



Isaac Downs Mine Social Impact Management Report November 2023



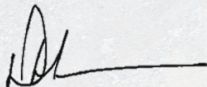
Document control

Revision history

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1	10.11.2023	Belinda Parfitt, Environmental Principal, Isaac Plains Complex Dave Adams, Senior Operations Manager, Isaac Plains Complex	Draft
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Document approval

Approved by:



Dave Adams

Senior Operations Manager, Isaac Plains Complex, Stanmore Resources

10 November 2023

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

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Glossary

1. Introduction

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

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

Condition 7 requires:

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

- e. Each SIMR must be made publicly available on the proponent's website within thirty (30) business days of the Coordinator-General's approval of the relevant SIMR.
- f. The proponent must notify the Coordinator-General within five (5) business days of the SIMR being published on the proponent's website.

*Note, the Project is now in operation and referred to in this report as 'the Operation' or 'the Mine'.

This SIMR covers the period of **July 2022 to June 2023** and is the second SIMR to be prepared for the Operation. It provides an updated assessment on the Operation's social impact management strategies, actions and outcomes during the second year of operation, as well as an updated workforce profile. Mention has also been made of some related activities that have occurred since June 2023 that are relevant to this report.

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

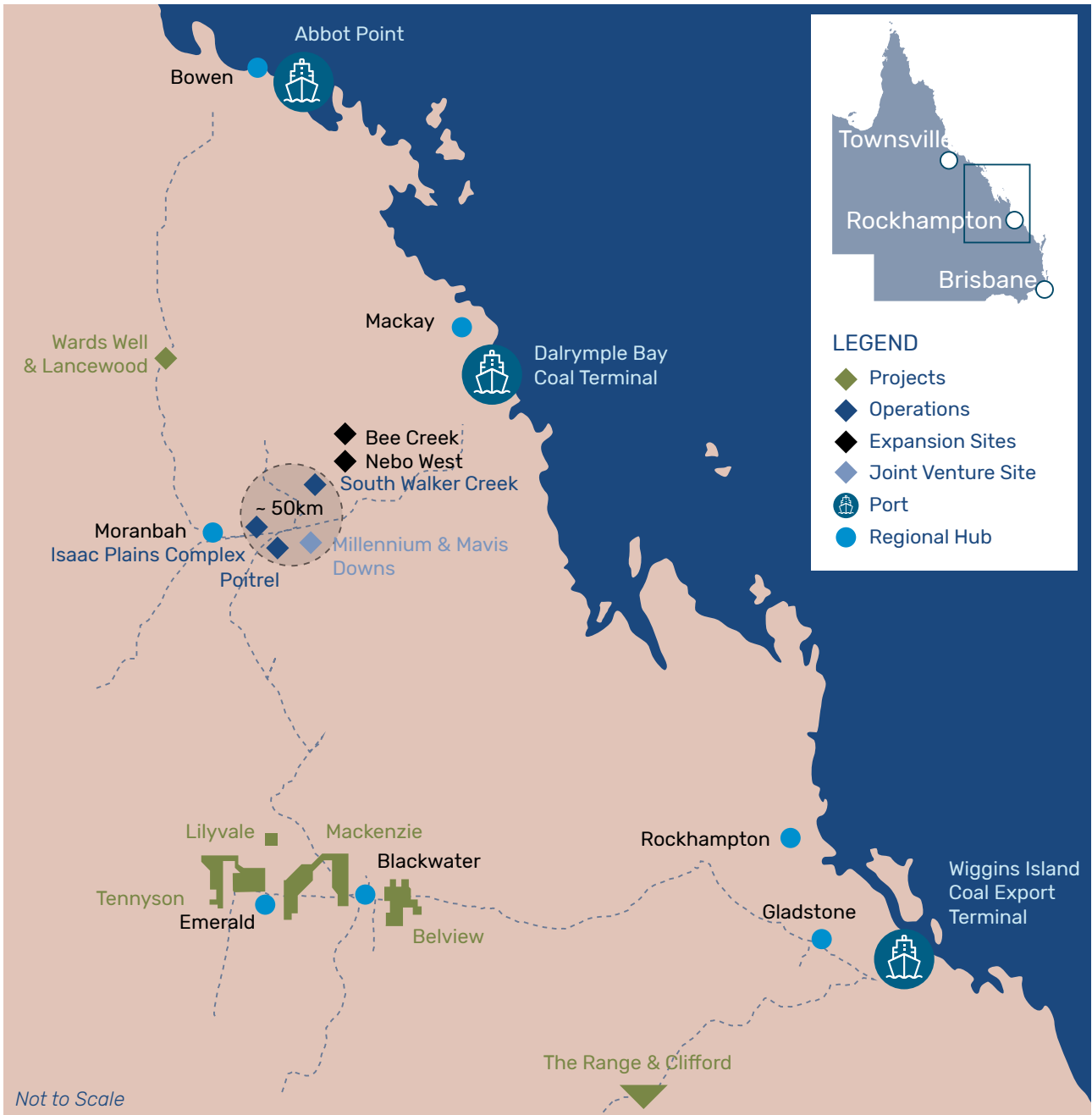
1.1 The Operation

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

- Isaac Plains Complex (IPC, comprising the Isaac Plains Mine and processing facilities, the adjoining Isaac Plains East and Isaac Downs mining areas, and the Isaac Plains Underground development project)
- Poitrel
- South Walker Creek
- Millennium and Mavis Downs Mine (50% interest).

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

Figure 1. Isaac Downs Mine location



1. Introduction

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

The Operation will extract approximately four million tonnes per annum ('mtpa') of run-of-mine ('ROM') coal over the first two years of operation, with a steady state production profile of 2.8mtpa and then approximately 1.0 mtpa over the next seven years as the strip ratio increases. The Operation comprises a single open-cut mining pit, ROM coal haul road, linear infrastructure, access road, ROM coal pad, levee and mine infrastructure area ('MIA'), and utilises the existing coal handling, preparation plant and rail loop of the adjoining Isaac Plains Mine.

While operations have ceased at the original Isaac Plains Mine, the Isaac Plains East mining leases are still active with a Highwall Auger Coal Operation and construction of an additional truck and shovel pit (Pit 5) from Q2 2023 which will supply approximately 1.2 mtpa for ROM coal. Coal mined through the Operation is washed at the Isaac Plains Coal Handling and Processing Plant ('CHPP') – approximately 330,000 tonnes per month.

EPSA Pacific has remained as the Principal Contractor at the Isaac Plains Complex since April 2022. During this reporting period, EPSA employees represented 38% of the total hours worked. EPSA is committed to Stanmore under a three-year contractual arrangement with options to extend.

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

Throughout the reporting period, we have undertaken periodic communication in relation to the Operation with local communities, Isaac Regional Council, the Coordinator-General's Department regarding the *Strong and Sustainable Resource Communities Act 2017* ('SSRC Act'), as well as the Department of Environment and Science

('DES') (Queensland) and Department of Climate Change, Energy, the Environment and Water (Commonwealth) to maximise social and community benefits.

