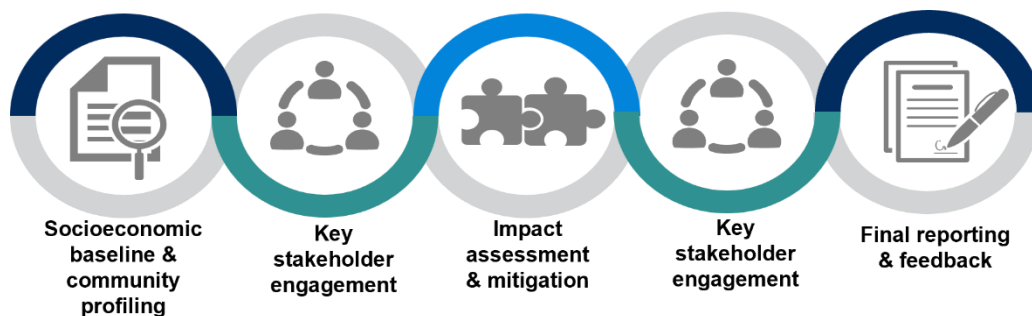


# Central Queensland Hydrogen Project

## Social Impact Assessment Summary | August 2024

### Overview of the SIA process

A SIA identifies, analyses and assesses the potential social impacts of a project, both positive and negative, that may directly or indirectly affect individuals and communities. SIAs also identify ways to avoid, mitigate, manage and monitor social impacts throughout the project lifecycle. SIAs are required by law in Queensland for projects that are subject to an Environmental Impact Statement and must follow a specific process. The process followed for this project is presented below:



As part of the SIA process, two rounds of engagement were completed. The purpose of the first round of engagement was to discuss the Project and identify stakeholders' issues and concerns relating to the Project. It was also to understand community needs, priorities and perceptions, as well as to verify baseline information in relation to the region, including availability of services and infrastructure. The purpose of the second round of engagement was to confirm round one engagement findings; to present the preliminary outcomes of the SIA and to co-develop measures to mitigate and / or manage potential social impacts and to enhance the benefits of the Project for the Gladstone community. In total 60 stakeholders participated; from 39 organisations in over twenty focus group sessions.



#### 20 Focus Group Sessions

Including in-person focus group sessions, interviews and online sessions



#### 39 Organisations

Total number of organisations represented at both rounds of engagement



#### 60 Participants Overall

Total number of participants across engagement held in November 2023 and March 2024

As a town characterised by the mining and resource industry, Gladstone has seen numerous highs and lows associated with new and existing projects. The low of 2011 that accompanied the end of the 'LNG construction boom' remains fresh in

the community's collective memory but has not led Gladstone to develop a hostile sentiment toward the resource industry.

Instead, the Gladstone community welcomed early engagement with the CQ-H<sub>2</sub> project, with conversations generating a sense of hope and excitement for future projects. This excitement was shared alongside thoughtful and considered advice, insights, and suggestions of 'lessons learned' from the LNG construction period.

### Stakeholder Engagement Summary

Phase	Feasibility	FEED	FEED
Year	2021	2023	2024
Dates	29 November to 2 December	8 to 16 November	18 to 28 March
Sessions	<b>8 sessions</b>  All in-person	<b>9 sessions</b>  7 in-person focus group sessions  2 online focus group sessions	<b>12 sessions</b>  5 in-person focus groups  3 online focus group sessions  2 in-person interviews and 4 online interviews
Participants	<b>23</b> organisations invited to participate	<b>47</b> participants  <b>36</b> organisations represented	<b>33</b> participants (18 repeat)  <b>28</b> organisations and departments represented

<b>Aims</b>	<p><b>Understand:</b></p> <p>Availability, capacity and future development plans of local social services and facilities, including current and foreseeable constraints.</p> <p>Scope and scale of community and wellbeing issues in the region.</p> <p>Industry development constraints and opportunities.</p> <p>Local supply chain experiences, barriers, and opportunities.</p> <p>The community's needs and aspirations and key environmental issues of interest and concern.</p> <p>Key issues of interest and concern to Traditional Owners and First Nations people in the Gladstone region.</p> <p>Potential impacts of industry and workforce</p>	<p>Deliver updated information on the CQ-H<sub>2</sub> Project to key community stakeholders.</p> <p>Validate social baseline data and fill any identified data gaps.</p> <p>Identify any new potential development constraints and opportunities not yet captured.</p> <p>Build collaborative partnerships with external stakeholders to support the implementation of social impact management plans and benefits sharing strategies.</p> <p><b>Understand and/or validate:</b></p> <p>Community interests, needs and priorities, values, and aspirations.</p> <p>Current and emerging community perceptions around hydrogen.</p> <p>Current and emerging social interventions</p>	<p>Better understanding of the successes and shortcomings of historical mitigation and management measures.</p> <p>Identify what the Project could do differently to reduce negative impacts and enhance opportunities for the people of Gladstone and Central Queensland.</p> <p>Validate the findings of the impact assessment and gain stakeholder input into development of the SIMP.</p> <p>Identify any new potential development constraints and opportunities not yet captured.</p> <p>Build collaborative partnerships with external stakeholders to support the implementation of social impact management plans and benefits sharing strategies.</p>
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	<p>on services and the local community.</p>	<p>and programs within the Gladstone area.</p> <p>Current and future cumulative impacts (e.g., from other projects across the region).</p> <p>Housing and accommodation options available to the Project.</p> <p>Project impacts / opportunities experienced to date.</p>	<p><b>Understand and/or validate:</b></p> <p>Community interests, needs and priorities, values, and aspirations, including those of the First Nations community</p> <p>Current and emerging community perceptions around hydrogen.</p> <p>Current and emerging social interventions and programs within the Gladstone area.</p> <p>Current and future cumulative impacts (e.g., from other projects across the region).</p> <p>Housing and accommodation options available to the Project.</p> <p>Project impacts / opportunities experienced to date.</p>
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### Community reflections and priorities

Gladstone residents are skilled at identifying and articulating the social pressures of their community. During focus group discussions, community members drew on their intimate knowledge and lived experiences to describe the complex and

interconnected nature of both current issues and the ways these may change as industry evolves.

