Rail Established in 1972, the town was designed to service the junction of two railway lines, one from Goonyella Mine and one from Saraji Mine (Isaac Regional Council 2025).

Coppabella recorded a population of 594 people at the 2021 Census which was a 27.5% growth from a population of 466 people in 2016 (ABS 2022). Relative to Queensland, the population of Coppabella is characterised by a large adult population (people aged between 25 and 64 years), a higher proportion of families without children, low labour force participation and low unemployment, and notably high individual and household incomes (ABS 2022). Mining is the largest employing industry of residents in Coppabella followed by transport, postal and warehousing, and rental, hiring, and real estate services.

Social infrastructure and facilities in Coppabella are limited to a primary school, two WAVs, a water treatment plant, petrol station and convenience store, a pub, a community centre, and recreation facilities at the WAVs.

Established in 1973, Dysart is a mining town that supports surrounding coal mines along with cattle and grain operations. At the 2021 Census, the population of Dysart was 2,738 people, a decline by 8.5% from a population of 2,991 people on 2016 (ABS 2022). The population of Dysart has been steadily declining since it peaked in 2007, with significant population loss experienced from 2012 with the closure of Norwich Park Mine. Relative to Queensland, the population of Dysart is characterised by higher youth population, also couple families with children, and a higher proportion of residents who identify as indigenous. Mining is the largest industry of employment accounting for almost half of all employed residents in Dysart, followed by transport, postal and warehousing and accommodation and food services.

There is a range of social infrastructure and services available in Dysart including a small hospital, two schools, limited emergency services, early childhood facilities, small shopping centre, short-term accommodation options, and several sporting facilities (i.e. recreational centre, swimming pool, golf course).

5.2 Key social trends and characteristics

This section presents the key social trends and characteristics that represent the benchmark from which the Project's potential social impacts and benefits (as scoped in Section 3.4) can be assessed. Detailed baseline data is provided in Appendix B.

5.2.1 Settlement and land use

The Project area forms part of a cultural landscape shaped by long-standing Aboriginal custodianship, followed by pastoral and mining development that continues to influence community identity in the Isaac region. The Barada Barna People are recognised as the Traditional Custodians of the Isaac region and maintain enduring cultural, spiritual and custodial connections to Country, including riverine systems such as the Isaac River and associated tributaries, including Cherwell Creek (Queensland Government 2025b). These waterways are understood (based on consultation, May 2025) as living cultural landscapes, integral to Barada Barna identity, law, movement, resource use and intergenerational knowledge transfer. Contemporary statutory recognition of Barada Barna interests is reflected through the Barada Barna Aboriginal Corporation (BBAC 2025) and State Native Title and cultural heritage mapping, which identify native title interests and anticipated Aboriginal cultural heritage values along sections of the Isaac River and Cherwell Creek.

European exploration of the region commenced in 1845, when Ludwig Leichhardt's expedition travelled through the Peak Downs district and named the Isaac River. The opening of the Leichhardt District to pastoral settlement from 1856 marked the beginning of rapid expansion of grazing runs across the Isaac River catchment, including properties such as Grosvenor Downs, Stalbridge Holdings and Winchester Downs (Leichhardt 1847). This period of early settlement resulted in profound disruption to Barada Barna lifeways, displacement from riverine Country and loss of access to key cultural resources.

Historical accounts of the Peak Downs and Moranbah areas document frontier conflict and violence during this period, including the deployment of the Native Mounted Police from the early 1860s, with reports of clashes and forced removals affecting Aboriginal people along the Isaac River corridor.

This history represents a source of enduring trauma for Barada Barna People and continues to inform the contemporary cultural significance of the Isaac River and its tributaries as places of survival, resistance and ongoing cultural responsibility.

Over time, the region evolved from sheep to cattle grazing, with the beef industry becoming its principal and enduring pastoral land use. From the mid-twentieth century, resource discovery initiated further development in the region, with coal and copper mining expanding across the Bowen Basin.

This culminated in the establishment of Moranbah in 1968 to support a growing mining workforce and created the contemporary economic and cultural foundation of the Isaac region.

A small historic grave site located approximately 2 km south-west of the Project’s ML application area provides a tangible connection to early pastoral history. The site, believed to commemorate Elizabeth McLennan (1911), Maria Hardy (2011) and Catherine Day (2012), is located outside the Project disturbance area but remains a place of local heritage value and remembrance. Respect for such sites, together with recognition of Barada Barna Traditional Owner values and the region’s layered Aboriginal, pastoral and mining histories, contributes to the community’s strong sense of place, stewardship and continuity.

5.2.2 Population and demography

This section describes trends in population, socio-cultural characteristics and income characteristics within the SIA study area. Data is primarily sources from Government sources including the ABS and QGSO.

i Population trends

Over the ten-year period to June 2024, growth in resident population was recorded across all study areas, with the exception of Dysart which experienced an overall decline (Table 5.1). Despite growth in the region, the population of Moranbah has remained relatively stable over the ten-year period to 2024, with minor decline experienced prior to 2017 followed by consistent incremental growth thereafter to 2024 (ABS 2024).

Table 5.1 Population trends, 2014 to 2024

Locality	2014	2019	2024	Total % change 2019 – 2024	Total % change 2014 – 2024
Moranbah UCL	8,696	8,921	9,414	5.5	8.3
Dysart UCL	3,164	2,744	2,882	5.0	-8.9
Isaac LGA	22,786	21,773	23,197	6.5	1.8
Queensland	4,719,653	5,088,847	5,583,833	9.7	18.3

Source: ABS 2024, Regional Population Growth Australia

The population of Dysart were in steady decline prior to 2020, with significant losses experienced following closure of Norwich Park Mine and during the mining industry downturn (circa 2012 to 2017). Population estimates post 2020 indicate that the Dysart population is stabilising and slowly growing. Population estimated are not available for Coppabella.

Population decline recorded in the broader Isaac LGA between 2014 and 2019 is likely also attributed to the mining industry downturn. However, the population has since progressively returned to a level similar to 2014, with the latest estimate of 23,197 residents in 2024, reflecting a 6.5% growth between 2019 and 2024. Overall, population growth across the key communities and Isaac LGA are occurring at much lower rates compared to Queensland, which experienced an overall increase of 18.3% between 2014 and 2024.

ii Population projections

Population projection data is published at the LGA level. As shown in Table 5.2, the overall population of Isaac LGA is projected to increase by 16.9% to 26,208 people by 2046, which represents an average growth rate of around 0.6% per annum over the projected 25-year period. Population growth for the broader MIW region and for Queensland is projected at a greater rate with the average growth rate ranging between 1.0% and 1.4% per annum respectively during the same 25-year period (QGSO 2025).

Table 5.2 **Population projections, 2021 to 2046**

Locality	2021 ERP	2046 projected population	2021 to 2046 change (no.)	2021 to 2046 change (%)
Isaac LGA	22,426	26,208	3,782	16.9
MIW region	183,269	236,081	52,812	28.8
Queensland	5,217,653	7,299,934	2,082,281	39.9

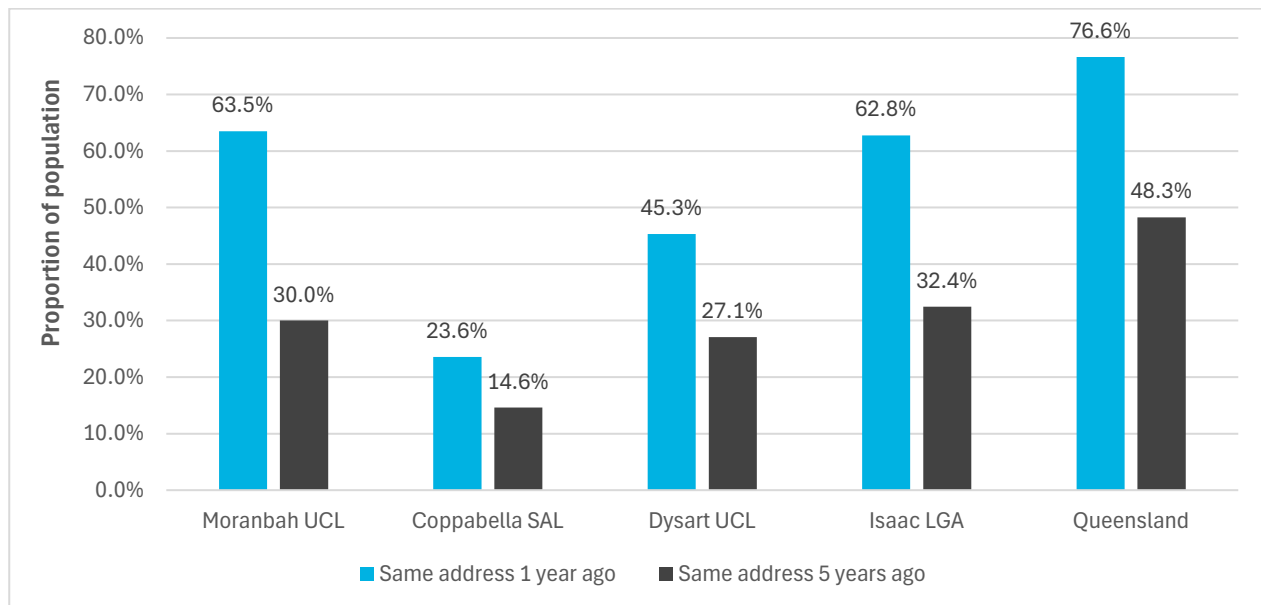
Source: QGSO 2025 Queensland Government population projections: Regions, 2021 to 2046

iii Population mobility

Rural and regional communities reliant on commodity-driven economies

The recorded change in a person's usual place of residence over a one-and five-year period is a key indicator of population mobility and transience (ABS 2010). High levels of population mobility were recorded across the Project's key communities and the Isaac LGA, compared to Queensland, and lower proportions of the population were recorded having lived at the same address either 12 months of five years prior to the 2021 Census (ABS 2022).

Of note, a higher degree of population mobility was observed in Coppabella. This can be compared to Moranbah, which had double the amount of residents who have lived at the same address for five years. Despite this, all key communities experience higher population mobility when compared to Queensland. This can be attributed to the key communities being reliant on commodity-driven commodities (e.g. primary industries of mining and agriculture), which typically experience a higher rate of population mobility and transience.



Source: ABS 2022, 2021 Census of Population and Housing: General Community Profile

Figure 5.1 **Population mobility, 2021**

International theoretical insights, combined with empirical research and community case studies demonstrate that lower levels of population mobility contribute to stronger social networks, high levels of trust and civic engagement, and improved mental and physical health, all of which enhance community resilience.

Higher rates of population turnover can have implications on community development, through the gain or loss of skilled people, community leaders, and associated social and economic resources. Population mobility in the key communities and Isaac LGA is likely to be highly influenced by the cyclical trends of the mining industry.

iv Number of people per household

Census data show that on average, Indigenous households are likely to have a higher number of people per household compared to the total of all households. This is true for the Moranbah and Dysart, where Indigenous households have higher average persons per dwelling. However, these numbers are lower across the Project study area than the state average of 3.2.

Table 5.3 Average number of people per household, 2021

Locality	All private dwellings	Indigenous households*
Moranbah UCL	2.8	3
Dysart UCL	2.5	3.1
Isaac LGA	2.6	3
Queensland	2.5	3.2

Notes: *Occupied private dwellings where at least one person was Aboriginal and/or Torres Strait Islander

v Non-resident population

QGSO publishes estimates on the full-time equivalent (FTE) population for the Bowen Basin which comprises the resident population and non-resident population. The non-residents population represent FIFO and DIDO workers that temporarily live in the area of their workplace while rostered on shift but have their usual place of residence located elsewhere (QGSO 2025). Of the key communities, Moranbah represents the region's main service centre and recorded the highest resident population while Dysart had the highest proportion of non-residents comparable with the proportion estimated for Isaac LGA overall (Table 5.4).

Between June 2023 and 2024, the non-resident population in Isaac LGA grew by 1,315 people, which was largely driven by increase in activity at some mines and wind farm construction in the region (QGSO 2025).

Table 5.4 FTE population estimates, June 2024

Locality	Resident population		Non-resident population		FTE population
	No.	%	No.	%	
Moranbah UCL	9,495	75.5	3,085	24.5	12,580
Dysart UCL	2,895	57.6	2,135	42.4	5,030
Isaac LGA	23,325	59.6	15,810	40.4	39,140
Bowen Basin	86,765	81.4	23,825	22.4	106,590

Source: QGSO 2025, Bowen Basin population report, 2024

As shown in Table 5.5, the population of Isaac LGA is typically younger than the Queensland average. The region is proportionately home to more people aged 14 years or younger and less people aged 65 years or older. The demographic composition of the region also consistently has a higher male to female ratio, a higher proportion of couple families with children, and a greater representation of residents who identify as Indigenous than Queensland.

Table 5.5 Age and socio-cultural indicators, 2021

Indicator	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Queensland
Female (%)	44.7	32.3	45.5	43.8	50.7
Male (%)	55.3	67.8	54.7	56.2	49.6
Median age	31	36	32	34	38
People aged 14 years or younger (%)	25.5	2.0	21.8	21.3	18.7
People aged 15 to 24 years (%)	12.4	12.3	13.3	11.7	12.4
People ages 25 to 64 years (%)	48.9	68.0	50.0	50.8	45.1
People aged 65 years or older (%)	2.8	1.2	5.4	6.8	17.0
Population that identify as being of Aboriginal and/or Torres Strait Islander origin (%)	5.8	4.2	8.6	5.3	4.6
Number of families (#)	1,993	25	570	4,551	1,366,657
<i>Couple family with children (%)</i>	55.8	40.0	44.9	49.8	41.2
<i>Couple family with no children (%)</i>	30.1	56.0	37.4	36.8	40.3
<i>One parent family (%)</i>	13.0	16.0	16.3	12.4	16.8
Completed Year 12 or equivalent (%)	62.8	52.8	52.3	55.1	61.6
Equivalent Post Secondary Education (%)	49.1	16.7	37.7	41.0	55.8
Language other than English spoken at home (%)	6.4	6.1	4.2	4.7	11.7

Source: (ABS 2022)

Moranbah and Dysart have high proportions of families with children (one parent and combined couple) relative to Queensland, indicating both towns have a strength for attracting and supporting young families. Coppabella had the lowest proportion of children within the key communities, with the majority of residents being adults.

All key communities featured lower attainment of post-secondary or equivalent education compared to Queensland, with the highest recorded in Moranbah and the lowest in Coppabella. This finding is consistent with challenges identified within the Isaac Youth Unmet Needs Snapshot (Isaac Regional Council 2023) which indicate constrained access to and diversity of higher education opportunities in the Isaac LGA.

Relative to Queensland, all study areas (except for Coppabella) recorded a higher proportion of residents who identify as Indigenous. The highest proportion of Indigenous residents was recorded in Moranbah at 5.8% or 512 persons (ABS 2022). Overall, the key communities otherwise exhibit lower levels of cultural diversity when compared to Queensland, with a comparatively smaller proportion of residents that speak a language other than English at home.

Communities within highly productive mining regions historically and consistently record high personal and household incomes. Since the 2016 Census, both the median individual and household incomes across the key communities and Isaac LGA were significantly higher compared to Queensland as a whole (Table 5.6).

Of the key communities, Moranbah recorded the largest increase in weekly personal income over the five-years to 2021 (by \$357) while Coppabella recorded a decrease in median personal income by \$153. Median weekly household income increased across all key communities (ABS 2016); (ABS 2022).

Table 5.6 Personal and household incomes, 2016 and 2021

Income	Moranbah UCL		Coppabella SAL		Dysart UCL		Isaac LGA		Queensland	
	2016	2021	2016	2021	2016	2021	2016	2021	2016	2021
Median total weekly personal income (\$)	1,190	1,547	1,830	1,677	1,113	1,457	1,030	1,314	660	787
Median total weekly household income (\$)	2,435	3,085	2,328	3,083	2,152	2,450	2,138	2,420	1,402	1,746
Households with gross income less \$650 per week (%)	6.5	3.6	0.0	0.0	10.4	8.7	11.6	9.0	19.5	16.4
Households with gross income more than \$3,000 per week (%)	37.0	52.5	24.5	37.0	24.7	35.1	27.4	39.8	14.4	21.9

Source (ABS 2022); (ABS 2016)

During this same five-year period, all key communities experienced a decrease in the proportion of households with a gross weekly income of less than \$650 and an increase in the proportion of households with a gross weekly income of more than \$3,000, with Moranbah recording the greatest change for both indicators (ABS 2017; ABS 2022). Relative to the other study areas and Queensland as a whole, Moranbah had the highest proportion of households with a gross income over \$3,000 per week indicating a higher degree of affluence.

In relation to incomes between Indigenous and non-Indigenous residents in Isaac LGA, the median total household income was marginally higher in households with Indigenous persons (\$2,463 per week) compared to other households, with \$2,463 compared to \$2,415 per week (Figure 5.2). This is only a slight difference of approximately \$50.

The inverse is exhibited for personal income with the median total personal income for Indigenous persons slightly lower than non-Indigenous persons is Isaac LGA and more notably in the MIW region and Queensland as a whole. This contrast demonstrates the social disparity experienced between Indigenous and non-Indigenous populations across communities within the SIA study area.

Despite Indigenous households having slightly higher average incomes, Indigenous individuals have lower personal incomes. This data may be the result of households where there is one Indigenous individual and, thus, data is skewed by non-Indigenous householder members. It is evident in Section 5.2.2 that higher people per household is a common Indigenous characteristic, which may create skewed household income data as there may be Indigenous households where there are multiple working adults, increasing the total household income.

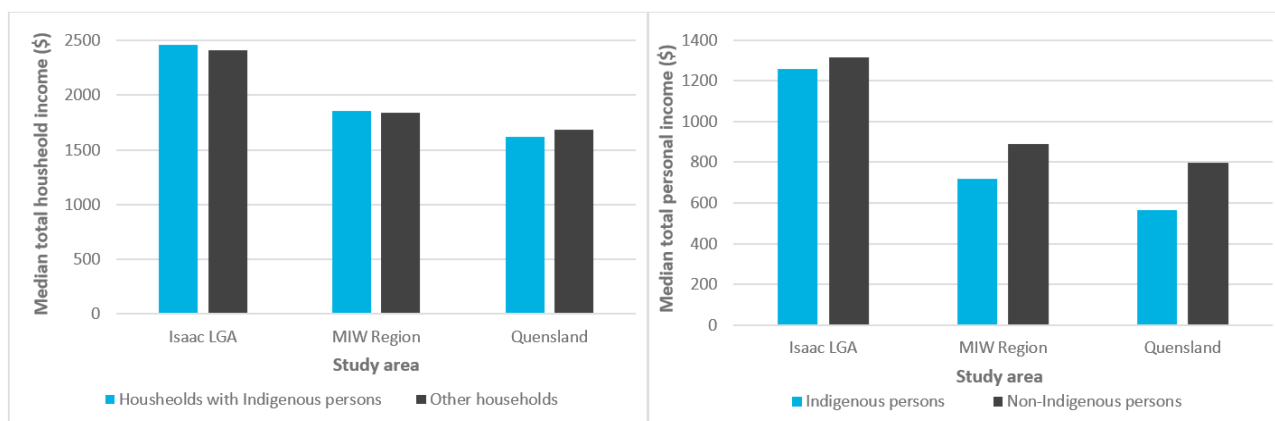


Figure 5.2 Indigenous and non-Indigenous median incomes in Project and regional area, 2021

5.2.3 Housing and accommodation

This section presents an overview of housing and accommodation indicators including dwelling occupancy and tenure, housing availability and affordability, and workforce and short-term accommodation.

i Dwelling occupancy

At the 2021 Census, occupancy rates across all key communities and the Isaac LGA were notably lower compared to Queensland (Table 5.7). While remaining lower than the State figure, occupancy rates in Dysart have increased by 3.9% percentage points from 57.3% at the 2016 Census, while Moranbah and Coppabella experienced a minor absolute decline (by 0.8% and 1.6% percentage points respectively) similar to that for the broader LGA (by 0.8% percentage points).

Table 5.7 Occupancy of private dwellings, 2021

Locality	Occupied private dwellings (%)	Unoccupied private dwellings (%)	Total private dwellings (no.)
Moranbah UCL	70.4	29.8	3,707
Coppabella SAL	58.2	44.3	79
Dysart UCL	61.2	39.3	1,337
Isaac LGA	67.7	32.3	9,302
Queensland	90.7	9.3	2,061,855

Source: ABS 2022, 2021 Census of Population and Housing: General Community Profile

Factors contributing to unoccupied private dwellings typically include those requiring maintenance or are on the market for sale or lease. In Moranbah, Coppabella and Dysart, a sizeable proportion of private dwellings are owned by mining companies (e.g. BMA) or State government agencies (e.g. Queensland Rail) and may have been unoccupied at the Census due to maintenance or being reserved for future workforce allocation.

The total number of private dwellings recorded in Isaac LGA decreased by 138 dwellings between the 2016 and 2021 Census. An additional 134 and 136 dwellings were recorded in Moranbah and Dysart respectively in the five-year period. This reflects growth in the key communities, with Coppabella an outlier, recording a decrease of 10 dwellings (ABS 2021).

a Tenure

The key communities and Isaac LGA feature significantly lower levels of homeownership relative to Queensland at the time of the 2021 ABS Census (Table 5.8), with more recent rental data available in Section 5.2.3iib. Across the key communities, homeownership was the lowest in Coppabella which is likely attributed to the high proportion of private dwellings owned by Queensland Rail.

Table 5.8 Dwelling tenure, 2021

Locality	Owned outright or with a mortgage (%)	Rented			Median rent (\$ per week)
		Real estate (%)	Social housing (%)	Other landlord type (%)	
Moranbah UCL	27.2	37.2	4.7	52.8	110
Coppabella SAL	17.4	12.5	0.0	71.9	60
Dysart UCL	31.7	40.3	5.4	48.6	100
Isaac LGA	36.4	34.9	4.7	52.2	113
Queensland	63.5	66.2	9.9	5.9	365

Source: ABS 2022, 2021 Census of Population and Housing: General Community Profile.

Reflective of this, all key communities and Isaac LGA also exhibit a high proportion of ‘other landlord type’ for rented dwellings relative to Queensland, which in the Bowen Basin context equates to dwellings owned by resource companies, Queensland Rail or Government agencies for provision to their workforce. The higher rates of company-provided and/or subsidised rental dwellings in the key communities and Isaac LGA likely contribute to the lower median rent recorded compared to Queensland. This is particularly evident in Coppabella where a median rent of \$60 per week was recorded at the 2021 Census (ABS 2021), which likely reflects the inclusion of subsidised or nominal rents associated with employer-provided accommodation rather than prevailing private market rents. More recent stakeholder information indicates that typical private rental values for non-company housing in mining communities within the Bowen Basin are substantially higher, commonly reported in the order of approximately \$600–\$800 per week, while market value asking rents reported by SQM Research for Moranbah postcode area also suggest higher asking prices (\$679 per week for all houses); however, asking rents are a market dataset, not consistent with median rent reporting through the 2021 Census. As such, the variation between actual median rents and asking prices are interpreted with caution.

Dwelling tenure data for Indigenous households² is available at the LGA statistical level. At the 2021 Census, 28.3% of dwellings in Isaac LGA inhabited by an Indigenous person was owned outright or with a mortgage while the large majority of dwellings (69.8%) were rented (ABS 2022). Of the rented dwellings, almost half (45.5%) were through a real estate agent while the remaining majority (40.2%) were through other landlord type.

Aligning with the overall trend, the median weekly rent for private dwellings occupied by Indigenous households was also lower across all key communities compared to Queensland; however, rental prices were higher than the median, with Indigenous households paying a median rent of \$290 per week in Moranbah. Rent was also higher than average in Coppabella (\$62 p/w) and Dysart (\$151 p/w). This indicated that households with Indigenous residents are paying higher household costs than the average within the key communities (ABS 2021).

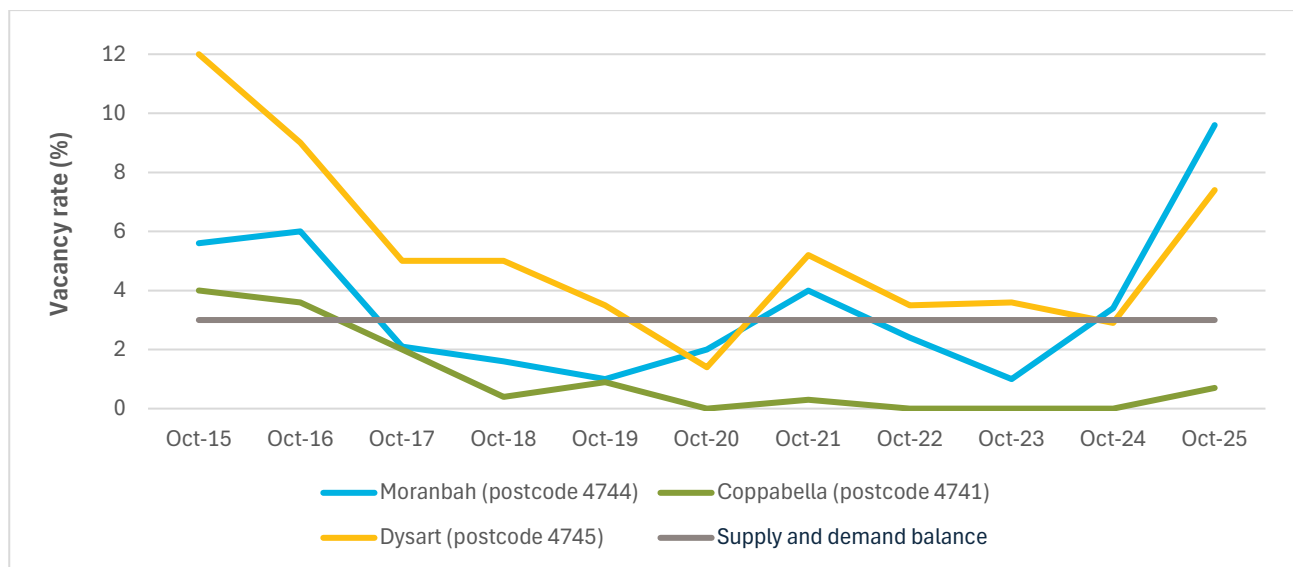
² Any household that had at least one person of any age as a resident at the time of the Census who identified as being of Aboriginal and/or Torres Strait Islander origin.

ii Housing availability and affordability

a Vacancy rates

Rental vacancy rates and asking rents are direct and valuable indicators of rental housing supply and demand. Typically, a vacancy rate around 3% (i.e. between 2.6% to 3.5%) indicates a healthy rental market where housing supply and demand are relatively balanced. In contrast, vacancy rates below 2.5% indicates a tight rental market where there is stronger demand than supply available, while vacancy rates above 3.6% indicates a weak rental market with more housing supply than demand (REIQ 2023).

Figure 5.3 presents rental vacancy rate estimates across the key communities by postcode over a 10-year period to March 2025. Overall, the rental vacancy rate within all key communities was generally in decline since 2015, with greater vacancy rate fluctuations observed in Moranbah. Recently, rental vacancy in Moranbah reached the highest peak observed in the last 10 years.



Source: SQM Research, 2025.