1.2 Social Impact Management Plan

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

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

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

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





2. Assessment of social impacts

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

Table 1. Assessment of social impacts

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

Table 1. Assessment of social impacts (continued)

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

2. Assessment of social impacts

Table 1. Assessment of social impacts (continued)

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

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

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

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

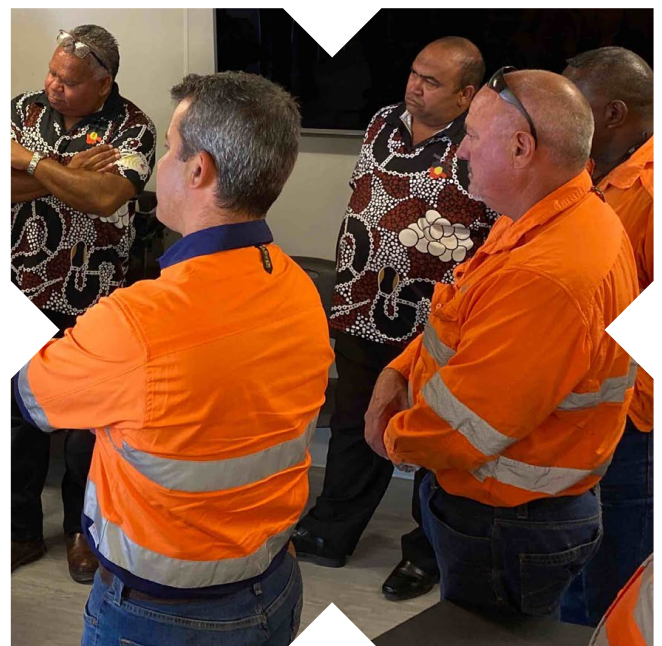
In addition to the Operation, our SMC assets are located within the study area. The resulting footprint includes a mix of operating models (contract/owner-operator), and presents a unique opportunity to leverage teams and equipment across the sites.

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

In addition, a Social Performance Strategy and Action Plan, which includes a long-term local engagement strategy, is being drafted to consolidate and improve the existing Local Buying programs for the Operation and SMC sites.

A Progressive Rehabilitation and Closure Plan ('PRCP') is also underway, and we are currently awaiting assessment and approvals with DES. While these plans are not yet approved, we are already working in line with the plans, where possible, and using them as key management tools.

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



3. Community and stakeholder engagement

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

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

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

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

3.1 Barada Barna partnership

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

During the reporting period, we drafted our first Reflect Reconciliation Action Plan ('RAP'). The RAP includes actions and initiatives we have undertaken and plan to implement, to advance reconciliation with Aboriginal and Torres Strait Islander peoples. It is based on the RAP framework developed by Reconciliation Australia, which consists of four RAP types: Reflect, Innovate, Stretch and Elevate. With the Stanmore RAP at the Reflect stage, we are preparing for reconciliation by building relationships, respect and trust with Aboriginal and Torres Strait Islander stakeholders and communities.

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

Key commitments outlined in the RAP for 2023–2024 include:

- establishing a RAP Working Group to oversee the development, implementation and reporting of the RAP
- developing and implementing a cultural awareness training strategy for employees and contractors
- developing and implementing an Aboriginal and Torres Strait Islander employment and retention strategy
- developing and implementing an Aboriginal and Torres Strait Islander supplier diversity strategy
- engaging with local Aboriginal and Torres Strait Islander communities and organisations to build respectful relationships and partnerships
- celebrating and participating in National Reconciliation Week and NAIDOC Week events.

In acknowledgement of our ongoing partnership with the Barada Barna people, and as a talking point for advancing cultural awareness, we have incorporated Barada Barna artwork throughout the Head Office, site foyers and across merchandise, including backpacks, hats and water bottles.



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

3. Community and stakeholder engagement

3.2 Community feedback

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

Expansion activity following the acquisition of the SMC sites generated significant interest and interaction, which was not directly related to the Operation.

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

A total of 11 enquiries were received, most of which were related to Indigenous employment opportunities and RAP Working Group matters.

One complaint was received from the Department of Resources in relation to a land access agreement. The complaint was recorded and responded to in a timely and consistent manner, in line with our complaints handling procedure.

Table 2. Community feedback (July 2022 to June 2023)

Enquiries			
Date	Stakeholder type	Interaction type	Summary of interaction
June 2023	Local Government	Email	Enquiry regarding Cooperative Research Centre for Transformations in Mining Economies ('CRC TiME') regional site visit
June 2023	Workforce provider	Email	Enquiry regarding Indigenous employment opportunities
May 2023	Workforce provider	Meeting	Discussions regarding introduction of RAP Working Group
April 2023	Local Government	Email	Enquiry regarding end-of-life mine opportunities (e.g. smart farms to support food production)
February 2023	Local mining project	Email	Enquiry regarding potential housing and accommodation opportunities
February 2023	Local Government	Email	Enquiry regarding potential opportunities to support Council-led initiative to promote environmental/rehabilitation initiatives
February 2023	Traditional Owners	Hotline call	Enquiry regarding opportunities for participation in rehabilitation work tender process
February 2023	Workforce provider	In-person interaction	Discussions regarding introduction of RAP Working Group, and opportunities to build cultural awareness and enhance Indigenous employment
February 2023	Workforce provider	Meeting	Discussions regarding draft RAP
February 2023	Local Government	In-person interaction	Discussions regarding commitments and broader social impacts affecting the region (e.g. housing and rental market, tourism, etc.)
August 2022	Local Government	Email	Discussions regarding the preparation of the PRCP

Table 2. Community feedback (July 2022 to June 2023) (continued)

Complaints			
Date	Stakeholder type	Interaction type	Summary of interaction
April 2023	State Government	Email	Complaint regarding failure to record a land access agreement in the appropriate register. The agreement had already ended and was no longer required on the record. Stanmore reviewed other third-party access agreements and found no other concerns

3.3 Commitment implementation outcomes for community and stakeholder engagement

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

3. Community and stakeholder engagement

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

Commitment	Key Performance Indicator (KPI)
<p>The Proponent will seek to involve the community during the planning, construction, operation and decommissioning of the Operation. In particular, the Proponent will seek to understand and address community concerns about the environmental and social impacts of the Operation’s activities. The Proponent will also seek to actively and effectively deal with community expectations around employment, and economic and community development opportunities, whilst engaging with nearby regional communities to manage any amenity and access issues.</p>	<ul style="list-style-type: none"> • Number of recorded engagements with local and surrounding landholders
<p>An engagement program is outlined in Table 18-9 which summarises key engagement activities during the construction and operation phases following the Operation’s approval. The engagement program will be adapted in response to ongoing engagement. Responsibility for engagement and monitoring of the engagement process rests with the Proponent. Monitoring will be undertaken on a bi-annual basis during construction and operation, with annual reporting.</p>	<ul style="list-style-type: none"> • N/A
<p>To facilitate open communication and active complaint resolution, stakeholders will be able to raise issues and complaints. The Proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison.</p>	<ul style="list-style-type: none"> • Number of community complaints and enquiries received
<p>The Operation will be supported by an officer who will provide a contact point for the community and stakeholders and be available to receive and respond to complaints. This officer will ensure that all issues are conveyed to the appropriate management levels. Anyone will be able to submit a complaint to the Operation. They may also submit comments and suggestions.</p>	<ul style="list-style-type: none"> • N/A
<p>Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies. An Operation community contact phone number for the purpose of receiving complaints and enquiries from stakeholders will be provided. Stanmore’s website provides the community with up-to-date information on the Operation and its activities.</p>	<ul style="list-style-type: none"> • Number of community complaints and enquiries received
<p>The SIMP includes a monitoring framework which details the KPIs to be used to measure the Operation’s success in meeting the actions sought for each key impact and/or benefit area over the life of the Operation.</p>	<ul style="list-style-type: none"> • N/A
<p>Stakeholder feedback will be incorporated into the ongoing implementation and monitoring of SIMP actions.</p>	<ul style="list-style-type: none"> • N/A