The residents of Gladstone are protective of their community and the way of life that appeals to so many. All stakeholders who participated in our engagement sessions shared a positive sentiment toward local industry, and a keen interest in the opportunities the energy transition may bring.

The following represents a summary of the key social domains, identified by stakeholders, that will be impacted by new projects if work is not done to strengthen them.

- **Housing** emerged as a top issue for most participants and was often considered to be at the root of other community pressures.
- Difficulty in the **attraction and retention** of new residents (primarily skilled workers) was another key issue and priority area identified by participants.
- Gladstone residents are keen to begin **training** for the incoming hydrogen industry, but participants expressed concerns that the current training facilities and volume of educators will not be able to meet new and increased demand.
- **Improved access to essential and community services** such as childcare, education and aged care are key priorities for the Gladstone community. There is a need for skilled workers and additional training to meet existing demand for these essential services.
- Addressing the **community health** and social service needs of the Gladstone region will require a tailored and place-based approach, with support and collaboration across the health, education, community, government and industry sectors.
- Participants emphasised the need to prioritise local and First Nations people and businesses for **employment and supply chain** opportunities with the Project.
- Participants confirmed that **water security and availability** remains a key priority for Gladstone, citing that industry water requirements are 'only increasing'.
- Participants suggested that CQ-H2 continue to work collaboratively with the PCCC and the **First Nations community** to co-design meaningful employment and business participation programs.

### **Summary of social impacts and opportunities of the CQ-H2 Project**

From the community, the following social impacts and opportunities were raised:

<b>Economic development</b>	<ul style="list-style-type: none"> <li>• Economic development, business and employment opportunities are expected to be the primary benefits of the Project for local and regional communities.</li> <li>• Stakeholders raised concerns that the Project would draw both skilled and semi-skilled labour away from existing businesses, industry and non-industry sectors, potentially impacting the long-term viability of local businesses.</li> </ul>
<b>Education and training</b>	<ul style="list-style-type: none"> <li>• Skills to support the development and operation of hydrogen facilities are in low supply in Gladstone and the Central Queensland region.</li> <li>• At present, the education and training sector in Gladstone is perceived as unable to meet the current demand for training.</li> <li>• The Project is well placed to support the education sector in building capacity and meeting demand both for industry and non-industry training.</li> </ul>
<b>Traditional Owners and First Nations People</b>	<ul style="list-style-type: none"> <li>• The development of the Project will likely have a direct, positive benefit on the First Nations community of Gladstone. However, meaningful and ongoing engagement with First Nations People will be critical to ensuring that cultural values are considered throughout the process, and opportunities are realised.</li> <li>• The Project is continuing to engage with First Nations People in relation to the Project's potential impact on cultural heritage and their involvement in the Project, as well as to understand any areas of significance and development of appropriate management and access measures.</li> </ul>
<b>Housing and accommodation</b>	<ul style="list-style-type: none"> <li>• Housing and accommodation remains a priority concern for the Gladstone community. Increasing costs and limited availability is constraining the capacity of lower income families and single adults being able to secure suitable housing.</li> <li>• Gladstone stakeholders expressed a preference for new projects to utilise existing workforce accommodation facilities to house non-resident workforces. However, community stakeholders are also urging new industry proponents to work collaboratively with government and housing providers to explore innovative workforce accommodation options.</li> <li>• The Project plans to accommodate the Project's construction workforce in existing, purpose-built workforce accommodation villages in Gladstone.</li> </ul>
<b>Community health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>• Current community concerns around the health and safety of the hydrogen industry relate to potential contamination of natural resources and emergency preparedness in the case of a major incident.</li> <li>• The Project is committed to operating the facility safely. Key safety design processes have been incorporated into Project design and are required under Australian law.</li> <li>• Project activities, particularly during construction, will temporarily increase</li> </ul>

	<p>traffic volume on local road networks. The Project will manage the potential for increased traffic congestion and safety risks through a Project Traffic Management Plan.</p>
<b>Environment and sustainability</b>	<ul style="list-style-type: none"> <li>• The duration and scale of potential impacts to amenity are expected to be localised during the Project construction period. Potential impacts will be managed through the implementation of a Construction Environmental Management Plan which will include measures to manage and minimise potential noise, dust and air quality impacts.</li> <li>• The Project's plans to reuse surplus industrial water for existing industry (i.e. for agricultural purposes, concreting businesses etc.) was regarded as a key benefit of the Project. Further, communication and education around the Project's water supply and long-term water security for Gladstone was considered a priority for the local community in better understanding cumulative water use for the Gladstone region.</li> </ul>

### Key commitments

Ongoing communication and engagement with key stakeholders and the Gladstone community was identified as an important part of effectively mitigating and managing the potential social impacts and benefits of the CQ-H<sub>2</sub> Project.

Mitigation and management measures proposed in the SIA report have been collated into management actions within the Project's Social Impact Management Plan. This Plan also includes a monitoring and reporting framework to support the tracking of management actions against Project commitments and objectives.

CQ-H<sub>2</sub> is committed to working with the Gladstone community to create long-term benefits for the region. It is also committed to effective social impact management and will monitor its management measures over time to ensure that they are fit for purpose and effective.