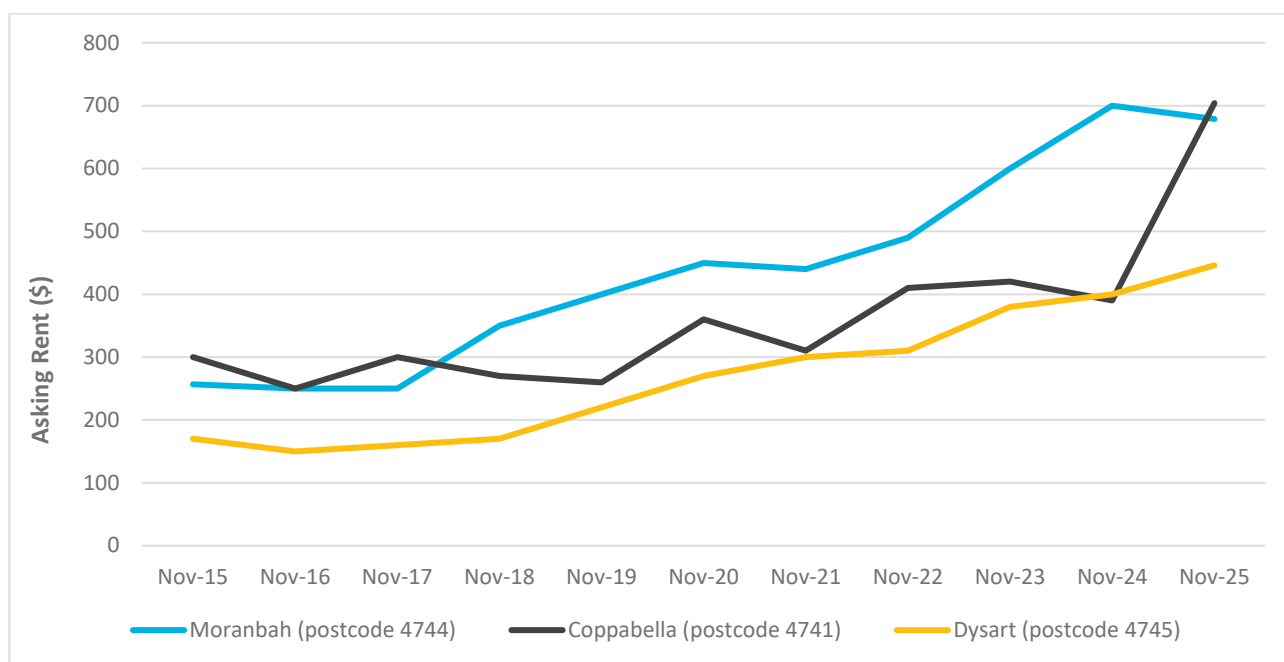
Figure 5.3 Rental vacancy rates across nearby communities, October 2015 to October 2025

The rental vacancy rate in Moranbah has varied, with October 2015 having a higher rate (5.6%), increasing to 6.0% in 2016, then dropping below the supply and demand until 2024 where a notable increase in vacancy rate is being observed. The latest vacancy rate in October 2025 revealed a high of 9.6% indicating a weak rental market with more supply than demand. Housing and accommodation stakeholders engaged for the SIA confirmed that there were a lot of rental properties available in Moranbah, with levels similar to those observed in 2016 when vacancy rates were above 4.0%. Never-the-less current available rentals continue to be priced above the capacity of many residents (i.e. beyond the recommended 25% to 30% income spend). This is potentially attributable to a delay in the rental market factoring in increased vacancy rates. For Coppabella, the rental vacancy rate has been steadily low since 2016 (under 2.0%) while the vacancy rate in Dysart has generally stayed close to the 3.0% supply and demand balance since 2021 following substantial decline between 2015 and 2020 (SQM Research 2025).

b Asking rent

Data on advertised rent across the key communities generally reveal an inverse relationship between rental vacancy and weekly asking rent, with asking rent increasing within the key communities (Figure 5.4). Generally, increasing prices would be expected in periods of declining rental vacancy rates, but is only borne out by a marginal decline in asking rent in Moranbah in 2025 as vacancy rates have materially increased. A peak asking rent of \$679 per week and \$704 per week was recorded in Moranbah and Coppabella respectively in November 2025 while in Coppabella asking rent peaked at \$446 per week was recorded in November 2025 (SQM Research 2025).

Rental asking prices represented in this data differs drastically from median rents as recorded in the 2021 Census. As noted in relation to Table 5.8, it is important to note that the below data is focused on publicly available asking prices and may not be representative of final tenure agreements and reported median rents at the Census. Thus, this data can be used to assess changing market conditions but cannot be used to determine rental payments.



Source: SQM Research, 2025.

Figure 5.4 Asking rent across nearby communities, November 2015 to November 2025

c Housing availability

Housing availability is further demonstrated in Table 5.9. As the key population centre in Isaac LGA, Moranbah had the highest number of properties available for purchase indicating capacity to accommodate new residents, while the increase in rental property between March 2024 and 2025 aligns with the increasing vacancy rate as discussed above (SQM Research 2025).

Table 5.9 Houses available for purchase or rent

Locality	Available for purchase			Available for rent		
	November 2023	November 2024	November 2025	November 2023	November 2024	November 2025
Moranbah (postcode 4744)	26	39	48	26	32	25
Coppabella (postcode 4741)	15	12	17	2	1	2
Dysart (postcode 4745)	12	6	14	20	14	7

Source: (SQM Research 2025).

For Dysart and Coppabella, both communities had similar number of properties available for sale while the availability of rentals contrasted notable with limited availability in Coppabella reflective of the towns historically very low rate of vacancy.

Table 5.10 presents indicators of housing affordability for the regional study area. The proportion of low-income households and those with rental stress was significantly lower in Isaac LGA (20.6% and 4.0% respectively) relative to the other study areas.

Table 5.10 Housing affordability in regional study area, 2021

Indicator (%)	Isaac LGA	Mackay LGA	Whitsunday LGA	Queensland
Low-income households	20.6	36.1	43.2	40.0
Rental stress ³	5.8	22.3	25.6	26.5
Mortgage stress	4.0	4.6	7.7	6.6
Low-income households under financial stress from mortgage or rent	21.2	25.7	28.6	29.9
Households and dwellings receiving rent assistance	7.0	13.2	16.3	17.2
Rate of homeless persons per 10,000 persons	17.4	38.4	47.2	43.2

Source: PHIDU, 2024.

Overall, Isaac LGA had a lower proportion of households recorded against each housing affordability indicator relative to the other regional study area LGAs and Queensland more broadly based on the available data. Historically, Isaac LGA has experienced significant fluctuations in housing affordability as a result of the cyclical nature of the mining industry.

This is further contextualised by recent findings from Council commissioned QoL Survey 2024, noting that only 34% of respondents agreed that their living expenses were affordable while nearly half (47%) anticipated their material living conditions would deteriorate in the next 5 years (Taverner Research Group 2025). Although 63% of participants reported being able to raise \$2,000 in an emergency, concerns around long-term affordability and housing stress were prevalent in responses.

³ Households in bottom 40% of income distribution with rental stress

During the peak of the Bowen Basin mining boom (2011-2013), very high cumulative demand for housing contributed to record high rental and property prices in Isaac LGA, which resulted in significant financial stress for households not supported by a mining wage or access to subsidised housing and subsequently contributed to the loss of residents, including key service workers, from the Isaac LGA (Elliott Whiteing 2023).

iii WAV and short-term accommodation

Workforce accommodation villages (WAVs) remain the most prevalent accommodation option used to house non-resident workers in the Isaac LGA. In June 2024, around 90.4% of the non-resident population in the Isaac LGA (estimated 15,810 persons) were accommodated in a WAV while on shift, with the remaining 9.6% (estimated 1,515 persons) were accommodated in other accommodation including hotel/motels, caravan parks, and other accommodation (QGSO 2025).

Between June 2023 and 2024, the number of non-resident workers accommodated in the Isaac LGA increased by 9.3% due to wind farm construction and increased activity at some existing mines. Historically, the number of WAV beds in the Bowen Basin has increased alongside non-resident population growth, with both peaking in 2012 (QGSO 2025).

There are approximately ten commercially operated non-exclusive⁴ WAVs across the key communities with the largest concentration in Moranbah (Table 5.11). The majority of these WAVs accommodate non-resident workers of surrounding resource projects; however, some may also accommodate visitors.

Table 5.11 Workforce Accommodation Villages across key communities

Key community	Facility name	Description
Moranbah	Civeo Moranbah Village	- Located in Moranbah town centre. - On site facilities and services include catered dining room, bar and tavern, outdoor recreation areas, laundry, convenience store, and gym. - Estimated capacity of 1,200 beds
	Sirrom Accommodation Centre	- Located in Moranbah town centre and comprising two villages – one on Acacia Street and one on St Francis Drive. - On-site facilities and services include dining halls, laundry, and BBQ area. - Estimated capacity of 70 beds.
	Coal Country Village (Village National Camps)	- Located in Moranbah town centre. - On site facilities and services include food and catering, BBQ areas, landscaped grounds, and airport pick-up/drop-off. - Estimated capacity of 350 beds.
	Leichhardt Accommodation Village	- Located in Moranbah town centre. - On-site facilities and services include restaurants, laundromat, business centre, barber/hairdresser, and mining induction courses and training. - Estimated capacity of 540 beds.
Coppabella	Civeo Coppabella Village	- Located on the Peak Downs Highway across from Coppabella town centre. - On-site facilities and services include catered dining room, bar and tavern, outdoor swimming pool, convenience shop, laundry facilities, gym and outdoor recreation areas. - Estimated capacity of more than 3,000 beds.

⁴ Not exclusively servicing a particular project.

Key community	Facility name	Description
	QRI Accommodation Centre	• Located across from Coppabella State School. • On-site facilities and services include catered mess hall, club house, convenience store, and recreational facilities (i.e. pool, gym, tennis and basketball courts, and golf course). • Estimated capacity of 295 beds.
Nebo	Civeo Nebo Village	• Located next to Nebo Racecourse. • On site facilities and services include catered dining room, bar and tavern, outdoor recreation areas, laundry facilities, convenience store, and gym. • Estimated capacity of 490 beds
	Nebo Junction Accommodation Village	• Located outside Nebo town centre at the intersection of Peak Down Highway and Suttor Developmental Road. • On site facilities and services include catered dining room, pool, gym, BBQ area, sports bar, service station, and shop. • Estimated capacity of 378 beds
Dysart	Civeo Dysart Village	• Located in Dysart township. • On-site facilities include catered dining room, bar and food trailer, outdoor recreation areas, laundry facilities, convenience store, and gym. • Estimated capacity of more than 1,700 beds.
	Stayover by Ausco	• Located in Dysart township next to Dysart Golf Course. • On-site facilities include catered restaurant, café, corner store, BBQ areas, entertainment centre, and gym.

Source: Google 2025; Elliott Whiteing 2023; SMEC 2022.

WAVs that exclusively accommodate non-resident workers of specific mines (i.e. closed to public) are also found in and around Moranbah and Dysart.

Short-term accommodation facilities include commercially operated hotels, motels, serviced apartments and caravan/tourist parks. In June 2024, a total of 840 hotel/motel rooms was recorded in Isaac LGA of which 19.0% were vacant and available for occupancy (QGSO 2025). The proportion of vacant and available hotel/motel rooms in Isaac LGA has marginally declined compared to the previous year (20.0% vacant and available rooms in June 2023), with continued demand from resource industry workers. An online search in March 2025 identified seven short-term accommodation in Moranbah, none in Coppabella, and two in Dysart.

5.2.4 Labour force

This section provides an overview of the labour market across the key communities and the broader regional study area, including detail on labour supply and demand, unemployment trends, and key industries and occupations of employment.

i Labour force characteristics

The Isaac LGA featured comparable labour force participation and lower rates of unemployment relative to Queensland as a whole at the 2021 Census (Table 5.12.). Across the different population groups, Indigenous labour force participation (78.3%) and female unemployment (7.3%) were notably high in Isaac LGA relative to the Queensland figures (37.5% and 5.0% respectively).

Table 5.12 Labour force characteristics, 2021

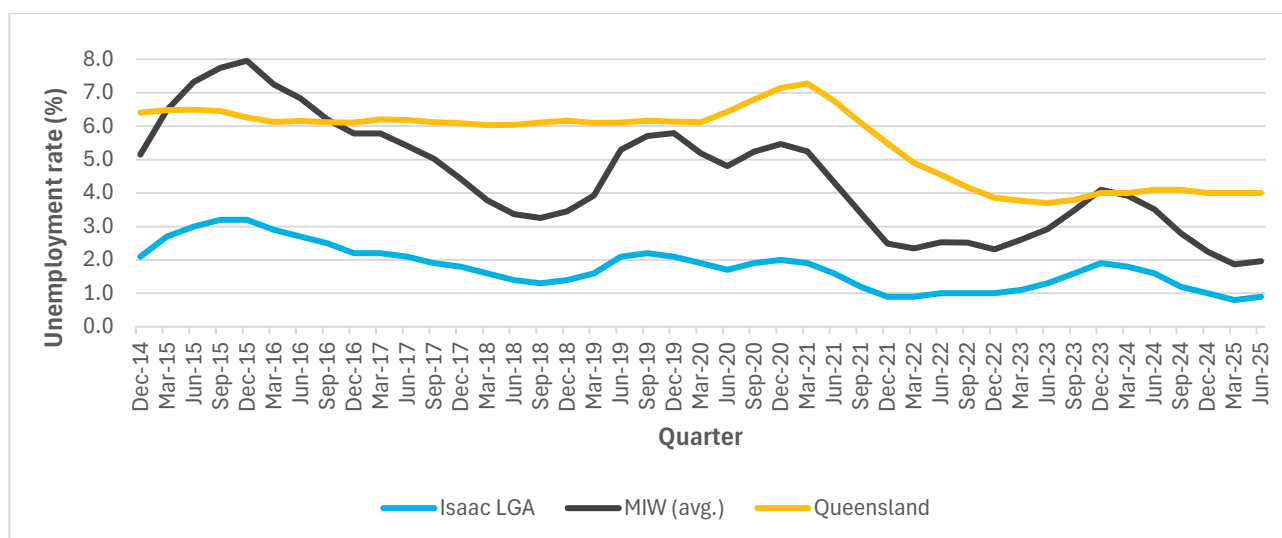
Indicator	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	MIW region	Queensland
Number of people in labour force (#)	4,643	177	1,337	10,884	91,063	2,582,802
Labour force participation rate (%)	70.1	30.4	62.4	62.7	62.7	61.6
<i>Female</i>	52.5	30.2	48.0	49.4	48.9	48.4
<i>Male</i>	52.0	52.0	49.7	49.4	51.7	51.8
<i>Youth (15 to 24 years)</i>	67.7	23.3	54.0	61.4	69.2	67.0
<i>Indigenous</i>	-	-	-	78.3	43.2	37.5
Number of unemployed people (#)	113	5	32	259	3,523	138,714
Unemployment rate (%)	2.4	2.8	2.4	2.4	3.9	5.4
<i>Female</i>	6.6	8.6	8.9	7.3	6.6	5.0
<i>Male</i>	1.9	2.6	2.1	1.9	4.0	5.7
<i>Youth (15 to 24 years)</i>	4.8	0.0	7.1	4.3	7.5	11.1
<i>Indigenous</i>	-	-	-	4.6	9.0	13.3

Source: (ABS 2022).

Of the key communities, Moranbah and Dysart recorded high rates of labour force participation (well above the state figure) while the participation rate in Coppabella was significantly lower. At the 2021 Census, all key communities recorded an unemployment rate lower than the Queensland figure with the lowest rate recorded in Moranbah and Dysart (both 2.4%) which aligned with the overall rate recorded for the Isaac LGA more broadly (ABS 2022). While overall unemployment is low across the key communities, female unemployment is comparatively high indicating potential socio-economic barriers to accessing employment opportunities by women.

Data obtained from the Department of Employment and Workplace Relations (Australian Government) provides a more accurate quarterly estimate of unemployment rates; however, the data is only available for larger statistical geographies such as LGA level (DEWR 2025). More recent unemployment data is, therefore, not available for the key communities.

Overall, consistently low levels of unemployment have been recorded in Isaac LGA since the December 2014 quarter, with the latest unemployment rate of 1.0% recorded at the December 2024 quarter which is well below the Queensland average of 4.0% (Figure 5.5).



Source: Department of Employment and Workplace Relations, 2025.

Figure 5.5 Unemployment rate, December 2014 to June 2025 quarter

Over the ten-year period to June 2025, the unemployment rate for Isaac LGA and the broader MIW region peaked during the December 2015 quarter with 3.2% and 8.0% respectively, which is likely attributed to impacts from the mining industry downturn between circa 2012 and 2017. Since the peak, the unemployment rate for both study areas have largely been declining except for concentrated increases between June and December 2019 quarters (which may be attributed to changes in mining activities in the Bowen Basin, such as closure of operations) and again between June 2020 and March 2021 quarters which was during the COVID 19 pandemic which impacted the whole Australian labour market. Another progressive increase in unemployment levels was recorded during the 12-month period to December 2023 quarter for both the Isaac LGA and the MIW region; however, the unemployment rate in both study areas have since dropped and appear to have stabilised.

Council's QoL survey also provides important subjective insights into workforce resilience noting that while 65% of respondents were satisfied with work life balance, 19% were dissatisfied, and only 54% believed they could find alternative employment if needed. These findings point to a moderate level of employment security but also highlight economic pressures that may be exacerbated by volatility in the resources sector.

ii Construction and mining employment profile

Over the five years to 2021, all study areas recorded an increase in the number of residents employed in the construction industry, with the exception of Coppabella where a decline was experienced (Table 5.13). In 2021, Moranbah residents employed in the mining industry accounted for almost half of Isaac LGA's overall population employed in the industry.

Table 5.13 Changes in employment numbers within construction and mining industry, 2016 and 2021

Locality	Construction				Mining			
	2016	2021	change (#)	change (%)	2016	2021	change (#)	change (%)
Moranbah UCL	132	235	103	78.0	1,732	1,845	113	6.5
Coppabella SAL	10	3	-7	-70.0	48	55	7	14.6
Dysart UCL	23	60	37	160.9	285	600	315	110.5
Isaac LGA	346	576	230	66.5	3,757	3,780	23	0.6

Locality	Construction				Mining			
	2016	2021	change (#)	change (%)	2016	2021	change (#)	change (%)
MIW region	5,449	6,957	1,508	27.7	11,300	12,242	942	8.3
Queensland	191,338	222,234	30,896	16.1	49,997	55,486	5,489	11.0

Source: ABS 2021; ABS 2016

Of the key communities, Dysart recorded the greatest change across both the mining and construction industry with the number of residents employed in each industry more than doubling between 2016 and 2021. This remains true whilst Dysart is experiencing decline as smaller sample numbers can create skewed data. Although Dysart experienced the highest percentage of growth, the town only saw a gain of 37 construction workers which is marginally lower than Moranbah.

Across the key communities, mining remains the dominant industry of employment, accounting for 40.7% of employed residents in Moranbah, 31.8% of employed residents in Coppabella, and 46.0% of employed residents in Dysart (ABS 2022). Other key industries of employment across the key communities include accommodation and food services, education and training, transport, postal and warehousing, rental, hiring and real estate services, and administrative and support services (refer to Appendix B for detail). Reflective of the top industries of employment, the dominant occupations across the key communities consist of machinery operators and drivers, technician and trades workers, and labourers.

For the Isaac LGA and the broader MIW region, mining was also the dominant industry of employment accounting for 35.6% and 14.0% of employed resident respectively, followed by:

- agriculture, forestry and fishing (10.0%), and education and training (6.3%) in Isaac LGA
- health care and social assistance (11.1%), and retail trade (8.5%) in the MIW region.

The prevalent occupations in these two study areas were similar to that of the key communities with the inclusion of managers and exclusion of labourers (see Appendix B).

A review of available literature and industry reports indicate labour and skills shortage challenges currently being experienced by Queensland's mining industry which are likely to persist as the Project develops. Results from the latest Workforce Development and Skills Survey (AiGroup 2022) conducted by the Australian Industry Group identifies widespread shortage of skilled labour across all occupation groups, with the most difficult roles to fill comprising:

- technicians and trades workers including welders, mechanical fitters, boilermakers, and machinists
- professionals including mechanical and electrical engineers
- machinery operator and drivers including for grinding, bagging, and polishing machines
- labourers ranging from stock pickers, general hands, process workers, and general hands.

Research by Jobs and Skills Australia identified national shortages in key resources sector professions including mining engineers, geological, geotechnical and processing engineers, geologists, hydrogeologists, and metallurgists (Australian Government 2024). Skills shortages coupled with increasing reluctance of young people and recent graduates to join the mining sectors have been noted as a real risk to the mining sector as well as the critical minerals industry supporting the clean energy transition at state and national level. Nationally, there are widespread reports of construction labour and skills shortages affecting all industries including mining and commercial and residential construction (Elliott Whiteing 2023).

5.2.5 Business and industry

The Isaac economy is primarily driven by the mining sector (specifically coal mining) as well as the agribusiness (including crops and livestock), construction and manufacturing sectors (Isaac Regional Council 2019). The total output generated by the Isaac economy is estimated at \$40.619 billion, accounting for more than half (53.8%) of total output generated in the MIW Region (REMPLAN 2025). Mining remains the largest contributor, generating \$35.803 billion which accounts for 88.1% of the LGA's total output (REMPLAN 2025). Moranbah generates the largest output in the Isaac LGA with mining being the largest industry in the community.

i Local business and industry

Moranbah is the key service centre for industries in the Isaac LGA. Business count data collected by the ABS Business Register provides a snapshot of actively trading businesses during the fiscal year. At June 2024, there were 585 businesses registered in Moranbah, which accounted for over a quarter (28.2%) of total registered businesses in the Isaac LGA (ABS 2024). The majority of these registered businesses were non-employing (such as sole traders) or small businesses with one to four employees. The top three industries with the highest proportion of registered businesses in Moranbah at June 2024 were Construction (20.2%), Other Services (13.8%), and Agriculture, Forestry and Fishing (11.8%).

There are a limited number of businesses in Nebo and Coppabella with residents generally commuting to Moranbah or Mackay for greater service access. Dysart hosts a small range of businesses including a small retail plaza, short-term accommodation, hardware store, newsagency and post office, bakery, and petrol station.

For the broader Isaac LGA, there were 2,077 registered businesses in June 2024, with 61.0% comprising non-employing businesses. The top three industries with the highest proportion of registered businesses were Agriculture, Forestry and Fishing (39.6%), Construction (11.9%), and Other Services (9.0%).

ii Regional business and industry

For the MIW region, there were a total of 17,290 businesses registered at June 2024, of which 59.1% comprised non-employing businesses such as sole traders (ABS 2024). The highest business count in the MIW region was recorded in Mackay LGA with 11,012 registered business while Isaac LGA had the lowest count with 2,077 registered businesses.

Overall, the total number of registered businesses in the MIW region has steadily increased over the three years to June 2024 (Table 5.14). Within Isaac LGA, businesses with 1 to 19 employees recorded the highest growth while businesses with 20 to 199 employees had the highest growth in both Mackay and Whitsunday LGAs between 2022 and 2024.

Table 5.14 Change in business count by employment size across regional study area, June 2022 to June 2024

Employment size range	Change in number of registered businesses, 2022 to 2024 (%)		
	Isaac LGA	Mackay LGA	Whitsunday LGA
Non employing	1.4	9.7	8.2
1-19	11.0	2.0	1.4
20-199	-10.4	11.5	9.8
200+	0.0	-9.1	0.0
Total	4.5	6.6	5.6

Source: (ABS 2024).

Of the total number of businesses registered in the MIW region, only around 1.0% were based in the mining industry, with the greatest concentration in Mackay LGA with 117 businesses (ABS 2024). While the proportion of mining businesses across the region was small, over a third of total registered businesses are in supporting industries to the mining sector, including manufacturing, construction, transport, and technical services, indicating strong business capacity within the region. The top three industries with the highest proportion of registered businesses in the MIW region were Agriculture, Forestry and Fishing (20.3%), Construction (15.7%), and Rental, Hiring and Real Estate Services (10.7%).

iii First Nations businesses

A search on the Queensland Aboriginal and Torres Strait Islander Business Directory (Black Business Finder) and Supply Nation identified 13 Indigenous owned businesses registered in the Isaac LGA, with eight in Moranbah, two in Dysart and two in Clermont (Black Business Finder 2024); (Supply Nation 2026). Services provided by registered Indigenous businesses in Moranbah include employment and cultural awareness training, engineering and open pit mining services, Indigenous labour hire, civil construction, plant and equipment hire, and uniform and safety equipment supply. The Indigenous business in Dysart supply quarry and construction materials and drone, weed control and management services.

In the MIW region, there are over 60 registered Indigenous businesses with the greatest concentration in Mackay supply services including those noted above as well as earthworks and excavation, rehabilitation and vegetation management, pest control, environmental management consultancy, steel fabrication, and signage installation (Black Business Finder 2024); (Supply Nation 2026).

5.2.6 Community values

This section describes the values held as important to residents of the key communities and the broader regional study area for quality of life and wellbeing. They include tangible elements such as access to infrastructure and community groups, and intangible qualitative such as sense of place and community cohesion. Identification of values were informed by engagement undertaken for the SIA and through analysis of literature.

Contemporary community values in the Project area reflect this dual heritage: pride in hard-won agricultural and industrial livelihoods, attachment to the open rural landscape, and a collective commitment to safe, sustainable resource development. These values underpin the social baseline for the Project and inform engagement, mitigation and legacy planning throughout Project delivery.

i Quality of life

The 2024 Isaac Regional Council Quality of Life Survey (Taverner Research Group 2025) reveals several community values that are particularly evident in Moranbah and Coppabella, and also Dysart. Across these towns, residents place high value on employment stability, community connection, and quality of local services. In Moranbah, which had the largest respondent group (43% of total), full-time employment rates were notably high (82%), and residents frequently cited the impact of cost of living, local governance, and access to services on their quality of life. For example, limited access to basic goods was highlighted with one resident noting, *“There is nowhere in town to purchase children’s clothes... not enough being done to support local business.”* Limitations in retail offerings in Moranbah and Dysart were also raised during SIA consultation.

Coppabella residents, while a smaller sample, were captured within the broader mining town analysis, which indicated concern over deteriorating infrastructure and housing affordability—52% of mining town residents felt their material living conditions would worsen in five years. Community cohesion was reflected in high levels of neighbourly interaction (67% had positive contact such as visits or favours), and many residents (53%) were engaged in sports or volunteer groups. In Dysart, similar concerns over service access and cost pressures were evident, reinforcing a regional value placed on fairness in services, strong social bonds, and sustainable livelihoods. These insights suggest that across these communities, there is a shared aspiration for stability, affordability, and connectedness in the face of economic and environmental change.

ii Local and regional social capital and community connectedness

Social capital and community connectedness are important parts to rural living with trust playing an important role in the everyday life of residents in rural and remote areas (Alston 2002). Social capital describes the benefits obtained from the links that bind and connect people within and between groups (OECD 2002). Typically, rural and remote Australians report increased community connectedness and social cohesion, as well as higher levels of community participation, volunteering and information support from their communities (Ziersch 2009). A number of surveys and research projects have been undertaken in the Isaac LGA to elicit insight and understanding of community values and aspirations, including local government plans and strategies.

In 2023, Isaac Regional Council published the *2023-2028 Community-Corporate Plan* which was informed by extensive community inputs, including residents of the 17 communities and 7 Traditional Owner Groups in Isaac LGA (Isaac Regional Council 2024). A revised version of the plan was adopted by the new Council in late 2024. The plan provides insights into what the community values and Council's priorities over a five-year period structured around six strategic themes: leading and enabling, engaged communities, progressive economy, urban design and infrastructure, cultural assets, and governance and accountability.

Based on identified priorities under the six strategic themes, matters of value to residents in Isaac LGA include but not limited to:

- investment into key infrastructure and services
- provision of essential services including housing, childcare and aged care, disability and youth services, and health care within the region
- sense of community safety of wellbeing
- diversification of regional business activity and attraction and retention of local businesses
- resource recovery and environmental compliance.

A commonly used indicator to understand community strength and cohesion is level of participation in volunteering which reflects people's willingness to contribute to and be involved in their local community. At the 2021 Census, lower rates of volunteering were recorded across the nearby communities relative to Queensland, with the lowest proportion in Nebo where only 7.5% of residents aged 15 years or over have engaged in voluntary work compared with Queensland's 14.1% (ABS 2021). The rate of volunteering across all study areas and Queensland more broadly have noticeably declined compared to the previous census (2016). Impacts from the covid-19 pandemic from 2020 and late 2022 have in part accelerated the trend in long-term decline of volunteering rates experienced nationally.

Insights from the Quality of Life Survey 2024 commissioned by Isaac Regional Council indicated high levels of community connection and social capital with over half of residents surveyed reporting strong positive contact with people in their neighbourhood and participate in online communities and/or sporting or physical recreation groups (Taverner Research Group 2025). Results of the survey also identified that over half of residents surveyed felt that their quality of life was either 'good' or very 'good'; however, a quarter of residents have also identified a decrease in their quality of life over the past year, with most residents attributing this decline increasing cost of living (Taverner Research Group 2025).

iii Indigenous community values

Traditional Owner and local community values relevant to the Project area and region reflect deep cultural, social, and economic aspirations. These include the following:

- Barada Barna Traditional Owners place particular value on Isaac River and Cherwell Creek, which are described as the lifeblood of their people. These waterways hold strong cultural, historical, and spiritual significance, with continued efforts to maintain connection to Country and cultural identity.
- Stanmore acknowledges the cultural significance of local terrestrial and aquatic fauna to the BBAC, including species traditionally relied upon for food and central to ongoing cultural heritage. In consultation with BBAC, Stanmore has established a shared "meeting place" on the banks of the Isaac River to support access to culturally significant areas and promote cultural awareness. This space is intended to support annual elders' visits and be incorporated into workforce cultural heritage training initiatives (Stanmore 2026).
- BBAC is actively expanding its housing footprint in Dysart and Moranbah to support the return of community members to Country, aiming to address housing affordability rather than profit generation. Proposed developments include use of repurposed mining camp land; however, the application and negotiation process associated with this opportunity has been cited as protracted and subject to some community opposition and reticence.
- There is a clear expressed interest from BBAC in achieving transparent and inclusive consultation processes that involve not only Traditional Owners but also broader First Nations community members living locally.
- While early employment targets for IDM were not seen as achieved in full, the Project has been viewed by BBAC as an opportunity to strengthen Indigenous participation through direct employment, targeted training (e.g. land management, site security, cultural awareness), and enhanced supply chain access. BBAC has a register of 13+ endorsed businesses offering services beyond heritage and land management.
- A need was identified for collaborative approaches to cultural and mental health in workforce camps, drawing on existing models from camps at other mine sites. Opportunities include the establishment of cultural support programs, cultural meeting places, and training hubs within IPC, including the proposed Project area.
- BBAC would welcome integration of cultural elements into site infrastructure—such as naming of site facilities and establishing a dedicated office or cultural hub—to promote cultural awareness and legacy.