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Landholders were engaged according to their respective access agreements Working relationships are ongoing The purchase of Poitrel and South Walker Creek and associated land and agreements resulted in an extensive program of engagement with landholders in the area 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Routine engagement was undertaken with regulatory staff and key stakeholders to deliver project to design 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Two concerns received and promptly addressed by site staff Added to incident register 	<ul style="list-style-type: none"> One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager
<ul style="list-style-type: none"> Project Manager and Principal Environment shared the role of receiving and actioning improvements Principal External Engagement appointed with recent expansion 	<ul style="list-style-type: none"> The Principal Environment IPC is the key contact at the Operation for the management of complaints. The Principal Land Management is the key contact for external stakeholder enquiries The site General Manager maintains existing relationships with neighbouring landholders All concerns and issues received during the reporting period were responded to in a timely and consistent manner
<ul style="list-style-type: none"> Complaints process and incident register recorded two complaints for the reporting period A Community Contact hotline is made available to stakeholders and the community via the Stanmore website and enquiries are submitted via a dedicated email address. Community and stakeholders are regularly kept informed of Project activities via the Stanmore website 	<ul style="list-style-type: none"> One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager
<ul style="list-style-type: none"> Risk assessment and table of reporting accountabilities was published with the SIMP and informs this report 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum 	<ul style="list-style-type: none"> As per Year 1

3. Community and stakeholder engagement

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

Commitment	Key Performance Indicator (KPI)
The SIMP would also be reviewed regularly to assess the effectiveness and relevancy of the overall SIMP. Stanmore will review, and if necessary revise, the SIMP every three years throughout the Operation life. The SIMP may be reviewed and revised within a shorter period of time should Stanmore consider the amendment of the SIMP necessary.	• N/A
Future stakeholder engagement and consultation activities will be undertaken by the Proponent with the stakeholders identified in Chapter 3, and any other stakeholders who may be identified. This will include statutory consultation and other consultation methods as described in Chapter 3.	• N/A
The Proponent will develop information on the types of skills required for construction and operation, and the means by which people can obtain those skills. The Proponent will continue to consult with identified stakeholders.	• N/A
Details of all engagement and consultation activities undertaken and feedback provided will be recorded in a stakeholder management system.	• N/A
All data collated will be used to generate reports according to a range of fields. The generation of these reports will assist the Operation team to track work performance, the types of issues affecting the community and key areas of impact.	• N/A
A report will be prepared prior to Operation commencement to detail stakeholder engagement and consultation undertaken during the Operation planning phase.	• N/A
The ongoing analysis of all data recorded in the stakeholder management system will be used to identify and track emerging issues and changes in stakeholder perceptions.	• N/A
All issues, or potential issues, relating to key stakeholders or community members will be reported to the Proponent's senior management immediately, who will then work with key Operation staff to assess the issue, determine the potential implications and assign appropriate responses.	• N/A

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> The framework has some modifications due to the expanded Stanmore footprint and is expected to be adjusted with feedback from annual reports as a minimum 	<ul style="list-style-type: none"> The three-year review of the SIMP is due in 2024
<ul style="list-style-type: none"> The recent acquisition of Poitrel and South Walker Creek has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and regular 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Stanmore has expanded operations and the additional sites include operating models for both contract and owner-operated mining. Synergies are already identified and are being applied to support development of skilled personnel 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Stanmore has drafted an updated Community Stakeholder and Engagement Plan which supports all sites, and includes tools for recording and reporting community consultation 	<ul style="list-style-type: none"> We established a Consultation Manager system during the reporting period to record all engagement and consultation activities
<ul style="list-style-type: none"> Stakeholder reporting continues to inform the project team of progress against the plan. A data transfer is progressing to update project and site reporting capabilities 	<ul style="list-style-type: none"> Stakeholder reporting through Consultation Manager continues to inform the site team regarding progress against the plan, in addition to the types of issues affecting the community and key areas of impact
<ul style="list-style-type: none"> The Project Community Stakeholder and Engagement Plan is one of the key inputs to this report and is available on the company website 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> The recent acquisition has increased Stanmore interactions with key stakeholders in the locality of the Isaac Complex. As a result, the planned engagement routines are more detailed and regular 	<ul style="list-style-type: none"> Data recorded in Consultation Manager throughout the reporting period was analysed to identify and track emerging issues and changes in stakeholder perceptions
<ul style="list-style-type: none"> The two concerns identified were managed by senior staff, and continue to be monitored by the Site SSE and Project Manager 	<ul style="list-style-type: none"> One complaint was received during the reporting period, and promptly addressed by senior site staff and recorded in Consultation Manager

3. Community and stakeholder engagement

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

Commitment	Key Performance Indicator (KPI)
<p>The Proponent will work proactively towards preventing complaints through the implementation of impact mitigation and through community liaison. The Operation will be supported by an officer who will provide a contact point for the community and stakeholders, and be available to receive and respond to complaints.</p>	<ul style="list-style-type: none"> N/A
<p>Concerns and issues raised will be recorded and responded to in a timely and consistent manner, and in accordance with regulatory standards and company policies.</p>	<ul style="list-style-type: none"> Number of community complaints and enquiries received
<p>An Operation community contact phone number, for the purpose of receiving complaints and enquiries from stakeholders, will be provided.</p>	<ul style="list-style-type: none"> Number of community complaints and enquiries received

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> The recent acquisition of Poitrel and South Walker Creek has increased Stanmore interactions with key stakeholders in the locality of the Isaac Plains Complex. As a result, the planned engagement routines are more detailed and regular, and fall under the oversight of the General Manager Growth and Sustainability 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Project Manager and Principal Environment shared the role of receiving and actioning improvements Principal External Engagement appointed with recent expansion 	<ul style="list-style-type: none"> The Principal Environment IPC is the key contact at the Operation for the management of complaints. The Principal Land Management is the key contact for external stakeholder enquiries The site General Manager, Mining Manager and Environmental team maintains existing relationships with neighbouring landholders All concerns and issues received during the reporting period were responded to in a timely and consistent manner
<ul style="list-style-type: none"> The Community Stakeholder Engagement Plan publishes the Community Contact hotline and procedure for the Project and Stanmore operational sites 	<ul style="list-style-type: none"> As per Year 1

4. Workforce management

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

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

It also aims to support meaningful employment pathways, including opportunities for young people, and Aboriginal and Torres Strait Islander workers.

4.1 Local employment and job creation

Throughout the reporting period, 36 new Stanmore jobs were created as a result of the Operation, including five jobs awarded to local workers. The majority of these roles were at the CHPP following Stanmore moving to an owner-operator model. Occupations required by the Operation in this period included:

- wash plant operators, trades persons and administrative staff
- health, safety and environmental professionals
- geologists
- commercial specialists
- information technology and communications specialists
- warehousing personnel.

CASE STUDY

CHPP becomes 'owner-operated'

In Q2 2022, we committed to owner-operating the CHPP at the Isaac Plains Complex, following six years of a contracting model of operations.

In October 2022, the first supervisors were transitioned to full-time Stanmore employees at the CHPP.

At the end of February 2023, CHPP operators commenced transitioning across as Stanmore employees with the remainder of the full-time equivalent operators provided full-time employment with Stanmore by early March 2023. This process resulted in 21 new Stanmore employees.

Stanmore Senior Operations Manager Dave Adams said: "This has meant improved certainty for our workers and helped provide some stability to our crews in a tough labour market. It has been great for us, great for our community and great for the local area, and something we are incredibly proud of."

CHPP Superintendent Rodney Brammer said: "The general feeling amongst our work crews has been positive following the announcement that Stanmore would pursue the owner-operator model."



Table 4 outlines the workforce profile of the Operation during the reporting period, including portion of local workers, portion of new local workers, portion of fly-in fly-out ('FIFO') workers and portion of drive-in drive-out ('DIDO') / bus-in bus-out ('BIBO') workers.

Table 4. Workforce profile (July 2022 to June 2023)

	Employees	Sub-contractors	Total workforce	Portion of local workers	Portion of new local workers	Portion of FIFO workers	Portion of DIDO/BIBO workers
Stanmore	41	0	41	17%	12%	27%	56%
Stanmore – Indigenous	1	0	1	0%	0%	0%	100%
Supplier workforce (Operations)	347	88	435	11%	N/A*	9%	80%
Supplier workforce (Operations) – Indigenous	4	0	4	0%	0%	37.5%	62.5%
Supplier workforce (Projects)	117	0	117	0%	0%	0%	100%
Supplier workforce (Projects) – Indigenous	4	0	4	0%	0%	0%	100%

*Data not available at the time of reporting

4.2 Commitment implementation outcomes for workforce management

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

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

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

4. Workforce management

Table 5. Workforce management commitments and outcomes/results

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

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

4. Workforce management

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

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

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> • A total of 15 Aboriginal and Torres Strait Islander peoples are directly employed on the Project • Stanmore has engaged the Principal Contractor to establish mine operations traineeships. Two Barada Barna traineeships have been executed during the reporting period to develop participants’ skills and experience in various operational areas 	<ul style="list-style-type: none"> • Nine Aboriginal and Torres Strait Islander peoples were directly employed across our employee and contractor workforce during the reporting period
<ul style="list-style-type: none"> • Updates are underway for data collection. Tracking to include persons identifying as having Barada Barna heritage 	<ul style="list-style-type: none"> • No areas of the operational footprint required cultural heritage surveys during the reporting period
<ul style="list-style-type: none"> • Engagement with Barada Barna includes employment, education and economic development • Traineeship and employment opportunities extended to Stanmore roles on ‘owner operated’ sites • Stanmore’s RAP process has commenced in partnership with the Barada Barna and is anticipated to be registered in February 2023 following amendments due to the acquisition of Poitrel, South Walker Creek and the Wards Well project 	<ul style="list-style-type: none"> • Our RAP was formally endorsed on 17 August 2023 and published on the Reconciliation Australia website • There was no expenditure on cultural heritage surveys, as no areas of the operational area required cultural heritage survey during the reporting period
<ul style="list-style-type: none"> • Principal Contractor to provide a people and diversity policy 	<ul style="list-style-type: none"> • Of the 669 contract workers, more than 70% were permanent employees during the reporting period
<ul style="list-style-type: none"> • Incentives in place for living local. The drivers for residency include opportunities for family members (childcare, education, sports and health facilities) 	<ul style="list-style-type: none"> • We continued to work with the new Principal Contractor to deliver the ‘Live Local’ Program to the contract workforce
<ul style="list-style-type: none"> • 90% retention rate indicated for existing contract. Stanmore is incentivising employee retention with the Principal Contractor 	<ul style="list-style-type: none"> • The retention rate for the contractor workforce ranged from 62% to 100% with a median retention rate of 94%
<ul style="list-style-type: none"> • Onboarding new Principal Contractor and training initiatives were adopted immediately 	

4. Workforce management

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

Commitment	Key Performance Indicator (KPI)
Access to equal employment opportunities for members of local and regional communities	
<p>The Proponent is committed to developing an Equal Employment Opportunity ('EEO') Policy which will apply to all employment aspects of the Operation and will be based on Stanmore's existing EEO Policy.</p>	<ul style="list-style-type: none"> Number of complaints received regarding lack of equal employment opportunities
<p>The Proponent is committed to applying the EEO Policy in accordance with applicable regulations.</p>	<ul style="list-style-type: none"> Number of complaints received regarding equal employment opportunities
<p>No job opportunities will be advertised as a FIFO-only position.</p>	
Minimise economic hardships for affected employees and their households due to loss of employment opportunities and associated redundancies following the conclusion of operations	
<p>Preparation and implementation of a PRCP.</p>	<ul style="list-style-type: none"> Establishment of the PRCP Number of employee complaints received regarding mine closure management Number of employees redeployed to other Proponent-operated projects
<p>Assist with transition from the Operation to Isaac Plains Mine.</p>	
<p>The Proponent is committed to providing workers with advanced notice as to the conclusion of operations.</p>	
<p>The Proponent is committed to engaging with employees regarding potential impacts and identify strategies to avoid economic impact for those affected.</p>	
<p>The Proponent will attempt to redeploy workers to other proponent-operated projects.</p>	

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> • Nil complaints. EEO Policy under review due to Poitrel and South Walker Creek acquisitions and range of operating models • Variation to contract taking place to ensure Principal Contractor can deliver Live Local 	<ul style="list-style-type: none"> • Nil complaints were received during the reporting period in relation to lack of equal employment opportunities • EEO Compliance Training will be rolled out to all employees by December 2023
<ul style="list-style-type: none"> • Nil complaints 	<ul style="list-style-type: none"> • Nil complaints were received during the reporting period in relation to lack of equal employment opportunities • As outlined in the Stanmore Code of Conduct, we are an equal opportunity employer and are committed to ensuring that all candidates for employment are not unlawfully discriminated against in line with the applicable employment law throughout the advertising, interview and selection processes
<ul style="list-style-type: none"> • Local roles prioritised and flexible conditions applied according to role 	<ul style="list-style-type: none"> • Positions were recruited as 'residential' or 'DIDO'. Roles were only recruited as 'FIFO' if they were specialised and we were unable to attract local candidates.
<ul style="list-style-type: none"> • Planning has commenced 	<ul style="list-style-type: none"> • The PRCP for the Operation was submitted during the reporting period and the application is currently with DES for a decision
<ul style="list-style-type: none"> • Nil 	<ul style="list-style-type: none"> • Nil complaints were received regarding mine closure management during the reporting period
<ul style="list-style-type: none"> • A range of opportunities are available due to additional operations and projects acquired 	<ul style="list-style-type: none"> • Nil employees were redeployed to other Stanmore operations during the reporting period
<ul style="list-style-type: none"> • A range of opportunities are available due to additional operations and projects acquired 	
<ul style="list-style-type: none"> • As the Project involves the transition of the workforce from Isaac Plains Mine and Isaac Plains East to the Project, Stanmore expects a small net increase in the number of workers required during the life of the operation • The end of the construction phase has coincided with the Poitrel and South Walker Creek acquisitions, and Stanmore is updating its workforce plan to identify synergies from the operating models at each site 	