The Queensland Government's Energy Roadmap establishes a policy and infrastructure framework for the staged transformation of Queensland's energy system. The Isaac region is located within a broader Central Queensland renewable energy planning context and has experienced increased renewable energy and energy-storage project interest in recent years. IRC is participating in regional and State-led discussions regarding economic transition and infrastructure planning. IRC is also a member of the Australian Mining Cities Alliance, which facilitates collaboration between resource-dependent local governments to consider shared economic, workforce and community transition matters.

While consultation for this SIA was Project-specific, conversations often explored the energy transition with a mix of views and sentiments among participating stakeholders. Stakeholders generally viewed the Project as an important contribution to the region's resource sector growth and economic strength. A small number of SIA stakeholders proactively expressed scepticism about the cost-benefit rationale behind the renewables transition, describing the energy and economic outputs of renewable energy as less efficient than traditional resource extraction and energy production methods, with further compromise of other existing land uses such as agriculture leading to an inequitable distribution of impact and benefit. Other stakeholders engaged for the SIA acknowledged the renewable energy transition as an important part of economic and energy diversification.

Research undertaken by the University of Queensland's Centre for Social Responsibility in Mining in 2023 delves into the complexities of the global energy transition, with primary focus on addressing the potential for inequitable distribution of impacts and benefits for population groups, as well as stronger approaches to achieving free, prior and informed consent of all stakeholders affected by proposed mining and renewable energy projects. Specific research by UQ into the renewable energy transition of the Isaac region, highlights the inherent challenges in transitioning a coal-dependent economy, the need for inclusive consultation and consent processes, collaboration and knowledge sharing, support for vulnerable groups, investment in legacy initiatives and infrastructure that can dually support a transition, and the delivery of thorough environmental and social impact assessments for new proposed works (Kemp, et al. 2023).

5.2.7 Health and community wellbeing

The health and well-being of local and regional communities are influenced by a diverse range of factors and social determinants. Informed by the SIA scoping phase, this section provides an overview of health and community wellbeing indicators relevant to the Project, with a focus on reported health status and outcomes, health and socio-economic vulnerabilities, and community safety. It should be noted that limited health data is available for the key communities aligning with data constraints typically experienced for rural and remote communities (AIHW 2023).

i Health determinants and outcomes

Typically, rural Australians fare poorly on a number of health outcomes due to unique challenges from their geographic location (AIHW 2024). According to the Australian Institute of Health and Welfare (AIHW), Australians living in rural and remote areas generally have shorter lives, higher levels of disease and injury, and poorer access to and use of health services, compared with people living in metropolitan areas. Poorer health outcomes in rural and remote areas may be due to multiple factors and health determinants including lifestyle differences and a level of disadvantage related to education and employment opportunities, as well as access to health services.

Quantitative health data are generally only available at larger statistical geographies, including the LGA and State level. Relative to Queensland, the Isaac LGA featured lower rates of admission across all diagnosis except for admissions for injury, poisoning, and other external causes (Table 5.15).

Table 5.15 **Health outcome indicators, 2022/2023**

Indicators	Isaac LGA	Mackay LGA	Whitsunday LGA	Queensland
Public hospital admissions by principal diagnosis, modelled estimates age-standardised rate⁵ (ASR) per 100,000 people				
Admissions for all chronic conditions (i.e. asthma, diabetes complications, iron deficiency anaemia)	903.6	1,338.9	1,484.5	1,100.3
Admissions for mental health related conditions	637.1	845.1	1,253.4	991.1
Admissions for injury, poisoning, and other external causes	3,139.6	3,330.2	5,450.4	2,838.7
Admissions for infectious and parasitic diseases	603.2	776.5	1,142.4	700.8
Admissions for respiratory disease	1,399.3	1,551.1	2,018.9	1,759.6
Admissions for circulatory system disease (i.e. high blood pressure, heart disease, stroke)	1,509.5	2,104.5	2,267.3	1,644.9
Admissions for all cancers	1,102.0	1,787.3	2,013.6	1,500.7
Emergency department presentations	8,952.5	38,978.8	5,992.8	30,391.3

Source: PHIDU (2025).

Of the MIW region LGAs, significantly higher emergency department presentations were recorded in the Mackay LGA. Overall, the MIW region featured higher rates of admission across the principal diagnoses when compared against Queensland.

Mental health is an important component of health and community wellbeing. While admission for mental health related health conditions in Isaac LGA was lower relative to Queensland, access to mental health services is reportedly highly constrained and a known challenge in the LGA. Results from the 2023 Regional Wellbeing Survey (Health Research Institute 2024) identified that a slightly higher proportion of survey residents within the grouped LGAs⁶ that includes Isaac, Mackay and Whitsunday (36.3%) reported poor access to mental health services in their region compared to Queensland as a whole (34.5%).

Factors contributing to poorer mental health outcomes include geographic and interpersonal isolation, economic pressures, environmental adversities, government policies, stigma and a greater proportion of high-risk groups such as Indigenous peoples, as well as poor or limited-service availability, accessibility, funding, staffing and supervision (AIHW 2019).

Council's QoL survey 2024 notes that mental health and wellbeing received mixed responses across the Isaac region. Only 39% of respondents reported their mental health in the past year as good, and 33% indicated loneliness as a contributing factor to their mental health and wellbeing (Taverner Research Group 2025). While 90% of respondents said they had someone they could turn to in a crisis, these findings indicate potential vulnerabilities within the community - verified during consultation for the SIA (see Section 4) and particularly relevant when considering impacts of mining shift rosters, social isolation, and increasing demand for mental health supports.

⁵ Age-standardisation is a method of adjusting the crude rate to eliminate the effect of differences in population age structures when comparing crude rates for different periods of time, different geographic areas and/or different population sub-groups (AIHW, 2023).

⁶ Includes the LGAs of Gladstone, Isaac, Livingstone, Mackay, Rockhampton and Whitsunday.

In relation to long-term health conditions experienced, at the 2021 Census, a lower proportion of residents across the nearby communities self-reported experiencing one or more long-term health condition relative to Queensland, with the top three long-term health conditions reported, comprising asthma, mental health condition, including depression or anxiety, and arthritis (refer to Appendix B for detail).

ii Indigenous health

At the 2021 Census, 25.6% of Indigenous residents in Isaac LGA reported having one or more long term health condition, with asthma (51.2%), mental health (32.8%), and diabetes (18.7%) the most prevalent long-term health conditions reported (ABS 2022). Compared with the State average for Indigenous residents, Indigenous residents of Isaac LGA experience lower rates of long-term health conditions, however, when compared with the general population of Isaac LGA, an inverse trend is observed indicating higher prevalence of long-term health conditions amongst Indigenous residents compared to the general population.

Findings from the Mackay Hospital and Health Service Local Area Needs Assessment (2022) identify:

- a higher burden of disease and lower life expectancy is experienced by the indigenous population compared to the non-Indigenous population in the MIW region.
- the rate of potentially preventable hospitalisation is higher amongst the Indigenous population in the region (9.4 per 100 people) compared with the non-Indigenous population (7.5 per 100 people) as well as the Queensland Indigenous population average (8.9 per 100 people).
- higher rates of obesity amongst Indigenous mothers in the region compared to the State average and higher rates of Indigenous mothers in the region having smoked during pregnancy compared with non-Indigenous mothers.
- there is a substantially higher rate of potentially avoidable deaths amongst the Indigenous population within the Mackay Hospital and Health Service area when compared with the Indigenous and non-Indigenous population in Queensland as a whole.

Key Indigenous health priorities in the MIW region include improving access to quality health care services including suicide prevention support and culturally safe and appropriate care that meets the specific needs of the region's Indigenous population (MHHS 2022).

iii Vulnerable groups

Vulnerability refers to an individual or group's capacity to adapt to, or cope with changes in their environment, and is influenced by a range of socio-economic factors operating at different scales (Spielman, et al. 2020). Certain individuals or groups may be more vulnerable than others due to certain existing socio-economic characteristics. Common indicators of vulnerability include:

- age, with young people and the elderly who are more likely to require care or assistance with mobility
- socio-economic status, such as people residing in social housing, unemployed, and/or considered lower income households
- disability, such as people requiring assistance with everyday core activities (i.e. self-care, mobility, and/or communication)
- culturally and linguistically diverse population, such as people who speak another language and do not speak English well or at all
- access to a private vehicle, as this affects the ability to access employment opportunities or services.

Potentially vulnerable groups are identified by comparing the proportions recorded across the nearby communities with the Isaac LGA and Queensland more broadly (Table 5.16).

Table 5.16 Indicators of potentially vulnerable groups, 2021

Indicators (%)	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Queensland
People aged 14 years or under	25.5	2.0	21.8	21.3	18.7
People aged 65 years or older	2.8	1.2	5.4	6.8	17.0
Youth (15 to 24 years)	12.4	12.3	13.3	11.7	12.4
People who do not speak English well or at all	0.6	0.0	0.3	0.4	1.8
People who need assistance with core activity ⁷	1.6	0.8	2.6	2.2	6.0
People who reside in social housing	4.7	0.0	5.4	4.7	9.9
Unemployment rate	2.4	2.8	2.4	2.4	5.4
Households earning less than \$650 per week	3.7	0.0	8.7	8.2	16.5
Households without a vehicle	2.4	0.0	3.4	2.5	5.7

Source: ABS 2022, 2021 Census of Population and Housing: General Community Profile

At the 2021 Census, potentially vulnerable groups across the key communities include people aged 14 years or under (i.e. children) and people aged 15 to 24 years (i.e. youth), with higher representation relative to Queensland. These groups within the key communities are likely to have higher sensitivity to external social changes such as those generated by Project activities. Relative to the rest of Isaac LGA, Dysart exhibited a higher level of potential vulnerability with greater representation of households earning less than \$650 per week and people residing in social housing.

The IRC's 2024 quality of life survey (Taverner Research Group 2025) found that while 68% of respondents and residents rated their quality of life as good or very good another 21% of survey respondents reported a decline over the past year the most commonly cited reason for the decline included the rising cost of living in (35%), dissatisfaction with council services (21%) and deterioration of road conditions (18%). These indicators suggest a degree of underlying community stress that may heighten sensitivity of residents to additional social change associated with the new project development.

The Index of Relative Socio-economic Disadvantage (IRSD) is an ABS derived socio-economic index that considers a range of socio-economic indicators within an area including income, education attainment, employment, and access to motor vehicles to enable ranking of geographical areas based on their relative socio-economic disadvantage (QGSO 2025).

A low score indicates greater levels of disadvantage within an area while a high score indicates lower levels of disadvantage. In 2021, 13.3% of the Isaac LGA population were in the least disadvantaged quintile while 6.5% were in the most disadvantaged quintile. A third of the Isaac LGA population was in IRSD quintile 2 indicating greater disadvantage within some areas in the LGA. At the regional study area level, the proportion of the MIW population attributed to the least disadvantaged and most disadvantaged IRSD quintile were 9.6% and 17.5% respectively. Overall, Isaac LGA had a IRSD quintile ranking of 4 indicating a lower rate of disadvantaged relative to other LGAs in Queensland.

⁷ Core activity refers to self-care, mobility and communication.

Government inquiries into FIFO practices have spurred the further research and publications on the health and wellbeing of mining workers and their families, particularly related to mental health. The Minerals Council of Australia highlights in the Blueprint for Mental Health and Wellbeing (2022) that good mental health is critical not only to individuals but also to organisational performance, productivity, safety outcomes and workforce retention across the Australian resources sector.

Recent studies and research confirm that rates of psychological distress among mining and resource workers remain substantially higher than the general employed population. The National Mental Health Commission's National Baseline Report for Mentally Healthy Workplaces (2023) estimated a 14% prevalence of mental ill-health within the mining sector, also acknowledging that these measurement methods vary.

Research conducted by the Centre for Transformative Work Design at Curtin University identified FIFO workers demonstrating higher incidences of anxiety, depression, and burnout as well as higher incidences of risk factors associated with alcohol, other drug use, and suicide (Parker, et al. 2018). Contributing factors include social isolation, disruptions to normal family life and routines, physically demanding work, long non-standard working hours and associated fatigue (Center for Transformative Work Design 2018). More recent evidence suggests that one in three FIFO workers experience high psychological distress, often linked to long shifts, fatigue, limited sleep and social disconnection (Edith Cowen University Mars Centre 2024). Edith Cowen University also produced statistics reporting that suicide rates are potentially higher in the mining sector at 25 per 100,000 compared 12.3 per 100,000 in the general population (Edith Cowen University Mars Centre 2024).

This research also highlights that the mining environment and culture including team belongingness and inclusion on remote worksites can significantly increase mental wellbeing.

Bowers et al (2018) study further identified that stress associated with the stigma attached to mental health problems was the strongest predictor of high psychological distress amongst the surveyed 1,124 mining workers at remote construction and open cut and underground mining sites across Australia. Given that 40 per cent of respondents rated stigma a source of stress, this finding highlights the importance of early interventions and suicide prevention programs based on improving mental health literacy.

From the perspective of families, Misan and Rudnik (2015) interviewed 104 FIFO workers and their partners on the pros and cons of long-distance commuting and found partners with children commented on feeling like a single parent and expressed some resentment on having to manage all household chores and decisions while their partner was away. Research from the Centre of Transformative Work Design (2018) also identified families supporting FIFO workers (particularly the partners) are also vulnerable to the psychological stresses and mental health challenges that workers face. Findings from the research suggest that a partners' mental health was significantly worse when the FIFO worker experienced loneliness, conflict between work and family, and difficulty in balancing competing demands. The findings also suggested negative impacts on the mental health of children and overall family functions, but to a lesser extent (Center for Transformative Work Design 2018).

Stanmore's existing IPC (including IDM) operation is underpinned by promotion and principles of workforce choice, with incentives and subsidies made available for existing workers to live locally. The current IPC workforce profile indicates approximately 10-11% of the operating workforce resides locally, while 75-76% are DIDO from Mackay, and 14% are FIFO workers. Factors contributing to workforce choice are unreported for the IPC workforce.

A safe environment is critical to the overall physical and mental wellbeing of a community. Indicators which provide insights into community safety include road safety and crime. The Peak Downs Highway is a strategic freight and mine-access corridor servicing the Bowen Basin, including the Project. It experiences regular heavy vehicle and OSOM movements so crash risk and perceived safety are closely tied to traffic mix, fatigue management and road conditions.

The average annual daily traffic (AADT) for light and heavy vehicles are available for Queensland state-controlled roads through the Queensland Department of Transport and Main Roads (DTMR) traffic census (TTPP 2026). The closest traffic census site to the Project is on the Peak Downs Highway (i.e. Peak Downs Hwy 150 m West of Isaac River).

In 2024, the AADT recorded at this site was 3,864 vehicles (bi-directional), of which 31.2% were heavy vehicles (Queensland Government 2024). Over the ten-year period to 2024, the AADT on this section of the Peak Downs Highway has fluctuated annually. Road access to Coppabella is also via the Peak Downs Highway (west of Coppabella closest traffic census site) which recorded an AADT of 5,452 vehicles in 2024 (majority light vehicles) and six crashes (one fatal, remaining requiring medical treatment) over the three-year period to 2023 (DTMR 2025). The Project's contribution is not expected to result in a material change to existing road usage patterns (TTPP 2026).

Published crime statistics include three broad offence categories – offences against the person, offences against property, and other offences including (but not limited to) drug and liquor offences, trespassing, and breach of domestic violence protection orders (QGSO 2025). Between 2023 and 2024, offences against property was the most prevalent crime recorded in the Isaac LGA, accounting for 45.5% of all reported offences and at a rate of 3,231 per 100,000 persons. For comparison, Queensland's rate for offences against property was higher at 5,175 per 100,000 persons (QGSO 2025). Overall, the Isaac LGA recorded a lower rate of total crime compared to Queensland as a whole between 2022 and 2023. In contrast, the MIW Region recorded a higher rate of total crime, as well as across all offence categories (except for offences against property), relative to Queensland.

Based on the feedback from stakeholders engaged for other SIA completed in the Isaac LGA, there is a notable increase in domestic and family violence across the MIW region and a distinct lack of domestic violence service available for communities (Jellinbah Group 2021); (Whitehaven 2021). Factors contributing to the rise include tightening economic conditions and drug and alcohol abuse. Consultation undertaken in 2025 notes that emergency accommodation needs are often the result of domestic and family violence and/or court orders requiring families to remain locally, where affordable housing constraints exist.

5.2.8 Social infrastructure

Central to supporting the quality of life and well-being of communities, social infrastructure can be defined as the “community and individual support services and resources such as health, education, early childhood, community support, community development, culture, sport and recreation, parks and emergency services” (Australian Urban Observatory 2020). Any influx of or change to population has the potential to affect the service provision and capacity of social infrastructure within an area.

Public hospital and health services in the MIW region is provided by Queensland Health's Mackay Hospital and Health Services and consists of eight hospitals and four community health centres. The closest medical facility to the Project is Moranbah Hospital, a district level hospital providing low to moderate-risk inpatient and ambulatory care. Moranbah Hospital has recently undergone significant redevelopment, officially opening in November 2024. Key features of the expansion include an expanded emergency department, inpatient accommodation, expanded allied health services, and advanced medical imaging and helipad due to be finalised during 2025. Moranbah Hospital has a capacity of 12 beds and is manned by 25 nurses providing services including emergency department, general medical, diabetes education, antenatal clinic, pathology, primary health care, respite care, and medical imaging (Mackay Hospital and Health Service 2025). Visiting specialist services include an obstetrician/gynaecologist, paediatrician, psychiatrist, and mobile breast screening van. Residents in Isaac LGA requiring greater access to specialised care or treatment are generally transferred to Mackay Hospital. A district level hospital is also available in Dysart, with a limited capacity of nine beds and manned by 17 nurses.

Key findings from an assessment commissioned by the Smart Transformation Advisory Councils (STAC) on hospital and health services (Elliott Whiteing 2023) in the Isaac LGA include:

- lower levels in patient continuity of care due to reliance of external contracted staff and lack of clinical governance at hospitals
- greater reliance of GP services by residents and visitors due to the lack of doctors available on a full-time permanent basis at hospitals
- the need for better access to health services including after-hours and bulk-billed GP, affordable transport options to access regional services, specialist services including mental health and telehealth, and services focused on maternal, child and youth health
- ongoing challenge in the attraction and retention of skilled health and medical workers due to factors such as the availability and cost of housing and the lack of financial incentives.

Demand on Moranbah Hospital has fluctuated over the ten-year period to 2023, generally ranging between 400 and 700 total admissions a year, with a peak of 725 stays between 2017 and 2018 (AIHW 2024). Between 2022 and 2023, Moranbah Hospital recorded 631 admissions with medical emergency accounting for over 90% of stays followed by medical non-emergency and mental health purposes. The total number of hospital admissions between 2023 and 2024 was 581. This reporting precedes the redevelopment of Moranbah Hospital (Mackay Hospital and Health Service 2025).

In addition to the hospital, a small range of supporting health services (i.e. physiotherapy, mental health, pathology) are also available in Moranbah. Oaktree Medical currently offers a team of 6 GPs, together with occupational health screeners, visiting allied health specialists and support staff. An additional, independent general practitioner previously operating as Sonic Health has re-established an individual service in Moranbah. A medical centre is available in Nebo and Dysart, while residents of Coppabella typically commute to Moranbah to access health and medical services.

In 2023, Isaac LGA had a low ratio of 52.1 general medical practitioners (GPs) per 100,000 people compared to Queensland's 109.2 GPs per 100,000 people, indicating lower availability and longer wait times for services experienced in the Project area.

ii Emergency services

Emergency services are available in all key communities at varying levels except for Coppabella, which relies on Moranbah for services. Within Isaac LGA, there are eight police stations, eight ambulance stations, five fire stations and seven SES depot (Isaac Regional Council 2024). There are no emergency services in Coppabella, except for a rural bushfire response team.

Ambulance services in Isaac LGA are coordinated under QAS's Central Region Mackay District with Moranbah ambulance station the closest service to the Project. Moranbah Ambulance station has two standard vehicles and manned by five staff. There is also an ambulance station in Nebo and Dysart. Engagement feedback from emergency service providers identified isolation and mental health being a major issue experienced in the LGA.

Police services in the Project area are managed under QPS's Mackay District, with police stations in Moranbah, Nebo and Dysart also providing transport and motoring services on behalf of Department of Transport and Main Roads in addition to typical policing duties. Moranbah police station is the closest service to the Project and operates Monday to Friday from 8 am to 4 pm.

QFD operates auxiliary fire stations in Moranbah and Dysart under Mackay Country Command, while Nebo is serviced by rural fire services comprising primary producer brigades equipped with slip on units (Isaac Regional Council 2024). There are SES units based in Moranbah, Nebo and Dysart while Isaac LGA is also supported by BMA CQ Rescue which provides aeromedical, and search and rescue assistance based out of Mackay Airport.

iii Schools, education and training facilities

A larger range of education facilities are available in the larger population centres of Moranbah and Dysart while facilities in the Nebo and Coppabella are generally limited to one school and an early learning facility (Table 5.17).

Table 5.17 Education facilities in the nearby communities

Nearby community	Facility	Description
Moranbah	Moranbah East State School	- Primary school (early childhood development to year 6) with 651 students enrolled and 47 teaching staff in August 2024. - Enrolment numbers have largely remained steady since 2018.
	Moranbah State High School	- Secondary school (year 7 to year 12) with 737 students enrolled and 65 teaching staff at August 2024. - Enrolment numbers have overall steadily increased since 2018 but a decline was recorded between 2022 and 2023.
	Moranbah State School	- Primary school (early childhood to year 6), with 551 students enrolled and 46 teaching staff at August 2024. - Enrolment numbers have declined since 2019 but appear to be recovering with an increase in student enrolments between 2022 and 2023.
	Moranbah Early Learning Centre and Outside School Hours Care	- Not-for-profit children's provider offering an early learning centre and outside school hours care. - Early learning centre comprises six rooms for children aged 0 to 15 months up to 3 to 6 years, while outside school hours care operates at Moranbah State School and Moranbah East State School.
	Simply Sunshine Childcare and Kindergarten	Early childhood facility operating five days a week with 80 approved early education place for children aged 0 to 15 months and 44 approved kindergarten places for children aged 3 to 6 years.
	C&K Moranbah Community Kindergarten And Preschool	Kindergarten with 73 approved places for children aged 3.5 to 4.5 years, operating five days a week.

Nearby community	Facility	Description
Coppabella	Coppabella State School	- Primary school (early childhood to year 6) with 22 students enrolled and 2 teaching staff in August 2024. - Enrolment numbers have historically fluctuated but appear to be recovering with minor increases in student enrolments since 2022.
Dysart	Dysart State High School	- Secondary school (year 7 to year 12) with 173 students enrolled and 18 teaching staff in August 2024. - Enrolment numbers have been marginally increasing since 2019.
	Dysart State School	- Primary school (prep to year 6) with 262 students enrolled and 23 teaching staff in August 2024. - Enrolment numbers have been progressively decreasing since 2019.
	Lady Gowrie Dysart Child Centre and Community Space	Centre with 60 approved places for children 6 weeks to pre-school age.
	Dysart Kindergarten	Kindergarten with 50 approved places for children aged 3.5 to 4.5 years.

Source: (ACARA 2025); (ACECQA 2025); (Department of Education 2025); Google.com 2025.

Access to tertiary education opportunities in Isaac LGA has historically been limited to online resources with young people typically leaving the region to pursue university education in coastal cities. The MIW Regional Plan identified that limited education opportunities post-secondary schooling and training programs that meet local needs (i.e. mining and non-mining) contributes to the outmigration of many young people from the region (Queensland Government 2012).

In 2025, a Country Universities Centre was established in Moranbah's town centre, with another facility established at Clermont. These facilities provide localised access for students to study hubs and networking, supporting locally-based options for skill development and diversification, and reducing the cost and travel time associated with accessing higher education for regional students (Queensland Government 2024). There are several local training services and facilities in Moranbah that focuses on training and employment in the mining industry including the Coalfield Training Excellence Centre (also known as Big Blue Shed).

Access to childcare remains an ongoing key issue raised by communities and stakeholders in the Bowen Basin. The CLA in Moranbah was established in 2022 as a not for profit organisation focused on addressing regional childcare challenges. These challenges were identified in a childcare study (Maree Roberts Consulting 2021) including the following:

- Families in the Bowen Basin face significant problems in accessing care for children.
- Waiting lists for places are long and the types of care available do not match the shifts people work.
- Experienced and qualified educators are difficult to attract to the region.
- There are significant pressures on childcare providers to provide quality, affordable, accessible, and flexible care.

Consultation with the CLA in November 2025 confirmed that current waitlists indicate demand remains acute, with approximately 150 children under three awaiting placements while an oversupply of kindergarten programs reflects a misalignment between service offerings and demographic need. The CLA has facilitated the recruitment of 39 educators to date, demonstrating tangible outcomes of increasing capacity of the sector and waitlist reductions.

Commensurate with its function as a regional service centre, Moranbah offers a wide range of services and facilities (Table 5.18*). Facility and services within Coppabella and Nebo are limited while a small range is available in Dysart.

Table 5.18 Social services and community facilities in key communities

Type of facility or service	Moranbah	Coppabella	Dysart
Community and family support	• Moranbah Court House • Moranbah Community Centre • Moranbah Youth and Community Centre • Moranbah and District Support Services • Emergency and Long-Term Accommodation in Moranbah • Hinterland Community Care Inc Moranbah	• Coppabella Community Centre	• Dysart Community Support Group Inc • Hinterland Community Care (HCC) • Dysart Civic Centre
Arts and culture	• Moranbah Arts • Moranbah Public Library	-	• Dysart Public Library
Sports and recreation	• Moranbah Golf Club • Moranbah Boxing & Sporting Club Inc. • Greg Cruickshank Aquatic Centre • Moranbah Bowls Club • Ted Rolfe Oval	• Sporting facilities at the two WAVs	• Dysart Recreation Centre • Dysart Golf Course and Club • Dysart Public Swimming Pool
Religious	• Moranbah Anglican Church • St Joseph The Worker Catholic Church • Moranbah Christian Fellowship • Oasis Life Church	-	• St Therese Catholic Church

Source: Google.com 2025

Notes: * not an exhaustive list

The *Isaac Community Strategic Plan (Isaac 2035)* recognises sports and recreation facilities and opportunities as a strength in the region that residents highly value (Isaac Regional Council 2015).

v Transport and connectivity

Transport connectivity is important for residents and the economy of rural and regional communities. The cumulative traffic volumes of mining projects have led to ongoing road safety issues in the Isaac LGA, and is serviced by several major vehicle transport corridors including but not limited to:

- Peak Downs Highway connecting Moranbah, Coppabella, and Mackay.
- The Peak Downs Mine Road and Saraji Road south from the Peak Downs Highway linking Moranbah and Dysart.
- Bruce Highway connecting the coastal communities of Isaac LGA to Mackay.

- Many major and local roads are susceptible to flooding during the wet season and heavy rain events. There is a heavily reliance on private vehicle use for accessing services and employment in the region, with road safety and maintenance ongoing key focus areas of IRC.

A study on assessing mining impacts on road travel conditions in the Bowen Basin region was conducted in 2016 (Akbar et al, 2024). The study conducted a household travel survey to residents of the Moranbah and Emerald townships in order to understand mining communities' level of satisfaction with their road travel experience. Findings of the study show that the poor pavement condition, road safety, and traffic congestion was associated with over-dimensional vehicles. Poor driver behaviour, particularly in regard to speed, inattention and fatigue was raised during the study survey.

Aurizon's Central Queensland Coal Network services the Bowen Basin with rail transport of coal from mines to ports at Abbot Point, Dalrymple Bay and Hay Point on the Goonyella and Newlands systems (Isaac Regional Council 2024).

Public transport is limited in the Isaac LGA; however, a regional bus service operates daily between Moranbah and Mackay and twice weekly between Moranbah and Rockhampton. There does not appear to be school buses operating in Coppabella and Dysart, while school bus services in Moranbah typically operates outside of the start and end times of mining shifts.

The Isaac LGA is serviced by three public/private airports (Moranbah, Middlemount, and Clermont), four helipads (Nebo, Glenden, Dysart, and Clermont), and several airstrips for private and emergency use. Moranbah Airport (owned and operated by BMA) is the closest airport to the Project with daily flights operating between Moranbah and Mackay as well as Brisbane.

5.3 Cumulative context

Communities may experience cumulative impacts when multiple projects occur in a similar timeframe or within a geographically concentrated area.

The Bowen Basin region has historically demonstrated a tendency for multiple proposed resource projects (including expansions, extensions to existing operations, and new renewable energy projects) to become commercially viable and advanced when certain market demands thresholds are reached.

The simultaneous advancement of multiple projects can exacerbate both social and economic impacts and benefits by placing compounded pressure on housing, labour markets and social infrastructure (Franks, et al. 2010). Table 5.19 describes the potential projects which have completed or are undergoing an approval (typically an EIS) process and would likely have a schedule overlap with the proposed construction and development phase of the Project, and hence potentially result in cumulative impacts or benefits.

These are the developments which were considered when identifying projects which may contribute to cumulative social impacts (Section 6.6) in accordance with the Queensland SIA Guideline (Queensland Government 2025).

Table 5.19 Summary of Projects considered or precluded for cumulative impact assessment for SIA

Project and proponent	Distance	Status	Timing (workforce -FTE peak)	Potential for assessment	Assess (Y/N)
Proposed/further planned developments					
Eagle Downs Mine: Underground coal mining (Stanmore subsidiary)	<10 km	Approved	2028 (360) Operations (570)	Proximal mine development, approved but not currently active, therefore, cumulative contributions unlikely and uncertain	Y
Winchester South Mine: open cut coal mine (Whitehaven Coal)	10-30 km	EIS finalised, Project approval pending Queensland Land Court determination	Construction 2026-2028 (500) Operations 2028-2056 (500)	Cumulative employment and service supply opportunities. Cumulative worker accommodation and services requirements. Cumulative construction workforce demand impacts due to size and timing of construction workforce. Distance between projects likely to limit local cumulative environmental impact pathways.	Y (limited)
Peak Downs Continuation Project (BHP and partners)	10-30 km	EIS being drafted	Construction:2026 (160) Operations 2026-2116 (2,400)	Construction workforce overlap with Project. Being a “continuation” project mitigating a negative cumulative impact but still adding to the aggregate demand for skilled labour. EIS stakeholder engagement requirements adding to consultation fatigue.	Y (limited)
Olive Downs (Pembroke Resources)	10-30 km	Operational (partially)	Activities started in 2024 (~530) ramp up starting 2031 (~1000) Operations current to 2100)	Current operations contribute to baseline social context Cumulative social considerations from increased operational activity include: - Cumulative employment and service supply opportunities. - Distance between projects likely to limit local cumulative environmental impact pathways.	Y
Moranbah South Project: Underground coal mine (Anglo Coal/Exxaro)	10-30 km	EIS completed but no other requisite approvals	Construction assumed 2045 with start date highly uncertain (~878) Operations to 2080 (~1,314)	Due to the extreme uncertainty and likely long-time horizon, this project is excluded from the cumulative impact assessment for the Project.	N
Saraji East Mining Lease Project: underground coal mine (BMA)	10-30 km	EIS approved, investment discontinued	Investment discontinued	Due to Project discontinuance, there is no timeframe to consider as a cumulative development.	N

Project and proponent	Distance	Status	Timing (workforce -FTE peak)	Potential for assessment	Assess (Y/N)
Intra-Project operational context – baseline context					
Isaac Downs Mine Open cut coal mine (Stanmore subsidiary)	<10 km (adjacent)	Operational	Operations ongoing, scheduled to ramp down 2026-2028 (~300)	Current mine, Project ramping down, to be replaced by the Project mining activities. As the Project will 'replace' existing impact baseline from IDM, there is no cumulative impact to assess.	N
Isaac Plains Mine Open cut coal mine (Stanmore subsidiary)	<10 km	Operational	Operations set to discontinue 2025/2026 Workforce data considered in IPC workforce prior to Project commencement	Proximal mine -processing facility will be used by the Project, otherwise IPM will no longer be active. Project will operate within existing impact baseline from this facility, therefore, no cumulative impact to assess.	N
Poitrel Mine: Open cut coal mine (Stanmore subsidiary)	<10 km	Operational	Operations ongoing, scheduled to 2035 Workforce data not publicly available	Proximal mine, operated by proponent. Ongoing operations with no construction overlap with Project. Operations contribute to baseline social context.	N
Other relevant operations – baseline context					
Peak Downs Mine Open cut mine (BHP and partners)	10-30 km	Operational	Ongoing mine, workforce data not publicly available	Operations contribute to baseline social context.	N
Peak Downs East Mine Open cut mine (BHP and partners)	10-30 km	Operational	Ongoing mine, workforce data not publicly available	Operations contribute to baseline social context.	N
Goonyella Riverside Mine (BHP and partners)	10-30 km	Operational	Operations: Ongoing (650?)	Operations contribute to baseline social context.	N
Moranbah North Mine Underground mine (Anglo)	10-30 km	Operational	Operations: Ongoing 500	Operations contribute to baseline social context.	N
Millennium and Mavis Downs Mine Open cut coal mine (Stanmore subsidiary)	<10 km	Care and maintenance	Mine not operational, workforce data not publicly available	Proximal mine, in care and maintenance, maintained by proponent.	N

Project and proponent	Distance	Status	Timing (workforce -FTE peak)	Potential for assessment	Assess (Y/N)
Caval Ridge Mine Open cut mine (BHP and partners)	10-30 km	Operational	Ongoing mine, workforce data not publicly available	Operations contribute to baseline social context.	N
Renewables/Other					
Bowen Gas Project (Arrow Energy)	<10 km	EIS phase	Construction: 2026-2028 (~400) Operations: 2028 onwards	The project provides constant activity rather than a spike. The cumulative impact is on general services and accommodation in Moranbah over a long temporal horizon. EIS stakeholder engagement requirements adding to consultation fatigue.	Y
Moranbah Solar and BESS (Grupa Cobra)	<10 km	EIS phase	Construction: 2026-2028 (~250) Operations: 2028 onwards	Proximal development. Limited overlap in social impacts such as competition for workers in 2028 due to proximity. The construction window (mid 2026–2028) is a direct match for the the Project. Workforce skills are different (renewables vs mining) but the demand for accommodation and general labour (fencing, civil works) will compete. EIS stakeholder engagement requirements adding to consultation fatigue.	Y
Burrenbring BESS/Wind (Iberdrola)		Pre lodgement	Data not publicly available	Impacts not known -or deemed likely- as proposal not submitted yet.	N
Nebo BESS (Ace Power)	30-100 km	EIS being drafted	Construction 2026 ono (150) Operations (10)	Limited overlap in social impacts such as competition for workforce. Too far away from Project to have notable cumulative impact.	N
Clarke Creek Windfarm (Squadron Energy)	>100 km	Construction (commissioning)	Construction ongoing (350) Operations data not publicly available	Too far away from Project to have notable cumulative impact.	N
Clarke Creek Windfarm (Squadron Energy)	>100 km	Pre-lodgement	Phase 2 Data not publicly available	Impacts not known -or deemed likely- as proposal not submitted yet. Too far away from Project to have notable cumulative impact.	N

Project and proponent	Distance	Status	Timing (workforce -FTE peak)	Potential for assessment	Assess (Y/N)
Lotus Creek windfarm (CS Energy)	>100 km	Construction	Construction - ongoing - 2027 (400) Operations 2027 onwards (10-15)	Too far away from Project to have notable cumulative impact.	N
Broadsound Wind farm (Iberdrola)	>100 km	Construction,	Construction - ongoing - 2026 (400) Operations 2027 onwards (5)	Too far away from Project to have notable cumulative impact.	N
Croydon solar farm (ACEnergy)	>100 km	DA, informed by SIA and CBA is in development	Construction:2027-2028 (200) Operations:2028 onwards (8)	Too far away from Project to have notable cumulative impact.	N

5.4 Summary of existing social environment

A summary of the existing social environment across the SIA key matters is provided in Table 5.20. This summary will inform the impact assessment to be undertaken during the SIA.

Table 5.20 Summary of existing social environment

SIA key matter	Summary
Community and stakeholder engagement	- The Isaac Region exhibits strong community identity and a history of participation in resource Project consultations, especially in Moranbah and Dysart. - Stakeholder consultations for the Project confirmed concerns about infrastructure capacity, service demand, and the importance of inclusive consultation—particularly involving families, young workers, and social service providers. - Residents express strong attachment to community, lifestyle, and employment opportunities provided by mining.
First Nations engagement and participation	- The Project is located on Barada Barna Country, and engagement is being undertaken with the BBAC. Traditional Owners hold cultural, environmental, and social values connected to the Project area, including waterways and landscapes of significance. - There are barriers to First Nations participation in employment, business, and planning processes across the region. Effective engagement requires adherence to the principles of Free, Prior and Informed Consent (FPIC), cultural safety, and investment in pathways to long-term participation, employment and economic outcomes.
Workforce development and management	- Mining and construction dominate local employment, supported by sectors such as retail, education, and health. - Quarterly unemployment estimates at December 2024 indicate an unemployment rate of 1.0% for Isaac LGA and 2.2% for the MIW Region. While the unemployment rate is below the Queensland average (4.0%), the persistent skills shortage in technical and care-based occupations is experienced within the LGA. - Between June 2023 and 2024, the non-resident population in Isaac LGA grew by 1,315 people, which was largely driven by increase in activity at some mines and wind farm construction in the region (QGSO 2025). Of the resource industry workforce in Isaac LGA, around 18.0% lived locally in towns such as Moranbah, Dysart, and Middlemount while 33.0% had their place of residence in the adjoining coastal region of Mackay (QGSO 2025). - Mining and construction are the dominant sources of employment across the study area, particularly in Moranbah. The current labour market is tight, with high demand for skilled workers and limited local availability in some occupations. The QOL Survey reported that 77% of residents were employed full-time, with 65% satisfied with work-life balance, but 19% reporting dissatisfaction—suggesting workforce strain, fatigue, or limited flexibility. Only 54% of residents felt confident they could find alternative employment if needed. Stakeholders highlighted the importance of improving local training opportunities, supporting youth employment, and reducing competition for labour across projects.
Housing and accommodation	- Housing markets in Moranbah are under pressure due to sustained demand from resident and non-resident workers. Rental availability remains unstable, increasing in Moranbah and Dysart in recent months, and rental costs are among the highest in regional Queensland. There has also been a recent increase in number of houses for sale in Moranbah. The QOL Survey found only 34% of residents agreed their living expenses were affordable, and 47% expected conditions to worsen in the next five years. While many respondents reported short-term financial resilience, housing access and affordability are persistent stressors, particularly for renters, low-income families, and those dependent on private rentals. Stakeholders also reported impacts on temporary accommodation availability during project shutdowns and maintenance periods. - There are approximately 10 commercially operated WAVs across Moranbah, Coppabella and Dysart with the largest concentration in Moranbah. An online search in March 2025 identified seven short-term accommodation in Moranbah, none in Coppabella, and two in Dysart. - Relative to Queensland, Isaac LGA features a higher proportion of rented dwellings through an employer, such as a mining company or Government agency, accounting for over half (52.2%) of all rentals at the 2021 Census. This was true for Moranbah, where over half of dwellings were rented.

SIA key matter	Summary
	The rental vacancy rate in Moranbah has varied over the period of October 2015 to 2025, with a noticeable high in 2016 of 6.0%, then dropping below supply until 2024. A very significant increase in vacancy rate in October 2025 of 9.6% indicates a weak rental market (more supply than demand), with stakeholders engaged confirming an increase in availability of rental properties. However, contrary to increasing vacancy rates, the price remains high and above the capacity of many residents (i.e. beyond the recommended 25% to 30% income spend).
Local business and industry procurement	- Local business centers are concentrated in Moranbah and Coppabella, with service providers, contractors, and SMEs heavily reliant on mining sector activity. Stakeholders noted the need for more accessible procurement processes, capacity building for local suppliers, and improved inclusion of First Nations businesses and training organisations. Broader economic resilience in the region is constrained by limited industry diversification and population volatility. - The Isaac economy is primarily driven by the mining sector as well as the agribusiness, construction and manufacturing sectors. Mining remains the largest contributor, generating \$35.803 billion which accounts for 88.1% of the LGA's total output (REMPLAN 2025). Moranbah generates the largest output in the Isaac LGA with mining being the largest industry in the community. - A search of the Black Business Finder and Supply Nation in April 2025 identified 13 Indigenous owned businesses registered in the Isaac LGA, with eight in Moranbah, two in Dysart and two in Clermont. Services provided by these businesses include employment and cultural awareness training, engineering and open pit mining services, Indigenous labour hire, civil construction, plant and equipment hire, uniform and safety equipment supply, quarry and construction materials supply, and drone, weed control and management services. BBAC also identified that they maintain a of 13+ endorsed businesses offering services beyond heritage and land management, however the SIA team have not been able to verify this register in terms of listing consistency with registrations on Black Business Finder and Supply Nation. - At June 2024, there were 585 businesses registered in Moranbah, with majority comprising non-employing (such as sole traders) or small businesses with one to four employees. The top three industries with the highest proportion of registered businesses at June 2024 were Construction (20.2%), Other Services (13.8%), and Agriculture, Forestry and Fishing (11.8%).
Health and community wellbeing	- The region's social infrastructure, including health, education, childcare, and emergency services, faces ongoing service demand and workforce shortages. Moranbah Hospital provides key health services but operates under capacity constraints. The QOL Survey found only 39% of residents rated their mental health as good, and 33% reported feeling lonely at times. While most residents have strong informal support networks, social vulnerability exists for specific groups, including shift workers, single parents, and people with limited service access. Stakeholders identified gaps in allied health, youth services, and mental health support, as well as rising pressure on early childhood and school facilities. - Overall, the Moranbah population has remained relatively stable over the ten-year period to 2024, with consistent incremental growth since 2017 while Dysart's population has been in a decline prior to 2020 (attributed to mining industry downturn and Norwich Park Mine closure) but has since shown signs of stabilising and slow growth. The ERP of Moranbah and Dysart in 2024 were 9,414 people and 2,882 people respectively while the ERP for the Isaac LGA was 23,197. - Based on current population projections, Isaac LGA's population is predicted to increase to 26,208 people by 2046, representing a total population growth of 16.9% over a 25-year period from 2021. This projected growth is notably lower than that projected for the MIW Region (28.8%) and Queensland as whole (39.9%) during the same 25-year period. - At June 2024, the estimated FTE population of Moranbah was 12,580 people, accounting for almost one third of Isaac LGA's FTE population total. As the region's main service centre, Moranbah recorded the highest resident population (9,495 people) while Dysart had the highest proportion of non-residents (42.4%), which was comparable with the proportion estimated for Isaac LGA overall (40.4%). - Relative to Queensland, the population of Moranbah is typically younger with a lower median age, a higher proportion of people aged 14 years or younger, and a significantly lower proportion of older residents aged 65 years or older (ABS 2021). This age profile reflects the family-orientated nature of Moranbah as confirmed during stakeholder engagement for the SIA. - Educational services include several primary schools and Moranbah State High School, with vocational and training providers active in the area. Childcare services are available but often at capacity due to lack of childcare workers, contributing to stress for working families.

SIA key matter	Summary
	- Community services (e.g. MDSS, ELAM) report high demand and service constraints, particularly around housing support, mental health, and cost-of-living challenges. - Historical limitations on local access to further education opportunities are a current priority with the introduction of two CUCs in Isaac Region, increasing local access to study hubs and networking for students. - At the 2021 Census, potentially vulnerable groups across Moranbah, Dysart and Coppabella include people aged 14 years or under (i.e. children) and people aged 15 to 24 years (i.e. youth), with higher representation relative to Queensland. Relative to Isaac LGA, Dysart exhibited a higher level of potential vulnerability with greater representation of households earning less than \$650 per week and people residing in social housing.

6 Impact assessment

6.1 Community and Stakeholder Engagement

6.1.1 Need to strengthen key stakeholder relationships

As detailed in Section 5, there are a broad range of stakeholders with an interest in, or influence on the Project. These range from government regulators and industry groups to landholders and residents of local and regional communities. Stanmore recognises the importance of developing and maintaining positive relationships with these stakeholders, and the EIS/SIA engagement has sought to establish and strengthen these relationships.

SIA consultation identified a consistent theme regarding the need to improve visibility of Stanmore's engagement activities (including those positively contributing to the community), including clear points of contact, and increased frequency and predictability of engagement.

While stakeholders generally recognised Stanmore as an established operator with the IPC and other operating mines, feedback indicated that sustained, structured and visible engagement specific to the Project and this broader portfolio, would improve trust and confidence over time.

In recognising this feedback, evidence from late-stage SIA consultation demonstrates that targeted engagement initiatives implemented by Stanmore during 2025 including increased senior-level engagement, participation in local forums, and renewed engagement with Council and SIMP partners, has been positively received and strengthened working relationships. In line with stakeholder expectations, these improvements will be maintained and embedded over the life of the Project and articulated as measures within the Project's SIMP (EMM 2026). These include dedicated community and social performance resourcing, implementation of a Project-specific Community and Stakeholder Engagement Plan, enhanced communications protocols, clear governance and escalation pathways, and SIMP measures directly responding to stakeholder inputs raised through the SIA process.

Without these measures in place, the impact on key stakeholder relationships is moderate, acknowledging medium levels of vulnerability and a low magnitude of impact. With effective implementation of these measures, the magnitude of the impact and corresponding level of vulnerability is reduced to a low impact significance.

6.1.2 Enhanced and ongoing Project workforce and contributions in community

The Project's operational life of 15 years, which extends the life of IPC, represents a significant opportunity consistently identified by local stakeholders, to strengthen Project contributions to community together with increased communication and visibility of contributions made (see Section 6.1.1). This is a Project benefit that has been consistently encouraged by stakeholders with suggestions for Stanmore to:

strengthen local partnerships in shared priority areas and promote the outcomes including of local grants.

profile and celebrate Stanmore's local workforce and formal and informal contributions made to community for the extended life of IPC resulting from the Project.

increase its visible presence in local communities, attend existing forums and interagency groups for relationship management and monitoring of social changes.

The Project's SIMP includes detailed measures on strategic investments, partnerships, collaborations and agreements that will be developed with key stakeholders including IRC, IBC, BBAC, CLA, CUC, IAHT and SelectAbility. These initiatives include both financial and in-kind support mechanisms. Stanmore's Community Grants program will also continue to support locally-led projects for communities in the Project's local study area.

This social impact enhanced and ongoing Project workforce and contributions in community is assessed as positive for the life of the Project.

6.1.3 Impact evaluation

Table 6.1 summarises identified impacts relating to community and stakeholder engagement and evaluates their significance based on the likelihood and magnitude assessment approach detailed in Section 2.6.

Table 6.1 Impact significance evaluation, community and stakeholder engagement

Social impact	Impact type	Project phase*	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Need to strengthen key stakeholder relationships with increased visibility of Stanmore in community, including more regular engagement with stakeholders, thereby improving perceptions of the Project and/or Stanmore	Negative	C, O, R&C	Local and regional communities Isaac Regional Council BBAC SIMP partners	Magnitude: Low Vulnerability: Medium Significance: Moderate	SIMP Community and Stakeholder Engagement Plan (CSEP) - Dedicated engagement and social performance resources - Engagement plan, including dedicated relationship management and interagency, forum collaborations - Enhanced Project communications - Accessible complaints management process - PRCP early and ongoing engagement process	Magnitude: Low Vulnerability: Low Significance: Low
Enhanced and ongoing Project workforce and contributions in community	Positive	C, O, R&C	Project workforce IRC CLA CUC Oasis Life SelectAbility IAHT BBAC Grant recipients	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP Community and Stakeholder Engagement Plan (CSEP) SIMP Health and Community Well-being Plan (HCWP) - SIMP partnerships and investment support across childcare, education and training, youth support, affordable housing, workforce and community mental health. - Engagement frameworks with health and emergency services - Agreement with Barada Barna Aboriginal Corporation - Stanmore Community Grants Program	Magnitude: Positive Vulnerability: Medium Significance: Positive

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure)

6.2 Workforce management

6.2.1 Enhanced long-term employment security (operations)

The Project will extend the operating life of the IPC for approximately 15 years, with mining at IDM expected to cease by 2028. Coal extraction for the Project is scheduled from 2029 to 2043 with rehabilitation activities extending beyond 2043.

As outlined in Section 1, the Project will transition the existing IDM workforce to Project mining activities, while continuing to utilise existing infrastructure at IPC, including the CHPP, MIA and established haulage and access routes. The Project's workforce histogram (Figure 1.1) indicates that, excluding the short-term construction phase workforce of around 100-150 workers, the operational workforce will transition from approximately 450 workers at IDM to around 400 during the initial years of Project's peak production, later stabilising at around 300-350 workers as production declines. Without the Project, these workers would otherwise face the cessation of IDM operations and the need to secure employment elsewhere after 2029 (see Section 6.7).

Baseline analysis (Section 5) confirms that Isaac region, and Moranbah in particular, remains highly dependent on mining, with a substantial proportion of the workforce employed in mining-related occupations, high labour force participation rates and incomes strongly linked to resource sector cycles. Stakeholder engagement (Section 4) indicates that recent announced job losses and restructuring by other operators have reinforced local concerns about regional employment and economic security. Stanmore will work with the principal contractor to manage any adjustment in workforce levels at IPC during 2027 and 2028 ahead of Project commencing, which may alter the profile of the Project workforce histogram (see Figure 1.1). The overall scale of change for affected workers and the social environment is consistent with SIA findings, with the Project still providing the basis for long-term employment continuity at IPC.

Stakeholder consultation has reinforced the importance of this Project to workforce continuity and the positive flow-on effects this can represent for local business confidence and family stability. Isaac Regional Council, local businesses, training providers and community services identified the Project as a valuable opportunity to increase residential workforce participation, including training to employment pathways, where possible (see Section 6.2.5).

By maintaining an operational workforce of this scale, the Project is expected to deliver a substantial social benefit in terms of long-term employment security and continuity of income for hundreds of employees and their families, across Queensland, and a modest ongoing benefit to approximately 50-55 local employees (14-15%) and their families. Stanmore has articulated a commitment to provide a structured transition from IDM to the Project, including:

- a workforce transition plan and communication strategy, developed with principal contractor addressing workforce changes at IPC in the transition to Project operations.
- maintaining a safe and healthy work environment under existing fatigue management and 7/7 roster arrangements.
- increased contributions to workforce and community mental health supports.
- revising, but continuing "live local" initiatives and housing support in Moranbah (including owned and leased properties) to encourage an increase in the Project's residential workforce.
- funding of joint "live local" promotional campaign with Isaac Regional Council.

The Project is expected to provide employment security and continuity of income for hundreds of employees and their families, reducing the risk of out-migration at IDM closure. Given the scale of the workforce, the degree of mining dependence in local communities, and the Project's role in avoiding a step-change in job losses at IDM closure, the impact is assessed as of positive magnitude, with a moderate level of vulnerability. With implementation of the Project's workforce transition commitments and supports together with the benefit of ongoing operational employment, the impact remains positive, with vulnerability criteria reduced from low to negligible.

6.2.2 Generation of new/replacement employment opportunities

In addition to sustaining existing jobs, the Project will generate new and replacement employment opportunities during both construction and operations. As described in Section 1 and Table 3.6, construction from approximately 2028 will require a workforce of around 100–150 people over 12–18 months, covering civil works, bridge construction, dam and levee construction, and supporting infrastructure. Non-resident construction workers will primarily be accommodated in existing WAVs in Moranbah and a smaller portion of workers at Coppabella, with scope for some local residents, where engaged in construction, to commute where safe and practical.

During operations, the Project is expected to sustain a long-term workforce initially of around 400 workers, decreasing to 300–350 workers as production declines. While most roles will be transitioned from IDM and IPC roles, natural turnover will generate replacement employment opportunities over the life of the Project.

Current assumptions anticipate a gradual increase from around 10% of the operational workforce residing in Moranbah to around 14–15% of the operational workforce residing in Moranbah and commuting daily. The remainder of the operational workforce will be engaged via DIDO from the MIW region and a smaller proportion on FIFO arrangements from regional centres.

The baseline (Section 5) indicates a tight labour market across the MIW region (but with recent redundancy announcements made for Bowen Basin workers), generally low levels of unemployment and substantial existing mining employment. These factors are considered together with persistent skills shortages in construction and maintenance trades, machinery operation, and professional engineering roles. The Project represents opportunities to:

- provide new construction roles over a temporary, defined period with small proportion potentially of construction workers sourced from Moranbah and nearby regional communities
- create replacement operational roles over time due to turnover and mine life extension
- improve access to well-paid, stable employment for women, First Nations people and young people through targeted recruitment and training (underpinned by Stanmore's Local Content Strategy for workforce and employment, including strategies to address barriers to workforce participation such as ongoing investment to support access to local childcare).

Stanmore's Local Content Strategy and workforce management measures set out within the Project's SIMP (EMM 2026) have been designed to address the SSRC Act's local recruitment hierarchy and will shape how equitably these opportunities are distributed. Without targeted recruitment, the Project's impact of new/replacement employment opportunities is assessed as positive with a medium level of vulnerability for local stakeholders and underrepresented groups. With enhancement measures in place, the Project's impact remains positive but with the vulnerability of affected stakeholders is assessed as low, influenced by Stanmore's established systems and processes for recruitment, communication and transition management as set out within the Project's SIMP (EMM 2026).

6.2.3 Gradual and staged reduction in employment during workforce transition from IPC to the Project

As outlined in Table 3.6, some reduction in operational roles is expected during the transition from IPC (and IDM operations) to the Project's operations.

The IPC workforce is anticipated to reduce from approximately 450 personnel (including IDM) in 2026 to a workforce of 400 in early Project operations from 2029. As noted in Section 3.3, mine planning and investment decisions for IPC remain subject to market conditions and operational reviews, which may result in adjustments to the predicted workforce at IPC in 2026 and 2027, prior to the Project's operations phase commencing. Any changes would be consistent with the SIA methodologies and findings, with the Project still providing the basis for long-term employment continuity at IPC.

The Project's SIMP (EMM, 2026b) details requirements for a Workforce Transition and Communication Plan to be rolled out following the Project's approval. This will strengthen communications between Stanmore and its Principal Contractor to support workers with the transition from IPC to the Project. The Project's workforce transition and communications will be formalised 12 months prior to the commencement of Project operations.

This SIA assumes the DIDO or FIFO workers will be more likely to experience the gradual contraction in employment, while employment stability retained for the majority of the current 45 personnel that live locally in Moranbah.

The modest and gradual contraction of employment during the transition from IPC to the Project is assessed as of low magnitude. It will affect around 10% of the overall IPC workforce and given the gradual nature of the transition, the level of vulnerability for affected workers is assessed as low prior to management.

The Bowen Basin hosts multiple current and proposed operations, providing potential alternative employment pathways. By extending mining to 2043, the Project effectively staggers employment decline relative to a no-Project scenario (see Section 6.7), allowing workers, families and communities additional time to plan and adapt.

With a Workforce Transition and Communication Plan in place, including a communication strategy and the benefit of ongoing employment for many existing IPC personnel, the impact magnitude remains low and vulnerability reduced to negligible, resulting in a residual significance of low.

The SIMP transition plan commitments will be reviewed and updated in line with the Project's monitoring and reporting commitments.

6.2.4 Increased demand and competition for construction labour

The Project will generate moderate temporary demand for skilled and semi-skilled labour during its construction, requiring 100-150 workers over approximately 12-18 months.

Major projects in Queensland are forecast to experience a labour shortfall of 18,200 construction workers each year for the next eight years, with the shortage expected to peak at 50,000 workers in 2026-27 (Construction Skills Queensland 2025). While these constraints are expected to be acutely felt within South East Queensland as preparations continue for the 2032 Olympic Games, the demand may also have far-reaching implications for regional areas that already struggle to attract and retain workers. Queensland's Procurement Policy has also recently been revised (January 2025) applying new definitions for local business and local workforce, applying a broadened 250 km radial catchment around planned government projects.

Section 5 of the SIA identifies that the Isaac region and broader MIW region already face generally tight but volatile labour market conditions and persistent skills shortages in trades, machinery operation, and other technical roles; however, business growth is evident across construction and professional services.

Despite the temporary and moderate nature of the Project's construction phase, the increased demand may be experienced locally in the following ways:

- attracting some workers currently employed in other local industries into construction, especially in high-demand trades and operator roles
- minor and incremental additions to cumulative demand for specialist skills across the Isaac region.

Stakeholder engagement (Section 4) highlighted concerns about cumulative competition for skilled labour, particularly where projects result in labour draw from essential services (e.g. teachers, health workers and other professionals into higher-paid roles). Given the short-term nature of the construction period, the potential for labour draw from local essential services for the Project's construction phase is considered unlikely.

Competition for trade and civil labour during the 12-18 month construction period remains possible in the context of forecast shortages peaking in 2027. Competition for labour would be most discernible at a local level and in a cumulative context (discussed at Section 6.6). The extent of the Project's demand for local construction labour is also dependent on the outcomes of Stanmore's procurement process and the awarded contractors' workforce of origin.

Stanmore's Local Content Strategy and procurement processes is well established across its Isaac region operations, providing opportunities for local supply chain participation. As part of the Project's SIMP (EMM 2026), Stanmore will also:

- undertake targeted engagement with Isaac Business Chamber and employment and training providers to monitor supply chain and workforce participation opportunities
- Prepare a Workforce Management Plan including recruitment hierarchy and updated analysis of labour force constraints pre-construction, and for Project operations
- Explore unbundling of procurement packages to enable local business participation and enable sequencing of works that reduce peak construction periods
- Apply procurement conditions for major construction contractors to consider source of construction workforce labour
- Ensure Stanmore's Local Content Strategy includes a responsible procurement protocol (no targeting of critical local services, transparent advertising with clear notice periods, ethical labour hire principles) to cascade to contractors.