4. Workforce management

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

Commitment	Key Performance Indicator (KPI)
Improve skills and capacity of local and regional communities and existing workforce through providing training and development initiatives	
The Proponent will work with the Principal Contractor to maximise the proportion of the operations workforce who are in salary-supported positions rather than on casual contracts.	<ul style="list-style-type: none"> Annual employee retention rate
The Proponent is committed to working with the Principal Contractor to provide ongoing training and skills development for the workforce.	
The Proponent is committed to providing an annual financial contribution of \$10,000/year to fund local youth development programs through the Moranbah Youth and Community Centre ('MYCC').	<ul style="list-style-type: none"> Record of annual financial contribution Number of youth intervention initiatives supported by Stanmore
The Proponent will undertake ongoing consultation with local educational institutions, training groups and government agencies to identify potential concerns and employment opportunities.	<ul style="list-style-type: none"> Number of engagement activities held with educational institutions, training groups and government agencies
Support the health and wellbeing of the workforce and their families	
The Proponent is committed to implementing the swipe-on/swipe-off system and continuing to improve fatigue management training for workers.	<ul style="list-style-type: none"> Number and type of fatigue-related workplace health and safety incidents
The Proponent will implement mandatory drug and alcohol testing, and improve the testing systems.	<ul style="list-style-type: none"> Number of random drug and alcohol tests undertaken
The Proponent is committed to providing on-site medical and first-aid facilities for workers.	<ul style="list-style-type: none"> Availability of on-site medical and first-aid facilities

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Permanent workforce for key contractors is prioritised 	<ul style="list-style-type: none"> The retention rate for the contractor workforce ranged from 62% to 100% with a median retention rate of 94%
<ul style="list-style-type: none"> Onboarding new Principal Contractor and training initiatives were adopted immediately 	
<ul style="list-style-type: none"> Stanmore has engaged local providers and requested for nominated of projects to allow an equitable distribution of the nominated funds. MYCC is fully tasked and has requested Stanmore identify initiatives 	<ul style="list-style-type: none"> Engagement efforts to date have not yielded any suitable youth development program funding opportunities We are considering applying a similar approach to youth development program funding as is successfully used for the Stanmore Resources Community Grants Program We are also considering amalgamating the financial contribution commitment for several years, should a suitable youth program be identified
<ul style="list-style-type: none"> Routine engagement with Council 	<ul style="list-style-type: none"> Engagement with Isaac Regional Council was ongoing throughout the reporting period on topics including housing, childcare, mine rehabilitation and sustainability opportunities
<ul style="list-style-type: none"> No fatigue-related workplace health and safety incidents recorded 	<ul style="list-style-type: none"> No fatigue-related workplace health and safety incidents were recorded during the reporting period
<ul style="list-style-type: none"> On average, 394 drug tests were completed per month. Stanmore’s swipe-on/off-system allows for all employees to be breath tested every morning. The monthly average during the reporting period was 6,650 	<ul style="list-style-type: none"> Our site access system enabled all coal mine workers to be breath tested every shift, averaging more than 7,000 tests per month Random drug tests were also conducted, averaging 290 tests per month. All systems continue to be serviced and calibrated every six months and are compliant with Australian standards
<ul style="list-style-type: none"> Complete 	<ul style="list-style-type: none"> As per Year 1

4. Workforce management

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

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

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Accommodation providers engaged to ensure standards are delivered COVID-19 protocols work priorities messaging and gym programs promoted, and Stanmore engaged with WAV service providers on a regular basis to ensure standards were achieved 	<ul style="list-style-type: none"> All WAV-based employees were provided access to on-site gym facilities, healthy eating programs, and health and lifestyle coordinators IPC employees and contractors not living in WAV accommodation were also provided access to gym memberships
<ul style="list-style-type: none"> Expressions of Interest have been distributed with payments to be made in this calendar year to local mental health and suicide prevention programs 	<ul style="list-style-type: none"> During the reporting period, we invested \$32,000 in mental health first aid training programs, with 95 employees and contractors having completed the training
<ul style="list-style-type: none"> Nil 	<ul style="list-style-type: none"> Nil complaints were received during the reporting period in relation to workforce behaviour
<ul style="list-style-type: none"> 43 training initiatives were delivered, comprising Mining Inductions, Standard 11 and Emergency Response Team ('ERT') 142 events were reported including First Aid Injury ('FAI'), Procedural Breach, Environmental Impact, Equipment Damage, Near Hit, Report Only, High Potential Injury ('HPI'), Lost Time Injury ('LTI') and Restricted Work Injury ('RWI') 	<ul style="list-style-type: none"> A total of 149 incidents were recorded during the reporting period, including FAI, Procedural Breach, Environmental Impact, Equipment Damage, Near Hit, Report Only, HPI and MTI
<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Complete 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Stanmore appointed SSE 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Less than 10% of workers in flexible work arrangements 	<ul style="list-style-type: none"> We continued to offer flexible work arrangements where possible throughout the reporting period, with one permanent team member on a part-time/flexible work arrangement

5. Housing and accommodation

Stanmore previously purchased eight houses in Moranbah for employees living locally. No additional housing was purchased during the current reporting period.

At the time of reporting, the real estate market has more than 150 houses listed for sale in Moranbah and limited residential development is progressing due to supply chain issues impacting availability of building materials. We will continue to engage with developers and Isaac Regional Council to maintain a housing pool that ensures the locally based proportion of the workforce does not contribute to an elevated housing demand.

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

During the reporting period, we provided employees access to 11 Moranbah rental properties through various local real estate agencies, totalling approximately \$400,000 in rental payments. Accommodation village rooms were also provided to workers – approximately 50 at Moranbah and 230 at Coppabella.

CASE STUDY

Supporting affordable housing in the Isaac region

We demonstrated our commitment to increasing the availability of affordable housing in the Isaac region by contributing \$250,000 to the Isaac Affordable Housing Trust ('IAHT'). This initiative provides quality, affordable accommodation options in Clermont, Dysart and Moranbah under the Isaac Rental Affordability Scheme ('IRAS').

With our contribution, the IAHT has commenced the planning stage and is moving to 'shovel ready' for 11 new units in Moranbah, comprising a block of eight units and a triplex. With preliminary designs currently underway, a building designer and hydraulic, engineering and landscaping designers have been appointed to assist with the project.

The contribution demonstrates our proactive approach to addressing housing needs and dedication to creating a positive social impact within the Isaac region.



Image Courtesy of Isaac Regional Council

5.1 Commitment implementation outcomes for housing and accommodation

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

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

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

5. Housing and accommodation

Table 6. Housing and accommodation commitments and outcomes/results

Commitment	Key Performance Indicator (KPI)
Minimising affordability and availability impacts on housing and accommodation in local and regional communities	
<p>Increase availability of affordable housing by way of a contribution commensurate with the estimated impact of the Operation (approximately equates to provision of one additional unit of affordable accommodation in Moranbah).</p>	<ul style="list-style-type: none"> Record of financial contribution for the provision of additional unit of affordable housing
<p>The Proponent will fund the development of up to six additional houses in Moranbah through a funding arrangement (e.g. guaranteed annual rental contribution) to one or more developers; with an estimated value of \$4,000,000 made up of the building cost and associated interest/finance costs, over the Operation life. Refer to Chapter 18 for details on the proposed timing of housing construction.</p>	<ul style="list-style-type: none"> Completion of tranche 1, tranche 2 and tranche 3 of housing construction
Minimise project effects on the local housing market	
<p>The Proponent is committed to maximising local employment through applying the recruitment hierarchy.</p>	<ul style="list-style-type: none"> Number of residents employed
<p>Employment opportunities are disseminated to local communities through online and local media.</p>	
<p>The Proponent is committed to actively engaging and collaborating with the Isaac Regional Council and other stakeholders with respect to housing and accommodation impacts.</p>	<ul style="list-style-type: none"> Number of engagement activities with Isaac Regional Council and other housing-related stakeholders
<p>The Proponent is committed to providing support to members of the workforce seeking to move to local communities through providing connections to the highest quality local advice and support networks.</p>	<ul style="list-style-type: none"> Number of employees who take up the 'Live Local' Program

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Engaged IAHT regarding contribution. A building provision is preferred and payment is planned for September 2022 	<ul style="list-style-type: none"> A payment of \$250,000 was contributed to the IAHT in December 2022 (refer to case study on page 32)
<ul style="list-style-type: none"> Stanmore purchased an additional eight houses in Moranbah for employees living locally. The real estate market has more than 130 houses listed for sale and no residential development is progressing due to supply chain issues impacting availability of building materials. Stanmore will continue to engage with developers and Isaac Regional Council to maintain a housing pool that ensures the locally based proportion of the Project workforce does not contribute to an elevated housing demand 	<ul style="list-style-type: none"> We provided employees access to 11 Moranbah rental properties through various local real estate agencies and totalling approximately \$400,000 in rental payments Accommodation village rooms were also provided for workers – approximately 50 at Moranbah and 230 at Coppabella Engagement with Isaac Regional Council regarding housing was ongoing throughout the reporting period. We continue to work on effective housing options, engaging a town planning consultant and holding pre-lodgement discussions with Isaac Regional Council A model to progress preferred options to building design and approvals stage has been developed We also attended the Mackay Whitsunday Isaac Housing Summit in August 2023, where the regional housing needs and the role of resource proponents in housing were discussed
<ul style="list-style-type: none"> Nine houses leased locally for Stanmore staff (Isaac Plains Complex) 20 employees of the Principal Contractor receive the 'Live Local' Initiative allowance 	<ul style="list-style-type: none"> The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers
<ul style="list-style-type: none"> Stanmore uses Seek to standardise the advertisement of vacancies. Stanmore staff and hiring managers routinely use LinkedIn to promote roles locally Traditional Owner groups have a central point of contact for responding to job advertisements 	<ul style="list-style-type: none"> Job opportunities for the Operation were regularly advertised via Seek, the Stanmore website, current employee referrals and labour hire in the local area
<ul style="list-style-type: none"> Consultation with Isaac Regional Council in June 2022 Eight houses purchased in May 2022 Stanmore housing pool now includes an owner-operated workforce at Poitrel and South Walker Creek Mines 	<ul style="list-style-type: none"> Engagement with Isaac Regional Council was ongoing throughout the reporting period in relation to housing, childcare, mine rehabilitation and sustainability opportunities
<ul style="list-style-type: none"> 20 (Isaac Plains Complex) Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines 	<ul style="list-style-type: none"> The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers

5. Housing and accommodation

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

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

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> • 20 (Isaac Plains Complex) • Workforce planning now considers the owner-operated models at Poitrel and South Walker Creek Mines 	<ul style="list-style-type: none"> • We continued to work with the new Principal Contractor to deliver the 'Live Local' Program to the contract workforce
<ul style="list-style-type: none"> • No complaints received during the reporting period 	<ul style="list-style-type: none"> • Nil complaints were received during the reporting period in relation to WAV accommodation
<ul style="list-style-type: none"> • Key concerns managed by accommodation provider. No details provided for concerns managed within the roster period 	<ul style="list-style-type: none"> • Nil complaints were received during the reporting period in relation to accommodation

6. Local business and industry procurement

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

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

During the reporting period, our local spend resulted in:

- spending with 96 local suppliers and businesses, representing 31% of all vendors that we engage with
- a total spend of more than \$51 million for the financial year. This is approximately 17% of our spend (excluding fuel).

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

6.1 Commitment implementation outcomes for local business and industry procurement

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

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

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



Image Courtesy of Isaac Regional Council

6. Local business and industry procurement

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

Commitment	Key Performance Indicator (KPI)
<p>Maximise opportunities for local businesses (especially small to medium enterprises ('SMEs')) to provide goods and services to the operation</p>	
<p>The Proponent is committed to developing a tailored Local Content Strategy which:</p> <ul style="list-style-type: none"> • outlines the Proponent's approach for how it will communicate with and encourage local industry to participate within its supply chains • describes how the Proponent will encourage local industry to register as a supplier, pre-qualify, tender for supply opportunities and develop the required capabilities • identifies how the Proponent will resource, implement and report on its local content practices • outlines costs associated with the development and implementation of the Procurement Policy and Local Content Strategy which will be met by the Proponent. 	<ul style="list-style-type: none"> • Establishment and implementation of the Procurement Policy and Local Content Strategy
<p>As implemented through the Local Content Strategy, the Proponent is committed to maximising opportunities for local business to provide goods and services to the Operation.</p>	<ul style="list-style-type: none"> • Establishment and annual updating of local supplier listing
<p>As implemented through the Local Content Strategy, the Proponent is committed to providing a fair and reasonable opportunity for local and regional businesses to participate in the supply chain.</p>	<ul style="list-style-type: none"> • Number of local and regional businesses engaged in the Operation's supply chain • Establishment and annual updating of local and regional business register

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Local program for Isaac Plains Complex established and a step change associated with the purchase of the Poitrel and South Walker Creek sites Local spend expanded with additional sites added to the Stanmore footprint 	<ul style="list-style-type: none"> Our Procurement Procedure and details of our commitment to socially responsible procurement was finalised during the reporting period, including specific consideration to local and Indigenous suppliers in the vendor evaluation process Our vendor onboarding processes stabilised following the 2022 BMC acquisitions and improvements in the procurement process can now be further investigated to better identify local and Indigenous suppliers
<ul style="list-style-type: none"> 120 suppliers added 	<ul style="list-style-type: none"> 96 local and regional suppliers provided goods and services directly to the Operation during the reporting period
<ul style="list-style-type: none"> Register updated to include C-Res vendors for Poitrel and South Walker Creek sites 	<ul style="list-style-type: none"> 96 local and regional suppliers provided goods and services directly to the Operation during the reporting period