Without management measures, the increased demand and competition for construction labour is assessed as a low magnitude, with a medium level of vulnerability resulting in a moderate impact significance rating. With management measures in place, it is expected the Project's contribution to increased demand and competition for labour would continue to have low magnitude, with the vulnerability rating reduced to low (as the forecast shortages will be offset by contributions and cascaded contractor requirements to upskill local workers and implement evidence-based planning to reduce risk of labour draw from other local employers). The overall impact significance post-management is low.

6.2.5 Opportunities for training and skills development

The Project's operational phase represents a strong platform to support training, upskilling and structured career pathways for existing workers and residents. Engagement with stakeholders, including the Winchester Foundation, CUC, RCOE, and employment and training organisations highlighted strong interest in leveraging the Project to:

- strengthen pathways for school leavers and young people into skilled trades, operations and professional roles
- align on-the-job training with emerging local training infrastructure in Moranbah
- reduce barriers faced by youth, women and First Nations people in accessing the diverse range of professional opportunities associated with mining employment.

Baseline analysis (Section 5) indicates comparatively lower levels of post-secondary education attainment in several nearby communities, limited local access to tertiary education and training, and evidence of out-migration among young people seeking education and career opportunities in coastal cities. Female unemployment is higher than male unemployment in some communities, suggesting additional socio-economic barriers to participation for women. These factors underscore the importance of using the Project as an opportunity to build pathways for locals.

Investment in Moranbah's CUC is demonstrating strong early results for retention of locals pursuing further study. Stanmore also has an established relationship with Moranbah State High School delivering on skill development commitments made within the IDM SIMP.

As part of this Project, Stanmore will enhance opportunities for training and skill development in the following ways:

- contribute a pilot funding amount to Moranbah CUC to support its outreach and engagement program, with strong potential of increasing local enrolments, followed by further investment in Year 3 of the Project's operation (indicatively 2031), to expand the CUC's program or facilities
- partner with Winchester Foundation and CUC, to support student school holiday placements on site, and training and development of future workforce
- provide ongoing training, skills development and career pathway options, including one apprenticeship placement per year promoted through Moranbah State High School
- continue to work with the BBAC on placements, training and mentoring support
- promote procurement and supply pathways through Isaac Business Chamber and local partners so that contracts are visible to businesses and associated contractual workforces.

These initiatives have the potential to enhance technical and transferable skills among local and regional residents, improve employability beyond the life of the Project, and support more inclusive participation in the regional labour market.

The Project's impact on opportunities for training and skills development is assessed as positive with a medium level of vulnerability. With enhancement measures in place, the Project's impact remains positive but with the vulnerability of affected stakeholders assessed as low.

6.2.6 Risks to workforce health, safety and wellbeing

As for existing IPC operations, the Project presents potential risks to workforce health, safety and wellbeing during operations. Key factors include shift lengths, cumulative commuting demands, FIFO/DIDO travel, and exposure to occupational hazards. While similar risks are present during construction, operational exposure would be longer term.

The Project's EIS health and safety assessment informs environmental and workforce safety controls. Queensland mining safety is governed by the *Coal Mining Safety and Health Act 1999*, and a health and safety system will be implemented for the Project in accordance with existing frameworks implemented at IPC. Stanmore uses the Serious Accident Frequency Rate (SAFR) as its primary safety performance measure, aligning with industry standards. As of December 31, 2025, the 12-month rolling SAFR was 0.33, which is noted as being well below the latest industry benchmarks (Stanmore Resources Limited ASX:SMR 2026b).

This SIA notes that shifts exceeding 12 hours remain linked to increased fatigue and incident risk (McTernan 2020). For workers travelling more than 45 minutes to site, total time away from home may exceed 13.5 hours per day, reducing opportunities for rest and recovery. FIFO and DIDO arrangements can further elevate fatigue and travel-related safety risks, particularly during shift changeovers (Small 2020); (Bowers 2018).

Mental health risks are also material. Research indicates that low perceived workplace mental health support increases psychological stress (Considine, et al. 2017), and stigma around mental health is a strong predictor of distress among mining workers (Bowers 2018). Stigma was described as affecting mine workers involved in emergency service call outs in Moranbah and Coppabella, with workers expressing anxiety about declaring themselves mentally unfit at work and losing employment.

Ongoing exposure to respirable coal dust and silica contributes to mine dust lung diseases, with Queensland recording approximately 288–292 new cases annually (Business QLD 2025). These factors mean workforce health risks are expected to be ongoing and cumulative over the life of the Project. The Isaac region experiences documented shortages in medical and allied health services, which would limit timely access to care for workers living locally (Isaac Regional Council 2025b).

Workforce health and safety systems will be implemented for the Project in accordance with established regulatory frameworks and, therefore, in the context of social impacts arising from workforce health, safety and well being, there is a moderate impact magnitude, and a low level of vulnerability among the workforce, resulting in low level of significance. Stanmore maintains a safety and health management system, including controls for fatigue management, mandatory drug and alcohol testing, incident and emergency response protocols, on-site medical facilities including paramedic and on-site helipad. The Project's SIMP (EMM 2026) also commits to continued support for workforce health and wellbeing through on-site health promotion programs, regular mental health first aid training for its workforce, and additional contributions for locally-led mental health services to support local community members and local workers, tailored to the mental health needs of the Project's workforce demographic. With these additional measures in place, the magnitude of impact is expected to be low, the vulnerability criteria is low, resulting in an impact significance rating of low.

6.2.7 Psychosocial risks associated with non-resident work arrangements

The Project will continue to employ a workforce comprising approximately 70% DIDO, and 14% FIFO, introducing psychosocial risks associated with non-resident work arrangements. These risks often stem from separation from family and social support networks, reliance on remote accommodation, limited autonomy and reduced access to local services, and can compound broader workforce health risks.

Non-local workers will be accommodated in WAVs at Moranbah (around 70% of the non-resident workforce) and Coppabella (around 30%), returning home following rostered work periods. Research indicates that FIFO and DIDO workers are more vulnerable to psychological distress, depression, anxiety and social isolation, particularly when combined with long shifts and extended roster cycles (Torkington 2011); (Minerals Council of Australia 2022). Camp culture may also feel isolating or socially restrictive for some workers, particularly female and diverse workers, increasing the risk of conflict, bullying or antisocial behaviour (Torkington 2011); (Minerals Council of Australia 2022). Consultation with BBAC and advisors associated with the Stanmore BB3 contracting partnership, have indicated that psychosocial impacts are also acutely and often disproportionately impacting non-resident First Nations workers accommodated in 'mainstream' accommodation options. Stanmore's indigenous advisory team maintain a presence across the WAVs used by Stanmore's workforce to increase engagement and support for Indigenous members of the workforce.

Engagement with emergency services identified that Coppabella township has limited local health and emergency service capacity, resulting in reliance on Moranbah-based services that respond to both in-town and WAV call outs, with longer response times. Social and emergency services, together with representatives from BBAC have recommended Stanmore explore ways of increasing preventative supports for non-resident workers staying in camps. Suggestions have included:

- visiting cultural/pastoral support at the WAVs although acknowledgement among stakeholders that the WAV wellbeing initiatives are largely outside of Stanmore's direct control (however, Stanmore's Indigenous Advisors continue to provide engagement and cultural supports on a rotational basis at WAVs)
- continued investment in workforce mental health first aid, and strong local partnerships that can deliver mental health wellbeing promotions for locals and non-locals, with particular attention to men's mental health needs aligned to the Project's dominant workforce demographic.

As the preferred local WAV operator for the IPC workforce, Civeo Coppabella and Moranbah offer recreation facilities, social spaces and wellbeing programs to address key risks associated with non-residential workers (Civeo 2025); (Civeo, 2023 Annual ESG Report 2023). Barriers to connectivity (e.g. reliable internet access at charge) or accommodation quality can otherwise significantly increase psychosocial risk for non-local workers.

The Project's SIMP sets out all existing and proposed measures Stanmore will pursue to reduce psychosocial risks for its employee and contractor workforce. While Stanmore is not a direct operator of WAVs in Coppabella and Moranbah, the SIMP includes measures to survey worker satisfaction with these accommodations, to allow for more targeted conversations and potential partnerships to be developed with Civeo if required. Without these measures the magnitude of impact is assessed as moderate with a medium level of vulnerability among the workforce, resulting in a high impact significance. With mitigation measures in place, the impact significance is reduced to moderate.

6.2.8 Workforce decline at Project closure

The Project will undergo a staged contraction of its operational workforce as it approaches closure. Between 2029/2030 and 2035, the workforce is projected to decrease from approximately 400 personnel to 350 personnel (a reduction of approximately 50 roles over five years). A further gradual decline is anticipated to 300 personnel by 2039. These incremental workforce reductions are expected to generate impacts of a similar nature and scale to those associated with earlier workforce transition phases (refer Section 6.2.3), characterised by progressive adjustment rather than acute disruption.

The most substantial workforce contraction is forecast during the final two-year period preceding closure (2042–2044). This phase comprises:

- a reduction of approximately 150 operational roles between 2042 and 2043, partially offset by the creation of approximately 40 rehabilitation and closure-related roles

- cessation of operations between 2043 and 2044, resulting in a further loss of approximately 170 operational roles, with approximately 50 rehabilitation and closure roles retained for a subsequent five-year period and declining thereafter.

In the absence of a structured workforce transition and communication strategy, this concentrated period of job loss has the potential to generate socio-economic impacts. These include financial stress for affected households, reduced local expenditure, and heightened uncertainty among both resident and non-resident workers. Approximately 50 locally residing workers may be directly affected, in addition to an estimated 250 non-resident personnel.

Under a conservative (maximum impact) scenario, Project closure could result in employment loss across up to 50 local households. Based on Moranbah's average household size of 2.8 persons (ABS 2021) this equates to an estimated population outflow of approximately 140 people. This represents a worst-case assumption, noting that workforce contraction is expected to occur progressively over time rather than as a single event and a proportion of affected workers may secure alternative employment locally or within the broader regional labour market.

Prior to mitigation or management, the social impact is assessed as a moderate magnitude for affected workers and their families assessed at a medium level of vulnerability, which results in a pre-mitigated significance rating of high. With the Project's implementation of a comprehensive workforce transition and communication plan including early notification processes, opportunities for redeployment and skills transition support, and coordination with regional employers, the vulnerability of affected workers and families is assessed as low, and the magnitude of job losses assessed as moderate (considering some natural redeployment, as well as structured redeployment, and the percentage of local and non-local workers impacted by job losses at the Project's closure), with a residual significance rating of moderate.

6.2.9 Impact evaluation

Table 6.2 summarises identified impacts relating to workforce management and evaluates their significance based on the likelihood and magnitude assessment approach detailed in Section 2.6 .

Table 6.2 Impact significance evaluation, workforce management

Social impact	Impact type	Project phase *	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Enhanced long-term employment security	Positive	O	IPC workforce Residential workforce, Moranbah Isaac Regional Council Nearby Regional Communities/MIW region Barada Barna Aboriginal Corporation	Magnitude: Positive Vulnerability: Low Significance: Positive	SIMP Workforce Management Plan (WFP) - Local Content Strategy and Workforce Management Plan with principal contractor including recruitment hierarchy - Live Local Initiative and promotions campaign with Isaac Regional Council - Workforce transition plan and communication program	Magnitude: Positive Vulnerability: Negligible Significance: Positive
Generation of new, ongoing and replacement employment opportunities		C, O	Local and regional employment and training providers Principal contractor Prospective new workers including people with no previous mining experience and identified under-represented groups in the labour force (i.e. women, youth, First Nations people)	Magnitude Positive Vulnerability: Medium Significance: Positive	SIMP Local Business and Industry Procurement Plan (LBIP) - Explore unbundling of procurement packages to enable local business participation and enable sequencing of works that reduce peak construction periods - Apply procurement conditions for contractors to: - require annual reporting on local workforce participation, training and skill development outcomes	Magnitude Positive Vulnerability: Low Significance: Positive
Gradual and staged reduction of employment during transition from IPC to the Project	Negative	O	Existing IDM/IPC workforce Local and regional employment and training providers Principal Contractor	Magnitude: Low Vulnerability: Low Significance: Low	SIMP WFP Workforce Transition and Communication Plan, developed in consultation with Stanmore’s Principal Contractor to support workers transitioning from IPC to the Project, and at points of gradual workforce decline in line with latest available production information.	Magnitude: Low Vulnerability: Negligible Significance: Low
Increased demand and competition for construction labour	Negative	C	Unemployed people and job seekers Isaac Business Chamber and local business network Local and regional employment and training providers Construction Contractors Isaac Regional Council	Magnitude: Low Vulnerability: Medium Significance: Moderate	SIMP Community and Stakeholder Engagement Plan (CSE) - Targeted engagement with Isaac Business Chamber and employment and training providers to monitor supply chain and workforce participation opportunities SIMP WFP - Prepare a Workforce Management Plan with principal contractor including recruitment hierarchy and updated analysis of labour force constraints pre-construction, and for Project operations - Workforce Code of Conduct SIMP Local Business and Industry Procurement Plan (LBIP) - Explore unbundling of procurement packages to enable local business participation and enable sequencing of works that reduce peak construction periods - Apply procurement conditions for major construction contractors to consider source of construction workforce labour - Ensure Stanmore’s Local Content Strategy includes a responsible procurement protocol (no targeting of critical local services, transparent advertising with clear notice periods, ethical labour hire principles) to cascade to contractors.	Magnitude: Low Vulnerability: Low Significance: Low

Social impact	Impact type	Project phase *	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Opportunities for training and skills development	Positive	C, O	Stanmore employees and contractors BBAC CUC Winchester Foundation Moranbah and Dysart State High School Local and regional employment and training providers	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP WFP - Operational workforce training, skill development, and local career pathways including: - annual apprenticeship placement through construction and operations - ongoing engagement with Moranbah and Dysart State High School - contribution to outreach through Moranbah CUC - partnership with CUC and Winchester Foundation to facilitate placements in Stanmore’s work experience program SIMP Local Business and Industry Procurement Plan (LBIP) - Local Content Strategy and responsible procurement protocol (no targeting of critical local services, transparent advertising with clear notice periods, ethical labour hire principles) - Applied procurement conditions for major contractors to demonstrate local training and skill development of locals	Magnitude: Positive Vulnerability: Low Significance: Positive
Risks to workforce health, safety, and wellbeing	Negative	C, O	Stanmore employees and contractors On-site medical team QPS, QAS and QFES Moranbah Hospital Moranbah Interagency and social infrastructure providers including MDSS SelectAbility	Magnitude: Moderate Vulnerability: Low Significance: Low	SIMP WFP - Workforce Code of Conduct - Integrated Health and Safety Management System (SHMS) - Bus commute from WAV to sites, and travel allowance encouraging carpooling of DIDO workforce - Onsite medical facilities staffed by trained paramedics to act as first responders - Workforce and community mental health partnerships, including EAP, mental health first aid for workforce, and in-community partnership with SelectAbility	Magnitude: Low Vulnerability: Low Significance: Low
Psychosocial risks associated with non-resident work arrangements	Negative	C, O	Civeo	Magnitude: Moderate Vulnerability: Medium Significance: High	SIMP WFP - Workforce Code of Conduct - Integrated Health and Safety Management System (SHMS) - Workforce and community mental health partnerships, including Employee Assistance Program (EAP), mental health first aid for workforce, and in-community partnership with SelectAbility - WAV conditions and non-resident workforce wellbeing monitoring	Magnitude: Moderate Vulnerability: Low Significance: Moderate
Workforce decline at Project closure	Negative	O, R&C	Existing IDM/IPC workforce Local and regional employment and training providers Nearby regional communities/MIW region	Magnitude: Moderate Vulnerability: Medium Significance: High	SIMP WFP Stanmore will work with the Principal Contractor to update a Workforce Transition and Communication Plan aligned to the Project’s closure and staged workforce decline. This Plan will be updated three years prior to commencement of Project closure.	Magnitude: Moderate Vulnerability: Low Significance: Moderate

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure).

6.3 Housing and accommodation

6.3.1 Local and non-resident workforce accommodation

During the construction phase, the Project is expected to employ a workforce peaking at approximately 100–150 personnel over a 12–18-month period. A conservative assumption is applied that approximately 10–15 construction workers may be sourced locally and, therefore, will not require accommodation. The residual non-resident construction workforce (approximately 135–140 workers at peak) will be fully accommodated in commercial WAVs. Given the short-term nature of the construction phase and the Project’s WAV-based accommodation model for contractors, it is unlikely that non-resident construction workers will seek or require accommodation options in Moranbah township.

Under pre-Project operational workforce conditions, the IPC workforce comprises approximately 450 workers, distributed as:

- approximately 45–50 residential workers based in Moranbah (10–11%)
- approximately 336–341 DIDO workers from Mackay (75–76%)
- approximately 63 FIFO workers from rest of QLD/Australia arriving through Moranbah airport (14%).

Over the Project’s operational life, Stanmore will target a gradual increase in the proportion of workers living locally through its Live Local initiative and joint promotion with Isaac Regional Council. With approximately 350 workers in the mid years of Project operations, the anticipated workforce distribution would be:

- approximately 50–55 residential workers based in Moranbah (14–15%)
- approximately 245–250 DIDO workers from Mackay (70–71%)
- approximately 50 FIFO workers from rest of QLD/Australia (15%)

In line with community expectations for a locally based workforce, there is a small increase in the local workforce despite a small decrease in overall employment numbers. This incremental increase in the local workforce would represent a near steady state for demand for dwellings across the full life of the Project within Moranbah and would not result in discernible social change to existing levels of local rental and/or purchase availability.

Section 5.2.3 demonstrates a surplus of both purchase and rental stock available in Moranbah. In January 2026, Moranbah postcode area reported 151 properties on the market for purchase, with two-thirds of these properties listed for more than three months. There were also 112 rental properties listed on market, with a vacancy rate of 8.2%, down from an all-time high of 9.6% in November and December of 2025 (SQM Research 2025).

The industry benchmark for tight rental conditions, as defined by the Real Estate Institute of Queensland (REIQ), is 2.5%. With a current local vacancy rate that is triple the REIQ benchmark, the Project’s contribution of an additional 5–10 residential workers requiring accommodation through its operations phase will not have a discernible impact on market conditions. As such, the outcomes of Stanmore’s Live Local initiative which will be revised to meet local stakeholder expectations that the Project will increase its residential workforce, is achievable and will be absorbed by existing housing and accommodation without discernible impact on existing capacity or market conditions.

The Project’s non-resident workforce of approximately 295 – 300 workers, will continue to be accommodated in commercial WAVs operated by Civeo as follows:

- Moranbah WAV: approximately 70% (245 workers during peak years)
- Coppabella WAV: approximately 30% (105 workers during peak years).

During SIA consultation Civeo confirmed sufficient existing capacity to continue to support the Project's operational workforce at levels above the Project's forecast needs. This additional capacity is an important consideration for operational shut down periods, where additional non-resident accommodation may be required.

The impact significance of the Project's local and non-residential workforce requirements, prior to management measures, is assessed moderate based on a negligible magnitude of social change resulting from the Project (i.e. the change remains within the range commonly experienced) and a medium vulnerability rating (reflecting baseline evidence that housing affordability pressures persist in Moranbah despite higher vacancy and high levels of existing stock currently on market (Section 5.2.3)). In response to persistent housing affordability pressures in Moranbah, Stanmore has committed to both financial and asset usage contributions to the Isaac Affordable Housing Trust.

With management measures in place for the Project's local and non-residential workforce needs, including enhanced promotion of the Project's Live Local program, continued use of WAVs, proactive contributions to the IAHT and interim affordable accommodation supports for SIMP programs, the Project's impact on the availability and affordability of housing and accommodation is rated as low. This rating is based on a negligible impact magnitude and a low level of vulnerability (noting Stanmore's contribution to affordable housing, and identification that the market has capacity to adapt to any minor changes brought by the Project).

6.3.2 Enhanced access to affordable accommodation options

Consultation for the SIA highlighted persistent pressures on access to affordable accommodation options in Moranbah. These inputs relate both to affordable housing, and the affordability of short-term accommodation options required to secure visiting services.

Section 6.3.1 of this SIA has determined the Project's local and non-residential workforce needs will have an insignificant impact on local accommodation availability and affordability. However, the Project is viewed by stakeholders as a significant opportunity to contribute to affordable housing and affordable accommodation options.

In response, Stanmore has committed to up-front funding to the IAHT for planning and administration required to deliver "shovel ready" projects within its portfolio. In addition, Stanmore will contribute the use of three townhouses from Stanmore's recent developments in Moranbah, for rent in accordance with IAHT's rental affordability scheme and benchmark rates.

Stanmore will work with its existing accommodation provider, Civeo, to allow Stanmore's pre-paid WAV rooms to be accessed by visiting services on a temporary basis, when rooms are not required for mine site workers. These rooms may be made available to SIMP partners at a 'gap cost' only, achieving a more affordable accommodation option for SIMP partners. The number of rooms and bookings of this nature would be subject to availability after meeting Project workforce needs and operational requirements and assessed with SIMP partners on a case-by-case basis.

The impact magnitude and significance of Stanmore's affordability initiatives is assessed as positive, where a medium level of vulnerability would otherwise exist for SIMP partners provide affordable accommodation (e.g. CLA's work securing interim accommodation for childcare workers, and SelectAbility's work securing visiting mental health practitioners). With the affordability measures in place, the vulnerability criteria is assessed as low, with a high ability to adapt to changes brought by the Project, and the magnitude and significance of the impact remains positive.

6.3.3 Ongoing economic benefits for WAV providers

The Project will continue to generate both short-term and long-term economic benefits for commercial WAV providers in Moranbah and Coppabella, consistent with existing IPC accommodation arrangements. During construction, up to 135–140 non-resident workers will be accommodated in WAVs periodically for approximately 12–18 months. This generates a defined period of demand for accommodation services without drawing on the private rental market, and where existing capacity exists within the WAVs to absorb demand.

Over the operational life of the Project, between 295 and 350 non-resident workers are expected to be accommodated in WAVs depending on the production phase, providing a stable and predictable long-term demand stream for WAV providers in the region, that is similar to existing demand for the IPC workforce

Stanmore workers and contractors are currently accommodated across Civeo's Moranbah, Coppabella and Nebo villages. Moranbah Civeo WAV provides approximately 1,240 rooms and Coppabella Civeo WAV approximately 3,000 rooms. Both facilities primarily service the resources sector (greater than 95% of occupants) and operate at generally high occupancy, with periodic fluctuations in availability at Moranbah.

From an operational perspective, Civeo advised that Project does not represent a material risk to the ongoing viability of their operations. The WAVs have capacity to scale Stanmore's accommodation allocations up or down in response to workforce changes over time, including short-term increases in demand during shut down and maintenance periods (typically an additional 50 personnel for 4–6 weeks).

In addition to direct economic benefits associated with room occupancy, WAV operations deliver broader regional benefits through ongoing employment, catering, cleaning, transport services and facility maintenance, and contribute indirectly to worker health and wellbeing outcomes through on-site gyms, wellness programs and structured social activities.

Civeo also noted it has previously supported discounted accommodation arrangements for visiting medical services, supporting regional service delivery, and is open to working with Stanmore in the future regarding integration of SIMP commitments. These integration opportunities may extend to exploring ways to embed CUC outreach programs within the WAVs and/or integration of mental health programs funded by SelectAbility, where visiting services are using Stanmore's WAV rooms.

Overall, the Project represents a positive long-term benefit to WAV providers, reinforcing the role of Moranbah and Coppabella as the primary accommodation hubs for the non-resident workforce, and maintaining separation between Project workforce accommodation and the private housing market. Without Stanmore's contribution, the Project has a positive impact magnitude and significance, with vulnerability assessed low, as WAVs have a high ability to adapt to change brought by the Project. With Stanmore's ongoing contribution, there are negligible areas of vulnerability for WAV providers, and the positive impact magnitude and significance associated with the Project's contribution remains.

6.3.4 Impact evaluation

Table 6.3 summarises identified impacts relating to housing and accommodation and evaluates their significance based on the likelihood and magnitude assessment approach detailed in Section 2.6.

Table 6.3 Impact significance evaluation, housing and accommodation

Social impact	Impact type	Project phase*	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Local and non-resident workforce accommodation	Negative	C, O	Stanmore employees and contractors Isaac Regional Council	Magnitude: Negligible Vulnerability: Medium Significance: Moderate	SIMP Housing and Accommodation Management Plan (HAP) - Continued use of dedicated workforce accommodation solutions (WAVs) reflective of established IPC workforce and accommodation profile - Promotion and enhanced incentives for uptake of Stanmore’s Live Local program, with targeted increase in local workforce percentage. - Collaborative monitoring of cumulative housing and accommodation trends Continued delivery of existing IDM SIMP: Progress the development of Stanmore-owned houses in Moranbah to increase permanent housing stock available to the workforce.	Magnitude: Negligible Vulnerability: Low Significance: Low
Enhanced access to affordable accommodation options	Positive	C, O	Isaac Affordable Housing Trust Visiting trades and services on request of SIMP partners including CLA, MDSS, SelectAbility, Isaac Business Chamber	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP Housing and Accommodation Management Plan (HAP) - Contributions to Isaac Affordable Housing Trust comprising use of Stanmore housing and funding support for new shovel ready Projects - Facilitate interim short-term access to set number of unites within Stanmore’s existing pool of WAV rooms as affordable accommodation options for visiting services and trades, in consultation with Civeo, Isaac Regional Council and SIMP partners	Magnitude Positive Vulnerability: Low Significance: Positive
Ongoing economic benefits for WAV providers	Positive	C, O	WAV operators in Moranbah and Coppabella (Civeo)	Magnitude: Positive Vulnerability: Low Significance: Positive	Collaboration with WAV operator The proponent is committed to providing high quality workforce accommodation to non-resident personnel. The Proponent will monitor workforce satisfaction with accommodation and work collaboratively with the WAV operator to address emerging needs and feedback.	Magnitude: Positive Vulnerability: Negligible Significance: Positive

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure)

6.4 Local business and industry procurement

6.4.1 Increase in supply and procurement opportunities

Economic benefits for local and regional businesses will arise from opportunities to supply goods and services to the Project during construction. Initial construction costs for the Project are estimated to total approximately \$189.7 million, comprising \$112.8 million in direct costs, \$52.1 million in indirect costs, and \$24.9 million in contingency allowances over the construction period. Direct construction expenditure is expected to drive demand primarily in civil construction, logistics, and technical services sectors.

Consistent with Stanmore's adopted Local Content Strategy, the Project will continue a formal commitment to supporting businesses located within a 125-kilometre radius of the Project footprint and to embedding local procurement requirements within all subcontractor agreements. Stanmore's procurement approach remains aligned with the SSRC Act and the Queensland Resources and Energy Sector Code of Practice for Local Content. The Project will provide new and ongoing opportunities for the supply of a broad range of goods and services, including:

- planning and design
- site investigations
- civil engineering
- technical and trades
- accommodation and hospitality
- transport and logistics
- training and development
- scientific analysis.

Moranbah and Mackay function as the primary mining service centres for the Bowen Basin. Economic modelling indicates that the construction industry will experience the largest increase in output during the construction phase, with an estimated \$61.2 million increase in construction sector output within the regional catchment attributable to the Project. In accordance with Stanmore's Local Business and Industry Procurement Policy, the Project will:

- maintain a live local supplier register
- enable SME participation through simplified pre-qualification
- embed local content requirements within subcontractor contracts
- facilitating Indigenous tender programs with BBAC and DWATSIPM
- pay local suppliers within 30 days.
- Existing IPC supply arrangements will continue for the Project's operation, including:
- Queensland-based primary contractor
- Moranbah-based explosives supply

- Mackay-based fuel supply
- SunWater raw water supply
- Local accommodation providers (Civeo)
- Local shutdown and civil works suppliers.

SIA consultation with the IBC has identified the opportunity for Stanmore to participate in quarterly Chamber meetings to improve visibility of procurement opportunities for local and emerging businesses. Consultation with the BBAC has also identified a broader scope of Indigenous businesses and services available to support the Project's delivery, recorded in their own live business register. The Project's SIMP (EMM 2026) includes commitments to regular engagement with IBC and BBAC regarding upcoming procurement opportunities, the Project's procurement processes, and integration of updated supply chain registers to inform Project planning.

The magnitude and significance of the Project's impact in terms of increased procurement and supply arrangements is assessed as positive, with recognition of both temporary and long-term benefits to local and regional suppliers. Prior to the implementation of additional SIMP commitments, the vulnerability of local business and industry, including Indigenous businesses, seeking to maximise participation in the Project's supply chain is assessed as medium, acknowledging their existing capacity to adapt to changes brought by the Project. With Stanmore's targeted engagement commitments, local suppliers and Indigenous businesses will consequently have a high ability to adapt to changes brought by the Project. The vulnerability criteria are, therefore, reduced to low, while the impact significance and magnitude remain positive.