6. Local business and industry procurement

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

Commitment	Key Performance Indicator (KPI)
Facilitate Indigenous-owned business to access supply chain opportunities	
<p>The Proponent is committed to enabling Indigenous-owned businesses to access supply chain opportunities.</p>	<ul style="list-style-type: none"> • Number of Indigenous-owned businesses engaged in the supply chain • The target for engagement of Indigenous-owned businesses through the supply chain is 1% of all businesses engaged (excluding the primary mining contractor). This is based on the relatively small number of Indigenous-owned businesses identified during the research phase of the SIA process undertaken by SMEC • This target will be reviewed and potentially redefined (as appropriate) during the development of the SIMR required under the SSRC Act
<p>The Proponent is committed to facilitating and supporting the delivery of a tender readiness program for local businesses in collaboration with the Department of Education, Barada Barna Aboriginal Corporation and the Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.</p>	<ul style="list-style-type: none"> • Ongoing implementation of the tender readiness program for all local businesses, including Indigenous-owned businesses
Reduce barriers to entry for local businesses	
<p>As implemented through the Local Content Strategy, the Proponent is committed to providing an open and transparent procurement process.</p>	<ul style="list-style-type: none"> • Number of local and regional businesses engaged in the supply chain

Outcomes/results – Year 1 (Reporting period August 2021 – June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 – June 2023)
<ul style="list-style-type: none"> Indigenous contracts for cultural heritage work expanded and now include equipment hire and labour hire businesses Synergies identified with Poitrel and South Walker Creek operations 	<ul style="list-style-type: none"> Three Indigenous-owned businesses provided goods and services directly to the Operation during the reporting period. This represents 1% of suppliers engaged by us at the Operation. A fourth Indigenous-owned business provided goods to a key contractor at the Operation
<ul style="list-style-type: none"> Leverage project agreements for South Walker Creek to deliver cultural awareness and enablement for Indigenous-owned business Dedicated role at South Walker Creek and Stanmore relationship committees to deliver employment and contracting opportunities 	<ul style="list-style-type: none"> We have continued to leverage project agreements for South Walker Creek to deliver cultural awareness and enablement for Indigenous-owned business On an 'as requested' basis, vendor engagements resulted in more favourable payment terms for local and Indigenous-owned businesses Furthermore, we will extend project agreements in place with Barada Barna at South Walker Creek to other operational sites, including Isaac Downs
<ul style="list-style-type: none"> Leverage C-Res support network for local operators 	<ul style="list-style-type: none"> We engaged directly with local businesses during the reporting period. Payment terms were also improved for local and Indigenous-owned businesses 96 local and regional suppliers provided goods and services directly to the Operation during the reporting period

7. Health and community wellbeing

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

Throughout the reporting period, key health and community wellbeing initiatives we undertook included:

- mental health first aid training for employees and contractors, aimed at improving skills to identify and manage stress and mental health issues
- workplace events to promote health and wellbeing initiatives such as R U OK Day and Movember
- establishing a Code of Conduct, which outlines our commitment to providing a workplace that fosters mutual respect, honesty and trusting working relationships.

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

7.1 Community grants and partnerships

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

- **Young people:** opportunities for local young people (for example, recreational, educational, skills development, health and wellbeing)
- **Community health and wellbeing:** ongoing health and wellbeing of community members (for example mental health, emergency care, physical fitness, recreation, road safety)

- **Indigenous engagement:** providing and supporting Indigenous community initiatives (for example, youth programs, sporting involvement, skills development, health and wellbeing)
- **Environment:** community education, conservation and volunteer programs that contribute to local environmental values and sustainable development.

During the reporting period, we contributed \$104,000 to 25 local community organisations, including but not limited to:

- Childhood Cancer Support
- Clermont Rodeo & Show Society Inc
- Coppabella State School
- Gymnastics Moranbah Inc
- Mackay Zone 10 Pony Club Incorporated
- Moranbah Hawks Football Federation Incorporated
- Moranbah Martial Arts
- Moranbah Race Club Inc
- Moranbah State High School Parents and Citizens Association
- Nebo Bushman's Carnival Inc
- Rock FM Association Inc (4RFM Community Radio Station)
- The Bushfire Foundation Inc
- Wildlife Care Mackay Inc.

We also became a major sponsor of the Fitzroy Partnership for River Health in the second half of 2022, contributing more than \$60,000 to the organisation. The Fitzroy Partnership – comprised of organisations from government, industry, research and community – works to provide a more complete picture on river health in the Fitzroy Basin, providing funding, resources and water monitoring data to complete annual report cards that are accessible to everyone in the community.

CASE STUDY

Moranbah East State School community grant

Moranbah East State School received a \$1,500 grant as part of the Stanmore Resources Community Grant Program during the reporting period. The grant was used to teach the school's Prep classes about the importance of sustainability through the creation of vegetable gardens and worm farms, providing students with hands-on experiences in sustainable practices.

As a result of the initiative, Prep students investigate living things and what they need to survive. They also use their fruit break scraps in a more sustainable way and use the 'worm juice' to fertilise their plants.

The Stanmore Resources Community Grant Program is part of the Operation's commitment to the local community and has seen the Moranbah East State School Prep students engage in enriching activities related to gardening, composting and sustainable living, including growing their own plants and veggies in vegetable gardens.

Since its establishment in 2019, the Community Grant Program has provided more than \$420,000 in funding to over 90 local organisations, helping to advance initiatives that highlight community health and wellbeing, support young people in the region, provide opportunities for Indigenous engagement or support the environment.



Moranbah East State School Principal Rod Finney and Stanmore Environmental Principal – IPC Belinda Parfitt with Prep students

7. Health and community wellbeing

CASE STUDY

Stanmore works to support a better water future in the Fitzroy Basin

As part of our commitment to sustainability and water stewardship in the regions in which we operate, we have been a valued partner of Fitzroy Partnership for River Health in Central Queensland since 2016, elevating our contribution and support to major partner level in 2022, during the reporting period.

Fitzroy Partnership for River Health is committed to creating a better water future in the Fitzroy Basin, and with our support, produces an Annual Report Card on the ecosystem health of waterways in the region for the information of the community. In a prosperous and critical economic region, understanding river health has never been more important and independent assessment of our waterways each year provides much-needed information to support better water management practices.

On our behalf, Fitzroy Partnership also engages with the community by regularly visiting schools and community events to support greater understanding of the contributors to waterway health. We can all play our part to collectively minimise the impacts on our waterways and the environment, and Stanmore looks forward to continuing to partner with Fitzroy Partnership for River Health for a better water future in Central Queensland.

We support:

- the development of an annual, independent Fitzroy Basin Report Card on waterway health
- the development of the new Fitzroy Basin Wide Monitoring Program for a more comprehensive assessment of ecosystem health in the Fitzroy Basin
- citizen science activities and education about waterway health to schools and community groups around Central Queensland
- ongoing cross-sector collaboration towards improved water stewardship.