6.4.2 Ongoing economic benefits for local and regional businesses

Economic modelling indicates that during the construction phase, the Project will generate a total regional industry output increase of approximately \$59.1 million per annum. During operations, the mining industry is forecast to experience an average increase in regional output of approximately \$461.5 million per annum. The transport and storage sector is forecast to increase by approximately \$30.7 million per annum, with business services increasing by approximately \$15.6 million per annum.

The Project will also support the ongoing viability of local retail, hospitality and service businesses through sustained workforce patronage by the local workforce, and for DIDO/FIFO worker pre- and post-roster arrangements. This benefit will be derived from indirect and induced expenditure, including workforce spending on clothing, food, accommodation, recreation, and household services. These indirect procurements include economic benefit derived by WAV supply chains.

As described in Section 6.1.2, Stanmore is committed to enhanced and ongoing Project contributions in community. Initiatives set out within the Project's SIMP that demonstrate Stanmore's commitment include:

- increased promotion of the Project's Live Local initiative to achieve incremental increases in the Project's residential workforce, and a modest incremental increase in associated indirect spend in Moranbah
- investments in locally-led social support and subsidy programs across childcare, education and training, youth support, mental health, affordable housing
- Stanmore's Community Grants program supporting locally-led projects for communities within the Project's local study area and Isaac region.

In addition, as set out in the Project's SIMP (EMM 2026), Stanmore will work with Isaac Regional Council to promote *Shop Isaac* gift cards for local and non-local workers. The Shop Isaac gift card forms part of Isaac Regional Council's Buy Local campaign, with incentives available through the gift card for shopping that occurs with registered local businesses.

The magnitude and significance of impact derived from ongoing economic benefit to local and regional businesses through the Project's extended period of 15 years, is assessed as positive. Without additional contributions and management measures in place by Stanmore, there is a medium level of vulnerability among local and regional businesses in accessing these benefits. This is considered in the context of the Project's continuation of non-residential workforce accommodation, which may otherwise limit indirect local spend. With additional management measures in place including Live Local, social investment and partnerships, community grants, and Shop Isaac, the vulnerability of local and regional businesses to derive ongoing economic benefit from the Project is reduced to low, while the magnitude and significance of the impact remain positive.

6.4.3 Impact evaluation

Table 6.4 summarises identified impacts relating to housing and accommodation and evaluates their significance based on the likelihood and magnitude assessment approach detailed in Section 2.6 .

Table 6.4 Impact significance evaluation, local business and industry procurement

Social impact	Impact type	Project phase*	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Increase in supply and procurement opportunities	Positive	C , O, R&C	Isaac Business Chamber and local business network GW3 Tier 1 and Tier 2 Contractors Barada Barna Aboriginal Corporation and updated list of suppliers Dept Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP Local Business and Industry Procurement Plan (LBIP) - Local Content Strategy addressing requirements of SSRC Act (2017) and including a responsible procurement protocol to cascade to contractors. - Collaboration with Isaac Business Chamber and Barada Barna Aboriginal Corporation - Explore unbundling of procurement packages to enable local business participation and enable sequencing of works that reduce peak construction periods - Apply procurement conditions for major contractors to demonstrate how they will consider local supply and procurement - KPI-based monitoring and reporting framework	Magnitude: Positive Vulnerability: Low Significance: Positive
Ongoing economic benefits for local and regional businesses	Positive	C, O, R&C	Isaac Business Chamber and local business network Barada Barna Aboriginal Corporation and updated list of suppliers Isaac Regional Council Shop Local Program Administrators	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP Local Business and Industry Procurement Plan (LBIP) - Apply procurement conditions for major contractors to demonstrate how they will consider local supply and procurement - Promotion of Shop Isaac campaign among local and non-local workforce SIMP WFP - Live Local Initiative and promotions campaign with Isaac Regional Council	Magnitude: Positive Vulnerability: Low Significance: Positive

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure)

6.5 Health and community wellbeing

The following sub-sections assess the Project's potential impact on key community characteristics as well as services essential to community health and well-being. It assesses:

- project-related change in demand for social infrastructure, including emergency services
- changes to living environment conditions and property operations of nearby landowners
- loss of tangible and intangible cultural heritage affecting cultural and community wellbeing
- project-related traffic impacts on community safety and well-being
- project-related population retention influencing community vitality and cohesion
- post-mining land use and land rehabilitation and effects on community wellbeing.

6.5.1 Change in demand for social infrastructure

Social infrastructure, facilities and services play a critical role in supporting community health and wellbeing. Based on current workforce assumptions, the Project is not expected to materially increase demand for local and regional services and social infrastructure during construction or operations. Rather the Project represents an extension to existing demand profiles for an additional 15-year operational period of the Project, with demand gradually declining over time as the operational workforce transitions in line with reduced mine production capacity.

The outcomes of Stanmore's Live Local initiative has the potential to contribute a modest incremental increase in the Project's residential workforce, with approximately 5 new residential workers together with the 45-50 workers that already live locally, increasing residential workforce representation to 14- 15% of the total Project workforce.

The average household size in Isaac region is currently 2.6 and slightly higher at 2.8 in Moranbah. The average number of children per family for all households in Isaac region is 0.8, and slightly higher at 1 in Moranbah.

Assuming workers utilising Stanmore's Live Local incentives move to Moranbah with a household composition consistent with the Moranbah average, five new local workers in Moranbah could achieve a total of 14 new residents, potentially including 5 children (1 per household) and 9 adults. This profile could equate to demand for 1-2 childcare places, and 3-4 additional education enrolments.

While the Project's demand profile is unlikely to contribute to significant increases in demand for local social infrastructure and services, this assessment accounts for baseline evidence of existing areas of constraint and pressure for services essential to community health and well-being, and where these services will continue to be used under a similar demand profile to current IPC to support the Project workforce.

Key areas of Project-related demand are identified as ongoing access to childcare and education services, hospital and health services, emergency services and growing demand for mental health support among local and project workforces generally.

The impact of the Project on these services without appropriate management measures in place, is assessed as of low magnitude but with medium levels of sectoral vulnerability noted, resulting in a pre-managed impact significance rating of moderate. The Project's SIMP (EMM 2026) sets out the management measures and contributions Stanmore will make as part of the Project to reducing service and sectoral vulnerabilities and to reduce the Project's impact significance on local social infrastructure and services to low (low magnitude and low vulnerability). The impact significance evaluation at Section 6.5.7 presents an overall assessment finding for Project-related changes to demand for social infrastructure; however, the following subsections consider the potential for social impacts across each relevant sector and service, to substantiate the overall impact assessment.

i Early childhood education and care

During the construction phase, it is not anticipated that non-resident construction workers would reside locally or relocate with families given the short contractual arrangements for a construction period of 12-18 months. Accordingly, the Project's impact on demand for childcare services during construction would be negligible.

During operations, existing levels of demand for childcare services will be extended and may include demand for 1-2 additional childcare places. The magnitude of this impact is assessed as low, but with medium sectoral vulnerability as noted within Section 4.3.5 and Section 5.2.7.

Stanmore currently commits an annual financial contribution of \$55,000 per annum to improve availability of childcare services for working families, administered by the CLA. For the Project, this commitment will be increased to \$65,000 per year from the commencement of the Project's operation phase. With this enhanced contribution, sectoral vulnerability is expected to be reduced from medium to low, and the Project's ongoing demand for services supporting working families would remain low, resulting in an impact significance rating of low.

ii Education

As reported in Section 5.2.8, Moranbah State School, Moranbah East State School, and Moranbah State High School collectively contribute to strong, locally-based education capacity supporting Moranbah and surrounding local communities of Isaac region. Moranbah East State School, and Moranbah State High School have both reported a decline in enrolments over recent years, with Moranbah East State School noting declines particularly in the last 18 months. A continuation of employment at IPC from the Project is unlikely to change existing levels of demand for enrolments. However, should Stanmore's Live Local initiative achieve its objective of increasing the number of residential workers on the Project, the need for 3-4 additional enrolments across the Moranbah school catchment would not be discernible, remaining within the range of existing enrolment patterns. Additional enrolments would likely be received positively by Moranbah East State School, and Moranbah State High School.

The magnitude of this impact is assessed as negligible in the context of existing education capacity and enrolment trends, and the vulnerability of education services is also assessed as negligible, resulting in an insignificant impact rating for Project-related impacts on education services.

iii Hospital and health

Consultation regarding the capacity of primary health, allied health and hospital services identified recent modest improvements in local primary health care capacity, although shortages remain and rates of provision remain lower in the local study area and Isaac region relative to Queensland averages. Consultation with Mackay Hospital and Health Service also noted that primary and allied health services remain limited, with resourcing challenges also noted in ambulatory capacity and response.

Engagement undertaken by EMM with Moranbah Hospital in late 2023 (not Project-specific) noted existing demand from non-resident workers, included presentations for minor ailments and medical certificates, contributing to pressure on service capacity. Additional issues raised included substance and alcohol-related harm and domestic violence. Project SIA engagement in 2025 confirmed that while health facilities have been updated in Moranbah inclusive of increased bed capacity and medical technological advancements, key community health and wellbeing issues, and non-resident workforce presentations, remained relatively consistent. Mental health-related demand on services were also noted during consultation with health and emergency service professionals and have been treated separately in the following sub-section of this SIA.

The Project will continue to meet the health and emergency needs of its workforce during roster periods utilising on-site medical facilities established for the IPC, inclusive of an on-site paramedic team, an emergency helipad and staff trained to address common ailments and injuries while at work. The Project will also maintain established and effective procedures for fatigue management, and drug and alcohol testing to reduce risks to workforce health and safety.

The Project's non-resident workers accommodated in Moranbah and Coppabella WAVs also continue to have access to trained staff in first aid, CPR and AED to manage common ailments and injuries. More complex call outs for ambulance services are possible and addressed in the following section regarding non-resident workforce demand for emergency services. The level of demand that could be experienced at the Moranbah Hospital is likely to remain within the existing demand profile of the current IPC workforce, with the exception of mental health admissions which are discussed separately in the following sub-section.

Increased demand from a modest incremental increase in the Project's new local workforce is unlikely to be discernible in the context of existing primary health or upgraded hospital service capacity locally. Five new local households would have the ability to exercise choice in general practice service provision, and new client estimates (estimated to total 14, distributed across two practices) would not represent a change beyond the range currently experienced by these services for regular or occasional appointments.

Stanmore's existing provision of an onsite paramedic is expected to materially reduce reliance on community health services, particularly for minor injuries or non-urgent matters, during the Project's construction and operation. Additional demand may also be reduced through telehealth access for medical certificates.

In line with the Project's SIMP (EMM 2026), the following measures will be implemented to manage ongoing and/or incremental increases in demand for local hospital and health services:

- Renewed communication with Moranbah and Dysart Hospitals, through the Moranbah interagency to advise of workforce estimates, Project timeframes, and enabling collective monitoring of service demand.
- Provision of onsite medical facilities with trained paramedics to manage minor health issues and provide first response for emergencies.
- Implementation of a Workforce Management Plan and Workforce Code of Conduct incorporating fatigue management, drug and alcohol testing, and workforce health promotion initiatives.
- With these management measures in place, the level of demand from the Project workforce on local health and hospital services is not expected to change from existing levels sustained for the IPC workforce, or with the introduction of modest new local estimates. The pre-managed impact magnitude is assessed as moderate, with medium service level vulnerabilities resulting in a high pre-managed significance rating. With the Project's on-site provisions, non-resident workforce provisions, and other measures in place, the Project's impact magnitude and service sector vulnerability is reduced to low, resulting in an impact significance rating of low.

While the Project is not expected to materially change workforce numbers beyond current levels, it will extend demand over a longer operational timeframe. Baseline health data indicates asthma as one of the most prevalent long-term conditions across Coppabella, Dysart and the Isaac LGA, with mental health conditions generally ranking second. In Moranbah, mental health conditions were the most prevalent (Appendix B). Mental health-related hospital admissions within the Isaac LGA (696.8 per 100,000) are lower than the Queensland average (1,147.4 per 100,000) (AIHW 2024); however, SIA consultation consistently identified a burden on existing local social and emergency services responding to increased incidence and call outs for mental health related issues. Stakeholders identified targeted funding support for local mental health services as a potential mechanism to alleviate baseline pressure and improve access.

Moranbah has a newly developed Moranbah Mental Health Hub attached to the Moranbah Hospital, and a range of successful and growing programs in community. SelectAbility offers successful community mental health programs such as the Laughter Clinic and programs tailored to enhancing resilience and connection between younger and older men in the workforce (resulting in increased referrals for mental health services). MDSS also provides public mental health support, together with the Isaac Wellbeing Project funded by Anglo American.

As part of existing IPC commitments that will extend to this Project, Stanmore will continue to roll out mental health first aid training for its workers with the objective of enhancing internal workforce capacity with the necessary skills and tools to identify and support workforce wellbeing at peer level. In addition, the Project has committed an annual funding contribution to SelectAbility to deliver community-based mental health programs targeted to men's mental health needs, aligned with the Project's primary workforce demographic (outlined in the Project's SIMP, (EMM 2026)). As part of the Project's SIMP commitments, Stanmore will also work with SelectAbility and Civeo on strategies that enable access to affordable ad-hoc accommodation for SelectAbility's visiting services, and explore ways to integrate access to visiting mental health programs for workers accommodated at WAVs.

While there is no evidence attributable to the current IPC or Project workforce specifically in relation to increased demand for mental health services, baseline evidence and local reports regarding increased prevalence of mental health issues among construction and operational workers in the Isaac region ensures this social impact is a priority focus for the Project.

The magnitude of this social impact on the capacity and delivery of mental health and wellbeing services is assessed at moderate, with medium service level vulnerabilities, resulting in a high impact significance rating. With the enhanced focus and investment committed to by Stanmore within the Project's SIMP, the magnitude of the social impact is reduced to low, with vulnerability levels also reduced to low noting increased contribution by Stanmore to in-community programs, resulting in a low impact significance rating.

v Police, Ambulance, Fire and Emergency services

Engagement with emergency service providers, including the Queensland Ambulance Service (QAS) for Moranbah and District, and the QFES identified that the Project extension is unlikely to generate a material increase in emergency service demand. Both services noted the Project does not represent a substantive change to the existing operational profile of IPC, and established emergency management and response arrangements would at minimum continue to apply. Agency submissions made to the draft EIS TOR has emphasised the importance of early and ongoing engagement with emergency services. All emergency services were approached for input to the SIA ahead of the draft EIS TOR release, and at subsequent periods throughout development of the SIA.

QPS has requested early involvement in SIA and management planning to ensure community safety considerations, including emergency planning and traffic management, are adequately addressed. QAS requested continued engagement, including provision of detailed Safety Management and Emergency Response Plans and helicopter landing zone coordinates.

While the Project is not expected to materially increase demand on emergency services, the Project's SIMP (EMM 2026) details a range of measures that will ensure regular communications regarding the Project and associated Management Plans to support ongoing emergency response planning including the following:

- Continue provision of onsite medical, fire and emergency response capability to reduce reliance on locally-based emergency services.
- Ensure local and district police and emergency services are informed of Project workforce numbers, timing and key construction and operational phase through the Moranbah interagency.
- Provide emergency service providers with relevant emergency response information, including site access arrangements and helicopter landing zone details.

The Project's pre-managed impact magnitude on police, ambulance and fire and emergency services is assessed as low, with a low level vulnerability rating, resulting in an overall significance assessment of low. With management measures in place within the Project's SIMP, together with the Project's Emergency Response Plan, Bushfire Management Plan and traffic management measures, the residual impact assessment finds a negligible impact magnitude, low vulnerability criteria, and an impact significance rating of low.

6.5.2 Changes to living environment (access, noise, dust, vibration, residential amenity) and existing surface land use activities

Maintaining coexistence between mining operations and adjoining agricultural land uses is critical to region's economic profile, property viability, amenity and liveability, and wellbeing of nearby residents.

This assessment considers:

- air quality and dust impacts on nearby sensitive receptors
- noise and vibration effects on nearby sensitive receptors
- access, safety and security for nearby landholders.

The Project affects one large-scale private landholding, Winchester Downs, which includes residences for the property managers' family and accommodation for station staff, located approximately 1.2 km south of proposed mining activities. Stanmore will enter into a compensation agreement with the landholder, inclusive of alternative arrangements for amenity impacts. All other residences are located 5 – 10 km from proposed mining activities, with Moranbah township approximately 10 km north-west.

The impact significance evaluation at Section 6.5.7 presents an overall assessment finding for Project-related changes to living environments; however, the following subsections consider the potential for social impacts across each relevant sector and service, to substantiate the overall impact assessment.

i Air quality and dust

While consultation for this SIA explored air quality effects on community, both as a result of the Project and in a cumulative context; however, there was limited concern expressed during the consultation process. During EMM's early 2025 engagements, Isaac Regional Council observed that recent wet weather may have temporarily reduced dust-related concerns, although these are expected to re-emerge. Subsequent consultations for the SIA did not identify changes to air quality as a key concern among participants. One Moranbah resident described the cumulative effect of coal dust on their home, outdoor living environment, and solar panels as a general nuisance associated with living in a predominantly mining community

The Air Quality Assessment undertaken for the Project's EIS concluded that predicted concentrations of TSP, PM10, PM2.5 and dust deposition comply with relevant objectives at all sensitive receptors with the proposed mitigation measures in place (Katestone 2026).

Mitigation measures identified in the air quality assessment include:

- develop and implement a Dust Management Plan which would include detailed mitigation measures to reduce dust generating activities in accordance with a trigger, action, response framework, dust suppression and monitoring, and a complaints management process
- compensation agreements will be entered into with receptors who own property underlying the Project's MLs, inclusive of alternative arrangements for amenity impacts.

Without these management measures in place, receptor vulnerability (primarily a single receptor, Winchester Downs homestead) is assessed as low and impact magnitude as moderate due to the duration of Project-induced effects. The pre-managed impact significance rating is, therefore, assessed as moderate. With management measures in place, the impact significance rating is reduced to low (low magnitude and low vulnerability) acknowledging that air quality criteria can be achieved, with alternative arrangements for amenity impacts to be agreed with Winchester Downs owners.

ii Noise and vibration

Engagement for the SIA did not identify noise-related concerns. The Project's noise and vibration impact assessment determined that noise and vibration criteria at all sensitive receptors could be achieved. In the case of Winchester Downs homestead, additional mitigation measures are proposed including equipment modifications, management of blasting activities, and a compensation agreement including alternative arrangements for amenity impacts. More generally mitigation measures will include monitoring in accordance with EA conditions, proactive engagement with affected receptors and complaints management (ViridAU 2026).

Without management measures in place, the impact magnitude is assessed as moderate, with low level of vulnerability derived from the limited number of affected receptors. With management measures in place, the significance of this impact is assessed as low (low magnitude and low vulnerability), with noise and vibration criteria met for all sensitive receptors (or with alternative arrangements in place for Winchester Downs homestead), and with proactive engagement and complaints management processes available to support adaptive management.

iii Property access, safety and security

The Project will impact day-to-day pastoral operations at Winchester Downs. Matters raised include potential effects on cattle movement, access to paddocks at specific locations, interactions with Project-related roads and infrastructure, and implications for property security and safety, including gate management and proximity of activities to sensitive locations such as the homestead.

The Project will result in changes to access and stock management practices around mining operations. This will be the subject of a compensation agreement with the landholder. However, the Project will not affect the access to Winchester Downs property from the Peak Downs Mine Road, as the Project has an entirely separate access off the Peak Downs Highway.

Without management measures in place, the impact magnitude is assessed as low, with low level of vulnerability associated with the number of sensitive receptors affected by the Project. With management measures in place, vulnerability levels associated with the continuation of existing land use and operational activities at Winchester Downs property are reduced to low also, resulting in a low impact significance rating.

6.5.3 Loss of tangible/intangible cultural heritage values due to disturbances of sites and/or landscape change

The Project is not likely to contribute to loss of non-indigenous cultural heritage (NICH) but does have the potential to contribute to a decrease or loss of both tangible and intangible cultural heritage values for First Nations stakeholders. The assessment undertaken for non-indigenous heritage involved specialist research, underpinned by publicly available information various heritage registers, with no recorded non-indigenous heritage sites or artifacts within the Project area (Niche 2025). The NICH assessment has been supported by inputs from Stanmore's landholder engagement program, and includes consideration of a grave location on the Winchester Downs property approximately 2 km outside the Project's MLs. The assessment has confirmed there is no non-indigenous heritage within the Project's disturbance area. A procedure has been established to manage unexpected finds during the Project's construction and operation.

BBAC is the registered native title holder for the land where the Project is proposed, and the relevant Aboriginal Party for managing Indigenous cultural heritage. During SIA engagement the BBAC highlighted the cultural significance of Isaac River and Cherwell Creek, which remain a key focus in terms of the Project's potential to impact social and cultural values attached to these waterways and surrounding cultural landscape.

Physical disturbance associated with construction and mining activities, such as vegetation clearing, earthworks, blasting and infrastructure construction, may directly impact known or yet-to-be-identified indigenous sites, and culturally significant sites for the Barada Barna People. Even where sites are avoided, indirect impacts such as dust deposition and vibration may degrade the physical condition or cultural integrity of these places. It is noted that cultural heritage clearances associated with exploration activities for the Project, covering large areas of the proposed mining activities have not identified any sites of tangible cultural heritage to date.

In addition to potential effects on physical sites, changes to culturally significant landscapes may adversely affect intangible cultural heritage values. Many cultural practices, stories, and spiritual connections are intrinsically linked to specific landforms, waterways, and vistas. Alteration or fragmentation of these landscapes through mining activities can diminish opportunities for Traditional Owners to access Country for cultural learning and resource use.

The Project includes construction of levees and dams to protect pits from flood events. The anticipated effects of this construction on river flows and ecosystems is negligible to minor, with very low potential to impact cultural heritage values outside the direct disturbance area of the Project (Hydrobalance 2026).

BBAC representatives welcomed greater involvement in Project planning, employment and supply chain opportunities, and has been working with Stanmore to design and construct an on-site meeting place, and opportunities to incorporate traditional language in the built features on site to enhance cultural awareness among the Project's workforce.

BBAC representatives have also expressed concern regarding the cumulative erosion of cultural heritage across the region due to ongoing landscape development for the resource extraction and renewable energy sectors. These potential impacts highlight the need for continued consultation with relevant cultural knowledge holders and the implementation of avoidance, mitigation and management measures to protect cultural values.

A Cultural Heritage Management Agreement/Plan will be executed with the BBAC for the management of cultural heritage potentially impacted by the Project. The Project's SIMP sets out measures and strategies to enhance cultural awareness of the Barada Barna Peoples' history and connection to country through the naming of meeting venues on site, and the establishment of a dedicated meeting place.

If non-Indigenous cultural heritage sites or artefacts are identified these will be managed in accordance with the Queensland Heritage Act.

Without these management measures in place, the significance of potential impact significance on tangible and intangible cultural heritage is assessed as moderate, with a low magnitude of impact and a medium vulnerability rating among affected stakeholders. With agreed management measures in place, the impact magnitude is likely to be reduced to low, while vulnerability to impacts is also reduced to low. The overall significance of the impact is reduced to low.

6.5.4 Effect of Project-related traffic on community travel and safety along the Peak Downs Highway and local roads

The traffic impact assessment (TTPP 2026) identifies that traffic generated by the Project is expected to be comparable to that associated with current mining operations at IPC. The Project is not anticipated to result in material changes to public road use across the Peak Downs Highway, Peak Downs Mine Road or Moranbah Access Road. Overall, the Project is not expected to place greater pressure on transport networks than existing mining operations at IPC, but will extend the duration of road use.

The most notable social effect relates to potential for community and stakeholder perceptions of increased traffic risk, which were not raised during SIA consultation. However, consultation with Isaac Regional Council did raise concerns regarding the Project's cumulative contribution to the exacerbation of road network conditions due to the extension of life to IPC operations. The traffic impact assessment (TTPP 2026) determined that the Project, with proposed traffic management measures, would not materially change road safety, would not require any changes to site access and intersections, would not materially change the level of service on roads, but would require a contribution to mitigate pavement impacts due to the extended duration of road use.

Consultation with Mackay Regional Council explored the Project's contribution to road safety and workforce and community wellbeing risks, associated with a 75% DIDO workforce from Mackay, and along Peak Downs Highway. The Peak Downs Highway continues supports heavy DIDO traffic between Mackay and the Bowen Basin and frequent police-escorted oversize vehicle movements. Driver fatigue following long shifts was identified as a key risk factor which is addressed at Section 6.2.6. Management measures implemented at IPC (including for IDM) will continue for the Project and include:

- Encourage car-pooling arrangements for DIDO personnel not using bus transfer services at shift roster change.
- Continue daily buses between the Project, Coppabella and Moranbah to reduce Project traffic.
- FIFO/DIDO transfers to/from Mackay and the wider region will continue, with staggered rosters to spread shift-change traffic.
- Shuttle/transfer services will be sized and scheduled to suit workforce needs and shift times.
- Confine the movement of wide loads to low-traffic periods.
- Fatigue controls will continue, including swipe-card hours monitoring, bus transport and carpool coordination.
- Drivers will remain appropriately trained, licensed and safety-inducted in line with the Stanmore's Workforce Code of Conduct.
- Workers and truck drivers will be encouraged to take breaks, using rest areas along the Peak Downs Highway.
- Transport hazardous and dangerous goods in compliance with requirements of Australian Dangerous Goods Code.

6.5.5 Population retention influencing community vitality and cohesion

Findings from SIA consultation indicate a clear preference among local stakeholders for a residential workforce, reflecting its role in sustaining population levels, supporting local service viability and facilitating participation in community life. Resident workers and their families are regarded as more likely to contribute to volunteering and emergency services, schools and sporting organisations, thereby strengthening social cohesion.

The Project is expected to enhance long-term employment security (Section 6.2.1) over an extended 15-year period with direct benefits for 45-50 existing residential workers associated with IPC, together with their families, and connections to Moranbah community. Generation of new or replacement employment opportunities (Section 6.2.2) and continued implementation of Stanmore's Live Local initiative, is expected to achieve a modest incremental increase in the residential workforce of a further 5 households that could bring an overall new local population of 14 people to Moranbah, for the extended 15 year period.

Notwithstanding the low impact magnitude considered in the context of demand for social infrastructure, this incremental population growth would contribute positively to population stability associated with the long-term employment of 50-55 residential workers or 14-15% of the total Project workforce.

SIA consultation has also consistently emphasised the importance of youth support and retention in Moranbah with the establishment of the Moranbah CUC contributing positively toward this outcome. As part of this Project, Stanmore will commit to further funding of the CUC's outreach and engagement program, followed by additional funding in Year 3 (2031) to expand the model and/or its facilities. Stanmore will also continue its commitment to youth support services delivered currently by Oasis Life, and recognised by Isaac Regional Council representatives as an important service supporting potentially disengaged or disadvantaged young people.

Targeted SIMP partnerships are also proposed by Stanmore to address social sustainability priorities, including childcare, education and training, mental health and affordable housing, delivered together with Stanmore's ongoing Community Grants Program for locally led initiatives that seek to enhance community vitality and social cohesion.

The Project's contribution to population retention and its potential to influence on community vitality and cohesion is assessed as positive. Without additional measures implemented by Stanmore as part of the Project's SIMP, the vulnerability level of affected stakeholders, including workers, families and community groups is assessed as low. With additional measures in place supporting growth of the Project's residential workforce and contributions to community life, the vulnerability measure for affected stakeholders is reduced to negligible with a positive impact. Social impacts associated with the Project not proceeding are addressed at Section 6.7.

6.5.6 Post-mining land use and land rehabilitation opportunities

Post-mining land use and rehabilitation represent key social considerations for the Project, particularly for affected landholders and the Barada Barna People. The Project's final landform design and Progressive Rehabilitation and Closure Plan provide a clear framework for returning most of the disturbed land to productive grazing use, with selected areas rehabilitated to native vegetation and a retained pit lake for beneficial use (i.e. water to supplement pastoral activities). The Project's mined pit area is proposed to be substantially backfilled and reshaped to low-gradient slopes suitable for grazing, closely aligning with the current pastoral use of Winchester Downs.

Key positive social outcomes include the restoration of productive land for long-term pastoral use, reduced post-closure safety risks through stable landforms, employment and business opportunities generated through progressive rehabilitation works, and meaningful opportunities for Barada Barna participation in cultural land management and rehabilitation monitoring. Stanmore is also committed to exploring alternative post-mining land use (PMLU) options in consultation with Isaac Regional Council, and the Department of Environment, Tourism, Science and Innovation. This includes pumped hydro and algae production facilities with the potential for ongoing economic benefits to local and regional stakeholders.

Potential stakeholder concerns associated with Project closure relate to future long-term land productivity, water quality, and the need for ongoing assurance of rehabilitation performance. With implementation of PRCP milestones required by the PRCP schedule for the Project, the outcomes are assessed as positive. The Project's closure strategy will support enduring pastoral use, cultural values, and regional land stability, with opportunities to explore future economic outputs post-mining, to contribute a positive legacy from mining in the Isaac region.