Fitzroy Partnership for River Health's Mindi the Barramundi mascot with friend at the 2023 Rockhampton River Festival

7.2 Commitment implementation outcomes for health and community wellbeing

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

- increased demand for social infrastructure (including early childhood education and care services, hospital and health services, and emergency services) by the workforce, resulting in increased burden for service providers and reduced level-of-service for existing residents
- community tension and negative sentiment towards the Operation due to negative interactions with the workforce
- amenity and health impacts for surrounding landholders and nearby communities due to fugitive dust emissions
- amenity and health impacts for surrounding landholders due to increased noise and vibration from activities such as earthmoving and blasting
- impacts on mental health for community members
- increased likelihood of vehicle collisions (and associated injuries) due to increased volume of heavy vehicles and driver fatigue
- increased operation-related traffic, particularly on the Peak Downs Highway, resulting in increased congestion and road surface impacts
- temporary traffic disruption on Peak Downs Highway due to diversions for construction of proposed underpass
- the public safety affected by increased exposure to anti-social or illegal behaviours by members of the workforce.

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

7. Health and community wellbeing

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

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

Outcomes/results – Year 1 (Reporting period August 2021 - June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 - June 2023)
<ul style="list-style-type: none"> Childcare services in the local area have been extended invitation letters to express interest to share in the funding available which can used towards an initiative or program that provides recreational, education, skills development and/or health and wellbeing opportunities 	<ul style="list-style-type: none"> Following the Expression of Interest process, we continued engagement with existing local childcare providers and potential childcare developers in Moranbah regarding effective support options We are currently considering various support options, including agreements to commit to 5-10 years of support We also attended locally held presentations with the Childcare Leadership Alliance during the reporting period
<ul style="list-style-type: none"> Stanmore has been proactively participating in stakeholder engagement to follow up its social commitment. In April 2022, Stanmore met with Isaac Regional Council representatives and other subject matter experts to discuss childcare commitments 	
<ul style="list-style-type: none"> The coal Principal Contractor operates onsite emergency services 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Approximately 30 employees and contractors reside in Moranbah 	<ul style="list-style-type: none"> The contractor workforce included 64 local workers during the reporting period, while seven Stanmore employees were also local workers

7. Health and community wellbeing

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

Commitment	Key Performance Indicator (KPI)
Mitigate potential health and wellbeing impacts on local communities	
<p>The Proponent is committed to providing an annual financial contribution of \$10,000/year for the life of the Operation to local mental health and suicide prevention programs. The Proponent will decide on the annual recipient of the funding based on advice received from key sector stakeholders.</p>	<ul style="list-style-type: none"> Record of financial contribution to local mental health and suicide prevention initiatives
<p>The Proponent is committed to reducing the risk of Operation-related vehicle accidents through actively managing workforce fatigue and providing bus transportation for workforces residing in camp accommodation.</p>	<ul style="list-style-type: none"> Number and type of employee vehicle incidents to and from worksites
<p>The Proponent is committed to protecting road safety through implementing the swipe-on/swipe-off fatigue management system, and mandatory random alcohol and drug testing.</p>	
<p>The Proponent is committed to monitoring and managing dust, noise and vibration issues associated with the Operation.</p>	<ul style="list-style-type: none"> Number of days undertaking active monitoring of dust, noise and vibration
<p>The Proponent will participate in any community groups assessing and monitoring cumulative dust emissions, including potential contributions to additional dust monitoring stations.</p>	

Outcomes/results – Year 1 (Reporting period August 2021 - June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 - June 2023)
<ul style="list-style-type: none"> In June 2022, Stanmore extended invitation letters to local mental health and suicide prevention service providers to share in the funding available which can be used towards an initiative or program that promotes wellbeing 	<ul style="list-style-type: none"> During the reporting period, we invested \$32,000 in mental health first aid training programs, with 95 employees and contractors having completed the training
<ul style="list-style-type: none"> Bus services are operated as a proactive approach to manage fatigue and mitigate the risk of Project-related vehicle accidents There has been no recorded employee vehicle incidents to and from worksites during the reporting period 	<ul style="list-style-type: none"> Five incidents were recorded by coal mine workers while travelling to/from work, including three strikes with wildlife
<ul style="list-style-type: none"> Swipe-on/off system is available and monitored for onsite time exceedance 	<ul style="list-style-type: none"> Our site access system enabled all coal mine workers to be breath tested every shift, averaging more than 7,000 tests per month Random drug tests were also conducted, averaging 290 tests per month
<ul style="list-style-type: none"> Dust and vibration are continuously monitored in sensitive areas around the project. This involves daily issue of dust risk to facilitate implementation of control measures 	<ul style="list-style-type: none"> As per Year 1
<ul style="list-style-type: none"> Stanmore makes available on its website weekly dust charts and engages with stakeholders to improve dust monitoring systems 	<ul style="list-style-type: none"> As per Year 1

7. Health and community wellbeing

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

Commitment	Key Performance Indicator (KPI)
Enhance community cohesion and contribute to the community through supporting local community activities	
The Proponent is committed to developing and adopting a Code of Conduct.	<ul style="list-style-type: none"> Establishment and adoption of Code of Conduct
The Proponent is committed to providing an annual financial contribution of \$30,000 per annum through the Community Grants Program for the life of the Operation. In determining grant allocations, consideration is given to supporting existing collaborative programs and the principles of adaptive management.	<ul style="list-style-type: none"> Number of applications received through the Stanmore Resources Community Grants Program

Outcomes/results – Year 1 (Reporting period August 2021 - June 2022)	Outcomes/results – Year 2 (Reporting period July 2022 - June 2023)
<ul style="list-style-type: none"> • Stanmore has adopted a consolidated Code of Conduct through acquisition of South Walker Creek and Poitrel. To further enhance community cohesion and resilience, the Project proposes to implement the following enhancement measures during the operation phase: <ul style="list-style-type: none"> • Develop and implement a Code of Conduct which describes positive behavioural outcomes and prohibits negative • Establish expected standards of behaviour with clear ramifications for non-conformance 	<ul style="list-style-type: none"> • The Stanmore Board and Management team approved the Code of Conduct in February 2023, which outlines our commitment to providing a workplace that fosters mutual respect, honesty and trusting working relationships, including the behaviours required of employees when dealing with each other, shareholders, stakeholders and the broader community • The Code of Conduct was published on our intranet and website
<ul style="list-style-type: none"> • 47 community grant applications were received during the reporting period 	<ul style="list-style-type: none"> • 61 community grant applications were received during the reporting period • We contributed a total of \$104,000 to 25 successful applicants through the program

8. Conclusion

This SIMR has described the engagement, communication and impact management strategies undertaken by Stanmore in relation to the Operation for the second year of operational activities between July 2022 and June 2023.

We remain committed to achieving the best outcomes for our employees, our contractors, our local service providers and vendors, and those working remotely to support the Operation. Our local towns are important to the overall fabric of our operation and contribute significant economic wealth for our state and Australia. Our impact in regional Queensland is felt far and wide, and we need to remain vigilant, sustainable and committed to the communities in which we work.

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

The next SIMR will be delivered in September 2024 for the period between June 2023 and July 2024.



Glossary

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



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