6.5.7 Impact evaluation

Table 6.5 summarises the identified impacts relating to health and community wellbeing and evaluates their significance based on a likelihood and magnitude approach detailed in Section 2.6 .

Table 6.5 Impact significance evaluation, Health and community well-being

Social impact	Impact type	Project phase*	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Change in demand for social infrastructure (i.e. health and medical, early childhood and education, and emergency services)	Negative	C, O	Stanmore employees and contractors On-site medical team QPS, QAS and QFES Moranbah interagency and social infrastructure providers including schools, health, childcare, mental health services Isaac Regional Council Civeo	Magnitude: Low Vulnerability: Medium Significance: Moderate	SIMP Health and Community Well-being Plan (HCWP) • Provision of on-site medical facilities, including trained paramedics as first responders and supported by first aid officers • Maintain a dedicated, all-weather helipad at a location proximal to the Project for emergency medical evacuations • Establish a framework for communication with social infrastructure providers, including health, education and emergency services (see also SIMP CSEP Engagement Action Plan) • Renewed contribution toward youth development and CLA • New contribution to CUC at Project approval, expanded at Year 3 of the Project • New annual contribution to SelectAbility to support local delivered mental health programs • Facilitate interim short-term access to set number of unites within Stanmore’s existing pool of WAV rooms as affordable accommodation options for visiting services and trades, in consultation with Civeo, Isaac Regional Council and SIMP partners SIMP WFP • Integrated Health and Safety Management System	Magnitude: Low Vulnerability: Low Significance: Low
Changes to living environment (e.g. access noise, dust, vibration)	Negative	C, O	Sensitive receptors Winchester Downs property occupants / Winchester Foundation	Magnitude: Moderate Vulnerability: Low Significance: Moderate	SIMP HCWP • Renewed Land Access and Management Rules • Project controls and management plans (for dust, noise, vibration) • Proactive engagement and accessible complaints management process	Magnitude: Low Vulnerability: Low Significance: Low
Loss of tangible/intangible cultural heritage values due to disturbances of sites and/or landscapes changes	Negative	C, O	BBAC Isaac Regional Council (NICH)	Magnitude: Moderate Vulnerability: Medium Significance: Moderate	SIMP HCWP • Cultural Heritage Management Agreement/Plan with BBAC • Native Title agreement with BBAC, including renewed Project participation targets for workforce and supply chain, • Enhanced on-site cultural awareness of Barada Barna’s history and connection to country through the naming of offices/meeting rooms, and establishment of a dedicated meeting place co-designed with BBAC. • Maintaining the shared “meeting place” on the banks of the Isaac River to support access to culturally significant areas and promote cultural awareness • Chance find management of non-Indigenous cultural heritage sites or artefacts in accordance with the <i>Queensland Heritage Act</i>.	Magnitude: Low Vulnerability: Low Significance: Low
Effect of Project-related traffic on community travel and safety along the Peak Downs Highway and local roads	Negative	C, O	Local and regional communities – road users Stanmore employees and contractors QPS, QAS and QFES Moranbah interagency and social infrastructure providers including schools, health, childcare, mental health services Isaac and Mackay Regional Council DTMR	Magnitude: Low Vulnerability: Low Significance: Low	SIMP WFP • Workforce Code of Conduct • Integrated Health and Safety Management System SIMP HCWP • Project Controls and Management Plans, including traffic management measures • Establish a framework for communication with social infrastructure providers regarding Project management plans, including health, education and emergency services (see also SIMP CSEP Engagement Action Plan) • Traffic Management Implementation of traffic management measures from recommendations outlined in the Traffic Impact Assessment.	Magnitude Low Vulnerability: Low Significance: Low

Social impact	Impact type	Project phase*	Stakeholder group affected	Significance (unmitigated/unenhanced)	Proposed management measure/s	Significance (mitigated/enhanced)
Population retention influencing community vitality and cohesion	Positive	O	Local communities and grant recipients (Moranbah, Coppabella, Dysart, Isaac LGA) SIMP partners Barada Barna Aboriginal Corporation Isaac Regional Council	Magnitude: Positive Vulnerability: Low Significance: Positive	SIMP HCWP - Renewed contribution to youth development and childcare services - New contribution to CUC at Project approval, expanded at Year 3 of the Project - Establish a framework for communication with social infrastructure providers regarding Project management plans, including health, education and emergency services (see also SIMP CSEP Engagement Action Plan) - Stanmore Community Grants Program SIMP Community and Stakeholder Engagement Plan (CSEP) - Enhanced Project communications SIMP WFP - Workforce and community mental health initiatives - Workforce transition and communication program	Magnitude: Positive Vulnerability: Negligible Significance: Positive
Post-mining land use and land rehabilitation opportunities	Positive	R&C	DETSI IRC Winchester Downs Property occupants Winchester Foundation BBAC	Magnitude: Positive Vulnerability: Medium Significance: Positive	SIMP Community and Stakeholder Engagement (CSEP) Preparation and implementation of a Progressive Rehabilitation and Closure Plan, including PRCP consultation with relevant community members to explore post mining land use options.	Magnitude: Positive Vulnerability: Low Significance: Positive

Notes: * Project phase categories: C (Construction); O (Operations); R&C (Rehabilitation and Closure)

6.6 Cumulative effects

The primary objective is to evaluate the cumulative context of the Bowen Basin mining region, specifically focusing on the interaction between the Project and other major developments (see Table 6.6):

- Eagle Downs Mine: Underground coal mining (Stanmore subsidiary)
- Winchester South Mine: open cut coal mine (Whitehaven Coal)
- Olive Downs Complex (Pembroke Resources)
- Peak Downs Continuation project (BHP and partners)
- Bowen Gas project (Arrow Energy)
- Moranbah Solar and BESS project (Grupa Cobra).

Communities in the Isaac region live with an accumulation of both positive and negative impacts from the range of major infrastructure operating, planned, or proposed in the region.

The major projects listed in Table 6.6 have been considered for their contribution, with the Project, to cumulative impacts in line with Queensland's SIA Guideline (2025) and supplementary technical guidance. These projects have been shortlisted from the baseline development context described at Section 5.3, based on:

- the nature of their impacts
- the timing and location of the developments and their impacts
- the certainty of their impacts
- feedback from the local authority as to the status, nature and potential need for consideration of major projects in the region.

It should be noted historical evidence clearly indicates it is unlikely that all identified projects will proceed as per their stated scheduled timeframes or proposed scope. Therefore, cumulative effects may occur at different periods or at a different level than anticipated at the time of assessment. However, the cumulative impact assessment utilises available information about other projects that are reasonably foreseeable, with a focus on new projects as existing projects are considered in the existing social baseline, including Stanmore's existing mining operations in the region such as IPC.

Further, during the SIA development period, a number of major announcements were made with regards to existing and proposed infrastructure and operations in the region (e.g. Moranbah North suspended operations from March 2025 (affecting 150 workers), Anglo American and BMA announced job losses in September 2025 (affecting 300 and 750 roles respectively). While the result of these changes won't be discernible in the Project's social baseline data and reporting in 2025, the changes are expected to have a material effect on current labour force and supply chain capacity in the region. In addition, while the Saraji East Mining Lease project received EIS approval in November 2025, BMA has subsequently announced it will not continue with the investment under the current QLD Royalty structure (ABC News 2025a). The Saraji East project is, therefore, not considered part of the cumulative social impact assessment.

The Project's social impacts have been assessed in Sections 6.1 to 6.5, with a mix of negative and positive impacts, with negative impacts generally have a low residual impact significance. This low impact significance is largely a result of the Project replacing existing mining activities at IPC (i.e. an extension of IDM) with limited change to the existing positive and negative social impacts from IPC. This means the Project is anticipated to make a very minor contribution towards cumulative social impacts, when considered in combination with other new developments in the region.

6.6.1 Assessment and monitoring of cumulative social impacts

The Peak Downs Continuation project is an active proposal expected to have completed construction and be in operation by 2028. The Peak Downs Continuation project is an extension of existing mining activities and, therefore, it is expected to result a continuation of existing social impacts and benefits, captured in the social baseline for the region (see Section 5), rather than generate new social impacts and benefits. Similarly, the Olive Downs project commenced operations in 2024 and, therefore, social impacts and benefits from that project are increasingly captured in the social baseline for the region (see Section 5). Cumulative labour demand is predicted from Olive Downs operations as that project ramps up towards peak production in 2031. These two projects will result in an ongoing level of economic and social activity during the Project's construction and operational phases and are critical drivers of the regional employment baseline.

The proposed Winchester South, Moranbah solar and BESS, and Bowen Gas projects have proposed construction phases that may overlap with the Project's construction window of 2026 to 2028. While renewables projects are likely to have different specialist construction workforce needs to the Project, there will be competition for short term accommodation and general support services in Moranbah. The gas project construction will be staggered over decades with potential periods of overlapping construction with the Project limited to some gas wells or local gas pipeline development. The timing of commencement of the Winchester South project is currently uncertain, subject to a decision by the Queensland Land Court. Notwithstanding, if construction activities for these projects occurs during the same period as Project's construction there could be measurable cumulative impacts associated with increased demand for construction workforce with associated pressure on short term accommodation. This demand is expected to be filled by existing WAVs or project specific accommodation arrangements to mitigate impacts on the private rental market.

Eagle Downs project is an approved underground mining project that was recently acquired by Stanmore in August 2024 and is subject to further investment decisions prior to commencement of operations. Some preliminary construction activities have already occurred. There is potential that construction activities will commence in late 2026 or 2027, with the mine operating until 2055. Eagle Downs mine is likely to replace mining activities other Stanmore mines (e.g. Poitrel mine) and hence will result in a continuation of social impacts and benefits rather than new, cumulative social impacts and benefits. This would include similar workforce accommodation strategies to the mines it is replacing. Nevertheless, as Stanmore owns both the Project and Eagle Downs project, any overlap of construction and operational activities provides the opportunity for social impacts to be proactively managed by Stanmore. This could include maximising local employment opportunities and minimising impacts to local and regional accommodation or the local environment through coordinated logistics and workforce planning.

The Project's SIMP includes provision of collaborative monitoring with other projects and organisations across accommodation, social infrastructure, business and industry, health and wellbeing, and environmental controls. This will assist in identifying cumulative social impacts and seeking collaborative measures for management of cumulative impacts.

Given the generally low residual significance of social impacts from the Project, and factors influencing the scope and timing of other projects, the Project is not expected to significantly contribute to adverse cumulative social impacts.

In the context of cumulative impacts, it is noted that consultation fatigue is a verified issue for community members who are repeatedly engaged regarding existing and proposed developments in the local area. This can cause reduced participation in assessments by key residents and stakeholders, diminishing their quality and effectiveness, as well as being a potential source of fatigue/stress for those involved. Concerns of the cumulative effect of projects in this way was raised by key SIA stakeholders including Isaac Regional Council.

The risk of consultation fatigue may be mitigated through considered and targeted engagement by proponents, coordinated with other proponents and drawing on existing mechanisms and information wherever possible.

The engagement measures set out within the Project's SIMP align with the Queensland SIA Guideline principles of participatory engagement and are considered sufficient to address Project's potential contribution to cumulative effects on stakeholder participation and fatigue.

Table 6.6 Projects assessed for cumulative impact assessment

Project and proponent	Distance	Status	Timing (workforce - FTE peak)	Potential for assessment
Eagle Downs Mine: Underground coal mining (Stanmore subsidiary)	<10 km	Approved	Construction 2028 (~360) Operations 2033-2055 (570)	• Proximal mine development, not currently operational • Cumulative employment and service supply opportunities, although likely to replace mining operations at other Stanmore owned mines. • Cumulative worker accommodation and services requirements, although likely to replace mining operations at other Stanmore owned mines • Limited cumulative construction workforce as construction activities have not occurred • local cumulative environmental impact pathways
Winchester South Mine: open cut coal mine (Whitehaven Coal)	10-30 km	EIS finalised, pending approvals. Timeframes uncertain due to project being subject to Land Court proceedings	Construction 2027-2028 (~500) Operations 2028-2058 (~500)	• Cumulative employment and service supply opportunities. • Cumulative worker accommodation and services requirements • Cumulative construction workforce demand impacts due to size and timing of construction workforce. • Distance between projects likely to limit local cumulative environmental impact pathways
Olive Downs (Pembroke Resources)	10-30 km	Operational	Activities started in 2024 (~530) ramp up starting 2031 (~1000) Operations current to 2100.	• Current operations contribute to baseline social context • Cumulative social considerations from increased operational activity include: • Cumulative employment and service supply opportunities. • Distance between projects likely to limit local cumulative environmental impact pathways
Peak Downs Continuation project (BHP and partners)	10-30 km	EIS being drafted	Construction:2026 (~160) Operations 2026-2116 (~2,400)	• Construction workforce overlap with Project • Being a “continuation” project mitigating a negative cumulative impact but still adding to the aggregate demand for skilled labour • EIS stakeholder engagement requirements adding to consultation fatigue
Bowen Gas project (Arrow Energy)	<10 km	EIS phase	Construction: 2026-2028 (~400) Operations: 2028 onwards	• The project provides constant activity rather than a spike. • The cumulative impact is on general services and accommodation in Moranbah over a long temporal horizon • EIS stakeholder engagement requirements adding to consultation fatigue
Moranbah Solar and BESS (Grupa Cobra)	<10 km	EIS phase	Construction: 2026-2028 (~250) Operations: 2028 onwards	• Proximal development. Limited overlap in social impacts such as competition for workers in 2028 due to proximity. • The construction window (mid 2026–2028) is a direct match for the Project. • Workforce skills are different (renewables vs mining) but the demand for accommodation and general labour (fencing, civil works) will compete. • EIS stakeholder engagement requirements adding to consultation fatigue

6.7 Impacts associated with Project not proceeding

Without the Project, mining operations at IPC are expected to ramp down from 2026 to 2028, resulting in a comparatively sharp decline in employment rather than a staged transition over time. By sustaining a core workforce through to 2043, the Project would provide an additional decade of employment stability, avoiding a sharp decline in workforce numbers and delivering greater certainty for workers and their families. If the Project does not proceed, this extension of employment life and the associated income security will not be realised.

Recent coal sector restructures across the Bowen Basin and Queensland illustrate the significance of job losses for local and regional employees and their families. Industry sources estimate that total Queensland coal sector job losses exceeded 950 positions during late 2025 (DiscoveryAlert 2025). Between September and November 2025, major producers announced significant workforce reductions across the Bowen Basin. BHP Mitsubishi Alliance (BMA) cut approximately 750 jobs and mothballed the Saraji South Mine at Dysart (ABC News 2025a). Anglo American Australia also confirmed more than 200 redundancies across its Queensland coal operations, including underground mines near Moranbah and corporate support roles located in Brisbane (ABC News 2025b). In November, QCoal also announced redundancies or changed positions for approximately 70-85 workers in the Bowen Basin citing challenging market conditions, high production costs and low coal prices (Courier Mail 2025).

BMA also announced its decision not to progress investment in the approved Saraji East Mining Lease Project (a loss of potential employment for 1000 workers).

While a proportion of these redundancies were absorbed within larger labour markets such as Mackay and Brisbane, where workers have greater capacity to transition between industries, commute, or redeploy; residential mining towns such as Moranbah, Dysart and Nebo are significantly more exposed to permanent socio-economic loss when locally based residential roles are removed (The Guardian 2025); (InDaily Qld 2025).

In Moranbah specifically, up to 50 roles associated with the existing IPC workforce are residential rather than FIFO/DIDO. The loss of locally based roles, therefore, translates directly into moderate potential household income shock, potential for elevated mortgage and rental stress, moderate but increased population out-migration, further contraction in school enrolments, and reduced demand for local retail, hospitality and services.

In contrast, job losses in Mackay and other diversified regional centres are more likely to result in industry switching and redeployment which may moderate community-level impacts.

In a no-Project scenario, employment decline would be experienced as a concentrated but moderate change within the Moranbah residential labour market. In the context of job losses across the Bowen Basin in Q4 2025, this materially heightens the social risk profile by accelerating population decline, undermining local business confidence, reducing council rates revenue, and weakening demand for essential services and community infrastructure.

While earlier land rehabilitation and reduced exposure to mining-related safety risks may represent long-term environmental and health benefits under a no-Project scenario, the absence of a clearly funded and coordinated economic transition strategy for Moranbah materially elevates social and economic risk.

Ending operations by 2028, rather than extending employment to 2043 compresses the adjustment period for households, councils, schools, health services and businesses. In this context, the Project acts as a structured employment transition buffer that sustains a residential workforce for longer and supports staged regional diversification.

7 Conclusion

This Social Impact Assessment has been undertaken in accordance with the Strong and Sustainable Resource Communities Act 2017, the Coordinator-General's Social Impact Assessment Guideline (2025) and Supplementary Material (2025a), and the Project's Terms of Reference.

The SIA demonstrates that the Project is consistent with the objectives of the SSRC Act, ensuring residents of nearby regional communities benefit from large resource projects by:

- embedding a recruitment hierarchy that prioritises local and regional workers, and seeks to incrementally increase residential workforce outcomes
- avoiding a 100 per cent FIFO workforce model
- maintaining employment and procurement pathways for First Nations peoples.

The assessment has applied a lifecycle-based, risk-proportionate and participatory methodology using significance evaluation criteria featured within the supplementary guidance to the Queensland SIA Guideline. It has integrated a robust evidence-based baseline with iterative stakeholder engagement to identify social impacts, benefits and opportunities, and to design appropriate management measures that require implementation as part of the Project's SIMP (EMM 2026).

The assessment confirms that the Project, while assessed on its standalone contributions, is best characterised as a continuation of established mining operations at IPC, rather than a new development.

The assessment confirms that the Project largely represents a continuation and transition of an existing operation (IDM, which forms part of the existing IPC), rather than the introduction of a new large-scale workforce. As a result, most potential social impacts are assessed as within a range where, with mitigations and opportunity enhancements in place, affected stakeholders and social conditions will readily adapt to Project-related change.

The SIA concludes the Project will not result in any residual high or major social impacts. Two social impacts remain of moderate residual significance, with management measures in place:

- psychosocial risks associated with non-resident workforce arrangements
- workforce decline at Project closure.

Both are capable of being effectively managed through targeted, proportionate measures embedded in the SIMP and through ongoing collaboration and monitoring with SIMP partners, including mental health service providers, and local industry and training providers.

The Project is expected to make a long-term contribution to the social and economic stability of Moranbah and the Isaac region by:

- maintaining long-term employment continuity for the majority of the existing IPC workforce during the transition from IDM to the Project
- supporting modest local population retention and targeting an increase to the Project's residential workforce
- providing continued revenue streams for local and regional supply chains and workforce accommodation providers
- contributing positively across local priority areas as evidenced within the social baseline, including investment in the childcare sector, education and training partnerships, youth support and retention, workforce and community mental health and affordable housing

- maintaining access to Stanmore's Community Grants program for additional community-led initiatives contributing to wellbeing and cohesion across the Project's local and regional study area
- structured involvement of stakeholders in post-mining land use and rehabilitation planning.

In a regional context characterised by cyclical employment and recent announcements of workforce contraction among other mining operators, the Project's continuity has been viewed positively by many SIA participants, who welcome a stronger relationship with Stanmore and increased visibility of Stanmore's local contributions.

Stanmore has committed to measures as part of the Project's SIMP that will address these expectations.

The Project's SIMP translates the findings of this assessment into an implementable management plan structured according to the five key matters of the SIA Guideline.

The SIMP:

- consolidates mitigation and enhancement measures identified by this SIA
- clearly articulates new management measures, from the continuation of measures associated with IDM SIMP
- assigns clear roles, responsibilities and timeframes
- establishes measurable performance indicators
- provides a monitoring and review process to respond to changing social conditions.

Subject to implementation of the SIMP and ongoing engagement with affected communities, service providers and Traditional Owners, the Project is assessed as being capable of proceeding in a manner that:

- avoids or mitigates adverse social impacts
- enhances benefits for local and regional communities
- contributes to the social sustainability and transition of communities over the long term.

References

- .id Population Exports . 2025. <https://economy.id.com.au/prospect/exports-by-industry>.
- ABC News. 2025a. *BHP alliance to sack 750 workers blaming Queensland government mining royalties*.
<https://www.abc.net.au/news/2025-09-17/bhp-alliance-to-sack-750-workers-qld-mining-royalties-saraji/105782302>.
- . 2025. *BHP alliance to sack 750 workers blaming Queensland government mining royalties*.
- . 2025b. *Coal miner Anglo American confirms job cuts in Brisbane, Bowen Basin* .
<https://www.abc.net.au/news/2025-09-18/anglo-american-confirms-more-qld-coal-job-losses/105784432>.
- ABS. 2021. *2021 Census All persons QuickStats*. <https://www.abs.gov.au/census/find-census-data/search-by-area>.
- ABS. 2022. *2021 Census of Population and Housing: General Community Profile*. Canberra: Australian Bureau of Statistics.
- . 2016. *ABS Census 2016*.
- . 2024. *Counts of Australian Businesses, including Entries and Exits*.
<https://www.abs.gov.au/statistics/economy/business-indicators/counts-australian-businesses-including-entries-and-exits/jul2018-jun2022#data-downloads>.
- . 2010. *Population Mobility*.
<https://www.abs.gov.au/ausstats/abs@.nsf/featurearticlesbytitle/D2799C9AA38B5E0DCA25741700118E71?OpenDocument#:~:text=Mobility%20refers%20to%20the%20movement,asked%20on%20the%20census%20form>.
- . 2025. *Search Census data - All persons QuickStats*. <https://www.abs.gov.au/census/find-census-data/search-by-area>.
- ACARA. 2025. *MySchool*. <https://www.myschool.edu.au/>.
- ACECQA. 2025. *National registers*.
- AiGroup. 2022. *2022 skills survey: listening to Australian business on skills and workforce needs*. AiGroup.
- AIHW. 2024. *Admitted patient activity*. <https://www.aihw.gov.au/reports-data/myhospitals/intersection/activity/apc>.
- . 2019. *Australia's welfare 2019: data insights*.
- . 2023. *Rural and remote health*. <https://www.aihw.gov.au/reports/rural-remote-australians/rural-and-remote-health>.
- . 2024. *Rural and remote health*. <https://www.aihw.gov.au/reports/rural-remote-australians/rural-and-remote-health>.
- Alston. 2002. "Social Capital in Rural Australia." *Rural Society*.
- Australian Government. 2024. *Critical Minerals Strategy 2023-2030*.
<https://www.industry.gov.au/publications/critical-minerals-strategy-2023-2030/our-focus-areas/6-growing-skilled-workforce>.
- Australian Urban Observatory. 2020. *Social Infrastructure*. RMIT University.

- BBAC. 2025. *Native Title and Cultural Heritage Information for the Isaac Region*. <https://baradabarna.com.au/>.
- BHP. 2024. *Saraji East Mining Lease Project Environmental Impact Statement: Executive Summary*. BHP.
- BITRE. 2024. "Airport traffic data." *BITRE*. https://www.bitre.gov.au/publications/ongoing/airport_traffic_data.
- Black Business Finder . 2024. *Black Business Finder (BBF)*.
- Bowers, T. Lo, J. Miller, P. Carter, T. 2018. "The Impact of FIFO Work Arrangements on Mental Health ." *Safety Science* 177-183.
- Business QLD. 2025. *Mine Dust Lung Disease Register 2023-2025*.
<https://www.business.qld.gov.au/industries/mining-energy-water/resources/safety-health/mining/accidents-incidents-reports/mine-dust-lung-diseases>.
- Center for Transformative Work Design. 2018. *Impact of FIFO work arrangements on the mental health and wellbeing of FIFO workers*. WA Mental Health Commission.
- Centre for the Government of Queensland. 2018. *Queensland Places*.
<https://queenslandplaces.com.au/moranbah>.
- Charles Darwin University. 2019. *Improving the contribution of major projects to local employment in remote regions*. Report for the Regional Australia Institute The Future of Regional Jobs.
- Civeo. 2023. "2023 Annual ESG Report."
- Civeo. 2024. "Annual ESG Report."
- . 2024. *Civeo Australia*. 3 October. <https://www.facebook.com/civeoaustralia/posts/this-month-at-civeo-we-focus-on-mental-health-civeos-theme-for-mental-health-mon/1316712512997361/>.
- . 2025. *Lodges & Villages*. 27 November. <https://civeo.com/accommodations/lodges-villages/>.
- Considine, R, R Tynan, C James, J Wiggers, T Lewin, K Inder, D Perkins, T Handley, and B. Kelly. 2017. "The contribution of individual, social and work characteristics to employee mental health in a coal mining industry population." *PLOS ONE*.
- Construction Skills Queensland . 2025. "Queensland Major Projects Pipeline."
- Courier Mail. 2025. *70 jobs gone as another Qld coal mine shuttered*.
https://www.couriermail.com.au/subscribe/news/1/?sourceCode=CMWEB_WRE170_a_GGL&dest=https%3A%2F%2Fwww.couriermail.com.au%2Fnews%2Fqueensland%2Fcoal-shutters-cook-colliery-mine-70-jobs-affected%2Fnews-story%2F871f6a73b8f9c095164200eb5c4c1adc&memtype=anony.
- Department of Education. 2025. *Department of Education Schools Directory*. <https://schoolsdirectory.eq.edu.au/>.
- DEWR. 2025. *Small Area Labour Markets: December Quarter 2024*. Canberra: Department of Employment and Workplace Relations.
- DiscoveryAlert. 2025. *Anglo American and BMA Layoffs Cut 950 Mining Jobs in Australia*.
<https://discoveryalert.com.au/queensland-mining-job-cuts-2025-bowen-basin/>.
- DNRME. 2013. *QGN 16 Guidance Note for Fatigue Risk Management*. Brisbane: Queensland Government.
- DPE. 2023. *Technical Supplement: Social Impact Assessment Guideline for State Significant Projects*. Sydney: Department of Planning and Environment.

- DSDILGP. 2018. *Social Impact Assessment Guideline March 2018*. Brisbane: Department of State Development, Infrastructure, Local Government and Planning .
- DSDILGP. 2018. *Social Impact Assessment Guideline March 2018*. Brisbane: Queensland Government.
- DSDILGP. 2023. *Supplementary material for assessing and managing the social impacts of projects under the Coordinator-General's SIA Guideline (March 2018)*. Brisbane: Queensland Government.
- DSDIP. 2025. "Social Impact Assessment Guidelines July 2025."
- DTMR. 2024. *Crash data from Queensland roads*. Brisbane: Transport and Main Roads.
- . 2025. *Crash data from Queensland roads*. <https://www.data.qld.gov.au/dataset/crash-data-from-queensland-roads>.
- DTMR. 2023. *Traffic census for the Queensland state-declared road network*. Brisbane: Transport and Main Roads.
- Edith Cowen University Mars Centre. 2024. "Team Belongingness and Wellbeing in a FIFO Context."
- Elliott Whiteing. 2023. *Saraji East Mining Lease Project Environmental Impact Statement Appendix L: Social Impact Assessment*. Elliott Whiteing.
- EMM. 2026. "Isaac Downs Extension Social Impact Management Plan ."
- Franks, DM, D Brereton, CJ Moran, and T and T Sarker. 2010. *CUMULATIVE IMPACTS - A GOOD PRACTICE GUIDE FOR THE AUSTRALIAN COAL MINING INDUSTRY*. Brisbane: The University of Queensland.
- Fry, Eddie. 2023. "Gathering for prosperity: The thriving Indigenous business sector." *Forbes Australia*. [https://www.forbes.com.au/news/entrepreneurs/the-thriving-indigenous-business-sector/#:~:text=Importance%20of%20Indigenous%20procurement&text=This%20has%20involved%20over%2047%2C500,billion%20\(NIAA%2C%202023\)](https://www.forbes.com.au/news/entrepreneurs/the-thriving-indigenous-business-sector/#:~:text=Importance%20of%20Indigenous%20procurement&text=This%20has%20involved%20over%2047%2C500,billion%20(NIAA%2C%202023)).
- Gilbert & Tobin. 2025. *Bridging the Workforce Gap in Western Australia's Resources Sector*. <https://www.gtlaw.com.au/insights/bridging-the-workforce-gap-in-western-australias-resources-sector>.
- Glencore. 2023. *Newlands Coal Fast Facts*. Glencore.
- Halseth, G, S Markey, L Ryser, N Hanlon, and M. Skinner. 2017. "Exploring New Development Pathways in a Remote Mining Town: The Case of Tumbler Ridge, BC Canada." *Journal of Rural and Community Development*.
- Health Research Institute. 2024. *Regional Wellbeing Survey, 2023*. Canberra: University of Canberra.
- Hydrobalance. 2026. "Stanmore Resources Hydrology Report."
- IAP2. 2019. *Code of Ethics*. <https://iap2.org.au/about-us/about-iap2-australasia/code-of-ethics/>.
- . 2018. "IAP2 Public Participation Spectrum." *IAP2 Australasia*. <https://iap2.org.au/resources/spectrum/>.
- InDaily Qld. 2025. *Collateral damage: Hundreds more mining jobs axed*. <https://www.indailyqld.com.au/news/just-in/2025/09/19/collateral-damage-hundreds-more-mining-jobs-axed>.
- Isaac Regional Council. 2024. *2023-2028 Corporate Plan*. Moranbah: Isaac Regional Council.
- Isaac Regional Council. 2015. *Community Strategic Plan: Isaac's 20 year vision*. Moranbah: Isaac Regional Council.
- Isaac Regional Council. 2019. *Economic Development Framework 2019-2024*. Isaac Regional Council.

- Isaac Regional Council. 2024. *Isaac Local Disaster Management Plan*. Isaac Regional Council.
- Isaac Regional Council. 2024. *Isaac Local Disaster Management Plan*. Moranbah: Isaac Regional Council.
- . 2024. *Isaac Towns*. <https://www.isaac.qld.gov.au/Tourism/Isaac-Towns/Nebo>.
- . 2025. *Isaac Towns*. <https://www.isaac.qld.gov.au/Tourism/Isaac-Towns>.
- Isaac Regional Council. 2023. *Isaac Youth Unmet Needs Snapshot*. Moranbah: Isaac Regional Council.
- Isaac Regional Council . 2025b. *Under-funded Critical Health Services* . <https://www.isaac.qld.gov.au/Your-Council/Projects-Priorities-Partnerships/Advocacy/Under-funded-Critical-Health-Services>.
- James, Carole. Rahman, Mijanur. Bezzina, Aaron. Kelly, Brian. 2020. "Factors associated with patterns of psychological distress, alcohol use and social network among Australian mineworkers." *Australia and New Zealand Journal of Public Health*, Volume 44, Issue 5 390-396.
- Jellinbah Group. 2021. "Jellinbah Coal."
- Katestone. 2026. "Isaac Downs Extension: Air Quality Assessment."
- Kemp, D, V Sharma, J Loginova, and S Worden. 2023. "Collaborative Regional Development – regeneration and just transition in the Isaac Region."
- Leichhardt, L. 1847. *Journal of an Overland Expedition in Australia, from Moreton Bay to Port Essington*.
- Mackay Hospital and Health Service. 2025. *Moranbah Hospital*. <https://www.mackay.health.qld.gov.au/your-hospitals/moranbah-hospital/>.
- Maree Roberts Consulting. 2021. *Addressing the Childcare Challenges in the Bowen Basin*. Smart Transformation.
- Meredith, R. et al. 2023. "Sleep, stress and alcohol use in remote mining workers ." *Industrial Health* 61 (2) 161-173.
- MHHS. 2022. *Mackay Hospital and Health Service Local Area Needs Assessment*. Mackay: Mackay Hospital and Health Service.
- Minerals Council of Australia. 2024. "Annual Report." https://minerals.org.au/wp-content/uploads/2023/10/MCA-Annual-Report_2022.pdf.
- . 2022. "Blueprint for Mental Health and Wellbeing ."
- Misan and Rudnik . 2015. "The pros and cons of long distance commuting: Comments from South Australian mining and resource workers."
- Mt Coolon Hotel. 2023. *History*. <https://mtcoolonpub.wixsite.com/mtcoolonhotel/history>.
- Neffke, F,M,H. Otto, A. Hidalgo, C. 2018. "The mobility of displaced workers: How the local industry mix affects job search ." *Journal of Urban Economics* 140.
- NHMRC. 2023. *National Statement on Ethical Conduct in Human Research 2023*. Canaberra: National Health and Medical Research Council.
- Niche. 2025. "Stanmore Resources non-Indigenous Cultural Heritage Assessment."
- OECD. 2002. "The Wellbeing of Nations The role of humand and social capital."

- Parker, Sharon, Laura Fruhen, Cindy Burton, Shauna McQuade, Julie Loveny, Mark Griffin, Andrew Page, et al. 2018. *Impact of FIFO work arrangements on the mental health and wellbeing of FIFO workers*. Australia: Centre for Transformative Work Design.
- PHIDU. 2025. *Social Health Atlas of Australia*. December. <https://phidu.torrens.edu.au/social-health-atlases/data#social-health-atlases-of-australia-local-government-areas>.
- QGSO. 2025. *Bowen Basin population report, 2024*. Brisbane: The State of Queensland (Queensland Treasury).
- QGSO. 2025. *Queensland Regional Profiles: Custom Region*. Brisbane: Queensland Government Statistician's Office.
- Queensland Government. 2012. *Mackay, Isaac and Whitsunday Regional Plan*. Queensland Government.
- Queensland Government . 2008. "Queensland Development Code - Temporary Accommodation Buildings and Structures ."
- Queensland Government. 2024. *\$2 million investment to build two Isaac Country Universities Centres*. <https://statements.qld.gov.au/statements/100234>.
- . 2025b. *Aboriginal and Torres Strait Islander Cultural Heritage and Native Title Mapping* .
- Queensland Government. 2024. *Average Annual Daily Traffic for Queensland State Controlled Roads 2013 to 2023*. Department of Transport and Main Road.
- . 2024. *Queensland place names search*. <https://www.qld.gov.au/environment/land/title/place-names/queensland-place-names-search#/search=Yandina&types=0&place=Yandina38423>.
- Queensland Government. 2025. *Social Impact Assessment Guideline*. Brisbane: Department of State Development, Infrastructure and Planning.
- Queensland Government. 2025a. *Supplementary material for assessing and managing the social impacts of projects under the Social Impact*. Brisbane: Queensland Government.
- REIQ. 2023. *Understanding rental market vacancy rates*. <https://www.reiq.com/articles/property-management/understanding-rental-market-vacancy-rates>.
- REMPPLAN. 2025. *Isaac Economy, Jobs, and Business Insights*. <https://app.rempplan.com.au/isaac/economy/summary?state=q6LECgGp0CW0EKNT9WyK2efEhqh5NQ>.
- SLR. 2025. "Social Impact Management Plan: Isaac Downes Operation."
- Small, S., Taylor, N. and Leggat, P. 2020. "Fatigue risk in Australian FIFO workers'." *Journal of Occupational and Environmental Medicine* 331-338.
- SMEC. 2022. *Lake Vermont Meadowbrook Project Social Impact Assessment*. SMEC.
- Spielman, S, Joseph Tuccillo, David Folch, Amy Schweikert, Rebecca Davies, Nathan Wood, and Eric Tate. 2020. "Evaluating social vulnerability indicators: criteria and their application to the Social Vulnerability Index." *Natural Hazards* 417-436.
- SQM Research. 2025. *Residential Vacancy Rates*. https://sqmresearch.com.au/graph_vacancy.
- . 2025. *Weekly Rents*. <https://sqmresearch.com.au/weekly-rents>.
- SSRC Act. 2018. *Strong and Sustainable Resource Communities Act 2017*. Queensland Government .
- Stanmore. 2026. *Isaac Downs Extension Project Chapter 20 Cultural Hritage*. Stanmore.

Stanmore. 2025. *Isaac Downs Extension Project Initial Advice Statement*. Stanmore ID Extension Pty Ltd.

Stanmore Resources. 2025. *Isaac Downs Mine Social Impact Management Report 2024*. Stanmore Resources.

Stanmore Resources Limited ASX:SMR. 2026b. "Stanmore 2025 Full Year Results."

Supply Nation. 2026. *Search Indigenous Business Direct*. <https://supplynation.org.au/>.

Taverner Research Group. 2025. *Isaac Regional Council Quality of Life Survey January 2025*. Moranbah: Isaac Regional Council.

The Guardian. 2025. *Queensland coalmines marked for closure 'uneconomic', analysis shows, despite sector blaming royalties scheme*. <https://www.theguardian.com/business/2025/sep/23/queensland-coalmines-closing-uneconomic-royalties-scheme-zombie-mines-bhp-anglo-american-qcoal>.

The National Mental Health Commission. 2023. "The National Mental Health Commission's National Baseline Report for Mentally Healthy Workplaces."

Torkington, A., Larkins, S. and Gupta, T.S. 2011. "The psychosocial impacts of FIFO works: A qualitative study ." *Australian Journal of Rural Health*, 19(5) 259-263.

TTPP. 2026. *Data Collection & Traffic Modelling*.

Tyson, R. 2024. *Navigating Skills Shortage and Skills Gap in the Mining Industry*. 18 July. <https://www.mining-international.org/navigating-skills-shortage-and-skills-gap-in-the-mining-industry/>.

Vanclay et al. 2015. "Social Impact Assessment: Guidance for assessign and managing the social impacts of projects."

Vanclay, F. 2003. "International Principles for Social Impact Assessment." *Impact Assessment and Project Appraisal* 21 (1): 5-11.

Whitehaven . 2021. "Whitehaven Coal."

Ziersch. 2009. "Neighbourhood life and social capital: the implications for health." *Social Science and Medicine*.

Appendix A

Detailed baseline data

A.1 Social baseline data

Indicators	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Mackay-Isaac-Whitsun day SA4	Queensland
Population and demography						
2021 population	8,899	594	2,738	22,046	180,894	5,156,138
2016 population	8,333	466	2,443	20,940	169,688	4,703,193
Population change 2016-2021	6.8%	27.5%	12.5%	5.3%	6.6%	9.6%
Proportion population that lived at same address 1 year ago	63.5%	23.6%	62.8%	62.1%	72.3%	76.6%
Proportion population that lived at same address 5 year ago	30.0%	14.6%	32.4%	34.9%	47.8%	48.3%
Males	55.3%	67.8%	54.7%	56.2%	51.3%	49.3%
Females	44.7%	32.3%	45.5%	43.8%	48.8%	50.7%
Median age 2021	31	36	32	34	38	38
Aged 14 years or younger (children)	25.5%	2.0%	21.8%	21.3%	19.7%	18.7%
Aged 15-24 years (youth)	12.4%	12.3%	13.3%	11.7%	11.6%	12.4%
Aged 25-64 years (adult)	48.9%	68.0%	50.0%	50.8%	47.2%	45.1%
Aged 65 years or older (elderly)	2.8%	1.2%	5.4%	6.8%	14.6%	17.0%
Number of families	1,993	25	570	4,551	45,448	1,366,657
Couple Families with children	55.8%	40.0%	44.9%	49.8%	42.1%	41.2%
Families without Children	30.1%	56.0%	37.4%	36.8%	41.7%	40.3%
One parent families with Children	13.0%	16.0%	16.3%	12.4%	14.9	16.8%
Other families	1.1%	0.0%	0.7%	1.1%	1.4%	1.6%
Number of households	2,611	46	818	6,298	61,880	1,869,462

Indicators	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Mackay-Isaac-Whitsun day SA4	Queensland
Family households	75.6%	58.7%	69.6%	71.3%	71.8%	71.0%
Group households	3.1%	0.0%	3.4%	3.0%	3.4%	4.3%
Lone person households	21.3%	32.6%	27.5%	25.7%	24.8%	24.7%
Number of people who identify as Aboriginal and/or Torres Strait Islander	512	25	235	1,164	10,829	237,303
Proportion of people who identify as Aboriginal and/or Torres Strait Islander	5.8%	4.2%	8.6%	5.3%	6.0%	4.6%
English only spoken at home	77.2%	28.3%	74.1%	74.4%	83.0%	80.5%
Non-English language spoken at home	6.4%	6.1%	4.2%	4.7%	5.7%	11.7%
Speaks English not well or not at all	0.6%	0.0%	0.3%	0.4%	0.6%	1.8%
Completed Year 12 or equivalent	62.8%	52.8%	52.3%	55.1%	51.1%	61.6%
Completion of post-secondary education	49.1%	16.7%	37.7%	41.0%	47.6%	55.8%
Economic						
Labour force count	4,643	177	1,337	10,884	91,063	2,582,802
Labour force participation rate	70.1%	30.4%	62.4%	62.7%	62.7%	61.6%
<i>Proportion Males</i>	52.0%	28.3%	49.7%	49.4%	51.7%	51.8%
<i>Proportion Females</i>	52.5%	30.2%	48.0%	49.4%	48.9%	48.4%
<i>Proportion Youth</i>	67.7%	23.3%	54.0%	61.4%	69.2%	67.0%
<i>Proportion Indigenous</i>	-	-	-	50.3%	43.2%	37.5%
Unemployment count	113	5	32	259	3,523	138,714
Unemployment rate	2.4%	2.8%	2.4%	2.4%	3.9%	5.4%
<i>Proportion Males</i>	1.9%	2.6%	2.1%	1.9%	4.0%	5.7%

Indicators	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Mackay-Isaac-Whitsun day SA4	Queensland
<i>Proportion Females</i>	6.6%	8.6%	8.9%	7.3%	6.6%	9.7%
<i>Proportion Youth</i>	4.8%	0.0%	7.1%	4.3%	7.5%	11.1%
<i>Proportion Indigenous</i>	-	-	-	4.6%	9.0%	13.3%
Top three occupations	Machinery operators and drivers (23.1%) Technicians and trades workers (22.4%) Professionals (12.7%)	Machinery operators and drivers (38.7%) Labourers (21.4%) Technicians and trades workers (12.7%)	Machinery operators and drivers (35.5%) Technicians and trades workers (19%) Labourers (12%)	Machinery operators and drivers (23.8%) Technicians and trades workers (18.7%) Managers (12.7%)	Technicians and trades workers (19.2%) Professionals (13.7%) Machinery operators and drivers (13.6%)	Professionals (21.4%) Technicians and trades workers (13.7%) Clerical and administrative workers (12.7%)
Top three industries of employment	Mining (40.7%) Accommodation and food services (7.2%) Education and training (7.1%)	Mining (31.8%) Transport, postal and warehousing (23.7%) Rental, hiring and real estate services (12.7%)	Mining (46%) Administrative and support services (8.4%) Accommodation and food services (6.4%)	Mining (35.6%) Agriculture, forestry and fishing (10%) Education and training (6.3%)	Mining (14%) Health care and social assistance (11.1%) Retail trade (8.5%)	Health care and social assistance (15.4%) Retail trade (9.3%) Construction (9.1%)
Individual median weekly income (\$)	1,547	1,677	1,457	1,314	878	787
Household median weekly income (\$)	3,085	3,083	2,450	2,420	1,843	1,675
Households earning less than \$650 per week	3.7%	0.0%	8.7%	8.2%	14.3%	15.2%
Households earning more than \$3000 per week	47.3%	37.0%	35.1%	35.4%	22.0%	20.2%
Housing						
Total private Dwellings	3,707	79	1,337	9,302	72,493	2,061,855
Occupied Dwellings	70.4%	58.2%	61.2%	67.7%	85.4%	90.7%
Unoccupied Dwellings	29.8%	44.3%	39.3%	32.3%	14.7%	9.3%
Owned outright	8.3%	10.9%	16.0%	18.4%	28.6%	29.1%
Owned with a mortgage	18.8%	6.5%	15.6%	18.0%	34.5%	34.4%

Indicators	Moranbah UCL	Coppabella SAL	Dysart UCL	Isaac LGA	Mackay-Isaac-Whitsun day SA4	Queensland
Rented	67.9%	69.6%	63.1%	55.2%	32.4%	33.1%
Other tenure type	3.0%	8.7%	2.3%	6.2%	2.5%	1.9%
Proportion social housing (based on number of rented private dwellings)	4.7%	0.0%	5.4%	4.7%	10.8%	9.9%
Median mortgage repayment (\$/monthly)	1,300	2,004	695	1,213	1,712	1,733
Median rent (\$/weekly)	110	60	100	113	309	365
Health and community wellbeing						
Top three long-term health conditions stated	Mental health condition (including depression or anxiety) – 6.0% Asthma – 7.6% Any other long-term health condition/s – 4.0%	Asthma (2%) Any other long-term health condition(s)(c) (1.9%) Diabetes (excluding gestational diabetes) (1.3%)	Asthma (7.9%) Mental health condition (including depression or anxiety) (6.1%) Any other long-term health condition(s)(c) (4.5%)	Asthma – 6.9% Mental health condition (including depression or anxiety) – 5.5% Any other long-term health condition/s – 4.1%	Mental health condition (including depression or anxiety) – 7.6% Asthma – 7.5% Arthritis – 7.5%	Mental health condition (including depression or anxiety) – 9.6% Asthma – 8.8% Arthritis – 8.5%
Proportion of population with a long-term health condition selected	17.2%	6.6%	18.6%	17.9%	25.2%	28.8%
Proportion of population requiring assistance with core activities	1.6%	0.8%	2.6%	2.2%	4.7%	6.0%
Proportion of population that engaged in voluntary work through an organisation or group (last 12 months)	12.8%	3.1%	11.6%	13.8%	13.2%	14.1%

Appendix B

Capacity assessment of nearby regional communities

B.1 Overview

The objective of the *Strong and Sustainable Resource Communities Act 2017* (SSRC Act) is to ensure residents of communities in the vicinity of large resource Projects (LRPs) benefit from the construction and operation of those Projects. As defined under the Act, a nearby regional community (NRC) for a LRP is a town⁸ that is located within a 125 km radius of the main access to the Project and has a population of more than 200 people⁹.

As stipulated in the Terms of Reference for an Environmental Impact Statement (EIS) for the Project, the SIA is to be informed by an analysis of the capacity of towns within a 125 km radius of the Project to:

- provide workers for the Project's construction and operational phases
- receive workers and their families who move to the towns
- address barriers that may impact choice for workers to live local.

The existing Isaac Downs Mine is published on the Coordinator-General's list of large resource projects, with the following applicable NRCs: Capella, Clermont, Coppabella, Dysart, Eton, Finch Hatton, Glenden, Middlemount, Mirani, Moranbah, Nebo, and Tieri.

The Isaac Plains Complex (including Isaac East Mine) is also published on the list and includes the following nearby regional communities: Clermont, Dysart, Eton, Finch Hatton, Glenden, Middlemount, Mirani, Moranbah, Nebo, and Tieri.

With the Project being an extension of existing Isaad Downs Mine operations, the 12 NRCs for the existing mine will also be applicable to the Project.

B.1.1 Existing capacity of nearby regional communities

As outlined in Table B.1, there are 12 NRCs applicable to the Project, all with varying commute distances and time to the Project main access. Moranbah and Coppabella are the only NRCs within the one-hour safe daily commute distance from the Project.

Table B.1 Overview of nearby regional communities

Local government area (LGA)	NRC	Approximate distance from Project's main access			Other LRPs that the NRC is applicable for (as at 25 June 2025)
		Straight line	Driving	Driving time	
Isaac Regional Council	Moranbah	15 km	(35 km)	30 minutes	29
	Coppabella	29 km	(41 km)	33 minutes	3
	Dysart	69 km	(95 km)	1 hour 10 minutes	35
	Nebo	70 km	(92 km)	1 hour 5 minutes	26

⁸ Schedule 1: town, in relation to a large resource Project, means an area listed as a locality or urban centre by the Australian Bureau of Statistics and published on its website.

⁹ Schedule 1: nearby regional community, for a large resource Project, means a town, the name of which is published on the department's website under section 13 – (a) any part of which is within – (i) a 125 km radius of the main access to the Project; or (ii) a greater or lesser radius decided by the Coordinator-General and notified in writing by the Coordinator-General to the owner of the Project; and (b) that has a population of more than – (i) 200 people; or (ii) a smaller population decided by the Coordinator-General and notified in writing by the Coordinator-General to the owner of the Project.

Local government area (LGA)	NRC	Approximate distance from Project's main access			Other LRPs that the NRC is applicable for (as at 25 June 2025)
		Straight line	Driving	Driving time	
Mackay Regional Council	Glenden	78 km	(176 km)	1 hour 58 minutes	26
	Clermont	108 km	(131 km)	1 hour 28 minutes	28
	Middlemount	107 km	(160 km)	1 hour 47 minutes	31
	Eton	123 km	(154 km)	1 hour 44 minutes	17
	Finch Hatton	114 km	(205 km)	2 hours 21 minutes	21
	Mirani	124 km	(178 km)	2 hour 5 minutes	19
	Capella	123 km	(182 km)	2 hours	28
Central Highlands Regional Council	Tieri	118 km	(171 km)	1 hour 56 minutes	30

Of the applicable NRCs to the Project, three quarters are also NRC for over 20 other LRPs listed under the SSRC Act. Amongst the NRCs within the safe daily commute distance, Moranbah is an NRC for 29 LRPs while Capella is an NRC for only 3 LRPs.

Between 2019 and 2024, the majority of NRCs experienced a population increase with the exception of Capella, Tieri, and Glenden, which is likely influenced by changes associated with nearby operations (Table C.2). Both Tieri and Glenden experienced the largest decline with a significant outmigration of residents which could be attributed to uncertainties around both town's future with Oaky Creek Underground operations approaching end of mine life (near Tieri) and closure of Newlands Mine (nearby Glenden) in 2023.

Table B.2 Population and labour force characteristics of NRCs

LGA	NRC	Population			Labour force (2021)		Unemployment (2021)	
		2019	2024 ¹⁰	% change 2019-2024	No.	Participation rate (%)	No.	Unemployment rate (%)
Isaac Regional Council	Moranbah	8,921	9,414	5.5	4,643	70.1	113	2.4
	Coppabella	-	-	-	177	30.4	5	2.8
	Dysart	2,744	2,882	5.0	1,337	62.4	32	2.4
	Nebo	563	696	23.6	243	47.7	9	3.7
	Glenden	521	471	-9.6	283	76.5	9	3.2
	Clermont	2,108	2,190	3.9	1,063	67.6	27	2.5
	Middlemount	1,838	1,917	4.3	797	52.6	17	2.1
Mackay Regional Council	Eton	292	302	3.4	149	68.3	5	3.4
	Finch Hatton	253	257	1.6	87	44.8	6	6.9
	Mirani	1,462	1,676	14.6	612	53.4	21	3.4

¹⁰ Preliminary estimates (subject to revision)

LGA	NRC	Population			Labour force (2021)		Unemployment (2021)	
		2019	2024 ¹⁰	% change 2019-2024	No.	Participation rate (%)	No.	Unemployment rate (%)
Central Highlands Regional Council	Capella	1,003	991	-1.2	440	61.0	9	2.0
	Tieri	869	798	-8.2	408	77.3	16	3.9

Source: ABS 2022; QGSO 2025

Coal mining was the top industry of employment recorded across all NRCs at the 2021 Census, particularly in Glenden, Tieri, Middlemount and Dysart where mining accounted for over 40.0% of employed residents. In contrast, Capella and Finch Hatton recorded the smallest proportion. In relation occupation of employment, the top occupation across all NRCs were either Machinery Operators and Drivers or Technicians and Trades Workers.

Table B.3 Skills characteristics of NRCs, 2021

NRC	Top 3 industry of employment	Top 3 occupations
Moranbah	Coal Mining (29.1%) Oil and Gas Extraction (10.3%) Labour Supply Services (4.0%)	Machinery Operators and Drivers (23.1%) Technicians and Trades Workers (22.4%) Professionals (12.7%)
Coppabella	Coal Mining (23.7%) Residential property Operators (12.7%) Rail Freight Transport (6.9%)	Machinery Operators and Drivers (38.7%) Labourers (21.4%) Technicians and Trades Workers (12.7%)
Dysart	Coal Mining (43.6%) Labour Supply Services (6.3%) Supermarket and Grocery Stores (2.5%)	Machinery Operators and Drivers (35.5%) Technicians and Trades Workers (19.0%) Labourers (12.0%)
Nebo	Coal Mining (18.8%) Local Government Administration (10.5%) Rail Freight Transport (9.2%)	Machinery Operators and Drivers (31.4%) Technicians and Trades Workers (19.2%) Labourers (15.3%)
Glenden	Coal Mining (42.6%) Other Mining Support Services (5.9%) Combined Primary and Secondary Education (5.1%)	Technicians and Trades Workers (21.3%) Machinery Operators and Drivers (20.6%) Professionals (16.5%)
Clermont	Coal Mining (25.4%) Hospitals, except Psychiatric Hospitals (4.6%) Local Government Administration (4.4%)	Machinery Operators and Drivers (22.7%) Technicians and Trades Workers (17.4%) Professionals (12.3%)
Middlemount	Coal Mining (50.8%) Combined Primary and Secondary Education (5.8%) Other Heavy and Civil Engineering Construction (5.4%)	Machinery Operators and Drivers (27.9%) Technicians and Trades Workers (19.0%) Professionals (13.7%)
Eton	Coal Mining (14.1%) Sugar Manufacturing (8.5%) Road Freight Transport (6.3%)	Machinery Operators and Drivers (27.5%) Technicians and Trades Workers (18.3%) Sale Workers (11.3%)
Finch Hatton	Coal Mining (8.3%) Accommodation (7.1%) Pubs, Tavern and Bars (6.0%)	Technicians and Trades Workers (17.9%) Machinery Operators and Drivers (16.7%) Labourers (15.5%)

NRC	Top 3 industry of employment	Top 3 occupations
Mirani	Coal Mining (13.8%) Secondary Education (7.7%) Aged Care Residential Services (3.6%)	Technicians and Trades Workers (22.3%) Machinery Operators and Drivers (20.4%) Professionals (16.0%)
Capella	Coal Mining (16.6%) Local Government Administration (4.8%) Secondary Education (4.6%)	Technicians and Trades Workers (21.7%) Machinery Operators and Drivers (20.3%) Labourers (17.1%)
Tieri	Coal Mining (53.6%) Super Market and Grocery Stores (4.4%) Primary Education (3.1%)	Machinery Operators and Drivers (24.1%) Technicians and Trades Workers (23.1%) Professionals (12.8%)

Source: 2021 Census All persons QuickStats (ABS 2025).

Between 2016 and 2021, the majority of NRCs experienced an increase in construction industry workforce with the largest growth recorded in Glenden, Middlemount, Finch Hatton, and Tieri (Table C.4).

Table B.4 Construction and mining industry profiles of NRCs

NRC	Construction industry					Mining industry				
	2016	2021	Change (no.)	Change (%)	% of total industries 2021	2016	2021	Change (no.)	Change (%)	% of total industries 2021
Moranbah	132	235	103	78.0	5.2	1,732	1,845	113	6.5	40.7
Coppabella	15	3	-12	-80.0	1.7	77	55	-22	-28.6	31.8
Dysart	31	60	29	93.6	4.6	496	600	104	-87.9	46.0
Nebo	14	12	-2	-14.3	5.2	72	59	-13	-18.1	25.8
Glenden	3	28	25	833.3	10.3	154	139	-15	-9.7	51.1
Clermont	44	52	8	18.2	5.0	248	283	35	14.1	27.3
Middlemount	14	51	37	264.3	6.5	509	415	-94	-18.5	53.2
Eton	14	20	6	42.9	14.1	12	24	12	100.0	16.9
Finch Hatton	1	4	3	300.0	4.8	8	10	2	25.0	11.9
Mirani	26	47	21	80.8	8.0	59	93	34	57.6	15.8
Capella	41	47	6	14.6	10.8	99	95	-4	-4.0	21.9
Tieri	5	11	6	120.0	2.8	297	235	-62	-20.9	60.3

Source: ABS (2021) Census of Population and Housing: General Community Profiles.

In relation to mining industry, around half of the NRCs experienced an outmigration of mining industry workers with the largest losses recorded in Middlemount and Tieri. This is likely attributable to a combination of influences experienced by the mining industry more broadly in 2020/21 including market uncertainty from disrupted trade flows and reduced demand, disruptions across some underground mines, and contracted operations as some mines reach end of operational life (QGSO 2022).

B.1.2 Capacity assessment of nearby regional communities

An assessment of the capacity of NRCs to supply workers to the Project was undertaken with consideration of the following elements:

- Driving distance from the Project's main access.
- Population size and changes.
- Unemployment and skills profile.
- Proximity to other LRPs.
- Existing IPC workforce profile.

The assessment concludes that Moranbah remains the primary study area for the Project, with Coppabella as a secondary study area. Workers likely to be drawn from outside a one-hour commute to the Project's primary access point would require accommodation in commercial WAVs in order to participate in Project employment.

Australia

SYDNEY

Level 10 201 Pacific Highway
St Leonards NSW 2065
T 02 9493 9500

NEWCASTLE

Level 3 175 Scott Street
Newcastle NSW 2300
T 02 4907 4800

BRISBANE

Level 2 95 North Quay
Brisbane QLD 4000
T 07 3648 1200

CANBERRA

Suite 2.04 Level 2
15 London Circuit
Canberra City ACT 2601

ADELAIDE

Level 4 74 Pirie Street
Adelaide SA 5000
T 08 8232 2253

MELBOURNE

Suite 9.01 Level 9
454 Collins Street
Melbourne VIC 3000
T 03 9993 1900

PERTH

Suite 3.03
111 St Georges Terrace
Perth WA 6000
T 08 6430 4800

Canada

TORONTO

2345 Yonge Street Suite 300
Toronto ON M4P 2E5
T 647 467 1605

VANCOUVER

2015 Main Street
Vancouver BC V5T 3C2
T 604 999 8297

CALGARY

700 2nd Street SW Floor 19
Calgary AB T2P 2W2



[linkedin.com/company/emm-consulting-pty-limited](https://www.linkedin.com/company/emm-consulting-pty-limited)



emmconsulting.com.au